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USUAL WEEKLY EARNINGS OF WAGE AND SALARY WORKERS SECOND QUARTER 2019

Median weekly earnings of the nation's 117.6 million full-time wage and salary workers were \$908 in the second quarter of 2019 (not seasonally adjusted), the U.S. Bureau of Labor Statistics reported today. This was 3.7 percent higher than a year earlier, compared with a gain of 1.8 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 second-quarter data:

- **Median weekly earnings** of full-time workers were \$908 in the second quarter of 2019. **Women** had median weekly earnings of \$814, or 81.4 percent of the \$1,000 median for **men**. (See table 2.)
- The **women's-to-men's earnings ratio** varied by race and ethnicity. White women earned 81.4 percent as much as their male counterparts, compared with 90.8 percent for Black women, 72.5 percent for Asian women, and 83.2 percent for Hispanic women. (See table 2.)
- Among the major **race and ethnicity groups**, median weekly earnings of Blacks (\$724) and Hispanics (\$696) working at full-time jobs were lower than those of Whites (\$933) and Asians (\$1,152). By sex, median weekly earnings for Black men were \$761, or 74.2 percent of the median for White men (\$1,026). Median earnings for Hispanic men were \$746, or 72.7 percent of the median for White men. The difference was less among women, as Black women's median earnings were \$691, or 82.8 percent of those for White women (\$835), and earnings for Hispanic women were \$621, or 74.4 percent of those for White women. Earnings of Asian men (\$1,331) and women (\$965) were higher than those of their White counterparts. (See table 2.)
- By **age**, median weekly earnings were highest for men ages 35 to 64: weekly earnings were \$1,133 for men ages 35 to 44, \$1,153 for men ages 45 to 54, and \$1,158 for men ages 55 to 64. Usual weekly earnings were highest for women age 35 and over: median weekly earnings were \$908 for women ages 35 to 44, \$899 for women ages 45 to 54, \$869 for women ages 55 to 64,

and \$881 for women age 65 and over. Men and women ages 16 to 24 had the lowest median weekly earnings, \$601 and \$522, 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—\$1,540 for men and \$1,117 for women. Men and women employed in service jobs earned the least, \$637 and \$530, respectively. (See table 4.)
- By **educational attainment**, full-time workers age 25 and over without a high school diploma had median weekly earnings of \$588, compared with \$751 for high school graduates (no college) and \$1,357 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 \$3,997 or more per week, compared with \$2,822 or more for their female counterparts. (See table 5.)
- **Seasonally adjusted median weekly earnings** edged up to \$911 in the second quarter of 2019. (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 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 \$
2010									
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.....	105,633	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.....	108,486	60,364	48,122	801	886	724	341	377	307
2nd quarter.....	108,544	60,400	48,144	803	890	726	339	376	306
3rd quarter.....	109,269	60,977	48,292	810	896	727	341	377	306
4th quarter.....	110,049	61,273	48,776	822	904	730	345	380	307
2016									
1st quarter.....	110,427	61,627	48,799	823	903	743	346	380	312
2nd quarter.....	110,929	61,787	49,142	827	914	744	345	382	311
3rd quarter.....	111,566	62,082	49,483	833	917	750	346	381	312
4th quarter.....	111,463	62,249	49,214	846	924	760	349	382	314
2017									
1st quarter.....	111,978	62,462	49,516	857	940	759	351	385	311
2nd quarter.....	113,118	62,942	50,176	862	939	780	353	385	320
3rd quarter.....	113,623	63,155	50,468	865	943	771	353	385	314
4th quarter.....	114,372	63,377	50,996	854	943	771	345	381	312
2018									
1st quarter.....	114,678	64,007	50,671	874	955	776	350	383	311
2nd quarter.....	115,481	64,136	51,345	880	964	780	351	385	312
3rd quarter.....	115,945	64,198	51,747	893	980	801	355	389	318
4th quarter.....	116,160	64,237	51,923	897	991	796	355	392	315
2019									
1st quarter.....	117,327	64,964	52,362	898	994	800	355	392	316
2nd quarter.....	117,279	65,033	52,245	911	1,005	812	357	394	318

