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USDL 04-46

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For release: 10:00 A.M. EST  
Friday, January 16, 2004

## **USUAL WEEKLY EARNINGS OF WAGE AND SALARY WORKERS: FOURTH QUARTER 2003**

Median weekly earnings of the nation's 100.4 million full-time wage and salary workers were \$625 in the fourth quarter of 2003, the Bureau of Labor Statistics of the U.S. Department of Labor reported today. This was 2.0 percent higher than a year earlier, compared with a gain of 1.9 percent in the Consumer Price Index for All Urban Consumers (CPI-U) over the same period.

Data on usual earnings are collected as part of the Current Population Survey, a nationwide sample survey of households in which respondents are asked, among other things, how much each wage and salary worker usually earns. (See the Explanatory Note.) Highlights from the fourth-quarter data are:

—Women who usually worked full time had median earnings of \$561 per week, or 79.7 percent of the \$704 median for men. The female-to-male earnings ratios were higher among blacks (89.6 percent) and Hispanics or Latinos (87.6 percent) than among whites (79.1 percent) or Asians (73.9 percent). (See table 1.)

—Median earnings for black men working at full-time jobs were \$560 per week, 76.9 percent of the median for white men (\$728). The difference was less among women, as black women's median earnings (\$502) were 87.2 percent of those for their white counterparts (\$576). Overall, median earnings of Hispanics or Latinos who worked full time (\$441) were lower than those of blacks (\$522), whites (\$646), and Asians (\$680).

—Among men, those age 55 to 64 (\$841) had the highest median weekly earnings. Among women, earnings also were highest for those 55 to 64 years old (\$613). (See table 2.)

—Among the major occupational groups, persons employed full time in managerial, professional, and related occupations had the highest median weekly earnings—\$1,072 for men and \$766 for women. Men and women in service jobs earned the least. (See table 3.)

—Full-time workers age 25 and over without a high school diploma had median weekly earnings of \$397, compared with \$556 for high school graduates (no college) and \$967 for college graduates holding at least a bachelor's degree. Among college graduates with advanced degrees (professional or master's degree and above), the highest-earning 10 percent of male workers made \$2,562 or more per week, compared with \$1,749 or more for their female counterparts. (See table 4.)

Annual Averages for 2002 and 2003

In addition to the data for the fourth quarter, this release includes 2002 and 2003 annual average weekly earnings for major demographic, occupation, and education groups (tables 6, 7, and 8). Annual average data on median usual earnings for men and women by detailed occupational categories will appear in the January 2004 issue of *Employment and Earnings*.

# Explanatory Note

The estimates in this release were obtained from the Current Population Survey (CPS), which provides the basic information on the labor force, employment, and unemployment. The survey is conducted monthly for the Bureau of Labor Statistics by the U.S. Census Bureau from a scientifically selected national sample of about 60,000 households, with coverage in all 50 states and the District of Columbia. The earnings data are collected from one-quarter of the CPS monthly sample and are limited to wages and salaries. The data, therefore, exclude self-employment income.

Information in this release will be made available to sensory impaired individuals upon request. Voice phone: 202-691-5200; TDD message referral phone number: 1-800-877-8339.

## Reliability

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

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

For a full discussion of the reliability of data from the CPS and information on estimating standard errors, see the "Explanatory Notes and Estimates of Error" section of *Employment and Earnings*.

## Definitions

The principal definitions used in connection with the earnings series are described briefly below.

*Usual weekly earnings.* Data represent earnings before taxes and other deductions and include any overtime pay, commissions, or tips usually received (at the main job in the case of multiple jobholders.) Prior to 1994, respondents were asked how much they usually earned per week. Since January 1994, respondents have been asked to identify the easiest way for them to report earnings (hourly, weekly, biweekly, twice monthly, monthly, annually, other) and how much they usually earn in the reported time period. Earnings reported on a basis other than weekly are converted to a weekly equivalent. The term "usual" is as perceived by the respondent. If the respondent asks for a definition of usual,

interviewers are instructed to define the term as more than half the weeks worked during the past 4 or 5 months.

