Economic Indicators for Montgomery County and Surrounding Jurisdictions
January 2025 Update

OLO Report 2025-3	Executive Summary	January 21, 2025

[Bill 28-17](#), Human Rights and Civil Liberties – County Minimum Wage – Amount – Annual Adjustment enacted November 7, 2017, phased in annual increases to Montgomery County's minimum wage culminating in a rate of $17.15 per hour for large employers (51 or more employees), $15.50 per hour for mid-sized employers (11-15 employees) and $15.00 per hour for small employers (10 or fewer employees) effective on July 1, 2024. The law requires annual adjustments to the County's minimum wage based on the rate of inflation as measured by the consumer price index (CPI) for the Washington-Baltimore region.

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
• Washington	• Anne Arundel County • Baltimore County • Frederick County • Howard County • Prince George's County	• Arlington County • Fairfax County • Loudoun 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 sixth update of the 2019 baseline economic indicators.

According to U.S. Census Bureau data, Montgomery County median household income in 2023 rose 6.0% above the 2022 level while the poverty rate for those under 18 decreased to 7.1% in 2023, down from 9.7% in 2022. In addition, the percentage of County residents receiving Supplemental Nutrition Assistance Program (SNAP) benefits declined from 7.4% in 2021 to 6.0% in 2022.

The County's unemployment rate rose from 1.7% in September 2023 to 2.6% in September 2024.

The Low-Wage Occupational Groups indicator showed gains in the number of jobs in Montgomery County from December 2023 to April 2024. Maryland Department of Labor data for Montgomery County show an increase of 840 Food Preparation jobs (up 2.7%); Building and Grounds and Cleaning and Maintenance jobs increased by 780 jobs (up 4.9%); and the number of Personal Care and Service jobs in the County decreased by 410 (down 3.6%). 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 9.0% to $17.00 per hour for Food Preparation jobs; increased by increased by 4.6% to $18.00 per for Building and Grounds and Cleaning and Maintenance jobs; and increased by 6.1% to $17.00 per hour for Personal Care and Service jobs.

Of note, within the last year, the U.S Bureau of Economic Analysis (BEA) discontinued collecting County-level data for four indicators presented in previous year versions of this report. County-level data are no longer available for total workplace employment, wage and salary employment, retail trade workplace employment, and accommodations and food services workplace employment.

SUMMARY OF OLO ECONOMIC INDICATORS FOR MONTGOMERY COUNTY

#	Indicator	Data Source	Significance/Rationale	Most recent County datapoint	Change from previous year
	**INDICATORS OF COMMUNITY ECONOMIC WELL-BEING AND PUBLIC ASSISTANCE**				
1	Total County Population	BEA, Commerce	Provides a basis for benchmarking.	1,058,474	UP
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.	$125,076	UP
4	Poverty Rate for Children Under 18	SAIPE, Census	Percentage of children in households with incomes below federal poverty thresholds measures families facing economic hardship.	7.1%	DOWN
5	Percentage of Residents Receiving Supplemental Nutrition Assistance Program (SNAP) benefits	SAIPE, Census and BEA, Commerce	SNAP eligibility is household income <130% of the federal poverty threshold. The resident% measures need for public assistance, although changes in eligibility rules may lessen this connection.	6.0%	DOWN
	**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.	558,339	UP
7	Resident Unemployment Rate	LAUS, BLS	Percentage of adults age 16+ looking for work measures local economic health and opportunity.	2.6%	UP
8	Total Workplace Employment	BEA, Commerce	Sole proprietorships and employees of local private businesses, nonprofits or public agencies broadly measures economic opportunity and well-being.	Data no longer available	
9	Wage and Salary Employment (Number of full-time and part-time jobs, by workplace)	BEA, Commerce	Measures changes in economic opportunity.	Data no longer available	
10	Number of Private Establishments	QCEW, BLS	Measures changes in economic activity.	34,740	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.	Data no longer available	
12	Retail Trade: Employee Compensation	BEA	Measures economic activity for an industry sector with a high percentage of minimum wage workers.	$2.37B	UP
13	Retail Trade: Number of Establishments	BLS	Measures economic activity for an industry sector with a high percentage of minimum wage workers.	2,351	DOWN
14	Accommodations & Food Services: Workplace Employment	BEA	Measures economic activity for an industry sector with a high percentage of minimum wage workers.	Data no longer available	
15	Accommodations & Food Services: Employee Compensation	BEA	Measures economic activity for an industry sector with a high percentage of minimum wage workers.	$1.51B	UP
16	Accommodations & Food Services: Number of Establishments	BLS	Measures economic activity for an industry sector with a high percentage of minimum wage workers.	1,942	UP
17	Maryland Employment and Wages by Major Occupational Group: Entry, mean, and median wages	MD Dept. of Labor	Measures wages for three occupational groups with a high percentage of minimum wage workers.	(various)	Jobs: Mixed Wages: UP

Office of Legislative Oversight Report 2025-3

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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 November 7, 2017, and effective July 1, 2018.

- Council Resolution 20-5, *Fiscal Year 2025 Work Program of the Office of Legislative Oversight*, adopted July 30, 2024.

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, January 2023, and January 2024. 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.

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 2025 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, 2024, the rate increased to $15.00 per hour for all employers. [2]

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.[3]

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.

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 Jurisdiction[4]

	7/1/2019	7/1/2020	7/1/2021	7/1/2022	7/1/2023	7/1/2024
Federal Government[5]	$7.25	$7.25	$7.25	$7.25	$7.25	$7.25
District of Columbia[6]	$14.00	$15.00	$15.20	$16.10	$17.00	$17.50
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	$17.15
Mid-sized Employers (11-50 employees)	$12.50	$13.25	$14.00	$14.50	$15.00	$15.50
Small Employers (≤10 employees)	$12.50	$13.00	$13.50	$14.00	$14.50	$15.00
State of Maryland:[7]						
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
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	$15.00
Prince George's County, MD	$11.50	$11.50	State rates apply	State rates apply	$13.25	$15.00

County uses Maryland minimum wage rates.

Chapter 3. Economic Indicators

Section 27-70A of the Montgomery County Code 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.[8] 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.[9] 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 provides more specific occupational data at the county level, the Department advises that it should not be used in a time series.

OLO gathered data from the following federal statistical agencies:[10]

- 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).[11]

- Bureau of the Census, within the U.S. Department of Commerce. In addition to the decennial census and quinquennial economic census, the Census Bureau conducts more frequent surveys that collect employment and payroll data.

The U.S. Office of Management and Budget (OMB) defines the industry categories, occupational groups, and geographic statistical areas used by federal statistical agencies.

Federal statistical agencies report data on the U.S. economy using the North American Industry Classification System (NAICS), categorizing the economy into 20 industry sectors. Economic indicators in this report focus on two industry sectors likely to employ low-wage workers: Retail Trade (NAICS Sector 44-45), and Accommodation and Food Services (NAICS Sector 72). Note that economic data tabulated at a local level for an industry sector can sometimes be too specific to avoid disclosure of

confidential business information, as indicated with a notation (D) in the data tables. In these cases, federal statistical agencies publish economic data only for a larger area.

Federal statistical agencies also report economic data using the Standard Occupational Classification (SOC) system, categorizing workers into 23 major occupational groups. Every industry sector employs workers from many occupational groups, and workers in any major occupational group are employed across industry sectors. This report provides economic indicators for three major occupational groups that typically include occupations with lower wages[12]:

- Food Preparation and Serving-Related Occupations (SOC code 35-0000);
- Building and Grounds Cleaning and Maintenance Occupations (SOC code 37-0000); and
- Personal Care and Service Occupations (SOC code 39-0000).

The occupational employment statistics (OES) survey data are provided for selected Maryland workforce regions, as reported by the Maryland Department of Labor.

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.[13]

Figure 3-1 depicts data for the total population (all ages) of Montgomery County and surrounding jurisdictions in the region for the 2008-2023 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 2008-2023 period.

As of 2023, Montgomery County had a total population of approximately 1.06 million. The County has the largest population among Maryland counties, and accounts for 17.1% of Maryland's total population. The County's population grew steadily from 2008 through 2020 but declined in 2021 and 2022. The County's population increased in 2023 to a level about 2,400 residents below the peak population of 2020.

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 2022 to 2023. The largest population increase occurred in Frederick County (up 2.0%); the only jurisdiction in the survey to experience a decline in population from 2022 to 2023 was Baltimore County (down 0.2%). The State of Maryland also experienced a population increase of 0.3% from 2022 to 2023.

Source of data:

Regional Economic Accounts, Bureau of Economic Analysis (BEA), U.S. Department of Commerce.[14] BEA's data comes from Census Bureau midyear population estimates. Estimates for 2010-2020 reflect county population estimates available as of November 2024.

Figure 3-1. Population, 2008-2023
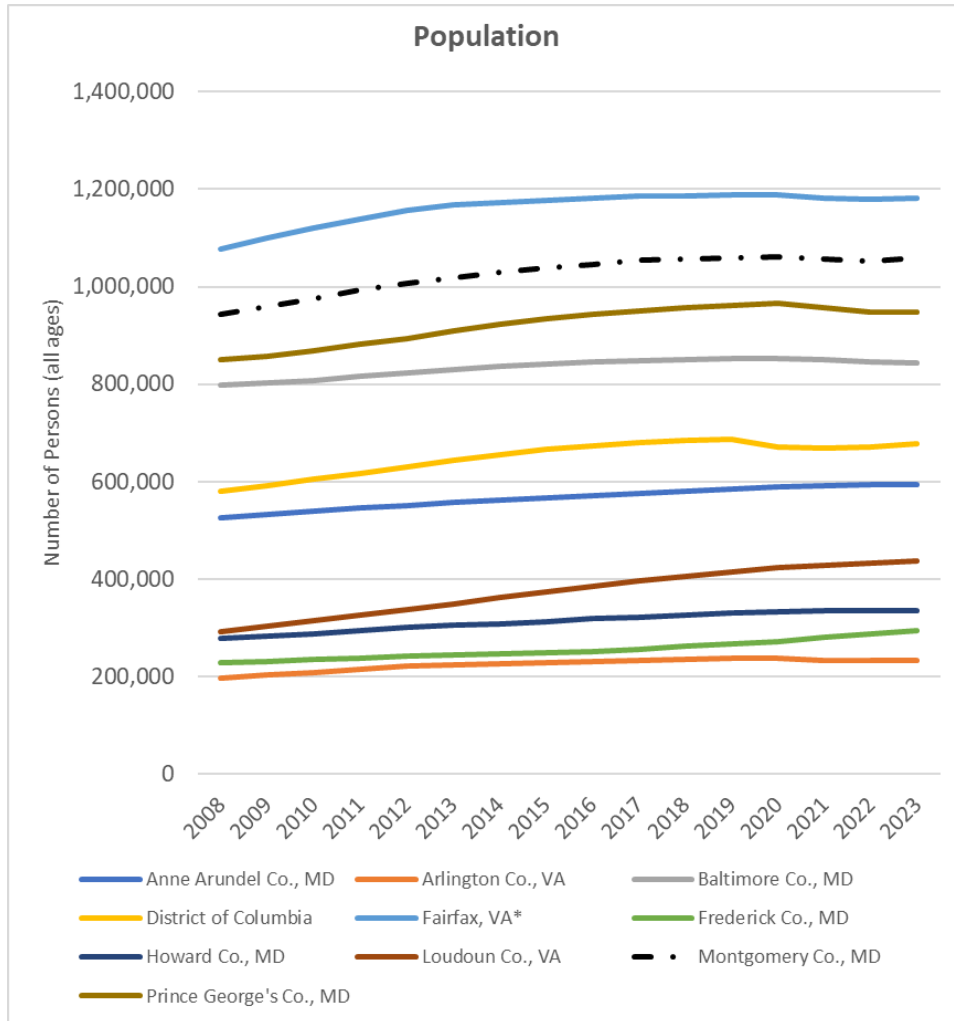
*BEA modifies the FIPS Codes to combine Fairfax County (FIPS 51059), Fairfax City (FIPS 51600) and Falls Church (FIPS 51610) into a single FIPS Code 51919. Separate estimates for the jurisdictions making up 51919 are not available.

Data source: Regional Economic Accounts, Bureau of Economic Analysis (BEA), U.S. Department of Commerce.

Table 3-1. Population, 2008-2023

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

FIPS	Name	2008	2009	2010	2011	2012	2013	2014	2015
24003	Anne Arundel Co., MD	525,304	532,395	539,453	545,610	551,832	557,604	561,995	566,320
51013	Arlington Co., VA	196,305	202,637	209,293	215,943	221,365	224,754	225,792	228,283
24005	Baltimore Co., MD	798,651	801,808	807,307	816,320	824,205	831,114	836,593	841,912
11000	District of Columbia	580,236	592,228	604,795	617,794	631,132	644,755	654,557	665,633
51919	Fairfax, VA*	1,077,509	1,099,347	1,121,179	1,138,607	1,156,467	1,168,505	1,173,146	1,177,517
24021	Frederick Co., MD	229,286	230,942	234,405	238,172	241,244	243,449	246,433	248,808
24027	Howard Co., MD	278,405	283,061	288,722	294,123	300,187	304,998	308,843	313,735
51107	Loudoun Co., VA	292,570	303,661	315,487	326,360	337,909	350,009	362,340	374,185
24031	**Montgomery Co., MD**	**942,748**	**959,013**	**975,856**	**992,526**	**1,007,497**	**1,018,706**	**1,029,222**	**1,038,524**
24033	Prince George's Co., MD	850,167	856,161	867,724	881,089	894,632	908,318	923,267	935,295
24000	Maryland	5,684,965	5,730,388	5,791,559	5,854,282	5,913,919	5,962,350	6,008,975	6,049,289
51000	Virginia	7,833,496	7,925,937	8,025,030	8,107,628	8,196,915	8,269,638	8,333,578	8,389,864

FIPS	Name	2016	2017	2018	2019	2020	2021	2022	2023
24003	Anne Arundel Co., MD	571,245	575,799	580,715	585,606	589,106	592,085	593,347	594,582
51013	Arlington Co., VA	231,078	234,337	235,683	237,280	238,814	233,436	233,678	234,162
24005	Baltimore Co., MD	845,780	848,498	850,780	853,436	853,387	850,691	845,986	844,703
11000	District of Columbia	673,833	680,945	685,632	687,408	670,839	669,037	670,949	678,972
51919	Fairfax, VA*	1,181,265	1,186,137	1,186,528	1,189,209	1,187,485	1,181,072	1,178,550	1,181,707
24021	Frederick Co., MD	251,668	256,219	261,703	267,471	272,786	280,647	287,540	293,391
24027	Howard Co., MD	318,371	322,678	326,647	330,188	332,814	335,328	335,366	336,001
51107	Loudoun Co., VA	385,764	397,207	405,982	414,881	422,705	428,764	432,792	436,347
24031	**Montgomery Co., MD**	**1,045,476**	**1,054,403**	**1,056,926**	**1,060,230**	**1,060,904**	**1,056,193**	**1,053,067**	**1,058,474**
24033	Prince George's Co., MD	943,423	950,736	956,772	962,586	965,365	956,451	946,980	947,430
24000	Maryland	6,079,669	6,112,835	6,138,786	6,163,628	6,173,689	6,175,045	6,163,981	6,180,253
51000	Virginia	8,444,688	8,502,578	8,547,016	8,597,339	8,637,193	8,657,348	8,679,099	8,715,698

Legend / Footnotes:

1/ Census Bureau midyear population estimate. BEA produced intercensal annual county population statistics for 2010 to 2019 that 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 14, 2024 - new statistics for 2023; revised statistics for 2019-2022

Figure 3-2. County Population as a Percentage of State Population, 2008-2023
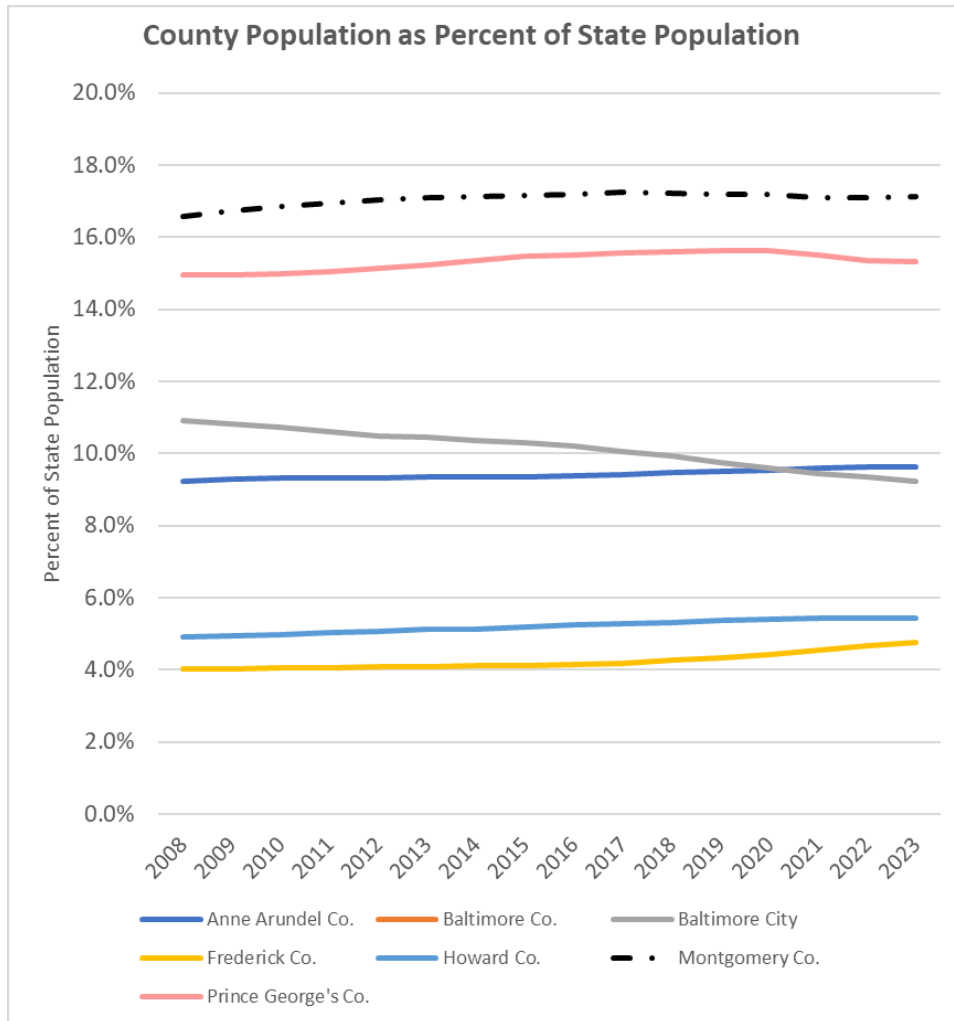
Data source: Regional Economic Accounts, Bureau of Economic Analysis (BEA), U.S. Department of Commerce.

