

Economic Indicators for Montgomery County and Surrounding Jurisdictions

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Economic Indicators for Montgomery County and Surrounding Jurisdictions

OLO Report 2019-1

Executive Summary

January 15, 2019

Bill 28-17, enacted in November 2017, phases in increases to the County's minimum wage, so that by 2024 the minimum wage for all businesses operating in the County will be \$15 an hour. Subsequently, the law requires the CAO to adjust the wage to keep pace with inflation, subject to certain economic conditions determined by the Director of Finance.

Another provision in Bill 28-17 requires that the Office of Legislative Oversight (OLO) prepare a report to the Council by January 31 of each year "related to implementation of the County minimum wage and the local economy." The Council wanted a way to help ensure that businesses in Montgomery County, and the County's economy as a whole, would not be adversely impacted by the minimum wage increases. The Council envisioned an annual report that could provide an early warning to the Council about economic changes that might signal that the County's economy was at-risk of veering off course. OLO cautions that these indicators, by themselves, are not meant to measure the effects of the minimum wage; rather, if the County's indicators begin to diverge from those of the surrounding jurisdictions, the Council may decide additional economic research is warranted.

This OLO report presents a set of 17 high-level economic indicators for the Council to use to monitor the County's economic performance and compare it with the performance of nine surrounding jurisdictions listed below.

District of Columbia	Maryland Jurisdictions	Virginia Jurisdictions
Washington	- Anne Arundel County - Baltimore County - Frederick County - Howard County - Prince George's County	- Arlington County - Fairfax County - Loudoun County

The chart on the next page lists each of the indicators with its data source, a brief explanation of why the indicator was selected, and the most recent data for Montgomery County. The indicators measure trends in three areas:

- Community Economic Well-Being and Public Assistance (5 indicators);
- Household and Workplace Economic Activity (5 indicators)
- Low-Wage Industry Sectors and Occupational Groups (7 indicators).

This report's indicators establish a set of baseline trends for each jurisdiction. Data included in this report for most indicators span the 2001-2017 period. As the indicators and the trend lines change in the future, it will be useful to monitor whether the County's indicators generally move in sync with those of the surrounding counties. If some of the County's indicators diverge from the overall pattern of the surrounding jurisdictions, this could signal that an in-depth examination of underlying causes is warranted. Again, because many factors affect economic activity, OLO does not intend for the Council to use these high-level indicators as measures of the effects of the County's minimum wage law.

OLO established three criteria to identify and select the indicators in this report. These were that the data be: 1) collected and published by a reliable government source; 2) updated predictably and regularly to allow for comparisons over time; and, 3) available for individual counties to allow for comparisons across jurisdictions. The primary sources of data for these indicators are: the Bureau of Labor Statistics (BLS) in the U.S. Department of Labor; the Bureau of Economic Analysis (BEA) in the U.S. Department of Commerce; and the Bureau of the Census (Census) in the U.S. Department of Commerce.

The economic indicators are presented on the next page.

OLO PROPOSED ECONOMIC INDICATORS

#	Indicator	Data Source	Significance/Rationale	Most recent County datapoint
INDICATORS OF COMMUNITY ECONOMIC WELL-BEING AND PUBLIC ASSISTANCE				
1, 2	Total Population, and as a Percentage of State	BEA, Commerce	Provides a basis for benchmarking.	1,058,810
3	Median Household Income	SAIPE, Census	Provides measure of economic well-being.	\$102,944
4	Poverty Rate for Children Under 18	SAIPE, Census	Percentage of children in households with incomes below federal poverty thresholds measures families facing economic hardship.	9.3%
5	Percentage of Residents Receiving Supplemental Nutrition Assistance Program (SNAP) benefits	SAIPE, Census and BEA, Commerce	SNAP eligibility is household income under 130% of the federal poverty threshold. The resident percentage measures need for public assistance.	6%
INDICATORS OF HOUSEHOLD AND WORKPLACE ECONOMIC ACTIVITY				
6	Resident Civilian Labor Force (Employed plus unemployed)	LAUS, BLS	Measure of a community's potential working adult population.	557,412
7	Resident Unemployment Rate	LAUS, BLS	Percentage of adults 16 years old and over looking for work provides a measure of local economic health and opportunity.	3.3%
8	Total Workplace Employment (Employees plus Self-Employed Contractors)	BEA, Commerce	Sole proprietorships and employees of local private businesses, nonprofits or public agencies provide a broad measure of economic opportunity and well-being.	716,941
9	Wage and Salary Employment (Number of full-time and part-time jobs, by workplace)	BEA, Commerce	Measures economic opportunity that can reflect expansion or contraction.	511,658
10	Number of Private Establishments	QCEW, BLS	Measures economic activity that can reflect expansion or contraction.	32,679
INDICATORS FOR LOW-WAGE INDUSTRY SECTORS AND OCCUPATIONAL GROUPS				
11	Retail Trade: Workplace Employment	BEA	Measures economic activity for an industry sector with a high percentage of minimum wage workers.	53,494
12	Retail Trade: Employee Compensation	BEA		\$1.968B
13	Retail Trade: Number of Establishments	QCEW, BLS		2,604
14	Accomm. & Food Services: Workplace Employment	BEA	Measures economic activity for an industry sector with a high percentage of minimum wage workers.	39,968
15	Accomm. & Food Services: Employee Compensation	BEA		\$1.193B
16	Accomm. & Food Services: Number of Establishments	QCEW, BLS		1,921
17	Maryland Employment and Wages by Major Occupational Group: Entry, mean, and median wages	DLLR	Measures wages for three occupational groups with a high percentage of minimum wage workers.	(various)

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Chapter 1. Authority, Scope, Methodology, and Acknowledgements

A. Authority

OLO prepared this report at the request of the Montgomery County Council under the following authorizations:

- Bill No. 28-17 (Sec. 27-70A), *Concerning: Human Rights and Civil Liberties – County Minimum Wage – Amount – Annual Adjustment*, enacted Nov. 7, 2017 and effective July 1, 2018.¹
- Council Resolution 18-1187, *Fiscal Year 2019 Work Program of the Office of Legislative Oversight*, adopted July 24, 2018.

B. Purpose, Scope, and Methodology

Montgomery County Code Sec. 27-70A requires that OLO provide to the Council, by January 31 of each year, a report containing data related to the implementation of the County minimum wage and the local economy.^{2,3} To fulfill that requirement, this report provides a set of 17 economic indicators for Montgomery County and compares them with eight counties in the surrounding area, Washington, D.C., and the nation where applicable. These indicators may serve as a baseline for the future. If County trends for individual indicators diverge from surrounding areas or the nation over time, the Council may seek additional analysis to explain possible causes.

This report is organized as follows:

Chapter 2 provides a brief history of federal, state, and local minimum wage rates and lists the current minimum wage rate for Montgomery County and surrounding jurisdictions.

Chapter 3 presents economic indicators with the following components: a definition of the indicator, an explanation of how the indicator could relate to minimum wage rates, the data source, a data figure, and a data table.

OLO used the following criteria to select economic indicators for this report:

- Data are collected and published by a reliable government source.
- Data are updated predictably and regularly to allow for comparisons over time.
- Data are available for individual counties, as well as larger statistical areas and the nation, to allow for comparisons between jurisdictions.

OLO gathered information from the following federal statistical agencies⁴:

- Bureau of Labor Statistics (BLS), within the U.S. Department of Labor. BLS' Quarterly Census of Employment and Wages (QCEW) derives data on employment and wages from tabulations of monthly employment and quarterly total wages of workers covered by state unemployment insurance programs and the unemployment compensation for Federal employees.

- Bureau of Economic Analysis (BEA), within the U.S. Department of Commerce. BEA uses BLS' QCEW data on employment, wages, and salaries, with additional adjustments to account for employment not covered by public unemployment insurance (such as farm labor contractors, and employees of private schools).⁵
- Bureau of the Census (Census Bureau), within the U.S. Department of Commerce. In addition to the decennial census and quinquennial economic census, the Census Bureau conducts more frequent surveys that collect employment and payroll data.

The U.S. Office of Management and Budget (OMB) defines the industry categories, occupational groups, and geographic statistical areas used by federal statistical agencies.

Federal statistical agencies report data on the U.S. economy using the North American Industry Classification System (NAICS), categorizing the economy into 20 industry sectors. Economic indicators in this report focus on two industry sectors likely to employ workers with wages low enough to be affected by the higher minimum wage: Retail Trade (NAICS Sector 44-45), and Accommodation and Food Services (NAICS Sector 72).

Federal statistical agencies also report economic data using the Standard Occupational Classification (SOC) system, categorizing workers into 23 major occupational groups. Every industry sector employs workers from many occupational groups, and workers in any occupational group are employed across industry sectors. This report provides economic indicators for three major occupational groups that typically have occupations with lower wages.⁶

Economic data tabulated at the local level for an industry sector and/or an occupational group can sometimes be too specific to avoid disclosure of confidential business information. In these cases, federal statistical agencies publish economic data only for a larger area.

C. Acknowledgements

This project was conducted by OLO staff members Sue Richards, Senior Legislative Analyst, and Victoria (Tori) H. Hall, Legislative Analyst, with assistance from: Aron Trombka, OLO Senior Legislative Analyst; Gene Smith, Council Central Staff Legislative Analyst; and Kelli Robinson, OLO Administrative Specialist.

OLO received a high level of cooperation from everyone involved in this study and appreciates the insights shared by David Platt, Chief Economist, Montgomery County Department of Finance, and Dennis Hetman, Fiscal and Policy Analyst, Montgomery County Department of Finance.

Chapter 2. Minimum Wage Rates in Montgomery County and Other Jurisdictions

This chapter provides a brief overview of federal, state, and Montgomery County minimum wage rates.

A. Federal Minimum Wage

The U.S. Fair Labor Standards Act (FLSA) of 1938 first established a federal minimum hourly wage rate. Since 1938, the FLSA has been amended dozens of times to raise the rate and/or expand the workers covered by the law. The most recent rate increase was in 2007 when the federal minimum wage was set at its current level of \$7.25 per hour.⁷ FLSA covers most, but not all, employees in the public and private sectors. FLSA includes exemptions that allow subminimum wages for some classes of workers.

B. State of Maryland Minimum Wage

States may set labor standards that are more protective of employees than federal statutes. Under this authority, most states and the District of Columbia have minimum wage rates above the federal minimum rate of \$7.25 per hour.^{8,9}

Maryland has had an established State minimum wage since the 1960s. The Maryland Minimum Wage Act of 2014 phased in a higher State rate over several years to reach the current rate of \$10.10 per hour (effective July 1, 2018). Maryland law does not specify any additional increases beyond this current rate.¹⁰

C. Montgomery County Minimum Wage

In 2013, Montgomery County enacted a local minimum wage rate higher than the Maryland (and federal) rates. Bill 27-13 increased wage rates over a three-year period from an initial rate of \$8.40 per hour (effective October 1, 2014) to a final rate of \$11.50 per hour (effective July 1, 2017).

In 2017, Montgomery County enacted a new set of scheduled increases to the minimum wage rate, contingent on certain economic conditions. Bill 28-17 increases wage rates over several years with each increase beginning on July 1 of each year. Small, mid-size, and large employers have different schedules to eventually reach \$15.00 per hour. After reaching \$15.00 per hour, increases are indexed with inflation. The rate schedule for Montgomery County is outlined in Table 2-1¹¹:

Table 2-1. Montgomery County Hourly Minimum Wage Transition Schedule.			
Date	Large Employers (51+)	Mid-Sized Employers (11-50)	Small Employers (≤10)
7/1/2018	\$12.25	\$12.00	\$12.00
7/1/2019	\$13.00	\$12.50	\$12.50
7/1/2020	\$14.00	\$13.25	\$13.00
7/1/2021	\$15.00	\$14.00	\$13.50
7/1/2022	\$15.00 + Inflation	\$14.50	\$14.00
7/1/2023	2022 rate + Inflation	\$15.00	\$14.50
7/1/2024	2023 rate + Inflation	\$15.00 + Inflation + Adjustment	\$15.00
7/1/2025	2024 rate + Inflation	2024 + Inflation + Adjustment	\$15.00 + Inflation + Adjustment

In 2018, Montgomery County enacted Bill 34-18 to modify the definition of an employer required to pay the County minimum wage. Under current law, the County minimum wage applies to any entity that employs one or more persons in the County in addition to the owners.

Table 2-2 lists statutory minimum wage rates for Montgomery County, surrounding jurisdictions, and the nation.

Table 2-2. Statutory Minimum Wage Rate Per Hour, by Jurisdiction¹²							
	7/1/2017	7/1/2018	7/1/2019	7/1/2020	7/1/2021	7/1/2022	7/1/2023
Federal Government ¹³	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25
State of Maryland ¹⁴	\$9.25	\$10.10	\$10.10	\$10.10	\$10.10	\$10.10	\$10.10
Montgomery County, MD:							
• Large Employers (51+ employees)	\$11.50	\$12.25	\$13.00	\$14.00	\$15.00	\$15 + inflation	prior year + inflation
• Mid-sized Employers (11-50 employees)	\$11.50	\$12.00	\$12.50	\$13.25	\$14.00	\$14.50	\$15.00
• Small Employers (≤10)	\$11.50	\$12.00	\$12.50	\$13.00	\$13.50	\$14.00	\$14.50
District of Columbia ¹⁵	\$12.50	\$13.25	\$14.00	\$15.00	\$15 + inflation	prior year + inflation	prior year + inflation
Prince George's County, MD	\$11.50	\$11.50	\$11.50	\$11.50	\$11.50	\$11.50	\$11.50
Anne Arundel County, MD*	\$9.25	\$10.10	\$10.10	\$10.10	\$10.10	\$10.10	\$10.10
Baltimore County, MD*	\$9.25	\$10.10	\$10.10	\$10.10	\$10.10	\$10.10	\$10.10
Carroll County, MD*	\$9.25	\$10.10	\$10.10	\$10.10	\$10.10	\$10.10	\$10.10
Frederick County, MD*	\$9.25	\$10.10	\$10.10	\$10.10	\$10.10	\$10.10	\$10.10
Howard County, MD*	\$9.25	\$10.10	\$10.10	\$10.10	\$10.10	\$10.10	\$10.10
State of Virginia (and counties)**	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25
*County uses the Maryland minimum wage. **Virginia uses the federal minimum wage.							

Chapter 3. Economic Indicators

Montgomery County Code Sec. 27-70A requires that OLO provide to the Council, by January 31 of each year, a report containing data related to the implementation of the County minimum wage and the local economy.^{16,17} To fulfill that requirement, this report provides a set of 17 economic indicators for Montgomery County and compares them with eight counties in the surrounding area, Washington, D.C., and the nation where applicable. These indicators may serve as a baseline for the future. OLO cautions that these indicators, by themselves, are not meant to measure the effects of the minimum wage; rather, if the County's indicators begin to diverge from those of the surrounding jurisdictions, the Council may decide additional economic research is warranted.

OLO's presentation of each indicator includes: a definition of the indicator, an explanation of how the indicator could relate to minimum wage rates, the data source, a data figure, and a data table.

The economic indicators OLO selected reflect tradeoffs that arose because of the criteria described in Chapter 1. For example, the application of the criteria excluded workplace wage data for specific low-wage occupations, which would have been a useful indicator. However, the BLS provides this data for metropolitan divisions but not for counties. The Maryland Department of Labor, Licensing and Regulation provides more specific occupational data at the county level but advises that it should not be used in a time series.

OLO gathered data from the following federal statistical agencies¹⁸:

- Bureau of Labor Statistics (BLS), within the U.S. Department of Labor. BLS' Quarterly Census of Employment and Wages (QCEW) derives data on employment and wages from tabulations of monthly employment and quarterly total wages of workers covered by state unemployment insurance programs and the unemployment compensation for Federal employees.
- Bureau of Economic Analysis (BEA), within the U.S. Department of Commerce. BEA uses BLS' QCEW data on employment, wages, and salaries, with additional adjustments to account for employment not covered by public unemployment insurance (such as farm labor contractors, and employees of private schools).¹⁹
- Bureau of the Census, within the U.S. Department of Commerce. In addition to the decennial census and quinquennial economic census, the Census Bureau conducts more frequent surveys that collect employment and payroll data.

The U.S. Office of Management and Budget (OMB) defines the industry categories, occupational groups, and geographic statistical areas used by federal statistical agencies.

Federal statistical agencies report data on the U.S. economy using the North American Industry Classification System (NAICS), categorizing the economy into 20 industry sectors. Economic indicators in this report focus on two industry sectors likely to employ low-wage workers: Retail Trade (NAICS Sector 44-45), and Accommodation and Food Services (NAICS Sector 72). Note that economic data tabulated at a local level for an industry sector can sometimes be too specific to avoid disclosure of

confidential business information, as indicated with a notation (D) in the data tables. In these cases, federal statistical agencies publish economic data only for a larger area.

Federal statistical agencies also report economic data using the Standard Occupational Classification (SOC) system, categorizing workers into 23 major occupational groups. Every industry sector employs workers from many occupational groups, and workers in any major occupational group are employed across industry sectors. This report provides economic indicators for three major occupational groups that typically include occupations with lower wages²⁰: Food Preparation and Serving-Related Occupations (SOC code 35-0000), Building and Grounds Cleaning and Maintenance Occupations (SOC code 37-0000), and Personal Care and Service Occupations (SOC code 39-0000). The occupational employment statistics (OES) survey data are provided for selected Maryland workforce regions, as reported by the Maryland Department of Labor, Licensing and Regulation (DLLR).

Economic Indicators #1 and #2: Population (Total Number) and Population as a Percentage of State

Definition:

Population represents the number of individuals (both civilian and military) of all ages who reside in a given area.

Indicators' relationship to the local economy and the minimum wage:

This report begins with two population indicators to give context to the subsequent economic indicators and facilitate comparison between jurisdictions of different population sizes. Population and the economy can be interrelated. For example, some economists have argued that the co-location of related economic activities and assets in more densely populated cities amplifies economic activity and innovation.²¹

Figure 1 depicts the total population (all ages) of Montgomery County and surrounding jurisdictions for the 2001-2017 period.

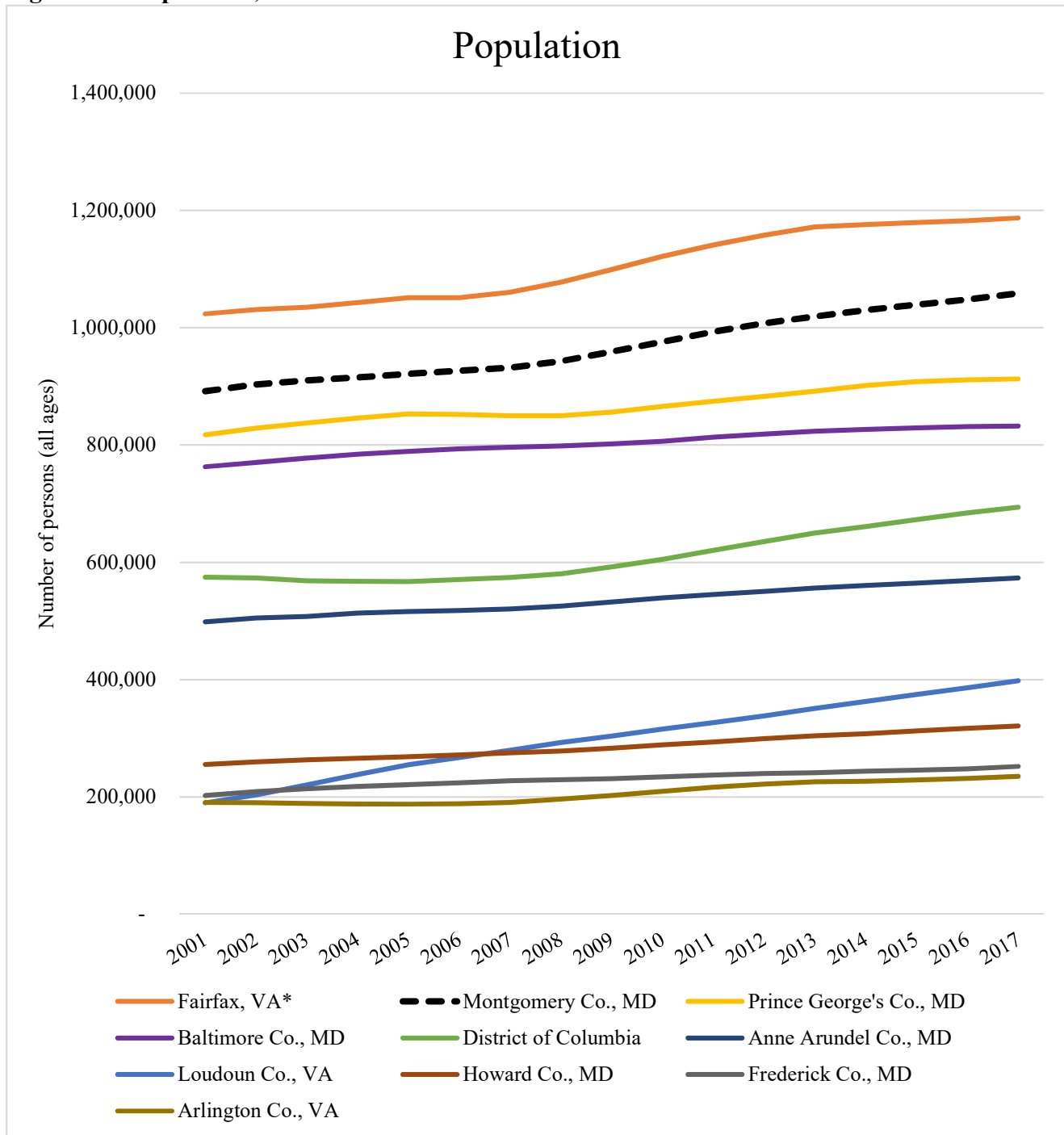
Figure 2 depicts population as a percentage of the state total for Montgomery County and several other Maryland counties for the 2001-2017 period.

Montgomery County has the largest population among Maryland counties. As of 2017, Montgomery County had a total population of approximately 1.1 million, which represented 17.5 percent of the total population of Maryland. The County's population has grown steadily over the 2001-2017 period. As a percentage of the State population, Montgomery County's population has been increasing more quickly than other Maryland counties.

Source of data:

Regional Economic Accounts, Bureau of Economic Analysis (BEA), U.S. Department of Commerce.²² BEA's data comes from Census Bureau midyear population estimates. Estimates for 2010-2017 reflect county population estimates available as of March 2018.

Figure 3-1. Population, 2001-2017.