*Medians (and other quantiles) of weekly earnings.* The median (or upper limit of the second quartile) is the amount which divides a given earnings distribution into two equal groups, one having earnings above the median and the other having earnings below the median. Ten percent of a given distribution have earnings below the upper limit of the first decile (90 percent have higher earnings); 25 percent have earnings below the upper limit of the first quartile (75 percent have higher earnings); 75 percent have earnings below the upper limit of the third quartile (25 percent have higher earnings); and 90 percent have earnings below the upper limit of the ninth decile (10 percent have higher earnings).

The estimating procedure places each reported or calculated weekly earnings value into \$50-wide intervals which are centered around multiples of \$50. The actual value is estimated through the linear interpolation of the interval in which the quantile boundary lies.

Over-the-year changes in the medians (and other quantile boundaries) for specific groups may not necessarily be consistent with the movements estimated for the overall quantile boundary. The most common reasons for this possible anomaly are: (1) There could be a change in the relative weights of the subgroups. For example, the medians of both 16-to-24 year olds and those 25 years and over may rise; but if the lower-earning 16-to-24 group accounts for a greatly increased share of the total, the overall median could actually fall. (2) There could be a large change in the shape of the distribution of reported earnings, particularly near a quantile boundary. This could be caused by survey observations that are clustered at rounded values, e.g., \$250, \$300, \$400. An estimate lying in a \$50-wide centered interval containing such a cluster or "spike" tends to change more slowly than one in other intervals.

*Wage and salary workers.* Workers who receive wages, salaries, commissions, tips, payment in kind, or piece rates. The group includes employees in both the private and public sectors but, for the purposes of the earnings series, excludes all self-employed persons, regardless of whether or not their businesses are incorporated.

*Full-time workers.* Workers who usually work 35 hours or more per week at their sole or principal job.

*Part-time workers.* Workers who usually work fewer than 35 hours per week at their sole or principal job.

*Constant dollars.* The Consumer Price Index for All Urban Consumers (CPI-U) is used to convert current dollars to constant (1982) dollars.

*Hispanic or Latino ethnicity.* This refers to persons who identified themselves in the enumeration process as being Spanish, Hispanic, or Latino. Persons whose ethnicity is identified as Hispanic or Latino may be of any race and, therefore, are classified by ethnicity as well as by race.

**Table 1. Median usual weekly earnings of full-time wage and salary workers by selected characteristics, quarterly averages, not seasonally adjusted**

Characteristic	Number of workers (in thousands)		Median weekly earnings			
	IV 2002	IV 2003	In current dollars		In constant (1982) dollars	
			IV 2002	IV 2003	IV 2002	IV 2003
<b>SEX AND AGE</b>						
Total, 16 years and over .....	99,575	100,407	\$613	\$625	\$326	\$327
Men, 16 years and over .....	56,029	56,459	686	704	365	368
16 to 24 years .....	6,111	5,851	390	409	208	214
25 years and over .....	49,918	50,608	737	750	393	392
Women, 16 years and over .....	43,545	43,948	542	561	289	293
16 to 24 years .....	4,483	4,408	384	372	204	194
25 years and over .....	39,062	39,540	576	588	306	307
<b>RACE, HISPANIC OR LATINO ETHNICITY, AND SEX</b>						
White <sup>1</sup> .....	81,782	81,815	630	646	335	338
Men .....	47,043	46,976	710	728	378	380
Women .....	34,740	34,839	564	576	300	301
Black or African American <sup>1</sup> .....	12,075	11,977	495	522	264	273
Men .....	5,769	5,773	520	560	277	293
Women .....	6,307	6,204	469	502	250	262
Asian <sup>1</sup> .....	4,718	4,402	667	680	355	356
Men .....	2,645	2,489	756	784	402	410
Women .....	2,073	1,913	570	579	303	303
Hispanic or Latino .....	13,227	13,454	435	441	232	230
Men .....	8,443	8,737	457	468	243	245
Women .....	4,784	4,717	408	410	217	214

<sup>1</sup> Beginning in 2003, persons who selected this race group only; persons who selected more than one race group are not included. Prior to 2003, persons who reported more than one race group were included in the group they identified as the main race.

NOTE: Estimates for the above race groups (white, black or African

American, and Asian) do not sum to totals because data are not presented for all races. In addition, persons whose ethnicity is identified as Hispanic or Latino may be of any race and, therefore, are classified by ethnicity as well as by race. Beginning in January 2003, data reflect revised population controls used in the household survey.

