

Show Me the Money! Have Wages Increased Everywhere?

Earnings Change in the U.S. by States & Metros

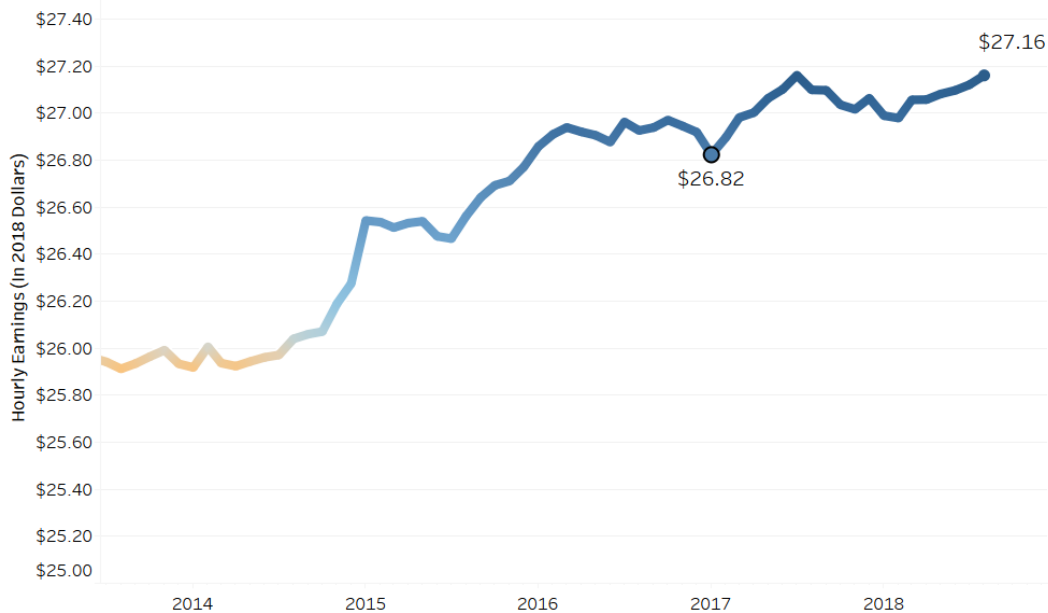


Recent reports show an uptick in wages nationally, but did that increase show up everywhere? It depends on the lens you decide to use – geography, time frame, or industry. This paper will dissect the latest Bureau of Labor Statistics report on Employment, Hours and Earnings released in September to show hourly earnings in states and metros across the United States.

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The Bureau of Labor Statistics reported that real average hourly earnings for all employees increased 0.1 percent from July to August 2018 to a current hourly rate of \$27.16. The 12-month change amounted to 0.2 percent.¹ Uptick? Yes. Underwhelming? Not when adding up the cumulative effect over the last several years. This raise adds up and the general increase, even after adjusting for inflation, still shows positive movement. Over the past five years, the wage rate has increased a significant 4.8 percent (Figure 1). The tight labor market and length of our current positive business cycle plays into this increased wage trend.

Figure 1: 2013-2018 GROWTH IN U.S. HOURLY EARNINGS



Hourly wage rates are adjusted for inflation and shown in current \$
Source: Bureau of Labor Statistics, Employment Statistics (CES) survey, Garner Economics

¹ Hourly rates are adjusted for inflation using the CPI-All Urban Consumers, Seasonally Adjusted series.

STATE TRENDS

Average hourly earnings for all employees reported for the month of August 2018 ranged from \$20.20 in Mississippi to \$42.59 in the District of Columbia. Most states had average wages in the \$24-\$26 range (Figure 2). Looking at the longer trend of change, we see that most states achieved average earnings growth over 3 percent over a five year period. (Figure 3).

Figure 2: AUG 2018 AVERAGE HOURLY EARNINGS BY STATE

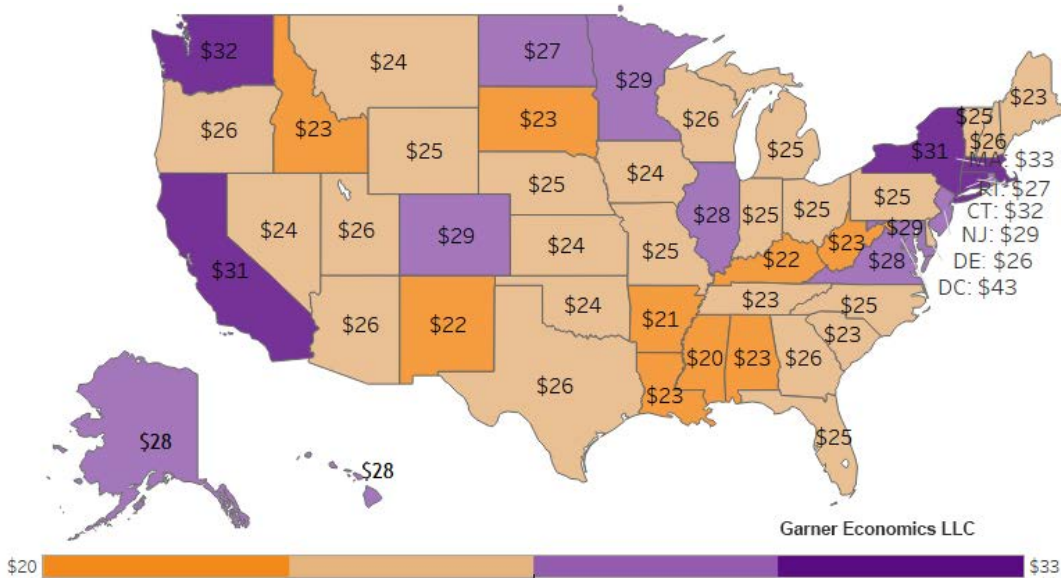
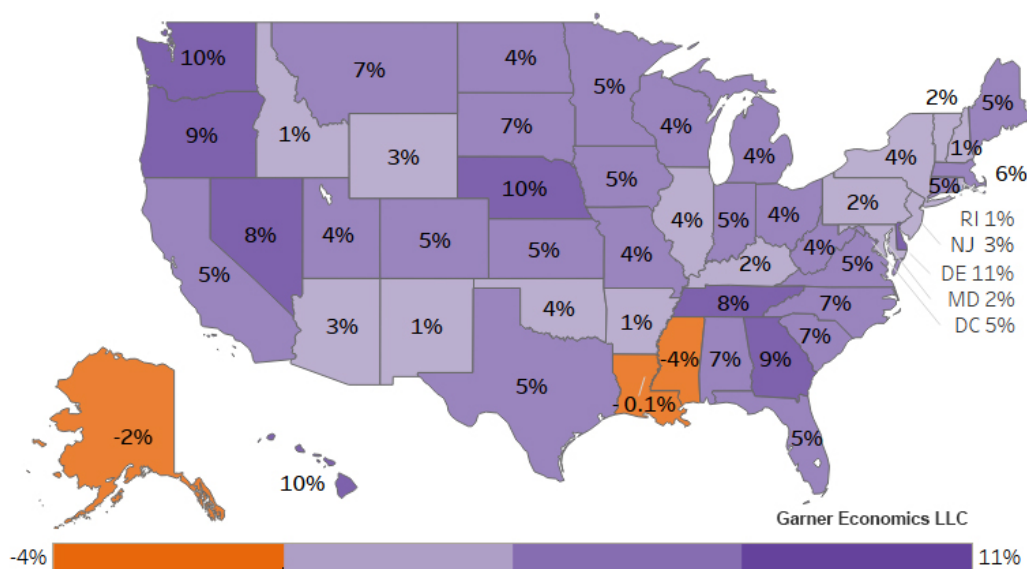


