

# Economic Indicators for Montgomery County and Surrounding Jurisdictions

## January 2022 Update

OLO Report 2022-1

Executive Summary

January 18, 2022

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.

Bill 28-17 also 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 monitor how Montgomery County businesses and the County’s economy as a whole may be impacted by the minimum wage increases. The Council envisioned an annual report that could provide an early warning to the Council about any adverse economic changes. Accordingly, in 2019 OLO identified 17 high-level economic indicators that could be used to monitor the County’s economic performance and compare it with the performance of the nine jurisdictions, listed below.

District of Columbia	Maryland Jurisdictions	Virginia Jurisdictions
<ul style="list-style-type: none"><li>Washington</li></ul>	<ul style="list-style-type: none"><li>Anne Arundel County</li><li>Baltimore County</li><li>Frederick County</li><li>Howard County</li><li>Prince George’s County</li></ul>	<ul style="list-style-type: none"><li>Arlington County</li><li>Fairfax County</li><li>Loudoun County</li></ul>

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

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

These indicators 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 report is OLO’s third update of the 2019 baseline economic indicators. **Note: Most of the economic indicators in this report compare Calendar Year 2020 data with Calendar Year 2019 data, and so, show the effects of the pandemic and the associated economic downturn for the first time.**

According to U.S. Census Bureau data, Montgomery County median household income rose 4.9 percent while the poverty rate for those under 18 decreased from 9.3 percent to 7.6 percent from 2019 to 2020.

The County’s unemployment rate had spiked to 6.7 percent in 2020, the first year of the pandemic, but then retreated back to 4.9 percent in 2021, a significant decrease but still above the pre-pandemic rate of 2.9 percent in 2019.

Workplace employment dropped by 5.3 percent from 2019 to 2020 as the pandemic prompted the loss of more than 38,000 County jobs.

The seven indicators in the category of Low-Wage Industry Sectors and Occupational Groups show large reductions in the number of jobs by occupational group in Montgomery County from April 2020 to April 2021, as the effects of pandemic hit the local economy. Department of Labor and Licensing Regulation (DLLR) data for Montgomery County show losses of 5,590 Food Preparation jobs (down 22.6 percent), 1,930 Building and Grounds and Cleaning and Maintenance jobs (down 11.7 percent) and 2,910 Personal Care and Service jobs (down 20.3 percent). Nonetheless, the same data set shows that entry level and median wages for these occupational groups increased over the same time period in Montgomery County. Hourly entry wages increased by \$0.38 per hour (3.4 percent) for Food Preparation jobs; by \$0.65 per hour (up 5.5 percent) for Building and Grounds and Cleaning and Maintenance jobs; and by \$0.53 per hour (or 4.7 percent) for Personal Care and Service jobs.

## OLO ECONOMIC INDICATORS for 2021

#	Indicator (Change from prior year) <sup>1</sup>	Data Source	Significance/Rationale	Most recent County datapoint	Change from last year
<b>INDICATORS OF COMMUNITY ECONOMIC WELL-BEING AND PUBLIC ASSISTANCE</b>					
1	Total County Population	BEA, Commerce	Provides a basis for benchmarking.	1,051,816	UP
2	Total Population as a Percentage of State Population			17.4%	FLAT
3	Median Household Income	SAIPE, Census	Provides measure of economic well-being.	\$115,394	UP
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.	7.6%	DOWN
5	Percentage of Residents Receiving Supplemental Nutrition Assistance Program (SNAP) benefits	SAIPE, Census and BEA, Commerce	SNAP eligibility is household income <130% of the federal poverty threshold. The resident % measures need for public assistance, although changes in eligibility rules may lessen this connection.	5.5%	FLAT
<b>INDICATORS OF HOUSEHOLD AND WORKPLACE ECONOMIC ACTIVITY</b>					
6	Resident Civilian Labor Force (Employed plus unemployed)	LAUS, BLS	Measure of a community's potential working adult population.	541,949	UP
7	Resident Unemployment Rate	LAUS, BLS	Percentage of adults age 16 and over looking for work measures local economic health and opportunity.	4.9%	DOWN
8	Total Workplace Employment (Employees plus Self-Employed Contractors)	BEA, Commerce	Sole proprietorships and employees of local private businesses, nonprofits or public agencies broadly measures economic opportunity and well-being.	678,044	DOWN
9	Wage and Salary Employment (Number of full-time and part-time jobs, by workplace)	BEA, Commerce	Measures changes in economic opportunity.	484,941	DOWN
10	Number of Private Establishments	QCEW, BLS	Measures changes in economic activity.	32,388	DOWN
<b>INDICATORS FOR LOW-WAGE INDUSTRY SECTORS AND OCCUPATIONAL GROUPS</b>					
11	Retail Trade: Workplace Employment	BEA	Measures economic activity for an industry sector with a high percentage of minimum wage workers.	46,547	DOWN
12	Retail Trade: Employee Compensation	BEA		\$1.990B	DOWN
13	Retail Trade: Number of Establishments	QCEW, BLS		2,491	DOWN
14	Accommodations. & Food Services: Workplace Employment	BEA	Measures economic activity for an industry sector with a high percentage of minimum wage workers.	30,555	DOWN
15	Accommodations & Food Services: Employee Compensation	BEA		\$0.96B	DOWN
16	Accommodations. & Food Services: Number of Establishments	QCEW, BLS		1,939	DOWN
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)	Jobs: DOWN  Wages: UP

<sup>1</sup> Change compares the current data to the prior year data and notes whether is higher (UP), lower (DN) or nearly the same (FLAT).

# Office of Legislative Oversight Report 2022-1

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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.
- Council Resolution 19-953, *Fiscal Year 2022 Work Program of the Office of Legislative Oversight*, adopted July 27, 2021.

### 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. To fulfill that requirement, in 2019 OLO assembled a set of 17 economic indicators for Montgomery County and compared them with eight counties in the surrounding area, Washington, D.C., and the nation where applicable. This report updates those indicators as previously published in January 2019, January 2020, and January 2021. 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, surrounding jurisdictions, and the State of Maryland.

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 series:

- 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 agencies.<sup>1</sup>

- 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).
- 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.<sup>2</sup>

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.

Throughout this report, unless otherwise indicated, all years refer to calendar years.

This 2022 update was conducted by Aron Trombka, Senior Legislative Analyst.



## 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 last rate increase was in 2007 when the federal minimum wage was set at its current level of \$7.25 per hour. 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.

Maryland has had an established State minimum wage since the 1960s. The Maryland Minimum Wage Act of 2014 enacted a multi-year phase-in of higher State rates through July 1, 2018. In March 2019, Maryland enacted a new set of scheduled increases to the State minimum wage rate. Effective June 1, 2019, Senate Bill 280/House Bill 166 incrementally increases the State minimum wage rate over a multiyear period. On January 1, 2022, the State rate became \$12.50 per hour for employers with 15 or more employees and \$12.20 for employers with 14 or fewer employees.<sup>3</sup> By January 1, 2025, the rate will increase to \$15.00 per hour for employers with 15 or more employees.

### C. Montgomery County Minimum Wage

In 2013, the 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 increased wage rates over several years. Small, mid-size, and large employers have different schedules to eventually reach \$15.00 per hour. When rates reach \$15.00 per hour, increases are indexed with inflation. Table 2-1 outlines the County's rate schedule.<sup>4</sup>

<b>Table 2-1. Montgomery County Hourly Minimum Wage Transition Schedule.</b>			
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 apply the County minimum wage to any entity that employs one or more persons in the County in addition to the owners.

Table 2-2 displays scheduled minimum wage rate increases for Montgomery County, the State of Maryland, surrounding jurisdictions, and the nation.

<b>Table 2-2. Statutory Minimum Wage Rate Per Hour, by Jurisdiction<sup>5</sup></b>						
	<b>7/1/2018</b>	<b>7/1/2019</b>	<b>7/1/2020</b>	<b>7/1/2021</b>	<b>7/1/2022</b>	<b>7/1/2023</b>
Federal Government <sup>6</sup>	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25
District of Columbia <sup>7</sup>	\$13.25	\$14.00	\$15.00	\$15.20	prior year + inflation	prior year + inflation
State of Virginia (and counties)	\$7.25	\$7.25	\$7.25	\$9.50	\$11.00	\$12.00
Montgomery County, MD:	<b>7/1/2018</b>	<b>7/1/2019</b>	<b>7/1/2020</b>	<b>7/1/2021</b>	<b>7/1/2022</b>	<b>7/1/2023</b>
Large Employers (51+ employees)	\$12.25	\$13.00	\$14.00	\$15.00	\$15 + inflation	prior year + inflation
Mid-sized Employers (11-50 employees)	\$12.00	\$12.50	\$13.25	\$14.00	\$14.50	\$15.00
Small Employers ( $\leq 10$ )	\$12.00	\$12.50	\$13.00	\$13.50	\$14.00	\$14.50
	<b>7/1/2018</b>	<b>7/1/2019</b>	<b>7/1/2020</b>	<b>1/1/2021</b>	<b>1/1/2022</b>	<b>1/1/2023</b>
Prince George's County, MD*	\$11.50	\$11.50	\$11.50	New State rates apply	New State rates apply	New State rates apply
State of Maryland: <sup>8</sup>	<b>7/1/2018</b>	<b>7/1/2019</b>	<b>1/1/2020</b>	<b>1/1/2021</b>	<b>1/1/2022</b>	<b>1/1/2023</b>
• Large Employers (15+ employees)	\$10.10	\$10.10	\$11.00	\$11.75	\$12.50	\$13.25
• Small Employers (<15 employees)	\$10.10	\$10.10	\$11.00	\$11.60	\$12.20	\$12.80
Anne Arundel County, MD*	\$10.10	\$10.10	New State rates apply	New State rates apply	New State rates apply	New State rates apply
Baltimore County, MD*	\$10.10	\$10.10	New State rates apply	New State rates apply	New State rates apply	New State rates apply
Carroll County, MD*	\$10.10	\$10.10	New State rates apply	New State rates apply	New State rates apply	New State rates apply
Frederick County, MD*	\$10.10	\$10.10	New State rates apply	New State rates apply	New State rates apply	New State rates apply
Howard County, MD*	\$10.10	\$10.10	New State rates apply	New State rates apply	New State rates apply	New State rates apply
<i>*County uses or will use Maryland minimum wage rates.</i>						

## 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.<sup>9,10</sup> To fulfill that requirement, in 2019 OLO developed a set of 17 economic indicators for Montgomery County and compared them with eight counties in the surrounding area plus Washington, D.C. and the nation where applicable. The indicators in this report update those published in January 2021.<sup>11</sup> 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, although workplace wage data for specific low-wage occupations would have been a useful indicator, the BLS provides this data for metropolitan divisions but not for counties. While the Maryland Department of Labor, Licensing and Regulation (DLLR) provides more specific occupational data at the county level, DLLR advises that it should not be used in a time series.

OLO gathered data from the following federal statistical agencies<sup>12</sup>:

- 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).<sup>13</sup>
- 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 wages<sup>14</sup>:

- 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.<sup>15</sup>

Figure 3-1 depicts data for the total population (all ages) of Montgomery County and surrounding jurisdictions in the region for the 2005-2020 period.

Figure 3-2 depicts changing percentages of the state's population for Montgomery County, five other Maryland counties and the City of Baltimore for the 2005-2020 period.

As of 2020, Montgomery County had a total population of approximately 1.05 million. It has the largest population among Maryland counties, and it accounts for 17.4 percent of Maryland's total population. The County's population grew steadily over the 2005-2020 period, but with smaller rates of growth in recent years.

### *Current data and trends:*

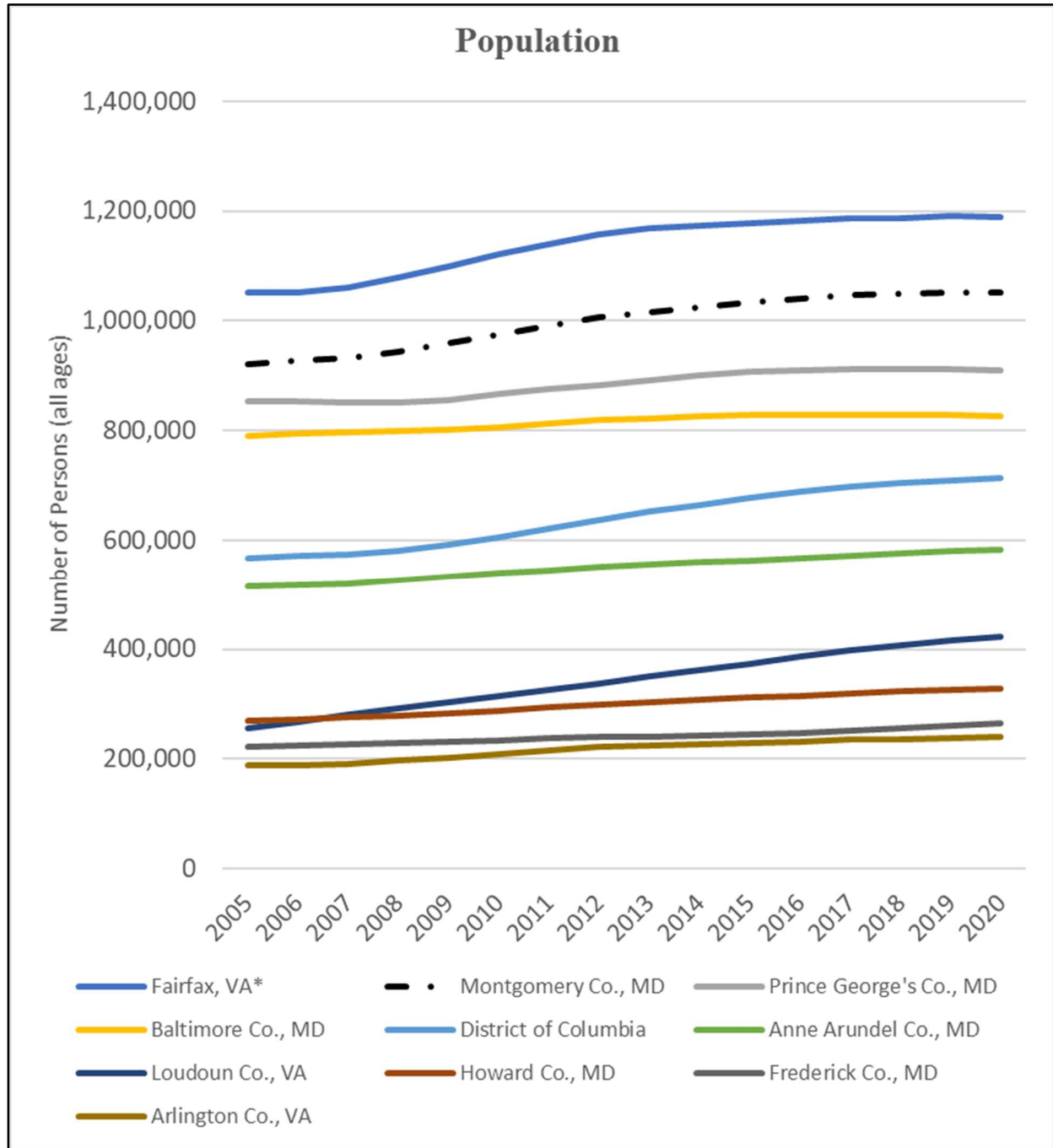
Compared to the prior year, the 2020 data in Table 3-1 show that every jurisdiction in the region except Fairfax County, Prince George's County, and Baltimore County saw population growth. The State of Virginia's population grew 0.4 percent, the District of Columbia's population was up 0.6 percent and the State of Maryland's remained mostly unchanged (up 0.1 percent).

In Maryland, Montgomery County's population rose 0.1 percent (+ 687 people). Three neighboring jurisdictions gained in population: Frederick County (+1.7 percent), Howard County (+0.7 percent), and Anne Arundel County (+0.5 percent). Two neighboring jurisdictions experienced a decline in population: Baltimore County (-0.3 percent) and Prince George's County (-0.2 percent).

### *Source of data:*

Regional Economic Accounts, Bureau of Economic Analysis (BEA), U.S. Department of Commerce.<sup>16</sup> BEA's data comes from Census Bureau midyear population estimates. Estimates for 2010-2020 reflect county population estimates available as of March 2021.

**Figure 3-1. Population, 2005-2020.**



\*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, 2005-20.****Population (Number of persons) 1/****Source: Regional Economic Data (CAINC1), Bureau of Economic Analysis, U.S. Department of Commerce**

FIPS	Name	2005	2006	2007	2008	2009	2010	2011	2012
51919	Fairfax, VA*	1,051,190	1,051,240	1,060,356	1,077,509	1,099,347	1,121,203	1,138,729	1,156,684
24031	Montgomery Co., MD	921,531	926,492	931,694	942,748	959,013	975,619	991,325	1,005,310
24033	Prince George's Co., MD	853,271	852,097	849,916	850,167	856,161	866,442	874,594	882,787
24005	Baltimore Co., MD	789,110	793,733	796,073	798,651	801,808	806,654	813,021	818,218
11000	District of Columbia	567,136	570,681	574,404	580,236	592,228	605,282	620,290	635,737
24003	Anne Arundel Co., MD	516,171	517,698	520,503	525,304	532,395	539,305	544,863	550,476
51107	Loudoun Co., VA	254,909	267,194	279,704	292,570	303,661	315,486	326,357	337,902
24027	Howard Co., MD	268,590	271,793	275,196	278,405	283,061	288,618	293,596	299,223
24021	Frederick Co., MD	221,201	224,211	227,463	229,286	230,942	234,239	237,326	239,705
51013	Arlington Co., VA	187,760	188,176	190,759	196,305	202,637	209,319	216,078	221,614

51000	Virginia	7,577,105	7,673,725	7,751,000	7,833,496	7,925,937	8,024,004	8,102,437	8,187,456
24000	Maryland	5,592,379	5,627,367	5,653,408	5,684,965	5,730,388	5,788,784	5,840,241	5,888,375

FIPS	Name	2013	2014	2015	2016	2017	2018	2019	2020
51919	Fairfax, VA*	1,168,830	1,173,577	1,178,064	1,181,911	1,186,893	1,187,385	1,190,204	1,188,907
24031	Montgomery Co., MD	1,015,534	1,025,063	1,033,370	1,039,327	1,047,239	1,048,794	1,051,129	1,051,816
24033	Prince George's Co., MD	891,020	900,372	906,754	909,262	910,946	911,372	911,562	909,612
24005	Baltimore Co., MD	822,426	825,201	827,796	828,941	828,956	828,547	828,503	826,017
11000	District of Columbia	651,559	663,603	677,014	687,576	697,079	704,147	708,253	712,816
24003	Anne Arundel Co., MD	555,638	559,421	563,133	567,434	571,359	575,641	579,895	582,777
51107	Loudoun Co., VA	350,001	362,330	374,176	385,750	397,192	405,964	414,872	422,784
24027	Howard Co., MD	303,590	306,989	311,417	315,581	319,409	322,895	325,951	328,200
24021	Frederick Co., MD	241,215	243,487	245,145	247,269	251,037	255,698	260,609	265,161
51013	Arlington Co., VA	225,120	226,274	228,887	231,805	235,193	236,662	238,392	240,119

51000	Virginia	8,255,861	8,315,430	8,367,303	8,417,651	8,471,011	8,510,920	8,556,642	8,590,563
24000	Maryland	5,925,197	5,960,064	5,988,528	6,007,014	6,028,186	6,042,153	6,054,954	6,055,802

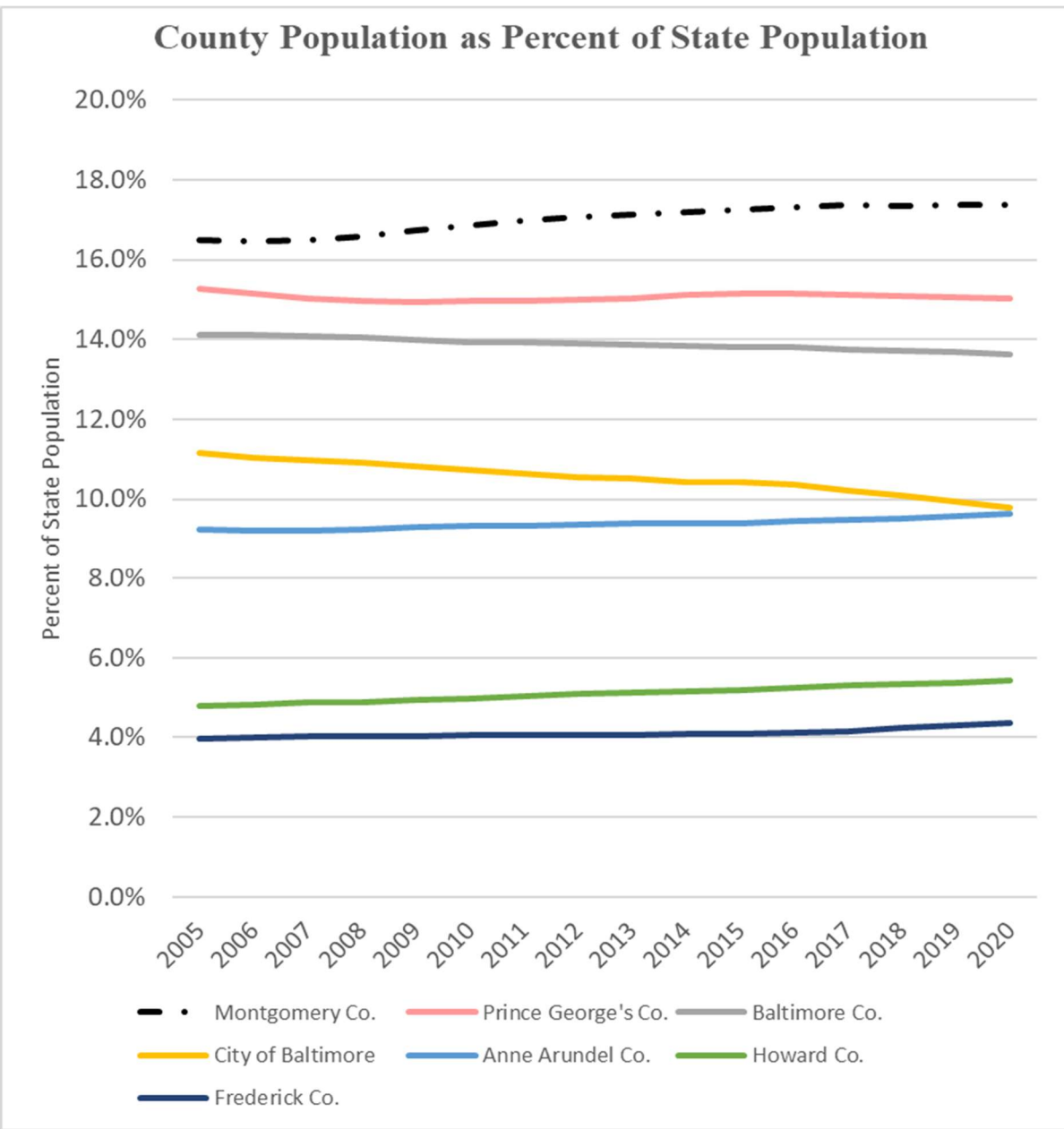
Legend / Footnotes:

1/ Census Bureau midyear population estimates. Estimates for 2010-2020 reflect county population estimates available as of March 2021.

