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## **USUAL WEEKLY EARNINGS OF WAGE AND SALARY WORKERS: FOURTH QUARTER 2008**

Median weekly earnings of the nation's 105.8 million full-time wage and salary workers were \$728 in the fourth quarter of 2008, the Bureau of Labor Statistics of the U.S. Department of Labor reported today. This was 4.0 percent higher than a year earlier, compared with a gain of 1.6 percent in the Consumer Price Index for All Urban Consumers (CPI-U) over the same period.

Data on usual weekly 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 Technical Note.) Highlights from the fourth-quarter data are:

- Women who usually worked full time had median earnings of \$650 per week, or 80.5 percent of the \$807 median for men. The female-to-male earnings ratios were higher among blacks (92.1 percent) and Hispanics (90.9 percent) than among whites (80.1 percent) or Asians (79.1 percent). (See table 1.)
- Median earnings for black men working at full-time jobs were \$618 per week, 74.2 percent of the median for white men (\$833). The difference was less among women, as black women's median earnings (\$569) were 85.3 percent of those for their white counterparts (\$667). Overall, median earnings of Hispanics who worked full time (\$535) were lower than those of blacks (\$593), whites (\$748), and Asians (\$889). (See table 1.)
- Among men, those age 45 to 54 had the highest median weekly earnings (\$951). Among women, weekly earnings were highest for those age 45 to 54 and age 55 to 64, \$714 and \$711, respectively. (See table 2.)
- Among the major occupational groups, persons employed full time in management, professional, and related occupations had the highest median weekly earnings—\$1,238 for men and \$881 for women. Persons employed 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 \$459, compared with \$619 for high school graduates (no college) and \$1,115 for those 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 \$2,991 or more per week, compared with \$2,147 or more for their female counterparts. (See table 4.)

### Annual Averages for 2007 and 2008

In addition to the data for the fourth quarter, this release includes 2007 and 2008 annual average weekly earnings for major demographic and occupational groups and 2008 annual average data for educational attainment 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 2009 version of *Employment and Earnings Online* at <http://www.bls.gov/opub/ee/home.htm>.

# Technical 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 Household Data section of the "Explanatory Notes and Estimates of Error" at [http://www.bls.gov/cps/eetech\\_methods.pdf](http://www.bls.gov/cps/eetech_methods.pdf).

## 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, such as \$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.* 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.

**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 2007	IV 2008	In current dollars		In constant (1982) dollars	
			IV 2007	IV 2008	IV 2007	IV 2008
<b>SEX AND AGE</b>						
Total, 16 years and over .....	108,318	105,774	\$700	\$728	\$322	\$330
Men, 16 years and over .....	60,482	58,505	774	807	356	366
16 to 24 years .....	6,150	5,487	459	462	211	209
25 years and over .....	54,332	53,018	831	859	382	389
Women, 16 years and over .....	47,835	47,269	618	650	284	295
16 to 24 years .....	4,744	4,392	421	449	194	203
25 years and over .....	43,091	42,877	649	679	298	308
<b>RACE, HISPANIC OR LATINO ETHNICITY, AND SEX</b>						
White .....	87,601	85,378	722	748	332	339
Men .....	50,071	48,379	800	833	368	377
Women .....	37,530	36,999	632	667	291	302
Black or African American .....	12,959	12,593	574	593	264	269
Men .....	6,100	5,833	599	618	276	280
Women .....	6,859	6,760	539	569	248	258
Asian .....	5,200	5,235	856	889	394	403
Men .....	2,883	2,886	968	989	445	448
Women .....	2,317	2,348	732	782	337	354
Hispanic or Latino ethnicity .....	16,298	15,595	507	535	233	242
Men .....	10,117	9,770	520	563	239	255
Women .....	6,181	5,825	479	512	221	232

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. Persons whose ethnicity is identified as Hispanic or Latino may be of any race. Updated population controls are introduced annually with the release of January data.