Figure 3: HOURLY EARNINGS 5-YEAR CHANGE AUG 2013- AUG 2018



Source: Bureau of Labor Statistics, Garner Economics
Wages Adjusted for Inflation to 2018 Dollars

Table 1: TOP STATES FOR WAGE GROWTH
Ranked by % Change from Aug 2013-Aug 2018

Rank	Name	Aug 2013 Avg Hourly Earnings	Aug 2018 Avg Hourly Earnings	5-Year Change	5-Year % Change
1	Delaware	\$23.20	\$25.81	\$2.61	11.2%
2	Washington	\$29.48	\$32.49	\$3.01	10.2%
3	Nebraska	\$22.37	\$24.52	\$2.15	9.6%
4	Hawaii	\$25.46	\$27.89	\$2.43	9.5%
5	Oregon	\$24.10	\$26.29	\$2.19	9.1%
6	Georgia	\$24.22	\$26.39	\$2.17	9.0%
7	Nevada	\$21.72	\$23.51	\$1.79	8.3%
8	Tennessee	\$21.63	\$23.36	\$1.73	8.0%
9	North Carolina	\$23.20	\$24.88	\$1.68	7.2%
10	South Dakota	\$21.06	\$22.52	\$1.46	6.9%

Source: Bureau of Labor Statistics, Garner Economics
Wages Adjusted for Inflation to 2018 Dollars

The top states for hourly earnings growth spanned from coast to coast – and even the island state of Hawaii. The percent change extended upward to eleven percent in Delaware. This snapshot of average hourly figures for employees is adjusted for inflation. However, some areas might have an added localized cost-of-living factor which is not reflected in the overall calculations using the Consumer Price Index for All Urban Consumers. Only three states had declining wages for the 2013-2018 time frame: Mississippi, Alaska, and Louisiana. The latter showed a very slight decrease at 0.1% for the August 2013 to 2018 comparison.

METRO TRENDS

U.S. metro areas were reviewed to find where wages are growing. There is significant diversity by metros in average wages as well as growth rates. Average rates for August of 2018 range from \$15.71 an hour in Brownsville, TX to \$43.13 in San Jose, CA. Locations with the highest average wages were clustered in large urban corridors of California, New York-New Jersey, Boston, and the greater Washington DC area. Each of these areas had at least two separate designated metros with high wages in the Top Ten list (Table 2, Page 4).

Not all metros saw a positive change within the past five years. More than a quarter of metros reviewed showed a decline in average hourly wages. These locations were distributed across the country with Figure 4 offering a glimpse of the scattered decline. Again, this offers only a snapshot of wage change for average hourly earnings between August 2013 and 2018.

Figure 4: DECLINING WAGE METROS
Metros Showing Decline from Aug 2013-Aug 2018



Source: Bureau of Labor Statistics, Garner Economics LLC

Table 2: TOP TEN METROS WITH THE HIGHEST AVERAGE EARNINGS

Ranked by Aug 2018 Wages

Rank	Metro	Aug 2013 Avg Hourly Earnings	Aug 2018 Avg Hourly Earnings	5-Year Change	5-Year % Change
1	San Jose-Sunnyvale-Santa Clara, CA	\$42.72	\$43.13	\$0.41	1.0%
2	San Francisco-Oakland-Hayward, CA	\$34.29	\$39.14	\$4.85	14.1%
3	Seattle-Tacoma-Bellevue, WA	\$34.02	\$37.83	\$3.81	11.2%
4	California-Lexington Park, MD	\$34.80	\$37.80	\$3.00	8.6%
5	Rochester, MN	\$36.04	\$36.70	\$0.66	1.8%
6	Boston-Cambridge-Newton, MA-NH*	\$33.72	\$35.44	\$1.72	5.1%
7	Washington-Arlington-Alexandria, DC-VA- MD-WV	\$34.69	\$34.88	\$0.19	0.5%
8	Bridgeport-Stamford-Norwalk, CT*	\$32.58	\$34.23	\$1.65	5.1%
9	Hartford-West Hartford-East Hartford, CT*	\$30.18	\$32.32	\$2.14	7.1%
10	New York-Newark-Jersey City, NY-NJ-PA	\$31.14	\$32.16	\$1.02	3.3%

Source: Bureau of Labor Statistics, Garner Economics

**Areas listed as Metropolitan NCETA definition in BLS Data Series, Wages Adjusted for Inflation to 2018 Dollars*

The majority of metros DID see earnings increase over the five-year period from August of 2013 to 2018. The other part of the wage story shows many locations that experienced significant growth. The top ten metros for growth table displays increases of twenty percent or higher (Table 3). These metros tended to be smaller in population compared to the mega-metro clusters seen in the highest wage table.

Table 3: TOP TEN METROS WITH THE HIGHEST GROWTH OF AVERAGE EARNINGS

Ranked by % Change from Aug 2013-Aug 2018

Rank	Metro	Aug 2013 Avg Hourly Earnings	Aug 2018 Avg Hourly Earnings	5-Year Change	5-Year % Change
1	The Villages, FL	\$17.71	\$23.76	\$6.05	34.1%
2	College Station-Bryan, TX	\$18.98	\$25.29	\$6.31	33.3%
3	Punta Gorda, FL	\$18.88	\$24.43	\$5.55	29.4%
4	Great Falls, MT	\$20.28	\$26.20	\$5.92	29.2%
5	Walla Walla, WA	\$21.09	\$26.83	\$5.74	27.2%
6	Clarksville, TN-KY	\$16.10	\$20.20	\$4.10	25.5%
7	Florence-Muscle Shoals, AL	\$15.33	\$18.96	\$3.63	23.7%
8	Hot Springs, AR	\$14.57	\$17.91	\$3.34	22.9%
9	Kankakee, IL	\$22.00	\$27.03	\$5.03	22.9%
10	Longview, WA	\$23.01	\$28.06	\$5.05	21.9%

Source: Bureau of Labor Statistics, Garner Economics

Wages Adjusted for Inflation to 2018 Dollars

In summary, the majority of metro areas experienced hourly wage growth for the 5-year stretch from August 2013 to 2018. All figures featured in this article were adjusted for inflation and still showed gains for many metros. Factors that will affect wage growth in the coming months and years include current labor force shortages, innovation and automation and how it affects productivity, as well as U.S. policies on legal immigration.