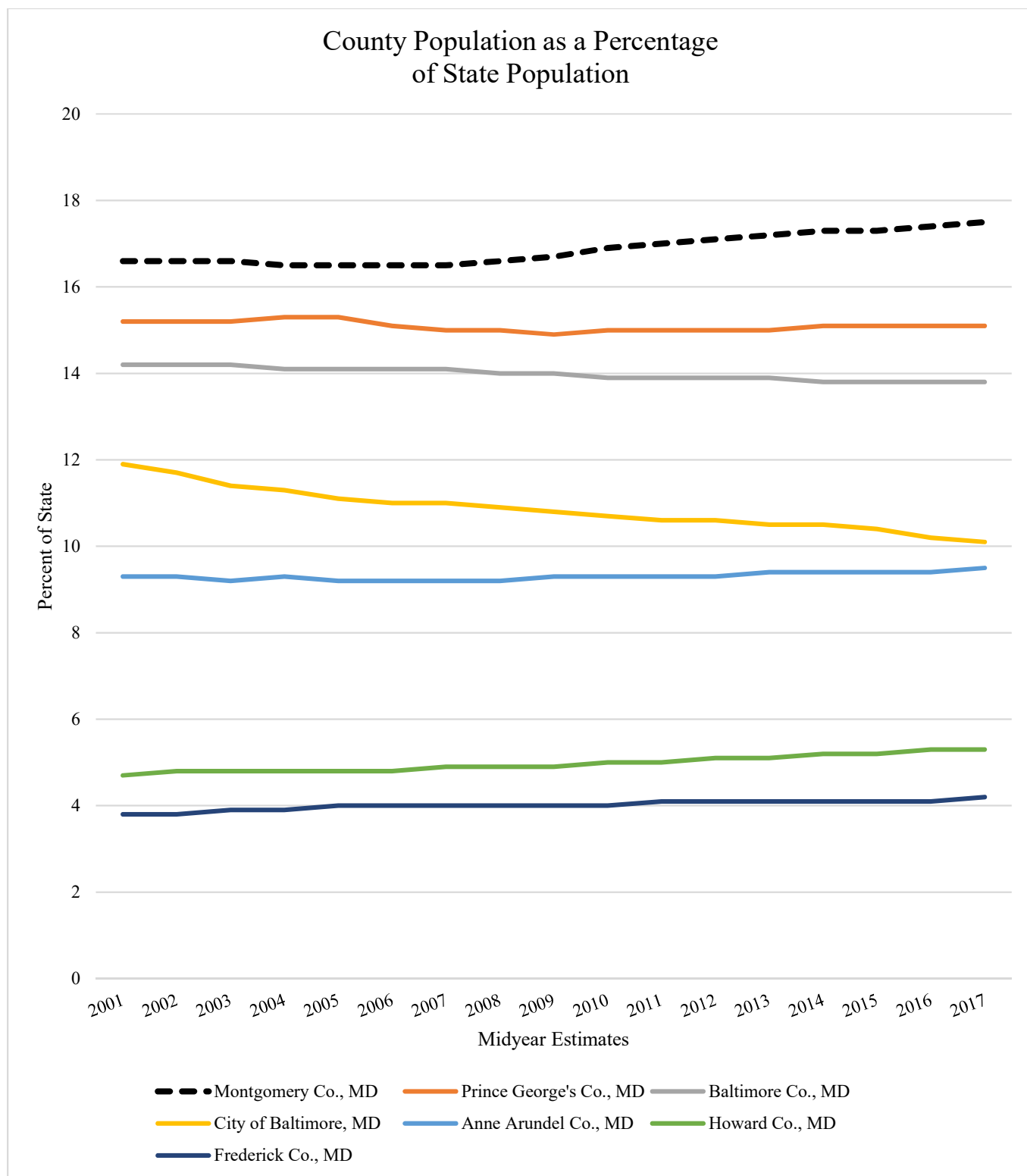
*BEA modifies the FIPS Codes to combine Fairfax County (FIPS 51059), Fairfax City (FIPS 51600) and Falls Church (FIPS 51610) into a single FIPS Code 51919. Separate estimates for the jurisdictions making up 51919 are not available.

Data source: Regional Economic Accounts, Bureau of Economic Analysis (BEA), U.S. Department of Commerce.

Table 3-1. Population, 2001-17.

Population (Number of persons) 1/										
Source: Regional Economic Data (CAINC1), Bureau of Economic Analysis, U.S. Department of Commerce										
FIPS	Name	2001	2002	2003	2004	2005	2006	2007	2008	
51919	Fairfax, VA*	1,023,782	1,030,816	1,035,184	1,042,687	1,051,190	1,051,240	1,060,356	1,077,509	
24031	Montgomery Co., MD	891,764	903,140	910,498	914,991	921,531	926,492	931,694	942,748	
24033	Prince George's Co., MD	817,360	828,893	837,648	845,950	853,271	852,097	849,916	850,167	
24005	Baltimore Co., MD	762,925	770,147	777,756	784,371	789,110	793,733	796,073	798,651	
11000	District of Columbia	574,504	573,158	568,502	567,754	567,136	570,681	574,404	580,236	
24003	Anne Arundel Co., MD	498,559	504,884	507,769	513,259	516,171	517,698	520,503	525,304	
51107	Loudoun Co., VA	189,910	203,543	220,366	238,299	254,909	267,194	279,704	292,570	
24027	Howard Co., MD	255,211	259,532	263,186	265,919	268,590	271,793	275,196	278,405	
24021	Frederick Co., MD	202,315	209,194	213,827	217,776	221,201	224,211	227,463	229,286	
51013	Arlington Co., VA	190,386	190,137	188,735	187,901	187,760	188,176	190,759	196,305	
51000	Virginia	7,198,362	7,286,873	7,366,977	7,475,575	7,577,105	7,673,725	7,751,000	7,833,496	
24000	Maryland	5,374,691	5,440,389	5,496,269	5,546,935	5,592,379	5,627,367	5,653,408	5,684,965	
FIPS	Name	2009	2010	2011	2012	2013	2014	2015	2016	2017
51919	Fairfax, VA*	1,099,347	1,121,788	1,140,917	1,157,851	1,172,146	1,176,061	1,179,482	1,182,331	1,187,113
24031	Montgomery Co., MD	959,013	976,140	993,326	1,007,488	1,019,291	1,030,188	1,039,370	1,048,332	1,058,810
24033	Prince George's Co., MD	856,161	865,653	874,599	882,851	891,968	901,644	908,282	911,154	912,756
24005	Baltimore Co., MD	801,808	806,405	813,280	818,583	823,364	826,545	829,379	831,431	832,468
11000	District of Columbia	592,228	605,040	620,336	635,630	650,114	660,797	672,736	684,336	693,972
24003	Anne Arundel Co., MD	532,395	539,234	544,973	550,636	556,007	560,452	564,390	568,916	573,235
51107	Loudoun Co., VA	303,661	315,600	326,896	338,275	350,858	362,874	374,697	386,279	398,080
24027	Howard Co., MD	283,061	288,605	293,858	299,552	304,210	307,784	312,400	316,966	321,113
24021	Frederick Co., MD	230,942	234,170	237,370	239,770	241,363	243,776	245,482	247,881	252,022
51013	Arlington Co., VA	202,637	209,388	216,430	221,729	225,624	226,503	228,969	231,610	234,965
51000	Virginia	7,925,937	8,025,206	8,107,548	8,188,656	8,261,689	8,316,902	8,366,767	8,414,380	8,470,020
24000	Maryland	5,730,388	5,788,099	5,843,115	5,891,680	5,932,654	5,970,245	6,000,561	6,024,752	6,052,177
Legend / Footnotes:										
1/ Census Bureau midyear population estimates. Estimates for 2010-2017 reflect county population estimates available as of March 2018.										
* Virginia combination areas consist of one or two independent cities with 1980 populations of less than 100,000 combined with an adjacent county.										
BEA modifies the FIPS Codes to combine Fairfax County (FIPS 51059), Fairfax City (FIPS 51600) and Falls Church (FIPS 51610) into a single FIPS Code 51919. Separate estimates for the jurisdictions making up 51919 are not available.										
Last updated: November 15, 2018-- new statistics for 2017; revised statistics for 2001-2016.										

Figure 3-2. County Population as a Percentage of State Population, 2001-2017.



Data source: Regional Economic Accounts, Bureau of Economic Analysis (BEA), U.S. Department of Commerce.

Table 3-2. County Population as a Percentage of State Population, 2001-2017.

Population (percent of state population) 1/										
Source: Regional Economic Data (CAINC1), Bureau of Economic Analysis, U.S. Department of Commerce										
Selected Maryland Counties:										
FIPS	Name	2001	2002	2003	2004	2005	2006	2007	2008	
24031	Montgomery Co.	16.6	16.6	16.6	16.5	16.5	16.5	16.5	16.6	
24033	Prince George's Co.	15.2	15.2	15.2	15.3	15.3	15.1	15.0	15.0	
24005	Baltimore Co.	14.2	14.2	14.2	14.1	14.1	14.1	14.1	14.0	
24510	City of Baltimore	11.9	11.7	11.4	11.3	11.1	11.0	11.0	10.9	
24003	Anne Arundel Co.	9.3	9.3	9.2	9.3	9.2	9.2	9.2	9.2	
24027	Howard Co.	4.7	4.8	4.8	4.8	4.8	4.8	4.9	4.9	
24021	Frederick Co.	3.8	3.8	3.9	3.9	4.0	4.0	4.0	4.0	
		2009	2010	2011	2012	2013	2014	2015	2016	2017
24031	Montgomery Co.	16.7	16.9	17.0	17.1	17.2	17.3	17.3	17.4	17.5
24033	Prince George's Co.	14.9	15.0	15.0	15.0	15.0	15.1	15.1	15.1	15.1
24005	Baltimore Co.	14.0	13.9	13.9	13.9	13.9	13.8	13.8	13.8	13.8
24510	City of Baltimore	10.8	10.7	10.6	10.6	10.5	10.5	10.4	10.2	10.1
24003	Anne Arundel Co.	9.3	9.3	9.3	9.3	9.4	9.4	9.4	9.4	9.5
24027	Howard Co.	4.9	5.0	5.0	5.1	5.1	5.2	5.2	5.3	5.3
24021	Frederick Co.	4.0	4.0	4.1	4.1	4.1	4.1	4.1	4.1	4.2
Legend / Footnotes:										
1/ Census Bureau midyear population estimates. Estimates for 2010-2017 reflect county population estimates available as of March 2018.										
Last updated: November 15, 2018-- new statistics for 2017; revised statistics for 2001-2016.										

Economic Indicator #3: Median Household Income

Definition:

Median household income (MHI) represents the annual income amount for which one-half of all households in a defined area have income above that level and the other half below. The U.S. Census Bureau determines the MHI for a defined geographic area based on the income of all households in that area, including those with no income. The Census Bureau defines a household as all of the people who occupy a housing unit, including all related family members as well as unrelated people such as household employees. A person who lives alone is counted as a household. The definition of household income includes all sources received by all household members during the previous calendar year. Common sources of income are salaries and wages, interest, dividends, rent, alimony and child support.

Indicator's relationship to the local economy and the minimum wage:

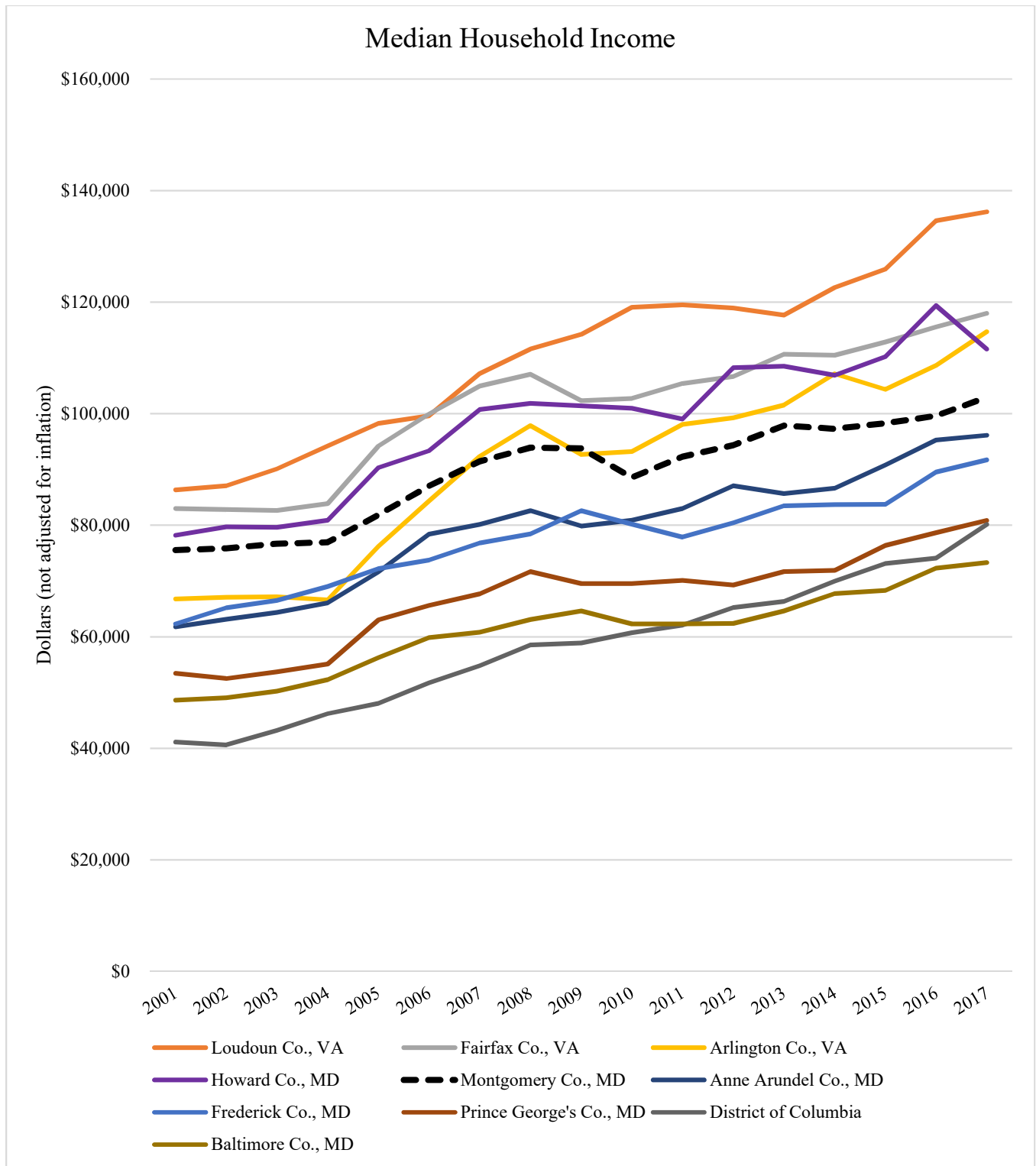
Studies of economic trends often include measures of household income because they can provide a broadly defined measure of an area's economic well-being. Household income for a defined area can be represented as a distribution, a mean, or a median. The median is useful because it is less affected by outliers such as a small number of households with exceptionally high income.

MHI in an area can change due to many factors, including changes in the minimum wage rate. A change in MHI can be affected by changes in household size or living arrangements. For example, young people who continue to live at home with their parents could both slow the rate of new household formations and increase the household income. Other factors that could affect MHI include: changes in the overall mix of younger and older households, an increase in elderly households on fixed incomes due to the aging of the population, wage stagnation (e.g., increased automation reducing demand for labor), changing family patterns that could affect the number of wage earners (e.g., an increase in single parent households), and the overall state of the regional and national economy.

Source of data:

Small Area Income and Poverty Estimates (SAIPE), Census Bureau, U.S. Department of Commerce.²³

Figure 3-3. Median Household Income, 2001-2017.



Data source: Small Area Income and Poverty Estimates (SAIPE), Census Bureau, U.S. Department of Commerce.

Table 3-3. Median Household Income, 2001-2017.

Median Household Income (in Dollars)										
Source: Small Area Income and Poverty Estimates (SAIPE), Census Bureau, U.S. Department of Commerce										
FIPS	Name	2001	2002	2003	2004	2005	2006	2007	2008	
51107	Loudoun Co., VA	\$ 86,345	\$ 87,098	\$ 90,122	\$ 94,225	\$ 98,245	\$ 99,619	\$107,200	\$111,582	
51059	Fairfax Co., VA	\$ 82,986	\$ 82,834	\$ 82,648	\$ 83,890	\$ 94,173	\$ 99,934	\$104,984	\$107,075	
51013	Arlington Co., VA	\$ 66,764	\$ 67,106	\$ 67,161	\$ 66,626	\$ 76,196	\$ 84,316	\$ 92,345	\$ 97,871	
24027	Howard Co., MD	\$ 78,189	\$ 79,725	\$ 79,607	\$ 80,904	\$ 90,311	\$ 93,349	\$100,744	\$101,867	
24031	Montgomery Co., MD	\$ 75,546	\$ 75,833	\$ 76,669	\$ 76,957	\$ 81,874	\$ 87,019	\$ 91,440	\$ 93,895	
	Anne Arundel Co.,									
24003	MD	\$ 61,792	\$ 63,160	\$ 64,362	\$ 66,087	\$ 71,609	\$ 78,389	\$ 80,158	\$ 82,616	
24021	Frederick Co., MD	\$ 62,304	\$ 65,209	\$ 66,514	\$ 69,005	\$ 72,205	\$ 73,765	\$ 76,802	\$ 78,437	
	Prince George's Co.,									
24033	MD	\$ 53,436	\$ 52,517	\$ 53,716	\$ 55,129	\$ 63,005	\$ 65,611	\$ 67,706	\$ 71,696	
11000	District of Columbia	\$ 41,112	\$ 40,617	\$ 43,215	\$ 46,211	\$ 48,078	\$ 51,746	\$ 54,812	\$ 58,553	
24005	Baltimore Co., MD	\$ 48,632	\$ 49,062	\$ 50,256	\$ 52,308	\$ 56,256	\$ 59,864	\$ 60,828	\$ 63,078	
24000	Maryland	\$ 53,090	\$ 53,866	\$ 54,302	\$ 57,019	\$ 61,546	\$ 65,041	\$ 67,989	\$ 70,482	
51000	Virginia	\$ 48,130	\$ 48,224	\$ 50,028	\$ 51,103	\$ 54,207	\$ 56,297	\$ 59,575	\$ 61,210	
0	United States	\$ 42,228	\$ 42,409	\$ 43,318	\$ 44,334	\$ 46,242	\$ 48,451	\$ 50,740	\$ 52,029	
		2009	2010	2011	2012	2013	2014	2015	2016	2017
51107	Loudoun Co., VA	\$114,200	\$119,075	\$119,525	\$118,934	\$117,680	\$122,641	\$125,900	\$134,609	\$136,191
51059	Fairfax Co., VA	\$102,325	\$102,726	\$105,409	\$106,690	\$110,658	\$110,507	\$112,844	\$115,518	\$117,989
51013	Arlington Co., VA	\$ 92,703	\$ 93,231	\$ 98,060	\$ 99,255	\$101,533	\$107,143	\$104,354	\$108,635	\$114,705
24027	Howard Co., MD	\$101,417	\$100,992	\$ 99,040	\$108,234	\$108,503	\$106,871	\$110,224	\$119,386	\$111,576
24031	Montgomery Co., MD	\$ 93,774	\$ 88,559	\$ 92,288	\$ 94,365	\$ 97,873	\$ 97,279	\$ 98,314	\$ 99,604	\$102,944
	Anne Arundel Co.,									
24003	MD	\$ 79,843	\$ 80,908	\$ 82,980	\$ 87,083	\$ 85,685	\$ 86,654	\$ 90,825	\$ 95,297	\$ 96,133
24021	Frederick Co., MD	\$ 82,598	\$ 80,216	\$ 77,872	\$ 80,427	\$ 83,489	\$ 83,698	\$ 83,746	\$ 89,541	\$ 91,727
	Prince George's Co.,									
24033	MD	\$ 69,545	\$ 69,524	\$ 70,114	\$ 69,258	\$ 71,682	\$ 71,904	\$ 76,366	\$ 78,680	\$ 80,858
11000	District of Columbia	\$ 58,906	\$ 60,729	\$ 62,087	\$ 65,231	\$ 66,326	\$ 69,992	\$ 73,115	\$ 74,093	\$ 80,153
24005	Baltimore Co., MD	\$ 64,629	\$ 62,300	\$ 62,309	\$ 62,413	\$ 64,624	\$ 67,766	\$ 68,317	\$ 72,305	\$ 73,309
24000	Maryland	\$ 69,193	\$ 68,933	\$ 70,075	\$ 71,169	\$ 72,482	\$ 73,851	\$ 75,784	\$ 78,787	\$ 80,711
51000	Virginia	\$ 59,372	\$ 60,665	\$ 61,877	\$ 61,782	\$ 62,745	\$ 64,923	\$ 66,263	\$ 68,127	\$ 71,518
0	United States	\$ 50,221	\$ 50,046	\$ 50,502	\$ 51,371	\$ 52,250	\$ 53,657	\$ 55,775	\$ 57,617	\$ 60,336

Economic Indicator #4: Poverty Rate for Persons Under Age 18

Definition:

Poverty can be defined using an absolute or a relative measure. Federal statistical agencies use a table of federal poverty thresholds (FPTs) to calculate poverty statistics. FPTs vary by family size, number of related children, and age of householder, but not by geographic region of the country. The Census Bureau updates the FPTs annually to reflect changes in the cost of living.

The Census Bureau determines poverty status by comparing a household's total annual before-tax income to the FPT applicable to that household. Sources of income include wages, salaries, social security, pensions, alimony, child support, and public assistance. However, the value of noncash benefits such as housing subsidies, Medicaid, or SNAP (Food Stamp) benefits are not counted as household income.

If household income is below the FPT, then the household is considered to be in poverty. All family members in a household, including any children under age 18, have the same poverty status. For individuals not living in families, poverty status is determined by comparing the individual's total income to their FPT. The 2017 FPT for a family of four with two children under age 18 was \$24,858; the 2017 FPT for a single person under age 65 was \$12,752.²⁴ Because retirees or elderly households with fixed incomes below the FPT would be unaffected by minimum wage laws, this indicator focuses on the poverty rate for children under age 18, which also reflects the poverty status for all members of their household.²⁵

The poverty rate for people under age 18 is based on an annual household survey conducted by the Census Bureau to provide poverty estimates for counties and school districts.