**Table 2. Median usual weekly earnings of full-time wage and salary workers by age, race, Hispanic or Latino ethnicity, and sex, fourth quarter 2008 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 .....	105,774	\$728	58,505	\$807	47,269	\$650
16 to 24 years .....	9,879	456	5,487	462	4,392	449
16 to 19 years .....	1,320	378	808	387	512	362
20 to 24 years .....	8,559	475	4,679	481	3,880	467
25 years and over .....	95,895	764	53,018	859	42,877	679
25 to 54 years .....	78,154	758	43,523	846	34,630	678
25 to 34 years .....	25,395	680	14,507	715	10,888	640
35 to 44 years .....	26,156	801	14,824	918	11,332	689
45 to 54 years .....	26,602	822	14,192	951	12,410	714
55 years and over .....	17,741	798	9,495	913	8,247	683
55 to 64 years .....	14,998	827	8,012	929	6,985	711
65 years and over .....	2,744	644	1,482	804	1,261	553
<b>White</b>						
16 years and over .....	85,378	748	48,379	833	36,999	667
16 to 24 years .....	7,936	466	4,489	475	3,447	454
25 years and over .....	77,442	786	43,891	884	33,551	698
25 to 54 years .....	62,574	776	35,770	871	26,805	696
55 years and over .....	14,868	828	8,121	940	6,747	704
<b>Black or African American</b>						
16 years and over .....	12,593	593	5,833	618	6,760	569
16 to 24 years .....	1,277	403	643	399	635	408
25 years and over .....	11,316	614	5,190	655	6,125	587
25 to 54 years .....	9,561	614	4,392	652	5,168	589
55 years and over .....	1,755	613	798	668	957	573
<b>Asian</b>						
16 years and over .....	5,235	889	2,886	989	2,348	782
16 to 24 years .....	319	537	180	522	139	554
25 years and over .....	4,916	925	2,707	1,025	2,209	808
25 to 54 years .....	4,136	938	2,304	1,103	1,832	818
55 years and over .....	780	840	403	900	377	737
<b>Hispanic or Latino ethnicity</b>						
16 years and over .....	15,595	535	9,770	563	5,825	512
16 to 24 years .....	1,888	409	1,213	402	675	427
25 years and over .....	13,707	572	8,557	592	5,150	525
25 to 54 years .....	12,216	574	7,692	591	4,524	527
55 years and over .....	1,491	539	865	593	626	516

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. Persons whose ethnicity is identified as Hispanic or Latino may be of any race. Updated population controls are introduced annually with the release of January data.

**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 2007	IV 2008	IV 2007	IV 2008
<b>TOTAL</b>				
Management, professional, and related occupations .....	39,787	40,749	\$1,002	\$1,019
Management, business, and financial operations occupations .....	16,081	16,531	1,067	1,109
Professional and related occupations .....	23,707	24,219	966	980
Service occupations .....	14,708	14,853	460	487
Sales and office occupations .....	25,678	24,765	596	622
Sales and related occupations .....	10,125	10,077	647	674
Office and administrative support occupations .....	15,553	14,688	582	607
Natural resources, construction, and maintenance occupations .....	12,520	11,305	689	719
Farming, fishing, and forestry occupations .....	711	714	388	428
Construction and extraction occupations .....	7,118	6,269	660	715
Installation, maintenance, and repair occupations .....	4,691	4,322	774	769
Production, transportation, and material moving occupations .....	15,624	14,101	579	591
Production occupations .....	8,627	7,627	587	600
Transportation and material moving occupations .....	6,998	6,474	566	581
<b>Men</b>				
Management, professional, and related occupations .....	19,308	19,529	1,223	1,238
Management, business, and financial operations occupations .....	8,698	8,963	1,274	1,344
Professional and related occupations .....	10,609	10,566	1,169	1,171
Service occupations .....	7,292	7,389	520	539
Sales and office occupations .....	9,554	9,521	708	737
Sales and related occupations .....	5,469	5,574	813	826
Office and administrative support occupations .....	4,085	3,947	604	652
Natural resources, construction, and maintenance occupations .....	12,045	10,914	695	723
Farming, fishing, and forestry occupations .....	579	562	410	441
Construction and extraction occupations .....	6,937	6,169	661	714
Installation, maintenance, and repair occupations .....	4,528	4,183	779	770
Production, transportation, and material moving occupations .....	12,284	11,152	617	630
Production occupations .....	6,176	5,551	646	666
Transportation and material moving occupations .....	6,108	5,602	594	602
<b>Women</b>				
Management, professional, and related occupations .....	20,480	21,221	861	881
Management, business, and financial operations occupations .....	7,382	7,568	887	926
Professional and related occupations .....	13,097	13,653	848	862
Service occupations .....	7,416	7,464	415	441
Sales and office occupations .....	16,124	15,244	552	583
Sales and related occupations .....	4,656	4,503	478	529
Office and administrative support occupations .....	11,468	10,741	576	596
Natural resources, construction, and maintenance occupations .....	476	390	550	596
Farming, fishing, and forestry occupations .....	132	152	339	396
Construction and extraction occupations .....	181	100	622	769
Installation, maintenance, and repair occupations .....	163	138	674	719
Production, transportation, and material moving occupations .....	3,340	2,949	433	458
Production occupations .....	2,450	2,077	445	458
Transportation and material moving occupations .....	890	873	404	460

NOTE: Updated population controls are introduced annually with the release of January data.

