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USUAL WEEKLY EARNINGS OF WAGE AND SALARY WORKERS SECOND QUARTER 2017

Median weekly earnings of the nation's 113.4 million full-time wage and salary workers were \$859 in the second quarter of 2017 (not seasonally adjusted), the U.S. Bureau of Labor Statistics reported today. This was 4.2 percent higher than a year earlier, compared with a gain of 1.9 percent in the Consumer Price Index for All Urban Consumers (CPI-U) over the same period.

Data on usual weekly earnings are collected as part of the Current Population Survey, a nationwide sample survey of households in which respondents are asked, among other things, how much each wage and salary worker usually earns. (See the Technical Note in this news release.) Data shown in this release are not seasonally adjusted unless otherwise specified.

Highlights from the second-quarter data:

- **Median weekly earnings** of full-time workers were \$859 in the second quarter of 2017. **Women** had median weekly earnings of \$780, or 83.5 percent of the \$934 median for **men**. (See table 2.)
- The **women's-to-men's earnings ratio** varied by race and ethnicity. White women earned 84.1 percent as much as their male counterparts, compared with Black women (96.3 percent), Asian women (74.2 percent), and Hispanic women (89.2 percent). (See table 2.)
- Among the major **race and ethnicity groups**, median weekly earnings for Black men working at full-time jobs were \$702, or 73.0 percent of the median for White men (\$961). The difference was less among women, as Black women's median earnings (\$676) were 83.7 percent of those for White women (\$808). Overall, median earnings of Hispanics who worked full time (\$657) were lower than Blacks (\$689), Whites (\$886), and Asians (\$1,103). (See table 2.)
- By **age**, median weekly earnings were highest for men age 35 to 64: weekly earnings for men age 35 to 44 were \$1,065, \$1,094 for men age 45 to 54, and \$1,058 for men age 55 to 64 in the second quarter of 2017. For women, usual weekly earnings were also highest for those age 35 to 64: weekly earnings were \$877 for women age 35 to 44, \$851 for women age 45 to 54, and \$869 for women age 55 to 64. Men and women age 16 to 24 had the lowest median weekly earnings, \$524 and \$496, respectively. (See table 3.)

- Among the major **occupational groups**, persons employed full time in management, professional, and related occupations had the highest median weekly earnings—\$1,442 for men and \$1,055 for women. Men and women employed in service jobs earned the least, \$598 and \$508, respectively. (See table 4.)
- By **educational attainment**, full-time workers age 25 and over without a high school diploma had median weekly earnings of \$515, compared with \$718 for high school graduates (no college) and \$1,290 for those holding at least a bachelor's degree. Among college graduates with advance degrees (professional or master's degree and above), the highest earning 10 percent of male workers made \$3,784 or more per week, compared with \$2,610 or more for their female counterparts. (See table 5.)
- **Seasonally adjusted median weekly earnings** were \$863 in the second quarter of 2017, little changed from the previous quarter (\$855). (See table 1.)

Technical Note

The estimates in this release were obtained from the Current Population Survey (CPS), which provides basic information on the labor force, employment, and unemployment. The survey is conducted monthly for the Bureau of Labor Statistics (BLS) by the U.S. Census Bureau using a scientifically selected national sample of about 60,000 eligible households, with coverage in all 50 states and the District of Columbia. The earnings data are collected from one-fourth of the CPS monthly sample and are limited to wage and salary workers. All self-employed workers, both incorporated and unincorporated, are excluded from CPS earnings estimates.

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Definitions

The principal definitions used in connection with the earnings data in this news release are described briefly below.

Usual weekly earnings. Data represent earnings before taxes and other deductions and include any overtime pay, commissions, or tips usually received (at the main job in the case of multiple jobholders). Prior to 1994, respondents were asked how much they usually earned per week. Since January 1994, respondents have been asked to identify the easiest way for them to report earnings (hourly, weekly, biweekly, twice monthly, monthly, annually, or other) and how much they usually earn in the reported time period.

Earnings reported on a basis other than weekly are converted to a weekly equivalent. The term "usual" is determined by each respondent's own understanding of the term. If the respondent asks for a definition of "usual," interviewers are instructed to define the term as more than half the weeks worked during the past 4 or 5 months.