Table 3-2. County Population as a Percentage of State Population, 2008-2023

Population as Percent of State Population 1/
Source: Regional Economic Data (CAINC1), Bureau of Economic Analysis, U.S. Department of Commerce

FIPS	Name	2008	2009	2010	2011	2012	2013	2014	2015
24003	Anne Arundel Co.	9.2%	9.3%	9.3%	9.3%	9.3%	9.4%	9.4%	9.4%
24510	Baltimore City	10.9%	10.8%	10.7%	10.6%	10.5%	10.4%	10.3%	10.3%
24005	Baltimore Co.	14.0%	14.0%	13.9%	13.9%	13.9%	13.9%	13.9%	13.9%
24021	Frederick Co.	4.0%	4.0%	4.0%	4.1%	4.1%	4.1%	4.1%	4.1%
24027	Howard Co.	4.9%	4.9%	5.0%	5.0%	5.1%	5.1%	5.1%	5.2%
24031	**Montgomery Co.**	**16.6%**	**16.7%**	**16.8%**	**17.0%**	**17.0%**	**17.1%**	**17.1%**	**17.2%**
24033	Prince George's Co.	15.0%	14.9%	15.0%	15.1%	15.1%	15.2%	15.4%	15.5%

| FIPS	Name	2016	2017	2018	2019	2020	2021	2022	2023
24003	Anne Arundel Co.	9.4%	9.4%	9.5%	9.5%	9.5%	9.6%	9.6%	9.6%
24510	Baltimore City	10.2%	10.1%	9.9%	9.8%	9.6%	9.4%	9.4%	9.2%
24005	Baltimore Co.	13.9%	13.9%	13.9%	13.8%	13.8%	13.8%	13.7%	13.7%
24021	Frederick Co.	4.1%	4.2%	4.3%	4.3%	4.4%	4.5%	4.7%	4.7%
24027	Howard Co.	5.2%	5.3%	5.3%	5.4%	5.4%	5.4%	5.4%	5.4%
24031	**Montgomery Co.**	**17.2%**	**17.2%**	**17.2%**	**17.2%**	**17.2%**	**17.1%**	**17.1%**	**17.1%**
24033	Prince George's Co.	15.5%	15.6%	15.6%	15.6%	15.6%	15.5%	15.4%	15.3%

Legend / Footnotes:

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

Last updated: November 14, 2024 - new statistics for 2023; revised statistics for 2019-2022.

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 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 2008-2023. Montgomery County's MHI increased 6.0% (from $118,020 to $125,076) from 2022 to 2023, the third year of growth following the pandemic. Montgomery County's MHI growth from 2022 to 2023 was the highest among surveyed jurisdictions.

Source of data:

Small Area Income and Poverty Estimates (SAIPE), Census Bureau, U.S. Department of Commerce.[15]

Figure 3-3. Median Household Income, 2008-2023
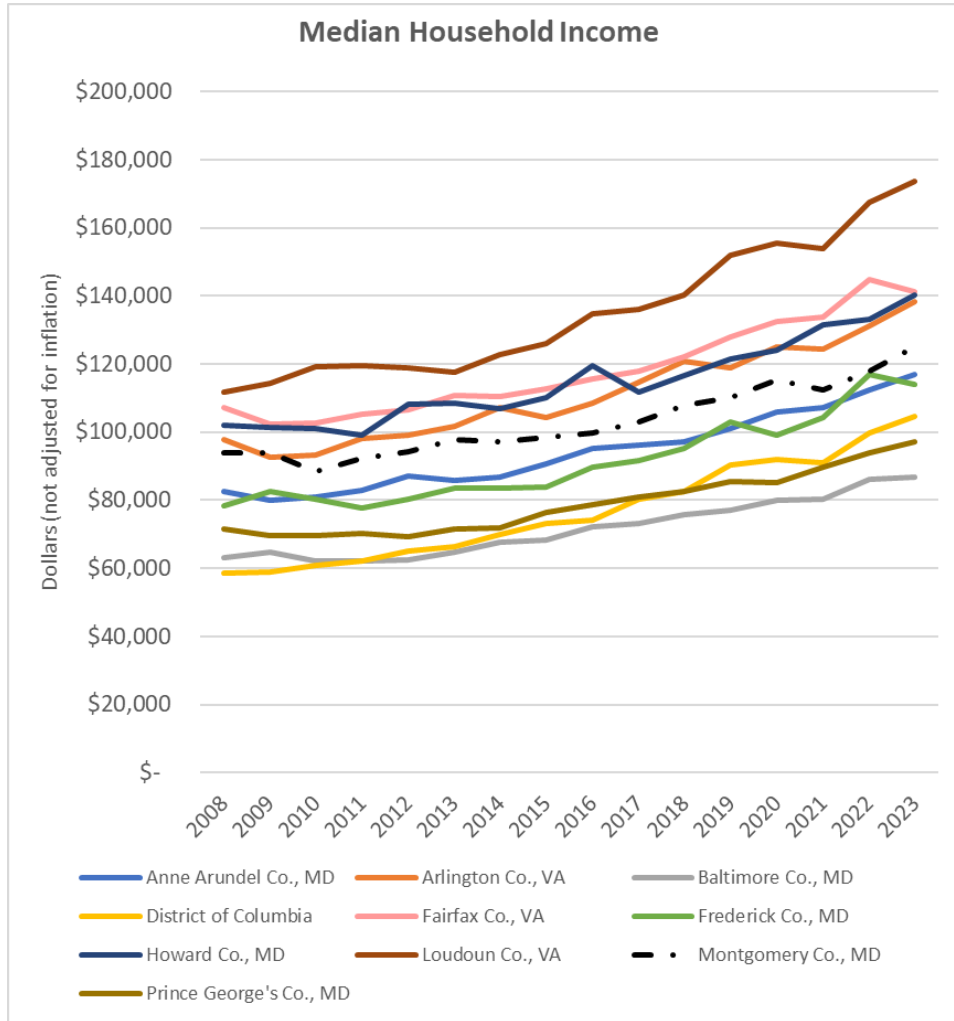
Data source: Small Area Income and Poverty Estimates (SAIPE), Census Bureau, U.S. Department of Commerce.

Table 3-3. Median Household Income, 2008-2023

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

FIPS	Name	2008	2009	2010	2011	2012	2013	2014	2015
24003	Anne Arundel Co., MD	$ 82,616	$ 79,843	$ 80,908	$ 82,980	$ 87,083	$ 85,685	$ 86,654	$ 90,825
51013	Arlington Co., VA	$ 97,871	$ 92,703	$ 93,231	$ 98,060	$ 99,255	$ 101,533	$ 107,143	$ 104,354
24005	Baltimore Co., MD	$ 63,078	$ 64,629	$ 62,300	$ 62,309	$ 62,413	$ 64,624	$ 67,766	$ 68,317
11000	District of Columbia	$ 58,553	$ 58,906	$ 60,729	$ 62,087	$ 65,231	$ 66,326	$ 69,992	$ 73,115
51059	Fairfax Co., VA	$ 107,075	$ 102,325	$ 102,726	$ 105,409	$ 106,690	$ 110,658	$ 110,507	$ 112,844
24021	Frederick Co., MD	$ 78,437	$ 82,598	$ 80,216	$ 77,872	$ 80,427	$ 83,489	$ 83,698	$ 83,746
24027	Howard Co., MD	$ 101,867	$ 101,417	$ 100,992	$ 99,040	$ 108,234	$ 108,503	$ 106,871	$ 110,224
51107	Loudoun Co., VA	$ 111,582	$ 114,200	$ 119,075	$ 119,525	$ 118,934	$ 117,680	$ 122,641	$ 125,900
24031	**Montgomery Co., MD**	**$ 93,895**	**$ 93,774**	**$ 88,559**	**$ 92,288**	**$ 94,365**	**$ 97,873**	**$ 97,279**	**$ 98,314**
24033	Prince George's Co., MD	$ 71,696	$ 69,545	$ 69,524	$ 70,114	$ 69,258	$ 71,682	$ 71,904	$ 76,366
24000	Maryland	$ 70,482	$ 69,193	$ 68,933	$ 70,075	$ 71,169	$ 72,482	$ 73,851	$ 75,784
51000	Virginia	$ 61,210	$ 59,372	$ 60,665	$ 61,877	$ 61,782	$ 62,745	$ 64,923	$ 66,263
0	United States	$ 52,029	$ 50,221	$ 50,046	$ 50,502	$ 51,371	$ 52,250	$ 53,657	$ 53,657

FIPS	Name	2016	2017	2018	2019	2020	2021	2022	2023
24003	Anne Arundel Co., MD	$ 95,297	$ 96,133	$ 97,051	$ 100,916	$ 105,979	$ 107,281	$ 112,525	$ 116,956
51013	Arlington Co., VA	$ 108,635	$ 114,705	$ 120,950	$ 118,986	$ 125,004	$ 124,474	$ 131,020	$ 138,416
24005	Baltimore Co., MD	$ 72,305	$ 73,309	$ 75,836	$ 76,972	$ 79,974	$ 80,159	$ 86,198	$ 86,807
11000	District of Columbia	$ 74,093	$ 80,153	$ 82,533	$ 90,395	$ 91,957	$ 91,072	$ 99,897	$ 104,643
51059	Fairfax Co., VA	$ 115,518	$ 117,989	$ 122,035	$ 127,898	$ 132,509	$ 133,845	$ 144,632	$ 141,353
24021	Frederick Co., MD	$ 89,541	$ 91,727	$ 95,196	$ 102,951	$ 99,254	$ 104,253	$ 116,796	$ 114,089
24027	Howard Co., MD	$ 119,386	$ 111,576	$ 116,719	$ 121,329	$ 124,042	$ 131,412	$ 133,068	$ 140,113
51107	Loudoun Co., VA	$ 134,609	$ 136,191	$ 140,382	$ 151,806	$ 155,362	$ 153,716	$ 167,505	$ 173,655
24031	**Montgomery Co., MD**	**$ 99,604**	**$ 102,944**	**$ 107,758**	**$ 110,012**	**$ 115,394**	**$ 112,352**	**$ 118,020**	**$ 125,076**
24033	Prince George's Co., MD	$ 78,680	$ 80,858	$ 82,445	$ 85,357	$ 85,246	$ 89,689	$ 93,833	$ 97,171
24000	Maryland	$ 78,787	$ 80,711	$ 83,076	$ 86,644	$ 88,589	$ 90,129	$ 94,957	$ 98,568
51000	Virginia	$ 68,127	$ 71,518	$ 72,600	$ 76,471	$ 79,154	$ 80,926	$ 85,838	$ 89,864
0	United States	$ 55,775	$ 57,617	$ 60,336	$ 61,937	$ 65,712	$ 67,340	$ 74,755	$ 77,719

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 $31,200; the 2020 FPT for a single person under age 65 was $15,060.[16] 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.[17]

The poverty rate for people under age 18 is based on an annual household survey conducted by the Census Bureau to provide poverty estimates for counties and school districts.

Current data and trends:

Table 3-4 shows that Montgomery County's poverty rate for people under age 18 was 7.1% in 2023, down from 9.7% in 2022. In the region, the highest 2023 poverty rate for people under age 18 was in the District of Columbia (20.7%) and the lowest was in Loudoun County (4.0%). The 2023 rate in Montgomery County fell below the Maryland statewide rate of 11.3%.

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 below the 2024 FPT for an individual and well below the FPT for a family of four.

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. [18]

Figure 3-4. Poverty Rate for Persons Under Age 18, 2008-2023
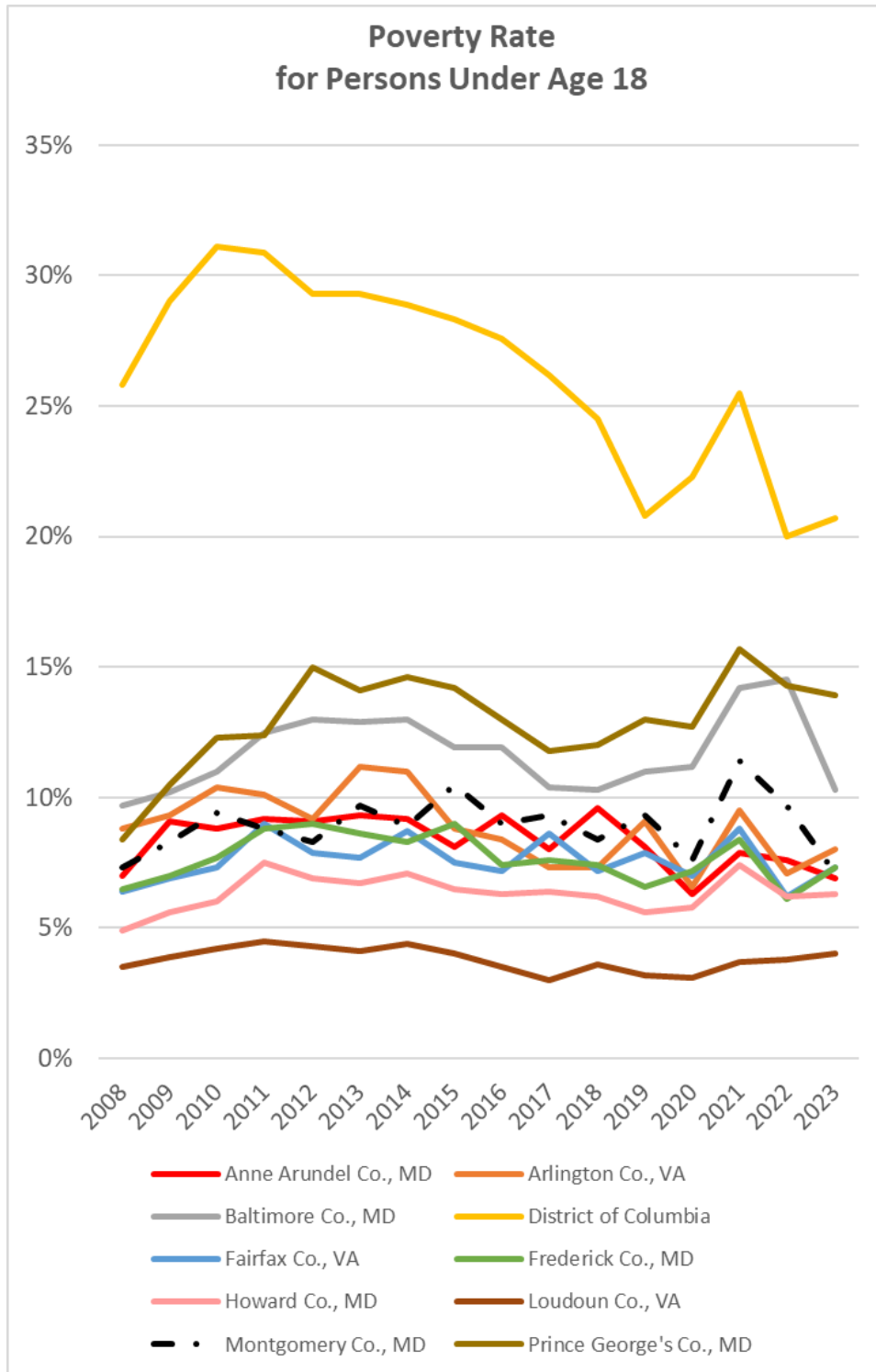
Poverty Rate for Persons Under Age 18