**Table 2. Median usual weekly earnings of full-time wage and salary workers by age, race, Hispanic or Latino ethnicity, and sex, fourth quarter 2003 averages, not seasonally adjusted**

Age, race, and Hispanic or Latino ethnicity	Total		Men		Women	
	Number of workers (in thousands)	Median weekly earnings	Number of workers (in thousands)	Median weekly earnings	Number of workers (in thousands)	Median weekly earnings
<b>TOTAL</b>						
16 years and over .....	100,407	\$625	56,459	\$704	43,948	\$561
16 to 24 years .....	10,259	395	5,851	409	4,408	372
16 to 19 years .....	1,409	311	830	322	580	301
20 to 24 years .....	8,849	409	5,021	422	3,828	390
25 years and over .....	90,148	667	50,608	750	39,540	588
25 to 54 years .....	76,625	664	43,232	741	33,393	587
25 to 34 years .....	24,700	596	14,379	629	10,321	547
35 to 44 years .....	27,219	702	15,593	791	11,626	596
45 to 54 years .....	24,706	718	13,260	822	11,446	606
55 years and over .....	13,524	690	7,376	813	6,147	593
55 to 64 years .....	11,732	719	6,343	841	5,389	613
65 years and over .....	1,792	515	1,034	609	758	460
<b>White<sup>1</sup></b>						
16 years and over .....	81,815	646	46,976	728	34,839	576
16 to 24 years .....	8,423	403	4,854	418	3,569	380
25 years and over .....	73,392	689	42,122	770	31,270	598
25 to 54 years .....	61,886	686	35,787	760	26,099	599
55 years and over .....	11,506	708	6,335	843	5,171	593
<b>Black or African American<sup>1</sup></b>						
16 years and over .....	11,977	522	5,773	560	6,204	502
16 to 24 years .....	1,250	352	645	365	605	344
25 years and over .....	10,727	560	5,128	595	5,599	517
25 to 54 years .....	9,404	549	4,480	588	4,925	513
55 years and over .....	1,323	607	648	618	675	584
<b>Asian<sup>1</sup></b>						
16 years and over .....	4,402	680	2,489	784	1,913	579
16 to 24 years .....	239	411	132	429	107	366
25 years and over .....	4,162	700	2,357	836	1,806	585
25 to 54 years .....	3,659	699	2,056	853	1,602	582
55 years and over .....	504	702	301	737	203	642
<b>Hispanic or Latino</b>						
16 years and over .....	13,454	441	8,737	468	4,717	410
16 to 24 years .....	1,953	351	1,297	373	655	321
25 years and over .....	11,501	466	7,440	489	4,061	426
25 to 54 years .....	10,514	461	6,808	485	3,706	424
55 years and over .....	987	503	632	546	356	457

<sup>1</sup> Beginning in 2003, persons who selected this race group only; persons who selected more than one race group are not included. Prior to 2003, persons who reported more than one race group were included in the group they identified as the main race.

NOTE: Estimates for the above race groups (white, black or African

American, and Asian) do not sum to totals because data are not presented for all races. In addition, persons whose ethnicity is identified as Hispanic or Latino may be of any race and, therefore, are classified by ethnicity as well as by race. Beginning in January 2003, data reflect revised population controls used in the household survey.

**Table 3. Median usual weekly earnings of full-time wage and salary workers by occupation and sex, quarterly averages, not seasonally adjusted**

