Fourth Quarter 2019: Jobs Increase and Median Wage Rises

Oregon employers must report total wages and hours worked for each employee covered by unemployment insurance. These quarterly records cover more than two million individuals employed in the state but don’t include roughly 280,000 self-employed workers. Past quarterly wage reports are available in the Oregonians @ Work box at www.qualityinfo.org/pubs.

Oregon’s employers reported a total of 2,203,989 jobs during the fourth quarter of 2019 (October, November, and December). This was down from the seasonal peak in the previous quarter but continued a general upward trend in employment that began in 2010. It was an increase of about 38,000 jobs over the fourth quarter in 2018. The median (middle) wage of all non-federal jobs was $21.02 per hour during the fourth quarter 2019, which was $0.65 per hour higher than the previous quarter.

Why the rise in median wage? It was largely due to the decrease in lower-wage jobs, especially those paying $10 to $15 per hour, and in increase in higher wage jobs, mainly those that paid $30 to $50 per hour. Part of this shift to higher wage jobs was probably due to the end of many seasonal summer jobs that tend to pay lower wages. For example, the leisure and hospitality sector shed nearly 16,000 jobs from the third to fourth quarter, and the natural resources and mining sector, which includes agriculture, cut about 31,000 jobs. Both of these industries tend to pay low wages. Another reason was the tight labor market that continued during the fourth quarter. That part was good news for Oregon’s economy. In addition to losing some lower-wage jobs, Oregon added jobs in every wage group above $30 per hour.

The largest gains in jobs came from local government followed by professional and business services. Local government includes schools, which often cut back on staff over the summer and expand to full strength in the fall. Local government gained a total of 11,761 jobs. Professional and business services includes legal offices, advertising agencies, and waste management firms among others. The sector added 7,316 jobs in the fourth quarter. Some other industries had notable employment changes in the fourth quarter: manufacturing cut 8,172 jobs; transportation, warehousing, and utilities added 6,642 jobs; and construction cut 5,245 jobs.

The impact of measures taken in response to the COVID-19 pandemic will probably not be evident in this data until the second quarter of 2020. The initial employment estimates for 2020
are still showing job growth through March. The drastic jobs cuts didn’t occur until April 2020, which is the beginning of the second quarter.

July 1, 2020 produced another increase in the minimum wage which may help to raise median wages again. The third quarter 2020 could also see the addition of seasonal jobs, but it’s likely that many of the jobs lost in response to the pandemic will not be recovered by then.

To provide better data, this analysis also filters out job records that probably contain errors. Jobs that report zero hours or more than 999 hours (about 77 hours per week) worked in a quarter and jobs that paid less than the federal minimum wage ($7.25 per hour) are excluded. Jobs that paid more than $500 per hour and reported less than 10 hours work during the quarter are also excluded.
## Table 1: Oregon - Number of Jobs by Hourly Wage Level and Broad Industry - 2019*

<table>
<thead>
<tr>
<th>Industry</th>
<th>Under $15.00</th>
<th>$15.00 - $19.99</th>
<th>$20.00 - $29.99</th>
<th>$30.00 - $39.99</th>
<th>$40.00 - $49.99</th>
<th>$50.00 - $59.99</th>
<th>$60.00 or more</th>
<th>Total</th>
<th>Median Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total - All Industries</td>
<td>1,049,434</td>
<td>695,192</td>
<td>627,073</td>
<td>293,036</td>
<td>183,047</td>
<td>111,963</td>
<td>219,846</td>
<td>3,179,591</td>
<td>$18.51</td>
</tr>
<tr>
<td>Natural Resources and Mining</td>
<td>78,694</td>
<td>39,609</td>
<td>28,219</td>
<td>6,695</td>
<td>2,236</td>
<td>958</td>
<td>2,022</td>
<td>158,433</td>
<td>$15.00</td>
</tr>
<tr>
<td>Construction</td>
<td>21,081</td>
<td>39,815</td>
<td>52,855</td>
<td>31,909</td>
<td>24,682</td>
<td>10,048</td>
<td>9,533</td>
<td>189,923</td>
<td>$25.52</td>
</tr>
<tr>
<td>Manufacturing</td>
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<td>64,834</td>
<td>69,487</td>
<td>29,758</td>
<td>16,903</td>
<td>10,697</td>
<td>29,798</td>
<td>273,348</td>
<td>$22.06</td>
</tr>
<tr>
<td>Wholesale Trade</td>
<td>18,932</td>
<td>24,169</td>
<td>28,444</td>
<td>13,484</td>
<td>7,289</td>
<td>4,615</td>
<td>12,762</td>
<td>109,695</td>
<td>$23.44</td>
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<td>5,671</td>
<td>3,261</td>
<td>7,922</td>
<td>368,142</td>
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<td>28,634</td>
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<td>5,660</td>
<td>3,680</td>
<td>8,424</td>
<td>109,933</td>
<td>$20.24</td>
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<td>9,607</td>
<td>7,794</td>
<td>5,748</td>
<td>4,134</td>
<td>11,430</td>
<td>54,362</td>
<td>$32.39</td>
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<td>15,581</td>
<td>9,430</td>
<td>5,832</td>
<td>14,725</td>
<td>119,681</td>
<td>$24.59</td>
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<td>40,598</td>
<td>26,074</td>
<td>17,936</td>
<td>45,128</td>
<td>452,400</td>
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<td>12,427</td>
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<td>3,246</td>
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<td>2,735</td>
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<td>24,338</td>
<td>17,860</td>
<td>39,292</td>
<td>382,199</td>
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<td>93,053</td>
<td>55,070</td>
<td>14,657</td>
<td>4,099</td>
<td>1,826</td>
<td>4,632</td>
<td>435,640</td>
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<td>Other Services</td>
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<td>23,022</td>
<td>9,337</td>
<td>4,305</td>
<td>2,412</td>
<td>4,317</td>
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<td>$16.29</td>
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<td>20,452</td>
<td>18,441</td>
<td>13,373</td>
<td>9,000</td>
<td>4,851</td>
<td>3,315</td>
<td>72,250</td>
<td>$26.52</td>
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<td>70,368</td>
<td>44,335</td>
<td>34,059</td>
<td>21,620</td>
<td>23,273</td>
<td>275,293</td>
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<td>966</td>
<td>903</td>
<td>473</td>
<td>307</td>
<td>217</td>
<td>538</td>
<td>4,543</td>
<td>$20.77</td>
</tr>
</tbody>
</table>

