

“Who Would be Affected by an Increase in Seattle’s Minimum Wage?”

Report for the

City of Seattle, Income Inequality Advisory Committee

March 21, 2014

Prof. Marieka M. Klawitter

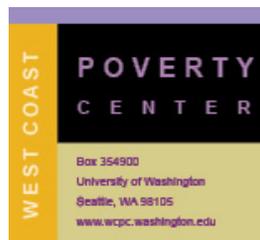
Prof. Mark C. Long

Prof. Robert D. Plotnick



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Acknowledgements: We would like to acknowledge the excellent research services provided by Ruth Allanbrook, Pierre Biscaye, Katie Escudero, and Dr. Jason Williams. We would like to give a special thanks and acknowledgement to the Employment Security Department of Washington State for sharing data and particularly Scott Bailey for doing the coding which helped generate the statistics included in Part B of this report.

Executive Summary

This report describes the characteristics of low-wage workers living or working in Seattle, the size and employees of local businesses, and the costs of living in Seattle. Most of the analysis focuses on Seattle residents, but we also look at how many Seattle workers live outside the city.

A: Worker Characteristics (pages 5 to 17):

- **About a third of Seattle residents earn less than \$15 per hour, compared to only 19% of those who work in Seattle and live outside of the city**
- **About 100,000 people working in Seattle earn less than \$15 per hour.**
- 40% of those working in Seattle and earning minimum wage live outside the city.
- Among the lowest wage Seattle residents, 55% work in the city-- lower than for all workers (63%).
- Low wages are more likely among workers with characteristics typically associated with low wages: younger workers, less education, being female or a racial/ethnic minority, poor, or receiving public assistance.
- However, the majority of those earning low wages mirror the population: non-poor, some college education, white, and not receiving public assistance.
- Family incomes are lowest for Seattle residents earning minimum wage (median of \$16,853 per year) and highest for those earning over \$18 per hour (median of \$89,780); in between they are fairly flat with medians between \$30,000 and \$35,000.
- The most common occupations for low-wage workers are: Food Preparation and Serving, Sales, Office and Administrative Support, Personal Care and Service, and Transportation and Material Moving.
- The most common industries for low-wage workers are: Accommodations and Food Services, Retail Trade, Health Care and Social Assistance, and Educational Services.

B: Business Characteristics (pages 18 to 26):

- Three-quarters of Seattle's establishments have fewer than 10 employees, but less than 12% of workers in Seattle are employed by an establishment with fewer than 10 employees.
- Only 3 percent of Seattle establishments have 30% or more of their FTEs earning the state minimum wage. A much larger share of Seattle establishments (27%) have 30% or more of their FTEs earning \$15 or less.
- Less than 20% of Seattle establishments with a large proportion of low-wage workers (30% or more of their FTEs) operate in other Washington jurisdictions in addition to Seattle.

C: Poverty and Work in Seattle (Pages 27 to 29)

- 13.6% of Seattle residents had income below the official poverty line in 2012.

- Half of poor persons age 16 or older worked at least one week in the past year. They worked an average of 27 weeks per year.

D. Estimates of Living Costs (pages 30 to 35)

- “Living wage” incomes have been calculated by 3 organizations to estimate living expenses by family size.
- Estimates of living wages for Seattle residents vary widely depending on family size and the authors’ methods. They range from \$7.72 per hour for a childless couple with two full time workers to \$25.44 for a single parent of one child.

E: Comparison of Seattle workers and costs to other cities (page 36-40)

- Seattle’s low wage workers are similar to those in Denver, Portland, Sacramento and San Francisco in gender and disability status. For the other demographic characteristics, there is no overall pattern to the differences.
- The cost of a modest standard of living in Seattle is significantly lower than in San Diego or San Francisco and similar to Sacramento’s. Depending on the method, it is either comparable to Denver’s and Portland’s, or 10-15% higher.

F: Possible Changes in Poverty, Earnings, Basic Food, and Business Costs (pages 41 to 47):

We have made simple simulations of maximum possible changes in earnings, food stamp eligibility, poverty, and business payrolls. These estimates do not account for any possible adjustments in employment or businesses.

- If there were no changes in the labor market (which is unlikely), typical employees earning the minimum wage of \$9.32 and working 1,040 hours a year could see their annual earnings increase by up to \$2,912 (30%) if the minimum wage increased to \$12.12. Fully employed workers’ earnings could increase by \$5,600.
- With a minimum wage increase to \$15.00, employees making the current minimum wage could increase their earnings by \$5,907 (61%) if they worked the median (1,040) hours or \$11,360 if they worked full-time all year.
- For a family of three with median family income for \$9.32 workers, food stamp benefits could drop from \$348 dollars to \$227 with a \$12.12 minimum wage, and to \$75 with a \$15 wage. Drops would be less for workers working fewer hours and benefit levels are lower for smaller households.
- An increase in the minimum wage to \$15.00 per hour is simulated to reduce poverty from 13.6% to 9.4% if employment and hours did not change. Nearly three-quarters of this decline would be achieved by raising the minimum wage to \$12.12 per hour, with the poverty rate falling from 13.6% to 10.6%.
- Changes in payroll costs attributable to changes in the minimum wage depend on the number of workers earning less than the new minimum wage. In three hypothetical businesses, we found

payroll costs could increase by 9 to 23% with a change to a \$15 minimum wage. This would be higher if employers maintained pay ladders by increasing wages for other workers and lower if employers decreased work hours, hired more productive workers, or moved employment outside the city.

Appendix A: American Community Survey Data and Sample

Appendix B: Maps of Geographic Areas Used in the Analysis

Appendix C: Business Scenarios for \$12.12 Minimum Wage

Appendix D: Complete Tables for Business Characteristics

Appendix E: Treatment of Taxes and Budget Components by the Calculators

Appendix F: Comparison of 2012 and 2007 Survey data

Appendix G: Complete Tables of Worker Demographics

A. Worker and Job Characteristics of Low-wage workers

A. Worker and Job Characteristics of Low-wage workers living in Seattle

We use data from the American Community Survey (ACS) to analyze the demographics of workers and households. Data from 2007 allows us to calculate hourly wages for workers which are adjusted to 2013 dollars using the Consumer Price index.¹ We do this by dividing total annual earnings for each worker by the number of weeks worked in the year multiplied by the “usual” number of hours worked in a week. [See Appendix A for details on question wording. See Appendix F for a comparison of 2007 workers to the most recent data from 2012.]

These analyses use Seattle residents over age 16 who worked in the last year, but whose most recent job was not self-employment or as an unpaid family worker.

Our key comparisons look at the number and percentage of workers in the following wage categories:

- State minimum wage or less (up to \$9.32 in 2014);²
- \$9.33 to \$12.12 (130% of state minimum in 2014);
- \$12.13 to \$15 per hour (161% of minimum).

In the Appendix tables, we have numbers of workers for all categories including those with wages from \$15 to \$18 per hour (193% of minimum wage) and over \$18 per hour for comparison.³

The tables below show demographic and job characteristics for workers who live in Seattle. We report on poverty, receipt of needs tested benefits, education, age, race/ethnicity, gender, presence of children, hours and weeks of work, work sector, industry, occupation, and location of home and job. The appendices show similar results for those in the areas immediately surrounding Seattle and in the rest of King County.

In the analyses, we present the proportion in each demographic group with low wages to illustrate which groups have higher risk of earning low wages. Many of these groups are a small portion of the employed workers in Seattle, so we also present the proportion of low-wage workers with each demographic characteristic. For example, those who have not completed high school are the most likely to be in the lowest two wage categories, but since Seattle has a relatively educated population, those without a high school degree make up only a small proportion of all workers with low wages.

¹ The exact number of weeks worked per year, needed to calculate hourly earnings, was not asked in the ACS after 2007. Alternative data sets with wage rates (e.g., Current Population Survey) will not allow for analysis of geographic areas smaller than states or full metropolitan areas.

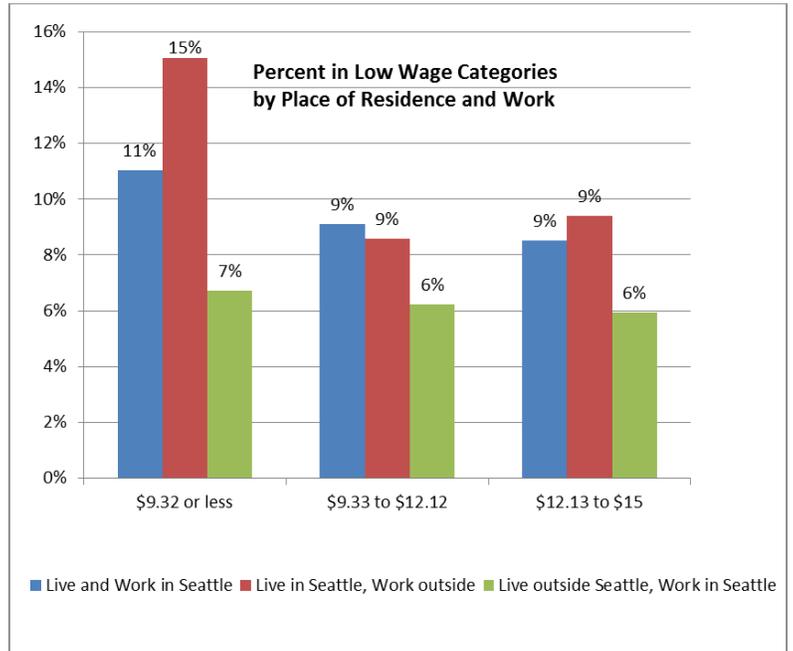
² Wages may be lower than minimum because of hours or weeks in uncovered employment; volunteer or unpaid work included in reported numbers of “usual hours worked;” or misreporting of earnings, weeks, or hours. See Appendix A for question wording.

³ Workers at wages just above any new minimum wage may also receive increases to maintain pay ladders.

A1. Wage Level by Residence and Work location

About a third of Seattle residents earn less than \$15 per hour, compared to only 19% of those who work in Seattle and live outside of the city.

- 11% of Seattle residents who work in Seattle earn the current minimum wage or less compared to 15% of residents who work outside the city and 7% of non-residents who work in Seattle.



Workers in Seattle	A: Percent of Employees who earn:					Total \$15 or under
	<=\$9.32	\$9.33 - 12.12	\$12.13 - 15	\$15.01 to \$18	Over \$18	
Live and Work in Seattle	11%	9%	9%	8%	64%	29%
Live in Seattle, Work outside	15%	9%	9%	8%	59%	33%
Live outside Seattle, Work in Seattle	7%	6%	6%	8%	73%	19%

- 41,936 of Seattle residents earn \$9.32 or less and 101,347 earn less than \$15.
- 37,915 people working in Seattle earn \$9.32 or less and 101,709 people working in Seattle earn less than \$15 per hour.
- 40% of workers in Seattle earning minimum wage live outside the city.

Seattle Residence and work location	Estimated Number of Workers					All Workers
	<=\$9.32	\$9.33 - 12.12	\$12.13 - 15	\$15.01 to \$18	Over \$18	
Live and Work in Seattle	23,112	19,067	17,871	16,077	133,387	209,514
Live in Seattle, Work outside	18,824	10,717	11,756	9,404	74,243	124,944
Live outside Seattle, Work in Seattle	14,803	13,753	13,103	18,196	160,899	220,754
TOTAL Seattle Residents	41,936	29,784	29,627	25,481	207,630	334,458
TOTAL Workers in Seattle	37,915	32,820	30,974	34,273	294,286	430,268

A2: Work Region for Seattle Residents

Although low wages are more common for Seattle residents who work outside of Seattle, most Seattle residents with low wages work in Seattle.

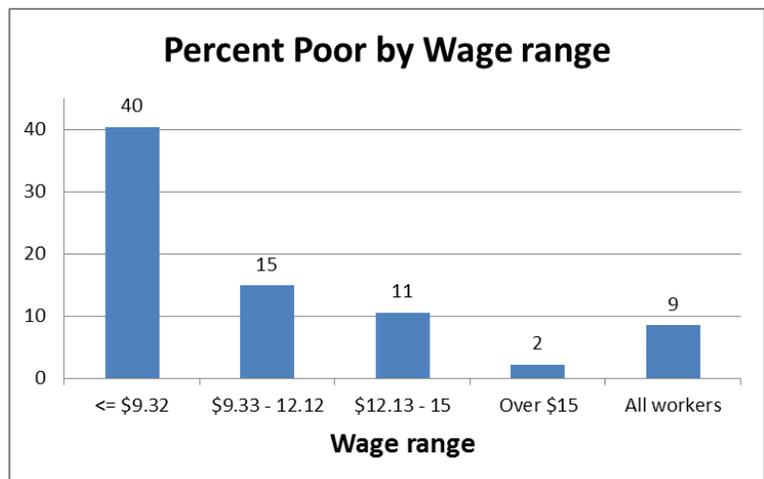
- Among the lowest wage workers who live in Seattle, 55% work in the city-- lower than for all workers (63%).

Work Region	B: Percent of Wage Group by Work Region			
	<=\$9.32	\$9.33 - 12.12	\$12.13 - 15	All Workers
Seattle	55%	64%	60%	63%
King County	9%	15%	17%	18%
Outside King County	36%	21%	23%	19%
Totals	100%	100%	100%	100%

A3. Family Income as Percent of the Federal Poverty Level

Low wages are much more common for workers in poor families (100% of federal poverty level or below) and poor workers make up the largest group of those currently earning minimum wage.⁴

- 40% of workers earning minimum wage live in poor families and another 27% live in families with incomes 200% of the poverty level or less (Panel B).
- 56% of workers in poor families earn the current minimum and 82% earn less than \$15 per hour (Panel A, below).



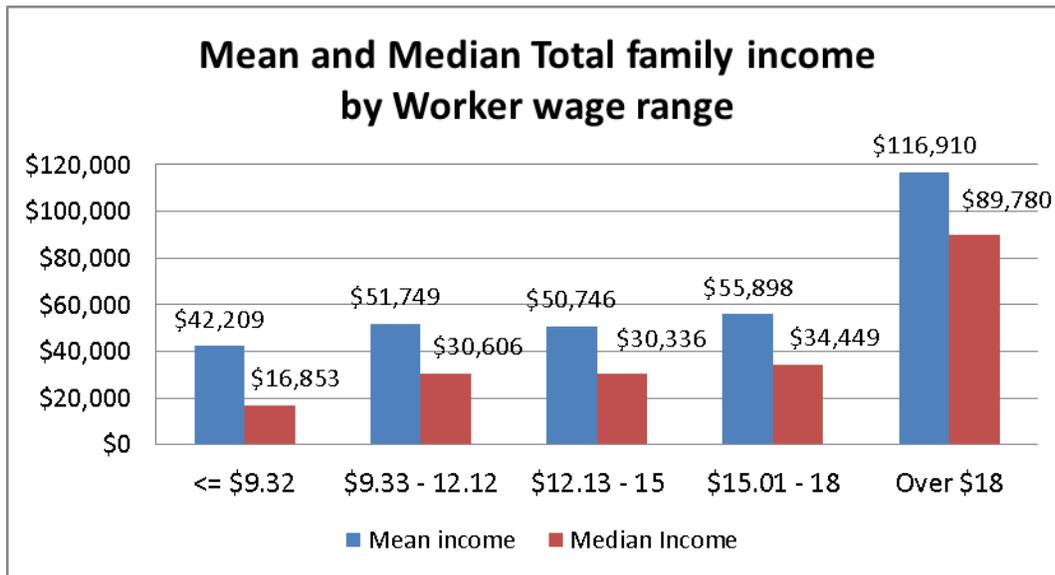
⁴ The ACS calculates poverty for families using the national poverty thresholds. See Section C for more information on poverty levels and work characteristics for poor adults. Section F provides simulations of possible effects of changing minimum wage on poverty levels.

Poverty Level	A: Percent of Poverty Level Group who earn:				B: Percent of Wage Group by Poverty Level				C: Estimated Number of Workers in each Poverty level and Wage Group		
	<=\$9.32	\$9.33 - 12.12	\$12.13 - 15	Total Low Wage	<=\$9.32	\$9.33 - 12.12	\$12.13 - 15	All Workers	<=\$9.32	\$9.33 - 12.12	\$12.13 - 15
100% FPL or below	56%	15%	11%	82%	40%	15%	11%	9%	15,257	4,091	3,036
100%-200% FPL	31%	27%	17%	75%	27%	32%	20%	10%	10,308	8,920	5,734
200% FPL or above	5%	5%	8%	18%	32%	53%	69%	79%	12,163	14,534	19,969
Totals	-	-	-	-	100%	100%	100%	100%	37,728	27,545	28,739

FPL= Federal Poverty level

A4 Mean and Median Family Income

Family incomes are lowest for Seattle residents earning minimum wage (median of \$16,853) and highest for those earning over \$18 per hour (median of \$89,780); in between they are fairly flat with medians between \$30,000 and \$35,000.



A5. Food Stamps

Most workers in families receiving food stamps earn low wages, but most low-wage workers do not receive food stamps. [Section F2 provides simple estimates of changes in eligibility with changes to minimum wages.]

- 61% of workers in families receiving food stamps earn less than \$15 per hour and 22% earn the current minimum wage or less (compared to 29% and 12% of those without food stamps; Panel A).
- 8% to 11% of workers in each of the low wage groups were in families that received food stamps (Panel B).

Food Stamps	A: Percent of Food Stamp group who earn:				B: Percent of Wage Group by Food Stamp group				C: Estimated Number of Workers in each Food stamp and Wage Group		
	<=\$9.32	\$9.33 - 12.12	\$12.13 - 15	Total Low Wage	<=\$9.32	\$9.33 - 12.12	\$12.13 - 15	All Workers	<=\$9.32	\$9.33 - 12.12	\$12.13 - 15
Yes	22%	21%	18%	61%	8%	11%	9%	5%	3,398	3,239	2,764
No	12%	8%	8%	29%	92%	89%	91%	95%	38,538	26,545	26,863
Totals	-	-	-	-	100%	100%	100%	100%	41,936	29,784	29,627

A6. Welfare Receipt

Low wages are twice as common among workers who receive welfare⁵, but most low-wage workers do not receive welfare.

- Almost a third of those who receive welfare earn the current minimum wage (32%) and 63% of those workers earn less than \$15 per hour (Panel A).
- Only 2 percent of low-wage workers live in families that receive public assistance (Panel B).

Welfare Recipient	A: Percent of Public Assistance group who earn:				B: Percent of Wage Group by Welfare group				C: Estimated Number of Workers in each Welfare and Wage Group		
	<=\$9.32	\$9.33 - 12.12	\$12.13 - 15	Total Low Wage	<=\$9.32	\$9.33 - 12.12	\$12.13 - 15	All Workers	<=\$9.32	\$9.33 - 12.12	\$12.13 - 15
Yes	32%	17%	14%	63%	2%	2%	1%	1%	921	471	390
No	12%	9%	9%	30%	98%	98%	99%	99%	41,015	29,313	29,237
Totals	-	-	-	-	100%	100%	100%	100%	41,936	29,784	29,627

⁵ Welfare includes receipt of cash assistance from Temporary Aid to Needy Families (TANF) or General Assistance, but not Supplemental Security Insurance or private charity. ACS asks about the share of welfare for individuals, and because TANF is generally given to families (assistance units) it is not clear how respondents report it.

A7. Education

Earning minimum wage is most common for those with less than a high school degree, but most low-wage workers have at least some college education.

- Most workers with less than a high school education earn less than \$15 per hour (59%) as do about half of those with only a high school degree (Panel A).
- Among workers earning \$9.32 per hour or less, 40% have a high school degree or less (17%+23%) as do 36% of those earning \$9.32 to \$12.12 and 26% of those earning \$12.12 to \$15 (Panel B).

Education Level	A: Percent of Educational Level who earn:				B: Percent of Wage Group by Education Level				C: Estimated Number of Workers in each Education and Wage Group		
	<=\$9.32	\$9.33 - 12.12	\$12.13 - 15	Total Low Wage	<=\$9.32	\$9.33 - 12.12	\$12.13 - 15	All Workers	<=\$9.32	\$9.33 - 12.12	\$12.13 - 15
Less Than HS	29%	19%	11%	59%	17%	16%	9%	7%	7,153	4,798	2,684
High School or GED	23%	14%	12%	49%	23%	20%	17%	13%	9,684	5,817	4,912
Some College	19%	13%	12%	43%	40%	39%	36%	27%	16,859	11,702	10,554
Bachelor's Degree	5%	4%	6%	15%	20%	25%	39%	53%	8,240	7,467	11,477
Totals	-	-	-	-	100%	100%	100%	100%	41,936	29,784	29,627

A8. Age

Earning minimum wage is most likely for workers under 19 or 19-24 years old, however more than half of those earning the current minimum wage are over 25.

- Among those under 19, most earn the current minimum wage (61%) and 76% earn less than \$15 per hour (Panel A).
- Most of those aged 19-24 earn less than \$15 per hour (66%), but only 35% earn the current minimum wage (Panel A).
- Only 10% of minimum wage workers are under 19, but 48% are under 25 (10%+38%; Panel B).
- More than half of workers currently earning under \$15 per hour are over 25 years old. (Panel B).

Age	A: Percent of Age Group who earn:				B: Percent of Wage Group by Age				C: Estimated Number of Workers in each Age and Wage Group		
	<=\$9.32	\$9.33 - 12.12	\$12.13 - 15	Total Low Wage	<=\$9.32	\$9.33 - 12.12	\$12.13 - 15	All Workers	<=\$9.32	\$9.33 - 12.12	\$12.13 - 15
under 19	61%	14%	1%	76%	10%	3%	0%	2%	4,129	946	93
19-24	35%	21%	10%	66%	38%	32%	16%	14%	16,112	9,575	4,587
25-44	7%	8%	9%	24%	30%	48%	49%	51%	12,613	14,362	14,467
45-54	9%	6%	9%	23%	13%	12%	20%	19%	5,542	3,574	5,780
55+	8%	3%	10%	21%	8%	5%	16%	14%	3,540	1,327	4,700
Totals	-	-	-	-	100%	100%	100%	100%	41,936	29,784	29,627

A9. Race/Ethnicity

Earning low wages is more common for racial/ethnic groups other than non-Hispanic whites, but non-Hispanic whites make up the largest group of low-wage workers.

- Over 40% of Black, Asian/Pacific Islander, and Hispanic workers and 70% of American Indian/Alaskan Native workers earn less than \$15 per hour, but only about a quarter of non-Hispanic white workers do (Panel A).
- Non-Hispanic Whites make up the largest group of low-wage workers in Seattle (Panel B).

Race/Ethnicity	A: Percent of Race/Ethnicity who earn:				B: Percent of Wage Group by Race/Ethnicity				C: Estimated Number of Workers in each Race/Ethnicity and Wage Group		
	<=\$9.32	\$9.33 - 12.12	\$12.13 - 15	Total Low Wage	<=\$9.32	\$9.33 - 12.12	\$12.13 - 15	All Workers	<=\$9.32	\$9.33 - 12.12	\$12.13 - 15
Hispanic	17%	17%	14%	49%	9%	13%	11%	7%	3,645	3,790	3,125
Am. Indian/Alaskan Native, non-Hisp.	11%	29%	29%	70%	0.5%	2%	2%	1%	191	515	509
Asian/Pacific Islander, non-Hisp.	22%	9%	9%	41%	23%	13%	13%	13%	9,468	3,963	3,920
Black, non-Hisp.	17%	15%	12%	43%	10%	13%	10%	8%	4,250	3,806	2,945
Other, non-Hisp.	13%	12%	0%	26%	0.3%	0%	0%	0%	122	112	0
White, non-Hisp	10%	7%	8%	25%	58%	59%	65%	72%	24,260	17,598	19,128
Totals	-	-	-	-	100%	100%	100%	100%	41,936	29,784	29,627

A10. Gender

Women are more likely to earn low wages than are men and make up a larger portion of workers earning \$12.12 per hour or less.

Gender	A: Percent of Gender who earn:				B: Percent of Wage Group by Gender				C: Estimated Number of Workers in each Gender and Wage Group		
	<=\$9.32	\$9.33 - 12.12	\$12.13 - 15	Total Low Wage	<=\$9.32	\$9.33 - 12.12	\$12.13 - 15	All Workers	<=\$9.32	\$9.33 - 12.12	\$12.13 - 15
Female	15%	10%	9%	34%	57%	54%	49%	47%	23,989	15,962	14,410
Male	10%	8%	9%	27%	43%	46%	51%	53%	17,947	13,822	15,217
Totals	-	-	-	-	100%	100%	100%	100%	41,936	29,784	29,627

A11. Children in Home

Low wages are less common among those with children under 18 in the household and workers without children in the household make up over 80 percent of low-wage workers.

