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Labor Market Information

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January 2018

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Second Quarter 2017: Wage Gains Reflect Tighter Labor Market and Higher Minimum Wage

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 had fewer low-wage workers in mid-2017 as pay increases pushed employees into higher wage brackets. The total number of jobs during the second quarter of 2017 increased by 61,045 compared with the second quarter of 2016, but fewer jobs paid lower wages and more paid higher wages.

Oregon had 254,507 jobs during the second quarter of 2017 that paid \$10.75 or less (within one dollar of the state's standard minimum wage, which was \$9.75 per hour at that time). This was 17,152 fewer jobs than during the second quarter of 2016 – noted at the bottom of the table. The count of jobs in 2016 was for all jobs paying less than \$10.25 per hour because the state's minimum wage was \$9.25 per hour at that time. During the second

Employment by Hourly Wage, Second Quarter 2017

Industry	Share	Annual Change	
	\$10.75 or less	\$10.75 or less	\$10.76 or more
State Government	0%	-754	2,651
Construction	2%	-278	8,995
Financial Activities	4%	-446	1,369
Local Government	4%	313	4,508
Manufacturing	4%	-475	3,063
Wholesale Trade	5%	-209	2,746
Transportation, Warehousing, and Utilities	5%	-165	2,640
Health Care & Social Assistance	7%	1,029	9,344
Information	8%	252	-525
Professional and Business Services	10%	-3,218	6,605
Private Educational Services	12%	54	-363
Other Services	13%	-615	9,198
Natural Resources and Mining	15%	-3,281	-1,562
Retail Trade	24%	-4,427	16,726
Leisure and Hospitality	35%	-4,879	12,522
Total	12%	-17,152	78,197

quarter of 2016 about 13 percent of all jobs paid within one dollar per hour of minimum wage; one year later only 12 percent of jobs paid within one dollar of minimum wage. Job counts exclude federal government jobs.

At the same time, the number of jobs paying \$10.76 per hour or more increased by 78,197. The share of these higher-paying jobs increased to 88 percent of all jobs in the second quarter of 2017 from 87 percent in the second quarter of 2016. Most industries added jobs that paid more; only the information industry, private educational services, and natural resources and mining provided fewer jobs paying \$10.76 per hour or more. The drop in higher-paying jobs in natural resources and mining was part of a broader downturn in employment across several segments of that industry in 2017.

The leisure and hospitality industry and retail trade still have large shares of their jobs paying close to minimum wage. Thirty-five percent of leisure and hospitality jobs paid within one dollar of minimum wage during the second quarter of 2017, and 24 percent of retail trade jobs did as well. But even these high shares were an improvement. During the second quarter of 2016 the respective shares were 39 percent for leisure and hospitality and 28 percent for retail trade.

Overall, the wage records for the second quarter of 2017 provide additional evidence of a tight labor market. It is also possible that the increase in the state's minimum wage pushed up wages for jobs that were already paying more than the minimum. Whatever the cause, more of Oregon's jobs were paying higher wages in mid-2017.

Table 1: Oregon - Number of Jobs by Hourly Wage Level and Broad Industry - 2nd Quarter 2017*

