

# United States

## Characteristics of workers who would be affected by increasing the federal minimum wage to \$9.80 by July 2014

Category	Est. workforce	Directly affected	Indirectly affected	Total affected	% of total affected	Total wage increase	Avg. annual wage increase
<b>TOTAL</b>	<b>127,360,720</b>	<b>19,485,262</b>	<b>8,868,654</b>	<b>28,353,916</b>	<b>100%</b>	<b>\$39,677,170,225</b>	<b>\$660</b>
<b>Gender</b>							
Female	61,553,323	10,924,035	4,527,632	15,451,666	54.5%	21,362,007,196	646
Male	65,807,397	8,561,228	4,341,022	12,902,250	45.5%	18,315,163,029	678
<b>Age</b>							
20 or older	123,070,870	16,509,188	8,421,003	24,930,191	87.9%	34,830,040,060	668
Under 20	4,289,850	2,976,074	447,651	3,423,725	12.1%	4,847,130,165	601
<b>Race/ethnicity</b>							
Non-Hispanic white	85,841,230	10,959,722	4,960,138	15,919,860	56.1%	21,231,958,160	633
Black	13,857,368	2,741,079	1,285,583	4,026,662	14.2%	5,926,667,469	663
Hispanic	19,058,678	4,654,719	2,035,908	6,690,626	23.6%	10,141,310,283	724
Asian/other	8,603,444	1,129,742	587,025	1,716,767	6.1%	2,377,234,314	658
<b>Family structure</b>							
Married parent	34,699,075	3,089,685	1,903,714	4,993,399	17.6%	6,892,468,042	669
Single parent	9,584,941	2,055,411	893,288	2,948,699	10.4%	4,408,604,374	705
Married, no kids	35,296,243	3,292,465	1,878,851	5,171,316	18.2%	7,181,763,982	678
Unmarried, no kids	47,780,461	11,047,700	4,192,801	15,240,501	53.8%	21,194,333,827	643
<b>Work hours</b>							
Part time (<20h)	7,559,158	3,327,498	918,690	4,246,187	15.0%	3,218,453,616	319
Mid time (20–34)	18,427,811	6,599,616	2,167,363	8,766,979	30.9%	11,895,032,746	612
Full time (35+)	101,373,751	9,558,149	5,782,601	15,340,750	54.1%	24,563,683,864	782
<b>Education</b>							
Less than high school	11,937,624	4,919,725	1,492,991	6,412,715	22.6%	10,170,576,506	718
High school	35,548,955	6,666,981	3,274,720	9,941,700	35.1%	14,060,408,683	671
Some college	24,682,907	4,979,183	2,184,809	7,163,992	25.3%	9,266,163,334	613
Associate degree	13,248,898	1,417,490	799,183	2,216,673	7.8%	2,895,672,950	641
Bachelor's or higher	41,942,335	1,501,884	1,116,952	2,618,835	9.2%	3,284,348,752	621
<b>Family income</b>							
Less than \$10,000	4,569,427	1,787,476	562,603	2,350,079	8.3%	3,657,529,952	692
\$10,000–\$14,999	4,756,151	1,741,390	610,154	2,351,544	8.3%	3,720,388,416	731
\$15,000–\$19,999	4,074,255	1,420,778	556,817	1,977,595	7.0%	2,989,455,365	703
\$20,000–\$24,999	5,812,909	1,487,073	813,938	2,301,011	8.1%	3,109,351,486	659
\$25,000 - \$29,999	6,656,260	1,459,522	705,598	2,165,120	7.6%	3,137,504,241	681
\$30,000–\$34,999	7,009,065	1,295,282	664,135	1,959,417	6.9%	2,763,396,340	680
\$35,000–\$39,999	6,818,984	1,244,491	563,629	1,808,120	6.4%	2,660,424,805	688
\$40,000–\$49,999	11,856,817	1,781,805	876,558	2,658,363	9.4%	3,781,816,600	679
\$50,000–\$59,999	12,230,469	1,601,528	862,085	2,463,613	8.7%	3,208,791,620	627
\$60,000–\$74,999	15,443,805	1,688,788	817,338	2,506,127	8.8%	3,350,527,551	639
\$75,000–\$99,999	18,478,626	1,683,444	810,597	2,494,041	8.8%	3,147,450,460	599
\$100,000–\$149,999	17,866,393	1,506,104	658,688	2,164,792	7.6%	2,730,320,859	600
\$150,000 or more	11,787,560	787,580	366,512	1,154,092	4.1%	1,420,212,533	582

	Est. # of children	Directly affected	Indirectly affected	Total affected	% of children
Children with at least one affected parent	76,413,009	10,940,442	10,593,270	21,533,713	28.2%

Category	Average share of family income earned by affected worker	Share of affected who are sole providers of family income
All affected	49.4%	18.4%
Parents affected	58.0%	24.1%

**Notes:** Estimates describe affected population, where indicated, within specified state of Harkin/Miller proposal to raise federal minimum wage to \$9.80 over three years. Demographic profile and average annual wage increase value reflect the affected population and wage increase occurring in the third year (i.e., in step up to \$9.80/hour). The total wage increase is the total over all three steps.

**Source:** Authors' analysis of Harkin/Miller proposal using Current Population Survey Outgoing Rotation Group microdata, 2011

# Alabama

Characteristics of workers who would be affected by increasing the federal minimum wage to \$9.80 by July 2014

Category	Est. workforce	Directly affected	Indirectly affected	Total affected	% of total affected	Total wage increase	Avg. annual wage increase
<b>TOTAL</b>	<b>1,813,725</b>	<b>329,330</b>	<b>162,821</b>	<b>492,152</b>	<b>100%</b>	<b>\$741,319,671</b>	<b>\$660</b>
<b>Gender</b>							
Female	885,742	193,836	88,189	282,024	57.3%	418,827,198	667
Male	927,983	135,495	74,633	210,128	42.7%	322,492,473	651
<b>Age</b>							
20 or older	1,751,275	280,904	157,012	437,915	89.0%	641,058,244	659
Under 20	62,449	48,427	5,810	54,237	11.0%	100,261,426	668
<b>Race/ethnicity</b>							
Non-Hispanic white	1,293,884	199,137	99,431	298,568	60.7%	454,356,239	665
Black	426,776	105,187	54,344	159,531	32.4%	224,066,723	631
Hispanic	56,450	18,914	5,213	24,127	4.9%	48,280,079	801
Asian/other	36,614	6,092	3,833	9,925	2.0%	14,616,629	644
<b>Family structure</b>							
Married parent	464,174	39,884	35,632	75,516	15.3%	92,323,411	574
Single parent	159,981	47,853	15,423	63,276	12.9%	108,023,240	770
Married, no kids	539,069	66,647	34,851	101,497	20.6%	154,525,874	673
Unmarried, no kids	650,502	174,948	76,915	251,863	51.2%	386,447,146	653
<b>Work hours</b>							
Part time (<20h)	85,918	48,424	11,319	59,743	12.1%	58,884,034	376
Mid time (20–34)	244,076	123,193	26,842	150,035	30.5%	255,539,691	679
Full time (35+)	1,483,731	157,713	124,660	282,374	57.4%	426,895,946	711
<b>Education</b>							
Less than high school	181,263	68,982	17,000	85,983	17.5%	158,504,475	719
High school	591,359	119,337	63,205	182,541	37.1%	275,937,047	682
Some college	389,683	100,391	51,971	152,363	31.0%	231,274,625	655
Associate degree	173,128	22,299	10,523	32,823	6.7%	44,196,010	657
Bachelor's or higher	478,292	18,321	20,122	38,442	7.8%	31,407,515	449
<b>Family income</b>							
Less than \$10,000	90,836	43,787	11,946	55,733	11.3%	92,751,717	750
\$10,000–\$14,999	106,141	39,063	15,894	54,957	11.2%	74,506,657	636
\$15,000–\$19,999	59,527	29,415	12,232	41,646	8.5%	55,618,367	600
\$20,000–\$24,999	123,467	41,890	19,037	60,928	12.4%	107,469,935	769
\$25,000 - \$29,999	108,814	22,413	9,793	32,206	6.5%	53,125,538	716
\$30,000–\$34,999	88,738	18,128	11,342	29,470	6.0%	45,897,512	588
\$35,000–\$39,999	115,825	16,241	11,653	27,894	5.7%	36,823,336	592
\$40,000–\$49,999	223,410	19,503	22,194	41,697	8.5%	55,238,882	573
\$50,000–\$59,999	137,384	14,812	10,316	25,128	5.1%	31,426,072	537
\$60,000–\$74,999	229,094	33,401	15,176	48,577	9.9%	79,762,515	735
\$75,000–\$99,999	218,549	23,036	9,898	32,933	6.7%	58,446,377	702
\$100,000–\$149,999	219,292	22,099	8,187	30,286	6.2%	39,739,110	567
\$150,000 or more	92,648	5,542	5,153	10,696	2.2%	10,513,653	565

	Est. # of children	Directly affected	Indirectly affected	Total affected	% of children
Children with at least one affected parent	1,159,514	182,262	197,121	379,383	32.7%

Category	Average share of family income earned by affected worker	Share of affected who are sole providers of family income
All affected	57.1%	24.4%
Parents affected	67.1%	36.0%

**Notes:** Estimates describe affected population, where indicated, within specified state of Harkin/Miller proposal to raise federal minimum wage to \$9.80 over three years. Demographic profile and average annual wage increase value reflect the affected population and wage increase occurring in the third year (i.e., in step up to \$9.80/hour). The total wage increase is the total over all three steps.

**Source:** Authors' analysis of Harkin/Miller proposal using Current Population Survey Outgoing Rotation Group microdata, 2011

# Alaska

Characteristics of workers who would be affected by increasing the federal minimum wage to \$9.80 by July 2014

Category	Est. workforce	Directly affected	Indirectly affected	Total affected	% of total affected	Total wage increase	Avg. annual wage increase
<b>TOTAL</b>	<b>310,351</b>	<b>30,287</b>	<b>16,962</b>	<b>47,249</b>	<b>100%</b>	<b>\$65,320,484</b>	<b>\$662</b>
<b>Gender</b>							
Female	145,782	16,123	9,977	26,100	55.2%	28,214,846	531
Male	164,569	14,165	6,985	21,149	44.8%	37,105,637	824
<b>Age</b>							
20 or older	294,968	23,564	13,631	37,195	78.7%	54,689,366	707
Under 20	15,383	6,724	3,330	10,054	21.3%	10,631,118	497
<b>Race/ethnicity</b>							
Non-Hispanic white	222,187	19,493	10,233	29,726	62.9%	44,743,695	733
Black	15,465	1,536	923	2,459	5.2%	3,702,251	650
Hispanic	15,614	2,905	1,298	4,203	8.9%	5,649,322	595
Asian/other	57,085	6,354	4,507	10,861	23.0%	11,225,216	497
<b>Family structure</b>							
Married parent	81,317	6,766	3,388	10,153	21.5%	16,445,184	868
Single parent	22,792	1,517	1,682	3,199	6.8%	1,958,540	361
Married, no kids	86,668	4,418	2,594	7,012	14.8%	10,951,819	707
Unmarried, no kids	119,574	17,587	9,298	26,885	56.9%	35,964,941	608
<b>Work hours</b>							
Part time (<20h)	15,134	4,352	2,129	6,481	13.7%	4,050,016	264
Mid time (20–34)	39,807	9,082	5,731	14,813	31.4%	15,152,205	465
Full time (35+)	255,409	16,853	9,102	25,955	54.9%	46,118,263	873
<b>Education</b>							
Less than high school	17,472	6,962	2,529	9,491	20.1%	13,068,830	774
High school	99,550	13,592	6,373	19,966	42.3%	31,980,675	696
Some college	74,242	6,753	5,376	12,129	25.7%	12,377,296	528
Associate degree	32,060	1,070	1,363	2,433	5.1%	2,590,600	587
Bachelor's or higher	87,028	1,910	1,320	3,230	6.8%	5,303,082	680
<b>Family income</b>							
Less than \$10,000	8,088	1,282	509	1,791	3.8%	2,111,771	505
\$10,000–\$14,999	8,071	1,525	264	1,789	3.8%	3,128,466	848
\$15,000–\$19,999	8,834	1,613	1,051	2,664	5.6%	2,268,743	510
\$20,000–\$24,999	10,542	1,585	813	2,398	5.1%	3,275,875	615
\$25,000 - \$29,999	10,344	1,278	751	2,029	4.3%	2,571,961	594
\$30,000–\$34,999	14,126	1,934	975	2,909	6.2%	4,486,280	713
\$35,000–\$39,999	17,232	2,409	1,501	3,909	8.3%	7,369,032	854
\$40,000–\$49,999	23,477	1,517	1,761	3,278	6.9%	4,692,396	590
\$50,000–\$59,999	28,791	2,470	1,050	3,520	7.4%	6,525,958	1,179
\$60,000–\$74,999	35,211	3,868	2,313	6,181	13.1%	8,710,960	673
\$75,000–\$99,999	55,335	4,839	2,087	6,926	14.7%	9,757,932	631
\$100,000–\$149,999	60,385	3,564	3,015	6,578	13.9%	6,488,609	442
\$150,000 or more	29,914	2,405	872	3,277	6.9%	3,932,502	571