- 9% of those with children earn the current minimum, compared to 14% of those without children. (Panel A).
- 33% of workers with children earn less than \$15 per hour but only 22% of those with children (Panel A)

Children in Home	A: Percent of Household Type who earn:				B: Percent of Wage Group by Household type				C: Estimated Number of Workers in each Household and Wage Group		
	<=\$9.32	\$9.33 - 12.12	\$12.13 - 15	Total Low Wage	<=\$9.32	\$9.33 - 12.12	\$12.13 - 15	All Workers	<=\$9.32	\$9.33 - 12.12	\$12.13 - 15
Yes	9%	8%	6%	22%	16%	20%	14%	23%	6,762	5,877	4,231
No	14%	9%	10%	33%	84%	80%	86%	77%	35,174	23,907	25,396
Totals	-	-	-	-	100%	100%	100%	100%	41,936	29,784	29,627

A12. Hours and Weeks of Work

Low wages are more common among part time workers, but most low-wage workers work full time.

- Among full time workers (those who report they usually work at least 30 hours a week when they work), 10% earn the current minimum wage compared to 30% of part time workers (Panel A).
- 65% of minimum wage workers are full time compared to 85% of all workers (Panel B).

Work Status	A: Percent of Work Status who earn:				B: Percent of Wage Group by Work Status				C: Estimated Number of Workers in each Status and Wage Group		
	<=\$9.32	\$9.33 - 12.12	\$12.13 - 15	Total Low Wage	<=\$9.32	\$9.33 - 12.12	\$12.13 - 15	All Workers	<=\$9.32	\$9.33 - 12.12	\$12.13 - 15
Full time	10%	8%	8%	26%	65%	80%	88%	85%	27,453	23,870	23,291
Part time	30%	12%	13%	55%	35%	20%	12%	15%	14,483	5,914	6,336
Totals	-	-	-	-	100%	100%	100%	100%	41,936	29,784	29,627

Those with the lowest wages also have fewer weeks worked per year and fewer hours worked in a usual week.

- Minimum wage workers work a median 44 weeks per year and 32 hours per week compared to 50 weeks and 40 hours for those earning between \$12.12 and \$15 per hour.

Hours Worked	Number of hours worked by employees who earn:		
	<=\$9.32	\$9.33 - 12.12	\$12.13 - 15
Median Weeks worked per year	44	50	50
Median Hours worked per week	32	40	40
Median total annual hours	1040	1757	1866

A13. Sector of Work

Low wages are more common in the private sector than in the non-profit or public sector and 80% of low-wage workers work in the private sector. Nevertheless, 25% of non-profit and 20% of public sector employees earn \$15 an hour or less.

- 15% of workers in private sector jobs make the current minimum wage, but only 8% of workers in the non-profit or public sectors (Panel A).
- 80% of workers earning minimum wage work in the private sector compared to 69% of all workers (Panel B).

Work Sector	A: Percent of Work Sector who earn:				B: Percent of Wage Group by Work Sector				C: Estimated Number of Workers in each Sector and Wage Group		
	<=\$9.32	\$9.33 - 12.12	\$12.13 - 15	Total Low Wage	<=\$9.32	\$9.33 - 12.12	\$12.13 - 15	All Workers	<=\$9.32	\$9.33 - 12.12	\$12.13 - 15
Non - Profit	8%	9%	8%	25%	8%	13%	12%	13%	3,373	3,828	3,616
Private	15%	10%	9%	34%	80%	78%	74%	69%	33,582	23,157	21,934
Public	8%	5%	7%	20%	12%	9%	14%	18%	4,981	2,799	4,077
Totals	-	-	-	-	100%	100%	100%	100%	41,936	29,784	29,627

A14. Industry of Work

More than half of low-wage workers are in the industries of Accommodation and Food Services, Retail Trade, Health Care and Social Assistance, and Educational Services (Panel B).⁶

Top 4 Work Industries	A: Percent of Employees who earn:				B: Percent of Wage Group by Top 4 Industries				C: Estimated Number of Workers in each Industry and Wage		
Work Industry	<=\$9.32	\$9.33 - 12.12	\$12.13 - 15	Total Low Wage	<=\$9.32	\$9.33 - 12.12	\$12.13 - 15	All Workers	<=\$9.32	\$9.33 - 12.12	\$12.13 - 15
Accommodation and Food Services	32%	21%	10%	63%	25%	24%	11%	10%	10,504	7,116	3,266
Retail Trade	19%	12%	17%	48%	17%	16%	22%	11%	7,249	4,633	6,377
Health Care and Social Assistance	13%	11%	11%	35%	13%	15%	16%	13%	5,541	4,525	4,803
Educational Services	9%	6%	8%	23%	8%	8%	10%	11%	3,454	2,237	2,845
Totals	-	-	-	-	64%	62%	58%	45%	26,748	18,511	29,627

A15. Occupation of Work

The most common Occupations for low-wage workers are Food Preparation and Serving, Sales and Related, Office and Administrative Support, Personal Care and Service, and Transportation and Material Moving which make up over half of low-wage workers, but only 37% of all workers (Panel B).

Top 5 Occupations	A: Percent of Employees who earn:				B: Percent of Wage Group by Top 5 Occupations				C: Estimated Number of Workers in each Occupation and Wage Group		
Occupation	<=\$9.32	\$9.33 - 12.12	\$12.13 - 15	Total Low Wage	<=\$9.32	\$9.33 - 12.12	\$12.13 - 15	All Workers	<=\$9.32	\$9.33 - 12.12	\$12.13 - 15
Food Preparation and Serving Related	34%	21%	10%	66%	24%	20%	10%	9%	9,925	6,003	3,003
Sales and Related	19%	10%	14%	43%	15%	11%	16%	10%	6,143	3,390	4,606
Office and Administrative Support	14%	11%	14%	39%	12%	14%	18%	11%	5,181	4,195	5,426
Personal Care and Service	32%	13%	18%	62%	9%	5%	7%	3%	3,589	1,399	1,976
Transportation and Material Moving	23%	18%	11%	52%	7%	7%	4%	4%	2,799	2,223	1,279
Totals	-	-	-	-	66%	58%	55%	37%	27,637	17,210	16,290

⁶ The industry with the highest proportion of workers in the minimum wage category is the Agriculture, Forestry, Fishing, and Hunting industry (not shown), which employs very few people in Seattle.

A16: Neighborhood of Seattle Residence

Differences between Seattle neighborhoods in the share of their workers who are earning low wages are modest, ranging from 23% in North West Seattle to 34% in Capitol Hill/South East Seattle (Panel A).

Neighborhood	A: Percent of Residents who earn:				B: Percent of Wage Group by Neighborhood of Residence				C: Estimated Number of Workers in each Neighborhood and Wage Group		
	<=\$9.32	\$9.33 - 12.12	\$12.13 - 15	Total Low Wage	<=\$9.32	\$9.33 - 12.12	\$12.13 - 15	All Workers	<=\$9.32	\$9.33 - 12.12	\$12.13 - 15
Capitol Hill / South East Seattle	15%	9%	10%	34%	20%	17%	19%	17%	8,401	4,992	5,693
Downtown / Queen Anne	14%	7%	9%	30%	22%	16%	19%	20%	9,343	4,859	5,693
North East Seattle	14%	9%	8%	31%	25%	21%	20%	22%	10,426	6,286	5,939
North West Seattle	8%	8%	7%	23%	15%	22%	17%	23%	6,375	6,564	5,084
West / South Seattle	12%	11%	12%	35%	18%	24%	24%	19%	7,391	7,083	7,218
Totals	-	-	-	-	100%	100%	100%	100%	41,936	29,784	29,627

B. Business Characteristics and the Effect of Raising the Minimum Wage on Labor Costs

B. Business Characteristics and the Effect of Raising the Minimum Wage on Labor Costs

For the following analysis, we use 2012 data reported by employers to Washington State's Employment Security Department (ESD) on workers who are covered by Unemployment Insurance. Unemployment Insurance records include all employees except: the self-employed, federal employment, railroad employment, some private educational institutions, some religious organizations, 100 percent commission sales workers (mostly in insurance and real estate), many corporate officers, elected public officials, work-study students, casual labor, and farmworkers who work very short durations.⁷

We have divided firms into industries based on 2-digit North American Industry Classification System (NAICS) codes plus an additional category for "Government" employees (which, as noted above, excludes federal government employment).

Disclosure concerns prevented ESD from sharing full information on four industries that lack sufficient numbers of establishments, including: Agriculture, Forestry, Fishing and Hunting; Mining, Quarrying, and Oil and Gas Extraction; Utilities; and Management of Companies and Enterprises. We have collapsed these four industries to one category labeled "Other Industries".

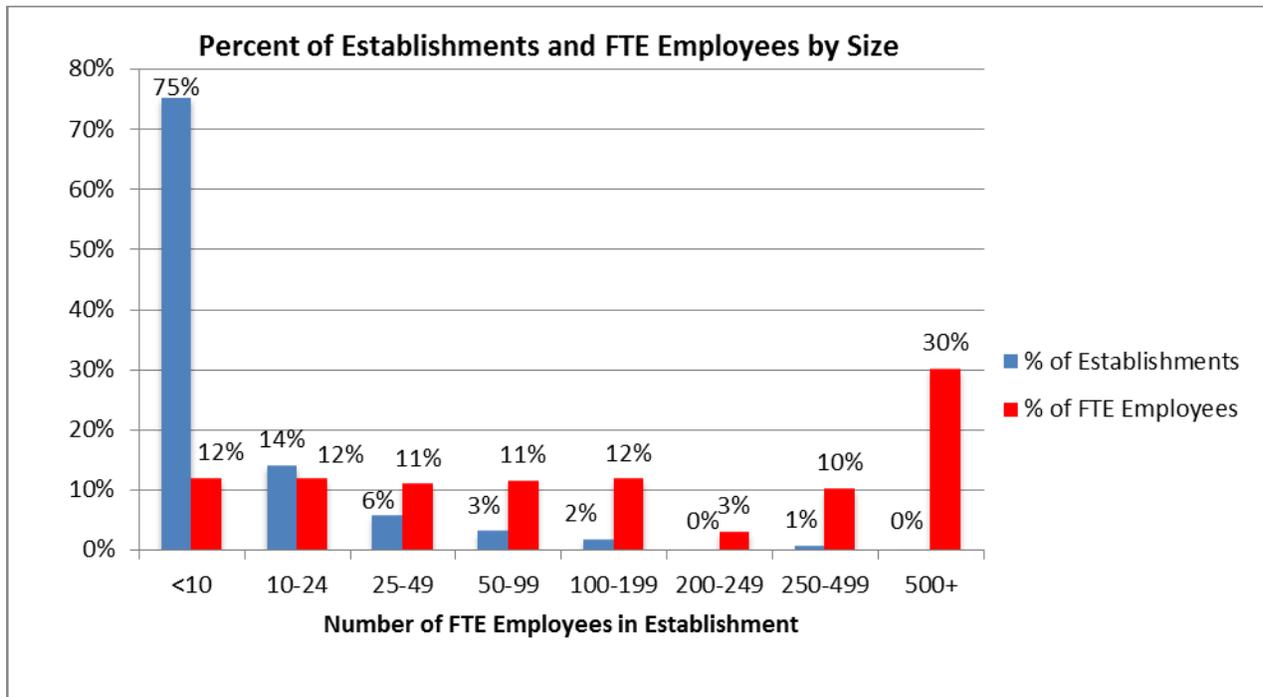
In the tables below, industries are sorted by total number of employees from the largest to smallest (except "Other Industries" which is placed at the bottom of the tables).

Tables below show characteristics of establishments located in Seattle. In the appendices, we show characteristics of establishments located in the rest of King County. By definition, an establishment is an economic unit, such as a factory, mine, store, or office that produces goods or services. It generally is at a single location and is engaged predominantly in one type of economic activity. In these data, however, there are some multi-establishment employers who report all of their employment at one address, and thus are treated as a single "establishment" in this report.

⁷ This analysis also excludes wage data from private household workers, where the wage data are unreliable.

B1: The numbers of Establishments and Workers by size of firm

Although 75% of establishments (business locations) have fewer than 10 employees, only 12% of employees work in those establishments.



Employment in Seattle City Limits by size of firm, 2012

# Employees	Establishments	Jobs
<10	20,283	56,337
10-24	3,747	56,585
25-49	1,497	51,933
50-99	782	54,261
100-199	407	56,114
200-249	61	13,367
250-499	142	48,429
500+	79	143,999

Includes all jobs covered by unemployment insurance, except federal employment and NAICS 814

Source: Washington Employment Security Department

B2. Distribution of Establishments by Industry

Three-quarters of Seattle’s establishments have fewer than 10 employees.⁸

- Within every industry (except Government), more than half of establishments have fewer than 10 employees.
- Only 2.6 percent of Seattle’s establishments have 100 or more employees.

2-Digit NAICS Industry Name	Share of Establishments with Employees Numbering:				
	All Establishments	1 to 9	10 to 49	50 to 99	100 and above
GOVERNMENT	0.3%	0.1%	0.1%	0.1%	0.1%
Health Care and Social Assistance	8.4%	5.9%	1.8%	0.3%	0.4%
Professional, Scientific, and Technical Services	19.0%	15.5%	2.7%	0.5%	0.3%
Accommodation and Food Services	10.3%	6.0%	3.8%	0.4%	0.2%
Retail Trade	9.3%	6.8%	2.0%	0.3%	0.3%
Manufacturing	3.3%	1.9%	1.0%	0.2%	0.2%
Administrative and Support and Waste Management and Remediation Services	5.5%	4.4%	0.8%	0.2%	0.2%
Finance and Insurance	5.1%	3.9%	0.9%	0.1%	0.1%
Wholesale Trade	10.3%	8.8%	1.4%	0.1%	0.1%
Information	3.5%	2.4%	0.7%	0.2%	0.2%
Construction	5.9%	4.8%	0.8%	0.1%	0.1%
Other Services (except Public Administration)	7.7%	6.4%	1.1%	0.1%	0.1%
Transportation and Warehousing	1.6%	1.0%	0.4%	0.1%	0.1%
Real Estate and Rental and Leasing	4.8%	4.0%	0.6%	0.1%	0.0%
Arts, Entertainment, and Recreation	1.8%	1.2%	0.4%	0.1%	0.1%
Educational Services	2.1%	1.5%	0.5%	0.1%	0.1%
OTHER INDUSTRIES	1.1%	0.6%	0.3%	0.1%	0.1%
Total	100.0%	75.1%	19.4%	2.9%	2.6%

Note: Industries are ordered by number of employees rather than number of establishments.

⁸ We also investigated this same question using County Business Pattern data collected by the U.S. Census Bureau. These data are available at the zip code level. According to these data, 74% of establishment in zip codes that are fully in Seattle have fewer than 10 employees. Further, 55% of establishment in zip codes that are fully in Seattle have fewer than 5 employees. The proportions are the same when including zip codes only partially in Seattle.

B3. Distribution of Employees by Industry

Although most establishments have few employees, Less than 12% of workers in Seattle are employed by an establishment with fewer than 10 employees. More than half of workers in Seattle are employed by an establishment with 100 or more employees.

2-Digit NAICS Industry Name	All Workers	Share of Workers in Establishments with Employees Numbering:			
		1 to 9	10 to 49	50 to 99	100 and above
GOVERNMENT	14.6%	0.0%	0.1%	0.3%	14.2%
Health Care and Social Assistance	13.8%	1.1%	2.1%	1.2%	9.3%
Professional, Scientific, and Technical Services	11.4%	2.0%	3.2%	1.8%	4.4%
Accommodation and Food Services	9.5%	1.3%	4.4%	1.4%	2.4%
Retail Trade	9.2%	1.3%	2.3%	1.1%	4.6%
Manufacturing	5.6%	0.4%	1.2%	0.7%	3.4%
Administrative and Support and Waste Management and Remediation Services	4.4%	0.6%	1.0%	0.6%	2.1%
Finance and Insurance	4.4%	0.6%	1.0%	0.5%	2.2%
Wholesale Trade	4.0%	1.1%	1.6%	0.5%	0.8%
Information	3.9%	0.3%	0.9%	0.6%	2.0%
Construction	3.6%	0.6%	1.0%	0.6%	1.5%
Other Services (except Public Administration)	3.6%	1.1%	1.2%	0.5%	0.9%
Transportation and Warehousing	2.7%	0.2%	0.5%	0.3%	1.8%
Real Estate and Rental and Leasing	2.1%	0.6%	0.7%	0.4%	0.5%
Arts, Entertainment, and Recreation	2.1%	0.2%	0.5%	0.3%	1.0%
Educational Services	1.9%	0.2%	0.5%	0.2%	0.9%
OTHER INDUSTRIES	3.1%	0.1%	0.4%	0.2%	2.4%
Total	100.0%	11.7%	22.6%	11.3%	54.4%

B4. Distribution of Wages Paid by Industry

While the industries with the highest share of workers generally have high shares of total wages paid, there are some notable differences.

- The industry with the largest *positive* difference between share of total wages and share of workers is Professional, Scientific, and Technical Services – this industry paid 16.7% of total wages and has 11.4% of total workers.
- The industry with the largest *negative* difference between share of total wages and share of workers is Accommodation and Food Services – this industry paid 3.4% of total wages and has 9.5% of total workers.

2-Digit NAICS Industry Name	Share of Total Wages Paid in 2012	Share of Workers	Difference
GOVERNMENT	14.2%	14.6%	-0.4%
Health Care and Social Assistance	12.5%	13.8%	-1.3%
Professional, Scientific, and Technical Services	16.7%	11.4%	5.3%
Accommodation and Food Services	3.4%	9.5%	-6.1%
Retail Trade	7.7%	9.2%	-1.5%
Manufacturing	6.0%	5.6%	0.4%
Administrative and Support and Waste Management and Remediation Services	3.1%	4.4%	-1.2%
Finance and Insurance	7.2%	4.4%	2.9%
Wholesale Trade	4.9%	4.0%	1.0%
Information	6.0%	3.9%	2.1%
Construction	3.8%	3.6%	0.2%
Other Services (except Public Administration)	2.4%	3.6%	-1.2%
Transportation and Warehousing	2.6%	2.7%	-0.1%
Real Estate and Rental and Leasing	1.8%	2.1%	-0.3%
Arts, Entertainment, and Recreation	1.1%	2.1%	-0.9%
Educational Services	1.3%	1.9%	-0.6%
OTHER INDUSTRIES	5.1%	3.1%	2.0%
Total	100.0%	100.0%	0.0%

B5. Establishments with a Large Percent of Low-Wage Workers

For the next analysis, we use 2012 data from the Quarterly Census of Employment and Wages (QCEW) collected by the U.S. Bureau of Labor Statistics and made available to us by ESD.⁹ These data include all employment covered by state Unemployment Insurance, along with federal employment.

Tables below show characteristics of establishments located in Seattle. In the appendices, we show characteristics of establishments located in the rest of King County.

For each establishment, we have computed whether 30% or more of the full-time equivalent (FTE)¹⁰ employment of the establishment earn the state minimum wage or less in 2012 (\$9.04), less than or equal to 130% of the state minimum wage in 2012 (\$11.75), or \$15 per hour or more (\$14.13).¹¹

⁹ This “program publishes a quarterly count of employment and wages reported by employers covering 98 percent of U.S. jobs, available at the county, MSA, state and national levels by industry” (<http://www.bls.gov/cew/>).

¹⁰ FTE is the sum of all work hours divided by 40 hours per week to approximate equivalent number of full time workers.

¹¹ Minimum wage in 2012 was \$9.04, less than or equal to 130% of the state minimum wage in 2012 was \$11.75, and \$15 per hour or more was \$14.13 (in projected 2015 dollars assuming 2 percent inflation per year, $\$15/(1.02)^3 = \14.13).

B6. Share of Seattle Establishments with a Large Percent of Low-Wage Workers

Only 3 percent of Seattle establishments have 30% or more of their FTE employees earning the state minimum wage. A much larger share of Seattle establishments (27%) have 30% or more of their FTEs earning \$15 or less.

- In the Industry with the most minimum wage workers, Accommodation and Food Services, 17% of establishments have 30% or more of their FTEs earning the state minimum wage – this figure rises to 82% of establishments having 30% of FTE earning \$15 per hour or less.
- For second highest low wage industry, Retail Trade establishments, 6% have 30% or more of their FTEs earning the state minimum wage, and 59% of Seattle’s Retail Trade establishments have 30% or more of their FTEs earning \$15 or less.

2-Digit NAICS Industry Name	Share of Seattle establishments with >=30% of their FTE employees that earn:		
	State minimum wage or less	130% of WA min. wage or less	\$15 Per Hour or less
GOVERNMENT	0.0%	0.0%	2.2%
Health Care and Social Assistance	0.8%	12.3%	28.8%
Professional, Scientific, and Technical Services	0.4%	3.5%	7.2%
Accommodation and Food Services	17.2%	58.7%	82.0%
Retail Trade	5.7%	40.8%	58.8%
Manufacturing	2.0%	15.9%	31.4%
Administrative and Support and Waste Management and Remediation Services	1.2%	11.1%	25.2%
Finance and Insurance	0.4%	5.7%	10.4%
Wholesale Trade	0.2%	3.9%	8.9%
Information	1.4%	4.6%	9.0%
Construction	0.3%	2.3%	7.3%
Other Services (except Public Administration)	2.0%	20.7%	33.7%
Transportation and Warehousing	0.7%	6.4%	17.4%
Real Estate and Rental and Leasing	0.9%	10.0%	20.6%
Arts, Entertainment, and Recreation	2.3%	26.4%	40.0%
Educational Services	1.8%	8.6%	16.0%
OTHER INDUSTRIES	1.0%	6.8%	12.3%
Total	3.0%	16.6%	27.4%

FTE=Full Time Equivalence employees

B7. Share of Seattle Establishments with a Large Percent of Low-Wage Workers Operating in Other WA Jurisdictions

Less than 20% of Seattle Establishment with 30% or more of their FTEs earning “low wages” (by any of three definitions of low wages) operate in other Washington jurisdictions.

2-Digit NAICS Industry Name	Of Seattle establishments with 30% or more of their FTE employees that earn the following, this share <i>are in a firm that operate in other jurisdictions in WA:</i>		
	State minimum wage or less	130% of WA min. wage or less	\$15 Per Hour or less
GOVERNMENT	--	--	0.0%
Health Care and Social Assistance	0.0%	20.5%	19.3%
Professional, Scientific, and Technical Services	0.0%	9.6%	4.9%
Accommodation and Food Services	14.2%	17.2%	15.7%
Retail Trade	16.1%	28.6%	26.7%
Manufacturing	0.0%	6.4%	4.7%
Administrative and Support and Waste Management and Remediation Services	5.6%	5.5%	9.3%
Finance and Insurance	0.0%	56.4%	46.2%
Wholesale Trade	0.0%	3.7%	6.5%
Information	38.5%	11.6%	7.1%
Construction	0.0%	0.0%	1.7%
Other Services (except Public Administration)	4.9%	14.6%	14.6%
Transportation and Warehousing	0.0%	14.3%	11.8%
Real Estate and Rental and Leasing	0.0%	31.3%	27.7%
Arts, Entertainment, and Recreation	0.0%	36.5%	25.1%
Educational Services	0.0%	0.0%	0.0%
OTHER INDUSTRIES	0.0%	40.0%	38.9%
Total	12.3%	19.7%	17.3%

C. Poverty and Work in Seattle

C. Poverty and Work in Seattle

C1.: Poverty in Seattle, 2012

A low-wage worker may not be poor if he or she lives with others who earn enough to bring the family's total income over the poverty line. Conversely, a high-wage worker may be poor if, for example, he or she lives with many people or does not work enough hours to earn more than the poverty line. While the tables presented earlier focused on low-wage workers, these tables focus on poor adults and teens.

13.6% of all Seattle residents had income below the official poverty line in 2012.¹² Poverty among families was 7.2%; poverty among households was 11.9%.¹³ Seattle's poverty rates are lower than the corresponding national ones of 15.9, 11.8 and 14.7 percent.

Poor Persons		Poor Families		Poor Households	
Number	Percent	Number	Percent	Number	Percent
83,595	13.6%	8,933	7.2%	34,535	11.9%

Employment Characteristics of Poor Persons Age 16 or more

Note that many poor persons do not work, or have not worked within the past 12 months, and so do not have information on industry, occupation and other employment characteristics. These tables use data from the American Community Survey 2007 for Seattle.