	Under \$10.00	\$10.00 - \$14.99	\$15.00 - \$19.99	\$20.00 - \$29.99	\$30.00 - \$39.99	\$40.00 - \$49.99	\$50.00 - \$59.99	\$60.00 or more	Total	Median Wage
Total - All Industries	136,385	610,381	383,479	418,397	206,066	127,928	77,661	141,883	2,102,180	\$18.71
Natural Resources and Mining	4,496	41,555	14,628	10,825	2,416	840	416	966	76,142	\$13.34
Construction	1,057	15,226	24,735	31,436	20,661	11,617	4,236	4,252	113,220	\$24.19
Manufacturing	3,583	42,435	43,219	49,986	22,473	13,082	7,774	21,815	204,367	\$21.86
Wholesale Trade	1,663	16,719	16,672	21,547	9,869	5,448	3,524	8,593	84,035	\$22.55
Retail Trade	31,042	113,730	45,206	33,358	9,745	4,029	2,464	6,029	245,603	\$13.56
Transportation, Warehousing, and Utilities	1,441	13,469	13,422	15,673	6,581	4,185	2,712	4,524	62,007	\$21.16
Information	1,669	4,950	4,397	7,743	5,923	4,210	2,703	6,321	37,916	\$30.22
Financial Activities	1,720	15,894	19,180	22,397	11,118	6,627	3,794	8,141	88,871	\$22.67
Professional and Business Services	11,756	82,283	43,037	47,502	27,927	17,751	12,263	25,477	267,996	\$19.52
Private Educational Services	2,271	7,429	6,675	8,367	4,338	2,136	1,210	1,779	34,205	\$20.43
Health Care & Social Assistance	8,716	71,653	51,712	50,881	24,672	18,690	14,686	26,691	267,701	\$20.17
Leisure and Hospitality	56,097	120,911	36,496	28,778	6,585	2,013	964	2,218	254,062	\$12.00
Other Services	5,642	30,978	16,312	15,064	5,960	2,908	1,583	2,538	80,985	\$15.81
State Government	56	3,052	17,843	15,306	11,584	6,638	2,471	1,816	58,766	\$25.29
Local Government	5,132	29,828	29,739	59,314	36,111	27,676	16,783	20,586	225,169	\$27.47
Non-classifiable	44	269	206	220	103	78	78	137	1,135	\$20.65

* Count of records. 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 calculated
- wages > \$500/hr calculated and < 10 hours reported
- federal government employment

Source: Unemployment Insurance Wage Records

Table 2: Oregon - Fraction of Jobs by Broad Industry by Hourly Wage Level - 2nd Quarter 2017*

	Under \$10.00	\$10.00 - \$14.99	\$15.00 - \$19.99	\$20.00 - \$29.99	\$30.00 - \$39.99	\$40.00 - \$49.99	\$50.00 - \$59.99	\$60.00 or more	Total
Total - All Industries	6.5%	29.0%	18.2%	19.9%	9.8%	6.1%	3.7%	6.7%	100.0%
Natural Resources and Mining	5.9%	54.6%	19.2%	14.2%	3.2%	1.1%	0.5%	1.3%	100.0%
Construction	0.9%	13.4%	21.8%	27.8%	18.2%	10.3%	3.7%	3.8%	100.0%
Manufacturing	1.8%	20.8%	21.1%	24.5%	11.0%	6.4%	3.8%	10.7%	100.0%
Wholesale Trade	2.0%	19.9%	19.8%	25.6%	11.7%	6.5%	4.2%	10.2%	100.0%
Retail Trade	12.6%	46.3%	18.4%	13.6%	4.0%	1.6%	1.0%	2.5%	100.0%
Transportation, Warehousing, and Utilities	2.3%	21.7%	21.6%	25.3%	10.6%	6.7%	4.4%	7.3%	100.0%
Information	4.4%	13.1%	11.6%	20.4%	15.6%	11.1%	7.1%	16.7%	100.0%
Financial Activities	1.9%	17.9%	21.6%	25.2%	12.5%	7.5%	4.3%	9.2%	100.0%
Professional and Business Services	4.4%	30.7%	16.1%	17.7%	10.4%	6.6%	4.6%	9.5%	100.0%
Private Educational Services	6.6%	21.7%	19.5%	24.5%	12.7%	6.2%	3.5%	5.2%	100.0%
Health Care & Social Assistance	3.3%	26.8%	19.3%	19.0%	9.2%	7.0%	5.5%	10.0%	100.0%
Leisure and Hospitality	22.1%	47.6%	14.4%	11.3%	2.6%	0.8%	0.4%	0.9%	100.0%
Other Services	7.0%	38.3%	20.1%	18.6%	7.4%	3.6%	2.0%	3.1%	100.0%
State Government	0.1%	5.2%	30.4%	26.0%	19.7%	11.3%	4.2%	3.1%	100.0%
Local Government	2.3%	13.2%	13.2%	26.3%	16.0%	12.3%	7.5%	9.1%	100.0%
Non-classifiable	3.9%	23.7%	18.1%	19.4%	9.1%	6.9%	6.9%	12.1%	100.0%