Occupation and sex	Number of workers (in thousands)		Median weekly earnings	
	IV 2002	IV 2003	IV 2002	IV 2003
<b>TOTAL</b>				
Managerial, professional, and related occupations .....	35,650	35,874	\$865	\$894
Management, business, and financial operations occupations .....	14,468	14,413	921	991
Professional and related occupations .....	21,181	21,461	837	848
Service occupations .....	12,828	12,826	405	409
Sales and office occupations .....	24,527	25,213	533	549
Sales and related occupations .....	9,638	9,854	597	605
Office and administrative support occupations .....	14,889	15,359	514	526
Natural resources, construction, and maintenance occupations .....	11,082	11,510	594	610
Farming, fishing, and forestry occupations .....	886	915	320	355
Construction and extraction occupations .....	6,100	6,062	583	613
Installation, maintenance, and repair occupations .....	4,096	4,533	670	680
Production, transportation, and material moving occupations .....	15,488	14,985	509	523
Production occupations .....	8,675	8,514	511	522
Transportation and material moving occupations .....	6,813	6,471	506	523
<b>Men</b>				
Managerial, professional, and related occupations .....	17,713	17,838	1,040	1,072
Management, business, and financial operations occupations .....	7,963	8,058	1,130	1,170
Professional and related occupations .....	9,750	9,781	994	994
Service occupations .....	6,584	6,531	475	475
Sales and office occupations .....	9,229	9,429	634	675
Sales and related occupations .....	5,429	5,483	727	749
Office and administrative support occupations .....	3,800	3,946	528	599
Natural resources, construction, and maintenance occupations .....	10,589	11,031	598	618
Farming, fishing, and forestry occupations .....	723	765	342	370
Construction and extraction occupations .....	5,944	5,924	584	618
Installation, maintenance, and repair occupations .....	3,921	4,342	675	686
Production, transportation, and material moving occupations .....	11,915	11,630	555	576
Production occupations .....	6,051	6,011	577	584
Transportation and material moving occupations .....	5,864	5,619	525	560
<b>Women</b>				
Managerial, professional, and related occupations .....	17,936	18,036	735	766
Management, business, and financial operations occupations .....	6,505	6,356	745	810
Professional and related occupations .....	11,431	11,680	730	752
Service occupations .....	6,244	6,295	359	372
Sales and office occupations .....	15,298	15,783	501	504
Sales and related occupations .....	4,209	4,371	444	468
Office and administrative support occupations .....	11,089	11,413	510	514
Natural resources, construction, and maintenance occupations .....	494	479	455	402
Farming, fishing, and forestry occupations .....	163	150	291	306
Construction and extraction occupations .....	156	138	524	499
Installation, maintenance, and repair occupations .....	175	191	605	517
Production, transportation, and material moving occupations .....	3,573	3,355	400	410
Production occupations .....	2,624	2,503	401	417
Transportation and material moving occupations .....	949	852	398	385

NOTE: Occupations reflect the introduction of the 2002 Census occupational classification system derived from the 2000 Standard Occupational Classification system into the Current Population Survey.

Beginning in January 2003, data reflect revised population controls used in the household survey.

**Table 4. Quartiles and selected deciles of usual weekly earnings of full-time wage and salary workers by selected characteristics, fourth quarter 2003 averages, not seasonally adjusted**

Characteristic	Number of workers (in thousands)	Upper limit of:				
		First decile	First quartile	Second quartile (median)	Third quartile	Ninth decile
<b>SEX, RACE, AND HISPANIC OR LATINO ETHNICITY</b>						
Total, 16 years and over .....	100,407	\$303	\$416	\$625	\$956	\$1,440
Men .....	56,459	320	461	704	1,073	1,592
Women .....	43,948	288	386	561	818	1,169
White <sup>1</sup> .....	81,815	308	427	646	982	1,473
Men .....	46,976	328	479	728	1,111	1,653
Women .....	34,839	291	392	576	831	1,194
Black or African American <sup>1</sup> .....	11,977	283	375	522	774	1,086
Men .....	5,773	292	388	560	817	1,153
Women .....	6,204	274	359	502	735	1,009
Asian <sup>1</sup> .....	4,402	307	421	680	1,132	1,669
Men .....	2,489	324	479	784	1,235	1,772
Women .....	1,913	291	390	579	911	1,401
Hispanic or Latino .....	13,454	263	315	441	653	944
Men .....	8,737	276	327	468	684	986
Women .....	4,717	247	300	410	601	857
<b>EDUCATIONAL ATTAINMENT</b>						
Total, 25 years and over .....	90,148	318	449	667	999	1,487
Less than a high school diploma .....	8,530	248	302	397	551	758
High school graduates, no college .....	27,182	302	398	556	776	1,043
Some college or associate degree .....	24,806	340	469	648	913	1,247
Bachelor's degree and higher .....	29,630	471	669	967	1,451	1,970
Bachelor's degree only .....	19,403	443	620	901	1,351	1,879
Advanced degree .....	10,227	535	763	1,124	1,639	2,288
Men, 25 years and over .....	50,608	345	499	750	1,135	1,666
Less than a high school diploma .....	5,765	274	320	423	611	841
High school graduates, no college .....	15,418	333	457	632	869	1,152
Some college or associate degree .....	13,155	381	535	750	1,031	1,427
Bachelor's degree and higher .....	16,271	503	758	1,138	1,657	2,303
Bachelor's degree only .....	10,634	482	715	1,061	1,538	2,113
Advanced degree .....	5,637	593	855	1,317	1,893	2,562
Women, 25 years and over .....	39,540	298	405	588	849	1,213
Less than a high school diploma .....	2,765	227	278	331	446	593
High school graduates, no college .....	11,764	281	355	477	630	860
Some college or associate degree .....	11,652	313	413	566	760	1,010
Bachelor's degree and higher .....	13,359	442	606	834	1,163	1,582
Bachelor's degree only .....	8,770	422	582	772	1,067	1,494
Advanced degree .....	4,589	502	722	953	1,335	1,749

