

researchers) and business investors (information of consumption of specific products) benefit from analyzing household income and consumption patterns for social-economic analysis and planning.

For example, when schools develop bilingual programs educational researchers will have language use information for first and second generation migrants as well as their parents' language use, education, and work patterns. The impact of the Micronesian migrants can be seen in the services they use, the average incomes they earn (and, indirectly, the taxes they pay), and the expenditures they make buying refrigerators and cars and DVD players.

The 2005 HIES project is slated for completion by mid June 2005 with processing to take place in Guam and Washington, D.C. The new Consumer Price Index (CPI) will be carried out later this year and analysis of the other information will follow.

The United States Department of Interior provided \$132,000 of funding to conduct the survey. The project is a collaborative effort between the University of Guam Cooperative Extension Service, the Bureau of Statistics & Plans, Department of Labor, the United States Department of Interior, and the U.S. Census Bureau.

Importantly, this collaboration will result in reliable data on which Guam's leaders can base important decisions for the benefit of our community.

News

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HOUSEHOLD AND PER CAPITA INCOME: 2003 (MONEY INCOME OF CIVILIAN HOUSEHOLDS ON GUAM)

Guam's average (mean) household income for calendar year 2003 was \$41,196, a very slight increase of \$319 or 0.8 percent from calendar year 2001, which was \$40,877. Table 1 also shows a moderate decrease of the household size compared to 2001 and a minimal drop in the average number of earners within the household.

Per Capita Income for 2003 is \$11,254, an increase of \$382 or 3.5 percent from calendar year 2001. Per Capita Income statistics include the total non-institutional civilian population even those without income. Whereas, the mean (average) earners incomes are only those that are 16 years of age and over, excluding those who have no income. The Mean (average) Earner's Income for 2003 was \$ 21,778, which is \$176 or 0.8 percent above calendar year 2001.

The statistics are based on data collected from the Current Labor Force Statistics survey in March of each year referring to the previous year's income.

The income statistics may not be comparable with other income statistics due to differences in the income definition concepts used and the scope of persons, and households included.

TECHNICAL NOTES

DEFINITIONS AND EXPLANATIONS

POPULATION COVERAGE: The population covered in this report includes the civilian non-institutional population on Guam including U.S. Citizens and immigrant (resident) aliens, citizens of the Marshall Islands and the Federated States of Micronesia, who are authorized by the Compact of Free Association to accept employment in the United States, also included are the Citizens of the Republic of Palau which are authorized to accept employment through the Covenant with the U.S. in October 1994. Excluded are members of the U.S. Armed Forces and their dependents living on posts, nonimmigrant (non-resident) aliens and inmates of institutions. For military families living outside the military reservations, income recorded per household or family refers only to the incomes of the dependents for that household or family. Furthermore, it is important to note that the estimates for total income per household or family takes into consideration the aggregate sum of money income for all members of the household or family member 16 years of age and over. No information regarding income, therefore, for persons under 16 years of age are considered in the reporting of money income.

HOUSEHOLD: A household consists of all the persons who occupy a house, an apartment, or other groups of rooms, or a room which constitutes a housing unit. A group of rooms or a single room is regarded as a housing unit when it is occupied as a separate living quarters; that is, when the occupants do not live and eat with any other unit in the structure, and when there is either (1) direct access from the outside or through a common hall, or (2) a kitchen or cooking equipment for the exclusive use of the occupants.

INCOME: Money income is defined as the algebraic sum of money wages and salaries, net income from self-employment, pensions, dividends, interest, and other money income received. Money income of households or families, as used in this report, refers to consumer money income for the calendar year before deduction of income taxes or social security taxes. Non-monetary items of income are not covered. None of the aggregated income concepts (gross national product, national income, personal income) is exactly comparable with consumer money income. The nearest approximation to consumer money income is "personal income." Personal Income is the current income received by persons from all sources of net contributions for social insurance. Not only individuals (including owners of unincorporated enterprises), but nonprofit institutions, private trust funds and private health and welfare funds are classed as "persons." Personal income includes transfers (payments not resulting from current productions) from government and businesses, such as social-security benefits, military pensions, etc., but excludes transfers among persons. Although most of the income is in monetary form, there are important non-monetary inclusions – chiefly, estimated net rental value to owner-occupants of their home, the value of services furnished without payment by financial intermediaries, and the value of food consumed on farms.

**TABLE 1. NUMERICAL AND PERCENTAGE DISTRIBUTION BY HOUSEHOLD INCOME
ON GUAM 2003**

HOUSEHOLD INCOME				
YEAR	2001	%	2003	%
TOTAL	39,107	100	39,008	100
NO INCOME	2,074	5.3	2,319	5.9
UNDER \$3,000	1,296	3.3	860	2.2
\$ 3,000 - 4,999	778	2.0	748	1.9
\$ 5,000 - 6,999	1,199	3.1	785	2.0
\$ 7,000 - 8,999	940	2.4	748	1.9
\$ 9,000 - 10,999	1,102	2.8	1,159	3.0
\$ 11,000 - 12,999	1,102	2.8	1,309	3.4
\$ 13,000 - 14,999	810	2.1	673	1.7
\$ 15,000 - 19,999	2,495	6.4	3,029	7.8
\$ 20,000 - 29,999	5,508	14.1	6,283	16.1
\$ 30,000 - 39,999	5,314	13.6	4,600	11.8
\$ 40,000 - 49,999	3,920	10.0	3,927	10.1
\$ 50,000 - 59,999	3,305	8.5	3,590	9.2
\$ 60,000 - 69,999	2,624	6.7	2,431	6.2
\$ 70,000 - 79,999	1,717	4.4	2,319	5.9
\$ 80,000 - 89,999	1,426	3.6	1,272	3.3
\$ 90,000 - 99,999	1,037	2.7	486	1.2
\$100,000 & ABOVE	2,462	6.3	2,468	6.3

	2001	2003
MEDIAN HOUSEHOLD INCOME	\$34,235	\$33,457
MEAN HOUSEHOLD INCOME	40,877	41,196
AVERAGE HOUSEHOLD SIZE	3.76	3.66
AVERAGE EARNERS/ HOUSEHOLD	1.59	1.58

TABLE 2. PER CAPITA MONEY INCOME

GUAM 2003

<u>INCOME CATEGORY</u>	<u>NUMBER</u>	<u>%</u>	<u>INCOME CATEGORY</u>	<u>NUMBER</u>	<u>%</u>
TOTAL	99,783	100			
NO INCOME	25,993	26.0	28,000 - 28,999	972	1.0
UNDER \$1,000	1,533	1.5	29,000 - 29,999	262	0.3
\$ 1,000 - 1,999	1,346	1.3	30,000 - 30,999	1,870	1.9
\$ 2,000 - 2,999	1,459	1.5	31,000 - 31,999	524	0.5
\$ 3,000 - 3,999	1,683	1.7	32,000 - 32,999	748	0.7
\$ 4,000 - 4,999	1,833	1.8	33,000 - 33,999	711	0.7
\$ 5,000 - 5,999	1,646	1.6	34,000 - 34,999	636	0.6
\$ 6,000 - 6,999	1,346	1.3	35,000 - 35,999	1,234	1.2
\$ 7,000 - 7,999	2,244	2.2	36,000 - 36,999	823	0.8
\$ 8,000 - 8,999	1,608	1.6	37,000 - 37,999	299	0.3
\$ 9,000 - 9,999	2,955	3.0	38,000 - 38,999	636	0.6
\$10,000 - 10,999	3,029	3.0	39,000 - 39,999	187	0.2
\$11,000 - 11,999	2,244	2.2	40,000 - 40,999	1,533	1.5
\$12,000 - 12,999	2,880	2.9	41,000 - 41,999	411	0.4
\$13,000 - 13,999	1,907	1.9	42,000 - 42,999	561	0.6
\$14,000 - 14,999	2,880	2.9	43,000 - 43,999	411	0.4
\$15,000 - 15,999	3,590	3.6	44,000 - 44,999	299	0.3
\$16,000 - 16,999	2,356	2.4	45,000 - 45,999	972	1.0
\$17,000 - 17,999	2,020	2.0	46,000 - 46,999	187	0.2
\$18,000 - 18,999	2,132	2.1	47,000 - 47,999	187	0.2
\$19,000 - 19,999	1,122	1.1	48,000 - 48,999	262	0.3
\$20,000 - 20,999	2,805	2.8	49,000 - 49,999	187	0.2
\$21,000 - 21,999	1,272	1.3	50,000 - 59,999	1,309	1.3
\$22,000 - 22,999	1,384	1.4	60,000 - 69,999	972	1.0
\$23,000 - 23,999	1,533	1.5	70,000 - 79,999	823	0.8
\$24,000 - 24,999	2,319	2.3	80,000 - 89,999	374	0.4
\$25,000 - 25,999	1,833	1.8	90,000 - 99,999	112	0.1
\$26,000 - 26,999	1,870	1.9	100,000 & ABOVE	636	0.6
\$27,000 - 27,999	823	0.8			

	2001	2003
Per Capita Income	\$10,872	\$11,254
Median Individual Income	\$11,591	\$12,338
Mean Earner's Income	\$21,602	\$21,778

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Current Employment Report

Employment Highlights

Total employment on Guam has exhibited substantial stability with only marginal changes in the latest quarter and one year periods. Estimated total employment of 56,380 jobs for June 2005 is down 580 jobs since the comparable figures of one year ago. Construction employment remained moderately strong over the latest year, although down 530 jobs from a year ago. Transportation & Public Utilities gained 280 jobs over the latest year due to the transfer of the Guam Telephone Authority (GTA) from Government to private ownership. Retail Trade is up from a year ago in part due to increased tourist arrivals, but relatively unchanged in the latest quarter. Services other than hotels have remained steady this quarter but are down by 260 jobs from a year ago due largely to the reductions in Federal service employment contractors. The private sector employment total was down 120 jobs for the quarter but up 180 over the year.

Federal Government civilian employment remains relatively unchanged from the last quarter and year ago figures. Government of Guam employment decreased by 1,040 jobs from the prior quarter and by 750 jobs over the comparable figure of one year ago. The June reduction in Government of Guam employment was primarily due to the reduction in educational institutions during the summer period but the sale of GTA also contributed. Private sector Average Hourly Earnings, Weekly Hours Paid and Weekly Earnings have generally changed little over the latest quarter and year, except in the Manufacturing category whose hours and earnings fell substantially due to reduced ship repair work in June.

EMPLOYEES ON PAYROLL BY OWNERSHIP AND INDUSTRY						EMPLOYMENT BY SEX		PRODUCTION WORKERS, WAGES, HOURS AND EARNINGS			
	June ¹ 2004	September ¹ 2004	December ¹ 2004	March ¹ 2005	June ¹ 2005	June 2005 Male	June 2005 Female	Production Workers	Average Hourly Earnings	Average Weekly Hours Paid	Average Weekly Earnings
PRIVATE SECTOR											
AGRICULTURE	240	240	260	260	240	220	20	220	\$9.05	37.5	\$339.13
CONSTRUCTION	5,270	5,170	4,810	4,690	4,740	4,470	270	3,700	12.81	39.7	508.94
General building contractors	3,840	3,680	3,300	3,200	3,220	3,030	190	2,540	12.48	39.0	487.14
Heavy construction, ex. building	490	500	490	540	540	520	20	480	13.92	40.2	580.19
Special trade contractors	940	990	1,020	950	980	920	60	700	12.56	45.7	574.73
MANUFACTURING	1,580	1,810	1,560	1,600	1,530	1,210	320	970	11.79	35.1	414.67
Food and kindred products	470	470	470	470	460	330	130	240	9.53	35.6	339.23
Printing and publishing	330	340	340	340	340	200	140	120	10.15	38.2	388.31
All other manufacturing	780	800	750	790	730	680	50	610	13.14	34.4	452.50
TRANSPORTATION & PUBLIC UTILITIES	4,630	4,640	4,610	4,960	4,910	2,940	1,970	4,230	14.83	37.6	557.21
WHOLESALE TRADE	1,730	1,790	1,800	1,780	1,770	1,210	560	1,330	9.18	38.2	350.81
RETAIL TRADE	11,890	12,110	12,560	12,430	12,350	6,000	6,350	10,410	10.08	31.7	319.54
FINANCE, INSURANCE & REAL ESTATE	2,320	2,260	2,370	2,350	2,410	710	1,700	1,710	11.03	38.2	421.39
SERVICES	14,680	14,810	14,510	14,570	14,570	7,900	6,670	12,340	9.65	34.5	333.65
Hotels and other lodging places	4,960	4,950	5,030	5,070	5,110	2,500	2,610	4,210	6.83	34.9	238.73
All other services	9,720	9,860	9,480	9,500	9,460	5,400	4,060	8,130	11.97	34.2	409.91
TOTAL PRIVATE SECTOR	42,340	42,630	42,480	42,640	42,520	24,660	17,860	34,910	11.03	35.1	387.57
PUBLIC SECTOR											
FEDERAL GOVERNMENT	3,320	3,320	3,310	3,300	3,310	1,680	1,630				
GOVERNMENT OF GUAM	11,300	11,360	11,610	11,590	10,550	5,350	5,200		16.21	41.7	675.79
Executive branch	7,060	6,980	7,270	7,430	6,580						
AHRD Disaster(Typhoons Chata'an/Pongsona)	80	30	0	0	0						
All others including autonomous	4,160	4,350	4,340	4,160	3,970						
TOTAL PUBLIC SECTOR	14,620	14,680	14,920	14,890	13,860	7,030	6,830				
TOTAL PAYROLL EMPLOYMENT	56,960	57,310	57,400	57,530	56,380	31,690	24,690				

¹ Wages, Hours, and Earnings information is reported for production (nonsupervisory) workers only. Earnings are "gross", they reflect not only changes in basic hourly wage rates, but also such factors as premium pay for overtime work and shift differentials. Average weekly hours information is different from standard or scheduled hours because of such factors as absenteeism, labor turnover, part-time, overtime work, and stoppages. Due to the rounding of the Earnings and Hours Paid figures, their multiple may differ from the average weekly earnings rate shown.

² Government figures include all employees and are not directly comparable to private sector production worker estimates.

³ Figures are preliminary

⁴ Revised estimates

⁵ Updated preliminary figures

EXPLANATORY NOTE

Estimates in this release are based on the Current Employment Statistics (CES) survey conducted quarterly by the Guam Department of Labor's Bureau of Labor Statistics in cooperation with the U.S. Department of Labor's Employment and Training Administration.

Employment Concepts

Employment data, except those for the Federal Government, refer to persons on establishment payrolls who received pay for any part of the pay period, which includes the 12th of the month. For Federal Government establishments, employment figures represent the number of persons who occupied positions on the last day of the calendar month. Intermittent workers are counted if they performed any service during the month.

The data excludes proprietors, the self-employed, unpaid volunteer or family workers. And domestic workers in households. Salaried officers of corporations are included. Government employment covers only civilian employees; military personnel are excluded.

Persons on establishment payrolls who are on sick leave (when pay is received directly from the firm), on paid holiday or paid vacation, or who work during a part of the pay period and are unemployed or on strike during the rest of the period, are counted as employed. The CES survey counts a person employed by two or more establishments at each place of employment. Not counted as employed are persons who are laid off, on leave without pay, or on strike for the entire period or who are hired but have not been paid during the period.

Industrial Classification

Establishments reporting on Form BLS-CES 3 are classified into industries on the basis of their principal product or activity determined from information on annual sales volume. This information is collected on a supplement to the quarterly shuttle questionnaire. For an establishment making more than one product or engaged in more than one activity, the entire employment is included under the industry indicated by the most important product or activity. Employment series are classified in accordance with the Standard Industrial Classification Manual, U.S. Office of Management and Budget. The 1972 Classification was used for the CES until March 1989 when a change to the 1987 edition was made.

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News

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THE UNEMPLOYMENT SITUATION ON GUAM: MARCH 2004

The Guam Department of Labor, Bureau of Labor Statistics announced that the March 2004 unemployment rate was 7.7 percent, a decrease of 3.7 percentage points from the 11.4 percent reported in March 2002. In March 2004, the number of people employed reached 56,810, an increase of 1,830 from two years ago. Of the total employed, the immigrant aliens (PRA) category showed an increase of 3,660 people from the March 2002 report of 9,620 to 13,280 in March 2004. As reported previously, recent gains in employment are largely due to typhoon recovery construction projects and recovery from previously depressed levels.

The total number of people unemployed in March 2004 was 4,710, a decrease of 2,360 from the previous survey in March 2002 of 7,070 unemployed. The unemployment rate for all the reported categories in Table 1 declined.

Those persons not in the labor force, who were persons not employed and not actively looking for work numbered 38,260, an increase of 810 from the prior survey. Of the person not in the labor force, 5,720 desired to work but did not search for employment during the reference period for the reasons presented in Table 2.

The comparable seasonally unadjusted unemployment rate for March 2004 in the State of Hawaii was 3.5 percent and the U.S. national unemployment rate was 6.0 percent.¹

Acknowledgement is due Bennett Manipol, Statistician I, MaryAnn M. Roman, Data Control Clerk I, Bill Huihui and Nellie Asanuma, temporary Survey Worker Supervisors and particularly to our temporary survey workers for collecting the data. Thanks also to the cooperation of the public in providing the data.

¹ Source: State of Hawaii, Labor Area News, April 2004.

EXPLANATORY NOTE

Data on labor force, employment, and unemployment are derived from the sample survey of households conducted by the Bureau of Labor Statistics in its Current Labor Force Statistics program. These periodic surveys of the population are conducted with a scientifically selected sample of households designed to represent the civilian noninstitutional population. Respondents are interviewed to obtain information about the employment status of each member of the household 16 years of age and over. The inquiry relates to activity or status during the calendar week, Sunday through Saturday, which includes the 12th of the month. This is known as the survey week. Actual field interviewing is conducted in the following week.

Inmates of institutions, members of the Armed Forces, civilian living in military installations and housings, persons under 16 years of age, and nonimmigrant aliens are not covered in the periodic enumerations and are excluded from this report. Included in this report are Citizens of the Marshall Islands and the Federated States of Micronesia, who are authorized by the Compact of Free Association to accept employment in the United States and also, Citizens of the Republic of Palau which are authorized to accept employment through the Covenant with the U.S. in October 1994.

Employed persons comprise (a) all those within the scope of the survey who, during the survey week did any work at all as paid employees, in their own business, profession, or farm or who worked 15 hours or more as unpaid workers in an enterprise operated by a member of the family, and (b) all those who were not working but who had jobs or business from which they were temporarily absent because of illness, bad weather, vacation, labor-management dispute, or personal reasons, whether or not they were paid by their employers for the time off, and whether or not they were seeking other jobs.

Each employed person is counted only once. For those who hold more than one job, the job which they worked the greatest number of hours during the reference period is the one counted.

Excluded are persons whose only activity consisted of work around the house (such as, own home housework, and painting or repairing own home) or volunteer work for religious, charitable, and similar organizations.

Unemployed persons comprise of all persons within the scope of the survey, who did not work during the survey week, who made specific efforts to find a job within the past 4 weeks, and who were available for work during the survey week (except for temporary illness). Also included as unemployed are those who did not work at all, were available for work, and (a) were waiting to be called back to a job from which they were laid off; or (b) were waiting to report to a new wage or salary job within 30 days.

The **civilian labor force** comprises the total of all civilians as employed or unemployed in accordance with the criteria described above.

Not in the labor force includes all civilians within the scope of the survey 16 years and over who are not classified as employed or unemployed. Persons doing only incidental unpaid family work (less than 15 hours) are also classified as not in the labor force.

TABLE 1. HIGHLIGHTS OF THE EMPLOYMENT SITUATION ON GUAM: MARCH 2004

SELECTED CATEGORIES	Sep 2001	Mar 2002	Mar 2004
Total Civilian Population			
16 years of age and over.....	100,470	99,500	99,780
Civilian Labor Force.....	64,800	62,050	61,520
Total Employed.....	56,040	54,980	56,810
Adult women.....	24,410	24,910	23,450
Adult men.....	29,670	28,610	31,120
Teenagers.....	1,950	1,460	2,250
Household Heads.....	23,670	24,070	23,970
Full-time workers.....	50,560	47,790	50,150
Part-time workers.....	5,490	7,190	6,660
U.S. Citizens.....	45,720	45,360	43,530
Immigrant aliens.....	10,320	9,620	13,280
Veterans.....	3,360	3,760	4,040
Total Unemployed.....	8,760	7,070	4,710
Not in the Labor Force.....	35,670	37,450	38,260
 UNEMPLOYMENT RATES:			
All Workers	13.5	11.4	7.7
Adult women.....	12.6	8.9	7.1
Adult men.....	12.6	11.9	7.1
Teenagers.....	33.9	34.8	18.9
Household Heads.....	11.5	8.8	7.1
Full-time workers.....	13.2	11.8	8.0
Part-time workers.....	15.8	8.6	5.3
U.S. Citizens.....	13.2	11.1	7.5
Immigrant Allens.....	14.7	12.9	8.3
Veterans.....	7.5	7.9	1.8

NOTES: Sum of details may not equal totals due to rounding. For coverage of survey and definitions, refer to EXPLANATORY NOTE.

