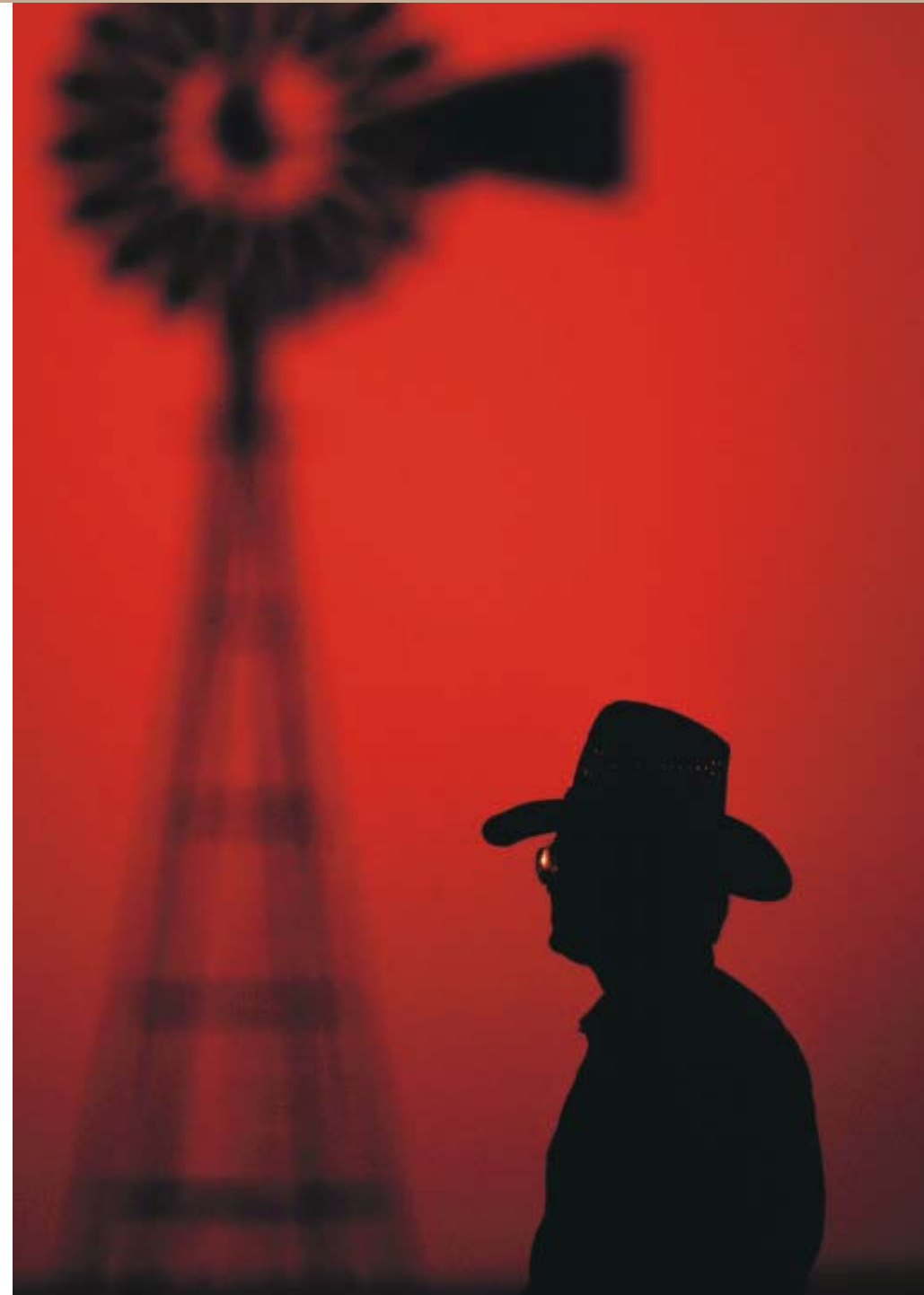


County annual wage change rates, 1990-1999

Average annual pay for all workers covered by state and Federal unemployment insurance programs increased from \$23,602 in 1990 to \$33,340 in 1999. While the average growth rate was 4.1 percent over 10 years, average annual pay growth has ranged from 1.8 percent in 1993 to 5.4 percent in 1992. There were 3,104 counties comparable between 1990 and 1999. (Data for 33 counties were unpublished in either 1990 or 1999. Three counties were added during this period.)