<sup>1</sup> Beginning in 2003, persons who selected this race group only; persons who selected more than one race group are not included. Prior to 2003, persons who reported more than one race group were included in the group they identified as the main race.

NOTE: Ten percent of all full-time wage and salary workers earn less than the upper limit of the first decile; 25 percent earn less than the upper limit of the first quartile; 50 percent earn less than the upper limit of the second quartile, or median; 75 percent earn less than the upper limit of the

third quartile; and 90 percent earn less than the upper limit of the ninth decile. Estimates for the above race groups (white, black or African American, and Asian) do not sum to totals because data are not presented for all races. In addition, persons whose ethnicity is identified as Hispanic or Latino may be of any race and, therefore, are classified by ethnicity as well as by race. Beginning in January 2003, data reflect revised population controls used in the household survey.

**Table 5. Median usual weekly earnings of part-time wage and salary workers by selected characteristics, quarterly averages, not seasonally adjusted**

Characteristic	Number of workers (in thousands)		Median weekly earnings	
	IV 2002	IV 2003	IV 2002	IV 2003
<b>SEX AND AGE</b>				
Total, 16 years and over .....	22,028	22,455	\$186	\$189
Men, 16 years and over .....	6,824	7,082	172	174
16 to 24 years .....	3,609	3,689	134	139
25 years and over .....	3,215	3,393	239	230
Women, 16 years and over .....	15,204	15,373	193	197
16 to 24 years .....	4,700	4,697	136	135
25 years and over .....	10,504	10,675	229	233
<b>RACE, HISPANIC OR LATINO ETHNICITY, AND SEX</b>				
White <sup>1</sup> .....	18,833	19,014	187	190
Men .....	5,765	5,957	171	173
Women .....	13,068	13,057	194	198
Black or African American <sup>1</sup> .....	2,048	2,022	180	174
Men .....	656	634	183	169
Women .....	1,392	1,387	178	177
Asian <sup>1</sup> .....	934	789	196	217
Men .....	343	268	167	199
Women .....	591	521	216	220
Hispanic or Latino .....	2,347	2,618	189	197
Men .....	800	918	199	206
Women .....	1,547	1,700	185	193

<sup>1</sup> Beginning in 2003, persons who selected this race group only; persons who selected more than one race group are not included. Prior to 2003, persons who reported more than one race group were included in the group they identified as the main race.

NOTE: Estimates for the above race groups (white, black or African

American, and Asian) do not sum to totals because data are not presented for all races. In addition, persons whose ethnicity is identified as Hispanic or Latino may be of any race and, therefore, are classified by ethnicity as well as by race. Beginning in January 2003, data reflect revised population controls used in the household survey.



**Table 6. Median usual weekly earnings of full-time wage and salary workers by selected characteristics, annual averages**