* Count of jobs, where a job is one or more quarter's employment with employer during year. Individuals holding multiple jobs will be counted more than once.

Records meeting the following conditions have been excluded from this analysis:
- 0 (zero) hours reported
- 999 hours reported
- wages < $7.25/hr (Federal minimum wage) calculated
- wages > $500/hr calculated and < 10 hours reported

Source: Unemployment Insurance Wage Records
## Table 2: Oregon - Fraction of Jobs by Broad Industry by Hourly Wage Level - 2019*

<table>
<thead>
<tr>
<th>Industry</th>
<th>Under $15.00 - $19.99</th>
<th>$20.00 - $29.99</th>
<th>$30.00 - $39.99</th>
<th>$40.00 - $49.99</th>
<th>$50.00 - $59.99</th>
<th>more $60.00 or</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total - All Industries</td>
<td>33.0%</td>
<td>21.9%</td>
<td>19.7%</td>
<td>9.2%</td>
<td>5.8%</td>
<td>3.5%</td>
<td>6.9%</td>
</tr>
<tr>
<td>Natural Resources and Mining</td>
<td>49.7%</td>
<td>25.0%</td>
<td>17.8%</td>
<td>4.2%</td>
<td>1.4%</td>
<td>0.6%</td>
<td>1.3%</td>
</tr>
<tr>
<td>Construction</td>
<td>11.1%</td>
<td>21.0%</td>
<td>27.8%</td>
<td>16.8%</td>
<td>13.0%</td>
<td>5.3%</td>
<td>5.0%</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>19.0%</td>
<td>23.7%</td>
<td>25.4%</td>
<td>10.9%</td>
<td>6.2%</td>
<td>3.9%</td>
<td>10.9%</td>
</tr>
<tr>
<td>Wholesale Trade</td>
<td>17.3%</td>
<td>22.0%</td>
<td>25.9%</td>
<td>12.3%</td>
<td>6.6%</td>
<td>4.2%</td>
<td>11.6%</td>
</tr>
<tr>
<td>Retail Trade</td>
<td>58.0%</td>
<td>20.7%</td>
<td>12.6%</td>
<td>4.2%</td>
<td>1.5%</td>
<td>0.9%</td>
<td>2.2%</td>
</tr>
<tr>
<td>Transportation, Warehousing, and Utilities</td>
<td>14.9%</td>
<td>33.7%</td>
<td>26.0%</td>
<td>9.2%</td>
<td>5.1%</td>
<td>3.3%</td>
<td>7.7%</td>
</tr>
<tr>
<td>Information</td>
<td>17.5%</td>
<td>11.3%</td>
<td>17.7%</td>
<td>14.3%</td>
<td>10.6%</td>
<td>7.6%</td>
<td>21.0%</td>
</tr>
<tr>
<td>Financial Activities</td>
<td>13.3%</td>
<td>21.8%</td>
<td>26.8%</td>
<td>13.0%</td>
<td>7.9%</td>
<td>4.9%</td>
<td>12.3%</td>
</tr>
<tr>
<td>Professional and Business Services</td>
<td>32.2%</td>
<td>22.2%</td>
<td>16.9%</td>
<td>9.0%</td>
<td>5.8%</td>
<td>4.0%</td>
<td>10.0%</td>
</tr>
<tr>
<td>Private Educational Services</td>
<td>26.7%</td>
<td>20.7%</td>
<td>24.4%</td>
<td>12.5%</td>
<td>6.4%</td>
<td>4.0%</td>
<td>5.4%</td>
</tr>
<tr>
<td>Health Care &amp; Social Assistance</td>
<td>27.6%</td>
<td>22.9%</td>
<td>19.6%</td>
<td>8.7%</td>
<td>6.4%</td>
<td>4.7%</td>
<td>10.3%</td>
</tr>
<tr>
<td>Leisure and Hospitality</td>
<td>60.2%</td>
<td>21.4%</td>
<td>12.6%</td>
<td>3.4%</td>
<td>0.9%</td>
<td>0.4%</td>
<td>1.1%</td>
</tr>
<tr>
<td>Other Services</td>
<td>41.0%</td>
<td>23.7%</td>
<td>18.7%</td>
<td>7.6%</td>
<td>3.5%</td>
<td>2.0%</td>
<td>3.5%</td>
</tr>
<tr>
<td>State Government</td>
<td>3.9%</td>
<td>28.3%</td>
<td>25.5%</td>
<td>18.5%</td>
<td>12.5%</td>
<td>6.7%</td>
<td>4.6%</td>
</tr>
<tr>
<td>Local Government</td>
<td>15.4%</td>
<td>14.3%</td>
<td>25.6%</td>
<td>16.1%</td>
<td>12.4%</td>
<td>7.9%</td>
<td>8.5%</td>
</tr>
<tr>
<td>Non-classifiable</td>
<td>25.1%</td>
<td>21.3%</td>
<td>19.9%</td>
<td>10.4%</td>
<td>6.8%</td>
<td>4.8%</td>
<td>11.8%</td>
</tr>
</tbody>
</table>