TABLE 2. EMPLOYMENT SITUATION AND JOB DESIRE OF PERSONS OUTSIDE THE CIVILIAN LABOR FORCE AND REASON NOT SEEKING WORK: MARCH 2004

	SEPT 2001	MAR 2002	MAR 2004
Not in Labor Force.....	35,670	37,450	38,260
Did not want a job during survey period	28,200	30,160	32,540
Want job during survey period but did not look for work	7,470	7,290	5,720
Reasons for not looking for work:			
Believe no job available....	410	390	220
Cannot find work.....	2,680	3,140	1,650
School attendance.....	2,130	2,460	1,870
Family responsibility.....	1,440	1,260	1,230
Cannot arrange child care.....	790	450	520
Others.....	1,990	1,000	1,380

**TABLE 3. EMPLOYMENT STATUS OF CIVILIAN NONINSTITUTIONAL
POPULATION 16 YEARS & OVER BY AGE AND SEX: MARCH 2004**

	TOTAL CIVILIAN POPULATION	TOTAL		CIVILIAN LABOR FORCE			NOT IN THE LABOR FORCE		
		Number	%	Number	%	Number	%	Number	%
BOTH SEXES									
Total 16 years & above	99,780	61,520	61.7%	56,810	92.3%	4,710	7.7%	38,260	38.3%
16-17 years	5,310	560	10.5%	490	87.5%	70	12.5%	4,750	89.5%
18-19 years	4,150	2,210	53.3%	1,760	79.6%	450	20.4%	1,940	46.7%
20-24 years	10,140	6,470	63.8%	5,840	90.3%	630	9.7%	3,670	36.2%
25-34 years	17,470	13,690	78.4%	12,040	87.9%	1,650	12.1%	3,780	21.6%
35-44 years	19,970	16,190	81.1%	14,920	92.2%	1,270	7.8%	3,780	18.9%
45-59 years	25,090	17,540	69.9%	17,050	97.2%	490	2.8%	7,550	30.1%
60 years & above	17,650	4,860	27.5%	4,710	96.9%	150	3.1%	12,790	72.5%
FEMALES									
Total 16 years & above	50,450	26,630	52.8%	24,570	92.3%	2,060	7.7%	23,820	47.2%
16-17 years	2,280	340	14.9%	260	76.5%	80	23.5%	1,940	85.1%
18-19 years	2,280	1,050	46.1%	860	81.9%	190	18.1%	1,230	53.9%
20-24 years	5,460	2,770	50.7%	2,500	90.3%	270	9.7%	2,690	49.3%
25-34 years	8,760	5,820	66.4%	5,050	86.8%	770	13.2%	2,940	33.6%
35-44 years	10,170	7,110	69.9%	6,550	92.1%	560	7.9%	3,060	30.1%
45-59 years	12,300	7,630	62.0%	7,520	98.6%	110	1.4%	4,670	38.0%
60 years & above	9,200	1,910	20.8%	1,830	95.8%	80	4.2%	7,290	79.2%
MALES									
Total 16 years & above	49,330	34,890	70.7%	32,240	92.4%	2,650	7.6%	14,440	29.3%
16-17 years	3,030	220	7.3%	220	100.0%	0	0.0%	2,810	92.7%
18-19 years	1,870	1,160	62.0%	900	77.6%	260	22.4%	710	38.0%
20-24 years	4,680	3,700	79.1%	3,330	90.0%	370	10.0%	980	20.9%
25-34 years	8,710	7,850	90.1%	6,990	89.0%	860	11.0%	860	9.9%
35-44 years	9,800	9,090	92.8%	8,380	92.2%	710	7.8%	710	7.2%
45-59 years	12,790	9,910	77.5%	9,540	96.3%	370	3.7%	2,880	22.5%
60 years & above	8,450	2,960	35.0%	2,880	97.3%	80	2.7%	5,490	65.0%

GUAM DEPARTMENT OF LABOR
BUREAU OF LABOR STATISTICS
CURRENT LABOR FORCE SURVEY

UNEMPLOYMENT SITUATION OF GUAM: 1974 - 2004

YEAR	MONTH	TOTAL CIV NONINST'L POPULATION	TOTAL	LABOR FORCE		% OF LF UNEMPLOYED	NOT IN LABOR FORCE
				EMPLOYED NUMBER	UNEMPLOYED NUMBER		
1974	Sept		29,960	27,090	2,860	9.6	
1975	May	44,800	28,570	26,210	2,360	8.3	16,230
	Sept	45,130	28,090	25,390	2,700	9.6	17,040
1976	May	46,140	27,270	23,640	3,630	13.3	18,870
	Sept	43,680	26,910	24,600	2,320	8.6	16,770
	Dec	43,830	27,080	25,100	1,980	7.3	16,750
1977	Mar	44,430	26,760	24,850	1,910	7.2	17,660
	Sept	47,370	29,090	26,840	2,260	7.8	18,280
	Dec	46,820	28,420	26,460	1,960	6.9	18,400
1978	Mar	49,830	30,020	27,990	2,030	6.8	19,810
	Jun	50,110	33,450	29,380	4,070	12.2	16,660
	Sept	50,300	32,000	29,560	2,440	7.6	18,300
	Dec	50,570	31,420	29,490	1,930	6.1	19,150
1979	Mar	54,020	33,840	31,470	2,380	7.0	20,180
	Jun	54,260	36,500	32,370	4,130	11.3	17,760
	Sept	54,970	34,870	32,430	2,440	7.0	19,100
	Dec	54,830	34,960	32,700	2,260	6.5	19,870
1980	Mar	55,080	33,800	30,890	2,910	8.6	21,280
	Jun	55,290	36,690	31,980	4,710	12.8	18,600
	Sept	55,280	35,050	31,600	3,450	9.8	20,770
	Dec	56,010	35,010	32,060	2,950	8.4	21,000
1981	Mar	56,030	34,470	32,230	2,240	6.5	21,560
	Jul	56,060	36,480	32,700	3,770	10.4	19,570
	Nov	56,200	34,980	31,800	3,180	9.1	21,220
1982	Mar	56,210	33,000	30,120	2,880	8.7	23,210
	Jul	56,040	36,080	31,700	4,380	12.2	19,960
	Nov	56,150	34,850	31,720	3,130	9.0	21,290
1983	Mar	56,320	33,860	30,830	3,040	9.0	22,460
	Jul	56,330	36,380	32,700	3,680	10.1	19,950
	Nov	56,410	34,310	31,020	3,290	9.6	22,100
1984	Mar	56,360	33,490	30,670	2,820	8.4	22,870
	Jul	56,280	34,960	31,740	3,220	9.2	21,320
	Oct	56,390	33,640	30,740	2,900	8.6	22,750
	Dec	56,660	33,880	31,200	2,680	7.9	22,780

GUAM DEPARTMENT OF LABOR
BUREAU OF LABOR STATISTICS
CURRENT LABOR FORCE SURVEY

UNEMPLOYMENT SITUATION OF GUAM: 1974 - 2004

YEAR	MONTH	TOTAL CIV NONINST'L POPULATION	LABOR FORCE		% OF LF UNEMPLOYED	NOT IN LABOR FORCE	
			TOTAL	CIVILIAN			
			EMPLOYED NUMBER	UNEMPLOYED NUMBER			
1985	Mar	56,660	33,440	31,270	2,170	6.5	23,220
	Jun	56,840	36,280	32,260	4,020	11.1	20,560
	Oct	57,340	34,260	31,900	2,360	6.9	23,080
	Dec	58,320	34,400	32,190	2,210	6.4	23,920
1986	Mar	58,930	35,590	33,460	2,130	6.0	23,340
	Jun	59,020	36,880	33,870	3,010	8.2	22,140
	Sept	59,640	35,830	33,930	1,900	5.3	23,800
	Dec	59,710	35,990	34,230	1,760	4.9	23,720
1987	Mar	59,660	36,250	34,270	1,970	5.4	23,420
	Jun	59,650	36,320	34,300	2,020	5.6	23,320
	Sept	59,690	36,230	34,140	1,090	3.0	23,460
	Dec	59,920	36,540	35,190	1,350	3.7	23,380
1988	Mar	60,120	37,440	35,740	1,700	4.5	22,680
	Jun	59,970	38,280	36,240	2,040	5.3	21,690
	Sept	60,530	37,960	36,520	1,440	3.8	20,570
	Dec	61,010	38,240	37,060	1,770	3.1	22,770
1989	Mar	61,240	38,410	37,400	1,010	2.6	22,830
	Jun	61,280	39,940	38,260	1,680	4.2	21,340
	Sept	61,230	39,340	38,420	920	2.3	21,890
	Dec	61,370	40,050	39,230	820	2.1	21,320
1990	Mar	61,490	40,560	39,800	760	1.9	20,930
	Jun	68,090	46,750	44,940	1,810	3.9	21,340
	Sept	67,590	45,540	44,240	1,300	2.9	22,050
	Dec	67,980	46,930	45,710	1,220	2.6	21,050
1991	Mar	67,300	46,680	45,230	1,450	3.1	20,620
	Jun	67,390	48,030	46,070	1,960	4.1	19,360
	Sept	67,670	46,970	45,260	1,710	3.6	20,700
	Dec	67,680	46,960	45,460	1,500	3.2	20,710
1992	Mar	68,830	47,500	46,140	1,360	2.9	21,330
	Jun	68,800	48,540	46,720	1,820	3.7	20,260
	Sept	70,070	47,020	44,870	2,150	4.6	23,050
	Dec	70,470	47,500	46,710	2,030	4.2	21,730
1993	Mar	69,090	47,350	45,200	2,150	4.5	21,740
	Jun	70,090	48,180	45,760	2,420	5.0	21,900
	Sept	69,970	47,770	44,640	3,130	6.6	22,200
	Dec	69,810	47,030	44,210	2,820	6.0	22,780

GUAM DEPARTMENT OF LABOR
BUREAU OF LABOR STATISTICS
CURRENT LABOR FORCE SURVEY

UNEMPLOYMENT SITUATION OF GUAM: 1974 - 2004

YEAR	MONTH	TOTAL CIV NONINST'L POPULATION	TOTAL	LABOR FORCE		% OF LF UNEMPLOYED	NOT IN LABOR FORCE
				CIVILIAN EMPLOYED NUMBER	UNEMPLOYED NUMBER		
1994	Mar	69,880	46,970	43,800	3,170	6.7	22,910
	Jun	70,280	48,700	44,140	4,560	9.4	21,580
	Sept	70,400	47,930	44,690	3,240	6.8	22,470
	Dec	70,630	47,930	44,430	3,500	7.3	22,700
1995	Mar	71,190	48,590	44,530	4,060	8.4	22,600
	Jun	71,380	50,100	44,650	4,450	8.9	21,280
	Sept	71,510	48,120	44,950	3,170	6.6	23,390
	Dec	71,500	47,890	44,150	3,740	7.8	23,610
1996	Mar	71,520	47,330	44,000	3,330	7.0	24,190
	Jun	71,600	49,030	44,870	4,160	8.5	22,570
	Sept	70,770	48,850	44,640	4,210	8.6	21,920
	Dec	71,290	49,180	44,770	4,410	9.0	22,110
1997	Mar	71,150	48,190	43,530	4,660	9.7	22,960
	Jun	71,400	49,820	44,830	4,990	10.0	21,580
	Sept	71,420	49,540	44,990	4,550	9.2	21,880
1998	Mar	71,930	48,060	44,340	3,720	7.7	23,870
1999	Mar	105,320	72,460	62,350	10,110	14.0	32,860
	Jun	105,270	72,700	61,640	11,060	15.2	32,570
2000	Jul	104,480	70,800	59,950	10,850	15.3	33,680
2001	Mar	104,320	69,560	60,520	9,040	13.0	34,760
	Sept	100,470	64,800	56,040	8,760	13.5	35,670
2002	Mar	99,500	62,050	54,980	7,070	11.4	37,450
2004	Mar	99,780	61,520	56,810	4,710	7.7	38,260

Note: Data included the civilian noninstitutional population 16 year of age and older but excludes non-immigrant aliens and civilian living within military installations or housing.

LF = Labor Force

% of LF unemployed is derived by dividing the total number unemployed by the total number in the civilian labor force (employed + unemployed.)

Note: Sums may not equal totals due to rounding.

Public Law 26-111

MINA'BENTE SAIS NA LIHESLATURAN GUÅHAN
2002 (SECOND) Regular Session

Bill No. 323 (COR)

As amended by the Committee
on Rules, General Governmental
Operations, Reorganization, Reform,
and Federal, Foreign and General Affairs
and further amended.

Introduced by:

Mark Forbes
V. C. Pangelinan
J. M.S. Brown
J. F. Ada
T. C. Ada
F. B. Aguon, Jr.
E. B. Calvo
F. P. Camacho
M. C. Charfauros
L. F. Kasperbauer
L. A. Leon Guerrero
K. S. Moylan
A. L.G. Santos
A. R. Unpingco
J. T. Won Pat

AN ACT TO ADD ARTICLE 13 TO CHAPTER 5 OF TITLE 5 OF THE
GUAM CODE ANNOTATED, RELATIVE TO ESTABLISHING MINIMUM
AND PREVAILING WAGE DETERMINATIONS, LEAVE REQUIREMENTS
AND BENEFIT REQUIREMENTS FOR EMPLOYEES OF SERVICE AND
OTHER CONTRACTORS OF THE GOVERNMENT OF GUAM.

BE IT ENACTED BY THE PEOPLE OF GUAM:

Section 1. Legislative Findings and Intent.

I Liheslaturan Guåhan finds that there are no prevailing wages, or set benefits, established for employees of private contractors awarded service and other contracts by the government of Guam, *except* to the extent that the minimum wage law applies, and specifically to the extent that the Federal prevailing wage applies to construction contractors.

This lack of minimum standards sets an insecure and uneven playing field for businesses wishing to do business with the government of Guam in the service area. Moreover, and more **critically**, it forcefully depresses wages and benefits among employees of firms doing business with the government of Guam, as firms are compelled to reduce bids in order to remain competitive with other bidders. *I Liheslaturan Guåhan* finds this to be inequitable and detrimental for the employees of these private firms.

Section 2. Article 13 is hereby *added* to Chapter 5 of Title 5 of the Guam Code Annotated to read as follows:

"ARTICLE 13.

WAGE AND BENEFIT DETERMINATION.

Section 5801. Wage Determination Established. In such cases where the government of Guam enters into contractual arrangements with a sole proprietorship, a partnership or a corporation ('contractor') for the provision of a service to the government of Guam, and in such cases where the contractor employs a person(s) whose purpose, in whole or in part, is the direct delivery of service contracted by the government of Guam, then the contractor shall pay such employee(s) in accordance with the Wage Determination for Guam and the Northern Mariana Islands issued and promulgated by the U.S. Department of Labor for such labor as is employed in the direct delivery of contract deliverables to the government of Guam.

The Wage Determination most recently issued by the U.S. Department of Labor at the time a contract is awarded to a contractor by the government of Guam shall be used to determine wages, which shall be paid to employees pursuant to this Article. Should any contract contain a renewal clause, then at the time of renewal adjustments, there shall be made stipulations contained in that contract for applying the Wage Determination, as required by this Article, so that the Wage Determination promulgated by the U.S. Department of Labor on a date most recent to the renewal date shall apply.

Section 5802. Benefits. In addition to the Wage Determination detailed in this Article, any contract to which this Article applies shall also contain provisions mandating health and similar benefits for employees covered by this Article, such benefits having a minimum value as detailed in the Wage Determination issued and promulgated by the U.S. Department of Labor, and shall contain provisions guaranteeing a *minimum* of ten (10) paid holidays per annum per employee.

Section 5803. Department of Labor Monitoring and Penalizing Authority.

The Guam Department of Labor, or its successor, shall monitor compliance with the provisions of this Article. The Director of the Department of Labor, or that person's successor, shall investigate possible or reported violations of the provisions of this Article, and shall forward such findings to the Chief Procurement Officer of the General Services Agency, or that person's successor.

The Department of Labor, or its successor, shall promulgate rules and regulations, pursuant to the Administrative Adjudication Law, as needed to ensure the equitable investigation of violations and the maintenance of due process, as well as the assessment of monetary penalties in the event of a violation, providing that such monetary penalties shall be limited to the assessment of daily penalties of *no less than* One Hundred Dollars (\$100.00) per day, and *no*

more than One Thousand Dollars (\$1,000.00) per day, until such time as a violation has been corrected, as well as the payment of all back wages and benefits due.

Section 5804. Probation and Appeal. A contractor who violates the provisions of this Article, as determined by the process authorized in § 5803 of this Article, may be placed on a probationary status by the Chief Procurement Officer of the General Services Agency, or its successor, for a period of one (1) year. During such probationary status, a contractor shall *not* be awarded any contract by any instrumentality of the government of Guam. A contractor who has been placed on probationary status pursuant to this Article, or who has been assessed a monetary penalty pursuant to this Article, may appeal such penalty or probationary status to the Superior Court of Guam."



Senator Jesse Anderson Lujan

Chairman, Committee on Aviation, Immigration, Labor and Housing

**PUBLIC HEARING
THURSDAY, SEPTEMBER 15, 2005
9:00 A.M.**

AGENDA

CONFIRMATION HEARING

Mr. Rufo C. Taitano, appointed as a Member of Guam Housing and Urban Renewal Authority Board of Commissioners for a period of five (5) years.

PUBLIC HEARING

Continuation of August 12 Public Hearing on Bill No. 148 (LS) – AN ACT TO REPEAL AND REENACT SECTION 3105 OF TITLE 22 OF THE GUAM CODE ANNOTATED, RELATIVE TO RAISING THE MINIMUM WAGE TO FIVE DOLLARS AND SEVENTY-FIVE CENTS PER HOUR BY JANUARY 1, 2006 AND SIX DOLLARS AND TWENTY-FIVE CENTS PER HOUR BY JANUARY 1, 2007, for the purpose of examining a report prepared by The Guam Department of Labor on this subject.

CONFIRMATION HEARING

Ms. Evelyn R. Duenas, appointed as a Member of the Guam Transportation Commission representing persons with disabilities that ride the Paratransit System, for a period of three (3) years from date of legislative confirmation;

Mrs. Roseanne S. Ada, appointed as a Member of the Guam Transportation Commission representing DISID, for a period of three (3) years from date of legislative confirmation;

Mr. Joseph T. Flores, appointed as a Member of the Guam Transportation Commission representing the Guam Developmental Disabilities Council, for a period of three (3) years from date of legislative confirmation;

Mr. Michael J. Terlaje, appointed as a Member of the Guam Transportation Commission representing the Guam Assistive Technologies community, for a period of three (3) years from date of legislative confirmation; and

Mr. Thomas L. Manglona, appointed as a Member of the Guam Transportation Commission representing the public and riders of the public transit system, for a period of three (3) years from date of legislative confirmation.

Me 9/9/05



Senator Jesse Anderson Lujan

Chairman, Committee on Aviation, Immigration, Labor and Housing

September 8, 2005

Ms. Maria S. Connelley, Director
Department of Labor
GCIC Building
414 W. Soledad Avenue
Hagåtña, Guam 96910

Dear Madame Director:

The Committee on Aviation, Immigration, Labor and Housing will be continuing its August 12 public hearing on **Bill No. 148** on Thursday, **September 15, 2005**, starting at 9:00 A.M., for the purpose of examining the Guam Department of Labor's report on the proposal to raise the statutory minimum wage on Guam. You are hereby invited to appear and offer testimony that will assist the Committee to formulate its recommendations to the entire Legislature on this matter.

Due to the complexity of the subject matter, I scheduled the hearing beyond the thirty days requested by you to complete the report, to afford committee members an opportunity to read it and prepare any questions they may have in time for the hearing. Please transmit electronically or deliver the report to my office by the close of business on Monday, September 12. In addition, I may schedule additional public forums or discussions as needed to accommodate all interested and affected parties.

Thank you very much for your effort to provide the Legislature with factual information on which to base public policy with regard to statutory minimum wage. I look forward to reading and discussing your report.

Sincerely,

Senator Mike Cruz, M.D.
Acting Chairman

Enclosure

2/2006

MEMORANDUM

To: Director, Department of Labor
From: Director, Department of Public Health and Social Services
Subject: Expected Impact of Minimum Wage Increase on Recipients of Public Benefits

In response to your request for input as to how the proposed increase of minimum wage will impact on our agency's programs, the Bureau of Economic Security conducted a review of active cases randomly selected for quality control. Based on this sample, the following programs will be impacted as indicated:

Approximately 10% of Food Stamp households may experience a decrease of 3% to 5% in their monthly allotment. Roughly half of these households would not be affected because they are not working and most of the working households are already earning more than \$5.75 per hour. Households working only part time at minimum wage would not likely be affected by the proposed increase because their total income will still be below the "standard deduction" for their household size.

Recipients of cash aid programs, including Temporary Assistance for Needy Families (TANF), Old Age Assistance (OAA), Aid to the Blind (AB), and Aid to the Totally and Permanently Disabled (APTD), as well as the locally funded General Assistance (GA) program will not be affected as these clients are not employed. Once an individual becomes employed, it generally results in termination of cash aid.

Employed recipients of the Medically Indigent Program (MIP) whose income would be augmented by an increase in minimum wage will still be eligible for medical assistance but may be required to pay a higher deductible for the medical service prior to payment by MIP.

Please be advised that this input is specific to income maintenance or public aid programs. There may be impact on fees charged to patients for health services provided by the Division of Public Health.

If you have any questions specific to income maintenance programs, please contact Mr. Curtis Ladd Bell, Supervisor, Program Management Section, Bureau of Economic Security at 735-7312 or email clbell@dphss.gov.guam.net. For other questions, please contact my office at 735-7102.

ARTHUR U. SAN AGUSTIN, MHR
Acting

State	Minimum Wage Rate		State	Minimum Wage Rate
Alabama	5.15		Montana	5.15
Alaska	7.15		Nebraska	5.15
American Samoa	n/a	Special Minimum Wage Rate	Nevada	5.15
Arizona	5.15		New Hampshire	5.15
Arkansas	5.15	Applicable to employers of 4 or more employees	New Jersey	6.15
California	6.75		New Mexico	5.15
Colorado	5.15		New York	6.75
Connecticut	7.40		North Carolina	5.15
Delaware	6.15		North Dakota	5.15
District of Columbia	7.00		Ohio	4.25
Florida	6.40		Oklahoma	5.15
Georgia	5.15		Oregon	7.50
Guam	5.15		Pennsylvania	5.15
Hawaii	6.75		Puerto Rico	3.61
Idaho	5.15		Rhode Island	7.10
Illinois	6.50	Applicable to employers of 4 or more employees	South Carolina	n/a
Indiana	5.15		South Dakota	5.15
Iowa	5.15		Tennessee	n/a
Kansas	2.65		Texas	5.15
Kentucky	5.15		Utah	5.15
Louisiana	n/a		Vermont	7.25
Maine	6.50		Virginia	5.15
Maryland	6.15		Virgin Islands	4.65
Massachusetts	6.75		Washington	7.63
Michigan	5.15		West Virginia	5.15
Minnesota	6.15		Wisconsin	5.70
Mississippi	n/a		Wyoming	5.15
Missouri	5.15			

Number of States following Federal Minimum Wage Rate 27
Number of States with wage rate higher than Federal Rate 19
Number of States with wage rate lower than Federal Rate 4
Number of States exempt from Fair Labor Standards Act 5



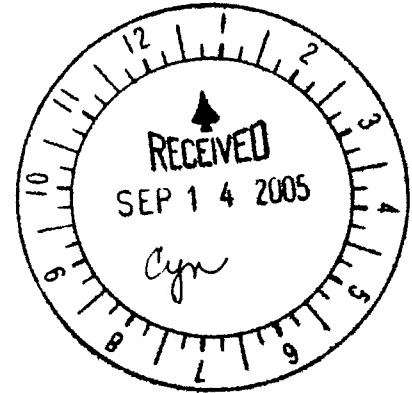
DEPARTMENT OF
LABOR

DIPĀTTMENTON HUMOTNĀT MARIA S. CONNELLEY, Director · EDUARDO S. BERNAL, Deputy Director

FELIX P. CAMACHO
Governor
KALEO S. MOYLAN
Lieutenant Governor

September 13, 2005

Senator Jesse Anderson Lujan
Chairman, Committee on Aviation,
Immigration, Labor and Housing
Twenty-Eighth Guam Legislature
Suite 100, 655 South Marine Corps Drive
Tamuning, Guam 96913



Dear Senator Lujan:

Your August 9, 2005 letter requested information from the Department of Labor regarding Bill No. 148. We have reviewed the requested items and compiled information pertaining to this issue.

1. *Describe the total numbers, demographic profiles and primary occupations of minimum wage earners, and those workers who would also be affected by an increase in the minimum wage.*

Information on the total numbers of workers who would be affected by the proposed minimum wage increase have been derived from the *May 2004 Occupational Employment and Wage Estimates* for Guam. These estimates were derived from the U.S. Department of Labor's Federal/State Occupational Employment Statistics Program in which Guam participates. The report provides published wage data for all sectors, major occupational groups and almost two hundred occupations.

The data currently available does not provide a number of those at the current or below the proposed minimums. However, the occupational wage data does provide mean, median and wage ranges for various percentiles, which are very insightful for this analysis. The bottom ten percentile, of those employed in 38 different occupations, earn below \$5.75 per hour. This group comprises over 1,600 persons who would be covered directly by the proposed increase to \$5.75. Also, the bottom ten percentile of all workers on Guam earn below \$6.01 per hour. Those comprise a total of 5,580 workers who might be affected directly by the proposed initial increase for those below \$5.75 and probably indirectly for those who would be just above the new minimum as employers attempt to maintain wage differentials for more experienced workers.

For the second proposed increment to \$6.25 per hour, an estimate was derived that about 10,000 employees earn under the second step and would be directly affected by it. Approximately another 4,000 might be affected by the second step indirectly as they are currently just below the second step. A total of 14,000 workers currently earn under \$7.09 per hour. Tables showing occupational detail are attached.

Comprehensive demographic information is available on Guam's population and labor force, however, their usefulness is limited for the purposes of this analysis since the databases such as the U.S. Census of Population and Housing include annual income information but not hourly earnings with which to correlate with other demographic variables. As many people work part time, multiple jobs and intermittently throughout the year, it is difficult to determine with any accuracy how annual earnings correspond to hourly pay rates. Low annual earnings may be due to few hours being worked as well as pay rates near the minimum. Similarly, higher annual earnings may be due to multiple jobs and overtime and not necessarily due to earnings above the minimum.

It is safe to say, however, that due to the large number of employees employed with wages within one or two dollars per hour of the minimum, that those in the lower wage categories are not limited to any one particular demographic category such as teenagers. The number of teenagers counted in the labor force were only 2,250 as of the March 2004 Current Labor Force Survey.

The affect of the proposed minimum wage increase would be almost exclusively limited to the private sector as federal and local government wages in the lower ranges are above the proposed minimums except for employment and training program participants.

2. In the enforcement of minimum wage laws, describe complaints and problems that are addressed.

Generally, employees and employers are well aware of the minimum wage requirements and non-compliance with minimum wage requirements is minimal. Enforcement problems pertain more to non-payment of wages. The department is prepared to enforce minimum wage requirements enacted into law. A change in the rates would involve additional phone inquiries from employees and employers but can be accommodated as with past changes.

3. How would an increase in the minimum wage affect beneficiaries of your department's programs.

The number of participants in federally funded employment programs such as the Senior Community Service Employment Program (SCSEP) may have to be reduced through attrition to limit wage expenditures to awarded federal funding.