Characteristic	Number of workers (in thousands)		Median weekly earnings			
	2002	2003	In current dollars		In constant (1982) dollars	
			2002	2003	2002	2003
<b>SEX AND AGE</b>						
Total, 16 years and over .....	100,081	100,302	\$608	\$620	\$326	\$325
Men, 16 years and over .....	56,345	56,227	679	695	364	364
16 to 24 years .....	6,317	6,158	391	398	210	209
25 years and over .....	50,027	50,069	732	744	393	390
Women, 16 years and over .....	43,737	44,076	529	552	284	290
16 to 24 years .....	4,804	4,632	367	371	197	195
25 years and over .....	38,933	39,444	568	584	305	306
<b>RACE, HISPANIC OR LATINO ETHNICITY, AND SEX</b>						
White <sup>1</sup> .....	82,324	81,916	623	636	334	334
Men .....	47,417	47,001	702	715	377	375
Women .....	34,908	34,916	547	567	294	298
Black <sup>1</sup> .....	12,109	11,887	498	514	267	269
Men .....	5,789	5,585	524	555	281	291
Women .....	6,319	6,301	473	491	254	257
Asian <sup>1</sup> .....	4,613	4,314	658	693	353	363
Men .....	2,556	2,442	756	772	405	405
Women .....	2,058	1,872	566	598	304	314
Hispanic or Latino .....	13,137	13,634	424	440	227	231
Men .....	8,272	8,677	451	464	242	243
Women .....	4,865	4,957	397	410	213	215

<sup>1</sup> Beginning in 2003, persons who selected this race group only; persons who selected more than one race group are not included. Prior to 2003, persons who reported more than one race group were included in the group they identified as their main race.

NOTE: Estimates for the race groups (white, black or African American, and Asian) do not sum to totals because data are not presented for all races. In addition, persons whose ethnicity is identified as Hispanic

or Latino may be of any race and, therefore, are classified by ethnicity as well as race. Data for 2002 have been revised to incorporate changes to the class of worker status associated with the introduction of the 2002 Census industry and occupational classification systems into the Current Population Survey. Beginning in January 2003, data reflect revised population controls used in the household survey.

**Table 7. Median usual weekly earnings of full-time wage and salary workers by occupation and sex, annual averages**

Occupation and sex	Number of workers (in thousands)		Median weekly earnings	
	2002	2003	2002	2003
<b>TOTAL</b>				
Management, professional, and related occupations .....	35,441	35,680	\$859	\$887
Management, business, and financial operations occupations .....	14,537	14,493	922	961
Professional and related occupations .....	20,904	21,186	823	845
Service occupations .....	13,136	13,333	396	403
Sales and office occupations .....	24,983	25,108	527	545
Sales and related occupations .....	9,772	9,924	592	598
Office and administrative support occupations .....	15,211	15,184	511	523
Natural resources, construction, and maintenance occupations .....	10,780	11,082	597	608
Farming, fishing, and forestry occupations .....	819	778	340	369
Construction and extraction occupations .....	5,974	5,973	589	599
Installation, maintenance, and repair occupations .....	3,987	4,331	663	673
Production, transportation, and material moving occupations .....	15,741	15,100	511	519
Production occupations .....	9,055	8,599	508	519
Transportation and material moving occupations .....	6,685	6,501	514	520
<b>Men</b>				
Management, professional, and related occupations .....	17,779	17,718	1,019	1,059
Management, business, and financial operations occupations .....	8,122	8,047	1,098	1,143
Professional and related occupations .....	9,657	9,671	974	1,005
Service occupations .....	6,738	6,708	448	463
Sales and office occupations .....	9,398	9,456	647	658
Sales and related occupations .....	5,514	5,557	730	731
Office and administrative support occupations .....	3,884	3,899	570	584
Natural resources, construction, and maintenance occupations .....	10,269	10,612	603	613
Farming, fishing, and forestry occupations .....	631	626	362	384
Construction and extraction occupations .....	5,829	5,831	590	602
Installation, maintenance, and repair occupations .....	3,809	4,155	665	675
Production, transportation, and material moving occupations .....	12,160	11,733	558	570
Production occupations .....	6,355	6,069	574	583
Transportation and material moving occupations .....	5,805	5,664	539	547
<b>Women</b>				
Management, professional, and related occupations .....	17,662	17,962	735	758
Management, business, and financial operations occupations .....	6,415	6,446	756	799
Professional and related occupations .....	11,247	11,516	723	739
Service occupations .....	6,398	6,625	355	366
Sales and office occupations .....	15,584	15,652	488	502
Sales and related occupations .....	4,257	4,367	430	452
Office and administrative support occupations .....	11,327	11,286	500	513
Natural resources, construction, and maintenance occupations .....	512	469	431	449
Farming, fishing, and forestry occupations .....	187	152	297	318
Construction and extraction occupations .....	146	141	523	497
Installation, maintenance, and repair occupations .....	179	176	593	629
Production, transportation, and material moving occupations .....	3,581	3,367	399	407
Production occupations .....	2,700	2,530	400	406
Transportation and material moving occupations .....	880	837	396	410

NOTE: Occupations reflect the introduction of the 2002 Census occupational classification system derived from the 2000 Standard Occupational Classification system into the Current Population Survey.

