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USUAL WEEKLY EARNINGS OF WAGE AND SALARY WORKERS FIRST QUARTER 2014

Median weekly earnings of the nation's 104.3 million full-time wage and salary workers were \$796 in the first quarter of 2014 (not seasonally adjusted), the U.S. Bureau of Labor Statistics reported today. This was 3.0 percent higher than a year earlier, compared with a gain of 1.4 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 first-quarter data are:

- **Median weekly earnings** were \$796 in the first quarter of 2014. **Women** who usually worked full time had median weekly earnings of \$722, or 82.8 percent of the \$872 median for **men**. (See table 2.)
- The **women's-to-men's earnings ratio** varied by race and ethnicity. White women earned 82.4 percent as much as their male counterparts, compared with black women (85.6 percent), Asian women (83.8 percent), and Hispanic women (92.6 percent). (See table 2.)
- Among the major **race and ethnicity groups**, median weekly earnings for black men working at full-time jobs were \$708 per week, or 78.8 percent of the median for white men (\$898). The difference was less among women, as black women's median earnings (\$606) were 81.9 percent of those for white women (\$740). Overall, median earnings of Hispanics who worked full time (\$593) were lower than those of blacks (\$646), whites (\$819), and Asians (\$955). (See table 2.)
- Usual weekly earnings of full-time workers varied by **age**. Among men, those age 45 to 54 and 55 to 64 had the highest median weekly earnings, \$1,021 and \$992, respectively. Usual weekly earnings were highest for women age 35 to 64: weekly earnings were \$787 for women age 35 to 44 and for women age 45 to 54, and \$776 for women age 55 to 64. Workers age 16 to 24 had the lowest median weekly earnings, at \$465. (See table 3.)
- Among the major **occupational groups**, persons employed full time in management, professional, and related occupations had the highest median weekly earnings—\$1,347 for

men and \$975 for women. Men and women employed in service jobs earned the least, \$581 and \$459, respectively. (See table 4.)

- By **educational attainment**, full-time workers age 25 and over without a high school diploma had median weekly earnings of \$480, compared with \$660 for high school graduates (no college) and \$1,199 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 \$3,834 or more per week, compared with \$2,390 or more for their female counterparts. (See table 5.)
- **Seasonally adjusted median weekly earnings** were \$791 in the first quarter of 2014, little changed from the previous quarter (\$782). (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 the release.) Seasonally adjusted constant (1982-84) dollar estimates back to the first quarter of 2009 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 Islanders are terms used to describe a person's race. Estimates for the latter two race groups and persons who selected more than one race are not included in this release due to insufficient sample size.

Hispanic or Latino ethnicity. This refers to people who identified themselves in the survey process as being of Hispanic, Latino, or Spanish origin. People whose ethnicity is identified as Hispanic or Latino may be of any race.

Reliability

Statistics based on the CPS are subject to both sampling and nonsampling error. When a sample, rather than the entire population, is surveyed, there is a chance that the sample estimates may differ from the true population values they represent. The component of this difference that occurs because samples differ by chance is known as *sampling error*, and its variability is measured by the standard error of the estimate. There is about a 90-percent chance, or level of confidence, that an estimate based on a sample will differ by no more than 1.6 standard errors from the true population value because of sampling error. BLS analyses are generally conducted at the 90-percent level of confidence.

The CPS data also are affected by *nonsampling error*. Nonsampling error can occur for many reasons, including the failure to sample a segment of the population, inability to obtain information for all respondents in the sample, inability or unwillingness of respondents to provide correct information, and errors made in the collection or processing of the data.

Additional information about the reliability of data from the CPS is available on the BLS website at www.bls.gov/cps/documentation.htm#reliability.

Seasonal adjustment

Over the course of a year, the size of the nation's labor force and other measures of labor market activity undergo regularly occurring fluctuations. These recurring events include seasonal changes in weather, major holidays, and the opening and closing of schools. The effect of such seasonal variations can be very large.

Because seasonal events follow a more or less regular pattern each year, their influence on the level of a series can be tempered by adjusting for regular seasonal variation. These adjustments make nonseasonal developments easier to spot. The seasonally adjusted figures provide a more useful tool with which to analyze changes in quarter-to-quarter activity.

At the end of each calendar year, the seasonally adjusted data are revised for the past 5 years when the seasonal adjustment factors are updated. More information on seasonal adjustment is available on the BLS website at www.bls.gov/cps/documentation.htm#sa.