4. How would an increase in the minimum wage laws affect the administration of your department's programs?

It would have little if any affect other than the expected reduction in the number of program participants and a minor increase in the Wage and Hour Division's workload.

⑤ *Articulate the position of the Department of Labor on the proposed increase in minimum wage, in terms of the Department's mandated mission, as stated in Public Law 26-62.*

The Department of Labor stands ready to comply with and enforce minimum wage requirements, which have been or may be enacted into law. The Department understands employers concerns and that some employees would benefit from such a proposal while others' benefits, hours or employment could be impaired to some extent by increased labor cost pressures.

Sincerely,


Maria S. Connelley

Attachments

cc: *Governor of Guam*
DOL – Administrators

TABLE 1 Occupations with significant employment below \$5.75 per hour.

OCC_CODE	OCC_TITLE	GROUP	TOT_EMP	EMP_PRS	H_MEAN	A_MEAN	MEAN_PR	H_PCT10	H_PCT25	H_MEDIAN	H_PCT75	H_PCT90	A_PCT10	A_PCT25	A_MEDIAN	A_PCT75	A_PCT90
00-0000	All Occupations		55,800	1.4	13.10	27,260	2.2	6.01	7.09	10.56	15.89	22.66	12,500	14,750	21,960	33,040	47,120
35-0000	Food preparation and serving related occupations	major	5,350	3.5	7.22	15,020	1.0	5.55	5.91	6.52	7.73	10.21	11,540	12,300	13,560	16,070	21,240
37-0000	Building and grounds cleaning and maintenance occupations	major	2,940	4.2	7.98	16,600	1.9	5.60	6.05	6.82	9.12	11.81	11,650	12,590	14,180	18,960	24,570
39-0000	Personal care and service occupations	major	1,790	3.6	12.99	27,010	14.2	5.65	6.21	7.45	10.76	45.28	11,760	12,920	15,500	22,380	94,190
41-0000	Sales and related occupations	major	4,950	3.7	9.20	19,140	1.4	5.74	6.29	7.47	10.27	14.90	11,930	13,080	15,530	21,350	30,990
53-0000	Transportation and material moving occupations	major	4,350	5.7	9.61	19,980	3.2	5.77	6.50	8.73	10.85	15.18	11,990	13,520	18,170	22,570	31,570
51-0000	Production occupations	major	1,720	3.1	10.76	22,390	3.3	5.80	6.81	9.34	13.55	18.36	12,050	13,760	19,430	28,180	38,190
33-0000	Protective service occupations	major	2,470	3.5	11.94	24,840	5.6	5.82	6.66	11.59	15.36	19.43	12,100	13,860	24,110	31,950	40,420
21-0000	Community and social services occupations	major	490	4.7	15.39	32,020	3.5	6.20	8.36	14.14	19.56	25.03	12,900	17,400	29,410	40,690	52,060
31-0000	Healthcare support occupations	major	680	14.0	10.72	22,290	3.4	6.21	7.80	10.42	12.93	15.61	12,920	16,230	21,670	26,900	32,480
43-0000	Office and administrative support occupations	major	10,010	1.4	11.75	24,440	2.2	6.27	7.74	10.55	14.50	18.83	13,050	16,100	21,940	30,150	39,170
27-0000	Arts, design, entertainment, sports, and media occupations	major	460	7.4	12.32	25,620	3.3	6.29	7.82	10.51	14.85	20.62	13,070	16,270	21,870	30,890	42,680
49-0000	Installation, maintenance, and repair occupations	major	2,760	3.1	13.44	27,950	2.5	7.09	8.85	12.22	16.41	21.94	14,750	18,410	25,420	34,140	45,640
47-0000	Construction and extraction occupations	major	4,380	9.3	11.79	24,530	1.7	7.63	9.32	11.55	13.44	16.40	15,880	19,380	24,010	27,950	34,120
13-0000	Business and financial operations occupations	major	1,950	2.2	18.82	39,150	3.4	9.41	12.77	17.14	23.30	31.12	19,570	26,560	35,650	48,450	64,730
15-0000	Computer and mathematical occupations	major	320	5.1	19.57	40,710	4.6	9.55	13.15	17.00	24.11	35.33	19,860	27,340	35,360	50,150	73,490
29-0000	Healthcare practitioners and technical occupations	major	1,450	2.7	25.63	53,310	3.1	10.32	14.28	19.31	27.41	52.17	21,470	29,710	40,160	57,020	108,510
11-0000	Management occupations	major	4,130	2.1	24.87	51,740	1.3	10.45	14.90	21.48	30.91	42.43	21,730	30,990	44,680	64,290	88,260
17-0000	Architecture and engineering occupations	major	820	4.1	21.20	44,100	4.5	11.41	14.96	19.72	25.29	33.86	23,720	31,120	41,030	52,610	70,430
19-0000	Life, physical, and social science occupations	major	280	5.2	20.86	43,390	4.9	11.69	13.57	17.82	27.36	35.46	24,320	28,230	36,650	56,900	73,760
23-0000	Legal occupations	major	170	6.9	33.73	70,160	5.8	12.07	16.12	27.36	43.07	64.91	25,100	33,530	56,920	89,570	135,020
53-7061	Cleaners of vehicles and equipment		510	46.5	6.12	12,730	4.9	5.34	5.62	6.08	6.55	7.48	11,110	11,690	12,650	13,610	15,570
39-3031	Ushers, lobby attendants, and ticket takers		100	19.8	5.92	12,320	3.8	5.37	5.82	6.03	6.45	6.70	11,160	11,680	12,550	13,410	13,930
41-2012	Gaming change persons and booth cashiers		40	15.8	6.13	12,750	4.8	5.43	5.71	6.18	6.65	7.40	11,290	11,880	12,860	13,840	15,380
51-9199	Production workers, all other		170	0.8	7.00	14,560	2.8	5.43	5.84	6.52	8.05	9.73	11,290	12,150	13,570	16,750	20,230
51-6011	Laundry and dry-cleaning workers		160	0.0	6.43	13,380	3.5	5.45	5.76	6.26	6.77	8.06	11,330	11,980	13,020	14,080	16,770
33-9032	Security guards		880	9.4	6.65	13,830	3.1	5.46	5.78	6.30	6.92	8.54	11,360	12,010	13,110	14,390	17,760
35-3021	Combined food preparation and serving workers, including fast food		620	8.7	6.09	12,670	1.8	5.46	5.72	6.15	6.59	6.85	11,360	11,900	12,800	13,700	14,250
35-2011	Cooks, fast food		410	29.0	6.27	13,040	2.7	5.48	5.77	6.24	6.71	7.34	11,400	11,990	12,970	13,950	15,260
53-7064	Packers and packagers, hand		180	9.1	6.18	12,850	2.0	5.48	5.76	6.22	6.68	7.17	11,400	11,980	12,940	13,900	14,910
35-3031	Waiters and waitresses		1,300	6.7	6.42	13,340	1.6	5.50	5.79	6.26	6.74	7.56	11,440	12,040	13,030	14,020	15,720
35-9021	Dishwashers		390	5.4	6.31	13,130	1.8	5.50	5.77	6.22	6.67	7.01	11,450	12,010	12,940	13,870	14,580
51-9198	Helpers--production workers		120	10.5	7.17	14,920	3.7	5.50	5.87	6.50	7.95	10.51	11,430	12,210	13,520	16,540	21,860
35-2021	Food preparation workers		590	16.5	7.30	15,180	3.8	5.51	5.89	6.52	8.42	11.18	11,460	12,240	13,560	17,520	23,250
37-2012	Maids and housekeeping cleaners		1,020	4.4	6.33	13,160	1.6	5.51	5.80	6.28	6.77	7.65	11,460	12,060	13,070	14,080	15,910
39-6011	Baggage porters and bellhops		170	7.3	6.52	13,560	1.9	5.54	5.86	6.38	6.94	8.08	11,530	12,180	13,270	14,430	16,800
35-9011	Dining room and cafeteria attendants and bartender helpers		100	10.9	6.61	13,750	2.8	5.56	5.87	6.38	6.89	8.47	11,570	12,210	13,270	14,330	17,610
35-3022	Counter attendants, cafeteria, food concession, and coffee shop		280	10.3	6.82	14,190	3.0	5.57	5.94	6.57	7.69	8.89	11,580	12,360	13,680	16,000	18,490
39-3091	Amusement and recreation attendants		160	11.8	7.03	14,620	2.3	5.58	5.96	6.59	7.70	9.35	11,610	12,400	13,710	16,020	19,440
53-6031	Service station attendants		200	10.4	6.19	12,870	2.2	5.58	5.84	6.28	6.71	6.98	11,610	12,150	13,060	13,960	14,520
39-9011	Child care workers		300	6.7	7.28	15,140	3.8	5.59	6.09	6.92	8.45	9.97	11,630	12,660	14,390	17,580	20,740
35-3011	Bartenders		220	6.7	7.00	14,570	1.5	5.60	6.05	6.80	7.88	8.62	11,660	12,590	14,150	16,380	17,920
37-2011	Janitors and cleaners, except maids and housekeeping cleaners		990	5.3	8.12	16,880	3.0	5.60	6.09	7.00	9.78	11.85	11,650	12,660	14,560	20,350	24,650
41-2011	Cashiers		1,650	7.0	6.98	14,510	1.3	5.60	5.95	6.54	7.46	9.33	11,650	12,380	13,600	15,510	19,410
35-9031	Hosts and hostesses, restaurant, lounge, and coffee shop		130	8.7	6.80	14,150	2.5	5.61	5.99	6.63	7.52	8.40	11,670	12,460	13,780	15,650	17,460
51-3011	Bakers		180	8.3	7.50	15,610	2.4	5.63	6.11	6.97	8.40	10.60	11,710	12,710	14,500	17,470	22,040
39-6012	Concierges		80	9.9	9.89	20,150	7.0	5.66	6.40	9.07	10.69	13.06	11,770	13,320	18,860	22,230	27,150

41-2021	Counter and rental clerks	190	14.4	7.93	16,490	3.6	5.66	6.09	6.81	9.08	11.39	11,780	12,660	14,170	18,890	23,690
35-2015	Cooks, short order	140	4.1	8.24	17,140	3.5	5.67	6.17	7.05	9.71	13.14	11,790	12,820	14,660	20,200	27,330
53-3033	Truck drivers, light or delivery services	370	6.2	7.90	16,420	2.2	5.67	6.23	7.32	8.75	10.88	11,800	12,960	15,220	18,210	22,630
43-9061	Office clerks, general	930	4.1	8.57	17,820	2.5	5.69	6.28	7.67	10.11	13.00	11,840	13,070	15,950	21,040	27,040
53-3021	Bus drivers, transit and intercity	390	2.1	9.03	18,790	2.1	5.69	6.39	8.17	11.37	14.36	11,840	13,300	17,000	23,660	29,860
37-3011	Landscaping and groundskeeping workers	440	15.7	7.75	16,110	2.8	5.70	6.24	7.25	8.69	10.84	11,860	12,970	15,080	18,080	22,540
39-9031	Fitness trainers and aerobics instructors	50	48.5	13.58	28,240	7.2	5.71	6.34	15.23	19.69	22.48	11,890	13,190	31,670	40,960	46,750
43-4081	Hotel, motel, and resort desk clerks	240	8.6	8.73	18,160	7.8	5.71	6.15	6.91	9.43	13.75	11,870	12,790	14,380	19,620	28,610
43-5081	Stock clerks and order fillers	940	4.4	8.58	17,840	2.6	5.72	6.27	7.46	10.40	13.80	11,890	13,050	15,510	21,640	28,290
49-3093	Tire repairers and changers	30	13.7	7.42	15,430	2.7	5.74	6.25	7.14	8.41	9.87	11,940	13,010	14,860	17,500	20,530
41-2031	Retail salespersons	1,280	7.9	8.21	17,070	2.6	5.75	6.28	7.27	9.01	11.52	11,950	13,060	15,130	18,750	23,960
43-4071	File clerks	140	9.2	8.21	17,070	2.5	5.75	6.38	7.70	9.85	11.86	11,960	13,260	16,020	20,490	24,670
53-3031	Driver/sales workers	360	9.0	9.07	18,870	5.9	5.76	6.34	7.41	9.96	16.57	11,990	13,190	15,410	20,710	34,470
37-3019	Grounds maintenance workers, all other	60	11.5	8.10	16,850	6.4	5.77	6.54	7.63	9.26	12.25	12,000	13,600	15,880	19,250	25,480
39-6022	Travel guides	40	6.0	13.37	27,820	6.1	5.77	6.66	11.13	22.60	25.55	11,990	13,850	23,150	47,010	53,140
49-3021	Automotive body and related repairers	70	22.9	11.65	24,230	11.3	5.78	6.62	11.00	16.09	19.75	12,030	13,760	22,880	33,460	41,070
43-2011	Switchboard operators, including answering service	120	4.5	8.62	17,930	4.7	5.87	6.65	7.88	9.15	13.25	12,210	13,830	16,400	19,020	27,560
27-4031	Camera operators, television, video, and motion picture	40	18.6	8.96	18,630	7.8	5.88	6.81	9.11	10.69	12.89	12,230	14,170	18,950	22,240	26,400
53-3041	Taxi drivers and chauffeurs	50	21.2	7.94	16,520	3.9	5.88	6.75	7.89	8.77	10.45	12,240	14,030	18,410	18,240	21,740
35-2014	Cooks, restaurant	540	18.5	8.32	17,310	2.5	5.89	6.76	8.07	9.64	10.81	12,250	14,060	16,790	20,040	22,490
39-5012	Hairdressers, hairstylists, and cosmetologists	120	7.3	10.44	21,710	7.1	5.90	6.70	8.16	11.09	19.01	12,270	13,930	16,970	23,070	39,540
43-4171	Receptionists and information clerks	300	5.1	8.41	17,480	1.4	5.91	6.68	7.87	9.96	12.23	12,290	13,890	16,380	20,710	25,440
25-2011	Preschool teachers, except special education	120	10.7	9.46	19,670	2.9	5.99	6.99	8.75	11.56	14.13	12,460	14,530	18,200	24,050	29,390
53-7051	Industrial truck and tractor operators	90	9.9	11.24	23,370	8.1	6.01	7.08	9.48	15.29	19.28	12,500	14,730	19,720	31,810	40,100
43-5021	Couriers and messengers	190	16.4	10.02	20,850	6.8	6.04	7.16	8.64	12.66	15.59	12,560	14,890	17,880	26,330	32,440
53-5011	Sailors and marine officers	40	16.9	10.01	20,810	7.6	6.04	7.31	9.81	12.55	14.88	12,550	15,200	20,400	26,110	30,960
49-2011	Computer, automated teller, and office machine repairers	50	33.8	12.32	25,630	12.1	6.07	6.94	10.79	16.87	21.52	12,630	14,430	22,450	35,080	44,760
47-3013	Helpers--electricians	180	13.2	8.49	17,660	3.4	6.08	7.08	8.49	9.95	10.91	12,640	14,730	17,660	20,690	22,690
33-9092	Lifeguards, ski patrol, and other recreational protective service workers	60	16.4	8.75	18,200	3.4	6.12	7.07	8.55	10.04	11.94	12,740	14,700	17,780	20,880	24,630
41-2022	Parts salespersons	110	9.7	9.05	18,830	3.0	6.13	7.05	8.23	10.61	13.41	12,750	14,670	17,130	22,070	27,890
41-4011	Sales representatives, wholesale and manufacturing, technical and scientific products	50	10.9	14.69	30,550	8.6	6.13	8.29	13.00	17.26	27.40	12,740	17,240	27,040	35,900	57,000
41-4012	Sales representatives, wholesale and manufacturing, except technical and scientific products	330	9.9	9.98	20,750	2.3	6.14	7.32	8.90	11.94	14.44	12,780	15,220	18,520	24,840	30,030
43-4151	Order clerks	80	8.6	10.09	20,980	6.8	6.17	7.11	8.67	11.58	17.45	12,830	14,780	18,040	24,090	36,300
43-5061	Production, planning, and expediting clerks	140	4.8	11.99	24,940	6.2	6.19	7.12	11.83	15.75	17.80	12,870	14,810	24,610	32,760	37,020
43-4051	Customer service representatives	830	4.2	11.36	23,620	4.5	6.34	7.59	9.80	13.67	19.17	13,180	15,790	20,390	28,430	39,870
43-3011	Bill and account collectors	170	6.1	10.94	22,740	2.3	6.37	7.95	10.43	13.08	16.43	13,240	16,530	21,700	27,210	34,180
35-1012	First-line supervisors/managers of food preparation and serving workers	370	4.5	9.46	19,680	1.8	6.40	7.40	8.53	10.88	14.14	13,310	15,390	17,730	22,220	29,410
43-5071	Shipping, receiving, and traffic clerks	230	2.7	12.40	25,780	5.3	6.42	8.58	12.12	15.86	19.42	13,350	17,850	25,220	32,990	40,390
43-9021	Data entry keyers	110	12.3	9.64	20,080	2.5	6.42	7.58	9.04	11.23	13.67	13,350	15,760	18,800	23,350	28,430
39-6021	Tour guides and escorts	170	18.0	9.49	19,750	3.0	6.51	7.50	8.48	10.97	14.15	13,540	15,610	17,640	22,810	29,430
21-2011	Clergy	30	41.7	14.32	29,790	8.4	6.53	8.65	12.23	17.20	22.33	13,580	17,990	25,440	35,770	46,440
49-9099	Installation, maintenance, and repair workers, all other	50	17.4	17.02	35,400	10.1	6.53	8.48	19.63	23.66	26.02	13,580	17,650	40,840	49,220	54,120
47-2061	Construction laborers	530	16.1	8.58	17,840	2.3	6.54	7.29	8.11	9.56	11.69	13,600	15,170	18,870	19,880	23,300
31-1012	Nursing aides, orderlies, and attendants	160	23.8	10.05	20,900	4.5	6.60	7.77	10.03	12.25	13.51	13,730	16,160	20,850	25,480	28,110
43-6014	Secretaries, except legal, medical, and executive	390	6.1	11.99	24,940	4.7	6.64	8.79	11.63	14.92	18.02	13,810	18,280	24,180	31,030	37,480
41-3099	Sales representatives, services, all other	60	27.7	19.38	40,320	15.0	6.65	8.60	12.70	29.48	40.13	13,840	17,890	26,420	61,310	83,480
43-3021	Billing and posting clerks and machine operators	220	8.1	10.52	21,870	3.3	6.67	8.23	9.96	13.18	15.76	13,880	17,120	20,720	27,420	32,770
49-9042	Maintenance and repair workers, general	930	2.8	11.46	23,840	3.8	6.67	8.14	11.01	14.71	18.53	13,880	16,940	22,900	30,600	34,360
49-9098	Helpers--installation, maintenance, and repair workers	200	11.6	9.23	19,190	2.8	6.68	7.64	8.98	10.47	12.67	13,890	15,900	18,680	21,770	26,360

43-4181	Reservation and transportation ticket agents and travel clerks	430	4.7	13.20	27,450	5.1	6.69	8.90	14.31	16.03	17.08	13,920	18,520	29,760	33,350	35,520
43-5032	Dispatchers, except police, fire, and ambulance	120	7.9	12.16	25,290	4.9	6.74	8.14	10.98	14.71	20.20	14,010	16,930	22,840	30,600	42,020
43-9041	Insurance claims and policy processing clerks	50	5.4	11.10	23,100	3.6	6.75	8.19	9.88	13.82	18.20	14,040	17,030	20,560	28,740	37,850
51-3021	Butchers and meat cutters	80	11.6	11.06	23,000	5.3	6.77	8.61	10.01	13.70	17.59	14,070	17,910	20,820	28,500	36,590
17-3023	Electrical and electronic engineering technicians	70	20.9	20.22	42,060	3.8	6.84	11.34	21.72	28.59	33.63	14,230	23,600	45,180	59,470	69,960
41-1011	First-line supervisors/managers of retail sales workers	580	4.9	12.77	26,560	2.4	6.88	8.55	10.74	15.45	22.07	14,320	17,790	22,330	32,140	45,910
47-3012	Helpers--carpenters	100	32.1	8.67	18,020	2.6	7.01	7.58	8.54	9.87	10.66	14,580	15,780	17,750	20,530	22,180
39-2021	Nonfarm animal caretakers	40	15.5	9.37	19,500	8.2	7.03	7.42	8.04	10.80	14.88	14,820	15,430	16,720	22,480	30,950
13-1022	Wholesale and retail buyers, except farm products	60	12.1	18.04	37,520	7.0	7.19	9.68	13.43	22.67	36.01	14,940	20,140	27,930	47,150	74,900
43-3051	Payroll and timekeeping clerks	130	5.4	11.39	23,680	2.3	7.22	9.20	10.86	13.71	16.00	15,010	19,140	22,580	28,520	33,270
53-7081	Refuse and recyclable material collectors	120	1.6	9.50	19,760	2.8	7.24	7.96	9.32	11.03	12.63	15,060	16,550	19,390	22,950	26,260
43-3031	Bookkeeping, accounting, and auditing clerks	810	2.9	11.62	24,170	1.1	7.26	8.97	11.04	13.74	16.97	15,090	18,650	22,960	28,570	35,290
35-1011	Chefs and head cooks	150	10.4	14.24	29,620	3.8	7.30	9.66	12.83	17.49	24.16	15,180	20,100	26,680	36,380	50,250
41-3011	Advertising sales agents	80	12.2	16.51	34,340	3.8	7.32	10.23	14.82	20.29	30.27	15,230	21,270	30,820	42,210	62,960
47-2141	Painters, construction and maintenance	490	32.9	10.86	22,600	7.5	7.33	8.17	10.24	13.11	15.72	15,250	16,980	21,310	27,270	32,710
43-3071	Tellers	350	3.5	9.18	19,100	1.6	7.41	7.97	8.96	10.40	11.39	15,420	16,590	18,640	21,620	23,680
43-4161	Human resources assistants, except payroll and timekeeping	80	2.7	13.41	27,890	3.4	7.41	9.51	12.67	16.96	21.02	15,410	19,780	26,340	35,270	43,710
37-1011	First-line supervisors/managers of housekeeping and janitorial workers	340	8.8	12.06	25,080	3.2	7.43	8.54	10.42	13.39	19.93	15,460	17,770	21,670	27,850	41,450
47-3019	Helpers, construction trades, all other	50	7.0	10.04	20,890	2.9	7.46	8.88	10.07	11.43	13.04	15,520	18,470	20,950	23,780	27,120
27-2031	Dancers	40	26.7	8.94		4.5	7.50	8.04	8.81	9.83	10.61					
11-9051	Food service managers	200	12.9	14.04	29,210	3.0	7.54	9.49	13.77	17.32	21.07	15,680	19,730	28,830	36,020	43,820
51-2092	Team assemblers	50	20.0	11.44	23,800	2.5	7.57	8.92	11.16	13.52	16.52	15,740	18,540	23,210	28,120	34,360
43-6011	Executive secretaries and administrative assistants	900	3.2	13.03	27,090	2.2	7.67	9.49	12.46	15.81	19.04	15,950	19,740	25,930	32,880	39,600
49-3031	Bus and truck mechanics and diesel engine specialists	130	5.5	12.81	26,850	5.3	7.83	9.45	11.87	15.78	19.45	16,290	19,660	24,680	32,820	40,460
53-3032	Truck drivers, heavy and tractor-trailer	340	9.0	11.66	24,250	2.8	7.98	9.43	11.12	13.30	15.97	16,590	19,600	23,140	27,660	33,220
13-2053	Insurance underwriters	100	17.2	13.82	28,740	4.8	7.99	9.35	12.45	15.44	21.97	16,610	19,440	25,900	32,110	45,700
51-1011	First-line supervisors/managers of production and operating workers	60	10.8	16.13	33,540	4.7	8.00	11.86	13.96	20.64	26.81	16,630	24,660	29,040	42,930	55,760
25-3021	Self-enrichment education teachers	30	29.2	12.41	25,810	4.7	8.03	9.20	10.61	13.31	20.04	16,700	19,130	22,080	27,690	41,690
41-3021	Insurance sales agents	40	8.2	17.13	35,630	5.0	8.04	10.77	13.15	21.43	33.49	16,720	22,400	27,350	44,580	69,660
41-3041	Travel agents	100	15.6	13.31	27,680	4.4	8.04	9.47	11.58	15.67	22.98	16,720	19,690	24,090	32,600	47,810
13-1031	Claims adjusters, examiners, and investigators	70	9.6	14.98	31,160	3.8	8.07	9.47	12.90	18.22	25.96	16,780	19,700	26,830	37,900	54,000
43-3061	Procurement clerks	70	3.4	15.36	31,950	3.8	8.14	11.22	16.20	19.43	21.29	16,930	23,340	33,700	40,420	44,270
49-2022	Telecommunications equipment installers and repairers, except line installers	100	48.1	19.03	39,570	3.7	8.16	17.74	19.53	21.33	25.35	16,960	36,890	40,610	44,360	52,720
51-9061	Inspectors, testers, sorters, samplers, and weighers	60	1.7	19.07	39,670	6.1	8.18	13.11	18.83	25.21	31.33	17,000	27,280	39,170	52,440	65,160
39-1021	First-line supervisors/managers of personal service workers	60	3.3	14.43	30,020	4.3	8.24	9.64	12.63	18.33	24.74	17,130	20,040	26,260	38,120	51,450
13-1051	Cost estimators	60	16.8	17.04	35,440	4.2	8.30	13.67	18.59	21.36	26.01	17,270	28,420	34,500	44,440	54,090
49-3023	Automotive service technicians and mechanics	270	6.8	12.56	26,120	2.1	8.32	9.85	12.12	14.62	18.04	17,300	20,500	25,220	30,400	37,510
31-9092	Medical assistants	170	45.3	11.46	23,840	3.8	8.38	9.65	11.59	13.16	15.00	17,430	20,070	24,100	27,380	31,190
13-2021	Appraisers and assessors of real estate	40	12.6	19.13	39,800	6.1	8.43	11.58	16.24	25.21	31.20	17,540	24,090	33,770	52,440	64,890
37-1012	First-line supervisors/managers of landscaping, lawn service, and groundskeep	40	7.8	12.52	26,040	2.2	8.43	9.50	10.98	14.19	16.88	17,540	19,770	22,840	29,520	35,110
49-3042	Mobile heavy equipment mechanics, except engines	140	11.7	13.99	29,110	2.6	8.49	10.95	13.22	16.32	19.59	17,670	22,770	27,500	33,940	40,740
13-1073	Training and development specialists	80	4.8	14.23	29,590	4.0	8.50	9.77	13.17	17.97	21.48	17,690	20,320	27,400	37,370	44,680
13-1023	Purchasing agents, except wholesale, retail, and farm products	110	13.0	19.88	41,340	7.3	8.57	10.91	15.84	29.38	33.99	17,830	22,690	32,960	61,120	70,700
43-9011	Computer operators	80	6.2	12.81	26,650	2.9	8.62	10.04	12.56	15.49	17.86	17,940	20,690	26,120	32,210	37,140
27-1024	Graphic designers	50	7.6	13.34	27,750	4.1	8.67	10.00	12.25	15.04	18.05	18,030	20,810	25,490	31,280	37,540
43-6013	Medical secretaries	30	13.0	11.64	24,220	5.0	8.67	9.68	11.15	12.91	16.42	18,030	20,130	23,190	26,860	34,160
11-9141	Property, real estate, and community association managers	60	29.4	16.35	34,000	7.0	8.73	9.95	13.75	20.54	31.37	18,150	20,690	28,610	42,730	65,240
43-9199	Office and administrative support workers, all other	40	3.8	13.55	28,180	3.0	8.75	10.15	12.76	16.17	20.70	18,190	21,100	26,540	33,630	43,050
41-1012	First-line supervisors/managers of non-retail sales workers	120	6.3	15.90	33,070	2.7	8.79	11.35	14.85	20.16	25.43	18,280	23,610	30,890	41,930	52,900