STATE & METRO HOURLY EARNINGS AND CHANGE

The tables below list state and metro average hourly earnings from the Bureau of Labor Statistics report on Employment, Hours and Earnings reflecting preliminary data for August of 2018 compared to August of 2013 and adjusted for inflation. Wages reflect Total Private industry.

STATE WAGE GROWTH

State	Aug 2013 Avg Hourly Earnings	Aug 2018 Avg Hourly Earnings	5-Year % Change
Alabama	\$21.69	\$23.18	6.8%
Alaska	\$28.89	\$28.18	-2.5%
Arizona	\$25.00	\$25.77	3.1%
Arkansas	\$20.73	\$20.91	0.8%
California	\$29.28	\$30.80	5.2%
Colorado	\$27.52	\$28.89	5.0%
Connecticut	\$29.97	\$31.53	5.2%
Delaware	\$23.20	\$25.81	11.2%
District of Columbia	\$40.91	\$42.79	4.6%
Florida	\$23.57	\$24.75	5.0%
Georgia	\$24.22	\$26.39	9.0%
Hawaii	\$25.46	\$27.89	9.5%
Idaho	\$22.59	\$22.72	0.6%
Illinois	\$26.68	\$27.63	3.6%
Indiana	\$23.72	\$24.80	4.5%
Iowa	\$23.10	\$24.14	4.5%
Kansas	\$23.00	\$24.04	4.5%
Kentucky	\$21.56	\$21.89	1.5%
Louisiana	\$23.38	\$23.35	-0.1%
Maine	\$22.21	\$23.42	5.4%
Maryland	\$28.52	\$29.04	1.8%
Massachusetts	\$30.89	\$32.83	6.3%
Michigan	\$24.47	\$25.42	3.9%
Minnesota	\$27.40	\$28.80	5.1%
Mississippi	\$20.94	\$20.20	-3.5%
Missouri	\$23.53	\$24.50	4.1%
Montana	\$22.26	\$23.80	6.9%
Nebraska	\$22.37	\$24.52	9.6%
Nevada	\$21.72	\$23.51	8.3%
New Hampshire	\$25.71	\$25.88	0.7%
New Jersey	\$28.51	\$29.28	2.7%
New Mexico	\$21.66	\$21.98	1.5%
New York	\$29.80	\$30.86	3.6%
North Carolina	\$23.20	\$24.88	7.2%
North Dakota	\$25.56	\$26.67	4.4%
Ohio	\$23.82	\$24.72	3.8%
Oklahoma	\$22.89	\$23.73	3.7%
Oregon	\$24.10	\$26.29	9.1%
Pennsylvania	\$24.97	\$25.42	1.8%
Rhode Island	\$27.04	\$27.37	1.2%
South Carolina	\$22.01	\$23.49	6.7%
South Dakota	\$21.06	\$22.52	6.9%
Tennessee	\$21.63	\$23.36	8.0%
Texas	\$24.59	\$25.79	4.9%
Utah	\$24.65	\$25.59	3.8%
Vermont	\$24.36	\$24.93	2.3%
Virginia	\$26.95	\$28.29	5.0%
Washington	\$29.48	\$32.49	10.2%
West Virginia	\$22.01	\$22.90	4.1%
Wisconsin	\$24.63	\$25.60	3.9%
Wyoming	\$24.27	\$25.10	3.4%

Source: Bureau of Labor Statistics, Garner Economics, Wages Adjusted for Inflation to 2018 Dollars

METRO AREA WAGE CHANGE

Metro	Aug 2013 Avg Hourly Earnings	Aug 2018 Avg Hourly Earnings	5-Year Change	5-Year % Change
Abilene, TX	\$19.23	\$20.57	\$1.34	6.9%
Akron, OH	\$25.12	\$26.43	\$1.31	5.2%
Albany, GA	\$18.30	\$21.26	\$2.96	16.2%
Albany, OR	\$21.21	\$22.21	\$1.00	4.7%
Albany-Schenectady-Troy, NY	\$28.38	\$28.72	\$0.34	1.2%
Albuquerque, NM	\$22.56	\$23.55	\$0.99	4.4%
Alexandria, LA	\$18.13	\$19.06	\$0.93	5.1%
Allentown-Bethlehem-Easton, PA-NJ	\$24.37	\$24.27	-\$0.10	-0.4%
Altoona, PA	\$20.03	\$19.58	-\$0.45	-2.3%
Amarillo, TX	\$21.17	\$24.71	\$3.54	16.7%
Ames, IA	\$24.02	\$26.27	\$2.25	9.3%
Anchorage, AK	\$29.47	\$27.82	-\$1.65	-5.6%
Ann Arbor, MI	\$27.80	\$29.72	\$1.92	6.9%
Anniston-Oxford-Jacksonville, AL	\$17.72	\$18.69	\$0.97	5.4%
Appleton, WI	\$23.37	\$24.03	\$0.66	2.8%
Asheville, NC	\$21.81	\$22.66	\$0.85	3.9%
Athens-Clarke County, GA	\$19.80	\$23.86	\$4.06	20.5%
Atlanta-Sandy Springs-Roswell, GA	\$26.71	\$28.77	\$2.06	7.7%
Atlantic City-Hammonton, NJ	\$23.74	\$25.55	\$1.81	7.6%
Auburn-Opelika, AL	\$17.98	\$19.59	\$1.61	8.9%
Augusta-Richmond County, GA-SC	\$24.16	\$23.27	-\$0.89	-3.7%
Austin-Round Rock, TX	\$27.34	\$28.93	\$1.59	5.8%
Bakersfield, CA	\$24.54	\$25.86	\$1.32	5.4%
Baltimore-Columbia-Towson, MD	\$28.81	\$27.49	-\$1.32	-4.6%
Bangor, ME	\$21.28	\$23.73	\$2.45	11.5%
Barnstable Town, MA	\$23.60	\$24.96	\$1.36	5.7%
Baton Rouge, LA	\$23.97	\$25.31	\$1.34	5.6%
Battle Creek, MI	\$20.83	\$21.99	\$1.16	5.6%
Bay City, MI	\$22.95	\$21.25	-\$1.70	-7.4%
Beaumont-Port Arthur, TX	\$25.76	\$25.28	-\$0.48	-1.9%
Beckley, WV	\$22.69	\$18.88	-\$3.81	-16.8%
Bellingham, WA	\$25.29	\$27.41	\$2.12	8.4%
Bend-Redmond, OR	\$25.60	\$24.27	-\$1.33	-5.2%
Billings, MT	\$25.01	\$24.74	-\$0.27	-1.1%
Binghamton, NY	\$25.59	\$25.99	\$0.40	1.6%
Birmingham-Hoover, AL	\$24.10	\$25.30	\$1.20	5.0%
Bismarck, ND	\$25.90	\$26.95	\$1.05	4.0%
Blacksburg-Christiansburg-Radford, VA	\$17.97	\$20.02	\$2.05	11.4%
Bloomington, IL	\$23.74	\$23.65	-\$0.09	-0.4%
Bloomington, IN	\$21.67	\$19.42	-\$2.25	-10.4%
Bloomsburg-Berwick, PA	\$21.03	\$18.71	-\$2.32	-11.0%
Boise City, ID	\$23.33	\$22.51	-\$0.82	-3.5%
Boston-Cambridge-Newton, MA-NH	\$33.72	\$35.44	\$1.72	5.1%
Boulder, CO	\$30.24	\$31.09	\$0.85	2.8%