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- wages > $500/hr calculated and < 10 hours reported

Source: Unemployment Insurance Wage Records
### Table 3: Oregon - Fraction of Jobs by Hourly Wage Level by Broad Industry - 2019*

<table>
<thead>
<tr>
<th>Industry</th>
<th>Under $15.00</th>
<th>$15.00 - $19.99</th>
<th>$20.00 - $29.99</th>
<th>$30.00 - $39.99</th>
<th>$40.00 - $49.99</th>
<th>$50.00 - $59.99</th>
<th>$60.00 or more</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total - All Industries</strong></td>
<td>100.0%</td>
<td>100.0%</td>
<td>100.0%</td>
<td>100.0%</td>
<td>100.0%</td>
<td>100.0%</td>
<td>100.0%</td>
<td>100.0%</td>
</tr>
<tr>
<td>Natural Resources and Mining</td>
<td>7.5%</td>
<td>5.7%</td>
<td>4.5%</td>
<td>2.3%</td>
<td>1.2%</td>
<td>0.9%</td>
<td>0.9%</td>
<td>5.0%</td>
</tr>
<tr>
<td>Construction</td>
<td>2.0%</td>
<td>5.7%</td>
<td>8.4%</td>
<td>10.9%</td>
<td>13.5%</td>
<td>9.0%</td>
<td>4.3%</td>
<td>6.0%</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>4.9%</td>
<td>9.3%</td>
<td>11.1%</td>
<td>10.2%</td>
<td>9.2%</td>
<td>9.6%</td>
<td>13.6%</td>
<td>8.6%</td>
</tr>
<tr>
<td>Wholesale Trade</td>
<td>1.8%</td>
<td>3.5%</td>
<td>4.5%</td>
<td>4.6%</td>
<td>4.0%</td>
<td>4.1%</td>
<td>5.8%</td>
<td>3.4%</td>
</tr>
<tr>
<td>Retail Trade</td>
<td>20.3%</td>
<td>11.0%</td>
<td>7.4%</td>
<td>5.2%</td>
<td>3.1%</td>
<td>2.9%</td>
<td>3.6%</td>
<td>11.6%</td>
</tr>
<tr>
<td>Transportation, Warehousing, and Utilities</td>
<td>1.6%</td>
<td>5.3%</td>
<td>4.6%</td>
<td>3.5%</td>
<td>3.1%</td>
<td>3.3%</td>
<td>3.8%</td>
<td>3.5%</td>
</tr>
<tr>
<td>Information</td>
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<td>1.5%</td>
<td>2.7%</td>
<td>3.1%</td>
<td>3.7%</td>
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<td>1.7%</td>
</tr>
<tr>
<td>Financial Activities</td>
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<td>5.1%</td>
<td>5.3%</td>
<td>5.2%</td>
<td>5.2%</td>
<td>6.7%</td>
<td>3.8%</td>
</tr>
<tr>
<td>Professional and Business Services</td>
<td>13.9%</td>
<td>14.5%</td>
<td>12.2%</td>
<td>13.9%</td>
<td>14.2%</td>
<td>16.0%</td>
<td>20.5%</td>
<td>14.2%</td>
</tr>
<tr>
<td>Private Educational Services</td>
<td>1.3%</td>
<td>1.5%</td>
<td>2.0%</td>
<td>2.2%</td>
<td>1.8%</td>
<td>1.8%</td>
<td>1.2%</td>
<td>1.6%</td>
</tr>
<tr>
<td>Health Care &amp; Social Assistance</td>
<td>10.0%</td>
<td>12.6%</td>
<td>11.9%</td>
<td>11.3%</td>
<td>13.3%</td>
<td>16.0%</td>
<td>17.9%</td>
<td>12.0%</td>
</tr>
<tr>
<td>Leisure and Hospitality</td>
<td>25.0%</td>
<td>13.4%</td>
<td>8.8%</td>
<td>5.0%</td>
<td>2.2%</td>
<td>1.6%</td>
<td>2.1%</td>
<td>13.7%</td>
</tr>
<tr>
<td>Other Services</td>
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<td>4.2%</td>
<td>3.7%</td>
<td>3.2%</td>
<td>2.4%</td>
<td>2.2%</td>
<td>2.0%</td>
<td>3.9%</td>
</tr>
<tr>
<td>State Government</td>
<td>0.3%</td>
<td>2.9%</td>
<td>2.9%</td>
<td>4.6%</td>
<td>4.9%</td>
<td>4.3%</td>
<td>1.5%</td>
<td>2.3%</td>
</tr>
<tr>
<td>Local Government</td>
<td>4.0%</td>
<td>5.6%</td>
<td>11.2%</td>
<td>15.1%</td>
<td>18.6%</td>
<td>19.3%</td>
<td>10.6%</td>
<td>8.7%</td>
</tr>
<tr>
<td>Non-classifiable</td>
<td>0.1%</td>
<td>0.1%</td>
<td>0.1%</td>
<td>0.2%</td>
<td>0.2%</td>
<td>0.2%</td>
<td>0.2%</td>
<td>0.1%</td>
</tr>
</tbody>
</table>