C2.: Employment Status

- Half of poor persons age 16 or older worked during at least one week in the past 12 months.
- The average number of weeks worked among all poor persons age 16 or more was 13.7. The average for those who worked was 27.4 (not shown in table).
- On a weekly basis, 29 percent of poor persons were working and 9 percent reported being unemployed and looking for work. The majority were not in the labor force.¹⁴

Employment Status in Past Week	Percent of Poor Persons Age 16+:
Employed	29.1
Unemployed	8.9
Not in labor force	62.0
Total	100

¹² US poverty thresholds differ by family size and composition and are about \$12,000 for a single adult and just over \$18,000 for a family of 3. The full set are at:

<http://www.census.gov/hhes/www/poverty/data/threshld/index.html>

¹³ By census definition, "family" includes only people living with one or more people (one of whom is the householder) related by birth, marriage, or adoption. Households include all persons, but the rate differs from the rate for individuals because poor households average more people than non-poor households.

¹⁴ Though 62 percent were not working in the past week, over the past 12 months many of these persons did work during other weeks. This is why the annual figure of 50% not working is smaller than 62%.

C3.: Industry and Occupation of Poor Adults

Sixty percent of poor workers are in the industries of Accommodation and Food Services, Retail Trade, Health Care and Social Assistance, Educational Services, and Other Services. These are the same as the top industries for low-wage workers.

Top 5 Industries	Percent of Poor Workers Age 16+in Top 5 Industries:
Accommodation and Food Services	16.9
Retail Trade	15.3
Health Care and Social Assistance	12.4
Educational Services	8.1
Other Services	7.3
Total, Top 5	60.0

The most common occupations for poor workers are Food Preparation and Serving, Sales, Office and Administrative Support, Arts and Related, and Construction and Extraction. These top 5 occupations employ 53% of poor adults who worked.

Top 5 Occupations	Percent of Poor Workers Age 16+in Top 5 Occupations:
Food Preparation and Serving Related	14.7
Sales and Related	13.9
Office and Administrative Support	12.1
Arts, Design, etc.	6.4
Construction and Extraction	5.5
Total, Top 5	52.6

D. Estimates of Living costs

D. Estimates of Living costs

Living wage calculators offer estimates of the minimum income a family needs to attain a secure yet modest standard of living.

There are three prominent minimum income/living wage calculators:

- The “Living Wage Calculator” from Penn State’s Poverty in America Project,¹⁵
- The “Family Budget Calculator” developed by the Economic Policy Institute,¹⁶ and
- The “Self-Sufficiency Standard” developed by the University of Washington’s Center for Women’s Welfare.¹⁷

The calculators all provide minimum income estimates that differ across family structures. While similar in a number of ways, as discussed below the calculators differ in some of the assumptions and data sources that underlie their estimates.¹⁸

To derive the associated living wage from the income standards, we compute the wage that a full-time, full-year worker needs to attain that minimum income. This part of the report explains the methods used to calculate the minimum income and associated living wage, summarizes similarities and differences among the estimates from three standards, and compares them to the minimum wage, the official poverty line, and other indicators of low income.

Assumptions About Work

- The Living Wage Calculator assumes that if there are two adults, only one is assumed to work and child care expenses are not included, however we also calculate a wage for a family with 2 earners with paid childcare. The Calculator assumes full-time work – 40 hours/week for 52 weeks, or 2,080 hours/year.
- The Family Budget Calculator only considers parents with children. The Family Budget Calculator assumes that two parents work full-time (2,080 hours/year). If both parents earn the wage shown in Table D1, the family’s total income will reach the standard.
- The Self-Sufficiency Standard also assumes that if there are two parents, both work full-time.¹⁹ Again, if both parents work full time at the wage shown in Table D1, the family’s total income will reach the standard.

Comparison of Estimates

Table D1 presents estimates for four types of families based on costs in Seattle.²⁰ Because all calculators attempt to determine the minimum income a family needs to attain a secure yet modest standard of

¹⁵ <http://livingwage.mit.edu/>. This calculator is a refinement and extension of the calculator developed by the Economic Policy Institute.

¹⁶ <http://www.epi.org/resources/budget/>

¹⁷ <http://www.selfsufficiencystandard.org/pubs.html>

¹⁸ The appendix briefly discusses how the calculators deal with taxes and construct the costs of the budget components (housing, child care, etc.)

¹⁹ This measure assumes that working full time means 8 hours/day and 22 days/month. This multiplies to 2,112 hours per year. For ease of comparison we use 2,080 hours to compute the wage.

²⁰ Data for family types not in table 2 are available on the web sites of the calculators.

living, their results are well above the corresponding federal poverty line, which is intended to represent a minimal income that avoids serious economic deprivation. Depending on family type and the specific calculator, the minimum income is 171% to 349% of the poverty line.

Because of the different methods and assumptions behind the three calculators, the estimates of the minimum income for families with children span a surprisingly wide range. For a single adult, one child family, the largest estimate (\$52,925) exceeds the smallest (\$40,282) by more than \$12,000, or 31 percent. For a two adult, 1 child family, the corresponding figures are \$24,000 and 62 percent. However, estimates for a childless couple differ by merely 2 percent, while for a single adult the difference is a modest 12 percent (\$750).

The living wages derived from the minimum incomes similarly cover a wide range – from as little as \$7.72 to fully \$25.44 per hour. The highest living wage estimates are for single parent families, where one adult must earn all the income and pay for child care.

The Living Wage vs. the Minimum Wage

The concepts behind the living wage and the minimum wage differ in important, policy relevant ways. The legal minimum wage applies to all (covered) workers, regardless of their families' total income or expenses.

The living wage is about calculating the levels of adequate income. Because it varies greatly across different family' configurations, no reasonable uniform minimum wage can assure all families a living wage. For example, as Table D1 shows, a \$15 minimum wage is well above the living wage for 5 of the 12 estimates, essentially equal to the living wage for two, and at least \$3.50 below it for the other five.²¹ Thus, the usefulness for policy making of the notion of a living wage is unclear.

The Living Wage vs. the Federal Poverty Line

The federal poverty line was determined in 1963 by setting a threshold at three times the cost of a minimum food diet.²² The line has since been updated each year by adjusting for inflation. For 2013, the poverty line for one person is \$11,892, for three people, \$18,552, and for four people, \$23,836.²³ Families whose pre-tax cash income from private sources and government cash benefits fall below the line are deemed poor.

The official poverty measure does not account for in-kind benefits, taxes and tax credits, child care and other work-related expenses, regional cost of living differences, income pooling between unmarried cohabiting adults, and current standards of living (where food accounts for much less than a third of the typical budget). These omissions are some of the major critiques of the official measure. For example, a family may be below the poverty line based on the official measure of cash income, but above the line when its Earned Income Tax Credit is taken into account.

²¹ A \$12 minimum wage is above the living wage for 4 of the 12 estimates, essentially equal to the living wage for 1, and at least \$3.00 below it for the other 7.

²² The rationale for this multiple was that in the early 1960s, the family unit spent about one-third of its budget on food.

²³ U.S. Census Bureau. *Poverty Thresholds*, <http://www.census.gov/hhes/www/poverty/data/threshld/index.html>

The federal poverty line is intended to signify a minimum income that allows families to live free of serious economic deprivation based on budget data from the early 1960s. The calculators attempt to identify the minimum income needed for a family to live a modest, secure life in contemporary society.²⁴

A second important difference is that the federal poverty measure does not adjust for geographic differences in the cost of living, while the calculators attempt to do so. A third is that living wage calculators explicitly cost out the full range of goods and services consumed by families rather than relying on a multiple of the food budget. A fourth is that the adjustments for family structure differ from those in the federal measure.²⁵

Some argue that the official poverty line is too low to be a reasonable indicator of a minimally decent income in contemporary America. Two alternatives are commonly suggested – 125% of the official line (the “near poor”) or 200% of the line (sometimes labeled the “low income” line). Both of these more closely approach or even exceed the minimum incomes of living wage calculators for some types of families, but major differences still remain.

Percentage of Seattle Families with less than Living wage

Another way to benchmark the living wage minimum income is to ask what percentage of Seattle’s families currently falls below it. With one exception, the estimates suggest that between about 30 and 46 percent of Seattle’s families have incomes below those shown in the lower part of Table D1. Between 30 and 39 percent of Seattle families have incomes below the various minimum income standards for family with one adult and one child. Between 29 and 46 of all Seattle families have lower incomes than various minimum income standards for a family with two adults and one child.

Critique of Living Wage Calculators

The main critique of all efforts to determine the minimum income needed for a modest, secure life is that many value judgments are necessarily required to construct the budgets, and the bases for such judgments are readily open to question. For instance, each calculator assumes the cost of housing is the 40th percentile of HUD fair market rent for MSAs, that is, the dollar amount below which 40 percent of standard quality local rental units are rented. While this is reasonable, why is it inherently more appropriate than the 35th percentile, or the 30th or 45th? The 3 calculators set child care costs either to the average or to the 75th percentile of state or local rates. Why not, if we are seeking a minimum income, the 35% or 30th percentile?

Two calculators assume a family needs a car and include its cost for the transportation component of the budget. The third assumes that workers in King County use public transit because the system is regarded as adequate and ignores the reality that most low-income families rely on cars for much non-

²⁴Gould, Elise, et al. *What Families Need to Get By: The 2013 Update of EPI’s Family Budget Calculator*; <http://www.epi.org/publication/ib368-basic-family-budgets/> Economic Policy Institute.

²⁵ Of course, there is no conceptual difference between the federal poverty line and a living wage defined as the wage needed to support a family of 4 at the poverty line.

work travel. While one could argue which is the better approach, it is worth noting that the different assumptions about transportation costs result in about a \$4,500 difference in the total minimum income for a 1 adult, 1 child family.

The Living Wage vs. Relative Poverty

A relative poverty line roughly represents, in Adam Smith's words, the cost of "those things which the established rules of decency have rendered necessary to the lowest rank of people." A relative poverty line rises in step with a society's real standard of living, in contrast to absolute poverty lines like the federal one, which only adjust for inflation and remain fixed in real terms. The premise of a relative poverty measure is that it better indicates the socially relevant level of economic need in an affluent society. It is a socially constructed view of the minimum needed to participate in a society's mainstream life. In contrast, the minimum incomes and associated living wages presented in Table D1 are built from "the ground up" by small groups seeking to discern what constitutes the cost of a modest, secure life.

Surveys suggest that the socially perceived relative poverty line in the U.S. has been 45 to 50 percent of median family income. In Seattle, half of the median family income in 2012 was \$35,005 (in 2013 dollars), or about 47 percent larger than the official 4 person poverty line. The minimum incomes for the families with children in Table D1 exceed \$35,005 by 10 to 79 percent. This suggests that some living wage calculators yield estimates that, if viewed as goals for public policy, would be unlikely to command strong political support.

Table D1: Alternative Measures of the Living Wage

FAMILY TYPE	LIVING WAGE CALCULATOR	FAMILY BUDGET CALCULATOR**	SELF-SUFFICIENCY STANDARD**
Single Adult			
<i>Annual income</i>	\$20,344	N/A	\$22,876
<i>Living wage</i>	\$9.78*	N/A	\$11.00
<i>Annual income as percent of official poverty line</i>	171%	N/A	192%
Two Adults (no children)			
<i>Annual family income</i>	\$31,346	N/A	\$32,096
<i>Living wage</i>	For one worker: \$15.07 For two workers: \$7.54	N/A	\$7.72/adult
<i>Annual income as percent of official poverty line</i>	207%	N/A	212%
Single Adult and One Child			
<i>Annual family income</i>	\$43,327	\$52,925	\$47,756 preschooler \$40,282 school-age
<i>Living wage</i>	\$20.83	\$25.44	\$22.73 preschooler \$19.37 school-age
<i>Annual income as percent of official poverty line</i>	286%	349%	315% 266%
Two Adults and One Child			
<i>Annual family income</i>	\$38,641 (1 worker) \$46,820 (2 workers)	\$62,769	\$52,948 preschooler \$45,494 school-age per adult
<i>Living wage</i>	For one worker: \$18.58 For two workers: \$11.25	For each worker: \$15.09	For each worker: \$12.73 preschooler \$10.94 school-age
<i>Annual income as percent of official poverty line</i>	208%(1 worker) 252% (2 workers)	338%	285% preschooler 245% school-age
Place	King County and Seattle	Seattle-Bellevue HUD Metro FMR	King County and Seattle

*All numbers calculated in 2013 dollars; All standards assume full time work for workers.

**The wage assumes both adults in two adult families work full time.

E. How does Seattle compare to other cities?

E. How does Seattle compare to other cities?

E1. Demographics of Low-Wage Workers: Seattle vs. Other Western Cities

Seattle’s low wage workers are similar to those in Denver, Portland, Sacramento and San Francisco in gender and disability status. For the other demographic characteristics, there is no overall pattern to the differences. For these tables, “low wage” means a worker earned less than \$15 per hour.

- Seattle’s low wage workers are better educated – 66% have at least some college. The corresponding figure for other cities ranges from 58% (Portland) to 39% (Denver).

	Percent of Low Wage Workers with Education level				
Education Level	Seattle	Denver	Portland	Sacramento	San Francisco
Less Than HS	14%	22%	16%	23%	22%
High School or GED	20%	39%	26%	33%	27%
Some College	39%	30%	39%	32%	27%
Bachelor's Degree or more	27%	9%	19%	12%	23%
Totals	100%	100%	100%	100%	100%

- The age distribution of Seattle’s low wage workers is similar to Denver’s, Portland’s and Sacramento’s. Seattle’s low wage workers are younger than San Francisco’s.

	Percent of Low Wage Workers by Age Group				
Age	Seattle	Denver	Portland	Sacramento	San Francisco
Under 19	5%	11%	5%	7%	5%
19-24	30%	24%	22%	26%	19%
25-44	41%	40%	47%	44%	42%
45-54	15%	13%	15%	13%	20%
55+	9%	12%	11%	10%	15%
Totals	100%	100%	100%	100%	100%

- The race and ethnicity of Seattle’s low wage workers differs from the other cities’. Seattle has a much higher proportion of whites than Sacramento and San Francisco; a higher proportion of Asian/Pacific Islanders than Denver and Portland but a much lower proportion than San Francisco; and a smaller proportion of Hispanics than Denver, Sacramento and San Francisco

Race / Ethnicity	Percent of Race / Ethnicity for Low Wage Workers				
	Seattle	Denver	Portland	Sacramento	San Francisco
White	60%	61%	70%	33%	30%
Black	11%	3%	8%	14%	9%
Native Hawaiian / American Indian / Alaskan Native	1%	0%	1%	0%	0%
Asian / Pacific Islander	17%	3%	7%	21%	41%
Other	0%	0%	0%	0%	1%
Hispanic	10%	33%	13%	31%	20%
Totals	100%	100%	100%	100%	100%

- The gender composition of low wage workers is similar for all 5 cities.

Sex	Percent of Gender for low wage workers				
	Seattle	Denver	Portland	Sacramento	San Francisco
Male	46%	47%	50%	49%	47%
Female	54%	53%	50%	51%	53%
Totals	100%	100%	100%	100%	100%

- Compared to the other four cities, Seattle’s low wage workers are less likely to be married (24% versus 33-38%) and more likely to have never married (66% versus 47-53%).

Marital Status	Percent of Marital Status for low wage workers				
	Seattle	Denver	Portland	Sacramento	San Francisco
Married	24%	38%	34%	33%	35%
Separated / Divorced	8%	13%	14%	11%	13%
Widowed	2%	2%	1%	3%	2%
Never Married	66%	47%	51%	53%	51%
Totals	100%	100%	100%	100%	100%

- In Seattle, Denver and Portland about one in seven low wage workers are not citizens. In contrast, about one in four low wage workers in Sacramento and San Francisco are not citizens.

Citizenship Status	Percent of Citizenship Group for low wage workers				
	Seattle	Denver	Portland	Sacramento	San Francisco
Native US Citizen	75%	83%	80%	65%	48%
Naturalized US Citizen	10%	3%	7%	12%	27%
Not A Citizen	15%	13%	13%	23%	25%
Totals	100%	100%	100%	100%	100%

- In Seattle, Denver and Portland, about 90% of low wage workers are native English speakers. San Francisco stands out with only 75% of low wage workers being native English speakers.

Language	Percent of language group for low wage workers				
	Seattle	Denver	Portland	Sacramento	San Francisco
Native English Speaker	89%	92%	91%	84%	74%
Speaks English But Not Well	9%	6%	7%	12%	18%
Does Not Speak English	2%	2%	2%	5%	9%
Totals	100%	100%	100%	100%	100%

- In all 5 cities, only 3 or 4 percent of low wage workers report a disability that creates difficulty in working.

Disability Status	Percent of Disability Status for low wage workers				
	Seattle	Denver	Portland	Sacramento	San Francisco
No Disability That Affects Work	97%	96%	97%	96%	97%
Disability Creates Difficulty Working	3%	4%	3%	4%	3%
Totals	100%	100%	100%	100%	100%

E2. Cost of Living Comparisons: Seattle vs. Other Western Cities

To compare Seattle’s cost of living with that of selected other western cities, we draw on the findings of the living wage calculators. Each calculator estimates the cost of the same basket of goods and services

for different cities using local prices to derive the total cost of the minimum income it regards as needed for a secure, modest standard of living. Whether or not one thinks the minimum income and associated living wage are appropriate targets for public policy, the cross-city differences in the minimum income provide a method of capturing differences in the cost of living.

Table E2 provides comparisons of Seattle with 5 other large western cities: Denver, Portland, Sacramento, San Diego, and San Francisco. We divided each city’s minimum income by the corresponding value for Seattle and expressed the result in percentage terms. For example, the value of 96 for Denver in row 1 indicates the cost of the minimum is 4 percent lower than Seattle’s. The Living Wage and Family Budget calculators find Denver, Portland and Sacramento to have a cost of living similar to Seattle’s. San Diego’s cost is about 12 percent higher, while San Francisco’s is about 30 percent higher.

The Self-Sufficiency Standard yields different results. Denver and Portland are judged 10-15 percent cheaper than Seattle, and Sacramento slighter higher. San Diego and San Francisco are both judged about 24 percent more costly than Seattle.

Table E2: Comparative Cost of Living in Six Western Cities (Seattle = 100)

LIVING WAGE CALCULATOR	Denver	Portland	Sacramento	San Diego	San Francisco
Single Adult	96	98	103	118	133
Two Adults	97	102	102	113	129
Single Adult + One Child	102	95	101	111	127
Two Adults + One Child	100	100	103	114	132
FAMILY BUDGET CALCULATOR*					
Single Adult + One Child	100	105	103	112	134
Two Adults + One Child	99	102	97	107	124
SELF-SUFFICIENCY STANDARD*					
Single Adult	86	85	109	131	135
Two Adults	89	86	114	127	120
Single Adult + School-Age Child**	81	70	100	115	122
Two Adults + School-Age Child	86	75	108	120	119

*These two measures use county and MSA areas, not central cities

F. Possible Impacts of Minimum Wage Changes on Earnings, Poverty, and Businesses

F1. Possible Changes in Earnings for Low-wage Workers

To estimate how changes in the minimum wage could affect annual earnings for typical workers, we multiply hourly wages by the median number of annual hours worked (for example, 1,040 hours for minimum wage workers). We also provide an estimate for a person who works full-time for a full year (2,000 hours). **Our analysis does not consider secondary impacts of increases to the minimum wage on hours or employment.**

- Typical employees earning the minimum wage of \$9.32 who work 1,040 hours a year could see their annual earnings increase by \$2,912 (30%) if the minimum wage increased to \$12.12. Fully employed workers' earnings would increase by \$5,600 (also 30%).
- With a minimum wage increase to \$15.00, employees making the current minimum wage could increase their earnings by \$5,907 (61%) if they worked the median (1,040) hours or \$11,360 if they worked full-time all year.
- Typical employees earning just above the minimum wage at \$10.80 per hour work 1,757 hours per year. They could see their annual earnings increase by \$2,319 (12%) under a \$12.12 minimum wage and by \$7,379 (39%) under a \$15.00 minimum wage.

Table F1. Impacts of changes to the minimum wage on annual earnings

Wage	Total Hours Worked for Year	Annual earnings, \$9.32 minimum wage	Annual earnings, \$12.12 minimum wage	Increase in earnings, \$12.12 minimum wage	% Increase, \$12.12 minimum wage	Annual earnings, \$15 minimum wage	Increase in earnings, \$15 minimum wage	% Increase, \$15 minimum wage
Assuming Median Hours Worked Per Year								
\$9.32	1040	\$9,693	\$12,605	\$2,912	30%	\$15,600	\$5,907	61%
\$10.80	1757	\$18,976	\$21,295	\$2,319	12%	\$26,355	\$7,379	39%
\$12.12	1757	\$21,295	\$21,295	\$0	0%	\$26,355	\$5,060	24%
\$13.50	1866	\$25,191	\$25,191	\$0	0%	\$27,990	\$2,799	11%
Assuming Full Year Worker								
\$9.32	2000	\$18,640	\$24,240	\$5,600	30%	\$30,000	\$11,360	61%
\$10.80	2000	\$21,600	\$24,240	\$2,640	12%	\$30,000	\$8,400	39%
\$12.12	2000	\$24,240	\$24,240	\$0	0%	\$30,000	\$5,760	24%
\$13.50	2000	\$27,000	\$27,000	\$0	0%	\$30,000	\$3,000	11%

F2. Possible Changes to Basic Food benefits (Food Stamps)

We used Washington State’s on-line benefit calculator to estimate the value of food stamp benefits for low wage workers and how that might change with changes to the minimum wage.²⁶

We calculated the monthly income for workers at \$9.32, \$12.12, and \$15 per hour assuming they worked the median number of hours for those earning \$9.32 (1040 hours per year) or full-time, full year (2000 hours per year). We also calculated benefits at the median family income for families earning \$9.32 (\$1404 per month) and increased that by 30% and 60% (the approximate percentage income increases for an increase of minimum wage to \$12.12 and \$15 per hour).

To use the on-line calculator, we assumed that family income was all from earnings, that rent was \$800 for one person households and \$1000 for 2 or 3 person households, and that the family paid no childcare or extra utilities.

For a family of three with median family income for \$9.32 workers, food stamp benefits could drop from \$348 dollars to \$227 with a \$12.12 minimum wage, and to \$75 with a \$15 wage. Drops would be less for workers working fewer hours and benefit levels are lower for smaller households.

		Food stamp benefit for household size:		
Rent (assumed)		1 person	2 person	3 person
		\$800	\$1,000	\$1,000
Earnings (assumed)	Monthly Income			
\$9.32 for 1040 hours	\$808	\$183	\$341	\$491
\$9.32 2000 hours	\$1,553	\$15	\$163	\$313
Median family income for \$9.32 workers	\$1,404	\$15	\$198	\$348
\$12.12 for 1040 hours	\$1,050	\$126	\$284	\$434
\$12.12 for 2000 hours	\$2,020	\$0	\$15	\$157
Median income + 30%	\$1,826	\$15	\$77	\$227
\$15 for 1040 hours	\$1,300	\$48	\$224	\$374
\$15 for 2000 hours	\$2,500	\$0	\$15	\$0
Median income + 60%	\$2,247	\$0	\$15	\$75
Assumes all income from earnings, no childcare, no utilities paid, no elderly or disabled.				
Calculated with http://foodhelp.wa.gov/bf_benefit_estimator.htm				

²⁶ Calculated with http://foodhelp.wa.gov/bf_benefit_estimator.htm

F3. Static Effect of Raising the Minimum Wage on Rates of Poverty

For the next analysis, we conduct a *very* simple simulation of the effect of raising the minimum wage on rates of poverty. We begin with the same sample of persons as in Section A, including individuals in the 2007 ACS over age 16, who worked in the last year, but whose most recent job was not self-employment or as an unpaid family worker.

We simulate the effect of an increase of the minimum wage to \$12.12 per hour by raising the hourly wages of those individuals whose wage was below this threshold up to \$12.12 and then multiplying by their hours worked in 2007. We then compute the change in this worker's annual wage income and add this change to the worker's family's total income. Finally, we compute whether the family is in poverty with and without the minimum wage increase, and compute rates of poverty for persons. We repeat this simulation for an increase of the minimum wage to \$15.00 per hour.²⁷

We report poverty rates for four groups: all residents in Seattle (including children and nonwage workers); Seattle residents who earn wages; Seattle residents who earn wages in Seattle; and Washington residents who earn wages in Seattle.