Metro	Aug 2013 Avg Hourly Earnings	Aug 2018 Avg Hourly Earnings	5-Year Change	5-Year % Change
Bowling Green, KY	\$20.21	\$23.47	\$3.26	16.2%
Bremerton-Silverdale, WA	\$24.08	\$25.41	\$1.33	5.5%
Bridgeport-Stamford-Norwalk, CT	\$32.58	\$34.23	\$1.65	5.1%
Brownsville-Harlingen, TX	\$17.67	\$15.71	-\$1.96	-11.1%
Brunswick, GA	\$17.51	\$20.39	\$2.88	16.5%
Buffalo-Cheektowaga-Niagara Falls, NY	\$23.95	\$25.13	\$1.18	4.9%
Burlington, NC	\$21.94	\$19.61	-\$2.33	-10.6%
Burlington-South Burlington, VT	\$25.85	\$26.36	\$0.51	2.0%
California-Lexington Park, MD	\$34.80	\$37.80	\$3.00	8.6%
Canton-Massillon, OH	\$21.27	\$21.62	\$0.35	1.6%
Cape Coral-Fort Myers, FL	\$21.49	\$22.90	\$1.41	6.6%
Cape Girardeau, MO-IL	\$20.94	\$21.31	\$0.37	1.8%
Carbondale-Marion, IL	\$19.41	\$21.72	\$2.31	11.9%
Carson City, NV	\$21.37	\$23.02	\$1.65	7.7%
Casper, WY	\$24.97	\$25.77	\$0.80	3.2%
Cedar Rapids, IA	\$25.66	\$25.87	\$0.21	0.8%
Chambersburg-Waynesboro, PA	\$20.55	\$20.73	\$0.18	0.9%
Champaign-Urbana, IL	\$23.15	\$23.74	\$0.59	2.5%
Charleston, WV	\$23.87	\$25.78	\$1.91	8.0%
Charleston-North Charleston, SC	\$23.16	\$26.22	\$3.06	13.2%
Charlotte-Concord-Gastonia, NC-SC	\$25.83	\$28.71	\$2.88	11.2%
Charlottesville, VA	\$24.44	\$25.44	\$1.00	4.1%
Chattanooga, TN-GA	\$22.37	\$22.82	\$0.45	2.0%
Cheyenne, WY	\$21.79	\$23.64	\$1.85	8.5%
Chicago-Naperville-Elgin, IL-IN-WI	\$27.89	\$29.31	\$1.42	5.1%
Chico, CA	\$26.53	\$27.35	\$0.82	3.1%
Cincinnati, OH-KY-IN	\$24.64	\$26.15	\$1.51	6.1%
Clarksville, TN-KY	\$16.10	\$20.20	\$4.10	25.5%
Cleveland, TN	\$21.44	\$22.60	\$1.16	5.4%
Cleveland-Elyria, OH	\$24.61	\$26.24	\$1.63	6.6%
Coeur d'Alene, ID	\$20.01	\$22.78	\$2.77	13.8%
College Station-Bryan, TX	\$18.98	\$25.29	\$6.31	33.3%
Colorado Springs, CO	\$23.81	\$26.80	\$2.99	12.6%
Columbia, MO	\$22.40	\$22.88	\$0.48	2.2%
Columbia, SC	\$23.16	\$22.59	-\$0.57	-2.5%
Columbus, GA-AL	\$21.11	\$22.04	\$0.93	4.4%
Columbus, IN	\$28.11	\$30.33	\$2.22	7.9%
Columbus, OH	\$23.94	\$25.46	\$1.52	6.4%
Corpus Christi, TX	\$22.60	\$23.40	\$0.80	3.5%
Corvallis, OR	\$26.12	\$29.36	\$3.24	12.4%
Crestview-Fort Walton Beach-Destin, FL	\$22.26	\$22.67	\$0.41	1.9%
Cumberland, MD-WV	\$19.67	\$22.25	\$2.58	13.1%
Dallas-Fort Worth-Arlington, TX	\$26.52	\$27.93	\$1.41	5.3%
Dalton, GA	\$18.08	\$21.27	\$3.19	17.6%
Danville, IL	\$20.67	\$21.30	\$0.63	3.1%
Daphne-Fairhope-Foley, AL	\$19.55	\$19.55	\$0.00	0.0%

