

Economic Indicators for Montgomery County and Surrounding Jurisdictions

January 2024 Update

OLO Report 2024-3

Executive Summary

January 23, 2024

Bill 28-17, Human Rights and Civil Liberties – County Minimum Wage – Amount – Annual Adjustment enacted November 7, 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">Washington	<ul style="list-style-type: none">Anne Arundel CountyBaltimore CountyFrederick CountyHoward CountyPrince George’s County	<ul style="list-style-type: none">Arlington CountyFairfax CountyLoudoun County

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 fifth update of the 2019 baseline economic indicators. **Note: Some of the economic indicators in this report compare Calendar Year 2022 or 2023 data with the previous year, and so, reflect the volatile effects of the pandemic on economic conditions.**

According to U.S. Census Bureau data, Montgomery County median household income in 2022 rose 5.0 percent above the 2021 level while the poverty rate for those under 18 decreased to 9.7 percent in 2022, down from 9.7 percent in 2021. In addition, the percentage of County residents receiving

Supplemental Nutrition Assistance Program (SNAP) benefits rose to 7.4 percent in 2021, likely a result of the economic disruptions caused by the pandemic.

The County's unemployment rate dropped from 2.7 percent in 2022 to 1.7 percent in 2023.

Wage and salary employment increased by 2.5 percent from 2021 to 2022 but still remained 14,000 jobs below the 2019 pre-pandemic level.

The Low-Wage Occupational Groups indicator showed gains in the number of jobs in Montgomery County from April 2022 to December 2023. Maryland Department of Labor and Licensing Regulation (DLLR) data for Montgomery County show an increase of 3,360 Food Preparation jobs (up 13.4 percent); Building and Grounds and Cleaning and Maintenance jobs increased by 200 jobs (up 1.3 percent); and the number of Personal Care and Service jobs in the County rose by 590 (up 5.4 percent). The same data set shows that entry level and median wages for these occupational groups increased over the same time period in Montgomery County. Median wages increased by \$1.31 per hour (9.2 percent) for Food Preparation jobs; increased by \$1.00 per hour (6.2 percent) for Building and Grounds and Cleaning and Maintenance jobs; and increased by \$1.35 per hour (9.2 percent) for Personal Care and Service jobs.

SUMMARY OF OLO ECONOMIC INDICATORS FOR MONTGOMERY COUNTY

#	(Change from prior year) *	Data Source	Significance/Rationale	Most recent County datapoint	Change from previous year
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INDICATORS OF COMMUNITY ECONOMIC WELL-BEING AND PUBLIC ASSISTANCE

1	Total County Population	BEA, Commerce	Provides a basis for benchmarking.	1,052,251	DOWN
2	Total Population as a Percentage of State Population	BEA, Commerce	Provides a basis for benchmarking.	17.1%	FLAT
3	Median Household Income	SAIPE, Census	Provides measure of economic well-being.	\$118,020	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.	9.7%	DOWN
5	Percentage of Residents Receiving Supplemental Nutrition Assistance Program (SNAP) benefits	SAIPE, Census and BEA, Commerce	SNAP eligibility is household income <130 percent of the federal poverty threshold. The resident percent measures need for public assistance, although changes in eligibility rules may lessen this connection.	7.4%	UP

INDICATORS OF HOUSEHOLD AND WORKPLACE ECONOMIC ACTIVITY

6	Resident Civilian Labor Force (Employed plus unemployed)	LAUS, BLS	Measure of a community's potential working adult population.	548,457	UP
7	Resident Unemployment Rate	LAUS, BLS	Percentage of adults age 16 and over looking for work measures local economic health and opportunity.	1.7%	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.	741,956	UP
9	Wage and Salary Employment (Number of full-time and part-time jobs, by workplace)	BEA, Commerce	Measures changes in economic opportunity.	506,550	UP
10	Number of Private Establishments	QCEW, BLS	Measures changes in economic activity.	34,513	UP

INDICATORS FOR LOW-WAGE INDUSTRY SECTORS AND OCCUPATIONAL GROUPS

11	Retail Trade: Workplace Employment	BEA	Measures economic activity for an industry sector with a high percentage of minimum wage workers.	52,622	UP
12	Retail Trade: Employee Compensation	BEA	Measures economic activity for an industry sector with a high percentage of minimum wage workers.	\$2.29B	UP
13	Retail Trade: Number of Establishments	QCEW, BLS	Measures economic activity for an industry sector with a high percentage of minimum wage workers.	2,373	DOWN
14	Accommodations & Food Services: Workplace Employment	BEA	Measures economic activity for an industry sector with a high percentage of minimum wage workers.	35,809	UP
15	Accommodations & Food Services: Employee Compensation	BEA	Measures economic activity for an industry sector with a high percentage of minimum wage workers.	\$1.37B	UP
16	Accommodations & Food Services: Number of Establishments	QCEW, BLS	Measures economic activity for an industry sector with a high percentage of minimum wage workers.	1,930	UP
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: UP Wages: UP

Office of Legislative Oversight Report 2024-3

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Chapter 1. Authority, Scope, Methodology, and Acknowledgements

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 19-1331, *Fiscal Year 2023 Work Program of the Office of Legislative Oversight*, adopted July 26, 2022.

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, January 2021, January 2022, and January 2023. 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.¹

- 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.²

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 2024 update was prepared by Aron Trombka, Senior Legislative Analyst.

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

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

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.

State of Maryland Minimum Wage

States may set labor standards that are more protective of employees than federal statutes. Most states and the District of Columbia have a minimum wage 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, 2023, the state rate became \$13.25 per hour for employers with 15 or more employees and \$12.80 for employers with 14 or fewer employees. On January 1, 2024, the rate increased to \$15.00 per hour for all employers.³

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.⁴

Table 2-1. Montgomery County Hourly Minimum Wage Transition Schedule

Date	Large Employers (50+ employees)	Mid-Sized Employers (11-50 employees)	Small Employers (10 or fewer employees)
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 rate + Inflation + Adjustment*	\$15.00 + Inflation + Adjustment*

* The minimum wage adjusts annually (beginning in 2024 for mid-sized employers and in 2025 for small employers) by the annual average increase, if any, in the CPI-W for the previous calendar year plus, if the CPI-W increase is less than \$0.50, one percent of the minimum wage required for the prior year, up to a total increase of \$0.50.

In 2018, Montgomery County enacted Bill 34-18, Human Rights and Civil Liberties – County Minimum Wage – Definitions – Employer, 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.

Table 2-2. Statutory Minimum Wage Rate Per Hour, by Jurisdiction⁵

	7/1/2019	7/1/2020	7/1/2021	7/1/2022	7/1/2023	7/1/2024
Federal Government ⁶	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25
District of Columbia ⁷	\$14.00	\$15.00	\$15.20	\$16.10	\$17.00	prior year + inflation
State of Virginia	\$7.25	\$7.25	\$9.50	\$11.00	\$12.00	\$12.00
Montgomery County, MD:						
Large Employers (51+ employees)	\$13.00	\$14.00	\$15.00	\$15.65	\$16.70	prior year + inflation
Mid-sized Employers (11-50 employees)	\$12.50	\$13.25	\$14.00	\$14.50	\$15.00	prior year + inflation
Small Employers (<10 employees)	\$12.50	\$13.00	\$13.50	\$14.00	\$14.50	\$15.00
State of Maryland: ⁸						
Large Employers (15+ employees)	\$10.10	\$11.00	\$11.75	\$12.50	\$13.25	\$15.00
Small Employers (<15 employees)	\$10.10	\$11.00	\$11.60	\$12.20	\$12.80	\$15.00
Anne Arundel County, MD*	State rates apply	State rates apply	State rates apply	State rates apply	State rates apply	State rates apply
Baltimore County, MD*	State rates apply	State rates apply	State rates apply	State rates apply	State rates apply	State rates apply
Carroll County, MD*	State rates apply	State rates apply	State rates apply	State rates apply	State rates apply	State rates apply
Frederick County, MD*	State rates apply	State rates apply	State rates apply	State rates apply	State rates apply	State rates apply
Howard County, MD*	State rates apply	State rates apply	State rates apply	State rates apply	State rates apply	State rates apply
Prince George's County, MD*	\$11.50	\$11.50	State rates apply	State rates apply	State rates apply	State rates apply

*County uses Maryland minimum wage rates.

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.^{9,10} To fulfill that requirement, 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 2023.¹¹ 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 agencies¹²:

- 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).¹³
- 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 wages¹⁴:

- 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 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.¹⁵

Figure 3-1 depicts data for the total population (all ages) of Montgomery County and surrounding jurisdictions in the region for the 2007-2022 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 2007-2021 period.

As of 2022, Montgomery County had a total population of approximately 1.05 million. The County has the largest population among Maryland counties, and accounts for 17.1 percent of Maryland's total population. The County's population grew steadily over the 2006-2020 period but experienced a decline of 0.3 percent (3,400 residents) from 2020 to 2021.

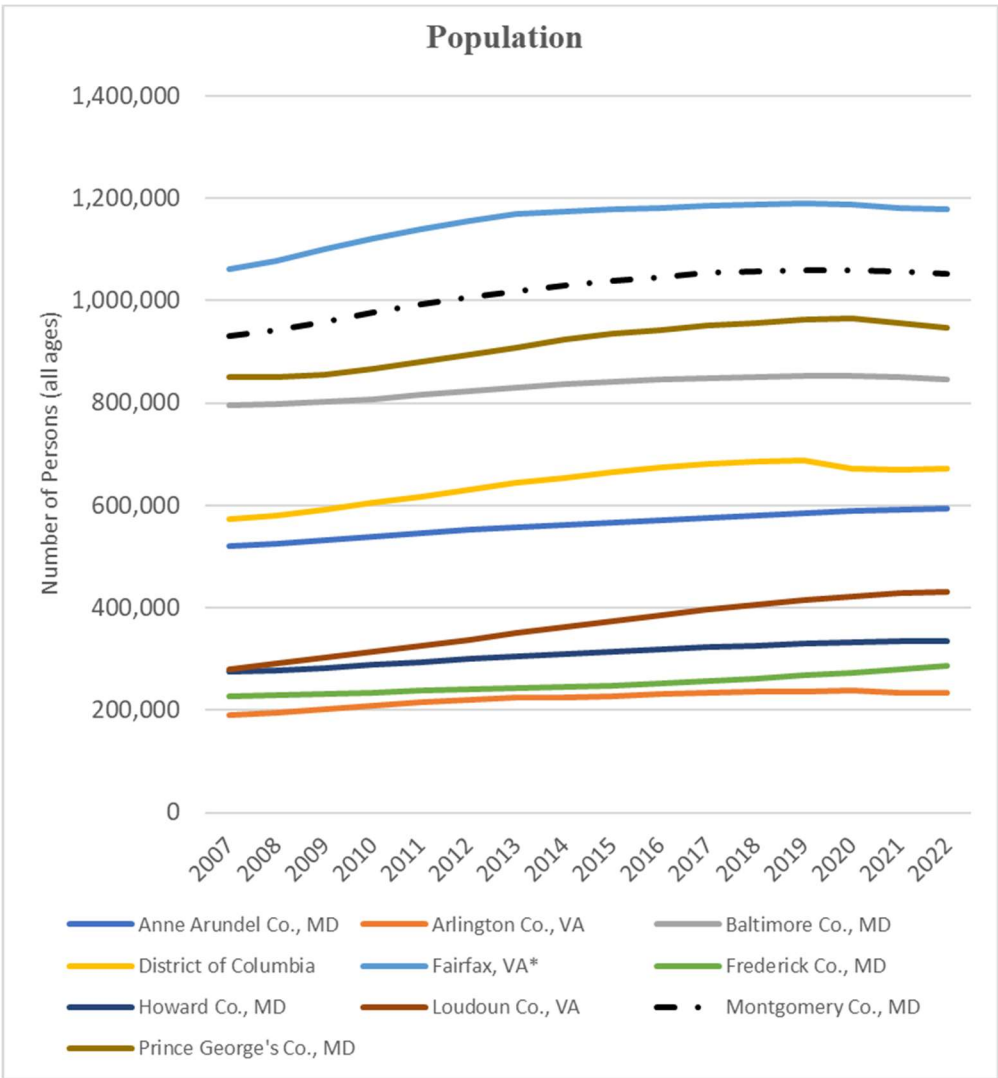
Current data and trends:

The data in Table 3-1 show that most jurisdictions in the region experienced less than a one percent change in population from 2021 to 2022. The largest population increase occurred in Frederick County (up 2.4 percent); the largest decrease occurred in Prince George's County (down 1.0 percent). The State of Maryland also experienced a population decline (down 0.2 percent) from 2021 to 2022.

Source of data:

Regional Economic Accounts, Bureau of Economic Analysis (BEA), U.S. Department of Commerce.¹⁶ BEA's data comes from Census Bureau midyear population estimates. Estimates for 2010-2020 reflect county population estimates available as of November 2023.

Figure 3-1. Population, 2007-2022.



*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, 2007-2022.**Population (Number of persons) 1/****Source: Regional Economic Data (CAINC1), Bureau of Economic Analysis, U.S. Department of Commerce**

FIPS	Name	2007	2008	2009	2010	2011	2012	2013	2014
24003	Anne Arundel Co., MD	520,503	525,304	532,395	539,453	545,610	551,832	557,604	561,995
51013	Arlington Co., VA	190,759	196,305	202,637	209,293	215,943	221,365	224,754	225,792
24005	Baltimore Co., MD	796,073	798,651	801,808	807,307	816,320	824,205	831,114	836,593
11000	District of Columbia	574,404	580,236	592,228	604,795	617,794	631,132	644,755	654,557
51919	Fairfax, VA*	1,060,356	1,077,509	1,099,347	1,121,179	1,138,607	1,156,467	1,168,505	1,173,146
24021	Frederick Co., MD	227,463	229,286	230,942	234,405	238,172	241,244	243,449	246,433
24027	Howard Co., MD	275,196	278,405	283,061	288,722	294,123	300,187	304,998	308,843
51107	Loudoun Co., VA	279,704	292,570	303,661	315,487	326,360	337,909	350,009	362,340
24031	Montgomery Co., MD	931,694	942,748	959,013	975,856	992,526	1,007,497	1,018,706	1,029,222
24033	Prince George's Co., MD	849,916	850,167	856,161	867,724	881,089	894,632	908,318	923,267

24000	Maryland	5,653,408	5,684,965	5,730,388	5,791,559	5,854,282	5,913,919	5,962,350	6,008,975
51000	Virginia	7,751,000	7,833,496	7,925,937	8,025,030	8,107,628	8,196,915	8,269,638	8,333,578

FIPS	Name	2015	2016	2017	2018	2019	2020	2021	2022
24003	Anne Arundel Co., MD	566,320	571,245	575,799	580,715	585,606	589,054	592,052	593,286
51013	Arlington Co., VA	228,283	231,078	234,337	235,683	237,280	238,799	233,574	234,000
24005	Baltimore Co., MD	841,912	845,780	848,498	850,780	853,436	853,325	850,634	846,161
11000	District of Columbia	665,633	673,833	680,945	685,632	687,408	670,868	668,791	671,803
51919	Fairfax, VA*	1,177,517	1,181,265	1,186,137	1,186,528	1,189,209	1,187,410	1,180,582	1,177,752
24021	Frederick Co., MD	248,808	251,668	256,219	261,703	267,471	272,765	280,410	287,079
24027	Howard Co., MD	313,735	318,371	322,678	326,647	330,188	332,786	335,287	335,411
51107	Loudoun Co., VA	374,185	385,764	397,207	405,982	414,881	422,669	428,435	432,085
24031	Montgomery Co., MD	1,038,524	1,045,476	1,054,403	1,056,926	1,060,230	1,060,230	1,055,924	1,052,521
24033	Prince George's Co., MD	935,295	943,423	950,736	956,772	962,586	965,290	956,254	946,971

24000	Maryland	6,049,289	6,079,669	6,112,835	6,138,786	6,163,628	6,173,205	6,174,610	6,164,660
51000	Virginia	8,389,864	8,444,688	8,502,578	8,547,016	8,597,339	8,636,471	8,657,365	8,683,619

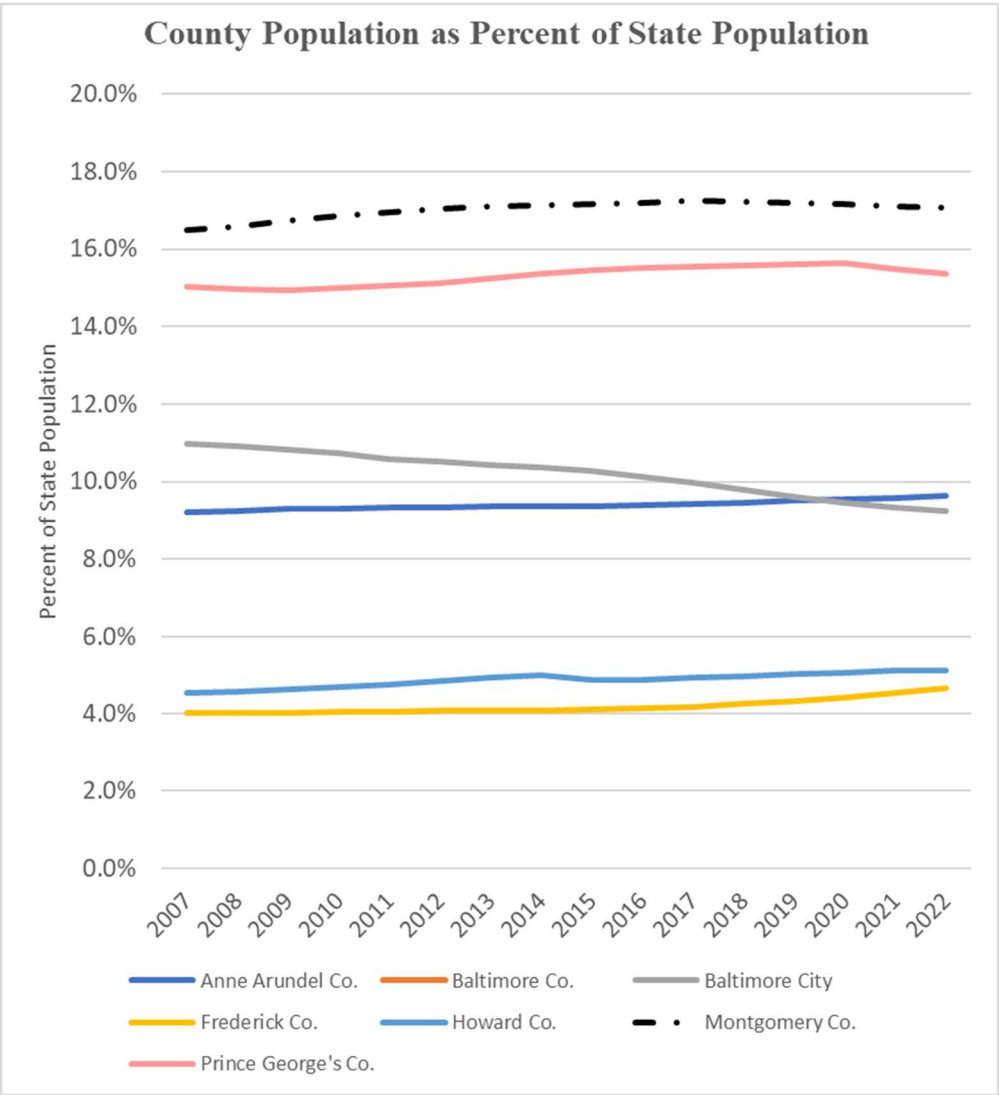
Legend / Footnotes:

1/ Census Bureau midyear population estimate. BEA produced intercensal annual county population statistics for 2010 to 2019 that are tied to the Census Bureau decennial counts for 2010 and 2020.