* Count of jobs, where a job is one or more quarter's employment with employer during year. Individuals holding multiple jobs will be counted more than once.

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- 999 hours reported
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- wages > $500/hr calculated and < 10 hours reported

Source: Unemployment Insurance Wage Records
Table 4: Oregon - Number of Jobs by Hourly Wage Level and Firm Size Class - 2019*

<table>
<thead>
<tr>
<th></th>
<th>Under $15.00</th>
<th>$15.00 - $19.99</th>
<th>$20.00 - $29.99</th>
<th>$30.00 - $39.99</th>
<th>$40.00 - $49.99</th>
<th>$50.00 - $59.99</th>
<th>$60.00 or more</th>
<th>Median Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total - All Industries</td>
<td>1,049,434</td>
<td>695,192</td>
<td>627,073</td>
<td>293,036</td>
<td>183,047</td>
<td>111,963</td>
<td>219,846</td>
<td>3,179,591</td>
</tr>
<tr>
<td>Under 5 employees</td>
<td>36,082</td>
<td>26,922</td>
<td>26,095</td>
<td>11,717</td>
<td>7,081</td>
<td>4,675</td>
<td>12,749</td>
<td>125,321</td>
</tr>
<tr>
<td>5 - 9 employees</td>
<td>45,328</td>
<td>34,914</td>
<td>31,256</td>
<td>12,191</td>
<td>6,448</td>
<td>3,294</td>
<td>7,646</td>
<td>141,077</td>
</tr>
<tr>
<td>10 - 19 employees</td>
<td>79,488</td>
<td>54,282</td>
<td>48,371</td>
<td>19,244</td>
<td>10,497</td>
<td>5,016</td>
<td>10,450</td>
<td>227,348</td>
</tr>
<tr>
<td>20 - 49 employees</td>
<td>141,035</td>
<td>91,507</td>
<td>80,587</td>
<td>32,884</td>
<td>17,568</td>
<td>8,888</td>
<td>17,666</td>
<td>390,135</td>
</tr>
<tr>
<td>50 - 99 employees</td>
<td>119,843</td>
<td>75,383</td>
<td>67,249</td>
<td>29,169</td>
<td>15,649</td>
<td>7,941</td>
<td>15,870</td>
<td>331,104</td>
</tr>
<tr>
<td>100 - 249 employees</td>
<td>141,937</td>
<td>98,358</td>
<td>87,422</td>
<td>41,988</td>
<td>23,893</td>
<td>12,119</td>
<td>24,957</td>
<td>430,674</td>
</tr>
<tr>
<td>250 - 499 employees</td>
<td>107,298</td>
<td>68,256</td>
<td>62,785</td>
<td>31,472</td>
<td>19,650</td>
<td>9,840</td>
<td>19,809</td>
<td>319,110</td>
</tr>
<tr>
<td>500 or more employees</td>
<td>378,423</td>
<td>245,570</td>
<td>223,308</td>
<td>114,371</td>
<td>82,261</td>
<td>60,190</td>
<td>110,699</td>
<td>1,214,822</td>
</tr>
</tbody>
</table>

* Count of jobs, where a job is one or more quarter's employment with employer during year. Individuals holding multiple jobs will be counted more than once.

Quarterly age records meeting the following conditions have been excluded from this analysis:
- 0 (zero) hours reported
- 999 hours reported
- wages < $7.25/hr (Federal minimum wage) calculated
- wages > $500/hr calculated and < 10 hours reported

Source: Unemployment Insurance Wage Records
### Table 5: Oregon - Fraction of Jobs by Firm Size Class by Hourly Wage Level - 2019*