Metro	Aug 2013 Avg Hourly Earnings	Aug 2018 Avg Hourly Earnings	5-Year Change	5-Year % Change
Davenport-Moline-Rock Island, IA-IL	\$21.93	\$24.89	\$2.96	13.5%
Dayton, OH	\$24.83	\$23.11	-\$1.72	-6.9%
Decatur, AL	\$19.31	\$21.17	\$1.86	9.6%
Decatur, IL	\$24.78	\$26.57	\$1.79	7.2%
Deltona-Daytona Beach-Ormond Beach, FL	\$18.84	\$21.80	\$2.96	15.7%
Denver-Aurora-Lakewood, CO	\$29.36	\$30.23	\$0.87	2.9%
Des Moines-West Des Moines, IA	\$27.47	\$26.98	-\$0.49	-1.8%
Detroit-Warren-Dearborn, MI	\$27.10	\$27.61	\$0.51	1.9%
Dothan, AL	\$16.65	\$19.91	\$3.26	19.6%
Dover, DE	\$21.41	\$22.79	\$1.38	6.4%
Dubuque, IA	\$24.83	\$24.60	-\$0.23	-0.9%
Duluth, MN-WI	\$24.21	\$24.83	\$0.62	2.6%
Durham-Chapel Hill, NC	\$28.74	\$26.90	-\$1.84	-6.4%
East Stroudsburg, PA	\$23.27	\$23.90	\$0.63	2.7%
Eau Claire, WI	\$22.34	\$24.70	\$2.36	10.6%
El Centro, CA	\$14.88	\$17.76	\$2.88	19.4%
El Paso, TX	\$17.23	\$18.58	\$1.35	7.8%
Elizabethtown-Fort Knox, KY	\$20.04	\$22.36	\$2.32	11.6%
Elkhart-Goshen, IN	\$22.82	\$24.03	\$1.21	5.3%
Elmira, NY	\$18.96	\$21.08	\$2.12	11.2%
Enid, OK	\$23.73	\$24.66	\$0.93	3.9%
Erie, PA	\$20.35	\$20.20	-\$0.15	-0.7%
Eugene, OR	\$22.35	\$25.39	\$3.04	13.6%
Evansville, IN-KY	\$23.42	\$22.92	-\$0.50	-2.1%
Fairbanks, AK	\$29.35	\$27.81	-\$1.54	-5.3%
Fargo, ND-MN	\$23.69	\$25.44	\$1.75	7.4%
Farmington, NM	\$21.19	\$21.59	\$0.40	1.9%
Fayetteville, NC	\$20.78	\$18.16	-\$2.62	-12.6%
Fayetteville-Springdale-Rogers, AR-MO	\$20.21	\$21.45	\$1.24	6.2%
Flagstaff, AZ	\$17.78	\$17.23	-\$0.55	-3.1%
Flint, MI	\$25.49	\$26.00	\$0.51	2.0%
Florence, SC	\$17.93	\$20.05	\$2.12	11.8%
Florence-Muscle Shoals, AL	\$15.33	\$18.96	\$3.63	23.7%
Fond du Lac, WI	\$21.03	\$24.90	\$3.87	18.4%
Fort Collins, CO	\$24.09	\$27.08	\$2.99	12.4%
Fort Smith, AR-OK	\$18.21	\$18.17	-\$0.04	-0.2%
Fort Wayne, IN	\$22.89	\$25.68	\$2.79	12.2%
Fresno, CA	\$21.74	\$22.69	\$0.95	4.4%
Gadsden, AL	\$17.13	\$17.90	\$0.77	4.5%
Gainesville, FL	\$22.81	\$22.38	-\$0.43	-1.9%
Gainesville, GA	\$23.59	\$24.64	\$1.05	4.4%
Gettysburg, PA	\$23.44	\$19.73	-\$3.71	-15.8%
Glens Falls, NY	\$23.77	\$25.43	\$1.66	7.0%
Goldsboro, NC	\$19.85	\$18.66	-\$1.19	-6.0%
Grand Forks, ND-MN	\$22.41	\$22.16	-\$0.25	-1.1%
Grand Island, NE	\$20.54	\$19.44	-\$1.10	-5.4%

Metro	Aug 2013 Avg Hourly Earnings	Aug 2018 Avg Hourly Earnings	5-Year Change	5-Year % Change
Grand Junction, CO	\$23.80	\$23.22	-\$0.58	-2.4%
Grand Rapids-Wyoming, MI	\$23.74	\$24.49	\$0.75	3.1%
Grants Pass, OR	\$20.97	\$20.39	-\$0.58	-2.8%
Great Falls, MT	\$20.28	\$26.20	\$5.92	29.2%
Greeley, CO	\$23.33	\$27.40	\$4.07	17.4%
Green Bay, WI	\$23.18	\$24.73	\$1.55	6.7%
Greensboro-High Point, NC	\$21.77	\$24.83	\$3.06	14.1%
Greenville, NC	\$20.82	\$24.85	\$4.03	19.4%
Greenville-Anderson-Mauldin, SC	\$22.51	\$23.04	\$0.53	2.3%
Gulfport-Biloxi-Pascagoula, MS	\$23.81	\$23.60	-\$0.21	-0.9%
Hagerstown-Martinsburg, MD-WV	\$19.21	\$20.76	\$1.55	8.1%
Hammond, LA	\$18.74	\$20.45	\$1.71	9.1%
Hanford-Corcoran, CA	\$19.95	\$21.06	\$1.11	5.6%
Harrisburg-Carlisle, PA	\$25.75	\$25.77	\$0.02	0.1%
Harrisonburg, VA	\$19.92	\$23.00	\$3.08	15.4%
Hartford-West Hartford-East Hartford, CT	\$30.18	\$32.32	\$2.14	7.1%
Hattiesburg, MS	\$19.17	\$19.50	\$0.33	1.7%
Hickory-Lenoir-Morganton, NC	\$20.40	\$20.88	\$0.48	2.4%
Hilton Head Island-Bluffton-Beaufort, SC	\$20.51	\$20.98	\$0.47	2.3%
Hinesville, GA	\$22.30	\$21.22	-\$1.08	-4.8%
Homosassa Springs, FL	\$22.24	\$22.15	-\$0.09	-0.4%
Hot Springs, AR	\$14.57	\$17.91	\$3.34	22.9%
Houma-Thibodaux, LA	\$25.00	\$25.31	\$0.31	1.3%
Houston-The Woodlands-Sugar Land, TX	\$27.44	\$27.55	\$0.11	0.4%
Huntington-Ashland, WV-KY-OH	\$22.70	\$22.89	\$0.19	0.8%
Huntsville, AL	\$26.38	\$30.05	\$3.67	13.9%
Idaho Falls, ID	\$28.25	\$27.71	-\$0.54	-1.9%
Indianapolis-Carmel-Anderson, IN	\$26.48	\$27.43	\$0.95	3.6%
Iowa City, IA	\$21.53	\$22.43	\$0.90	4.2%
Ithaca, NY	\$27.84	\$25.22	-\$2.62	-9.4%
Jackson, MI	\$20.43	\$21.02	\$0.59	2.9%
Jackson, MS	\$22.98	\$22.45	-\$0.53	-2.3%
Jackson, TN	\$21.05	\$19.66	-\$1.39	-6.6%
Jacksonville, FL	\$24.00	\$27.72	\$3.72	15.5%
Jacksonville, NC	\$19.22	\$16.77	-\$2.45	-12.8%
Janesville-Beloit, WI	\$22.87	\$23.82	\$0.95	4.2%
Jefferson City, MO	\$23.00	\$22.17	-\$0.83	-3.6%
Johnson City, TN	\$18.78	\$20.13	\$1.35	7.2%
Johnstown, PA	\$20.56	\$19.55	-\$1.01	-4.9%
Jonesboro, AR	\$21.73	\$22.68	\$0.95	4.4%
Joplin, MO	\$18.24	\$19.18	\$0.94	5.1%
Kahului-Wailuku-Lahaina, HI	\$23.95	\$24.14	\$0.19	0.8%
Kalamazoo-Portage, MI	\$21.53	\$22.27	\$0.74	3.4%
Kankakee, IL	\$22.00	\$27.03	\$5.03	22.9%
Kansas City, MO-KS	\$25.63	\$26.96	\$1.33	5.2%
Kennewick-Richland, WA	\$27.83	\$28.54	\$0.71	2.5%