\* 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 16, 2021- new statistics for 2020; revised statistics for 2005-2019.

**Figure 3-2. County Population as a Percentage of State Population, 2005-2020.**



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, 2005-2020.**

**Population as Percent of State Population 1/**

**Source: Regional Economic Data (CAINC1), Bureau of Economic Analysis, U.S. Department of Commerce**

FIPS	Name	2005	2006	2007	2008	2009	2010	2011	2012
24031	Montgomery Co.	16.5%	16.5%	16.5%	16.6%	16.7%	16.9%	17.0%	17.1%
24033	Prince George's Co.	15.3%	15.1%	15.0%	15.0%	14.9%	15.0%	15.0%	15.0%
24005	Baltimore Co.	14.1%	14.1%	14.1%	14.0%	14.0%	13.9%	13.9%	13.9%
24510	City of Baltimore	11.2%	11.0%	11.0%	10.9%	10.8%	10.7%	10.6%	10.5%
24003	Anne Arundel Co.	9.2%	9.2%	9.2%	9.2%	9.3%	9.3%	9.3%	9.3%
24027	Howard Co.	4.8%	4.8%	4.9%	4.9%	4.9%	5.0%	5.0%	5.1%
24021	Frederick Co.	4.0%	4.0%	4.0%	4.0%	4.0%	4.0%	4.1%	4.1%

FIPS	Name	2013	2014	2015	2016	2017	2018	2019	2020
24031	Montgomery Co.	17.1%	17.2%	17.3%	17.3%	17.4%	17.4%	17.4%	17.4%
24033	Prince George's Co.	15.0%	15.1%	15.1%	15.1%	15.1%	15.1%	15.1%	15.0%
24005	Baltimore Co.	13.9%	13.8%	13.8%	13.8%	13.8%	13.7%	13.7%	13.6%
24510	City of Baltimore	10.5%	10.4%	10.4%	10.4%	10.2%	10.1%	9.9%	9.8%
24003	Anne Arundel Co.	9.4%	9.4%	9.4%	9.4%	9.5%	9.5%	9.6%	9.6%
24027	Howard Co.	5.1%	5.2%	5.2%	5.3%	5.3%	5.3%	5.4%	5.4%
24021	Frederick Co.	4.1%	4.1%	4.1%	4.1%	4.2%	4.2%	4.3%	4.4%

Legend / Footnotes:

1/ Census Bureau midyear population estimates. Estimates for 2010-2020 reflect county population estimates available as of March 2021.

Last updated: November 16, 2021 -- new statistics for 2020; revised statistics for 2005-2019.

### **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 also 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.

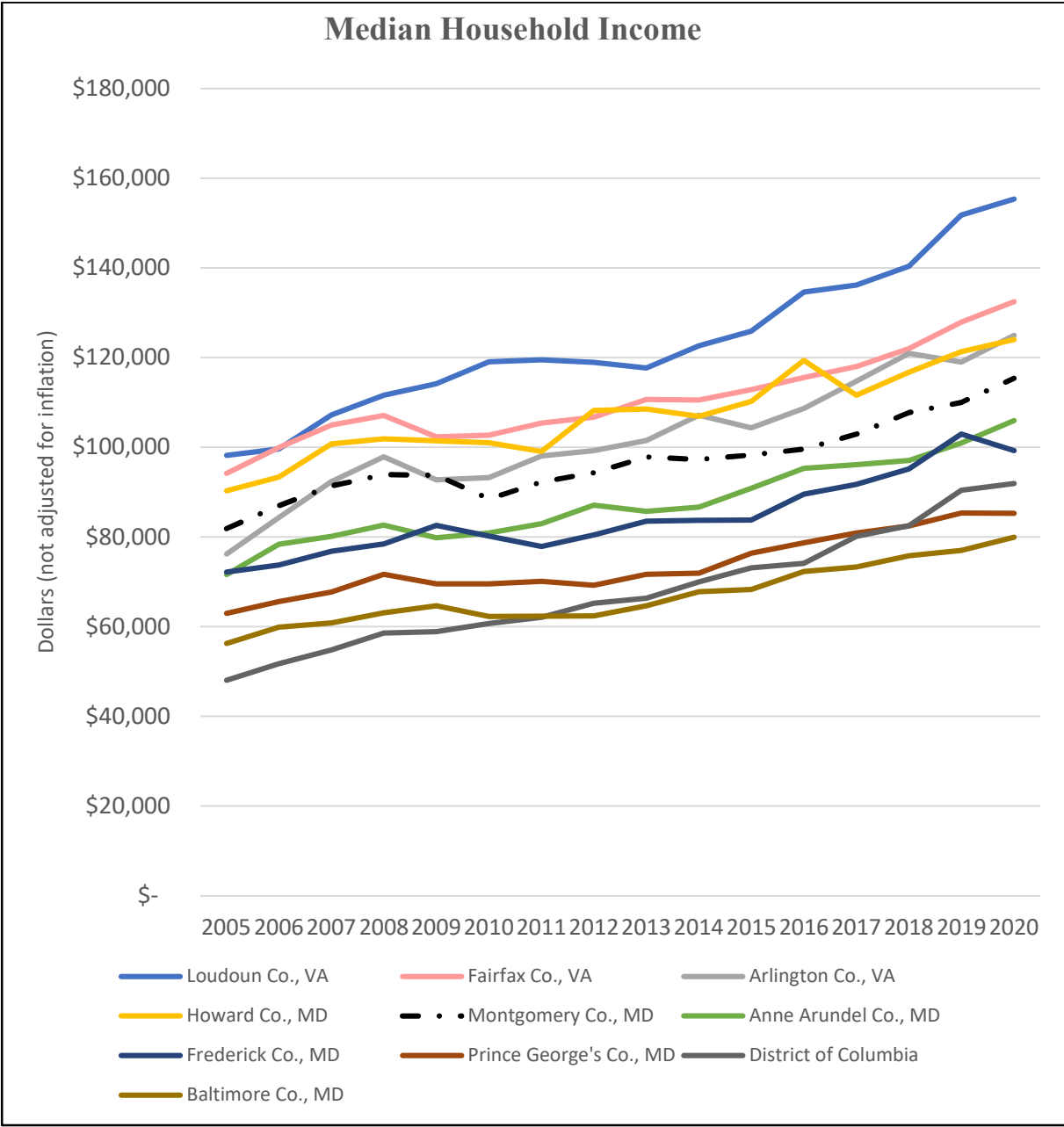
#### *Current data and trends:*

Figure 3-3 and Table 3-3 display MHI data for the 2005-2020 period. A comparison to the prior year shows Montgomery County's Medium Household Income (MHI) was up 4.9 percent (from \$110,012 in 2019 to \$115,394 in 2020). The 2020 Montgomery County MHI was 30 percent higher than the statewide MHI for Maryland. Montgomery County's MHI grew at a rate more than double the statewide Maryland MHI increase of 2.2 percent.

#### *Source of data:*

Small Area Income and Poverty Estimates (SAIPE), Census Bureau, U.S. Department of Commerce.<sup>17</sup>

**Figure 3-3. Median Household Income, 2005-2020.**



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

**Table 3-3. Median Household Income, 2005-2020.****Median Household Income (in Dollars)****Source: Small Area Income and Poverty Estimates (SAIPE), Census Bureau, U.S. Department of Commerce**

FIPS	Name	2005	2006	2007	2008	2009	2010	2011	2012
51107	Loudoun Co., VA	\$ 98,245	\$ 99,619	\$ 107,200	\$ 111,582	\$ 114,200	\$ 119,075	\$ 119,525	\$ 118,934
51059	Fairfax Co., VA	\$ 94,173	\$ 99,934	\$ 104,984	\$ 107,075	\$ 102,325	\$ 102,726	\$ 105,409	\$ 106,690
51013	Arlington Co., VA	\$ 76,196	\$ 84,316	\$ 92,345	\$ 97,871	\$ 92,703	\$ 93,231	\$ 98,060	\$ 99,255
24027	Howard Co., MD	\$ 90,311	\$ 93,349	\$ 100,744	\$ 101,867	\$ 101,417	\$ 100,992	\$ 99,040	\$ 108,234
24031	Montgomery Co., MD	\$ 81,874	\$ 87,019	\$ 91,440	\$ 93,895	\$ 93,774	\$ 88,559	\$ 92,288	\$ 94,365
24003	Anne Arundel Co., MD	\$ 71,609	\$ 78,389	\$ 80,158	\$ 82,616	\$ 79,843	\$ 80,908	\$ 82,980	\$ 87,083
24021	Frederick Co., MD	\$ 72,205	\$ 73,765	\$ 76,802	\$ 78,437	\$ 82,598	\$ 80,216	\$ 77,872	\$ 80,427
24033	Prince George's Co., MD	\$ 63,005	\$ 65,611	\$ 67,706	\$ 71,696	\$ 69,545	\$ 69,524	\$ 70,114	\$ 69,258
11000	District of Columbia	\$ 48,078	\$ 51,746	\$ 54,812	\$ 58,553	\$ 58,906	\$ 60,729	\$ 62,087	\$ 65,231
24005	Baltimore Co., MD	\$ 56,256	\$ 59,864	\$ 60,828	\$ 63,078	\$ 64,629	\$ 62,300	\$ 62,309	\$ 62,413
24000	Maryland	\$ 61,546	\$ 65,041	\$ 67,989	\$ 70,482	\$ 69,193	\$ 68,933	\$ 70,075	\$ 71,169
51000	Virginia	\$ 54,207	\$ 56,297	\$ 59,575	\$ 61,210	\$ 59,372	\$ 60,665	\$ 61,877	\$ 61,782
0	United States	\$ 46,242	\$ 48,451	\$ 50,740	\$ 52,029	\$ 50,221	\$ 50,046	\$ 50,502	\$ 51,371

FIPS	Name	2013	2014	2015	2016	2017	2018	2019	2020
51107	Loudoun Co., VA	\$ 117,680	\$ 122,641	\$ 125,900	\$ 134,609	\$ 136,191	\$ 140,382	\$ 151,806	\$ 155,362
51059	Fairfax Co., VA	\$ 110,658	\$ 110,507	\$ 112,844	\$ 115,518	\$ 117,989	\$ 122,035	\$ 127,898	\$ 132,509
51013	Arlington Co., VA	\$ 101,533	\$ 107,143	\$ 104,354	\$ 108,635	\$ 114,705	\$ 120,950	\$ 118,986	\$ 125,004
24027	Howard Co., MD	\$ 108,503	\$ 106,871	\$ 110,224	\$ 119,386	\$ 111,576	\$ 116,719	\$ 121,329	\$ 124,042
24031	Montgomery Co., MD	\$ 97,873	\$ 97,279	\$ 98,314	\$ 99,604	\$ 102,944	\$ 107,758	\$ 110,012	\$ 115,394
24003	Anne Arundel Co., MD	\$ 85,685	\$ 86,654	\$ 90,825	\$ 95,297	\$ 96,133	\$ 97,051	\$ 100,916	\$ 105,979
24021	Frederick Co., MD	\$ 83,489	\$ 83,698	\$ 83,746	\$ 89,541	\$ 91,727	\$ 95,196	\$ 102,951	\$ 99,254
24033	Prince George's Co., MD	\$ 71,682	\$ 71,904	\$ 76,366	\$ 78,680	\$ 80,858	\$ 82,445	\$ 85,357	\$ 85,246
11000	District of Columbia	\$ 66,326	\$ 69,992	\$ 73,115	\$ 74,093	\$ 80,153	\$ 82,533	\$ 90,395	\$ 91,957
24005	Baltimore Co., MD	\$ 64,624	\$ 67,766	\$ 68,317	\$ 72,305	\$ 73,309	\$ 75,836	\$ 76,972	\$ 79,974
24000	Maryland	\$ 72,482	\$ 73,851	\$ 75,784	\$ 78,787	\$ 80,711	\$ 83,076	\$ 86,644	\$ 88,589
51000	Virginia	\$ 62,745	\$ 64,923	\$ 66,263	\$ 68,127	\$ 71,518	\$ 72,600	\$ 76,471	\$ 79,154
0	United States	\$ 52,250	\$ 53,657	\$ 55,775	\$ 57,617	\$ 60,336	\$ 61,937	\$ 65,712	\$ 67,340

## **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. 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 2020 FPT for a family of four with two children under age 18 was \$26,246; the 2020 FPT for a single person under age 65 was \$13,465.<sup>18</sup> Because retirees or elderly households with fixed incomes below the FPT would be unaffected by minimum wage laws, this indicator uses the poverty rate for children under age 18, which reflects the poverty status for all household members.<sup>19</sup>

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.

### *Current data and trends:*

Table 3-4 shows that Montgomery County's poverty rate for people under age 18 was 7.6 percent in 2020. In the region, the highest 2020 poverty rate for people under age 18 was in the District of Columbia (22.3 percent) and the lowest was in Loudoun County (3.1 percent). The 2020 rate in Montgomery County fell below the Maryland statewide rate of 11.2 percent.

The Census Bureau data show that Montgomery County's poverty rate for people under age 18 fell 1.7 percentage points (from 9.3 percent was 7.6 percent) from 2019 to 2020. Despite the pandemic, the rate also fell in 2020 in Anne Arundel, Arlington, Fairfax, Loudoun, and Prince George's Counties. While it did not provide an explanation for the reason, the Census Bureau indicated that more than five times the number of counties across the country experienced a statistically significant decrease in the poverty rate for people under age 18 than experienced a statistically significant increase.<sup>20</sup>

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

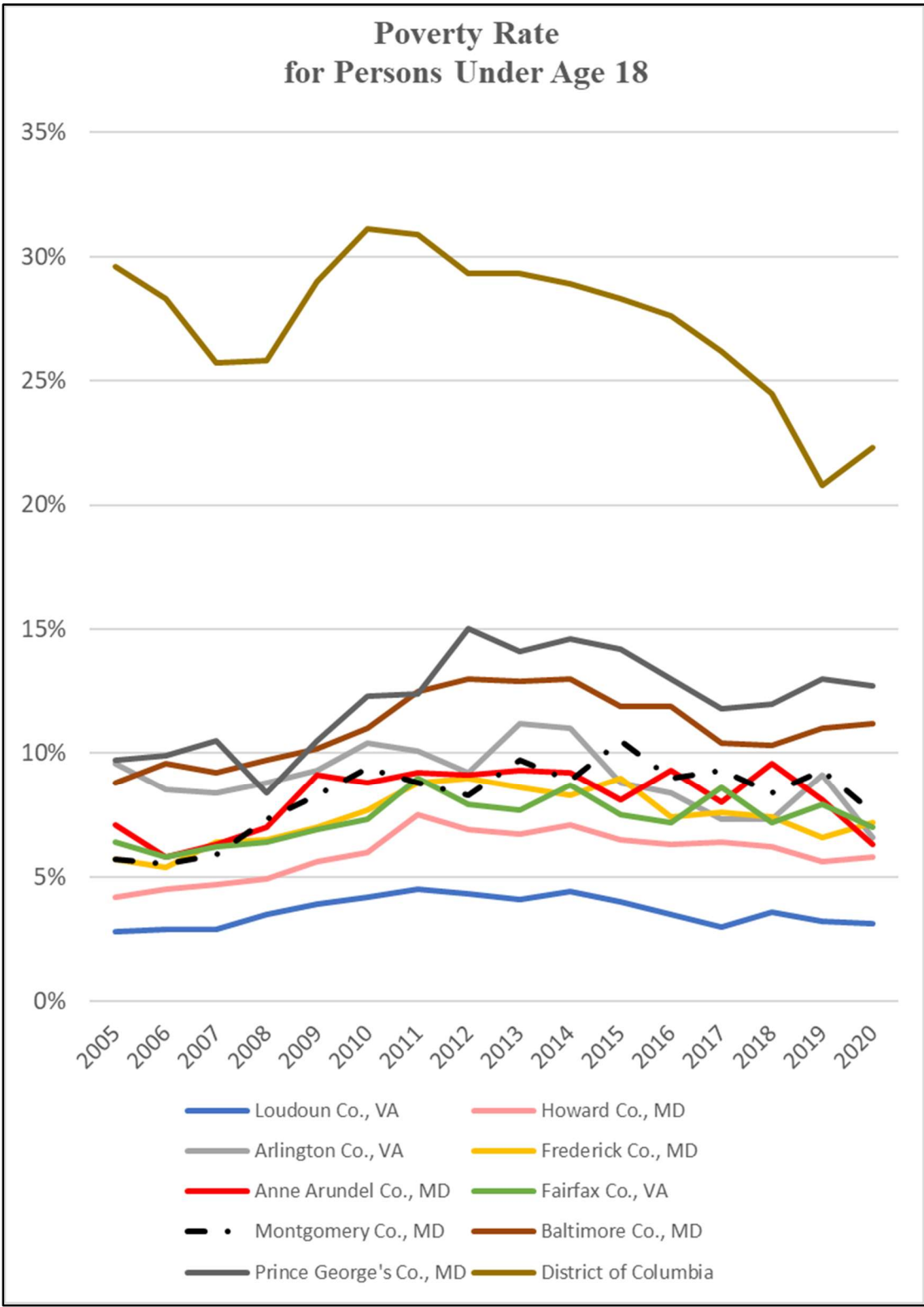
A drop in an area's poverty rate for children under age 18 might indicate that increased minimum wage rates are moving some households – including any children in that household -- out of poverty. A person working 40 hours a week for 52 weeks a year at the current federal minimum wage rate of \$7.25 per hour would earn about \$15,000, an income just above the 2020 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, 2005-2020.**



Data source: Small Area Income and Poverty Estimates (SAIPE), Census Bureau, U.S. Department of Commerce.<sup>21</sup>