	Est. # of children	Directly affected	Indirectly affected	Total affected	% of children
Children with at least one affected parent	192,574	18,646	19,890	38,536	20.0%

Category	Average share of family income earned by affected worker	Share of affected who are sole providers of family income
All affected	39.1%	11.0%
Parents affected	45.0%	11.2%

**Notes:** Estimates describe affected population, where indicated, within specified state of Harkin/Miller proposal to raise federal minimum wage to \$9.80 over three years. Demographic profile and average annual wage increase value reflect the affected population and wage increase occurring in the third year (i.e., in step up to \$9.80/hour). The total wage increase is the total over all three steps.

**Source:** Authors' analysis of Harkin/Miller proposal using Current Population Survey Outgoing Rotation Group microdata, 2011

# Arizona

Characteristics of workers who would be affected by increasing the federal minimum wage to \$9.80 by July 2014							
Category	Est. workforce	Directly affected	Indirectly affected	Total affected	% of total affected	Total wage increase	Avg. annual wage increase
TOTAL	2,538,894	386,791	188,035	574,826	100%	\$749,859,651	\$579
<b>Gender</b>							
Female	1,196,980	211,537	77,598	289,135	50.3%	410,457,806	591
Male	1,341,914	175,254	110,438	285,692	49.7%	339,401,845	566
<b>Age</b>							
20 or older	2,455,223	328,276	180,729	509,005	88.5%	657,049,306	583
Under 20	83,672	58,515	7,306	65,821	11.5%	92,810,346	544
<b>Race/ethnicity</b>							
Non-Hispanic white	1,559,251	192,875	91,440	284,315	49.5%	374,597,985	581
Black	91,711	11,140	8,524	19,664	3.4%	15,029,555	422
Hispanic	720,869	159,309	77,294	236,603	41.2%	320,352,417	590
Asian/other	167,063	23,467	10,777	34,244	6.0%	39,879,694	573
<b>Family structure</b>							
Married parent	616,765	61,079	37,272	98,350	17.1%	121,830,288	525
Single parent	220,386	45,719	22,143	67,862	11.8%	101,537,740	773
Married, no kids	742,897	58,307	40,204	98,511	17.1%	122,305,011	543
Unmarried, no kids	958,846	221,686	88,417	310,103	53.9%	404,186,612	564
<b>Work hours</b>							
Part time (<20h)	140,277	55,091	18,443	73,534	12.8%	51,352,126	268
Mid time (20–34)	391,349	146,781	44,691	191,473	33.3%	251,044,650	535
Full time (35+)	2,007,269	184,919	124,901	309,820	53.9%	447,462,875	679
<b>Education</b>							
Less than high school	271,404	107,301	38,797	146,097	25.4%	218,864,160	668
High school	595,974	100,114	65,514	165,628	28.8%	219,807,226	588
Some college	579,651	105,407	47,606	153,013	26.6%	172,176,325	487
Associate degree	308,805	44,066	19,149	63,215	11.0%	77,331,756	552
Bachelor's or higher	783,060	29,903	16,970	46,873	8.2%	61,680,184	601
<b>Family income</b>							
Less than \$10,000	120,556	44,113	10,101	54,214	9.4%	87,846,401	642
\$10,000–\$14,999	116,685	43,876	14,618	58,494	10.2%	79,544,188	566
\$15,000–\$19,999	87,648	30,466	13,451	43,917	7.6%	59,730,988	745
\$20,000–\$24,999	134,617	21,798	13,852	35,650	6.2%	44,285,668	457
\$25,000 - \$29,999	161,601	34,719	21,737	56,456	9.8%	58,753,915	472
\$30,000–\$34,999	138,149	31,711	17,083	48,794	8.5%	52,942,767	510
\$35,000–\$39,999	130,325	20,339	8,349	28,688	5.0%	54,864,981	777
\$40,000–\$49,999	254,177	33,842	14,784	48,625	8.5%	72,051,595	639
\$50,000–\$59,999	189,821	20,599	15,353	35,953	6.3%	32,384,316	422
\$60,000–\$74,999	271,944	28,486	14,405	42,890	7.5%	66,600,911	627
\$75,000–\$99,999	304,921	31,479	13,476	44,954	7.8%	45,337,330	510
\$100,000–\$149,999	384,066	29,319	20,862	50,181	8.7%	58,780,143	454
\$150,000 or more	244,383	16,044	9,966	26,010	4.5%	36,736,447	885

	Est. # of children	Directly affected	Indirectly affected	Total affected	% of children
Children with at least one affected parent	1,793,715	287,736	252,371	540,107	30.1%

Category	Average share of family income earned by affected worker	Share of affected who are sole providers of family income
All affected	52.3%	21.1%
Parents affected	57.6%	23.4%

**Notes:** Estimates describe affected population, where indicated, within specified state of Harkin/Miller proposal to raise federal minimum wage to \$9.80 over three years. Demographic profile and average annual wage increase value reflect the affected population and wage increase occurring in the third year (i.e., in step up to \$9.80/hour). The total wage increase is the total over all three steps. **Source:** Authors' analysis of Harkin/Miller proposal using Current Population Survey Outgoing Rotation Group microdata, 2011

# Arkansas

## Characteristics of workers who would be affected by increasing the federal minimum wage to \$9.80 by July 2014

Category	Est. workforce	Directly affected	Indirectly affected	Total affected	% of total affected	Total wage increase	Avg. annual wage increase
<b>TOTAL</b>	<b>1,134,763</b>	<b>235,362</b>	<b>105,887</b>	<b>341,250</b>	<b>100%</b>	<b>\$581,256,343</b>	<b>\$785</b>
<b>Gender</b>							
Female	553,865	136,886	54,562	191,448	56.1%	333,274,018	771
Male	580,898	98,477	51,325	149,802	43.9%	247,982,325	803
<b>Age</b>							
20 or older	1,092,365	207,046	98,786	305,832	89.6%	527,380,032	799
Under 20	42,398	28,317	7,101	35,418	10.4%	53,876,311	663
<b>Race/ethnicity</b>							
Non-Hispanic white	865,642	152,180	74,979	227,159	66.6%	388,789,814	773
Black	144,768	48,710	11,608	60,317	17.7%	117,174,090	876
Hispanic	71,921	25,871	11,148	37,020	10.8%	59,484,763	787
Asian/other	52,433	8,602	8,152	16,754	4.9%	15,807,676	616
<b>Family structure</b>							
Married parent	320,306	42,283	26,311	68,594	20.1%	97,258,151	715
Single parent	93,996	23,083	8,112	31,195	9.1%	63,204,349	852
Married, no kids	318,766	37,627	28,326	65,953	19.3%	118,303,025	860
Unmarried, no kids	401,694	132,369	43,139	175,508	51.4%	302,490,817	772
<b>Work hours</b>							
Part time (<20h)	54,463	27,436	6,623	34,059	10.0%	33,450,371	410
Mid time (20–34)	146,923	67,979	17,759	85,738	25.1%	147,944,747	714
Full time (35+)	933,377	139,948	81,505	221,453	64.9%	399,861,225	870
<b>Education</b>							
Less than high school	105,184	39,918	20,907	60,824	17.8%	99,921,341	820
High school	408,700	98,799	43,699	142,498	41.8%	252,792,898	809
Some college	246,110	64,792	24,029	88,821	26.0%	160,168,195	777
Associate degree	106,248	16,834	11,205	28,039	8.2%	31,619,219	591
Bachelor's or higher	268,521	15,019	6,047	21,067	6.2%	36,754,689	811
<b>Family income</b>							
Less than \$10,000	50,243	22,444	7,091	29,536	8.7%	59,054,067	809
\$10,000–\$14,999	55,239	27,406	8,000	35,407	10.4%	63,447,867	817
\$15,000–\$19,999	41,066	19,635	6,094	25,729	7.5%	45,882,273	795
\$20,000–\$24,999	53,793	15,560	8,413	23,973	7.0%	40,076,317	733
\$25,000 - \$29,999	86,931	24,474	16,327	40,802	12.0%	66,006,937	706
\$30,000–\$34,999	85,175	19,545	8,711	28,256	8.3%	53,655,281	998
\$35,000–\$39,999	67,591	8,067	3,792	11,859	3.5%	16,682,558	705
\$40,000–\$49,999	135,365	30,459	18,132	48,591	14.2%	76,349,536	755
\$50,000–\$59,999	144,789	19,220	8,320	27,540	8.1%	54,990,659	845
\$60,000–\$74,999	149,506	21,262	11,763	33,026	9.7%	48,680,542	714
\$75,000–\$99,999	124,490	11,996	6,251	18,246	5.3%	27,934,432	699
\$100,000–\$149,999	102,442	9,857	2,992	12,849	3.8%	17,950,762	793
\$150,000 or more	38,133	5,436	-	5,436	1.6%	10,545,112	936

	Est. # of children	Directly affected	Indirectly affected	Total affected	% of children
Children with at least one affected parent	720,691	118,313	112,143	230,455	32.0%

Category	Average share of family income earned by affected worker	Share of affected who are sole providers of family income
All affected	56.5%	21.7%
Parents affected	57.7%	22.3%

**Notes:** Estimates describe affected population, where indicated, within specified state of Harkin/Miller proposal to raise federal minimum wage to \$9.80 over three years. Demographic profile and average annual wage increase value reflect the affected population and wage increase occurring in the third year (i.e., in step up to \$9.80/hour). The total wage increase is the total over all three steps.