Metro	Aug 2013 Avg Hourly Earnings	Aug 2018 Avg Hourly Earnings	5-Year Change	5-Year % Change
Killeen-Temple, TX	\$22.55	\$21.06	-\$1.49	-6.6%
Kingsport-Bristol-Bristol, TN-VA	\$18.27	\$17.97	-\$0.30	-1.7%
Kingston, NY	\$20.73	\$24.85	\$4.12	19.9%
Knoxville, TN	\$23.65	\$25.26	\$1.61	6.8%
Kokomo, IN	\$20.44	\$20.18	-\$0.26	-1.3%
La Crosse-Onalaska, WI-MN	\$25.56	\$27.15	\$1.59	6.2%
Lafayette, LA	\$23.52	\$23.91	\$0.39	1.7%
Lafayette-West Lafayette, IN	\$21.24	\$24.56	\$3.32	15.6%
Lake Charles, LA	\$23.71	\$22.62	-\$1.09	-4.6%
Lake Havasu City-Kingman, AZ	\$20.91	\$24.00	\$3.09	14.8%
Lakeland-Winter Haven, FL	\$20.32	\$22.62	\$2.30	11.3%
Lancaster, PA	\$24.16	\$24.37	\$0.21	0.9%
Lansing-East Lansing, MI	\$24.47	\$25.52	\$1.05	4.3%
Laredo, TX	\$14.78	\$16.92	\$2.14	14.5%
Las Cruces, NM	\$20.10	\$19.37	-\$0.73	-3.6%
Las Vegas-Henderson-Paradise, NV	\$21.78	\$23.99	\$2.21	10.1%
Lawrence, KS	\$18.72	\$21.84	\$3.12	16.7%
Lawton, OK	\$16.80	\$19.68	\$2.88	17.2%
Lebanon, PA	\$20.05	\$23.22	\$3.17	15.8%
Lewiston, ID-WA	\$20.73	\$20.96	\$0.23	1.1%
Lewiston-Auburn, ME	\$20.00	\$22.48	\$2.48	12.4%
Lexington-Fayette, KY	\$22.36	\$23.94	\$1.58	7.1%
Lima, OH	\$22.27	\$25.86	\$3.59	16.1%
Lincoln, NE	\$23.17	\$23.04	-\$0.13	-0.6%
Little Rock-North Little Rock-Conway, AR	\$23.02	\$23.58	\$0.56	2.4%
Logan, UT-ID	\$19.75	\$23.27	\$3.52	17.8%
Longview, TX	\$20.45	\$20.99	\$0.54	2.6%
Longview, WA	\$23.01	\$28.06	\$5.05	21.9%
Los Angeles-Long Beach-Anaheim, CA	\$27.80	\$29.77	\$1.97	7.1%
Louisville/Jefferson County, KY-IN	\$23.55	\$22.99	-\$0.56	-2.4%
Lubbock, TX	\$21.26	\$21.32	\$0.06	0.3%
Lynchburg, VA	\$19.58	\$22.63	\$3.05	15.6%
Macon-Bibb County, GA	\$20.27	\$24.33	\$4.06	20.0%
Madera, CA	\$25.12	\$29.13	\$4.01	15.9%
Madison, WI	\$31.36	\$29.18	-\$2.18	-7.0%
Manchester-Nashua, NH	\$29.07	\$25.92	-\$3.15	-10.8%
Manhattan, KS	\$20.71	\$23.26	\$2.55	12.3%
Mankato-North Mankato, MN	\$23.19	\$25.33	\$2.14	9.2%
Mansfield, OH	\$22.31	\$20.47	-\$1.84	-8.2%
McAllen-Edinburg-Mission, TX	\$16.10	\$18.19	\$2.09	13.0%
Medford, OR	\$22.17	\$20.95	-\$1.22	-5.5%
Memphis, TN-MS-AR	\$23.13	\$23.04	-\$0.09	-0.4%
Merced, CA	\$22.60	\$21.44	-\$1.16	-5.1%
Miami-Fort Lauderdale-West Palm Beach, FL	\$24.06	\$24.38	\$0.32	1.3%
Michigan City-La Porte, IN	\$23.26	\$21.61	-\$1.65	-7.1%
Midland, MI	\$24.22	\$27.65	\$3.43	14.2%