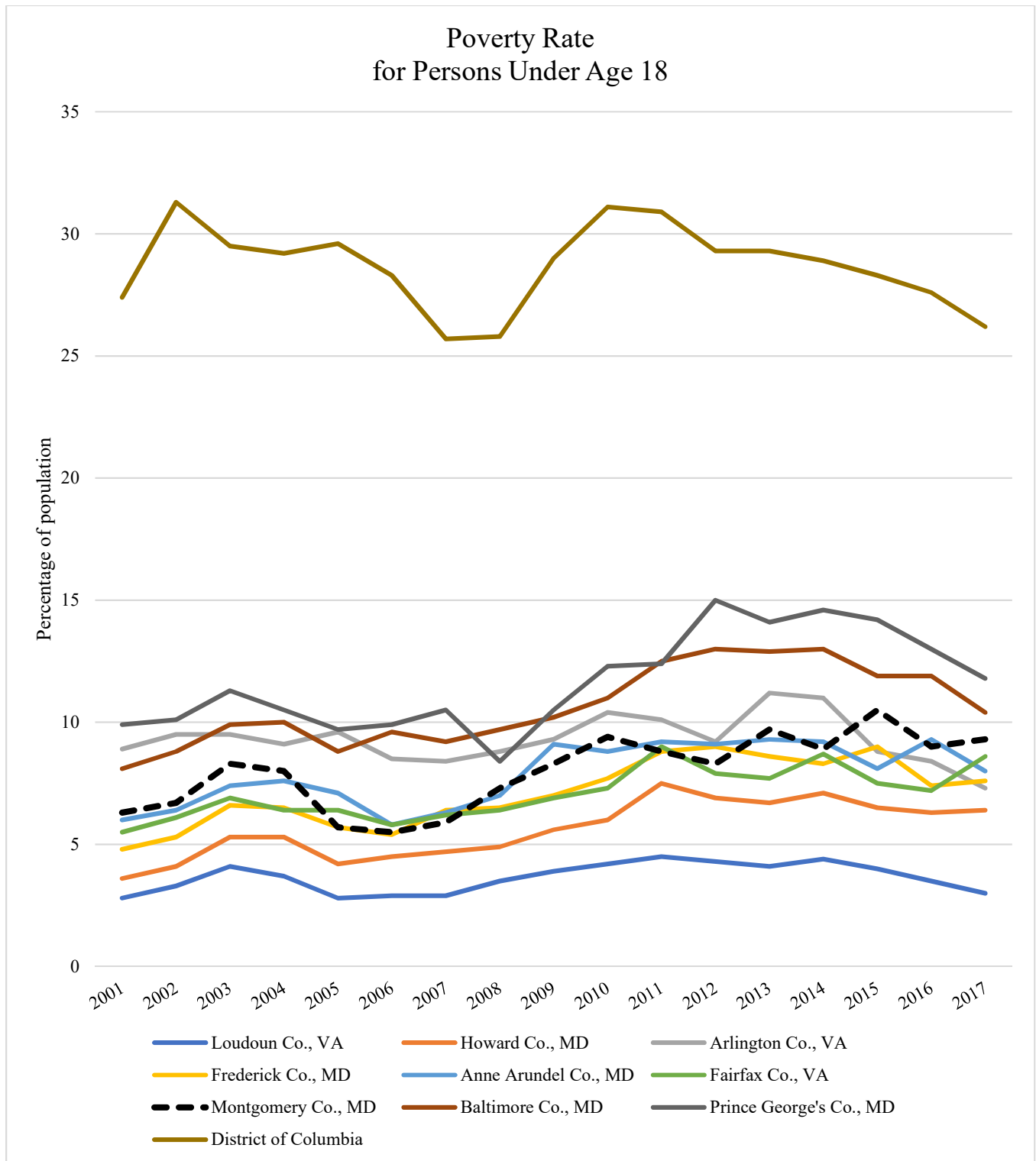
Indicator's relationship to the local economy and the minimum wage:

A drop in an area's poverty rate for children under age 18 might indicate that increased minimum wage rates are moving some households – including any children in that household -- out of poverty. A person working 40 hours a week for 52 weeks a year at the current federal minimum wage rate of \$7.25 per hour would earn about \$15,000, an income just above the 2017 FPT for an individual and well below the FPT for a family of four. In contrast, a person working 40 hours a week for 52 weeks a year at a minimum wage rate of \$12.25 would earn over \$25,000 for the year. Yet, determining the relationship between changes in the minimum wage rate and the poverty rate is challenging because poverty is also affected by many other factors. Factors that affect the poverty rate include: job availability in the local economy, the wage structure of available jobs, the number of hours worked, barriers to higher education, rates of unintended pregnancies, and rates of labor force participation. Moreover, many families with incomes below the FPT are not in the labor market.

Source of data:

Small Area Income and Poverty Estimates (SAIPE), Census Bureau, U.S. Department of Commerce.

Figure 3-4. Poverty Rate for Persons Under Age 18, 2001-2017.



Data source: Small Area Income and Poverty Estimates (SAIPE), Census Bureau, U.S. Department of Commerce.²⁶

Table 3-4. Poverty Rate for Persons Under Age 18, 2001-2017.

Poverty Rate (Percent) for Persons Under Age 18										
Source: Small Area Income and Poverty Estimates (SAIPE), Census Bureau, U.S. Department of Commerce										
FIPS	Name	2001	2002	2003	2004	2005	2006	2007	2008	
51107	Loudoun Co., VA	2.8	3.3	4.1	3.7	2.8	2.9	2.9	3.5	
24027	Howard Co., MD	3.6	4.1	5.3	5.3	4.2	4.5	4.7	4.9	
51013	Arlington Co., VA	8.9	9.5	9.5	9.1	9.6	8.5	8.4	8.8	
24021	Frederick Co., MD	4.8	5.3	6.6	6.5	5.7	5.4	6.4	6.5	
24003	Anne Arundel Co., MD	6.0	6.4	7.4	7.6	7.1	5.8	6.3	7.0	
51059	Fairfax Co., VA	5.5	6.1	6.9	6.4	6.4	5.8	6.2	6.4	
24031	Montgomery Co., MD	6.3	6.7	8.3	8.0	5.7	5.5	5.9	7.3	
24005	Baltimore Co., MD	8.1	8.8	9.9	10.0	8.8	9.6	9.2	9.7	
24033	Prince George's Co., MD	9.9	10.1	11.3	10.5	9.7	9.9	10.5	8.4	
11000	District of Columbia	27.4	31.3	29.5	29.2	29.6	28.3	25.7	25.8	
24000	Maryland	9.4	10.1	11.5	11.1	10.9	10.1	10.6	10.4	
51000	Virginia	11.2	12.5	13.6	12.2	13.3	12.3	12.9	13.6	
0	United States	16.3	16.7	17.6	17.8	18.5	18.3	18.0	18.2	
		2009	2010	2011	2012	2013	2014	2015	2016	2017
51107	Loudoun Co., VA	3.9	4.2	4.5	4.3	4.1	4.4	4.0	3.5	3.0
24027	Howard Co., MD	5.6	6.0	7.5	6.9	6.7	7.1	6.5	6.3	6.4
51013	Arlington Co., VA	9.3	10.4	10.1	9.2	11.2	11.0	8.8	8.4	7.3
24021	Frederick Co., MD	7.0	7.7	8.8	9.0	8.6	8.3	9.0	7.4	7.6
24003	Anne Arundel Co., MD	9.1	8.8	9.2	9.1	9.3	9.2	8.1	9.3	8.0
51059	Fairfax Co., VA	6.9	7.3	9.0	7.9	7.7	8.7	7.5	7.2	8.6
24031	Montgomery Co., MD	8.3	9.4	8.8	8.3	9.7	8.9	10.5	9.0	9.3
24005	Baltimore Co., MD	10.2	11.0	12.5	13.0	12.9	13.0	11.9	11.9	10.4
24033	Prince George's Co., MD	10.5	12.3	12.4	15.0	14.1	14.6	14.2	13.0	11.8
11000	District of Columbia	29.0	31.1	30.9	29.3	29.3	28.9	28.3	27.6	26.2
24000	Maryland	11.8	13.1	13.9	14.1	13.9	13.8	13.9	13.0	12.4
51000	Virginia	14.0	14.6	15.6	15.5	15.7	15.9	15.0	14.3	14.0
0	United States	20.0	21.6	22.5	22.6	22.2	21.7	20.7	19.5	18.4

Economic Indicator #5: Percentage of Residents Receiving SNAP (Food Stamp) Benefits

Definition:

The Supplemental Nutrition Assistance Program (SNAP), formerly known as the Food Stamp Program, is a federal aid program that provides food-purchasing assistance for low- and no-income people. To receive SNAP benefits, a household must meet certain requirements that include resource and income limits. The federal government updates these eligibility limits annually. (Special SNAP rules apply to households with elderly or disabled members.)²⁷ SNAP income limits are set at about 130 percent of the federal poverty thresholds. The SNAP program reports the number of people and the number of households who receive benefits.

Indicator's relationship to the local economy and the minimum wage:

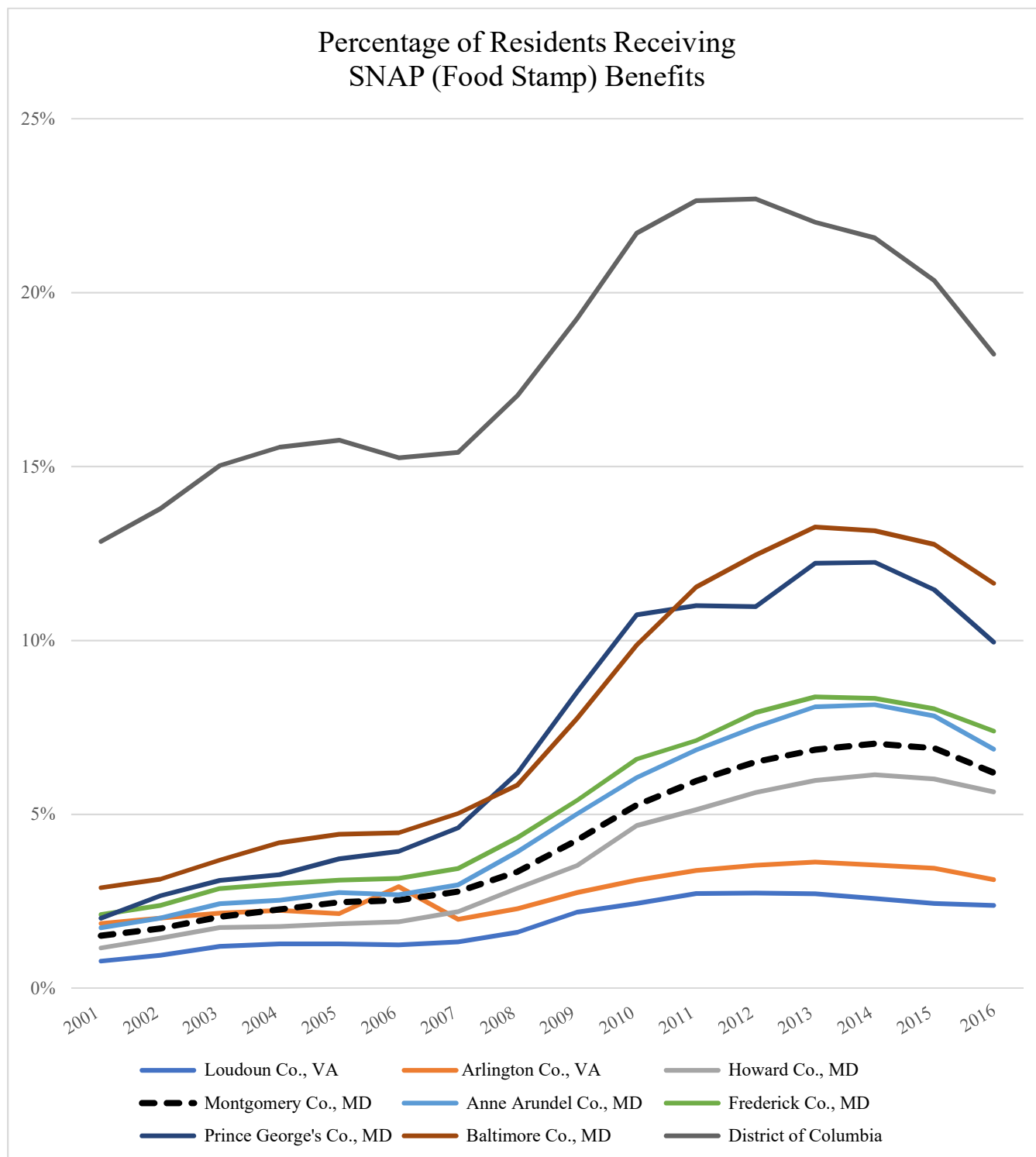
Eligibility for SNAP is a common measure of income adequacy and whether an individual or a household is earning enough to avoid serious economic deprivation. SNAP enrollment numbers are also useful because they track the strength of the local economy. The number of beneficiaries increases during an economic recession and drops as the economy recovers. Since SNAP is a federal entitlement benefit, enrollment numbers reflect need and not budget allocations.

Economic research on the effects of minimum wage laws sometimes uses the number of people or households eligible for SNAP as a measure of income adequacy since it includes a larger number of low-wage workers who are likely to benefit from a minimum wage increase than the poverty rate.²⁸ Other research has found a relationship between higher minimum wage rates and lower SNAP enrollment levels: one study of state and federal minimum wage increases over a 20-year period calculated that a 10 percent increase in the minimum wage reduced SNAP enrollment by about 3 percent on average. Therefore, this report includes both the child poverty rate and the percentage of people receiving SNAP benefits as economic indicators.

Source of data:

Small Area Income and Poverty Estimates (SAIPE), Census Bureau, U.S. Department of Commerce.²⁹

Figure 3-5. Percentage of Residents Receiving SNAP (Food Stamp) Benefits, 2001-2016.



Data source: Small Area Income and Poverty Estimates (SAIPE), Census Bureau, U.S. Department of Commerce.

Table 3-5. Percentage of Residents Receiving SNAP (Food Stamp) Benefits, 2001-2016.

Percentage of Residents Receiving SNAP (Food Stamp) Benefits									
Data source: Small Area Income and Poverty Estimates (SAIPE) from the Census Bureau, and Regional Economic Data from the Bureau of Economic Analysis, U.S. Department of Commerce.									
FIPS	Name	2001	2002	2003	2004	2005	2006	2007	2008
51107	Loudoun Co., VA	1%	1%	1%	1%	1%	1%	1%	2%
51013	Arlington Co., VA	2%	2%	2%	2%	2%	3%	2%	2%
24027	Howard Co., MD	1%	1%	2%	2%	2%	2%	2%	3%
24031	Montgomery Co., MD	2%	2%	2%	2%	2%	3%	3%	3%
24003	Anne Arundel Co., MD	2%	2%	2%	3%	3%	3%	3%	4%
24021	Frederick Co., MD	2%	2%	3%	3%	3%	3%	3%	4%
24033	Prince George's Co., MD	2%	3%	3%	3%	4%	4%	5%	6%
24005	Baltimore Co., MD	3%	3%	4%	4%	4%	4%	5%	6%
11000	District of Columbia	13%	14%	15%	16%	16%	15%	15%	17%
51000	Virginia	5%	5%	6%	6%	7%	7%	7%	8%
24000	Maryland	4%	5%	5%	5%	5%	6%	6%	7%
FIPS	Name	2009	2010	2011	2012	2013	2014	2015	2016
51107	Loudoun Co., VA	2%	2%	3%	3%	3%	3%	2%	2%
51013	Arlington Co., VA	3%	3%	3%	4%	4%	4%	3%	3%
24027	Howard Co., MD	4%	5%	5%	6%	6%	6%	6%	6%
24031	Montgomery Co., MD	4%	5%	6%	7%	7%	7%	7%	6%
24003	Anne Arundel Co., MD	5%	6%	7%	8%	8%	8%	8%	7%
24021	Frederick Co., MD	5%	7%	7%	8%	8%	8%	8%	7%
24033	Prince George's Co., MD	9%	11%	11%	11%	12%	12%	11%	10%
24005	Baltimore Co., MD	8%	10%	12%	12%	13%	13%	13%	12%
11000	District of Columbia	19%	22%	23%	23%	22%	22%	20%	18%
51000	Virginia	10%	10%	11%	11%	11%	10%	10%	9%
24000	Maryland	9%	11%	12%	13%	13%	13%	13%	12%

Overview of Economic Indicators for Labor Force, Unemployment, and Employment (#6-9)

Jobs and earnings in a local economy can be measured in many ways. Data may be collected using a census or a survey. Data may be reported by place of residence or by place of work (sometimes called establishment-based data, or payroll data.) Data sets may vary based on the types of employment included.

Some commonly-used federal measures of county-level employment and wages are as follows:³⁰

- *Bureau of Labor Statistics: Quarterly Census of Employment and Wages (QCEW).* QCEW statistics are derived from tabulations of monthly employment and quarterly total wages of workers covered by public unemployment insurance (UI). QCEW reports statistics by place of work.
- *Census Bureau: County Business Patterns (CBP).* Census Bureau employment and payroll statistics are published in the County Business Patterns (CBP) series. CBP reports statistics by place of work. CBP statistics differ from QCEW statistics primarily because the CBP statistics exclude most government employees, whereas QCEW statistics include civilian government employees.³¹
- *Bureau of Labor Statistics: Local Area Unemployment Statistics (LAUS).* The LAUS program measures the labor force (employed and unemployed people) by place of residence. LAUS data are based on a survey of households conducted by the Census Bureau.
- *Bureau of Economic Analysis (BEA): Regional Economic Accounts Data.* BEA reports regional statistics including employment and wage and salary disbursements by industry. QCEW statistics from BLS comprise 95 percent of BEA's wage and salary income estimates, but BEA estimates can differ from the QCEW because BEA makes adjustments to include employment and wages not covered by UI. (For example, QCEW statistics do not include domestic servants in private households or employees of religiously-affiliated private schools.) BEA adjusts personal income statistics to represent it as place of residence statistics. Therefore, some BEA data sets are by place of work and some are by place of residence.

The specific data source used for each economic indicator are indicated on the pages that follow.

Economic Indicator #6: Resident Labor Force

Definition:

The LAUS program defines the civilian labor force as the sum of unemployed and employed people 16 years of age and older in a defined area.³² The labor force is smaller than the population as a whole; it is also smaller than the population of working age persons since some people may be unable to work due to a disability, and some people may voluntarily choose not to be in the labor force (such as while they are in school).

Indicator's relationship to the local economy and the minimum wage:

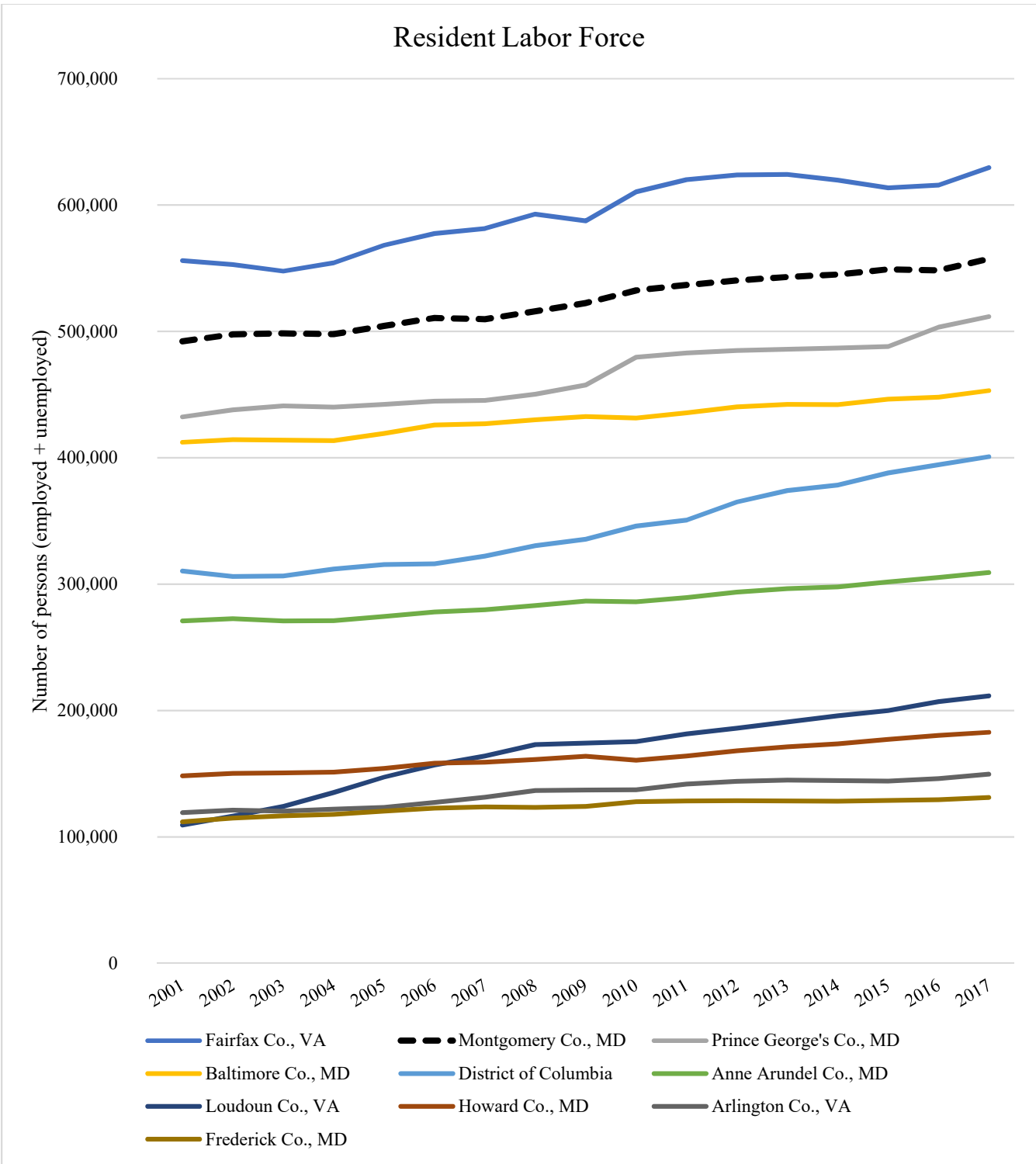
Increases in the minimum wage rate could result in more persons of working age entering the labor force as either a job seeker or a job holder. However, since many minimum wage laws exempt workers under the age of 19, knowing whether any change in overall labor force size could be attributed to individuals in this cohort joining the labor force in response to changes to the minimum wage would require further research.

Source of data:

Local Area Unemployment Statistics (LAUS), Bureau of Labor Statistics, U.S. Department of Labor.

LAUS data are based on a survey of households conducted by the Census Bureau. The LAUS program measures the labor force (employed persons plus and unemployed persons) by place of residence. (Note that labor force estimates may vary among federal statistical agencies because of differences in methodology, design, and data collection.)

Figure 3-6. Resident Labor Force, 2001-2017.



Data source: Local Area Unemployment Statistics (LAUS), Bureau of Labor Statistics, U.S. Department of Labor.

Table 3-6. Resident Labor Force, 2001-2017.