47-2073	Operating engineers and other construction equipment operators	110	2.3	11.79	24,530	1.8	8.81	11.33	13.33	15.55	18,320	20,140	23,580	27,720	32,340	
47-2221	Structural iron and steel workers	100	33.9	10.62	22,100	2.8	8.90	10.15	11.10	13.09	16,510	19,550	23,090	27,220	32,340	
11-3011	Administrative services managers	220	8.6	17.62	36,640	2.5	8.91	12.36	16.91	21.73	27.00	18,520	25,720	35,180	45,190	
49-9052	Telecommunications line installers and repairers	60	31.8	14.78	30,750	12.0	8.95	9.96	12.04	22.35	18,620	20,600	24,050	28,480	34,730	
28-2052	Pharmacy technicians	60	8.9	12.46	25,910	2.9	8.96	11.66	13.81	16.70	18,630	20,600	24,250	28,720	34,730	
53-7032	Excavating and loading machine and dragline operators	100	17.7	12.60	26,200	4.3	9.01	10.23	12.82	15.14	16,730	21,280	26,660	31,490	34,160	
15-1041	Computer support specialists	100	3.2	16.16	33,610	4.1	9.05	12.14	15.00	17.99	18,830	25,250	31,210	37,410	53,250	
43-1011	First-line supervisors/managers of office and administrative support workers	800	3.3	17.98	37,410	2.9	9.05	16.22	21.87	29.16	18,830	24,690	33,740	45,500	60,860	
47-2171	Reinforcing iron and rebar workers	80	32.6	10.81	22,480	2.0	9.05	10.65	12.09	13.08	18,820	20,070	22,140	25,140	27,410	
31-9091	Dental assistants	120	18.2	12.73	26,480	3.0	9.09	10.24	12.35	14.84	16,900	21,300	25,690	30,880	34,800	
29-2034	Radiologic technologists and technicians	70	3.7	14.50	30,160	2.5	9.12	12.43	16.57	22.53	18,960	20,600	25,860	34,460	46,850	
47-2211	Sheet metal workers	110	37.7	11.98	24,890	4.7	9.16	11.28	13.17	16.17	19,040	20,620	23,460	27,390	33,630	
49-9021	Heating, air conditioning, and refrigeration mechanics and installers	120	7.2	15.83	32,510	4.1	9.16	11.83	15.13	19.31	18,080	24,800	31,480	40,160	48,530	
53-1031	First-line supervisors/managers of transportation and material-moving machine	60	9.8	17.38	36,140	6.0	9.28	10.94	15.17	20.10	19,290	22,760	31,550	41,800	60,780	
29-2012	Medical and clinical laboratory technicians	70	3.8	13.95	29,010	5.2	9.30	10.37	12.92	15.85	19,340	21,590	26,890	32,960	42,270	
47-2161	Plasterers and stucco masons	50	17.3	11.18	23,260	2.0	9.38	10.06	11.16	12.48	18,520	20,930	23,210	25,960	27,830	
11-2011	Advertising and promotions managers	70	10.3	21.38	44,460	5.2	9.39	12.54	19.09	25.79	18,540	26,090	36,700	53,650	67,780	
47-4099	Construction and related workers, all other	40	0.0	11.83	24,610	2.6	9.52	10.19	13.42	15.32	19,790	21,160	23,510	27,900	31,870	
53-1021	First-line supervisors/managers of helpers, laborers, and material movers, han	70	6.5	14.43	30,020	3.2	9.53	11.08	13.21	17.83	19,820	23,060	27,490	31,250	34,190	
25-4031	Library technicians	60	2.1	12.89	26,820	1.6	9.55	11.09	13.00	15.06	16.44	20,060	23,260	26,660	31,320	34,960
51-4121	Welders, cutters, solderers, and brazers	180	7.0	13.13	27,310	1.6	9.64	11.18	12.82	15.02	16.76	20,060	23,260	26,660	31,320	34,960
29-2021	Dental hygienists	80	8.6	16.96	35,280	8.0	9.71	12.41	15.79	21.39	26.06	20,200	25,820	32,840	44,490	54,200
47-2111	Electricians	70	7.0	14.43	30,020	3.2	9.53	11.08	13.21	17.83	19,820	23,060	27,490	31,250	34,190	
47-2031	Carpenters	780	10.5	13.45	27,970	1.4	9.94	11.20	12.29	13.36	15.28	20,690	23,300	25,570	27,800	31,780
43-6012	Legal secretaries	70	12.1	16.99	35,340	2.6	9.97	13.22	17.13	21.01	24.54	20,730	27,490	35,640	43,710	51,050
11-2011	Accountants and auditors	480	2.3	17.48	36,370	1.4	9.99	13.12	16.38	20.82	26.28	20,780	27,300	34,070	42,900	54,660
11-3061	Purchasing managers	280	6.2	20.39	42,400	3.1	10.05	13.63	17.47	24.39	32.93	20,860	28,360	36,340	44,990	54,200
11-1021	General and operations managers	1,600	3.3	20.13	50,200	1.5	10.39	14.99	21.35	29.87	40.62	21,620	31,170	44,410	62,120	84,490
49-1011	First-line supervisors/managers of mechanics, installers, and repairers	180	5.2	19.30	40,150	3.0	10.48	13.57	16.29	24.45	30.47	21,800	28,230	38,050	50,850	63,370
47-2051	Cement masons and concrete finishers	340	17.5	12.06	25,080	1.3	10.64	11.33	12.18	13.03	13.55	22,130	23,570	25,340	27,090	28,190
29-2061	Licensed practical and licensed vocational nurses	100	9.8	15.34	31,900	2.2	10.73	13.76	15.24	16.71	19.49	22,330	26,620	31,700	34,760	40,540
17-3029	Engineering technicians, except drafters, all other	40	0.0	24.19	50,320	2.5	10.96	14.80	27.85	33.81	33.81	22,800	30,790	57,930	65,960	70,330
49-9041	Industrial machinery mechanics	40	24.1	15.51	32,270	13.1	10.96	11.66	12.84	20.45	26.33	22,800	24,260	26,700	28,570	34,770
47-2152	Plumbers, pipefitters, and steamfitters	160	9.8	14.29	29,730	2.3	10.99	12.16	13.93	16.40	18.96	22,870	25,290	28,970	34,120	39,430
47-2021	Brickmasons and blockmasons	120	29.5	12.32	25,630	2.2	11.03	14.49	12.34	13.18	13.69	22,950	23,970	25,660	27,420	28,480
11-9039	Education administrators, all other	100	4.2	23.13	48,110	1.8	11.04	16.72	23.25	29.34	34.94	22,970	34,770	48,370	61,030	72,690
53-5021	Captains, mates, and pilots of water vessels	60	14.6	18.68	38,860	5.4	11.15	13.97	17.51	24.07	27.10	23,200	29,070	36,410	50,060	56,360
11-2021	Marketing managers	80	7.3	23.00	47,830	3.0	11.19	15.23	22.33	29.18	36.82	23,270	31,690	46,450	60,690	76,590
17-3011	Architectural and civil drafters	70	13.4	19.34	40,230	6.0	11.48	13.30	16.44	21.79	33.23	23,860	27,660	34,190	45,320	69,120
23-2011	Paralegals and legal assistants	30	10.1	18.17	39,880	7.6	11.63	12.94	16.38	21.04	30.39	24,190	28,920	34,060	43,760	63,210
53-7021	Crane and tower operators	50	8.1	15.51	32,260	2.0	11.80	13.65	15.27	16.98	19.95	24,500	28,390	31,770	35,310	41,490
13-2072	Loan officers	100	8.0	19.47	40,480	2.5	12.00	13.60	16.75	21.67	33.15	24,950	28,290	34,840	45,070	66,940
43-4199	All other information and record clerks	150	1.4	18.50	40,550	2.6	12.07	14.78	18.53	22.53	27.21	25,100	30,730	38,550	46,860	56,600
47-1011	First-line supervisors/managers of construction trades and extraction workers	170	8.1	18.34	38,140	1.3	12.31	14.24	17.04	21.37	26.99	25,600	29,620	35,450	44,450	56,130
15-1021	Computer programmers	30	5.9	19.12	39,770	2.7	12.58	15.92	19.20	21.93	26.39	26,160	33,110	39,940	45,610	54,990
11-1011	Chief executives	510	3.4	37.03	77,010	2.7	12.66	15.23	30.71	44.80	26,330	46,250	63,890	83,170	103,890	
17-2071	Electrical engineers	50	3.6	21.64	45,010	6.6	12.81	15.19	19.08	24.90	34.38	26,650	31,600	39,640	51,760	71,510

TABLE 2 Occupations with significant employment below \$6.25 per hour.

OCC_CODE	OCC_TITLE	TOT_EMP	EMP_PRS	H_MEAN	A_MEAN	MEAN_PRH	H_PCT10	H_PCT25	H_MEDIAN	H_PCT75	H_PCT90	A_PCT10	A_PCT25	A_MEDIAN	A_PCT75	A_PCT90
00-0000	All occupations	55,800	1.4	13.10	27,260	2.2	4.01	7.09	10.56	15.89	22.86	12,500	14,750	21,960	33,040	47,120
35-0000	Food preparation and serving related occupations	5,350	3.5	7.22	15,020	1.0	5.55	5.91	6.52	7.73	10.21	11,540	12,300	13,560	16,070	21,240
37-0000	Building and grounds cleaning and maintenance occupations	2,940	4.2	7.98	16,800	1.9	5.60	6.05	6.82	9.12	11.81	11,650	12,590	14,180	18,960	24,570
38-0000	Personal care and services occupations	1,790	3.6	12.99	27,010	14.2	5.85	6.21	7.45	10.76	45.28	11,760	12,920	15,500	22,360	34,180
41-0000	Sales and related occupations	4,950	3.7	9.20	19,140	1.4	5.74	6.29	7.47	10.27	14.90	11,930	13,060	15,530	21,350	30,990
53-0000	Transportation and material moving occupations	4,350	5.7	9.61	19,980	3.2	5.77	6.50	8.73	10.85	15.18	11,960	13,520	16,170	22,570	31,570
51-0000	Production occupations	1,730	3.1	10.76	22,390	3.3	5.80	6.61	9.34	13.55	18.36	12,050	13,760	19,430	28,180	38,190
33-0000	Protective service occupations	2,470	3.5	11.94	24,840	5.6	5.82	6.68	11.59	15.36	19.43	12,100	13,860	24,110	31,950	40,420
21-0000	Community and social services occupations	490	4.7	15.39	32,020	3.5	6.20	8.36	14.14	19.56	25.03	12,900	17,400	29,410	40,690	52,060
31-0000	Healthcare support occupations	880	14.0	10.72	22,290	3.4	6.21	7.80	10.42	12.93	15.61	12,920	16,230	21,870	26,900	32,480
43-0000	Office and administrative support occupations	10,010	1.4	11.75	24,440	2.2	6.27	7.74	10.55	14.50	18.83	13,050	16,100	21,940	30,150	39,170
27-0000	Arts, design, entertainment, sports, and media occupations	460	7.4	12.32	25,820	3.3	6.29	7.82	10.51	14.85	20.62	13,070	16,270	21,870	30,890	42,890
49-0000	Installation, maintenance, and repair occupations	2,760	3.1	13.44	27,950	2.5	7.09	8.85	12.22	16.41	21.94	14,750	18,410	25,420	34,140	45,640
17-0000	Construction and extraction occupations	4,360	9.3	11.79	24,530	1.7	7.63	9.32	13.44	18.40	24.01	15,860	19,380	24,010	27,950	34,120
13-0000	Business and financial operations occupations	1,950	2.2	18.82	39,150	3.4	9.41	12.77	17.14	23.30	31.12	19,570	26,560	35,650	47,450	64,730
15-0000	Computer and mathematical occupations	320	5.1	19.57	40,710	4.6	9.55	13.15	17.00	24.11	35.33	19,960	27,340	35,360	50,150	73,490
29-0000	Healthcare practitioners and technical occupations	1,450	2.7	25.63	53,310	3.1	10.32	14.28	19.31	27.41	32.17	21,470	29,710	40,160	57,020	108,510
11-0000	Management occupations	4,130	2.1	24.87	51,740	1.3	10.45	14.96	19.72	25.29	33.86	23,720	31,120	41,030	52,610	70,430
17-0000	Architecture and engineering occupations	820	4.1	21.20	44,100	4.5	11.41	14.96	19.72	25.29	33.86	23,720	31,120	41,030	52,610	70,430
19-0000	Life, physical, and social science occupations	280	5.2	20.86	43,990	4.9	11.69	13.57	17.62	27.36	35.46	24,320	28,230	36,650	56,900	73,760
23-0000	Legal occupations	170	6.9	33.73	70,160	5.8	12.07	16.12	27.36	43.07	64.91	25,100	33,530	56,920	89,570	135,020
53-7061	Cleaners of vehicles and equipment	510	46.5	6.12	12,730	4.9	5.34	5.82	6.08	6.55	7.48	11,110	11,690	12,850	13,610	15,570
39-3031	Ushers, lobby attendants, and ticket takers	100	19.8	5.92	12,320	3.8	5.37	5.62	6.03	6.45	6.70	11,160	11,690	12,550	13,410	13,930
41-2012	Gaming change persons and booth cashiers	40	15.8	6.13	12,750	4.8	5.43	5.71	6.18	6.65	7.40	11,280	11,680	12,660	13,640	15,390
51-9199	Production workers, all other	170	0.8	7.00	14,960	2.8	5.45	5.76	6.26	6.77	8.08	11,290	12,150	13,570	16,750	20,230
51-6011	Laundry and dry-cleaning workers	160	0.0	6.43	13,390	3.5	5.48	5.84	6.52	7.05	8.73	11,990	12,590	13,020	14,060	16,770
33-9032	Security guards	890	9.4	6.65	13,830	3.1	5.46	5.78	6.30	6.92	8.54	11,360	12,010	13,110	14,390	17,760
35-3021	Combined food preparation and serving workers, including fast food	620	8.7	6.09	12,670	1.8	5.48	5.72	6.15	6.59	8.85	11,360	11,990	12,800	13,700	14,250
35-2011	Cooks, fast food	410	29.0	6.27	13,040	2.7	5.46	5.77	6.24	6.71	7.34	11,400	11,990	12,970	13,950	15,260
53-7064	Pickers and packagers, hand	180	9.1	6.18	12,850	2.0	5.48	5.76	6.22	6.68	7.17	11,400	11,990	12,940	13,900	15,260
35-3031	Waiters and waitresses	1,300	6.7	6.42	13,340	1.6	5.50	5.79	6.26	6.74	7.56	11,440	12,040	13,030	14,020	15,720
35-9021	Dishwashers	390	5.4	6.31	13,130	1.8	5.50	5.77	6.22	6.67	7.01	11,450	12,010	12,940	13,870	14,590
51-9198	Helpers—production workers	120	10.5	7.17	14,920	3.7	5.50	5.87	6.50	7.95	10.51	11,430	12,240	13,520	16,540	21,860
35-2021	Food preparation workers	590	16.5	7.30	15,180	3.8	5.51	5.89	6.52	8.42	11.18	11,460	12,060	13,560	17,520	23,250
37-2012	Maids and housekeeping cleaners	1,020	4.4	6.33	13,160	1.6	5.51	5.80	6.28	6.77	7.65	11,460	12,060	13,070	14,090	15,910
39-6011	Baggage porters and bellhops	170	7.3	6.52	13,560	1.9	5.54	5.86	6.38	6.94	8.08	11,530	12,180	13,270	14,430	16,800
39-6011	Dining room and cafeteria attendants and bartender helpers	100	10.9	6.61	13,750	2.8	5.56	5.87	6.36	6.89	8.47	11,570	12,210	13,270	14,430	17,610
35-3022	Counter attendants, cafeteria, food concession, and coffee shop	280	10.3	6.82	14,190	3.0	5.57	5.94	6.57	7.69	8.89	11,590	12,360	13,690	16,000	18,480
39-6031	Service station attendants	200	10.4	6.19	12,870	2.2	5.58	5.84	6.28	6.71	6.98	11,610	12,400	13,710	16,020	19,440
39-9011	Child care workers	300	6.7	7.28	15,140	3.5	5.59	6.09	6.92	8.45	9.97	11,630	12,660	14,390	17,590	20,740
35-3011	Bartenders	220	6.7	7.00	14,570	1.5	5.60	6.05	6.80	7.68	8.62	11,660	12,660	14,150	16,390	17,930
37-2011	Janitors and cleaners, except maids and housekeeping cleaners	980	5.3	8.12	16,890	3.0	5.60	6.09	7.00	8.78	11.85	11,650	12,660	14,560	20,350	24,650
41-2011	Cashiers	1,650	7.0	6.80	14,510	1.3	5.60	5.95	6.54	7.46	9.33	11,650	12,360	13,690	15,510	19,410
35-9031	Hosts and hostesses, restaurant, lounge, and coffee shop	130	8.7	6.88	14,150	2.5	5.81	6.33	6.83	7.52	8.54	11,670	12,450	13,780	15,650	17,460
51-3011	Bakers	180	8.3	7.50	15,610	2.4	5.83	6.11	6.97	8.40	10.60	11,710	12,710	14,500	17,470	22,040
39-6012	Concierges	80	9.9	9.89	20,150	7.0	5.98	6.40	9.07	10.89	13.08	11,770	13,320	18,860	22,230	27,150