Beginning in January 2003, data reflect revised population controls used in the household survey.

**Table 8. Quartiles and selected deciles of usual weekly earnings of full-time wage and salary workers by selected characteristics, 2003 annual averages**

Educational attainment, sex, race, and Hispanic or Latino ethnicity	Number of workers (in thousands)	Upper limit of:				
		First decile	First quartile	Second quartile (median)	Third quartile	Ninth decile
<b>TOTAL</b>						
Total, 25 years and over .....	89,513	\$318	\$447	\$662	\$994	\$1,470
Less than a high school diploma .....	8,594	243	302	396	535	753
High school graduates, no college .....	27,082	301	399	554	772	1,049
Some college or associate degree .....	24,610	339	462	639	907	1,235
College graduates, total .....	29,226	477	671	964	1,430	1,976
Bachelor's degree only .....	19,217	447	624	900	1,330	1,879
Advanced degree .....	10,009	578	772	1,126	1,621	2,278
<b>Men</b>						
Total, 25 years and over .....	50,069	352	498	744	1,131	1,655
Less than a high school diploma .....	5,755	269	324	429	599	827
High school graduates, no college .....	15,272	339	458	628	875	1,163
Some college or associate degree .....	12,891	385	524	740	1,023	1,406
College graduates, total .....	16,151	516	755	1,131	1,636	2,293
Bachelor's degree only .....	10,596	492	709	1,044	1,525	2,090
Advanced degree .....	5,555	609	875	1,315	1,881	2,548
<b>Women</b>						
Total, 25 years and over .....	39,444	295	400	584	843	1,195
Less than a high school diploma .....	2,839	217	273	329	430	575
High school graduates, no college .....	11,810	277	351	474	631	847
Some college or associate degree .....	11,719	310	409	560	759	1,012
College graduates, total .....	13,075	439	608	832	1,157	1,580
Bachelor's degree only .....	8,621	412	578	767	1,061	1,472
Advanced degree .....	4,454	526	719	953	1,324	1,800
<b>White, total</b>						
Total, 25 years and over .....	72,994	325	463	683	1,020	1,515
Less than a high school diploma .....	6,972	247	304	401	547	767
High school graduates, no college .....	22,054	307	409	576	794	1,079
Some college or associate degree .....	19,898	349	478	659	934	1,267
College graduates, total .....	24,069	490	689	988	1,463	2,030
Bachelor's degree only .....	15,794	463	641	925	1,365	1,904
Advanced degree .....	8,275	588	792	1,139	1,647	2,299
<b>White men</b>						
Total, 25 years and over .....	41,811	363	511	766	1,153	1,727
Less than a high school diploma .....	4,853	272	325	432	601	833
High school graduates, no college .....	12,648	351	478	652	898	1,185
Some college or associate degree .....	10,699	397	547	761	1,054	1,434
College graduates, total .....	13,612	544	781	1,151	1,676	2,320
Bachelor's degree only .....	9,004	511	737	1,081	1,558	2,181
Advanced degree .....	4,608	626	905	1,339	1,892	2,680
<b>White women</b>						
Total, 25 years and over .....	31,183	299	408	595	855	1,221
Less than a high school diploma .....	2,120	224	275	331	435	578
High school graduates, no college .....	9,407	281	359	484	646	856
Some college or associate degree .....	9,200	316	415	573	771	1,032
College graduates, total .....	10,457	450	616	839	1,167	1,622
Bachelor's degree only .....	6,790	417	584	771	1,072	1,495
Advanced degree .....	3,667	550	728	964	1,338	1,827
<b>Black or African American, total</b>						
Total, 25 years and over .....	10,664	290	386	542	786	1,112
Less than a high school diploma .....	1,061	219	287	376	509	714
High school graduates, no college .....	3,719	280	357	476	652	901
Some college or associate degree .....	3,383	304	402	551	759	1,010
College graduates, total .....	2,502	407	584	793	1,133	1,490
Bachelor's degree only .....	1,808	393	553	762	1,054	1,413
Advanced degree .....	693	471	665	887	1,271	1,722

See note at end of table.