**Table 3-4. Poverty Rate for Persons Under Age 18, 2005-2020.****Poverty Rater (Percent) for Persons Under Age 18****Source: Small Area Income and Poverty Estimates (SAIPE), Census Bureau, U.S. Department of Commerce**

FIPS	Name	2005	2006	2007	2008	2009	2010	2011	2012
51107	Loudoun Co., VA	2.8%	2.9%	2.9%	3.5%	3.9%	4.2%	4.5%	4.3%
24027	Howard Co., MD	4.2%	4.5%	4.7%	4.9%	5.6%	6.0%	7.5%	6.9%
51013	Arlington Co., VA	9.6%	8.5%	8.4%	8.8%	9.3%	10.4%	10.1%	9.2%
24021	Frederick Co., MD	5.7%	5.4%	6.4%	6.5%	7.0%	7.7%	8.8%	9.0%
24003	Anne Arundel Co., MD	7.1%	5.8%	6.3%	7.0%	9.1%	8.8%	9.2%	9.1%
51059	Fairfax Co., VA	6.4%	5.8%	6.2%	6.4%	6.9%	7.3%	9.0%	7.9%
24031	Montgomery Co., MD	5.7%	5.5%	5.9%	7.3%	8.3%	9.4%	8.8%	8.3%
24005	Baltimore Co., MD	8.8%	9.6%	9.2%	9.7%	10.2%	11.0%	12.5%	13.0%
24033	Prince George's Co., MD	9.7%	9.9%	10.5%	8.4%	10.5%	12.3%	12.4%	15.0%
11000	District of Columbia	29.6%	28.3%	25.7%	25.8%	29.0%	31.1%	30.9%	29.3%
24000	Maryland	10.9%	10.1%	10.6%	10.4%	11.8%	13.1%	13.9%	14.1%
51000	Virginia	13.3%	12.3%	12.9%	13.6%	14.0%	14.6%	15.6%	15.5%
0	United States	18.5%	18.3%	18.0%	18.2%	20.0%	21.6%	22.5%	22.6%

FIPS	Name	2013	2014	2015	2016	2017	2018	2019	2020
51107	Loudoun Co., VA	4.1%	4.4%	4.0%	3.5%	3.0%	3.6%	3.2%	3.1%
24027	Howard Co., MD	6.7%	7.1%	6.5%	6.3%	6.4%	6.2%	5.6%	5.8%
51013	Arlington Co., VA	11.2%	11.0%	8.8%	8.4%	7.3%	7.3%	9.1%	6.6%
24021	Frederick Co., MD	8.6%	8.3%	9.0%	7.4%	7.6%	7.4%	6.6%	7.2%
24003	Anne Arundel Co., MD	9.3%	9.2%	8.1%	9.3%	8.0%	9.6%	8.1%	6.3%
51059	Fairfax Co., VA	7.7%	8.7%	7.5%	7.2%	8.6%	7.2%	7.9%	7.0%
24031	Montgomery Co., MD	9.7%	8.9%	10.5%	9.0%	9.3%	8.4%	9.3%	7.6%
24005	Baltimore Co., MD	12.9%	13.0%	11.9%	11.9%	10.4%	10.3%	11.0%	11.2%
24033	Prince George's Co., MD	14.1%	14.6%	14.2%	13.0%	11.8%	12.0%	13.0%	12.7%
11000	District of Columbia	29.3%	28.9%	28.3%	27.6%	26.2%	24.5%	20.8%	22.3%
24000	Maryland	13.9%	13.8%	13.9%	13.0%	12.4%	12.1%	12.3%	11.2%
51000	Virginia	15.7%	15.9%	15.0%	14.3%	14.0%	13.8%	13.3%	12.2%
0	United States	22.2%	21.7%	20.7%	19.5%	18.4%	18.0%	16.8%	15.7%



## **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.)<sup>22</sup> 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 number of people the poverty rate counts.<sup>23</sup> 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.<sup>24</sup>

### *Current data and definitional changes to the indicator*

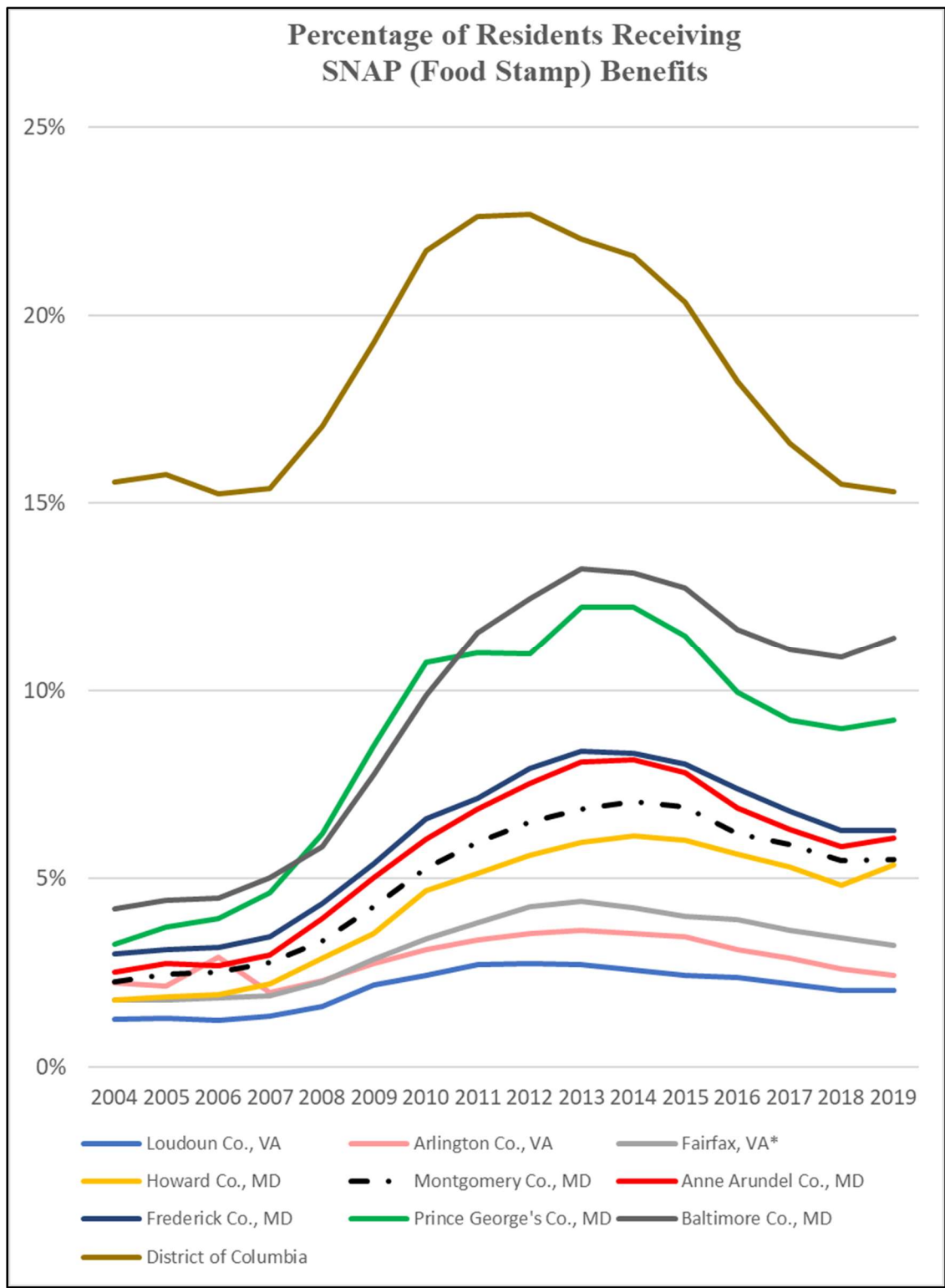
*Note: The most recent County level SNAP data published by the Census Bureau is from July 2019, before the pandemic.*

Figure 3-5 and Table 3-5 reflect Census Bureau revisions to the numbers for 2019. From 2018 to 2019, the percentage of Montgomery County residents receiving SNAP benefits remained unchanged at 5.5 percent. The percentage of residents receiving SNAP benefits was mostly stable in area jurisdictions. Only two regional jurisdictions experiences significant changes in SNAP recipients from 2018 to 2019. The percentage of residents receiving SNAP benefits rose from 4.8 to 5.4 percent in Howard County and from 10.9 to 11.4 percent in Baltimore County.

In December 2019, the U.S. Department of Agriculture finalized new rules for the SNAP program. Previously, federal rules limited participation for a subset of SNAP beneficiaries, i.e., Able Bodied Adults Without Dependents (ABAWD) between the ages of 18 and 49, unless an individual was working and/or participating in a work program to maintain their eligibility for benefits. However, these rules also gave states the discretion to waive some or all of these requirements in areas where sufficient jobs were not available. According to USDA, as of December 2019, nearly half of ABAWDs receiving SNAP live in waived areas.<sup>25</sup>

The rule changes took effect April 1, 2020. Because the new federal rules place limits on states' exemption criteria, they are expected to reduce the eligibility of current ABAWD participants. This change may reduce the usefulness of SNAP beneficiaries as a proxy for estimating the number of low wage working adults likely to benefit from minimum wage increases.

**Figure 3-5. Percentage of Residents Receiving SNAP (Food Stamp) Benefits, 2004-2019.**



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, 2004-2019.****Percentage of Residents Receiving SNAP (Food Stamp) Benefits**

**Source: Small Area Income and Poverty Estimates (SAIPE), Census Bureau, U.S. Department of Commerce**  
**Regional Economic Data (CAINC1), Bureau of Economic Analysis, U.S. Department of Commerce**  
**July 2004 - July 2019**

FIPS	Name	2004	2005	2006	2007	2008	2009	2010	2011
51107	Loudoun Co., VA	1.3%	1.3%	1.2%	1.3%	1.6%	2.2%	2.4%	2.7%
51013	Arlington Co., VA	2.2%	2.2%	2.9%	2.0%	2.3%	2.8%	3.1%	3.4%
51919	Fairfax, VA*	1.8%	1.8%	1.8%	1.9%	2.3%	2.9%	3.4%	3.8%
24027	Howard Co., MD	1.8%	1.9%	1.9%	2.2%	2.9%	3.5%	4.7%	5.1%
24031	Montgomery Co., MD	2.3%	2.5%	2.5%	2.8%	3.4%	4.3%	5.3%	6.0%
24003	Anne Arundel Co., MD	2.5%	2.8%	2.7%	3.0%	3.9%	5.0%	6.1%	6.9%
24021	Frederick Co., MD	3.0%	3.1%	3.2%	3.4%	4.3%	5.4%	6.6%	7.1%
24033	Prince George's Co., MD	3.3%	3.7%	3.9%	4.6%	6.2%	8.5%	10.7%	11.0%
24005	Baltimore Co., MD	4.2%	4.4%	4.5%	5.0%	5.8%	7.8%	9.9%	11.5%
11000	District of Columbia	15.6%	15.8%	15.2%	15.4%	17.0%	19.3%	21.7%	22.6%

51000	Virginia	6.5%	6.6%	6.7%	6.9%	7.8%	9.6%	10.5%	11.1%
24000	Maryland	5.1%	5.4%	5.5%	6.1%	7.5%	9.3%	11.2%	12.1%

FIPS	Name	2012	2013	2014	2015	2016	2017	2018	2019
51107	Loudoun Co., VA	2.7%	2.7%	2.6%	2.4%	2.4%	2.2%	2.0%	2.0%
51013	Arlington Co., VA	3.5%	3.6%	3.5%	3.5%	3.1%	2.9%	2.6%	2.4%
51919	Fairfax, VA*	4.3%	4.4%	4.2%	4.0%	3.9%	3.6%	3.4%	3.2%
24027	Howard Co., MD	5.6%	6.0%	6.1%	6.0%	5.6%	5.3%	4.8%	5.4%
24031	Montgomery Co., MD	6.5%	6.9%	7.0%	6.9%	6.2%	5.9%	5.5%	5.5%
24003	Anne Arundel Co., MD	7.5%	8.1%	8.2%	7.8%	6.9%	6.3%	5.9%	6.1%
24021	Frederick Co., MD	7.9%	8.4%	8.3%	8.0%	7.4%	6.8%	6.3%	6.3%
24033	Prince George's Co., MD	11.0%	12.2%	12.2%	11.5%	10.0%	9.2%	9.0%	9.2%
24005	Baltimore Co., MD	12.5%	13.3%	13.2%	12.8%	11.6%	11.1%	10.9%	11.4%
11000	District of Columbia	22.7%	22.0%	21.6%	20.3%	18.2%	16.6%	15.5%	15.3%

51000	Virginia	11.4%	11.3%	10.5%	10.0%	9.4%	8.8%	8.3%	8.1%
24000	Maryland	12.8%	13.3%	13.1%	12.6%	11.6%	10.9%	10.3%	10.1%

\* 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.

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

## 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:<sup>26</sup>

- *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.<sup>27</sup>
- *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 adjusts 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.<sup>28</sup> 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:*

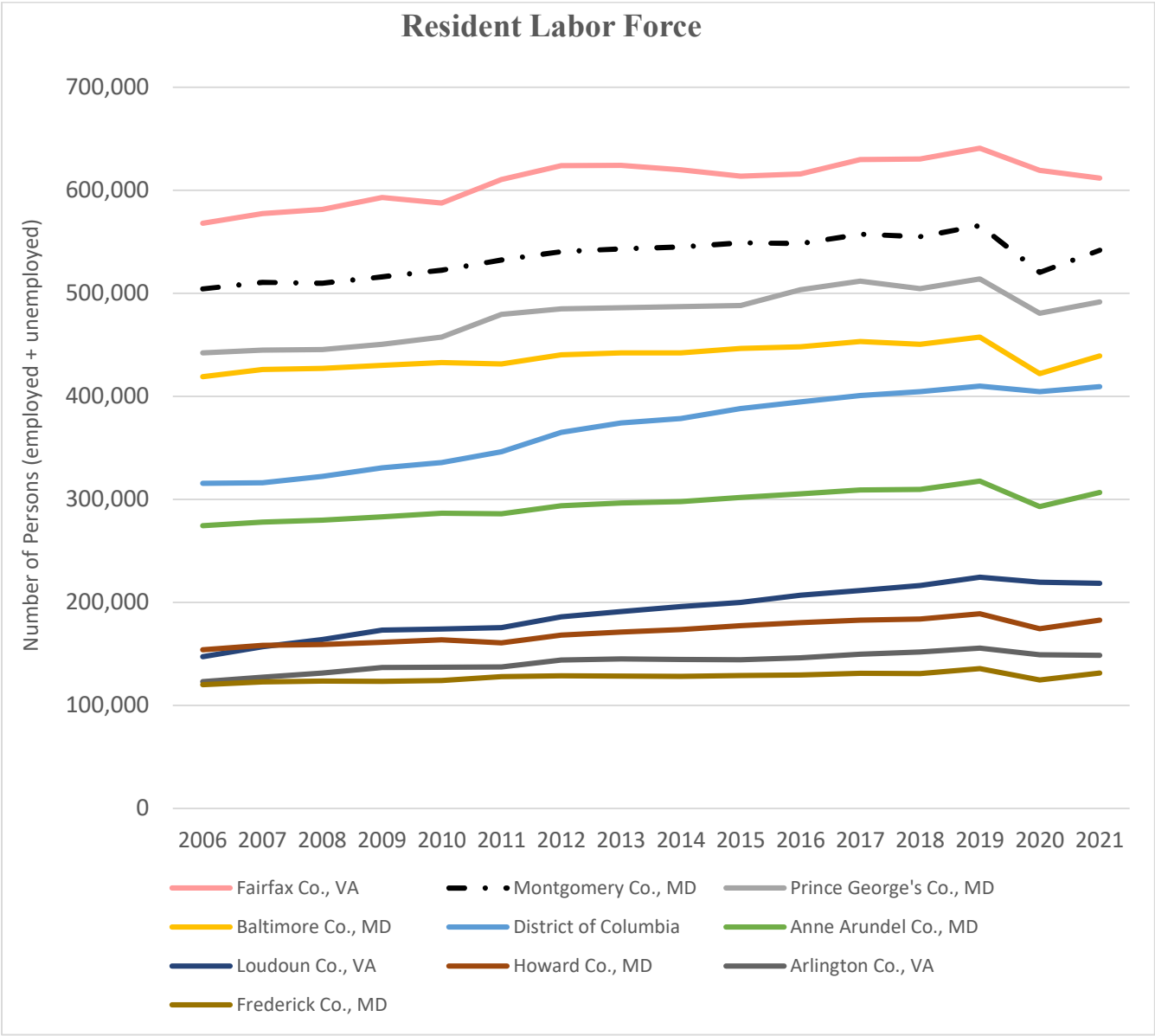
Local Area Unemployment Statistics (LAUS), Bureau of Labor Statistics, U.S. Department of Labor. LAUS data are based on a survey of households conducted by the Census Bureau. The LAUS program measures the labor force (employed persons plus and unemployed persons) by place of residence. (Note that labor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

### *Current data and trends:*

Figure 3-6 and Table 3-6 reflect September 2021 LAUS data, as well as BLS revisions to LAUS data for prior years. LAUS data continue to show steady growth in the resident labor forces for Montgomery County and the surrounding area.

The size of the regional resident labor force dropped significantly in 2020 as the pandemic ravaged the economy. Figure 3-6 shows that from 2020 to 2021, the regional resident labor force recovered but had not yet returned to pre-pandemic levels. The resident labor force in Montgomery County declined from 565,866 in 2019 to 520,463 in 2020, a loss of 8.0 percent (-45,403 employed or unemployed people). By September 2021, the County's resident labor force regained nearly half of the labor force loss from the previous year by adding back 21,486 potential workers. A similar pattern of decline followed by partial recovery occurred in each of the neighboring jurisdictions, but none had yet to regain its labor force to a pre-pandemic level.

**Figure 3-6. Resident Labor Force, 2006-2021.**



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

**Table 3-6. Resident Labor Force, 2006-2021.****Resident Labor Force /1**

Source: Local Area Unemployment Statistics (LAUS), Bureau of Labor Statistics, U.S. Department of Labor (September 2021).

LAUSCode (CN)	Name	2006	2007	2008	2009	2010	2011	2012	2013
5105900000000	Fairfax Co., VA	568,187	577,489	581,377	592,899	587,584	610,521	623,843	624,266
2403100000000	Montgomery Co., MD	504,410	510,593	509,769	515,987	522,421	532,549	540,427	543,124
2403300000000	Prince George's Co., MD	442,341	444,907	445,492	450,361	457,576	479,606	484,964	486,011
2400500000000	Baltimore Co., MD	419,256	425,938	427,026	430,124	432,708	431,512	440,254	442,215
1100100000000	District of Columbia	315,616	316,083	322,237	330,544	335,672	346,065	364,989	374,126
2400300000000	Anne Arundel Co., MD	274,457	277,964	279,882	283,135	286,650	286,058	293,690	296,541
5110700000000	Loudoun Co., VA	147,280	156,992	163,971	173,148	174,290	175,439	186,073	191,048
2402700000000	Howard Co., MD	154,170	158,285	159,215	161,287	163,780	160,630	168,214	171,319
5101300000000	Arlington Co., VA	123,328	127,332	131,366	136,705	137,201	137,368	144,012	145,047
2402100000000	Frederick Co., MD	120,349	122,779	123,692	123,410	124,142	127,907	128,605	128,453

LAUSCode	Name	2014	2015	2016	2017	2018	2019	2020	2021
5105900000000	Fairfax Co., VA	619,812	613,618	615,851	629,698	630,229	641,034	619,346	611,721
2403100000000	Montgomery Co., MD	545,005	549,111	548,401	557,412	554,989	565,866	520,463	541,949
2403300000000	Prince George's Co., MD	486,971	488,148	503,489	511,766	504,423	513,953	480,502	491,658
2400500000000	Baltimore Co., MD	442,036	446,382	447,980	453,197	450,366	457,555	421,912	439,222
1100100000000	District of Columbia	378,380	388,057	394,586	400,894	404,610	409,969	404,522	409,255
2400300000000	Anne Arundel Co., MD	297,831	301,862	305,361	309,214	309,603	317,780	293,081	306,669
5110700000000	Loudoun Co., VA	195,972	200,054	206,982	211,626	216,433	224,573	219,658	218,396
2402700000000	Howard Co., MD	173,617	177,290	180,344	182,804	183,889	189,135	174,409	182,736
5101300000000	Arlington Co., VA	144,531	144,282	146,166	149,627	151,720	155,769	149,122	148,533
2402100000000	Frederick Co., MD	128,206	128,928	129,447	131,266	130,831	135,761	124,797	131,412

1/ Labor Force = Employed persons + Unemployed persons, by place-of-residence,

<https://www.bls.gov/web/metro/laucntycur14.txt>



## **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.<sup>29</sup>

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.<sup>30</sup>

### *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.<sup>31</sup>

Many other factors can 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 jobs for 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.