There are several important reasons that we view the results of this simulation with a high degree of skepticism. First, some workers who earn wages below the minimum wage are employed in the "informal economy" and these workers are unlikely to receive the full benefits of the minimum wage increase.²⁸ Second, this analysis is "static" as it does not include any number of adjustments which are likely to occur. It does not simulate the possibility that firms may increase the wages of their other employees, that the composition of the employees may change (e.g., a shift in demand towards higher skilled workers), that labor turnover may decrease and productivity increase, or that businesses may close or relocate and thus reduce the size of their workforce or the number of hours worked. It does not include an estimate of a change in labor supply, including changes in the skill and composition of persons who would seek more or fewer hours given the higher wage.²⁹

Nearly all of these adjustments would reduce the impact of a minimum wage on rates of poverty. Thus, we *strongly caution* the reader to take these caveats into account. As is, **these results should be taken as upper bounds of the true effect. Effects of this magnitude are unlikely to occur.**

²⁷ In the poverty simulations, for anyone missing total family income we used wage income, which was then divided by the appropriate poverty threshold. This allowed us to include individuals living in group quarters, who don't get a poverty value in the ACS.

²⁸ For a discussion of this topic, see "The incidence of subminimum pay among native and immigrant workers" by Richard Fry and B. Lindsay Lowell, *Population Research and Policy Review*, 1997, Volume 16, Issue 4, pp 363-381.

²⁹ These issues are discussed in the recent Congressional Budget Office analysis of the likely effects of an increase in the federal minimum wage: "The Effects of a Minimum-Wage Increase on Employment and Family Income", February 2014, <http://www.cbo.gov/sites/default/files/cbofiles/attachments/44995-MinimumWage.pdf>. Their analysis found that an increase in the federal minimum wage to \$10.10 would reduce employment by around 500,000 workers and reduce the number of people below the poverty threshold by 900,000. However, it should be noted that a federal increase in a minimum wage is likely have different effects on the labor market than a local increase in a minimum wage as it may be easier for businesses to move out of a local area than out of the country.

If there were no changes in the labor market (*which is unlikely*), an increase in the minimum wage to \$15.00 per hour is simulated to reduce the share of Seattle’s residents whose family income was below the poverty line from 13.6% to 9.4%.

- Nearly three-quarters of this decline in the poverty rate would be achieved by raising the minimum wage to \$12.12 per hour, with the poverty rate falling from 13.6% to 10.6%.
- The poverty rate for Seattle residents who earn wages is lower at baseline (10.7%) and would fall by a slightly larger amount with increases in the minimum wage.
- The poverty rates for Seattle residents who work in Seattle and all Washington residents who earn wages in Seattle are both lower at baseline (7.6% and 5.7% respectively) and both rates fall substantially with increases in the minimum wage.

Sample	Baseline Poverty Rate	Poverty Rate Given an Increase of Minimum Wage to:	
		12.12 per hour	15.00 per hour
All Seattle residents	13.6%	10.6%	9.4%
Seattle residents who earn wages	10.7%	7.5%	6.4%
Seattle residents who earn wages in Seattle	7.6%	4.3%	3.4%
Washington residents who earn wages in Seattle	5.7%	3.4%	2.9%

F4. Effect of Raising the Minimum Wage on Business Payroll

We made simple calculations of the impact of minimum wage changes on total annual payroll in three hypothetical businesses.

This *very* simple model only captures the increased wages that businesses would be legally required to pay, and does not take into account possible adjustments that may occur, including the possibility that they may also increase the wages of their other employees, that the composition of the employees may change, that labor turnover may decrease and productivity increase, or that the business may reduce the size of their workforce or the number of hours worked. Assuming no such adjustments, we simulate the effects of raising the minimum wage to \$15 (and in the appendix tables show the effect of raising the minimum wage to \$12.12).

Hypothetical Business 1 is in the Retail Trade industry. We assume it employees 31 FTE employees,³⁰ with 6 FTEs earning the minimum wage of \$9.32, 4 FTEs earning \$10.50, 5 FTEs earning \$13, 3 FTEs earning \$15.50, and 13 FTEs earning \$18 per hour. This assumed employee wage distribution roughly matches the wage distribution of Retail Trade workers in the 2012 ACS. We follow the same process for constructing assumed wage distributions of employees for Business 2 in the Accommodation and Food Services industry with 19 employees,³¹ and Business 3 in the Health Care & Social Assistance industry with 22 employees,³² with the assumed wage distributions of employees shown in the tables below.

- **Changes in payroll costs attributable to changes in the minimum wage depend the number of workers earning less than the new minimum wage. In these three hypothetical businesses, we found payroll costs could increase by 9 to 23% with a change to a \$15 minimum wage. This would be higher if employers maintained pay ladders by increasing wages for other workers and lower if employers decreased work hours, hired more productive workers, or moved employment outside the city.**

Business 1 results:

- If the minimum wage were increased to \$15, total annual payroll would increase by 14% while average hourly wages would increase from \$14.30 to \$16.31.

³⁰ For example, the average “Food and Beverage” retail store employed 31.4 employees in King County in the first quarter of 2013 (based on data from the Quarterly Census of Employment and Wages).

³¹ For example, the average “Food Services and Drinking Places” employed 18.8 employees in King County in the first quarter of 2013 (based on data from the Quarterly Census of Employment and Wages).

³² For example, the average “Social Assistance” establishment employed 22.0 employees in King County in the first quarter of 2013 (based on data from the Quarterly Census of Employment and Wages).

Worker Designation	Number of FTE Employees	Wage under current minimum wage	Wage under new minimum wage	Difference in wage	FTE × Current minimum wage	FTE × New minimum wage	Difference in total cost per hour	% Change in Total Cost
Employee group 1	6	\$9.32	\$15.00	\$5.68	\$55.92	\$90.00	\$34.08	60.94%
Employee group 2	4	\$10.50	\$15.00	\$4.50	\$42.00	\$60.00	\$18.00	42.86%
Employee group 3	5	\$13.00	\$15.00	\$2.00	\$65.00	\$75.00	\$10.00	15.38%
Employee group 4	3	\$15.50	\$15.50	\$0.00	\$46.50	\$46.50	\$0.00	0.00%
Employee group 5	13	\$18.00	\$18.00	\$0.00	\$234.00	\$234.00	\$0.00	0.00%
Totals	31	-	-	-	\$443.42	\$505.50	\$62.08	14.00%

Business 2 results:

- If the minimum wage were increased to \$15, total annual payroll would increase by 23% while average hourly wages would increase from \$12.89 to \$15.84.

Worker Designation	Number of FTE Employees	Wage under current minimum	Wage under new minimum wage	Difference in wage	FTE × Current minimum wage	FTE × New minimum wage	Difference in total cost per hour	% Change in Total Cost
Employee group 1	6	\$9.32	\$15.00	\$5.68	\$55.92	\$90.00	\$34.08	60.94%
Employee group 2	4	\$10.50	\$15.00	\$4.50	\$42.00	\$60.00	\$18.00	42.86%
Employee group 3	2	\$13.00	\$15.00	\$2.00	\$26.00	\$30.00	\$4.00	15.38%
Employee group 4	2	\$15.50	\$15.50	\$0.00	\$31.00	\$31.00	\$0.00	0.00%
Employee group 5	5	\$18.00	\$18.00	\$0.00	\$90.00	\$90.00	\$0.00	0.00%
Totals	19	-	-	-	\$244.92	\$301.00	\$56.08	22.90%

Business 3 results:

- If the minimum wage were increased to \$15, total annual payroll would increase by 9% while average hourly wages would increase from \$15.33 to \$16.76.

Worker Designation	Number of FTE Employees	Wage under current minimum	Wage under new minimum wage	Difference in wage	FTE × Current minimum wage	FTE × New minimum wage	Difference in total cost per hour	% Change in Total Cost
Employee group	3	\$9.32	\$15.00	\$5.68	\$27.96	\$45.00	\$17.04	60.94%
Employee group	2	\$10.50	\$15.00	\$4.50	\$21.00	\$30.00	\$9.00	42.86%
Employee group	2	\$13.00	\$15.00	\$2.00	\$26.00	\$30.00	\$4.00	15.38%
Employee group	2	\$15.50	\$15.50	\$0.00	\$31.00	\$31.00	\$0.00	0.00%
Employee group	12	\$18.00	\$18.00	\$0.00	\$216.00	\$216.00	\$0.00	0.00%
Totals	21	-	-	-	\$321.96	\$352.00	\$30.04	9.33%

Appendix A: American Community Survey Data and Sample

The source for the worker demographics and wage and income distributions is the US Census Bureau's American Community Survey (ACS). The ACS is a main source of information on demographics, social, and economic factors replacing the former long form of the census. With an initial sampling frame of approximately 3 million housing units and group quarters, the ACS is second in size only to the decennial Census itself among Census Bureau surveys.

ACS probability sampling is highly complex, involving multiple stages and phases, clustering (within household or group quarters), and stratification. It covers all counties and county-like geographic divisions (e.g., Alaska census areas) and most Native American, Alaskan Native, and Hawaiian Native areas. The sampling frame involves stratification by multiple geographic areas, building types, race and Hispanic origin, sex, and age, among other factors. The complex sampling probabilities also account for non-response at multiple stages.

Publicly available microdata (individual- or household-level responses) represent 1% of all housing units and of all individuals living in group quarters, and thus represents a further subsample of the full ACS data. In Washington, this includes 29,147 out of over 2.9 million households and 1,415 out of an estimated group quarters population of 141,411 in 2012 (Census Bureau, no date, Tables 1 & 2). The public use microdata files include information for approximately 3 million individuals total.

The complex sampling of the ACS, combined with the microdata sampling, is expressed in a household weight and a person weight, which allow analysts to weight results to represent the entire US population of households and of individuals, including those residing in institutions such as military barracks, college dormitories, and correctional facilities. Because of the further subsampling used to produce the microdata, estimates from microdata will differ from published full ACS estimates except for some variables specifically included in the weights. To facilitate verifying that users are implementing the weights correctly, the Census Bureau provides a set of estimates from the full ACS sample created *as if* the microdata weights were used.

The Census Bureau undergoes various measures to protect confidentiality. In the publicly available microdata, this includes masking the clustering and stratification. Survey sampling analysis customarily produces standard errors (which can be further expressed as margins of error or confidence intervals) to capture the uncertainty around estimates due to the sampling. In some surveys, complete information about the sampling is provided, allowing more direct estimation of standard errors accounting for the sampling. This cannot be done with ACS microdata.

Instead, there are two main methods of estimating standard errors in the ACS microdata. The preferred method is to use replicate weights developed by a method called successive differences replication, a type of balanced repeated replication (see US Census Bureau 2010 and Lumley 2010 for more information). In this report we utilize the (80) replicate weights, which essentially represent a set of (80) subsamples, the variation among which is used to estimate the standard errors.

Although we are only interested in King County or Seattle residents for this report, the most precise estimation of standard errors for an estimate come from evaluating the subpopulation of interest in the context of the larger population. Also known as domain estimation (Lumley 2010), estimation in subpopulations is essentially conducted utilizing all the covariance among individuals across subpopulations in the entire ACS microdata.

Most results are from 2007 data because that was the last year in which the ACS queried actual number of weeks worked in the past 12 months (subsequent years ask this in intervals, such as 14 to 26 weeks). This was needed to estimate the hourly wage, defined as:

$$WAGE = \frac{INCWAGE}{WKSWORK1 \times UHRWORK}$$

where

- *INCWAGE* is the reported total wage income received as an employee.
 - Question text: (“Give your best estimate of the total amount during the past 12 months” of) “wages, salary, commissions, bonuses, or tips from all jobs. Report amount before deductions for taxes, bonds, dues, or other items.”
- *WKSWORK1* is the reported weeks worked.
 - Question text: “During the past 12 months, how many weeks did this person work? Count paid vacation, paid sick leave, and military service.”
- *UHRWORK* is the reported average hours worked per week in weeks in which the person worked.
 - Question text: “During the past 12 months, in the weeks worked, how many hours did this person usually work each week?”

Note that all questions are, of course, subject to various errors of recall. While the wage income question *asks* about tips, actual reporting of tips is likely to resemble the individual’s reporting of tips on their income taxes. Finally, note that weeks and hours worked may have included some combination of employed time, self-employment time, and time spent in unpaid family labor (household, business, or farm). The wage analyses are therefore conducted only among those whose most recent work was characterized as paid employment. Paid employment is categorized based on the past week for those employed in the week before the survey, and on the work activity at which the individual spent the most hours during the week. The relevant questions were asked only of those ages 16 and older with any work experience in the past five years. The universe for the wage analyses is thus individuals with non-zero reported weeks worked whose last work activity was characterized as paid employment.

References

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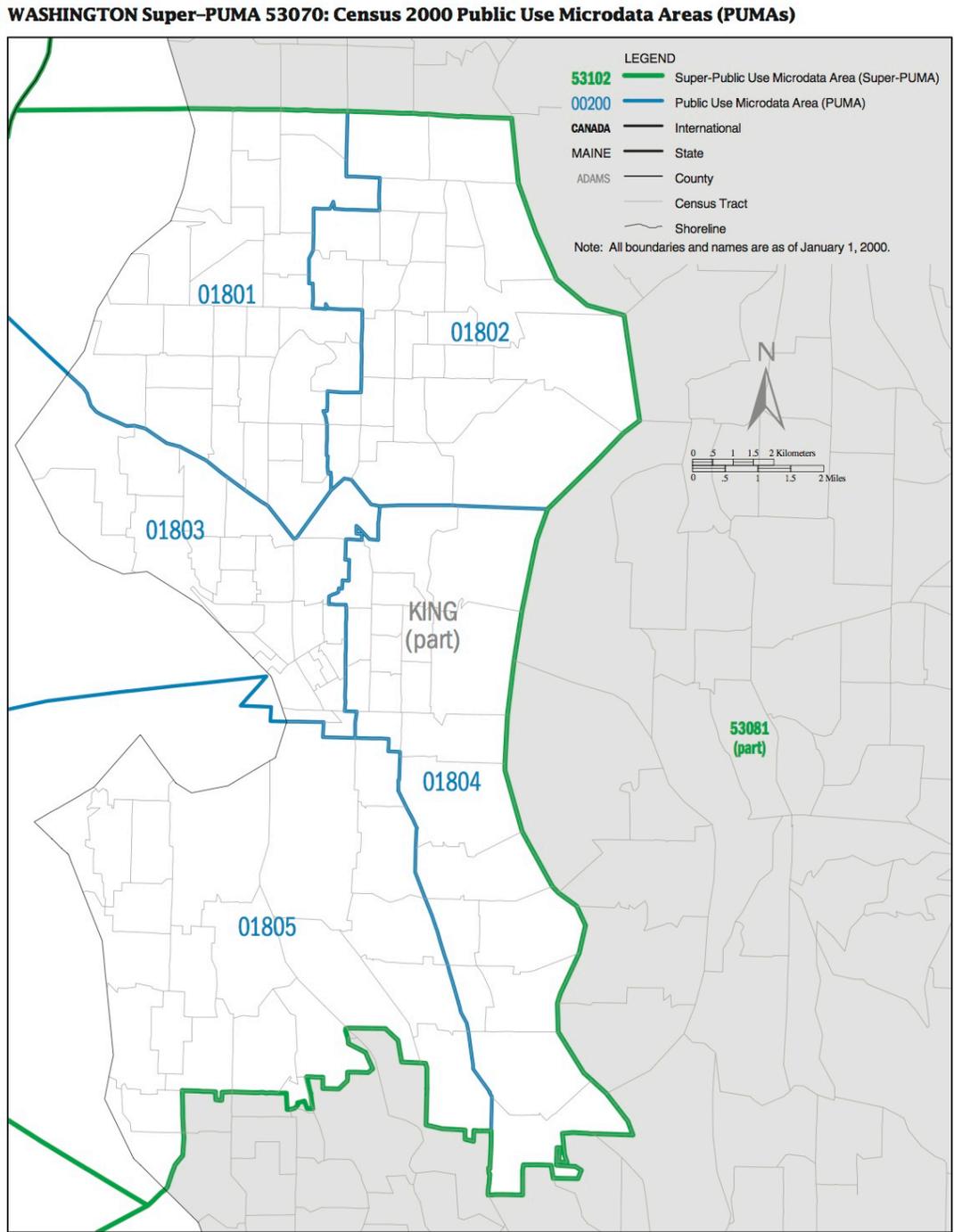
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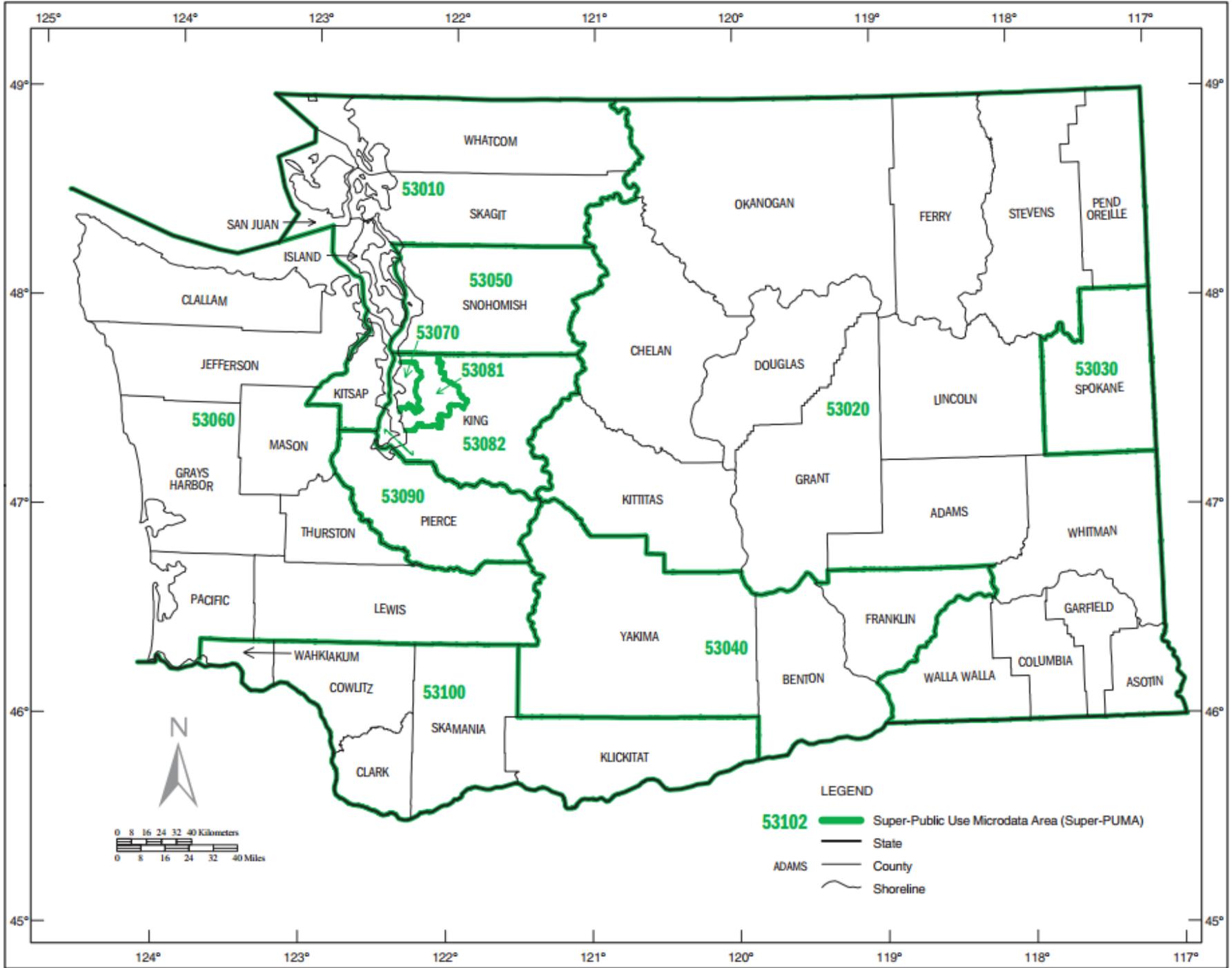
Appendix B: Maps of Geographic areas used in the analysis

Seattle Neighborhoods:



8 Washington

Public Use Microdata Sample (PUMS) files
U.S. Census Bureau, Census 2000



Appendix C: Business Scenarios for \$12.12 minimum wage

Business 1 results:

- If the minimum wage were increased to \$12.12, total annual payroll would increase by 5% while average hourly wages would increase from \$14.30 to \$15.05.

Worker Designation	Number of FTE Employees	Wage under current minimum wage	Wage under new minimum wage	Difference in wage	FTE × Current minimum wage	FTE × New minimum wage	Difference in total cost per hour	% Change in Total Cost
Employee group 1	6	\$9.32	\$12.12	\$2.80	\$55.92	\$72.72	\$16.80	30.04%
Employee group 2	4	\$10.50	\$12.12	\$1.62	\$42.00	\$48.48	\$6.48	15.43%
Employee group 3	5	\$13.00	\$13.00	\$0.00	\$65.00	\$65.00	\$0.00	0.00%
Employee group 4	3	\$15.50	\$15.50	\$0.00	\$46.50	\$46.50	\$0.00	0.00%
Employee group 5	13	\$18.00	\$18.00	\$0.00	\$234.00	\$234.00	\$0.00	0.00%
Totals	31	-	-	-	\$443.42	\$466.70	\$23.28	5.25%

Business 2 results:

- If the minimum wage were increased to \$12.12, total annual payroll would increase by 10% while average hourly wages would increase from \$12.89 to \$14.12.

Worker Designation	Number of FTE Employees	Wage under current minimum	Wage under new minimum wage	Difference in wage	FTE × Current minimum wage	FTE × New minimum wage	Difference in total cost per hour	% Change in Total Cost
Employee group 1	6	\$9.32	\$12.12	\$2.80	\$55.92	\$72.72	\$16.80	30.04%
Employee group 2	4	\$10.50	\$12.12	\$1.62	\$42.00	\$48.48	\$6.48	15.43%
Employee group 3	2	\$13.00	\$13.00	\$0.00	\$26.00	\$26.00	\$0.00	0.00%
Employee group 4	2	\$15.50	\$15.50	\$0.00	\$31.00	\$31.00	\$0.00	0.00%
Employee group 5	5	\$18.00	\$18.00	\$0.00	\$90.00	\$90.00	\$0.00	0.00%
Totals	19	-	-	-	\$244.92	\$268.20	\$23.28	9.51%

Business 3 results:

- If the minimum wage were increased to \$12.12, total annual payroll would increase by 4% while average hourly wages would increase from \$15.33 to \$15.89.