Medians (and other quantiles) of weekly earnings. The median (or upper limit of the second quartile) is the midpoint in a given earnings distribution, with half of workers having earnings above the median and the other half having earnings below the median. Ten percent of a given distribution have earnings below the upper limit of the first decile (90 percent have higher earnings), 25 percent have earnings below the upper limit of the first quartile (75 percent have higher earnings), 75 percent have earnings below the upper limit of the third quartile (25 percent have higher earnings), and 90 percent have earnings below the upper limit of the ninth decile (10 percent have higher earnings).

The BLS procedure for estimating the median of an earnings distribution places each reported or calculated weekly earnings value into a \$50-wide interval that is centered around a multiple of \$50. The median is calculated through the linear interpolation of the interval in which the median lies.

Changes over time in the medians (and other quantile boundaries) for specific groups may not necessarily be consistent with the movements estimated for the overall quantile boundary. The most common reasons for this possible anomaly are as follows: (1) there could be a change in the relative weights of the subgroups. For example, the median of 16- to 24-year-olds and the median earnings of those 25 years and over may rise, but if the lower earning 16-to-24 age group accounts for a greatly increased share of the total, the overall median could actually fall. (2) there could be a large change in the shape of the distribution of reported earnings, particularly near a quantile boundary. This change could be caused by survey observations that are clustered at rounded values, such as \$400 or \$500. An estimate lying in a \$50-wide centered interval containing such a cluster or "spike" tends to change more slowly than one in other intervals.

Constant dollars. The Consumer Price Index for All Urban Consumers (CPI-U) is used to convert current dollars to constant (1982-84) dollars.

Wage and salary workers. These are workers who receive wages, salaries, commissions, tips, payment in kind, or piece rates. The group includes employees in both the private and public sectors but, for the purposes of the earnings series, it excludes all self-employed persons, both those with incorporated businesses and those with unincorporated businesses.

Full-time workers. For the purpose of producing estimates of earnings, workers who usually work 35 hours or more per week at their sole or principal job are defined as working full time.

Part-time workers. For the purpose of producing estimates of earnings, workers who usually work fewer than 35 hours per week at their sole or principal job are defined as working part time.

Race. In the survey process, race is determined by the household respondent. In accordance with the Office of Management and Budget guidelines, white, black or African American, Asian, American Indian or Alaska Native, and Native Hawaiian or Other Pacific Islander are terms used to describe a person's race. Estimates for the latter two race groups and persons who selected more than one race are not included in this release due to insufficient sample size.

Hispanic or Latino ethnicity. This refers to people who identified themselves in the survey process as being of Hispanic, Latino, or Spanish origin. People whose ethnicity is identified as Hispanic or Latino may be of any race.

Reliability

Statistics based on the CPS are subject to both sampling and nonsampling error. When a sample, rather than the entire population, is surveyed, there is a chance that the sample estimates may differ from the true population values they represent. The component of this difference that occurs because samples differ by chance is known as *sampling error*, and its variability is measured by the standard error of the estimate. There is about a 90-percent chance, or level of confidence, that an estimate based on a sample will differ by no more than 1.6 standard errors from the true population value because of sampling error. BLS analyses are generally conducted at the 90-percent level of confidence.

The CPS data also are affected by *nonsampling error*. Nonsampling error can occur for many reasons, including the failure to sample a segment of the population, inability to obtain information for all respondents in the sample, inability or unwillingness of respondents to provide correct information, and errors made in the collection or processing of the data.

Additional information about the reliability of data from the CPS is available on the BLS website at www.bls.gov/cps/documentation.htm#reliability.

Seasonal adjustment

Over the course of a year, the size of the nation's labor force and other measures of labor market activity undergo regularly occurring fluctuations. These recurring events include seasonal changes in weather, major holidays, and the opening and closing of schools. The effect of such seasonal variations can be very large.

Because seasonal events follow a more or less regular pattern each year, their influence on the level of a series can be tempered by adjusting for regular seasonal variation. These adjustments make nonseasonal developments easier to spot. The seasonally adjusted figures provide a more useful tool with which to analyze changes in quarter-to-quarter activity.

At the end of each calendar year, the seasonally adjusted data are revised for the past 5 years when the seasonal adjustment factors are updated. More information on seasonal adjustment is available on the BLS website at www.bls.gov/cps/documentation.htm#sa.