* Count of records. 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 calculated
- wages > \$500/hr calculated and < 10 hours reported
- federal government employment

Source: *Unemployment Insurance Wage Records*

Table 3: Oregon - Fraction of Jobs by Hourly Wage Level by Broad Industry - 2nd Quarter 2017*

	Under \$10.00	\$10.00 - \$14.99	\$15.00 - \$19.99	\$20.00 - \$29.99	\$30.00 - \$39.99	\$40.00 - \$49.99	\$50.00 - \$59.99	\$60.00 or more	Total
Total - All Industries	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Natural Resources and Mining	3.3%	6.8%	3.8%	2.6%	1.2%	0.7%	0.5%	0.7%	3.6%
Construction	0.8%	2.5%	6.5%	7.5%	10.0%	9.1%	5.5%	3.0%	5.4%
Manufacturing	2.6%	7.0%	11.3%	11.9%	10.9%	10.2%	10.0%	15.4%	9.7%
Wholesale Trade	1.2%	2.7%	4.3%	5.1%	4.8%	4.3%	4.5%	6.1%	4.0%
Retail Trade	22.8%	18.6%	11.8%	8.0%	4.7%	3.1%	3.2%	4.2%	11.7%
Transportation, Warehousing, and Utilities	1.1%	2.2%	3.5%	3.7%	3.2%	3.3%	3.5%	3.2%	2.9%
Information	1.2%	0.8%	1.1%	1.9%	2.9%	3.3%	3.5%	4.5%	1.8%
Financial Activities	1.3%	2.6%	5.0%	5.4%	5.4%	5.2%	4.9%	5.7%	4.2%
Professional and Business Services	8.6%	13.5%	11.2%	11.4%	13.6%	13.9%	15.8%	18.0%	12.7%
Private Educational Services	1.7%	1.2%	1.7%	2.0%	2.1%	1.7%	1.6%	1.3%	1.6%
Health Care & Social Assistance	6.4%	11.7%	13.5%	12.2%	12.0%	14.6%	18.9%	18.8%	12.7%
Leisure and Hospitality	41.1%	19.8%	9.5%	6.9%	3.2%	1.6%	1.2%	1.6%	12.1%
Other Services	4.1%	5.1%	4.3%	3.6%	2.9%	2.3%	2.0%	1.8%	3.9%
State Government	0.0%	0.5%	4.7%	3.7%	5.6%	5.2%	3.2%	1.3%	2.8%
Local Government	3.8%	4.9%	7.8%	14.2%	17.5%	21.6%	21.6%	14.5%	10.7%
Non-classifiable	0.0%	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.1%	0.1%

* Count of records. 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 calculated
- wages > \$500/hr calculated and < 10 hours reported
- federal government employment

Source: *Unemployment Insurance Wage Records*

Table 4: Oregon - Number of Jobs by Hourly Wage Level and Firm Employment Size Class - 2nd Quarter 2017*

	Under \$10.00	\$10.00 - \$14.99	\$15.00 - \$19.99	\$20.00 - \$29.99	\$30.00 - \$39.99	\$40.00 - \$49.99	\$50.00 - \$59.99	\$60.00 or more	Total	Median Wage
Total - All Size Classes	136,385	610,381	383,479	418,397	206,066	127,928	77,661	141,883	2,102,180	\$18.71
Under 5 employees	5,635	32,880	22,531	21,307	9,265	5,184	3,393	8,040	108,235	\$17.95
5 - 9 employees	10,225	39,786	26,410	24,858	10,131	4,842	2,595	5,313	124,160	\$16.83
10 - 19 employees	15,919	57,944	35,533	33,757	13,745	6,830	3,442	7,016	174,186	\$16.45
20 - 49 employees	24,185	88,369	53,539	53,184	22,862	11,423	5,851	11,644	271,057	\$16.82
50 - 99 employees	14,288	64,688	39,008	41,113	19,792	10,154	5,483	10,142	204,668	\$17.66
100 - 249 employees	19,732	86,617	50,872	56,944	28,082	15,306	8,150	15,366	281,069	\$18.06
250 - 499 employees	16,871	62,184	34,198	39,174	19,663	12,429	6,966	12,650	204,135	\$18.08
500 or more employees	29,530	177,913	121,388	148,060	82,526	61,760	41,781	71,712	734,670	\$21.97