**Source:** Authors' analysis of Harkin/Miller proposal using Current Population Survey Outgoing Rotation Group microdata, 2011

# California

## Characteristics of workers who would be affected by increasing the federal minimum wage to \$9.80 by July 2014

Category	Est. workforce	Directly affected	Indirectly affected	Total affected	% of total affected	Total wage increase	Avg. annual wage increase
<b>TOTAL</b>	<b>14,154,411</b>	<b>2,100,563</b>	<b>1,042,532</b>	<b>3,143,095</b>	<b>100%</b>	<b>\$3,835,583,952</b>	<b>\$654</b>
<b>Gender</b>							
Female	6,548,927	1,077,284	471,029	1,548,313	49.3%	1,815,218,302	628
Male	7,605,484	1,023,280	571,503	1,594,783	50.7%	2,020,365,650	679
<b>Age</b>							
20 or older	13,804,574	1,892,647	995,905	2,888,551	91.9%	3,569,159,745	660
Under 20	349,837	207,916	46,628	254,544	8.1%	266,424,207	582
<b>Race/ethnicity</b>							
Non-Hispanic white	6,058,285	530,695	262,826	793,520	25.2%	876,398,843	593
Black	696,718	92,534	58,850	151,384	4.8%	144,556,575	504
Hispanic	5,192,976	1,255,361	590,193	1,845,554	58.7%	2,398,729,480	701
Asian/other	2,206,433	221,974	130,664	352,637	11.2%	415,899,054	606
<b>Family structure</b>							
Married parent	4,173,752	445,266	264,378	709,644	22.6%	890,415,911	657
Single parent	1,070,379	228,301	97,606	325,907	10.4%	433,855,395	734
Married, no kids	3,350,455	325,219	167,445	492,664	15.7%	642,955,275	683
Unmarried, no kids	5,559,825	1,101,777	513,103	1,614,880	51.4%	1,868,357,370	627
<b>Work hours</b>							
Part time (<20h)	797,153	276,800	104,151	380,951	12.1%	200,664,263	281
Mid time (20–34)	2,314,152	714,798	294,521	1,009,319	32.1%	1,042,266,828	556
Full time (35+)	11,043,106	1,108,965	643,860	1,752,825	55.8%	2,592,652,861	791
<b>Education</b>							
Less than high school	2,003,417	744,412	307,939	1,052,350	33.5%	1,491,314,353	751
High school	3,242,988	613,180	303,352	916,532	29.2%	1,071,722,256	627
Some college	2,888,318	479,076	240,532	719,608	22.9%	776,470,410	578
Associate degree	1,292,937	122,301	75,598	197,898	6.3%	230,048,877	616
Bachelor's or higher	4,726,751	141,595	115,113	256,708	8.2%	266,028,055	591
<b>Family income</b>							
Less than \$10,000	495,022	189,306	66,052	255,359	8.1%	327,934,462	676
\$10,000–\$14,999	538,230	180,505	68,453	248,958	7.9%	333,618,761	713
\$15,000–\$19,999	495,239	184,618	60,328	244,946	7.8%	316,396,350	678
\$20,000–\$24,999	630,390	166,432	95,627	262,059	8.3%	312,057,283	676
\$25,000 - \$29,999	735,385	175,405	84,718	260,123	8.3%	362,230,631	717
\$30,000–\$34,999	729,704	145,108	81,009	226,117	7.2%	255,206,545	611
\$35,000–\$39,999	803,398	170,732	73,879	244,610	7.8%	344,611,294	704
\$40,000–\$49,999	1,195,524	183,000	112,291	295,291	9.4%	358,511,389	655
\$50,000–\$59,999	1,289,075	186,223	110,947	297,170	9.5%	349,150,039	631
\$60,000–\$74,999	1,614,230	154,526	105,500	260,026	8.3%	264,276,359	565
\$75,000–\$99,999	1,829,598	134,961	75,439	210,400	6.7%	216,673,217	542
\$100,000–\$149,999	2,014,307	135,480	66,192	201,671	6.4%	231,931,727	643
\$150,000 or more	1,784,309	94,269	42,097	136,365	4.3%	162,985,897	678

	Est. # of children	Directly affected	Indirectly affected	Total affected	% of children
Children with at least one affected parent	9,754,177	1,584,021	1,394,660	2,978,681	30.5%

Category	Average share of family income earned by affected worker	Share of affected who are sole providers of family income
All affected	51.1%	17.9%
Parents affected	60.0%	23.2%

**Notes:** Estimates describe affected population, where indicated, within specified state of Harkin/Miller proposal to raise federal minimum wage to \$9.80 over three years. Demographic profile and average annual wage increase value reflect the affected population and wage increase occurring in the third year (i.e., in step up to \$9.80/hour). The total wage increase is the total over all three steps.

**Source:** Authors' analysis of Harkin/Miller proposal using Current Population Survey Outgoing Rotation Group microdata, 2011

Colorado

Characteristics of workers who would be affected by increasing the federal minimum wage to \$9.80 by July 2014							
Category	Est. workforce	Directly affected	Indirectly affected	Total affected	% of total affected	Total wage increase	Avg. annual wage increase
TOTAL	2,220,430	305,239	115,258	420,498	100%	\$614,186,132	\$721
Gender							
Female	1,043,576	180,697	60,663	241,359	57.4%	353,562,878	708
Male	1,176,854	124,542	54,596	179,138	42.6%	260,623,255	738
Age							
20 or older	2,140,713	245,143	109,120	354,263	84.2%	520,416,435	744
Under 20	79,716	60,097	6,138	66,235	15.8%	93,769,697	597
Race/ethnicity							
Non-Hispanic white	1,677,017	186,533	74,052	260,586	62.0%	353,005,580	665
Black	81,658	16,216	4,501	20,717	4.9%	30,815,619	712
Hispanic	384,848	89,348	32,068	121,416	28.9%	199,731,114	829
Asian/other	76,907	13,141	4,638	17,779	4.2%	30,633,819	821
Family structure							
Married parent	596,534	37,301	21,947	59,248	14.1%	82,979,239	721
Single parent	132,843	27,776	12,985	40,761	9.7%	56,662,300	748
Married, no kids	651,855	54,286	24,307	78,593	18.7%	129,010,448	794
Unmarried, no kids	839,199	185,877	56,019	241,896	57.5%	345,534,146	693
Work hours							
Part time (<20h)	134,351	56,087	16,939	73,026	17.4%	59,360,224	353
Mid time (20–34)	345,708	114,331	25,902	140,234	33.3%	196,206,130	652
Full time (35+)	1,740,371	134,821	72,417	207,238	49.3%	358,619,779	897
Education							
Less than high school	169,151	68,907	19,194	88,101	21.0%	140,596,062	747
High school	525,287	97,416	42,647	140,063	33.3%	218,915,353	796
Some college	465,471	87,914	27,698	115,612	27.5%	155,465,109	652
Associate degree	202,083	17,288	10,237	27,525	6.5%	34,082,699	607
Bachelor's or higher	858,438	33,714	15,483	49,196	11.7%	65,126,909	687
Family income							
Less than \$10,000	77,366	26,797	8,303	35,100	8.3%	49,960,145	646
\$10,000–\$14,999	71,927	29,779	10,493	40,272	9.6%	64,900,443	756
\$15,000–\$19,999	49,803	16,267	7,077	23,345	5.6%	24,642,944	613
\$20,000–\$24,999	104,856	23,868	10,164	34,032	8.1%	44,736,566	720
\$25,000 - \$29,999	89,834	21,913	6,242	28,155	6.7%	47,761,202	917
\$30,000–\$34,999	105,566	15,594	6,250	21,844	5.2%	32,212,323	707
\$35,000–\$39,999	103,381	17,408	5,399	22,807	5.4%	42,801,010	819
\$40,000–\$49,999	199,089	31,309	9,152	40,461	9.6%	66,743,281	824
\$50,000–\$59,999	196,600	19,051	10,607	29,658	7.1%	44,539,196	764
\$60,000–\$74,999	290,846	28,672	15,752	44,424	10.6%	57,934,825	662
\$75,000–\$99,999	360,836	28,632	14,040	42,671	10.1%	49,392,747	617
\$100,000–\$149,999	343,880	27,464	5,677	33,141	7.9%	47,779,443	708
\$150,000 or more	226,445	18,484	6,104	24,587	5.8%	40,782,007	657

	Est. # of children	Directly affected	Indirectly affected	Total affected	% of children
Children with at least one affected parent	1,278,813	146,985	173,196	320,181	25.0%

Category	Average share of family income earned by affected worker	Share of affected who are sole providers of family income
All affected	46.9%	17.8%
Parents affected	57.8%	25.9%

**Notes:** Estimates describe affected population, where indicated, within specified state of Harkin/Miller proposal to raise federal minimum wage to \$9.80 over three years. Demographic profile and average annual wage increase value reflect the affected population and wage increase occurring in the third year (i.e., in step up to \$9.80/hour). The total wage increase is the total over all three steps.

**Source:** Authors' analysis of Harkin/Miller proposal using Current Population Survey Outgoing Rotation Group microdata, 2011



# Connecticut

Characteristics of workers who would be affected by increasing the federal minimum wage to \$9.80 by July 2014

Category	Est. workforce	Directly affected	Indirectly affected	Total affected	% of total affected	Total wage increase	Avg. annual wage increase
<b>TOTAL</b>	<b>1,564,392</b>	<b>153,444</b>	<b>78,584</b>	<b>232,029</b>	<b>100%</b>	<b>\$227,773,029</b>	<b>\$569</b>
<b>Gender</b>							
Female	772,534	87,836	42,435	130,271	56.1%	120,426,160	547
Male	791,858	65,608	36,149	101,758	43.9%	107,346,868	598
<b>Age</b>							
20 or older	1,510,968	118,872	71,173	190,045	81.9%	193,502,471	592
Under 20	53,424	34,572	7,412	41,984	18.1%	34,270,557	468
<b>Race/ethnicity</b>							
Non-Hispanic white	1,199,497	102,151	53,163	155,314	66.9%	139,347,301	521
Black	128,738	17,638	8,018	25,656	11.1%	30,218,481	740
Hispanic	145,389	26,833	12,835	39,668	17.1%	47,329,191	664
Asian/other	90,769	6,823	4,568	11,391	4.9%	10,878,056	522
<b>Family structure</b>							
Married parent	438,468	16,697	11,394	28,091	12.1%	25,206,256	548
Single parent	97,419	11,892	8,437	20,330	8.8%	23,494,721	670
Married, no kids	441,522	18,167	14,332	32,499	14.0%	34,995,082	689
Unmarried, no kids	586,982	106,688	44,421	151,109	65.1%	144,076,970	534
<b>Work hours</b>							
Part time (<20h)	113,882	44,693	15,691	60,384	26.0%	29,004,862	277
Mid time (20–34)	249,611	58,734	22,637	81,371	35.1%	80,523,026	561
Full time (35+)	1,200,899	50,017	40,256	90,274	38.9%	118,245,141	772
<b>Education</b>							
Less than high school	81,927	28,969	8,444	37,413	16.1%	39,034,418	554
High school	429,815	53,648	27,245	80,893	34.9%	89,592,989	660
Some college	257,203	47,303	21,239	68,542	29.5%	59,363,504	501
Associate degree	137,452	10,772	8,463	19,235	8.3%	16,423,967	541
Bachelor's or higher	657,995	12,753	13,193	25,947	11.2%	23,358,151	511
<b>Family income</b>							
Less than \$10,000	32,208	7,341	5,150	12,491	5.4%	11,882,790	534
\$10,000–\$14,999	32,315	4,713	2,424	7,137	3.1%	5,746,830	468
\$15,000–\$19,999	26,177	7,558	1,118	8,676	3.7%	9,384,235	631
\$20,000–\$24,999	36,102	7,923	3,667	11,589	5.0%	12,388,738	679
\$25,000 - \$29,999	57,720	9,214	4,905	14,119	6.1%	14,439,957	588
\$30,000–\$34,999	54,166	6,064	5,557	11,621	5.0%	12,380,275	699
\$35,000–\$39,999	57,261	6,803	4,054	10,858	4.7%	12,986,395	671
\$40,000–\$49,999	98,902	12,832	7,536	20,368	8.8%	17,465,943	470
\$50,000–\$59,999	116,112	12,003	4,991	16,994	7.3%	17,933,091	621
\$60,000–\$74,999	185,392	18,586	5,376	23,963	10.3%	26,318,955	619
\$75,000–\$99,999	264,637	24,325	13,564	37,889	16.3%	35,943,630	580
\$100,000–\$149,999	307,846	21,144	6,351	27,496	11.9%	33,625,219	652
\$150,000 or more	295,554	14,939	13,890	28,829	12.4%	17,276,970	353

	Est. # of children	Directly affected	Indirectly affected	Total affected	% of children
Children with at least one affected parent	830,225	64,923	71,340	136,263	16.4%

Category	Average share of family income earned by affected worker	Share of affected who are sole providers of family income
All affected	32.4%	7.9%
Parents affected	45.1%	15.5%

**Notes:** Estimates describe affected population, where indicated, within specified state of Harkin/Miller proposal to raise federal minimum wage to \$9.80 over three years. Demographic profile and average annual wage increase value reflect the affected population and wage increase occurring in the third year (i.e., in step up to \$9.80/hour). The total wage increase is the total over all three steps.