Resident Labor Force /1										
Source: Local Area Unemployment Statistics (LAUS), Bureau of Labor Statistics, U.S. Department of Labor (April 20, 2018).										
LAUSCode	Name	2001	2002	2003	2004	2005	2006	2007	2008	
CN5105900000000	Fairfax Co., VA	556,089	552,845	547,743	554,326	568,187	577,489	581,377	592,899	
CN2403100000000	Montgomery Co., MD	492,186	497,631	498,402	497,950	504,410	510,593	509,769	515,987	
CN2403300000000	Prince George's Co., MD	432,379	437,903	441,104	440,080	442,341	444,907	445,492	450,361	
CN2400500000000	Baltimore Co., MD	412,304	414,450	413,908	413,537	419,256	425,938	427,026	430,124	
CN1100100000000	District of Columbia	310,515	306,099	306,422	312,027	315,616	316,083	322,237	330,544	
CN2400300000000	Anne Arundel Co., MD	270,943	272,721	271,014	271,155	274,457	277,964	279,882	283,135	
CN5110700000000	Loudoun Co., VA	109,398	116,388	124,224	135,147	147,280	156,992	163,971	173,148	
CN2402700000000	Howard Co., MD	148,307	150,300	150,740	151,348	154,170	158,285	159,215	161,287	
CN5101300000000	Arlington Co., VA	119,188	121,119	120,433	121,992	123,328	127,332	131,366	136,705	
CN2402100000000	Frederick Co., MD	111,918	115,010	116,690	117,954	120,349	122,779	123,692	123,410	
		2009	2010	2011	2012	2013	2014	2015	2016	2017
CN5105900000000	Fairfax Co., VA	587,584	610,521	620,197	623,843	624,266	619,812	613,618	615,851	629,698
CN2403100000000	Montgomery Co., MD	522,421	532,549	536,832	540,427	543,124	545,005	549,111	548,401	557,412
CN2403300000000	Prince George's Co., MD	457,576	479,606	482,913	484,964	486,011	486,971	488,148	503,489	511,766
CN2400500000000	Baltimore Co., MD	432,708	431,512	435,544	440,254	442,215	442,036	446,382	447,980	453,197
CN1100100000000	District of Columbia	335,672	346,065	350,778	364,989	374,126	378,380	388,057	394,586	400,894
CN2400300000000	Anne Arundel Co., MD	286,650	286,058	289,334	293,690	296,541	297,831	301,862	305,361	309,214
CN5110700000000	Loudoun Co., VA	174,290	175,439	181,515	186,073	191,048	195,972	200,054	206,982	211,626
CN2402700000000	Howard Co., MD	163,780	160,630	163,945	168,214	171,319	173,617	177,290	180,344	182,804
CN5101300000000	Arlington Co., VA	137,201	137,368	141,853	144,012	145,047	144,531	144,282	146,166	149,627
CN2402100000000	Frederick Co., MD	124,142	127,907	128,566	128,605	128,453	128,206	128,928	129,447	131,266
1/ Labor Force = Employed persons + Unemployed persons, by place-of-residence.										
www.bls.gov/lau/										

Economic Indicator #7: Resident Unemployment Rate

Definition:

The unemployment rate is the ratio of unemployed persons to the civilian labor force expressed as a percent. The Census Bureau classifies persons ages 16 and older as unemployed if they are jobless and have actively looked for work in the past month and are currently available for work. Persons are also included as unemployed if they were not working and waiting to be recalled to a job from which they had been temporarily laid off. Whether a person receives unemployment insurance benefits has no bearing on whether the Census Bureau classifies a person as unemployed.³³

Frictional unemployment occurs when employees leave their job to find a better one or reenter the workforce after a voluntary period of joblessness (such as while attending school). Structural unemployment occurs when workers' skills or income requirements no longer match the jobs available.³⁴

Indicator's relationship to the local economy and the minimum wage:

Minimum wage rates could affect unemployment rates in a variety of ways. Higher labor costs due to the minimum wage could cause employers who employ low-wage workers to cut jobs, increasing the unemployment rate. Higher minimum wage rates could motivate persons not currently in the labor force to enter it, which could increase the unemployment rate. Businesses facing higher labor costs may try to raise prices to cover those costs, and if they are able to do so there may be no effect on the unemployment rate. Higher minimum wage rates could lead to higher employee productivity, offsetting the higher labor costs for businesses. A higher minimum wage rate could increase the buying power of low-wage workers, stimulating overall economic activity and causing a net gain in jobs in the economy.³⁵

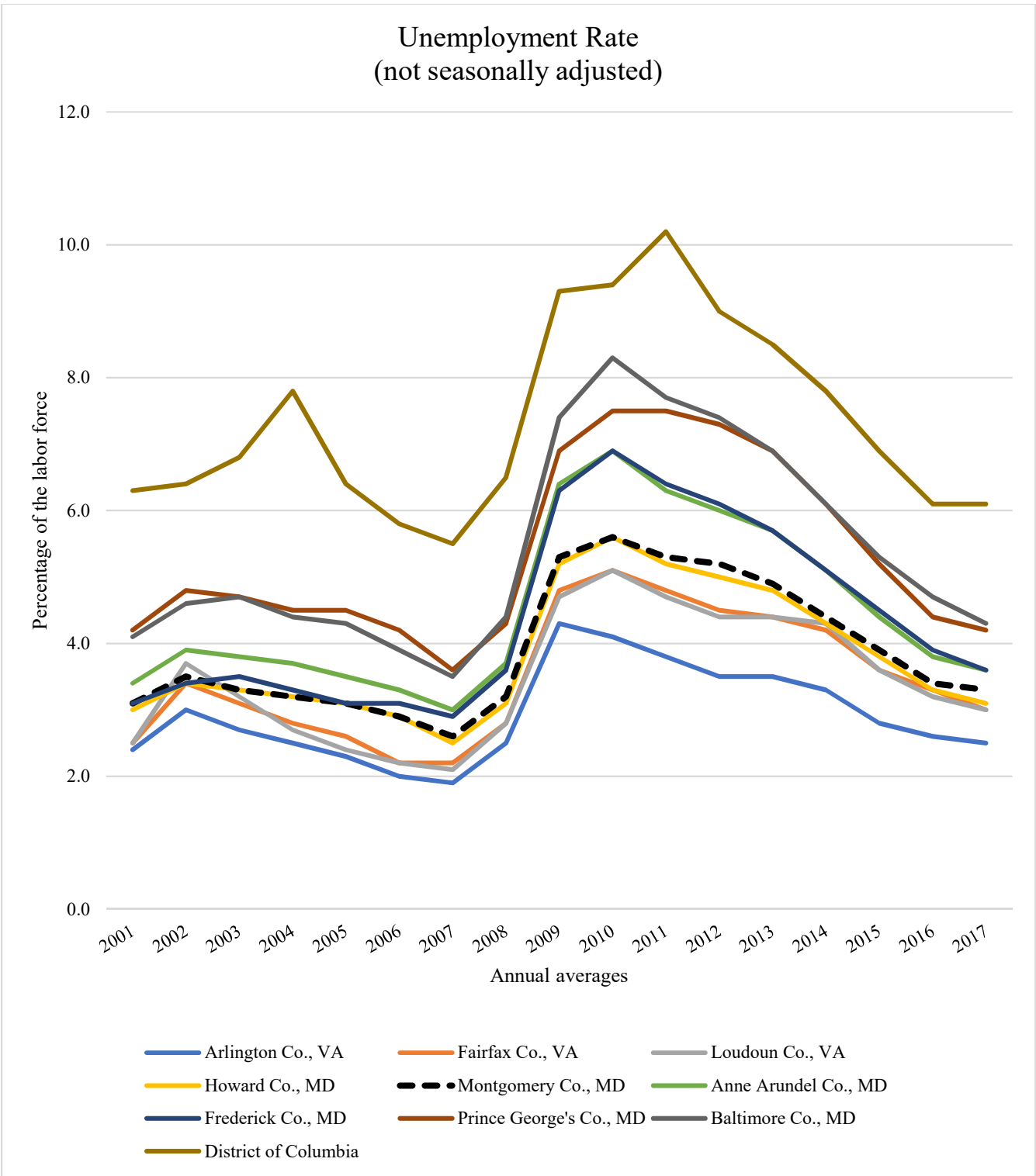
Many other factors can also affect unemployment rates. Economic conditions that create a downturn in consumer demand for products can lead employers to lay off workers. Economic conditions that increase consumer demand for products could reduce unemployment if employers add jobs, but such conditions could also increase frictional unemployment if more employees leave their jobs to seek better ones.

Source of data:

Local Area Unemployment Statistics (LAUS), Bureau of Labor Statistics, U.S. Department of Labor.

The LAUS program measures the labor force (employed and unemployed people) by place of residence. LAUS data are based on a survey of households conducted by the Census Bureau.

Figure 3-7. Unemployment Rate (not seasonally adjusted), 2001-2017.



Data source: Local Area Unemployment Statistics (LAUS), Bureau of Labor Statistics, U.S. Department of Labor.

Table 3-7. Unemployment Rate (not seasonally adjusted), 2001-2017.

Unemployment Rate (%) /1										
SOURCE: Local Area Unemployment Statistics (LAUS), Bureau of Labor Statistics, U.S. Department of Labor (April 20, 2018).										
LAUSCode	Name	2001	2002	2003	2004	2005	2006	2007	2008	
CN5101300000000	Arlington Co., VA	2.4	3.0	2.7	2.5	2.3	2.0	1.9	2.5	
CN5105900000000	Fairfax Co., VA	2.5	3.4	3.1	2.8	2.6	2.2	2.2	2.8	
CN5110700000000	Loudoun Co., VA	2.5	3.7	3.2	2.7	2.4	2.2	2.1	2.8	
CN2402700000000	Howard County, MD	3.0	3.4	3.3	3.2	3.1	2.9	2.5	3.1	
CN2403100000000	Montgomery Co., MD	3.1	3.5	3.3	3.2	3.1	2.9	2.6	3.2	
CN2400300000000	Anne Arundel Co., MD	3.4	3.9	3.8	3.7	3.5	3.3	3.0	3.7	
CN2402100000000	Frederick Co., MD	3.1	3.4	3.5	3.3	3.1	3.1	2.9	3.6	
CN2403300000000	Prince George's Co., MD	4.2	4.8	4.7	4.5	4.5	4.2	3.6	4.3	
CN2400500000000	Baltimore Co., MD	4.1	4.6	4.7	4.4	4.3	3.9	3.5	4.4	
CN1100100000000	District of Columbia	6.3	6.4	6.8	7.8	6.4	5.8	5.5	6.5	
		2009	2010	2011	2012	2013	2014	2015	2016	2017
CN5101300000000	Arlington Co., VA	4.3	4.1	3.8	3.5	3.5	3.3	2.8	2.6	2.5
CN5105900000000	Fairfax Co., VA	4.8	5.1	4.8	4.5	4.4	4.2	3.6	3.3	3.0
CN5110700000000	Loudoun Co., VA	4.7	5.1	4.7	4.4	4.4	4.3	3.6	3.2	3.0
CN2402700000000	Howard County, MD	5.2	5.6	5.2	5.0	4.8	4.3	3.8	3.3	3.1
CN2403100000000	Montgomery Co., MD	5.3	5.6	5.3	5.2	4.9	4.4	3.9	3.4	3.3
CN2400300000000	Anne Arundel Co., MD	6.4	6.9	6.3	6.0	5.7	5.1	4.4	3.8	3.6
CN2402100000000	Frederick Co., MD	6.3	6.9	6.4	6.1	5.7	5.1	4.5	3.9	3.6
CN2403300000000	Prince George's Co., MD	6.9	7.5	7.5	7.3	6.9	6.1	5.2	4.4	4.2
CN2400500000000	Baltimore Co., MD	7.4	8.3	7.7	7.4	6.9	6.1	5.3	4.7	4.3
CN1100100000000	District of Columbia	9.3	9.4	10.2	9.0	8.5	7.8	6.9	6.1	6.1
1/ Annual averages, not seasonally adjusted.										

Economic Indicator #8: Total Workplace Employment

Definition:

BEA estimates total employment as the number of full-time and part-time wage and salary jobs, sole proprietorships, and individual general partners (but not unpaid family workers or volunteers).³⁶

Many sole proprietorships are self-employed individuals earning income as independent contractors or freelancers. Self-employed individuals are not subject to the Montgomery County minimum wage law. Sole proprietorships has been a growing category of employment over the last decade.³⁷ Research by the Stephen S. Fuller Institute has found that non-farm proprietors' income now accounts for ten percent of all earnings by place of work in the Washington, D.C. region. The contribution of this income source is particularly striking in Montgomery County where it accounts for 23 percent of earnings by place of work.³⁸

Indicator's relationship to the local economy and the minimum wage:

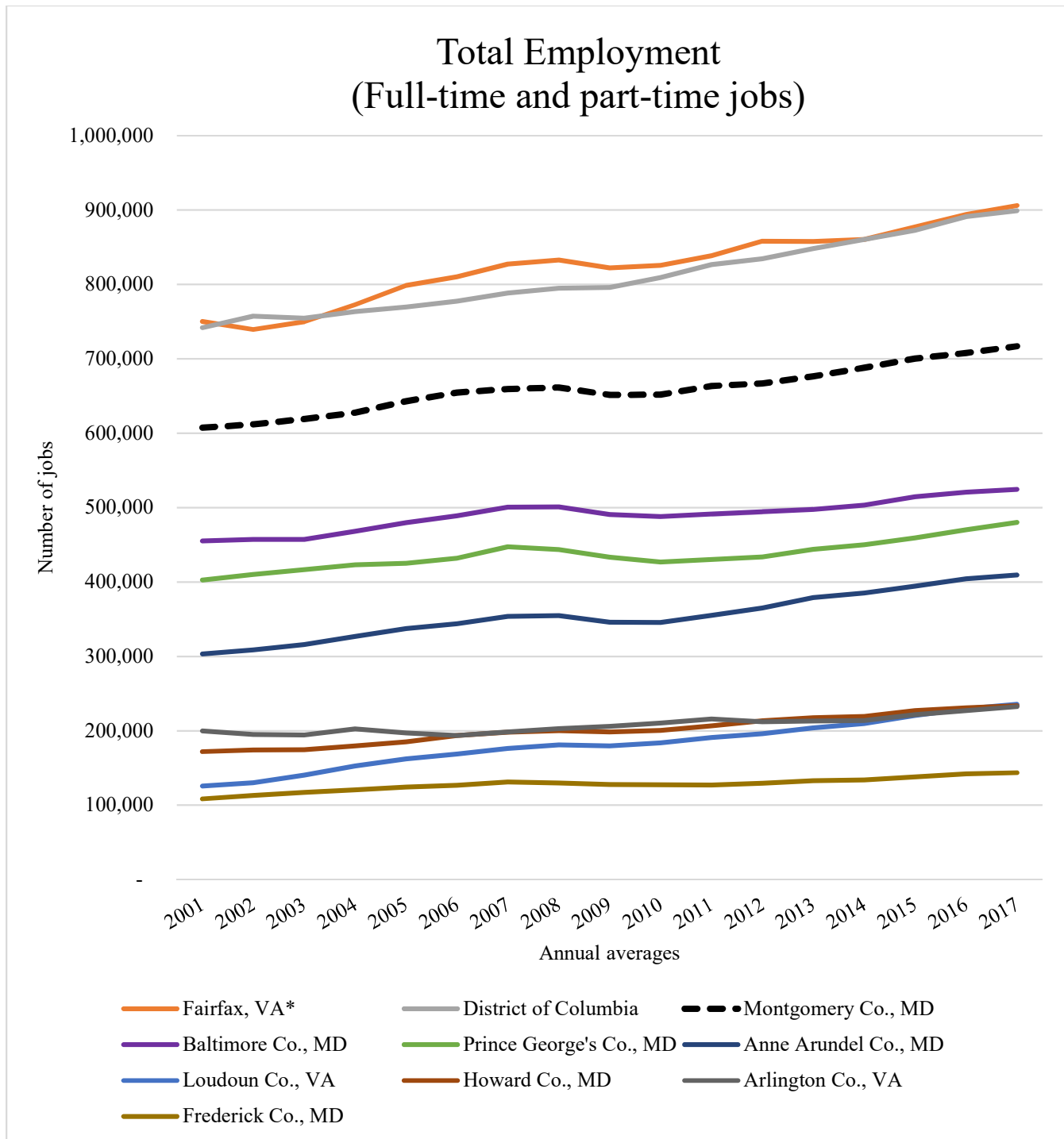
This report includes two general employment indicators: statistics for total employment and statistics for the subset of employment that is wage and salary jobs. Total employment captures more types of employment than wage and salary employment. For example, BEA statistics for 2017 show the County's total employment was 716,941 jobs (Table 3-8), whereas the narrower category of wage and salary jobs totaled 511,658 (Table 3-9).

Source of data:

Regional Economic Accounts, Bureau of Economic Analysis (BEA), U.S. Department of Commerce.

The Quarterly Census of Employment and Wages (QCEW) statistics from BLS comprises 95 percent of BEA's wage and salary income estimates, but BEA estimates can differ from the QCEW statistics because BEA makes adjustments to include employment and wages not covered by public unemployment insurance programs. (For example, QCEW data does not include domestic servants in private households, nor does it count employment in religiously-affiliated private schools.)

Figure 3-8. Total Employment, 2001-2017.



*BEA modifies the FIPS Codes to combine Fairfax County (FIPS 51059), Fairfax City (FIPS 51600) and Falls Church (FIPS 51610) into a single FIPS Code 51919. Separate estimates for the jurisdictions making up 51919 are not available.

Data source: Regional Economic Accounts, Bureau of Economic Analysis (BEA), U.S. Department of Commerce.

Table 3-8. Total Employment, 2001-2017.

Total Employment (Number of jobs)										
CAEMP25N Total Full-Time and Part-Time Employment 1/										
Source: Regional Economic Accounts, Bureau of Economic Analysis (BEA), U.S. Department of Commerce.										
FIPS	Name	2001	2002	2003	2004	2005	2006	2007	2008	
51919	Fairfax, VA*	750,122	739,436	749,746	772,605	798,631	810,456	827,412	832,867	
11000	District of Columbia	741,793	757,415	754,602	763,470	769,796	777,525	788,410	794,912	
24031	Montgomery Co., MD	607,467	611,771	619,216	627,510	642,914	654,699	659,374	661,376	
24005	Baltimore Co., MD	455,105	457,397	457,341	468,364	479,855	489,082	500,525	501,097	
24033	Prince George's Co., MD	402,736	409,998	416,696	423,023	425,276	432,115	447,324	443,519	
24003	Anne Arundel Co., MD	303,328	308,840	316,065	327,006	337,487	343,831	353,880	354,876	
51107	Loudoun Co., VA	125,707	130,096	140,449	152,780	162,117	168,881	176,203	181,061	
24027	Howard Co., MD	171,966	174,102	174,407	179,546	185,045	193,851	198,183	200,059	
51013	Arlington Co., VA	199,758	195,090	194,238	202,405	197,039	193,707	198,545	202,775	
24021	Frederick Co., MD	108,442	113,237	117,372	120,696	124,443	126,817	131,069	129,844	
51000	Virginia	4,417,451	4,421,795	4,467,387	4,587,103	4,701,063	4,781,825	4,869,348	4,870,415	
24000	Maryland	3,119,857	3,156,648	3,191,309	3,247,756	3,310,820	3,378,396	3,440,607	3,430,882	
FIPS	Name	2009	2010	2011	2012	2013	2014	2015	2016	2017
51919	Fairfax, VA*	822,361	825,687	838,615	858,111	857,784	860,440	877,380	893,899	906,135
11000	District of Columbia	795,912	809,137	826,761	834,413	848,226	860,488	872,926	891,169	899,124
24031	Montgomery Co., MD	651,521	651,834	663,362	666,825	676,398	688,190	700,479	707,739	716,941
24005	Baltimore Co., MD	490,819	487,862	491,560	494,593	497,574	503,456	514,729	520,814	524,638
24033	Prince George's Co., MD	433,377	426,807	430,315	433,821	444,116	450,142	459,229	470,140	480,147
24003	Anne Arundel Co., MD	345,913	345,618	355,144	365,034	379,189	385,260	394,312	404,377	409,409
51107	Loudoun Co., VA	179,822	183,855	190,953	195,925	203,898	209,799	220,491	229,570	235,600
24027	Howard Co., MD	198,351	200,426	206,672	213,578	217,451	219,385	227,055	230,918	233,656
51013	Arlington Co., VA	205,930	210,386	215,762	212,248	212,978	213,921	221,670	227,199	232,408
24021	Frederick Co., MD	127,808	127,543	127,197	129,332	132,844	133,895	137,930	142,012	143,689
51000	Virginia	4,758,119	4,743,189	4,802,678	4,856,886	4,898,765	4,954,261	5,060,884	5,143,667	5,200,373
24000	Maryland	3,359,485	3,345,423	3,394,831	3,438,880	3,493,921	3,537,998	3,603,329	3,656,550	3,697,398
Legend / Footnotes:										
1/ The estimates of employment for 2001-2006 are based on the 2002 North American Industry Classification System (NAICS). The estimates for 2007-2010 are based on the 2007 NAICS. The estimates for 2011-2016 are based on the 2012 NAICS. The estimates for 2017 forward are based on the 2017 NAICS.										
* Virginia combination areas consist of one or two independent cities with 1980 populations of less than 100,000 combined with an adjacent county.										
BEA modifies the FIPS Codes to combine Fairfax County (FIPS 51059), Fairfax City (FIPS 51600) and Falls Church (FIPS 51610) into a single FIPS Code 51919. Separate estimates for the jurisdictions making up 51919 are not available.										
Last updated: November 15, 2018-- new statistics for 2017; revised statistics for 2001-2016.										

Economic Indicator #9: Wage and Salary Employment (by Place of Work)

Definition:

BEA's wage and salary employment statistics count the number of full-time and part-time jobs for which wages and salaries are paid. This estimate measures the number of jobs in each area by place of work, averaged over the year.³⁹ Wages and salaries include commissions, tips, and bonuses.⁴⁰

Indicator's relationship to the local economy and the minimum wage:

This indicator does not target only those jobs for which the hourly wage would likely be lower in the absence of a statutory minimum hourly rate. Nevertheless, this indicator may be more specific to those jobs than the broader indicator of total employment and can serve as one indicator of the general strength of an area economy.

Changes to the minimum wage rate could affect wage and salary jobs that currently pay below that minimum rate for many of the same reasons discussed above for the unemployment rate. Higher labor costs due to the minimum wage could cause employers who employ low-wage workers to cut the number of wage and salary jobs. Higher minimum wage rates could motivate persons not currently in the labor force to enter it, filling currently unfilled positions. Businesses facing higher labor costs may try to raise prices to cover those costs, and if they are able to do so there may be no effect on the number of wage and salary jobs. Higher minimum wage rates could lead to higher employee productivity, offsetting the higher labor costs for businesses. A higher minimum wage rate could increase the buying power of low-wage workers, stimulating overall economic activity and causing a net gain in wage and salary jobs in the economy.

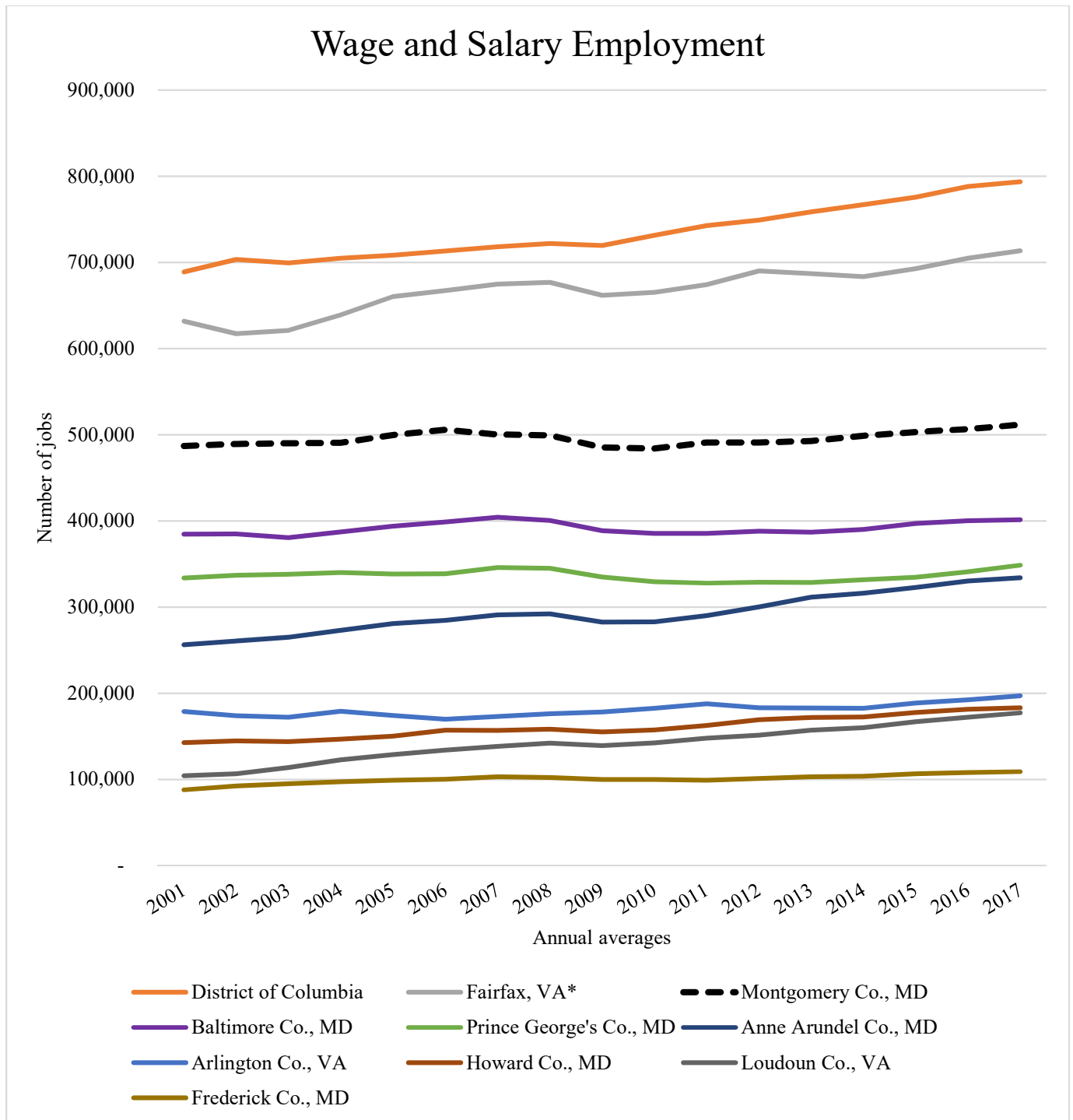
Over time, changes to the minimum wage rate could also influence the relative proportion of jobs in different employment categories, such as salaried jobs versus jobs done under a contract with a sole proprietor.