Worker Designation	Number of FTE Employees	Wage under current minimum	Wage under new minimum wage	Difference in wage	FTE × Current minimum wage	FTE × New minimum wage	Difference in total cost per hour	% Change in Total Cost
Employee group	3	\$9.32	\$12.12	\$2.80	\$27.96	\$36.36	\$8.40	30.04%
Employee group	2	\$10.50	\$12.12	\$1.62	\$21.00	\$24.24	\$3.24	15.43%
Employee group	2	\$13.00	\$13.00	\$0.00	\$26.00	\$26.00	\$0.00	0.00%
Employee group	2	\$15.50	\$15.50	\$0.00	\$31.00	\$31.00	\$0.00	0.00%
Employee group	12	\$18.00	\$18.00	\$0.00	\$216.00	\$216.00	\$0.00	0.00%
Totals	21	-	-	-	\$321.96	\$333.60	\$11.64	3.62%

Appendix D: The following tables replicate Tables B1-B3 for establishments located in King County, but not in Seattle

Distribution of Establishments by Industry

2-Digit NAICS Industry Name	All Establishments	Share of Establishments with Employees Numbering:			
		1 to 9	10 to 49	50 to 99	100 and above
GOVERNMENT	0.7%	0.1%	0.3%	0.1%	0.2%
Health Care and Social Assistance	10.5%	7.8%	2.1%	0.3%	0.2%
Professional, Scientific, and Technical Services	13.0%	11.0%	1.5%	0.2%	0.2%
Accommodation and Food Services	8.3%	4.7%	3.2%	0.3%	0.1%
Retail Trade	10.4%	6.9%	2.6%	0.5%	0.4%
Manufacturing	3.9%	2.2%	1.1%	0.3%	0.3%
Administrative and Support and Waste Management and Remediation Services	6.3%	4.8%	1.0%	0.2%	0.2%
Finance and Insurance	5.3%	4.2%	0.8%	0.1%	0.1%
Wholesale Trade	10.7%	8.5%	1.8%	0.3%	0.1%
Information	2.3%	1.6%	0.5%	0.1%	0.1%
Construction	10.2%	8.3%	1.6%	0.2%	0.1%
Other Services (except Public Administration)	6.8%	5.9%	0.8%	0.1%	0.1%
Transportation and Warehousing	2.8%	1.8%	0.7%	0.1%	0.1%
Real Estate and Rental and Leasing	4.5%	3.8%	0.5%	0.1%	0.0%
Arts, Entertainment, and Recreation	1.3%	0.8%	0.4%	0.1%	0.1%
Educational Services	1.8%	1.3%	0.4%	0.1%	0.0%
OTHER INDUSTRIES	1.2%	0.8%	0.3%	0.1%	0.1%
Total	100.0%	74.8%	19.7%	3.1%	2.4%

Distribution of Employees by Industry

2-Digit NAICS Industry Name	All Workers	Share of Workers in Establishments with Employees Numbering:			
		1 to 9	10 to 49	50 to 99	100 and above
GOVERNMENT	10.1%	0.0%	0.4%	0.2%	9.5%
Health Care and Social Assistance	8.2%	1.6%	2.3%	1.3%	3.0%
Professional, Scientific, and Technical Services	6.8%	1.3%	1.8%	0.9%	2.7%
Accommodation and Food Services	7.0%	1.0%	3.7%	1.0%	1.3%
Retail Trade	10.4%	1.4%	2.9%	2.0%	4.1%
Manufacturing	12.3%	0.4%	1.3%	1.2%	9.3%
Administrative and Support and Waste Management and Remediation Services	6.5%	0.7%	1.3%	0.9%	3.7%
Finance and Insurance	3.0%	0.7%	0.9%	0.4%	1.0%
Wholesale Trade	6.2%	1.2%	2.2%	1.1%	1.8%
Information	10.0%	0.2%	0.6%	0.4%	8.8%
Construction	4.6%	1.1%	1.9%	0.8%	0.7%
Other Services (except Public Administration)	2.7%	1.0%	0.9%	0.2%	0.5%
Transportation and Warehousing	4.6%	0.3%	0.9%	0.5%	3.0%
Real Estate and Rental and Leasing	1.9%	0.6%	0.6%	0.3%	0.5%
Arts, Entertainment, and Recreation	1.8%	0.1%	0.5%	0.3%	0.8%
Educational Services	1.3%	0.2%	0.5%	0.2%	0.4%
OTHER INDUSTRIES	2.4%	0.1%	0.3%	0.2%	1.8%
Total	100.0%	12.1%	22.9%	12.0%	52.9%

Distribution of Wages Paid by Industry

2-Digit NAICS Industry Name	Share of Total Wages Paid in 2012	Share of Workers	Difference
GOVERNMENT	7.5%	10.1%	-2.6%
Health Care and Social Assistance	5.2%	8.2%	-2.9%
Professional, Scientific, and Technical Services	8.2%	6.8%	1.5%
Accommodation and Food Services	2.2%	7.0%	-4.9%
Retail Trade	5.0%	10.4%	-5.5%
Manufacturing	15.0%	12.3%	2.7%
Administrative and Support and Waste Management and Remediation Services	5.0%	6.5%	-1.5%
Finance and Insurance	3.7%	3.0%	0.7%
Wholesale Trade	6.9%	6.2%	0.7%
Information	25.4%	10.0%	15.4%
Construction	3.8%	4.6%	-0.7%
Other Services (except Public Administration)	1.4%	2.7%	-1.2%
Transportation and Warehousing	3.8%	4.6%	-0.8%
Real Estate and Rental and Leasing	1.4%	1.9%	-0.6%
Arts, Entertainment, and Recreation	0.9%	1.8%	-0.9%
Educational Services	0.6%	1.3%	-0.8%
OTHER INDUSTRIES	4.0%	2.4%	1.6%
Total	100.0%	100.0%	0.0%

Appendix E: Treatment of Taxes and Budget Components by the Living Wage Calculators

Taxes: The calculations reflect post-tax income needed to live self-sufficiently. The Living Wage Calculator includes the payroll tax and federal income tax. The Family Budget Calculator uses the National Bureau of Economic Research's Internet TAXSIM to calculate federal tax liability, state tax liability, and FICA tax liability. The Self-Sufficiency Standard is more comprehensive than the other two because it includes both taxes (federal income tax, payroll tax, and state and local sales tax) and tax credits (EITC, CCTC, and CTC).

Budget Components: The calculators all include the same budget components but use varying sources of data to calculate the costs of some components.

- **Food:** The calculators consistently base a person or family's food budget on the USDA low cost plan. The Self-Sufficiency Standard goes one step further by calculating geographic differences using the ACCRA Cost of Living Index.
- **Child Care:** The Family Budget Calculator and Self-Sufficiency Standard both use the same data source (the Washington State Child Care Resource and Referral Network Survey) but only the Self-Sufficiency Standard adjusts for the child's age. The Family Budget Calculator only includes average costs for school-age children. The Living Wage Calculator also only includes average costs for school-age children but the data come from a Children Defense Fund report. The Self-Sufficiency Calculator's adjustment of age allows it to provide a more accurate number of what a family spends on child care.
- **Medical Expenses:** All three calculators use data from the Medical Expenditure Panel Survey to obtain employer-sponsored premium costs and out-of-pocket costs by geographic area along with the Consumer Expenditure Survey. The Self-Sufficiency Standard also disaggregates the statewide figures using the Washington State Office of the Insurance Commissioner report, *Individual Health Plans by County*. The calculators do not address the changes created by the Affordable Care Act so this is something that needs to be investigated further when calculating living wages in 2014 and beyond.
- **Housing:** The housing budget is standard across the three tools. They all use HUD's fair market rent standards for MSAs and set the housing standard at the 40th percentile of the rental market. In other words, the amount below which 40% of the standard rental housing units are rented. This is also the housing expenditure cutoff for Housing Choice Vouchers if families are recipients of that particular benefit. The calculators do differ in their assumptions of family size and corresponding bedroom count. The Family Budget Calculator and Self-Sufficiency Standard assume that families with one or two children live in a two bedroom unit and those with three children live in a three bedroom unit. The Living Wage Calculator assumes that a family with any number of children lives in a two bedroom unit. Housing costs for larger families are underestimated by this tool.
- **Transportation:** The Living Wage Calculator and Family Budget Calculator consider car travel when creating transportation budgets and do not consider whether public transit is a viable

option. This approach may overstate transportation costs in Seattle and King County, given the accessibility of public transit. In contrast, the Self-Sufficiency Standard assumes that workers use public transit if the system is adequate (used by more than 7% of the working population). Since King County meets this standard the Self-Sufficiency Standard reflects the costs of public transit. On the other hand, the Standard ignores the reality that most low-income families rely on cars for much non-work travel.

- **Other Necessities:** The Living Wage Calculator and Family Budget Calculator both obtain the cost of other necessities such as clothing and school supplies from the regionally adjusted Consumer Expenditure Survey. The Self-Sufficiency calculates the cost of these necessities by taking 10% of all other costs, which they argue is a conservative estimate compared to the other calculators.

The three living wage calculators are identical or very similar in some areas (housing, food, work hours assumptions) but differ when it comes to other components (, child care, medical expenses, transportation, other necessities). To make sense of how these differences affect the estimates, the appendix table offers a point of reference with the low, medium, or high grades under each budget component. Low means a component is on the lower side of cost, medium means the measure is somewhere in the middle or does not differ from the other estimates, and so on.

Appendix F: Comparison of 2012 and 2007 Work Outcomes

This report uses data from the 2007 American Community Survey (ACS from 2007 because it allows us to calculate hourly wages for workers.³³ We do this by dividing total annual earnings for each worker by the number of weeks worked in the year multiplied by the “usual” number of hours worked in a week. [See Appendix A for details on question wording.] Because the “Great Recession” was officially December 2007 through June 2009, data from 2007 is pre-recession and may serve as a good representation of the current labor market. Here we compare data from the most recent survey (2012) to the data from 2007.

- **Average family income and individual income from wages and salary were slightly lower in 2012 than in 2007, but the differences are not statistically significant.**
- **Usual hours worked per week were very similar in 2007 and 2012.**
- **These patterns held for all people over 16 and when looking only at workers.**

All People Over Age 16	Mean Value, 2012	Standard Error, 2012	Mean Value, 2007	Standard Error, 2007	Difference	z-value
Usual Hours Worked per Week	29	0.33	30	0.40	-1	-1.55
Total Family Income	\$87,244	2456	\$89,593	2312	-\$2,348	-0.70
Individual Wage and Salary Income	\$39,967	1025	\$40,522	1056	-\$554	-0.38

All Paid Employees	Mean Value, 2012	Standard Error, 2012	Mean Value, 2007	Standard Error, 2007	Difference	z-value
Usual Hours Worked per Week	39	0.30	39	0.24	-1	-1.29
Total Family Income	\$90,231	2678.80	\$92,309	2240.22	-\$2,078	-0.60
Individual Wage and Salary Income	\$54,736	1318.25	\$55,705	1356.46	-\$969	-0.51

- **Slightly more people over age 16 worked between 50 and 52 weeks in 2012 than in 2007, while fewer people worked between 40 and 49 weeks.**

³³ The exact number of weeks worked per year, needed to calculate hourly earnings, was not asked in the ACS after 2007. Alternative data sets with wage rates (e.g., Current Population Survey) will not allow for analysis of geographic areas smaller than states or full metropolitan areas.

All People Over Age 16	% of People Working This Number of Weeks, 2012:	Standard Error, 2012	% of People Working This Number of Weeks, 2007:	Standard Error, 2007	Difference	z-value
0 weeks	23%	0.007	22%	0.008	1%	0.65
1-13 weeks	5%	0.004	5%	0.004	-1%	-1.60
14-26 weeks	4%	0.004	4%	0.004	-1%	-0.96
27-39 weeks	5%	0.004	5%	0.004	-1%	-1.04
40-47 weeks	5%	0.004	8%	0.005	-3%	-4.28
48-49 weeks	2%	0.003	6%	0.005	-4%	-7.02
50-52 weeks	57%	0.009	49%	0.010	8%	6.28

Appendix G: Complete Worker characteristics

Percentage in Wage Category for each Age Group

Seattle (Super PUMA = 53070)

N = 334,458

Age	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
	Percent	SE	Percent	SE	Percent	SE	Percent	SE	Percent	SE
% of all Earners	13%		9%		9%		8%		62%	
under 19	61%	0.057	14%	0.042	1%	0.014	1%	0.014	22%	0.052
19-24	35%	0.032	21%	0.025	10%	0.019	10%	0.016	24%	0.030
25-44	7%	0.009	8%	0.008	8%	0.008	9%	0.010	67%	0.015
45-54	9%	0.016	6%	0.012	9%	0.016	6%	0.012	71%	0.023
55+	8%	0.014	3%	0.008	10%	0.019	5%	0.013	74%	0.025

Area Surrounding Seattle (Super PUMA = 53081)

N = 402,750

Age	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
	Percent	SE	Percent	SE	Percent	SE	Percent	SE	Percent	SE
% of all Earners	12%		8%		8%		9%		64%	
under 19	55%	0.045	15%	0.029	12%	0.034	7%	0.021	10%	0.023
19-24	31%	0.029	17%	0.021	16%	0.022	10%	0.018	26%	0.026
25-44	8%	0.010	8%	0.010	7%	0.009	10%	0.010	67%	0.017
45-54	7%	0.010	6%	0.011	5%	0.008	7%	0.010	74%	0.019
55+	7%	0.011	4%	0.008	7%	0.012	8%	0.013	74%	0.017

Rest of King County (Super PUMA = 53082)

N = 263,278

Age	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
	Percent	SE	Percent	SE	Percent	SE	Percent	SE	Percent	SE
% of all Earners	14%		10%		10%		8%		58%	
under 19	63%	0.049	11%	0.028	10%	0.041	5%	0.025	10%	0.028
19-24	33%	0.041	21%	0.029	16%	0.030	13%	0.027	18%	0.028
25-44	11%	0.014	10%	0.013	10%	0.013	10%	0.011	59%	0.022
45-54	6%	0.011	6%	0.014	9%	0.015	7%	0.011	72%	0.023
55+	8%	0.017	6%	0.012	7%	0.013	5%	0.011	74%	0.022

Based on 2007 ACS data, sample includes respondents 16 years or older who reported working at some time in the past 12 months, and who were classified as paid employees.

Percentage in Wage Category for each Education Level Group										
Seattle (Super PUMA = 53070)										
N = 334,458										
	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
Education Level	Percent	SE	Percent	SE	Percent	SE	Percent	SE	Percent	SE
% of all Earners	13%		9%		9%		8%		62%	
Less Than HS	29%	0.042	19%	0.036	11%	0.028	10%	0.038	31%	0.034
High School or GED	23%	0.029	14%	0.027	12%	0.021	7%	0.016	44%	0.036
Some College	19%	0.018	13%	0.015	12%	0.012	9%	0.012	48%	0.021
Bachelor's Degree	5%	0.007	4%	0.006	6%	0.008	7%	0.007	78%	0.011
Area Surrounding Seattle (Super PUMA = 53081)										
N = 402,750										
	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
Education Level	Percent	SE	Percent	SE	Percent	SE	Percent	SE	Percent	SE
% of all Earners	12%		8%		8%		9%		64%	
Less Than HS	38%	0.042	14%	0.027	14%	0.023	8%	0.018	26%	0.036
High School or GED	19%	0.022	13%	0.016	12%	0.019	15%	0.018	41%	0.022
Some College	11%	0.011	10%	0.012	11%	0.012	12%	0.015	56%	0.020
Bachelor's Degree	5%	0.007	4%	0.006	3%	0.004	5%	0.005	84%	0.011
Rest of King County (Super PUMA = 53082)										
N = 263,278										
	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
Education Level	Percent	SE	Percent	SE	Percent	SE	Percent	SE	Percent	SE
% of all Earners	14%		10%		10%		8%		58%	
Less Than HS	37%	0.051	17%	0.035	17%	0.056	7%	0.019	22%	0.037
High School or GED	18%	0.024	12%	0.017	12%	0.018	11%	0.014	47%	0.027
Some College	12%	0.010	10%	0.010	9%	0.011	10%	0.011	59%	0.017
Bachelor's Degree	4%	0.010	4%	0.008	6%	0.011	4%	0.011	83%	0.017

Based on 2007 ACS data, sample includes respondents 16 years or older who reported working at some time in the past 12 months, and who were classified as paid employees. Education level is based on the highest year of school completed by the respondent.

Percentage in Wage Category for Each Food Stamp Category										
Seattle (Super PUMA = 53070)										
N = 334,458										
	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
Food Stamp Recipient	Percent	SE	Percent	SE	Percent	SE	Percent	SE	Percent	SE
% of all Earners	13%		9%		9%		8%		62%	
Yes	22%	0.054	21%	0.046	18%	0.037	7%	0.029	32%	0.055
No	12%	0.008	8%	0.007	8%	0.007	8%	0.006	64%	0.009
Area Surrounding Seattle (Super PUMA = 53081)										
N = 402,750										
	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
Food Stamp Recipient	Percent	SE	Percent	SE	Percent	SE	Percent	SE	Percent	SE
% of all Earners	12%		8%		8%		9%		64%	
Yes	31%	0.072	18%	0.053	13%	0.048	3%	0.013	35%	0.082
No	11%	0.007	8%	0.006	7%	0.006	9%	0.006	65%	0.011
Rest of King County (Super PUMA = 53082)										
N = 263,278										
	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
Food Stamp Recipient	Percent	SE	Percent	SE	Percent	SE	Percent	SE	Percent	SE
% of all Earners	14%		10%		10%		8%		58%	
Yes	33%	0.056	23%	0.058	19%	0.042	6%	0.019	19%	0.038
No	13%	0.009	9%	0.007	9%	0.009	8%	0.007	60%	0.014

Based on 2007 ACS data, sample includes respondents 16 years or older who reported working at some time in the past 12 months, and who were classified as paid employees. The Food Stamp variable indicates whether anyone in the household received food stamps any time in the previous 12 months.

Percentage in Wage Category for Each Welfare Category										
Seattle (Super PUMA = 53070)										
N = 334,458										
	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
Welfare Recipient	Percent	SE	Percent	SE	Percent	SE	Percent	SE	Percent	SE
% of all Earners	13%		9%		9%		8%		62%	
Yes	32%	0.104	17%	0.102	14%	0.086	0%	0.000	37%	0.088
No	12%	0.008	9%	0.007	9%	0.007	8%	0.006	62%	0.010
Area Surrounding Seattle (Super PUMA = 53081)										
N = 402,750										
	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
Welfare Recipient	Percent	SE	Percent	SE	Percent	SE	Percent	SE	Percent	SE
% of all Earners	12%		8%		8%		9%		64%	
Yes	13.8%	0.090	41%	0.121	13%	0.073	0%	0.000	33%	0.109
No	11.8%	0.007	8%	0.006	8%	0.006	9%	0.006	64%	0.011
Rest of King County (Super PUMA = 53082)										
N = 263,278										
	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
Welfare Recipient	Percent	SE	Percent	SE	Percent	SE	Percent	SE	Percent	SE
% of all Earners	14%		10%		10%		8%		58%	
Yes	51%	0.104	21%	0.106	5%	0.047	6%	0.041	17%	0.073
No	14%	0.009	9%	0.007	10%	0.009	8%	0.007	58%	0.013

Based on 2007 ACS data, sample includes respondents 16 years or older who reported working at some time in the past 12 months, and who were classified as paid employees. The welfare variable reports whether the respondent received support from various public assistance programs,

Percentage in Wage Category for Each Children in Home Category										
Seattle (Super PUMA = 53070)										
N = 334,458										
	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
Children In Home	Percent	SE	Percent	SE	Percent	SE	Percent	SE	Percent	SE
% of all Earners	13%		9%		9%		8%		62%	
Yes	9%	0.014	8%	0.012	6%	0.010	5%	0.011	73%	0.021
No	14%	0.010	9%	0.008	10%	0.009	8%	0.008	59%	0.013
Area Surrounding Seattle (Super PUMA = 53081)										
N = 402,750										
	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
Children In Home	Percent	SE	Percent	SE	Percent	SE	Percent	SE	Percent	SE
% of all Earners	12%		8%		8%		9%		64%	
Yes	7.5%	0.008	7%	0.010	6%	0.009	7%	0.008	72%	0.017
No	14.4%	0.010	8%	0.008	9%	0.007	10%	0.008	59%	0.014
Rest of King County (Super PUMA = 53082)										
N = 263,278										
	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
Children In Home	Percent	SE	Percent	SE	Percent	SE	Percent	SE	Percent	SE
% of all Earners	14%		10%		10%		8%		58%	
Yes	10%	0.014	9%	0.013	9%	0.011	8%	0.009	64%	0.017
No	17%	0.014	10%	0.009	11%	0.012	9%	0.009	54%	0.017

Based on 2007 ACS data, sample includes respondents 16 years or older who reported working at some time in the past 12 months, and who were classified as paid employees

Percentage in Wage Category for Part Time and Full Time Workers

Seattle (Super PUMA = 53070)

N = 334,458

Type of Work	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
	Percent	SE	Percent	SE	Percent	SE	Percent	SE	Percent	SE
% of all Earners	13%		9%		9%		8%		62%	
Full Time	10%	0.008	8%	0.007	8%	0.007	8%	0.007	66%	0.011
Part Time	30%	0.027	12%	0.015	13%	0.019	6%	0.012	39%	0.025

Area Surrounding Seattle (Super PUMA = 53081)

N = 402,750

Type of Work	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
	Percent	SE	Percent	SE	Percent	SE	Percent	SE	Percent	SE
% of all Earners	12%		8%		8%		9%		64%	
Full Time	8%	0.007	7%	0.007	7%	0.007	9%	0.006	68%	0.012
Part Time	32%	0.025	13%	0.015	10%	0.016	9%	0.012	37%	0.022

Rest of King County (Super PUMA = 53082)

N = 263,278

Type of Work	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
	Percent	SE	Percent	SE	Percent	SE	Percent	SE	Percent	SE
% of all Earners	14%		10%		10%		8%		58%	
Full Time	10%	0.009	9%	0.008	10%	0.009	9%	0.008	63%	0.014
Part Time	41%	0.035	15%	0.022	11%	0.022	6%	0.015	26%	0.027

Based on 2007 ACS data, sample includes respondents 16 years or older who reported working at some time in the past 12 months, and who were classified as paid employees. 30 hours per week or more is considered full time.

Hours and Weeks Worked					
Seattle (53070)					
N = 334,458					
Total Estimated Hours per Year					
	\$9.32 or Less	\$9.33 - \$12.12	\$12.13 - \$15.00	\$15.01 - \$18.00	Over \$18.00
Mean	1,251	1,579	1,634	1,805	1,930
SE	54	60	63	60	19
Median	1,040	1,757	1,866	2,000	2,080
Usual Hours Worked per Week					
	\$9.32 or Less	\$9.33 - \$12.12	\$12.13 - \$15.00	\$15.01 - \$18.00	Over \$18.00
Mean	33	37	37	39	41
SE	0.85	0.96	1.09	0.88	0.28
Median	32	40	40	40	40
Weeks Worked per Year					
	\$9.32 or Less	\$9.33 - \$12.12	\$12.13 - \$15.00	\$15.01 - \$18.00	Over \$18.00
Mean	36	41	42	46	46
SE	1.05	1.02	1.01	0.89	0.35
Median	44	50	50	51	52
Wages per Hour					
	\$9.32 or Less	\$9.33 - \$12.12	\$12.13 - \$15.00	\$15.01 - \$18.00	Over \$18.00
Min	\$1.12	\$9.36	\$12.13	\$15.00	\$18.01
1st	\$1.44	\$9.36	\$12.15	\$15.03	\$18.25
Mean	\$6.58	\$10.77	\$13.61	\$16.55	\$45.22
SE	\$0.13	\$0.07	\$0.06	\$0.06	\$3.07
Median	\$7.02	\$10.80	\$13.50	\$16.52	\$30.90
99th	\$9.23	\$12.04	\$14.98	\$17.98	\$206.52
Max	\$9.31	\$12.10	\$14.98	\$17.98	\$1,836.56

Based on 2007 ACS data, sample includes respondents 16 years or older who reported working at some time in the past 12 months, and who were classified as paid employees.

Percentage in Wage Category for Hispanic and Non-Hispanic Earners

Seattle (Super PUMA = 53070)

N = 334,458

	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
Hispanic Origin	Percent	SE	Percent	SE	Percent	SE	Percent	SE	Percent	SE
% of all Earners	13%		9%		9%		8%		62%	
No	12%	0.009	8%	0.007	8%	0.007	7%	0.006	64%	0.010
Yes	17%	0.035	17%	0.037	14%	0.035	12%	0.042	39%	0.041

Area Surrounding Seattle (Super PUMA = 53081)

N = 402,750

	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
Hispanic Origin	Percent	SE	Percent	SE	Percent	SE	Percent	SE	Percent	SE
% of all Earners	12%		8%		8%		9%		64%	
No	11%	0.007	8%	0.006	7%	0.006	8%	0.006	66%	0.010
Yes	21%	0.036	12%	0.030	14%	0.034	13%	0.024	40%	0.038

Rest of King County (Super PUMA = 53082)

N = 263,278

	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
Hispanic Origin	Percent	SE	Percent	SE	Percent	SE	Percent	SE	Percent	SE
% of all Earners	14%		10%		10%		8%		58%	
No	13%	0.009	9%	0.008	9%	0.008	8%	0.008	60%	0.013
Yes	27%	0.066	13%	0.034	18%	0.064	10%	0.024	32%	0.050

Based on 2007 ACS data, sample includes respondents 16 years or older who reported working at some time in the past 12 months, and who were classified as paid employees.