**Table 8. Quartiles and selected deciles of usual weekly earnings of full-time wage and salary workers by selected characteristics, 2003 annual averages — Continued**

Educational attainment, sex, race, and Hispanic or Latino ethnicity	Number of workers (in thousands)	Upper limit of:				
		First decile	First quartile	Second quartile (median)	Third quartile	Ninth decile
<b>Black or African American men</b>						
Total, 25 years and over .....	4,979	\$310	\$410	\$588	\$830	\$1,171
Less than a high school diploma .....	565	250	316	421	606	809
High school graduates, no college .....	1,868	305	393	519	723	988
Some college or associate degree .....	1,497	322	434	609	852	1,133
College graduates, total .....	1,049	402	587	790	1,171	1,549
Bachelor's degree only .....	771	396	568	774	1,114	1,444
Advanced degree .....	278	442	643	863	1,381	1,889
<b>Black or African American women</b>						
Total, 25 years and over .....	5,685	277	364	508	749	1,037
Less than a high school diploma .....	496	198	260	324	423	597
High school graduates, no college .....	1,851	259	326	434	582	797
Some college or associate degree .....	1,886	293	384	510	685	907
College graduates, total .....	1,453	412	582	797	1,091	1,451
Bachelor's degree only .....	1,037	390	545	756	1,022	1,384
Advanced degree .....	416	482	686	893	1,230	1,604
<b>Asian, total</b>						
Total, 25 years and over .....	3,984	314	460	723	1,142	1,729
Less than a high school diploma .....	325	226	289	369	490	611
High school graduates, no college .....	741	283	362	491	696	993
Some college or associate degree .....	671	324	442	624	891	1,204
College graduates, total .....	2,247	425	635	954	1,429	1,912
Bachelor's degree only .....	1,325	395	585	847	1,221	1,732
Advanced degree .....	922	524	757	1,153	1,726	2,280
<b>Hispanic or Latino, total</b>						
Total, 25 years and over .....	11,532	270	333	473	700	1,018
Less than a high school diploma .....	4,127	238	293	371	487	649
High school graduates, no college .....	3,410	280	352	485	676	907
Some college or associate degree .....	2,351	303	404	576	800	1,084
College graduates, total .....	1,644	354	535	799	1,162	1,739
Bachelor's degree only .....	1,190	335	502	747	1,078	1,575
Advanced degree .....	454	437	652	949	1,426	1,905
<b>Hispanic or Latino men</b>						
Total, 25 years and over .....	7,292	283	355	493	730	1,083
Less than a high school diploma .....	2,975	254	306	393	510	693
High school graduates, no college .....	2,106	298	386	522	735	987
Some college or associate degree .....	1,302	324	447	623	875	1,173
College graduates, total .....	909	364	571	879	1,351	1,906
Bachelor's degree only .....	643	342	515	810	1,230	1,863
Advanced degree .....	265	459	694	1,090	1,544	2,260
<b>Hispanic or Latino women</b>						
Total, 25 years and over .....	4,240	247	309	425	638	918
Less than a high school diploma .....	1,152	216	265	314	399	514
High school graduates, no college .....	1,304	248	311	415	584	781
Some college or associate degree .....	1,049	287	374	509	706	957
College graduates, total .....	735	341	513	737	1,018	1,419
Bachelor's degree only .....	546	326	492	694	959	1,381
Advanced degree .....	189	398	616	833	1,145	1,663

NOTE: Ten percent of all full-time wage and salary workers earn less than the upper limit of the first decile; 25 percent earn less than the upper limit of the first quartile; 50 percent earn less than the upper limit of the second quartile, or median; 75 percent earn less than the upper limit of the third quartile; and 90 percent earn less than the upper limit of the ninth decile. Estimates for the race groups (white,

black or African American, and Asian) do not sum to totals because data are not presented for all races. In addition, persons whose ethnicity is identified as "Hispanic or Latino" may be of any race and, therefore, are classified by ethnicity as well as race. Beginning in January 2003, data reflect revised population controls used in the household survey.