Metro	Aug 2013 Avg Hourly Earnings	Aug 2018 Avg Hourly Earnings	5-Year Change	5-Year % Change
Midland, TX	\$26.08	\$27.06	\$0.98	3.7%
Milwaukee-Waukesha-West Allis, WI	\$26.46	\$28.24	\$1.78	6.7%
Minneapolis-St. Paul-Bloomington, MN-WI	\$28.63	\$29.77	\$1.14	4.0%
Missoula, MT	\$20.78	\$22.25	\$1.47	7.1%
Mobile, AL	\$23.91	\$23.56	-\$0.35	-1.4%
Modesto, CA	\$25.28	\$25.25	-\$0.03	-0.1%
Monroe, LA	\$20.84	\$20.71	-\$0.13	-0.6%
Monroe, MI	\$21.24	\$22.00	\$0.76	3.6%
Montgomery, AL	\$21.31	\$22.41	\$1.10	5.2%
Morgantown, WV	\$23.64	\$23.25	-\$0.39	-1.6%
Morristown, TN	\$19.73	\$19.06	-\$0.67	-3.4%
Mount Vernon-Anacortes, WA	\$24.52	\$27.65	\$3.13	12.8%
Muncie, IN	\$19.81	\$18.80	-\$1.01	-5.1%
Muskegon, MI	\$20.56	\$21.91	\$1.35	6.6%
Myrtle Beach-Conway-North Myrtle Beach, SC-NC	\$17.50	\$19.12	\$1.62	9.3%
Napa, CA	\$26.53	\$29.85	\$3.32	12.5%
Naples-Immokalee-Marco Island, FL	\$23.95	\$25.27	\$1.32	5.5%
Nashville-Davidson--Murfreesboro--Franklin, TN	\$22.99	\$26.31	\$3.32	14.4%
New Bern, NC	\$18.79	\$19.65	\$0.86	4.6%
New Haven-Milford, CT	\$28.57	\$30.49	\$1.92	6.7%
New Orleans-Metairie, LA	\$26.52	\$24.78	-\$1.74	-6.5%
New York-Newark-Jersey City, NY-NJ-PA	\$31.14	\$32.16	\$1.02	3.3%
Niles-Benton Harbor, MI	\$19.73	\$20.50	\$0.77	3.9%
North Port-Sarasota-Bradenton, FL	\$22.22	\$24.91	\$2.69	12.1%
Norwich-New London, CT	\$28.51	\$26.94	-\$1.57	-5.5%
Ocala, FL	\$18.53	\$21.27	\$2.74	14.8%
Ocean City, NJ	\$21.88	\$19.10	-\$2.78	-12.7%
Odessa, TX	\$24.35	\$27.55	\$3.20	13.2%
Ogden-Clearfield, UT	\$21.94	\$22.91	\$0.97	4.4%
Oklahoma City, OK	\$23.79	\$24.45	\$0.66	2.8%
Olympia-Tumwater, WA	\$24.73	\$26.81	\$2.08	8.4%
Omaha-Council Bluffs, NE-IA	\$24.16	\$27.03	\$2.87	11.9%
Orlando-Kissimmee-Sanford, FL	\$24.10	\$24.52	\$0.42	1.7%
Oshkosh-Neenah, WI	\$24.02	\$22.70	-\$1.32	-5.5%
Owensboro, KY	\$19.95	\$18.70	-\$1.25	-6.2%
Oxnard-Thousand Oaks-Ventura, CA	\$26.14	\$29.01	\$2.87	11.0%
Palm Bay-Melbourne-Titusville, FL	\$25.53	\$23.83	-\$1.70	-6.7%
Panama City, FL	\$20.42	\$18.84	-\$1.58	-7.7%
Parkersburg-Vienna, WV	\$20.99	\$20.93	-\$0.06	-0.3%
Pensacola-Ferry Pass-Brent, FL	\$22.22	\$21.91	-\$0.31	-1.4%
Peoria, IL	\$24.00	\$24.37	\$0.37	1.5%
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	\$28.36	\$28.85	\$0.49	1.7%
Phoenix-Mesa-Scottsdale, AZ	\$25.87	\$27.30	\$1.43	5.5%
Pine Bluff, AR	\$17.01	\$17.69	\$0.68	4.0%
Pittsburgh, PA	\$26.00	\$26.39	\$0.39	1.5%
Pittsfield, MA	\$23.71	\$26.09	\$2.38	10.0%

Metro	Aug 2013 Avg Hourly Earnings	Aug 2018 Avg Hourly Earnings	5-Year Change	5-Year % Change
Pocatello, ID	\$22.79	\$20.09	-\$2.70	-11.9%
Port St. Lucie, FL	\$20.44	\$22.34	\$1.90	9.3%
Portland-South Portland, ME	\$23.88	\$25.98	\$2.10	8.8%
Portland-Vancouver-Hillsboro, OR-WA	\$25.79	\$28.87	\$3.08	11.9%
Prescott, AZ	\$19.04	\$20.36	\$1.32	6.9%
Providence-Warwick, RI-MA	\$26.68	\$27.05	\$0.37	1.4%
Provo-Orem, UT	\$24.04	\$26.86	\$2.82	11.8%
Pueblo, CO	\$19.71	\$19.64	-\$0.07	-0.4%
Punta Gorda, FL	\$18.88	\$24.43	\$5.55	29.4%
Racine, WI	\$23.01	\$23.53	\$0.52	2.3%
Raleigh, NC	\$24.95	\$26.61	\$1.66	6.6%
Rapid City, SD	\$20.46	\$22.50	\$2.04	9.9%
Reading, PA	\$22.98	\$25.79	\$2.81	12.2%
Redding, CA	\$23.56	\$25.85	\$2.29	9.7%
Reno, NV	\$22.32	\$24.18	\$1.86	8.3%
Richmond, VA	\$24.76	\$25.69	\$0.93	3.8%
Riverside-San Bernardino-Ontario, CA	\$22.51	\$23.79	\$1.28	5.7%
Roanoke, VA	\$24.35	\$22.55	-\$1.80	-7.4%
Rochester, MN	\$36.04	\$36.70	\$0.66	1.8%
Rochester, NY	\$23.06	\$24.47	\$1.41	6.1%
Rockford, IL	\$23.84	\$23.65	-\$0.19	-0.8%
Rocky Mount, NC	\$19.54	\$21.96	\$2.42	12.4%
Rome, GA	\$23.00	\$19.54	-\$3.46	-15.0%
Sacramento--Roseville--Arden-Arcade, CA	\$27.02	\$27.35	\$0.33	1.2%
Saginaw, MI	\$21.64	\$24.26	\$2.62	12.1%
Salem, OR	\$22.38	\$22.77	\$0.39	1.7%
Salinas, CA	\$24.59	\$25.15	\$0.56	2.3%
Salisbury, MD-DE	\$20.14	\$20.69	\$0.55	2.7%
Salt Lake City, UT	\$25.96	\$26.85	\$0.89	3.4%
San Angelo, TX	\$17.29	\$18.48	\$1.19	6.9%
San Antonio-New Braunfels, TX	\$22.67	\$23.53	\$0.86	3.8%
San Diego-Carlsbad, CA	\$29.20	\$28.61	-\$0.59	-2.0%
San Francisco-Oakland-Hayward, CA	\$34.29	\$39.14	\$4.85	14.1%
San Jose-Sunnyvale-Santa Clara, CA	\$42.72	\$43.13	\$0.41	1.0%
San Luis Obispo-Paso Robles-Arroyo Grande, CA	\$26.01	\$23.57	-\$2.44	-9.4%
Santa Cruz-Watsonville, CA	\$24.05	\$27.16	\$3.11	13.0%
Santa Fe, NM	\$23.71	\$23.90	\$0.19	0.8%
Santa Maria-Santa Barbara, CA	\$24.98	\$27.87	\$2.89	11.5%
Santa Rosa, CA	\$28.49	\$29.17	\$0.68	2.4%
Savannah, GA	\$21.88	\$22.36	\$0.48	2.2%
Scranton--Wilkes-Barre--Hazleton, PA	\$21.66	\$22.51	\$0.85	3.9%
Seattle-Tacoma-Bellevue, WA	\$34.02	\$37.83	\$3.81	11.2%
Sebastian-Vero Beach, FL	\$20.37	\$23.11	\$2.74	13.5%
Sebring, FL	\$19.00	\$16.82	-\$2.18	-11.5%
Sheboygan, WI	\$23.81	\$24.42	\$0.61	2.6%
Sherman-Denison, TX	\$20.39	\$21.19	\$0.80	3.9%