* 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, 2023- new statistics for 2022; revised statistics for 2007-2021

Figure 3-2. County Population as a Percentage of State Population, 2007-2022.



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, 2007-2022.

Population as Percent of State Population 1/

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

FIPS	Name	2007	2008	2009	2010	2011	2012	2013	2014
24003	Anne Arundel Co.	9.2%	9.2%	9.3%	9.3%	9.3%	9.3%	9.4%	9.4%
24510	Baltimore City	11.0%	10.9%	10.8%	10.7%	10.6%	10.5%	10.4%	10.4%
24005	Baltimore Co.	14.1%	14.0%	14.0%	13.9%	13.9%	13.9%	13.9%	13.9%
24021	Frederick Co.	4.0%	4.0%	4.0%	4.0%	4.1%	4.1%	4.1%	4.1%
24027	Howard Co.	4.5%	4.6%	4.6%	4.7%	4.8%	4.9%	4.9%	5.0%
24031	Montgomery Co.	16.5%	16.6%	16.7%	16.8%	17.0%	17.0%	17.1%	17.1%
24033	Prince George's Co.	15.0%	15.0%	14.9%	15.0%	15.1%	15.1%	15.2%	15.4%

FIPS	Name	2015	2016	2017	2018	2019	2020	2021	2022
24003	Anne Arundel Co.	9.4%	9.4%	9.4%	9.5%	9.5%	9.5%	9.6%	9.6%
24510	Baltimore City	10.3%	10.1%	10.0%	9.8%	9.6%	9.4%	9.3%	9.2%
24005	Baltimore Co.	13.9%	13.9%	13.9%	13.9%	13.8%	13.8%	13.8%	13.7%
24021	Frederick Co.	4.1%	4.1%	4.2%	4.3%	4.3%	4.4%	4.5%	4.7%
24027	Howard Co.	4.9%	4.9%	4.9%	5.0%	5.0%	5.1%	5.1%	5.1%
24031	Montgomery Co.	17.2%	17.2%	17.2%	17.2%	17.2%	17.2%	17.1%	17.1%
24033	Prince George's Co.	15.5%	15.5%	15.6%	15.6%	15.6%	15.6%	15.5%	15.4%

Legend / Footnotes:

1/ Census Bureau midyear population estimate. BEA produced intercensal annual county population statistics for 2010 to 2019 that are tied to the Census Bureau decennial counts for 2010 and 2020.

Last updated: November 16, 2023- new statistics for 2022; revised statistics for 2007-2021

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.

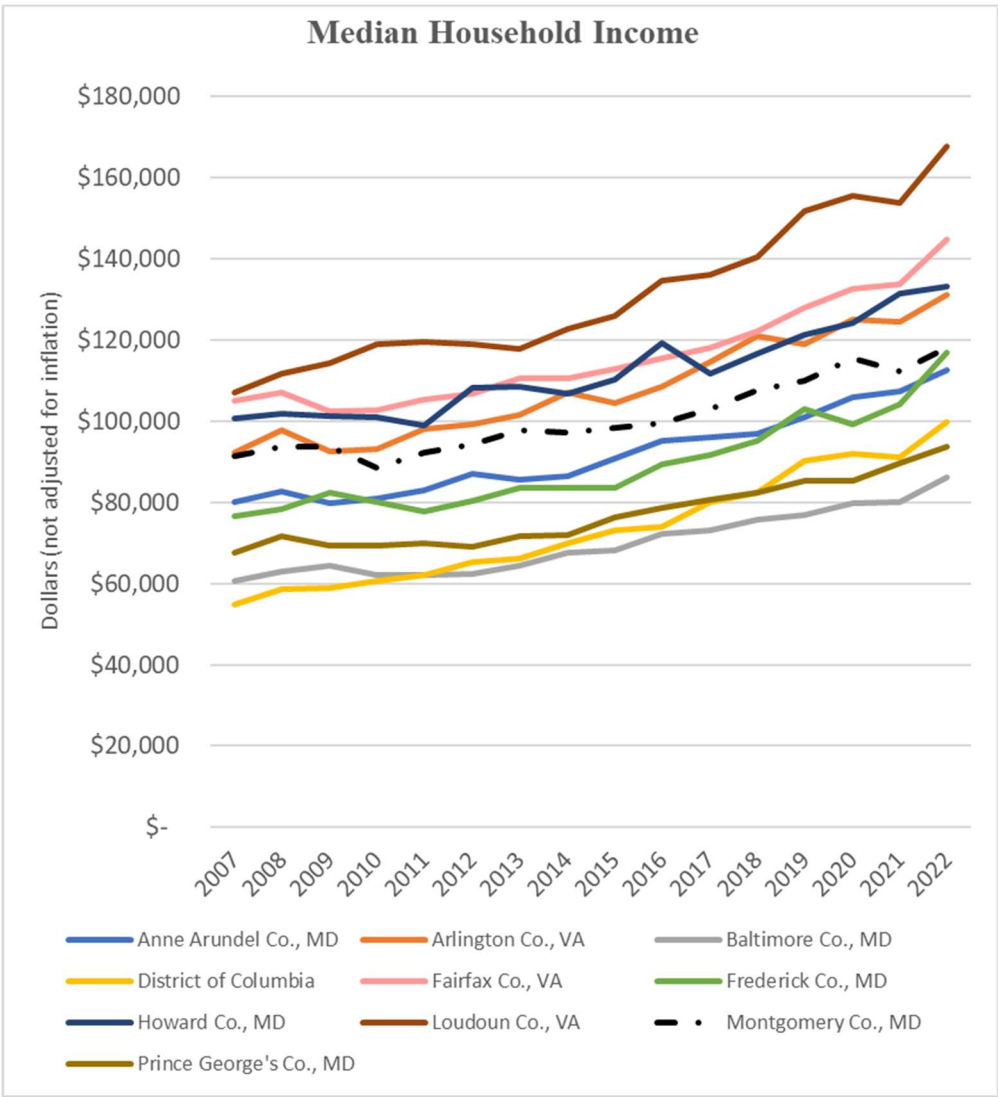
Current data and trends:

Figure 3-3 and Table 3-3 display Medium Household Income (MHI) data for 2007-2022. A comparison of the most recent three years of data shows Montgomery County's MHI declined 2.6 percent (from \$115,394 to \$112,352) from 2020 to 2021, likely a result of the pandemic's effect on the economy. However, in 2022, the County's MHI rebounded to \$118,020, a 5.0 percent increase. All jurisdictions in this survey saw their 2022 MHI exceed pre-pandemic levels.

Source of data:

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

Figure 3-3. Median Household Income, 2007-2022.



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

Table 3-3. Median Household Income, 2007-2022.**Median Household Income (in Dollars)****Source: Small Area Income and Poverty Estimates (SAIPE), Census Bureau, U.S. Department of Commerce**

FIPS	Name	2007	2008	2009	2010	2011	2012	2013	2014
24003	Anne Arundel Co., MD	\$ 80,158	\$ 82,616	\$ 79,843	\$ 80,908	\$ 82,980	\$ 87,083	\$ 85,685	\$ 86,654
51013	Arlington Co., VA	\$ 92,345	\$ 97,871	\$ 92,703	\$ 93,231	\$ 98,060	\$ 99,255	\$ 101,533	\$ 107,143
24005	Baltimore Co., MD	\$ 60,828	\$ 63,078	\$ 64,629	\$ 62,300	\$ 62,309	\$ 62,413	\$ 64,624	\$ 67,766
11000	District of Columbia	\$ 54,812	\$ 58,553	\$ 58,906	\$ 60,729	\$ 62,087	\$ 65,231	\$ 66,326	\$ 69,992
51059	Fairfax Co., VA	\$ 104,984	\$ 107,075	\$ 102,325	\$ 102,726	\$ 105,409	\$ 106,690	\$ 110,658	\$ 110,507
24021	Frederick Co., MD	\$ 76,802	\$ 78,437	\$ 82,598	\$ 80,216	\$ 77,872	\$ 80,427	\$ 83,489	\$ 83,698
24027	Howard Co., MD	\$ 100,744	\$ 101,867	\$ 101,417	\$ 100,992	\$ 99,040	\$ 108,234	\$ 108,503	\$ 106,871
51107	Loudoun Co., VA	\$ 107,200	\$ 111,582	\$ 114,200	\$ 119,075	\$ 119,525	\$ 118,934	\$ 117,680	\$ 122,641
24031	Montgomery Co., MD	\$ 91,440	\$ 93,895	\$ 93,774	\$ 88,559	\$ 92,288	\$ 94,365	\$ 97,873	\$ 97,279
24033	Prince George's Co., MD	\$ 67,706	\$ 71,696	\$ 69,545	\$ 69,524	\$ 70,114	\$ 69,258	\$ 71,682	\$ 71,904

24000	Maryland	\$ 67,989	\$ 70,482	\$ 69,193	\$ 68,933	\$ 70,075	\$ 71,169	\$ 72,482	\$ 73,851
51000	Virginia	\$ 59,575	\$ 61,210	\$ 59,372	\$ 60,665	\$ 61,877	\$ 61,782	\$ 62,745	\$ 64,923
0	United States	\$ 50,740	\$ 52,029	\$ 50,221	\$ 50,046	\$ 50,502	\$ 51,371	\$ 52,250	\$ 53,657

FIPS	Name	2015	2016	2017	2018	2019	2020	2021	2022
24003	Anne Arundel Co., MD	\$ 90,825	\$ 95,297	\$ 96,133	\$ 97,051	\$ 100,916	\$ 105,979	\$ 107,281	\$ 112,525
51013	Arlington Co., VA	\$ 104,354	\$ 108,635	\$ 114,705	\$ 120,950	\$ 118,986	\$ 125,004	\$ 124,474	\$ 131,020
24005	Baltimore Co., MD	\$ 68,317	\$ 72,305	\$ 73,309	\$ 75,836	\$ 76,972	\$ 79,974	\$ 80,159	\$ 86,198
11000	District of Columbia	\$ 73,115	\$ 74,093	\$ 80,153	\$ 82,533	\$ 90,395	\$ 91,957	\$ 91,072	\$ 99,897
51059	Fairfax Co., VA	\$ 112,844	\$ 115,518	\$ 117,989	\$ 122,035	\$ 127,898	\$ 132,509	\$ 133,845	\$ 144,632
24021	Frederick Co., MD	\$ 83,746	\$ 89,541	\$ 91,727	\$ 95,196	\$ 102,951	\$ 99,254	\$ 104,253	\$ 116,796
24027	Howard Co., MD	\$ 110,224	\$ 119,386	\$ 111,576	\$ 116,719	\$ 121,329	\$ 124,042	\$ 131,412	\$ 133,068
51107	Loudoun Co., VA	\$ 125,900	\$ 134,609	\$ 136,191	\$ 140,382	\$ 151,806	\$ 155,362	\$ 153,716	\$ 167,505
24031	Montgomery Co., MD	\$ 98,314	\$ 99,604	\$ 102,944	\$ 107,758	\$ 110,012	\$ 115,394	\$ 112,352	\$ 118,020
24033	Prince George's Co., MD	\$ 76,366	\$ 78,680	\$ 80,858	\$ 82,445	\$ 85,357	\$ 85,246	\$ 89,689	\$ 93,833

24000	Maryland	\$ 75,784	\$ 78,787	\$ 80,711	\$ 83,076	\$ 86,644	\$ 88,589	\$ 90,129	\$ 94,957
51000	Virginia	\$ 66,263	\$ 68,127	\$ 71,518	\$ 72,600	\$ 76,471	\$ 79,154	\$ 80,926	\$ 85,838
0	United States	\$ 53,657	\$ 55,775	\$ 57,617	\$ 60,336	\$ 61,937	\$ 65,712	\$ 67,340	\$ 74,755

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 FPTs 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 2022 FPT for a family of four with two children under age 18 was \$29,678; the 2020 FPT for a single person under age 65 was \$15,225.¹⁸ 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.¹⁹

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 9.7 percent in 2022. In the region, the highest 2022 poverty rate for people under age 18 was in the District of Columbia (20.0 percent) and the lowest was in Loudoun County (3.7 percent). The 2022 rate in Montgomery County fell below the Maryland statewide rate of 12.1 percent. All regional jurisdictions with the exception of Baltimore County experienced a decrease in the poverty rate from 2021 to 2022 as the effect of the pandemic on the economy lessened.

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

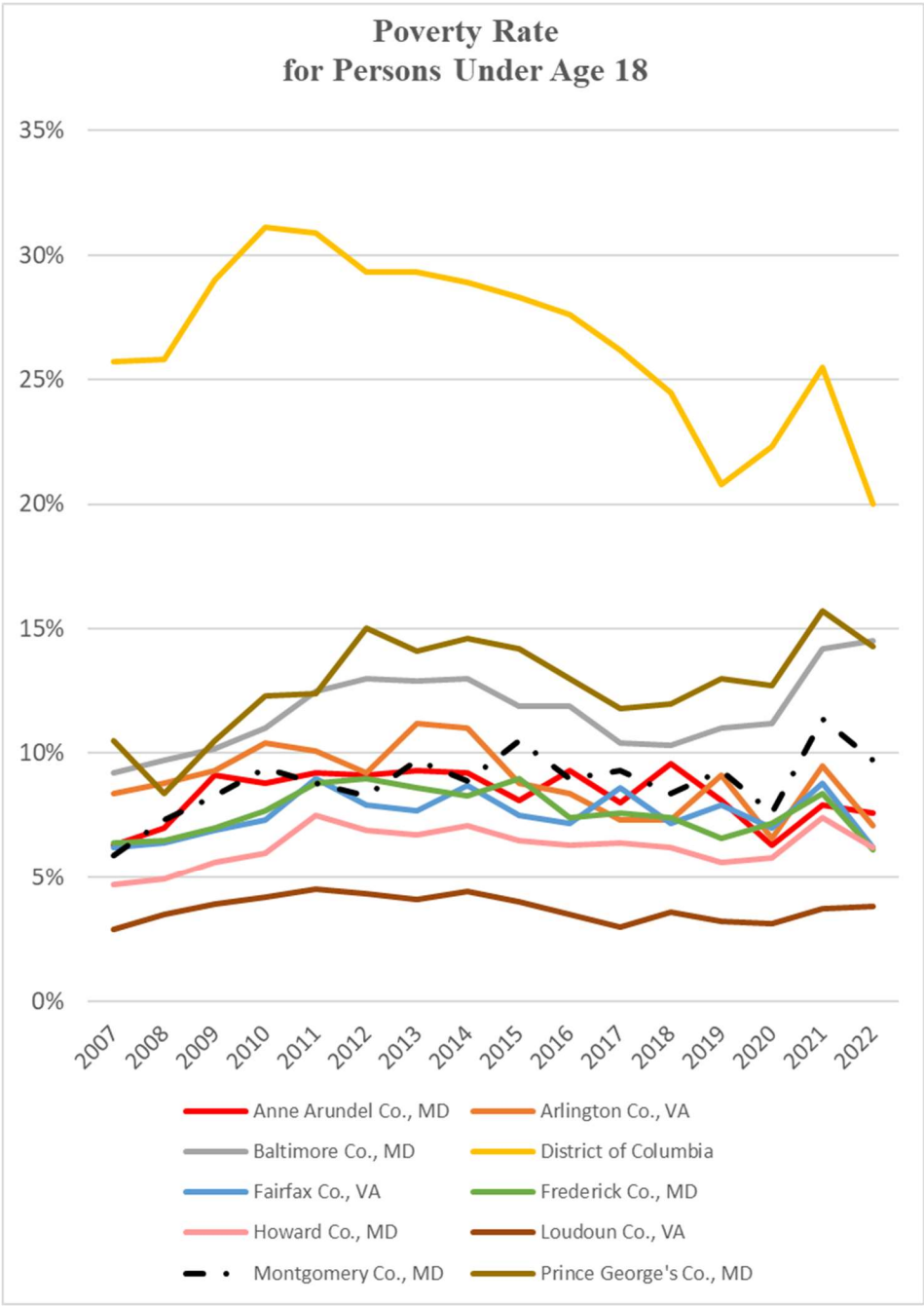
A drop in an area's poverty rate for children under age 18 might indicate that increased minimum wage rates are moving some households – including any children in that household – out of poverty. A person working 40 hours a week for 52 weeks a year at the current federal minimum wage rate of \$7.25 per hour would earn about \$15,000, an income just above the 2021 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.²⁰

Figure 3-4. Poverty Rate for Persons Under Age 18, 2007-2022.