41-2021	Counter and rental clerks	190	14.4	7.93	16,490	3.6	5.66	6.09	6.81	9.08	11.39	11,780	12,660	14,170	18,890	23,690
35-2015	Cooks, short order	140	4.1	8.24	17,140	3.5	5.67	6.17	7.05	9.71	13.14	11,790	12,820	14,660	20,200	27,330
53-3033	Truck drivers, light or delivery services	370	6.2	7.90	16,420	2.2	5.67	6.23	7.32	8.75	10.88	11,800	12,960	15,220	18,210	22,630
43-9061	Office clerks, general	930	4.1	8.57	17,820	2.5	5.69	6.28	7.67	10.11	13.00	11,840	13,070	15,950	21,040	27,040
53-3021	Bus drivers, transit and intercity	390	2.1	9.03	18,780	2.1	5.69	6.39	8.17	11.37	14.36	11,840	13,300	17,000	23,660	29,860
37-3011	Landscaping and groundskeeping workers	440	15.7	7.75	16,110	2.8	5.70	6.24	7.25	8.69	10.84	11,860	12,970	15,080	18,080	22,540
39-9031	Fitness trainers and aerobics instructors	50	48.5	13.58	28,240	7.2	5.71	6.34	15.23	19.69	22.48	11,890	13,190	31,670	40,960	46,750
43-4081	Hotel, motel, and resort desk clerks	240	8.6	8.73	18,160	7.8	5.71	6.15	6.91	9.43	13.75	11,870	12,790	14,380	19,620	28,610
43-5081	Stock clerks and order fillers	940	4.4	8.58	17,840	2.8	5.72	6.27	7.46	10.40	13.60	11,890	13,050	15,510	21,640	28,290
49-3093	Tire repairers and changers	30	13.7	7.42	15,430	2.7	5.74	6.25	7.14	8.41	9.87	11,940	13,010	14,860	17,500	20,530
41-2031	Retail salespersons	1,280	7.9	8.21	17,070	2.6	5.75	6.28	7.27	9.01	11.52	11,950	13,060	15,130	18,750	23,960
43-4071	File clerks	140	9.2	8.21	17,070	2.5	5.75	6.38	7.70	9.85	11.86	11,960	13,260	16,020	20,490	24,870
53-3031	Driver/sales workers	360	9.0	9.07	18,870	5.9	5.78	6.34	7.41	9.96	16.57	11,990	13,190	15,410	20,710	34,470
37-3019	Grounds maintenance workers, all other	60	11.5	8.10	16,850	6.4	5.77	6.54	7.63	9.28	12.25	12,000	13,600	15,880	19,250	25,480
39-8022	Travel guides	40	6.0	13.37	27,820	6.1	5.77	6.66	11.13	22.60	25.55	11,990	13,850	23,150	47,010	53,140
49-3021	Automotive body and related repairers	70	22.9	11.65	24,230	11.3	5.78	6.62	11.00	16.09	19.75	12,030	13,760	22,880	33,460	41,070
43-2011	Switchboard operators, including answering service	120	4.5	8.62	17,930	4.7	5.87	6.65	7.88	9.15	13.25	12,210	13,830	16,400	19,020	27,560
27-4031	Camera operators, television, video, and motion picture	40	18.8	8.96	18,630	7.8	5.88	6.81	9.11	10.69	12.69	12,230	14,170	18,950	22,240	26,400
53-3041	Taxi drivers and chauffeurs	50	21.2	7.94	16,520	3.9	5.88	6.75	7.89	8.77	10.45	12,240	14,030	16,410	18,240	21,740
35-2014	Cooks, restaurant	540	18.5	8.32	17,310	2.5	5.89	6.76	8.07	9.64	10.81	12,250	14,060	16,790	20,040	22,480
39-5012	Hairdressers, hairstylists, and cosmetologists	120	7.3	10.44	21,710	7.1	5.90	6.70	8.16	11.09	19.01	12,270	13,930	16,970	23,070	39,540
43-4171	Receptionists and information clerks	300	5.1	8.41	17,480	1.4	5.91	6.68	7.87	9.96	12.23	12,290	13,890	16,380	20,710	25,440
25-2011	Preschool teachers, except special education	120	10.7	9.46	19,670	2.9	5.99	6.99	8.75	11.58	14.13	12,460	14,530	18,200	24,050	29,390
53-7051	Industrial truck and tractor operators	90	9.9	11.24	23,370	8.1	6.01	7.08	9.48	15.29	19.28	12,500	14,730	19,720	31,810	40,100
43-5021	Couriers and messengers	190	16.4	10.02	20,850	6.8	6.04	7.16	8.64	12.66	15.59	12,560	14,890	17,980	26,330	32,440
53-5011	Sailors and marine officers	40	16.9	10.01	20,810	7.6	6.04	7.31	8.81	12.55	14.88	12,550	15,200	20,400	26,110	30,960
49-2011	Computer, automated teller, and office machine repairers	50	33.8	12.32	25,630	12.1	6.07	6.94	10.79	16.87	21.52	12,630	14,430	22,450	35,080	44,760
47-3013	Helpers--electricians	180	13.2	8.49	17,660	3.4	6.08	7.08	8.49	9.95	10.91	12,640	14,730	17,660	20,690	22,690
33-9092	Lifeguards, ski patrol, and other recreational protective service workers	60	16.4	8.75	18,200	3.4	6.12	7.07	8.55	10.04	11.94	12,740	14,700	17,780	20,880	24,830
41-2022	Parts salespersons	110	9.7	9.05	18,830	3.0	6.13	7.05	8.23	10.61	13.41	12,750	14,670	17,130	22,070	27,890
41-4011	Sales representatives, wholesale and manufacturing, technical and scientific products	50	10.9	14.69	30,550	8.6	6.13	8.29	13.00	17.26	27.40	12,740	17,240	27,040	35,900	57,000
41-4012	Sales representatives, wholesale and manufacturing, except technical and scientific products	330	9.9	9.98	20,750	2.3	6.14	7.32	8.90	11.94	14.44	12,780	15,220	18,520	24,840	30,030
43-4151	Order clerks	80	8.6	10.09	20,980	6.8	6.17	7.11	8.67	11.58	17.45	12,830	14,780	18,040	24,090	36,300
43-5061	Production, planning, and expediting clerks	140	4.8	11.99	24,940	6.2	6.19	7.12	11.83	15.75	17.80	12,870	14,810	24,610	32,760	37,020
43-4051	Customer service representatives	830	4.2	11.36	23,620	4.5	6.34	7.59	9.80	13.67	19.17	13,180	15,790	20,390	28,430	39,870
43-3011	Bill and account collectors	170	6.1	10.94	22,740	2.3	6.37	7.95	10.43	13.08	16.43	13,240	16,530	21,700	27,210	34,180
35-1012	First-line supervisors/managers of food preparation and serving workers	370	4.5	9.46	19,680	1.8	6.40	7.40	8.53	10.68	14.14	13,310	15,390	17,730	22,220	29,410
43-5071	Shipping, receiving, and traffic clerks	230	2.7	12.40	25,780	5.3	6.42	8.58	12.12	15.86	19.42	13,350	17,850	25,220	32,990	40,390
43-9021	Data entry keyers	110	12.3	9.64	20,060	2.5	6.42	7.58	9.04	11.23	13.67	13,350	15,760	18,800	23,350	28,430
39-8021	Tour guides and escorts	170	18.0	9.49	19,750	3.0	6.51	7.50	8.48	10.97	14.15	13,540	15,610	17,640	22,810	29,430
21-2011	Clergy	30	41.7	14.32	29,790	8.4	6.53	8.65	12.23	17.20	22.33	13,580	17,990	25,440	35,770	46,440
49-9099	Installation, maintenance, and repair workers, all other	50	17.4	17.02	35,400	10.1	6.53	8.48	19.63	23.66	28.02	13,580	17,650	40,840	49,220	54,120
47-2061	Construction laborers	530	16.1	8.58	17,840	2.3	6.54	7.29	8.11	9.56	11.69	13,600	15,170	16,870	19,880	24,300
31-1012	Nursing aides, orderlies, and attendants	160	23.8	10.05	20,900	4.5	6.60	7.77	10.03	12.25	13.51	13,730	16,160	20,850	25,480	28,110
43-6014	Secretaries, except legal, medical, and executive	390	6.1	11.99	24,940	4.7	6.64	8.79	11.63	14.92	18.02	13,810	18,280	24,180	31,030	37,480
41-3099	Sales representatives, services, all other	80	27.7	19.38	40,320	15.0	6.65	8.60	12.70	29.48	40.13	13,840	17,890	26,420	61,310	83,480
43-3021	Billing and posting clerks and machine operators	220	8.1	10.52	21,870	3.3	6.67	8.23	9.96	13.18	15.78	13,880	17,120	20,720	27,420	32,770
49-9042	Maintenance and repair workers, general	930	2.8	11.46	23,840	3.8	6.67	8.14	11.01	14.71	16.53	13,880	16,940	22,900	30,600	34,360
49-9098	Helpers--installation, maintenance, and repair workers	200	11.6	9.23	19,190	2.8	6.68	7.64	8.98	10.47	12.67	13,890	15,900	18,680	21,770	26,360

43-4181	Reservation and transportation ticket agents and travel clerks	430	4.7	13.20	27,450	5.1	6.69	8.90	14.31	16.03	17.08	13,920	18,520	29,760	33,350	35,520
43-5032	Dispatchers, except police, fire, and ambulance	120	7.9	12.18	25,290	4.9	6.74	8.14	10.98	14.71	20.20	14,010	16,930	22,840	30,600	42,020
43-9041	Insurance claims and policy processing clerks	50	5.4	11.10	23,100	3.6	6.75	8.19	9.88	13.82	18.20	14,040	17,030	20,560	28,740	37,850
51-3021	Butchers and meat cutters	80	11.6	11.06	23,000	5.3	6.77	8.61	10.01	13.70	17.59	14,070	17,910	20,820	28,500	36,590
17-3023	Electrical and electronic engineering technicians	70	20.9	20.22	42,060	3.8	6.84	11.34	21.72	28.59	33.63	14,230	23,600	45,180	59,470	69,960
41-1011	First-line supervisors/managers of retail sales workers	580	4.9	12.77	26,560	2.4	6.88	8.55	10.74	15.45	22.07	14,320	17,790	22,330	32,140	45,910
47-3012	Helpers--carpenters	100	32.1	8.67	18,020	2.6	7.01	7.58	8.54	9.87	10.66	14,580	15,760	17,750	20,530	22,180
39-2021	Nonfarm animal caretakers	40	15.5	9.37	19,500	8.2	7.03	7.42	8.04	10.80	14.88	14,620	15,430	16,720	22,460	30,950
13-1022	Wholesale and retail buyers, except farm products	60	12.1	18.04	37,520	7.0	7.19	9.68	13.43	22.67	36.01	14,940	20,140	27,930	47,150	74,900
43-3051	Payroll and timekeeping clerks	130	5.4	11.39	23,680	2.3	7.22	9.20	10.86	13.71	16.00	15,010	19,140	22,580	28,520	33,270
53-7081	Refuse and recyclable material collectors	120	1.8	9.50	19,760	2.8	7.24	7.96	9.32	11.03	12.63	15,060	16,550	19,390	22,950	26,260
43-3031	Bookkeeping, accounting, and auditing clerks	810	2.9	11.62	24,170	1.1	7.26	8.97	11.04	13.74	16.97	15,090	18,650	22,960	28,570	35,290
35-1011	Chefs and head cooks	150	10.4	14.24	29,620	3.6	7.30	9.66	12.83	17.49	24.16	15,180	20,100	26,680	36,380	50,250
41-3011	Advertising sales agents	80	12.2	16.51	34,340	3.8	7.32	10.23	14.82	20.29	30.27	15,230	21,270	30,820	42,210	62,960
47-2141	Painters, construction and maintenance	490	32.9	10.86	22,600	7.5	7.33	8.17	10.24	13.11	15.72	15,250	16,980	21,310	27,270	32,710
43-3071	Tellers	350	3.5	9.18	19,100	1.6	7.41	7.97	8.98	10.40	11.39	15,420	16,590	18,640	21,620	23,680
43-4161	Human resources assistants, except payroll and timekeeping	80	2.7	13.41	27,890	3.4	7.41	9.51	12.67	16.96	21.02	15,410	19,780	26,340	35,270	43,710
37-1011	First-line supervisors/managers of housekeeping and janitorial workers	340	8.8	12.06	25,080	3.2	7.43	8.54	10.42	13.39	19.93	15,460	17,770	21,670	27,850	41,450
47-3019	Helpers, construction trades, all other	50	7.0	10.04	20,890	2.9	7.46	8.88	10.07	11.43	13.04	15,520	18,470	20,950	23,780	27,120
27-2031	Dancers	40	26.7	8.94	#VALUE!	4.5	7.50	8.04	8.81	9.83	10.61					
11-9051	Food service managers	200	12.9	14.04	29,210	3.0	7.54	9.49	13.77	17.32	21.07	15,680	19,730	28,630	36,020	43,820
51-2092	Team assemblers	50	20.0	11.44	23,800	2.5	7.57	8.92	11.16	13.52	16.52	15,740	18,540	23,210	28,120	34,360
43-6011	Executive secretaries and administrative assistants	900	3.2	13.03	27,090	2.2	7.67	9.49	12.48	15.81	19.04	15,950	19,740	25,930	32,880	39,600
49-3031	Bus and truck mechanics and diesel engine specialists	130	5.5	12.81	26,650	5.3	7.83	9.45	11.87	15.78	19.45	16,290	19,660	24,680	32,820	40,460
53-3032	Truck drivers, heavy and tractor-trailer	340	9.0	11.66	24,250	2.8	7.98	9.43	11.12	13.30	15.97	16,590	19,600	23,140	27,680	33,220
13-2053	Insurance underwriters	100	17.2	13.82	28,740	4.8	7.99	9.35	12.45	15.44	21.97	16,610	19,440	25,900	32,110	45,700
51-1011	First-line supervisors/managers of production and operating workers	60	10.8	16.13	33,540	4.7	8.00	11.86	13.96	20.64	26.81	16,830	24,660	29,040	42,930	55,760
25-3021	Self-enrichment education teachers	30	29.2	12.41	25,810	4.7	8.03	9.20	10.61	13.31	20.04	16,700	19,130	22,080	27,690	41,690
41-3021	Insurance sales agents	40	8.2	17.13	35,630	5.0	8.04	10.77	13.15	21.43	33.49	16,720	22,400	27,350	44,580	69,660
41-3041	Travel agents	100	15.8	13.31	27,680	4.4	8.04	9.47	11.58	15.67	22.98	16,720	19,690	24,090	32,600	47,810
13-1031	Claims adjusters, examiners, and investigators	70	9.6	14.98	31,160	3.8	8.07	9.47	12.90	18.22	25.96	16,780	19,700	26,830	37,900	54,000
43-3061	Procurement clerks	70	3.4	15.36	31,950	3.8	8.14	11.22	16.20	19.43	21.29	16,930	23,340	33,700	40,420	44,270
49-2022	Telecommunications equipment installers and repairers, except line installers	100	48.1	19.03	39,570	3.7	8.16	17.74	19.53	21.33	25.35	16,960	36,890	40,610	44,360	52,720
51-9061	Inspectors, testers, sorters, samplers, and weighers	60	1.7	19.07	39,670	6.1	8.18	13.11	18.83	25.21	31.33	17,000	27,260	39,170	52,440	65,160
39-1021	First-line supervisors/managers of personal service workers	60	3.3	14.43	30,020	4.3	8.24	9.64	12.63	18.33	24.74	17,130	20,040	26,260	38,120	51,450
13-1051	Cost estimators	60	16.8	17.04	35,440	4.2	8.30	13.67	16.59	21.36	26.01	17,270	28,420	34,500	44,440	54,090
49-3023	Automotive service technicians and mechanics	270	6.8	12.56	26,120	2.1	8.32	9.85	12.12	14.62	18.04	17,300	20,500	25,220	30,400	37,510
31-9092	Medical assistants	170	45.3	11.46	23,840	3.8	8.38	9.65	11.59	13.16	15.00	17,430	20,070	24,100	27,390	31,180
13-2021	Appraisers and assessors of real estate	40	12.6	19.13	39,800	6.1	8.43	11.58	16.24	25.21	31.20	17,540	24,090	33,770	52,440	64,890
37-1012	First-line supervisors/managers of landscaping, lawn service, and groundskeep	40	7.8	12.52	26,040	2.2	8.43	9.50	10.98	14.19	16.88	17,540	19,770	22,840	29,520	35,110
49-3042	Mobile heavy equipment mechanics, except engines	140	11.7	13.99	29,110	2.6	8.49	10.95	13.22	16.32	19.59	17,670	22,770	27,500	33,940	40,740
13-1073	Training and development specialists	80	4.8	14.23	29,590	4.0	8.50	9.77	13.17	17.97	21.48	17,690	20,320	27,400	37,370	44,680
13-1023	Purchasing agents, except wholesale, retail, and farm products	110	13.0	19.88	41,340	7.3	8.57	10.91	15.84	29.38	33.99	17,830	22,690	32,940	61,120	70,700
43-9011	Computer operators	80	8.2	12.81	26,650	2.9	8.62	10.04	12.58	15.49	17.86	17,940	20,890	26,120	32,210	37,140
27-1024	Graphic designers	50	7.6	13.34	27,750	4.1	8.67	10.00	12.25	15.04	18.05	18,030	20,810	25,490	31,280	37,540
43-6013	Medical secretaries	30	13.0	11.64	24,220	5.0	8.67	9.68	11.15	12.91	16.42	18,030	20,130	23,190	26,860	34,160
11-9141	Property, real estate, and community association managers	60	29.4	16.35	34,000	7.0	8.73	9.95	13.75	20.54	31.37	18,150	20,890	28,610	42,730	65,240
43-9199	Office and administrative support workers, all other	40	3.8	13.55	28,180	3.0	8.75	10.15	12.76	16.17	20.70	18,190	21,100	26,540	33,630	43,050
41-1012	First-line supervisors/managers of non-retail sales workers	120	6.3	15.90	33,070	2.7	8.79	11.35	14.85	20.16	25.43	18,280	23,610	30,890	41,930	52,900

47-2073	Operating engineers and other construction equipment operators	110	2.3	11.79	24,530	1.8	8.81	9.68	11.33	13.33	15.55	18,320	20,140	23,580	27,720	32,340
47-2221	Structural iron and steel workers	100	33.9	10.62	22,100	2.8	8.90	9.40	10.15	11.10	13.09	18,510	19,550	21,110	23,090	27,220
11-3011	Administrative services managers	220	8.6	17.62	36,640	2.5	8.91	12.38	16.91	21.73	27.00	18,520	25,720	35,180	45,190	56,160
49-9052	Telecommunications line installers and repairers	60	31.8	14.78	30,750	12.0	8.95	9.96	12.04	22.35	25.29	18,620	20,710	25,050	46,480	52,600
29-2052	Pharmacy technicians	60	8.9	12.46	25,910	2.9	8.96	9.90	11.66	13.81	16.70	18,630	20,600	24,250	28,720	34,730
53-7032	Excavating and loading machine and dragline operators	100	17.7	12.60	26,200	4.3	9.01	10.23	12.82	15.14	16.42	18,730	21,260	26,660	31,490	34,160
15-1041	Computer support specialists	100	3.2	16.16	33,610	4.1	9.05	12.14	15.00	17.99	25.60	18,830	25,250	31,210	37,410	53,250
43-1011	First-line supervisors/managers of office and administrative support workers	800	3.3	17.99	37,410	2.9	9.05	11.86	16.22	21.87	29.16	18,830	24,680	33,740	45,500	60,660
47-2171	Reinforcing iron and rebar workers	80	32.6	10.81	22,480	2.0	9.05	9.65	10.65	12.09	13.08	18,820	20,070	22,140	25,140	27,210
31-9091	Dental assistants	120	18.2	12.73	26,480	3.0	9.09	10.24	12.35	14.84	16.73	18,900	21,300	25,690	30,880	34,800
29-2034	Radiologic technologists and technicians	70	3.7	14.50	30,160	2.5	9.12	9.90	12.43	16.57	22.53	18,960	20,600	25,860	34,460	46,850
47-2211	Sheet metal workers	110	37.7	11.96	24,890	4.7	9.16	9.91	11.28	13.17	16.17	19,040	20,620	23,460	27,390	33,630
49-9021	Heating, air conditioning, and refrigeration mechanics and installers	120	7.2	15.63	32,510	4.1	9.18	11.83	15.13	19.31	23.81	19,080	24,600	31,480	40,160	49,530
53-1031	First-line supervisors/managers of transportation and material-moving machine	60	9.8	17.38	36,140	6.0	9.28	10.94	15.17	20.10	29.22	19,290	22,760	31,550	41,800	60,780
29-2012	Medical and clinical laboratory technicians	70	3.8	13.95	29,010	5.2	9.30	10.37	12.92	15.85	20.32	19,340	21,580	26,880	32,960	42,270
47-2161	Plasterers and stucco masons	50	17.3	11.18	23,260	2.0	9.38	10.06	11.16	12.48	13.38	19,520	20,930	23,210	25,960	27,830
11-2011	Advertising and promotions managers	70	10.3	21.38	44,460	5.2	9.39	12.54	19.09	25.79	32.59	19,540	26,090	39,700	53,650	67,780
47-4099	Construction and related workers, all other	40	0.0	11.83	24,610	2.6	9.52	10.19	11.31	13.42	15.32	19,790	21,190	23,510	27,900	31,870
53-1021	First-line supervisors/managers of helpers, laborers, and material movers, han	70	6.5	14.43	30,020	3.2	9.53	11.08	13.21	17.93	21.33	19,820	23,060	27,490	37,290	44,370
25-4031	Library technicians	60	2.1	12.89	26,820	1.6	9.55	11.09	13.00	15.06	16.44	19,860	23,080	27,040	31,320	34,190
51-4121	Welders, cutters, solderers, and brazers	190	7.0	13.13	27,310	1.6	9.64	11.18	12.82	15.02	16.76	20,060	23,260	28,660	31,250	34,660
29-2021	Dental hygienists	60	8.6	16.86	35,280	8.0	9.71	12.41	15.79	21.39	26.06	20,200	25,820	32,840	44,490	54,200
47-2111	Electricians	500	10.5	13.45	27,970	1.4	9.72	11.54	13.12	15.38	17.28	20,210	24,000	27,300	32,000	35,940
47-2031	Carpenters	780	14.4	12.37	25,730	1.3	9.94	11.20	12.29	13.96	15.28	20,680	23,300	25,570	27,800	31,780
43-6012	Legal secretaries	70	12.1	16.99	35,340	2.6	9.97	13.22	17.13	21.01	24.54	20,730	27,490	35,640	43,710	51,050
13-2011	Accountants and auditors	490	2.3	17.48	36,370	1.4	9.99	13.12	16.38	20.62	26.28	20,780	27,300	34,070	42,900	54,660
11-2022	Sales managers	280	6.2	20.39	42,400	3.1	10.05	13.63	17.47	24.39	32.93	20,890	28,360	36,340	50,730	68,480
11-3061	Purchasing managers	100	5.1	20.71	43,080	6.0	10.25	12.80	17.31	26.86	36.11	21,320	26,620	36,000	55,870	75,110
11-1021	General and operations managers	1,600	3.3	24.13	50,200	1.5	10.39	14.99	21.35	29.87	40.62	21,620	31,170	44,410	62,120	84,490
49-1011	First-line supervisors/managers of mechanics, installers, and repairers	180	5.2	19.30	40,150	3.0	10.48	13.57	18.29	24.45	30.47	21,800	28,230	38,050	50,850	63,370
47-2051	Cement masons and concrete finishers	340	17.5	12.06	25,080	1.3	10.64	11.33	12.18	13.03	13.55	22,130	23,570	25,340	27,090	28,190
29-2061	Licensed practical and licensed vocational nurses	100	9.9	15.34	31,900	2.2	10.73	13.76	15.24	16.71	19.49	22,330	26,620	31,700	34,760	40,540
17-3029	Engineering technicians, except drafters, all other	40	0.0	24.19	50,320	2.5	10.96	14.80	27.85	31.58	33.81	22,800	30,790	57,930	65,680	70,330
48-9041	Industrial machinery mechanics	40	24.1	15.51	32,270	13.1	10.96	11.66	12.84	20.45	26.33	22,800	24,260	26,700	42,530	54,770
47-2152	Plumbers, pipefitters, and steamfitters	180	9.8	14.29	29,730	2.3	10.99	12.16	13.93	16.40	18.96	22,870	25,290	28,970	34,120	39,430
47-2021	Brickmasons and blockmasons	120	29.5	12.32	25,630	2.2	11.03	11.49	12.34	13.18	13.69	22,950	23,910	25,660	27,420	28,480
11-9039	Education administrators, all other	100	4.2	23.13	48,110	1.8	11.04	16.72	23.25	29.34	34.94	22,970	34,770	48,370	61,030	72,680
53-5021	Captains, mates, and pilots of water vessels	60	14.8	18.88	38,850	5.4	11.15	13.97	17.51	24.07	27.10	23,200	29,070	36,410	50,060	58,360
11-2021	Marketing managers	80	7.3	23.00	47,830	3.0	11.19	15.23	22.33	29.18	36.82	23,270	31,690	46,450	60,690	76,580
17-3011	Architectural and civil drafters	70	13.4	19.34	40,230	6.0	11.48	13.30	16.44	21.79	33.23	23,880	27,660	34,190	45,320	69,120
23-2011	Paralegals and legal assistants	30	10.1	19.17	39,880	7.6	11.63	12.94	16.38	21.04	30.39	24,190	26,920	34,060	43,760	63,210
53-2021	Air traffic controllers	40	5.7	24.44	50,840	3.8	11.78	13.49	23.85	31.52	42.06	24,500	28,070	49,600	65,560	87,490
53-7021	Crane and tower operators	50	8.1	15.51	32,260	2.0	11.80	13.65	15.27	16.98	19.95	24,540	28,390	31,770	35,310	41,490
13-2072	Loan officers	100	8.0	19.47	40,490	2.5	12.00	13.60	16.75	21.87	33.15	24,950	28,290	34,840	45,070	68,940
43-4199	All other information and record clerks	150	1.4	19.50	40,550	2.6	12.07	14.78	18.53	22.53	27.21	25,100	30,730	38,550	48,860	58,600
47-1011	First-line supervisors/managers of construction trades and extraction workers	170	8.1	18.34	38,140	1.3	12.31	14.24	17.04	21.37	26.99	25,600	29,620	44,450	56,130	71,510
15-1021	Computer programmers	30	5.9	19.12	39,770	2.7	12.58	15.92	19.20	21.93	26.39	26,180	33,110	39,940	45,610	54,890
11-1011	Chief executives	510	3.4	37.03	77,010	2.7	12.66	22.23	30.71	44.80	61.37	26,330	46,250	63,880	93,170	123,170
17-2071	Electrical engineers	50	3.6	21.64	45,010	6.6	12.81	15.19	19.06	24.90	34.38	26,650	31,600	39,640	51,780	71,510

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Article published Nov 20, 2005

Minimum wage, maximum damage

By Carl Peterson

Every business on Guam would love to see every employee earning the highest wage possible. Why? There would be more business activity. But the key is that the wage must be earned through more productivity. The highest wage is reserved for the most productive people -- no production equals no income for both the company and the employee.

Who earns minimum wage? According to the Employment Policies Institute, only 15 percent of all minimum wage earners actually support a child on that income.