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 2018	2nd 2019	In current dollars		In constant (1982-84) dollars	
			2nd 2018	2nd 2019	2nd 2018	2nd 2019
SEX AND AGE						
Total, 16 years and over.....	115,758	117,567	\$876	\$908	\$348	\$355
Men, 16 years and over.....	64,437	65,354	959	1,000	381	391
16 to 24 years.....	6,009	6,100	528	601	210	235
25 years and over.....	58,428	59,254	1,015	1,059	404	414
Women, 16 years and over.....	51,321	52,214	780	814	310	318
16 to 24 years.....	4,656	4,805	511	522	203	204
25 years and over.....	46,665	47,408	824	855	328	334
RACE, HISPANIC OR LATINO ETHNICITY, AND SEX						
White.....	89,250	90,285	907	933	361	365
Men.....	50,883	51,321	985	1,026	392	401
Women.....	38,367	38,964	815	835	324	326
Black or African American.....	14,951	15,301	683	724	272	283
Men.....	7,234	7,402	720	761	287	297
Women.....	7,717	7,900	644	691	256	270
Asian.....	7,635	7,952	1,083	1,152	431	450
Men.....	4,196	4,418	1,245	1,331	495	520
Women.....	3,439	3,534	918	965	365	377
Hispanic or Latino ethnicity.....	20,422	21,122	674	696	268	272
Men.....	12,321	12,679	704	746	280	291
Women.....	8,101	8,444	621	621	247	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 2019 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.....	117,567	\$908	65,354	\$1,000	52,214	\$814
16 to 24 years.....	10,905	571	6,100	601	4,805	522
16 to 19 years.....	1,408	460	838	507	570	407
20 to 24 years.....	9,497	589	5,262	615	4,235	548
25 years and over.....	106,662	960	59,254	1,059	47,408	855
25 to 54 years.....	81,673	947	45,438	1,035	36,235	852
25 to 34 years.....	29,477	837	16,490	893	12,986	779
35 to 44 years.....	26,525	1,022	15,075	1,133	11,450	908
45 to 54 years.....	25,672	1,025	13,874	1,153	11,798	899
55 years and over.....	24,989	999	13,815	1,141	11,174	871
55 to 64 years.....	19,967	1,009	10,888	1,158	9,079	869
65 years and over.....	5,022	949	2,927	1,039	2,095	881
White						
16 years and over.....	90,285	933	51,321	1,026	38,964	835
16 to 24 years.....	8,392	586	4,760	617	3,632	536
25 years and over.....	81,893	987	46,561	1,096	35,332	874
25 to 54 years.....	61,709	972	35,157	1,063	26,552	868
55 years and over.....	20,184	1,026	11,404	1,193	8,780	894
Black or African American						
16 years and over.....	15,301	724	7,402	761	7,900	691
16 to 24 years.....	1,510	490	753	513	757	460
25 years and over.....	13,792	758	6,649	832	7,143	720
25 to 54 years.....	10,928	756	5,281	823	5,647	718
55 years and over.....	2,864	769	1,368	870	1,496	728
Asian						
16 years and over.....	7,952	1,152	4,418	1,331	3,534	965
16 to 24 years.....	423	701	257	677	166	757
25 years and over.....	7,529	1,185	4,161	1,365	3,368	974
25 to 54 years.....	6,086	1,266	3,368	1,403	2,717	1,020
55 years and over.....	1,444	989	793	1,118	651	863
Hispanic or Latino ethnicity						
16 years and over.....	21,122	696	12,679	746	8,444	621
16 to 24 years.....	2,550	533	1,475	568	1,074	508
25 years and over.....	18,573	724	11,203	784	7,369	653
25 to 54 years.....	15,601	724	9,437	782	6,164	654
55 years and over.....	2,971	726	1,767	795	1,205	649

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 2018	2nd 2019	2nd 2018	2nd 2019
TOTAL				
Management, professional, and related occupations.....	48,615	49,611	\$1,242	\$1,295
Management, business, and financial operations occupations.....	19,679	20,621	1,346	1,372
Professional and related occupations.....	28,936	28,990	1,176	1,239
Service occupations.....	16,603	16,677	558	584
Sales and office occupations.....	23,330	23,764	734	761
Sales and related occupations.....	9,927	9,687	781	871
Office and administrative support occupations.....	13,403	14,077	711	729
Natural resources, construction, and maintenance occupations.....	11,451	11,774	836	866
Farming, fishing, and forestry occupations.....	788	948	612	562
Construction and extraction occupations.....	6,390	6,615	802	863
Installation, maintenance, and repair occupations.....	4,273	4,210	955	946
Production, transportation, and material moving occupations.....	15,758	15,742	703	731
Production occupations.....	7,847	7,969	739	752
Transportation and material moving occupations.....	7,911	7,773	670	712
Men				
Management, professional, and related occupations.....	23,713	24,037	1,463	1,540
Management, business, and financial operations occupations.....	10,524	11,076	1,515	1,557
Professional and related occupations.....	13,189	12,961	1,428	1,527
Service occupations.....	7,966	7,996	615	637
Sales and office occupations.....	9,353	9,677	813	903
Sales and related occupations.....	5,408	5,345	941	1,038
Office and administrative support occupations.....	3,945	4,332	705	772
Natural resources, construction, and maintenance occupations.....	10,990	11,233	840	882
Farming, fishing, and forestry occupations.....	622	677	634	598
Construction and extraction occupations.....	6,200	6,454	802	871
Installation, maintenance, and repair occupations.....	4,168	4,102	950	953
Production, transportation, and material moving occupations.....	12,414	12,411	757	790
Production occupations.....	5,865	5,910	812	826
Transportation and material moving occupations.....	6,550	6,501	704	752
Women				
Management, professional, and related occupations.....	24,902	25,575	1,080	1,117
Management, business, and financial operations occupations.....	9,155	9,546	1,170	1,176
Professional and related occupations.....	15,747	16,029	1,019	1,070
Service occupations.....	8,637	8,681	512	530
Sales and office occupations.....	13,977	14,087	693	718
Sales and related occupations.....	4,519	4,342	630	711
Office and administrative support occupations.....	9,458	9,745	713	719
Natural resources, construction, and maintenance occupations.....	462	540	741	568
Farming, fishing, and forestry occupations.....	166	271	472	500
Construction and extraction occupations.....	191	161	797	705
Installation, maintenance, and repair occupations.....	105	109	1,148	808
Production, transportation, and material moving occupations.....	3,344	3,331	555	584
Production occupations.....	1,982	2,059	583	595
Transportation and material moving occupations.....	1,362	1,272	522	553