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

Table 3-4. Poverty Rate for Persons Under Age 18, 2007-2022.**Poverty Rate (Percent) for Persons Under Age 18**

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

FIPS	Name	2007	2008	2009	2010	2011	2012	2013	2014
24003	Anne Arundel Co., MD	6.3%	7.0%	9.1%	8.8%	9.2%	9.1%	9.3%	9.2%
51013	Arlington Co., VA	8.4%	8.8%	9.3%	10.4%	10.1%	9.2%	11.2%	11.0%
24005	Baltimore Co., MD	9.2%	9.7%	10.2%	11.0%	12.5%	13.0%	12.9%	13.0%
11000	District of Columbia	25.7%	25.8%	29.0%	31.1%	30.9%	29.3%	29.3%	28.9%
51059	Fairfax Co., VA	6.2%	6.4%	6.9%	7.3%	9.0%	7.9%	7.7%	8.7%
24021	Frederick Co., MD	6.4%	6.5%	7.0%	7.7%	8.8%	9.0%	8.6%	8.3%
24027	Howard Co., MD	4.7%	4.9%	5.6%	6.0%	7.5%	6.9%	6.7%	7.1%
51107	Loudoun Co., VA	2.9%	3.5%	3.9%	4.2%	4.5%	4.3%	4.1%	4.4%
24031	Montgomery Co., MD	5.9%	7.3%	8.3%	9.4%	8.8%	8.3%	9.7%	8.9%
24033	Prince George's Co., MD	10.5%	8.4%	10.5%	12.3%	12.4%	15.0%	14.1%	14.6%

24000	Maryland	10.6%	10.4%	11.8%	13.1%	13.9%	14.1%	13.9%	13.8%
51000	Virginia	12.9%	13.6%	14.0%	14.6%	15.6%	15.5%	15.7%	15.9%
0	United States	18.0%	18.2%	20.0%	21.6%	22.5%	22.6%	22.2%	21.7%

FIPS	Name	2015	2016	2017	2018	2019	2020	2021	2022
24003	Anne Arundel Co., MD	8.1%	9.3%	8.0%	9.6%	8.1%	6.3%	7.9%	7.6%
51013	Arlington Co., VA	8.8%	8.4%	7.3%	7.3%	9.1%	6.6%	9.5%	7.1%
24005	Baltimore Co., MD	11.9%	11.9%	10.4%	10.3%	11.0%	11.2%	14.2%	14.5%
11000	District of Columbia	28.3%	27.6%	26.2%	24.5%	20.8%	22.3%	25.5%	20.0%
51059	Fairfax Co., VA	7.5%	7.2%	8.6%	7.2%	7.9%	7.0%	8.8%	6.2%
24021	Frederick Co., MD	9.0%	7.4%	7.6%	7.4%	6.6%	7.2%	8.4%	6.1%
24027	Howard Co., MD	6.5%	6.3%	6.4%	6.2%	5.6%	5.8%	7.4%	6.2%
51107	Loudoun Co., VA	4.0%	3.5%	3.0%	3.6%	3.2%	3.1%	3.7%	3.8%
24031	Montgomery Co., MD	10.5%	9.0%	9.3%	8.4%	9.3%	7.6%	11.4%	9.7%
24033	Prince George's Co., MD	14.2%	13.0%	11.8%	12.0%	13.0%	12.7%	15.7%	14.3%

24000	Maryland	13.9%	13.0%	12.4%	12.1%	12.3%	11.2%	14.0%	12.1%
51000	Virginia	15.0%	14.3%	14.0%	13.8%	13.3%	12.2%	13.3%	12.8%
0	United States	20.7%	19.5%	18.4%	18.0%	16.8%	15.7%	16.9%	16.3%

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.)²¹ SNAP income limits are set at about 130 percent of the FPLs. 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.²² 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.²³

Current data and definitional changes to the indicator:

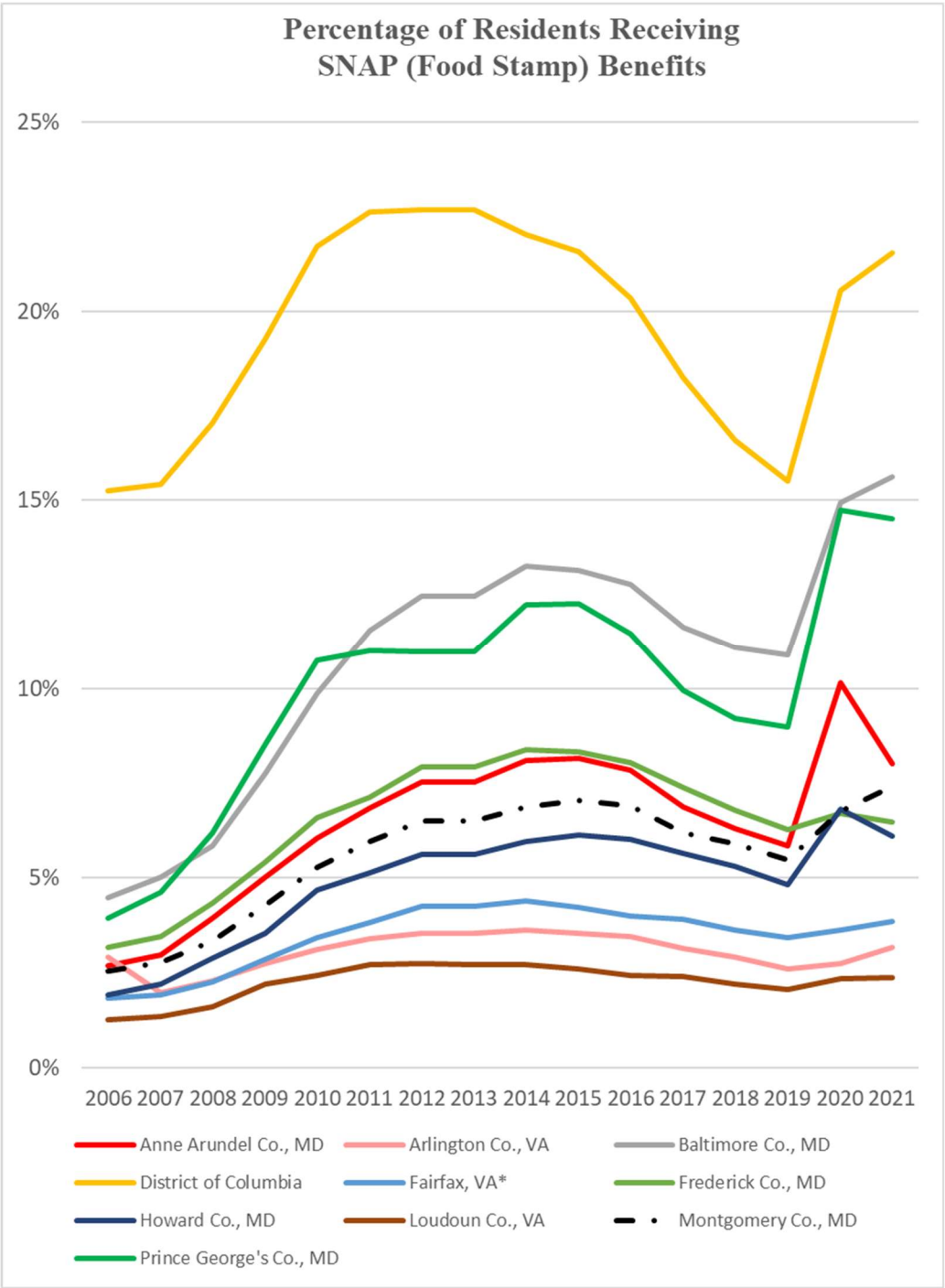
Note: The most recent County level SNAP data published by the Census Bureau is from July 2021 when the economy was still affected by the pandemic.

Figure 3-5 and Table 3-5 reflect Census Bureau revisions to the numbers for 2021. From 2020 to 2021, the percentage of Montgomery County residents receiving SNAP benefits rose from 6.8 percent to 7.4 percent. The Montgomery County 2021 SNAP rate was higher than the rates in Arlington, Fairfax, Frederick, Howard, and Loudoun Counties, but lower than the rates in Anne Arundel, Baltimore, and Prince George's Counties.

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 ABAWD receiving SNAP live in waived areas.²⁴

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, 2006-2021.



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, 2006-2021.**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 2006 - July 2021

FIPS	Name	2006	2007	2008	2009	2010	2011	2012	2013
24003	Anne Arundel Co., MD	2.7%	3.0%	3.9%	5.0%	6.1%	6.9%	7.5%	7.5%
51013	Arlington Co., VA	2.9%	2.0%	2.3%	2.8%	3.1%	3.4%	3.5%	3.5%
24005	Baltimore Co., MD	4.5%	5.0%	5.8%	7.8%	9.9%	11.5%	12.5%	12.5%
11000	District of Columbia	15.2%	15.4%	17.0%	19.3%	21.7%	22.6%	22.7%	22.7%
51919	Fairfax, VA*	1.8%	1.9%	2.3%	2.9%	3.4%	3.8%	4.3%	4.3%
24021	Frederick Co., MD	3.2%	3.4%	4.3%	5.4%	6.6%	7.1%	7.9%	7.9%
24027	Howard Co., MD	1.9%	2.2%	2.9%	3.5%	4.7%	5.1%	5.6%	5.6%
51107	Loudoun Co., VA	1.2%	1.3%	1.6%	2.2%	2.4%	2.7%	2.7%	2.7%
24031	Montgomery Co., MD	2.5%	2.8%	3.4%	4.3%	5.3%	6.0%	6.5%	6.5%
24033	Prince George's Co., MD	3.9%	4.6%	6.2%	8.5%	10.7%	11.0%	11.0%	11.0%

24000	Maryland	5.5%	6.1%	7.5%	9.3%	11.2%	12.1%	12.8%	12.8%
51000	Virginia	6.7%	6.9%	7.8%	9.6%	10.5%	11.1%	11.4%	11.4%

FIPS	Name	2014	2015	2016	2017	2018	2019	2020	2021
24003	Anne Arundel Co., MD	8.1%	8.2%	7.8%	6.9%	6.3%	5.9%	10.2%	8.0%
51013	Arlington Co., VA	3.6%	3.5%	3.5%	3.1%	2.9%	2.6%	2.8%	3.2%
24005	Baltimore Co., MD	13.3%	13.2%	12.8%	11.6%	11.1%	10.9%	14.9%	15.6%
11000	District of Columbia	22.0%	21.6%	20.3%	18.2%	16.6%	15.5%	20.5%	21.6%
51919	Fairfax, VA*	4.4%	4.2%	4.0%	3.9%	3.6%	3.4%	3.6%	3.9%
24021	Frederick Co., MD	8.4%	8.3%	8.0%	7.4%	6.8%	6.3%	6.7%	6.5%
24027	Howard Co., MD	6.0%	6.1%	6.0%	5.6%	5.3%	4.8%	6.8%	6.1%
51107	Loudoun Co., VA	2.7%	2.6%	2.4%	2.4%	2.2%	2.0%	2.4%	2.4%
24031	Montgomery Co., MD	6.9%	7.0%	6.9%	6.2%	5.9%	5.5%	6.8%	7.4%
24033	Prince George's Co., MD	12.2%	12.2%	11.5%	10.0%	9.2%	9.0%	14.7%	14.5%

24000	Maryland	13.3%	13.1%	12.6%	11.6%	10.9%	10.3%	13.4%	13.9%
51000	Virginia	11.3%	10.5%	10.0%	9.4%	8.8%	8.3%	8.8%	8.7%

* 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 include:²⁵

- *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 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.²⁶
- *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 shown 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.²⁷ 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 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 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:

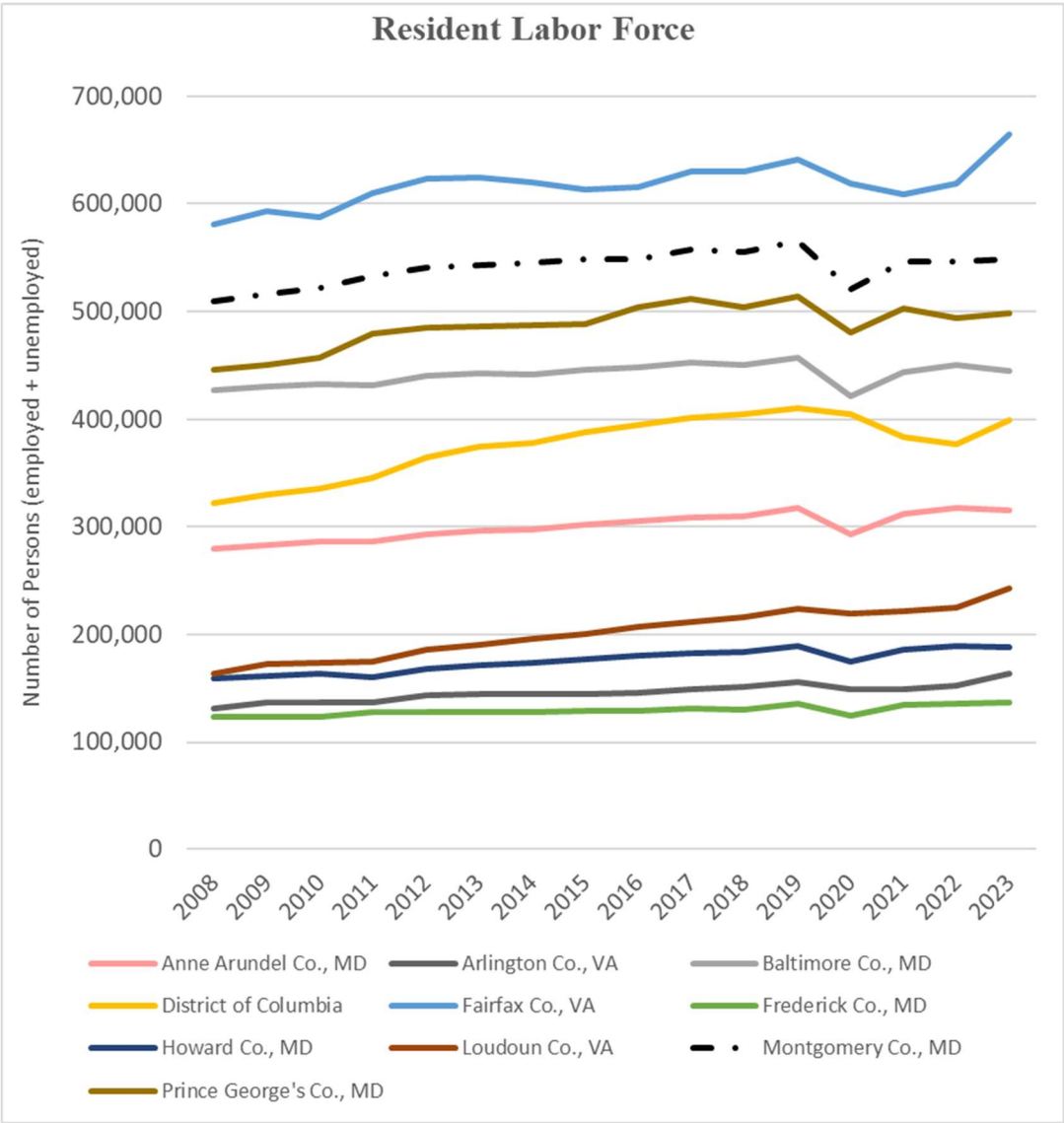
Local Area Unemployment Statistics (LAUS), Bureau of Labor Statistics, U.S. Department of Labor. LAUS data are based on a survey of households conducted by the Census Bureau. The LAUS program measures the labor force (employed persons plus unemployed persons) by place of residence. (Note that labor force 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 2023 LAUS data, as well as BLS revisions to LAUS data for prior years. LAUS data show growth in the resident labor forces for Montgomery County and most other jurisdictions in the region.

Figure 3-6 and Table 3-6 show that in 2023, the regional resident labor force had, for the most part, returned to pre-pandemic levels. Nonetheless, the regional resident labor force changed at different rates in the region from 2022 to 2023. The three Virginia counties, Arlington, Fairfax, and Loudoun, experienced increases in the resident labor force of 7.6 percent, 7.5 percent, and 7.9 percent, respectively. The District of Columbia saw a 6.1 percent growth in its resident labor force from 2022 to 2023. In contrast, the resident labor force grew much more modestly in Maryland counties; the rate of resident labor force growth did not exceed one percent in any of the Maryland counties shown in Figure 3-6 and Table 3-6. The resident labor force in Montgomery County rose from 546,400 in 2022 to 548,457 in 2023, a 0.4 percent increase.

Figure 3-6. Resident Labor Force, 2008-2023.



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

Table 3-6. Resident Labor Force, 2008-2023.**Resident Labor Force /1**

Source: Local Area Unemployment Statistics (LAUS), Bureau of Labor Statistics, U.S. Department of Labor (September 2023).