Legend:
- Anne Arundel Co., MD
- Arlington Co., VA
- Baltimore Co., MD
- District of Columbia
- Fairfax Co., VA
- Frederick Co., MD
- Howard Co., MD
- Loudoun Co., VA
- Montgomery Co., MD
- Prince George's Co., MD

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, 2008-2023

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	2008	2009	2010	2011	2012	2013	2014	2015
24003	Anne Arundel Co., MD	7.0%	9.1%	8.8%	9.2%	9.1%	9.3%	9.2%	8.1%
51013	Arlington Co., VA	8.8%	9.3%	10.4%	10.1%	9.2%	11.2%	11.0%	8.8%
24005	Baltimore Co., MD	9.7%	10.2%	11.0%	12.5%	13.0%	12.9%	13.0%	11.9%
11000	District of Columbia	25.8%	29.0%	31.1%	30.9%	29.3%	29.3%	28.9%	28.3%
51059	Fairfax Co., VA	6.4%	6.9%	7.3%	9.0%	7.9%	7.7%	8.7%	7.5%
24021	Frederick Co., MD	6.5%	7.0%	7.7%	8.8%	9.0%	8.6%	8.3%	9.0%
24027	Howard Co., MD	4.9%	5.6%	6.0%	7.5%	6.9%	6.7%	7.1%	6.5%
51107	Loudoun Co., VA	3.5%	3.9%	4.2%	4.5%	4.3%	4.1%	4.4%	4.0%
24031	**Montgomery Co., MD**	**7.3%**	**8.3%**	**9.4%**	**8.8%**	**8.3%**	**9.7%**	**8.9%**	**10.5%**
24033	Prince George's Co., MD	8.4%	10.5%	12.3%	12.4%	15.0%	14.1%	14.6%	14.2%
24000	Maryland	10.4%	11.8%	13.1%	13.9%	14.1%	13.9%	13.8%	13.9%
51000	Virginia	13.6%	14.0%	14.6%	15.6%	15.5%	15.7%	15.9%	15.0%
0	United States	18.2%	20.0%	21.6%	22.5%	22.6%	22.2%	21.7%	20.7%

FIPS	Name	2016	2017	2018	2019	2020	2021	2022	2023
24003	Anne Arundel Co., MD	9.3%	8.0%	9.6%	8.1%	6.3%	7.9%	7.6%	6.9%
51013	Arlington Co., VA	8.4%	7.3%	7.3%	9.1%	6.6%	9.5%	7.1%	8.0%
24005	Baltimore Co., MD	11.9%	10.4%	10.3%	11.0%	11.2%	14.2%	14.5%	10.3%
11000	District of Columbia	27.6%	26.2%	24.5%	20.8%	22.3%	25.5%	20.0%	20.7%
51059	Fairfax Co., VA	7.2%	8.6%	7.2%	7.9%	7.0%	8.8%	6.2%	7.3%
24021	Frederick Co., MD	7.4%	7.6%	7.4%	6.6%	7.2%	8.4%	6.1%	7.3%
24027	Howard Co., MD	6.3%	6.4%	6.2%	5.6%	5.8%	7.4%	6.2%	6.3%
51107	Loudoun Co., VA	3.5%	3.0%	3.6%	3.2%	3.1%	3.7%	3.8%	4.0%
24031	**Montgomery Co., MD**	**9.0%**	**9.3%**	**8.4%**	**9.3%**	**7.6%**	**11.4%**	**9.7%**	**7.1%**
24033	Prince George's Co., MD	13.0%	11.8%	12.0%	13.0%	12.7%	15.7%	14.3%	13.9%
24000	Maryland	13.0%	12.4%	12.1%	12.3%	11.2%	14.0%	12.1%	11.3%
51000	Virginia	14.3%	14.0%	13.8%	13.3%	12.2%	13.3%	12.8%	12.7%
0	United States	19.5%	18.4%	18.0%	16.8%	15.7%	16.9%	16.3%	16.0%

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.)[19] SNAP income limits are set at about 130% of the FPTs. 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 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.[20] 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% increase in the minimum wage reduced SNAP enrollment by about 3% 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.[21]

Current data and definitional changes to the indicator:

Figure 3-5 and Table 3-5 reflect Census Bureau revisions to the numbers for 2022. From 2021 to 2022, the percentage of Montgomery County residents receiving SNAP benefits dropped from 7.4% to 6.0%, the lowest level since before the pandemic. The Montgomery County 2022 SNAP rate was higher than the rates in Arlington, Fairfax, Howard, and Loudoun Counties, but lower than the rates in Anne Arundel, Baltimore, Frederick, 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 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.[22]

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, 2007-2022
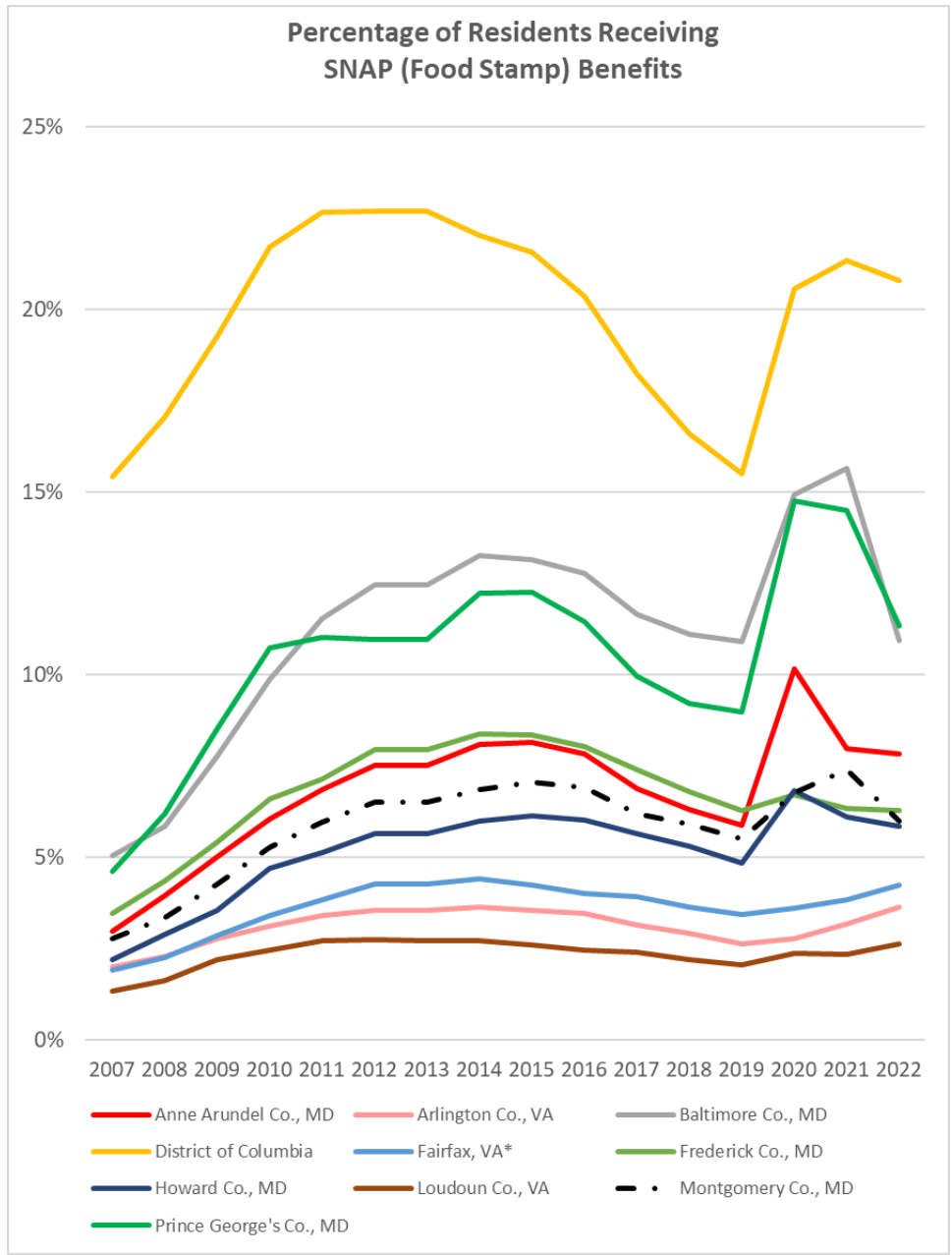
Data source: Small Area Income and Poverty Estimates (SAIPE), Census Bureau, U.S. Department of Commerce.

Table 3-5. Percentage of Residents Receiving SNAP (Food Stamp) Benefits, 2007-2022

Percentage of Residents Receiveing 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

FIPS	Name	2007	2008	2009	2010	2011	2012	2013	2014
24003	Anne Arundel Co., MD	3.0%	3.9%	5.0%	6.1%	6.9%	7.5%	7.5%	8.1%
51013	Arlington Co., VA	2.0%	2.3%	2.8%	3.1%	3.4%	3.5%	3.5%	3.6%
24005	Baltimore Co., MD	5.0%	5.8%	7.8%	9.9%	11.5%	12.5%	12.5%	13.3%
11000	District of Columbia	15.4%	17.0%	19.3%	21.7%	22.6%	22.7%	22.7%	22.0%
51919	Fairfax, VA*	1.9%	2.3%	2.9%	3.4%	3.8%	4.3%	4.3%	4.4%
24021	Frederick Co., MD	3.4%	4.3%	5.4%	6.6%	7.1%	7.9%	7.9%	8.4%
24027	Howard Co., MD	2.2%	2.9%	3.5%	4.7%	5.1%	5.6%	5.6%	6.0%
51107	Loudoun Co., VA	1.3%	1.6%	2.2%	2.4%	2.7%	2.7%	2.7%	2.7%
24031	**Montgomery Co., MD**	**2.8%**	**3.4%**	**4.3%**	**5.3%**	**6.0%**	**6.5%**	**6.5%**	**6.9%**
24033	Prince George's Co., MD	4.6%	6.2%	8.5%	10.7%	11.0%	11.0%	11.0%	12.2%
24000	Maryland	6.1%	7.5%	9.3%	11.2%	12.1%	12.8%	12.8%	13.3%
51000	Virginia	6.9%	7.8%	9.6%	10.5%	11.1%	11.4%	11.4%	11.3%

FIPS	Name	2015	2016	2017	2018	2019	2020	2021	2022
24003	Anne Arundel Co., MD	8.2%	7.8%	6.9%	6.3%	5.9%	10.2%	8.0%	7.8%
51013	Arlington Co., VA	3.5%	3.5%	3.1%	2.9%	2.6%	2.8%	3.2%	3.6%
24005	Baltimore Co., MD	13.2%	12.8%	11.6%	11.1%	10.9%	14.9%	15.7%	10.9%
11000	District of Columbia	21.6%	20.3%	18.2%	16.6%	15.5%	20.5%	21.3%	20.8%
51919	Fairfax, VA*	4.2%	4.0%	3.9%	3.6%	3.4%	3.6%	3.8%	4.2%
24021	Frederick Co., MD	8.3%	8.0%	7.4%	6.8%	6.3%	6.7%	6.3%	6.3%
24027	Howard Co., MD	6.1%	6.0%	5.6%	5.3%	4.8%	6.8%	6.1%	5.8%
51107	Loudoun Co., VA	2.6%	2.4%	2.4%	2.2%	2.0%	2.4%	2.4%	2.6%
24031	**Montgomery Co., MD**	**7.0%**	**6.9%**	**6.2%**	**5.9%**	**5.5%**	**6.8%**	**7.4%**	**6.0%**
24033	Prince George's Co., MD	12.2%	11.5%	10.0%	9.2%	9.0%	14.7%	14.5%	11.3%
24000	Maryland	13.1%	12.6%	11.6%	10.9%	10.3%	13.4%	13.8%	10.7%
51000	Virginia	10.5%	10.0%	9.4%	8.8%	8.3%	8.8%	8.6%	9.7%

* 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:[23]

- *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.[24]

- *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% 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. [25] 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 2024 LAUS data. LAUS data show growth in the resident labor forces for Montgomery County and other Maryland jurisdictions.

Figure 3-6 and Table 3-6 show that by September 2023, the regional resident labor force had, for the most part, returned to pre-pandemic levels. From September 2023 to September 2024, the resident workforce in Montgomery County rose by nearly 10,000 persons. Montgomery County's resident workforce increase of 1.8% from September 2023 to September 2024 was the largest growth rate of surveyed jurisdictions. Three Virginia jurisdictions, Arlington, Fairfax, and Loudoun Counties each experienced declines in their resident workforce from September 2023 to September 2024.

Figure 3-6. Resident Labor Force, 2009-2024
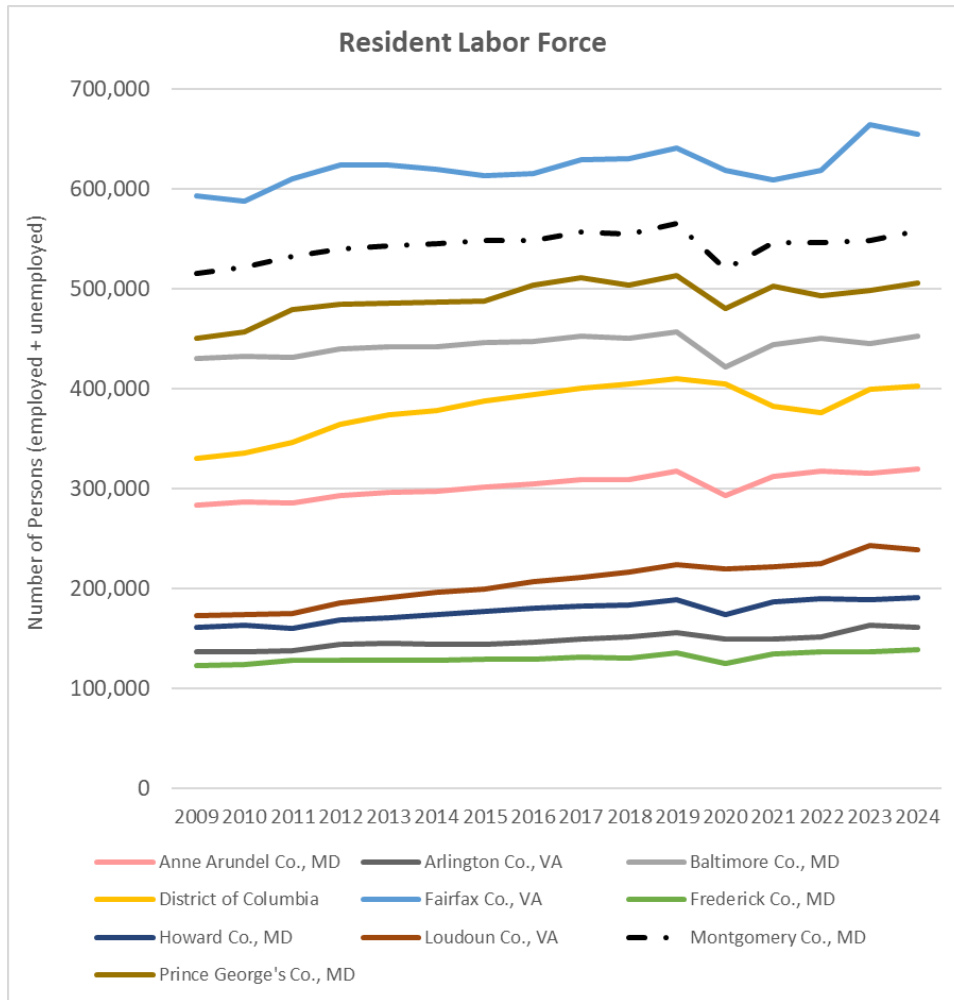
Data source: Local Area Unemployment Statistics (LAUS), Bureau of Labor Statistics, U.S. Department of Labor.

Table 3-6. Resident Labor Force, 2009-2024

Resident Labor Force /1
Source: Local Area Unemployment Statistics (LAUS), Bureau of Labor Statistics, U.S. Department of Labor (September 2023).