Table 1. Median usual weekly earnings of full-time wage and salary workers by sex, quarterly averages, seasonally adjusted

Year and quarter	Number of workers (in thousands)			Median weekly earnings					
	Total	Men	Women	In current dollars			In constant (1982-84) dollars		
				Total \$	Men \$	Women \$	Total \$	Men \$	Women \$
2008									
2nd Quarter.....	107,046	59,586	47,460	722	802	636	335	372	295
3rd Quarter.....	106,136	59,273	46,863	724	802	637	331	367	291
4th Quarter.....	105,617	58,511	47,106	727	806	647	340	377	302
2009									
1st Quarter.....	101,683	56,302	45,381	732	815	645	345	384	304
2nd Quarter.....	99,996	55,233	44,763	737	818	652	345	383	305
3rd Quarter.....	99,050	54,481	44,569	742	820	664	345	381	309
4th Quarter.....	98,555	54,410	44,145	747	823	666	344	379	307
2010									
1st Quarter.....	98,143	54,098	44,045	748	836	662	344	384	304
2nd Quarter.....	99,605	55,028	44,577	742	814	671	342	374	309
3rd Quarter.....	100,412	55,620	44,792	746	821	670	342	377	308
4th Quarter.....	99,958	55,486	44,472	750	826	676	341	376	308
2011									
1st Quarter.....	99,670	55,337	44,333	750	821	679	338	370	306
2nd Quarter.....	100,347	55,821	44,526	754	830	687	336	370	306
3rd Quarter.....	100,495	56,046	44,449	760	836	681	336	370	301
4th Quarter.....	101,337	56,687	44,650	760	838	686	335	369	302
2012									
1st Quarter.....	102,161	57,110	45,051	764	841	693	335	368	303
2nd Quarter.....	102,525	57,079	45,447	772	870	687	337	380	300
3rd Quarter.....	102,587	57,207	45,380	766	836	693	333	364	302
4th Quarter.....	103,748	57,772	45,977	771	868	690	333	375	298
2013									
1st Quarter.....	103,896	57,885	46,011	768	860	699	331	370	301
2nd Quarter.....	103,976	57,938	46,038	777	866	706	335	373	304
3rd Quarter.....	104,429	58,099	46,330	779	855	706	334	366	303
4th Quarter.....	104,784	58,081	46,703	782	862	712	334	368	304
2014									
1st Quarter.....	105,557	58,670	46,888	790	866	715	335	367	304
2nd Quarter.....	106,387	59,516	46,871	782	861	715	330	364	302
3rd Quarter.....	106,766	59,573	47,193	799	878	722	336	370	304
4th Quarter.....	107,413	60,059	47,354	794	876	723	335	370	305
2015									
1st Quarter.....	108,404	60,356	48,048	801	887	723	340	377	307
2nd Quarter.....	108,630	60,453	48,177	804	891	726	339	376	307
3rd Quarter.....	109,297	61,017	48,280	811	897	728	341	377	306
4th Quarter.....	109,997	61,164	48,833	820	901	728	344	379	306
2016									
1st Quarter.....	110,362	61,633	48,730	823	905	743	346	380	312
2nd Quarter.....	111,029	61,865	49,164	828	914	744	346	382	311
3rd Quarter.....	111,601	62,128	49,473	835	919	751	347	382	313
4th Quarter.....	111,361	62,094	49,268	843	922	757	348	380	313
2017									
1st Quarter.....	111,915	62,465	49,450	855	940	759	350	385	311
2nd Quarter.....	113,129	63,006	50,123	863	938	779	354	385	319

NOTE: Updated population controls are introduced annually with the release of January data.