Source of data:

Regional Economic Accounts, Bureau of Economic Analysis (BEA), U.S. Department of Commerce.

The Quarterly Census of Employment and Wages (QCEW) statistics from the Bureau of Labor Statistics comprises 95 percent of BEA's wage and salary income estimates, but BEA estimates can differ from the QCEW statistics because BEA makes adjustments to include employment and wages not covered by public unemployment insurance programs. (For example, QCEW statistics do not include domestic servants in private households or employees of religiously-affiliated private schools.)

Figure 3-9. Wage and Salary Employment, 2001-2017.



*BEA modifies the FIPS Codes to combine Fairfax County (FIPS 51059), Fairfax City (FIPS 51600) and Falls Church (FIPS 51610) into a single FIPS Code 51919. Separate estimates for the jurisdictions making up 51919 are not available.

Data source: Regional Economic Accounts, Bureau of Economic Analysis (BEA), U.S. Department of Commerce.

Table 3-9. Wage and salary employment, 2001-2017.

Wage and salary employment (Number of jobs)										
Source: Regional Economic Accounts (CAINC4), Bureau of Economic Analysis (BEA), U.S. Department of Commerce.										
FIPS	Name	2001	2002	2003	2004	2005	2006	2007	2008	
11001	District of Columbia	688,978	703,526	699,519	704,817	708,380	713,309	718,308	721,890	
51919	Fairfax, VA*	631,801	617,280	621,190	638,932	660,274	667,303	674,791	676,747	
24031	Montgomery Co., MD	486,991	489,284	490,198	490,654	499,566	505,780	500,339	499,329	
24005	Baltimore Co., MD	384,575	384,854	380,554	387,127	393,948	398,866	404,186	400,650	
24033	Prince George's Co., MD	333,721	336,924	338,040	340,052	338,285	338,729	345,962	345,026	
24003	Anne Arundel Co., MD	256,219	260,600	264,872	273,000	280,982	284,714	291,071	292,003	
51013	Arlington Co., VA	178,776	173,912	172,059	179,268	174,150	169,884	173,088	176,207	
24027	Howard Co., MD	142,718	144,873	143,767	146,798	150,296	157,070	156,946	158,220	
51107	Loudoun Co., VA	104,181	106,686	113,718	122,748	128,747	134,060	138,490	141,998	
24021	Frederick Co., MD	87,946	92,402	95,146	97,237	99,006	100,282	103,068	102,109	
		2009	2010	2011	2012	2013	2014	2015	2016	2017
11001	District of Columbia	719,705	731,389	742,832	749,247	758,641	767,130	775,658	788,013	793,524
51919	Fairfax, VA*	661,733	665,417	674,306	690,259	687,041	683,542	692,788	704,900	713,533
24031	Montgomery Co., MD	485,194	484,033	490,982	491,037	492,602	498,835	503,001	506,537	511,658
24005	Baltimore Co., MD	388,574	385,402	385,362	388,060	386,933	390,137	397,009	400,158	401,491
24033	Prince George's Co., MD	334,865	329,409	327,861	328,812	328,497	331,616	334,723	341,089	348,695
24003	Anne Arundel Co., MD	282,621	282,829	290,026	300,158	311,460	316,181	322,744	330,370	333,949
51013	Arlington Co., VA	178,389	182,675	187,670	183,283	182,787	182,502	188,714	192,562	197,112
24027	Howard Co., MD	155,264	157,478	162,641	169,433	171,784	172,547	177,794	181,333	183,067
51107	Loudoun Co., VA	139,239	142,560	147,796	151,431	157,212	160,155	166,913	172,238	177,235
24021	Frederick Co., MD	99,821	100,058	99,081	100,978	103,077	103,662	106,517	107,948	109,038
Legend / Footnotes:										
* Virginia combination areas consist of one or two independent cities with 1980 populations of less than 100,000 combined with an adjacent county.										
BEA modifies the FIPS Codes to combine Fairfax County (FIPS 51059), Fairfax City (FIPS 51600) and Falls Church (FIPS 51610) into a single FIPS Code 51919. Separate estimates for the jurisdictions making up 51919 are not available.										
Last updated: November 15, 2018-- new statistics for 2017; revised statistics for 2001-2016.										

Economic Indicator #10: Number of Private Establishments

Definition:

BLS defines an establishment as a single physical location at which business is conducted or services or industrial operations are performed. A company or enterprise may consist of one or more establishments.

Indicator's relationship to the local economy and the minimum wage:

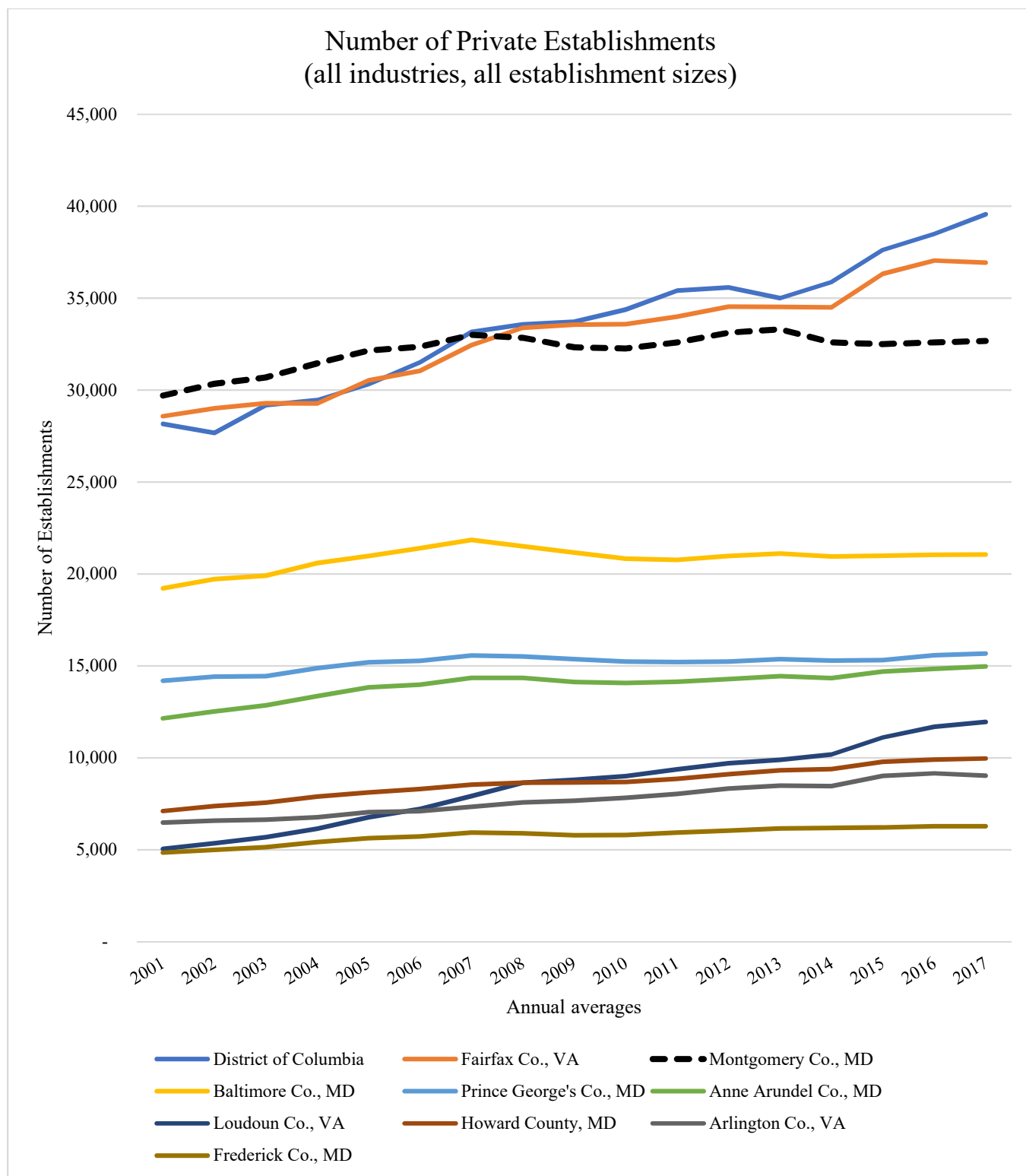
If the local economy expands or contracts, it may be reflected in the number of establishments. However, other factors may affect this indicator. For example, if more work is done remotely, or if work done at multiple locations is consolidated into one location, the number of establishments would decrease without necessarily lowering employment. If more work is automated in response to higher labor costs, it could result in a drop in employment without changing the number of establishments.

Source of data:

Quarterly Census of Employment and Wages (QCEW), Bureau of Labor Statistics, U.S. Department of Labor.⁴¹

QCEW statistics are derived from tabulations of monthly employment and quarterly total wages of workers covered by public unemployment insurance. QCEW statistics are classified by place of work.

Figure 3-10. Number of Private Establishments (all industries, all est. sizes), 2001-2017.



Data source: Quarterly Census of Employment and Wages (QCEW), Bureau of Labor Statistics, U.S. Department of Labor

Table 3-10. Number of Private Establishments (all industries, all est. sizes), 2001-2017.

Number of Private Establishments (all industries, all sizes)										
Source: Quarterly Census of Employment and Wages (QCEW), Bureau of Labor Statistics, U.S. Department of Labor										
Series:	Number of Establishments in Private Total, all industries for All establishment sizes -- Statewide, NSA									
Industry:	Total, all industries									
Owner:	Private									
Size:	All establishment sizes									
Series Id:	ENU2400020510									
FIPS	Name	2001	2002	2003	2004	2005	2006	2007	2008	
11000	District of Columbia	28,160	27,675	29,180	29,464	30,322	31,513	33,162	33,574	
51059	Fairfax Co., VA	28,582	29,007	29,291	29,271	30,532	31,052	32,448	33,396	
24031	Montgomery Co., MD	29,705	30,344	30,689	31,453	32,163	32,360	33,005	32,847	
24005	Baltimore Co., MD	19,216	19,721	19,903	20,594	20,977	21,402	21,851	21,507	
24033	Prince George's Co., MD	14,190	14,414	14,447	14,876	15,200	15,272	15,566	15,508	
24003	Anne Arundel Co., MD	12,143	12,526	12,849	13,358	13,829	13,974	14,344	14,345	
51107	Loudoun Co., VA	5,047	5,355	5,680	6,150	6,761	7,211	7,912	8,644	
24027	Howard County, MD	7,104	7,378	7,566	7,888	8,111	8,305	8,543	8,641	
51013	Arlington Co., VA	6,474	6,584	6,629	6,771	7,048	7,099	7,334	7,568	
24021	Frederick Co., MD	4,842	4,998	5,145	5,412	5,624	5,728	5,935	5,888	
24000	State of Maryland	145,317	147,743	148,573	152,972	156,958	159,792	163,763	162,591	
51000	State of Virginia	189,427	191,784	193,857	198,259	206,050	209,294	219,242	222,884	
		2009	2010	2011	2012	2013	2014	2015	2016	2017
11000	District of Columbia	33,723	34,387	35,417	35,584	35,010	35,871	37,619	38,491	39,565
51059	Fairfax Co., VA	33,567	33,590	33,996	34,541	34,529	34,495	36,323	37,046	36,930
24031	Montgomery Co., MD	32,337	32,266	32,590	33,120	33,309	32,593	32,501	32,599	32,679
24005	Baltimore Co., MD	21,165	20,830	20,760	20,982	21,107	20,950	20,986	21,042	21,062
24033	Prince George's Co., MD	15,362	15,230	15,210	15,230	15,364	15,285	15,318	15,582	15,669
24003	Anne Arundel Co., MD	14,125	14,074	14,144	14,288	14,444	14,330	14,699	14,845	14,966
51107	Loudoun Co., VA	8,801	9,001	9,372	9,701	9,888	10,178	11,105	11,695	11,950
24027	Howard County, MD	8,655	8,682	8,861	9,110	9,327	9,389	9,786	9,906	9,964
51013	Arlington Co., VA	7,665	7,823	8,032	8,329	8,494	8,462	9,023	9,156	9,035
24021	Frederick Co., MD	5,785	5,797	5,931	6,044	6,161	6,183	6,209	6,279	6,278
24000	State of Maryland	160,752	160,241	161,200	164,145	165,535	163,723	165,290	167,398	168,653
51000	State of Virginia	221,916	222,700	224,817	230,479	230,312	232,611	246,747	256,825	262,446

Overview of Statistics Categorized by Industry Sector (Indicators #11-16)

The U.S. Office of Management and Budget (OMB) defines the industry categories, occupational groups, and geographic statistical areas used by federal statistical agencies. Federal statistical agencies report data on the U.S. economy using the North American Industry Classification System (NAICS), which categorizes the economy into 20 industry sectors. Federal statistical agencies also report economic data using the Standard Occupational Classification (SOC) system, which categorizes workers into 23 major occupational groups. Every industry sector employs workers from many occupational groups, and workers in an occupational group may be employed across many industry sectors.

Economic indicators in this report focus on two industry sectors likely to employ low-wage workers: Retail Trade (NAICS Sector 44-45), and Accommodation and Food Services (NAICS Sector 72).

**Economic Indicators #11-13:
Employment, Compensation, and Number of Establishments for the
Retail Trade Industry Sector (NAICS Sector 44-45)**

Definition:

The Retail Trade NAICS sector comprises establishments engaged in retailing merchandise as well as establishments offering services incidental to the sale of merchandise. This sector includes store and non-store retailers.

Store retailers operate fixed point-of-sale locations designed to attract a high volume of walk-in customers. As a general rule, establishments engaged in retailing merchandise and providing after-sales services are classified in this sector.

Non-store retailers are also organized to serve the general public, but their retailing methods differ from store retailers. The establishments of this subsector reach customers and market merchandise with methods such as direct-response advertising, paper and electronic catalogs, door-to-door solicitations, in-home demonstrations, selling from portable stalls (street vendors, except food), and distribution through vending machines. Establishments engaged in the direct sale (non-store) of products, such as home heating oil dealers and home delivery newspaper routes, are also included.⁴²

Indicators' relationship to the local economy and the minimum wage:

Industry data for the Retail Trade sector (NAICS Code 44-45) are included as economic indicators because that industry sector is likely to employ low wage workers for whom the hourly rate would be lower in the absence of a minimum wage.

Figure 3-11 and Table 3-11 depict BEA statistics on employment (number of jobs) in the Retail Trade sector (NAICS Code 44-45) for 2001-2017.

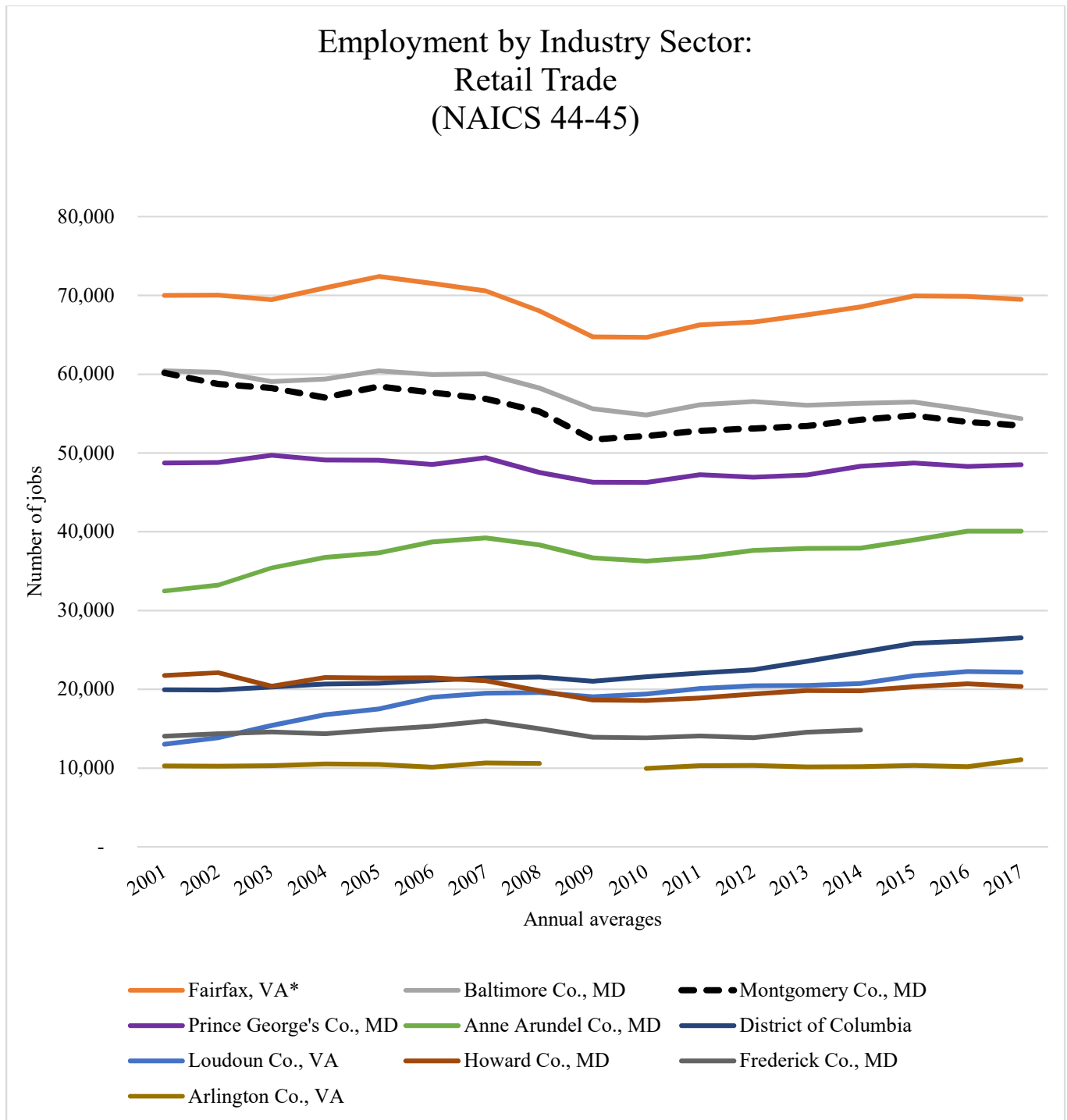
Figure 3-12 and Table 3-12 depict BEA statistics on compensation to employees in the Retail Trade sector (NAICS Code 44-45) for 2001-2017. Note that dollars are shown in thousands.

Figure 3-13 and Table 3-13 depict BLS statistics on the number of private establishments of any size in the Retail Trade sector (NAICS Code 44-45) for 2001-2017.

Source of data:

Regional Economic Accounts, Bureau of Economic Analysis (BEA), U.S. Department of Commerce.⁴³

Figure 3-11. Employment by Industry Sector: Retail Trade (NAICS 44-45), 2001-2017.



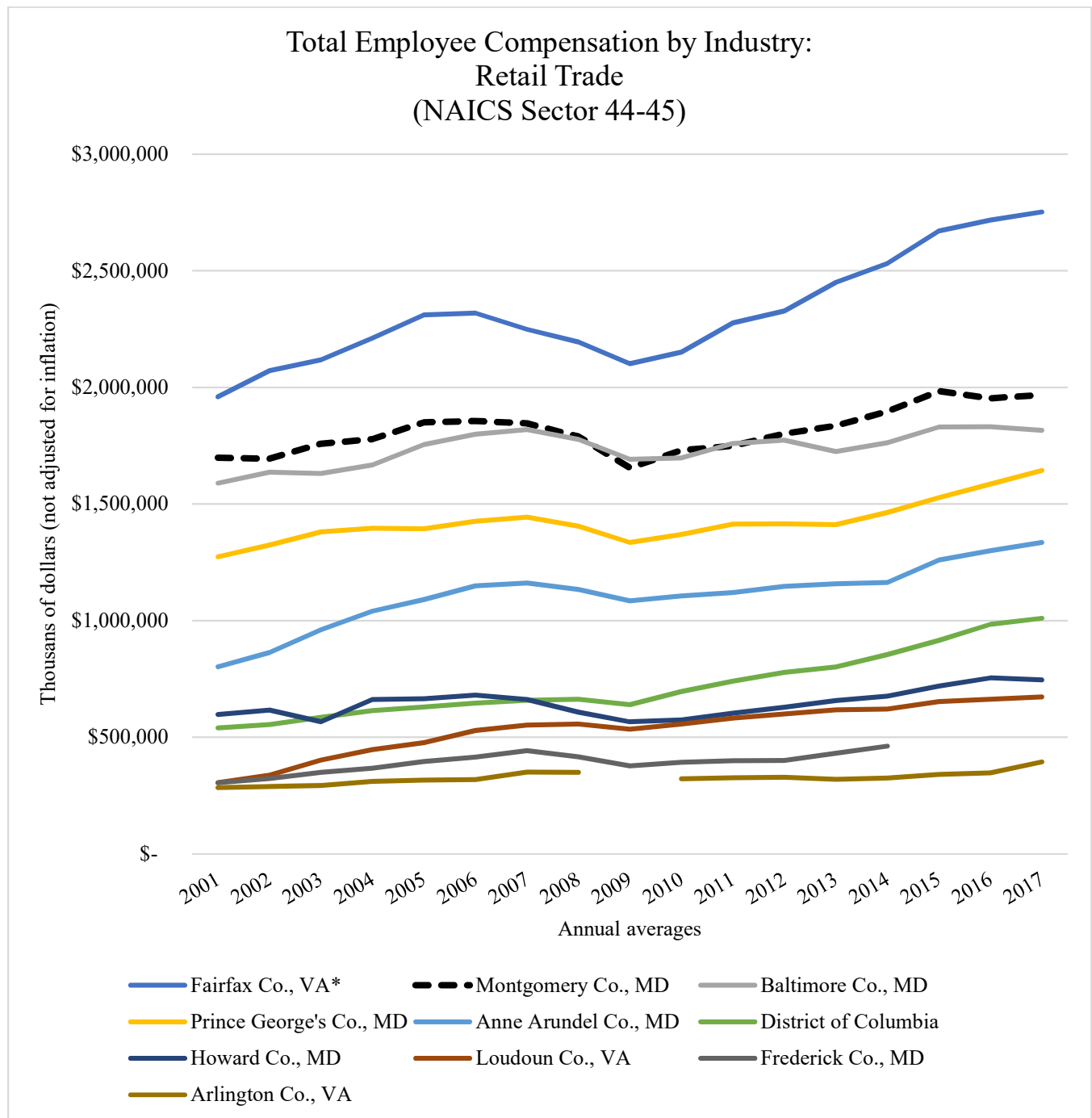
*BEA modifies the FIPS Codes to combine Fairfax County (FIPS 51059), Fairfax City (FIPS 51600) and Falls Church (FIPS 51610) into a single FIPS Code 51919. Separate estimates for the jurisdictions making up 51919 are not available.