LAUSCode (CN)	Name	2009	2010	2011	2012	2013	2014	2015	2016
2400300000000	Anne Arundel Co., MD	283,135	286,650	286,058	293,690	296,541	297,831	301,862	305,361
5101300000000	Arlington Co., VA	136,705	137,201	137,368	144,012	145,047	144,531	144,282	146,166
2400500000000	Baltimore Co., MD	430,124	432,708	431,512	440,254	442,215	442,036	446,382	447,980
1100100000000	District of Columbia	330,544	335,672	346,065	364,989	374,126	378,380	388,057	394,586
5105900000000	Fairfax Co., VA	592,899	587,584	610,521	623,843	624,266	619,812	613,618	615,851
2402100000000	Frederick Co., MD	123,410	124,142	127,907	128,605	128,453	128,206	128,928	129,447
2402700000000	Howard Co., MD	161,287	163,780	160,630	168,214	171,319	173,617	177,290	180,344
5110700000000	Loudoun Co., VA	173,148	174,290	175,439	186,073	191,048	195,972	200,054	206,982
2403100000000	**Montgomery Co., MD**	**515,987**	**522,421**	**532,549**	**540,427**	**543,124**	**545,005**	**549,111**	**548,401**
2403300000000	Prince George's Co., MD	450,361	457,576	479,606	484,964	486,011	486,971	488,148	503,489

LAUSCode	Name	2017	2018	2019	2020	2021	2022	2023	2024
2400300000000	Anne Arundel Co., MD	309,214	309,603	317,780	293,081	312,500	317,711	315,291	319,749
5101300000000	Arlington Co., VA	149,627	151,720	155,769	149,122	149,402	152,125	163,710	161,172
2400500000000	Baltimore Co., MD	453,197	450,366	457,555	421,912	444,224	450,345	445,354	452,802
1100100000000	District of Columbia	400,894	404,610	409,969	404,522	383,024	376,477	399,274	403,303
5105900000000	Fairfax Co., VA	629,698	630,229	641,034	619,346	608,914	618,793	665,108	654,821
2402100000000	Frederick Co., MD	131,266	130,831	135,761	124,797	135,111	136,282	137,044	138,733
2402700000000	Howard Co., MD	182,804	183,889	189,135	174,409	186,506	189,843	188,649	191,405
5110700000000	Loudoun Co., VA	211,626	216,433	224,573	219,658	221,504	225,276	242,963	238,857
2403100000000	**Montgomery Co., MD**	**557,412**	**554,989**	**565,866**	**520,463**	**546,313**	**546,400**	**548,457**	**558,339**
2403300000000	Prince George's Co., MD	511,766	504,423	513,953	480,502	502,720	493,782	498,315	506,154

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.[26]

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.[27]

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.[28]

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. However, unemployment rose in all area jurisdictions from September 2023 to September 2024. The unemployment rate in Montgomery County rose from 1.7% in September 2023 to 2.6% in September 2024.

Figure 3-7. Unemployment Rate (not seasonally adjusted), 2009-2024
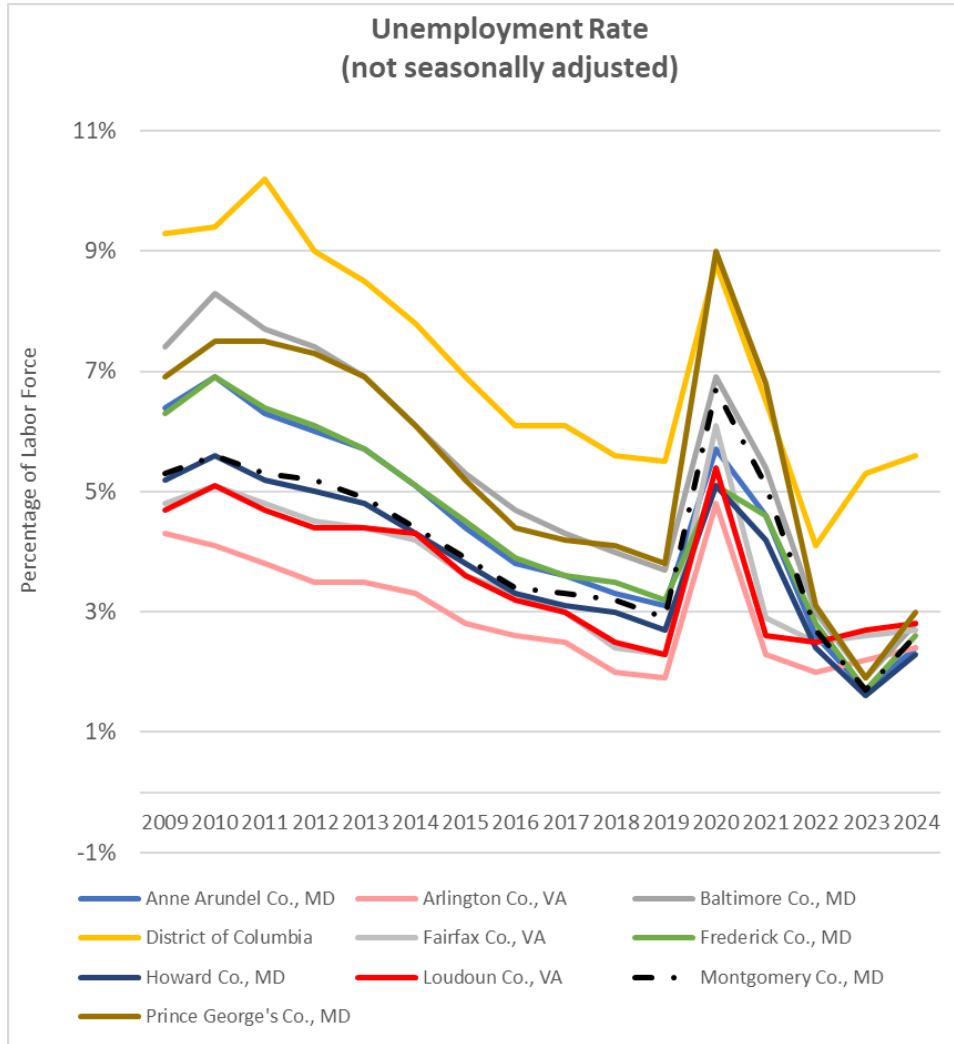
Data source: Local Area Unemployment Statistics (LAUS), Bureau of Labor Statistics, U.S. Department of Labor.

Table 3-7. Unemployment Rate (not seasonally adjusted), 2009-2024

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

LAUSCode (CN)	Name	2009	2010	2011	2012	2013	2014	2015	2016
2400300000000	Anne Arundel Co., MD	6.4%	6.9%	6.3%	6.0%	5.7%	5.1%	4.4%	3.8%
5101300000000	Arlington Co., VA	4.3%	4.1%	3.8%	3.5%	3.5%	3.3%	2.8%	2.6%
2400500000000	Baltimore Co., MD	7.4%	8.3%	7.7%	7.4%	6.9%	6.1%	5.3%	4.7%
1100100000000	District of Columbia	9.3%	9.4%	10.2%	9.0%	8.5%	7.8%	6.9%	6.1%
5105900000000	Fairfax Co., VA	4.8%	5.1%	4.8%	4.5%	4.4%	4.2%	3.6%	3.3%
2402100000000	Frederick Co., MD	6.3%	6.9%	6.4%	6.1%	5.7%	5.1%	4.5%	3.9%
2402700000000	Howard Co., MD	5.2%	5.6%	5.2%	5.0%	4.8%	4.3%	3.8%	3.3%
5110700000000	Loudoun Co., VA	4.7%	5.1%	4.7%	4.4%	4.4%	4.3%	3.6%	3.2%
2403100000000	**Montgomery Co., MD**	**5.3%**	**5.6%**	**5.3%**	**5.2%**	**4.9%**	**4.4%**	**3.9%**	**3.4%**
2403300000000	Prince George's Co., MD	6.9%	7.5%	7.5%	7.3%	6.9%	6.1%	5.2%	4.4%

LAUSCode	Name	2017	2018	2019	2020	2021	2022	2023	2024
2400300000000	Anne Arundel Co., MD	3.6%	3.3%	3.1%	5.7%	4.6%	2.6%	1.7%	2.4%
5101300000000	Arlington Co., VA	2.5%	2.0%	1.9%	4.8%	2.3%	2.0%	2.2%	2.4%
2400500000000	Baltimore Co., MD	4.3%	4.0%	3.7%	6.9%	5.4%	3.0%	1.9%	2.8%
1100100000000	District of Columbia	6.1%	5.6%	5.5%	8.8%	6.5%	4.1%	5.3%	5.6%
5105900000000	Fairfax Co., VA	3.0%	2.4%	2.3%	6.1%	2.9%	2.5%	2.6%	2.7%
2402100000000	Frederick Co., MD	3.6%	3.5%	3.2%	5.1%	4.6%	2.8%	1.7%	2.6%
2402700000000	Howard Co., MD	3.1%	3.0%	2.7%	5.1%	4.2%	2.4%	1.6%	2.3%
5110700000000	Loudoun Co., VA	3.0%	2.5%	2.3%	5.4%	2.6%	2.5%	2.7%	2.8%
2403100000000	**Montgomery Co., MD**	**3.3%**	**3.2%**	**2.9%**	**6.7%**	**5.1%**	**2.7%**	**1.7%**	**2.6%**
2403300000000	Prince George's Co., MD	4.2%	4.1%	3.8%	9.0%	6.8%	3.1%	1.9%	3.0%

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).[29]

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.

> *NOTE: As a result of budget constraints, the BEA last year discontinued posting data on total workplace employment at the county level. Total workplace employment data remain available at the state level (including for the District of Columbia). This report shows total workplace employment data through 2022 at the county level and through 2023 at the state level.* [30]

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% (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%), Frederick (4.3%), Prince George's (4.2%), and Fairfax (4.2%) Counties.

Total workplace employment in Maryland increased by 2.9% from 2022 to 2023.

Source of data:

Regional Economic Accounts, Bureau of Economic Analysis (BEA), U.S. Department of Commerce.

Figure 3-8. Total Workplace Employment, 2008-2023
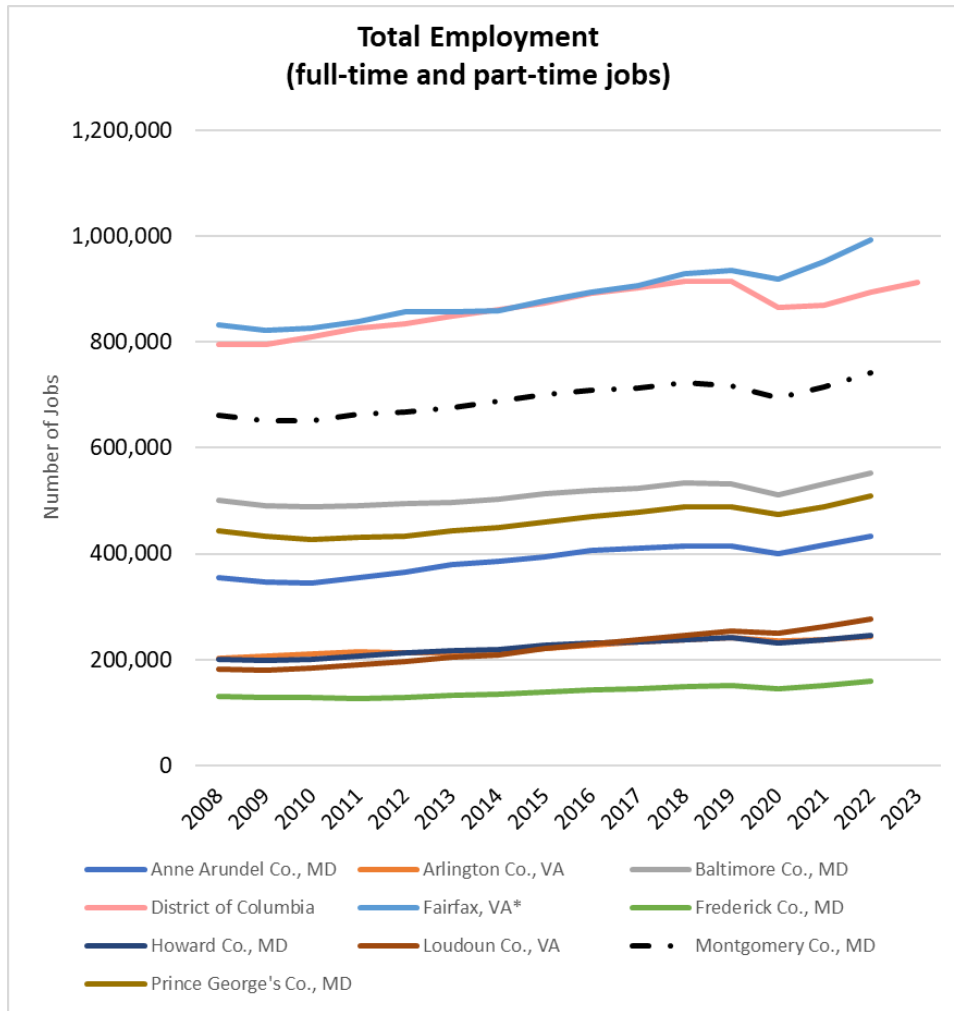
*BEA modifies the FIPS Codes to combine Fairfax County (FIPS 51059), Fairfax City (FIPS 51600) and Falls Church (FIPS 51610) into a single FIPS Code 51919. Separate estimates for the jurisdictions making up 51919 are not available.

Data source: Regional Economic Accounts, Bureau of Economic Analysis (BEA), U.S. Department of Commerce.

Table 3-8. Total Workplace Employment, 2008-2023

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

FIPS	Name	2008	2009	2010	2011	2012	2013	2014	2015
24003	Anne Arundel Co., MD	354,876	345,913	345,618	355,144	365,034	379,189	385,251	394,134
51013	Arlington Co., VA	202,775	205,930	210,386	215,762	212,248	212,978	213,861	221,664
24005	Baltimore Co., MD	501,097	490,819	487,862	491,560	494,593	497,571	503,404	514,457
11000	District of Columbia	794,912	795,912	809,137	826,761	834,413	848,226	860,669	873,204
51919	Fairfax, VA*	832,867	822,361	825,687	838,615	858,111	857,784	860,180	877,354
24021	Frederick Co., MD	129,844	127,808	127,543	127,197	129,332	132,846	133,891	137,890
24027	Howard Co., MD	200,059	198,351	200,426	206,672	213,578	217,454	219,363	227,369
51107	Loudoun Co., VA	181,061	179,822	183,855	190,953	195,925	203,895	209,683	220,460
24031	**Montgomery Co., MD**	**661,376**	**651,521**	**651,834**	**663,362**	**666,825**	**676,396**	**688,124**	**700,355**
24033	Prince George's Co., MD	443,519	433,377	426,807	430,315	433,821	444,117	450,103	459,200
24000	Maryland	3,430,882	3,359,485	3,345,423	3,394,831	3,438,880	3,493,921	3,537,654	3,602,930
51000	Virginia	4,870,415	4,758,119	4,743,189	4,802,678	4,856,886	4,898,765	4,953,354	5,060,270

FIPS	Name	2016	2017	2018	2019	2020	2021	2022	2023
24003	Anne Arundel Co., MD	405,375	410,464	414,689	413,611	400,616	416,390	432,915	no data
51013	Arlington Co., VA	227,326	233,652	237,183	241,498	236,381	236,959	243,081	no data
24005	Baltimore Co., MD	520,546	523,756	534,865	532,051	511,473	531,652	551,655	no data
11000	District of Columbia	892,796	902,843	914,319	915,216	866,067	869,725	895,212	913,376
51919	Fairfax, VA*	893,516	905,880	929,240	935,511	917,964	951,872	992,170	no data
24021	Frederick Co., MD	141,942	144,428	148,508	150,579	145,342	151,927	158,423	no data
24027	Howard Co., MD	231,230	234,009	238,602	240,797	230,475	238,132	245,933	no data
51107	Loudoun Co., VA	229,515	237,377	246,567	254,198	250,122	263,128	277,683	no data
24031	**Montgomery Co., MD**	**708,656**	**714,098**	**724,379**	**716,607**	**693,996**	**714,860**	**741,956**	**no data**
24033	Prince George's Co., MD	469,946	477,695	487,783	488,470	473,669	488,401	508,718	no data
24000	Maryland	3,659,063	3,696,841	3,752,933	3,744,561	3,621,684	3,750,186	3,866,987	3,977,287
51000	Virginia	5,156,659	5,229,126	5,299,069	5,329,257	5,224,635	5,392,104	5,551,518	5,720,000

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 201 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.
County data last updated: November 16, 2023-- new statistics for 2022; revised statistics for 2007-2021.
State data last updated: September 27, 2024; revised statistics for 2019-2023

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.[31] Wages and salaries include commissions, tips, and bonuses.[32]

> **NOTE: As a result of budget constraints, the BEA last year discontinued posting data on wage and salary employment at the county level. Wage and salary employment data remain available at the state level (the District of Columbia). This report shows wage and salary employment data through 2022 at the county level and through 2023 for the District of Columbia. [33]**

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

This indicator does not exclusively target 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.