**Source:** Authors' analysis of Harkin/Miller proposal using Current Population Survey Outgoing Rotation Group microdata, 2011



# Delaware

## Characteristics of workers who would be affected by increasing the federal minimum wage to \$9.80 by July 2014

Category	Est. workforce	Directly affected	Indirectly affected	Total affected	% of total affected	Total wage increase	Avg. annual wage increase
<b>TOTAL</b>	<b>376,930</b>	<b>48,794</b>	<b>29,152</b>	<b>77,946</b>	<b>100%</b>	<b>\$93,421,844</b>	<b>\$515</b>
<b>Gender</b>							
Female	187,924	26,868	15,316	42,185	54.1%	47,504,136	488
Male	189,006	21,926	13,836	35,762	45.9%	45,917,708	547
<b>Age</b>							
20 or older	360,399	39,287	26,514	65,801	84.4%	78,843,804	523
Under 20	16,531	9,507	2,638	12,145	15.6%	14,578,040	474
<b>Race/ethnicity</b>							
Non-Hispanic white	253,890	27,385	17,298	44,683	57.3%	47,400,908	481
Black	78,870	12,255	7,034	19,289	24.7%	25,029,872	527
Hispanic	29,911	7,668	4,149	11,816	15.2%	17,049,290	597
Asian/other	14,259	1,487	671	2,158	2.8%	3,941,774	672
<b>Family structure</b>							
Married parent	97,263	7,746	6,283	14,029	18.0%	16,978,913	500
Single parent	34,733	6,211	3,115	9,326	12.0%	12,138,544	537
Married, no kids	103,540	7,098	6,028	13,126	16.8%	14,681,598	574
Unmarried, no kids	141,395	27,739	13,726	41,465	53.2%	49,622,790	497
<b>Work hours</b>							
Part time (<20h)	20,235	8,850	3,020	11,870	15.2%	8,607,691	258
Mid time (20–34)	47,226	17,615	6,050	23,665	30.4%	30,203,705	519
Full time (35+)	309,469	22,329	20,082	42,411	54.4%	54,610,448	585
<b>Education</b>							
Less than high school	35,788	13,805	5,416	19,221	24.7%	26,054,458	537
High school	123,737	18,004	12,218	30,223	38.8%	36,218,132	522
Some college	66,802	11,242	6,858	18,100	23.2%	18,662,554	488
Associate degree	34,182	2,441	1,876	4,316	5.5%	4,905,125	515
Bachelor's or higher	116,421	3,302	2,784	6,086	7.8%	7,581,575	496
<b>Family income</b>							
Less than \$10,000	15,250	3,107	2,695	5,801	7.4%	6,235,086	419
\$10,000–\$14,999	11,642	3,081	2,503	5,584	7.2%	7,941,131	549
\$15,000–\$19,999	7,045	2,883	1,184	4,067	5.2%	4,874,921	519
\$20,000–\$24,999	11,672	2,381	2,124	4,505	5.8%	3,260,818	338
\$25,000 - \$29,999	17,944	3,858	1,126	4,983	6.4%	6,622,864	607
\$30,000–\$34,999	22,287	3,256	2,791	6,047	7.8%	8,297,259	674
\$35,000–\$39,999	18,557	2,500	844	3,344	4.3%	6,131,729	679
\$40,000–\$49,999	36,534	5,395	2,640	8,035	10.3%	10,292,345	538
\$50,000–\$59,999	32,401	4,796	2,542	7,338	9.4%	8,763,235	530
\$60,000–\$74,999	51,161	4,957	3,210	8,166	10.5%	9,772,740	525
\$75,000–\$99,999	63,032	6,394	3,990	10,384	13.3%	9,479,045	415
\$100,000–\$149,999	64,767	5,227	2,683	7,910	10.1%	9,156,117	493
\$150,000 or more	24,638	960	821	1,781	2.3%	2,594,554	527

	Est. # of children	Directly affected	Indirectly affected	Total affected	% of children
Children with at least one affected parent	212,020	28,473	31,685	60,158	28.4%

Category	Average share of family income earned by affected worker	Share of affected who are sole providers of family income
All affected	45.0%	14.7%
Parents affected	52.8%	18.3%

**Notes:** Estimates describe affected population, where indicated, within specified state of Harkin/Miller proposal to raise federal minimum wage to \$9.80 over three years. Demographic profile and average annual wage increase value reflect the affected population and wage increase occurring in the third year (i.e., in step up to \$9.80/hour). The total wage increase is the total over all three steps.

**Source:** Authors' analysis of Harkin/Miller proposal using Current Population Survey Outgoing Rotation Group microdata, 2011

# District of Columbia

## Characteristics of workers who would be affected by increasing the federal minimum wage to \$9.80 by July 2014

Category	Est. workforce	Directly affected	Indirectly affected	Total affected	% of total affected	Total wage increase	Avg. annual wage increase
<b>TOTAL</b>	<b>286,308</b>	<b>20,284</b>	<b>11,104</b>	<b>31,388</b>	<b>100%</b>	<b>\$44,419,789</b>	<b>\$822</b>
<b>Gender</b>							
Female	146,039	10,852	4,978	15,830	50.4%	24,933,194	905
Male	140,270	9,432	6,126	15,558	49.6%	19,486,595	738
<b>Age</b>							
20 or older	283,450	18,719	10,749	29,468	93.9%	41,874,672	810
Under 20	2,858	1,565	355	1,920	6.1%	2,545,118	1,003
<b>Race/ethnicity</b>							
Non-Hispanic white	133,675	2,409	1,795	4,204	13.4%	5,208,551	776
Black	105,188	11,228	5,496	16,724	53.3%	23,377,394	809
Hispanic	32,558	5,640	3,252	8,892	28.3%	12,712,517	802
Asian/other	14,887	1,007	561	1,568	5.0%	3,121,329	1,199
<b>Family structure</b>							
Married parent	37,692	2,046	973	3,019	9.6%	5,074,018	981
Single parent	17,567	2,420	847	3,267	10.4%	5,334,819	954
Married, no kids	56,421	2,793	2,153	4,946	15.8%	6,092,038	715
Unmarried, no kids	174,628	13,025	7,131	20,156	64.2%	27,918,915	803
<b>Work hours</b>							
Part time (<20h)	6,171	945	881	1,826	5.8%	500,579	182
Mid time (20–34)	23,424	6,138	2,210	8,348	26.6%	10,910,351	797
Full time (35+)	256,713	13,201	8,013	21,214	67.6%	33,008,860	887
<b>Education</b>							
Less than high school	20,183	6,708	2,236	8,944	28.5%	14,910,401	985
High school	38,616	5,802	3,791	9,593	30.6%	11,488,504	752
Some college	32,104	3,778	2,579	6,357	20.3%	8,325,244	720
Associate degree	7,198	618	383	1,001	3.2%	1,655,189	778
Bachelor's or higher	188,209	3,379	2,115	5,494	17.5%	8,040,452	803
<b>Family income</b>							
Less than \$10,000	11,039	2,325	1,186	3,511	11.2%	4,286,750	744
\$10,000–\$14,999	8,209	2,177	692	2,869	9.1%	4,145,601	788
\$15,000–\$19,999	7,194	934	1,052	1,985	6.3%	1,563,818	490
\$20,000–\$24,999	6,989	1,048	895	1,943	6.2%	2,434,101	868
\$25,000 - \$29,999	10,421	1,277	531	1,808	5.8%	3,685,904	995
\$30,000–\$34,999	12,243	949	538	1,487	4.7%	2,507,679	1,305
\$35,000–\$39,999	12,841	1,994	979	2,973	9.5%	5,396,452	949
\$40,000–\$49,999	21,805	967	1,285	2,252	7.2%	1,840,869	476
\$50,000–\$59,999	21,391	1,528	378	1,906	6.1%	3,292,709	1,110
\$60,000–\$74,999	31,808	3,089	1,504	4,593	14.6%	5,593,871	735
\$75,000–\$99,999	36,152	1,004	916	1,920	6.1%	2,442,486	725
\$100,000–\$149,999	45,837	2,433	619	3,052	9.7%	5,612,470	993
\$150,000 or more	60,379	560	529	1,089	3.5%	1,617,079	663

	Est. # of children	Directly affected	Indirectly affected	Total affected	% of children
Children with at least one affected parent	118,713	7,833	5,775	13,607	11.5%

Category	Average share of family income earned by affected worker	Share of affected who are sole providers of family income
All affected	52.4%	23.3%
Parents affected	60.8%	23.4%

**Notes:** Estimates describe affected population, where indicated, within specified state of Harkin/Miller proposal to raise federal minimum wage to \$9.80 over three years. Demographic profile and average annual wage increase value reflect the affected population and wage increase occurring in the third year (i.e., in step up to \$9.80/hour). The total wage increase is the total over all three steps.

**Source:** Authors' analysis of Harkin/Miller proposal using Current Population Survey Outgoing Rotation Group microdata, 2011

Florida

Characteristics of workers who would be affected by increasing the federal minimum wage to \$9.80 by July 2014							
Category	Est. workforce	Directly affected	Indirectly affected	Total affected	% of total affected	Total wage increase	Avg. annual wage increase
TOTAL	7,403,456	1,006,334	510,924	1,517,258	100%	\$2,213,016,216	\$666
Gender							
Female	3,678,237	553,509	263,726	817,235	53.9%	1,177,068,384	660
Male	3,725,220	452,824	247,198	700,022	46.1%	1,035,947,832	674
Age							
20 or older	7,245,890	916,635	485,751	1,402,386	92.4%	2,058,036,543	674
Under 20	157,566	89,699	25,172	114,872	7.6%	154,979,673	571
Race/ethnicity							
Non-Hispanic white	4,523,035	463,954	263,532	727,486	47.9%	986,549,432	629
Black	1,044,077	211,180	84,873	296,053	19.5%	467,682,693	721
Hispanic	1,580,682	298,555	145,746	444,300	29.3%	694,536,006	706
Asian/other	255,663	32,646	16,773	49,419	3.3%	64,248,086	525
Family structure							
Married parent	1,756,568	157,944	97,436	255,380	16.8%	382,208,937	737
Single parent	633,851	111,499	53,025	164,524	10.8%	255,853,135	691
Married, no kids	2,155,663	193,168	111,566	304,734	20.1%	466,598,750	716
Unmarried, no kids	2,857,375	543,723	248,897	792,620	52.2%	1,108,355,393	619
Work hours							
Part time (<20h)	295,481	113,704	44,675	158,378	10.4%	109,733,498	288
Mid time (20–34)	1,026,861	338,126	143,102	481,228	31.7%	631,416,415	588
Full time (35+)	6,081,115	554,504	323,146	877,651	57.8%	1,471,866,304	777
Education							
Less than high school	538,434	196,339	74,949	271,288	17.9%	449,913,610	766
High school	2,148,355	345,765	215,523	561,288	37.0%	795,360,788	630
Some college	1,322,017	249,327	109,684	359,011	23.7%	480,480,769	621
Associate degree	1,008,998	126,193	49,398	175,591	11.6%	262,308,670	652
Bachelor's or higher	2,385,653	88,711	61,369	150,080	9.9%	224,952,379	747
Family income							
Less than \$10,000	271,404	79,093	45,265	124,359	8.2%	172,770,743	569
\$10,000–\$14,999	313,284	101,001	50,695	151,696	10.0%	233,142,158	724
\$15,000–\$19,999	245,468	93,213	23,133	116,346	7.7%	199,363,070	774
\$20,000–\$24,999	390,791	86,239	50,723	136,962	9.0%	176,881,678	622
\$25,000 - \$29,999	441,242	68,200	42,312	110,512	7.3%	149,724,939	680
\$30,000–\$34,999	493,842	91,666	40,737	132,403	8.7%	206,592,429	697
\$35,000–\$39,999	418,626	69,558	24,051	93,609	6.2%	170,065,071	696
\$40,000–\$49,999	814,271	124,869	55,843	180,712	11.9%	266,521,431	661
\$50,000–\$59,999	724,705	63,567	51,124	114,691	7.6%	120,753,357	514
\$60,000–\$74,999	849,453	60,795	30,360	91,155	6.0%	142,816,239	710
\$75,000–\$99,999	956,759	62,519	44,206	106,724	7.0%	140,218,325	592
\$100,000–\$149,999	891,937	68,395	26,238	94,633	6.2%	149,643,149	812
\$150,000 or more	591,674	37,219	26,237	63,456	4.2%	84,523,626	618