What effect does it have? When prices go too high, we buy less. That goes for labor too -- fewer people will be employed at a higher wage because labor is a cost. Also, the irony is that when a job offers a much higher wage, more people will apply, causing more competition for fewer jobs. This always means that the less-qualified will never get the job until they acquire more skills. And when it is illegal to pay less than the higher wage, it means those people will be excluded from the workforce -- higher minimum wage equals more unemployment.

Why not raise it even higher? If the above was not true, why stop at raising it a couple of bucks? Let's increase it enough so no one will have any economic problems. This will never happen because the politicians are not dumb -- they know increasing the minimum wage destroys jobs. When they raise it in small increments, which is political not economic, those who lose their jobs will be those with virtually no political clout or impact.

What about products and services? A high wage also destroys our selection of products and services as well as jobs. Say tomorrow the minimum goes to \$12 an hour. No employer will pay \$12 an hour to produce goods or services worth less than \$12 an hour, so the alternative for the employer is to either find ways to do it with fewer employees or simply not produce that product or service.

A living wage? As explained above, increasing the hourly wage prices some low-skilled workers right out of a job -- that is not exactly a great way to accomplish the goal of a livable wage. But perhaps there is an easier solution for a higher standard of living -- de-tax them. We could de-tax minimum wage employees, exempt them from income tax, Social Security tax and/or give them an earned income tax credit. Or, allow those with little or no skill to work longer hours until they learn the skills for a better job and/or get established.

On-the-job training. A high minimum wage destroys on-the-job training. Almost everyone increased their income by working and proving themselves to their employers with on-the-job training. Low-skill workers need to start at a wage that matches their ability to produce; they need an opportunity to be able to learn from their mistakes. It will allow them to prove themselves over time by accepting more and more responsibility.

Organized labor. Organized labor supports a higher minimum wage -- they argue that this support comes from a sincere interest in the conditions of low-skilled workers. Union members already earn significantly more than the minimum wage, so do they really care? If an employer can get the same production with two workers earning \$4 an hour or one earning \$10 an hour, the employer would likely hire the two workers. But if the minimum wage became \$7 an hour, he would of course use the worker earning \$10. In this instance, the \$10-an-hour worker could even ask for \$12 an hour and still get the job. In order to get more jobs, and to raise their wages even more, it is always in the best interest of the unions to support minimum wage.

And our youth? A high minimum wage wrecks havoc on the job opportunities of our youth. With no work

experience, this cruel law makes it next to impossible for them to find jobs. They make up the highest percentage of the unemployed. There is only one thing worse than a low paying job – no job.

Are there a fixed number of jobs? A faulty argument is that there are only a fixed number of jobs in the economy. But a lower minimum wage encourages people to use their capital to create new businesses and new jobs. If it weren't against the law to pay less than minimum, countless youth would do odd jobs and create reasons for employers to hire them temporarily. On the flip side, over the years there have been tremendous advances in automation and labor-saving devices. So a higher minimum has the tendency for businesses to seek more innovation and automation in order to keep prices down. Automation causes the loss of some jobs - but with more productivity, it might create new opportunities too.

Is the minimum wage racism? Around 1900, immigrant workers from Irish, Asian, Italian and many other backgrounds initially faced severe prejudice. Because there was no minimum wage law, they were able to underbid existing workers in various fields, and they carved out livelihoods for themselves and were quickly integrated into the mainstream of American life. Former slaves got their start the same way – just like the outsourcing of today, they underbid others for labor. This makes it clear why white labor unions in segregated South Africa demanded equal pay for blacks – the effect was to legally throw blacks out of work by preventing them from offering their labor at lower prices and thus be able to compete for white union jobs.

Does the minimum wage help the strong strangle the weak? Self-serving politicians, people with sincere but misdirected compassion and union special interests are obvious supporters of a higher wage, but there is another group that may not be so obvious. Economists call them "supra-marginal businesses" – those with high, secure profits that dominate their fields. It is to their self-interest to advocate a higher minimum wage as protection against their weaker competitors. They will have higher profit margins than smaller competitors so an increase in the cost of labor may be enough to destroy the viability of the weaker firm. In other words, the stronger firm may gain more from the elimination of these marginal, weaker competitors than it loses from paying its own workers the higher minimum wage. The same is true with each new regulation – the large companies can more easily deal with the coercion. The net effect is restrictive access to the market by entrepreneurs, the self-employed, or new companies. This only hurts the economy.

Lost jobs. In 1989, Congress was pushing for an increase to \$4.25 an hour and the administration was considering \$3.85. It was a public-relations battle over the increase. The administration cited studies that suggested the congressional plan would cost 600,000 jobs but their proposal would "only" cost 300,000 jobs. No one asked those who would lose their jobs how they felt about the "visible fist of government" destroying their jobs instead of allowing the invisible hand of the free market to make adjustments as required.

Crime. Here is an easy question – by destroying job opportunities, would the minimum wage law encourage or discourage criminal behavior? When the mainstream method of generating an income, working, is closed to an individual by pricing him out of the job market, then the alternate method, crime, becomes more appealing. Of course the decision to becoming a criminal comes in small steps, but the minimum wage law's devastating job-destroying effects certainly encourages some people to take some of those small steps toward criminal activity.

It means mandated wages, not mandated jobs. Advocates of higher minimum wages fail to consider that the minimum wage law only mandates wage levels. It does not mandate that anyone actually will get a job at that higher wage. There is nothing in a minimum wage law that will make workers more productive, only less affordable. It does low-skilled job seekers little good to have a theoretically higher wage if they cannot get jobs where they can earn that wage.

Businesses can afford it. While America is a wealthy country, this justification misses the point. Just as a potential employee will only offer his labor if he believes he will benefit from the arrangement, businesses will only offer to hire that worker if they believe they will profit from doing so. Say you could pay more for a cup of coffee. Just because you could does not mean that, when faced with higher prices, you will still make that purchase.

Can employers pay workers as little as they wish? Pay rates today easily refute that. Labor is a valuable resource and employers compete for it. There is no employer power to underpay workers, any more than there

is employer power to underpay for land, bricks or paper cups. Many entry-level jobs are being offered at significantly more than the required minimum. So if the argument that they would pay less was true, then no employer would ever waste funds paying more than the current legal minimum wage.

What is the source of wages? The simple answer is worker productivity. And productivity is determined by the availability of capital goods – tools, equipment, buildings and improvements. The availability of capital goods depends upon whether or not investors believe they can make a profit by investing their hard-earned savings. And the appropriate mix of capital goods results from the freedom of the marketplace. Therefore, those concerned with the well-being of workers should be the greatest advocates of the free market. Free economies prosper, restricted economies contract.

A victimless crime? It only takes a little thought to realize that the minimum wage law is a prime example of a victimless crime law. It forcibly prevents two consenting adults from engaging in a voluntary, mutually satisfying and peaceful transaction. One person wishes to hire, the other party wishes to accept the offer.

Individual freedom. What business is it of state or federal governments to dictate to a worker the wage at which he will be allowed to work? Shouldn't that be entirely and solely their choice, their own business? It takes an appalling level of arrogance for a third party to come in and threaten them at gunpoint to prevent this mutually satisfactory and voluntary economic arrangement from taking place. Yet that is what the minimum wage law boils down to.

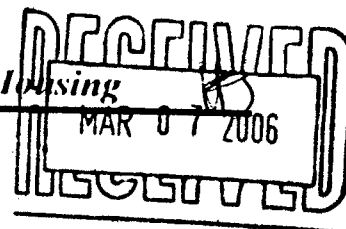
Conclusion. Despite the good intentions of many, the minimum wage law actually produces dreadful effects. It is based on bad economics, misguided compassion and cynical politics. It hurts most of all those it is allegedly designed to help – the poor, the low-skilled and the unemployed.



COPY

Senator Jesse Anderson Lujan

Chairman, Committee on Aviation, Immigration, Labor and Housing



March 7, 2006

Ms. Maria S. Connelley, Director
Guam Department of Labor
414 W. Soledad Avenue
GCIC Building
Hagåtña, Guam 96910

*Ann Hand Delivered
to Sen B.J.F. Cruz
1505 3/7/06*

Dear Madame Director:

I regret the postponement of our meeting, originally confirmed for 1:30 PM yesterday. I was looking forward to discussing pending issues of mutual concern. I had hoped to reach an understanding on pending matters before entertaining new agenda items.

As you may recall, this Committee publicly heard Bill No. 148, the minimum wage increase proposal, in August and again in September. In August, you personally announced an imminent roundtable meeting with other governmental "partners" on this subject, and offered to produce within one month a comprehensive interagency report on the bill's expected impact on public program eligibility. You also confirmed the completion of the HEIS report, which contains detailed statistical information of island household earnings. This formal objective study promises to shed relevant light on household earnings regardless of public program participation. While I thank you for your helpful response in the second hearing, you have yet to provide this Committee the results of your interagency study or the HEIS report. When might we expect to receive these from you?

In the formation of public policy, this Committee is well-advised to employ objective information as may be available, particularly when our actions will directly impact both major commercial activities and families throughout our community. The University is using data from the HEIS study to meet its responsibilities; I believe that this Committee should have similar access to relevant public information. Any recommendation this Committee might venture in advance of the release of this report may well be undermined. I am therefore reiterating my call for reports you have offered, and an expert analysis from your Department of Bill No. 148's proposed increases in context of the HEIS data. I will convene a public hearing for this purpose at your earliest convenience.

Thank you in advance for your cooperation.

Sincerely,

Jesse Anderson Lujan
JESSE ANDERSON LUJAN

cc: Senator B.J.F. Cruz



Senator Jesse Anderson Lujan

Chairman, Committee on Aviation, Immigration, Labor and Housing

PUBLIC HEARING AGENDA TUESDAY, APRIL 4, 2006

9:00 A.M. – LEGISLATIVE SESSION HALL

1. **Bill No. 277 (EC):** AN ACT TO REPEAL AND RE-ENACT SECTIONS 1107 AND 1108 OF TITLE 12, GUAM CODE ANNOTATED, RELATIVE TO THE AUTHORITY OF THE BOARD OF DIRECTORS OF THE ANTONIO B. WON PAT INTERNATIONAL AIRPORT AUTHORITY, GUAM ("GIAA") TO HIRE ITS EXECUTIVE MANAGER, COMPTROLLER, ATTORNEY, ACCOUNTANT AND OTHER OFFICERS.

2. **Bill No. 261 (EC):** "GUAM REGISTERED APPRENTICESHIP PROGRAM," AN ACT TO ADD A NEW CHAPTER 44 TO DIVISION 3 OF TITLE 22, GUAM CODE ANNOTATED RELATIVE TO THE CREATION OF A GUAM REGISTERED APPRENTICESHIP PROGRAM AND FOR THE DEPARTMENT OF LABOR TO ENTER INTO AGREEMENTS WITH BUSINESSES FOLLOWING U.S. DEPARTMENT OF LABOR, BUREAU OF APPRENTICESHIP AND TRAINING PROGRAM STANDARDS PROVIDING EMPLOYER INCENTIVES FOR THE TRAINING AND DEVELOPMENT OF A SKILLED AND TRAINED WORKFORCE.

3. **Continuation of September 15 Public Hearing on Bill No. 148 (LS) – AN ACT TO REPEAL AND REENACT SECTION 3105 OF TITLE 22 OF THE GUAM CODE ANNOTATED, RELATIVE TO RAISING THE MINIMUM WAGE TO FIVE DOLLARS AND SEVENTY-FIVE CENTS PER HOUR BY JANUARY 1, 2006 AND SIX DOLLARS AND TWENTY-FIVE CENTS PER HOUR BY JANUARY 1, 2007, for the purpose of receiving the latest household employment and income information from the Guam Department of Labor.**

3:00 P.M. – LEGISLATIVE SESSION HALL

4. **Resolution No. 127 (LS):** RELATIVE TO REQUESTING THE GOVERNOR REQUEST THAT CIVILIAN INFRASTRUCTURE UPGRADE COST BE INCLUDED IN ANY COST ESTIMATE TO TRANSFER MARINES FROM OKINAWA TO GUAM AND TO INCLUDE WAR REPARATIONS AS COST ELEMENTS IN UNITED STATES – JAPAN DISCUSSIONS FOR TRANSFERRING SAID MARINES.

**Testimony on Agenda items will be accepted
by e-mail to jal@lte.net,
fax to 647-5377,**

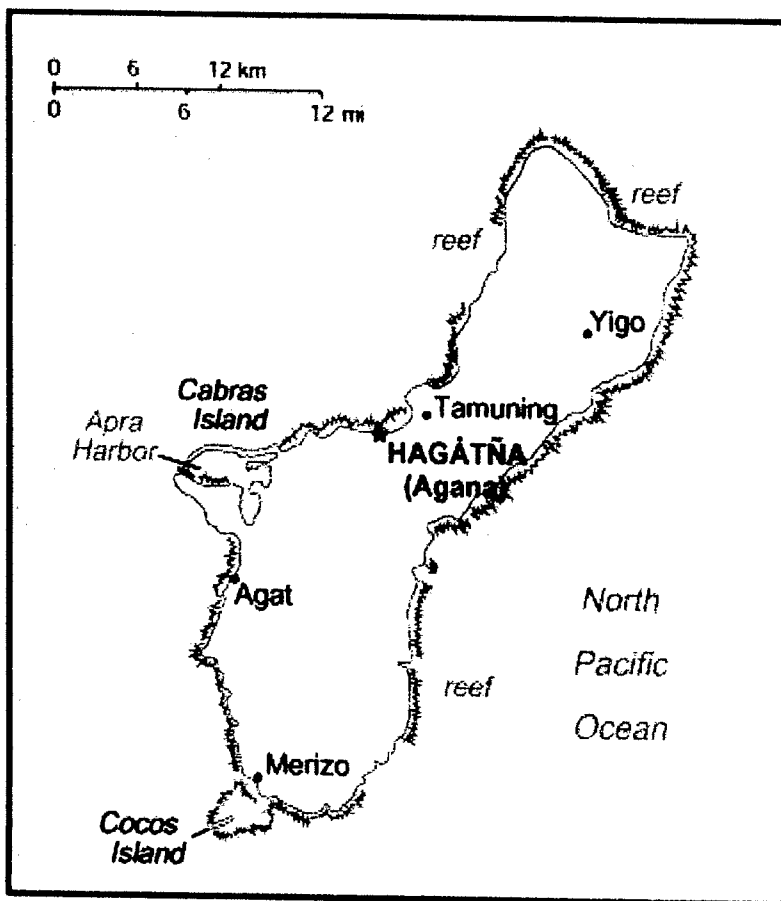
or delivery to Suite 100, 655 South Marine Drive, Tamuning.

Final Report

Selection of an Item Sample for the Revised Consumer Price Index

Guam

(Based on the April 1 – August 31, 2005 Household Income and Expenditure Survey)



Prepared by:

Brian Hannon, Survey Statistics Consultant
(Funding provided for by the U.S. Bureau of the Census and the
Office of Insular Affairs, U.S. Department of the Interior)

March 2006

DRAFT

March 12, 2006

To : Michael Levin
Demographer/Project Associate
U.S. Bureau of the Census, International Program Center

Georgette Paulino
University of Guam

Gary Hiles
Chief Economist, Department of Commerce

From : Brian Hannon
Price Statistics Consultant

Subject: Report on the April 1-August 31, 2005 Household Income and Expenditure Survey (HIES) in Guam and Revising the Guam Consumer Price Index

Preface:

From April 1 to August 31, staff members with the University of Guam, along with members of the Guam Department of Labor, conducted the first Household Income and Expenditure Survey (HIES) since a Consumer Expenditure Survey was completed in 1995. Mike Levin and Diego Sasamoto, both of whom are staff members of the International Programs Center (IPC), US Bureau of the Census, assisted in March and April and provided guidance in preparing and conducting the survey, provided the survey questionnaire that was used in Guam and in other Insular Areas and assisted in training the field enumerators. Funding for this survey was provided by the Office of Insular Affairs (OIA) of the U.S. Department of the Interior.

This survey was a continuation of the work that was started by the OIA several years ago to improve the statistics of the various Insular Areas of the U.S. This program was named the Statistical Enhancement Program (SEP). In 2002, the IPC conducted a HIES in the Republic of the Marshall Islands (RMI) to improve the statistical infrastructure of this "Freely Associated State." The expenditures data from that survey was used to develop the first, real Consumer Price Index (CPI) in the RMI. In that same year, the data from a 1997 HIES in the Commonwealth of the Mariana Islands were processed and work began on developing a CPI for that Insular Area as well. This CPI development continued in 2003 as well. In 2004, a HIES was conducted in Palau and the results of that were used to select a new item sample for Palau's revised CPI. The second and final step of this process, providing the CPI Calculation Program and training the staff on how to use it, has not yet been completed yet because of the lack of funding this year.

There are several goals of the Statistical Enhancement Program. Obviously, one important goal is to improve the quality of statistics that are generated by the various Insular Areas (IAs). This will provide policymakers with important statistical data so they can assess the economic health and development of their respective countries. One key aspect of revising their CPI is that it allows policy makers to accurately measure their rate of price change (inflation or deflation) over time. By knowing which areas of their economy are experiencing rapid price changes, officials can adopt policies to mitigate these. By selecting a market basket of representative goods and services, based on a recent household income and expenditure survey, and collecting price data on the same items from one time period to another, the officials of the statistics office can track the price movement and measure price change.

A second important goal is to transfer the technology to the statistical staffs in the IAs so that they can produce the quarterly CPIs without needing an external consultant to assist them in this effort. From the experience in the RMI and the CNMI, once the revised CPI is in place and the procedures for producing it are established, the staff in the IAs are quite capable of collecting the price data, analyzing it, calculating the CPI themselves each quarter and releasing the final results to the public.

Objectives of the Household Income and Expenditure Survey:

One of the most important results of conducting a Household Income and Expenditure Survey is to collect expenditure information which shows how households spend their money. With these data, the staff members in the respective IA's central statistics offices can update their CPI item sample and develop accurate weights for these items. This information is needed to construct or to revise a CPI. These data give the Insular Area officials the tools to identify which sectors of the economy are experiencing sharp price changes and adjust their policies to stabilize their economy.

Another important advantage of having a CPI that reflects current household expenditures is that it allows for the deflation of data collected for the National Income Product Accounts (NIPA). Without having an accurate deflator, the NIPA can only be calculated in nominal dollars, not real (or constant) dollars. Besides these valuable factors, a HIES allows for national accountants to obtain information about the household unit which is not generally available from other surveys. This type of household survey is the principal source of information for the household sector accounts which forms part of the national accounts. It provides valuable information on household expenditures, revenues, and the household composition that characterizes different household groups. Lastly, the HIES provides information on the housing, education and demographic characteristics of the household.

Lastly, revising the CPI involves working closely with the staff of the IA and transferring the technology to help them not only improve the quality of this important economic statistic, but also to gain the independence to collect, analyze and calculate the CPI on their own each quarter, without the assistance of an outside consultant. This revised CPI is not only more timely and accurate than the CPI that now exists, but it is also

comparable in terms of its classifications of items and groups and the methodology that is used with all of the other Insular Areas and to the US CPI. Besides calculating the quarterly change in prices, the staff will have, in most cases for the first time, an item specification manual and a Data Collection Manual which will provide guidance in handling the various situations that will arise in the coming months, such as how to substitute from one outlet to another, reviewing large price changes and a consistent manner of collecting the price data each quarter.

Selection of the Household Sample in Guam:

The actual data collection for the HIES was conducted in Guam between April 1 and August 31. The survey in Guam used a 10 percent sample of all households in Guam excluding those households that were institutional or were part of a restricted area of the island such as on a military base. The sample of households was drawn based on the results of Guam's Year 2000 Census. A 10 percent sample was initially chosen because past surveys indicate that Guamanian households do not have a good record for responding to household surveys. This sample was approximately 4000 households. Then, because of concerns about not having sufficient funds to conduct a 10 percent sample of households, Guamanian officials decided to reduce the sample size to a 5 percent sample, or 2000 households. From this sample, slightly more than 1000 (1047) households responded and completed the questionnaire portion of the survey and 786 completed the diary portion of the survey. As is done in the U.S. and was done in the Republic of the Marshall Islands and in the Republic of Palau, both a diary and a questionnaire were used in this survey to gather the household's income and expenditure data. The diary portion of the survey was left with each of the cooperating households for one week.

This low response rate is probably due to a number of factors. There was probably little advance publicity about the timing of the survey and how important it was to have the households' cooperation. There may have been no adequate explanation about why this survey was important and why it is necessary. There may also not have been strong governmental encouragement for the households to cooperate.

Refining the HIES Data:

A number of steps are necessary in order to "normalize" the data so that decisions can be made about selecting the revised item sample. First of all, the data must be processed so that it represents the average household expenditures. This is different from the average expenditures which are simply the total reported expenditures for any item divided by the number of items that were purchased. To calculate the average household expenditures, the total expenditures for each item must be summed and then divided by the number of households that participated in that portion (diary or questionnaire) of the survey. A table with average household expenditures provides a good estimate of how important each of these items are in a household's budget.

Once the diary and questionnaire data are processed, the data must then be processed so that they conform to a common time period. The diary expenditure data was collected

using a one-week reference period. Expenditures on the questionnaires were collected using normally a 3-month or a 12-month reference period, although in some cases, a 1-month reference period was used when it was stated in the item's description. For example, the household respondent was asked to report the "Monthly expense for a loan." Because of the varying reference periods, the data had to be converted to a common reference period so accurate comparisons of the expenditure data could be made. As was done in other insular areas, all of these household averages were converted to an average monthly household expenditure.

So, the total diary expenditures were converted by multiplying the aggregated average monthly household expenditures totals by 30/7. This fraction was used to estimate the monthly expenditures. For the questionnaire items, expenditures for items collected using a 3-month and a 12-month reference period were divided by 3 and 12 respectively.

BLS Classification System:

The classification system that is used for the Insular Areas is based on the classification system that the Bureau of Labor Statistics uses for the US CPI. It has been evolving over the last few years and, beginning with the American Samoa and Guam data, is much more formalized than before. In the United States, the U.S. Bureau of the Census collects the household income and expenditure data for the U.S. Bureau of Labor Statistics. This is an ongoing survey called the Consumer Expenditure Survey. When the data are collected and processed by the Census Bureau, they are then transferred to the BLS for coding and further processing. The BLS has its own coding system for the various goods and services expenditure items. When the Marshall Islands, the CNMI and the Palau data were coded, the BLS' Table of Relative Importances was used to develop a coding system for the Insular Areas. The Table of Relative Importances is published monthly along with many other monthly CPI tables. This table shows users how important the various items are in the Consumer Price Index and how the BLS groups these items into groups and subgroups.

Unlike the classification system that was developed by the United Nations and the Organisation for Economic Co-operation and Development (OECD), which is called the Classification of Individual Consumption by Purpose (COICOP), the BLS system is not quite as detailed and does not break down its subgroups to the 4-digit level.

In the past three HIES surveys (the Commonwealth of the Northern Mariana Islands (CNMI), the Marshall Islands and Palau), the expenditure data were sent to me and I did the coding as described above. In the case of American Samoa, when the IPC began processing the data, some older classification codes were discovered at the Census Bureau. The IPC staff members who were processing these data thought it would be more efficient to use these codes rather than transmitting data to me without codes.

In fact, it turned out that these codes were about 10 years old and the BLS had made a number of substantive changes to how it classifies various items in the CPI during the 1998 CPI revision. For example, televisions and electronic equipment were no longer

classified with Furniture and Home Furnishings. These were now in a separate group called Recreation. There was now a separate group for Education and Communication. Even within some major groups there were changes. Margarine was moved out of the Dairy Products subgroup and was included in the Oils and Fats subgroup. Because of these changes, the old codes had to be revised to conform to the current BLS classification system. Eventually, all of the codes in each of the IAs should be consistent with each other and, wherever possible, they will have common codes.

Methodology for Adjusting Household Expenditures:

The data that were gathered in the course of conducting this HIES used two methods. For smaller, frequently purchased items, the household diary was used. For larger items and those that are purchased less frequently, such as apparel, prescription drugs, etc., these expenditures were generally reported on the questionnaire during the household interview. After all of the items and expenditures were recorded and reviewed by the survey supervisors in the survey office in Guam, these were then coded using a table of codes that were provided by Mike Levin.