LAUSCode (CN)	Name	2008	2009	2010	2011	2012	2013	2014	2015
2400300000000	Anne Arundel Co., MD	279,882	283,135	286,650	286,058	293,690	296,541	297,831	301,862
5101300000000	Arlington Co., VA	131,366	136,705	137,201	137,368	144,012	145,047	144,531	144,282
2400500000000	Baltimore Co., MD	427,026	430,124	432,708	431,512	440,254	442,215	442,036	446,382
1100100000000	District of Columbia	322,237	330,544	335,672	346,065	364,989	374,126	378,380	388,057
5105900000000	Fairfax Co., VA	581,377	592,899	587,584	610,521	623,843	624,266	619,812	613,618
2402100000000	Frederick Co., MD	123,692	123,410	124,142	127,907	128,605	128,453	128,206	128,928
2402700000000	Howard Co., MD	159,215	161,287	163,780	160,630	168,214	171,319	173,617	177,290
5110700000000	Loudoun Co., VA	163,971	173,148	174,290	175,439	186,073	191,048	195,972	200,054
2403100000000	Montgomery Co., MD	509,769	515,987	522,421	532,549	540,427	543,124	545,005	549,111
2403300000000	Prince George's Co., MD	445,492	450,361	457,576	479,606	484,964	486,011	486,971	488,148

LAUSCode	Name	2016	2017	2018	2019	2020	2021	2022	2023
2400300000000	Anne Arundel Co., MD	305,361	309,214	309,603	317,780	293,081	312,500	317,711	315,291
5101300000000	Arlington Co., VA	146,166	149,627	151,720	155,769	149,122	149,402	152,125	163,710
2400500000000	Baltimore Co., MD	447,980	453,197	450,366	457,555	421,912	444,224	450,345	445,354
1100100000000	District of Columbia	394,586	400,894	404,610	409,969	404,522	383,024	376,477	399,274
5105900000000	Fairfax Co., VA	615,851	629,698	630,229	641,034	619,346	608,914	618,793	665,108
2402100000000	Frederick Co., MD	129,447	131,266	130,831	135,761	124,797	135,111	136,282	137,044
2402700000000	Howard Co., MD	180,344	182,804	183,889	189,135	174,409	186,506	189,843	188,649
5110700000000	Loudoun Co., VA	206,982	211,626	216,433	224,573	219,658	221,504	225,276	242,963
2403100000000	Montgomery Co., MD	548,401	557,412	554,989	565,866	520,463	546,313	546,400	548,457
2403300000000	Prince George's Co., MD	503,489	511,766	504,423	513,953	480,502	502,720	493,782	498,315

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

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.²⁸

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.²⁹

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.³⁰

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.

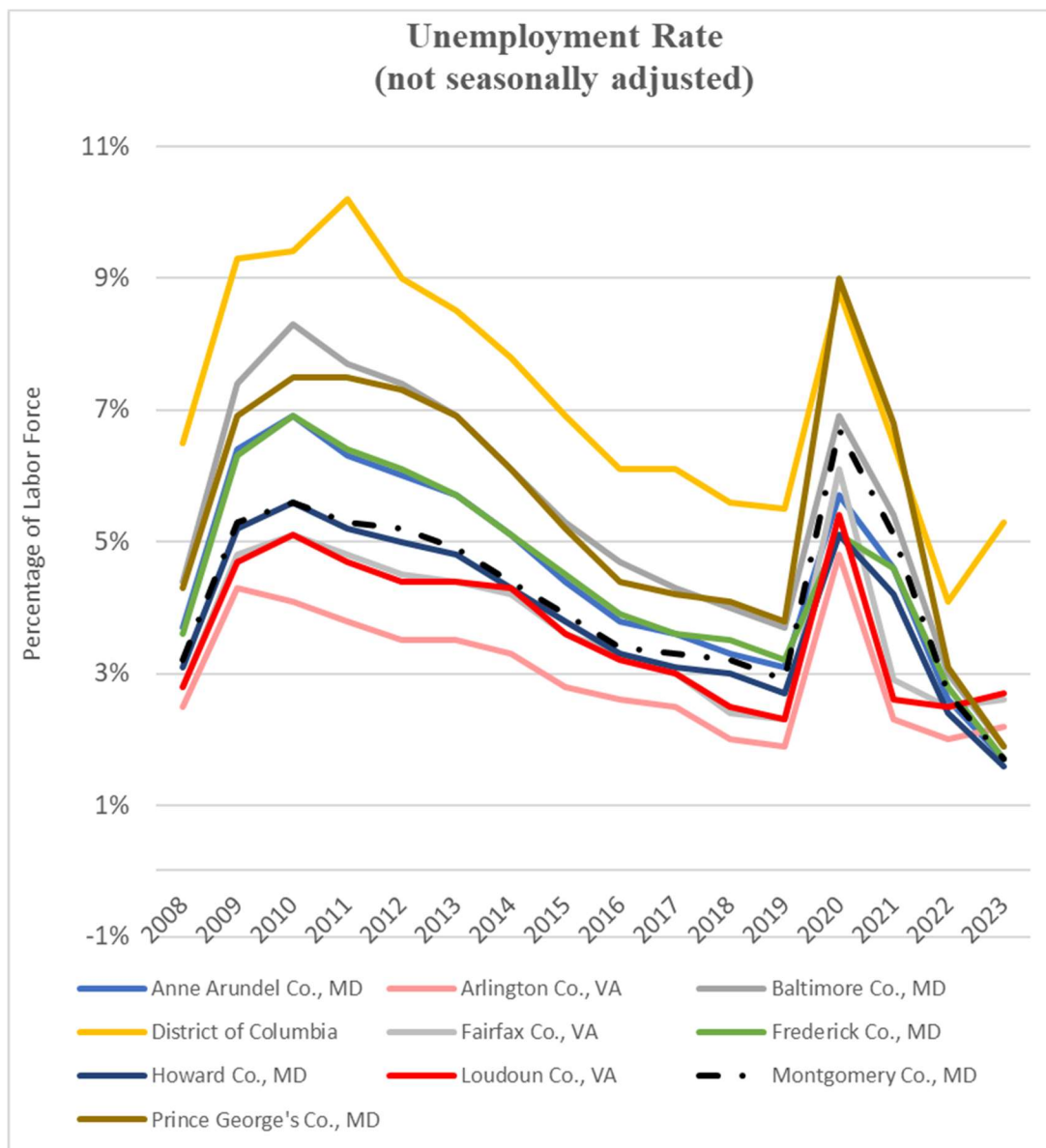
The LAUS program measures the labor force (employed and unemployed people) by place of residence. LAUS data are based on a survey of households conducted by the Census Bureau.

Current data and trends:

Figure 3-7 and Table 3-7 reflect September 2023 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 unemployment rates returned to pre-pandemic levels in 2021 and 2022 and dropped even lower in 2023. The unemployment rate in Montgomery County rose from 2.9 percent in September 2019 to 6.7 percent in September 2020. The County's unemployment rate dropped back to 2.7 in September 2022 and fell even further to 1.7 percent in September 2023. A similar pattern occurred in most other area jurisdictions with Maryland counties having lower 2023 unemployment rates than Virginia counties.

Figure 3-7. Unemployment Rate (not seasonally adjusted), 2008-2023.



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

Table 3-7. Unemployment Rate (not seasonally adjusted), 2008-2023**Unemployment Rate (%)**

Source: Local Area Unemployment Statistics (LAUS), Bureau of Labor Statistics, U.S. Department of Labor (September 2023).

LAUSCode (CN)	Name	2008	2009	2010	2011	2012	2013	2014	2015
2400300000000	Anne Arundel Co., MD	3.7%	6.4%	6.9%	6.3%	6.0%	5.7%	5.1%	4.4%
5101300000000	Arlington Co., VA	2.5%	4.3%	4.1%	3.8%	3.5%	3.5%	3.3%	2.8%
2400500000000	Baltimore Co., MD	4.4%	7.4%	8.3%	7.7%	7.4%	6.9%	6.1%	5.3%
1100100000000	District of Columbia	6.5%	9.3%	9.4%	10.2%	9.0%	8.5%	7.8%	6.9%
5105900000000	Fairfax Co., VA	2.8%	4.8%	5.1%	4.8%	4.5%	4.4%	4.2%	3.6%
2402100000000	Frederick Co., MD	3.6%	6.3%	6.9%	6.4%	6.1%	5.7%	5.1%	4.5%
2402700000000	Howard Co., MD	3.1%	5.2%	5.6%	5.2%	5.0%	4.8%	4.3%	3.8%
5110700000000	Loudoun Co., VA	2.8%	4.7%	5.1%	4.7%	4.4%	4.4%	4.3%	3.6%
2403100000000	Montgomery Co., MD	3.2%	5.3%	5.6%	5.3%	5.2%	4.9%	4.4%	3.9%
2403300000000	Prince George's Co., MD	4.3%	6.9%	7.5%	7.5%	7.3%	6.9%	6.1%	5.2%

LAUSCode	Name	2016	2017	2018	2019	2020	2021	2022	2023
2400300000000	Anne Arundel Co., MD	3.8%	3.6%	3.3%	3.1%	5.7%	4.6%	2.6%	1.7%
5101300000000	Arlington Co., VA	2.6%	2.5%	2.0%	1.9%	4.8%	2.3%	2.0%	2.2%
2400500000000	Baltimore Co., MD	4.7%	4.3%	4.0%	3.7%	6.9%	5.4%	3.0%	1.9%
1100100000000	District of Columbia	6.1%	6.1%	5.6%	5.5%	8.8%	6.5%	4.1%	5.3%
5105900000000	Fairfax Co., VA	3.3%	3.0%	2.4%	2.3%	6.1%	2.9%	2.5%	2.6%
2402100000000	Frederick Co., MD	3.9%	3.6%	3.5%	3.2%	5.1%	4.6%	2.8%	1.7%
2402700000000	Howard Co., MD	3.3%	3.1%	3.0%	2.7%	5.1%	4.2%	2.4%	1.6%
5110700000000	Loudoun Co., VA	3.2%	3.0%	2.5%	2.3%	5.4%	2.6%	2.5%	2.7%
2403100000000	Montgomery Co., MD	3.4%	3.3%	3.2%	2.9%	6.7%	5.1%	2.7%	1.7%
2403300000000	Prince George's Co., MD	4.4%	4.2%	4.1%	3.8%	9.0%	6.8%	3.1%	1.9%

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).³¹

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.³² 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.³³

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:

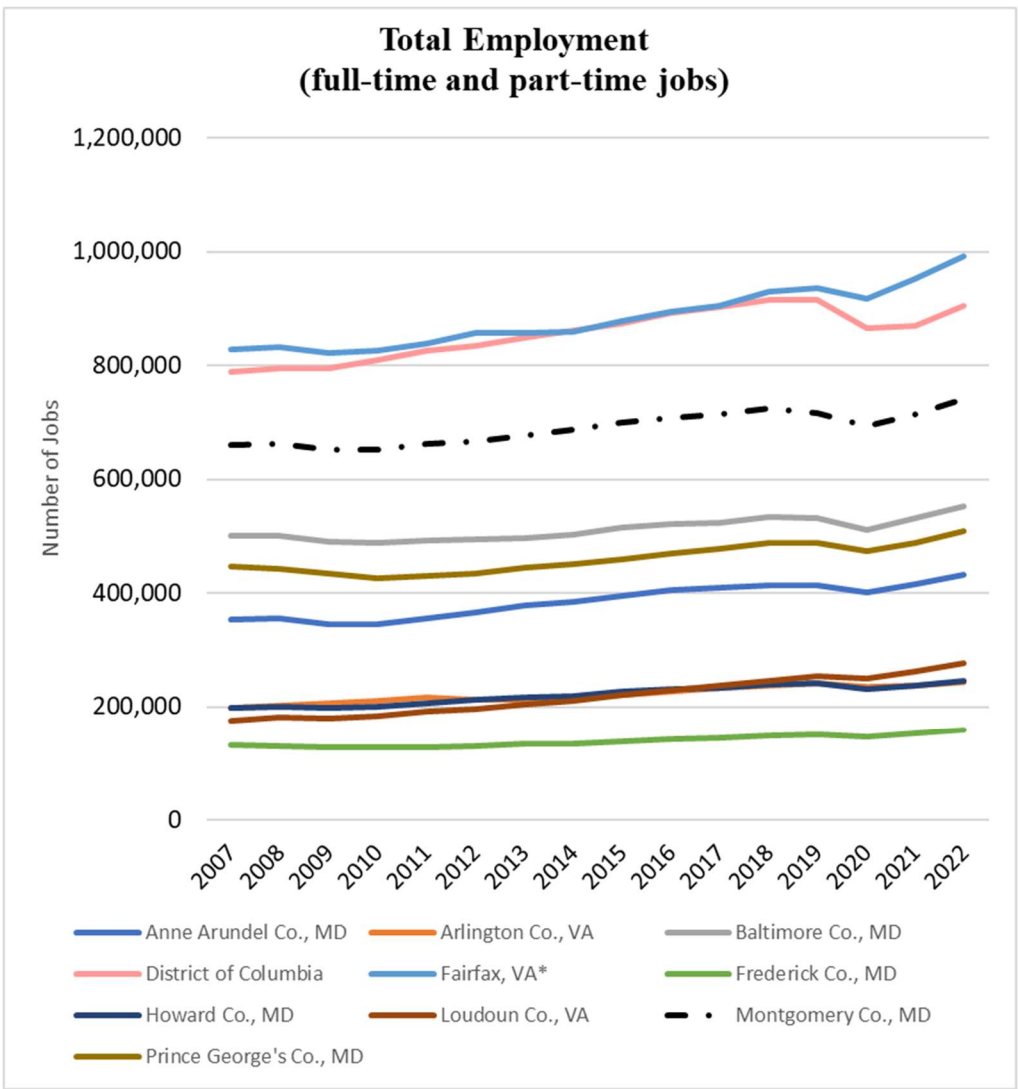
As reflected in Figure 3-8 and Table 3-8, the BEA measured the size of Montgomery County's total employment base at 741,956 jobs in 2022, an increase of 3.8 percent (27,096 jobs) compared to 2021. All jurisdictions in the region experienced employment growth from 2021 to 2022. The largest rate of employment growth occurred in Loudoun (5.5 percent), Frederick (4.3 percent), Prince George's (4.2 percent), and Fairfax (4.2 percent) Counties.

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 QCEW statistics because BEA adjusts 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, 2007-2022.



*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, 2007-2022.**Total Employment (Number of jobs) 1/****Source: Regional Economic Data (CAEMP25N), Bureau of Economic Analysis, U.S. Department of Commerce**

FIPS	Name	2007	2008	2009	2010	2011	2012	2013	2014
24003	Anne Arundel Co., MD	353,880	354,876	345,913	345,618	355,144	365,034	379,189	385,251
51013	Arlington Co., VA	198,545	202,775	205,930	210,386	215,762	212,248	212,978	213,861
24005	Baltimore Co., MD	500,525	501,097	490,819	487,862	491,560	494,593	497,571	503,404
11000	District of Columbia	788,410	794,912	795,912	809,137	826,761	834,413	848,226	860,669
51919	Fairfax, VA*	827,412	832,867	822,361	825,687	838,615	858,111	857,784	860,180
24021	Frederick Co., MD	131,069	129,844	127,808	127,543	127,197	129,332	132,846	133,891
24027	Howard Co., MD	198,183	200,059	198,351	200,426	206,672	213,578	217,454	219,363
51107	Loudoun Co., VA	176,203	181,061	179,822	183,855	190,953	195,925	203,895	209,683
24031	Montgomery Co., MD	659,374	661,376	651,521	651,834	663,362	666,825	676,396	688,124
24033	Prince George's Co., MD	447,324	443,519	433,377	426,807	430,315	433,821	444,117	450,103

24000	Maryland	3,440,607	3,430,882	3,359,485	3,345,423	3,394,831	3,438,880	3,493,921	3,537,654
51000	Virginia	4,869,348	4,870,415	4,758,119	4,743,189	4,802,678	4,856,886	4,898,765	4,953,354

FIPS	Name	2015	2016	2017	2018	2019	2020	2021	2022
24003	Anne Arundel Co., MD	394,134	405,375	410,464	414,689	413,611	400,616	416,390	432,915
51013	Arlington Co., VA	221,664	227,326	233,652	237,183	241,498	236,381	236,959	243,081
24005	Baltimore Co., MD	514,457	520,546	523,756	534,865	532,051	511,473	531,652	551,655
11000	District of Columbia	873,204	892,796	902,843	914,319	915,212	866,085	869,738	904,759
51919	Fairfax, VA*	877,354	893,516	905,880	929,240	935,511	917,964	951,872	992,170
24021	Frederick Co., MD	137,890	141,942	144,428	148,508	150,579	145,342	151,927	158,423
24027	Howard Co., MD	227,369	231,230	234,009	238,602	240,797	230,475	238,132	245,933
51107	Loudoun Co., VA	220,460	229,515	237,377	246,567	254,198	250,122	263,128	277,683
24031	Montgomery Co., MD	700,355	708,656	714,098	724,379	716,607	693,996	714,860	741,956
24033	Prince George's Co., MD	459,200	469,946	477,695	487,783	488,470	473,669	488,401	508,718

24000	Maryland	3,602,930	3,659,063	3,696,841	3,752,933	3,744,535	3,621,705	3,750,161	3,886,891
51000	Virginia	5,060,270	5,156,659	5,229,126	5,299,069	5,329,577	5,224,726	5,392,698	5,599,585

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, 2023-- new statistics for 2022; revised statistics for 2007-2021.