Table 1. Median usual weekly earnings of full-time wage and salary workers by sex, quarterly averages, seasonally adjusted

Year and quarter	Number of workers (in thousands)			Median weekly earnings					
	Total	Men	Women	In current dollars			In constant (1982-84) dollars		
				Total \$	Men \$	Women \$	Total \$	Men \$	Women \$
2005									
1st Quarter.....	102,091	57,710	44,381	647	723	580	336	376	302
2nd Quarter.....	103,201	58,099	45,101	647	714	584	334	369	301
3rd Quarter.....	104,310	58,843	45,467	651	723	588	331	368	299
4th Quarter.....	104,605	58,967	45,638	658	730	588	332	368	296
2006									
1st Quarter.....	104,708	58,960	45,748	662	737	594	332	370	298
2nd Quarter.....	105,798	59,831	45,966	663	732	597	329	364	296
3rd Quarter.....	107,041	60,060	46,981	678	755	603	334	372	297
4th Quarter.....	106,847	60,140	46,707	681	748	607	337	370	300
2007									
1st Quarter.....	107,176	60,105	47,070	687	752	610	336	368	298
2nd Quarter.....	106,827	60,351	46,476	693	765	610	335	370	295
3rd Quarter.....	107,156	60,216	46,940	698	774	621	336	372	298
4th Quarter.....	108,178	60,508	47,670	700	774	615	332	368	292
2008									
1st Quarter.....	107,786	60,378	47,408	713	783	633	335	368	298
2nd Quarter.....	107,046	59,586	47,460	722	802	636	335	372	295
3rd Quarter.....	106,136	59,273	46,863	724	802	637	331	367	291
4th Quarter.....	105,617	58,511	47,106	727	806	647	340	377	302
2009									
1st Quarter.....	101,683	56,302	45,381	732	815	645	345	384	304
2nd Quarter.....	99,996	55,233	44,763	737	818	652	345	383	305
3rd Quarter.....	99,050	54,481	44,569	742	820	664	345	381	309
4th Quarter.....	98,555	54,410	44,145	747	823	666	344	379	307
2010									
1st Quarter.....	98,151	54,104	44,047	748	836	662	344	384	305
2nd Quarter.....	99,616	55,042	44,574	743	813	670	342	374	309
3rd Quarter.....	100,407	55,613	44,793	745	822	670	342	377	307
4th Quarter.....	99,939	55,469	44,470	750	826	676	341	376	308
2011									
1st Quarter.....	99,691	55,339	44,352	750	821	679	338	370	306
2nd Quarter.....	100,376	55,855	44,521	754	828	687	336	369	306
3rd Quarter.....	100,477	56,042	44,435	758	837	682	335	370	301
4th Quarter.....	101,287	56,646	44,641	761	838	686	335	369	302
2012									
1st Quarter.....	102,194	57,114	45,080	765	841	693	335	369	304
2nd Quarter.....	102,543	57,113	45,430	772	867	686	337	379	300
3rd Quarter.....	102,615	57,216	45,399	764	838	693	332	365	302
4th Quarter.....	103,644	57,709	45,935	772	868	690	334	375	298
2013									
1st Quarter.....	103,960	57,909	46,051	770	860	700	332	371	302
2nd Quarter.....	103,981	57,969	46,013	776	862	705	334	371	303
3rd Quarter.....	104,497	58,124	46,373	778	859	706	333	368	302
4th Quarter.....	104,620	57,988	46,632	782	862	712	334	368	304
2014									
1st Quarter.....	105,620	58,704	46,917	791	867	716	336	368	304

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 2013	1st 2014	In current dollars		In constant (1982-84) dollars	
			1st 2013	1st 2014	1st 2013	1st 2014
SEX AND AGE						
Total, 16 years and over.....	102,606	104,327	\$773	\$796	\$334	\$339
Men, 16 years and over.....	56,829	57,654	867	872	374	371
16 to 24 years.....	4,727	4,871	487	480	210	204
25 years and over.....	52,102	52,783	914	925	394	394
Women, 16 years and over.....	45,777	46,673	704	722	304	307
16 to 24 years.....	3,712	3,707	419	434	181	185
25 years and over.....	42,065	42,967	735	754	317	321
RACE, HISPANIC OR LATINO ETHNICITY, AND SEX						
White.....	81,432	82,536	802	819	346	349
Men.....	46,163	46,637	888	898	383	382
Women.....	35,269	35,899	723	740	312	315
Black or African American.....	12,432	12,501	622	646	268	275
Men.....	5,784	5,863	666	708	287	301
Women.....	6,648	6,638	597	606	258	258
Asian.....	5,861	6,353	951	955	410	407
Men.....	3,255	3,516	1,058	1,045	456	445
Women.....	2,606	2,838	831	876	358	373
Hispanic or Latino ethnicity.....	16,016	16,804	575	593	248	252
Men.....	9,821	10,292	593	610	256	260
Women.....	6,195	6,513	531	565	229	240