Data source: Regional Economic Accounts, Bureau of Economic Analysis (BEA), U.S. Department of Commerce.

Table 3-11. Employment by Industry Sector: Retail Trade (NAICS 44-45), 2001-2017.

Private nonfarm employment: Retail trade (Number of jobs) NAICS Industry Sector 44-45										
CAEMP25N Total Full-Time and Part-Time Employment by NAICS Industry 1/										
Source: Regional Economic Accounts, Bureau of Economic Analysis (BEA), U.S. Department of Commerce.										
FIPS	Name	2001	2002	2003	2004	2005	2006	2007	2008	
51919	Fairfax, VA*	70,011	70,036	69,478	70,945	72,408	71,540	70,570	68,029	
24005	Baltimore Co., MD	60,428	60,235	59,058	59,400	60,424	59,942	60,059	58,252	
24031	Montgomery Co., MD	60,174	58,764	58,234	57,030	58,437	57,659	56,885	55,261	
24033	Prince George's Co., MD	48,721	48,805	49,719	49,101	49,068	48,554	49,390	47,528	
24003	Anne Arundel Co., MD	32,488	33,232	35,426	36,744	37,327	38,729	39,233	38,339	
11000	District of Columbia	19,936	19,920	20,301	20,688	20,756	21,167	21,424	21,573	
51107	Loudoun Co., VA	13,030	13,850	15,429	16,789	17,520	18,985	19,499	19,584	
24027	Howard Co., MD	21,769	22,118	20,378	21,511	21,426	21,470	21,073	19,833	
24021	Frederick Co., MD	14,063	14,361	14,581	14,355	14,888	15,317	15,977	14,996	
51013	Arlington Co., VA	10,273	10,245	10,318	10,545	10,459	10,118	10,664	10,610	
51000	Virginia	477,685	478,495	480,774	490,295	499,079	503,912	508,576	495,859	
24000	Maryland	349,523	348,220	349,903	353,173	358,329	359,833	362,543	350,624	
		2009	2010	2011	2012	2013	2014	2015	2016	2017
51919	Fairfax, VA*	64,749	64,674	66,255	66,605	67,521	68,556	69,949	69,881	69,492
24005	Baltimore Co., MD	55,606	54,828	56,134	56,518	56,063	56,303	56,469	55,494	54,359
24031	Montgomery Co., MD	51,712	52,157	52,830	53,114	53,418	54,212	54,767	53,930	53,494
24033	Prince George's Co., MD	46,285	46,267	47,231	46,912	47,213	48,309	48,748	48,294	48,504
24003	Anne Arundel Co., MD	36,680	36,287	36,773	37,632	37,883	37,910	38,969	40,070	40,065
11000	District of Columbia	21,020	21,593	22,059	22,494	23,545	24,712	25,845	26,128	26,536
51107	Loudoun Co., VA	19,060	19,402	20,116	20,446	20,481	20,755	21,719	22,259	22,164
24027	Howard Co., MD	18,646	18,579	18,904	19,410	19,847	19,818	20,338	20,719	20,358
24021	Frederick Co., MD	13,931	13,845	14,076	13,870	14,562	14,847	(D)	(D)	(D)
51013	Arlington Co., VA	(D)	9,967	10,302	10,338	10,154	10,176	10,340	10,171	11,063
51000	Virginia	474,222	469,984	478,681	481,663	488,364	492,913	500,362	501,509	499,517
24000	Maryland	334,361	330,859	337,724	340,102	341,932	345,021	348,693	347,366	345,266
Legend / Footnotes:										
1/ The estimates of employment for 2001-2006 are based on the 2002 NAICS. The estimates for 2007-2010 are based on the 2007 NAICS. The estimates for 2011-2016 are based on the 2012 NAICS.										
The estimates for 2017 forward are based on the 2017 NAICS.										
* BEA modifies the FIPS Codes to combine Fairfax County (FIPS 51059), Fairfax City (FIPS 51600) and Falls Church (FIPS 51610) into a single FIPS Code 51919; Separate estimates are not available.										
(D) Not shown to avoid disclosure of confidential information; estimates are included in higher-level totals.										
Last updated: November 15, 2018-- new statistics for 2017; revised statistics for 2001-2016.										

Figure 3-12. Compensation of Employees by Industry Sector: Retail Trade (NAICS 44-45), 2001-2017.



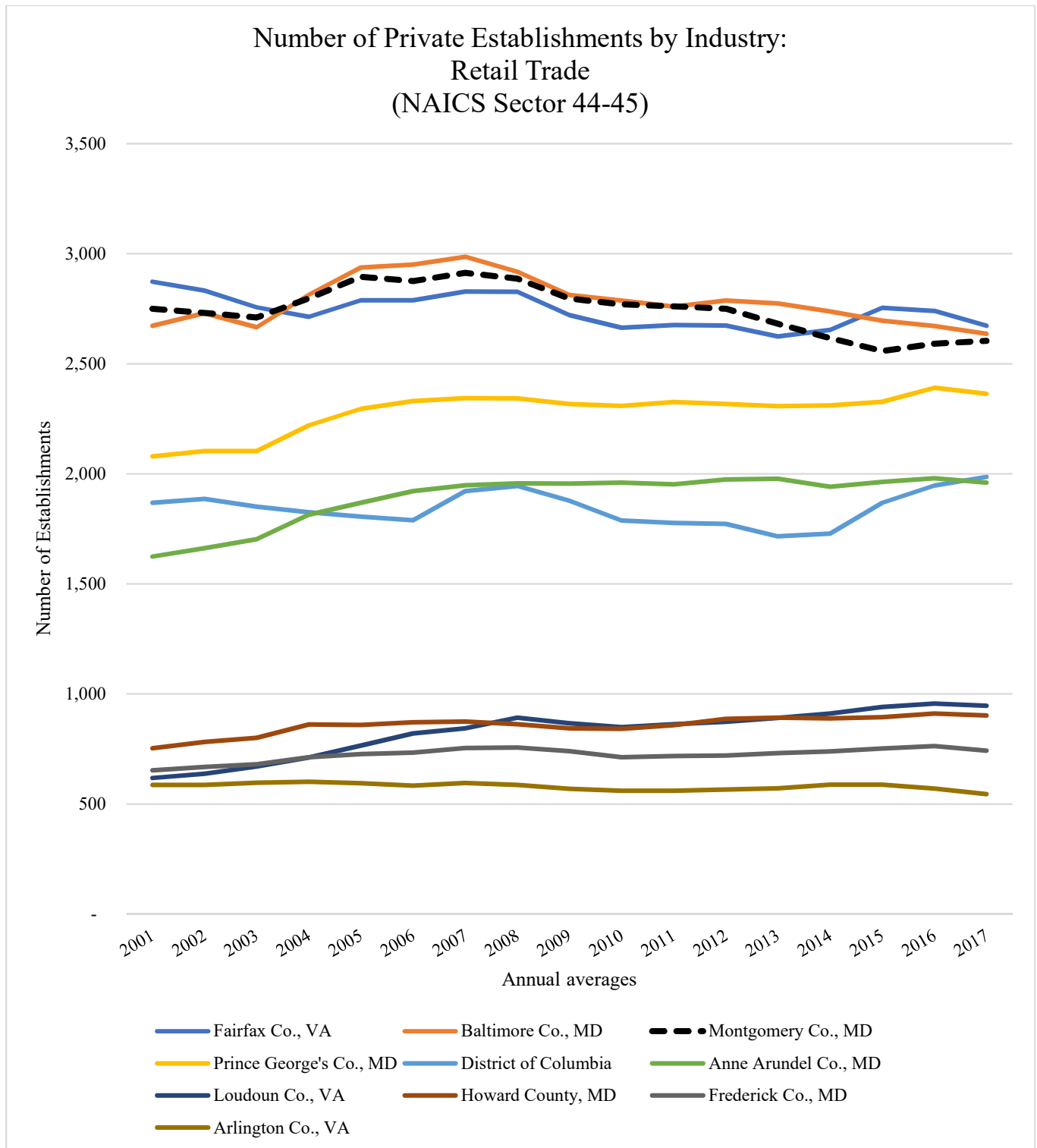
*BEA modifies the FIPS Codes to combine Fairfax County (FIPS 51059), Fairfax City (FIPS 51600) and Falls Church (FIPS 51610) into a single FIPS Code 51919. Separate estimates for the jurisdictions making up 51919 are not available.

Data source: Regional Economic Accounts, Bureau of Economic Analysis (BEA), U.S. Department of Commerce.

Table 3-12. Compensation of Employees by Industry Sector: Retail Trade (NAICS 44-45), 2001-2017.

Private nonfarm compensation: Retail trade (NAICS Sector 44-45)										
(Thousands of dollars)										
Source: Regional Economic Accounts, Bureau of Economic Analysis (BEA), U.S. Department of Commerce.										
CAINC6N Compensation of Employees by NAICS Industry										
FIPS	Name	2001	2002	2003	2004	2005	2006	2007	2008	
51919	Fairfax Co., VA*	\$ 1,959,860	\$ 2,072,446	\$ 2,118,397	\$ 2,211,025	\$ 2,311,553	\$ 2,318,592	\$ 2,248,827	\$ 2,194,400	
24031	Montgomery Co., MD	\$ 1,699,260	\$ 1,694,518	\$ 1,758,239	\$ 1,779,015	\$ 1,851,004	\$ 1,855,978	\$ 1,846,207	\$ 1,789,097	
24005	Baltimore Co., MD	\$ 1,589,827	\$ 1,636,190	\$ 1,630,668	\$ 1,667,218	\$ 1,754,742	\$ 1,799,405	\$ 1,819,459	\$ 1,776,877	
24033	Prince George's Co., MD	\$ 1,273,687	\$ 1,324,310	\$ 1,381,020	\$ 1,396,124	\$ 1,393,951	\$ 1,426,561	\$ 1,444,220	\$ 1,405,617	
24003	Anne Arundel Co., MD	\$ 802,324	\$ 863,647	\$ 960,675	\$ 1,040,803	\$ 1,090,373	\$ 1,149,271	\$ 1,161,111	\$ 1,133,482	
11001	District of Columbia	\$ 540,231	\$ 555,212	\$ 585,691	\$ 614,644	\$ 630,449	\$ 646,881	\$ 659,036	\$ 662,869	
24027	Howard Co., MD	\$ 597,780	\$ 616,879	\$ 566,634	\$ 662,523	\$ 665,370	\$ 680,531	\$ 661,581	\$ 607,674	
51107	Loudoun Co., VA	\$ 305,600	\$ 338,095	\$ 401,991	\$ 446,855	\$ 476,887	\$ 529,325	\$ 552,054	\$ 556,795	
24021	Frederick Co., MD	\$ 304,828	\$ 323,191	\$ 349,561	\$ 367,742	\$ 396,131	\$ 415,586	\$ 442,420	\$ 416,475	
51013	Arlington Co., VA	\$ 284,120	\$ 288,999	\$ 293,140	\$ 310,917	\$ 316,185	\$ 318,698	\$ 350,946	\$ 350,045	
51000	Virginia	\$10,371,284	\$10,797,005	\$11,379,330	\$12,024,724	\$12,581,543	\$12,930,324	\$13,177,835	\$13,064,765	
24000	Maryland	\$ 8,697,284	\$ 8,919,675	\$ 9,246,263	\$ 9,684,991	\$ 9,973,732	\$10,218,975	\$10,352,208	\$10,046,524	
FIPS	Name	2009	2010	2011	2012	2013	2014	2015	2016	2017
51919	Fairfax Co., VA*	\$ 2,102,240	\$ 2,151,654	\$ 2,276,467	\$ 2,328,161	\$ 2,450,316	\$ 2,531,086	\$ 2,670,584	\$ 2,718,093	\$ 2,752,270
24031	Montgomery Co., MD	\$ 1,655,705	\$ 1,730,909	\$ 1,749,842	\$ 1,802,212	\$ 1,836,267	\$ 1,896,899	\$ 1,983,997	\$ 1,952,936	\$ 1,968,230
24005	Baltimore Co., MD	\$ 1,692,049	\$ 1,697,468	\$ 1,759,900	\$ 1,774,505	\$ 1,725,784	\$ 1,763,042	\$ 1,830,099	\$ 1,831,195	\$ 1,815,748
24033	Prince George's Co., MD	\$ 1,335,797	\$ 1,369,922	\$ 1,414,448	\$ 1,414,830	\$ 1,411,973	\$ 1,464,305	\$ 1,526,818	\$ 1,585,653	\$ 1,644,104
24003	Anne Arundel Co., MD	\$ 1,085,019	\$ 1,105,769	\$ 1,120,209	\$ 1,147,229	\$ 1,158,634	\$ 1,163,344	\$ 1,259,712	\$ 1,299,842	\$ 1,335,406
11001	District of Columbia	\$ 639,463	\$ 696,773	\$ 740,232	\$ 778,204	\$ 801,680	\$ 854,593	\$ 916,223	\$ 984,535	\$ 1,010,410
24027	Howard Co., MD	\$ 566,531	\$ 574,113	\$ 603,918	\$ 628,627	\$ 657,150	\$ 676,717	\$ 720,137	\$ 754,773	\$ 746,763
51107	Loudoun Co., VA	\$ 534,472	\$ 556,613	\$ 582,621	\$ 600,542	\$ 617,347	\$ 620,757	\$ 652,966	\$ 663,344	\$ 673,103
24021	Frederick Co., MD	\$ 377,649	\$ 392,819	\$ 399,701	\$ 401,229	\$ 432,013	\$ 462,365	(D)	(D)	(D)
51013	Arlington Co., VA	(D)	\$ 321,755	\$ 326,062	\$ 328,766	\$ 319,437	\$ 325,653	\$ 340,894	\$ 348,010	\$ 394,462
51000	Virginia	\$12,578,542	\$12,673,569	\$12,922,997	\$13,230,410	\$13,693,129	\$13,984,657	\$14,558,495	\$14,662,013	\$14,943,306
24000	Maryland	\$ 9,505,215	\$ 9,678,250	\$ 9,943,553	\$10,112,426	\$10,201,708	\$10,482,022	\$10,978,958	\$11,138,522	\$11,275,148
*BEA modifies the FIPS Codes to combine Fairfax County (FIPS 51059), Fairfax City (FIPS 51600) and Falls Church (FIPS 51610) into a single FIPS Code 51919. Separate estimates for the jurisdictions making up 51919 are not available.										
BEA Notes: All dollar estimates are in thousands of current dollars (not adjusted for inflation). Statistics presented in thousands of dollars do not indicate more precision than statistics presented in millions of dollars.										
Last updated: November 15, 2018-- new statistics for 2017; revised statistics for 2001-2016.										
(D) Not shown to avoid disclosure of confidential information; estimates are included in higher-level totals.										

Figure 3-13. Number of Establishments by Industry: Retail Trade (NAICS 44-45), 2001-2017



Data source: Quarterly Census of Employment and Wages (QCEW), Bureau of Labor Statistics, U.S. Department of Labor

Table 3-13. Number of Establishments by Industry: Retail Trade (NAICS 44-45), 2001-2017.

Series:	Number of Establishments in private Retail Trade (NAICS 44-45) for all establishment sizes.									
Source:	Quarterly Census of Employment and Wages (QCEW), Bureau of Labor Statistics (BLS), U.S. Department of Labor									
Industry:	NAICS 44-45 Retail trade									
Owner:	Private									
Size:	All establishment sizes									
Type:	Number of Establishments									
Series Id:	ENU[FIPS]20544-45									
FIPS	Name	2001	2002	2003	2004	2005	2006	2007	2008	
51059	Fairfax Co., VA	2,873	2,833	2,756	2,713	2,789	2,789	2,828	2,827	
24005	Baltimore Co., MD	2,673	2,730	2,666	2,814	2,937	2,951	2,986	2,917	
24031	Montgomery Co., MD	2,750	2,731	2,710	2,797	2,896	2,876	2,913	2,887	
24033	Prince George's Co., MD	2,079	2,103	2,104	2,220	2,295	2,331	2,344	2,343	
11000	District of Columbia	1,869	1,886	1,851	1,826	1,806	1,789	1,921	1,945	
24003	Anne Arundel Co., MD	1,624	1,662	1,703	1,814	1,869	1,921	1,948	1,957	
51107	Loudoun Co., VA	618	637	671	711	766	821	844	892	
24027	Howard County, MD	753	782	801	861	859	871	875	862	
24021	Frederick Co., MD	653	668	681	712	727	734	754	757	
51013	Arlington Co., VA	587	587	597	601	595	583	596	587	
24000	State of Maryland	18,115	18,231	18,059	18,797	19,284	19,467	19,661	19,523	
51000	State of Virginia	26619	26501	26324	26413	26845	26804	27050	27110	
		2009	2010	2011	2012	2013	2014	2015	2016	2017
51059	Fairfax Co., VA	2,721	2,664	2,676	2,674	2,624	2,654	2,754	2,740	2,673
24005	Baltimore Co., MD	2,813	2,787	2,760	2,787	2,774	2,738	2,696	2,672	2,636
24031	Montgomery Co., MD	2,796	2,770	2,761	2,750	2,682	2,616	2,558	2,591	2,604
24033	Prince George's Co., MD	2,317	2,309	2,326	2,317	2,308	2,311	2,327	2,391	2,364
11000	District of Columbia	1,877	1,788	1,777	1,773	1,716	1,728	1,869	1,947	1,986
24003	Anne Arundel Co., MD	1,956	1,960	1,952	1,974	1,978	1,941	1,963	1,980	1,960
51107	Loudoun Co., VA	867	849	862	874	891	911	941	956	946
24027	Howard County, MD	844	842	858	887	892	889	895	911	902
24021	Frederick Co., MD	740	713	718	720	731	739	752	763	742
51013	Arlington Co., VA	569	560	560	566	571	588	588	570	545
24000	State of Maryland	19,148	18,928	18,938	18,985	18,887	18,610	18,562	18,719	18,561
51000	State of Virginia	26,403	25,928	25,784	25,776	25,553	25,483	26,104	26,089	25,901

**Economic Indicators #14-16:
Employment, Compensation, and Number of Establishments for
Accommodation and Food Services Industry Sector (NAICS Sector 72)**

Definition:

The Accommodation and Food Services NAICS sector comprises establishments providing customers with lodging, meals, snacks, and/or beverages for immediate consumption. The sector includes both accommodation and food services establishments because those activities may be combined at the same establishment.⁴⁴

Indicators' relationship to the local economy and the minimum wage:

Industry statistics for the Accommodation and Food Services sector (NAICS Code 72) are included as economic indicators because that industry sector is likely to employ low wage workers whose hourly rate would be lower in the absence of a minimum wage.

Figure 3-14 and Tables 3-14 depict BEA statistics on employment (number of jobs) in the Accommodation and Food Services sector (NAICS Code 72) for 2001-2017.

Figure 3-15 and Tables 3-15 depict BEA statistics on compensation to employees in the Accommodation and Food Services sector (NAICS Code 72) for 2001-2017. Note that dollars are in thousands.

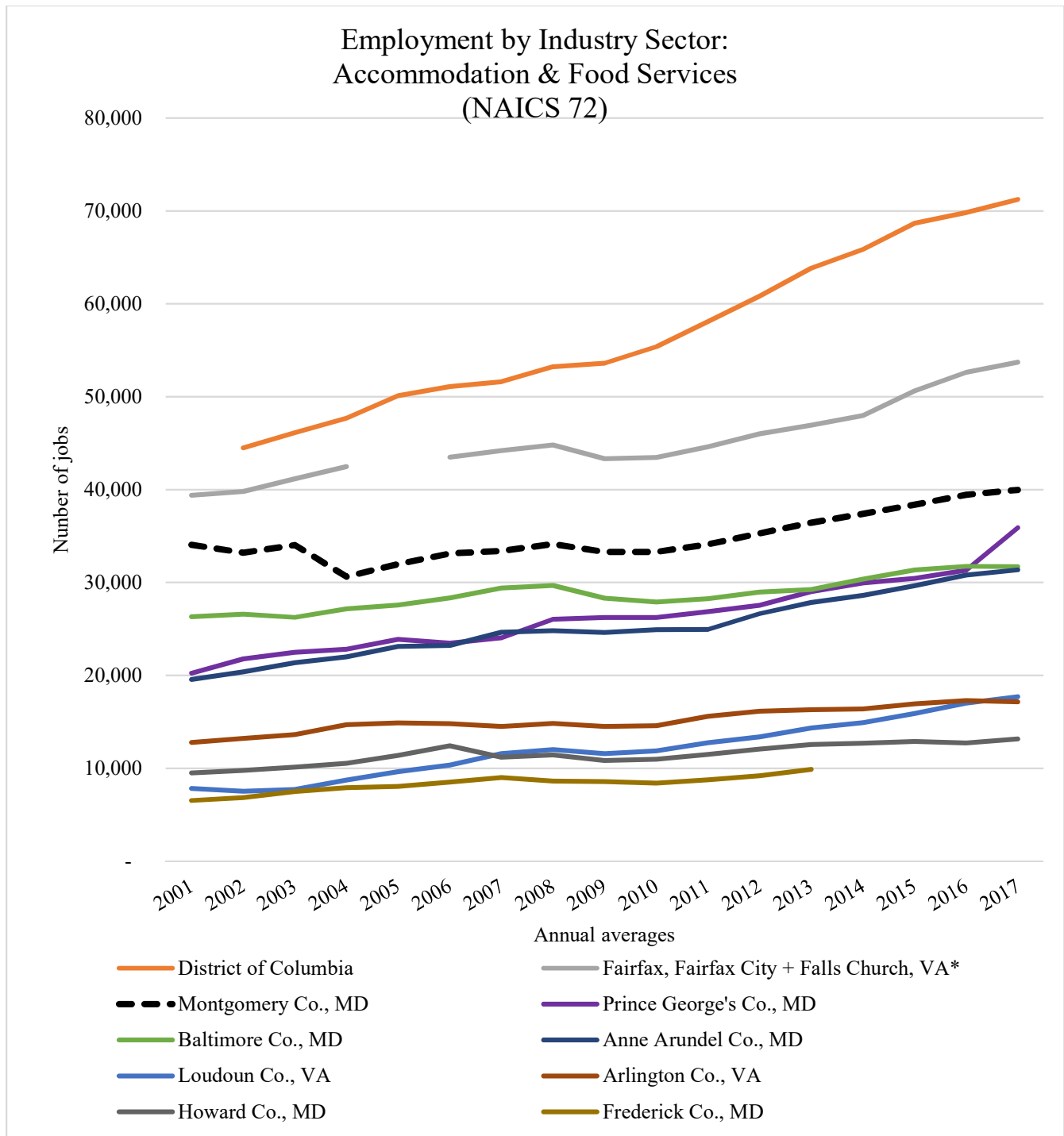
Figure 3-16 and Tables 3-16 depict BLS statistics on the number of private establishments of any size in the Accommodation and Food Services sector (NAICS Code 72) for 2001-2017.

Source of data:

Statistics on employment (number of jobs) and employee compensation comes from the Regional Economic Accounts, Bureau of Economic Analysis (BEA), U.S. Department of Commerce.⁴⁵

Statistics on the number of establishments come from the Quarterly Census of Employment and Wages (QCEW), Bureau of Labor Statistics, U.S. Department of Labor.⁴⁶ QCEW statistics are derived from tabulations of monthly employment and quarterly total wages of workers covered by public unemployment insurance. QCEW statistics are classified by place of work.

Figure 3-14. Employment by Industry: Accommodation & Food Services (NAICS 72), 2001-2017.