<table>
<thead>
<tr>
<th></th>
<th>Under $15.00</th>
<th>$15.00 - $19.99</th>
<th>$20.00 - $29.99</th>
<th>$30.00 - $39.99</th>
<th>$40.00 - $49.99</th>
<th>$50.00 - $59.99</th>
<th>more than $59.99</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total - All Industries</td>
<td>33.0%</td>
<td>21.9%</td>
<td>19.7%</td>
<td>9.2%</td>
<td>5.8%</td>
<td>3.5%</td>
<td>6.9%</td>
<td>100.0%</td>
</tr>
<tr>
<td>Under 5 employees</td>
<td>28.8%</td>
<td>21.5%</td>
<td>20.8%</td>
<td>9.3%</td>
<td>5.7%</td>
<td>3.7%</td>
<td>6.9%</td>
<td>100.0%</td>
</tr>
<tr>
<td>5 - 9 employees</td>
<td>32.1%</td>
<td>24.7%</td>
<td>22.2%</td>
<td>8.6%</td>
<td>4.6%</td>
<td>2.3%</td>
<td>1.4%</td>
<td>100.0%</td>
</tr>
<tr>
<td>10 - 19 employees</td>
<td>35.0%</td>
<td>23.9%</td>
<td>21.3%</td>
<td>8.5%</td>
<td>4.6%</td>
<td>2.2%</td>
<td>3.2%</td>
<td>100.0%</td>
</tr>
<tr>
<td>20 - 49 employees</td>
<td>36.2%</td>
<td>23.5%</td>
<td>20.7%</td>
<td>8.4%</td>
<td>4.5%</td>
<td>2.3%</td>
<td>3.5%</td>
<td>100.0%</td>
</tr>
<tr>
<td>50 - 99 employees</td>
<td>36.2%</td>
<td>22.8%</td>
<td>20.3%</td>
<td>8.8%</td>
<td>4.7%</td>
<td>2.4%</td>
<td>4.8%</td>
<td>100.0%</td>
</tr>
<tr>
<td>100 - 249 employees</td>
<td>33.0%</td>
<td>22.8%</td>
<td>20.3%</td>
<td>9.7%</td>
<td>5.5%</td>
<td>2.8%</td>
<td>5.8%</td>
<td>100.0%</td>
</tr>
<tr>
<td>250 - 499 employees</td>
<td>33.6%</td>
<td>21.4%</td>
<td>19.7%</td>
<td>9.9%</td>
<td>6.2%</td>
<td>3.1%</td>
<td>6.2%</td>
<td>100.0%</td>
</tr>
<tr>
<td>500 or more employees</td>
<td>31.2%</td>
<td>20.2%</td>
<td>18.4%</td>
<td>9.4%</td>
<td>6.8%</td>
<td>5.0%</td>
<td>9.1%</td>
<td>100.0%</td>
</tr>
</tbody>
</table>

* Count of jobs, where a job is one or more quarter's employment with employer during year. Individuals holding multiple jobs will be counted more than once.

Quarterly age records meeting the following conditions have been excluded from this analysis:
- 0 (zero) hours reported
- 999 hours reported
- wages < $7.25/hr (Federal minimum wage) calculated
- wages > $500/hr calculated and < 10 hours reported

Source: Unemployment Insurance Wage Records
### Table 6: Oregon - Fraction of Jobs by Hourly Wage Level by Firm Size Class - 2019*

<table>
<thead>
<tr>
<th>Firm Size Class</th>
<th>Under $15.00</th>
<th>$15.00 - $19.99</th>
<th>$20.00 - $29.99</th>
<th>$30.00 - $39.99</th>
<th>$40.00 - $49.99</th>
<th>$50.00 - $59.99</th>
<th>$60.00 or more</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total - All Industries</td>
<td>100.0%</td>
<td>100.0%</td>
<td>100.0%</td>
<td>100.0%</td>
<td>100.0%</td>
<td>100.0%</td>
<td>100.0%</td>
<td>100.0%</td>
</tr>
<tr>
<td>Under 5 employees</td>
<td>3.4%</td>
<td>3.9%</td>
<td>4.2%</td>
<td>4.0%</td>
<td>3.9%</td>
<td>4.2%</td>
<td>5.8%</td>
<td>3.9%</td>
</tr>
<tr>
<td>5 - 9 employees</td>
<td>4.3%</td>
<td>5.0%</td>
<td>5.0%</td>
<td>4.2%</td>
<td>3.5%</td>
<td>2.9%</td>
<td>3.5%</td>
<td>4.4%</td>
</tr>
<tr>
<td>10 - 19 employees</td>
<td>7.6%</td>
<td>7.8%</td>
<td>7.7%</td>
<td>6.6%</td>
<td>5.7%</td>
<td>4.5%</td>
<td>4.8%</td>
<td>7.2%</td>
</tr>
<tr>
<td>20 - 49 employees</td>
<td>13.4%</td>
<td>13.2%</td>
<td>12.9%</td>
<td>11.2%</td>
<td>9.6%</td>
<td>7.9%</td>
<td>8.0%</td>
<td>12.3%</td>
</tr>
<tr>
<td>50 - 99 employees</td>
<td>11.4%</td>
<td>10.8%</td>
<td>10.7%</td>
<td>10.0%</td>
<td>8.5%</td>
<td>7.1%</td>
<td>7.2%</td>
<td>10.4%</td>
</tr>
<tr>
<td>100 - 249 employees</td>
<td>13.5%</td>
<td>14.1%</td>
<td>13.9%</td>
<td>14.3%</td>
<td>13.1%</td>
<td>10.8%</td>
<td>11.4%</td>
<td>13.5%</td>
</tr>
<tr>
<td>250 - 499 employees</td>
<td>10.2%</td>
<td>9.8%</td>
<td>10.0%</td>
<td>10.7%</td>
<td>10.7%</td>
<td>8.8%</td>
<td>9.0%</td>
<td>10.0%</td>
</tr>
<tr>
<td>500 or more employees</td>
<td>36.1%</td>
<td>35.3%</td>
<td>35.6%</td>
<td>39.0%</td>
<td>44.9%</td>
<td>53.8%</td>
<td>50.4%</td>
<td>38.2%</td>
</tr>
</tbody>
</table>

* Count of jobs, where a job is one or more quarter's employment with employer during year. Individuals holding multiple jobs will be counted more than once.