Once all of the expenditures were coded, then the expenditures for each item were totaled. The diary totals were compiled in one file and the questionnaire totals were compiled in a second file. All of the total expenditures for each item in the Diary Survey were then divided by the total number of households that completed the Diary. In the case of Guam, it was 786 households. This number was divided into the total expenditures to get the average household expenditure for each item.

Even though the household respondents are expected to report certain types of items on the diary and others on the questionnaire, there is no clear rule about where to report expenditures in all cases. A household respondent who just bought a refrigerator during the survey week will frequently record that on the diary because the household respondent is instructed to record all of the household expenditures occurring in the survey week. Someone completing the questionnaire form who just went grocery shopping may record those purchases on the questionnaire portion of the survey. Because of this, there are usually a number of duplicates – items that the household respondents have reported as expenditures in both the diary and the questionnaire. These are not necessarily items that are being double counted, but items that are reported in both types of surveys.

One recurring problem that has occurred in all of the HIES surveys to date is the reporting of generic terms to describe items that were purchased by the household. In future surveys, the survey trainers should specifically discuss this problem and train the interviewers to review that diary entries to make sure that none of the entries are generic descriptions. When entries such as groceries or meat are entered, the interviewer needs to ask for clarification from the household respondent. If meat is indicated, the interviewer will need to determine how much the household spent for each type of meat that was purchased. In order to calculate accurate estimates of household expenditures for

revising the CPI, it is important that we have specific items that are purchased, not generic items such as meat, groceries, fish, vegetables, etc.

Duplicate Codes:

In coding the items with 6-digit codes derived from the Bureau of Labor Statistics (BLS) system it uses to code the Consumer Expenditure data, a number of items ended up with the same 6-digit code. While there were no duplicate codes within each of the two survey types (Diary and Questionnaire), in some instances there were duplicate codes in each data set. These items then need to be reviewed to identify any duplicate codes and give the item a new code if it was duplicated. The final codes that are used have 7-digits.

Overlapping Items:

Whenever this type of survey is done, the objective of the Diary portion is to capture a household's short-term expenditures. These are generally smaller expenditures that are frequently purchased and cannot be accurately recalled by the household members over a longer-reference period. So expenditures such as food, drink, tobacco products, etc. are recorded by the household members. Larger expenditures, such as clothing, prescription drugs, major appliances, etc. are captured in the Questionnaire portion of the survey. Because households are instructed to enter on the diary all expenditures purchased by any member of the household in that survey week, there will inevitably be some expenditures that more appropriately should have been entered in the Questionnaire rather than in the diary and vice versa.

In preparing the data set for all expenditures prior to selecting the item sample for the revised CPI, all of the expenditures need to be merged into one data set. All of the expenditures are reviewed and decisions are made on which expenditures to use when there are duplicates. For the most part, the data that seems most appropriate for the type of expenditure reported are used. If it is a frequently purchased item and there are expenditures recorded in both the diary and the questionnaire, and most of the reported expenditures are in the diary, then usually the diary expenditure would be used. On the other hand, if there are a large number of expenditures for an item in both the diary and the questionnaire, and both average expenditures seem reasonable, then a weighted average may be calculated. The ultimate goal of this process is to calculate the most accurate estimates possible so that the items selected for the revised CPI will be representative of a household's market basket for a resident of Guam.

Alcoholic Beverages:

There is one exception to the comparability between the US and the IA's classification system and that is in the IA's classification system, Alcoholic Beverages is a separate group. In the BLS system, Alcoholic Beverages is just one subgroup under the major

group, Food. In the COICOP classification system mentioned earlier, Alcoholic Beverages, is a major group. The reason that we decided to deviate in this one instance from the BLS system is because this expenditure category is very important in the Insular Areas. Alcoholic beverages is a source of tax revenues through import excise taxes and sales taxes and also because of the social interest about the consumption of alcoholic beverages in the IAs.

Since the economies of the Insular Areas are quite small, the publication of the CPI may be limited to just publishing the major groups. The sample of items in many of the subgroups may be too small to publish at the Index level. If Alcoholic Beverages were a subgroup and it was not published, it would be more difficult for many users to track changes in this important area. By being one of the 9 major groups, though, interested users can track the changes in this Alcoholic Beverages.

Item Sample Selection Process:

The Bureau of Labor Statistics selects its item sample using probability methods. The specific statistical technique it uses is called probability proportional to size (PPS). This method ensures that the most important items, in terms of their reported average monthly household expenditures, are selected.

In August 2004, I conducted an assessment of Guam's CPI. At that time, their CPI had a large number of items in their sample. They had 281 items that they were pricing quarterly. This is quite a large number of items to price in a country the size of Guam, which has an estimated population of about 170,000. Prior to the 1974 - 76 CPI revision in the US, the BLS had a specification-based CPI and at that time, the BLS had a total of only 400 items. The US population at that time was about 175 million.. I do not mean to suggest that proportionately, Guam could then price 3 items and it would be a proportionately equivalent to the same size as the US sample, but it does not seem necessary to price quite so many items to obtain a similar degree of accuracy.

Many countries are hesitant to accept a sharply lower number of items in their CPI item sample. In selecting the item sample for Guam using Probability Proportionate to Size (PPS) methods, after the first selection there were 122 items which represented more than 82 percent of total expenditures. Because Guam is now pricing 281 items, I made a second PPS pass and selected another 132 items. After these two passes, there were a total of 254 items and these represented 95.37 percent of all household expenditures.

In the present CPI, Guam prices 281 items each quarter. Guam officials must decide if they want to have a much smaller items sample (122 items covering 82.21 percent of total expenditures) or a larger sample of 254 items that would cover more than 95 percent of total expenditures. Considering that the present item sample is ~~as~~ large as it is, officials responsible for publishing the CPI will probably want to go with the sample selected after two PPS passes. Even though this sample is 10 percent smaller than the existing sample, a number of items are priced in only one or two outlets. These items should be priced in more outlets if this is possible. So even though the number of items priced is smaller by

10 percent, the actual number of prices that will be collected will almost certainly increase. With the larger sample, it is unlikely that there will be any significant reduction in the data collection costs. Below is a table that shows a comparison between the present CPI in Guam and the proposed revised CPI:

Guam: Comparison of Expenditure Weights and Item Counts between the Existing and Revised CPIs				
Group	Existing CPI		Revised CPI	
	Percent Wgts	Counts	Percent Wgts	Counts
Food	N/A	130	15.7	72
Alcoholic Beverages	N/A	3	0.3	3
Housing	N/A	48	22.9	55
Apparel	N/A	45	9.5	26
Transportation	N/A	14	13.9	22
Medical Care	N/A	13	11.9	9
Recreation	N/A	13	3.0	32
Education and Communication	N/A	5	7.5	10
Other Goods and Services	N/A	9	15.3	25
Total	N/A	281	100.0	254

The above table does not have any relative percentages weights for the above groups. This is because much of the CPI documentation was lost after Typhoon Pongsona devastated the physical infrastructure of Guam in December 2002. Although the present CPI has only 7 major groups, I was able to estimate the number of items in the Alcoholic Beverages group, for example, by identifying the number of alcoholic beverage items priced (3) in the Food group. Similarly, I was able to estimate the number of items priced in Education and Communication by identifying those items in that group that were included in the Other Goods and Services and moving those items to Education and Communication. As the table indicates, there are a number of changes in each of the groups with five of the nine groups gaining items in the sample and three of the groups losing items that are priced. The number of items in the Alcoholic Beverages group remained the same.

Comparative Expenditures for the IA's:

As the IPC completes work on revising the CPI in the various IAs, comparisons between the various IAs can now be made. Below are the comparative expenditures for the five IAs and Guam. Now, only the data from the American Virgin Islands are missing. As can be seen from the table, Guam will have the largest number of items priced in their CPI. Since it is the largest of the IAs in terms of population, and may have more resources, both financial and in terms of manpower, it may be better prepared to handle a larger data collection burden.

Comparison Between the Insular Areas:

Comparative Expenditures between Various Insular Areas of the U.S.: Palau, the the Marshall Islands, the Commonwealth of the No. Mariana Islands, the Federated States of Micronesia, American Samoa and Guam												
Group	Palau (4/2004)		RMI (5/2003)		CNMI (1998)		FSM (1998)		Am Samoa		Guam	
	Rel. Import.	Items	Rel. Import.	Items	Rel. Import.	Items	Rel. Import.	Items	Rel. Import.	Items	Rel. Import.	Items
All Items	99.97	133	100.2*	72	100	125	100.0	--	100.0	152	100.0	2
Food	27.4	39	29.5	33	18.5	69	48.4	--	18.6	45	14.8	
Alcoholic Beverages	1.27	1	1.4	1	1.2	3	2.1	--	0.8	1	0.3	
Housing	21.1	33	14	12	24.1	14	18.4	--	16.1	36	22.3	
Apparel	8.2	16	3.6	6	2	12	1.9	--	9.6	14	9.1	
Transportation	7.3	5	11.3	3	27.3	4	5.4	--	17.1	9	15.0	
Medical Care	1.9	6	1.8	3	1.6	2	1.0	--	3.8	4	12.3	
Recreation	2.4	13	1.9	5	1.9	10	2.1	--	3.5	16	2.7	
Education/Commu.	3	10	5.4	3	4.2	4	1.5	--	2.2	9	7.8	
Other Goods/Serv	27.4	10	31.3	6	19.2	7	19.3	--	28.2	18	15.7	

* Note: Totals for the RMI do not add up because of rounding.

Number of Items Priced in CPI:

At present, the existing CPI in Guam has 281 items which are priced every quarter. This is a large number of items to price for such a small country. For example, in the US prior to the major CPI revision in the mid-1970s, the CPI was based on item specifications that are similar to those now being used in Guam and in the other Insular Areas. According to 1970 Census data, there were 63.4 million households and 203.3 million people in the US. At that time, the CPI was composed of essentially four groups with a total of 400 items. Those items were being priced in 56 varying sized PSUs around the country. Guam is considerably smaller and it does not seem necessary to price quite so many items in order to still measure price movement accurately.

In selecting the proposed item sample, 2 passes were made using a probability proportional to size selection technique. Using this method, which is quite common in selecting this type of a sample, a total of 254 items were selected. This constituted more than 95 percent of the total expenditures.

Implementation Process:

The first step in revising the CPI is to finalize this draft, followed by my visit to Guam to discuss the various issues such as what items can be priced (or not priced), finalizing the item sample and adjusting the weights to reflect these decisions. I will also assist the staff in writing item specifications, identifying items which are deemed "impossible" to price by the staff, selecting an outlet sample for pricing the items in the revised CPI, developing a Data Collection Manual, developing/revising the necessary data collection forms, and training the staff on the new data collection procedures. Based on my experience in the other three Insular Areas, this visit generally takes about two weeks assuming the outlet sample has already been determined.

Following two quarters or more of data collection in which price data for both the existing CPI and the revised CPI are collected, I will return to assist the Office of Statistics in "linking" or "splicing" the old CPI series to the revised CPI. This period of overlapping data collection can be as short as a quarter or two or continue for a full year or more. The advantage of having a longer overlapping period of price collection is that the base period can be averaged over several quarters. For example, when the Office of Statistics publishes its CPI, it may prefer to show a base period such as: 2006 = 100 rather than 1st Qtr 2006 = 100. During this second, two-week visit, I will bring the foundation for a CPI Calculation Program using Excel. Once the revised CPI has been linked, data collection for the previous CPI will stop.

Conclusion:

Last year's Household Income and Expenditures Survey gathered a great deal of useful information on current household spending patterns. The revision of the current Consumer Price Index is needed to measure accurately the price changes occurring in Guam. A revised classification system has been developed for Guam and the other IAs. This new system will bring their classification system in line with the U.S. classification system and those of the other Insular Areas that have gone through this HIES/CPI revision process (the RMI, the CNMI, Palau, American Samoa and Guam). This recent survey provides the Guamanian officials with a great deal of useful information, not just for revising the CPI, which is an important product of this survey, but also in terms of changes in the housing characteristics, education, marriage, and other valuable socio-economic data.

Cc: Guam Department of Labor Director Mrs. Maria Connelly
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Table 17-04 . Percent Distribution of Quarterly Price Comparisons (Diffusion Index), Guam: CY2002 - 3rd Quarter to 4th Quarter and CY2001 - 3rd Quarter to 4th Quarter

Items	Percent of Quotations							
	CY2001 - 3rd Qtr to 4th Qtr.				CY2000 - 3rd Qtr to 4th Qtr.			
	No Change	Increase	Decrease	Not Available	No Change	Increase	Decrease	Not Available
All Items	48.80	2.51	3.86	44.82	49.32	4.85	5.65	40.17
All Items Less Food and Beverages	44.20	2.46	6.47	46.88	51.01	6.74	8.76	33.48
Food and Beverages	50.55	2.54	2.87	44.04	48.69	4.14	4.48	42.69
Commodities Less Food and Beverages	37.14	1.86	6.63	54.38	46.93	5.07	8.80	39.20
Commodities	47.31	2.37	3.78	46.54	48.27	4.36	5.52	41.85
Services	81.69	5.63	5.63	7.04	72.46	15.94	8.70	2.90

Source: Economic Research Center, Department of Labor, Government of Guam
CY = Calendar Year

Table 17-05 . Consumer Price Index (CPI), Guam: 1995 to 2004

Calendar Year	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Average	Annual Percent Change	Inflation Rate
2004 R	112.83	114.72	116.38	118.47	115.60	7.44%	6.09%
2003 R	104.30	107.30	107.80	110.97	107.59	3.21%	6.40%
2002 R	103.51	103.57	103.86	106.03	104.24	0.64%	2.08%
2001 R	104.74	104.43	102.62	102.53	103.58	-1.29%	-1.35%
2000 R	105.49	105.77	104.36	104.11	104.93	2.00%	-0.29%
1999 R	101.60	102.05	103.89	103.97	102.88	1.83%	3.71%
1998 R	102.26	100.83	100.67	100.36	101.03	-0.50%	-1.10%
1997 R	101.76	101.57	100.90	101.94	101.54	1.93%	0.76%
1996 R	97.69	99.90	100.00	100.89	99.62	nr	4.95%
1995	nr	nr	nr	95.40	nr	nr	nr

Source: Guam Department of Labor

R = Revised

nr = Not reported.

2004 Guam Yearbook

GUAM

CONSUMER PRICE INDEX

**Economic Research Center
Cost of Living Section**

**3RD QUARTER 2005
VOL. XXXI, NO. 3**

Department of Labor

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DEFINITION OF THE CONSUMER PRICE INDEX

The CONSUMER PRICE INDEX (CPI) is designed to measure changes in prices of commodities and services normally purchased by the consuming community, both families and single persons living alone. The Guam CPI (like the U.S. CPI) is based on the concept of a representative "market basket", a sample of all goods and services that consumers purchase. A total of approximately 282 items are divided into major groups and sub-groups, and indices are computed at different levels of aggregation. More than 1,628 price quotations are collected during the middle month of each quarter for compiling the Guam CPI and related sub-indices. The total number of business outlets included in the construction of the CPI is approximately 80, ranging from grocery and department stores to a variety of service establishments.

HOW TO INTERPRET INDEX CHANGES

A price change can be expressed as a percentage change between two periods. It can express as a difference in index points between a given period and a base period assigned an index of 100.0. Thus, an index of 110.7 for a given period means the price level has increased by 10.7% from the fixed based period. It does not mean a 10.7% change from the immediately preceding period as shown in Example 1:

Example 1:

Period:	1 st Qtr. (base period)	2 nd Qtr.	3 rd Qtr.
Index:	100.0	108.4	110.7
		8.4% change	2.1% change
		----- 10.7% change -----	

Any period, such as the 2nd Quarter in the next example, can be converted to a base period by dividing all indices individually by the periods' index, then multiplying the results by 100.

Example 2:

Period:	1 st Qtr. (base period)	2 nd Qtr.	3 rd Qtr.
Index:	100.0	108.4	110.7
Period:		2 nd Qtr. (base period)	3 rd Qtr.
Index:		100.0	102.1
		----- 2% change -----	

In example II, we dealt with a change in price index from a given quarter to the quarter immediately succeeding it – a 2.1% change from the second to the third quarter. However, many economic statistics, such as personal income, government revenues, and expenditure, are reported on an annual basis. The equivalent annual rate is used to determine what the index would be if a price change during a three-month period continues at the same rate for four quarters, a twelve-month period. The annual rate is often used to achieve uniformity in statistical expression.

Thus, a quarterly change of 1.0% is equivalent to an annual rate of 4.1%. If prices were to increase 1.0% each quarter for four quarters, the annual increase would be 4.1%. Derivation of this figure is shown in the Example III.

Example III: $P_n = P_o(1+i)^n$ where P_n = equivalent annual rate
 P_o = base index (100.0)
 i = current rate (1.0%)
 n = number of periods (4)
 Thus, 104.1 = $100.0(1 + .01)^4$

However, the equivalent annual rate should not be interpreted as a projection form for showing price changes that have occurred. The CPI only reports what must be based on factors which determine future price changes.

GUAM CONSUMER PRICE INDEX

1. Number of commodity items:

GROUP	*GROUP WEIGHTS
Food & Beverages	25.23
Housing	36.97
Apparel & Upkeep	7.39
Transportation	13.68
Medical Care	4.19
Entertainment	6.36
Other Goods & Services	6.18
	100.0

*Based on the 1996 Consumer Expenditure Survey (CES).

2. Base period: 3rd Quarter 1996 = 100

3. Formula:

The index is computed by using base-weighted arithmetic average either in the weighted aggregated form,

$$I_{oi} = \frac{\sum p_i q_o}{\sum p_o q_o} \times 100$$

or its equivalent, the weighted average of price relatives,

$$I_{oi} = \frac{\sum p_o q_o \left(\frac{P_i}{P_o} \right)}{\sum p_o q_o}$$

where p_i = the price of the commodity in the reporting period,
 p_o = the price of the commodity in the base period, and
 q_o = the quantity of commodity sold in the base period.

4. Weights:

Based on the 1996 Consumer Expenditure Survey (CES)

**Guam Consumer Price Index (CPI)
3rd Quarter 2005
Volume XXXI, No. 3**

The Guam Consumer Price Index (CPI) of 120.74 for 3rd Quarter 2005 increased 0.79 percent over the preceding quarter and 5.81 percent when compared the same quarter one year earlier. Further comparison shows that a market basket of goods and services costing \$100.00 in October 1996 (base period) now cost \$120.74.

The 3rd Quarter 2005 index was based on 1,626 price observations of which 543 or 33.39 percent remained unchanged, 83 or 5.10 percent increased, 50 or 3.08 percent decreased, and 950 or 58.43 percent were not available.

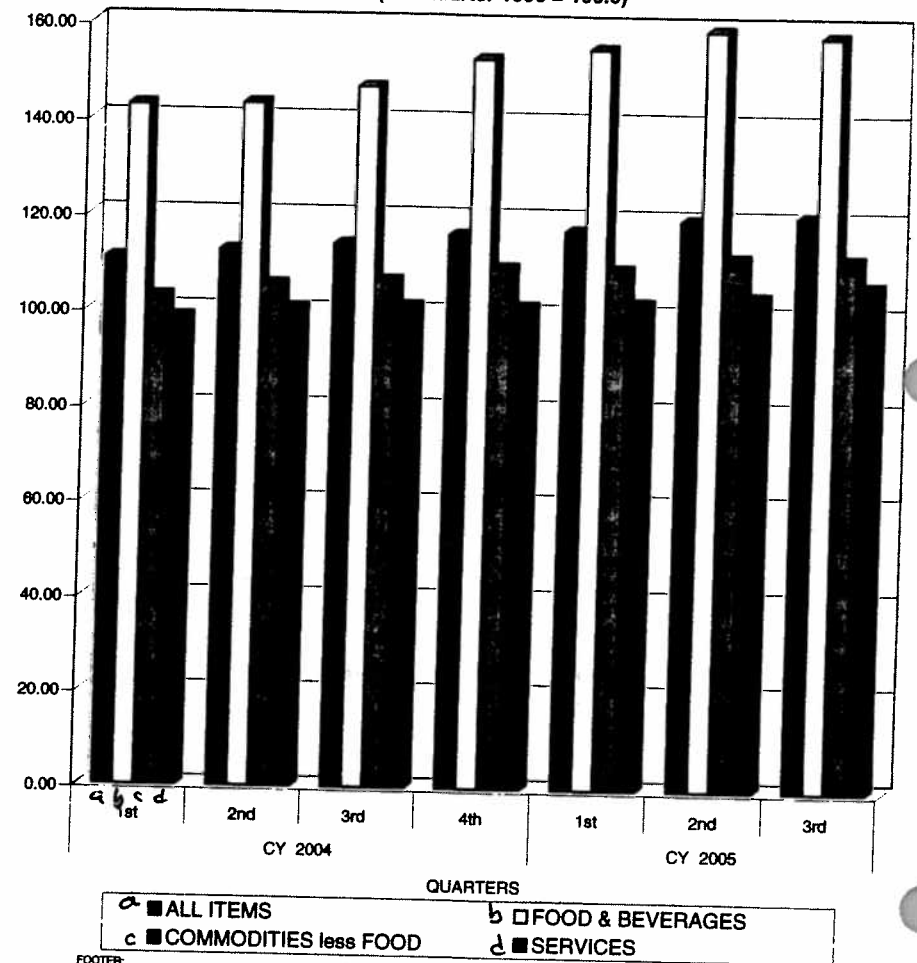
The Transportation group index of 132.55 shows an increase of 4.10 percent over the preceding quarter and 11.47 percent when compared to the same period one year earlier. The largest increase for this group was for the Public Transportation sub-category of 9.52 over the preceding quarter and 12.54 percent when compared to the same period one year earlier. The increase was due to higher prices recorded for airfares. Higher prices recorded for gasoline contributed to the 8.04 increase over the preceding quarter and 15.58 percent when compared to the same period one year earlier.

The Housing group index of 85.26 shows a 2.55 percent increase over the preceding quarter and 5.26 percent when compared to the same period one year earlier. Gas & Electricity sub-category increased 10.77 percent over the preceding quarter and 24.46 percent when compared to the same period one year earlier. The increase was due to higher price recorded for electricity. Financing, Taxes & Insurance increased 4.22 percent over the preceding quarter due to higher prices recorded for property insurance and mortgage interest rate. Other Household Equipment increased 3.35 percent over the preceding quarter due to higher prices recorded for lawnmowers.

The Other Goods & Services group index of 153.45 shows an increase of 1.13 percent over the preceding quarter and 3.98 percent when compared to the same period one year earlier. The Personal & Educational Services sub-category increased 2.38 percent over the preceding quarter due to higher prices recorded for college tuition. Toilet Goods increased 1.77 percent over the preceding quarter due to higher prices recorded for tooth paste and hand lotion.

The Medical Care group index of 239.73 shows an increase of 0.17 percent over the preceding quarter and a decrease of 0.88 percent when compared to the same period one year earlier. The non-prescription drugs sub-category shows the largest increase of 2.61 percent over the preceding quarter due to higher prices recorded for vitamins and aspirins.

**CONSUMER PRICE INDEX (CPI)
SELECTED INDICATORS
(3rd Quarter 1996 = 100.0)**



FOOTER:
R = Revised
SOURCE: Cost of Living Section, Economic Research Center, Department of Labor, Government of Guam.

TABLE A
CONSUMER PRICE INDEX
(3rd Qtr. 96 = 100.00)

GROUP	R	CY 2004 QUARTERS				CY 2005 QUARTERS			
		R	R	R	R	1st	2nd	3rd	4th
		1st	2nd	3rd	4th	1st	2nd	3rd	4th
ALL ITEMS	R	110.65	112.64	114.11	116.36	117.35	119.79	120.74	
FOOD & BEVERAGES		142.61	143.30	147.00	153.04	155.24	159.15	158.09	
HOUSING		79.70	83.22	81.00	81.01	81.33	83.14	85.28	
APPAREL & UPKEEP	R	80.16	85.23	85.21	85.69	82.98	91.51	86.07	
TRANSPORTATION		108.12	108.16	118.91	125.35	126.11	127.33	132.55	
MEDICAL CARE		241.19	241.34	241.87	237.81	239.65	239.32	239.73	
ENTERTAINMENT		83.26	83.27	82.61	82.48	83.42	83.48	83.49	
OTHER GOODS & SERVICES		146.28	147.48	147.57	147.49	151.84	151.74	153.45	
SPECIAL GROUP									
ALL ITEMS less Food & Beverages	R	99.80	102.18	103.01	103.98	104.56	106.50	108.13	
COMMODITIES less Food & Beverages		102.68	105.42	106.52	109.40	109.30	111.81	111.79	
COMMODITIES		123.01	124.61	127.03	131.51	132.57	135.79	135.25	
SERVICES		98.39	100.62	101.29	101.33	102.24	103.83	106.19	
Purchase Power of Consumer Dollar (3rd Qtr. 1996 = 100.00)		.90	.89	.88	.86	.85	.83	.83	

ALL ITEMS: All items priced as shown on all tables for each category.