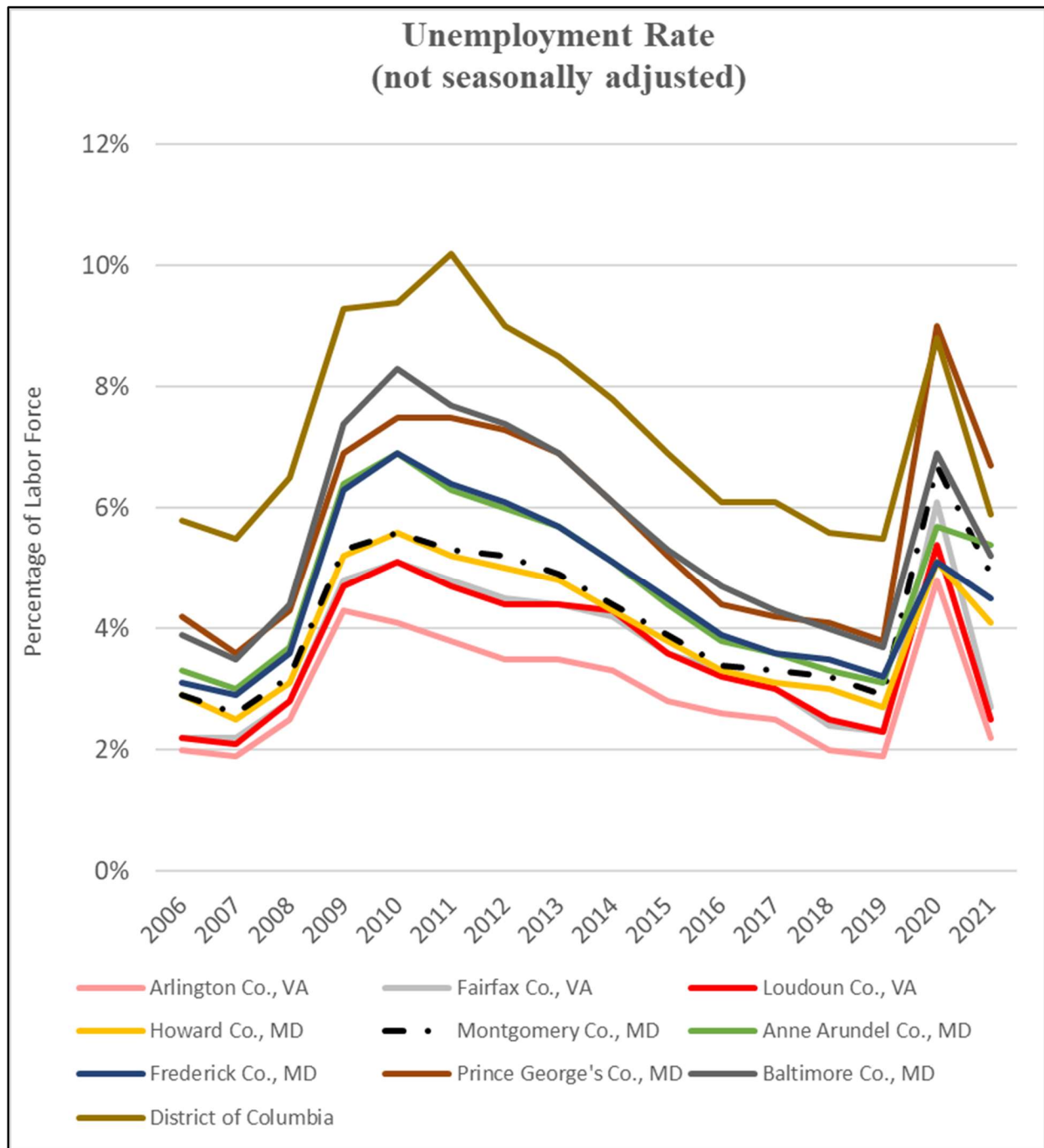
### *Current data and trends:*

Figure 3-7 and Table 3-7 reflect September 2021 LAUS data, as well as BLS revisions to LAUS data for prior years.

Unemployment rates rose sharply in 2020 as the pandemic eliminated jobs throughout the economy. Figure 3-7 shows that from 2020 to 2021, unemployment rates fell but had not yet returned to pre-pandemic levels. The unemployment rate in Montgomery County declined from 2.9 percent in 2019 to

6.7 percent in 2020. By September 2021, the County's unemployment rate dropped back to 4.9 percent. A similar pattern of an unemployment spike in 2020 followed by partial recovery occurred in each of the neighboring jurisdictions, but none had yet to reduce employment to its pre-pandemic level.

**Figure 3-7. Unemployment Rate (not seasonally adjusted), 2006-2021.**



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

**Table 3-7. Unemployment Rate (not seasonally adjusted), 2006-2021.****Unemployment Rate (%) /1****Source: Local Area Unemployment Statistics (LAUS), Bureau of Labor Statistics, U.S. Department of Labor (September 2021).**

LAUSCode (CN)	Name	2006	2007	2008	2009	2010	2011	2012	2013
5101300000000	Arlington Co., VA	2.0%	1.9%	2.5%	4.3%	4.1%	3.8%	3.5%	3.5%
5105900000000	Fairfax Co., VA	2.2%	2.2%	2.8%	4.8%	5.1%	4.8%	4.5%	4.4%
5110700000000	Loudoun Co., VA	2.2%	2.1%	2.8%	4.7%	5.1%	4.7%	4.4%	4.4%
2402700000000	Howard Co., MD	2.9%	2.5%	3.1%	5.2%	5.6%	5.2%	5.0%	4.8%
2403100000000	Montgomery Co., MD	2.9%	2.6%	3.2%	5.3%	5.6%	5.3%	5.2%	4.9%
2400300000000	Anne Arundel Co., MD	3.3%	3.0%	3.7%	6.4%	6.9%	6.3%	6.0%	5.7%
2402100000000	Frederick Co., MD	3.1%	2.9%	3.6%	6.3%	6.9%	6.4%	6.1%	5.7%
2403300000000	Prince George's Co., MD	4.2%	3.6%	4.3%	6.9%	7.5%	7.5%	7.3%	6.9%
2400500000000	Baltimore Co., MD	3.9%	3.5%	4.4%	7.4%	8.3%	7.7%	7.4%	6.9%
1100100000000	District of Columbia	5.8%	5.5%	6.5%	9.3%	9.4%	10.2%	9.0%	8.5%

LAUSCode	Name	2014	2015	2016	2017	2018	2019	2020	2021
5101300000000	Arlington Co., VA	3.3%	2.8%	2.6%	2.5%	2.0%	1.9%	4.8%	2.2%
5105900000000	Fairfax Co., VA	4.2%	3.6%	3.3%	3.0%	2.4%	2.3%	6.1%	2.7%
5110700000000	Loudoun Co., VA	4.3%	3.6%	3.2%	3.0%	2.5%	2.3%	5.4%	2.5%
2402700000000	Howard Co., MD	4.3%	3.8%	3.3%	3.1%	3.0%	2.7%	5.1%	4.1%
2403100000000	Montgomery Co., MD	4.4%	3.9%	3.4%	3.3%	3.2%	2.9%	6.7%	4.9%
2400300000000	Anne Arundel Co., MD	5.1%	4.4%	3.8%	3.6%	3.3%	3.1%	5.7%	5.4%
2402100000000	Frederick Co., MD	5.1%	4.5%	3.9%	3.6%	3.5%	3.2%	5.1%	4.5%
2403300000000	Prince George's Co., MD	6.1%	5.2%	4.4%	4.2%	4.1%	3.8%	9.0%	6.7%
2400500000000	Baltimore Co., MD	6.1%	5.3%	4.7%	4.3%	4.0%	3.7%	6.9%	5.2%
1100100000000	District of Columbia	7.8%	6.9%	6.1%	6.1%	5.6%	5.5%	8.8%	5.9%

1/ Labor Force + Employed persons + Unemployed persons, by place-of-residence,  
<https://www.bls.gov/lau/laucnty19.txt>

## **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).<sup>32</sup>

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 have been a growing category of employment over the last decade.<sup>33</sup> 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.<sup>34</sup>

### *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.

### *Current data and trends:*

BEA statistics for 2020 show the effects of the pandemic on workplace employment. The BEA data estimate the size of Montgomery County's total employment base at 678,044 jobs in 2020, a decline of 5.3 percent (-38,280 jobs) compared to pre-pandemic 2019. In fact, the 2020 estimate of County workplace employment was the lowest since 2013.

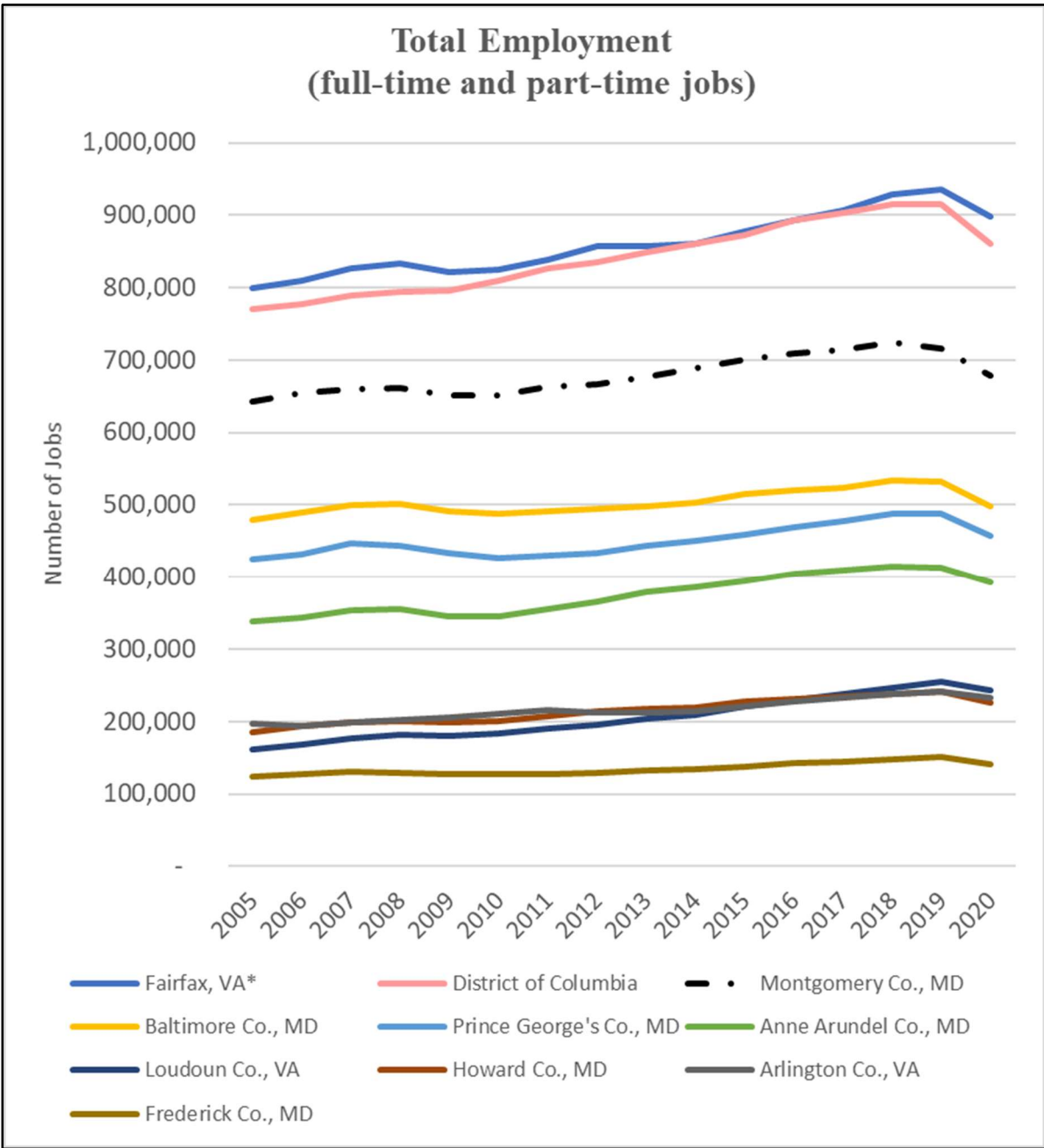
In the region, Prince George's County suffered the greatest percent loss of employment, a 6.4 percent decline from 2019 to 2020. Arlington County experienced the smallest decline from 2019 to 2020, a 3.3 percent decrease in jobs. The 2020 job count for each jurisdiction is at least a three-year low.

### *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 adjusts 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 Workplace Employment, 2005-2020.**



\*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 Workplace Employment, 2005-2020.****Total Employment (Number of jobs) 1/****Source: Regional Economic Data (CAEMP25), Bureau of Economic Analysis, U.S. Department of Commerce**

FIPS	Name	2005	2006	2007	2008	2009	2010	2011	2012
51919	Fairfax, VA*	798,631	810,456	827,412	832,867	822,361	825,687	838,615	858,111
11000	District of Columbia	769,796	777,525	788,410	794,912	795,912	809,137	826,761	834,413
24031	Montgomery Co., MD	642,914	654,699	659,374	661,376	651,521	651,834	663,362	666,825
24005	Baltimore Co., MD	479,855	489,082	500,525	501,097	490,819	487,862	491,560	494,593
24033	Prince George's Co., MD	425,276	432,115	447,324	443,519	433,377	426,807	430,315	433,821
24003	Anne Arundel Co., MD	337,487	343,831	353,880	354,876	345,913	345,618	355,144	365,034
51107	Loudoun Co., VA	162,117	168,881	176,203	181,061	179,822	183,855	190,953	195,925
24027	Howard Co., MD	185,045	193,851	198,183	200,059	198,351	200,426	206,672	213,578
51013	Arlington Co., VA	197,039	193,707	198,545	202,775	205,930	210,386	215,762	212,248
24021	Frederick Co., MD	124,443	126,817	131,069	129,844	127,808	127,543	127,197	129,332

51000	Virginia	4,701,063	4,781,825	4,869,348	4,870,415	4,758,119	4,743,189	4,802,678	4,856,886
24000	Maryland	3,310,820	3,378,396	3,440,607	3,430,882	3,359,485	3,345,423	3,394,831	3,438,880

FIPS	Name	2013	2014	2015	2016	2017	2018	2019	2020
51919	Fairfax, VA*	857,784	860,180	877,357	893,525	905,772	929,138	935,200	897,885
11000	District of Columbia	848,226	860,669	873,232	892,766	903,304	914,601	915,470	860,807
24031	Montgomery Co., MD	676,396	688,124	700,362	708,652	713,875	724,039	716,324	678,044
24005	Baltimore Co., MD	497,571	503,404	514,451	520,544	523,497	534,418	531,673	497,705
24033	Prince George's Co., MD	444,117	450,103	459,202	469,944	477,272	487,318	488,005	456,795
24003	Anne Arundel Co., MD	379,189	385,251	394,137	405,375	410,369	414,519	413,477	393,273
51107	Loudoun Co., VA	203,895	209,683	220,455	229,519	237,388	246,582	254,097	242,426
24027	Howard Co., MD	217,454	219,363	227,369	231,229	233,945	238,432	240,674	225,692
51013	Arlington Co., VA	212,978	213,861	221,671	227,324	233,632	237,177	241,448	233,541
24021	Frederick Co., MD	132,846	133,891	137,886	141,941	144,350	148,383	150,492	141,458

51000	Virginia	4,898,765	4,953,354	5,060,290	5,156,641	5,229,033	5,298,892	5,327,163	5,100,799
24000	Maryland	3,493,921	3,537,654	3,602,936	3,659,061	3,695,331	3,750,678	3,742,829	3,536,398

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 16, 2021-- new statistics for 2020; revised statistics for 2016-2019.

## **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.<sup>35</sup> Wages and salaries include commissions, tips, and bonuses.<sup>36</sup>

### *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.

### *Current data and trends:*

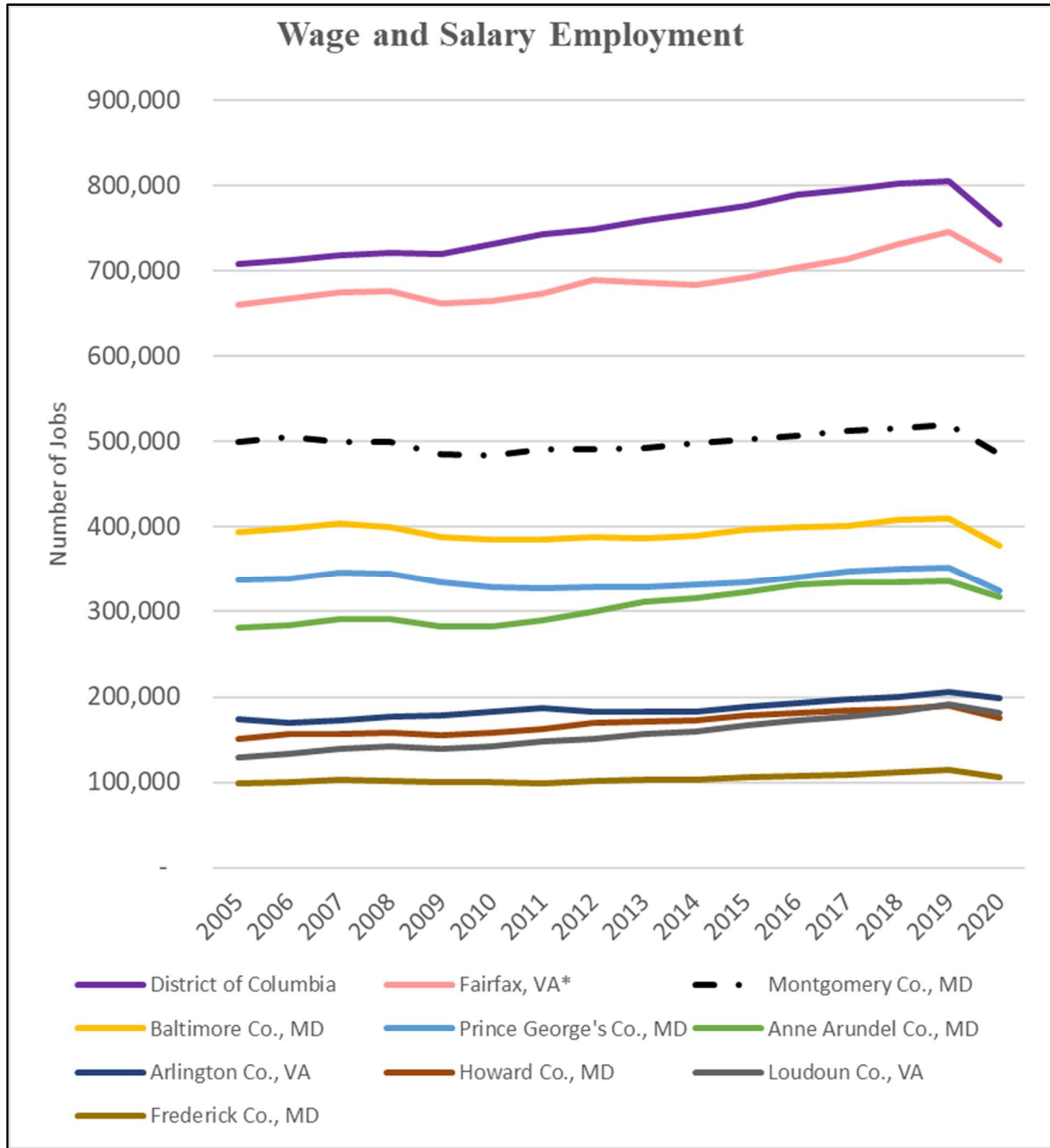
BEA data show large decreases from 2019 to 2020 in wage and salary employment by place of work for Montgomery County and the entire surrounding area, reflecting the impact of the pandemic on the economy. From 2019 to 2020, wage and salary employment in Montgomery County declined by 6.7 percent (-34,830 jobs). In the region, Prince George's County suffered the greatest percent decline in wage and salary employment with a loss of 8.0 percent. Arlington and Fairfax Counties experienced the lowest percent wage and salary employment loss in 2020, at -3.4 percent and -4.4 percent, respectively.