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.³⁴ Wages and salaries include commissions, tips, and bonuses.³⁵

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:

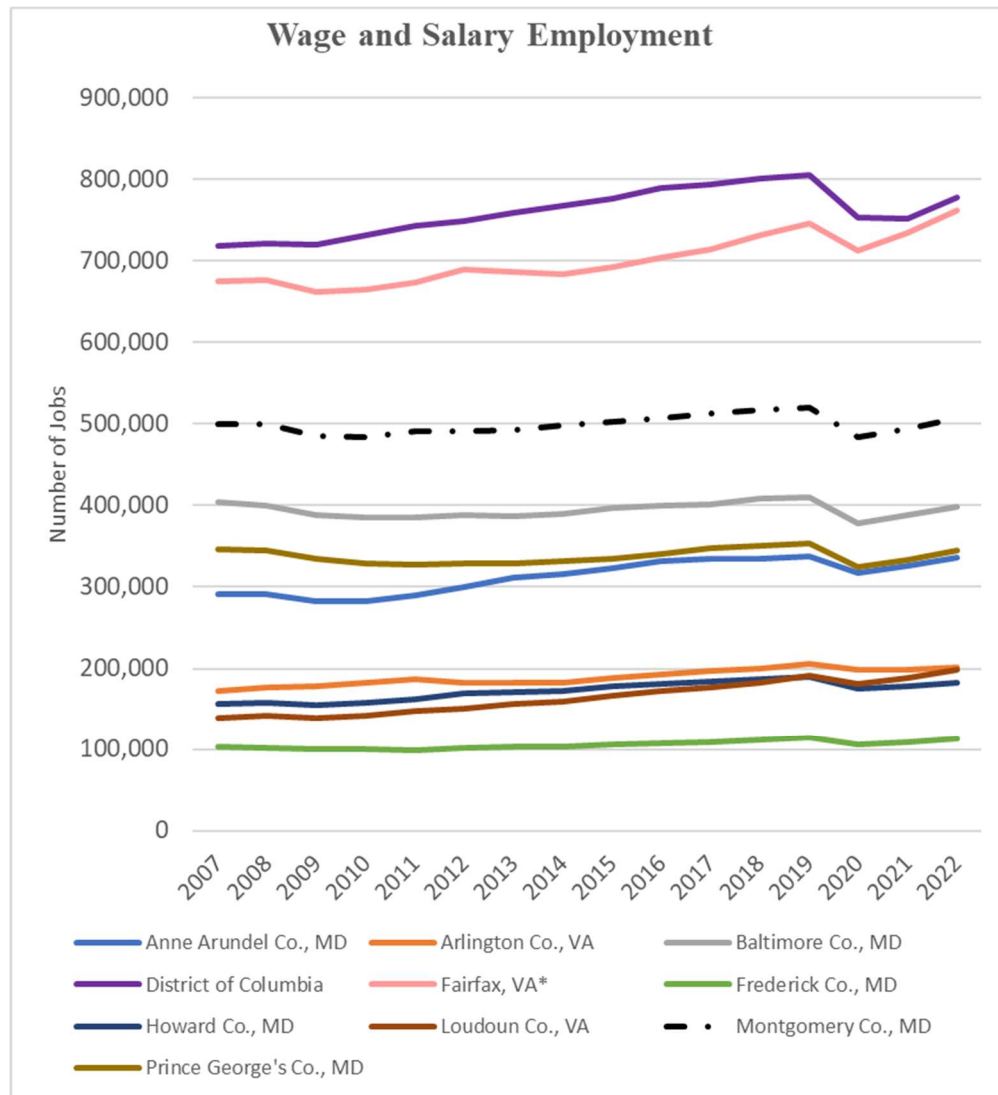
As reflected in Figure 3-9 and Table 3-9, BEA data show increases from 2021 to 2022 in wage and salary employment by place of work for Montgomery County and all jurisdictions in the surrounding area. From 2021 to 2022, wage and salary employment in Montgomery County rose by 2.5 percent, an addition of 12,506 jobs, almost restoring the number of wage and salary jobs to the pre-pandemic level. In the region, Loudoun County experienced the greatest percent wage and salary employment increase with 5.2 percent growth.

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 comprises 95 percent of BEA's wage and salary income estimates, but BEA estimates can differ from the QCEW statistics because BEA adjusts employment and wages not covered by public unemployment insurance programs.

Figure 3-9. Wage and Salary Employment, 2007-2022.



*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, 2007-2022.

Wage and Salary Employment (Number of Jobs)

Source: Regional Economic Data (CAINC4), Bureau of Economic Analysis, U.S. Department of Commerce

FIPS	Name	2007	2008	2009	2010	2011	2012	2013	2014
24003	Anne Arundel Co., MD	291,071	292,003	282,621	282,829	290,026	300,158	311,460	316,170
51013	Arlington Co., VA	173,088	176,207	178,389	182,675	187,670	183,283	182,787	182,442
24005	Baltimore Co., MD	404,186	400,650	388,574	385,402	385,362	388,060	386,933	390,087
11001	District of Columbia	718,308	721,890	719,705	731,389	742,832	749,247	758,641	767,306
51919	Fairfax, VA*	674,791	676,747	661,733	665,417	674,306	690,259	687,041	683,286
24021	Frederick Co., MD	103,068	102,109	99,821	100,058	99,081	100,978	103,077	103,643
24027	Howard Co., MD	156,946	158,220	155,264	157,478	162,641	169,433	171,784	172,517
51107	Loudoun Co., VA	138,490	141,998	139,239	142,560	147,796	151,431	157,212	160,056
24031	Montgomery Co., MD	500,339	499,329	485,194	484,033	490,982	491,037	492,602	498,762
24033	Prince George's Co., MD	345,962	345,026	334,865	329,409	327,861	328,812	328,497	331,572

FIPS	Name	2015	2016	2017	2018	2019	2020	2021	2022
24003	Anne Arundel Co., MD	322,559	331,360	334,153	335,421	336,973	316,999	325,524	335,596
51013	Arlington Co., VA	188,705	192,700	197,713	200,546	206,193	199,152	198,004	201,711
24005	Baltimore Co., MD	396,737	399,886	401,575	409,102	410,412	378,557	388,650	398,329
11001	District of Columbia	775,951	789,591	794,340	801,809	805,843	753,721	751,720	778,627
51919	Fairfax, VA*	692,744	704,577	714,516	732,035	746,133	712,556	735,296	761,806
24021	Frederick Co., MD	106,445	107,835	109,197	112,188	114,671	105,969	109,241	112,921
24027	Howard Co., MD	178,089	181,623	183,739	186,440	189,827	175,739	178,652	182,146
51107	Loudoun Co., VA	166,902	172,223	177,363	183,070	191,023	180,593	189,144	198,921
24031	Montgomery Co., MD	502,873	507,438	513,064	516,781	520,063	484,174	494,044	506,550
24033	Prince George's Co., MD	334,688	340,886	348,401	350,498	353,193	325,168	333,242	344,713

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, 2023 -- new statistics for 2022; revised statistics for 2007-2021.

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:

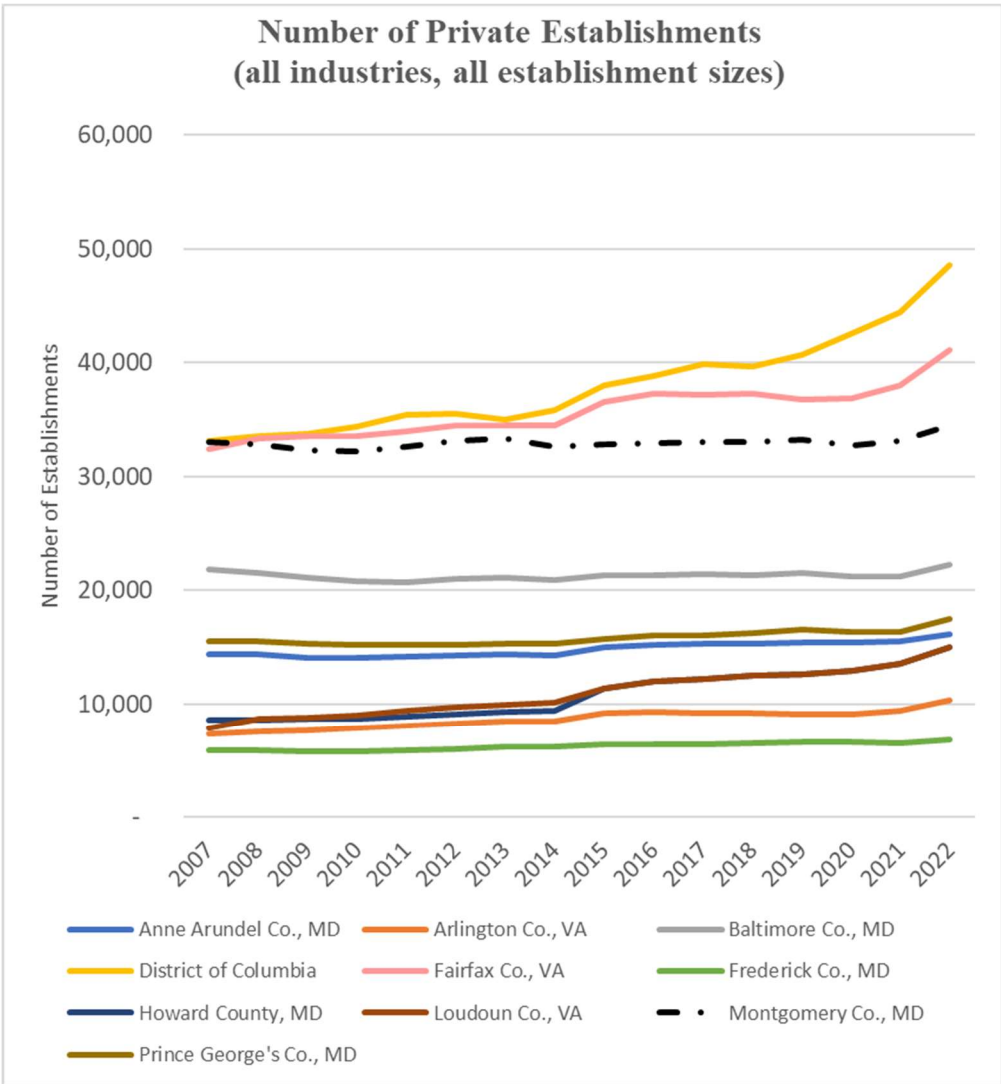
Quarterly Census of Employment and Wages (QCEW), Bureau of Labor Statistics, U.S. Department of Labor.³⁶

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 Montgomery County recorded 34,513 private establishments in 2022, a 4.3 percent increase above the 2021 level, Montgomery County and all area jurisdictions exceeded their pre-pandemic 2019 levels of private establishments. Arlington County, Howard County, Loudoun County, each saw 2021 to 2022 increases near ten percent.

Figure 3-10. Number of Private Establishments (all industries, all est. sizes), 2007-2022.



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), 2007-2022.**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	2007	2008	2009	2010	2011	2012	2013	2014
24003	Anne Arundel Co., MD	14,344	14,345	14,125	14,074	14,144	14,288	14,444	14,330
51013	Arlington Co., VA	7,334	7,568	7,665	7,823	8,032	8,329	8,494	8,462
24005	Baltimore Co., MD	21,851	21,507	21,165	20,830	20,760	20,982	21,107	20,890
11000	District of Columbia	33,162	33,574	33,723	34,387	35,417	35,584	35,010	35,871
51059	Fairfax Co., VA	32,448	33,396	33,567	33,590	33,996	34,541	34,529	34,495
24021	Frederick Co., MD	5,935	5,888	5,785	5,797	5,931	6,044	6,161	6,183
24027	Howard County, MD	8,543	8,641	8,655	8,682	8,861	9,110	9,327	9,389
51107	Loudoun Co., VA	7,912	8,644	8,801	9,001	9,372	9,701	9,888	10,178
24031	Montgomery Co., MD	33,005	32,847	32,337	32,266	32,590	33,120	33,309	32,593
24033	Prince George's Co., MD	15,566	15,508	15,362	15,230	15,210	15,230	15,364	15,285

24000	Maryland	163,763	162,591	160,752	160,241	161,200	164,145	165,535	163,723
51000	Virginia	222,884	221,916	222,700	224,817	230,479	230,479	230,312	232,611

FIPS	Name	2015	2016	2017	2018	2019	2020	2021	2022
24003	Anne Arundel Co., MD	15,036	15,181	15,305	15,343	15,482	15,412	15,498	16,185
51013	Arlington Co., VA	9,221	9,348	9,226	9,205	9,132	9,143	9,448	10,382
24005	Baltimore Co., MD	21,318	21,373	21,395	21,359	21,516	21,204	21,213	22,248
11000	District of Columbia	37,997	38,866	39,939	39,695	40,713	42,535	44,401	48,564
51059	Fairfax Co., VA	36,590	37,312	37,195	37,276	36,766	36,839	37,985	41,142
24021	Frederick Co., MD	6,363	6,435	6,433	6,482	6,574	6,578	6,531	6,818
24027	Howard County, MD	11,395	11,987	12,244	12,575	12,677	12,933	13,591	14,965
51107	Loudoun Co., VA	11,395	11,987	12,244	12,575	12,677	12,933	13,591	14,965
24031	Montgomery Co., MD	32,862	32,962	33,044	33,041	33,242	32,753	33,103	34,513
24033	Prince George's Co., MD	15,751	16,015	16,099	16,230	16,568	16,397	16,408	17,478

24000	Maryland	168,788	170,931	172,188	173,354	176,160	174,807	176,625	189,482
51000	Virginia	254,270	264,329	270,073	278,349	280,066	282,884	297,191	327,821

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.³⁷

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 2007-2022.

Figure 3-12 and Table 3-12 depict BEA statistics on compensation to employees in the Retail Trade sector (NAICS Code 44-45) for 2007-2022. 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 2007-2022.

Current data and trends:

For 2022, NAICS data on employment and establishments in the Retail Trade Sector show Montgomery County had 874 more jobs (up 1.7 percent) but 35 fewer private establishments (down 1.5 percent) than in 2021. While all regional jurisdictions experienced a rise in the number of retail jobs, Montgomery County's rate of increase was the smallest in the survey.

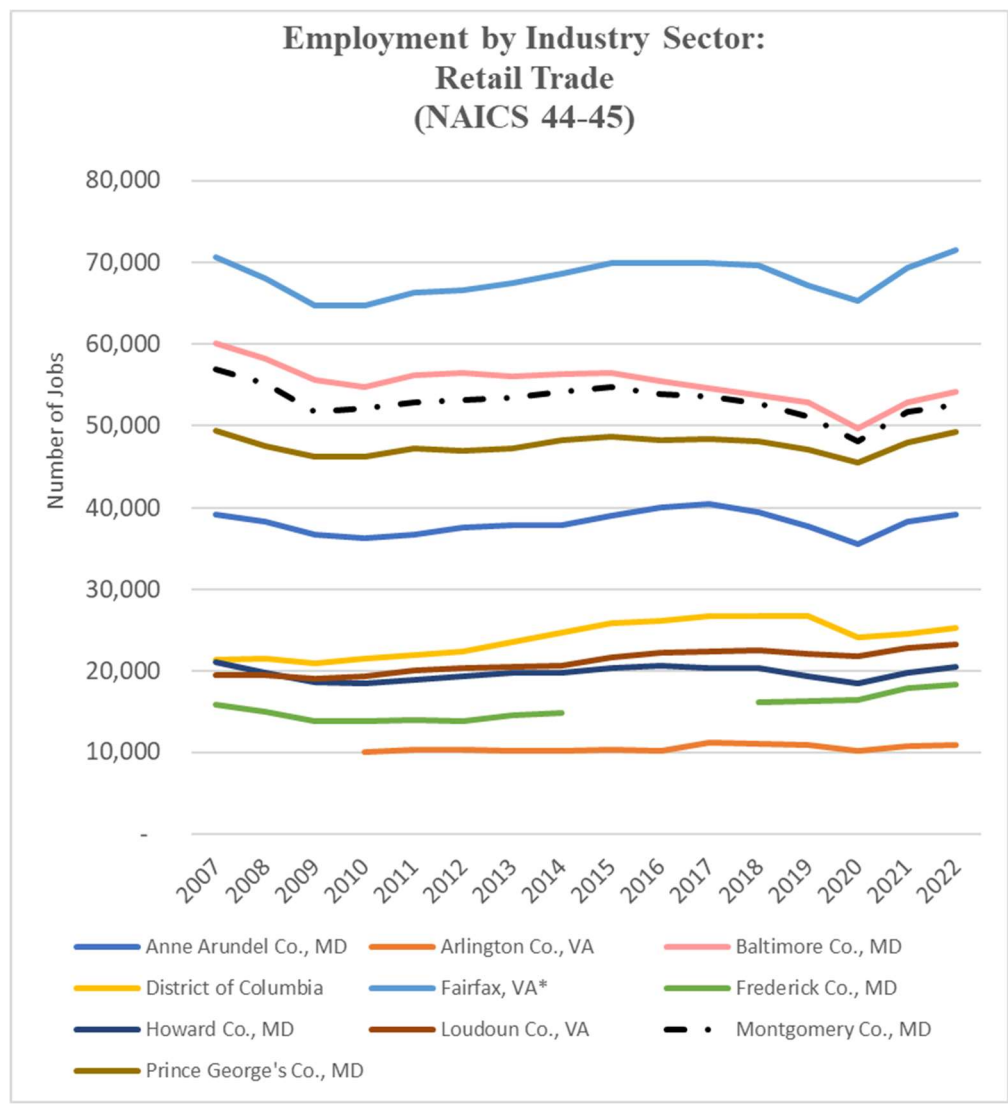
The decline in the number of retail establishments began before the pandemic in most jurisdictions and accelerated during the pandemic-driven economic disruptions. Most regional jurisdictions experienced an increase in retail establishments from 2021 to 2022. Only Montgomery County, Anne Arundel County (down 0.3 percent), and Baltimore County (down 0.3 percent) saw a decrease in retail establishments during that time period.

Compared to the previous year, the 2022 NAICS data for compensation to employees in the Retail Trade Sector show Montgomery County's compensation for employees in the retail trade industry increased \$106.4 million (up 4.9 percent) from the 2021 pandemic-influenced level.

Sources of data:

Regional Economic Accounts, Bureau of Economic Analysis (BEA), U.S. Department of Commerce³⁸ and the U.S. Bureau of Labor Statistics.³⁹

Figure 3-11. Employment by Industry Sector: Retail Trade (NAICS 44-45), 2007-2022.