	Est. # of children	Directly affected	Indirectly affected	Total affected	% of children
Children with at least one affected parent	4,113,758	507,807	535,184	1,042,991	25.4%

Category	Average share of family income earned by affected worker	Share of affected who are sole providers of family income
All affected	53.3%	20.5%
Parents affected	57.6%	22.6%

**Notes:** Estimates describe affected population, where indicated, within specified state of Harkin/Miller proposal to raise federal minimum wage to \$9.80 over three years. Demographic profile and average annual wage increase value reflect the affected population and wage increase occurring in the third year (i.e., in step up to \$9.80/hour). The total wage increase is the total over all three steps.

**Source:** Authors' analysis of Harkin/Miller proposal using Current Population Survey Outgoing Rotation Group microdata, 2011

# Georgia

**Characteristics of workers who would be affected by increasing the federal minimum wage to \$9.80 by July 2014**

Category	Est. workforce	Directly affected	Indirectly affected	Total affected	% of total affected	Total wage increase	Avg. annual wage increase
<b>TOTAL</b>	<b>3,948,182</b>	<b>665,232</b>	<b>309,691</b>	<b>974,923</b>	<b>100%</b>	<b>\$1,435,400,447</b>	<b>\$646</b>
<b>Gender</b>							
Female	1,949,906	380,430	180,540	560,970	57.5%	786,083,593	595
Male	1,998,276	284,803	129,150	413,953	42.5%	649,316,854	714
<b>Age</b>							
20 or older	3,839,368	582,888	303,421	886,309	90.9%	1,272,775,055	632
Under 20	108,815	82,344	6,270	88,614	9.1%	162,625,392	787
<b>Race/ethnicity</b>							
Non-Hispanic white	2,345,992	317,987	130,263	448,250	46.0%	651,535,654	656
Black	1,099,385	243,991	123,014	367,004	37.6%	546,146,439	654
Hispanic	323,361	84,015	45,423	129,438	13.3%	192,779,702	606
Asian/other	179,445	19,239	10,991	30,230	3.1%	44,938,653	572
<b>Family structure</b>							
Married parent	1,118,270	127,232	62,146	189,379	19.4%	270,474,688	604
Single parent	360,854	84,979	44,518	129,497	13.3%	184,726,150	633
Married, no kids	1,144,411	116,167	70,773	186,940	19.2%	259,159,966	667
Unmarried, no kids	1,324,648	336,854	132,253	469,108	48.1%	721,039,644	658
<b>Work hours</b>							
Part time (<20h)	195,207	95,419	23,887	119,305	12.2%	106,909,806	310
Mid time (20–34)	481,090	221,363	59,661	281,024	28.8%	448,357,118	641
Full time (35+)	3,271,886	348,450	226,143	574,593	58.9%	880,133,523	718
<b>Education</b>							
Less than high school	384,816	184,106	39,502	223,608	22.9%	422,243,473	768
High school	1,115,933	250,515	121,431	371,946	38.2%	530,634,423	666
Some college	751,630	144,241	81,794	226,035	23.2%	289,354,021	534
Associate degree	372,401	49,552	28,695	78,247	8.0%	100,683,457	648
Bachelor's or higher	1,323,403	36,819	38,268	75,087	7.7%	92,485,074	517
<b>Family income</b>							
Less than \$10,000	215,355	92,134	29,100	121,234	12.4%	194,737,998	668
\$10,000–\$14,999	163,546	67,938	25,462	93,399	9.6%	149,702,962	731
\$15,000–\$19,999	136,913	67,492	20,860	88,352	9.1%	155,810,024	683
\$20,000–\$24,999	208,992	53,242	33,746	86,987	8.9%	121,619,182	617
\$25,000 - \$29,999	233,893	45,822	29,769	75,591	7.8%	101,251,417	548
\$30,000–\$34,999	214,441	33,357	22,141	55,498	5.7%	83,087,884	617
\$35,000–\$39,999	216,239	38,568	14,575	53,143	5.5%	90,392,117	792
\$40,000–\$49,999	370,128	51,097	25,852	76,948	7.9%	118,187,648	708
\$50,000–\$59,999	381,363	57,493	31,675	89,168	9.1%	107,238,247	702
\$60,000–\$74,999	489,817	66,236	28,190	94,426	9.7%	141,676,527	665
\$75,000–\$99,999	575,767	43,298	24,485	67,783	7.0%	83,081,602	498
\$100,000–\$149,999	450,612	30,940	20,109	51,049	5.2%	46,437,507	399
\$150,000 or more	291,116	17,616	3,728	21,343	2.2%	42,177,332	685

	Est. # of children	Directly affected	Indirectly affected	Total affected	% of children
Children with at least one affected parent	2,649,752	450,241	447,194	897,435	33.9%

Category	Average share of family income earned by affected worker	Share of affected who are sole providers of family income
All affected	56.5%	26.9%
Parents affected	63.5%	32.4%

**Notes:** Estimates describe affected population, where indicated, within specified state of Harkin/Miller proposal to raise federal minimum wage to \$9.80 over three years. Demographic profile and average annual wage increase value reflect the affected population and wage increase occurring in the third year (i.e., in step up to \$9.80/hour). The total wage increase is the total over all three steps.

**Source:** Authors' analysis of Harkin/Miller proposal using Current Population Survey Outgoing Rotation Group microdata, 2011

Hawaii

Characteristics of workers who would be affected by increasing the federal minimum wage to \$9.80 by July 2014							
Category	Est. workforce	Directly affected	Indirectly affected	Total affected	% of total affected	Total wage increase	Avg. annual wage increase
TOTAL	534,005	72,313	35,127	107,440	100%	\$158,410,207	\$631
Gender							
Female	264,817	40,375	18,310	58,685	54.6%	84,111,726	603
Male	269,188	31,939	16,817	48,756	45.4%	74,298,481	665
Age							
20 or older	521,446	65,095	33,471	98,567	91.7%	146,111,389	640
Under 20	12,559	7,218	1,656	8,874	8.3%	12,298,818	541
Race/ethnicity							
Non-Hispanic white	96,783	7,557	3,021	10,579	9.8%	18,514,811	795
Black	11,290	3,311	1,069	4,380	4.1%	8,288,203	777
Hispanic	41,355	7,901	3,810	11,711	10.9%	16,614,608	800
Asian/other	384,576	53,544	27,227	80,771	75.2%	114,992,585	578
Family structure							
Married parent	132,080	13,151	7,123	20,274	18.9%	28,959,538	661
Single parent	46,147	6,457	2,886	9,343	8.7%	10,845,225	537
Married, no kids	150,929	12,291	7,971	20,262	18.9%	27,471,090	554
Unmarried, no kids	204,850	40,414	17,147	57,562	53.6%	91,134,353	664
Work hours							
Part time (<20h)	30,550	10,024	4,836	14,860	13.8%	8,439,223	235
Mid time (20–34)	80,285	21,877	10,334	32,211	30.0%	40,919,185	482
Full time (35+)	423,170	40,413	19,957	60,369	56.2%	109,051,798	809
Education							
Less than high school	28,041	7,517	3,052	10,568	9.8%	15,326,805	608
High school	167,097	32,661	13,291	45,952	42.8%	71,137,589	700
Some college	108,088	19,127	10,080	29,208	27.2%	41,616,667	551
Associate degree	63,088	6,104	3,892	9,997	9.3%	12,698,545	563
Bachelor's or higher	167,691	6,904	4,812	11,716	10.9%	17,630,602	644
Family income							
Less than \$10,000	18,038	6,714	2,505	9,219	8.6%	11,007,284	496
\$10,000–\$14,999	19,144	6,792	2,133	8,925	8.3%	14,123,917	651
\$15,000–\$19,999	14,993	3,970	2,403	6,373	5.9%	9,671,588	692
\$20,000–\$24,999	20,563	4,396	3,087	7,483	7.0%	10,843,062	728
\$25,000 - \$29,999	25,683	4,978	2,993	7,971	7.4%	10,339,024	546
\$30,000–\$34,999	27,535	4,975	1,869	6,844	6.4%	11,064,787	801
\$35,000–\$39,999	21,886	3,118	1,956	5,073	4.7%	9,187,013	633
\$40,000–\$49,999	47,450	6,110	2,950	9,060	8.4%	13,540,667	594
\$50,000–\$59,999	49,413	3,466	1,978	5,443	5.1%	7,422,067	553
\$60,000–\$74,999	71,951	9,224	2,959	12,183	11.3%	21,310,209	695
\$75,000–\$99,999	72,590	6,416	3,611	10,026	9.3%	11,363,817	587
\$100,000–\$149,999	83,821	7,250	3,447	10,697	10.0%	19,159,954	650
\$150,000 or more	60,938	4,906	3,237	8,143	7.6%	9,376,818	597

	Est. # of children	Directly affected	Indirectly affected	Total affected	% of children
Children with at least one affected parent	304,378	50,229	50,584	100,813	33.1%

Category	Average share of family income earned by affected worker	Share of affected who are sole providers of family income
All affected	47.4%	19.3%
Parents affected	57.5%	29.0%

**Notes:** Estimates describe affected population, where indicated, within specified state of Harkin/Miller proposal to raise federal minimum wage to \$9.80 over three years. Demographic profile and average annual wage increase value reflect the affected population and wage increase occurring in the third year (i.e., in step up to \$9.80/hour). The total wage increase is the total over all three steps. **Source:** Authors' analysis of Harkin/Miller proposal using Current Population Survey Outgoing Rotation Group microdata, 2011