Area Surrounding Seattle (Super PUMA = 53081)

N = 402,750

Work Industry	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
	Percent	SE	Percent	SE	Percent	SE	Percent	SE	Percent	SE
% of all Earners	12%		8%		8%		9%		64%	
Accommodation and Food Services	37%	0.039	18%	0.033	13%	0.024	8%	0.021	24%	0.032
Administrative...Remediation Services	13%	0.030	11%	0.041	8%	0.031	12%	0.033	56%	0.053
Agriculture, Forestry, etc.	27%	0.193	35%	0.271	27%	0.198	0%	0.000	11%	0.113
Arts, Entertainment, and Recreation	25%	0.047	8%	0.031	12%	0.058	9%	0.032	45%	0.062
Construction	10%	0.027	5%	0.016	5%	0.023	18%	0.038	62%	0.044
Educational Services	12%	0.022	6%	0.015	11%	0.022	11%	0.021	60%	0.029
Finance and Insurance	3%	0.015	7%	0.021	7%	0.020	4%	0.014	79%	0.034
Health Care and Social Assistance	10%	0.018	9%	0.019	9%	0.016	8%	0.015	63%	0.030
Information	7%	0.021	4%	0.019	5%	0.019	5%	0.021	78%	0.030
Management of Companies and Enterprises	0%	0.000	0%	0.000	24%	0.229	0%	0.000	76%	0.229
Manufacturing	7%	0.018	3%	0.014	6%	0.018	8%	0.016	76%	0.027
Other Services...	26%	0.053	12%	0.033	15%	0.037	7%	0.024	41%	0.059
Professional, Scientific, etc.	3%	0.009	2%	0.007	3%	0.010	3%	0.010	89%	0.019
Public Administration	4%	0.025	4%	0.019	5%	0.027	5%	0.019	82%	0.040
Real Estate etc.	14%	0.053	15%	0.063	2%	0.017	12%	0.053	56%	0.065
Retail Trade	19%	0.023	16%	0.018	10%	0.021	12%	0.020	44%	0.029
Transportation and Warehousing	8%	0.027	5%	0.025	6%	0.022	12%	0.032	69%	0.043
Utilities	0%	0.000	3%	0.027	0%	0.000	15%	0.071	82%	0.076
Wholesale Trade	3%	0.014	10%	0.036	6%	0.024	12%	0.032	70%	0.044
Mining / Extraction	0%	0.000	0%	0.000	0%	0.000	0%	0.000	100%	0.000

Rest of King County (Super PUMA = 53082)										
N = 263,278										
	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
Work Industry	Percent	SE	Percent	SE	Percent	SE	Percent	SE	Percent	SE
% of all Earners	14%		10%		10%		8%		58%	
Accommodation and Food Services	40%	0.049	22%	0.044	11%	0.031	6%	0.021	22%	0.043
Administrative...Remediation Services	15%	0.038	9%	0.041	27%	0.081	7%	0.029	42%	0.065
Agriculture, Forestry, etc.	35%	0.197	21%	0.172	0%	0.000	0%	0.000	44%	0.204
Arts, Entertainment, and Recreation	26%	0.079	12%	0.051	14%	0.058	5%	0.031	43%	0.076
Construction	5%	0.019	4%	0.018	9%	0.032	11%	0.027	71%	0.046
Educational Services	12%	0.027	8%	0.022	10%	0.023	13%	0.032	58%	0.035
Finance and Insurance	2%	0.012	1%	0.011	12%	0.044	6%	0.022	79%	0.050
Health Care and Social Assistance	10%	0.024	11%	0.031	13%	0.024	11%	0.027	55%	0.040
Information	3%	0.024	13%	0.053	5%	0.028	8%	0.043	71%	0.064
Management of Companies and Enterprises	0%	0.000	0%	0.000	64%	0.328	0%	0.000	36%	0.328
Manufacturing	8%	0.017	6%	0.015	7%	0.016	7%	0.017	73%	0.032
Other Services...	18%	0.048	18%	0.055	10%	0.043	6%	0.023	48%	0.057
Professional, Scientific, etc.	7%	0.024	2%	0.015	4%	0.018	9%	0.026	77%	0.041
Public Administration	3%	0.019	3%	0.016	4%	0.029	5%	0.023	85%	0.045
Real Estate etc.	26%	0.089	8%	0.033	17%	0.067	8%	0.038	42%	0.070
Retail Trade	28%	0.036	15%	0.024	9%	0.024	8%	0.018	40%	0.031
Transportation and Warehousing	10%	0.030	7%	0.028	8%	0.026	10%	0.034	65%	0.045
Utilities	0%	0.000	0%	0.000	0%	0.000	0%	0.000	100%	0.000
Wholesale Trade	7%	0.030	6%	0.037	7%	0.029	10%	0.039	69%	0.057
Mining / Extraction	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

Based on 2007 ACS data, sample includes respondents 16 years or older who reported working at some time in the past 12 months, and who were classified as paid employees. Industry is coded based on the North American Industrial Classification System

Percentage in Wage Category for Each Occupation

Seattle (Super PUMA = 53070)

N = 334,458

Occupation	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
	Percent	SE	Percent	SE	Percent	SE	Percent	SE	Percent	SE
% of all Earners	13%		9%		9%		8%		62%	
Architecture and Engineering	3%	0.016	6%	0.026	0%	0.000	6%	0.024	85%	0.036
Arts, Design, etc.	7%	0.028	4%	0.030	5%	0.017	9%	0.028	75%	0.046
Building and Grounds	11%	0.047	28%	0.081	10%	0.059	17%	0.072	33%	0.076
Business and Financial Operations	6%	0.022	4%	0.017	3%	0.014	4%	0.015	83%	0.031
Community and Social Services	10%	0.037	5%	0.034	12%	0.056	6%	0.028	68%	0.061
Computer and Mathematical	2%	0.010	3%	0.020	6%	0.025	4%	0.020	86%	0.035
Construction and Extraction	11%	0.044	11%	0.038	9%	0.048	11%	0.062	58%	0.072
Education, Training, and Library	8%	0.017	7%	0.018	9%	0.023	7%	0.019	69%	0.031
Farming, Fishing, and Forestry	83%	0.185	0%	0.000	0%	0.000	0%	0.000	17%	0.185
Food Preparation and Serving Related	34%	0.041	21%	0.034	10%	0.024	7%	0.022	27%	0.038
Healthcare Practitioners and Technical	4%	0.016	5%	0.022	7%	0.025	7%	0.025	78%	0.041
Healthcare Support	19%	0.074	20%	0.079	9%	0.057	12%	0.069	41%	0.088
Installation, Maintenance, and Repair	7%	0.035	4%	0.026	20%	0.088	6%	0.042	65%	0.094
Legal	0%	0.000	4%	0.039	4%	0.021	5%	0.025	87%	0.049
Life, Physical, and Social Science	7%	0.047	2%	0.011	11%	0.033	4%	0.025	76%	0.058
Management	4%	0.012	2%	0.009	3%	0.010	3%	0.009	89%	0.019
Military Specific	0%	0.000	43%	0.342	0%	0.000	28%	0.271	29%	0.287
Office and Administrative Support	14%	0.018	11%	0.017	14%	0.020	12%	0.023	49%	0.030
Personal Care and Service	32%	0.055	13%	0.044	18%	0.057	9%	0.041	29%	0.052
Production	19%	0.062	13%	0.039	9%	0.036	11%	0.050	48%	0.068
Protective Service	6%	0.042	6%	0.029	6%	0.042	17%	0.110	65%	0.115
Sales and Related	19%	0.027	10%	0.022	14%	0.025	8%	0.019	49%	0.033
Transportation and Material Moving	23%	0.065	18%	0.071	11%	0.040	8%	0.034	40%	0.078

Area Surrounding Seattle (Super PUMA = 53081)

N = 402,750

	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
Occupation	Percent	SE	Percent	SE	Percent	SE	Percent	SE	Percent	SE
% of all Earners	12%		8%		8%		9%		64%	
Architecture and Engineering	2%	0.013	0%	0.000	1%	0.009	2%	0.011	95%	0.019
Arts, Design, etc.	9%	0.027	8%	0.038	8%	0.038	6%	0.036	70%	0.060
Building and Grounds	30%	0.054	11%	0.044	19%	0.058	14%	0.039	26%	0.056
Business and Financial Operations	2%	0.009	2%	0.010	3%	0.013	7%	0.022	86%	0.030
Community and Social Services	7%	0.044	8%	0.060	9%	0.050	19%	0.066	58%	0.096
Computer and Mathematical	5%	0.021	1%	0.006	1%	0.009	2%	0.008	90%	0.023
Construction and Extraction	11%	0.034	6%	0.019	6%	0.027	20%	0.039	58%	0.050
Education, Training, and Library	14%	0.028	6%	0.015	9%	0.021	10%	0.019	60%	0.037
Farming, Fishing, and Forestry	16%	0.161	39%	0.288	30%	0.225	0%	0.000	15%	0.158
Food Preparation and Serving Related	36%	0.047	16%	0.032	13%	0.027	10%	0.026	24%	0.039
Healthcare Practitioners and Technical	4%	0.016	3%	0.015	4%	0.013	2%	0.012	87%	0.027
Healthcare Support	8%	0.036	23%	0.082	14%	0.058	14%	0.072	41%	0.094
Installation, Maintenance, and Repair	3%	0.018	11%	0.043	4%	0.022	13%	0.050	69%	0.058
Legal	0%	0.000	3%	0.030	12%	0.095	2%	0.017	84%	0.080
Life, Physical, and Social Science	5%	0.035	0%	0.000	3%	0.026	2%	0.016	91%	0.048
Management	4%	0.012	2%	0.009	2%	0.009	3%	0.009	89%	0.017
Military Specific	14%	0.150	15%	0.162	0%	0.000	0%	0.000	71%	0.219
Office and Administrative Support	9%	0.014	12%	0.017	14%	0.018	15%	0.018	49%	0.029
Personal Care and Service	34%	0.062	19%	0.047	12%	0.040	12%	0.041	22%	0.052
Production	16%	0.043	15%	0.045	12%	0.040	11%	0.041	46%	0.049
Protective Service	6%	0.040	16%	0.075	13%	0.067	2%	0.023	63%	0.093
Sales and Related	17%	0.018	13%	0.020	8%	0.014	8%	0.015	54%	0.029
Transportation and Material Moving	27%	0.046	8%	0.021	8%	0.026	13%	0.031	43%	0.047

Rest of King County (Super PUMA = 53082)

N = 263,278

Occupation	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
	Percent	SE	Percent	SE	Percent	SE	Percent	SE	Percent	SE
% of all Earners	14%		10%		10%		8%		58%	
Architecture and Engineering	1.5%	0.014	2.3%	0.023	1.4%	0.014	0.0%	0.000	94.8%	0.029
Arts, Design, etc.	10.3%	0.051	6.8%	0.040	8.5%	0.061	1.3%	0.014	73.1%	0.076
Building and Grounds	31.3%	0.083	9.5%	0.041	33.3%	0.119	5.3%	0.029	20.5%	0.068
Business and Financial Operations	1.9%	0.011	2.1%	0.011	3.6%	0.020	5.1%	0.020	87.2%	0.029
Community and Social Services	0.0%	0.000	10.0%	0.059	6.3%	0.045	7.7%	0.049	76.1%	0.079
Computer and Mathematical	1.4%	0.014	0.2%	0.002	0.9%	0.009	2.0%	0.013	95.5%	0.024
Construction and Extraction	6.6%	0.024	2.6%	0.013	5.4%	0.030	13.6%	0.033	71.7%	0.049
Education, Training, and Library	13.0%	0.038	11.6%	0.033	11.6%	0.033	7.8%	0.031	56.0%	0.048
Farming, Fishing, and Forestry	27.7%	0.194	17.1%	0.196	14.7%	0.144	0.0%	0.000	40.4%	0.265
Food Preparation and Serving Related	50.1%	0.070	14.9%	0.046	12.6%	0.040	8.1%	0.026	14.3%	0.046
Healthcare Practitioners and Technical	3.4%	0.019	1.0%	0.010	3.7%	0.023	11.4%	0.039	80.5%	0.046
Healthcare Support	6.1%	0.029	33.5%	0.105	24.8%	0.070	20.1%	0.079	15.4%	0.056
Installation, Maintenance, and Repair	6.3%	0.034	9.1%	0.034	1.2%	0.011	5.4%	0.034	78.0%	0.052
Legal	0.0%	0.000	0.0%	0.000	4.9%	0.048	14.4%	0.109	80.7%	0.115
Life, Physical, and Social Science	8.7%	0.067	0.0%	0.000	0.0%	0.000	6.1%	0.061	85.3%	0.089
Management	5.1%	0.016	3.0%	0.014	3.2%	0.012	2.9%	0.010	85.8%	0.030
Military Specific	0.0%	0.000	31.5%	0.305	0.0%	0.000	31.1%	0.327	37.3%	0.314
Office and Administrative	10.1%	0.017	8.7%	0.018	16.3%	0.021	12.0%	0.020	53.0%	0.030
Personal Care and Service	22.4%	0.058	34.6%	0.091	11.0%	0.044	10.3%	0.036	21.7%	0.053
Production	16.1%	0.033	11.7%	0.027	12.5%	0.029	7.8%	0.026	51.9%	0.044
Protective Service	25.1%	0.088	8.7%	0.041	7.5%	0.047	4.9%	0.030	53.8%	0.078
Sales and Related	21.7%	0.031	12.8%	0.022	8.8%	0.019	8.3%	0.022	48.5%	0.036
Transportation and Material Moving	22.9%	0.035	16.2%	0.030	12.2%	0.029	13.2%	0.030	35.4%	0.038

Based on 2007 ACS data, sample includes respondents 16 years or older who reported working at some time in the past 12 months, and who were classified as paid employees. Occupation is coded based on Standard Occupational Classifications.

Percentage in Wage Category for Each Poverty Level Group										
Seattle (Super PUMA = 53070)										
N = 334,458										
	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
Poverty Level	Percent	SE	Percent	SE	Percent	SE	Percent	SE	Percent	SE
% of all Earners	13%		9%		9%		8%		62%	
100% Federal Poverty Level or Below	56%	0.042	15%	0.032	11%	0.029	5%	0.016	14%	0.029
100%-200% Federal Poverty Level	31%	0.040	27%	0.032	17%	0.028	6%	0.017	19%	0.031
200% or More of Federal Poverty Level	5%	0.005	5%	0.006	8%	0.006	8%	0.007	74%	0.010
Area Surrounding Seattle (Super PUMA = 53081)										
N = 402,750										
	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
Poverty Level	Percent	SE	Percent	SE	Percent	SE	Percent	SE	Percent	SE
% of all Earners	12%		8%		8%		9%		64%	
100% Federal Poverty Level or Below	53%	0.052	16%	0.034	11%	0.034	4%	0.019	16%	0.050
100%-200% Federal Poverty Level	34%	0.044	28%	0.039	12%	0.026	13%	0.023	13%	0.027
200% or More of Federal Poverty Level	8%	0.006	6%	0.006	7%	0.006	9%	0.006	70%	0.011
Rest of King County (Super PUMA = 53082)										
N = 263,278										
	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
Poverty Level	Percent	SE	Percent	SE	Percent	SE	Percent	SE	Percent	SE
% of all Earners	14%		10%		10%		8%		58%	
100% Federal Poverty Level or Below	58%	0.061	22%	0.054	10%	0.032	1%	0.011	9%	0.041
100%-200% Federal Poverty Level	30%	0.051	28%	0.049	15%	0.031	12%	0.031	15%	0.037
200% or More of Federal Poverty Level	10%	0.007	7%	0.006	10%	0.009	8%	0.008	66%	0.013

Based on 2007 ACS data, sample includes respondents 16 years or older who reported working at some time in the past 12 months, and who were classified as paid employees.

Percentage in Wage Category for Each Racial Group										
Seattle (Super PUMA = 53070)										
N = 334,458										
	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
Race	Percent	SE	Percent	SE	Percent	SE	Percent	SE	Percent	SE
% of all Earners	13%		9%		9%		8%		62%	
American Indian / Alaska Native	19%	0.089	24%	0.080	20%	0.084	13%	0.072	24%	0.076
Asian and/or Pacific Islander	23%	0.033	9%	0.021	9%	0.024	9%	0.017	50%	0.035
Black	18%	0.037	15%	0.035	11%	0.023	7%	0.022	50%	0.035
Non - Hispanic, other	13%	0.108	12%	0.097	0%	0.000	32%	0.212	43%	0.185
White	10%	0.007	8%	0.007	8%	0.007	7%	0.006	66%	0.011
Area Surrounding Seattle (Super PUMA = 53081)										
N = 402,750										
	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
Race	Percent	SE	Percent	SE	Percent	SE	Percent	SE	Percent	SE
% of all Earners	12%		8%		8%		9%		64%	
American Indian / Alaska Native	32%	0.148	4%	0.051	15%	0.084	7%	0.052	41%	0.126
Asian and/or Pacific Islander	12%	0.021	7%	0.013	9%	0.016	8%	0.013	64%	0.024
Black	16%	0.040	15%	0.031	12%	0.037	13%	0.050	44%	0.060
Non - Hispanic, other	48%	0.162	11%	0.103	0%	0.000	9%	0.101	33%	0.165
White	11%	0.007	8%	0.007	7%	0.006	9%	0.006	65%	0.012
Rest of King County (Super PUMA = 53082)										
N = 263,278										
	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
Race	Percent	SE	Percent	SE	Percent	SE	Percent	SE	Percent	SE
% of all Earners	14%		10%		10%		8%		58%	
American Indian / Alaska Native	14%	0.076	8%	0.076	4%	0.045	1%	0.014	72%	0.115
Asian and/or Pacific Islander	12%	0.024	17%	0.034	12%	0.028	7%	0.019	52%	0.045
Black	25%	0.049	11%	0.038	10%	0.034	10%	0.030	44%	0.061
Non - Hispanic, other	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
White	13%	0.011	9%	0.007	10%	0.009	8%	0.007	60%	0.013

Based on 2007 ACS data, sample includes respondents 16 years or older who reported working at some time in the past 12 months, and who were classified as paid employees. If more than one race was reported, only the first choice reported is represented here.

Percentage in Wage Category for Each Racial / Ethnic Group										
Seattle (Super PUMA = 53070)										
N = 334,458										
	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
Race / Ethnicity	Percent	SE	Percent	SE	Percent	SE	Percent	SE	Percent	SE
% of all Earners	13%		9%		9%		8%		62%	
Hispanic	17%	0.035	17%	0.037	14%	0.035	12%	0.042	39%	0.041
Non - Hispanic, American Indian and / or Alaskan Native	11%	0.077	29%	0.096	29%	0.116	8%	0.065	23%	0.101
Non - Hispanic, Asian and/or Pacific Islander	22%	0.034	9%	0.021	9%	0.024	9%	0.017	50%	0.036
Non - Hispanic, Black	17%	0.039	15%	0.037	12%	0.024	6%	0.022	50%	0.038
Non - Hispanic, Other	13%	0.108	12%	0.097	0%	0.000	32%	0.212	43%	0.185
Non - Hispanic, White	10%	0.007	7%	0.007	8%	0.007	7%	0.006	68%	0.011
Area Surrounding Seattle (Super PUMA = 53081)										
N = 402,750										
	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
Race / Ethnicity	Percent	SE	Percent	SE	Percent	SE	Percent	SE	Percent	SE
% of all Earners	12%		8%		8%		9%		64%	
Hispanic	21%	0.036	12%	0.030	14%	0.034	13%	0.024	40%	0.038
Non - Hispanic, American Indian and / or Alaskan Native	36%	0.166	5%	0.058	17%	0.092	8%	0.058	33%	0.128
Non - Hispanic, Asian and/or Pacific Islander	12%	0.022	7%	0.013	9%	0.016	7%	0.013	65%	0.024
Non - Hispanic, Black	16%	0.042	14%	0.031	12%	0.038	12%	0.051	45%	0.062
Non - Hispanic, Other	48%	0.162	11%	0.103	0%	0.000	9%	0.101	33%	0.165
Non - Hispanic, White	10%	0.007	7%	0.007	6%	0.006	8%	0.007	68%	0.011
Rest of King County (Super PUMA = 53082)										
N = 263,278										
	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
Race / Ethnicity	Percent	SE	Percent	SE	Percent	SE	Percent	SE	Percent	SE
% of all Earners	14%		10%		10%		8%		58%	
Hispanic	27%	0.066	13%	0.034	18%	0.064	10%	0.024	32%	0.050
Non - Hispanic, American Indian and / or Alaskan Native	12%	0.085	0%	0.000	5%	0.050	1%	0.016	81%	0.097
Non - Hispanic, Asian and/or Pacific Islander	13%	0.024	17%	0.035	13%	0.028	7%	0.020	51%	0.045
Non - Hispanic, Black	26%	0.049	11%	0.038	10%	0.034	10%	0.030	43%	0.062
Non - Hispanic, Other	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Non - Hispanic, White	12%	0.009	8%	0.007	9%	0.008	8%	0.007	63%	0.013

Based on 2007 ACS data, sample includes respondents 16 years or older who reported working at some time in the past 12 months, and who were classified as paid employees. This variable combines the race and ethnicity variables into 6 distinct categories based on respondents race and ethnicity.

Percentage in Wage Category for Each Seattle Neighborhood										
Seattle (Super PUMA = 53070)										
N = 334,458										
	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
Children In Home	Percent	SE	Percent	SE	Percent	SE	Percent	SE	Percent	SE
% of all Earners	13%		9%		9%		8%		62%	
Capitol Hill / South East Seattle	15%	0.022	9%	0.015	10%	0.019	9%	0.018	57%	0.027
Downtown / Queen Anne	14%	0.016	7%	0.013	9%	0.014	8%	0.013	62%	0.021
North East Seattle	14%	0.018	9%	0.011	8%	0.011	6%	0.012	63%	0.016
North West Seattle	8%	0.012	8%	0.016	7%	0.012	8%	0.012	69%	0.024
West / South Seattle	12%	0.019	11%	0.019	12%	0.019	7%	0.014	58%	0.027

Based on 2007 ACS data, sample includes respondents 16 years or older who reported working at some time in the past 12 months, and who were classified as paid employees

Percentage in Wage Category for Each Work Sector										
Seattle (Super PUMA = 53070)										
N = 334,458										
	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
Work Sector	Percent	SE	Percent	SE	Percent	SE	Percent	SE	Percent	SE
% of all Earners	13%		9%		9%		8%		62%	
Non - Profit	8%	0.016	9%	0.015	8%	0.018	7%	0.012	67%	0.028
Private	15%	0.010	10%	0.008	9%	0.008	8%	0.008	58%	0.013
Public	8%	0.014	5%	0.009	7%	0.012	6%	0.012	74%	0.021
Area Surrounding Seattle (Super PUMA = 53081)										
N = 402,750										
	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
Work Sector	Percent	SE	Percent	SE	Percent	SE	Percent	SE	Percent	SE
% of all Earners	12%		8%		8%		9%		64%	
Non - Profit	12%	0.027	8%	0.019	7%	0.017	13%	0.022	60%	0.039
Private	12%	0.008	9%	0.007	8%	0.007	9%	0.006	63%	0.011
Public	7%	0.016	5%	0.011	7%	0.015	7%	0.012	74%	0.021
Rest of King County (Super PUMA = 53082)										
N = 263,278										
	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
Work Sector	Percent	SE	Percent	SE	Percent	SE	Percent	SE	Percent	SE
% of all Earners	14%		10%		10%		8%		58%	
Non - Profit	16%	0.036	10%	0.024	12%	0.031	6%	0.026	56%	0.036
Private	15%	0.011	10%	0.009	10%	0.011	8%	0.007	56%	0.016
Public	9%	0.019	6%	0.013	6%	0.012	9%	0.019	70%	0.026

Based on 2007 ACS data, sample includes respondents 16 years or older who reported working at some time in the past 12 months, and who were classified as paid employees.

Percentage in Wage Category for Each Sex										
Seattle (Super PUMA = 53070)										
N = 334,458										
	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
Sex	Percent	SE	Percent	SE	Percent	SE	Percent	SE	Percent	SE
% of all Earners	13%		9%		9%		8%		62%	
Female	15%	0.013	10%	0.010	9%	0.008	9%	0.007	58%	0.015
Male	10%	0.011	6%	0.008	6%	0.008	8%	0.008	69%	0.013
Area Surrounding Seattle (Super PUMA = 53081)										
N = 402,750										
	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
Sex	Percent	SE	Percent	SE	Percent	SE	Percent	SE	Percent	SE
% of all Earners	12%		8%		8%		9%		64%	
Female	13%	0.009	10%	0.010	9%	0.008	9%	0.007	58%	0.015
Male	11%	0.009	6%	0.008	6%	0.008	8%	0.008	69%	0.013
Rest of King County (Super PUMA = 53082)										
N = 263,278										
	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
Sex	Percent	SE	Percent	SE	Percent	SE	Percent	SE	Percent	SE
% of all Earners	14%		10%		10%		8%		58%	
Female	17%	0.013	12%	0.013	13%	0.011	9%	0.010	49%	0.017
Male	12%	0.012	7%	0.008	8%	0.012	8%	0.009	65%	0.016

Based on 2007 ACS data, sample includes respondents 16 years or older who reported working at some time in the past 12 months, and who were classified as paid employees.

