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USUAL WEEKLY EARNINGS OF WAGE AND SALARY WORKERS THIRD QUARTER 2014

Median weekly earnings of the nation's 107.9 million full-time wage and salary workers were \$790 in the third quarter of 2014 (not seasonally adjusted), the U.S. Bureau of Labor Statistics reported today. This was 2.5 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.) Data shown in this release are not seasonally adjusted unless otherwise specified. Highlights from the third-quarter data are:

- **Median weekly earnings** were \$790 in the third quarter of 2014. **Women** who usually worked full time had median weekly earnings of \$715, or 82.2 percent of the \$870 median for **men**. (See table 2.)
- The **women's-to-men's earnings ratio** varied by race and ethnicity. White women earned 81.8 percent as much as their male counterparts, compared with black (89.5 percent), Asian (73.1 percent), and Hispanic women (89.6 percent). (See table 2.)
- Among the major **race and ethnicity groups**, median weekly earnings for black men working at full-time jobs were \$679 per week, or 75.8 percent of the median for white men (\$896). The difference was less among women, as black women's median earnings (\$608) were 82.9 percent of those for white women (\$733). Overall, median earnings of Hispanics who worked full time (\$598) were lower than those of blacks (\$638), whites (\$816), and Asians (\$945). (See table 2.)
- Usual weekly earnings of full-time workers varied by **age**. Among men, those age 55 to 64 had the highest median weekly earnings, at \$1,053. Usual weekly earnings were highest for women age 35 to 64: weekly earnings were \$784 for women age 35 to 44, \$772 for women age 45 to 54, and \$787 for women age 55 to 64. Workers age 16 to 24 had the lowest median weekly earnings, at \$480. (See table 3.)
- Among the major **occupational groups**, persons employed full time in management, professional, and related occupations had the highest median weekly earnings—\$1,326 for men and \$980 for women. Men and women employed in service jobs had much lower earnings, \$585 and \$467, respectively. (See table 4.)

- By **educational attainment**, full-time workers age 25 and over without a high school diploma had median weekly earnings of \$488, compared with \$681 for high school graduates (no college) and \$1,170 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 \$3,439 or more per week, compared with \$2,293 or more for their female counterparts. (See table 5.)
- **Seasonally adjusted median weekly earnings** were \$797 in the third quarter of 2014, up from the previous quarter (\$782). (See table 1.)

Revision of Seasonally Adjusted Usual Weekly Earnings Data

The Usual Weekly Earnings news release for the fourth quarter of 2014 will incorporate annual revisions to seasonally adjusted data for the number of full-time wage and salary workers and median weekly earnings in current dollars. (See table 1.) Estimates for constant (1982-84) dollar median weekly earnings also will be affected by revisions to the current dollar series. Seasonally adjusted estimates back to the first quarter of 2010 will be 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 \$
2005									
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
3rd Quarter.....	106,876	59,635	47,241	797	880	722	335	370	304

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			
	3rd 2013	3rd 2014	In current dollars		In constant (1982-84) dollars	
			3rd 2013	3rd 2014	3rd 2013	3rd 2014
SEX AND AGE						
Total, 16 years and over.....	105,459	107,855	\$771	\$790	\$330	\$332
Men, 16 years and over.....	58,990	60,502	847	870	362	366
16 to 24 years.....	5,733	5,827	452	498	193	209
25 years and over.....	53,257	54,676	904	920	387	386
Women, 16 years and over.....	46,469	47,353	698	715	299	300
16 to 24 years.....	4,324	4,314	414	448	177	188
25 years and over.....	42,146	43,038	737	750	315	315
RACE, HISPANIC OR LATINO ETHNICITY, AND SEX						
White.....	83,689	85,030	794	816	340	343
Men.....	47,897	48,730	868	896	371	377
Women.....	35,791	36,299	719	733	307	308
Black or African American.....	12,571	13,195	630	638	270	268
Men.....	5,898	6,297	682	679	292	285
Women.....	6,672	6,898	594	608	254	255
Asian.....	6,141	6,307	922	945	394	397
Men.....	3,473	3,612	1,027	1,087	439	457
Women.....	2,668	2,695	795	795	340	334
Hispanic or Latino ethnicity.....	17,480	17,625	587	598	251	251
Men.....	10,593	10,802	609	617	260	259
Women.....	6,887	6,823	553	553	236	232