# Idaho

**Characteristics of workers who would be affected by increasing the federal minimum wage to \$9.80 by July 2014**

Category	Est. workforce	Directly affected	Indirectly affected	Total affected	% of total affected	Total wage increase	Avg. annual wage increase
<b>TOTAL</b>	<b>602,634</b>	<b>122,438</b>	<b>49,933</b>	<b>172,371</b>	<b>100%</b>	<b>\$283,467,060</b>	<b>\$805</b>
<b>Gender</b>							
Female	277,604	62,351	28,980	91,331	53.0%	132,798,231	688
Male	325,031	60,087	20,953	81,040	47.0%	150,668,829	936
<b>Age</b>							
20 or older	580,496	106,074	46,576	152,650	88.6%	254,296,492	829
Under 20	22,138	16,364	3,357	19,721	11.4%	29,170,568	613
<b>Race/ethnicity</b>							
Non-Hispanic white	501,160	88,731	33,653	122,384	71.0%	191,484,955	767
Black	6,640	2,954	769	3,723	2.2%	4,643,185	569
Hispanic	74,203	27,094	13,123	40,217	23.3%	80,385,079	962
Asian/other	20,632	3,659	2,387	6,047	3.5%	6,953,841	654
<b>Family structure</b>							
Married parent	214,190	29,666	15,034	44,701	25.9%	73,244,156	777
Single parent	36,597	6,493	4,978	11,471	6.7%	15,566,719	791
Married, no kids	173,024	27,524	13,895	41,418	24.0%	62,948,018	763
Unmarried, no kids	178,823	58,755	16,026	74,781	43.4%	131,708,168	846
<b>Work hours</b>							
Part time (<20h)	50,035	26,472	6,216	32,688	19.0%	26,576,793	349
Mid time (20–34)	97,605	41,233	13,902	55,135	32.0%	85,927,143	684
Full time (35+)	454,994	54,734	29,815	84,548	49.1%	170,963,124	1,059
<b>Education</b>							
Less than high school	65,403	31,903	10,761	42,663	24.8%	78,085,157	853
High school	178,634	42,880	19,024	61,904	35.9%	101,950,779	751
Some college	137,288	30,104	12,178	42,283	24.5%	61,952,904	689
Associate degree	63,605	10,328	3,965	14,293	8.3%	20,182,151	853
Bachelor's or higher	157,704	7,224	4,005	11,229	6.5%	21,296,069	1,294
<b>Family income</b>							
Less than \$10,000	30,227	19,171	4,021	23,193	13.5%	36,664,013	751
\$10,000–\$14,999	26,508	10,451	4,565	15,016	8.7%	23,746,765	717
\$15,000–\$19,999	28,333	11,755	5,027	16,782	9.7%	29,913,339	820
\$20,000–\$24,999	31,189	7,420	3,925	11,345	6.6%	18,796,959	802
\$25,000 - \$29,999	41,880	9,677	4,280	13,957	8.1%	24,184,920	847
\$30,000–\$34,999	41,732	9,129	5,626	14,755	8.6%	21,880,289	663
\$35,000–\$39,999	30,207	6,277	2,861	9,138	5.3%	16,096,673	865
\$40,000–\$49,999	56,818	9,834	2,319	12,153	7.1%	19,640,773	832
\$50,000–\$59,999	66,252	10,046	5,514	15,560	9.0%	24,229,740	698
\$60,000–\$74,999	79,016	9,069	5,115	14,183	8.2%	22,862,626	793
\$75,000–\$99,999	75,922	8,440	2,201	10,641	6.2%	20,866,869	907
\$100,000–\$149,999	63,345	7,917	2,599	10,516	6.1%	13,158,620	627
\$150,000 or more	31,203	3,253	1,879	5,132	3.0%	11,425,475	1,880

	Est. # of children	Directly affected	Indirectly affected	Total affected	% of children
Children with at least one affected parent	423,591	68,388	74,406	142,794	33.7%

Category	Average share of family income earned by affected worker	Share of affected who are sole providers of family income
All affected	54.6%	22.6%
Parents affected	59.4%	27.2%

**Notes:** Estimates describe affected population, where indicated, within specified state of Harkin/Miller proposal to raise federal minimum wage to \$9.80 over three years. Demographic profile and average annual wage increase value reflect the affected population and wage increase occurring in the third year (i.e., in step up to \$9.80/hour). The total wage increase is the total over all three steps.

**Source:** Authors' analysis of Harkin/Miller proposal using Current Population Survey Outgoing Rotation Group microdata, 2011

Illinois

Characteristics of workers who would be affected by increasing the federal minimum wage to \$9.80 by July 2014							
Category	Est. workforce	Directly affected	Indirectly affected	Total affected	% of total affected	Total wage increase	Avg. annual wage increase
TOTAL	5,505,825	830,183	408,042	1,238,225	100%	\$1,384,249,158	\$664
Gender							
Female	2,631,426	452,477	203,921	656,398	53.0%	717,881,224	663
Male	2,874,399	377,706	204,121	581,827	47.0%	666,367,935	664
Age							
20 or older	5,319,762	699,089	390,755	1,089,844	88.0%	1,210,385,122	666
Under 20	186,063	131,094	17,287	148,381	12.0%	173,864,036	651
Race/ethnicity							
Non-Hispanic white	3,904,476	511,776	219,683	731,459	59.1%	820,296,513	659
Black	611,742	107,912	76,914	184,826	14.9%	185,590,467	623
Hispanic	711,616	173,822	84,363	258,186	20.9%	316,747,338	729
Asian/other	277,991	36,673	27,082	63,754	5.1%	61,614,841	568
Family structure							
Married parent	1,479,681	131,626	84,064	215,690	17.4%	249,020,911	699
Single parent	385,650	77,685	44,294	121,979	9.9%	133,780,345	675
Married, no kids	1,487,752	127,056	91,697	218,754	17.7%	226,279,973	630
Unmarried, no kids	2,152,741	493,816	187,987	681,803	55.1%	775,167,930	662
Work hours							
Part time (<20h)	363,855	153,841	49,625	203,466	16.4%	113,511,408	289
Mid time (20–34)	812,255	288,321	107,554	395,876	32.0%	447,783,289	673
Full time (35+)	4,329,715	388,021	250,863	638,884	51.6%	822,954,461	777
Education							
Less than high school	473,681	202,272	51,656	253,929	20.5%	334,607,024	771
High school	1,422,172	251,875	135,352	387,228	31.3%	411,939,418	636
Some college	1,122,828	232,722	121,369	354,091	28.6%	364,640,383	627
Associate degree	505,009	69,417	31,580	100,997	8.2%	134,814,665	756
Bachelor's or higher	1,982,134	73,897	68,084	141,981	11.5%	138,247,669	572
Family income							
Less than \$10,000	206,192	85,791	25,038	110,829	9.0%	127,012,517	684
\$10,000–\$14,999	163,273	57,297	17,215	74,512	6.0%	97,009,191	813
\$15,000–\$19,999	157,948	41,767	22,732	64,499	5.2%	68,872,332	669
\$20,000–\$24,999	233,612	60,815	39,868	100,683	8.1%	114,126,923	683
\$25,000 - \$29,999	287,938	66,335	30,196	96,531	7.8%	126,338,319	767
\$30,000–\$34,999	279,668	45,723	34,842	80,565	6.5%	87,249,356	648
\$35,000–\$39,999	261,800	52,680	34,350	87,029	7.0%	88,425,221	567
\$40,000–\$49,999	466,977	59,521	32,430	91,951	7.4%	104,799,504	717
\$50,000–\$59,999	540,805	82,507	40,790	123,297	10.0%	127,219,730	553
\$60,000–\$74,999	673,524	73,356	42,514	115,870	9.4%	107,000,276	534
\$75,000–\$99,999	821,321	80,663	35,218	115,881	9.4%	127,074,457	667
\$100,000–\$149,999	844,461	77,678	35,110	112,788	9.1%	144,629,519	787
\$150,000 or more	568,307	46,050	17,739	63,789	5.2%	64,491,815	564

	Est. # of children	Directly affected	Indirectly affected	Total affected	% of children
Children with at least one affected parent	3,218,590	444,007	421,889	865,896	26.9%

Category	Average share of family income earned by affected worker	Share of affected who are sole providers of family income
All affected	45.9%	16.1%
Parents affected	58.7%	24.9%

**Notes:** Estimates describe affected population, where indicated, within specified state of Harkin/Miller proposal to raise federal minimum wage to \$9.80 over three years. Demographic profile and average annual wage increase value reflect the affected population and wage increase occurring in the third year (i.e., in step up to \$9.80/hour). The total wage increase is the total over all three steps.

**Source:** Authors' analysis of Harkin/Miller proposal using Current Population Survey Outgoing Rotation Group microdata, 2011



# Indiana

## Characteristics of workers who would be affected by increasing the federal minimum wage to \$9.80 by July 2014

Category	Est. workforce	Directly affected	Indirectly affected	Total affected	% of total affected	Total wage increase	Avg. annual wage increase
<b>TOTAL</b>	<b>2,731,611</b>	<b>435,764</b>	<b>196,432</b>	<b>632,196</b>	<b>100%</b>	<b>\$901,528,458</b>	<b>\$614</b>
<b>Gender</b>							
Female	1,287,219	263,384	101,922	365,306	57.8%	552,332,767	641
Male	1,444,392	172,380	94,511	266,890	42.2%	349,195,691	579
<b>Age</b>							
20 or older	2,621,448	358,660	188,154	546,815	86.5%	770,256,947	617
Under 20	110,163	77,104	8,278	85,382	13.5%	131,271,511	595
<b>Race/ethnicity</b>							
Non-Hispanic white	2,359,392	354,874	158,215	513,089	81.2%	738,257,651	618
Black	190,218	34,720	22,829	57,549	9.1%	69,056,282	516
Hispanic	128,054	35,125	13,019	48,145	7.6%	65,666,411	621
Asian/other	53,948	11,045	2,369	13,414	2.1%	28,548,114	897
<b>Family structure</b>							
Married parent	770,530	56,296	48,231	104,526	16.5%	108,882,364	512
Single parent	225,942	59,995	13,400	73,395	11.6%	126,456,047	699
Married, no kids	811,151	81,696	45,914	127,611	20.2%	154,023,713	587
Unmarried, no kids	923,988	237,777	88,887	326,665	51.7%	512,166,334	639
<b>Work hours</b>							
Part time (<20h)	159,993	78,847	9,395	88,242	14.0%	88,779,351	366
Mid time (20–34)	438,331	175,327	54,005	229,332	36.3%	335,230,586	609
Full time (35+)	2,133,287	181,591	133,032	314,622	49.8%	477,518,521	688
<b>Education</b>							
Less than high school	247,287	115,323	20,667	135,990	21.5%	223,322,262	664
High school	953,419	160,770	92,758	253,528	40.1%	331,620,536	587
Some college	538,530	107,423	52,403	159,826	25.3%	231,708,135	627
Associate degree	270,214	23,512	15,892	39,404	6.2%	45,312,890	530
Bachelor's or higher	722,161	28,736	14,713	43,448	6.9%	69,564,634	652
<b>Family income</b>							
Less than \$10,000	102,091	44,500	10,172	54,671	8.6%	101,264,301	698
\$10,000–\$14,999	128,323	49,790	9,789	59,579	9.4%	110,114,200	715
\$15,000–\$19,999	79,884	36,675	5,261	41,936	6.6%	74,958,703	769
\$20,000–\$24,999	122,348	25,717	22,320	48,037	7.6%	51,858,513	548
\$25,000 - \$29,999	152,081	28,045	12,978	41,023	6.5%	69,820,207	701
\$30,000–\$34,999	161,209	15,319	19,338	34,658	5.5%	39,527,627	502
\$35,000–\$39,999	144,864	23,587	5,800	29,386	4.6%	44,762,681	650
\$40,000–\$49,999	279,961	34,495	22,289	56,784	9.0%	63,989,569	531
\$50,000–\$59,999	342,822	43,997	14,799	58,796	9.3%	80,086,850	628
\$60,000–\$74,999	312,779	50,586	19,509	70,095	11.1%	101,133,949	651
\$75,000–\$99,999	401,714	37,261	21,240	58,500	9.3%	71,705,972	530
\$100,000–\$149,999	371,805	43,004	26,013	69,017	10.9%	84,107,357	532
\$150,000 or more	131,729	2,790	6,926	9,715	1.5%	8,198,528	349

	Est. # of children	Directly affected	Indirectly affected	Total affected	% of children
Children with at least one affected parent	1,626,889	209,917	224,704	434,621	26.7%

Category	Average share of family income earned by affected worker	Share of affected who are sole providers of family income
All affected	48.7%	19.1%
Parents affected	56.8%	25.8%

**Notes:** Estimates describe affected population, where indicated, within specified state of Harkin/Miller proposal to raise federal minimum wage to \$9.80 over three years. Demographic profile and average annual wage increase value reflect the affected population and wage increase occurring in the third year (i.e., in step up to \$9.80/hour). The total wage increase is the total over all three steps.