Quarterly age records meeting the following conditions have been excluded from this analysis:
- 0 (zero) hours reported
- 999 hours reported
- wages < $7.25/hr (Federal minimum wage) calculated
- wages > $500/hr calculated and < 10 hours reported

*Source: Unemployment Insurance Wage Records*
Table 8: Oregon - Annual Wages by Quintile and Hours Worked - 2019

<table>
<thead>
<tr>
<th>All Workers</th>
<th>Percent Change from Prior Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Quintiles</td>
<td>All</td>
</tr>
<tr>
<td>Q1</td>
<td>Q2</td>
</tr>
<tr>
<td>$8,223</td>
<td>$23,029</td>
</tr>
<tr>
<td>5.4%</td>
<td>5.0%</td>
</tr>
<tr>
<td>Q2</td>
<td>Q3</td>
</tr>
<tr>
<td>$39,190</td>
<td>$66,000</td>
</tr>
<tr>
<td>4.2%</td>
<td>3.9%</td>
</tr>
<tr>
<td>Q3</td>
<td>Q4</td>
</tr>
<tr>
<td>$50,066</td>
<td>$93,624</td>
</tr>
<tr>
<td>4.5%</td>
<td>3.8%</td>
</tr>
<tr>
<td>Q4</td>
<td>Q5</td>
</tr>
<tr>
<td>$66,000</td>
<td>N/A</td>
</tr>
<tr>
<td>4.5%</td>
<td>N/A</td>
</tr>
</tbody>
</table>

Mean $44,324
Mean 3.3%
Mean 5.8%
Mean 5.0%
Mean 4.5%
Mean 3.9%
Mean 2.5%

Median $30,747
Median 4.5%
Median 5.6%
Median 5.0%
Median 4.5%
Median 3.8%
Median 3.6%

1,243,026 SSNs

<table>
<thead>
<tr>
<th>Employed in All 4 Quarters</th>
<th>Employed in All 4 Quarters</th>
</tr>
</thead>
<tbody>
<tr>
<td>Quintiles</td>
<td>All</td>
</tr>
<tr>
<td>Q1</td>
<td>Q2</td>
</tr>
<tr>
<td>$22,768</td>
<td>$35,407</td>
</tr>
<tr>
<td>4.4%</td>
<td>3.7%</td>
</tr>
<tr>
<td>Q2</td>
<td>Q3</td>
</tr>
<tr>
<td>$51,000</td>
<td>$78,422</td>
</tr>
<tr>
<td>3.0%</td>
<td>3.0%</td>
</tr>
<tr>
<td>Q3</td>
<td>Q4</td>
</tr>
<tr>
<td>$63,146</td>
<td>$137,762</td>
</tr>
<tr>
<td>4.0%</td>
<td>3.2%</td>
</tr>
<tr>
<td>Q4</td>
<td>Q5</td>
</tr>
<tr>
<td>$62,325</td>
<td>$107,121</td>
</tr>
<tr>
<td>4.1%</td>
<td>3.1%</td>
</tr>
</tbody>
</table>

Mean $57,374
Mean 2.1%
Mean 4.1%
Mean 4.0%
Mean 3.2%
Mean 3.0%
Mean 0.8%

Median $42,347
Median 3.2%
Median 4.1%
Median 4.1%
Median 3.2%
Median 3.1%
Median 2.7%

1,615,468 SSNs

<table>
<thead>
<tr>
<th>Employed 200+ Hours in All 4 Quarters</th>
<th>Employed 200+ Hours in All 4 Quarters</th>
</tr>
</thead>
<tbody>
<tr>
<td>Quintiles</td>
<td>All</td>
</tr>
<tr>
<td>Q1</td>
<td>Q2</td>
</tr>
<tr>
<td>$30,165</td>
<td>$41,719</td>
</tr>
<tr>
<td>4.2%</td>
<td>3.5%</td>
</tr>
<tr>
<td>Q2</td>
<td>Q3</td>
</tr>
<tr>
<td>$57,690</td>
<td>$85,974</td>
</tr>
<tr>
<td>3.0%</td>
<td>2.7%</td>
</tr>
<tr>
<td>Q3</td>
<td>Q4</td>
</tr>
<tr>
<td>$63,213</td>
<td>$92,857</td>
</tr>
<tr>
<td>3.3%</td>
<td>N/A</td>
</tr>
</tbody>
</table>

Mean $65,458
Mean 2.0%
Mean 4.6%
Mean 3.8%
Mean 3.1%
Mean 2.9%
Mean 0.5%

Median $48,810
Median 3.0%
Median 4.6%
Median 3.8%
Median 3.0%
Median 3.0%
Median 2.3%