### *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 adjusts 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, 2005-2020.**



\*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, 2005-2020.****Wage and Salary Employment (Number of Jobs)****Source: Regional Economic Data (CAINC4), Bureau of Economic Analysis, U.S. Department of Commerce**

FIPS	Name	2005	2006	2007	2008	2009	2010	2011	2012
11001	District of Columbia	708,380	713,309	718,308	721,890	719,705	731,389	742,832	749,247
51919	Fairfax, VA*	660,274	667,303	674,791	676,747	661,733	665,417	674,306	690,259
24031	Montgomery Co., MD	499,566	505,780	500,339	499,329	485,194	484,033	490,982	491,037
24005	Baltimore Co., MD	393,948	398,866	404,186	400,650	388,574	385,402	385,362	388,060
24033	Prince George's Co., MD	338,285	338,729	345,962	345,026	334,865	329,409	327,861	328,812
24003	Anne Arundel Co., MD	280,982	284,714	291,071	292,003	282,621	282,829	290,026	300,158
51013	Arlington Co., VA	174,150	169,884	173,088	176,207	178,389	182,675	187,670	183,283
24027	Howard Co., MD	150,296	157,070	156,946	158,220	155,264	157,478	162,641	169,433
51107	Loudoun Co., VA	128,747	134,060	138,490	141,998	139,239	142,560	147,796	151,431
24021	Frederick Co., MD	99,006	100,282	103,068	102,109	99,821	100,058	99,081	100,978

FIPS	Name	2013	2014	2015	2016	2017	2018	2019	2020
11001	District of Columbia	758,641	767,306	775,966	789,592	794,832	802,191	806,123	754,454
51919	Fairfax, VA*	687,041	683,286	692,766	704,578	714,411	731,933	745,816	712,683
24031	Montgomery Co., MD	492,602	498,762	502,883	507,440	512,844	516,422	519,771	484,941
24005	Baltimore Co., MD	386,933	390,087	396,734	399,887	401,318	408,644	410,019	378,401
24033	Prince George's Co., MD	328,497	331,572	334,686	340,883	347,979	350,063	352,736	324,654
24003	Anne Arundel Co., MD	311,460	316,170	322,563	331,360	334,059	335,250	336,830	318,024
51013	Arlington Co., VA	182,787	182,442	188,715	192,699	197,693	200,545	206,141	199,089
24027	Howard Co., MD	171,784	172,517	178,091	181,623	183,674	186,264	189,695	175,619
51107	Loudoun Co., VA	157,212	160,056	166,901	172,221	177,375	183,092	190,912	180,529
24021	Frederick Co., MD	103,077	103,643	106,445	107,835	109,127	112,065	114,563	106,068

## 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 16, 2021 -- new statistics for 2019; revised statistics for 2005-2019.

## **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:*

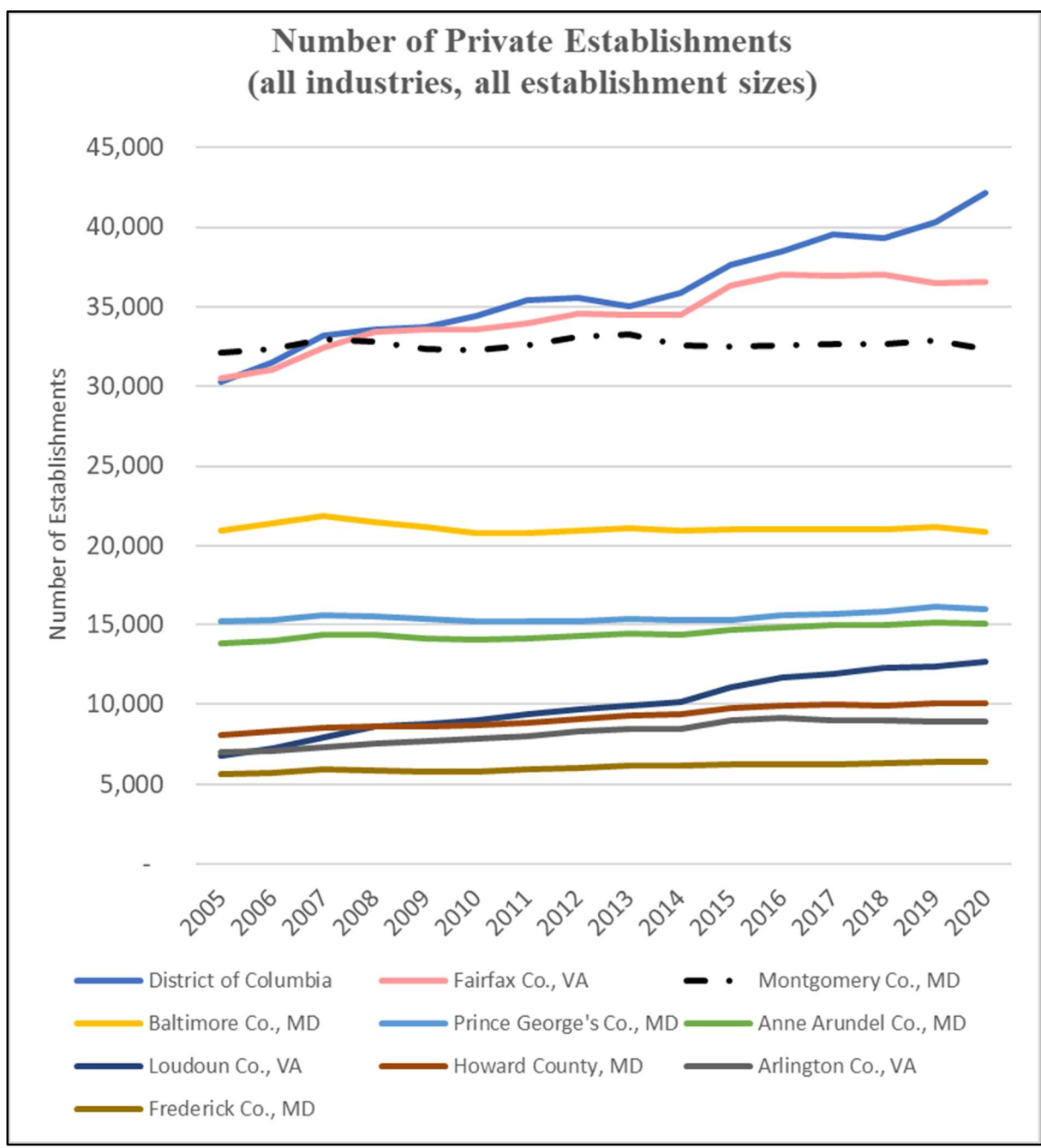
Quarterly Census of Employment and Wages (QCEW), Bureau of Labor Statistics, U.S. Department of Labor.<sup>37</sup>

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.

### *Current data and trends:*

The data in Figure 3-10 and Table 3-10 show that the District of Columbia fared better from 2019 to 2020 than all other regional jurisdictions with a 4.5 percent increase (+1,807) in private establishments. All six of the Maryland counties saw a decline in the number of private establishments in 2020, with Montgomery County (-490) and Baltimore County (-310) each experiencing a 1.5 percent decrease, the largest percent drop in the region.

**Figure 3-10. Number of Private Establishments (all industries, all est. sizes), 2005-2020.**



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), 2005-2020.****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

Industry: Total, all industries

Owner: Private

Size: All establishment sizes

FIPS	Name	2005	2006	2007	2008	2009	2010	2011	2012
11000	District of Columbia	30,322	31,513	33,162	33,574	33,723	34,387	35,417	35,584
51059	Fairfax Co., VA	30,532	31,052	32,448	33,396	33,567	33,590	33,996	34,541
24031	Montgomery Co., MD	32,163	32,360	33,005	32,847	32,337	32,266	32,590	33,120
24005	Baltimore Co., MD	20,977	21,402	21,851	21,507	21,165	20,830	20,760	20,982
24033	Prince George's Co., MD	15,200	15,272	15,566	15,508	15,362	15,230	15,210	15,230
24003	Anne Arundel Co., MD	13,829	13,974	14,344	14,345	14,125	14,074	14,144	14,288
51107	Loudoun Co., VA	6,761	7,211	7,912	8,644	8,801	9,001	9,372	9,701
24027	Howard County, MD	8,111	8,305	8,543	8,641	8,655	8,682	8,861	9,110
51013	Arlington Co., VA	7,048	7,099	7,334	7,568	7,665	7,823	8,032	8,329
24021	Frederick Co., MD	5,624	5,728	5,935	5,888	5,785	5,797	5,931	6,044

24000	State of Maryland	156,958	159,792	163,763	162,591	160,752	160,241	161,200	164,145
51000	State of Virginia	206,050	209,294	219,242	222,884	221,916	222,700	224,817	230,479

FIPS	Name	2013	2014	2015	2016	2017	2018	2019	2020
11000	District of Columbia	35,010	35,871	37,619	38,491	39,565	39,325	40,332	42,139
51059	Fairfax Co., VA	34,529	34,495	36,323	37,046	36,930	37,016	36,509	36,578
24031	Montgomery Co., MD	33,309	32,593	32,501	32,599	32,679	32,680	32,878	32,388
24005	Baltimore Co., MD	21,107	20,950	20,986	21,042	21,062	21,031	21,187	20,877
24033	Prince George's Co., MD	15,364	15,285	15,318	15,582	15,669	15,803	16,142	15,969
24003	Anne Arundel Co., MD	14,444	14,330	14,699	14,845	14,966	15,005	15,146	15,074
51107	Loudoun Co., VA	9,888	10,178	11,105	11,695	11,950	12,269	12,368	12,662
24027	Howard County, MD	9,327	9,389	9,786	9,906	9,964	9,954	10,062	10,039
51013	Arlington Co., VA	8,494	8,462	9,023	9,156	9,035	9,014	8,943	8,954
24021	Frederick Co., MD	6,161	6,183	6,209	6,279	6,278	6,321	6,414	6,418

24000	State of Maryland	165,535	163,723	165,290	167,398	168,653	169,835	172,619	171,263
51000	State of Virginia	230,312	232,611	246,747	256,825	262,446	270,687	272,258	275,070

## **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.<sup>38</sup>

#### *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 2005-2020.

Figure 3-12 and Table 3-12 depict BEA statistics on compensation to employees in the Retail Trade sector (NAICS Code 44-45) for 2005-2020. 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 2005-2020.

#### *Current data and trends:*

Compared to 2019, the 2020 NAICS data on employment and establishments in the Retail Trade Sector show Montgomery County had 4,643 fewer retail trade jobs (down 9.1 percent) and 74 fewer private establishments (down 2.9 percent). While the beginning of the downward trend in retail jobs and establishments pre-dated the pandemic, the rate of decline in 2020 was many folds greater than in previous years.

Across the region, every jurisdiction also saw declines in retail trade jobs and all but the District of Columbia saw declines in the number of private establishments.

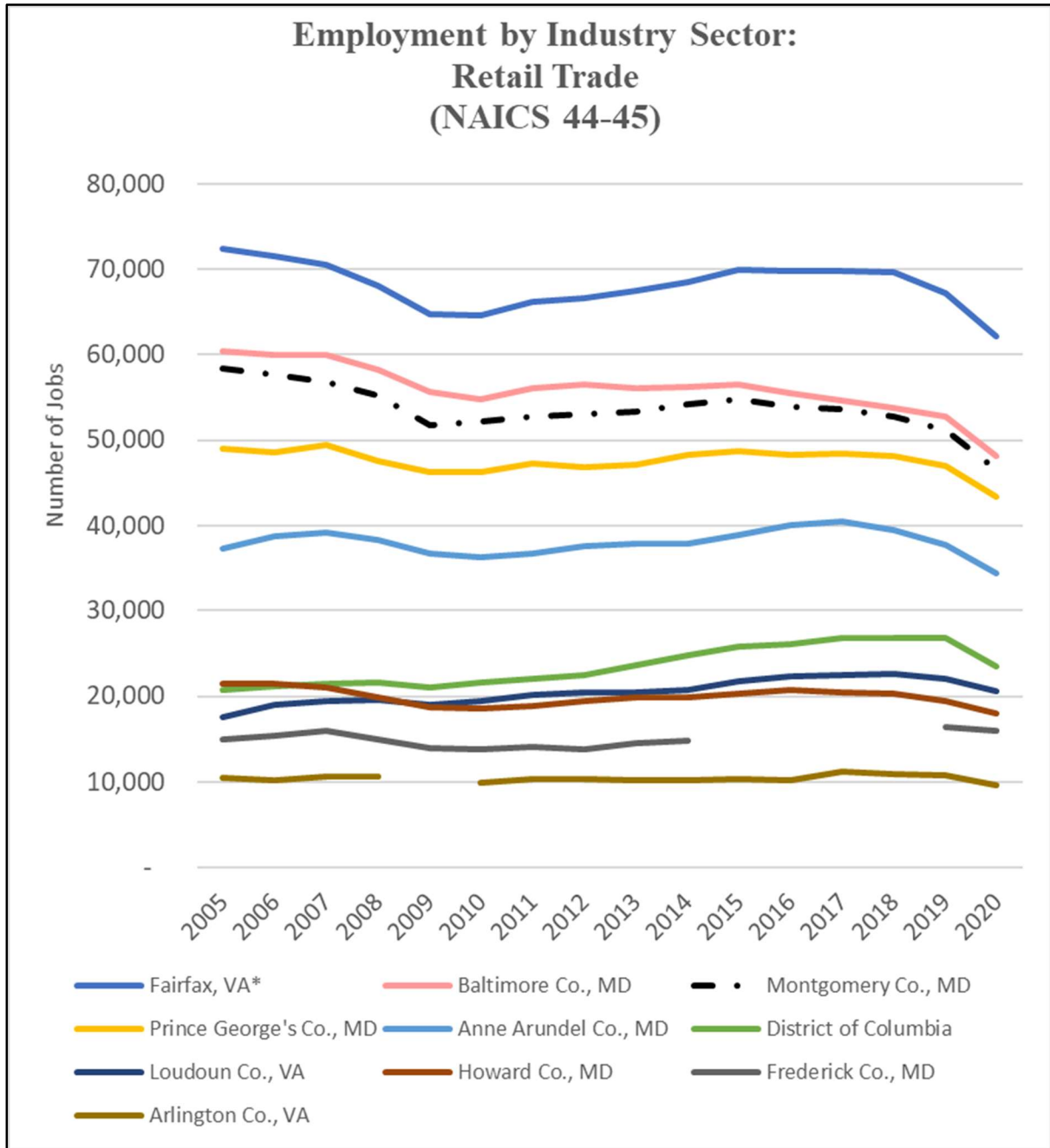
Compared to the previous year, the 2020 NAICS data for compensation to employees in the Retail Trade Sector show Montgomery County's compensation for employees in the retail trade industry decreased \$37.1 million (a 1.8 percent decline).

Compensation to employees in the Retail Trade Sector fell by similar rates in Fairfax County (down 1.6 percent) and Prince George's County (down 2.0 percent). However, Retail Trade employee compensation grew significantly in Howard County (up 2.2 percent) and Frederick County (up 5.6 percent).

*Sources of data:*

Regional Economic Accounts, Bureau of Economic Analysis (BEA), U.S. Department of Commerce<sup>39</sup> and the U.S. Bureau of Labor Statistics.<sup>40</sup>

**Figure 3-11. Employment by Industry Sector: Retail Trade (NAICS 44-45), 2005-2020.**



\*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), 2005-2020.****Private Non-Farm Employment: Retail Trade (Number of Jobs) NAICS Sector 44-45**

CAEMP25N Total Full-Time and Part-Time Employment by NAICS Industry 1/

Regional Economic Data, Bureau of Economic Analysis, U.S. Department of Commerce

FIPS	Name	2005	2006	2007	2008	2009	2010	2011	2012
51919	Fairfax, VA*	72,408	71,540	70,570	68,029	64,749	64,674	66,255	66,605
24005	Baltimore Co., MD	60,424	59,942	60,059	58,252	55,606	54,828	56,134	56,518
24031	Montgomery Co., MD	58,437	57,659	56,885	55,261	51,712	52,157	52,830	53,114
24033	Prince George's Co., MD	49,068	48,554	49,390	47,528	46,285	46,267	47,231	46,912
24003	Anne Arundel Co., MD	37,327	38,729	39,233	38,339	36,680	36,287	36,773	37,632
11000	District of Columbia	20,756	21,167	21,424	21,573	21,020	21,593	22,059	22,494
51107	Loudoun Co., VA	17,520	18,985	19,499	19,584	19,060	19,402	20,116	20,446
24027	Howard Co., MD	21,426	21,470	21,073	19,833	18,646	18,579	18,904	19,410
24021	Frederick Co., MD	14,888	15,317	15,977	14,996	13,931	13,845	14,076	13,870
51013	Arlington Co., VA	10,459	10,118	10,664	10,610	(D)	9,967	10,302	10,338

51000	Virginia	499,079	503,912	508,576	495,859	474,222	469,984	478,681	481,663
24000	Maryland	358,329	359,833	362,543	350,624	334,361	330,859	337,724	340,102

FIPS	Name	2013	2014	2015	2016	2017	2018	2019	2020
51919	Fairfax, VA*	67,521	68,554	69,949	69,878	69,879	69,687	67,202	62,112
24005	Baltimore Co., MD	56,063	56,302	56,469	55,492	54,634	53,767	52,822	48,096
24031	Montgomery Co., MD	53,418	54,211	54,768	53,926	53,657	52,805	51,190	46,547
24033	Prince George's Co., MD	47,213	48,307	48,748	48,290	48,388	48,166	47,040	43,458
24003	Anne Arundel Co., MD	37,883	37,910	38,969	40,068	40,437	39,498	37,771	34,484
11000	District of Columbia	23,545	24,710	25,845	26,130	26,795	26,774	26,746	23,424
51107	Loudoun Co., VA	20,481	20,756	21,719	22,258	22,389	22,564	22,073	20,519
24027	Howard Co., MD	19,847	19,818	20,338	20,717	20,372	20,356	19,390	17,964
24021	Frederick Co., MD	14,562	14,847	(D)	(D)	(D)	16,265	16,358	15,947
51013	Arlington Co., VA	10,154	10,176	10,340	10,171	11,145	10,972	10,827	9,624

51000	Virginia	488,364	492,920	500,367	501,492	503,354	496,885	484,681	464,589
24000	Maryland	340,102	341,932	345,019	347,349	346,833	342,205	333,756	309,217

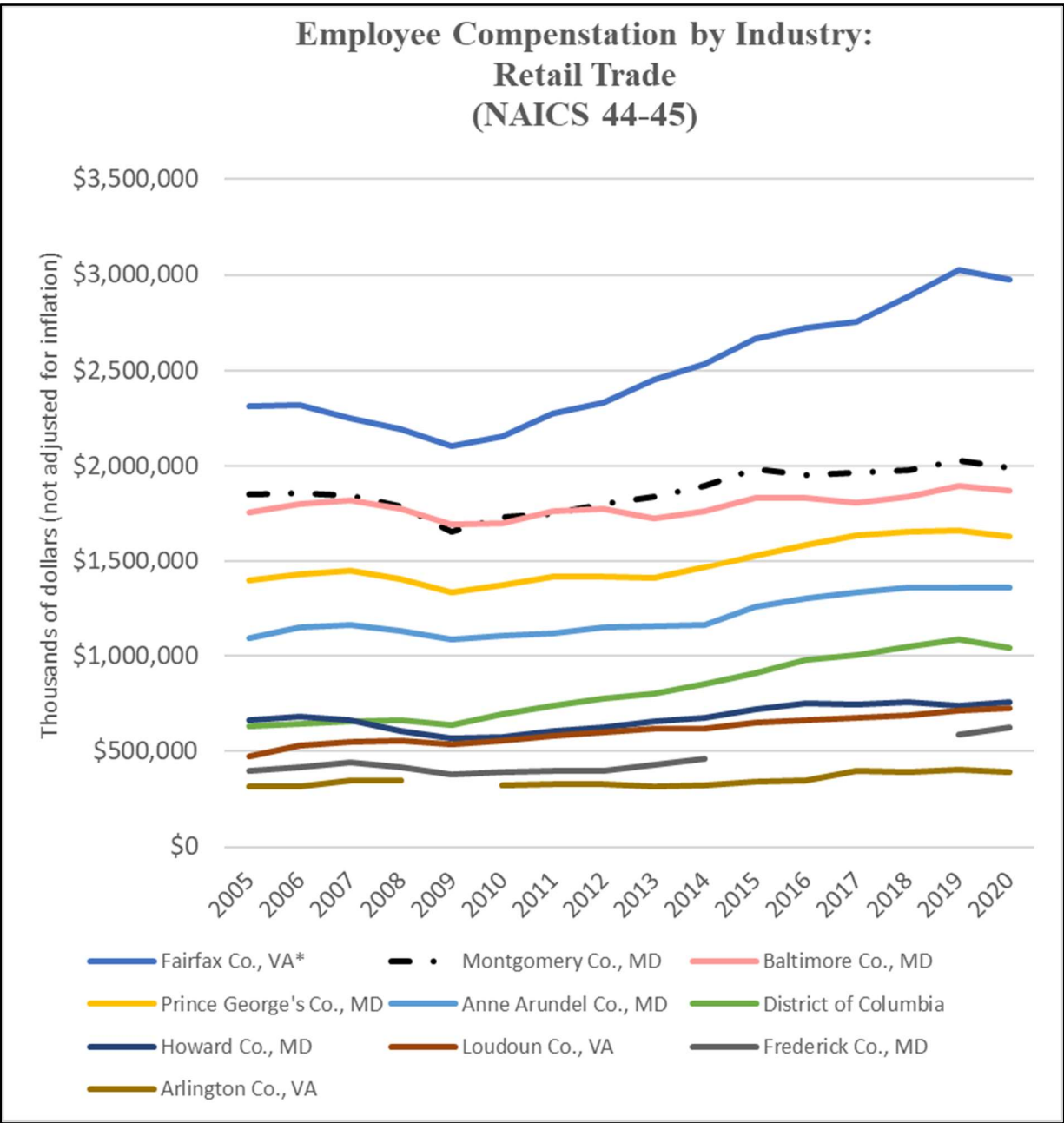
1/ The estimates of employment for 2001-2006 are based on the 2002 NAICS. The estimates for 2007-2010 are based on the 2007 NAICS. The estimates for 2011-2016 are based on the 2012 NAICS. The estimates for 2017 forward are based on the 2017 NAICS.