**Source:** Authors' analysis of Harkin/Miller proposal using Current Population Survey Outgoing Rotation Group microdata, 2011

Iowa

Characteristics of workers who would be affected by increasing the federal minimum wage to \$9.80 by July 2014							
Category	Est. workforce	Directly affected	Indirectly affected	Total affected	% of total affected	Total wage increase	Avg. annual wage increase
TOTAL	1,411,783	224,956	106,799	331,755	100%	\$419,100,487	\$560
Gender							
Female	696,163	124,103	58,487	182,589	55.0%	233,596,576	544
Male	715,621	100,854	48,312	149,165	45.0%	185,503,911	580
Age							
20 or older	1,342,967	170,433	99,219	269,652	81.3%	336,905,591	576
Under 20	68,816	54,523	7,579	62,102	18.7%	82,194,895	489
Race/ethnicity							
Non-Hispanic white	1,265,400	183,327	88,553	271,881	82.0%	331,160,462	542
Black	32,393	9,762	3,119	12,881	3.9%	20,355,039	752
Hispanic	69,527	20,950	7,574	28,524	8.6%	43,294,310	650
Asian/other	44,464	10,917	7,552	18,469	5.6%	24,290,677	559
Family structure							
Married parent	395,886	25,960	18,898	44,858	13.5%	55,341,422	638
Single parent	98,052	23,345	7,558	30,903	9.3%	48,738,610	649
Married, no kids	426,673	39,100	33,075	72,175	21.8%	77,814,139	507
Unmarried, no kids	491,172	136,551	47,268	183,819	55.4%	237,206,315	547
Work hours							
Part time (<20h)	112,888	62,263	18,222	80,486	24.3%	63,725,252	328
Mid time (20–34)	203,872	77,764	22,418	100,183	30.2%	144,034,185	587
Full time (35+)	1,095,023	84,929	66,158	151,086	45.5%	211,341,049	666
Education							
Less than high school	121,556	61,051	13,405	74,456	22.4%	110,931,399	578
High school	423,369	68,749	36,199	104,949	31.6%	134,456,786	601
Some college	267,040	58,450	24,509	82,959	25.0%	100,093,202	556
Associate degree	210,753	15,417	20,097	35,514	10.7%	30,305,989	417
Bachelor's or higher	389,066	21,290	12,587	33,877	10.2%	43,313,110	553
Family income							
Less than \$10,000	53,670	25,746	7,107	32,853	9.9%	41,953,806	603
\$10,000–\$14,999	55,738	24,696	4,796	29,491	8.9%	43,382,719	621
\$15,000–\$19,999	48,118	12,880	9,569	22,449	6.8%	29,332,250	546
\$20,000–\$24,999	66,320	15,855	8,937	24,791	7.5%	37,687,819	680
\$25,000 - \$29,999	63,013	14,109	4,928	19,038	5.7%	28,277,066	589
\$30,000–\$34,999	89,036	19,021	8,084	27,105	8.2%	40,486,581	629
\$35,000–\$39,999	99,975	16,241	10,299	26,540	8.0%	35,653,210	571
\$40,000–\$49,999	131,211	20,394	14,651	35,045	10.6%	35,339,986	466
\$50,000–\$59,999	160,981	21,195	12,472	33,667	10.1%	42,512,208	610
\$60,000–\$74,999	189,143	16,929	8,086	25,014	7.5%	27,847,819	486
\$75,000–\$99,999	231,228	22,447	8,857	31,303	9.4%	34,343,335	501
\$100,000–\$149,999	157,083	11,294	4,895	16,189	4.9%	18,372,912	510
\$150,000 or more	66,267	4,151	4,119	8,269	2.5%	3,910,775	264

	Est. # of children	Directly affected	Indirectly affected	Total affected	% of children
Children with at least one affected parent	733,668	89,157	111,530	200,687	27.4%

Category	Average share of family income earned by affected worker	Share of affected who are sole providers of family income
All affected	48.6%	18.5%
Parents affected	55.1%	21.7%

**Notes:** Estimates describe affected population, where indicated, within specified state of Harkin/Miller proposal to raise federal minimum wage to \$9.80 over three years. Demographic profile and average annual wage increase value reflect the affected population and wage increase occurring in the third year (i.e., in step up to \$9.80/hour). The total wage increase is the total over all three steps.

**Source:** Authors' analysis of Harkin/Miller proposal using Current Population Survey Outgoing Rotation Group microdata, 2011

# Kansas

Characteristics of workers who would be affected by increasing the federal minimum wage to \$9.80 by July 2014

Category	Est. workforce	Directly affected	Indirectly affected	Total affected	% of total affected	Total wage increase	Avg. annual wage increase
TOTAL	1,288,903	214,585	79,445	294,030	100%	\$442,105,547	\$668
Gender							
Female	623,346	126,485	43,410	169,894	57.8%	244,321,030	638
Male	665,556	88,101	36,035	124,136	42.2%	197,784,517	709
Age							
20 or older	1,235,512	174,488	73,945	248,433	84.5%	365,775,564	668
Under 20	53,391	40,098	5,500	45,598	15.5%	76,329,984	670
Race/ethnicity							
Non-Hispanic white	1,070,609	159,907	55,722	215,629	73.3%	320,195,072	648
Black	60,103	14,701	5,916	20,616	7.0%	29,244,025	636
Hispanic	93,548	27,609	13,862	41,471	14.1%	63,069,160	771
Asian/other	64,643	12,368	3,946	16,314	5.5%	29,597,290	718
Family structure							
Married parent	346,549	33,572	13,757	47,329	16.1%	74,560,916	753
Single parent	93,151	19,504	7,776	27,280	9.3%	45,497,899	757
Married, no kids	375,428	32,164	18,418	50,582	17.2%	61,344,434	563
Unmarried, no kids	473,774	129,345	39,494	168,839	57.4%	260,702,298	662
Work hours							
Part time (<20h)	84,388	46,382	10,325	56,708	19.3%	48,575,834	330
Mid time (20–34)	172,572	68,922	17,231	86,153	29.3%	136,327,932	666
Full time (35+)	1,031,943	99,281	51,889	151,169	51.4%	257,201,781	797
Education							
Less than high school	103,993	50,951	9,156	60,106	20.4%	104,901,903	795
High school	303,323	70,254	24,145	94,399	32.1%	150,760,943	694
Some college	265,198	58,338	24,879	83,216	28.3%	109,663,451	591
Associate degree	153,616	17,010	9,081	26,091	8.9%	39,374,839	651
Bachelor's or higher	462,773	18,033	12,184	30,217	10.3%	37,404,411	566
Family income							
Less than \$10,000	49,476	22,530	7,844	30,374	10.3%	45,686,908	649
\$10,000–\$14,999	46,568	16,957	4,784	21,742	7.4%	39,856,443	803
\$15,000–\$19,999	56,362	18,368	4,953	23,321	7.9%	41,862,917	849
\$20,000–\$24,999	63,313	17,431	8,226	25,657	8.7%	42,436,797	705
\$25,000 - \$29,999	83,928	18,614	9,643	28,256	9.6%	38,940,753	610
\$30,000–\$34,999	75,648	18,938	6,714	25,652	8.7%	35,754,773	644
\$35,000–\$39,999	70,278	9,105	6,263	15,368	5.2%	20,298,917	644
\$40,000–\$49,999	135,166	22,959	8,886	31,846	10.8%	42,199,044	625
\$50,000–\$59,999	113,457	13,439	3,791	17,230	5.9%	35,851,948	830
\$60,000–\$74,999	144,370	8,853	5,878	14,731	5.0%	18,973,352	602
\$75,000–\$99,999	201,615	21,942	6,428	28,370	9.6%	36,742,751	597
\$100,000–\$149,999	156,789	15,674	3,996	19,671	6.7%	24,747,365	514
\$150,000 or more	91,934	9,775	2,037	11,812	4.0%	18,753,578	653

	Est. # of children	Directly affected	Indirectly affected	Total affected	% of children
Children with at least one affected parent	724,406	105,577	99,216	204,793	28.3%

Category	Average share of family income earned by affected worker	Share of affected who are sole providers of family income
All affected	51.1%	19.5%
Parents affected	62.6%	24.7%

**Notes:** Estimates describe affected population, where indicated, within specified state of Harkin/Miller proposal to raise federal minimum wage to \$9.80 over three years. Demographic profile and average annual wage increase value reflect the affected population and wage increase occurring in the third year (i.e., in step up to \$9.80/hour). The total wage increase is the total over all three steps.

**Source:** Authors' analysis of Harkin/Miller proposal using Current Population Survey Outgoing Rotation Group microdata, 2011

# Kentucky

## Characteristics of workers who would be affected by increasing the federal minimum wage to \$9.80 by July 2014

Category	Est. workforce	Directly affected	Indirectly affected	Total affected	% of total affected	Total wage increase	Avg. annual wage increase
<b>TOTAL</b>	<b>1,706,697</b>	<b>296,250</b>	<b>135,101</b>	<b>431,350</b>	<b>100%</b>	<b>\$606,245,580</b>	<b>\$607</b>
<b>Gender</b>							
Female	847,607	162,344	67,993	230,336	53.4%	326,075,016	621
Male	859,090	133,906	67,108	201,014	46.6%	280,170,564	592
<b>Age</b>							
20 or older	1,655,636	258,308	128,430	386,738	89.7%	535,650,238	607
Under 20	51,061	37,942	6,670	44,612	10.3%	70,595,342	612
<b>Race/ethnicity</b>							
Non-Hispanic white	1,501,313	235,116	110,577	345,692	80.1%	480,094,555	605
Black	110,308	24,663	11,736	36,399	8.4%	43,311,640	525
Hispanic	61,769	32,362	9,839	42,201	9.8%	73,807,277	708
Asian/other	33,307	4,109	2,949	7,058	1.6%	9,032,108	533
<b>Family structure</b>							
Married parent	478,094	50,920	30,926	81,846	19.0%	118,637,503	615
Single parent	144,505	29,102	17,170	46,271	10.7%	61,067,029	551
Married, no kids	494,919	57,791	30,430	88,221	20.5%	114,822,824	600
Unmarried, no kids	589,179	158,436	56,575	215,011	49.8%	311,718,225	619
<b>Work hours</b>							
Part time (<20h)	93,919	42,076	13,624	55,700	12.9%	44,223,265	298
Mid time (20–34)	236,263	104,578	29,784	134,363	31.1%	185,892,225	553
Full time (35+)	1,376,515	149,595	91,692	241,287	55.9%	376,130,090	709
<b>Education</b>							
Less than high school	150,478	73,971	16,543	90,515	21.0%	157,755,459	704
High school	534,246	111,739	55,581	167,320	38.8%	229,450,066	615
Some college	347,172	73,290	33,729	107,019	24.8%	143,622,092	578
Associate degree	195,030	19,002	15,777	34,779	8.1%	39,606,851	505
Bachelor's or higher	479,771	18,247	13,470	31,717	7.4%	35,811,112	500
<b>Family income</b>							
Less than \$10,000	76,967	34,224	11,992	46,217	10.7%	68,046,444	691
\$10,000–\$14,999	80,432	31,851	7,202	39,052	9.1%	55,059,481	626
\$15,000–\$19,999	84,176	27,011	15,689	42,700	9.9%	57,302,561	543
\$20,000–\$24,999	96,137	30,396	19,686	50,083	11.6%	67,411,208	613
\$25,000 - \$29,999	92,045	22,707	10,103	32,810	7.6%	43,484,211	564
\$30,000–\$34,999	129,730	27,961	4,492	32,453	7.5%	65,393,278	798
\$35,000–\$39,999	87,810	18,101	9,210	27,311	6.3%	37,560,873	630
\$40,000–\$49,999	181,283	23,615	11,070	34,685	8.0%	57,924,671	639
\$50,000–\$59,999	156,532	24,906	12,467	37,372	8.7%	55,431,772	689
\$60,000–\$74,999	224,670	18,725	16,861	35,586	8.2%	36,134,666	466
\$75,000–\$99,999	231,258	14,788	7,680	22,468	5.2%	28,011,888	496
\$100,000–\$149,999	191,200	15,852	8,648	24,500	5.7%	27,277,248	481
\$150,000 or more	74,456	6,113	-	6,113	1.4%	7,207,279	427

	Est. # of children	Directly affected	Indirectly affected	Total affected	% of children
Children with at least one affected parent	1,041,531	147,209	148,013	295,221	28.3%

Category	Average share of family income earned by affected worker	Share of affected who are sole providers of family income
All affected	56.1%	20.6%
Parents affected	63.2%	28.7%

**Notes:** Estimates describe affected population, where indicated, within specified state of Harkin/Miller proposal to raise federal minimum wage to \$9.80 over three years. Demographic profile and average annual wage increase value reflect the affected population and wage increase occurring in the third year (i.e., in step up to \$9.80/hour). The total wage increase is the total over all three steps.