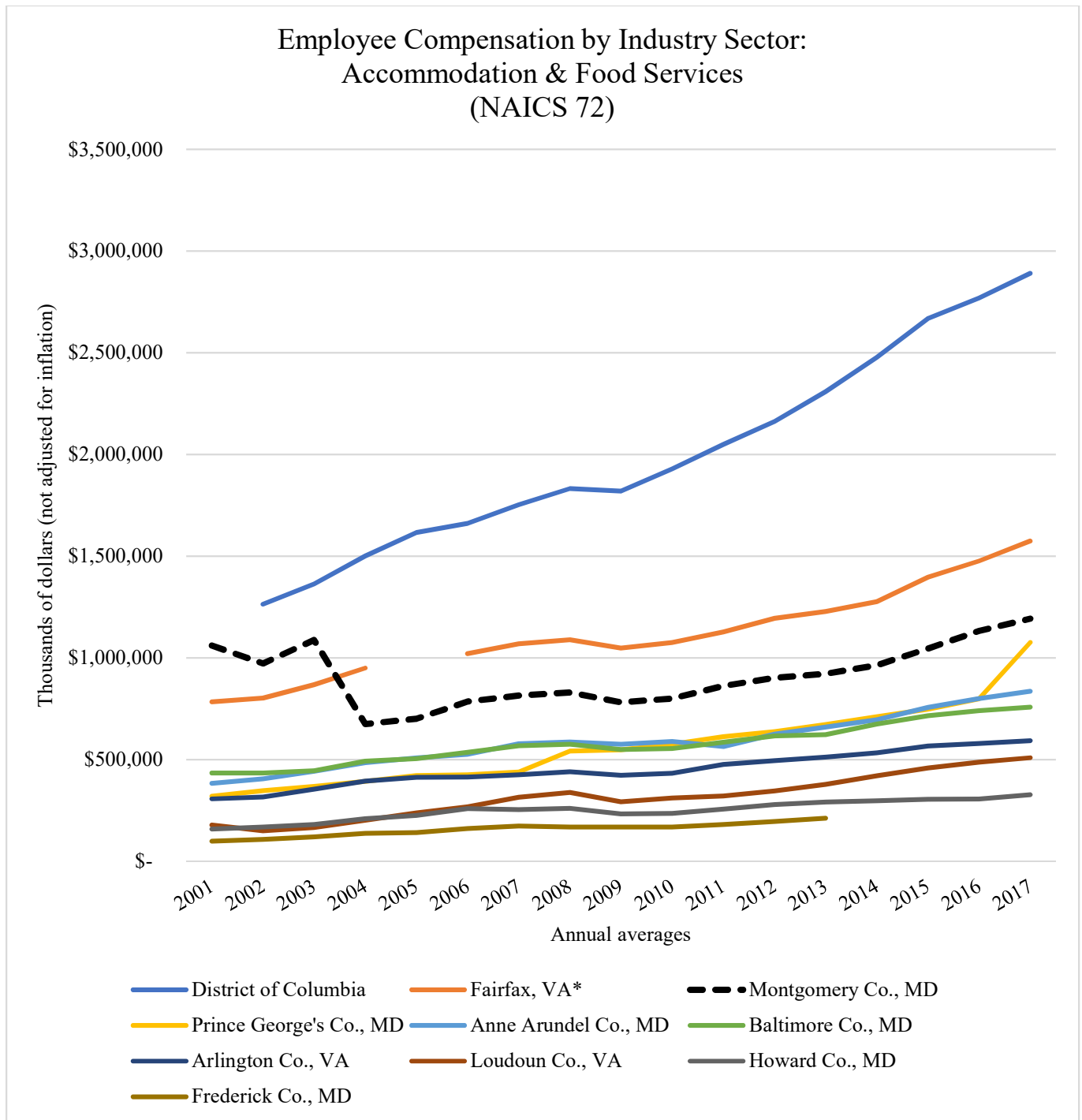
*BEA modifies the FIPS Codes to combine Fairfax County (FIPS 51059), Fairfax City (FIPS 51600) and Falls Church (FIPS 51610) into a single FIPS Code 51919. Separate estimates for the jurisdictions making up 51919 are not available.

Data source: Regional Economic Accounts, Bureau of Economic Analysis (BEA), U.S. Department of Commerce.

Table 3-14. Employment by Industry: Accommodation & Food Services (NAICS 72), 2001-2017.

Private nonfarm employment: Accommodation & Food Services (Number of jobs) in NAICS 72										
CAEMP25N Total Full-Time and Part-Time Employment by NAICS Industry 1/										
Source: Bureau of Economic Analysis, U.S. Department of Commerce										
FIPS	Name	2001	2002	2003	2004	2005	2006	2007	2008	
11001	District of Columbia, DC	(D)	44,491	46,125	47,671	50,101	51,094	51,609	53,218	
	Fairfax, Fairfax City +									
51919	Falls Church, VA*	39,393	39,806	41,165	42,474	(D)	43,498	44,211	44,807	
24031	Montgomery, MD	34,053	33,220	34,027	30,632	31,977	33,131	33,411	34,136	
24033	Prince George's, MD	20,234	21,782	22,492	22,805	23,869	23,463	24,033	26,041	
24005	Baltimore, MD	26,317	26,585	26,249	27,165	27,565	28,349	29,396	29,680	
24003	Anne Arundel, MD	19,562	20,377	21,373	22,001	23,113	23,224	24,644	24,803	
51107	Loudoun, VA	7,819	7,535	7,729	8,720	9,641	10,343	11,586	12,019	
51013	Arlington, VA	12,776	13,219	13,623	14,706	14,872	14,790	14,494	14,839	
24027	Howard, MD	9,502	9,762	10,133	10,541	11,375	12,417	11,201	11,440	
24021	Frederick, MD	6,533	6,837	7,514	7,900	8,059	8,506	9,019	8,614	
51000	Virginia	273,262	274,968	282,472	293,508	301,958	311,341	317,527	320,770	
24000	Maryland	187,984	193,559	198,116	198,399	204,281	208,627	212,654	215,136	
		2009	2010	2011	2012	2013	2014	2015	2016	2017
11001	District of Columbia, DC	53,607	55,375	58,094	60,823	63,849	65,861	68,674	69,822	71,243
	Fairfax, Fairfax City +									
51919	Falls Church, VA*	43,313	43,456	44,608	46,001	46,933	47,988	50,636	52,635	53,720
24031	Montgomery, MD	33,291	33,303	34,106	35,275	36,440	37,387	38,375	39,455	39,968
24033	Prince George's, MD	26,234	26,233	26,875	27,540	29,035	29,966	30,439	31,320	35,907
24005	Baltimore, MD	28,317	27,905	28,265	28,982	29,239	30,356	31,347	31,740	31,703
24003	Anne Arundel, MD	24,633	24,913	24,960	26,645	27,859	28,600	29,645	30,790	31,362
51107	Loudoun, VA	11,574	11,885	12,762	13,382	14,327	14,923	15,886	17,015	17,705
51013	Arlington, VA	14,498	14,592	15,605	16,145	16,319	16,384	16,944	17,283	17,168
24027	Howard, MD	10,848	10,972	11,503	12,063	12,560	12,700	12,878	12,722	13,160
24021	Frederick, MD	8,562	8,396	8,762	9,188	9,882	(D)	(D)	(D)	(D)
51000	Virginia	313,871	313,576	322,396	329,873	336,965	344,217	355,760	367,760	373,903
24000	Maryland	210,368	209,486	214,167	222,362	229,814	235,157	241,463	246,648	254,166
Legend / Footnotes:										
1/ The estimates of employment for 2001-2006 are based on the 2002 North American Industry Classification System (NAICS). The estimates for 2007-2010 are based on the 2007 NAICS.										
The estimates for 2011-2016 are based on the 2012 NAICS. The estimates for 2017 forward are based on the 2017 NAICS.										
*BEA modifies the FIPS Codes to combine Fairfax County (FIPS 51059), Fairfax City (FIPS 51600) and Falls Church (FIPS 51610) into a single FIPS Code 51919. Separate estimates for the jurisdictions making up 51919 are not available.										
(D) Not shown to avoid disclosure of confidential information; estimates are included in higher-level totals.										
Last updated: November 15, 2018-- new statistics for 2017; revised statistics for 2001-2016.										

Figure 3-15: Compensation of Employees by Industry: Accommodation & Food Services, 2001-17



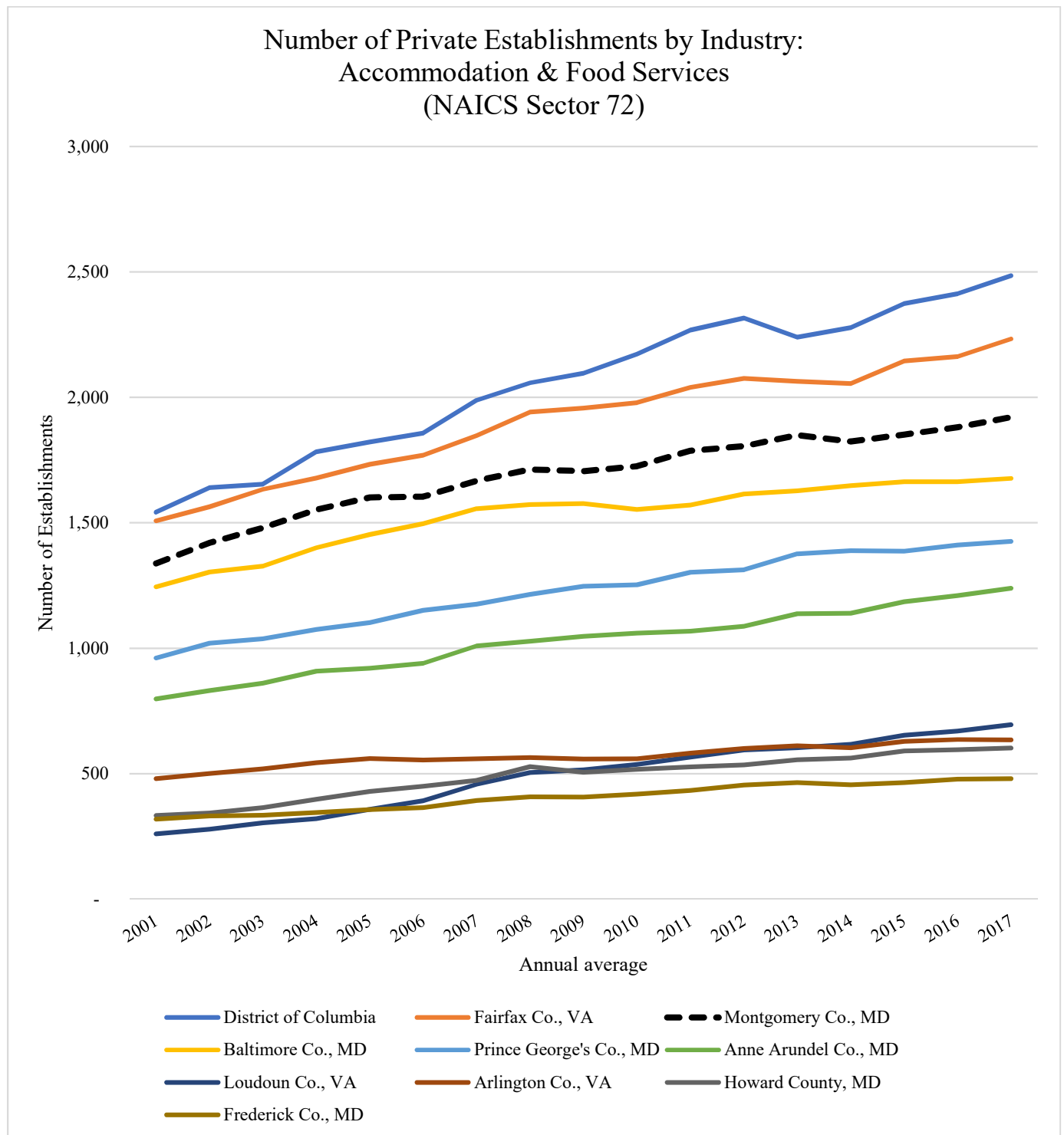
*BEA modifies the FIPS Codes to combine Fairfax County (FIPS 51059), Fairfax City (FIPS 51600) and Falls Church (FIPS 51610) into a single FIPS Code 51919. Separate estimates for the jurisdictions making up 51919 are not available.

Data source: Regional Economic Accounts, Bureau of Economic Analysis (BEA), U.S. Department of Commerce.

Table 3-15. Compensation of Employees by Industry: Accommodation & Food Services (NAICS 72), 2001-17.

Private nonfarm compensation: Accommodation & Food Services (NAICS Sector 72)										
(Thousands of dollars)										
Data Source: Regional Economic Accounts, Bureau of Economic Analysis (BEA), U.S. Department of Commerce.										
CAINC6N Compensation of Employees by NAICS Industry										
FIPS	Name	2001	2002	2003	2004	2005	2006	2007	2008	
11001	District of Columbia	(D)	\$ 1,264,394	\$ 1,364,194	\$ 1,501,580	\$ 1,616,662	\$ 1,661,304	\$ 1,753,170	\$ 1,832,169	
51919	Fairfax, VA*	\$ 784,761	\$ 802,711	\$ 868,108	\$ 950,226	(D)	\$ 1,021,891	\$ 1,069,142	\$ 1,088,936	
24031	Montgomery Co., MD	\$ 1,060,518	\$ 973,455	\$ 1,088,402	\$ 675,216	\$ 701,620	\$ 785,489	\$ 815,092	\$ 830,661	
24033	Prince George's Co., MD	\$ 320,453	\$ 347,253	\$ 368,530	\$ 393,718	\$ 422,252	\$ 426,186	\$ 440,014	\$ 543,068	
24003	Anne Arundel Co., MD	\$ 383,938	\$ 406,566	\$ 443,026	\$ 485,936	\$ 509,048	\$ 526,676	\$ 578,925	\$ 586,957	
24005	Baltimore Co., MD	\$ 434,419	\$ 434,188	\$ 445,453	\$ 492,579	\$ 505,553	\$ 536,659	\$ 567,931	\$ 576,231	
51013	Arlington Co., VA	\$ 307,464	\$ 316,183	\$ 355,560	\$ 394,470	\$ 412,970	\$ 415,187	\$ 425,439	\$ 440,669	
51107	Loudoun Co., VA	\$ 178,550	\$ 150,290	\$ 166,187	\$ 202,365	\$ 238,090	\$ 268,913	\$ 314,996	\$ 338,947	
24027	Howard Co., MD	\$ 158,941	\$ 168,745	\$ 181,201	\$ 209,516	\$ 226,154	\$ 260,146	\$ 254,591	\$ 261,308	
24021	Frederick Co., MD	\$ 99,219	\$ 107,665	\$ 121,272	\$ 137,505	\$ 142,049	\$ 162,056	\$ 174,481	\$ 168,564	
24000	Maryland	\$ 3,617,242	\$ 3,683,247	\$ 3,948,034	\$ 3,792,190	\$ 3,963,421	\$ 4,213,944	\$ 4,432,888	\$ 4,570,513	
51000	Virginia	\$ 4,396,836	\$ 4,480,336	\$ 4,846,051	\$ 5,311,762	\$ 5,572,548	\$ 5,840,958	\$ 6,173,265	\$ 6,328,314	
		2009	2010	2011	2012	2013	2014	2015	2016	2017
11001	District of Columbia	\$ 1,820,253	\$ 1,929,956	\$ 2,049,288	\$ 2,162,907	\$ 2,309,266	\$ 2,477,622	\$ 2,669,185	\$ 2,769,590	\$ 2,890,641
51919	Fairfax, VA*	\$ 1,048,828	\$ 1,076,396	\$ 1,127,384	\$ 1,194,381	\$ 1,227,904	\$ 1,277,121	\$ 1,397,276	\$ 1,476,266	\$ 1,574,949
24031	Montgomery Co., MD	\$ 781,297	\$ 800,269	\$ 862,706	\$ 902,386	\$ 922,367	\$ 963,789	\$ 1,046,339	\$ 1,133,055	\$ 1,192,806
24033	Prince George's Co., MD	\$ 548,555	\$ 575,504	\$ 613,499	\$ 637,833	\$ 672,360	\$ 711,113	\$ 748,562	\$ 798,951	\$ 1,076,394
24003	Anne Arundel Co., MD	\$ 575,929	\$ 590,065	\$ 564,196	\$ 625,887	\$ 660,800	\$ 696,905	\$ 756,948	\$ 799,909	\$ 836,162
24005	Baltimore Co., MD	\$ 550,512	\$ 554,524	\$ 585,682	\$ 617,143	\$ 623,409	\$ 675,655	\$ 715,661	\$ 741,528	\$ 758,544
51013	Arlington Co., VA	\$ 423,290	\$ 433,834	\$ 476,229	\$ 495,234	\$ 513,302	\$ 533,959	\$ 567,764	\$ 579,619	\$ 593,531
51107	Loudoun Co., VA	\$ 292,494	\$ 312,316	\$ 321,806	\$ 346,298	\$ 378,559	\$ 420,949	\$ 459,747	\$ 487,440	\$ 509,444
24027	Howard Co., MD	\$ 233,657	\$ 236,149	\$ 256,849	\$ 279,897	\$ 292,225	\$ 298,520	\$ 305,126	\$ 306,682	\$ 327,742
24021	Frederick Co., MD	\$ 169,191	\$ 169,089	\$ 180,937	\$ 196,462	\$ 212,406	(D)	(D)	(D)	(D)
24000	Maryland	\$ 4,443,612	\$ 4,523,362	\$ 4,734,657	\$ 5,089,503	\$ 5,268,851	\$ 5,529,409	\$ 5,900,490	\$ 6,202,566	\$ 6,717,056
51000	Virginia	\$ 6,166,860	\$ 6,277,085	\$ 6,548,678	\$ 6,973,777	\$ 7,202,219	\$ 7,542,360	\$ 8,086,033	\$ 8,453,479	\$ 8,790,164
(D) Not shown to avoid disclosure of confidential information; estimates are included in higher-level totals.										
*BEA modifies the FIPS Codes to combine Fairfax County (FIPS 51059), Fairfax City (FIPS 51600) and Falls Church (FIPS 51610) into a single FIPS Code 51919. Separate estimates for the jurisdictions making up 51919 are not available.										
Note-- All dollar estimates are in thousands of current dollars (not adjusted for inflation). Statistics presented in thousands of dollars do not indicate more precision than statistics presented in millions of dollars.										
Last updated: November 15, 2018-- new statistics for 2017; revised statistics for 2001-2016.										

Figure 3-16. Number of Establishments by Industry: Accommodation and Food Services (NAICS 72), 2001-2017.



Data source: Quarterly Census of Employment and Wages (QCEW), Bureau of Labor Statistics, U.S. Department of Labor

Table 3-16: Number of Establishments by Industry: Accommodation and Food Services (NAICS 72), 2001-2017

Number of Establishments in private Accommodation & Food Services (NAICS 72) for all establishment sizes										
Series:										
Series Id:	ENU[FIPS]20572									
Industry:	NAICS 72 Accommodation and food services									
Owner:	Private									
Size:	All establishment sizes									
Type:	Number of Establishments									
Source:	Quarterly Census of Employment and Wages (QCEW), Bureau of Labor Statistics (BLS), U.S. Department of Labor.									
FIPS	Name	2001	2002	2003	2004	2005	2006	2007	2008	
11000	District of Columbia	1,542	1,640	1,654	1,783	1,822	1,857	1,989	2,058	
51059	Fairfax Co., VA	1,508	1,564	1,633	1,678	1,733	1,769	1,848	1,942	
24031	Montgomery Co., MD	1,338	1,420	1,480	1,552	1,601	1,604	1,668	1,713	
24005	Baltimore Co., MD	1,245	1,304	1,327	1,401	1,453	1,496	1,556	1,573	
24033	Prince George's Co., MD	961	1,020	1,038	1,075	1,102	1,151	1,176	1,215	
24003	Anne Arundel Co., MD	798	831	861	909	920	940	1,009	1,028	
51107	Loudoun Co., VA	260	279	304	321	358	392	458	505	
51013	Arlington Co., VA	480	501	519	544	560	554	559	564	
24027	Howard County, MD	333	343	365	398	429	450	473	528	
24021	Frederick Co., MD	319	331	334	345	357	365	393	408	
24000	State of Maryland	8,900	9,302	9,503	9,827	10,115	10,376	10,820	11,025	
51000	State of Virginia	12,351	12,623	12,914	13,386	13,887	14,210	14,776	15,404	
		2009	2010	2011	2012	2013	2014	2015	2016	2017
11000	District of Columbia	2,096	2,172	2,268	2,316	2,240	2,278	2,374	2,413	2,485
51059	Fairfax Co., VA	1,957	1,979	2,039	2,076	2,064	2,055	2,145	2,163	2,233
24031	Montgomery Co., MD	1,706	1,725	1,787	1,806	1,850	1,824	1,852	1,881	1,921
24005	Baltimore Co., MD	1,577	1,553	1,571	1,615	1,628	1,648	1,664	1,664	1,677
24033	Prince George's Co., MD	1,247	1,253	1,303	1,313	1,376	1,389	1,387	1,411	1,426
24003	Anne Arundel Co., MD	1,047	1,060	1,068	1,088	1,137	1,139	1,185	1,210	1,239
51107	Loudoun Co., VA	515	537	566	595	603	617	653	670	695
51013	Arlington Co., VA	558	559	582	600	611	603	629	636	635
24027	Howard County, MD	506	517	527	535	555	562	591	596	602
24021	Frederick Co., MD	407	418	433	455	464	456	464	478	480
24000	State of Maryland	11,079	11,150	11,389	11,623	11,863	11,777	11,945	12,104	12,268
51000	State of Virginia	15,324	15,357	15,713	16,029	15,939	16,001	16,691	16,965	17,277

Economic Indicator #17: Employment and Wage Estimates Categorized by Major Occupational Group

Definition:

The U.S. Office of Management and Budget (OMB) defines the industry categories, occupational groups, and geographic statistical areas used by federal statistical agencies. Federal statistical agencies report data on the U.S. economy using the North American Industry Classification System (NAICS), which categorizes the economy into 20 industry sectors. Federal statistical agencies also report economic data using the Standard Occupational Classification (SOC) system, which categorizes workers into 23 major occupational groups. Every industry sector employs workers from many occupational groups, and workers in a major occupational group may be employed across many industry sectors.

The economic indicators for this report focus on three major occupational groups likely to have low hourly wages⁴⁷:

- Food Preparation and Serving Related Occupations (SOC code 35-0000)
- Building and Grounds Cleaning and Maintenance Occupations (SOC code 37-0000)
- Personal Care and Service Occupations (SOC code 39-0000)

As of May 2017, 25 percent of workers in Food Preparation and Serving-Related Occupations in the Silver Spring-Frederick-Rockville, Maryland Metropolitan Division (FIPS 43524) were paid less than \$9.50 per hour. The Food Preparation and Serving Related Occupations is a major occupational group (SOC 35-0000) that includes occupations such as: Chefs; Supervisors of Food Preparation and Serving Workers; Restaurant, Fast Food, and Short Order Cooks; Institutional and Cafeteria Cooks; Food Preparation Workers; Fast Food Workers; Counter Attendants for Cafeteria, Food Concession, and Coffee Shop; Waiters and Waitresses; Bartenders; Dining Room and Cafeteria Attendants and Bartender Helpers; Dishwashers; and Restaurant and Lounge Hosts and Hostesses.