**Table 4. Quartiles and selected deciles of usual weekly earnings of full-time wage and salary workers by selected characteristics, fourth quarter 2008 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 .....	105,774	\$349	\$490	\$728	\$1,129	\$1,732
Men .....	58,505	372	520	807	1,258	1,901
Women .....	47,269	328	453	650	960	1,424
White .....	85,378	356	499	748	1,152	1,756
Men .....	48,379	378	532	833	1,288	1,915
Women .....	36,999	336	464	667	978	1,443
Black or African American .....	12,593	309	409	593	853	1,251
Men .....	5,833	326	426	618	901	1,333
Women .....	6,760	297	397	569	802	1,164
Asian .....	5,235	386	563	889	1,445	1,993
Men .....	2,886	400	606	989	1,592	2,269
Women .....	2,348	367	509	782	1,163	1,729
Hispanic or Latino ethnicity .....	15,595	301	382	535	800	1,211
Men .....	9,770	310	391	563	833	1,311
Women .....	5,825	288	363	512	752	1,066
<b>EDUCATIONAL ATTAINMENT</b>						
Total, 25 years and over .....	95,895	368	513	764	1,170	1,770
Less than a high school diploma .....	8,220	282	341	459	632	883
High school graduates, no college <sup>1</sup> .....	26,650	332	449	619	888	1,247
Some college or associate degree .....	26,685	385	515	719	1,008	1,402
Bachelor's degree and higher <sup>2</sup> .....	34,340	541	761	1,115	1,673	2,324
Bachelor's degree only .....	22,229	507	717	1,016	1,544	2,209
Advanced degree .....	12,111	639	891	1,272	1,893	2,662
Men, 25 years and over .....	53,018	394	575	859	1,332	1,923
Less than a high school diploma .....	5,566	299	378	503	698	950
High school graduates, no college <sup>1</sup> .....	15,673	368	501	710	1,003	1,385
Some college or associate degree .....	13,599	427	597	826	1,165	1,596
Bachelor's degree and higher <sup>2</sup> .....	18,180	590	860	1,297	1,902	2,717
Bachelor's degree only .....	11,889	551	806	1,188	1,773	2,480
Advanced degree .....	6,291	670	998	1,527	2,123	2,991
Women, 25 years and over .....	42,877	340	477	679	994	1,476
Less than a high school diploma .....	2,654	251	301	377	502	669
High school graduates, no college <sup>1</sup> .....	10,977	305	395	525	704	961
Some college or associate degree .....	13,087	353	477	634	860	1,155
Bachelor's degree and higher <sup>2</sup> .....	16,160	507	705	960	1,396	1,909
Bachelor's degree only .....	10,340	480	644	878	1,268	1,770
Advanced degree .....	5,819	613	817	1,109	1,562	2,147

<sup>1</sup> Includes persons with a high school diploma or equivalent.

<sup>2</sup> Includes persons with bachelor's, master's, professional, and doctoral degrees.

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. Persons whose ethnicity is identified as Hispanic or Latino may be of any race. Updated population controls are introduced annually with the release of January data.

**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 2007	IV 2008	IV 2007	IV 2008
<b>SEX AND AGE</b>				
Total, 16 years and over .....	22,140	22,913	\$214	\$218
Men, 16 years and over .....	7,191	7,528	206	212
16 to 24 years .....	3,556	3,601	165	164
25 years and over .....	3,635	3,927	266	279
Women, 16 years and over .....	14,949	15,385	218	221
16 to 24 years .....	4,589	4,614	151	157
25 years and over .....	10,360	10,770	259	261
<b>RACE, HISPANIC OR LATINO ETHNICITY, AND SEX</b>				
White .....	18,630	19,158	216	219
Men .....	5,881	6,200	205	211
Women .....	12,749	12,958	224	222
Black or African American .....	2,092	2,250	204	210
Men .....	792	812	226	218
Women .....	1,300	1,438	191	207
Asian .....	847	901	204	240
Men .....	288	285	185	211
Women .....	559	616	213	256
Hispanic or Latino ethnicity .....	2,736	2,886	209	221
Men .....	1,038	1,088	227	243
Women .....	1,697	1,799	197	211

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. Persons whose ethnicity is identified as Hispanic or Latino may be of any race. Updated population controls are introduced annually with the release of January data.