Percentage in Wage Category for Each Sex / Ethnicity Group

Seattle (Super PUMA = 53070)

N = 334,458

	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
Sex / Ethnicity	Percent	SE	Percent	SE	Percent	SE	Percent	SE	Percent	SE
% of all Earners	13%		9%		9%		8%		62%	
Hispanic Female	22%	0.054	12%	0.043	20%	0.069	12%	0.046	34%	0.058
Hispanice Male	13%	0.042	21%	0.062	10%	0.041	12%	0.050	43%	0.058
Non - Hispanic American Indian and / or Alaskan Native Female	11%	0.097	28%	0.123	36%	0.174	0%	0.000	24%	0.196
Non - Hispanic American Indian and / or Alaskan Native Male	11%	0.118	31%	0.146	22%	0.134	15%	0.116	21%	0.135
Non - Hispanic Asian and / or Pacific Islander Female	28%	0.055	10%	0.027	8%	0.023	7%	0.021	47%	0.051
Non - Hispanic American Indian and / or Alaskan Native Male	17%	0.039	9%	0.025	11%	0.037	10%	0.026	53%	0.044
Non - Hispanic Black Female	16%	0.045	18%	0.049	9%	0.027	4%	0.020	53%	0.057
Non - Hispanic Black Male	17%	0.053	12%	0.053	14%	0.044	9%	0.040	48%	0.059
Non - Hispanic Other Female	34%	0.280	0%	0.000	0%	0.000	22%	0.228	44%	0.268
Non - Hispanic Other Male	0%	0.000	20%	0.185	0%	0.000	38%	0.307	42%	0.254
Non - Hispanic White Female	12%	0.012	9%	0.010	8%	0.010	9%	0.010	62%	0.017
Non - Hispanic White Male	8%	0.010	6%	0.009	7%	0.010	6%	0.007	73%	0.016

Area Surrounding Seattle (Super PUMA = 53081)

N = 402,750

	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
Sex / Ethnicity	Percent	SE	Percent	SE	Percent	SE	Percent	SE	Percent	SE
% of all Earners	12%		8%		8%		9%		64%	
Hispanic Female	21%	0.042	15%	0.043	11%	0.037	14%	0.038	40%	0.053
Hispanic Male	21%	0.051	10%	0.038	16%	0.051	13%	0.034	40%	0.051
Non - Hispanic American Indian and / or Alaskan Native Female	44%	0.287	9%	0.119	19%	0.134	7%	0.087	20%	0.120
Non - Hispanic American Indian and / or Alaskan Native Male	27%	0.172	0%	0.000	15%	0.104	9%	0.088	49%	0.200
Non - Hispanic Asian and / or Pacific Islander Female	13%	0.026	8%	0.019	12%	0.023	8%	0.016	59%	0.035
Non - Hispanic American Indian and / or Alaskan Native Male	12%	0.026	7%	0.018	6%	0.015	7%	0.017	69%	0.030
Non - Hispanic Black Female	22%	0.068	18%	0.056	17%	0.075	7%	0.040	35%	0.073
Non - Hispanic Black Male	11%	0.044	11%	0.037	8%	0.039	17%	0.072	53%	0.079
Non - Hispanic Other Female	47%	0.224	13%	0.114	0%	0.000	10%	0.119	31%	0.217
Non - Hispanic Other Male	54%	0.397	0%	0.000	0%	0.000	0%	0.000	46%	0.397
Non - Hispanic White Female	11%	0.011	10%	0.011	8%	0.009	9%	0.008	62%	0.016
Non - Hispanic White Male	9%	0.009	5%	0.007	5%	0.008	8%	0.009	73%	0.014

Rest of King County (Super PUMA = 53082)										
N = 263,278										
	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
Sex / Ethnicity	Percent	SE	Percent	SE	Percent	SE	Percent	SE	Percent	SE
% of all Earners	14%		10%		10%		8%		58%	
Hispanic Female	36%	0.082	18%	0.057	16%	0.037	6%	0.034	24%	0.058
Hispanic Male	22%	0.072	11%	0.035	19%	0.097	11%	0.033	37%	0.074
Non - Hispanic American Indian and / or Alaskan Native Female	0%	0.000	0%	0.000	8%	0.085	3%	0.027	89%	0.086
Non - Hispanic American Indian and / or Alaskan Native Male	29%	0.219	0%	0.000	0%	0.000	0%	0.000	71%	0.219
Non - Hispanic Asian and / or Pacific Islander Female	13%	0.037	24%	0.062	17%	0.038	6%	0.023	40%	0.059
Non - Hispanic American Indian and / or Alaskan Native Male	12%	0.030	9%	0.029	8%	0.032	8%	0.034	63%	0.053
Non - Hispanic Black Female	23%	0.055	13%	0.053	10%	0.047	12%	0.051	42%	0.073
Non - Hispanic Black Male	28%	0.063	9%	0.043	11%	0.040	8%	0.036	45%	0.080
Non - Hispanic Other Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Non - Hispanic Other Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Non - Hispanic White Female	15%	0.013	10%	0.011	12%	0.012	9%	0.010	53%	0.018
Non - Hispanic White Male	9%	0.011	6%	0.008	6%	0.008	8%	0.009	71%	0.017

Based on 2007 ACS data, sample includes respondents 16 years or older who reported working at some time in the past 12 months, and who were classified as paid employees. This variable creates 12 distinct categories based on respondents sex and ethnicity.

Percentage in Wage Category for Each Work Region										
Seattle (Super PUMA = 53070)										
N = 334,458										
	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
Work Region	Percent	SE	Percent	SE	Percent	SE	Percent	SE	Percent	SE
% of all Earners	13%		9%		9%		8%		62%	
Seattle	11%	0.011	9%	0.009	9%	0.008	8%	0.007	64%	0.014
King County	6%	0.012	7%	0.014	8%	0.020	9%	0.018	69%	0.028
Outside King County	23%	0.024	10%	0.012	10%	0.016	6%	0.012	51%	0.025
Area Surrounding Seattle (Super PUMA = 53081)										
N = 402,750										
	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
Work Region	Percent	SE	Percent	SE	Percent	SE	Percent	SE	Percent	SE
% of all Earners	12%		8%		8%		9%		64%	
Seattle	7%	0.011	7%	0.010	5%	0.010	7%	0.012	73%	0.021
King County	12%	0.010	8%	0.009	8%	0.007	9%	0.008	63%	0.014
Outside King County	19%	0.017	9%	0.013	10%	0.014	10%	0.014	53%	0.021
Rest of King County (Super PUMA = 53082)										
N = 263,278										
	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
Work Region	Percent	SE	Percent	SE	Percent	SE	Percent	SE	Percent	SE
% of all Earners	14%		10%		10%		8%		58%	
Seattle	6%	0.015	8%	0.019	5%	0.014	12%	0.024	68%	0.032
King County	15%	0.015	10%	0.009	11%	0.011	8%	0.007	58%	0.017
Outside King County	20%	0.022	11%	0.016	12%	0.018	7%	0.014	50%	0.028

Based on 2007 ACS data, sample includes respondents 16 years or older who reported working at some time in the past 12 months, and who were classified as paid employees

Percentage in Each Age Group for Each Wage Level

Seattle (SuperPUMA = 53070)

N = 334,458

Age	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
under 19	4,129	10%	946	3%	93	0%	94	0%	1,503	1%
19-24	16,112	38%	9,575	32%	4,587	15%	4,441	17%	11,210	5%
25-44	12,613	30%	14,362	48%	14,467	49%	14,763	58%	114,152	55%
45-54	5,542	13%	3,574	12%	5,780	20%	3,821	15%	46,051	22%
55+	3,540	8%	1,327	4%	4,700	16%	2,362	9%	34,714	17%
Totals	41,936	100%	29,784	100%	29,627	100%	25,481	100%	207,630	100%

Area Surrounding Seattle (Super PUMA = 53081)

N = 402,750

Age	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
under 19	9,052	19%	2,455	8%	2,012	7%	1,114	3%	1,704	1%
19-24	12,192	26%	6,558	20%	6,346	21%	4,108	12%	10,078	4%
25-44	14,552	31%	14,804	46%	12,912	42%	17,825	51%	123,857	48%
45-54	7,121	15%	6,308	19%	5,126	17%	6,652	19%	73,056	28%
55+	4,520	10%	2,350	7%	4,362	14%	5,501	16%	48,185	19%
Totals	47,437	100%	32,475	100%	30,758	100%	35,200	100%	256,880	100%

Rest of King County (Super PUMA = 53082)

N = 263,278

Age	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
under 19	8,514	23%	1,543	6%	1,331	5%	732	3%	1,321	1%
19-24	9,064	24%	5,884	23%	4,395	17%	3,522	16%	4,871	3%
25-44	12,798	34%	10,979	44%	11,585	44%	10,634	48%	65,782	43%
45-54	3,932	10%	4,305	17%	5,876	22%	5,005	23%	48,987	32%
55+	3,351	9%	2,424	10%	3,035	12%	2,049	9%	31,359	21%
Totals	37,659	100%	25,135	100%	26,222	100%	21,942	100%	152,320	100%

Based on 2007 ACS data, sample includes respondents 16 years or older who reported working at some time in the past 12 months, and who were classified as paid employees.

Percentage in Each Education Level for Each Wage Level

Seattle (SuperPUMA = 53070)

N = 334,458

	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
Education Level	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Less Than HS	7,153	17%	4,798	16%	2,684	9%	2,536	10%	7,579	4%
High School or GED	9,684	23%	5,817	20%	4,912	17%	2,943	12%	18,605	9%
Some College	16,859	40%	11,702	39%	10,554	36%	7,913	31%	43,543	21%
Bachelor's Degree	8,240	20%	7,467	25%	11,477	39%	12,089	47%	137,903	66%
Totals	41,936	100%	29,784	100%	29,627	100%	25,481	100%	207,630	100%

Area Surrounding Seattle (Super PUMA = 53081)

N = 402,750

	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
Education Level	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Less Than HS	11,976	25%	4,543	14%	4,472	15%	2,593	7%	8,184	3%
High School or GED	12,803	27%	8,799	27%	7,714	25%	9,769	28%	27,684	11%
Some College	13,848	29%	12,193	38%	13,142	43%	14,527	41%	69,068	27%
Bachelor's Degree	8,810	19%	6,940	21%	5,430	18%	8,311	24%	151,944	59%
Totals	47,437	100%	32,475	100%	30,758	100%	35,200	100%	256,880	100%

Rest of King County (Super PUMA = 53082)

N = 263,278

	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
Education Level	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Less Than HS	10,387	28%	4,908	20%	4,866	19%	1,930	9%	6,129	4%
High School or GED	12,678	34%	8,365	33%	8,729	33%	7,706	35%	32,697	21%
Some College	11,852	31%	9,447	38%	8,864	34%	9,477	43%	57,202	38%
Bachelor's Degree	2,742	7%	2,415	10%	3,763	14%	2,829	13%	56,292	37%
Totals	37,659	100%	25,135	100%	26,222	100%	21,942	100%	152,320	100%

Based on 2007 ACS data, sample includes respondents 16 years or older who reported working at some time in the past 12 months, and who were classified as paid employees. Education level is based on the highest year of school completed by the respondent.

Percentage in Full v. Part Time Work for Each Wage Level										
Seattle (Super PUMA = 53070)										
N = 334,458										
	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
Type of Work	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Full Time	27,453	65%	23,870	80%	23,291	79%	22,331	88%	188,698	91%
Part Time	14,483	35%	5,914	20%	6,336	21%	3,150	12%	18,932	9%
Totals	41,936	100%	29,784	100%	29,627	100%	25,481	100%	207,630	100%
Area Surrounding Seattle (Super PUMA = 53081)										
N = 402,750										
	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
Type of Work	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Full Time	28,661	60%	24,896	77%	25,139	82%	29,986	85%	235,177	92%
Part Time	18,776	40%	7,579	23%	5,619	18%	5,214	15%	21,703	8%
Totals	47,437	100%	32,475	100%	30,758	100%	35,200	100%	256,880	100%
Rest of King County (Super PUMA = 53082)										
N = 263,278										
	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
Type of Work	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Full Time	23,100	61%	19,714	78%	22,393	85%	19,705	90%	143,009	94%
Part Time	14,559	39%	5,421	22%	3,829	15%	2,237	10%	9,311	6%
Totals	37,659	100%	25,135	100%	26,222	100%	21,942	100%	152,320	100%

Based on 2007 ACS data, sample includes respondents 16 years or older who reported working at some time in the past 12 months, and who were classified as paid employees. 30 hours per week or more is considered full time.

Percentage by Hispanic Origin for Each Wage Level										
Seattle (Super PUMA = 53070)										
N = 334,458										
	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
Hispanic Origin	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
No	38,291	91%	25,994	87%	26,502	89%	22,848	90%	199,076	96%
Yes	3,645	9%	3,790	13%	3,125	11%	2,633	10%	8,554	4%
Totals	41,936	100%	29,784	100%	29,627	100%	25,481	100%	207,630	100%
Area Surrounding Seattle (Super PUMA = 53081)										
N = 402,750										
	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
Hispanic Origin	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
No	41,263	87%	28,799	89%	26,632	87%	31,164	89%	244,983	95%
Yes	6,174	13%	3,676	11%	4,126	13%	4,036	11%	11,897	5%
Totals	47,437	100%	32,475	100%	30,758	100%	35,200	100%	256,880	100%
Rest of King County (Super PUMA = 53082)										
N = 263,278										
	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
Hispanic Origin	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
No	31,893	85%	22,322	89%	22,369	85%	19,899	91%	145,463	95%
Yes	5,766	15%	2,813	11%	3,853	15%	2,043	9%	6,857	5%
Totals	37,659	100%	25,135	100%	26,222	100%	21,942	100%	152,320	100%

Based on 2007 ACS data, sample includes respondents 16 years or older who reported working at some time in the past 12 months, and who were classified as paid employees.

Percentage in Each Work Industry for Each Wage Level

Seattle (Super PUMA = 53070)

N = 334,458

Work Industry	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Accommodation and Food Services	10,504	25%	7,116	24%	3,266	11%	2,642	10%	9,794	5%
Administrative...Remediation Services	960	2%	1,805	6%	1,033	3%	1,595	6%	4,713	2%
Agriculture, Forestry, etc.	520	1%	0	0%	0	0%	0	0%	775	0%
Arts, Entertainment, and Recreation	1,351	3%	999	3%	91	0%	1,275	5%	5,802	3%
Construction	1,576	4%	1,156	4%	771	3%	1,521	6%	9,693	5%
Educational Services	3,454	8%	2,237	8%	2,845	10%	2,958	12%	25,354	12%
Finance and Insurance	305	1%	430	1%	531	2%	733	3%	11,647	6%
Health Care and Social Assistance	5,541	13%	4,525	15%	4,803	16%	3,597	14%	24,467	12%
Information	753	2%	796	3%	618	2%	516	2%	12,636	6%
Management of Companies and Enterprises	0	0%	257	1%	0	0%	0	0%	373	0%
Manufacturing	1,993	5%	881	3%	1,115	4%	2,366	9%	17,027	8%
Other Services...	2,623	6%	1,778	6%	1,477	5%	328	1%	6,811	3%
Professional, Scientific, etc.	1,147	3%	571	2%	2,566	9%	1,978	8%	30,249	15%
Public Administration	487	1%	417	1%	506	2%	546	2%	14,267	7%
Real Estate etc.	1,129	3%	594	2%	1,158	4%	535	2%	3,733	2%
Retail Trade	7,249	17%	4,633	16%	6,377	22%	3,523	14%	15,996	8%
Transportation and Warehousing	1,317	3%	1,239	4%	1,257	4%	422	2%	7,562	4%
Utilities	0	0%	0	0%	0	0%	108	0%	1,792	1%
Wholesale Trade	1,027	2%	350	1%	1,213	4%	838	3%	4,939	2%
Mining / Extraction	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Totals	41,936	100%	29,784	100%	29,627	100%	25,481	100%	207,630	100%

Area Surrounding Seattle (Super PUMA = 53081)

N = 402,750

Work Industry	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Accommodation and Food Services	9,794	21%	4,727	15%	3,334	11%	2,202	6%	6,228	2%
Administrative...Remediation Services	2,134	4%	1,870	6%	1,418	5%	1,967	6%	9,493	4%
Agriculture, Forestry, etc.	168	0%	213	1%	167	1%	0	0%	67	0%
Arts, Entertainment, and Recreation	1,898	4%	637	2%	910	3%	711	2%	3,360	1%
Construction	2,107	4%	954	3%	1,110	4%	3,693	10%	12,910	5%
Educational Services	3,417	7%	1,770	5%	3,186	10%	3,235	9%	17,288	7%
Finance and Insurance	631	1%	1,298	4%	1,223	4%	809	2%	14,768	6%
Health Care and Social Assistance	4,751	10%	4,365	13%	4,128	13%	3,834	11%	29,542	12%
Information	1,800	4%	1,040	3%	1,374	4%	1,381	4%	19,526	8%
Management of Companies and Enterprises	0	0%	0	0%	80	0%	0	0%	258	0%
Manufacturing	3,298	7%	1,658	5%	3,101	10%	4,004	11%	38,131	15%
Other Services...	4,073	9%	1,899	6%	2,350	8%	1,138	3%	6,446	3%
Professional, Scientific, etc.	1,439	3%	990	3%	1,297	4%	1,328	4%	39,104	15%
Public Administration	655	1%	615	2%	658	2%	661	2%	11,976	5%
Real Estate etc.	1,260	3%	1,358	4%	204	1%	1,090	3%	4,942	2%
Retail Trade	8,324	18%	6,907	21%	4,429	14%	5,112	15%	19,454	8%
Transportation and Warehousing	1,186	3%	696	2%	977	3%	1,860	5%	10,525	4%
Utilities	0	0%	83	0%	0	0%	493	1%	2,613	1%
Wholesale Trade	502	1%	1,395	4%	812	3%	1,682	5%	10,067	4%
Mining / Extraction	0	NA	0	NA	0	NA	0	NA	182	NA
Totals	47,437	100%	32,475	100%	30,758	100%	35,200	100%	256,880	100%

Rest of King County (Super PUMA = 53082)										
N = 263,278										
	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
Work Industry	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Accommodation and Food Services	7,792	21%	4,241	17%	2,079	8%	1,157	5%	4,229	3%
Administrative...Remediation Services	2,333	6%	1,442	6%	4,184	16%	1,051	5%	6,645	4%
Agriculture, Forestry, etc.	322	1%	191	1%	0	0%	0	0%	398	0%
Arts, Entertainment, and Recreation	1,607	4%	728	3%	881	3%	311	1%	2,662	2%
Construction	904	2%	858	3%	1,758	7%	2,201	10%	13,725	9%
Educational Services	2,220	6%	1,536	6%	1,888	7%	2,404	11%	10,895	7%
Finance and Insurance	161	0%	140	1%	1,198	5%	583	3%	7,955	5%
Health Care and Social Assistance	2,155	6%	2,395	10%	2,828	11%	2,441	11%	12,229	8%
Information	258	1%	1,180	5%	443	2%	767	3%	6,497	4%
Management of Companies and Enterprises	0	0%	0	0%	133	1%	0	0%	75	0%
Manufacturing	3,073	8%	2,372	9%	2,751	10%	2,790	13%	29,098	19%
Other Services...	1,557	4%	1,579	6%	912	3%	501	2%	4,145	3%
Professional, Scientific, etc.	1,020	3%	331	1%	574	2%	1,224	6%	10,521	7%
Public Administration	326	1%	290	1%	348	1%	476	2%	8,070	5%
Real Estate etc.	1,407	4%	422	2%	923	4%	438	2%	2,322	2%
Retail Trade	10,257	27%	5,601	22%	3,243	12%	2,951	13%	14,438	9%
Transportation and Warehousing	1,555	4%	1,205	5%	1,338	5%	1,586	7%	10,552	7%
Utilities	0	0%	0	0%	0	0%	0	0%	866	1%
Wholesale Trade	712	2%	624	2%	741	3%	1,061	5%	6,998	5%
Mining / Extraction	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Totals	37,659	100%	25,135	100%	26,222	100%	21,942	100%	152,320	100%

Based on 2007 ACS data, sample includes respondents 16 years or older who reported working at some time in the past 12 months, and who were classified as paid employees. Industry is coded based on the North American Industrial Classification System

Percentage in Each Occupation for Each Wage Level

Seattle (Super PUMA = 53070)

N = 334,458

Occupation	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Architecture and Engineering	315	1%	616	2%	0	0%	573	2%	8,327	4%
Arts, Design, etc.	904	2%	599	2%	754	3%	1,233	5%	10,284	5%
Building and Grounds	803	2%	1,963	7%	741	3%	1,239	5%	2,372	1%
Business and Financial Operations	1,130	3%	747	3%	593	2%	868	3%	16,712	8%
Community and Social Services	554	1%	278	1%	686	2%	350	1%	3,921	2%
Computer and Mathematical	371	1%	474	2%	1,008	3%	757	3%	15,504	7%
Construction and Extraction	1,318	3%	1,317	4%	1,097	4%	1,362	5%	6,961	3%
Education, Training, and Library	1,753	4%	1,641	6%	2,122	7%	1,583	6%	16,017	8%
Farming, Fishing, and Forestry	399	1%	0	0%	0	0%	0	0%	79	0%
Food Preparation and Serving Related	9,925	24%	6,003	20%	3,003	10%	2,068	8%	7,845	4%
Healthcare Practitioners and Technical	763	2%	910	3%	1,334	5%	1,331	5%	15,531	7%
Healthcare Support	920	2%	965	3%	431	1%	590	2%	1,989	1%
Installation, Maintenance, and Repair	326	1%	184	1%	964	3%	274	1%	3,194	2%
Legal	0	0%	301	1%	272	1%	357	1%	6,444	3%
Life, Physical, and Social Science	716	2%	158	1%	1,125	4%	458	2%	7,920	4%
Management	1,637	4%	660	2%	996	3%	1,023	4%	34,035	16%
Military Specific	0	0%	119	0%	0	0%	76	0%	81	0%
Office and Administrative Support	5,181	12%	4,195	14%	5,426	18%	4,767	19%	18,730	9%
Personal Care and Service	3,589	9%	1,399	5%	1,976	7%	1,021	4%	3,195	2%
Production	2,210	5%	1,457	5%	1,025	3%	1,247	5%	5,414	3%
Protective Service	180	0%	185	1%	189	1%	556	2%	2,077	1%
Sales and Related	6,143	15%	3,390	11%	4,606	16%	2,800	11%	16,071	8%
Transportation and Material Moving	2,799	7%	2,223	7%	1,279	4%	948	4%	4,927	2%
Totals	41,936	100%	29,784	100%	29,627	100%	25,481	100%	207,630	100%

Area Surrounding Seattle (Super PUMA = 53081)

N = 402,750

Occupation	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Architecture and Engineering	417	1%	0	0%	274	1%	365	1%	18,447	7%
Arts, Design, etc.	726	2%	720	2%	646	2%	476	1%	5,923	2%
Building and Grounds	3,232	7%	1,171	4%	2,063	7%	1,439	4%	2,733	1%
Business and Financial Operations	504	1%	607	2%	771	3%	1,678	5%	21,491	8%
Community and Social Services	411	1%	441	1%	509	2%	1,083	3%	3,356	1%
Computer and Mathematical	1,559	3%	469	1%	392	1%	708	2%	28,500	11%
Construction and Extraction	1,778	4%	1,000	3%	941	3%	3,335	9%	9,595	4%
Education, Training, and Library	3,097	7%	1,321	4%	1,938	6%	2,110	6%	12,966	5%
Farming, Fishing, and Forestry	87	0%	213	1%	167	1%	0	0%	84	0%
Food Preparation and Serving Related	7,635	16%	3,453	11%	2,815	9%	2,216	6%	5,054	2%
Healthcare Practitioners and Technical	819	2%	525	2%	707	2%	461	1%	16,508	6%
Healthcare Support	450	1%	1,333	4%	796	3%	772	2%	2,336	1%
Installation, Maintenance, and Repair	256	1%	937	3%	304	1%	1,035	3%	5,742	2%
Legal	0	0%	91	0%	409	1%	58	0%	2,917	1%
Life, Physical, and Social Science	229	0%	0	0%	123	0%	78	0%	4,474	2%
Management	2,006	4%	945	3%	1,068	3%	1,689	5%	44,699	17%
Military Specific	79	0%	88	0%	0	0%	0	0%	401	0%
Office and Administrative Support	5,262	11%	6,475	20%	7,960	26%	8,515	24%	27,527	11%
Personal Care and Service	3,796	8%	2,133	7%	1,382	4%	1,363	4%	2,456	1%
Production	2,334	5%	2,164	7%	1,791	6%	1,657	5%	6,678	3%
Protective Service	272	1%	797	2%	656	2%	110	0%	3,070	1%
Sales and Related	7,623	16%	6,070	19%	3,571	12%	3,613	10%	24,130	9%
Transportation and Material Moving	4,865	10%	1,522	5%	1,475	5%	2,439	7%	7,793	3%
Totals	47,437	100%	32,475	100%	30,758	100%	35,200	100%	256,880	100%

Rest of King County (Super PUMA = 53082)										
N = 263,278										
Occupation	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Architecture and Engineering	96	0%	153	1%	89	0%	0	0%	6,191	4%
Arts, Design, etc.	387	1%	256	1%	319	1%	50	0%	2,747	2%
Building and Grounds	2,725	7%	827	3%	2,902	11%	462	2%	1,786	1%
Business and Financial Operations	258	1%	279	1%	482	2%	680	3%	11,623	8%
Community and Social Services	0	0%	285	1%	180	1%	220	1%	2,176	1%
Computer and Mathematical	119	0%	17	0%	78	0%	171	1%	8,138	5%
Construction and Extraction	999	3%	398	2%	826	3%	2,069	9%	10,900	7%
Education, Training, and Library	1,492	4%	1,329	5%	1,325	5%	895	4%	6,421	4%
Farming, Fishing, and Forestry	197	1%	122	0%	105	0%	0	0%	288	0%
Food Preparation and Serving Related	6,785	18%	2,011	8%	1,705	7%	1,099	5%	1,934	1%
Healthcare Practitioners and Technical	252	1%	73	0%	277	1%	855	4%	6,011	4%
Healthcare Support	255	1%	1,392	6%	1,033	4%	838	4%	642	0%
Installation, Maintenance, and Repair	507	1%	728	3%	92	0%	428	2%	6,235	4%
Legal	0	0%	0	0%	68	0%	201	1%	1,126	1%
Life, Physical, and Social Science	139	0%	0	0%	0	0%	97	0%	1,366	1%
Management	1,499	4%	888	4%	948	4%	842	4%	25,236	17%
Military Specific	0	0%	76	0%	0	0%	75	0%	90	0%
Office and Administrative Support	4,344	12%	3,747	15%	7,028	27%	5,157	24%	22,840	15%
Personal Care and Service	1,669	4%	2,583	10%	823	3%	769	4%	1,622	1%
Production	2,773	7%	2,008	8%	2,157	8%	1,347	6%	8,924	6%
Protective Service	1,495	4%	520	2%	450	2%	290	1%	3,206	2%
Sales and Related	6,901	18%	4,075	16%	2,790	11%	2,644	12%	15,452	10%
Transportation and Material Moving	4,767	13%	3,368	13%	2,545	10%	2,753	13%	7,366	5%
Totals	37,659	100%	25,135	100%	26,222	100%	21,942	100%	152,320	100%

Based on 2007 ACS data, sample includes respondents 16 years or older who reported working at some time in the past 12 months, and who were classified as paid employees. Occupation is coded based on Standard Occupational Classifications.