1,242,950 SSNs

<table>
<thead>
<tr>
<th>Employed 350+ Hours in All 4 Quarters</th>
<th>Employed 350+ Hours in All 4 Quarters</th>
</tr>
</thead>
<tbody>
<tr>
<td>Quintiles</td>
<td>All</td>
</tr>
<tr>
<td>Q1</td>
<td>Q2</td>
</tr>
<tr>
<td>$35,100</td>
<td>$46,796</td>
</tr>
<tr>
<td>4.0%</td>
<td>3.4%</td>
</tr>
<tr>
<td>Q2</td>
<td>Q3</td>
</tr>
<tr>
<td>$63,213</td>
<td>$92,857</td>
</tr>
<tr>
<td>3.3%</td>
<td>2.9%</td>
</tr>
<tr>
<td>Q3</td>
<td>Q4</td>
</tr>
<tr>
<td>$54,080</td>
<td>$125,365</td>
</tr>
<tr>
<td>3.1%</td>
<td>N/A</td>
</tr>
</tbody>
</table>

Mean $72,297
Mean 2.2%
Mean 4.4%
Mean 3.6%
Mean 3.2%
Mean 3.1%
Mean 0.8%

Median $54,080
Median 3.3%
Median 4.6%
Median 3.7%
Median 3.3%
Median 3.1%
Median 2.4%

3,948,171 SSNs
### Table 9: Oregon - Annual Hourly Wages by Quintile and Hours Worked - 2019

#### 2019 Hourly Wages

<table>
<thead>
<tr>
<th>Quintiles</th>
<th>All</th>
<th>Q1</th>
<th>Q2</th>
<th>Q3</th>
<th>Q4</th>
<th>Q5</th>
<th>Q1</th>
<th>Q2</th>
<th>Q3</th>
<th>Q4</th>
<th>Q5</th>
<th>Q1</th>
<th>Q2</th>
<th>Q3</th>
<th>Q4</th>
<th>Q5</th>
</tr>
</thead>
<tbody>
<tr>
<td>Quintiles</td>
<td>$13.81</td>
<td>$17.68</td>
<td>$24.32</td>
<td>$39.15</td>
<td>N/A</td>
<td>Quintiles</td>
<td>All</td>
<td>Q1</td>
<td>Q2</td>
<td>Q3</td>
<td>Q4</td>
<td>Q5</td>
<td>Q1</td>
<td>Q2</td>
<td>Q3</td>
<td>Q4</td>
</tr>
<tr>
<td>Mean</td>
<td>$31.12</td>
<td>$12.22</td>
<td>$15.61</td>
<td>$20.63</td>
<td>$30.55</td>
<td>$76.58</td>
<td>Mean</td>
<td>3.7%</td>
<td>5.3%</td>
<td>4.9%</td>
<td>4.0%</td>
<td>3.7%</td>
<td>3.7%</td>
<td>3.7%</td>
<td>3.7%</td>
<td>3.7%</td>
</tr>
<tr>
<td>Median</td>
<td>$20.41</td>
<td>$12.36</td>
<td>$15.51</td>
<td>$20.41</td>
<td>$29.97</td>
<td>$55.25</td>
<td>Median</td>
<td>3.7%</td>
<td>5.3%</td>
<td>4.4%</td>
<td>3.7%</td>
<td>3.7%</td>
<td>3.7%</td>
<td>3.7%</td>
<td>3.7%</td>
<td>3.7%</td>
</tr>
</tbody>
</table>

1,230,543 SSNs

#### Employed in All 4 Quarters

<table>
<thead>
<tr>
<th>Quintiles</th>
<th>All</th>
<th>Q1</th>
<th>Q2</th>
<th>Q3</th>
<th>Q4</th>
<th>Q5</th>
<th>Quintiles</th>
<th>All</th>
<th>Q1</th>
<th>Q2</th>
<th>Q3</th>
<th>Q4</th>
<th>Q5</th>
<th>Quintiles</th>
<th>All</th>
<th>Q1</th>
<th>Q2</th>
<th>Q3</th>
<th>Q4</th>
<th>Q5</th>
</tr>
</thead>
<tbody>
<tr>
<td>Quintiles</td>
<td>$15.20</td>
<td>$19.85</td>
<td>$27.36</td>
<td>$42.61</td>
<td>N/A</td>
<td>Quintiles</td>
<td>All</td>
<td>Q1</td>
<td>Q2</td>
<td>Q3</td>
<td>Q4</td>
<td>Q5</td>
<td>Quintiles</td>
<td>All</td>
<td>Q1</td>
<td>Q2</td>
<td>Q3</td>
<td>Q4</td>
<td>Q5</td>
<td></td>
</tr>
<tr>
<td>Mean</td>
<td>$32.47</td>
<td>$13.15</td>
<td>$17.41</td>
<td>$23.25</td>
<td>$33.97</td>
<td>$74.55</td>
<td>Mean</td>
<td>2.4%</td>
<td>5.1%</td>
<td>4.3%</td>
<td>3.4%</td>
<td>3.0%</td>
<td>3.0%</td>
<td>1.0%</td>
<td>Quintiles</td>
<td>All</td>
<td>Q1</td>
<td>Q2</td>
<td>Q3</td>
<td>Q4</td>
</tr>
<tr>
<td>Median</td>
<td>$23.08</td>
<td>$13.23</td>
<td>$17.36</td>
<td>$23.08</td>
<td>$33.48</td>
<td>$58.09</td>
<td>Median</td>
<td>3.4%</td>
<td>5.4%</td>
<td>4.2%</td>
<td>3.4%</td>
<td>3.0%</td>
<td>3.0%</td>
<td>2.3%</td>
<td>Quintiles</td>
<td>All</td>
<td>Q1</td>
<td>Q2</td>
<td>Q3</td>
<td>Q4</td>
</tr>
</tbody>
</table>