*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), 2007-2022.**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	2007	2008	2009	2010	2011	2012	2013	2014
24003	Anne Arundel Co., MD	39,233	38,339	36,680	36,287	36,773	37,632	37,883	37,910
51013	Arlington Co., VA	10,664	(D)	(D)	9,967	10,302	10,338	10,154	10,176
24005	Baltimore Co., MD	60,059	58,252	55,606	54,828	56,134	56,518	56,063	56,302
11000	District of Columbia	21,424	21,573	21,020	21,593	22,059	22,494	23,545	24,710
51919	Fairfax, VA*	70,570	68,029	64,749	64,674	66,255	66,605	67,521	68,554
24021	Frederick Co., MD	15,977	14,996	13,931	13,845	14,076	13,870	14,562	14,847
24027	Howard Co., MD	21,073	19,833	18,646	18,579	18,904	19,410	19,847	19,818
51107	Loudoun Co., VA	19,499	19,584	19,060	19,402	20,116	20,446	20,481	20,756
24031	Montgomery Co., MD	56,885	55,261	51,712	52,157	52,830	53,114	53,418	54,211
24033	Prince George's Co., MD	49,390	47,528	46,285	46,267	47,231	46,912	47,213	48,307

24000	Maryland	362,543	350,624	334,361	330,859	337,724	340,102	340,102	341,932
51000	Virginia	508,576	495,859	474,222	469,984	478,681	481,663	488,364	492,920

FIPS	Name	2015	2016	2017	2018	2019	2020	2021	2022
24003	Anne Arundel Co., MD	38,969	40,068	40,434	39,498	37,777	35,528	38,352	39,180
51013	Arlington Co., VA	10,340	10,171	11,145	10,974	10,828	10,163	10,660	10,911
24005	Baltimore Co., MD	56,469	55,492	54,633	53,769	52,827	49,715	52,946	54,252
11000	District of Columbia	25,842	26,128	26,794	26,775	26,750	24,204	24,559	25,358
51919	Fairfax, VA*	69,945	69,879	69,876	69,690	67,209	65,311	69,291	71,517
24021	Frederick Co., MD	(D)	(D)	(D)	16,265	16,358	16,464	17,963	18,389
24027	Howard Co., MD	20,338	20,717	20,372	20,356	19,391	18,499	19,881	20,526
51107	Loudoun Co., VA	21,719	22,258	22,388	22,564	22,074	21,808	22,823	23,289
24031	Montgomery Co., MD	54,768	53,926	53,655	52,807	51,196	48,177	51,748	52,622
24033	Prince George's Co., MD	48,748	48,291	48,386	48,168	47,045	45,501	47,998	49,261

24000	Maryland	348,697	347,350	346,825	342,215	333,787	320,156	343,556	351,570
51000	Virginia	500,369	501,495	503,345	496,900	484,722	487,579	507,333	519,275

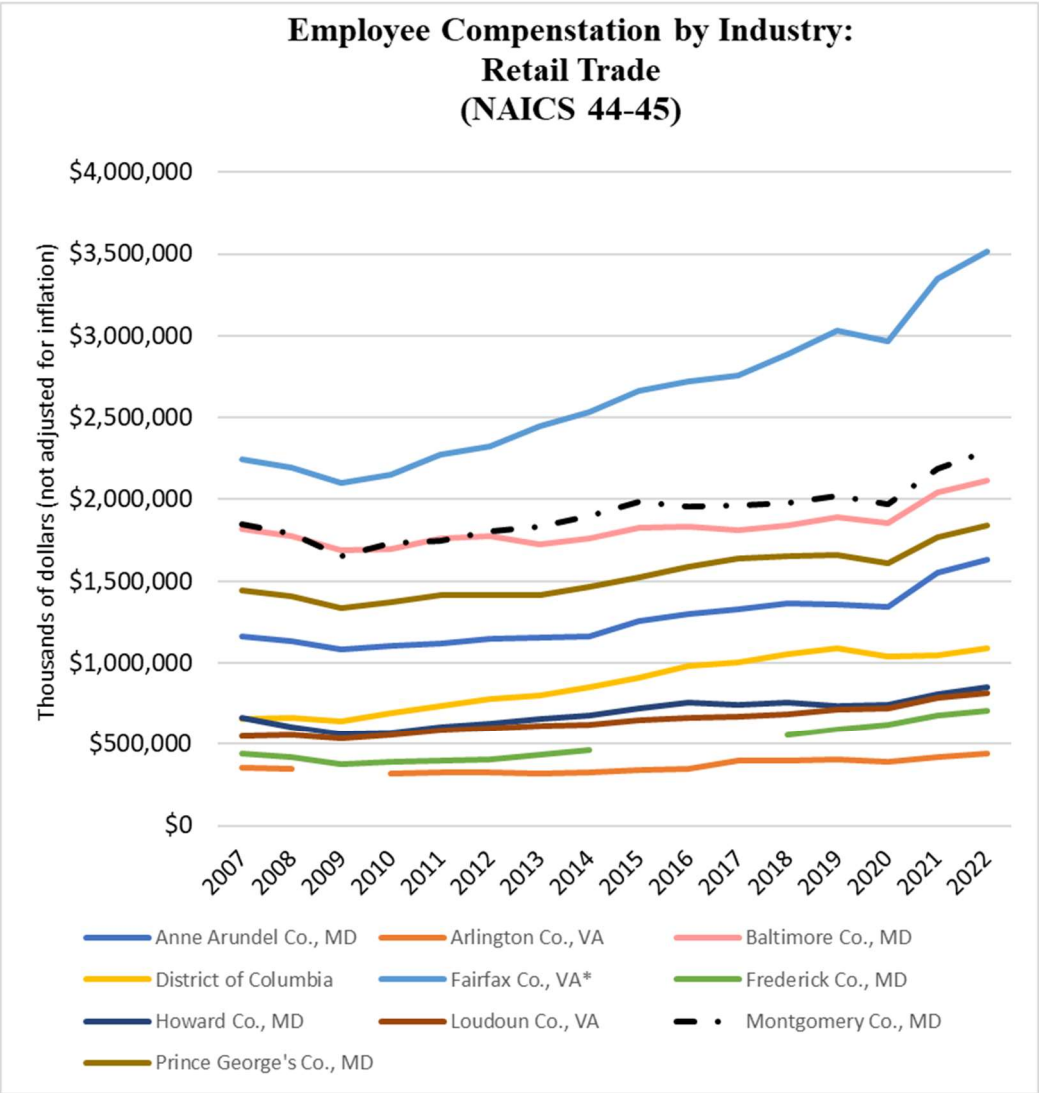
1/ The estimates of employment for 2001-2006 are based on the 2002 NAICS. The estimates for 2007-2010 are based on the 2007 NAICS. The estimates for 2011-2016 are based on the 2012 NAICS. The estimates for 2017 forward are based on the 2017 NAICS.

* 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, 2023-- new statistics for 2022; revised statistics for 2007-2021.

Figure 3-12. Compensation of Employees by Industry Sector: Retail Trade (NAICS 44-45), 2007-2022.



*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), 2007-2022.**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	2007	2008	2009	2010	2011	2012	2013	2014
24003	Anne Arundel Co., MD	\$1,161,111	\$1,133,482	\$1,085,019	\$1,105,769	\$1,120,209	\$1,147,229	\$1,158,634	\$1,163,212
51013	Arlington Co., VA	\$350,946	\$350,045	(D)	\$321,755	\$326,062	\$328,766	\$319,437	\$325,618
24005	Baltimore Co., MD	\$1,819,459	\$1,776,877	\$1,692,049	\$1,697,468	\$1,759,900	\$1,774,505	\$1,725,784	\$1,762,843
11001	District of Columbia	\$659,036	\$662,869	\$639,463	\$696,773	\$740,232	\$778,204	\$801,680	\$854,511
51919	Fairfax Co., VA*	\$2,248,827	\$2,194,400	\$2,102,240	\$2,151,654	\$2,276,467	\$2,328,161	\$2,450,316	\$2,530,883
24021	Frederick Co., MD	\$442,420	\$416,475	\$377,649	\$392,819	\$399,701	\$401,229	\$432,013	\$462,304
24027	Howard Co., MD	\$661,581	\$607,674	\$566,531	\$574,113	\$603,918	\$628,627	\$657,150	\$676,644
51107	Loudoun Co., VA	\$552,054	\$556,795	\$534,472	\$556,613	\$582,621	\$600,542	\$617,347	\$620,702
24031	Montgomery Co., MD	\$1,846,207	\$1,789,097	\$1,655,705	\$1,730,909	\$1,749,842	\$1,802,212	\$1,836,267	\$1,896,714
24033	Prince George's Co., MD	\$1,444,220	\$1,405,617	\$1,335,797	\$1,369,922	\$1,414,448	\$1,414,830	\$1,411,973	\$1,464,146

24000	Maryland	\$10,352,208	\$10,046,524	\$9,505,215	\$9,678,250	\$9,943,553	\$10,112,426	\$10,201,708	\$10,480,816
51000	Virginia	\$13,177,835	\$13,064,765	\$12,578,542	\$12,673,569	\$12,922,997	\$13,230,410	\$13,693,129	\$13,983,359

FIPS	Name	2015	2016	2017	2018	2019	2020	2021	2022
24003	Anne Arundel Co., MD	\$1,259,682	\$1,300,666	\$1,330,445	\$1,361,962	\$1,355,209	\$1,340,664	\$1,553,343	\$1,628,949
51013	Arlington Co., VA	\$339,781	\$348,551	\$394,954	\$394,530	\$403,176	\$390,056	\$420,187	\$444,398
24005	Baltimore Co., MD	\$1,830,036	\$1,832,413	\$1,808,862	\$1,841,099	\$1,891,482	\$1,852,993	\$2,040,149	\$2,115,362
11001	District of Columbia	\$911,874	\$981,824	\$1,004,704	\$1,051,308	\$1,088,022	\$1,037,870	\$1,050,247	\$1,088,527
51919	Fairfax Co., VA*	\$2,662,651	\$2,722,283	\$2,755,125	\$2,885,902	\$3,030,237	\$2,965,310	\$3,349,433	\$3,514,815
24021	Frederick Co., MD	(D)	(D)	(D)	\$555,993	\$590,396	\$617,774	\$676,421	\$705,928
24027	Howard Co., MD	\$720,113	\$755,196	\$744,292	\$755,649	\$739,870	\$745,180	\$810,451	\$849,549
51107	Loudoun Co., VA	\$650,730	\$664,470	\$673,884	\$686,641	\$716,905	\$720,466	\$789,318	\$816,795
24031	Montgomery Co., MD	\$1,983,941	\$1,953,974	\$1,964,556	\$1,978,745	\$2,024,525	\$1,970,111	\$2,187,439	\$2,293,871
24033	Prince George's Co., MD	\$1,526,775	\$1,586,589	\$1,638,141	\$1,653,230	\$1,658,419	\$1,613,059	\$1,765,849	\$1,843,171

24000	Maryland	\$10,978,585	\$11,145,552	\$11,232,889	\$11,430,648	\$11,671,927	\$11,602,274	\$12,877,106	\$13,435,187
51000	Virginia	\$14,503,858	\$14,689,726	\$14,953,760	\$15,290,097	\$15,834,601	\$16,336,401	\$18,000,522	\$18,820,728

All dollar estimates are in thousands of current dollars (not adjusted for inflation).

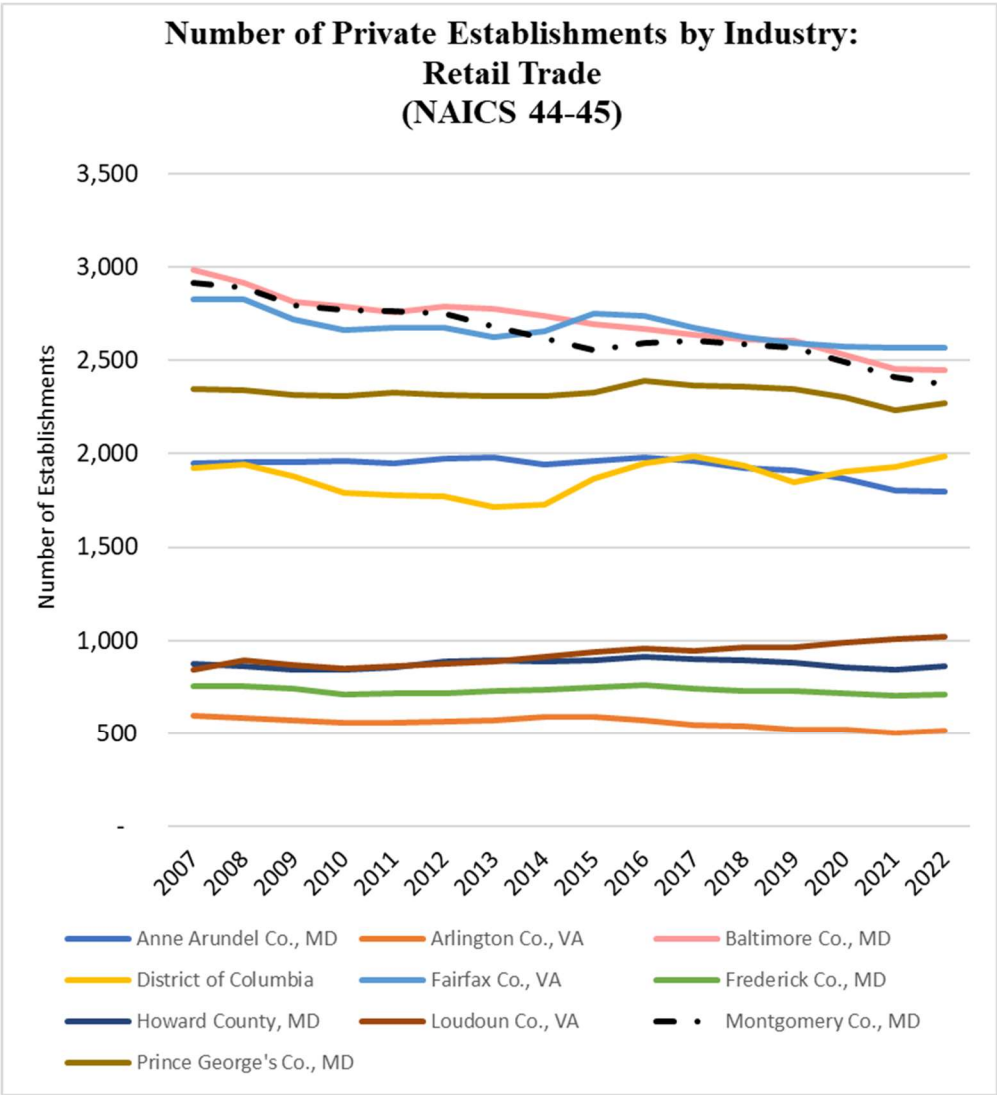
The estimates for 2011-2016 are based on the 2012 NAICS. The estimates for 2017 forward are based on the 2017 NAICS.

* 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, 2023-- new statistics for 2022; revised statistics for 2007-2021.

Figure 3-13. Number of Establishments by Industry: Retail Trade (NAICS 44-45), 2007-2022



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), 2006-2021.**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	2007	2008	2009	2010	2011	2012	2013	2014
24003	Anne Arundel Co., MD	1,948	1,957	1,956	1,960	1,952	1,974	1,978	1,941
51013	Arlington Co., VA	596	587	569	560	560	566	571	588
24005	Baltimore Co., MD	2,986	2,917	2,813	2,787	2,760	2,787	2,774	2,738
11000	District of Columbia	1,921	1,945	1,877	1,788	1,777	1,773	1,716	1,728
51059	Fairfax Co., VA	2,828	2,827	2,721	2,664	2,676	2,674	2,624	2,654
24021	Frederick Co., MD	754	757	740	713	718	720	731	739
24027	Howard County, MD	875	862	844	842	858	887	892	889
51107	Loudoun Co., VA	844	892	867	849	862	874	891	911
24031	Montgomery Co., MD	2,913	2,887	2,796	2,770	2,761	2,750	2,682	2,616
24033	Prince George's Co., MD	2,344	2,343	2,317	2,309	2,326	2,317	2,308	2,311

24000	Maryland	19,661	19,523	19,148	18,928	18,938	18,985	18,887	18,610
51000	Virginia	27,050	27,110	26,403	25,928	25,784	25,776	25,553	25,483

FIPS	Name	2015	2016	2017	2018	2019	2020	2021	2022
24003	Anne Arundel Co., MD	1,963	1,980	1,960	1,921	1,912	1,865	1,801	1,796
51013	Arlington Co., VA	588	570	545	539	521	520	505	517
24005	Baltimore Co., MD	2,696	2,672	2,636	2,612	2,603	2,527	2,455	2,447
11000	District of Columbia	1,869	1,947	1,986	1,939	1,848	1,903	1,933	1,989
51059	Fairfax Co., VA	2,754	2,740	2,673	2,624	2,593	2,573	2,570	2,571
24021	Frederick Co., MD	752	763	742	733	731	718	705	708
24027	Howard County, MD	895	911	902	897	884	858	844	864
51107	Loudoun Co., VA	941	956	946	966	962	986	1,008	1,022
24031	Montgomery Co., MD	2,558	2,591	2,604	2,584	2,565	2,491	2,408	2,373
24033	Prince George's Co., MD	2,327	2,391	2,364	2,359	2,344	2,303	2,233	2,268

24000	Maryland	18,562	18,719	18,561	18,434	18,352	17,884	17,399	17,593
51000	Virginia	26,104	26,089	25,901	25,844	25,546	25,506	25,886	26,084

**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.⁴⁰

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 Table 3-14 depict BEA statistics on employment (number of jobs) in the Accommodation and Food Services sector (NAICS Code 72) for 2007-2022.

Figure 3-15 and Table 3-15 depict BEA statistics on compensation to employees in the Accommodation and Food Services sector (NAICS Code 72) for 2007-2022. Note that dollars are in thousands.

Figure 3-16 and Table 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 2007-2022.

Current data and trends:

For 2022, NAICS data on employment and establishments in the Accommodation and Food Services sector show Montgomery County had 3,433 more jobs (up 10.6 percent) and 50 more private establishments (up 2.7 percent) compared to 2021. From 2021 to 2022, all regional jurisdictions experienced a rise in the number of Accommodation and Food Services jobs, with the largest rate of increase occurring in the District of Columbia (up 34.5 percent) and the smallest rates of increase occurring in Anne Arundel and Baltimore Counties (both up 6.4 percent).

The 2022 NAICS data show a reversal in the decline in the number of Accommodation and Food Services establishments during the pandemic. From 2021 to 2022, all regional jurisdictions (except Anne Arundel County) experienced a rise in the number of Accommodation and Food Services establishments, with the largest rate of increase occurring in Fairfax County (up 6.4 percent) and the smallest rate of increase occurring in Prince George's County (up 0.8 percent).