* Count of records. 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 calculated
- wages > \$500/hr calculated and < 10 hours reported
- federal government employment

Source: Unemployment Insurance Wage Records

Table 5: Oregon - Fraction of Jobs by Firm Employment Size Class by Hourly Wage Level - 2nd Quarter 2017*

	Under \$10.00	\$10.00 - \$14.99	\$15.00 - \$19.99	\$20.00 - \$29.99	\$30.00 - \$39.99	\$40.00 - \$49.99	\$50.00 - \$59.99	\$60.00 or more	Total
Total - All Size Classes	6.5%	29.0%	18.2%	19.9%	9.8%	6.1%	3.7%	6.7%	100.0%
Under 5 employees	5.2%	30.4%	20.8%	19.7%	8.6%	4.8%	3.1%	7.4%	100.0%
5 - 9 employees	8.2%	32.0%	21.3%	20.0%	8.2%	3.9%	2.1%	4.3%	100.0%
10 - 19 employees	9.1%	33.3%	20.4%	19.4%	7.9%	3.9%	2.0%	4.0%	100.0%
20 - 49 employees	8.9%	32.6%	19.8%	19.6%	8.4%	4.2%	2.2%	4.3%	100.0%
50 - 99 employees	7.0%	31.6%	19.1%	20.1%	9.7%	5.0%	2.7%	5.0%	100.0%
100 - 249 employees	7.0%	30.8%	18.1%	20.3%	10.0%	5.4%	2.9%	5.5%	100.0%
250 - 499 employees	8.3%	30.5%	16.8%	19.2%	9.6%	6.1%	3.4%	6.2%	100.0%
500 or more employees	4.0%	24.2%	16.5%	20.2%	11.2%	8.4%	5.7%	9.8%	100.0%

* Count of records. 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 calculated
- wages > \$500/hr calculated and < 10 hours reported
- federal government employment

Source: Unemployment Insurance Wage Records

Table 6: Oregon - Fraction of Jobs in Hourly Wage Level by Firm Employment Size Class - 2nd Quarter 2017*

	Under \$10.00	\$10.00 - \$14.99	\$15.00 - \$19.99	\$20.00 - \$29.99	\$30.00 - \$39.99	\$40.00 - \$49.99	\$50.00 - \$59.99	\$60.00 or more	Total
Total - All Size Classes	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Under 5 employees	4.1%	5.4%	5.9%	5.1%	4.5%	4.1%	4.4%	5.7%	5.1%
5 - 9 employees	7.5%	6.5%	6.9%	5.9%	4.9%	3.8%	3.3%	3.7%	5.9%
10 - 19 employees	11.7%	9.5%	9.3%	8.1%	6.7%	5.3%	4.4%	4.9%	8.3%
20 - 49 employees	17.7%	14.5%	14.0%	12.7%	11.1%	8.9%	7.5%	8.2%	12.9%
50 - 99 employees	10.5%	10.6%	10.2%	9.8%	9.6%	7.9%	7.1%	7.1%	9.7%
100 - 249 employees	14.5%	14.2%	13.3%	13.6%	13.6%	12.0%	10.5%	10.8%	13.4%
250 - 499 employees	12.4%	10.2%	8.9%	9.4%	9.5%	9.7%	9.0%	8.9%	9.7%
500 or more employees	21.7%	29.1%	31.7%	35.4%	40.0%	48.3%	53.8%	50.5%	34.9%

* Count of records. 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 calculated
- wages > \$500/hr calculated and < 10 hours reported
- federal government employment