Table 2. Median usual weekly earnings of full-time wage and salary workers by selected characteristics, quarterly averages, not seasonally adjusted

Characteristic	Number of workers (in thousands)		Median weekly earnings			
	2nd 2016	2nd 2017	In current dollars		In constant (1982-84) dollars	
			2nd 2016	2nd 2017	2nd 2016	2nd 2017
SEX AND AGE						
Total, 16 years and over.....	111,166	113,372	\$824	\$859	\$343	\$351
Men, 16 years and over.....	62,045	63,222	909	934	378	381
16 to 24 years.....	5,724	5,983	505	524	210	214
25 years and over.....	56,320	57,240	967	995	403	407
Women, 16 years and over.....	49,121	50,150	744	780	310	319
16 to 24 years.....	4,415	4,485	470	496	196	202
25 years and over.....	44,706	45,665	777	824	324	337
RACE, HISPANIC OR LATINO ETHNICITY, AND SEX						
White.....	86,638	87,877	854	886	356	362
Men.....	49,241	50,227	941	961	392	393
Women.....	37,397	37,650	759	808	316	330
Black or African American.....	13,954	14,504	677	689	282	281
Men.....	6,838	6,988	704	702	293	287
Women.....	7,116	7,516	646	676	269	276
Asian.....	7,085	7,276	1,021	1,103	425	451
Men.....	3,963	3,970	1,147	1,254	478	512
Women.....	3,122	3,306	907	931	378	380
Hispanic or Latino ethnicity.....	18,956	19,743	618	657	257	268
Men.....	11,718	12,041	652	686	272	280
Women.....	7,238	7,702	581	612	242	250

NOTE: Estimates for the above race groups (White, Black or African American, and Asian) do not sum to totals because data are not presented for all races. Persons whose ethnicity is identified as Hispanic or Latino may be of any race. Updated population controls are introduced annually with the release of January data.

Table 3. Median usual weekly earnings of full-time wage and salary workers by age, race, Hispanic or Latino ethnicity, and sex, 2nd quarter 2017 averages, not seasonally adjusted

Age, race, and Hispanic or Latino ethnicity	Total		Men		Women	
	Number of workers (in thousands)	Median weekly earnings	Number of workers (in thousands)	Median weekly earnings	Number of workers (in thousands)	Median weekly earnings
TOTAL						
16 years and over.....	113,372	\$859	63,222	\$934	50,150	\$780
16 to 24 years.....	10,467	512	5,983	524	4,485	496
16 to 19 years.....	1,408	422	862	440	546	404
20 to 24 years.....	9,059	525	5,120	549	3,938	508
25 years and over.....	102,905	909	57,240	995	45,665	824
25 to 54 years.....	79,440	896	44,394	984	35,045	811
25 to 34 years.....	28,072	776	15,729	828	12,343	727
35 to 44 years.....	25,827	976	14,622	1,065	11,204	877
45 to 54 years.....	25,541	975	14,043	1,094	11,498	851
55 years and over.....	23,465	955	12,846	1,046	10,620	859
55 to 64 years.....	19,255	966	10,448	1,058	8,806	869
65 years and over.....	4,211	904	2,397	1,005	1,813	800
White						
16 years and over.....	87,877	886	50,227	961	37,650	808
16 to 24 years.....	8,013	518	4,762	523	3,251	511
25 years and over.....	79,864	938	45,465	1,020	34,399	845
25 to 54 years.....	60,610	922	34,705	1,005	25,906	835
55 years and over.....	19,253	984	10,760	1,104	8,493	875
Black or African American						
16 years and over.....	14,504	689	6,988	702	7,516	676
16 to 24 years.....	1,456	455	702	505	754	413
25 years and over.....	13,048	717	6,286	727	6,762	707
25 to 54 years.....	10,472	708	5,015	715	5,457	700
55 years and over.....	2,576	757	1,272	769	1,304	741
Asian						
16 years and over.....	7,276	1,103	3,970	1,254	3,306	931
16 to 24 years.....	385	663	175	701	210	629
25 years and over.....	6,891	1,137	3,795	1,291	3,096	958
25 to 54 years.....	5,735	1,158	3,185	1,337	2,550	974
55 years and over.....	1,156	961	610	1,022	547	860
Hispanic or Latino ethnicity						
16 years and over.....	19,743	657	12,041	686	7,702	612
16 to 24 years.....	2,487	490	1,511	502	977	472
25 years and over.....	17,256	692	10,531	718	6,725	646
25 to 54 years.....	14,775	688	9,073	712	5,701	644
55 years and over.....	2,481	721	1,457	754	1,024	659

NOTE: Estimates for the above race groups (White, Black or African American, and Asian) do not sum to totals because data are not presented for all races. Persons whose ethnicity is identified as Hispanic or Latino may be of any race. Updated population controls are introduced annually with the release of January data.