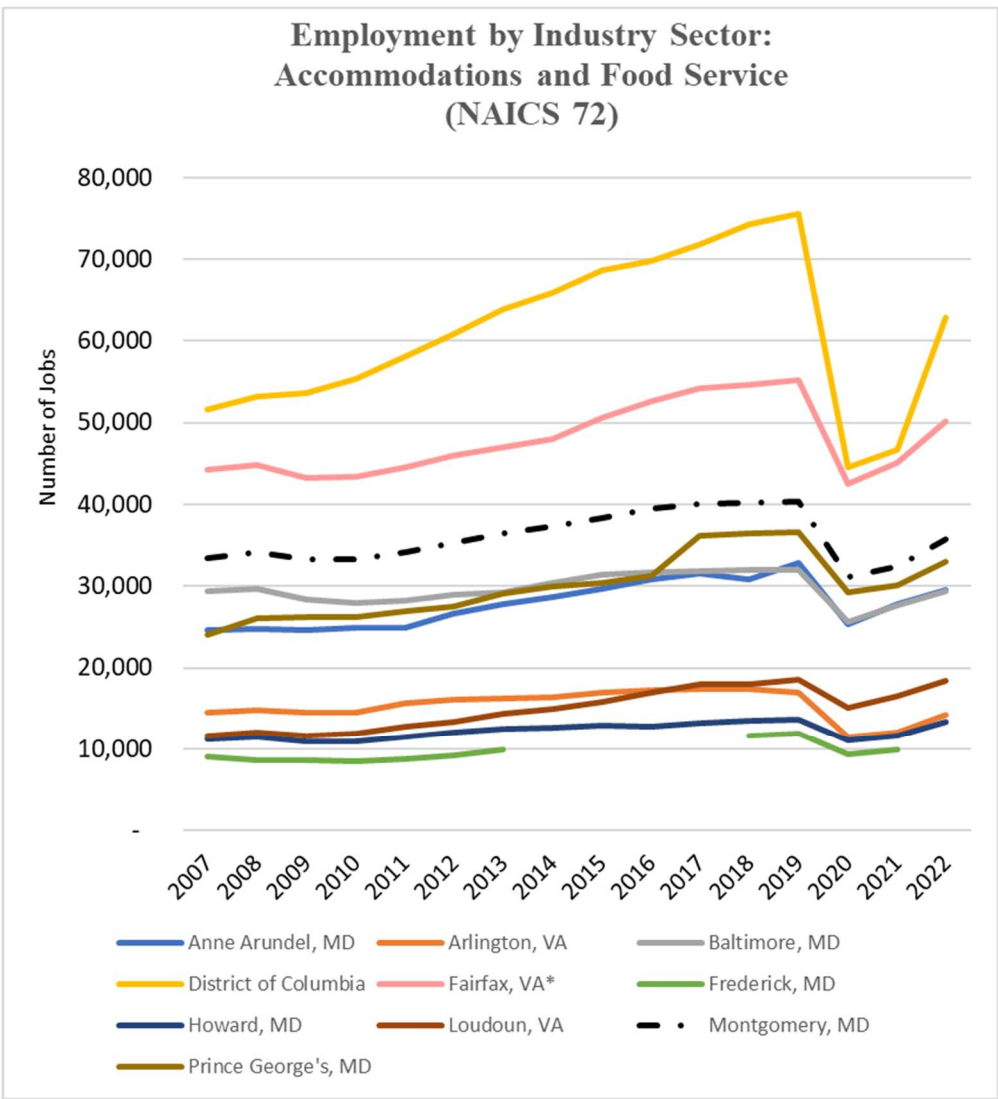
Compared to the previous year, the 2022 NAICS data show that compensation in the Accommodation and Food Services Sector for employees in Montgomery County increased \$233.3 million (up 20.4 percent) from the 2021 pandemic-influenced level.

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.⁴¹

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.⁴² 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), 2007-2022.



*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), 2007-2022.**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	2007	2008	2009	2010	2011	2012	2013	2014
24003	Anne Arundel, MD	24,644	24,803	24,633	24,913	24,960	26,645	27,859	28,600
51013	Arlington, VA	14,494	14,839	14,498	14,592	15,605	16,145	16,319	16,384
24005	Baltimore, MD	29,396	29,680	28,317	27,905	28,265	28,982	29,239	30,356
11000	District of Columbia	51,609	53,218	53,607	55,375	58,094	60,823	63,849	65,860
51919	Fairfax, VA*	44,211	44,807	43,313	43,456	44,608	46,001	46,933	47,988
24021	Frederick, MD	9,019	8,614	8,562	8,396	8,762	9,188	9,882	(D)
24027	Howard, MD	11,201	11,440	10,848	10,972	11,503	12,063	12,560	12,700
51107	Loudoun, VA	11,586	12,019	11,574	11,885	12,762	13,382	14,327	14,923
24031	Montgomery, MD	33,411	34,136	33,291	33,303	34,106	35,275	36,440	37,387
24033	Prince George's, MD	24,033	26,041	26,234	26,233	26,875	27,540	29,035	29,966

24000	Maryland	212,654	215,136	210,368	209,486	214,167	222,362	229,814	235,156
51000	Virginia	317,527	320,770	313,871	313,576	322,396	329,873	336,965	344,219

FIPS	Name	2015	2016	2017	2018	2019	2020	2021	2022
24003	Anne Arundel, MD	29,645	30,790	31,520	30,864	32,880	25,311	27,739	29,518
51013	Arlington, VA	16,944	17,282	17,366	17,339	16,935	11,496	12,068	14,263
24005	Baltimore, MD	31,347	31,740	31,839	31,993	32,030	25,568	27,621	29,397
11000	District of Columbia	68,675	69,824	71,897	74,293	75,655	44,564	46,717	62,847
51919	Fairfax, VA*	50,636	52,633	54,178	54,645	55,291	42,454	45,166	50,117
24021	Frederick, MD	(D)	(D)	(D)	11,604	11,885	9,351	9,967	(D)
24027	Howard, MD	12,878	12,722	13,226	13,448	13,692	11,021	11,644	13,424
51107	Loudoun, VA	15,886	17,014	17,918	18,014	18,552	15,072	16,491	18,348
24031	Montgomery, MD	38,375	39,455	40,106	40,245	40,290	31,132	32,376	35,809
24033	Prince George's, MD	30,440	31,321	36,176	36,494	36,656	29,251	30,147	33,017

24000	Maryland	241,463	246,650	255,759	256,856	260,433	204,950	219,504	235,416
51000	Virginia	355,761	367,764	376,396	379,938	381,502	311,383	334,572	361,453

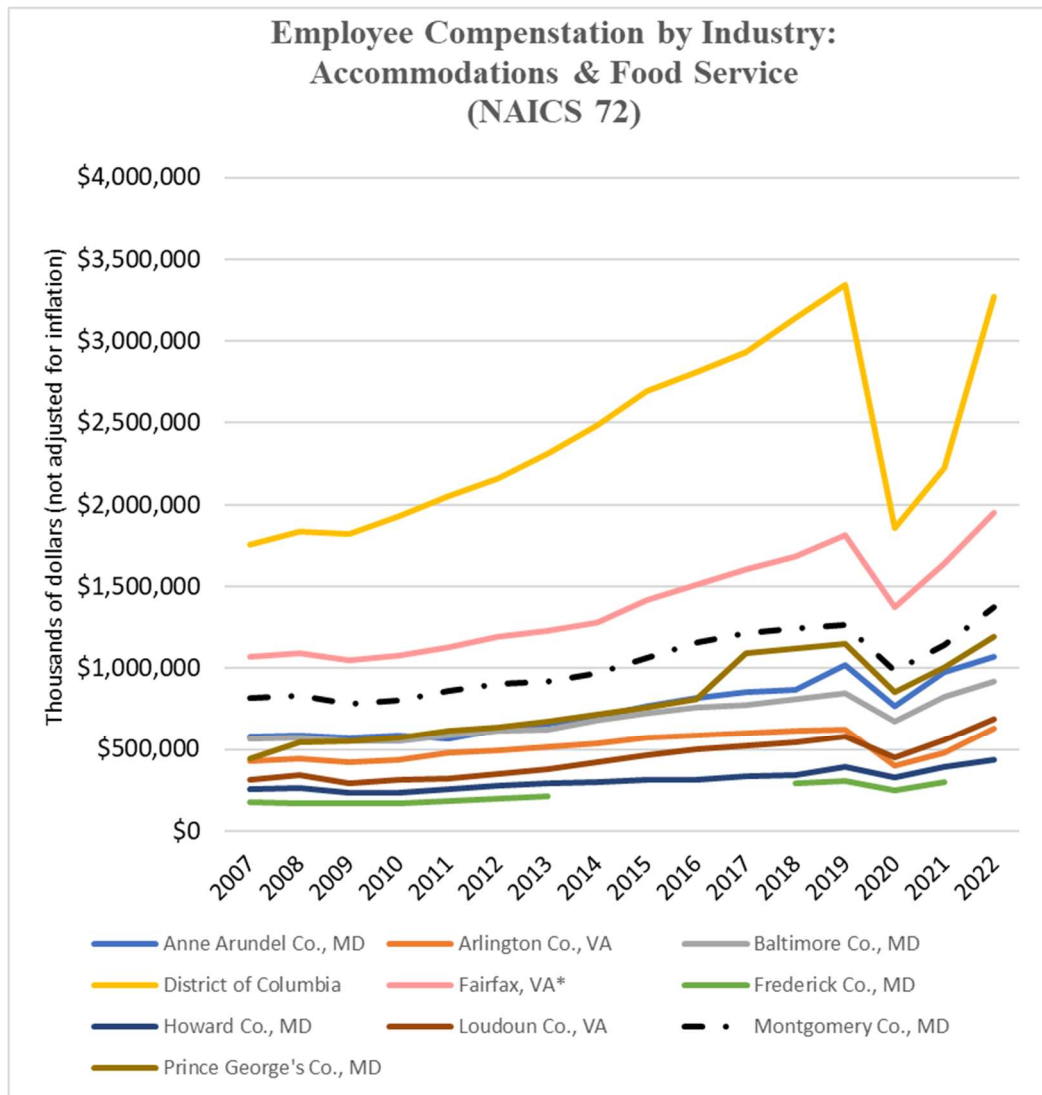
1/ The estimates of employment for 2001-2006 are based on the 2002 NAICS. The estimates for 2007-2010 are based on the 2007 NAICS. The estimates for 2011-2016 are based on the 2012 NAICS. The estimates for 2017 forward are based on the 2017 NAICS.

* 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, 2023-- new statistics for 2022; revised statistics for 2007-2020.

Figure 3-15. Compensation of Employees by Industry: Accommodation & Food Services, 2007-2022.



*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), 2007-2022.

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	2007	2008	2009	2010	2011	2012	2013	2014
24003	Anne Arundel Co., MD	\$578,925	\$586,957	\$575,929	\$590,065	\$564,196	\$625,887	\$660,800	\$700,508
51013	Arlington Co., VA	\$425,439	\$440,669	\$423,290	\$433,834	\$476,229	\$495,234	\$513,302	\$536,256
24005	Baltimore Co., MD	\$567,931	\$576,231	\$550,512	\$554,524	\$585,682	\$617,143	\$623,409	\$679,276
11001	District of Columbia	\$1,753,170	\$1,832,169	\$1,820,253	\$1,929,956	\$2,049,288	\$2,162,907	\$2,309,266	\$2,488,288
51919	Fairfax, VA*	\$1,069,142	\$1,088,936	\$1,048,828	\$1,076,396	\$1,127,384	\$1,194,381	\$1,227,904	\$1,283,551
24021	Frederick Co., MD	\$174,481	\$168,564	\$169,191	\$169,089	\$180,937	\$196,462	\$212,406	(D)
24027	Howard Co., MD	\$254,591	\$261,308	\$233,657	\$236,149	\$256,849	\$279,897	\$292,225	\$300,089
51107	Loudoun Co., VA	\$314,996	\$338,947	\$292,494	\$312,316	\$321,806	\$346,298	\$378,559	\$423,070
24031	Montgomery Co., MD	\$815,092	\$830,661	\$781,297	\$800,269	\$862,706	\$902,386	\$922,367	\$968,462
24033	Prince George's Co., MD	\$440,014	\$543,068	\$548,555	\$575,504	\$613,499	\$637,833	\$672,360	\$714,353

24000	Maryland	\$4,432,888	\$4,570,513	\$4,443,612	\$4,523,362	\$4,734,657	\$5,089,503	\$5,268,851	\$5,556,706
51000	Virginia	\$6,173,265	\$6,328,314	\$6,166,860	\$6,277,085	\$6,548,678	\$6,973,777	\$7,202,219	\$7,579,466

FIPS	Name	2015	2016	2017	2018	2019	2020	2021	2022
24003	Anne Arundel Co., MD	\$768,409	\$817,083	\$851,446	\$868,961	\$1,018,615	\$764,582	\$977,446	\$1,068,943
51013	Arlington Co., VA	\$573,533	\$590,367	\$604,826	\$617,421	\$622,883	\$402,142	\$478,734	\$627,043
24005	Baltimore Co., MD	\$727,060	\$758,318	\$772,107	\$814,385	\$846,759	\$672,890	\$823,780	\$920,982
11001	District of Columbia	\$2,692,369	\$2,810,738	\$2,933,414	\$3,138,691	\$3,342,793	\$1,857,791	\$2,228,486	\$3,272,392
51919	Fairfax, VA*	\$1,414,498	\$1,508,599	\$1,608,254	\$1,687,394	\$1,813,930	\$1,371,518	\$1,640,060	\$1,949,239
24021	Frederick Co., MD	(D)	(D)	(D)	\$288,298	\$305,483	\$247,434	\$298,897	(D)
24027	Howard Co., MD	\$309,891	\$313,456	\$333,967	\$344,941	\$392,656	\$324,970	\$389,134	\$437,390
51107	Loudoun Co., VA	\$465,499	\$498,155	\$520,818	\$541,292	\$576,340	\$449,421	\$561,188	\$690,436
24031	Montgomery Co., MD	\$1,061,068	\$1,156,458	\$1,213,711	\$1,245,429	\$1,263,416	\$987,289	\$1,141,223	\$1,374,536
24033	Prince George's Co., MD	\$758,692	\$814,266	\$1,089,130	\$1,119,377	\$1,149,733	\$857,237	\$1,005,524	\$1,192,023

24000	Maryland	\$5,986,712	\$6,331,813	\$6,828,985	\$7,077,102	\$7,451,257	\$5,836,293	\$7,105,699	\$8,010,256
51000	Virginia	\$8,180,072	\$8,639,113	\$8,983,265	\$9,336,788	\$9,758,600	\$7,937,198	\$9,849,657	\$11,488,177

All dollar estimates are in thousands of current dollars (not adjusted for inflation).

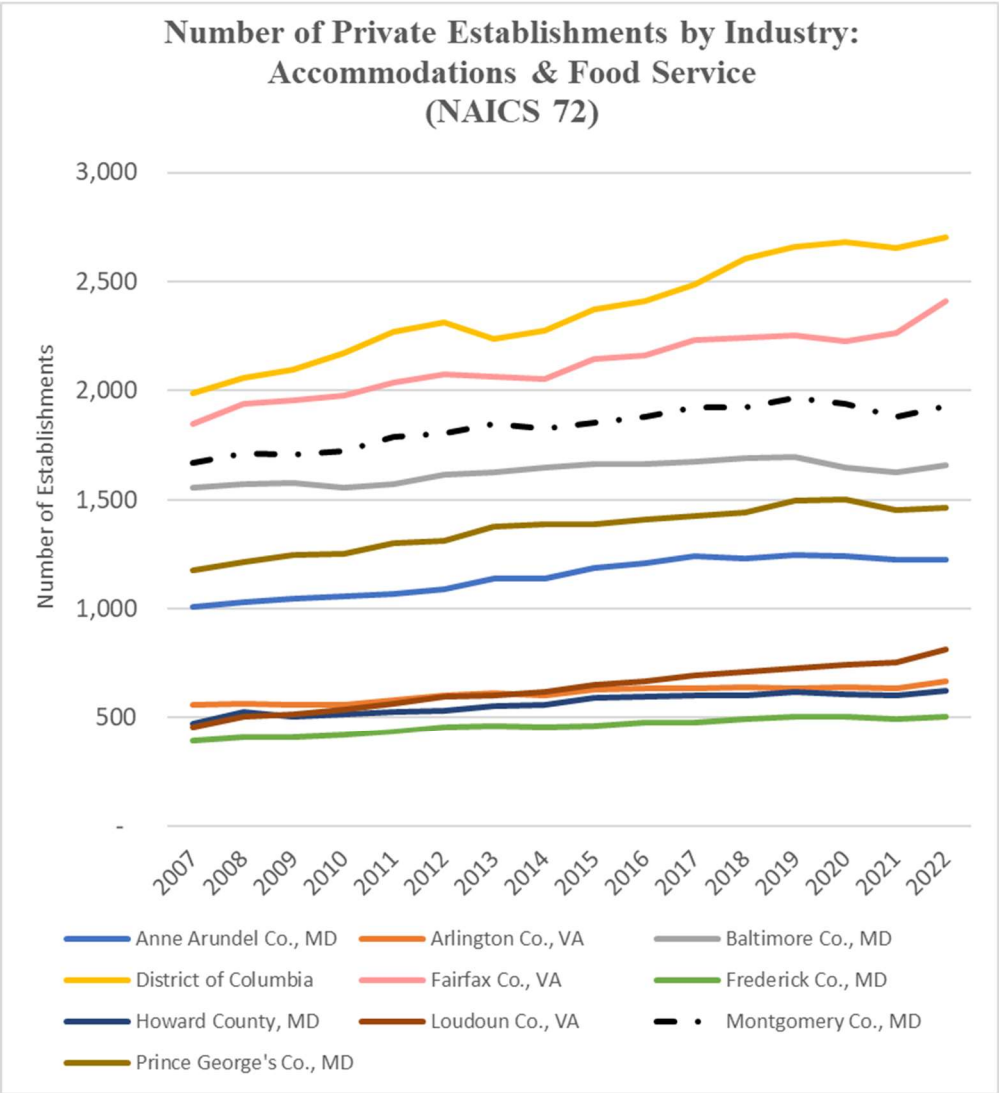
The estimates for 2011-2016 are based on the 2012 NAICS. The estimates for 2017 forward are based on the 2017 NAICS.