Source: Unemployment Insurance Wage Records

Table 7: Oregon - Unemployment Insurance Wage Record Summary Statistics - 2nd Quarter 2017

	Count	12-Month Percent Change	Percent of Total SSNs	Total Wages	12-Month Percent Change	Percent of Total Wages	Mean Wages Per Quarter	12-Month Percent Change
Total SSNs	1,907,649	2.1%	100.0%	\$ 22,833,809,607	4.9%	100.0%	\$ 11,970	2.7%
One Job	1,686,452	1.8%	88.4%	\$ 20,738,976,136	4.4%	90.8%	\$ 12,297	2.5%
Two Jobs	191,273	4.2%	10.0%	\$ 1,838,081,265	10.7%	8.0%	\$ 9,610	6.2%
Three Jobs	24,088	4.8%	1.3%	\$ 201,710,500	10.3%	0.9%	\$ 8,374	5.2%
Four or More Jobs	5,836	-1.0%	0.3%	\$ 55,041,706	2.1%	0.2%	\$ 9,431	3.1%
Total Records	2,168,269	2.3%						
Records per SSN	1.14							
Two or More Jobs	221,197	4.1%	11.6%					
Workers in Oregon's workforce in 2nd Quarter 2017 who:								
- did not work in Oregon in 1st quarter 2017	166,752	-4.6%						
- had not worked in Oregon since 1990	53,489	-4.3%						
- returned to Oregon's workforce*	113,263	-4.8%						
Percent in workforce one year ago	83.1%							
Percent in same primary industry	84.3%							
Percent in new primary industry (3-digit NAICS)	15.7%							

*Did not work in Oregon in 1st Quarter 2017, but have worked in Oregon at some point since 1990.

Source: Unemployment Insurance Wage Records

Table 8: Oregon - Quarterly Wages by Quintile and Hours Worked - 2nd Quarter 2017

2017 2nd Quarter Wages

All Workers

	Quintile					
	All ¹	1	2	3	4	5
Quintiles		\$3,505	\$7,007	\$10,702	\$17,284	NA
Mean	\$11,970	\$1,613	\$5,306	\$8,757	\$13,550	\$30,622
Median	\$8,713	\$1,544	\$5,335	\$8,713	\$13,337	\$24,041

¹1,907,649 SSNs

Employed 200+ Hours

	Quintile					
	All ²	1	2	3	4	5
Quintiles		\$5,769	\$8,642	\$12,295	\$19,000	NA
Mean	\$13,918	\$4,102	\$7,196	\$10,342	\$15,230	\$32,721
Median	\$10,279	\$4,200	\$7,200	\$10,279	\$15,000	\$25,784

²1,562,048 SSNs

Employed 350+ Hours

	Quintile					
	All ³	1	2	3	4	5
Quintiles		\$7,100	\$9,836	\$13,581	\$20,414	NA
Mean	\$15,388	\$5,555	\$8,433	\$11,571	\$16,602	\$34,776
Median	\$11,509	\$5,697	\$8,417	\$11,509	\$16,405	\$27,318

³1,308,382 SSNs

Percent Change from Prior Year

All Workers

	Quintile					
	All ¹	1	2	3	4	5
Quintiles		5.7%	4.6%	4.1%	3.7%	NA
Mean	2.7%	5.6%	5.1%	4.4%	3.8%	1.3%
Median	4.4%	5.0%	5.2%	4.4%	3.8%	3.5%

Employed 200+ Hours

	Quintile					
	All ²	1	2	3	4	5
Quintiles		5.2%	4.4%	3.6%	3.5%	NA
Mean	2.5%	5.8%	4.7%	4.1%	3.6%	0.7%
Median	4.1%	6.0%	4.7%	4.1%	3.3%	3.2%

Employed 350+ Hours

	Quintile					
	All ³	1	2	3	4	5
Quintiles		5.2%	4.6%	4.0%	3.6%	NA
Mean	2.8%	6.0%	4.8%	4.2%	3.8%	1.0%
Median	4.3%	6.0%	4.8%	4.3%	3.8%	3.2%

Source: Unemployment Insurance Wage Records