**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			
	2007	2008	In current dollars		In constant (1982) dollars	
			2007	2008	2007	2008
<b>SEX AND AGE</b>						
Total, 16 years and over .....	107,339	106,648	\$695	\$722	\$323	\$323
Men, 16 years and over .....	60,298	59,439	766	798	356	358
16 to 24 years .....	6,458	5,996	443	461	206	207
25 years and over .....	53,840	53,444	823	857	383	384
Women, 16 years and over .....	47,041	47,209	614	638	286	286
16 to 24 years .....	4,792	4,625	409	420	190	188
25 years and over .....	42,249	42,584	646	670	301	300
<b>RACE, HISPANIC OR LATINO ETHNICITY, AND SEX</b>						
White .....	86,653	86,022	716	742	333	333
Men .....	49,889	49,082	788	825	367	370
Women .....	36,764	36,940	626	654	291	293
Black or African American .....	13,061	12,821	569	589	265	264
Men .....	6,186	6,031	600	620	279	278
Women .....	6,874	6,790	533	554	248	248
Asian .....	5,155	5,266	830	861	386	386
Men .....	2,858	2,919	936	966	435	433
Women .....	2,297	2,347	731	753	340	337
Hispanic or Latino ethnicity .....	16,201	15,807	503	529	234	237
Men .....	10,248	9,961	520	559	242	251
Women .....	5,953	5,846	473	501	220	225

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. Persons whose ethnicity is identified as Hispanic or Latino may be of any race. Updated population controls are introduced annually with the release of January data.

**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	
	2007	2008	2007	2008
<b>TOTAL</b>				
Management, professional, and related occupations .....	39,147	40,154	\$996	\$1,025
Management, business, and financial operations occupations .....	15,977	16,310	1,080	1,128
Professional and related occupations .....	23,170	23,845	951	980
Service occupations .....	14,716	14,814	454	475
Sales and office occupations .....	25,702	25,232	598	614
Sales and related occupations .....	10,448	10,113	643	656
Office and administrative support occupations .....	15,253	15,119	581	601
Natural resources, construction, and maintenance occupations .....	12,486	11,609	670	702
Farming, fishing, and forestry occupations .....	739	756	372	420
Construction and extraction occupations .....	7,227	6,432	646	688
Installation, maintenance, and repair occupations .....	4,520	4,420	749	774
Production, transportation, and material moving occupations .....	15,289	14,840	577	594
Production occupations .....	8,389	8,008	581	595
Transportation and material moving occupations .....	6,900	6,832	570	593
<b>Men</b>				
Management, professional, and related occupations .....	19,222	19,619	1,187	1,238
Management, business, and financial operations occupations .....	8,684	8,847	1,261	1,343
Professional and related occupations .....	10,538	10,773	1,148	1,169
Service occupations .....	7,371	7,355	515	537
Sales and office occupations .....	9,725	9,597	714	733
Sales and related occupations .....	5,773	5,594	791	796
Office and administrative support occupations .....	3,952	4,003	619	651
Natural resources, construction, and maintenance occupations .....	12,028	11,159	674	705
Farming, fishing, and forestry occupations .....	601	612	382	427
Construction and extraction occupations .....	7,071	6,293	648	688
Installation, maintenance, and repair occupations .....	4,357	4,253	750	774
Production, transportation, and material moving occupations .....	11,951	11,709	616	637
Production occupations .....	5,992	5,763	641	659
Transportation and material moving occupations .....	5,959	5,946	596	615
<b>Women</b>				
Management, professional, and related occupations .....	19,924	20,535	858	892
Management, business, and financial operations occupations .....	7,293	7,463	908	941
Professional and related occupations .....	12,632	13,072	835	867
Service occupations .....	7,345	7,458	406	418
Sales and office occupations .....	15,976	15,635	550	578
Sales and related occupations .....	4,675	4,518	493	516
Office and administrative support occupations .....	11,301	11,117	570	590
Natural resources, construction, and maintenance occupations .....	457	450	539	607
Farming, fishing, and forestry occupations .....	138	144	348	392
Construction and extraction occupations .....	156	139	573	747
Installation, maintenance, and repair occupations .....	163	167	726	779
Production, transportation, and material moving occupations .....	3,338	3,131	437	462
Production occupations .....	2,396	2,245	443	464
Transportation and material moving occupations .....	942	886	424	455

NOTE: Updated population controls are introduced annually with the release of January data.