Metro	Aug 2013 Avg Hourly Earnings	Aug 2018 Avg Hourly Earnings	5-Year Change	5-Year % Change
Shreveport-Bossier City, LA	\$18.87	\$20.44	\$1.57	8.3%
Sierra Vista-Douglas, AZ	\$20.85	\$21.39	\$0.54	2.6%
Sioux City, IA-NE-SD	\$20.50	\$21.40	\$0.90	4.4%
Sioux Falls, SD	\$21.25	\$23.05	\$1.80	8.5%
South Bend-Mishawaka, IN-MI	\$24.20	\$23.77	-\$0.43	-1.8%
Spartanburg, SC	\$22.69	\$23.63	\$0.94	4.2%
Spokane-Spokane Valley, WA	\$24.95	\$27.08	\$2.13	8.5%
Springfield, IL	\$25.07	\$22.91	-\$2.16	-8.6%
Springfield, MA	\$23.79	\$27.65	\$3.86	16.2%
Springfield, MO	\$19.63	\$21.46	\$1.83	9.3%
Springfield, OH	\$18.44	\$22.16	\$3.72	20.2%
St. Cloud, MN	\$23.67	\$25.99	\$2.32	9.8%
St. George, UT	\$19.23	\$21.09	\$1.86	9.6%
St. Joseph, MO-KS	\$19.31	\$21.52	\$2.21	11.4%
St. Louis, MO-IL	\$27.55	\$27.09	-\$0.46	-1.7%
State College, PA	\$22.05	\$20.54	-\$1.51	-6.8%
Staunton-Waynesboro, VA	\$23.06	\$22.26	-\$0.80	-3.5%
Stockton-Lodi, CA	\$22.75	\$22.86	\$0.11	0.5%
Sumter, SC	\$17.75	\$19.87	\$2.12	12.0%
Syracuse, NY	\$25.48	\$25.89	\$0.41	1.6%
Tallahassee, FL	\$24.81	\$21.92	-\$2.89	-11.7%
Tampa-St. Petersburg-Clearwater, FL	\$24.35	\$26.66	\$2.31	9.5%
Terre Haute, IN	\$23.81	\$24.84	\$1.03	4.3%
Texarkana, TX-AR	\$21.87	\$18.67	-\$3.20	-14.6%
The Villages, FL	\$17.71	\$23.76	\$6.05	34.1%
Toledo, OH	\$26.13	\$25.57	-\$0.56	-2.1%
Topeka, KS	\$21.19	\$23.08	\$1.89	8.9%
Trenton, NJ	\$34.52	\$30.78	-\$3.74	-10.8%
Tucson, AZ	\$23.95	\$22.01	-\$1.94	-8.1%
Tulsa, OK	\$25.06	\$25.80	\$0.74	3.0%
Tuscaloosa, AL	\$21.92	\$22.39	\$0.47	2.1%
Tyler, TX	\$19.75	\$22.20	\$2.45	12.4%
Urban Honolulu, HI	\$25.89	\$29.91	\$4.02	15.5%
Utica-Rome, NY	\$21.69	\$23.66	\$1.97	9.1%
Valdosta, GA	\$18.54	\$21.11	\$2.57	13.8%
Vallejo-Fairfield, CA	\$24.57	\$29.24	\$4.67	19.0%
Victoria, TX	\$18.52	\$22.02	\$3.50	18.9%
Vineland-Bridgeton, NJ	\$23.47	\$23.15	-\$0.32	-1.4%
Virginia Beach-Norfolk-Newport News, VA-NC	\$22.61	\$23.98	\$1.37	6.1%
Visalia-Porterville, CA	\$18.47	\$20.27	\$1.80	9.8%
Waco, TX	\$19.78	\$21.17	\$1.39	7.0%
Walla Walla, WA	\$21.09	\$26.83	\$5.74	27.2%
Warner Robins, GA	\$17.53	\$20.95	\$3.42	19.5%
Washington-Arlington-Alexandria, DC-VA-MD-WV	\$34.69	\$34.88	\$0.19	0.5%
Waterloo-Cedar Falls, IA	\$22.05	\$24.15	\$2.10	9.5%
Watertown-Fort Drum, NY	\$22.07	\$24.03	\$1.96	8.9%

Metro	Aug 2013 Avg Hourly Earnings	Aug 2018 Avg Hourly Earnings	5-Year Change	5-Year % Change
Wausau, WI	\$22.23	\$24.54	\$2.31	10.4%
Weirton-Steubenville, WV-OH	\$23.92	\$20.00	-\$3.92	-16.4%
Wenatchee, WA	\$23.45	\$20.38	-\$3.07	-13.1%
Wheeling, WV-OH	\$18.88	\$22.44	\$3.56	18.9%
Wichita Falls, TX	\$21.72	\$17.92	-\$3.80	-17.5%
Wichita, KS	\$22.56	\$22.19	-\$0.37	-1.6%
Williamsport, PA	\$22.55	\$18.92	-\$3.63	-16.1%
Wilmington, NC	\$20.44	\$22.37	\$1.93	9.4%
Winchester, VA-WV	\$21.44	\$21.68	\$0.24	1.1%
Winston-Salem, NC	\$22.19	\$24.29	\$2.10	9.5%
Worcester, MA-CT	\$26.25	\$28.91	\$2.66	10.1%
Yakima, WA	\$22.20	\$22.97	\$0.77	3.5%
York-Hanover, PA	\$22.33	\$24.04	\$1.71	7.7%
Youngstown-Warren-Boardman, OH-PA	\$20.50	\$23.24	\$2.74	13.4%
Yuba City, CA	\$22.51	\$23.77	\$1.26	5.6%
Yuma, AZ	\$21.95	\$20.91	-\$1.04	-4.8%

Source: Bureau of Labor Statistics, Garner Economics
Wages Adjusted for Inflation to 2018 Dollars

Note: The following areas were listed as Metropolitan NCETA definition in BLS Data Series: Bangor, ME; Barnstable Town, MA; Boston-Cambridge-Newton, MA-NH; Bridgeport-Stamford-Norwalk, CT; Burlington-South Burlington, VT; Hartford-West Hartford-East Hartford, CT; Lewiston-Auburn, ME; Manchester-Nashua, NH; New Haven-Milford, CT; Norwich-New London, CT; Pittsfield, MA; Portland-South Portland, ME; Providence-Warwick, RI-MA; Springfield, MA; Worcester, MA-CT

About Garner Economics: We are data driven strategists helping companies, communities and organizations, large and small, urban and rural, achieve success.

We offer location advisory services, analytical research, industry targeting, strategic planning, and organizational assessments with a wealth of expertise to companies, communities, and organizations globally. We are based in Atlanta, GA with representative offices in Europe (Berlin), Asia (Seoul), and North Carolina.

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