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, 3rd 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.....	107,855	\$790	60,502	\$870	47,353	\$715
16 to 24 years.....	10,141	480	5,827	498	4,314	448
16 to 19 years.....	1,340	368	809	382	531	345
20 to 24 years.....	8,801	496	5,018	515	3,783	469
25 years and over.....	97,714	839	54,676	920	43,038	750
25 to 54 years.....	76,506	822	43,013	894	33,494	743
25 to 34 years.....	26,027	720	14,899	753	11,127	668
35 to 44 years.....	24,927	876	14,111	960	10,816	784
45 to 54 years.....	25,553	890	14,002	1,004	11,551	772
55 years and over.....	21,208	913	11,663	1,034	9,544	778
55 to 64 years.....	17,627	928	9,646	1,053	7,981	787
65 years and over.....	3,581	823	2,017	948	1,564	689
White						
16 years and over.....	85,030	816	48,730	896	36,299	733
16 to 24 years.....	8,060	487	4,697	505	3,364	454
25 years and over.....	76,969	865	44,033	951	32,936	767
25 to 54 years.....	59,576	847	34,250	918	25,326	760
55 years and over.....	17,394	938	9,784	1,071	7,610	793
Black or African American						
16 years and over.....	13,195	638	6,297	679	6,898	608
16 to 24 years.....	1,193	424	590	421	603	429
25 years and over.....	12,001	669	5,707	720	6,295	631
25 to 54 years.....	9,750	646	4,691	683	5,059	612
55 years and over.....	2,252	786	1,016	835	1,236	745
Asian						
16 years and over.....	6,307	945	3,612	1,087	2,695	795
16 to 24 years.....	386	581	248	672	138	418
25 years and over.....	5,921	978	3,364	1,142	2,557	818
25 to 54 years.....	4,776	1,018	2,717	1,159	2,060	866
55 years and over.....	1,145	803	648	968	497	644
Hispanic or Latino ethnicity						
16 years and over.....	17,625	598	10,802	617	6,823	553
16 to 24 years.....	2,176	441	1,284	462	892	420
25 years and over.....	15,449	622	9,518	657	5,931	588
25 to 54 years.....	13,420	620	8,266	655	5,154	587
55 years and over.....	2,029	638	1,252	668	777	595

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	
	3rd 2013	3rd 2014	3rd 2013	3rd 2014
TOTAL				
Management, professional, and related occupations.....	41,679	43,476	\$1,116	\$1,131
Management, business, and financial operations occupations.....	17,082	17,816	1,179	1,225
Professional and related occupations.....	24,597	25,659	1,056	1,065
Service occupations.....	15,419	15,138	490	508
Sales and office occupations.....	23,379	23,316	655	665
Sales and related occupations.....	9,708	9,517	710	710
Office and administrative support occupations.....	13,671	13,798	629	646
Natural resources, construction, and maintenance occupations.....	10,886	11,284	744	755
Farming, fishing, and forestry occupations.....	856	959	462	414
Construction and extraction occupations.....	5,762	6,064	725	758
Installation, maintenance, and repair occupations.....	4,269	4,260	828	836
Production, transportation, and material moving occupations.....	14,096	14,642	633	640
Production occupations.....	7,215	7,612	623	651
Transportation and material moving occupations.....	6,881	7,030	647	628
Men				
Management, professional, and related occupations.....	20,372	21,271	1,338	1,326
Management, business, and financial operations occupations.....	9,215	9,646	1,417	1,441
Professional and related occupations.....	11,158	11,626	1,268	1,252
Service occupations.....	7,730	7,494	562	585
Sales and office occupations.....	9,185	9,196	744	761
Sales and related occupations.....	5,565	5,279	805	844
Office and administrative support occupations.....	3,620	3,917	636	673
Natural resources, construction, and maintenance occupations.....	10,442	10,814	756	763
Farming, fishing, and forestry occupations.....	712	737	482	419
Construction and extraction occupations.....	5,608	5,934	733	760
Installation, maintenance, and repair occupations.....	4,122	4,143	832	837
Production, transportation, and material moving occupations.....	11,260	11,727	685	697
Production occupations.....	5,265	5,658	692	724
Transportation and material moving occupations.....	5,994	6,069	680	663
Women				
Management, professional, and related occupations.....	21,306	22,204	962	980
Management, business, and financial operations occupations.....	7,867	8,171	1,034	1,048
Professional and related occupations.....	13,439	14,034	941	949
Service occupations.....	7,689	7,645	447	467
Sales and office occupations.....	14,194	14,120	615	624
Sales and related occupations.....	4,143	4,238	558	584
Office and administrative support occupations.....	10,051	9,881	627	640
Natural resources, construction, and maintenance occupations.....	444	469	551	486
Farming, fishing, and forestry occupations.....	144	222	396	394
Construction and extraction occupations.....	153	131	585	689
Installation, maintenance, and repair occupations.....	147	117	680	769
Production, transportation, and material moving occupations.....	2,836	2,915	492	498
Production occupations.....	1,950	1,953	493	504
Transportation and material moving occupations.....	886	961	490	475