**Table 8. Quartiles and selected deciles of usual weekly earnings of full-time wage and salary workers by selected characteristics, 2008 annual averages**

Characteristic	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 .....	96,027	\$369	\$511	\$761	\$1,167	\$1,758
Less than a high school diploma .....	8,120	282	342	453	618	873
High school graduates, no college <sup>1</sup> .....	27,392	335	445	618	886	1,229
Some college or associate degree .....	26,526	383	513	722	1,023	1,421
Bachelor's degree and higher <sup>2</sup> .....	33,990	550	758	1,115	1,649	2,314
Bachelor's degree only .....	22,033	510	710	1,012	1,524	2,112
Advanced degree .....	11,957	640	890	1,287	1,883	2,719
<b>Men</b>						
Total, 25 years and over .....	53,444	397	574	857	1,326	1,914
Less than a high school diploma .....	5,554	298	377	497	683	935
High school graduates, no college <sup>1</sup> .....	15,941	378	504	709	997	1,369
Some college or associate degree .....	13,770	426	592	830	1,172	1,590
Bachelor's degree and higher <sup>2</sup> .....	18,178	599	861	1,285	1,891	2,719
Bachelor's degree only .....	11,831	572	798	1,172	1,753	2,406
Advanced degree .....	6,347	692	993	1,512	2,116	3,113
<b>Women</b>						
Total, 25 years and over .....	42,584	338	470	670	994	1,456
Less than a high school diploma .....	2,566	252	303	378	497	646
High school graduates, no college <sup>1</sup> .....	11,451	304	392	520	711	966
Some college or associate degree .....	12,756	349	470	628	870	1,171
Bachelor's degree and higher <sup>2</sup> .....	15,812	506	688	955	1,369	1,888
Bachelor's degree only .....	10,202	478	636	878	1,250	1,755
Advanced degree .....	5,610	609	817	1,128	1,544	2,111
<b>White, total</b>						
Total, 25 years and over .....	77,431	379	524	784	1,199	1,802
Less than a high school diploma .....	6,650	285	348	466	631	895
High school graduates, no college <sup>1</sup> .....	22,046	345	467	643	918	1,269
Some college or associate degree .....	21,249	393	529	746	1,066	1,461
Bachelor's degree and higher <sup>2</sup> .....	27,487	566	769	1,133	1,689	2,392
Bachelor's degree only .....	17,850	521	726	1,035	1,557	2,201
Advanced degree .....	9,637	651	898	1,293	1,893	2,796
<b>White men</b>						
Total, 25 years and over .....	44,148	406	589	883	1,352	1,952
Less than a high school diploma .....	4,770	301	380	502	693	957
High school graduates, no college <sup>1</sup> .....	13,132	389	522	738	1,028	1,407
Some college or associate degree .....	11,328	443	612	866	1,212	1,636
Bachelor's degree and higher <sup>2</sup> .....	14,917	610	879	1,329	1,905	2,876
Bachelor's degree only .....	9,816	585	830	1,223	1,826	2,499
Advanced degree .....	5,101	705	1,001	1,527	2,202	3,197
<b>White women</b>						
Total, 25 years and over .....	33,283	346	481	688	1,013	1,474
Less than a high school diploma .....	1,879	253	304	378	497	647
High school graduates, no college <sup>1</sup> .....	8,914	311	401	535	727	985
Some college or associate degree .....	9,920	358	479	644	891	1,199
Bachelor's degree and higher <sup>2</sup> .....	12,569	515	697	961	1,375	1,898
Bachelor's degree only .....	8,034	483	642	883	1,256	1,764
Advanced degree .....	4,535	622	828	1,130	1,549	2,156
<b>Black or African American, total</b>						
Total, 25 years and over .....	11,511	324	432	611	901	1,314
Less than a high school diploma .....	885	260	319	408	547	698
High school graduates, no college <sup>1</sup> .....	3,918	301	387	515	712	980
Some college or associate degree .....	3,705	337	458	608	844	1,143
Bachelor's degree and higher <sup>2</sup> .....	3,004	471	644	912	1,338	1,831
Bachelor's degree only .....	2,077	438	613	842	1,231	1,665
Advanced degree .....	927	581	764	1,127	1,536	2,010
<b>Black or African American men</b>						
Total, 25 years and over .....	5,360	342	476	654	954	1,383

See footnotes at end of table.