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%, an addition of 12,506 jobs. In the region, Loudoun County experienced the greatest percent wage and salary employment increase with 5.2% growth from 2021 to 2022.

Wage and salary employment in the District of Columbia increased by 1.4% from 2022 to 2023.

Source of data:

Regional Economic Accounts, Bureau of Economic Analysis (BEA), U.S. Department of Commerce.

Figure 3-9. Wage and Salary Employment, 2008-2023
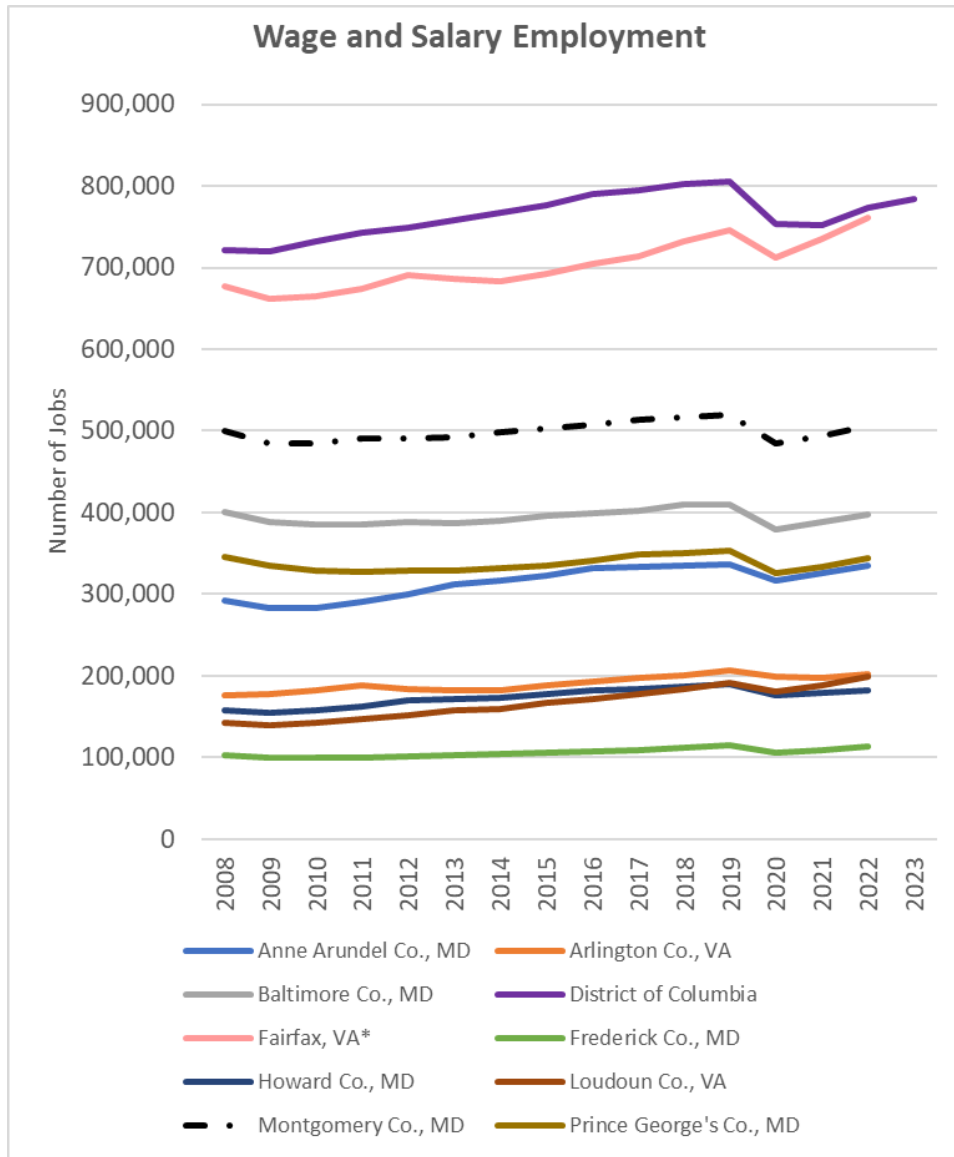
Wage and Salary Employment

*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, 2008-2023

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

FIPS	Name	2008	2009	2010	2011	2012	2013	2014	2015
24003	Anne Arundel Co., MD	292,003	282,621	282,829	290,026	300,158	311,460	316,170	322,559
51013	Arlington Co., VA	176,207	178,389	182,675	187,670	183,283	182,787	182,442	188,705
24005	Baltimore Co., MD	400,650	388,574	385,402	385,362	388,060	386,933	390,087	396,737
11001	District of Columbia	721,890	719,705	731,389	742,832	749,247	758,641	767,306	775,951
51919	Fairfax, VA*	676,747	661,733	665,417	674,306	690,259	687,041	683,286	692,744
24021	Frederick Co., MD	102,109	99,821	100,058	99,081	100,978	103,077	103,643	106,445
24027	Howard Co., MD	158,220	155,264	157,478	162,641	169,433	171,784	172,517	178,089
51107	Loudoun Co., VA	141,998	139,239	142,560	147,796	151,431	157,212	160,056	166,902
24031	**Montgomery Co., MD**	**499,329**	**485,194**	**484,033**	**490,982**	**491,037**	**492,602**	**498,762**	**502,873**
24033	Prince George's Co., MD	345,026	334,865	329,409	327,861	328,812	328,497	331,572	334,688

FIPS	Name	2016	2017	2018	2019	2020	2021	2022	2023
24003	Anne Arundel Co., MD	331,360	334,153	335,421	336,973	316,999	325,524	335,596	no data
51013	Arlington Co., VA	192,700	197,713	200,546	206,193	199,152	198,004	201,711	no data
24005	Baltimore Co., MD	399,886	401,575	409,102	410,412	378,557	388,650	398,329	no data
11001	District of Columbia	789,591	794,340	801,809	805,847	753,703	751,707	773,696	784,758
51919	Fairfax, VA*	704,577	714,516	732,035	746,133	712,556	735,296	761,806	no data
24021	Frederick Co., MD	107,835	109,197	112,188	114,671	105,969	109,241	112,921	no data
24027	Howard Co., MD	181,623	183,739	186,440	189,827	175,739	178,652	182,146	no data
51107	Loudoun Co., VA	172,223	177,363	183,070	191,023	180,593	189,144	198,921	no data
24031	**Montgomery Co., MD**	**507,438**	**513,064**	**516,781**	**520,063**	**484,174**	**494,044**	**506,550**	no data
24033	Prince George's Co., MD	340,886	348,401	350,498	353,193	325,168	333,242	344,713	no data

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.

County data last updated: November 16, 2023 -- new statistics for 2022; revised statistics for 2007-2021.

District of Columbia data last updated: September 27, 2024 -- revised statistics for 2019-2023.

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.

Current data and trends:

The data in Figure 3-10 and Table 3-10 show that Montgomery County recorded 34,740 private establishments in 2023, a 0.7% increase above the 2022 level. Frederick County and the District of Columbia experienced the highest level of private establishment growth from 2022 to 2023, at 6.3% and 6.1% respectively. Arlington County saw a 4.3% decrease in the number of establishments from 2022 to 2023, the largest decline of all surveyed jurisdictions.

Source of data:

Quarterly Census of Employment and Wages (QCEW), Bureau of Labor Statistics, U.S. Department of Labor.[34]

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 3-10. Number of Private Establishments (all industries, all establishment sizes), 2008-2023
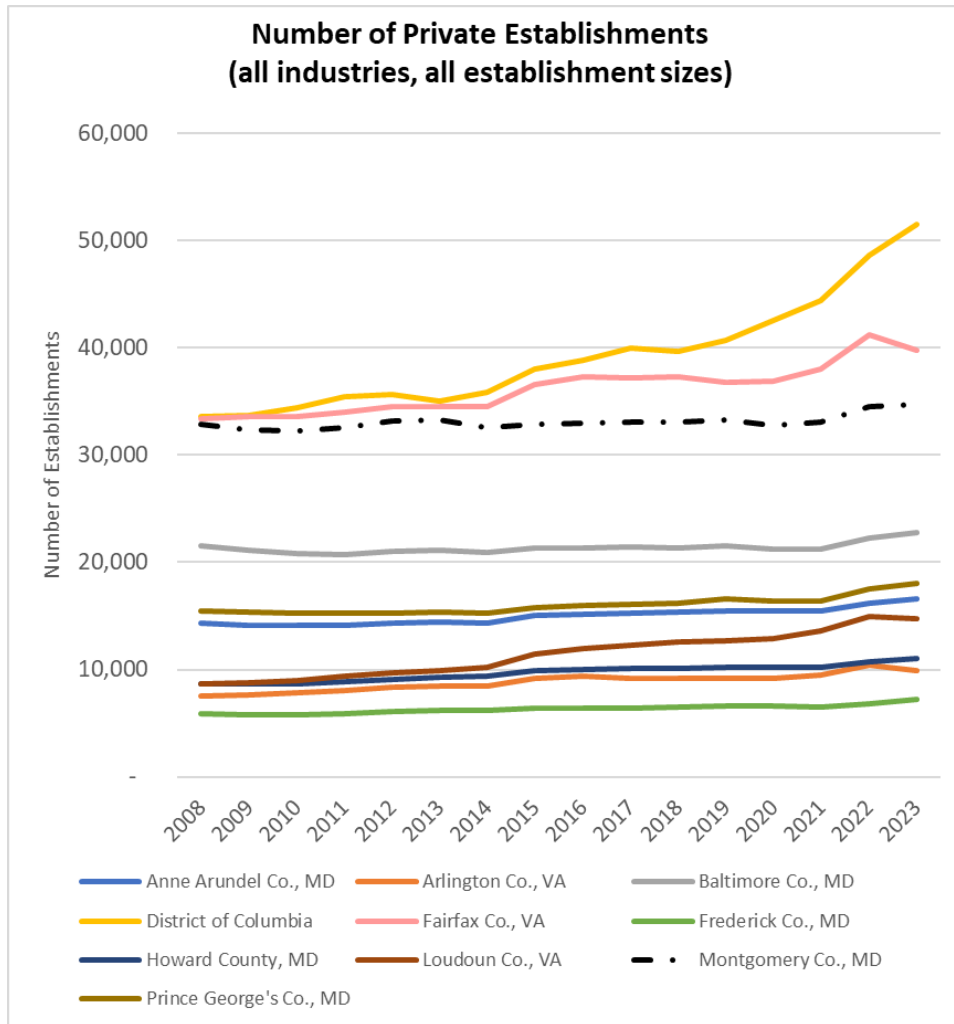
Data source: Quarterly Census of Employment and Wages (QCEW), Bureau of Labor Statistics, U.S. Department of Labor

Table 3-10. Number of Private Establishments (all industries, all establishment sizes), 2008-2023

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 industires
Owner: Private
Size: All establishment sizes

FIPS	Name	2008	2009	2010	2011	2012	2013	2014	2015
24003	Anne Arundel Co., MD	14,345	14,125	14,074	14,144	14,288	14,444	14,330	15,036
51013	Arlington Co., VA	7,568	7,665	7,823	8,032	8,329	8,494	8,462	9,221
24005	Baltimore Co., MD	21,507	21,165	20,830	20,760	20,982	21,107	20,890	21,318
11000	District of Columbia	33,574	33,723	34,387	35,417	35,584	35,010	35,871	37,997
51059	Fairfax Co., VA	33,396	33,567	33,590	33,996	34,541	34,529	34,495	36,590
24021	Frederick Co., MD	5,888	5,785	5,797	5,931	6,044	6,161	6,183	6,363
24027	Howard County, MD	8,641	8,655	8,682	8,861	9,110	9,327	9,389	9,922
51107	Loudoun Co., VA	8,644	8,801	9,001	9,372	9,701	9,888	10,178	11,395
24031	**Montgomery Co., MD**	**32,847**	**32,337**	**32,266**	**32,590**	**33,120**	**33,309**	**32,593**	**32,862**
24033	Prince George's Co., MD	15,508	15,362	15,230	15,210	15,230	15,364	15,285	15,751
24000	Maryland	162,591	160,752	160,241	161,200	164,145	165,535	163,723	168,788
51000	Virginia	221,916	222,700	224,817	230,479	230,479	230,312	232,611	254,270

FIPS	Name	2016	2017	2018	2019	2020	2021	2022	2023
24003	Anne Arundel Co., MD	15,181	15,305	15,343	15,482	15,412	15,498	16,185	16,568
51013	Arlington Co., VA	9,348	9,226	9,205	9,132	9,143	9,448	10,382	9,932
24005	Baltimore Co., MD	21,373	21,395	21,359	21,516	21,204	21,213	22,248	22,797
11000	District of Columbia	38,866	39,939	39,695	40,713	42,535	44,401	48,564	51,503
51059	Fairfax Co., VA	37,312	37,195	37,276	36,766	36,839	37,985	41,142	39,782
24021	Frederick Co., MD	6,435	6,433	6,482	6,574	6,578	6,531	6,818	7,250
24027	Howard County, MD	10,043	10,101	10,091	10,201	10,177	10,258	10,733	11,023
51107	Loudoun Co., VA	11,987	12,244	12,575	12,677	12,933	13,591	14,965	14,742
24031	**Montgomery Co., MD**	**32,962**	**33,044**	**33,041**	**33,242**	**32,753**	**33,103**	**34,513**	**34,740**
24033	Prince George's Co., MD	16,015	16,099	16,230	16,568	16,397	16,408	17,478	18,018
24000	Maryland	170,931	172,188	173,354	176,160	174,807	176,625	189,482	190,185
51000	Virginia	264,329	270,073	278,349	280,066	282,884	297,191	327,821	320,770

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.[35]

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 2008-2022.

> **NOTE: As a result of budget constraints, the BEA last year discontinued posting data on employment by industry sector.[36] Figure 3-11 and Table 3-11 show total employment data through 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 2008-2023. 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 2008-2023.

Current data and trends:

For 2022, NAICS data on employment in the Retail Trade sector show Montgomery County had 874 more jobs (up 1.7%) than in 2021. The BEA discontinued measuring employment by NAICS industry sector so no data is available for 2023.

The BEA reports that Montgomery County experienced a reduction of 22 retail trade establishments from 2022 to 2023, a 0.9% decline. Most area jurisdictions also saw a reduction in retail trade establishments from 2022 to 2023.

The 2023 NAICS data for compensation to employees in the Retail Trade sector in Montgomery County show that these employees earned a combined $76.4 million more than in 2022.

Sources of data:

Regional Economic Accounts, Bureau of Economic Analysis (BEA), U.S. Department of Commerce[37] and the U.S. Bureau of Labor Statistics.[38]

Figure 3-11. Employment by Industry Sector: Retail Trade (NAICS 44-45), 2008-2022
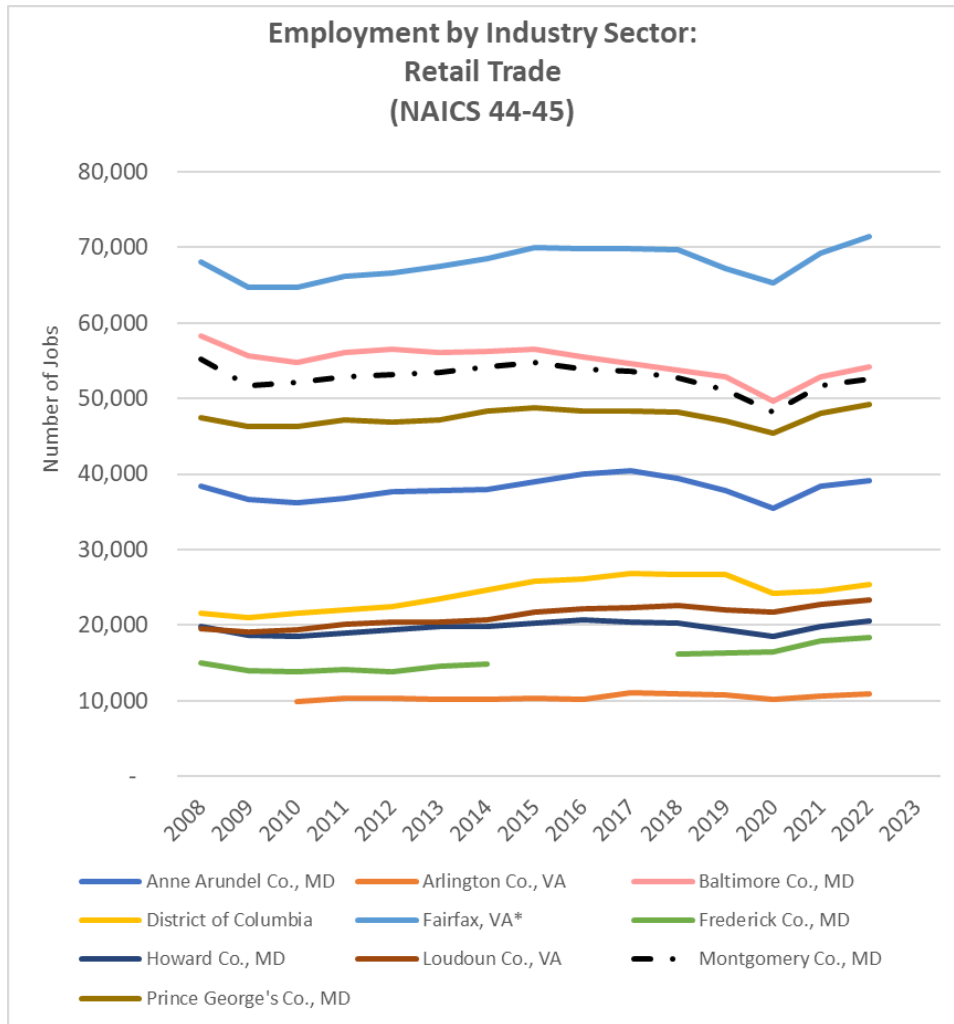
*BEA modifies the FIPS Codes to combine Fairfax County (FIPS 51059), Fairfax City (FIPS 51600) and Falls Church (FIPS 51610) into a single FIPS Code 51919. Separate estimates for the jurisdictions making up 51919 are not available.
Data source: Regional Economic Accounts, Bureau of Economic Analysis (BEA), U.S. Department of Commerce.