\* 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 16, 2021-- new statistics for 2019; revised statistics for 2016-2020.

Figure 3-12. Compensation of Employees by Industry Sector: Retail Trade (NAICS 44-45), 2005-2020.



\*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), 2005-2020.****Private Non-Farm Compensation, Retail Trade (NAICS Sector 44-45)**

(Thousands of Dollars)

Source: Regional Economic Data, Bureau of Economic Analysis, U.S. Department of Commerce

CAINC6N Compensation of Employees by NAICS Industry

FIPS	Name	2005	2006	2007	2008	2009	2010	2011	2012
51919	Fairfax Co., VA*	\$2,311,553	\$2,318,592	\$2,248,827	\$2,194,400	\$2,102,240	\$2,151,654	\$2,276,467	\$2,328,161
24031	Montgomery Co., MD	\$1,851,004	\$1,855,978	\$1,846,207	\$1,789,097	\$1,655,705	\$1,730,909	\$1,749,842	\$1,802,212
24005	Baltimore Co., MD	\$1,754,742	\$1,799,405	\$1,819,459	\$1,776,877	\$1,692,049	\$1,697,468	\$1,759,900	\$1,774,505
24033	Prince George's Co., MD	\$1,393,951	\$1,426,561	\$1,444,220	\$1,405,617	\$1,335,797	\$1,369,922	\$1,414,448	\$1,414,830
24003	Anne Arundel Co., MD	\$1,090,373	\$1,149,271	\$1,161,111	\$1,133,482	\$1,085,019	\$1,105,769	\$1,120,209	\$1,147,229
11001	District of Columbia	\$630,449	\$646,881	\$659,036	\$662,869	\$639,463	\$696,773	\$740,232	\$778,204
24027	Howard Co., MD	\$665,370	\$680,531	\$661,581	\$607,674	\$566,531	\$574,113	\$603,918	\$628,627
51107	Loudoun Co., VA	\$476,887	\$529,325	\$552,054	\$556,795	\$534,472	\$556,613	\$582,621	\$600,542
24021	Frederick Co., MD	\$396,131	\$415,586	\$442,420	\$416,475	\$377,649	\$392,819	\$399,701	\$401,229
51013	Arlington Co., VA	\$316,185	\$318,698	\$350,946	\$350,045	(D)	\$321,755	\$326,062	\$328,766

51000	Virginia	\$12,581,543	\$12,930,324	\$13,177,835	\$13,064,765	\$12,578,542	\$12,673,569	\$12,922,997	\$13,230,410
24000	Maryland	\$9,973,732	\$10,218,975	\$10,352,208	\$10,046,524	\$9,505,215	\$9,678,250	\$9,943,553	\$10,112,426

FIPS	Name	2013	2014	2015	2016	2017	2018	2019	2020
51919	Fairfax Co., VA*	\$2,450,316	\$2,530,883	\$2,662,650	\$2,722,308	\$2,757,132	\$2,888,297	\$3,024,485	\$2,975,980
24031	Montgomery Co., MD	\$1,836,267	\$1,896,714	\$1,983,934	\$1,954,005	\$1,964,122	\$1,977,668	\$2,026,565	\$1,989,503
24005	Baltimore Co., MD	\$1,725,784	\$1,762,843	\$1,830,037	\$1,832,442	\$1,808,427	\$1,840,065	\$1,893,389	\$1,870,854
24033	Prince George's Co., MD	\$1,411,973	\$1,464,146	\$1,526,770	\$1,586,613	\$1,637,770	\$1,652,293	\$1,659,741	\$1,627,298
24003	Anne Arundel Co., MD	\$1,158,634	\$1,163,212	\$1,259,681	\$1,300,684	\$1,330,131	\$1,361,207	\$1,356,633	\$1,357,859
11001	District of Columbia	\$801,680	\$854,511	\$911,874	\$981,832	\$1,004,703	\$1,051,340	\$1,088,936	\$1,040,475
24027	Howard Co., MD	\$657,150	\$676,644	\$720,113	\$755,207	\$744,126	\$755,265	\$740,653	\$756,973
51107	Loudoun Co., VA	\$617,347	\$620,702	\$650,731	\$664,472	\$674,513	\$687,393	\$717,279	\$724,149
24021	Frederick Co., MD	\$432,013	\$462,304	(D)	(D)	(D)	\$555,699	\$590,909	\$624,127
51013	Arlington Co., VA	\$319,437	\$325,618	\$339,781	\$348,553	\$395,300	\$394,900	\$403,171	\$390,938

51000	Virginia	\$13,693,129	\$13,983,359	\$14,503,854	\$14,689,882	\$14,967,949	\$15,307,328	\$15,832,236	\$16,406,813
24000	Maryland	\$10,201,708	\$10,480,816	\$10,978,570	\$11,145,709	\$11,230,162	\$11,424,105	\$11,683,020	\$11,726,105

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.

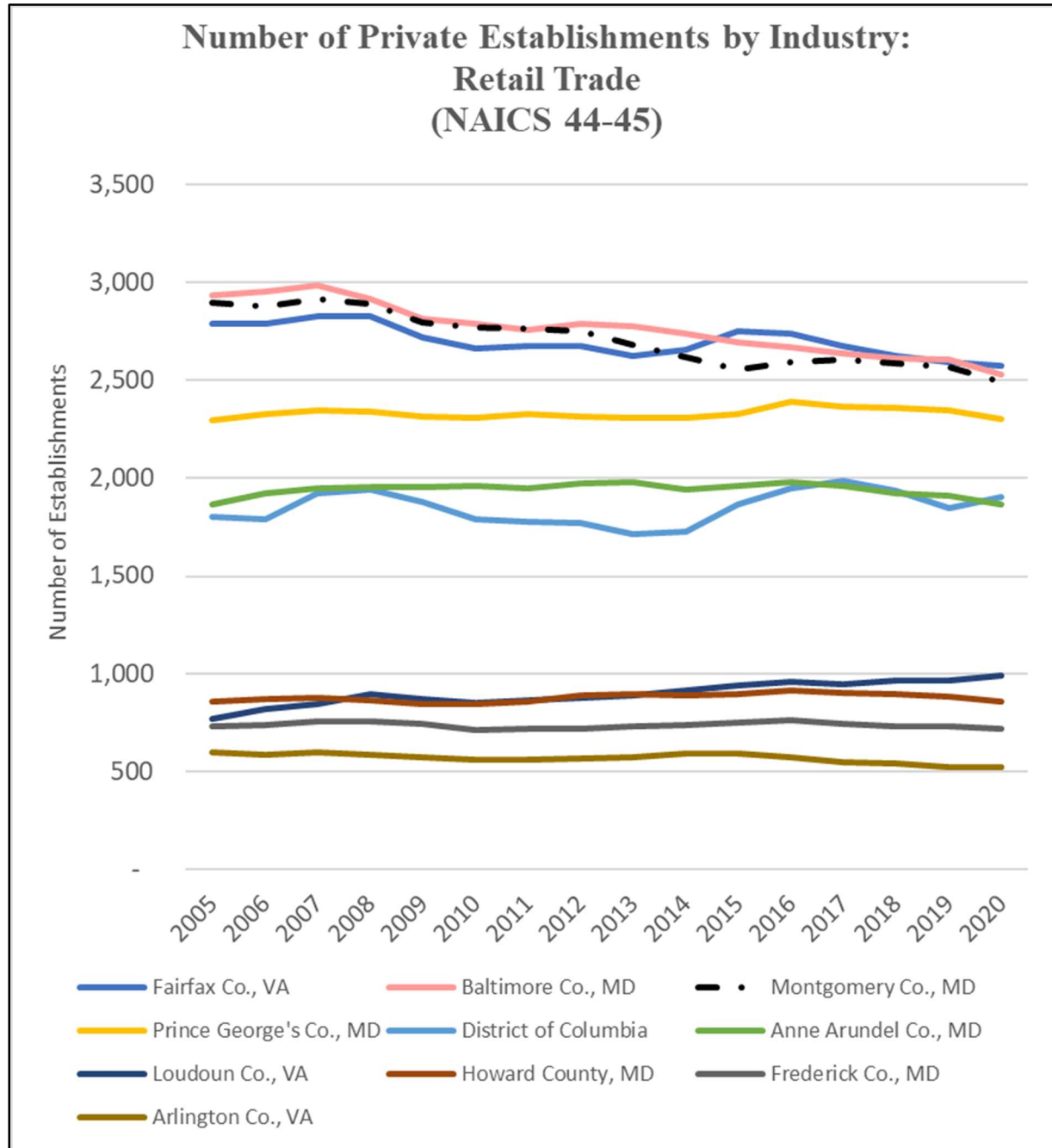
The estimates for 2011-2016 are based on the 2012 NAICS. The estimates for 2017 forward are based on the 2017 NAICS.

\* 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 16, 2021-- new statistics for 2020; revised statistics for 2016-2019.

**Figure 3-13. Number of Establishments by Industry: Retail Trade (NAICS 44-45), 2005-2020**



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), 2005-2020.****Number of Establishments by Industry: Retail Trade (NAICS44-45) for all establishment sizes**

Source: Quarterly Census of Employment and Wages (QCEW), Bureau of Economic Analysis, U.S. Department of Commerce

Industry: NAICS 44-45 Retail Trade

Owner: Private

Size: All establishment sizes

FIPS	Name	2005	2006	2007	2008	2009	2010	2011	2012
51059	Fairfax Co., VA	2,789	2,789	2,828	2,827	2,721	2,664	2,676	2,674
24005	Baltimore Co., MD	2,937	2,951	2,986	2,917	2,813	2,787	2,760	2,787
24031	Montgomery Co., MD	2,896	2,876	2,913	2,887	2,796	2,770	2,761	2,750
24033	Prince George's Co., MD	2,295	2,331	2,344	2,343	2,317	2,309	2,326	2,317
11000	District of Columbia	1,806	1,789	1,921	1,945	1,877	1,788	1,777	1,773
24003	Anne Arundel Co., MD	1,869	1,921	1,948	1,957	1,956	1,960	1,952	1,974
51107	Loudoun Co., VA	766	821	844	892	867	849	862	874
24027	Howard County, MD	859	871	875	862	844	842	858	887
24021	Frederick Co., MD	727	734	754	757	740	713	718	720
51013	Arlington Co., VA	595	583	596	587	569	560	560	566

24000	State of Maryland	19,284	19,467	19,661	19,523	19,148	18,928	18,938	18,985
51000	State of Virginia	26,845	26,804	27,050	27,110	26,403	25,928	25,784	25,776

FIPS	Name	2013	2014	2015	2016	2017	2018	2019	2020
51059	Fairfax Co., VA	2,624	2,654	2,754	2,740	2,673	2,624	2,593	2,573
24005	Baltimore Co., MD	2,774	2,738	2,696	2,672	2,636	2,612	2,603	2,527
24031	Montgomery Co., MD	2,682	2,616	2,558	2,591	2,604	2,584	2,565	2,491
24033	Prince George's Co., MD	2,308	2,311	2,327	2,391	2,364	2,359	2,344	2,303
11000	District of Columbia	1,716	1,728	1,869	1,947	1,986	1,939	1,846	1,903
24003	Anne Arundel Co., MD	1,978	1,941	1,963	1,980	1,960	1,921	1,912	1,865
51107	Loudoun Co., VA	891	911	941	956	946	966	962	986
24027	Howard County, MD	892	889	895	911	902	897	884	858
24021	Frederick Co., MD	731	739	752	763	742	733	731	718
51013	Arlington Co., VA	571	588	588	570	545	539	521	520

24000	State of Maryland	18,887	18,610	18,562	18,719	18,561	18,434	18,352	17,884
51000	State of Virginia	25,553	25,483	26,104	26,089	25,901	25,844	25,546	25,506

**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.<sup>41</sup>

*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 2005-2020.

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 2005-2020. 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 2005-2020.

*Current data and trends:*

Compared to 2019, the 2020 NAICS data on employment and establishments in the Accommodation and Food Services Sector show Montgomery County had 9,735 fewer accommodation and food services jobs (down 24.2 percent) and 27 fewer private establishments (down 1.4 percent). The rate of decline in 2020 clearly displays how the pandemic ravaged employment in the Accommodation and Food Services Sector.

Across the region, every jurisdiction also saw declines of at least 20 percent in accommodation and food services jobs.

Compared to the previous year, the 2020 NAICS data for compensation to employees in the Retail Trade Sector show Montgomery County's compensation for employees in accommodation and food services decreased \$300.9 million (a 23.8 percent decline).

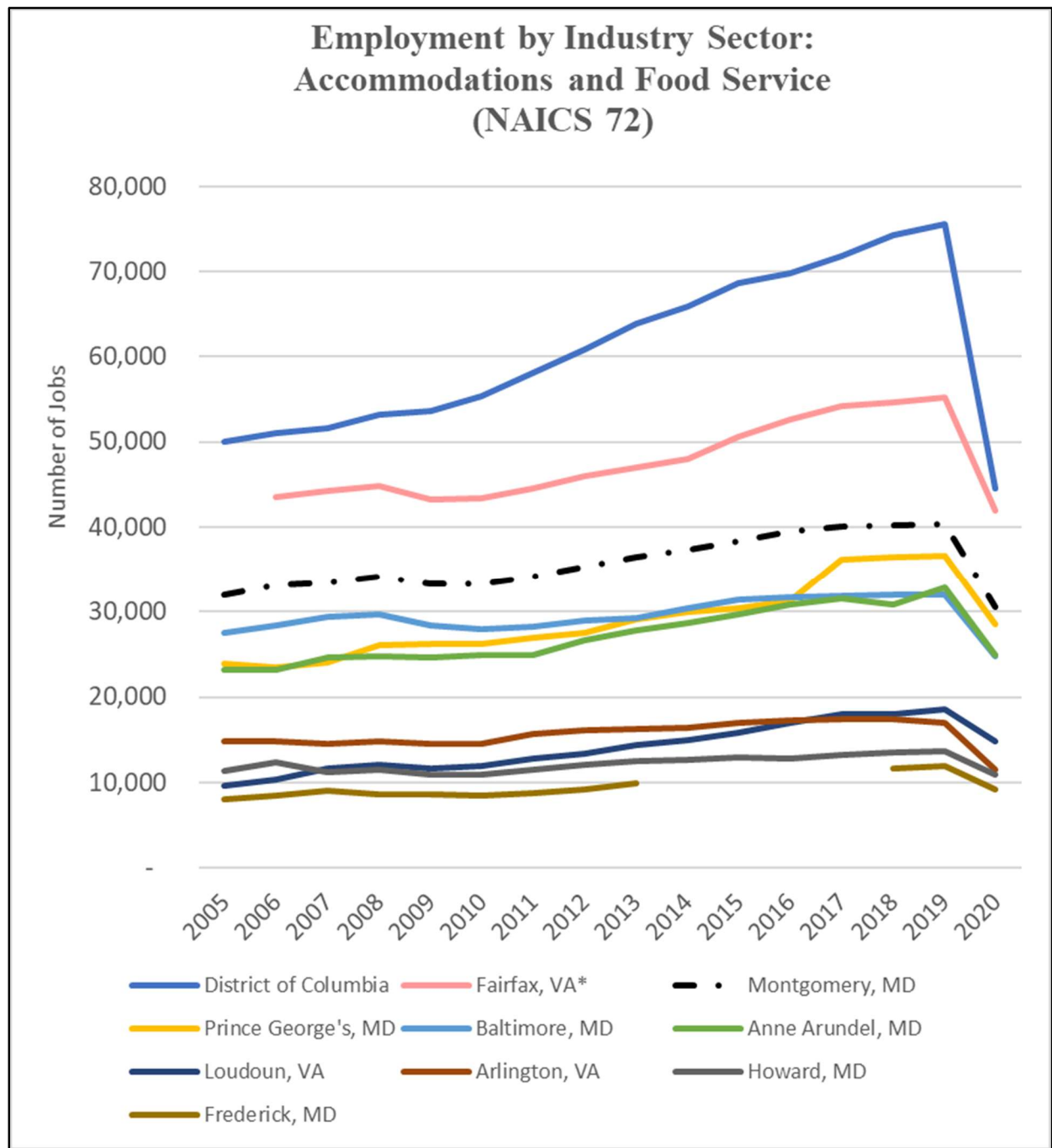
Compensation to employees in the Accommodation and Food Services Sector fell by at least 19 percent in all area jurisdictions. The District of Columbia suffered the greatest percentage loss in accommodations and food service employee compensation with a drop of 45.5 percent from 2019 to 2020.