- From 1990 to 1999, average annual pay increased 41.1 percent. The increase was concentrated in a relatively small number of counties. There were 869 counties with growth rates above the national average and 2,220 counties with rates equal to or below the national average. There were 15 counties with declines in average annual pay.
- Rates of pay growth in individual counties over the decade ranged widely from a 203.2-percent increase in Williamson County, TX, to a 22.3-percent decrease in San Juan County, CO.
- In 1999, 167 counties had average annual pay above the national average, while 2,946 counties had average annual pay below the national average. (There are data available for 3,113 counties in 1999.)

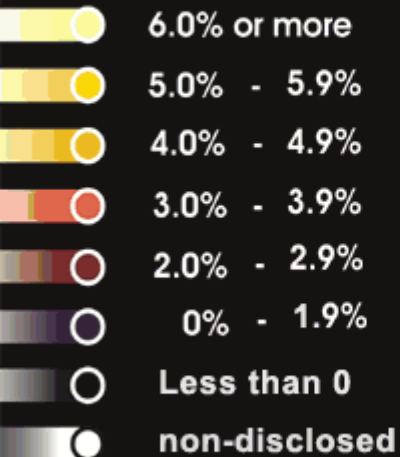


Percent change in annual pay by county, 1990-1999

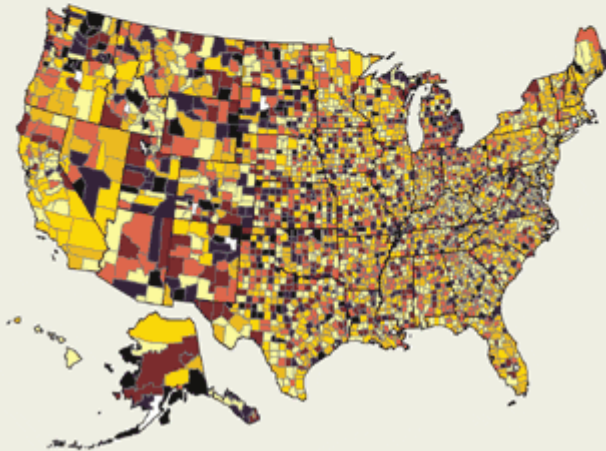


One feature of the 1990s was the coexistence of low unemployment with modest increases in labor costs. This is shown in the contrast between these maps of annual pay changes and the maps on employment growth and unemployment.

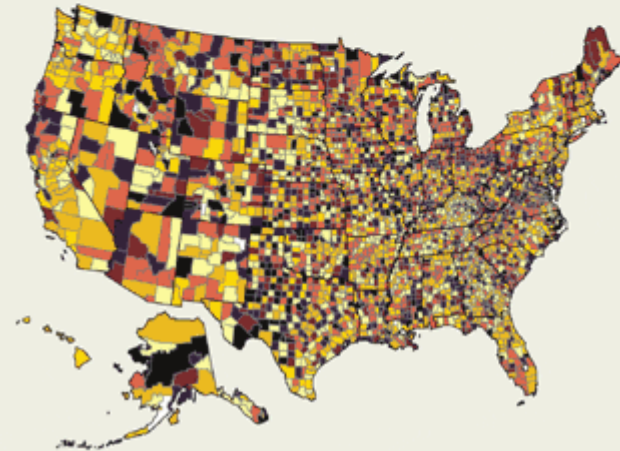
Annual pay rate growth moderated in much of the country in the recession of 1991. There was the expected recovery in 1992 as the economy started to turn up. In 1993 through 1995, however, pay raises were extremely modest through much of the Nation. Pay raises in 1996, actually appeared to be as frugal as they had been in 1991.