Table 3-11. Employment by Industry Sector: Retail Trade (NAICS 44-45), 2008-2023

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	2008	2009	2010	2011	2012	2013	2014	2015
24003	Anne Arundel Co., MD	38,339	36,680	36,287	36,773	37,632	37,883	37,910	38,969
51013	Arlington Co., VA	(D)	(D)	9,967	10,302	10,338	10,154	10,176	10,340
24005	Baltimore Co., MD	58,252	55,606	54,828	56,134	56,518	56,063	56,302	56,469
11000	District of Columbia	21,573	21,020	21,593	22,059	22,494	23,545	24,710	25,842
51919	Fairfax, VA*	68,029	64,749	64,674	66,255	66,605	67,521	68,554	69,945
24021	Frederick Co., MD	14,996	13,931	13,845	14,076	13,870	14,562	14,847	(D)
24027	Howard Co., MD	19,833	18,646	18,579	18,904	19,410	19,847	19,818	20,338
51107	Loudoun Co., VA	19,584	19,060	19,402	20,116	20,446	20,481	20,756	21,719
24031	**Montgomery Co., MD**	**55,261**	**51,712**	**52,157**	**52,830**	**53,114**	**53,418**	**54,211**	**54,768**
24033	Prince George's Co., MD	47,528	46,285	46,267	47,231	46,912	47,213	48,307	48,748

FIPS	Name	2008	2009	2010	2011	2012	2013	2014	2015
24000	Maryland	350,624	334,361	330,859	337,724	340,102	340,102	341,932	348,697
51000	Virginia	495,859	474,222	469,984	478,681	481,663	488,364	492,920	500,369

FIPS	Name	2016	2017	2018	2019	2020	2021	2022	2023
24003	Anne Arundel Co., MD	40,068	40,434	39,498	37,777	35,528	38,352	39,180	no data
51013	Arlington Co., VA	10,171	11,145	10,974	10,828	10,163	10,660	10,911	no data
24005	Baltimore Co., MD	55,492	54,633	53,769	52,827	49,715	52,946	54,252	no data
11000	District of Columbia	26,128	26,794	26,775	26,750	24,204	24,559	25,358	no data
51919	Fairfax, VA*	69,879	69,876	69,690	67,209	65,311	69,291	71,517	no data
24021	Frederick Co., MD	(D)	(D)	16,265	16,358	16,464	17,963	18,389	no data
24027	Howard Co., MD	20,717	20,372	20,356	19,391	18,499	19,881	20,526	no data
51107	Loudoun Co., VA	22,258	22,388	22,564	22,074	21,808	22,823	23,289	no data
24031	**Montgomery Co., MD**	**53,926**	**53,655**	**52,807**	**51,196**	**48,177**	**51,748**	**52,622**	no data
24033	Prince George's Co., MD	48,291	48,386	48,168	47,045	45,501	47,998	49,261	no data

FIPS	Name	2016	2017	2018	2019	2020	2021	2022	2023
24000	Maryland	347,350	346,825	342,215	333,787	320,156	343,556	351,570	no data
51000	Virginia	501,495	503,345	496,900	484,722	487,579	507,333	519,275	no data

1/ The estimates of employment for 2001-2006 are based on the 2002 NAICS. The estimates for 2007-2010 are based on the 2007 NA
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), 2008-2023
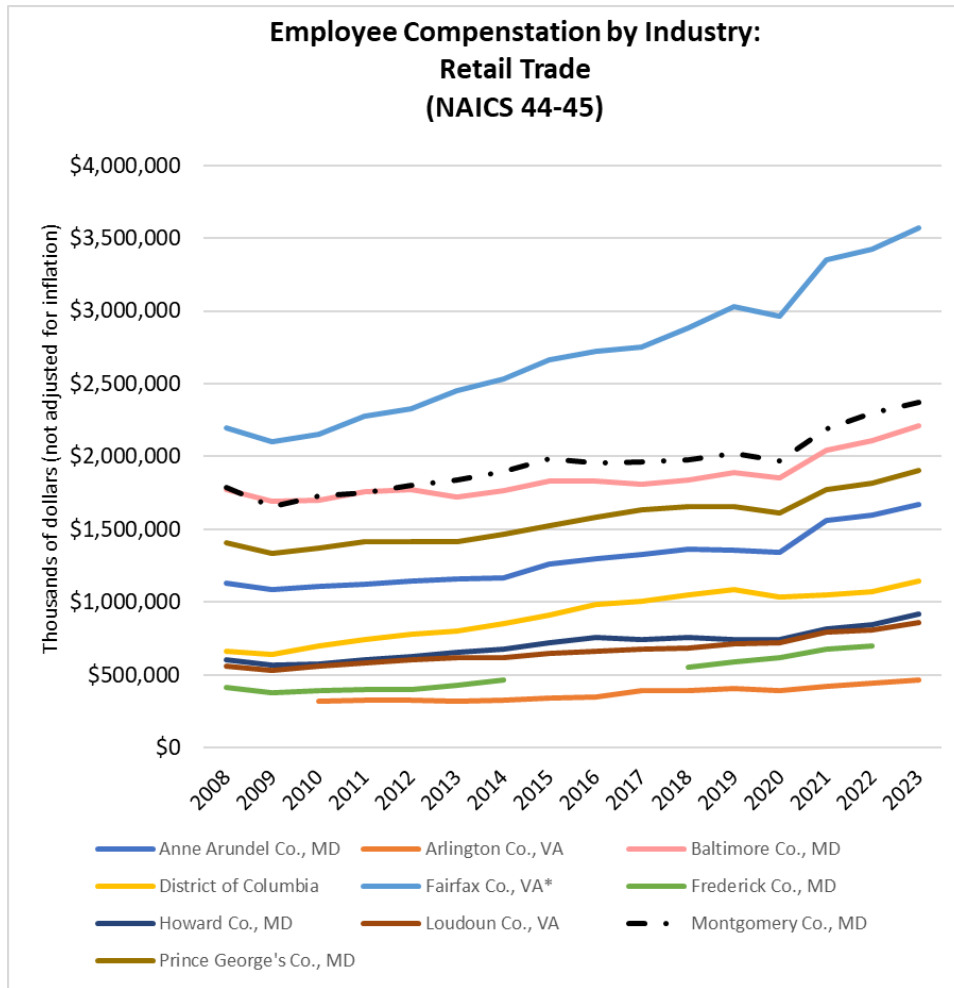
*BEA modifies the FIPS Codes to combine Fairfax County (FIPS 51059), Fairfax City (FIPS 51600) and Falls Church (FIPS 51610) into a single FIPS Code 51919. Separate estimates for the jurisdictions making up 51919 are not available.
Data source: Regional Economic Accounts, Bureau of Economic Analysis (BEA), U.S. Department of Commerce.

Table 3-12. Compensation of Employees by Industry Sector: Retail Trade (NAICS 44-45), 2008-2023

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	2008	2009	2010	2011	2012	2013	2014	2015
24003	Anne Arundel Co., MD	$1,133,482	$1,085,019	$1,105,769	$1,120,209	$1,147,229	$1,158,634	$1,163,212	$1,259,682
51013	Arlington Co., VA	$350,045	(D)	$321,755	$326,062	$328,766	$319,437	$325,618	$339,781
24005	Baltimore Co., MD	$1,776,877	$1,692,049	$1,697,468	$1,759,900	$1,774,505	$1,725,784	$1,762,843	$1,830,036
11001	District of Columbia	$662,869	$639,463	$696,773	$740,232	$778,204	$801,680	$854,511	$911,874
51919	Fairfax Co., VA*	$2,194,400	$2,102,240	$2,151,654	$2,276,467	$2,328,161	$2,450,316	$2,530,883	$2,662,651
24021	Frederick Co., MD	$416,475	$377,649	$392,819	$399,701	$401,229	$432,013	$462,304	(D)
24027	Howard Co., MD	$607,674	$566,531	$574,113	$603,918	$628,627	$657,150	$676,644	$720,113
51107	Loudoun Co., VA	$556,795	$534,472	$556,613	$582,621	$600,542	$617,347	$620,702	$650,730
24031	**Montgomery Co., MD**	**$1,789,097**	**$1,655,705**	**$1,730,909**	**$1,749,842**	**$1,802,212**	**$1,836,267**	**$1,896,714**	**$1,983,941**
24033	Prince George's Co., MD	$1,405,617	$1,335,797	$1,369,922	$1,414,448	$1,414,830	$1,411,973	$1,464,146	$1,526,775

| 24000 | Maryland | $10,046,524 | $9,505,215 | $9,678,250 | $9,943,553 | $10,112,426 | $10,201,708 | $10,480,816 | $10,978,585 |
| 51000 | Virginia | $13,064,765 | $12,578,542 | $12,673,569 | $12,922,997 | $13,230,410 | $13,693,129 | $13,983,359 | $14,503,858 |

FIPS	Name	2016	2017	2018	2019	2020	2021	2022	2023
24003	Anne Arundel Co., MD	$1,300,666	$1,330,445	$1,361,962	$1,354,939	$1,340,456	$1,558,323	$1,596,017	$1,670,462
51013	Arlington Co., VA	$348,551	$394,954	$394,530	$403,097	$389,976	$420,560	$440,073	$462,658
24005	Baltimore Co., MD	$1,832,413	$1,808,862	$1,841,099	$1,891,106	$1,852,697	$2,046,437	$2,112,931	$2,210,085
11001	District of Columbia	$981,824	$1,004,704	$1,051,308	$1,088,053	$1,037,976	$1,050,052	$1,071,559	$1,147,068
51919	Fairfax Co., VA*	$2,722,283	$2,755,125	$2,885,902	$3,029,747	$2,964,878	$3,354,373	$3,427,506	$3,569,109
24021	Frederick Co., MD	(D)	(D)	$555,993	$590,294	$617,692	$678,718	$697,280	(D)
24027	Howard Co., MD	$755,196	$744,292	$755,649	$739,740	$745,077	$812,912	$841,927	$919,904
51107	Loudoun Co., VA	$664,470	$673,884	$686,641	$716,746	$720,333	$790,770	$808,564	$858,462
24031	**Montgomery Co., MD**	**$1,953,974**	**$1,964,556**	**$1,978,745**	**$2,024,152**	**$1,969,822**	**$2,193,538**	**$2,297,422**	**$2,373,780**
24033	Prince George's Co., MD	$1,586,589	$1,638,141	$1,653,230	$1,658,095	$1,612,809	$1,771,187	$1,820,488	$1,905,798

| 24000 | Maryland | $11,145,552 | $11,232,889 | $11,430,648 | $11,669,621 | $11,600,386 | $12,916,616 | $13,312,863 | $13,950,670 |
| 51000 | Virginia | $14,689,726 | $14,953,760 | $15,290,097 | $15,831,116 | $16,332,969 | $18,034,655 | $18,466,707 | $19,397,788 |

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 14, 2024-- new statistics for 2023; revised statistics for 20197-2022.

Figure 3-13. Number of Establishments by Industry: Retail Trade (NAICS 44-45), 2008-2023
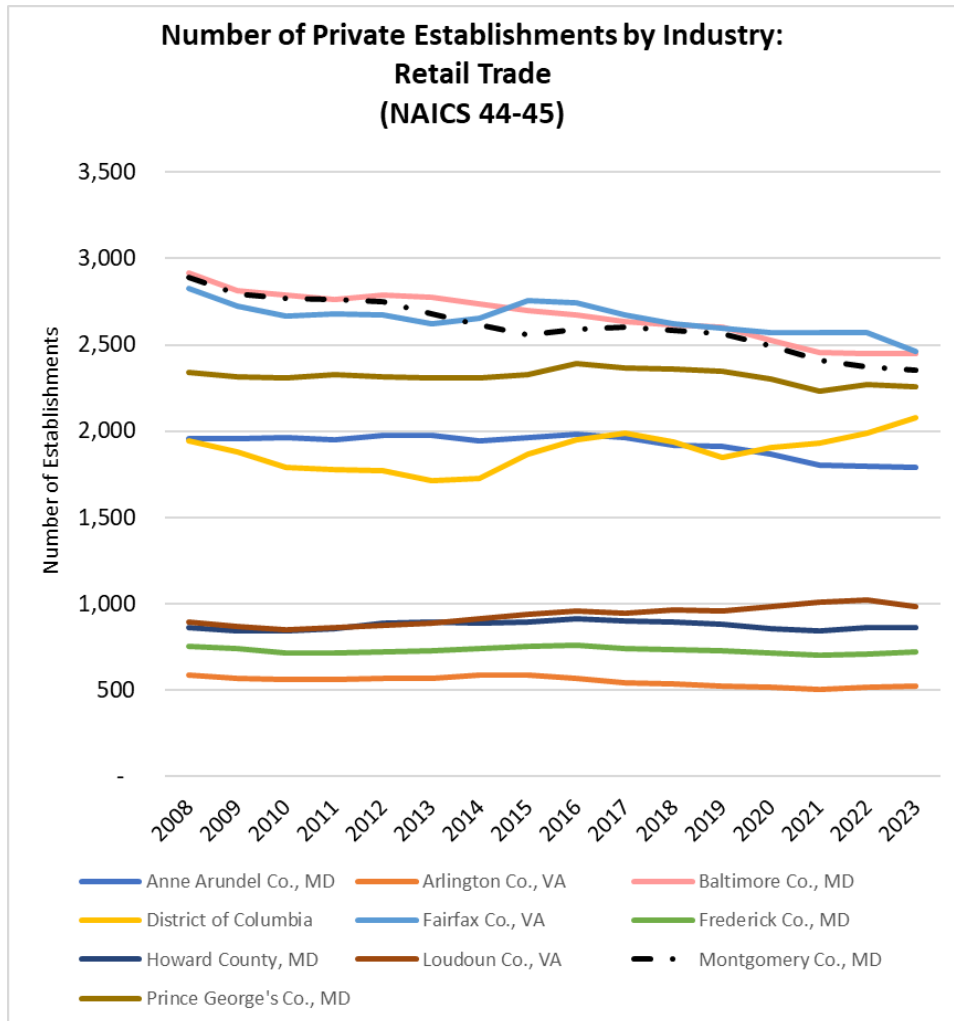
Data source: Quarterly Census of Employment and Wages (QCEW), Bureau of Labor Statistics, U.S. Department of Labor

Table 3-13. Number of Establishments by Industry: Retail Trade (NAICS 44-45), 2008-2023

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	2008	2009	2010	2011	2012	2013	2014	2015
24003	Anne Arundel Co., MD	1,957	1,956	1,960	1,952	1,974	1,978	1,941	1,963
51013	Arlington Co., VA	587	569	560	560	566	571	588	588
24005	Baltimore Co., MD	2,917	2,813	2,787	2,760	2,787	2,774	2,738	2,696
11000	District of Columbia	1,945	1,877	1,788	1,777	1,773	1,716	1,728	1,869
51059	Fairfax Co., VA	2,827	2,721	2,664	2,676	2,674	2,624	2,654	2,754
24021	Frederick Co., MD	757	740	713	718	720	731	739	752
24027	Howard County, MD	862	844	842	858	887	892	889	895
51107	Loudoun Co., VA	892	867	849	862	874	891	911	941
24031	**Montgomery Co., MD**	**2,887**	**2,796**	**2,770**	**2,761**	**2,750**	**2,682**	**2,616**	**2,558**
24033	Prince George's Co., MD	2,343	2,317	2,309	2,326	2,317	2,308	2,311	2,327
24000	Maryland	19,523	19,148	18,928	18,938	18,985	18,887	18,610	18,562
51000	Virginia	27,110	26,403	25,928	25,784	25,776	25,553	25,483	26,104

FIPS	Name	2016	2017	2018	2019	2020	2021	2022	2023
24003	Anne Arundel Co., MD	1,980	1,960	1,921	1,912	1,865	1,801	1,796	1,791
51013	Arlington Co., VA	570	545	539	521	520	505	517	521
24005	Baltimore Co., MD	2,672	2,636	2,612	2,603	2,527	2,455	2,447	2,452
11000	District of Columbia	1,947	1,986	1,939	1,848	1,903	1,933	1,989	2,078
51059	Fairfax Co., VA	2,740	2,673	2,624	2,593	2,573	2,570	2,571	2,461
24021	Frederick Co., MD	763	742	733	731	718	705	708	725
24027	Howard County, MD	911	902	897	884	858	844	864	860
51107	Loudoun Co., VA	956	946	966	962	986	1,008	1,022	987
24031	**Montgomery Co., MD**	**2,591**	**2,604**	**2,584**	**2,565**	**2,491**	**2,408**	**2,373**	**2,351**
24033	Prince George's Co., MD	2,391	2,364	2,359	2,344	2,303	2,233	2,268	2,257
24000	Maryland	18,719	18,561	18,434	18,352	17,884	17,399	17,593	17,495
51000	Virginia	26,089	25,901	25,844	25,546	25,506	25,886	26,084	25,447

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.[39]

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 2008-2022.