*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.<sup>42</sup>

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.<sup>43</sup> 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), 2005-2020.**



\*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), 2005-2020.****Private Non-Farm Employment: Accommodation & Food Service (Number of Jobs) NAICS Sector 72**

CAEMP25N Total Full-Time and Part-Time Employment by NAICS Industry 1/

Regional Economic Data, Bureau of Economic Analysis, U.S. Department of Commerce

FIPS	Name	2005	2006	2007	2008	2009	2010	2011	2012
11000	District of Columbia	50,101	51,094	51,609	53,218	53,607	55,375	58,094	60,823
51919	Fairfax, VA*	(D)	43,498	44,211	44,807	43,313	43,456	44,608	46,001
24031	Montgomery, MD	31,977	33,131	33,411	34,136	33,291	33,303	34,106	35,275
24033	Prince George's, MD	23,869	23,463	24,033	26,041	26,234	26,233	26,875	27,540
24005	Baltimore, MD	27,565	28,349	29,396	29,680	28,317	27,905	28,265	28,982
24003	Anne Arundel, MD	23,113	23,224	24,644	24,803	24,633	24,913	24,960	26,645
51107	Loudoun, VA	9,641	10,343	11,586	12,019	11,574	11,885	12,762	13,382
51013	Arlington, VA	14,872	14,790	14,494	14,839	14,498	14,592	15,605	16,145
24027	Howard, MD	11,375	12,417	11,201	11,440	10,848	10,972	11,503	12,063
24021	Frederick, MD	8,059	8,506	9,019	8,614	8,562	8,396	8,762	9,188

51000	Virginia	301,958	311,341	317,527	320,770	313,871	313,576	322,396	329,873
24000	Maryland	204,281	208,627	212,654	215,136	210,368	209,486	214,167	222,362

FIPS	Name	2013	2014	2015	2016	2017	2018	2019	2020
11000	District of Columbia	63,849	65,860	68,676	69,824	71,897	74,293	75,655	44,592
51919	Fairfax, VA*	46,933	47,988	50,637	52,633	54,177	54,646	55,291	41,883
24031	Montgomery, MD	36,440	37,387	38,375	39,455	40,106	40,245	40,290	30,555
24033	Prince George's, MD	29,035	29,966	30,440	31,321	36,176	36,494	36,656	28,553
24005	Baltimore, MD	29,239	30,356	31,347	31,740	31,839	31,993	32,030	24,740
24003	Anne Arundel, MD	27,859	28,600	29,645	30,790	31,521	30,864	32,880	24,959
51107	Loudoun, VA	14,327	14,923	15,886	17,014	17,918	18,014	18,552	14,834
51013	Arlington, VA	16,319	16,384	16,944	17,282	17,366	17,339	16,935	11,453
24027	Howard, MD	12,560	12,700	12,878	12,722	13,226	13,448	13,692	10,842
24021	Frederick, MD	9,882	(D)	(D)	(D)	(D)	11,604	11,885	9,212

51000	Virginia	336,965	344,219	355,761	367,763	376,396	379,938	381,502	305,749
24000	Maryland	229,814	235,156	241,463	246,651	255,760	256,856	260,433	200,807

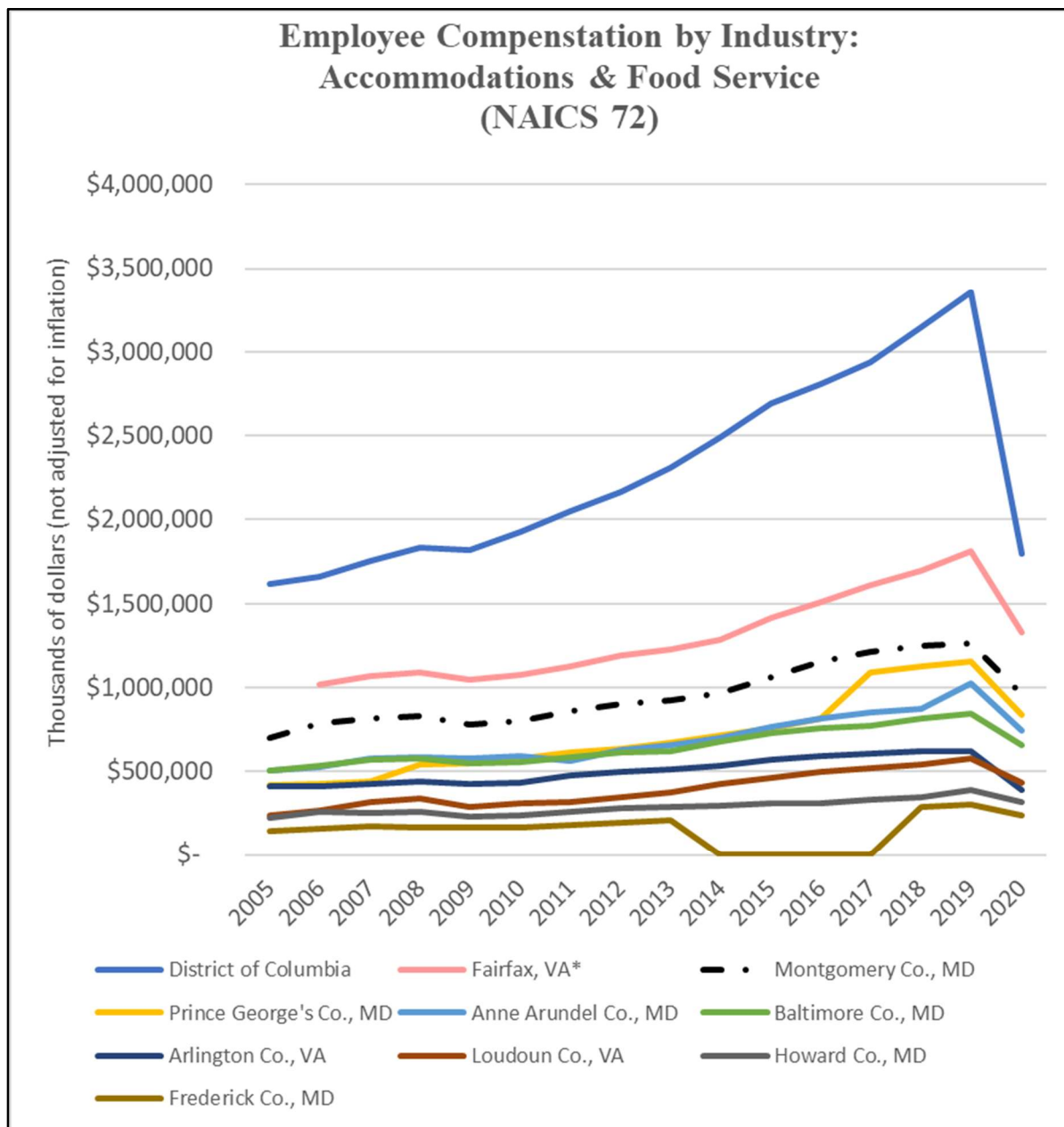
1/ The estimates of employment for 2001-2006 are based on the 2002 NAICS. The estimates for 2007-2010 are based on the 2007 NAICS. The estimates for 2011-2016 are based on the 2012 NAICS. The estimates for 2017 forward are based on the 2017 NAICS.

\* 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 16, 2021-- new statistics for 2019; revised statistics for 2016-2020.

**Figure 3-15. Compensation of Employees by Industry: Accommodation & Food Services, 2005-2020.**



\*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), 2005-2020.**

**Private Non-Farm Compensation, Accommodations & Food Service (NAICS Sector 72)**

(Thousands of Dollars)

Source: Regional Economic Data, Bureau of Economic Analysis, U.S. Department of Commerce

CAINC6N Compensation of Employees by NAICS Industry

FIPS	Name	2005	2006	2007	2008	2009	2010	2011	2012
11001	District of Columbia	\$1,616,662	\$1,661,304	\$1,753,170	\$1,832,169	\$1,820,253	\$1,929,956	\$2,049,288	\$2,162,907
51919	Fairfax, VA*	(D)	\$1,021,891	\$1,069,142	\$1,088,936	\$1,048,828	\$1,076,396	\$1,127,384	\$1,194,381
24031	Montgomery Co., MD	\$ 701,620	\$ 785,489	\$ 815,092	\$ 830,661	\$ 781,297	\$ 800,269	\$ 862,706	\$902,386
24033	Prince George's Co., MD	\$ 422,252	\$ 426,186	\$ 440,014	\$ 543,068	\$ 548,555	\$ 575,504	\$ 613,499	\$637,833
24003	Anne Arundel Co., MD	\$ 509,048	\$ 526,676	\$ 578,925	\$ 586,957	\$ 575,929	\$ 590,065	\$ 564,196	\$625,887
24005	Baltimore Co., MD	\$ 505,553	\$ 536,659	\$ 567,931	\$ 576,231	\$ 550,512	\$ 554,524	\$ 585,682	\$617,143
51013	Arlington Co., VA	\$ 412,970	\$ 415,187	\$ 425,439	\$ 440,669	\$ 423,290	\$ 433,834	\$ 476,229	\$495,234
51107	Loudoun Co., VA	\$ 238,090	\$ 268,913	\$ 314,996	\$ 338,947	\$ 292,494	\$ 312,316	\$ 321,806	\$346,298
24027	Howard Co., MD	\$ 226,154	\$ 260,146	\$ 254,591	\$ 261,308	\$ 233,657	\$ 236,149	\$ 256,849	\$279,897
24021	Frederick Co., MD	\$ 142,049	\$ 162,056	\$ 174,481	\$ 168,564	\$ 169,191	\$ 169,089	\$ 180,937	\$196,462
24000	Maryland	\$3,963,421	\$4,213,944	\$4,432,888	\$4,570,513	\$4,443,612	\$4,523,362	\$4,734,657	\$5,089,503
51000	Virginia	\$5,572,548	\$5,840,958	\$6,173,265	\$6,328,314	\$6,166,860	\$6,277,085	\$6,548,678	\$6,973,777

FIPS	Name	2013	2014	2015	2016	2017	2018	2019	2020
11001	District of Columbia	\$2,309,266	\$2,488,288	\$2,692,353	\$2,810,768	\$2,937,449	\$3,149,088	\$3,358,975	\$1,796,378
51919	Fairfax, VA*	\$1,227,904	\$1,283,551	\$1,414,496	\$1,508,624	\$1,610,469	\$1,693,618	\$1,811,895	\$1,326,707
24031	Montgomery Co., MD	\$922,367	\$968,462	\$1,061,066	\$1,156,481	\$1,214,589	\$1,248,680	\$1,263,549	\$962,583
24033	Prince George's Co., MD	\$672,360	\$714,353	\$758,690	\$814,283	\$1,090,616	\$1,123,932	\$1,157,940	\$838,756
24003	Anne Arundel Co., MD	\$660,800	\$700,508	\$768,409	\$817,099	\$851,954	\$871,130	\$1,022,222	\$746,190
24005	Baltimore Co., MD	\$623,409	\$679,276	\$727,060	\$758,333	\$772,423	\$816,125	\$845,634	\$655,357
51013	Arlington Co., VA	\$513,302	\$536,256	\$573,532	\$590,377	\$605,871	\$620,193	\$623,200	\$389,703
51107	Loudoun Co., VA	\$378,559	\$423,070	\$465,498	\$498,162	\$521,517	\$543,274	\$575,593	\$435,333
24027	Howard Co., MD	\$292,225	\$300,089	\$309,891	\$313,462	\$334,132	\$345,743	\$393,340	\$316,824
24021	Frederick Co., MD	\$212,406	(D)	(D)	(D)	(D)	\$288,954	\$305,295	\$241,200
24000	Maryland	\$5,268,851	\$5,556,706	\$5,986,704	\$6,331,940	\$6,834,134	\$7,097,129	\$7,467,487	\$5,697,635
51000	Virginia	\$7,202,219	\$7,579,466	\$8,180,065	\$8,639,250	\$8,996,383	\$9,374,303	\$9,751,147	\$7,694,671

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.

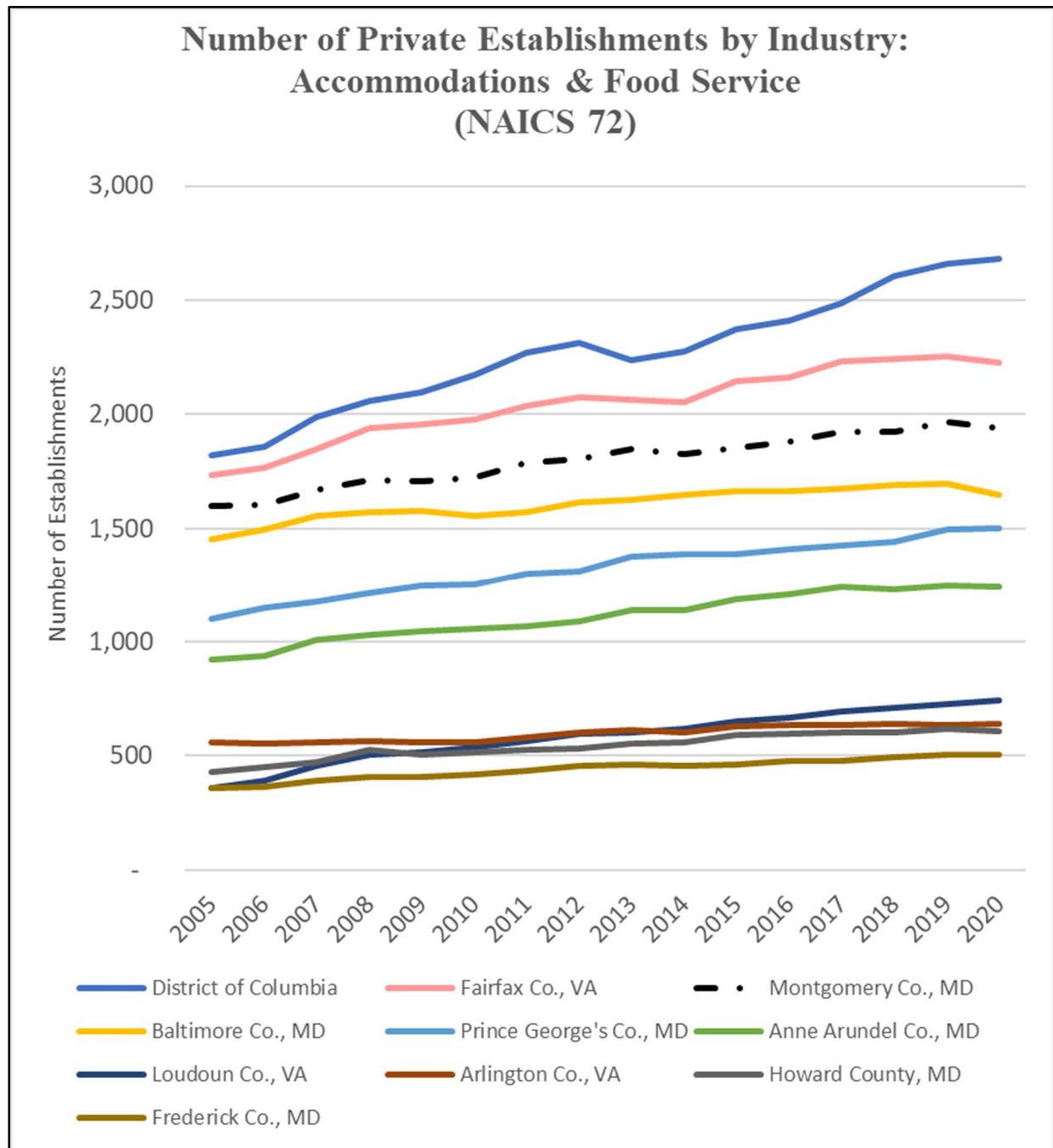
The estimates for 2011-2016 are based on the 2012 NAICS. The estimates for 2017 forward are based on the 2017 NAICS.

\* 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 16, 2021-- new statistics for 2019; revised statistics for 2016-2020.

**Figure 3-16. Number of Establishments by Industry: Accommodation and Food Services (NAICS 72), 2005-2020.**



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), 2005-2020.**

**Number of Establishments by Industry: Accommodations and Food Service (NAICS 72) for all establishment sizes**

Source: Quarterly Census of Employment and Wages (QCEW), Bureau of Economic Analysis, U.S. Department of Commerce

Industry: NAICS 72 Accommodations and Food Service

Owner: Private

Size: All establishment sizes

FIPS	Name	2005	2006	2007	2008	2009	2010	2011	2012
11000	District of Columbia	1,822	1,857	1,989	2,058	2,096	2,172	2,268	2,316
51059	Fairfax Co., VA	1,733	1,769	1,848	1,942	1,957	1,979	2,039	2,076
24031	Montgomery Co., MD	1,601	1,604	1,668	1,713	1,706	1,725	1,787	1,806
24005	Baltimore Co., MD	1,453	1,496	1,556	1,573	1,577	1,553	1,571	1,615
24033	Prince George's Co., MD	1,102	1,151	1,176	1,215	1,247	1,253	1,303	1,313
24003	Anne Arundel Co., MD	920	940	1,009	1,028	1,047	1,060	1,068	1,088
51107	Loudoun Co., VA	358	392	458	505	515	537	566	595
51013	Arlington Co., VA	560	554	559	564	558	559	582	600
24027	Howard County, MD	429	450	473	528	506	517	527	535
24021	Frederick Co., MD	357	365	393	408	407	418	433	455

24000	State of Maryland	10,115	10,376	10,820	11,025	11,079	11,150	11,389	11,623
51000	State of Virginia	13,887	14,210	14,776	15,404	15,324	15,357	15,713	16,029

FIPS	Name	2013	2014	2015	2016	2017	2018	2019	2020
11000	District of Columbia	2,240	2,278	2,374	2,413	2,485	2,603	2,662	2,683
51059	Fairfax Co., VA	2,064	2,055	2,145	2,163	2,233	2,241	2,252	2,229
24031	Montgomery Co., MD	1,850	1,824	1,852	1,881	1,921	1,925	1,966	1,939
24005	Baltimore Co., MD	1,628	1,648	1,664	1,664	1,677	1,689	1,694	1,646
24033	Prince George's Co., MD	1,376	1,389	1,387	1,411	1,426	1,443	1,496	1,500
24003	Anne Arundel Co., MD	1,137	1,139	1,185	1,210	1,239	1,230	1,248	1,242
51107	Loudoun Co., VA	603	617	653	670	695	710	728	742
51013	Arlington Co., VA	611	603	629	636	635	640	637	640
24027	Howard County, MD	555	562	591	596	602	601	617	609
24021	Frederick Co., MD	464	456	464	478	480	497	506	503

24000	State of Maryland	11,863	11,777	11,945	12,104	12,268	12,268	12,522	12,324
51000	State of Virginia	15,939	16,001	16,691	16,965	17,277	17,277	17,581	17,653

## **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 wages:

- 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)

**Food Preparation and Serving Related Occupations.** As of May 2017, BLS' OES program data showed that 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<sup>22</sup> This major occupational group 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.

**Building and Grounds Cleaning and Maintenance Occupations.** As of May 2017, BLS' OES program data showed that 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. This major occupational group 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.

**Personal Care and Service Occupations.** As of May 2017, BLS' OES program data showed that 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. This major occupational group 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;

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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 and State minimum wage increases. 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.  
*Technical note:* Because BLS' OES data for 2017 showed that within the Silver Spring-Frederick-Rockville, Maryland Metropolitan Division a relatively large percentage of the occupations in three major occupational groups (SOC codes 35-0000, 37-0000, and 39-0000) earned less than the County minimum wage, OLO focused on these occupational groups to report employment and wage estimates from DLLR. However, BLS no longer reports OES data in this geographic detail. Because the OES sample has been reduced, the level of detail available has been reduced. In March 2019, BLS announced that it will only publish OES program data for the larger Washington-Arlington-Alexandria, DC-VA-MD-WV metropolitan region. As a result, OLO may need to revise this indicator in future years.
- Maryland Occupational Wages Estimates for Workforce Regions (May 2017 and May 2018), Office of Workforce Information & Performance, Maryland Department of Labor, Licensing and Regulation (DLLR).

DLLR data for the Maryland workforce region 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.<sup>44</sup>

*Current data:*

Table 3-17 shows DLLR data by workforce region as of April 2021 for the three major occupational groups for five Maryland counties: Montgomery, Prince George's, Baltimore, Anne Arundel, and Frederick Counties. Table 3-18 shows that DLLR data as of April 2020 and Table 3-19 compares the 2021 data to the 2020 data. The data displays the devastating effect of the pandemic on employment in these three occupational groups. Of note,

- For **Food Preparation and Serving Related Occupations**, all five counties suffered large declines in total jobs. Montgomery County lost 5,590 food preparation and serving jobs in 2020, a 22.6 percent reduction from 2019. Of the five counties, Anne Arundel County suffered the largest percentage job loss with a 33.4 percent decline from 2019 to 2020. For those Montgomery County food preparation and serving workers who were employed in 2020, the median hourly salary increased by 7.7 percent. Average median and entry hourly salaries rose in all five counties.
- For **Buildings and Grounds and Cleaning and Maintenance Occupations**, all five counties suffered large declines in total jobs. Montgomery County lost 1,930 building, grounds, cleaning, and maintenance jobs in 2020, an 11.7 percent reduction from 2019. Of the five counties, Baltimore County suffered the largest percentage job loss with a 21.5 percent decline from 2019 to 2020. In Montgomery County, building, grounds, cleaning, and maintenance workers experienced a mean hourly salary increase of 3.5 percent in 2020. Average median and entry hourly salaries rose in all five counties.
- For the **Personal Care and Service Occupations**,  
all five counties suffered large declines in total jobs. Montgomery County lost 2,910 personal care and service jobs in 2020, a 20.3 percent reduction from 2019. Of the five counties, Anne Arundel County suffered the largest percentage job loss with a 30.6 percent decline from 2019 to 2020. In Montgomery County, personal care and service workers experienced a mean hourly salary increase of 4.0 percent in 2020. Average median and entry hourly salaries rose in all five counties.