As of May 2017, 25 percent of workers in Buildings and Grounds Cleaning and Maintenance Occupations in the Silver Spring-Frederick-Rockville, Maryland Metropolitan Division (FIPS 43524) were paid less than \$10.75 per hour. The Building and Grounds Cleaning and Maintenance Occupations is a major occupational group (SOC 37-0000) that includes occupations such as: First-Line Supervisors of Housekeepers, Janitors and Groundskeepers; Janitors, Maids and Housekeeping Cleaners; Pest Control Workers; Landscaping and Groundskeeping Workers; Pesticide Handlers, Sprayers, and Applicators; and Tree Trimmers and Pruners.

As of May 2017, 25 percent of workers in Personal Care and Service Occupations in the Silver Spring-Frederick-Rockville, Maryland Metropolitan Division (FIPS 43524) were paid less than \$9.75 per hour. The Personal Care and Service Occupations is a major occupational group (SOC 39-0000) that includes occupations such as: First-Line Supervisors of Gaming Workers and Personal Service Workers; Animal Trainers; Nonfarm Animal Caretakers; Gaming Dealers and Service Workers; Projectionists; Ushers and Ticket Takers; Amusement and Recreation Attendants and Workers; Locker Room, Coatroom, and Dressing Room Attendants; Embalmers; Funeral Attendants; Morticians, Undertakers, and Funeral Directors; Barbers; Hairdressers, Hairstylists, and Cosmetologists; Manicurists and Pedicurists;

Shampooers; Skincare Specialists; Porters and Bellhops; Concierges; Tour and Travel Guides; Childcare Workers; Personal Care Aides; Fitness Trainers and Aerobics Instructors; and Residential Advisors.

Indicators' relationship to the local economy and the minimum wage:

The economic indicators for this report focus on three major occupational groups likely to employ workers paid a low hourly wage, of which a significant portion will have higher wages as a result of the County minimum wage increase. Increases to the minimum hourly wage rate could reduce total employment in the lower-wage occupational groups if employers reduce the number of jobs in response to higher labor costs. However, employers might also respond to higher labor costs by reducing the number of hours of employment for each job while keeping the number of jobs constant. A reduction of hours at a higher hourly pay rate could result in a net decrease or increase in total annual wages for any individual worker. Employers might also respond to higher hourly labor costs by passing the costs on through higher prices for goods and services.

Sources of data:

- Occupational Employment Statistics (OES) Survey Data, Bureau of Labor Statistics (BLS), U.S. Department of Labor.
- Maryland Occupational Wages Estimates for Workforce Regions (May 2017), Office of Workforce Information & Performance, Maryland Department of Labor, Licensing and Regulation (DLLR).

DLLR data used to develop the Maryland estimates is generated from the Maryland Occupational Employment Statistics (OES) Program and the Quarterly Census of Employment and Wages (QCEW) Program, both of which are conducted in cooperation with BLS. All DLLR statistics are based on place of work and represent numbers of jobs, both full-time and part-time. Occupations covered reflect the Standard Occupational Classification (SOC) System.

Regarding the Workforce Region OES estimates, DLLR has provided several extensions to the official OES data series (which were developed in cooperation with BLS). These additional products have not been validated by BLS and are not, therefore, official BLS data series. DLLR feels, however, that they provide additional information that is useful to the users of DLLR statistics.⁴⁸

Table 3-17. Maryland Employment and Wage Estimates by Major Occupational Group, May 2017.

Employment and Wage Estimates by Major Occupational Group					
Source: Maryland Department of Labor, Licensing and Regulation (DLLR)					
Occupational Employment Statistics Program					
Standard Occupational Classification (SOC) Codes: 35-0000, 37-0000, 39-0000.					
(Estimates as of May 2017; updated April 2018; retrieved January 2019)					
Major Occupational Group	Workforce Region				
	Montgomery	Prince George's	Baltimore County	Anne Arundel	Frederick
Food Preparation and Serving-Related Occupations (SOC 35-0000)					
Estimated employment	32,600	26,330	29,940	36,570	13,770
Entry wage - hourly	\$ 9.45	\$ 9.65	\$ 9.27	\$ 9.15	\$ 9.23
Entry wage - annual	\$ 19,666	\$ 20,076	\$ 19,289	\$ 19,041	\$ 19,192
Mean wage - hourly	\$ 13.19	\$ 13.52	\$ 11.93	\$ 11.77	\$ 12.12
Mean wage - annual	\$ 27,446	\$ 28,114	\$ 24,821	\$ 24,482	\$ 25,219
Median wage - hourly	\$ 11.14	\$ 11.15	\$ 10.20	\$ 9.83	\$ 10.62
Median wage - annual	\$ 23,180	\$ 23,188	\$ 21,223	\$ 20,452	\$ 22,080
Buildings and Grounds Cleaning and Maintenance Occupations (SOC 37-0000)					
Estimated employment	18,020	11,210	13,440	8,080	4,540
Entry wage - hourly	\$ 10.35	\$ 10.31	\$ 9.70	\$ 10.24	\$ 10.23
Entry wage - annual	\$ 21,521	\$ 21,437	\$ 20,173	\$ 21,306	\$ 21,272
Mean wage - hourly	\$ 14.44	\$ 16.04	\$ 13.70	\$ 14.88	\$ 14.43
Mean wage - annual	\$ 30,038	\$ 33,354	\$ 28,498	\$ 30,944	\$ 30,018
Median wage - hourly	\$ 12.84	\$ 13.69	\$ 12.46	\$ 13.40	\$ 13.31
Median wage - annual	\$ 26,699	\$ 28,471	\$ 25,992	\$ 27,876	\$ 27,684
Personal Care and Service Occupations (SOC 39-0000)					
Estimated employment	15,520	10,530	13,310	7,770	4,030
Entry wage - hourly	\$ 9.72	\$ 9.16	\$ 9.78	\$ 9.31	\$ 9.46
Entry wage - annual	\$ 20,226	\$ 19,051	\$ 20,338	\$ 19,358	\$ 19,685
Mean wage - hourly	\$ 15.33	\$ 12.55	\$ 14.94	\$ 14.07	\$ 15.35
Mean wage - annual	\$ 31,889	\$ 26,098	\$ 31,070	\$ 29,259	\$ 31,924
Median wage - hourly	\$ 12.34	\$ 9.90	\$ 12.62	\$ 11.75	\$ 11.53
Median wage - annual	\$ 25,658	\$ 20,600	\$ 26,260	\$ 24,443	\$ 23,983

Appendix A. Acronyms

ANSI	American National Standards Institute; defines uniform codes for geographic entities.
BEA	Bureau of Economic Analysis, within the U.S. Department of Commerce.
BLS	Bureau of Labor Statistics, within the U.S. Department of Labor.
CBSA	Core based statistical area; defined by U.S. OMB.
CES	Current Employment Statistics survey; establishment-based data published by BLS.
CPS	Current Population Survey; residence-based data collected by the Census Bureau.
CSA	Combined statistical area; a subdivision of core based statistical areas defined by U.S. OMB.
DLLR	Maryland Department of Labor, Licensing and Regulation.
ESS	Employment Standards Service; a unit within DLLR.
FIPS	Federal Information Processing Series; includes commonly-used geographic codes.
GDP	Gross Domestic Product.
GNIS	Geographic Names Information System.
INCITS	InterNational Committee for Information Technology Standards.
ISO	International Organization for Standardization.
LAUS	Local Area Unemployment Statistics; residence-based data published by BLS.
MSA	Metropolitan statistical areas; distinct from Metropolitan Divisions; both defined by U.S. OMB.
NAICS	North American Industry Classification System.
NBER	National Bureau of Economic Research; a private, nonprofit, nonpartisan organization.
OES	Occupational Employment Statistics.
OMB	U.S. Office of Management and Budget; OMB manages the 13 federal statistical agencies.
PCPI	Per capita personal income.
PPI	Producer Price Index; a measure of inflation.
QCEW	Quarterly Census of Employment and Wages program; place of work data published by BLS.
SAIPE	Small Area Income and Poverty Estimates; U.S. Census Bureau
SOC	Standard Occupational Classifications; used by federal statistical agencies.
UI	Unemployment Insurance programs; used for QCEW data.

Appendix B. Glossary of Economic Terms

Bureau of Labor Statistics (BLS): BLS is housed with the U.S. Department of Labor. BLS publishes three different establishment-based employment measures:

- Quarterly Census of Employment and Wages (QCEW) - a count of UI administrative records submitted by 10 million establishments.
- Business Employment Dynamics (BED) - a count of longitudinally-linked UI administrative records from 8 million private-sector employers.
- Current Employment Statistics (CES) - a sample survey of 651,000 establishments.

These measures use quarterly unemployment insurance (UI) employment reports to produce data. Major exclusions from UI coverage include: self-employed workers, most agricultural workers on small farms, all members of the Armed Forces, elected officials in most states, most employees of railroads, some domestic workers, most student workers at schools, and employees of certain small nonprofit organizations.

Business Dynamics Statistics (BDS): BDS provides annual measures of business dynamics (such as job creation and destruction, establishment births and deaths, and firm startups and shutdowns) for the economy and aggregated by establishment and firm characteristics. The BDS series provides annual statistics for 1977–2016 for the nation, states, and Metro/Non-metro and MSA.

Business Employment Dynamics (BED): BED is a set of statistics generated from the Quarterly Census of Employment and Wages (QCEW) program. BED measures the net change in employment at the establishment level. These quarterly data series consist of statistics from 1992 forward. These data help to provide a picture of the dynamic state of the labor market.

Census: A census collects information about every member of the population. In contrast, a survey collects data from a sample of the population.

Current Employment Statistics (CES): CES is a BLS program that produces detailed industry estimates of nonfarm employment, hours, and earnings of workers on payrolls. CES data are collected through monthly surveys of business establishments and government agencies at about 651,000 individual worksites. CES data are based on place of work (establishment-based) and categorized using NAICS industry codes. CES National Estimates produces data for the nation; CES State and Metro Area produces estimates for all 50 States, the District of Columbia, Puerto Rico, the Virgin Islands, and about 450 metropolitan areas and divisions.⁴⁹ *CES data are not currently available at the County level.*

Current Population Survey (CPS): The CPS is a monthly survey of about 60,000 households (nationally) conducted by the Census Bureau for the Bureau of Labor Statistics. CPS data are based on place of residence. The CPS provides comprehensive data on the labor force, employment, unemployment, persons not in the labor force, hours of work, earnings, and other demographic and labor force characteristics.

Economic Census: Every five years, the U.S. Census Bureau conducts an official count that serves as the foundation for the measurement of U.S. businesses and their economic impact. Businesses of all sizes covering most industries and all geographic areas of the United States receive surveys tailored to their primary business activity. In addition to the quinquennial economic census, the Census Bureau conducts numerous economic surveys.

Economic Output (gross domestic product - GDP): Total value of goods and services produced by a county economy, also known as GDP. BEA is developing County-level GDP statistics starting in December 2019.⁵⁰

Enterprise: An enterprise (or "company") is a business organization consisting of one or more domestic establishments under common ownership or control. For single-establishment firms, the enterprise and the establishment are the same. A multi-establishment company forms one enterprise.

Establishment: An establishment is a single physical location at which business is conducted or operations are performed. An enterprise (company) may consist of one or more establishments.

Household: "Household" data (as from the Current Population Survey) pertain to individuals where they reside. (In contrast, "establishment" data pertain to jobs (persons on payrolls) where those jobs are located.

Industry: see NAICS.

Jobs: Jobs may be full-time or part-time, temporary or permanent. A count of jobs is not necessarily a count of employed people.

Local Area Unemployment Statistics (LAUS) program: LAUS is a federal-state cooperative effort in which monthly estimates of total employment and unemployment are prepared for states, counties, metropolitan divisions, and metropolitan statistical areas. LAUS data are published by BLS. Concepts and definitions underlying LAUS data come from the Current Population Survey (CPS), which is the household survey that generates the national unemployment rate. To produce the LAUS, BLS models combine current and historical data from the CPS, the Current Employment Statistics (CES) survey, and state unemployment insurance (UI) systems.⁵¹

National Bureau of Economic Research (NBER): NBER is a private, non-profit, non-partisan organization that conducts economic research and disseminates research findings among academics, public policy makers, and business professionals. Montgomery County Bill No. 28-17 (Sec. 27-70A), *Concerning: Human Rights and Civil Liberties – County Minimum Wage – Amount – Annual Adjustment*, provides that minimum wage increases are contingent on certain economic conditions that include a determination by NBER as to whether the U.S. economy is in recession.

Nominal value: The value of anything expressed simply as the dollars of the day. Money can lose value over time as a result of inflation causing nominal figures to be misleading when comparing dollars in

different periods. When nominal dollars have been adjusted for inflation, they are called real (or constant) dollars.

North American Industry Classification System (NAICS): NAICS is the system used by federal statistical agencies to classify business establishments for the purpose of collecting, analyzing, and publishing statistical data related to the U.S. business economy. NAICS is organized hierarchically. The 2017 NAICS divides the economy into 20 sectors (two-digit level), 99 subsectors (three-digit level), 311 industry groups (four-digit level), and 709 industries (five-digit level).⁵² In 2016, for establishments with one or more paid employees in Montgomery County, NAICS Sector 44-45 (Retail trade) and NAICS Sector 72 (Accommodation and food services) had relatively low average payroll per employee:⁵³

Peak: The highest annual value of an economic indicator (the lowest for the unemployment rate) between two selected points in time.

Poverty: Federal poverty thresholds (FPTs) are used to calculate all federal poverty population statistics. FPTs vary by family size, number of related children, and age of householder. Federal poverty thresholds do not vary geographically. The thresholds are updated by the Census Bureau annually to reflect changes in the cost of living. Federal poverty guidelines (FPGs) are a simplified version of FPTs used to determine household eligibility for certain public benefits. According to the U.S. Department of Health and Human Services, “The poverty guidelines are sometimes loosely referred to as the “federal poverty level” (FPL), but that phrase is ambiguous and should be avoided, especially in situations (e.g., legislative or administrative) where precision is important.”⁵⁴

Quarterly Census of Employment and Wages (QCEW) program: The Bureau of Labor Statistics (within the U.S. Dept. of Labor) derives QCEW data from quarterly tax reports submitted to state workforce agencies by employers who are subject to state and federal unemployment insurance laws. Each quarter, state agencies send the information to BLS’ national office in Washington, DC. QCEW statistics are categorized using the NAICS codes. The QCEW program provides the most complete set of monthly employment and quarterly wage data by 6-digit industry at the national, state, combined metropolitan statistical area, metropolitan statistical area, and county levels. Data have broad economic significance for the evaluation of labor market trends and major industry developments, for time-series analyses, and for interindustry comparisons.⁵⁵ QCEW statistics are not designed as a time series. Establishments can move in or out of a county or industry for a number of reasons that reflect economic events or administrative changes.⁵⁶

Real value: Nominal values (such as dollars) that have been adjusted for inflation. Money can lose value over time as a result of inflation causing nominal figures to be misleading when comparing dollars in different periods. Real dollars may also be referred to as constant dollars.

Recession: An economic downturn. The National Bureau of Economic Research (NBER), a private nonprofit organization, is one entity that defines the start and end of U.S. economic recessions.

Standard Occupational Classification (SOC) system: The SOC system is a federal statistical standard used by federal agencies to classify workers into occupational categories for the purpose of collecting,

calculating, or disseminating data. All workers are classified into one of 867 detailed occupations according to their occupational definition. To facilitate classification, detailed occupations are combined to form hundreds of broad occupations, about one hundred minor groups, and 23 major groups.⁵⁷ The SOC system helps ensure that occupational data produced across the federal statistical system are comparable and can be used together in analysis.

Survey: A survey is data collection from a sample of the population. In contrast, a census collects information about every member of the population.

Survey of Business Owners and Self-Employed Persons (SBO): The Census Bureau conducts the SBO every five years as part of the Economic Census. The Annual Survey of Entrepreneurs (ASE) is a supplement to the SBO. The SBO samples both employer and non-employer firms, while the ASE samples only employer firms. ASE estimates are published in less detail than the SBO, with ASE statistics available only at the U.S., State, and top fifty metro areas level of geography, and at the 2-digit industry sector.⁵⁸

Trough: The lowest annual value of an economic indicator (the highest for the unemployment rate) between two selected points in time.

Unemployment Rate: The proportion of the civilian labor force that is unemployed in an economy. Persons are classified as unemployed if they do not have a job, have actively looked for work in the prior four weeks and are currently available for work. The monthly Current Population Survey of households is the source of federal data on the unemployment rate.

Appendix C. Glossary of Geographic Units and Terms

Combined Statistical Area: The U.S. OMB may group adjacent Metropolitan and Micropolitan Statistical Areas into complementary Combined Statistical Areas.⁵⁹

Core based statistical areas (CBSAs)⁶⁰: The U.S. Office of Management and Budget (OMB) delineates Core Based Statistical Areas (CBSAs) to provide consistency for federal statistics across geographic areas. A CBSA is a geographic entity associated with at least one urban area core and adjacent territory with a high degree of social and economic integration.⁶¹ Subdivisions of CBSAs include Metropolitan Statistical Areas, Micropolitan Statistical Areas, and Metropolitan Divisions.⁶²

Federal Information Processing Series (FIPS) codes: FIPS codes were developed by the federal government to help ensure computer security and interoperability where industry standards did not exist. FIPS geographic codes provide unique identifiers for geographic areas. For example, the FIPS code for Fairfax County is 51059; BEA modifies the FIPS Codes to combine Fairfax County (FIPS 51059), Fairfax City (FIPS 51600) and Falls Church (FIPS 51610) into a single FIPS Code 51919. In this example, the FIPS codes clarify that similarly named geographic entities may be distinct: data for FIPS 51059 is not necessarily identical to FIPS 51919. The American National Standards Institute (ANSI) continues to publish FIPS codes but the federal government is in the process of replacing FIPS geographic codes with codes defined by the International Organization for Standardization (ISO) and the InterNational Committee for Information Technology Standards (INCITS).

Metropolitan Division: A grouping of counties. U.S. OMB may subdivide a Metropolitan Statistical Area into smaller groupings of counties called Metropolitan Divisions. *Metropolitan Divisions can be directly compared with each other but not with Metropolitan Statistical Areas.*⁶³ Examples include:

- **Silver Spring-Frederick-Rockville, MD Metropolitan Division** (FIPS Code 43524), comprised of: Montgomery County, MD and Frederick County, MD.
- **Washington-Arlington-Alexandria, DC-VA-MD-WV Metropolitan Division** (FIPS Code 47894), comprised of the District of Columbia and 20 surrounding jurisdictions.
- **Baltimore-Columbia-Towson, MD Metropolitan Division** (FIPS Code 12580), comprised of Baltimore City and six surrounding counties.

Metropolitan Statistical Area: A grouping of entities, including counties and other types of jurisdictions, with at least one urbanized area with a population of at least 50,000, plus adjacent territory that has a high degree of social and economic integration and a core with commuting ties. For example, the **Washington-Arlington-Alexandria, DC-VA-MD-WV Metropolitan Statistical Area** (FIPS Code 47900) comprised of: D.C., Montgomery County, and 23 additional counties.

Endnotes

¹ County Council Bill No. 28-17, *Concerning: Human Rights and Civil Liberties – County Minimum Wage – Amount – Annual Adjustment*, enacted Nov. 7, 2017, effective July 1, 2018;

https://apps.montgomerycountymd.gov/ccllms/bill_details.aspx?doc=1454&hl=3360

² County Council Bill No. 28-17, *Concerning: Human Rights and Civil Liberties – County Minimum Wage – Amount – Annual Adjustment*, enacted Nov. 7, 2017, effective July 1, 2018;

https://apps.montgomerycountymd.gov/ccllms/bill_details.aspx?doc=1454&hl=3360

³ Montgomery County Code Sec. 27-70A. Annual impact analysis; retrieved from [http://library.amlegal.com/nxt/gateway.dll/Maryland/montgom/partiilocallawsordinancesresolutionsetc/chapter27humanrightsandcivilliberties?f=templates\\$fn=default.htm\\$3.0\\$vid=amlegal:montgomeryco_md_mc\\$anc=JD_27-70A](http://library.amlegal.com/nxt/gateway.dll/Maryland/montgom/partiilocallawsordinancesresolutionsetc/chapter27humanrightsandcivilliberties?f=templates$fn=default.htm$3.0$vid=amlegal:montgomeryco_md_mc$anc=JD_27-70A).

⁴ For a more detailed discussion of the different ways that federal statistical agencies measure county employment and wages, see: *What is the difference between BEA employment and wages and BLS and Census employment and wages?* (U.S. Bureau of Economic Analysis, FAQ, 2006); retrieved from www.bea.gov/help/faq/104.

⁵ Bureau of Economic Analysis Data Availability retrieved from <https://apps.bea.gov/regional/docs/DataAvailability.cfm>.

⁶ Occupational Employment Statistics: May 2017 Occupational Employment and Wage Estimates for the Silver Spring-Frederick-Rockville, MD Metropolitan Division, retrieved from [XXX].

⁷ *The Federal Minimum Wage: In Brief*, by D.H. Bradley, Specialist in Labor Economics, Congressional Research Service, June 2, 2017 (R43089); retrieved from www.crs.gov.

⁸ *The Federal Minimum Wage: In Brief*, by D.H. Bradley, Specialist in Labor Economics, Congressional Research Service, June 2, 2017 (R43089) p. 6; retrieved from www.crs.gov.

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¹⁰ Labor and Employment Article, Title 3, Subtitle 4, Annotated Code of Maryland.

¹¹ Memorandum: Minimum Wage Economic Indicators, From: Jenna Bauer, To: OLO Staff, Summer 2018.

¹² For a complete list of all state and local minimum wage rates higher than the federal minimum wage, see the Economic Policy Institute's Minimum Wage Tracker; www.epi.org/minimum-wage-tracker/#/min_wage.

¹³ The federal minimum wage provisions are contained in the Fair Labor Standards Act (FLSA). See U.S. Department of Labor website: www.dol.gov/whd/minimumwage.htm

¹⁴ Labor and Employment Article, Title 3, Subtitle 4, Annotated Code of Maryland (<http://mgaleg.maryland.gov/webmga/frmStatutesText.aspx?article=gle§ion=3-401&ext=html&session=2018RS&tab=subject5>); also see website for DLLR, which enforces the Montgomery County minimum wage: www.dllr.state.md.us/labor/wages/wagehrfacts.shtml

¹⁵ Code of the District of Columbia Chapter 10 § 32–1003

¹⁶ County Council Bill No. 28-17, *Concerning: Human Rights and Civil Liberties – County Minimum Wage – Amount – Annual Adjustment*, enacted Nov. 7, 2017, effective July 1, 2018;

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¹⁸ For a more detailed discussion of the different ways that federal statistical agencies measure county employment and wages, see: *What is the difference between BEA employment and wages and BLS and Census employment and wages?* (U.S. Bureau of Economic Analysis, FAQ, 2006); retrieved from www.bea.gov/help/faq/104.

¹⁹ Bureau of Economic Analysis Data Availability retrieved from <https://apps.bea.gov/regional/docs/DataAvailability.cfm>.

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²² Interactive Data Tables: Regional Economic Accounts, Bureau of Economic Analysis, U.S. Dept. of Commerce; retrieved from www.bea.gov/data/economic-accounts/regional.

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- ²⁶ Poverty estimates in this report are from the Small Area Income and Poverty Estimates (SAIPE) derived from ongoing household surveys by the Census Bureau. In selecting a data source, the Census Bureau recommends using: the SAIPE for county estimates, the American Community Survey (ACS) for state estimates, and the Annual Social and Economic Supplement to the Current Population Survey (CPS ASEC) for national estimates. For a longer discussion, see: U.S. Census Bureau, Guidance, “Poverty: Which Data Source to Use?” retrieved from www.census.gov/topics/income-poverty/guidance/data-sources.html.
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