> **NOTE: As a result of budget constraints, the BEA last year discontinued posting data on employment by industry sector. [40] Figure 3-14 and Table 3-14 show total employment data through 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 2008-2023. 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 2008-2023.

Current data and trends:

For 2022, NAICS data on employment in the Accommodation and Food Services sector show Montgomery County had 3,433 more jobs (up 10.6%) than in 2021. The BEA discontinued measuring employment by NAICS industry sector so no data is available for 2023.

The BEA reports that the number of Accommodation and Food Services establishments in Montgomery County rose by 12 from 2022 to 2023, a 0.6% increase. Most area jurisdictions also saw an increase in retail trade establishments from 2022 to 2023.

The 2023 NAICS data for compensation to employees in the Accommodation and Food Services sector in Montgomery County show that these employees earned a combined $144.9 million more than in 2022.

Source of data:

Regional Economic Accounts, Bureau of Economic Analysis (BEA), U.S. Department of Commerce[41] and the U.S. Bureau of Labor Statistics.[42]

Figure 3-14. Employment by Industry: Accommodation & Food Services (NAICS 72), 2008-2022
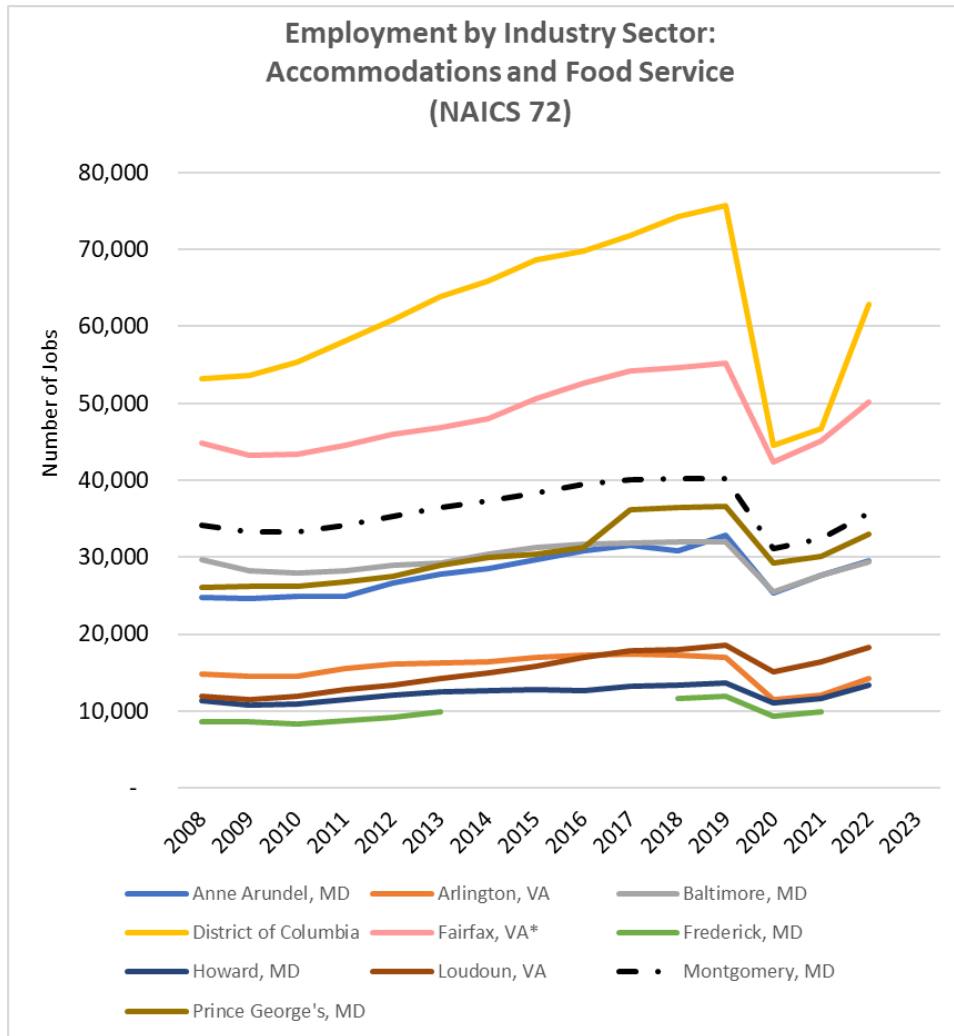
*BEA modifies the FIPS Codes to combine Fairfax County (FIPS 51059), Fairfax City (FIPS 51600) and Falls Church (FIPS 51610) into a single FIPS Code 51919. Separate estimates for the jurisdictions making up 51919 are not available.
Data source: Regional Economic Accounts, Bureau of Economic Analysis (BEA), U.S. Department of Commerce.

Table 3-14. Employment by Industry: Accommodation & Food Services (NAICS 72), 2008-2022

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	2008	2009	2010	2011	2012	2013	2014	2015
24003	Anne Arundel, MD	24,803	24,633	24,913	24,960	26,645	27,859	28,600	29,645
51013	Arlington, VA	14,839	14,498	14,592	15,605	16,145	16,319	16,384	16,944
24005	Baltimore, MD	29,680	28,317	27,905	28,265	28,982	29,239	30,356	31,347
11000	District of Columbia	53,218	53,607	55,375	58,094	60,823	63,849	65,860	68,675
51919	Fairfax, VA*	44,807	43,313	43,456	44,608	46,001	46,933	47,988	50,636
24021	Frederick, MD	8,614	8,562	8,396	8,762	9,188	9,882	(D)	(D)
24027	Howard, MD	11,440	10,848	10,972	11,503	12,063	12,560	12,700	12,878
51107	Loudoun, VA	12,019	11,574	11,885	12,762	13,382	14,327	14,923	15,886
24031	**Montgomery, MD**	**34,136**	**33,291**	**33,303**	**34,106**	**35,275**	**36,440**	**37,387**	**38,375**
24033	Prince George's, MD	26,041	26,234	26,233	26,875	27,540	29,035	29,966	30,440
24000	Maryland	215,136	210,368	209,486	214,167	222,362	229,814	235,156	241,463
51000	Virginia	320,770	313,871	313,576	322,396	329,873	336,965	344,219	355,761

FIPS	Name	2016	2017	2018	2019	2020	2021	2022	2023
24003	Anne Arundel, MD	30,790	31,520	30,864	32,880	25,311	27,739	29,518	no data
51013	Arlington, VA	17,282	17,366	17,339	16,935	11,496	12,068	14,263	no data
24005	Baltimore, MD	31,740	31,839	31,993	32,030	25,568	27,621	29,397	no data
11000	District of Columbia	69,824	71,897	74,293	75,655	44,564	46,717	62,847	no data
51919	Fairfax, VA*	52,633	54,178	54,645	55,291	42,454	45,166	50,117	no data
24021	Frederick, MD	(D)	(D)	11,604	11,885	9,351	9,967	(D)	no data
24027	Howard, MD	12,722	13,226	13,448	13,692	11,021	11,644	13,424	no data
51107	Loudoun, VA	17,014	17,918	18,014	18,552	15,072	16,491	18,348	no data
24031	**Montgomery, MD**	**39,455**	**40,106**	**40,245**	**40,290**	**31,132**	**32,376**	**35,809**	no data
24033	Prince George's, MD	31,321	36,176	36,494	36,656	29,251	30,147	33,017	no data
24000	Maryland	246,650	255,759	256,856	260,433	204,950	219,504	235,416	no data
51000	Virginia	367,764	376,396	379,938	381,502	311,383	334,572	361,453	no data

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, 2008-2023
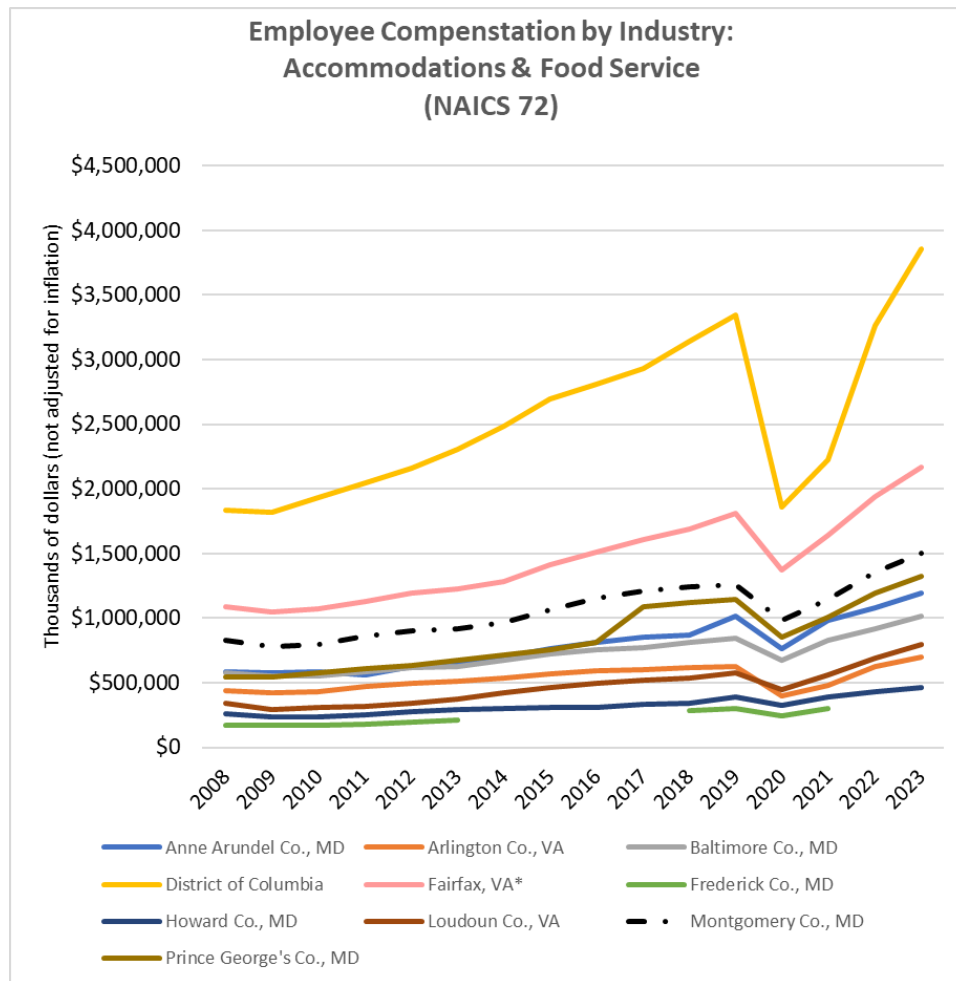
Employee Compenstation by Industry: Accommodations & Food Service (NAICS 72)

*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), 2008-2023

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	2008	2009	2010	2011	2012	2013	2014	2015
24003	Anne Arundel Co., MD	$586,957	$575,929	$590,065	$564,196	$625,887	$660,800	$700,508	$768,409
51013	Arlington Co., VA	$440,669	$423,290	$433,834	$476,229	$495,234	$513,302	$536,256	$573,533
24005	Baltimore Co., MD	$576,231	$550,512	$554,524	$585,682	$617,143	$623,409	$679,276	$727,060
11001	District of Columbia	$1,832,169	$1,820,253	$1,929,956	$2,049,288	$2,162,907	$2,309,266	$2,488,288	$2,692,369
51919	Fairfax, VA*	$1,088,936	$1,048,828	$1,076,396	$1,127,384	$1,194,381	$1,227,904	$1,283,551	$1,414,498
24021	Frederick Co., MD	$168,564	$169,191	$169,089	$180,937	$196,462	$212,406	(D)	(D)
24027	Howard Co., MD	$261,308	$233,657	$236,149	$256,849	$279,897	$292,225	$300,089	$309,891
51107	Loudoun Co., VA	$338,947	$292,494	$312,316	$321,806	$346,298	$378,559	$423,070	$465,499
24031	**Montgomery Co., MD**	**$830,661**	**$781,297**	**$800,269**	**$862,706**	**$902,386**	**$922,367**	**$968,462**	**$1,061,068**
24033	Prince George's Co., MD	$543,068	$548,555	$575,504	$613,499	$637,833	$672,360	$714,353	$758,692

FIPS	Name	2008	2009	2010	2011	2012	2013	2014	2015
24000	Maryland	$ 4,570,513	$ 4,443,612	$ 4,523,362	$ 4,734,657	$5,089,503	$5,268,851	$5,556,706	$5,986,712
51000	Virginia	$ 6,328,314	$ 6,166,860	$ 6,277,085	$ 6,548,678	$6,973,777	$7,202,219	$7,579,466	$8,180,072

FIPS	Name	2016	2017	2018	2019	2020	2021	2022	2023
24003	Anne Arundel Co., MD	$817,083	$851,446	$868,961	$1,018,491	$764,753	$979,927	$1,077,704	$1,194,134
51013	Arlington Co., VA	$590,367	$604,826	$617,421	$622,806	$402,225	$479,272	$624,359	$703,689
24005	Baltimore Co., MD	$758,318	$772,107	$814,385	$846,647	$673,057	$825,927	$920,679	$1,016,459
11001	District of Columbia	$2,810,738	$2,933,414	$3,138,691	$3,342,755	$1,858,484	$2,229,199	$3,266,341	$3,856,074
51919	Fairfax, VA*	$1,508,599	$1,608,254	$1,687,394	$1,813,716	$1,371,829	$1,641,977	$1,944,676	$2,168,547
24021	Frederick Co., MD	(D)	(D)	$288,298	$305,439	$247,491	$299,682	(D)	(D)
24027	Howard Co., MD	$313,456	$333,967	$344,941	$392,606	$325,044	$390,130	$435,033	$467,277
51107	Loudoun Co., VA	$498,155	$520,818	$541,292	$576,272	$449,518	$561,865	$689,261	$793,583
24031	**Montgomery Co., MD**	**$1,156,458**	**$1,213,711**	**$1,245,429**	**$1,263,274**	**$987,555**	**$1,144,101**	**$1,360,740**	**$1,505,689**
24033	Prince George's Co., MD	$814,266	$1,089,130	$1,119,377	$1,149,599	$857,412	$1,008,067	$1,193,957	$1,325,449

FIPS	Name	2016	2017	2018	2019	2020	2021	2022	2023
24000	Maryland	$6,331,813	$6,828,985	$7,077,102	$7,450,311	$5,837,628	$7,123,939	$7,993,918	$8,800,052
51000	Virginia	$8,639,113	$8,983,265	$9,336,788	$9,757,157	$7,938,589	$9,862,381	$11,459,942	$12,646,016

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 14, 2024-- new statistics for 2023; revised statistics for 2019-2022.