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 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.....	104,327	\$796	57,654	\$872	46,673	\$722
16 to 24 years.....	8,577	465	4,871	480	3,707	434
16 to 19 years.....	843	395	509	410	333	369
20 to 24 years.....	7,735	476	4,362	489	3,373	448
25 years and over.....	95,750	837	52,783	925	42,967	754
25 to 54 years.....	74,812	827	41,476	905	33,336	750
25 to 34 years.....	25,237	727	14,246	755	10,991	679
35 to 44 years.....	24,435	891	13,684	973	10,751	787
45 to 54 years.....	25,139	898	13,545	1,021	11,594	787
55 years and over.....	20,938	884	11,307	979	9,631	767
55 to 64 years.....	17,335	896	9,342	992	7,993	776
65 years and over.....	3,603	809	1,966	938	1,638	714
White						
16 years and over.....	82,536	819	46,637	898	35,899	740
16 to 24 years.....	6,908	479	3,984	493	2,923	449
25 years and over.....	75,628	861	42,652	948	32,976	771
25 to 54 years.....	58,213	851	33,072	929	25,141	771
55 years and over.....	17,415	911	9,580	1,006	7,835	772
Black or African American						
16 years and over.....	12,501	646	5,863	708	6,638	606
16 to 24 years.....	1,020	384	507	386	513	381
25 years and over.....	11,481	682	5,356	742	6,125	624
25 to 54 years.....	9,364	670	4,365	731	4,999	615
55 years and over.....	2,116	744	991	789	1,125	673
Asian						
16 years and over.....	6,353	955	3,516	1,045	2,838	876
16 to 24 years.....	342	478	198	498	144	419
25 years and over.....	6,011	1,000	3,317	1,088	2,694	921
25 to 54 years.....	4,960	1,037	2,743	1,127	2,217	944
55 years and over.....	1,051	895	574	942	477	838
Hispanic or Latino ethnicity						
16 years and over.....	16,804	593	10,292	610	6,513	565
16 to 24 years.....	1,925	421	1,249	417	677	432
25 years and over.....	14,879	618	9,043	651	5,836	587
25 to 54 years.....	12,903	618	7,938	645	4,965	591
55 years and over.....	1,976	619	1,105	682	871	556

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 2013	1st 2014	1st 2013	1st 2014
TOTAL				
Management, professional, and related occupations.....	41,565	42,034	\$1,136	\$1,130
Management, business, and financial operations occupations.....	17,241	17,015	1,238	1,231
Professional and related occupations.....	24,324	25,020	1,063	1,072
Service occupations.....	14,618	14,822	501	504
Sales and office occupations.....	22,716	23,416	655	685
Sales and related occupations.....	9,115	9,683	703	754
Office and administrative support occupations.....	13,601	13,733	640	660
Natural resources, construction, and maintenance occupations.....	10,010	10,162	738	763
Farming, fishing, and forestry occupations.....	668	607	430	417
Construction and extraction occupations.....	5,169	5,304	707	745
Installation, maintenance, and repair occupations.....	4,173	4,250	850	820
Production, transportation, and material moving occupations.....	13,698	13,894	622	644
Production occupations.....	7,290	7,507	640	644
Transportation and material moving occupations.....	6,408	6,386	609	644
Men				
Management, professional, and related occupations.....	20,037	19,884	1,344	1,347
Management, business, and financial operations occupations.....	9,292	9,040	1,408	1,399
Professional and related occupations.....	10,745	10,844	1,269	1,297
Service occupations.....	7,388	7,623	576	581
Sales and office occupations.....	8,881	9,261	765	794
Sales and related occupations.....	5,215	5,468	824	875
Office and administrative support occupations.....	3,666	3,793	723	720
Natural resources, construction, and maintenance occupations.....	9,593	9,713	746	773
Farming, fishing, and forestry occupations.....	523	496	444	423
Construction and extraction occupations.....	5,063	5,168	706	750
Installation, maintenance, and repair occupations.....	4,008	4,049	853	823
Production, transportation, and material moving occupations.....	10,931	11,174	674	686
Production occupations.....	5,471	5,631	708	705
Transportation and material moving occupations.....	5,459	5,543	627	668
Women				
Management, professional, and related occupations.....	21,528	22,151	984	975
Management, business, and financial operations occupations.....	7,949	7,975	1,083	1,055
Professional and related occupations.....	13,579	14,176	945	943
Service occupations.....	7,231	7,199	447	459
Sales and office occupations.....	13,835	14,155	609	629
Sales and related occupations.....	3,900	4,215	565	599
Office and administrative support occupations.....	9,935	9,940	622	641
Natural resources, construction, and maintenance occupations.....	417	448	608	543
Farming, fishing, and forestry occupations.....	145	112	353	368
Construction and extraction occupations.....	106	136	743	630
Installation, maintenance, and repair occupations.....	165	201	827	649
Production, transportation, and material moving occupations.....	2,767	2,720	502	504
Production occupations.....	1,818	1,877	503	504
Transportation and material moving occupations.....	949	843	500	505