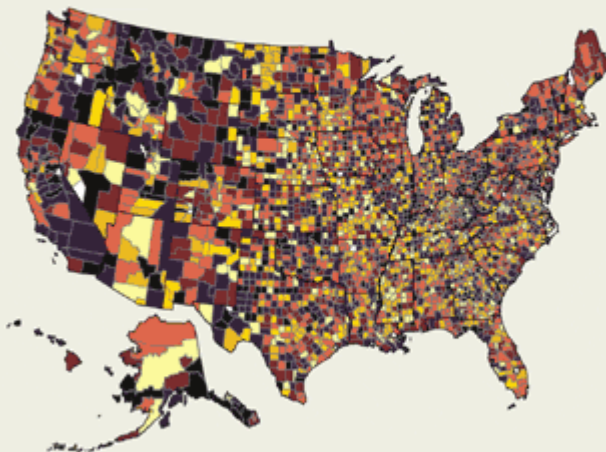
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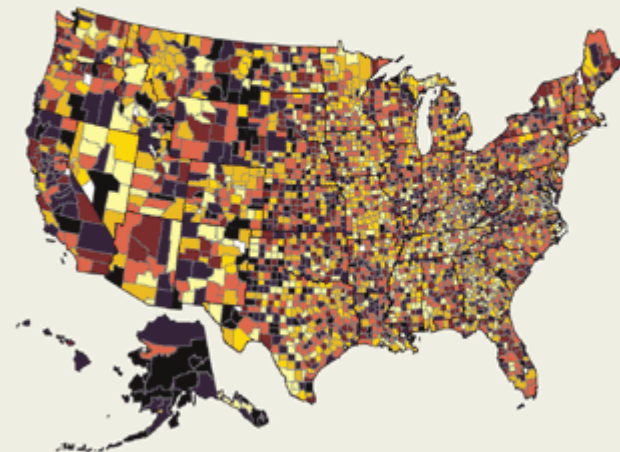
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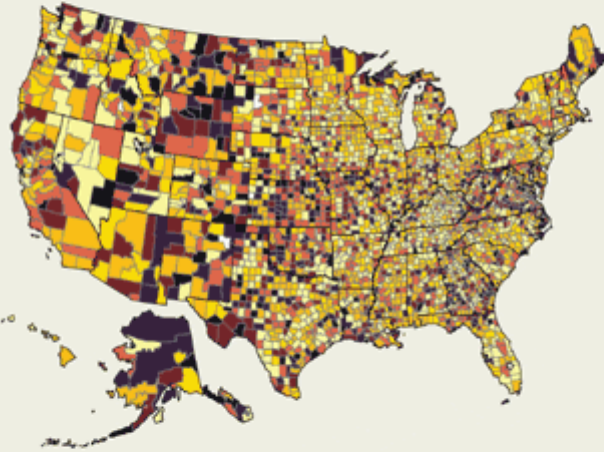
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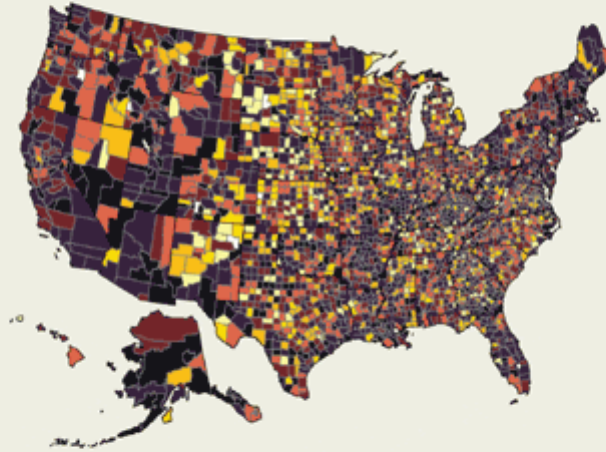
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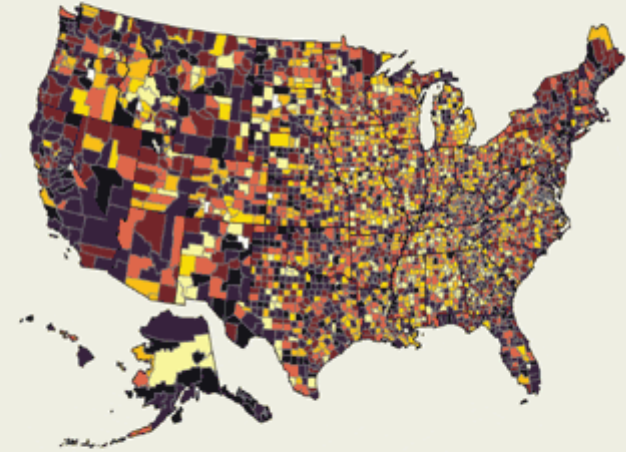
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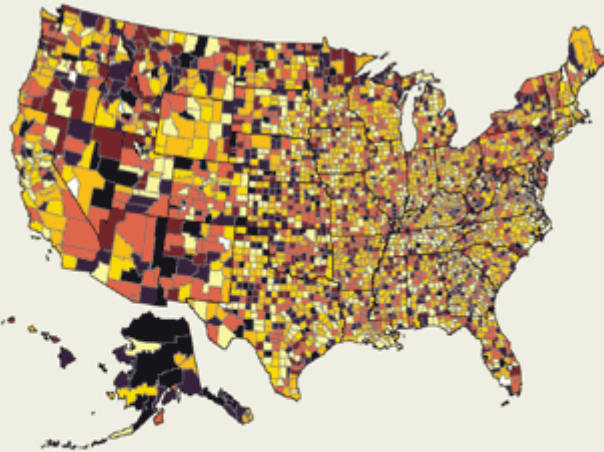
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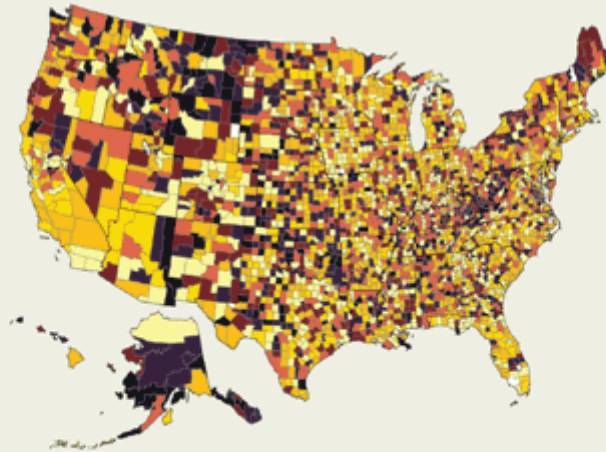
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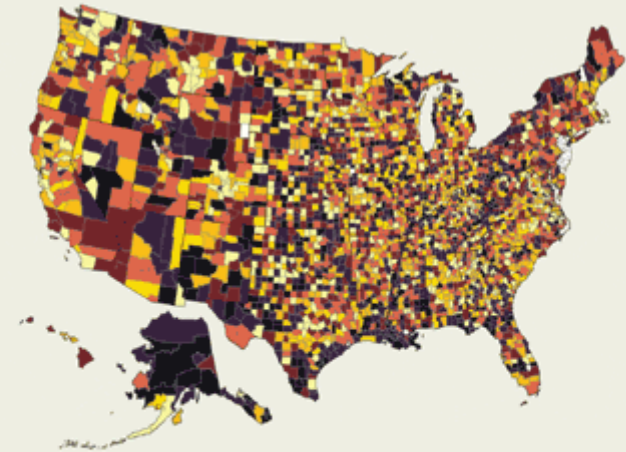
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More about the ES-202 program