Figure 3-16. Number of Establishments by Industry: Accommodation and Food Services (NAICS 72), 2008-2023
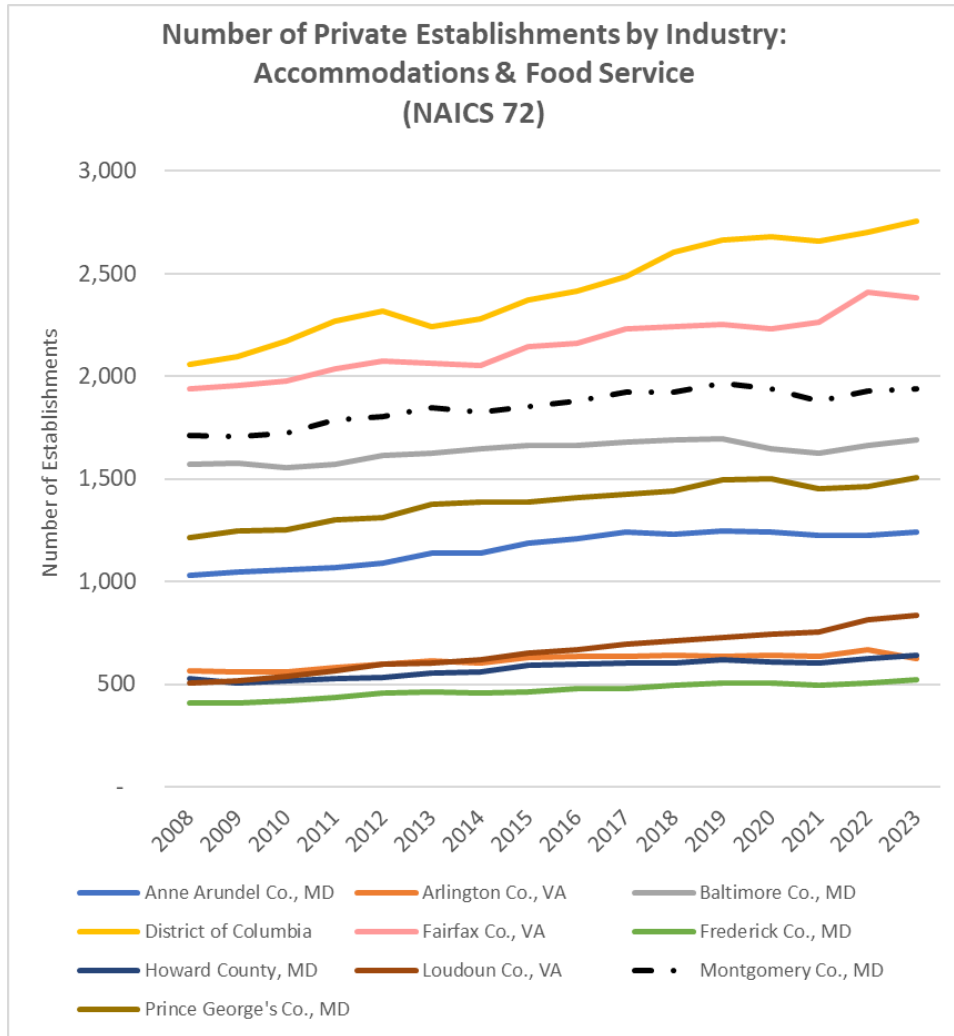
Data source: Quarterly Census of Employment and Wages (QCEW), Bureau of Labor Statistics, U.S. Department of Labor

Table 3-16: Number of Establishments by Industry: Accommodation and Food Services (NAICS 72), 2008-2023

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	2008	2009	2010	2011	2012	2013	2014	2015
24003	Anne Arundel Co., MD	1,028	1,047	1,060	1,068	1,088	1,137	1,139	1,185
51013	Arlington Co., VA	564	558	559	582	600	611	603	629
24005	Baltimore Co., MD	1,573	1,577	1,553	1,571	1,615	1,628	1,648	1,664
11000	District of Columbia	2,058	2,096	2,172	2,268	2,316	2,240	2,278	2,374
51059	Fairfax Co., VA	1,942	1,957	1,979	2,039	2,076	2,064	2,055	2,145
24021	Frederick Co., MD	408	407	418	433	455	464	456	464
24027	Howard County, MD	528	506	517	527	535	555	562	591
51107	Loudoun Co., VA	505	515	537	566	595	603	617	653
24031	**Montgomery Co., MD**	**1,713**	**1,706**	**1,725**	**1,787**	**1,806**	**1,850**	**1,824**	**1,852**
24033	Prince George's Co., MD	1,215	1,247	1,253	1,303	1,313	1,376	1,389	1,387
24000	Maryland	11,025	11,079	11,150	11,389	11,623	11,863	11,777	11,945
51000	Virginia	15,404	15,324	15,357	15,713	16,029	15,939	16,001	16,691

FIPS	Name	2016	2017	2018	2019	2020	2021	2022	2023
24003	Anne Arundel Co., MD	1,210	1,239	1,230	1,248	1,242	1,225	1,225	1,241
51013	Arlington Co., VA	636	635	640	637	640	637	667	625
24005	Baltimore Co., MD	1,664	1,677	1,689	1,694	1,646	1,625	1,661	1,688
11000	District of Columbia	2,413	2,485	2,603	2,662	2,683	2,657	2,704	2,756
51059	Fairfax Co., VA	2,163	2,233	2,241	2,252	2,229	2,266	2,411	2,385
24021	Frederick Co., MD	478	480	497	506	503	494	505	523
24027	Howard County, MD	596	602	601	617	609	605	624	639
51107	Loudoun Co., VA	670	695	710	728	742	754	815	837
24031	**Montgomery Co., MD**	**1,881**	**1,921**	**1,925**	**1,966**	**1,939**	**1,880**	**1,930**	**1,942**
24033	Prince George's Co., MD	1,411	1,426	1,443	1,496	1,500	1,454	1,465	1,507
24000	Maryland	12,104	12,268	12,268	12,522	12,324	12,031	12,297	12,251
51000	Virginia	16,965	17,277	17,277	17,581	17,653	18,140	19,269	20,325

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.

Maryland Department of Labor 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 Maryland Department of Labor 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 Maryland Department of Labor data by workforce region as of April 2024 for the three major occupational groups for five Maryland counties: Montgomery, Prince George's, Baltimore, Anne Arundel, and Frederick. Table 3-18 shows Maryland Department of Labor data as of April 2023 and Table 3-19 compares the April 2024 data to December 2023 data, the only data prepared by Maryland Department of Labor during 2023. Of note,

- For **Food Preparation and Serving Related Occupations**, from December 2023 through April 2024, Montgomery County gained 840 jobs, a 2.7% increase, the lowest growth rate in the five county survey. Prince George's County recorded the highest rate of increase (8.4%) in Food Preparation and Serving employment among the five counties shown in this survey. For Food Preparation and Serving workers in Montgomery County, the median hourly wage increased in 2024 by 9.0% to $17.00 per hour, the same median wage as in Prince George's and Frederick Counties.

- For **Buildings and Grounds Cleaning and Maintenance Occupations**, from December 2023 through April 2024, Montgomery County gained 780 jobs, a 4.9% increase. Prince George's County recorded the highest rate of increase (12.5%) in Buildings and Grounds Cleaning and Maintenance employment among the five counties shown in this survey. For Buildings and

Grounds Cleaning and Maintenance workers in Montgomery County, the median hourly wage increased in 2024 by 4.6% to $18.00 per hour, the same median wage as in the other four counties in the survey.

- For the **Personal Care and Service Occupations**, from December 2023 through April 2024, Montgomery County lost 410 jobs, a 3.6% decrease. Prince George's County recorded the highest rate of increase (7.9%) in Personal Care and Service employment among the five counties shown in this survey; Baltimore County experienced the largest loss of these jobs with a decline of 6.6%. For Personal Care and Service workers in Montgomery County, the median hourly wage increased in 2024 by 6.1% to $17.00 per hour, the same median wage as in Prince George's, Baltimore, and Frederick Counties.

Table 3-17. Maryland Employment and Wage Estimates by Major Occupational Group, 2024

Employment and Wage Estimates by Major Occupational Group (Updated April 2024)
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	**31,580**	25,780	27,540	24,620	9,850
Entry wage - hourly	**$14.00**	$14.00	$14.00	$14.00	$14.00
Entry wage - annual	**$29,530**	$29,546	$28,512	$28,287	$29,368
Mean wage - hourly	**$18.00**	$18.00	$17.00	$17.00	$18.00
Mean wage - annual	**$38,128**	$38,107	$35,630	$35,921	$37,961
Median wage - hourly	**$17.00**	$17.00	$15.00	$15.00	$17.00
Median wage - annual	**$34,976**	$34,898	$31,639	$31,663	$34,922
Buildings and Grounds Cleaning and Maintenance Occupations (SOC 37-0000)					
Estimated employment	**16,600**	10,740	9,500	7,330	3,110
Entry wage - hourly	**$16.00**	$16.00	$15.00	$15.00	$16.00
Entry wage - annual	**$32,404**	$32,731	$30,440	$30,281	$32,320
Mean wage - hourly	**$19.00**	$20.00	$18.00	$18.00	$19.00
Mean wage - annual	**$40,121**	$41,484	$38,373	$38,256	$40,386
Median wage - hourly	**$18.00**	$18.00	$18.00	$18.00	$18.00
Median wage - annual	**$37,862**	$38,464	$36,512	$36,532	$37,758
Personal Care and Service Occupations (SOC 39-0000)					
Estimated employment	**11,080**	6,950	8,440	5,930	2,780
Entry wage - hourly	**$15.00**	$14.00	$14.00	$14.00	$14.00
Entry wage - annual	**$31,390**	$29,747	$29,115	$28,979	$29,283
Mean wage - hourly	**$20.00**	$19.00	$19.00	$20.00	$19.00
Mean wage - annual	**$40,695**	$38,600	$40,168	$40,621	$39,459
Median wage - hourly	**$17.00**	$17.00	$17.00	$16.00	$17.00
Median wage - annual	**$35,408**	$34,985	$34,843	$33,927	$34,862

Table 3-18. Maryland Employment and Wage Estimates by Major Occupational Group, 2023

Employment and Wage Estimates by Major Occupational Group (Updated 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	**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 3-19. Maryland Employment and Wage Estimates by Major Occupational Group, Change from December 2023 to April 2024

Employment and Wage Estimates by Major Occupational Group
Change from from December 2023 to April 2024
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	**840**	1,990	980	980	490
Entry wage - hourly	**$0.53**	$0.41	$0.93	$0.94	$0.63
Entry wage - annual	**$1,504**	$2,274	$1,329	$1,123	$1,554
Mean wage - hourly	**$0.80**	$0.74	$0.87	$0.66	$0.90
Mean wage - annual	**$2,352**	$2,196	$2,082	$1,925	$2,383
Median wage - hourly	**$1.40**	$1.47	$0.82	$0.81	$1.61
Median wage - annual	**$2,521**	$2,606	$2,141	$2,145	$2,909
Buildings and Grounds Cleaning and Maintenance Occupations (SOC 37-0000)					
Estimated employment	**780**	1,190	190	-110	-450
Entry wage - hourly	**$1.64**	$1.60	$1.40	$1.48	$1.44
Entry wage - annual	**$2,530**	$2,774	$2,142	$2,162	$2,030
Mean wage - hourly	**$0.69**	$1.05	$0.47	$0.31	$0.06
Mean wage - annual	**$2,043**	$2,058	$1,903	$1,463	$986
Median wage - hourly	**$0.79**	$0.19	$1.27	$0.76	$0.39
Median wage - annual	**$2,063**	$1,420	$1,707	$664	$1,138
Personal Care and Service Occupations (SOC 39-0000)					
Estimated employment	**-410**	510	-600	10	40
Entry wage - hourly	**$0.90**	$0.72	$0.83	$0.92	$0.73
Entry wage - annual	**$2,058**	$2,134	$1,818	$1,779	$1,672
Mean wage - hourly	**$1.59**	$1.27	$1.04	$1.70	$0.78
Mean wage - annual	**$2,408**	$1,716	$2,810	$2,561	$1,551
Median wage - hourly	**$0.97**	$1.45	$1.74	$1.09	$1.53
Median wage - annual	**$2,071**	$2,632	$3,095	$2,910	$2,687

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.
ESS	Employment Standards Service; a unit within the Maryland Department of Labor.
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.
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.
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 eight 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.

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.[44]

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. The County Code (Sec. 27-68) 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).[45]

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."[46]

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 six-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.[47] 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.[48]

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.[49] 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.

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.[50]

Core Based Statistical Areas (CBSAs)[51]: The U.S. Office of Management and Budget (OMB) delineates 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. Subdivisions of CBSAs include Metropolitan Statistical Areas, Micropolitan Statistical Areas, and Metropolitan Divisions.[52]

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*.[53] 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).

[2] Maryland Department of Labor, Maryland Minimum Wage and Overtime Law.

[3] Montgomery County Office of Human Rights, Minimum Wage Notice.

[4] 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.

[5] The federal minimum wage provisions are contained in the Fair Labor Standards Act (FLSA). See U.S. Department of Labor Minimum Wage website.

[6] Code of the District of Columbia Chapter 10 Section 32-1003

[7] Maryland Department of Labor, Maryland Minimum Wage and Overtime Law.

[8] Montgomery County Code, Section 27-70A.

[9] OLO Report 2024-3, *Economic Indicators for Montgomery County and Surrounding Jurisdictions, January 2024 Update*.

[10] 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).

[11] Bureau of Labor Statistics, Quarterly Census of Employment and Wages.

[12] Bureau of Labor Statistics, Mid-Atlantic Office, Silver Spring-Frederick-Rockville.

[13] Florida, Richard, *The Power of Density* (The Atlantic, Sept. 8, 2010).

[14] Bureau of Economic Analysis, Regional Data, GDP and Personal Income.

[15] U.S. Census Bureau, Small Area Income and Poverty Estimates (SAIPE) data sets.

[16] Census Bureau, Federal Poverty Levels.

[17] Belman, Dale and Wolfson, Paul, *What Does the Minimum Wage Do?* (W.E. Upjohn Institute for Employment Research, Upjohn Institute Press, 2014), Introduction: p. 2.

[18] 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?".

[19] USDA Food and Nutrition Service, SNAP Eligibility.

[20] Belman, Dale and Wolfson, Paul, *What Does the Minimum Wage Do?* (W.E. Upjohn Institute for Employment Research, Upjohn Institute Press, 2014), Introduction: p. 2 and p. 8.

[21] Census Bureau, Small Area Income and Poverty Estimates (SAIPE).

[22] USDA, "Regulatory Reform at a Glance, Final Rule: Employment for Work-Capable Adults," December 2019.

[23] Bureau of Economic Analysis, *What is the difference between BEA employment and wages and BLS and Census employment and wages?*.

[24] *Ibid*.

[25] Bureau of Labor Statistics, Economic News Release: State Employment and Unemployment Technical Note (November 19, 2024).

[26] The Census Bureau 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?*".

[27] Amadeo, Kimberly, *Economy Stats: Seven Causes of Unemployment*.

[28] Kwak, James, *The Curse of Econ 101: Economism and the Minimum Wage* (*The Atlantic*, Jan. 14, 2017).

[29] Bureau of Economic Analysis, Regional Definitions.

[30] Bureau of Economic Analysis, Employment by County, Metro, and Other Areas.

[31] Bureau of Economic Analysis, Regional Definitions.

[32] Bureau of Economic Analysis, *State Personal Income and Employment: Concepts, Data Sources, and Statistical Methods (November 2024)*.

[33] See BEA, Employment by County, Metro, and Other Areas.

[34] Bureau of Labor Statistics, Quarterly Census of Employment and Wages (QCEW).

[35] Bureau of Economic Analysis, Regional Economic Accounts: Regional Definitions.

[36] See BEA, Discontinued Data Tables.

[37] Bureau of Economic Analysis, Regional Data, GDP and Personal Income.

[38] Bureau of Labor Statistics, Quarterly Census of Employment and Wages (QCEW).

[39] Bureau of Economic Analysis, Regional Economic Accounts: Regional Definitions.

[40] See BEA, Discontinued Data Tables.

[41] Bureau of Economic Analysis, Regional Data, GDP and Personal Income.

[42] Bureau of Labor Statistics, Quarterly Census of Employment and Wages (QCEW).

[43] Bureau of Labor Statistics, Current Employment Statistics.

[44] U.S. Bureau of Labor Statistics, Local Area Unemployment Statistics (LAUS).

[45] U.S. Office of Management and Budget, *North American Industry Classification System, United States, 2022*, table depicting the 2022 NAICS United States Structure, p. 24.

[46] U.S. Department of Health and Human Services, Office of the Assistant Secretary for Planning and Evaluation, Poverty Guidelines.

[47] Bureau of Labor Statistics, *Employment and Wages, Annual Averages 2023*.

[48] Bureau of Labor Statistics, *Economic News Release: County Employment and Wages Technical Note*.

[49] Bureau of Labor Statistics (U.S. Dept. of Labor), Standard Occupational Classification.

[50] *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.

[51] The Census Bureau delineates CBSAs and their subdivisions according to published standards and periodically revises these delineations.

[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.

[53] Ibid., p. 3.