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 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.....	104,327	\$378	\$518	\$796	\$1,254	\$1,893
Men.....	57,654	393	564	872	1,399	2,076
Women.....	46,673	360	489	722	1,103	1,637
White.....	82,536	386	536	819	1,285	1,906
Men.....	46,637	402	581	898	1,428	2,097
Women.....	35,899	368	500	740	1,126	1,665
Black or African American.....	12,501	333	439	646	973	1,431
Men.....	5,863	334	465	708	1,068	1,517
Women.....	6,638	333	425	606	908	1,280
Asian.....	6,353	395	597	955	1,550	2,293
Men.....	3,516	405	621	1,045	1,763	2,500
Women.....	2,838	384	561	876	1,422	1,911
Hispanic or Latino ethnicity.....	16,804	320	409	593	899	1,385
Men.....	10,292	325	416	610	945	1,472
Women.....	6,513	314	397	565	841	1,223
EDUCATIONAL ATTAINMENT						
Total, 25 years and over.....	95,750	396	559	837	1,314	1,914
Less than a high school diploma.....	6,601	293	362	480	644	855
High school graduates, no college ¹	25,220	367	477	660	942	1,355
Some college or associate degree.....	25,655	398	526	756	1,081	1,532
Bachelor's degree and higher ²	38,273	582	821	1,199	1,783	2,613
Bachelor's degree only.....	24,289	540	754	1,102	1,633	2,306
Advanced degree.....	13,983	687	960	1,419	2,026	3,007
Men, 25 years and over.....	52,783	414	602	925	1,456	2,122
Less than a high school diploma.....	4,505	308	385	501	692	907
High school graduates, no college ¹	15,042	396	530	756	1,053	1,491
Some college or associate degree.....	13,374	421	600	859	1,241	1,740
Bachelor's degree and higher ²	19,862	610	912	1,393	1,997	2,928
Bachelor's degree only.....	12,865	578	834	1,247	1,850	2,599
Advanced degree.....	6,997	753	1,134	1,652	2,431	3,834
Women, 25 years and over.....	42,967	379	511	754	1,143	1,689
Less than a high school diploma.....	2,097	275	328	410	577	711
High school graduates, no college ¹	10,178	332	417	564	760	1,025
Some college or associate degree.....	12,281	381	487	658	929	1,270
Bachelor's degree and higher ²	18,411	550	757	1,063	1,531	2,103
Bachelor's degree only.....	11,424	513	700	981	1,404	1,913
Advanced degree.....	6,987	638	867	1,205	1,733	2,390

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 2013	1st 2014	1st 2013	1st 2014
SEX AND AGE				
Total, 16 years and over.....	24,849	25,053	\$234	\$236
Men, 16 years and over.....	8,813	8,688	228	235
16 to 24 years.....	3,775	3,652	180	181
25 years and over.....	5,037	5,036	269	285
Women, 16 years and over.....	16,037	16,366	238	237
16 to 24 years.....	4,627	4,904	166	173
25 years and over.....	11,410	11,462	272	276
RACE, HISPANIC OR LATINO ETHNICITY, AND SEX				
White.....	20,140	20,274	234	238
Men.....	7,005	6,960	226	234
Women.....	13,136	13,314	239	240
Black or African American.....	2,704	2,952	235	228
Men.....	1,105	1,068	235	252
Women.....	1,599	1,884	236	216
Asian.....	1,187	949	240	254
Men.....	372	293	238	202
Women.....	814	656	241	285
Hispanic or Latino ethnicity.....	3,910	4,116	225	226
Men.....	1,564	1,577	228	247
Women.....	2,345	2,539	224	214

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.