* 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, 2023-- new statistics for 2022; revised statistics for 2007-2020.

Figure 3-16. Number of Establishments by Industry: Accommodation and Food Services (NAICS 72), 2007-2022.



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), 2007-2022.

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	2007	2008	2009	2010	2011	2012	2013	2014
24003	Anne Arundel Co., MD	1,009	1,028	1,047	1,060	1,068	1,088	1,137	1,139
51013	Arlington Co., VA	559	564	558	559	582	600	611	603
24005	Baltimore Co., MD	1,556	1,573	1,577	1,553	1,571	1,615	1,628	1,648
11000	District of Columbia	1,989	2,058	2,096	2,172	2,268	2,316	2,240	2,278
51059	Fairfax Co., VA	1,848	1,942	1,957	1,979	2,039	2,076	2,064	2,055
24021	Frederick Co., MD	393	408	407	418	433	455	464	456
24027	Howard County, MD	473	528	506	517	527	535	555	562
51107	Loudoun Co., VA	458	505	515	537	566	595	603	617
24031	Montgomery Co., MD	1,668	1,713	1,706	1,725	1,787	1,806	1,850	1,824
24033	Prince George's Co., MD	1,176	1,215	1,247	1,253	1,303	1,313	1,376	1,389

24000	Maryland	10,820	11,025	11,079	11,150	11,389	11,623	11,863	11,777
51000	Virginia	14,776	15,404	15,324	15,357	15,713	16,029	15,939	16,001

FIPS	Name	2015	2016	2017	2018	2019	2020	2021	2022
24003	Anne Arundel Co., MD	1,185	1,210	1,239	1,230	1,248	1,242	1,225	1,225
51013	Arlington Co., VA	629	636	635	640	637	640	637	667
24005	Baltimore Co., MD	1,664	1,664	1,677	1,689	1,694	1,646	1,625	1,661
11000	District of Columbia	2,374	2,413	2,485	2,603	2,662	2,683	2,657	2,704
51059	Fairfax Co., VA	2,145	2,163	2,233	2,241	2,252	2,229	2,266	2,411
24021	Frederick Co., MD	464	478	480	497	506	503	494	505
24027	Howard County, MD	591	596	602	601	617	609	605	624
51107	Loudoun Co., VA	653	670	695	710	728	742	754	815
24031	Montgomery Co., MD	1,852	1,881	1,921	1,925	1,966	1,939	1,880	1,930
24033	Prince George's Co., MD	1,387	1,411	1,426	1,443	1,496	1,500	1,454	1,465

24000	Maryland	11,945	12,104	12,268	12,268	12,522	12,324	12,031	12,297
51000	Virginia	16,691	16,965	17,277	17,277	17,581	17,653	18,140	19,269

Economic Indicators #17-19:

Maryland 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. 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 Shops; 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. 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. 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; 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:

Maryland Occupational Wages Estimates for Workforce Regions. 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 number of jobs, both full-time and part-time. Occupations covered reflect the Standard Occupational Classification (SOC) System.

Current data:

Table 3-17 shows DLLR data by workforce region as of December 2023 for the three major occupational groups for five Maryland counties: Montgomery, Prince George's, Baltimore, Anne Arundel, and Frederick. Table 3-18 shows DLLR data as of December 2023 and Table 3-19 compares the December 2023 data to April 2022 data, the most recent update from DLLR. Of note,

- For **Food Preparation and Serving Related Occupations**, from April 2022 through December 2023, Montgomery County gained 3,630 jobs, a 13.4 percent increase, the highest rate of increase for the five counties shown in this survey. Frederick County experienced the second highest rate of job growth (7.2 percent) while Baltimore County had the smallest rate of growth (3.2 percent). For food preparation and serving workers in Montgomery County, the median hourly wage increased in 2023 by 9.2 percent to \$15.60 per hour, the highest of the five counties and just slightly above the median hourly wage in Prince George's County of \$15.53 per hour.
- For **Buildings and Grounds and Cleaning and Maintenance Occupations**, of the five jurisdictions, Baltimore, Frederick, and Montgomery Counties experienced increases in total jobs from April 2022 to December 2023. Baltimore County had the highest rate of buildings and grounds and cleaning and maintenance job growth (up 3.6 percent) while Montgomery County jobs grew by a more modest rate (1.3 percent). Anne Arundel County suffered the greatest job loss (down 4.7 percent). For buildings and grounds and cleaning and maintenance

workers in Montgomery County, the median hourly wage increased in 2023 by 6.2 percent to \$17.21 per hour, the second lowest median hourly wage of the five counties surveyed. The highest median hourly wage in December 2023 was in Prince George's County at \$17.81 per hour.

- For the **Personal Care and Service Occupations**, all five counties enjoyed increases in total jobs from April 2022 to December 2023. Montgomery County gained 590 personal care and service jobs, a 5.4 percent increase from April 2022. Average median hourly wages rose in all five counties. In Montgomery County, personal care and service workers earned a median hourly salary increase in December 2023 of \$16.03 per hour, the highest of the five counties surveyed.

Table 3-17. Maryland Employment and Wage Estimates by Major Occupational Group, 2023.

Employment and Wage Estimates by Major Occupational Group December 2023 Estimates)

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					
	Montgomery	Prince George's	Baltimore County	Anne Arundel	Frederick
Food Preparation and Serving-Related Occupations (SOC 35-0000)					
Estimated employment	30,740	23,790	26,560	23,640	9,360
Entry wage - hourly	\$13.47	\$13.59	\$13.07	\$13.06	\$13.37
Entry wage - annual	\$28,026	\$27,272	\$27,183	\$27,164	\$27,814
Mean wage - hourly	\$17.20	\$17.26	\$16.13	\$16.34	\$17.10
Mean wage - annual	\$35,776	\$35,911	\$33,548	\$33,996	\$35,578
Median wage - hourly	\$15.60	\$15.53	\$14.18	\$14.19	\$15.39
Median wage - annual	\$32,455	\$32,292	\$29,498	\$29,518	\$32,013
Buildings and Grounds Cleaning and Maintenance Occupations (SOC 37-0000)					
Estimated employment	15,820	9,550	9,310	7,440	3,560
Entry wage - hourly	\$14.36	\$14.40	\$13.60	\$13.52	\$14.56
Entry wage - annual	\$29,874	\$29,957	\$28,298	\$28,119	\$30,290
Mean wage - hourly	\$18.31	\$18.95	\$17.53	\$17.69	\$18.94
Mean wage - annual	\$38,078	\$39,426	\$36,470	\$36,793	\$39,400
Median wage - hourly	\$17.21	\$17.81	\$16.73	\$17.24	\$17.61
Median wage - annual	\$35,799	\$37,044	\$34,805	\$35,868	\$36,620
Personal Care and Service Occupations (SOC 39-0000)					
Estimated employment	11,490	6,440	9,040	5,920	2,740
Entry wage - hourly	\$14.10	\$13.28	\$13.17	\$13.08	\$13.27
Entry wage - annual	\$29,332	\$27,613	\$27,297	\$27,200	\$27,611
Mean wage - hourly	\$18.41	\$17.73	\$17.96	\$18.30	\$18.22
Mean wage - annual	\$38,287	\$36,884	\$37,358	\$38,060	\$37,908
Median wage - hourly	\$16.03	\$15.55	\$15.26	\$14.91	\$15.47
Median wage - annual	\$33,337	\$32,353	\$31,748	\$31,017	\$32,175

Table 3-18. Maryland Employment and Wage Estimates by Major Occupational Group, 2022.

Employment and Wage Estimates by Major Occupational Group (April 2022 Estimates)

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
Food Preparation and Serving-Related Occupations (SOC 35-0000)					
Estimated employment	27,110	22,320	25,730	22,730	8,730
Entry wage - hourly	\$12.59	\$12.60	\$11.85	\$11.84	\$12.38
Entry wage - annual	\$26,180	\$26,204	\$24,640	\$24,620	\$25,761
Mean wage - hourly	\$16.14	\$15.96	\$14.91	\$14.99	\$15.83
Mean wage - annual	\$33,563	\$33,200	\$31,005	\$31,169	\$32,932
Median wage - hourly	\$14.29	\$14.29	\$13.64	\$13.64	\$14.20
Median wage - annual	\$29,721	\$29,725	\$28,378	\$28,378	\$29,537
Buildings and Grounds Cleaning and Maintenance Occupations (SOC 37-0000)					
Estimated employment	15,620	9,890	8,990	7,810	3,450
Entry wage - hourly	\$13.56	\$13.72	\$12.83	\$12.71	\$13.60
Entry wage - annual	\$28,204	\$28,541	\$26,687	\$26,432	\$28,298
Mean wage - hourly	\$17.63	\$18.19	\$17.06	\$17.08	\$18.38
Mean wage - annual	\$36,671	\$37,840	\$35,484	\$35,517	\$38,222
Median wage - hourly	\$16.21	\$17.22	\$14.77	\$14.82	\$17.54
Median wage - annual	\$33,725	\$35,813	\$30,715	\$30,828	\$36,476
Personal Care and Service Occupations (SOC 39-0000)					
Estimated employment	10,900	5,520	8,900	5,600	2,670
Entry wage - hourly	\$12.95	\$12.56	\$12.17	\$11.76	\$12.54
Entry wage - annual	\$26,935	\$26,115	\$25,319	\$24,461	\$26,093
Mean wage - hourly	\$17.69	\$17.35	\$16.77	\$16.36	\$17.14
Mean wage - annual	\$36,801	\$36,098	\$34,879	\$34,024	\$35,661
Median wage - hourly	\$14.68	\$14.45	\$14.23	\$13.93	\$14.85
Median wage - annual	\$30,539	\$30,046	\$29,608	\$28,971	\$30,888

Table 3-19. Maryland Employment and Wage Estimates by Major Occupational Group, Change from April 2022 to December 2023.

**Employment and Wage Estimates by Major Occupational Group
(Change from from April 2022 to December 2023)**

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
Food Preparation and Serving-Related Occupations (SOC 35-0000)					
Estimated employment	3,630	1,470	830	910	630
Entry wage - hourly	\$0.88	\$0.99	\$1.22	\$1.22	\$0.99
Entry wage - annual	\$1,846	\$1,068	\$2,543	\$2,544	\$2,053
Mean wage - hourly	\$1.06	\$1.30	\$1.22	\$1.35	\$1.27
Mean wage - annual	\$2,213	\$2,711	\$2,543	\$2,827	\$2,646
Median wage - hourly	\$1.31	\$1.24	\$0.54	\$0.55	\$1.19
Median wage - annual	\$2,734	\$2,567	\$1,120	\$1,140	\$2,476
Buildings and Grounds Cleaning and Maintenance Occupations (SOC 37-0000)					
Estimated employment	200	-340	320	-370	110
Entry wage - hourly	\$0.80	\$0.68	\$0.77	\$0.81	\$0.96
Entry wage - annual	\$1,670	\$1,416	\$1,611	\$1,687	\$1,992
Mean wage - hourly	\$0.68	\$0.76	\$0.47	\$0.61	\$0.56
Mean wage - annual	\$1,407	\$1,586	\$986	\$1,276	\$1,178
Median wage - hourly	\$1.00	\$0.59	\$1.96	\$2.42	\$0.07
Median wage - annual	\$2,074	\$1,231	\$4,090	\$5,040	\$144
Personal Care and Service Occupations (SOC 39-0000)					
Estimated employment	590	920	140	320	70
Entry wage - hourly	\$1.15	\$0.72	\$1.00	\$1.32	\$0.73
Entry wage - annual	\$2,397	\$1,498	\$1,978	\$2,739	\$1,518
Mean wage - hourly	\$0.72	\$0.38	\$1.19	\$1.94	\$1.08
Mean wage - annual	\$1,486	\$786	\$2,479	\$4,036	\$2,247
Median wage - hourly	\$1.35	\$1.10	\$1.03	\$0.98	\$0.62
Median wage - annual	\$2,798	\$2,307	\$2,140	\$2,046	\$1,287

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 unemployment insurance (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 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.

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.⁴³ *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 2019.⁴⁴

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.⁴⁵

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).⁴⁶

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.”⁴⁷

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 and County levels. These data have broad economic significance for the evaluation of labor market trends and major industry developments, for time-series analyses, and for interindustry comparisons.⁴⁸ 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.⁴⁹

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.⁵⁰ 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.⁵¹

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.⁵²

Core Based Statistical Areas (CBSAs)⁵³: 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.⁵⁴ Subdivisions of CBSAs include Metropolitan Statistical Areas, Micropolitan Statistical Areas, and Metropolitan Divisions.⁵⁵

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.*⁵⁶ Examples include:

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

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

Endnotes

- ¹ 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.
- ² Occupational Employment Statistics: May 2017 Occupational Employment and Wage Estimates for the Silver Spring-Frederick-Rockville, MD Metropolitan Division.
- ³ <https://www.dllr.state.md.us/labor/wages/minimumwagelaw.pdf>
- ⁴ https://www.montgomerycountymd.gov/humanrights/Resources/Files/Wage-NOTICE-Flyer_2021.pdf
- ⁵ 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.
- ⁶ 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
- ⁷ Code of the District of Columbia Chapter 10 Section 32-1003
- ⁸ Labor and Employment Article, Title 3, Subtitle 4, Annotated Code of Maryland; see website for DLLR, www.dllr.state.md.us/labor/wages/wagehrfacts.shtml
- ⁹ 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/ccllims/DownloadFilePage?FileName=1454_1_612_Bill_28-17_Signed_20171115.pdf.
- ¹⁰ Montgomery County Code Sec. 27-70A.
- ¹¹ *Economic Indicators for Montgomery County and Surrounding Jurisdictions*, OLO Report 2023-2 (January 24, 2022) https://www.montgomerycountymd.gov/OLO/Resources/Files/2023_reports/OLOReport2023-2.pdf.
- ¹² 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.
- ¹³ Bureau of Economic Analysis Data Availability retrieved from <https://www.bls.gov/cew/about-data/data-availability.htm>.
- ¹⁴ Occupational Employment Statistics: Occupational Employment and Wage Estimates for the Silver Spring-Frederick-Rockville, MD Metropolitan Division, https://www.bls.gov/regions/mid-atlantic/md_bethesda_md.htm.
- ¹⁵ 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/.
- ¹⁶ Interactive Data Tables: Regional Economic Accounts, Bureau of Economic Analysis, U.S. Dept. of Commerce; <https://apps.bea.gov/iTable/iTable.cfm?reqid=70&step=1&isuri=1>.
- ¹⁷ 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.
- ¹⁸ 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.
- ¹⁹ *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 https://research.upjohn.org/cgi/viewcontent.cgi?article=1245&context=up_press.
- ²⁰ 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.
- ²¹ USDA Food and Nutrition Service; retrieved from <https://www.fns.usda.gov/snap/eligibility>.
- ²² *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.
- ²³ Small Area Income and Poverty Estimates (SAIPE), Census Bureau, U.S. Department of Commerce retrieved from www.census.gov/data/datasets/time-series/demo/saipe/model-tables.html.

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- ²⁴ 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>.
- ²⁵ 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.
- ²⁶ Ibid, p. II-8.
- ²⁷ 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.
- ²⁸ 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.
- ²⁹ *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.
- ³⁰ *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/.
- ³¹ Bureau of Economic Analysis (U.S. Dept. of Commerce): Regional Definitions, <https://www.bea.gov/taxonomy/term/691>.
- ³² *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/.
- ³³ *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, https://sfullerinstitute.gmu.edu/wp-content/uploads/2018/04/SFI_Proprietors_Income_043018.pdf.
- ³⁴ Bureau of Economic Analysis (U.S. Dept. of Commerce): Regional Definitions, <https://apps.bea.gov/regional/definitions/>.
- ³⁵ Bureau of Economic Analysis (U.S. Dept. of Commerce), *State Personal Income and Employment: Concepts, Data Sources, and Statistical Methods* (September 2022), pdf p.25); <https://www.bea.gov/system/files/methodologies/SPI-Methodology.pdf>.
- ³⁶ Quarterly Census of Employment and Wages (QCEW), Bureau of Labor Statistics, U.S. Department of Labor; data search in December 2023 from www.bls.gov/cew/data.htm.
- ³⁷ Definition from Bureau of Economic Analysis website: <https://apps.bea.gov/regional/definitions/>.
- ³⁸ 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>.
- ³⁹ 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.
- ⁴⁰ Definition from Bureau of Economic Analysis website: <https://apps.bea.gov/regional/definitions/>.
- ⁴¹ 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>.
- ⁴² 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.
- ⁴³ Bureau of Labor Statistics (U.S. Dept. of Labor), Current Employment Statistics, www.bls.gov/ces/home.htm.
- ⁴⁴ Bureau of Economic Analysis website: www.bea.gov/products/gdp-county.
- ⁴⁵ U.S. Bureau of Labor Statistics (U.S. Dept. of Labor), Local Area Unemployment Statistics (LAUS), www.bls.gov/lau/lauov.htm.
- ⁴⁶ 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.
- ⁴⁷ 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>.
- ⁴⁸ U.S. Bureau of Labor Statistics, *Employment and Wages, Annual Averages 2022*, <https://www.bls.gov/cew/publications/employment-and-wages-annual-averages/current/home.htm>.
- ⁴⁹ Economic News Release: County Employment and Wages Technical Note, BLS, US Dept of Labor; www.bls.gov/news.release/cewqtr.tn.htm.
- ⁵⁰ Bureau of Labor Statistics (U.S. Dept. of Labor), Standard Occupational Classification, www.bls.gov/soc/.
- ⁵¹ U.S. Census Bureau, Survey of Business Owners, www.census.gov/programs-surveys/sbo/about.html.

⁵² 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>.

⁵³ 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.

⁵⁴ BLS regions: www.bls.gov/regions/mid-atlantic/maryland.htm#eag.

⁵⁵ 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>.

⁵⁶ Ibid., p. 3.