Table 4. Median usual weekly earnings of full-time wage and salary workers by occupation and sex, quarterly averages, not seasonally adjusted

Occupation and sex	Number of workers (in thousands)		Median weekly earnings	
	2nd 2016	2nd 2017	2nd 2016	2nd 2017
TOTAL				
Management, professional, and related occupations.....	46,153	47,195	\$1,174	\$1,228
Management, business, and financial operations occupations.....	19,031	19,470	1,260	1,336
Professional and related occupations.....	27,122	27,724	1,138	1,167
Service occupations.....	15,275	15,833	512	549
Sales and office occupations.....	23,712	23,399	688	709
Sales and related occupations.....	9,872	9,884	730	757
Office and administrative support occupations.....	13,840	13,515	673	688
Natural resources, construction, and maintenance occupations.....	10,935	11,867	771	794
Farming, fishing, and forestry occupations.....	898	1,149	543	577
Construction and extraction occupations.....	5,935	6,204	784	780
Installation, maintenance, and repair occupations.....	4,102	4,513	819	876
Production, transportation, and material moving occupations.....	15,092	15,078	663	699
Production occupations.....	8,105	7,861	662	698
Transportation and material moving occupations.....	6,986	7,217	664	700
Men				
Management, professional, and related occupations.....	22,304	22,639	1,405	1,442
Management, business, and financial operations occupations.....	10,191	10,306	1,441	1,514
Professional and related occupations.....	12,114	12,334	1,377	1,389
Service occupations.....	7,703	7,973	564	598
Sales and office occupations.....	9,535	9,382	775	790
Sales and related occupations.....	5,446	5,431	882	920
Office and administrative support occupations.....	4,088	3,951	695	716
Natural resources, construction, and maintenance occupations.....	10,491	11,314	778	805
Farming, fishing, and forestry occupations.....	699	886	570	606
Construction and extraction occupations.....	5,818	6,062	786	779
Installation, maintenance, and repair occupations.....	3,973	4,366	818	882
Production, transportation, and material moving occupations.....	12,012	11,914	708	746
Production occupations.....	5,983	5,733	722	770
Transportation and material moving occupations.....	6,028	6,181	694	729
Women				
Management, professional, and related occupations.....	23,848	24,555	1,019	1,055
Management, business, and financial operations occupations.....	8,840	9,165	1,073	1,134
Professional and related occupations.....	15,009	15,390	994	1,020
Service occupations.....	7,572	7,861	480	508
Sales and office occupations.....	14,177	14,017	645	671
Sales and related occupations.....	4,426	4,453	580	627
Office and administrative support occupations.....	9,751	9,564	666	683
Natural resources, construction, and maintenance occupations.....	444	553	552	592
Farming, fishing, and forestry occupations.....	199	262	459	470
Construction and extraction occupations.....	117	142	685	797
Installation, maintenance, and repair occupations.....	128	148	848	760
Production, transportation, and material moving occupations.....	3,080	3,164	532	539
Production occupations.....	2,122	2,129	535	558
Transportation and material moving occupations.....	958	1,036	528	513

NOTE: Updated population controls are introduced annually with the release of January data.

Table 5. Quartiles and selected deciles of usual weekly earnings of full-time wage and salary workers by selected characteristics, 2nd quarter 2017 averages, not seasonally adjusted