1,563,338 SSNs

#### Employed 200+ Hours in All 4 Quarters

<table>
<thead>
<tr>
<th>Quintiles</th>
<th>All</th>
<th>Q1</th>
<th>Q2</th>
<th>Q3</th>
<th>Q4</th>
<th>Q5</th>
<th>Quintiles</th>
<th>All</th>
<th>Q1</th>
<th>Q2</th>
<th>Q3</th>
<th>Q4</th>
<th>Q5</th>
</tr>
</thead>
<tbody>
<tr>
<td>Quintiles</td>
<td>$16.27</td>
<td>$21.37</td>
<td>$29.26</td>
<td>$44.64</td>
<td>N/A</td>
<td>Quintiles</td>
<td>All</td>
<td>Q1</td>
<td>Q2</td>
<td>Q3</td>
<td>Q4</td>
<td>Q5</td>
<td>Quintiles</td>
</tr>
<tr>
<td>Mean</td>
<td>$33.96</td>
<td>$13.87</td>
<td>$18.68</td>
<td>$25.00</td>
<td>$35.98</td>
<td>$76.26</td>
<td>Mean</td>
<td>2.1%</td>
<td>5.0%</td>
<td>4.1%</td>
<td>3.5%</td>
<td>3.1%</td>
<td>0.2%</td>
</tr>
<tr>
<td>Median</td>
<td>$24.86</td>
<td>$14.02</td>
<td>$18.60</td>
<td>$24.86</td>
<td>$35.50</td>
<td>$60.36</td>
<td>Median</td>
<td>3.5%</td>
<td>5.3%</td>
<td>4.2%</td>
<td>3.5%</td>
<td>3.0%</td>
<td>2.1%</td>
</tr>
</tbody>
</table>

1,230,245 SSNs

#### Employed 350+ Hours in All 4 Quarters

<table>
<thead>
<tr>
<th>Quintiles</th>
<th>All</th>
<th>Q1</th>
<th>Q2</th>
<th>Q3</th>
<th>Q4</th>
<th>Q5</th>
<th>Quintiles</th>
<th>All</th>
<th>Q1</th>
<th>Q2</th>
<th>Q3</th>
<th>Q4</th>
<th>Q5</th>
<th>Quintiles</th>
<th>All</th>
<th>Q1</th>
<th>Q2</th>
<th>Q3</th>
<th>Q4</th>
<th>Q5</th>
</tr>
</thead>
<tbody>
<tr>
<td>Quintiles</td>
<td>$17.29</td>
<td>$22.83</td>
<td>$30.90</td>
<td>$43.36</td>
<td>N/A</td>
<td>Quintiles</td>
<td>All</td>
<td>Q1</td>
<td>Q2</td>
<td>Q3</td>
<td>Q4</td>
<td>Q5</td>
<td>Quintiles</td>
<td>All</td>
<td>Q1</td>
<td>Q2</td>
<td>Q3</td>
<td>Q4</td>
<td>Q5</td>
<td></td>
</tr>
<tr>
<td>Mean</td>
<td>$35.79</td>
<td>$14.62</td>
<td>$19.90</td>
<td>$26.54</td>
<td>$37.69</td>
<td>$80.17</td>
<td>Mean</td>
<td>2.2%</td>
<td>4.7%</td>
<td>3.9%</td>
<td>3.5%</td>
<td>3.2%</td>
<td>0.5%</td>
<td>Quintiles</td>
<td>All</td>
<td>Q1</td>
<td>Q2</td>
<td>Q3</td>
<td>Q4</td>
<td>Q5</td>
</tr>
<tr>
<td>Median</td>
<td>26.37</td>
<td>14.81</td>
<td>19.83</td>
<td>26.38</td>
<td>37.24</td>
<td>62.72</td>
<td>Median</td>
<td>3.4%</td>
<td>4.8%</td>
<td>3.8%</td>
<td>3.5%</td>
<td>3.2%</td>
<td>2.1%</td>
<td>Quintiles</td>
<td>All</td>
<td>Q1</td>
<td>Q2</td>
<td>Q3</td>
<td>Q4</td>
<td>Q5</td>
</tr>
</tbody>
</table>

937,595 SSNs

Quarterly age records meeting the following conditions have been excluded from this analysis:
- 0 (zero) hours reported
- 999 hours reported
- wages < $7.25/hr (Federal minimum wage) calculated
- wages > $500/hr calculated and < 10 hours reported