Percentage in Each Poverty Level Category for Each Wage Level										
Seattle (Super PUMA = 53070) N = 334,458										
Poverty Level	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
100% Federal Poverty Level or Below	15,257	40%	4,091	15%	3,036	11%	1,315	5%	3,711	2%
100%-200% Federal Poverty Level	10,308	27%	8,920	32%	5,734	20%	1,939	8%	6,351	3%
200% or More of Federal Poverty Level	12,163	32%	14,534	53%	19,969	69%	21,948	87%	196,625	95%
Totals	37,728	100%	27,545	100%	28,739	100%	25,202	100%	206,687	100%
Area Surrounding Seattle (Super PUMA = 53081) N = 402,750										
Poverty Level	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
100% Federal Poverty Level or Below	9,573	20%	2,998	9%	1,997	6%	655	2%	2,949	1%
100%-200% Federal Poverty Level	9,669	20%	7,900	24%	3,544	12%	3,748	11%	3,759	1%
200% or More of Federal Poverty Level	28,195	59%	21,577	66%	25,217	82%	30,707	87%	250,080	97%
Totals	47,437	100%	32,475	100%	30,758	100%	35,110	100%	256,788	100%
Rest of King County (Super PUMA = 53082) N = 263,278										
Poverty Level	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
100% Federal Poverty Level or Below	9,210	25%	3,417	14%	1,552	6%	235	1%	1,406	1%
100%-200% Federal Poverty Level	6,528	17%	6,185	25%	3,271	12%	2,691	12%	3,284	2%
200% or More of Federal Poverty Level	21,828	58%	15,347	62%	21,399	82%	19,016	87%	147,538	97%
Totals	37,566	100%	24,949	100%	26,222	100%	21,942	100%	152,228	100%

Based on 2007 ACS data, sample includes respondents 16 years or older who reported working at some time in the past 12 months, and who were classified as paid employees.

Percentage by Race for Each Wage Level										
Seattle (Super PUMA = 53070)										
N = 334,458										
	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
Race	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
American Indian / Alaska Native	584	1%	740	2%	623	2%	408	2%	756	0%
Asian and/or Pacific Islander	9,713	23%	4,025	14%	3,920	13%	3,667	14%	21,090	10%
Black	4,753	11%	3,914	13%	2,945	10%	1,826	7%	13,223	6%
Non - Hispanic, other	122	0%	112	0%	0	0%	289	1%	391	0%
White	26,764	64%	20,993	70%	22,139	75%	19,291	76%	172,170	83%
Totals	41,936	100%	29,784	100%	29,627	100%	25,481	100%	207,630	100%
Area Surrounding Seattle (Super PUMA = 53081)										
N = 402,750										
	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
Race	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
American Indian / Alaska Native	728	2%	101	0%	342	1%	164	0%	927	0%
Asian and/or Pacific Islander	8,688	18%	4,850	15%	6,140	20%	5,267	15%	45,123	18%
Black	3,036	6%	2,958	9%	2,258	7%	2,535	7%	8,543	3%
Non - Hispanic, other	512	1%	116	0%	0	0%	92	0%	349	0%
White	34,473	73%	24,450	75%	22,018	72%	27,142	77%	201,938	79%
Totals	47,437	100%	32,475	100%	30,758	100%	35,200	100%	256,880	100%
Rest of King County (Super PUMA = 53082)										
N = 263,278										
	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
Race	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
American Indian / Alaska Native	252	1%	144	1%	77	0%	23	0%	1,272	1%
Asian and/or Pacific Islander	3,133	8%	4,209	17%	3,134	12%	1,703	8%	13,268	9%
Black	5,255	14%	2,237	9%	2,137	8%	2,033	9%	9,046	6%
Non - Hispanic, other	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
White	29,019	77%	18,545	74%	20,874	80%	18,183	83%	128,734	85%
Totals	37,659	100%	25,135	100%	26,222	100%	21,942	100%	152,320	100%

Based on 2007 ACS data, sample includes respondents 16 years or older who reported working at some time in the past 12 months, and who were classified as paid employees. If more than one race was reported, only the first choice reported is represented here.

Percentage by Race / Ethnicity in Each Wage Level										
Seattle (Super PUMA = 53070)										
N = 334,458										
	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
Race / Ethnicity	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Hispanic	3,645	9%	3,790	13%	3,125	11%	2,633	10%	8,554	4%
Non - Hispanic, American Indian and / or Alaskan Native	191	0%	515	2%	509	2%	132	1%	399	0%
Non - Hispanic, Asian and/or Pacific Islander	9,468	23%	3,963	13%	3,920	13%	3,667	14%	21,090	10%
Non - Hispanic, Black	4,250	10%	3,806	13%	2,945	10%	1,625	6%	12,861	6%
Non - Hispanic, Other	122	0%	112	0%	0	0%	289	1%	391	0%
Non - Hispanic, White	24,260	58%	17,598	59%	19,128	65%	17,135	67%	164,335	79%
Totals	41,936	100%	29,784	100%	29,627	100%	25,481	100%	207,630	100%
Area Surrounding Seattle (Super PUMA = 53081)										
N = 402,750										
	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
Race / Ethnicity	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Hispanic	6,174	13%	3,676	11%	4,126	13%	4,036	11%	11,897	5%
Non - Hispanic, American Indian and / or Alaskan Native	728	2%	101	0%	342	1%	164	0%	661	0%
Non - Hispanic, Asian and/or Pacific Islander	8,688	18%	4,850	15%	6,066	20%	5,053	14%	45,025	18%
Non - Hispanic, Black	3,036	6%	2,688	8%	2,221	7%	2,337	7%	8,460	3%
Non - Hispanic, Other	512	1%	116	0%	0	0%	92	0%	349	0%
Non - Hispanic, White	28,299	60%	21,044	65%	18,003	59%	23,518	67%	190,488	74%
Totals	47,437	100%	32,475	100%	30,758	100%	35,200	100%	256,880	100%
Rest of King County (Super PUMA = 53082)										
N = 263,278										
	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
Race / Ethnicity	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Hispanic	5,766	15%	2,813	11%	3,853	15%	2,043	9%	6,857	5%
Non - Hispanic, American Indian and / or Alaskan Native	193	1%	0	0%	77	0%	23	0%	1,272	1%
Non - Hispanic, Asian and/or Pacific Islander	3,133	8%	4,209	17%	3,134	12%	1,703	8%	12,818	8%
Non - Hispanic, Black	5,255	14%	2,237	9%	2,137	8%	2,033	9%	8,926	6%
Non - Hispanic, Other	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Non - Hispanic, White	23,312	62%	15,876	63%	17,021	65%	16,140	74%	122,447	80%
Totals	37,659	100%	25,135	100%	26,222	100%	21,942	100%	152,320	100%

Based on 2007 ACS data, sample includes respondents 16 years or older who reported working at some time in the past 12 months, and who were classified as paid employees. This variable combines the race and ethnicity variables into 6 distinct categories based on respondents race and ethnicity.

Percentage in Each Work Sector in Each Wage Level										
Seattle (Super PUMA = 53070)										
N = 334,458										
	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
Work Sector	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Non - Profit	3,373	8%	3,828	13%	3,616	12%	3,162	12%	28,880	14%
Private	33,582	80%	23,157	78%	21,934	74%	18,542	73%	133,744	64%
Public	4,981	12%	2,799	9%	4,077	14%	3,777	15%	45,006	22%
Totals	41,936	100%	29,784	100%	29,627	100%	25,481	100%	207,630	100%
Area Surrounding Seattle (Super PUMA = 53081)										
N = 402,750										
	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
Work Sector	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Non - Profit	3,786	8%	2,511	8%	2,200	7%	4,242	12%	18,774	7%
Private	39,843	84%	27,351	84%	24,891	81%	27,407	78%	199,760	78%
Public	3,808	8%	2,613	8%	3,667	12%	3,551	10%	38,346	15%
Totals	47,437	100%	32,475	100%	30,758	100%	35,200	100%	256,880	100%
Rest of King County (Super PUMA = 53082)										
N = 263,278										
	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
Work Sector	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Non - Profit	3,106	8%	2,016	8%	2,345	9%	1,098	5%	10,883	7%
Private	31,330	83%	21,132	84%	21,816	83%	17,473	80%	116,063	76%
Public	3,223	9%	1,987	8%	2,061	8%	3,371	15%	25,374	17%
Totals	37,659	100%	25,135	100%	26,222	100%	21,942	100%		

Based on 2007 ACS data, sample includes respondents 16 years or older who reported working at some time in the past 12 months, and who were classified as paid employees.

Percentage by Sex in Each Wage Level										
Seattle (Super PUMA = 53070)										
N = 334,458										
	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
Sex	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Female	23,989	57%	15,962	54%	14,410	49%	13,136	52%	90,348	44%
Male	17,947	43%	13,822	46%	15,217	51%	12,345	48%	117,282	56%
Totals	41,936	100%	29,784	100%	29,627	100%	25,481	100%	207,630	100%
Area Surrounding Seattle (Super PUMA = 53081)										
N = 402,750										
	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
Sex	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Female	24,238	51%	18,920	58%	17,509	57%	17,199	49%	108,684	42%
Male	23,199	49%	13,555	42%	13,249	43%	18,001	51%	148,196	58%
Totals	47,437	100%	32,475	100%	30,758	100%	35,200	100%	256,880	100%
Rest of King County (Super PUMA = 53082)										
N = 263,278										
	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
Sex	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Female	20,678	55%	15,137	60%	15,593	59%	10,676	49%	60,135	39%
Male	16,981	45%	9,998	40%	10,629	41%	11,266	51%	92,185	61%
Totals	37,659	100%	25,135	100%	26,222	100%	21,942	100%	152,320	100%

Based on 2007 ACS data, sample includes respondents 16 years or older who reported working at some time in the past 12 months, and who were classified as paid employees.

Percentage by Sex / Ethnicity in Each Wage Level

Seattle (Super PUMA = 53070)

N = 334,458

Sex / Ethnicity	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Hispanic Female	1,987	5%	1,072	4%	1,831	6%	1,111	4%	3,044	1%
Hispanic Male	1,658	4%	2,718	9%	1,294	4%	1,522	6%	5,510	3%
Non - Hispanic American Indian and / or Alaskan Native Female	93	0%	243	1%	313	1%	0	0%	209	0%
Non - Hispanic American Indian and / or Alaskan Native Male	98	0%	272	1%	196	1%	132	1%	190	0%
Non - Hispanic Asian and / or Pacific Islander Female	5,988	14%	2,049	7%	1,593	5%	1,516	6%	9,985	5%
Non - Hispanic American Indian and / or Alaskan Native Male	3,480	8%	1,914	6%	2,327	8%	2,151	8%	11,105	5%
Non - Hispanic Black Female	2,046	5%	2,260	8%	1,176	4%	488	2%	6,706	3%
Non - Hispanic Black Male	2,204	5%	1,546	5%	1,769	6%	1,137	4%	6,155	3%
Non - Hispanic Other Female	122	0%	0	0%	0	0%	81	0%	158	0%
Non - Hispanic Other Male	0	0%	112	0%	0	0%	208	1%	233	0%
Non - Hispanic White Female	13,753	33%	10,338	35%	9,497	32%	9,940	39%	70,246	34%
Non - Hispanic White Male	10,507	25%	7,260	24%	9,631	33%	7,195	28%	94,089	45%
Totals	41,936	100%	29,784	100%	29,627	100%	25,481	100%	207,630	100%

Area Surrounding Seattle (Super PUMA = 53081)

N = 402,750

Sex / Ethnicity	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Hispanic Female	2,796	6%	1,992	6%	1,507	5%	1,877	5%	5,351	2%
Hispanic Male	3,378	7%	1,684	5%	2,619	9%	2,159	6%	6,546	3%
Non - Hispanic American Indian and / or Alaskan Native Female	488	1%	101	0%	210	1%	82	0%	225	0%
Non - Hispanic American Indian and / or Alaskan Native Male	240	1%	0	0%	132	0%	82	0%	436	0%
Non - Hispanic Asian and / or Pacific Islander Female	3,858	8%	2,267	7%	3,678	12%	2,471	7%	17,687	7%
Non - Hispanic American Indian and / or Alaskan Native Male	4,830	10%	2,583	8%	2,388	8%	2,582	7%	27,338	11%
Non - Hispanic Black Female	1,894	4%	1,562	5%	1,430	5%	595	2%	2,976	1%
Non - Hispanic Black Male	1,142	2%	1,126	3%	791	3%	1,742	5%	5,484	2%
Non - Hispanic Other Female	431	1%	116	0%	0	0%	92	0%	281	0%
Non - Hispanic Other Male	81	0%	0	0%	0	0%	0	0%	68	0%
Non - Hispanic White Female	14,771	31%	12,882	40%	10,684	35%	12,082	34%	82,164	32%
Non - Hispanic White Male	13,528	29%	8,162	25%	7,319	24%	11,436	32%	108,324	42%
Totals	47,437	100%	32,475	100%	30,758	100%	35,200	100%	256,880	100%

Rest of King County (Super PUMA = 53082)										
N = 263,278										
Sex / Ethnicity	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Hispanic Female	2,857	8%	1,398	6%	1,277	5%	512	2%	1,892	1%
Hispanic Male	2,909	8%	1,415	6%	2,576	10%	1,531	7%	4,965	3%
Non - Hispanic American Indian and / or Alaskan Native Female	0	0%	0	0%	77	0%	23	0%	807	1%
Non - Hispanic American Indian and / or Alaskan Native Male	193	1%	0	0%	0	0%	0	0%	465	0%
Non - Hispanic Asian and / or Pacific Islander Female	1,704	5%	3,133	12%	2,222	8%	745	3%	5,280	3%
Non - Hispanic American Indian and / or Alaskan Native Male	1,429	4%	1,076	4%	912	3%	958	4%	7,538	5%
Non - Hispanic Black Female	2,240	6%	1,271	5%	976	4%	1,196	5%	4,046	3%
Non - Hispanic Black Male	3,015	8%	966	4%	1,161	4%	837	4%	4,880	3%
Non - Hispanic Other Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Non - Hispanic Other Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Non - Hispanic White Female	13,877	37%	9,335	37%	11,041	42%	8,200	37%	48,110	32%
Non - Hispanic White Male	9,435	25%	6,541	26%	5,980	23%	7,940	36%	74,337	49%
Totals	37,659	100%	25,135	100%	26,222	100%	21,942	100%	152,320	100%

Based on 2007 ACS data, sample includes respondents 16 years or older who reported working at some time in the past 12 months, and who were classified as paid employees. This variable creates 12 distinct categories based on respondents sex and ethnicity.

Percentage for Each Food Stamp Category in Each Wage Level										
Seattle (Super PUMA = 53070)										
N = 334,458										
	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
Food Stamp Recipient	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Yes	3,398	8%	3,239	11%	2,764	9%	1,007	4%	4,892	2%
No	38,538	92%	26,545	89%	26,863	91%	24,474	96%	202,738	98%
Totals	41,936	100%	29,784	100%	29,627	100%	25,481	100%	207,630	100%
Area Surrounding Seattle (Super PUMA = 53081)										
N = 402,750										
	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
Food Stamp Recipient	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Yes	4,955	10%	2,795	9%	2,106	7%	479	1%	5,451	2%
No	42,482	90%	29,680	91%	28,652	93%	34,721	99%	251,429	98%
Totals	47,437	100%	32,475	100%	30,758	100%	35,200	100%	256,880	100%
Rest of King County (Super PUMA = 53082)										
N = 263,278										
	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
Food Stamp Recipient	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Yes	5,518	15%	3,858	15%	3,164	12%	997	5%	3,120	2%
No	32,141	85%	21,277	85%	23,058	88%	20,945	95%	149,200	98%
Totals	37,659	100%	25,135	100%	26,222	100%	21,942	100%	152,320	100%

Based on 2007 ACS data, sample includes respondents 16 years or older who reported working at some time in the past 12 months, and who were classified as paid employees. The Food Stamp variable indicates whether anyone in the household received food stamps any time in the previous 12 months.

Percentage for Each Welfare Category in Each Wage Level										
Seattle (Super PUMA = 53070)										
N = 334,458										
	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
Welfare Recipient	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Yes	921	2%	471	2%	390	1%	0	0%	1,056	1%
No	41,015	98%	29,313	98%	29,237	99%	25,481	100%	206,574	99%
Totals	41,936	100%	29,784	100%	29,627	100%	25,481	100%	207,630	100%
Area Surrounding Seattle (Super PUMA = 53081)										
N = 402,750										
	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
Welfare Recipient	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Yes	486	1%	1,442	4%	445	1%	0	0%	1,161	0%
No	46,951	99%	31,033	96%	30,313	99%	35,200	100%	255,719	100%
Totals	47,437	100%	32,475	100%	30,758	100%	35,200	100%	256,880	100%
Rest of King County (Super PUMA = 53082)										
N = 263,278										
	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
Welfare Recipient	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Yes	1,640	4%	691	3%	154	1%	182	1%	564	0%
No	36,019	96%	24,444	97%	26,068	99%	21,760	99%	151,756	100%
Totals	37,659	100%	25,135	100%	26,222	100%	21,942	100%	152,320	100%

Based on 2007 ACS data, sample includes respondents 16 years or older who reported working at some time in the past 12 months, and who were classified as paid employees. The welfare variable reports whether the respondent received support from various public assistance programs, including SSI, AFDC, and GA in the previous 12 months.

Percentage for Each Children in Home Category in Each Wage Level

Seattle (Super PUMA = 53070)										
N = 334,458										
	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
Children in Home	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Yes	6,762	16%	5,877	20%	4,231	14%	3,967	16%	55,947	27%
No	35,174	84%	23,907	80%	25,396	86%	21,514	84%	151,683	73%
Totals	41,936	100%	29,784	100%	29,627	100%	25,481	100%	207,630	100%
Area Surrounding Seattle (Super PUMA = 53081)										
N = 402,750										
	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
Children in Home	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Yes	11,444	24%	11,354	35%	9,227	30%	10,753	31%	109,662	43%
No	35,993	76%	21,121	65%	21,531	70%	24,447	69%	147,218	57%
Totals	47,437	100%	32,475	100%	30,758	100%	35,200	100%	256,880	100%
Rest of King County (Super PUMA = 53082)										
N = 263,278										
	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
Children in Home	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Yes	11,131	30%	9,855	39%	9,416	36%	8,236	38%	68,615	45%
No	26,528	70%	15,280	61%	16,806	64%	13,706	62%	83,705	55%
Totals	37,659	100%	25,135	100%	26,222	100%	21,942	100%	152,320	100%

Based on 2007 ACS data, sample includes respondents 16 years or older who reported working at some time in the past 12 months, and who were classified as paid employees

Percentage by Seattle Neighborhood in Each Wage Level										
Seattle (Super PUMA = 53070)										
N = 334,458										
Neighborhood	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
Capitol Hill / South East Seattle	8,401	20%	4,992	17%	5,693	19%	4,807	19%	31,679	15%
Downtown / Queen Anne	9,343	22%	4,859	16%	5,693	19%	5,662	22%	41,144	20%
North East Seattle	10,426	25%	6,286	21%	5,939	20%	4,263	17%	45,472	22%
North West Seattle	6,375	15%	6,564	22%	5,084	17%	6,103	24%	53,172	26%
West / South Seattle	7,391	18%	7,083	24%	7,218	24%	4,646	18%	36,163	17%
Totals	41,936	100%	29,784	100%	29,627	100%	25,481	100%	207,630	100%

Based on 2007 ACS data, sample includes respondents 16 years or older who reported working at some time in the past 12 months, and who were classified as paid employees

Percentage by Work Region in Each Wage Level										
Seattle (Super PUMA = 53070)										
N = 334,458										
	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
Work Region	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
King County	3,913	9%	4,385	15%	5,071	17%	5,607	22%	41,300	20%
Outside King County	14,911	36%	6,332	21%	6,685	23%	3,797	15%	32,943	16%
Seattle	23,112	55%	19,067	64%	17,871	60%	16,077	63%	133,387	64%
Totals	41,936	100%	29,784	100%	29,627	100%	25,481	100%	207,630	100%
Area Surrounding Seattle (Super PUMA = 53081)										
N = 402,750										
	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
Work Region	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
King County	26,355	56%	19,040	59%	18,116	59%	20,800	59%	143,735	56%
Outside King County	14,207	30%	6,521	20%	7,227	23%	7,349	21%	40,563	16%
Seattle	6,875	14%	6,914	21%	5,415	18%	7,051	20%	72,582	28%
Totals	47,437	100%	32,475	100%	30,758	100%	35,200	100%	256,880	100%
Rest of King County (Super PUMA = 53082)										
N = 263,278										
	\$9.32 or Less		\$9.33 - \$12.12		\$12.13 - \$15.00		\$15.01 - \$18.00		Over \$18.00	
Work Region	N	Percent	N	Percent	N	Percent	N	Percent	N	Percent
King County	25,062	67%	16,429	65%	18,179	69%	13,240	60%	98,677	65%
Outside King County	9,989	27%	5,442	22%	5,771	22%	3,576	16%	25,098	16%
Seattle	2,608	7%	3,264	13%	2,272	9%	5,126	23%	28,545	19%
Totals	37,659	100%	25,135	100%	26,222	100%	21,942	100%	152,320	100%

Based on 2007 ACS data, sample includes respondents 16 years or older who reported working at some time in the past 12 months, and who were classified as paid employees