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 2019 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.....	117,567	\$454	\$611	\$908	\$1,432	\$2,270
Men.....	65,354	488	659	1,000	1,580	2,479
Women.....	52,214	417	566	814	1,247	1,887
White.....	90,285	472	629	933	1,467	2,291
Men.....	51,321	500	684	1,026	1,632	2,504
Women.....	38,964	425	582	835	1,263	1,896
Black or African American.....	15,301	394	518	724	1,111	1,557
Men.....	7,402	408	546	761	1,144	1,635
Women.....	7,900	381	502	691	1,064	1,489
Asian.....	7,952	494	700	1,152	1,900	2,805
Men.....	4,418	527	779	1,331	2,101	2,914
Women.....	3,534	473	627	965	1,695	2,406
Hispanic or Latino ethnicity.....	21,122	403	512	696	1,021	1,573
Men.....	12,679	431	549	746	1,115	1,671
Women.....	8,444	382	485	621	921	1,418
EDUCATIONAL ATTAINMENT						
Total, 25 years and over.....	106,662	483	646	960	1,494	2,304
Less than a high school diploma.....	7,355	385	477	588	774	1,090
High school graduates, no college ¹	26,569	427	562	751	1,075	1,521
Some college or associate degree.....	27,342	478	612	848	1,213	1,695
Bachelor's degree and higher ²	45,396	649	907	1,357	2,044	2,989
Bachelor's degree only.....	27,825	607	841	1,236	1,882	2,769
Advanced degree.....	17,572	756	1,049	1,561	2,319	3,449
Men, 25 years and over.....	59,254	511	701	1,059	1,666	2,519
Less than a high school diploma.....	5,027	423	508	644	869	1,183
High school graduates, no college ¹	16,339	480	613	851	1,206	1,691
Some college or associate degree.....	14,556	517	691	987	1,385	1,911
Bachelor's degree and higher ²	23,331	695	1,026	1,565	2,364	3,447
Bachelor's degree only.....	14,657	658	950	1,421	2,177	3,107
Advanced degree.....	8,674	797	1,190	1,886	2,723	3,997
Women, 25 years and over.....	47,408	444	596	855	1,304	1,913
Less than a high school diploma.....	2,328	322	407	496	603	747
High school graduates, no college ¹	10,230	385	501	644	859	1,174
Some college or associate degree.....	12,786	434	558	734	1,013	1,353
Bachelor's degree and higher ²	22,065	612	840	1,179	1,737	2,424
Bachelor's degree only.....	13,167	567	766	1,071	1,543	2,213
Advanced degree.....	8,898	733	951	1,363	1,917	2,822

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 2018	2nd 2019	2nd 2018	2nd 2019
SEX AND AGE				
Total, 16 years and over.....	24,428	23,854	\$267	\$277
Men, 16 years and over.....	8,460	8,121	258	263
16 to 24 years.....	3,524	3,498	215	209
25 years and over.....	4,936	4,623	303	323
Women, 16 years and over.....	15,968	15,733	272	285
16 to 24 years.....	4,738	4,642	206	224
25 years and over.....	11,230	11,091	307	317
RACE, HISPANIC OR LATINO ETHNICITY, AND SEX				
White.....	19,155	18,716	271	279
Men.....	6,563	6,363	261	262
Women.....	12,592	12,353	277	288
Black or African American.....	2,991	2,871	248	275
Men.....	1,065	1,010	248	265
Women.....	1,926	1,860	248	280
Asian.....	1,304	1,284	252	283
Men.....	458	357	250	289
Women.....	846	927	253	282
Hispanic or Latino ethnicity.....	4,342	4,137	264	276
Men.....	1,626	1,467	264	280
Women.....	2,716	2,670	264	274

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.