Characteristic	Number of workers (in thousands)	Upper limit of:				
		First decile	First quartile	Second quartile (median)	Third quartile	Ninth decile
SEX, RACE, AND HISPANIC OR LATINO ETHNICITY						
Total, 16 years and over.....	113,372	\$410	\$574	\$859	\$1,360	\$2,087
Men.....	63,222	423	603	934	1,492	2,300
Women.....	50,150	397	527	780	1,181	1,827
White.....	87,877	418	588	886	1,387	2,110
Men.....	50,227	433	613	961	1,531	2,311
Women.....	37,650	405	547	808	1,210	1,850
Black or African American.....	14,504	374	488	689	1,014	1,523
Men.....	6,988	380	505	702	1,055	1,549
Women.....	7,516	364	471	676	973	1,489
Asian.....	7,276	438	652	1,103	1,825	2,519
Men.....	3,970	477	767	1,254	1,923	2,884
Women.....	3,306	407	579	931	1,608	2,116
Hispanic or Latino ethnicity.....	19,743	375	463	657	988	1,520
Men.....	12,041	385	482	686	1,028	1,606
Women.....	7,702	343	439	612	912	1,371
EDUCATIONAL ATTAINMENT						
Total, 25 years and over.....	102,905	431	606	909	1,420	2,147
Less than a high school diploma.....	7,173	330	404	515	724	999
High school graduates, no college ¹	26,242	395	515	718	1,021	1,489
Some college or associate degree.....	27,376	427	581	799	1,152	1,637
Bachelor's degree and higher ²	42,113	616	876	1,290	1,911	2,889
Bachelor's degree only.....	25,822	580	802	1,189	1,819	2,609
Advanced degree.....	16,291	719	1,005	1,451	2,205	3,156
Men, 25 years and over.....	57,240	458	645	995	1,565	2,384
Less than a high school diploma.....	4,915	361	422	583	787	1,065
High school graduates, no college ¹	16,423	418	574	797	1,155	1,661
Some college or associate degree.....	14,303	472	633	917	1,326	1,877
Bachelor's degree and higher ²	21,598	662	992	1,474	2,268	3,226
Bachelor's degree only.....	13,616	614	906	1,375	2,022	2,909
Advanced degree.....	7,982	768	1,140	1,732	2,522	3,784
Women, 25 years and over.....	45,665	412	567	824	1,239	1,878
Less than a high school diploma.....	2,258	301	376	444	572	793
High school graduates, no college ¹	9,819	371	470	620	847	1,156
Some college or associate degree.....	13,073	406	522	707	984	1,366
Bachelor's degree and higher ²	20,515	587	794	1,134	1,679	2,318
Bachelor's degree only.....	12,206	539	738	1,030	1,517	2,108
Advanced degree.....	8,309	673	919	1,270	1,882	2,610

¹ Includes persons with a high school diploma or equivalent.

² Includes persons with bachelor's, master's, professional, and doctoral degrees.

NOTE: Ten percent of all full-time wage and salary workers earn less than the upper limit of the first decile; 25 percent earn less than the upper limit of the first quartile; 50 percent earn less than the upper limit of the second quartile, or median; 75 percent earn less than the upper limit of the third quartile; and 90 percent earn less than the upper limit of the ninth decile.

Estimates for the above race groups (White, Black or African American, and Asian) do not sum to totals because data are not presented for all races. Persons whose ethnicity is identified as Hispanic or Latino may be of any race. Updated population controls are introduced annually with the release of January data.

Table 6. Median usual weekly earnings of part-time wage and salary workers by selected characteristics, quarterly averages, not seasonally adjusted

Characteristic	Number of workers (in thousands)		Median weekly earnings	
	2nd 2016	2nd 2017	2nd 2016	2nd 2017
SEX AND AGE				
Total, 16 years and over.....	24,808	24,651	\$250	\$262
Men, 16 years and over.....	8,645	8,368	245	257
16 to 24 years.....	3,739	3,687	192	200
25 years and over.....	4,906	4,681	292	308
Women, 16 years and over.....	16,163	16,283	253	265
16 to 24 years.....	4,745	4,819	190	198
25 years and over.....	11,419	11,464	288	301
RACE, HISPANIC OR LATINO ETHNICITY, AND SEX				
White.....	19,578	19,349	252	269
Men.....	6,893	6,480	245	262
Women.....	12,685	12,869	256	272
Black or African American.....	2,999	2,952	237	230
Men.....	1,045	1,068	237	234
Women.....	1,954	1,884	237	228
Asian.....	1,280	1,279	267	281
Men.....	415	441	252	286
Women.....	865	838	280	278
Hispanic or Latino ethnicity.....	3,987	4,014	241	263
Men.....	1,452	1,495	246	269
Women.....	2,535	2,519	238	260

NOTE: Estimates for the above race groups (White, Black or African American, and Asian) do not sum to totals because data are not presented for all races. Persons whose ethnicity is identified as Hispanic or Latino may be of any race. Updated population controls are introduced annually with the release of January data.