**Table 3-17. Maryland Employment and Wage Estimates by Major Occupational Group, 2021.**

<b>Employment and Wage Estimates by Major Occupational Group</b>					
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 updated April 2021)					
Major Occupational Group	Workforce Region				
	Montgomery	Prince George's	Baltimore County	Anne Arundel	Frederick
<b>Food Preparation and Serving-Related Occupations (SOC 35-0000)</b>					
Estimated employment	19,150	28,260	23,670	23,630	9,360
Entry wage - hourly	\$11.32	\$11.31	\$11.19	\$11.16	\$11.06
Entry wage - annual	\$23,540	\$23,532	\$23,283	\$23,211	\$22,996
Mean wage - hourly	\$14.87	\$14.30	\$13.62	\$13.35	\$13.45
Mean wage - annual	\$30,392	\$29,748	\$28,321	\$27,766	\$27,978
Median wage - hourly	\$13.47	\$12.52	\$12.03	\$11.91	\$12.09
Median wage - annual	\$28,025	\$26,045	\$25,020	\$24,780	\$25,155
<b>Buildings and Grounds Cleaning and Maintenance Occupations (SOC 37-0000)</b>					
Estimated employment	16,450	10,230	11,840	8,710	3,000
Entry wage - hourly	\$12.48	\$11.71	\$11.54	\$12.35	\$13.12
Entry wage - annual	\$25,959	\$24,347	\$24,012	\$25,697	\$27,285
Mean wage - hourly	\$16.35	\$16.53	\$14.96	\$16.56	\$16.37
Mean wage - annual	\$34,004	\$34,379	\$31,114	\$34,445	\$34,058
Median wage - hourly	\$14.97	\$14.86	\$13.36	\$15.38	\$15.14
Median wage - annual	\$31,127	\$30,903	\$27,798	\$31,984	\$31,491
<b>Personal Care and Service Occupations (SOC 39-0000)</b>					
Estimated employment	11,400	8,420	10,000	5,620	3,140
Entry wage - hourly	\$11.73	\$11.66	\$11.40	\$11.14	\$11.51
Entry wage - annual	\$24,407	\$24,257	\$23,722	\$23,176	\$23,931
Mean wage - hourly	\$18.28	\$16.43	\$16.42	\$17.05	\$15.88
Mean wage - annual	\$38,031	\$34,164	\$34,157	\$35,469	\$33,023
Median wage - hourly	\$14.44	\$14.30	\$13.03	\$12.93	\$13.56
Median wage - annual	\$30,034	\$29,747	\$27,105	\$26,888	\$28,211

**Table 3-18. Maryland Employment and Wage Estimates by Major Occupational Group, 2020.**

<b>Employment and Wage Estimates by Major Occupational Group</b>					
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 updated April 2020)					
Major Occupational Group	Workforce Region				
	Montgomery	Prince George's	Baltimore County	Anne Arundel	Frederick
<b>Food Preparation and Serving-Related Occupations (SOC 35-0000)</b>					
Estimated employment	24,740	31,550	28,600	35,490	13,070
Entry wage - hourly	\$10.94	\$10.97	\$10.69	\$10.44	\$10.46
Entry wage - annual	\$22,746	\$22,819	\$22,237	\$21,705	\$21,767
Mean wage - hourly	\$14.48	\$13.94	\$12.95	\$13.09	\$13.12
Mean wage - annual	\$30,110	\$29,002	\$26,937	\$27,232	\$27,282
Median wage - hourly	\$12.51	\$12.20	\$11.54	\$11.39	\$11.72
Median wage - annual	\$26,028	\$25,381	\$24,009	\$23,684	\$24,367
<b>Buildings and Grounds Cleaning and Maintenance Occupations (SOC 37-0000)</b>					
Estimated employment	18,380	10,880	14,390	9,360	3,400
Entry wage - hourly	\$11.83	\$11.30	\$10.97	\$11.81	\$12.13
Entry wage - annual	\$24,612	\$23,497	\$22,827	\$24,562	\$25,234
Mean wage - hourly	\$15.85	\$16.52	\$13.98	\$16.10	\$15.71
Mean wage - annual	\$32,968	\$33,353	\$29,075	\$33,491	\$32,669
Median wage - hourly	\$14.47	\$14.42	\$12.37	\$14.89	\$14.45
Median wage - annual	\$30,107	\$29,991	\$25,737	\$30,978	\$30,057
<b>Personal Care and Service Occupations (SOC 39-0000)</b>					
Estimated employment	14,310	11,130	12,650	8,100	3,150
Entry wage - hourly	\$11.20	\$10.35	\$11.03	\$10.64	\$10.99
Entry wage - annual	\$23,288	\$21,525	\$22,937	\$22,129	\$22,867
Mean wage - hourly	\$17.61	\$14.12	\$16.37	\$16.46	\$15.52
Mean wage - annual	\$36,623	\$29,375	\$34,048	\$34,236	\$32,281
Median wage - hourly	\$13.88	\$10.35	\$12.73	\$12.47	\$12.39
Median wage - annual	\$28,877	\$21,536	\$26,474	\$25,931	\$25,772

**Table 3-19. Maryland Employment and Wage Estimates by Major Occupational Group, Changes from 2020 to 2021.**

<b>Employment and Wage Estimates by Major Occupational Group</b>					
Source: Maryland Department of Labor, Licensing and Regulation (DLLR)					
Occupational Employment Statistics Program					
Standard Occupational Classification (SOC) Codes: 35-0000, 37-0000, 39-0000.					
Major Occupational Group	Workforce Region				
	Montgomery	Prince George's	Baltimore County	Anne Arundel	Frederick
<b>Food Preparation and Serving-Related Occupations (SOC 35-0000)</b>					
Estimated employment	-5,590	-3,290	-4,930	-11,860	-3,710
Entry wage - hourly	\$0.38	\$0.34	\$0.50	\$0.72	\$0.60
Entry wage - annual	\$794	\$713	\$1,046	\$1,506	\$1,229
Mean wage - hourly	\$0.39	\$0.36	\$0.67	\$0.26	\$0.33
Mean wage - annual	\$282	\$746	\$1,384	\$534	\$696
Median wage - hourly	\$0.96	\$0.32	\$0.49	\$0.52	\$0.37
Median wage - annual	\$1,997	\$664	\$1,011	\$1,096	\$788
<b>Buildings and Grounds Cleaning and Maintenance Occupations (SOC 37-0000)</b>					
Estimated employment	-1,930	-650	-2,550	-650	-400
Entry wage - hourly	\$0.65	\$0.41	\$0.57	\$0.54	\$0.99
Entry wage - annual	\$1,347	\$850	\$1,185	\$1,135	\$2,051
Mean wage - hourly	\$0.50	\$0.01	\$0.98	\$0.46	\$0.66
Mean wage - annual	\$1,036	\$1,026	\$2,039	\$954	\$1,389
Median wage - hourly	\$0.50	\$0.44	\$0.99	\$0.49	\$0.69
Median wage - annual	\$1,020	\$912	\$2,061	\$1,006	\$1,434
<b>Personal Care and Service Occupations (SOC 39-0000)</b>					
Estimated employment	-2,910	-2,710	-2,650	-2,480	-10
Entry wage - hourly	\$0.53	\$1.31	\$0.37	\$0.50	\$0.52
Entry wage - annual	\$1,119	\$2,732	\$785	\$1,047	\$1,064
Mean wage - hourly	\$0.67	\$2.31	\$0.05	\$0.59	\$0.36
Mean wage - annual	\$1,408	\$4,789	\$109	\$1,233	\$742
Median wage - hourly	\$0.56	\$3.95	\$0.30	\$0.46	\$1.17
Median wage - annual	\$1,157	\$8,211	\$631	\$957	\$2,439

## 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.<sup>45</sup> *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.<sup>46</sup>

**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.<sup>47</sup>

**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).<sup>48</sup> In 2019, 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.<sup>49</sup>

**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.”<sup>50</sup>

**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.<sup>51</sup> 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.<sup>52</sup>

**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.<sup>53</sup> 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.<sup>54</sup>

**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.<sup>55</sup>

**Core based statistical areas (CBSAs)<sup>56</sup>:** 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.<sup>57</sup> Subdivisions of CBSAs include Metropolitan Statistical Areas, Micropolitan Statistical Areas, and Metropolitan Divisions.<sup>58</sup>

**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.*<sup>59</sup> 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

<sup>1</sup> 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](http://www.bea.gov/help/faq/104).

<sup>2</sup> Occupational Employment Statistics: May 2017 Occupational Employment and Wage Estimates for the Silver Spring-Frederick-Rockville, MD Metropolitan Division.

<sup>3</sup> <https://www.dllr.state.md.us/labor/wages/minimumwagelaw.pdf>

<sup>4</sup> [https://www.montgomerycountymd.gov/humanrights/Resources/Files/Wage-NOTICE-Flyer\\_2021.pdf](https://www.montgomerycountymd.gov/humanrights/Resources/Files/Wage-NOTICE-Flyer_2021.pdf)

<sup>5</sup> 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](http://www.epi.org/minimum-wage-tracker/#/min_wage).

<sup>6</sup> 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](http://www.dol.gov/whd/minimumwage.htm)

<sup>7</sup> Code of the District of Columbia Chapter 10 Section 32-1003

<sup>8</sup> Labor and Employment Article, Title 3, Subtitle 4, Annotated Code of Maryland

(<http://mgaleg.maryland.gov/webmga/frmStatutesText.aspx?article=gle&section=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](http://www.dllr.state.md.us/labor/wages/wagehrfacts.shtml)

<sup>9</sup> 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](https://apps.montgomerycountymd.gov/ccllms/bill_details.aspx?doc=1454&hl=3360).

<sup>10</sup> 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).

<sup>11</sup> *Economic Indicators for Montgomery County and Surrounding Jurisdictions*, OLO Report 2021-2 (January 26, 2021) [https://www.montgomerycountymd.gov/OLO/Resources/Files/2021\\_Reports/EconomicIndicatorsJanuary2021Update.pdf](https://www.montgomerycountymd.gov/OLO/Resources/Files/2021_Reports/EconomicIndicatorsJanuary2021Update.pdf).

<sup>12</sup> 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](http://www.bea.gov/help/faq/104).

<sup>13</sup> Bureau of Economic Analysis Data Availability retrieved from <https://apps.bea.gov/regional/docs/DataAvailability.cfm>.

<sup>14</sup> Occupational Employment Statistics: May 2017 Occupational Employment and Wage Estimates for the Silver Spring-Frederick-Rockville, MD Metropolitan Division.

<sup>15</sup> R. Florida, *The Power of Density* (The Atlantic, Sept. 8, 2010); retrieved from [www.theatlantic.com/business/archive/2010/09/the-power-of-density/62569/](http://www.theatlantic.com/business/archive/2010/09/the-power-of-density/62569/).

<sup>16</sup> Interactive Data Tables: Regional Economic Accounts, Bureau of Economic Analysis, U.S. Dept. of Commerce; retrieved from [www.bea.gov/data/economic-accounts/regional](http://www.bea.gov/data/economic-accounts/regional).

<sup>17</sup> Small Area Income and Poverty Estimates (SAIPE) data sets, Census Bureau, U.S. Department of Commerce; retrieved from [www.census.gov/programs-surveys/saipe.html](http://www.census.gov/programs-surveys/saipe.html).

<sup>18</sup> Census Bureau annual tables of federal poverty thresholds by size of family and number of children are available from [www.census.gov/data/tables/time-series/demo/income-poverty/historical-poverty-thresholds.html](http://www.census.gov/data/tables/time-series/demo/income-poverty/historical-poverty-thresholds.html).

<sup>19</sup> *What Does the Minimum Wage Do?* D. Belman and P.J. Wolfson, (W.E. Upjohn Institute for Employment Research, Upjohn Institute Press, 2014), Introduction: p. 2.

<sup>20</sup> See <https://www.census.gov/newsroom/press-releases/2021/saipe.html>.

<sup>21</sup> 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](http://www.census.gov/topics/income-poverty/guidance/data-sources.html).

<sup>22</sup> USDA Food and Nutrition Service; retrieved from <https://www.fns.usda.gov/snap/eligibility>.

<sup>23</sup> *What Does the Minimum Wage Do?* D. Belman and P.J. Wolfson, (W.E. Upjohn Institute for Employment Research, Upjohn Institute Press, 2014), Introduction: p. 2 and p. 8.

<sup>24</sup> Small Area Income and Poverty Estimates (SAIPE), Census Bureau, U.S. Department of Commerce (Release date: December 2020); retrieved from [www.census.gov/data/datasets/time-series/demo/saipe/model-tables.html](http://www.census.gov/data/datasets/time-series/demo/saipe/model-tables.html).

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- <sup>25</sup> USDA, “Regulatory Reform at a Glance, Final Rule: Employment for Work-Capable Adults,” December 2019, <https://www.usda.gov/sites/default/files/documents/abawd-factsheet.pdf>.
- <sup>26</sup> Bureau of Economic Analysis (U.S. Dept. of Commerce): *What is the difference between BEA employment and wages and BLS and Census employment and wages?*; retrieved from [www.bea.gov/help/faq/104](http://www.bea.gov/help/faq/104).
- <sup>27</sup> Ibid, p. II-8.
- <sup>28</sup> Bureau of Labor Statistics, U.S. Dept of Labor, Economic News Release: State Employment and Unemployment Technical Note (version last modified November 19, 2021); retrieved from [www.bls.gov/news.release/laus.tn.htm](http://www.bls.gov/news.release/laus.tn.htm).
- <sup>29</sup> The Census Bureau (U.S. Dept. of Commerce) collects unemployment data through the monthly Current Population Survey (CPS). For a discussion of measuring employment versus unemployment, see: J. Shiskin, “Employment and unemployment: The doughnut or the hole?” (*Monthly Labor Review*, 1976); retrieved from [www.bls.gov/opub/mlr/1976/article/employment\\_and\\_unemployment\\_the\\_doughnut.htm](http://www.bls.gov/opub/mlr/1976/article/employment_and_unemployment_the_doughnut.htm).
- <sup>30</sup> *Economy Stats: Seven Causes of Unemployment*, K. Amadeo (The Balance, Oct. 31, 2018); retrieved from [www.thebalance.com/causes-of-unemployment-7-main-reasons-3305596](http://www.thebalance.com/causes-of-unemployment-7-main-reasons-3305596).
- <sup>31</sup> *The Curse of Econ 101: Economism and the Minimum Wage*, J. Kwak (*The Atlantic*, Jan. 14, 2017); retrieved from [www.theatlantic.com/business/archive/2017/01/economism-and-the-minimum-wage/513155/](http://www.theatlantic.com/business/archive/2017/01/economism-and-the-minimum-wage/513155/).
- <sup>32</sup> Bureau of Economic Analysis (U.S. Dept. of Commerce): Regional Definitions
- <sup>33</sup> *Tracking the gig economy: New numbers*, I. Hathaway and M. Muro (Brookings, October 13, 2016); retrieved from [www.brookings.edu/research/tracking-the-gig-economy-new-numbers/](http://www.brookings.edu/research/tracking-the-gig-economy-new-numbers/).
- <sup>34</sup> *Earnings Without a Salary: Trends in Proprietors’ Income in the Washington Region*, E. Harpel (The Stephen S. Fuller Institute for Research on the Washington Region’s Economic Future, April 30, 2018) p. 1.
- <sup>35</sup> Bureau of Economic Analysis (U.S. Dept. of Commerce): Regional Definitions
- <sup>36</sup> Bureau of Economic Analysis (U.S. Dept. of Commerce), *State Personal Income and Employment: Concepts, Data Sources, and Statistical Methods* (September 2021), pdf p.25); <https://www.bea.gov/system/files/methodologies/SPI-Methodology.pdf>.
- <sup>37</sup> Quarterly Census of Employment and Wages (QCEW), Bureau of Labor Statistics, U.S. Department of Labor; retrieved using multi-screen data search in December 2021 from [www.bls.gov/cew/data.htm](http://www.bls.gov/cew/data.htm).
- <sup>38</sup> Definition from Bureau of Economic Analysis website: <https://apps.bea.gov/regional/definitions/>.
- <sup>39</sup> Interactive Data Tables: Regional Accounts Data, Bureau of Economic Analysis, U.S. Dept. of Commerce; <https://apps.bea.gov/iTable/iTable.cfm?reqid=70&step=1&isuri=1>.
- <sup>40</sup> U.S. Bureau of Labor Statistics, Census of Employment and Wages (Annual Averages) [https://data.bls.gov/cew/apps/data\\_views/data\\_views.htm#tab=Tables](https://data.bls.gov/cew/apps/data_views/data_views.htm#tab=Tables).
- <sup>41</sup> Definition from Bureau of Economic Analysis website: <https://apps.bea.gov/regional/definitions/>.
- <sup>42</sup> Interactive Data Tables: Regional Accounts Data, Bureau of Economic Analysis, U.S. Dept. of Commerce; <https://apps.bea.gov/iTable/iTable.cfm?reqid=70&step=1&isuri=1>.
- <sup>43</sup> U.S. Bureau of Labor Statistics, Census of Employment and Wages (Annual Averages) [https://data.bls.gov/cew/apps/data\\_views/data\\_views.htm#tab=Tables](https://data.bls.gov/cew/apps/data_views/data_views.htm#tab=Tables).
- <sup>44</sup> *About the Numbers - Maryland Occupational Wage Estimates - Workforce Information & Performance*, from the Maryland Department of Labor, Licensing and Regulation (DLLR) website; [www.dllr.state.md.us/lmi/wages/aboutnum.shtml](http://www.dllr.state.md.us/lmi/wages/aboutnum.shtml).
- <sup>45</sup> Bureau of Labor Statistics (U.S. Dept. of Labor), Current Employment Statistics, [www.bls.gov/ces/home.htm](http://www.bls.gov/ces/home.htm).
- <sup>46</sup> Bureau of Economic Analysis website: [www.bea.gov/products/gdp-county](http://www.bea.gov/products/gdp-county).
- <sup>47</sup> U.S. Bureau of Labor Statistics (U.S. Dept. of Labor), Local Area Unemployment Statistics (LAUS), [www.bls.gov/lau/lauov.htm](http://www.bls.gov/lau/lauov.htm).
- <sup>48</sup> U.S. Office of Management and Budget, *North American Industry Classification System, United States*, 2017, table depicting the 2017 NAICS United States Structure, p. 26; [https://www.census.gov/naics/reference\\_files\\_tools/2017\\_NAICS\\_Manual.pdf](https://www.census.gov/naics/reference_files_tools/2017_NAICS_Manual.pdf).
- <sup>49</sup> U.S. Census Bureau, 2019 County Business Patterns by Industry; <https://www.census.gov/library/visualizations/interactive/county-business-patterns-by-industry-2019.html>.
- <sup>50</sup> Poverty Guidelines, Office of the Assistant Secretary for Planning and Evaluation, U.S. Department of Health and Human Services <https://aspe.hhs.gov/poverty-guidelines>.
- <sup>51</sup> U.S. Bureau of Labor Statistics, *Employment and Wages, Annual Averages 2020*, <https://www.bls.gov/cew/publications/employment-and-wages-annual-averages/current/home.htm>.
- <sup>52</sup> Economic News Release: County Employment and Wages Technical Note, BLS, US Dept of Labor; [www.bls.gov/news.release/cewqtr.tn.htm](http://www.bls.gov/news.release/cewqtr.tn.htm).
- <sup>53</sup> Bureau of Labor Statistics (U.S. Dept. of Labor), Standard Occupational Classification, [www.bls.gov/soc/](http://www.bls.gov/soc/).
- <sup>54</sup> U.S. Census Bureau, Survey of Business Owners, [www.census.gov/programs-surveys/sbo/about.html](http://www.census.gov/programs-surveys/sbo/about.html).

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<sup>55</sup> Revised Delineations of Metropolitan Statistical Areas, Micropolitan Statistical Areas, and Combined Statistical Areas, and Guidance on Uses of the Delineations of These Areas” (U.S. OMB Bulletin No. 18-04, September 14, 2018) Appendix p. 3; <https://www.bls.gov/bls/omb-bulletin-18-04-revised-delineations-of-metropolitan-statistical-areas.pdf>.

<sup>56</sup> U.S. OMB delineates CBSAs and their subdivisions according to published standards and periodically revises these delineations; [www.census.gov/programs-surveys/metro-micro/about.html](http://www.census.gov/programs-surveys/metro-micro/about.html).

<sup>57</sup> BLS regions: [www.bls.gov/regions/mid-atlantic/maryland.htm#eag](http://www.bls.gov/regions/mid-atlantic/maryland.htm#eag).

<sup>58</sup> Revised Delineations of Metropolitan Statistical Areas, Micropolitan Statistical Areas, and Combined Statistical Areas, and Guidance on Uses of the Delineations of These Areas” (U.S. OMB Bulletin No. 18-04, September 14, 2018) Appendix p. 3; <https://www.bls.gov/bls/omb-bulletin-18-04-revised-delineations-of-metropolitan-statistical-areas.pdf>.

<sup>59</sup> Ibid., p. 3.