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, 3rd 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.....	107,855	\$381	\$521	\$790	\$1,241	\$1,896
Men.....	60,502	401	577	870	1,389	2,096
Women.....	47,353	355	486	715	1,093	1,588
White.....	85,030	389	543	816	1,267	1,910
Men.....	48,730	409	589	896	1,422	2,119
Women.....	36,299	363	497	733	1,118	1,588
Black or African American.....	13,195	338	449	638	964	1,482
Men.....	6,297	349	471	679	999	1,539
Women.....	6,898	333	431	608	944	1,412
Asian.....	6,307	386	582	945	1,559	2,413
Men.....	3,612	413	649	1,087	1,771	2,710
Women.....	2,695	356	502	795	1,269	1,893
Hispanic or Latino ethnicity.....	17,625	339	419	598	890	1,363
Men.....	10,802	361	446	617	932	1,440
Women.....	6,823	313	395	553	826	1,247
EDUCATIONAL ATTAINMENT						
Total, 25 years and over.....	97,714	399	568	839	1,300	1,920
Less than a high school diploma.....	6,756	305	382	488	646	875
High school graduates, no college ¹	25,599	370	489	681	982	1,366
Some college or associate degree.....	26,861	398	533	762	1,115	1,578
Bachelor's degree and higher ²	38,498	579	792	1,170	1,800	2,584
Bachelor's degree only.....	24,469	527	732	1,068	1,649	2,387
Advanced degree.....	14,029	689	945	1,359	1,962	2,910
Men, 25 years and over.....	54,676	423	609	920	1,459	2,181
Less than a high school diploma.....	4,689	333	405	519	699	942
High school graduates, no college ¹	15,698	395	536	753	1,079	1,510
Some college or associate degree.....	14,218	451	609	877	1,260	1,760
Bachelor's degree and higher ²	20,070	621	899	1,366	2,041	2,912
Bachelor's degree only.....	12,835	584	815	1,238	1,889	2,677
Advanced degree.....	7,235	782	1,067	1,598	2,321	3,439
Women, 25 years and over.....	43,038	375	509	750	1,141	1,655
Less than a high school diploma.....	2,067	278	330	408	518	667
High school graduates, no college ¹	9,901	333	428	590	801	1,118
Some college or associate degree.....	12,643	368	484	660	940	1,298
Bachelor's degree and higher ²	18,428	523	727	1,019	1,487	2,091
Bachelor's degree only.....	11,634	487	667	936	1,387	1,922
Advanced degree.....	6,793	615	845	1,168	1,632	2,293

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	
	3rd 2013	3rd 2014	3rd 2013	3rd 2014
SEX AND AGE				
Total, 16 years and over.....	24,064	24,032	\$241	\$245
Men, 16 years and over.....	8,391	8,443	234	240
16 to 24 years.....	3,634	3,750	193	199
25 years and over.....	4,758	4,693	278	285
Women, 16 years and over.....	15,673	15,589	245	248
16 to 24 years.....	4,642	4,679	187	194
25 years and over.....	11,031	10,910	280	279
RACE, HISPANIC OR LATINO ETHNICITY, AND SEX				
White.....	19,288	19,221	243	249
Men.....	6,578	6,553	235	244
Women.....	12,710	12,668	247	251
Black or African American.....	2,668	2,706	231	224
Men.....	1,074	1,103	229	217
Women.....	1,594	1,603	233	230
Asian.....	1,236	1,199	246	267
Men.....	408	443	225	256
Women.....	828	757	258	274
Hispanic or Latino ethnicity.....	3,597	4,065	228	235
Men.....	1,463	1,559	238	251
Women.....	2,134	2,505	222	227

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.