ALL ITEMS less FOOD & BEVERAGES: Same as above excluding the Food & Beverages category.

COMMODITIES: Commodities priced as shown on all tables for each category excluding items such as:
Rent Financing, Taxes & Insurance
Fuel & Utilities Maintenance & Repairs
Services

COMMODITIES less Food & Beverages: Same as above excluding the Food & Beverages category.

SERVICES: Prices collected for service items only.

FOOTER:

R = Revised

SOURCE: Cost of Living Section, Economic Research Center, Department of Labor, Government of Guam.

TABLE B
CONSUMER PRICE INDEX
(3rd Qtr. 1996 = 100.00)

GROUP	Relative Importance	Index	Index	Index	% Change to	
		for	for	for	3rd Qtr. 2005	
		3rd Qtr. CY 2004	2nd Qtr. CY 2005	3rd Qtr. CY 2005	Previous Quarter	One Year Earlier
ALL ITEMS	100.00	114.11	119.79	120.74	0.79%	5.81%
FOOD & BEVERAGES	25.23	147.00	159.15	158.09	-0.67%	7.54%
Food	24.20	147.31	159.85	158.74	-0.69%	7.76%
Food at Home	20.32	155.34	169.65	168.31	-0.79%	8.35%
Cereals & Bakery Products	2.69	107.43	107.19	107.49	0.28%	0.08%
Cereals & Grain Products	1.37	108.01	97.33	97.54	0.22%	-7.99%
Bakery Products	1.32	108.90	117.36	117.76	0.34%	8.14%
Meats, Poultry & Fish	6.55	138.15	141.99	140.41	-1.11%	1.64%
Meats	4.01	145.40	147.92	145.05	-1.94%	-0.24%
Beef	1.38	173.34	174.28	165.01	-5.31%	-4.8%
Pork	0.91	158.77	153.02	154.62	1.24%	-2.1%
Other Meats	0.23	107.38	116.92	114.66	-1.93%	6.80%
Canned Meats	1.49	117.08	125.10	125.10	0.00%	6.85%
Poultry	1.25	167.24	175.58	176.24	0.36%	5.38%
Fish	1.30	87.72	91.30	91.56	0.28%	4.38%
Dairy Products	2.46	118.29	124.58	125.25	0.54%	5.88%
Fruits & Vegetables	3.10	298.69	361.68	349.28	-3.43%	16.94%
Fresh Fruits & Vegetables	2.78	317.69	387.35	373.47	-3.58%	17.56%
Fresh Fruits	1.19	327.39	315.17	310.53	-1.47%	-5.15%
Fresh Vegetables	1.57	310.61	440.06	419.42	-4.69%	35.03%
Processed Fruits & Vegetables	0.32	134.26	139.51	140.00	0.35%	4.28%
Processed Fruits	0.27	130.18	135.91	136.21	0.22%	4.63%
Processed Vegetables	0.05	153.94	156.92	158.32	0.89%	2.85%
Other Food at Home	5.49	135.22	145.32	148.81	2.40%	10.05%
Sugar & Sweets	0.34	197.23	189.11	209.58	10.82%	6.26%
Fats & Oils	0.43	128.63	134.35	121.28	-9.73%	-5.71%
Other Prepared Foods	4.72	131.43	143.22	147.02	2.65%	11.86%
Beverages	1.03	139.66	142.70	142.75	0.04%	2.21%
Non-alcoholic Beverages	0.83	143.74	146.66	146.67	0.01%	2.04%
Alcoholic Beverages	0.20	123.27	126.73	126.94	0.17%	2.98%
Food Away from Home	3.88	102.54	105.20	105.37	0.16%	2.78%

FOOTER:

R = Revised

SOURCE: Cost of Living Section, Economic Research Center, Department of Labor, Government of Guam.

TABLE B
(continued)

GROUP	Relative Importance	Index	Index	Index	% Change to	
		for	for	for	3rd Qtr. 2005	
		3rd Qtr.	2nd Qtr.	3rd Qtr.	from	
		CY	CY	CY	Previous	One Year
		2004	2005	2005	Quarter	Earlier
HOUSING	36.97	81.00	83.14	85.07	2.32%	5.02%
Shelter	29.32	70.96	71.72	73.04	1.84%	2.93%
Rent	13.49	69.93	69.93	69.93	0.00%	0.00%
Home Ownership	15.83	71.83	73.23	75.68	3.35%	5.36%
Home Purchase	1.12	97.89	122.42	122.42	0.00%	25.06%
Financing, Taxes & Insurance	13.77	67.30	66.82	69.64	4.22%	3.48%
Maintenance & Repairs	0.94	107.07	108.39	108.39	0.00%	1.23%
Commodities	0.51	101.06	103.51	103.51	0.00%	2.40%
Services	0.43	114.19	114.19	114.19	0.00%	0.00%
Fuel & Utilities	4.21	136.79	148.92	156.88	6.69%	16.15%
Gas & Electricity	2.59	133.38	149.87	166.01	10.77%	24.46%
Other Utilities	1.62	142.28	147.40	147.46	0.04%	3.66%
Household Furnishing & Operations	3.44	99.76	108.52	98.72	-9.03%	-1.04%
House Furnishings	0.34	98.51	98.51	98.51	0.00%	0.00%
Furniture	0.70	77.39	77.39	67.27	-13.06%	-13.06%
Appliances	1.48	91.88	94.07	91.85	-2.36%	0.19%
Television & Sound Equipment	0.52	45.91	59.65	59.65	0.00%	29.93%
Household Appliances	0.94	116.80	112.98	109.52	-3.05%	-6.23%
Other Household Equipment	0.22	132.42	132.42	136.85	3.35%	3.35%
Housekeeping Supplies	0.50	122.92	127.93	127.57	-0.28%	3.78%
Housekeeping Services	0.23	118.52	118.52	118.52	0.00%	0.00%

FOOTER: R = Revised

SOURCE: Cost of Living Section, Economic Research Center, Department of Labor, Government of Guam.

TABLE B
(continued)

GROUP	Relative Importance	Index	Index	Index	% Change to	
		for	for	for	3rd Qtr. 2005	
		3rd Qtr.	2nd Qtr.	3rd Qtr.	from	
		CY	CY	CY	Previous	One Year
		2004	2005	2005	Quarter	Earlier
APPAREL & UPKEEP	7.39	85.21	91.51	86.07	-5.94%	1.01%
Men's & Boy's Apparel	2.33	84.73	90.94	73.85	-18.79%	-12.64%
Men's	1.60	89.06	97.97	73.02	-25.47%	-18.01%
Boy's	0.73	75.31	75.65	75.65	0.00%	0.45%
Women's & Girl's Apparel	2.77	61.49	66.33	65.69	-0.96%	6.83%
Women's	1.97	58.07	59.78	59.31	-0.75%	2.14%
Girl's	0.80	69.94	82.59	81.48	-1.37%	16.47%
Infant's & Toddler's	0.33	157.05	154.89	154.89	0.00%	-1.38%
Footwear	1.42	104.10	102.86	102.76	-0.10%	-1.29%
Other Apparel	0.54	114.78	154.16	157.02	1.86%	36.80%
Commodities	0.52	115.22	155.82	158.70	1.85%	37.20%
Services	0.02	100.57	100.57	102.34	2.28%	2.28%

GROUP	Relative Importance	Index	Index	Index	% Change to	
		for	for	for	3rd Qtr. 2005	
		3rd Qtr.	2nd Qtr.	3rd Qtr.	from	
		CY	CY	CY	Previous	One Year
		2004	2005	2005	Quarter	Earlier
TRANSPORTATION	13.68	118.91	127.33	132.55	4.10%	11.47%
Private	11.85	112.71	121.75	125.38	2.98%	11.24%
New Cars	3.25	87.02	93.01	93.01	0.00%	6.88%
Gasoline	3.20	158.64	169.70	183.35	8.04%	15.58%
Auto Maintenance & Repair	1.20	99.03	99.03	99.03	0.00%	0.00%
Other Private Transportation	4.20	102.67	115.48	115.33	-0.13%	12.11%
Commodities	0.29	98.22	98.22	98.22	0.00%	0.00%
Services	3.91	101.76	115.17	115.00	-0.15%	12.99%
Public	1.83	158.98	163.36	178.91	9.52%	12.54%

FOOTER:

R = Revised

SOURCE: Cost of Living Section, Economic Research Center, Department of Labor, Government of Guam.

TABLE B
(continued)

GROUP	Relative Importance	Index	Index	Index	% Change to	
		for	for	for	3rd Qtr. 2005	
		3rd Qtr.	2nd Qtr.	3rd Qtr.	from	
		CY	CY	CY	Previous	One Year
		2004	2005	2005	Quarter	Earlier
MEDICAL CARE	4.19	241.87	239.32	239.73	0.17%	-0.88%
Medical Commodities	0.52	124.47	121.79	122.92	0.93%	-1.25%
Prescription Drugs	0.32	127.83	127.83	127.83	0.00%	0.00%
Non-Prescription Drugs	0.20	119.45	112.51	115.45	2.61%	-3.35%
Medical Care Services	3.67	258.84	256.11	256.42	0.12%	-0.88%
Professional Services	2.53	151.73	155.09	155.54	0.29%	2.51%
Other Medical Care Services	1.14	495.08	479.49	479.49	0.00%	-3.15%

GROUP	Relative Importance	Index	Index	Index	% Change to	
		for	for	for	3rd Qtr. 2005	
		3rd Qtr.	2nd Qtr.	3rd Qtr.	from	
		CY	CY	CY	Previous	One Year
		2004	2005	2005	Quarter	Earlier
ENTERTAINMENT	6.38	82.81	83.49	83.49	0.00%	1.07%
Entertainment Commodities	2.81	80.97	80.87	80.87	0.00%	-0.12%
Reading Materials	0.25	111.83	111.83	111.83	0.00%	0.00%
Sporting Goods & Equipment	2.28	71.34	71.34	71.34	0.00%	0.00%
Hobbies & Other Entertainment	0.30	126.97	126.03	126.03	0.00%	-0.74%
Entertainment Services	3.55	83.90	85.57	85.57	0.00%	1.99%

FOOTER:

R = Revised

SOURCE: Cost of Living Section, Economic Research Center, Department of Labor, Government of Guam.

TABLE B
(continued)

GROUP	Relative Importance	Index	Index	Index	% Change to	
		for	for	for	3rd Qtr. 2005	
		3rd Qtr.	2nd Qtr.	3rd Qtr.	from	
		CY	CY	CY	Previous	One Year
		2004	2005	2005	Quarter	Earlier
OTHER GOODS & SERVICES	6.18	147.57	151.74	153.45	1.13%	3.98%
Tobacco Products	1.29	221.87	221.51	221.81	0.05%	-0.18%
Personal Care	1.48	119.71	119.98	121.24	1.05%	1.28%
Toilet Goods	0.87	120.20	120.66	122.79	1.77%	2.15%
Personal Care Services	0.61	119.00	119.00	119.00	0.00%	0.00%
Personal & Education Expenses	3.41	131.48	139.10	141.82	1.81%	7.71%
School Supplies	0.12	120.11	119.27	119.27	0.00%	-0.70%
Personal & Educational Services	2.57	138.21	148.34	151.87	2.38%	9.88%
Other Personal Expenses	0.72	109.59	108.73	109.08	-0.58%	-0.46%

GROUP	Relative Importance	Index	Index	Index	% Change to	
		for	for	for	3rd Qtr. 2005	
		3rd Qtr.	2nd Qtr.	3rd Qtr.	from	
		CY	CY	CY	Previous	One Year
		2004	2005	2005	Quarter	Earlier
SPECIAL GROUPS						
ALL ITEMS less Food & Beverages	74.77	103.01	106.50	108.13	1.53%	4.97%
COMMODITIES less Food & Beverages	24.57	106.52	111.81	111.79	-0.02%	4.95%
COMMODITIES	49.80	127.03	135.79	135.25	-0.40%	6.47%
SERVICES	50.12	101.29	103.83	106.19	2.27%	4.84%
Purchasing Power of Consumer Dollar (3rd Qtr. 1996 = 100.00)		.86	.83	.83		

FOOTER:

R = Revised

SOURCE: Cost of Living Section, Economic Research Center, Department of Labor, Government of Guam.

TABLE C

PERCENT DISTRIBUTION OF QUARTERLY PRICE COMPARISONS
(DIFFUSION INDEX)

ITEMS	From 2nd Qtr. Calendar Year 2005 to 3rd Qtr. Calendar Year 2006 (PERCENT OF QUOTATIONS)		
	NO CHANGE	INCREASE	DECREASE
ALL ITEMS	33.39%	5.10%	3.08%
ALL ITEMS less Food & Beverages	43.34%	5.42%	3.61%
FOOD & BEVERAGES	28.67%	4.99%	2.87%
COMMODITIES less Food & Beverages	38.17%	3.76%	3.49%
COMMODITIES	31.70%	4.99%	3.02%
SERVICES	70.42%	14.08%	4.23%
			NOT AVAILABLE
			58.43%
			47.63%
			62.47%
			54.57%
			60.56%
			11.27%

FOOTER:

R = Revised

SOURCE: Cost of Living Section, Economic Research Center, Department of Labor, Government of Guam.

TABLE D

*ANNUAL PERCENT CHANGES FOR THE SAME PERIOD BY MAJOR GROUP
(3rd Quarter 1998 = 100.00)

GROUP	CY 2004				CY 2005			
	1st Qtr.	2nd Qtr.	3rd Qtr.	4th Qtr.	1st Qtr.	2nd Qtr.	3rd Qtr.	3rd Qtr.
ALL ITEMS	6.09%	4.88%	5.85%	6.96%	6.06%	6.44%	5.81%	5.81%
FOOD & BEVERAGES	11.15%	7.70%	6.63%	12.06%	6.70%	11.06%	7.54%	7.54%
HOUSING	-4.78%	-1.72%	-0.64%	-0.81%	2.05%	-0.10%	5.26%	5.26%
Shelter	-9.07%	-4.35%	-2.42%	-1.29%	2.43%	-2.13%	2.93%	2.93%
Rents, Residential	-12.38%	-12.38%	-2.78%	0.00%	0.00%	0.00%	0.00%	0.00%
Gas & Electricity	11.30%	9.22%	9.22%	-1.04%	-0.53%	12.36%	24.48%	24.48%
APPAREL & UPKEEP	-5.11%	0.57%	1.54%	11.82%	3.46%	7.37%	1.01%	1.01%
TRANSPORTATION	1.13%	-0.45%	7.38%	21.92%	16.64%	17.72%	11.47%	11.47%
MEDICAL CARE	44.22%	41.22%	37.16%	-0.93%	-0.64%	-0.64%	-0.88%	-0.88%
Medical Care Services	47.31%	43.97%	44.32%	-0.93%	-0.75%	-0.74%	-0.86%	-0.86%
ENTERTAINMENT	0.52%	0.11%	-0.87%	-1.00%	0.18%	0.26%	1.07%	1.07%
OTHER GOODS & SERVICES	15.91%	3.02%	3.07%	0.50%	3.80%	2.69%	3.86%	3.86%
COMMODITIES	10.04%	6.04%	5.17%	9.99%	7.77%	8.87%	8.47%	8.47%
SERVICES	1.59%	3.44%	6.72%	3.28%	3.91%	3.29%	4.84%	4.84%

FOOTER:

R = Revised

SOURCE: Cost of Living Section, Economic Research Center, Department of Labor, Government of Guam.

TABLE E

CONSUMER PRICE INDEX (CPI)
(3rd Quarter 1996 = 100.00)

INFLATION RATE

Calendar Year	1st Qtr.	2nd Qtr.	3rd Qtr.	4th Qtr.	Average	Annual Percent Change	INFLATION RATE
1995				95.40			
R 1996	97.69	99.90	100.00	100.89	99.62		4.98%
R 1997	101.76	101.57	100.90	101.94	101.54	1.93%	0.78%
R 1998	102.26	100.83	100.87	100.36	101.03	-0.50%	-1.10%
R 1999	101.60	102.05	103.89	103.97	102.88	1.83%	3.71%
R 2000	105.49	105.77	104.36	104.11	104.93	2.00%	-0.29%
R 2001	104.74	104.43	102.62	102.53	103.59	-1.29%	-1.36%
R 2002	103.51	103.57	103.86	106.03	104.24	0.64%	2.08%
R 2003	104.30	107.30	107.80	108.79	107.05	2.69%	4.33%
R 2004	110.65	112.54	114.11	116.38	113.42	5.95%	6.50%
2005	117.35	119.79	120.74				

The 1st Quarter 2005 index increased 6.05 percent from the same quarter one year ago. Using the Inflation Rate formula, we calculated the inflation rate for 2004 to be 6.50 percent.

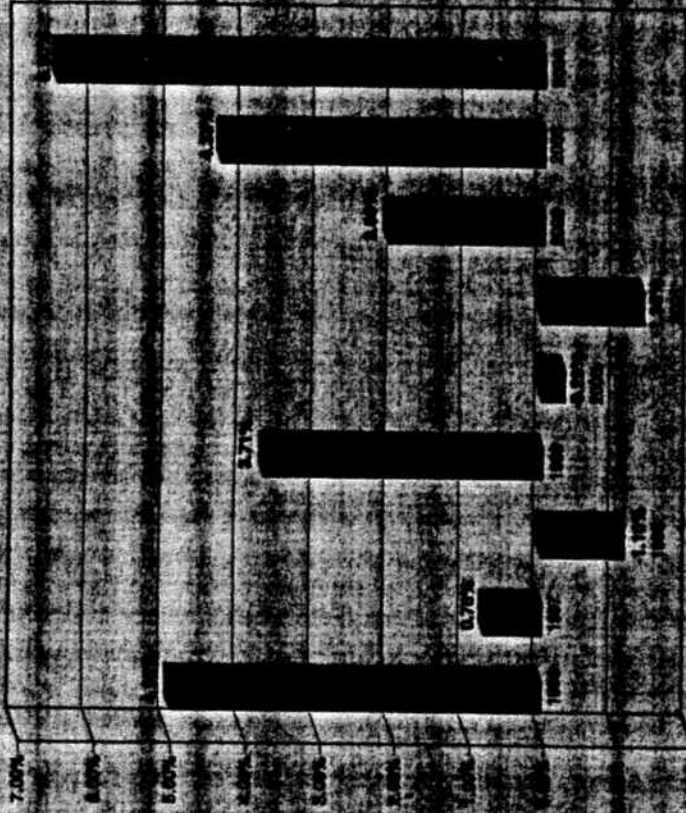
INFLATION RATE FORMULA:

$$\frac{(4th\ Qtr.\ 2004 \div 1st\ Qtr.\ 2004) - (4th\ Qtr.\ 2003 \div 1st\ Qtr.\ 2003)}{(4th\ Qtr.\ 2003 \div 1st\ Qtr.\ 2003)} \times 100 = 6.50\%$$

FOOTER:
R = Revised

SOURCE: Cost of Living Section, Economic Research Center, Department of Labor, Government of Guam.

CONSUMER PRICE INDEX (CPI)
(3rd Qtr. 1996 = 100.00)
INFLATION RATE



Sen Jesse A. Lujan

GFT 735-4390~4
Matt 727-0147
Neeti 688-2422(BIBA)

Living Wage Laws: Answers to Frequently Asked Questions

**AFL-CIO Department of Public Policy
October 2000**

Living Wage Laws: Answers to Frequently Asked Questions

In recent years, living wage laws have been adopted in a number of U.S. cities, including Baltimore and Los Angeles. These laws require a minimum level of pay for covered workers at a rate higher than the federal or state minimum wage. Enacted either through a local ballot referendum or through legislation adopted by governing bodies, living wage laws cover firms that receive local government contracts, subsidies or tax breaks. Such policies have been enacted in more than 40 jurisdictions around the country and have directly raised the wages of thousands of low-wage workers, such as security guards, home health care workers, janitors, waste management workers, parking attendants and food service workers.

Yet living wage campaigns are about more than fighting to increase wages; they are also about demanding accountability from companies profiting from taxpayer dollars. While the living wage movement is fairly young, corporate accountability is not a new phenomenon. Living wage policies build on a long and well-established tradition of governments attaching conditions pursuant to the exercise of their procurement authority. For example, Executive Order 11246 requires federal contractors to satisfy equal employment opportunity and affirmative action mandates, the Davis-Bacon Act requires federal construction contractors to pay prevailing wages and benefits and the Service Contract Act requires the same of federal service contractors. Local and state living wage requirements simply are the latest example of government requiring a certain standard of behavior from contracting and subsidized companies.

Living wage campaigns often are catalysts for debate in our communities about the type of economic development taxpayers want to support and promote. With the passage of each living wage ordinance, local communities are casting their votes—often resoundingly—for an economic high road, built on good, quality jobs that support working families.

Although most communities that have considered living wage proposals have adopted them, questions invariably arise about the desirability and effectiveness of these ordinances as public policy tools and the relation of such measures to local economic development. Here are some frequently asked questions and answers about living wage ordinances.

Q: What are these "living wage laws"? Don't we already have "minimum wage" laws?

A: "Living wage" laws are measures that set specific wage rates for discrete groups of workers. They differ from state and federal "minimum wage" laws both in the wage level they require and in coverage. Federal and state minimum wage laws prescribe lower wage levels than living wage laws but cover virtually all employers. Living wage laws set much higher wage rates but cover a much narrower and smaller group of employers; they generally apply to companies that have service contracts with the city or county government or those that receive certain forms of financial assistance from the government.

Q: Isn't the minimum wage enough?

A: The minimum wage is no longer a family-supporting wage. In the past, the minimum wage provided enough income to lift a family of three out of poverty. During the 1960s and 1970s, the annual earnings of a full-time, year-round minimum wage worker roughly equaled the poverty level for a family of three. The minimum wage, however, remained unchanged at \$3.35 an hour from 1981 until April 1990, while the cost of living rose steadily; thus, minimum wage earnings slipped significantly below the poverty level. Recent increases have not restored all the lost value. Today, full-time, year-round minimum wage earnings are nearly 20 percent below the poverty level for a family of three¹. Because the minimum wage no longer supports families, we need to rely on an arsenal of additional strategies—including policies using the government's power of the purse—to raise wages for workers at the bottom.

Q: What constitutes a "living wage"?

A: Unlike the federal minimum wage, which produces earnings below the poverty level, a living wage is a pay rate designed to ensure that covered workers earn wages at or above the poverty line. Though living wage ordinances vary in their wage rates, the level they typically set is the hourly wage a full-time, year-round worker must earn to bring a family of four out of poverty. The U.S. Department of Health and Human Services 2000 poverty guideline for a family of four was \$17,050. To bring a family of four above this poverty line, a full-time, year-round worker would need to earn an hourly wage of \$8.20².

Although a living wage is still a low wage, the extra disposable income available to a full-time living wage worker compared with a full-time minimum wage worker is substantial. According to calculations by the Center on Budget and Policy Priorities, a worker who has two children and who works full-time, year-round at the federal minimum wage of \$5.15 an hour has a total net income of \$13,781 (after taking into account payroll taxes and the Earned Income Tax Credit). At an hourly

¹ U.S. Census Bureau, Preliminary Estimate of Weighted Average Poverty Thresholds for 1999, Jan. 19, 2000. <http://www.census.gov/hhes/poverty/threshld/99prelim.htm>

² U.S. Census Bureau, *The 2000 HHS Poverty Guidelines*, <http://aspe.hhs.gov/poverty/00poverty.htm> This hourly wage is calculated by dividing the poverty guideline for a family of four by 2,080, the number of hours a full-time, year-round worker works in one year. The poverty guidelines presented here are for the 48 contiguous states and Washington, D.C.; there are separate numbers for Alaska and Hawaii.