**Table 8. Quartiles and selected deciles of usual weekly earnings of full-time wage and salary workers by selected characteristics, 2008 annual averages—Continued**

Characteristic	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—Continued</b>						
Less than a high school diploma .....	453	\$277	\$353	\$449	\$600	\$747
High school graduates, no college <sup>1</sup> .....	1,989	325	422	581	784	1,046
Some college or associate degree .....	1,611	370	497	665	925	1,244
Bachelor's degree and higher <sup>2</sup> .....	1,307	477	674	966	1,420	1,994
Bachelor's degree only .....	904	437	637	886	1,294	1,779
Advanced degree .....	403	597	868	1,235	1,732	2,286
<b>Black or African American women</b>						
Total, 25 years and over .....	6,151	310	408	582	843	1,240
Less than a high school diploma .....	432	251	302	382	490	615
High school graduates, no college <sup>1</sup> .....	1,929	283	361	480	626	888
Some college or associate degree .....	2,094	323	422	576	777	1,029
Bachelor's degree and higher <sup>2</sup> .....	1,697	468	621	862	1,260	1,680
Bachelor's degree only .....	1,173	439	599	804	1,187	1,564
Advanced degree .....	524	564	737	1,026	1,389	1,858
<b>Asian, total</b>						
Total, 25 years and over .....	4,923	380	561	895	1,430	1,958
Less than a high school diploma .....	341	248	323	419	603	813
High school graduates, no college <sup>1</sup> .....	822	310	410	568	765	1,114
Some college or associate degree .....	795	356	490	695	989	1,453
Bachelor's degree and higher <sup>2</sup> .....	2,964	527	788	1,167	1,738	2,308
Bachelor's degree only .....	1,737	493	718	1,027	1,508	1,994
Advanced degree .....	1,228	642	943	1,438	1,909	2,774
<b>Hispanic or Latino ethnicity, total</b>						
Total, 25 years and over .....	13,773	305	395	568	840	1,256
Less than a high school diploma .....	4,308	281	332	422	577	773
High school graduates, no college <sup>1</sup> .....	4,227	309	397	553	775	1,084
Some college or associate degree .....	3,047	359	483	663	943	1,340
Bachelor's degree and higher <sup>2</sup> .....	2,192	444	641	945	1,399	2,003
Bachelor's degree only .....	1,541	430	608	872	1,256	1,886
Advanced degree .....	650	494	783	1,147	1,699	2,387
<b>Hispanic or Latino men</b>						
Total, 25 years and over .....	8,674	320	412	591	887	1,335
Less than a high school diploma .....	3,151	293	358	472	610	822
High school graduates, no college <sup>1</sup> .....	2,704	333	426	603	850	1,172
Some college or associate degree .....	1,678	388	516	724	1,042	1,482
Bachelor's degree and higher <sup>2</sup> .....	1,141	452	694	1,059	1,638	2,318
Bachelor's degree only .....	793	434	646	990	1,435	2,200
Advanced degree .....	348	499	856	1,378	1,895	2,886
<b>Hispanic or Latino women</b>						
Total, 25 years and over .....	5,099	288	365	518	767	1,131
Less than a high school diploma <sup>1</sup> .....	1,156	247	296	360	465	599
High school graduates, no college .....	1,523	287	354	479	654	874
Some college or associate degree .....	1,369	326	440	601	805	1,121
Bachelor's degree and higher <sup>2</sup> .....	1,051	436	610	852	1,184	1,613
Bachelor's degree only .....	749	427	580	802	1,097	1,487
Advanced degree .....	302	489	734	1,007	1,421	1,909

<sup>1</sup> Includes persons with a high school diploma or equivalent.

<sup>2</sup> Includes persons with bachelor's, master's, professional, and doctoral degrees.

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. Persons whose ethnicity is identified as Hispanic or Latino may be of any race. Updated population controls are introduced annually with the release of January data.