Included in the annual payroll data are bonuses, the cash value of meals and lodging when supplied, tips and other gratuities, and, in some states, employer contributions to certain deferred compensation plans such as 401(k) plans and stock options. Monthly employment is based on the number of workers who worked during or received pay for the pay period including the 12th day of the month. With few exceptions, all employees of covered firms are reported, including production and sales workers, corporation officials, executives, supervisory personnel, and clerical workers. Workers on paid vacation and part-time workers also are included.

Average annual pay is affected by the ratio of full-time to part-time workers, as well as by the numbers of individuals in high-paying and low-paying occupations. When comparing average annual pay levels between counties, these factors should be taken into consideration. Annual pay data only approximate annual earnings because an individual may not be employed by the same employer all year or may work for more than one employer. Also, year-to-year changes in average annual pay can result from a change in the proportion of employment in high- and low-wage jobs, as well as from changes in the level of average annual pay.

To ensure the highest possible quality of data, state employment security agencies verify with employers and update, if necessary, the industry, location, and ownership classification of all establishments on a 3-year cycle. Changes in establishment classification codes resulting from the verification process are introduced with the data for the first quarter of the year. Changes resulting from improved employer reporting also are introduced in the first quarter. For these reasons,

county data may not be strictly comparable from year to year.

County definitions are assigned according to Federal Information Processing Standards Publications (FIPS PUBS), as issued by the National Institute of Standards and Technology. Areas shown as counties include those designated as independent cities in some jurisdictions and, in Alaska, those designated as census areas where counties have not been created. County data also are presented for the New England states for comparative purposes, even though townships are the more common designation used in New England and New Jersey.

Additional statistics and other information. Average annual industry employment and pay data at the national, State, consolidated metropolitan statistical area, metropolitan statistical area, and county levels are available upon request from the Division of Occupational and Administrative Statistics, Bureau of Labor Statistics, U.S. Department of Labor, Washington, DC 20212; telephone: (202) 691-6567; e-mail: 202_info@bls.gov. The comprehensive bulletin, *Employment and Wages*, features information by detailed industry on establishments, employment, and wages for the Nation and all States. *Employment and Wages Annual Averages, 1999* will be available in early 2001 from the BLS Publication Sales Center, P.O. Box 2145, Chicago, IL 60690. News releases providing 1999 average annual pay data by State and industry and by metropolitan areas, and employment and average annual pay data for large counties also are available from the Bureau of Labor Statistics website at <http://www.bls.gov/cew/home.htm>.