**Source:** Authors' analysis of Harkin/Miller proposal using Current Population Survey Outgoing Rotation Group microdata, 2011

# Louisiana

Characteristics of workers who would be affected by increasing the federal minimum wage to \$9.80 by July 2014							
Category	Est. workforce	Directly affected	Indirectly affected	Total affected	% of total affected	Total wage increase	Avg. annual wage increase
TOTAL	1,743,560	306,505	144,722	451,227	100%	\$691,677,569	\$680
Gender							
Female	836,750	187,557	73,970	261,527	58.0%	405,703,228	649
Male	906,810	118,949	70,751	189,700	42.0%	285,974,340	722
Age							
20 or older	1,682,202	263,335	141,505	404,840	89.7%	621,923,058	690
Under 20	61,357	43,170	3,217	46,387	10.3%	69,754,510	592
Race/ethnicity							
Non-Hispanic white	1,135,119	158,807	79,655	238,462	52.8%	337,150,844	667
Black	489,907	127,646	55,438	183,084	40.6%	315,751,031	712
Hispanic	71,954	16,035	8,342	24,377	5.4%	32,691,490	586
Asian/other	46,579	4,018	1,286	5,304	1.2%	6,084,203	564
Family structure							
Married parent	471,190	42,206	37,464	79,669	17.7%	91,804,038	506
Single parent	180,977	58,478	17,754	76,232	16.9%	130,297,763	722
Married, no kids	475,510	59,055	21,733	80,788	17.9%	146,147,829	940
Unmarried, no kids	615,882	146,767	67,772	214,538	47.5%	323,427,939	632
Work hours							
Part time (<20h)	95,488	45,435	8,377	53,812	11.9%	45,054,912	301
Mid time (20–34)	208,322	85,511	26,655	112,166	24.9%	163,112,322	573
Full time (35+)	1,439,750	175,559	109,690	285,249	63.2%	483,510,335	794
Education							
Less than high school	173,771	77,440	15,377	92,817	20.6%	139,471,856	610
High school	579,388	129,201	56,274	185,474	41.1%	325,954,682	803
Some college	327,604	62,968	33,536	96,505	21.4%	142,166,162	664
Associate degree	149,145	13,656	15,139	28,795	6.4%	26,203,699	433
Bachelor's or higher	513,652	23,241	24,396	47,636	10.6%	57,881,170	521
Family income							
Less than \$10,000	54,774	26,152	5,739	31,891	7.1%	58,305,623	707
\$10,000–\$14,999	95,632	42,728	17,285	60,012	13.3%	97,415,128	653
\$15,000–\$19,999	64,582	20,326	9,946	30,272	6.7%	55,050,181	801
\$20,000–\$24,999	92,276	24,986	16,353	41,338	9.2%	69,380,005	813
\$25,000 - \$29,999	99,387	18,596	7,083	25,679	5.7%	38,458,462	802
\$30,000–\$34,999	89,426	15,275	4,993	20,268	4.5%	39,097,981	761
\$35,000–\$39,999	84,331	9,972	6,627	16,598	3.7%	16,364,195	408
\$40,000–\$49,999	150,317	27,619	7,852	35,471	7.9%	72,442,474	923
\$50,000–\$59,999	161,273	23,264	14,241	37,506	8.3%	54,195,910	633
\$60,000–\$74,999	235,133	30,821	21,520	52,341	11.6%	56,002,510	464
\$75,000–\$99,999	257,059	29,752	11,656	41,408	9.2%	61,798,318	802
\$100,000–\$149,999	215,876	16,134	13,275	29,410	6.5%	26,837,402	344
\$150,000 or more	143,493	20,881	8,153	29,034	6.4%	46,329,378	698

	Est. # of children	Directly affected	Indirectly affected	Total affected	% of children
Children with at least one affected parent	1,176,216	193,583	184,914	378,497	32.2%

Category	Average share of family income earned by affected worker	Share of affected who are sole providers of family income
All affected	52.3%	23.5%
Parents affected	57.7%	27.8%

**Notes:** Estimates describe affected population, where indicated, within specified state of Harkin/Miller proposal to raise federal minimum wage to \$9.80 over three years. Demographic profile and average annual wage increase value reflect the affected population and wage increase occurring in the third year (i.e., in step up to \$9.80/hour). The total wage increase is the total over all three steps.

**Source:** Authors' analysis of Harkin/Miller proposal using Current Population Survey Outgoing Rotation Group microdata, 2011

Maine

Characteristics of workers who would be affected by increasing the federal minimum wage to \$9.80 by July 2014							
Category	Est. workforce	Directly affected	Indirectly affected	Total affected	% of total affected	Total wage increase	Avg. annual wage increase
TOTAL	564,874	76,021	41,032	117,053	100%	\$131,752,237	\$550
Gender							
Female	286,663	45,720	23,668	69,388	59.3%	74,708,118	529
Male	278,211	30,302	17,364	47,666	40.7%	57,044,119	579
Age							
20 or older	538,247	57,387	37,491	94,878	81.1%	102,915,820	549
Under 20	26,627	18,635	3,541	22,175	18.9%	28,836,417	553
Race/ethnicity							
Non-Hispanic white	543,612	71,858	38,455	110,313	94.2%	124,631,525	553
Black	4,943	1,376	187	1,564	1.3%	2,807,828	826
Hispanic	3,944	844	389	1,233	1.1%	1,311,516	456
Asian/other	12,375	1,942	2,001	3,943	3.4%	3,001,368	374
Family structure							
Married parent	140,465	6,269	5,496	11,765	10.1%	8,160,632	431
Single parent	36,054	7,705	1,759	9,464	8.1%	15,428,357	766
Married, no kids	182,722	11,328	11,091	22,419	19.2%	21,692,122	451
Unmarried, no kids	205,634	50,719	22,686	73,405	62.7%	86,471,126	571
Work hours							
Part time (<20h)	47,379	21,630	7,610	29,240	25.0%	20,893,079	315
Mid time (20–34)	96,816	28,489	9,628	38,117	32.6%	48,820,335	615
Full time (35+)	420,680	25,903	23,794	49,696	42.5%	62,038,823	639
Education							
Less than high school	34,595	15,408	3,502	18,910	16.2%	22,401,655	527
High school	177,936	30,256	18,034	48,290	41.3%	58,072,163	586
Some college	99,318	17,673	9,686	27,359	23.4%	26,327,709	513
Associate degree	74,622	6,677	3,848	10,525	9.0%	14,377,874	619
Bachelor's or higher	178,403	6,008	5,962	11,970	10.2%	10,572,836	465
Family income							
Less than \$10,000	19,356	6,705	3,623	10,328	8.8%	12,796,229	549
\$10,000–\$14,999	17,285	5,824	3,230	9,054	7.7%	10,254,881	574
\$15,000–\$19,999	19,549	5,685	1,969	7,654	6.5%	11,966,642	761
\$20,000–\$24,999	26,812	5,806	4,612	10,419	8.9%	9,801,346	513
\$25,000 - \$29,999	25,955	2,545	2,771	5,317	4.5%	4,030,169	453
\$30,000–\$34,999	34,756	6,208	2,742	8,950	7.6%	9,901,357	488
\$35,000–\$39,999	30,707	3,471	2,706	6,176	5.3%	5,725,394	504
\$40,000–\$49,999	61,506	9,114	4,245	13,359	11.4%	16,997,375	570
\$50,000–\$59,999	58,289	7,479	3,251	10,730	9.2%	12,182,935	563
\$60,000–\$74,999	71,469	6,152	3,611	9,764	8.3%	9,619,209	476
\$75,000–\$99,999	90,869	7,189	3,737	10,926	9.3%	14,267,433	652
\$100,000–\$149,999	74,345	7,089	3,512	10,601	9.1%	8,966,098	443
\$150,000 or more	33,978	2,754	1,022	3,776	3.2%	5,243,170	610

	Est. # of children	Directly affected	Indirectly affected	Total affected	% of children
Children with at least one affected parent	268,262	25,772	27,724	53,496	19.9%

Category	Average share of family income earned by affected worker	Share of affected who are sole providers of family income
All affected	45.2%	16.6%
Parents affected	54.5%	23.7%

**Notes:** Estimates describe affected population, where indicated, within specified state of Harkin/Miller proposal to raise federal minimum wage to \$9.80 over three years. Demographic profile and average annual wage increase value reflect the affected population and wage increase occurring in the third year (i.e., in step up to \$9.80/hour). The total wage increase is the total over all three steps.

**Source:** Authors' analysis of Harkin/Miller proposal using Current Population Survey Outgoing Rotation Group microdata, 2011

Maryland

Characteristics of workers who would be affected by increasing the federal minimum wage to \$9.80 by July 2014							
Category	Est. workforce	Directly affected	Indirectly affected	Total affected	% of total affected	Total wage increase	Avg. annual wage increase
TOTAL	2,593,732	278,425	152,978	431,403	100%	\$595,142,105	\$613
Gender							
Female	1,296,745	157,440	83,565	241,005	55.9%	338,515,485	610
Male	1,296,987	120,985	69,413	190,398	44.1%	256,626,619	617
Age							
20 or older	2,511,724	228,752	141,244	369,996	85.8%	515,127,259	630
Under 20	82,007	49,673	11,734	61,408	14.2%	80,014,845	511
Race/ethnicity							
Non-Hispanic white	1,452,276	131,802	73,728	205,530	47.6%	257,852,010	558
Black	719,929	81,487	48,471	129,958	30.1%	185,563,462	634
Hispanic	224,525	44,517	21,851	66,367	15.4%	104,779,191	702
Asian/other	197,002	20,620	8,928	29,548	6.8%	46,947,442	703
Family structure							
Married parent	688,533	43,729	31,733	75,463	17.5%	98,569,964	604
Single parent	181,765	21,117	10,778	31,895	7.4%	43,840,455	660
Married, no kids	691,756	45,417	31,433	76,850	17.8%	118,905,036	658
Unmarried, no kids	1,031,677	168,161	79,034	247,195	57.3%	333,826,649	596
Work hours							
Part time (<20h)	138,581	54,318	15,817	70,135	16.3%	52,395,423	294
Mid time (20–34)	282,049	78,519	36,655	115,174	26.7%	146,984,085	538
Full time (35+)	2,173,101	145,588	100,506	246,094	57.0%	395,762,596	739
Education							
Less than high school	194,953	65,305	21,092	86,397	20.0%	138,642,919	670
High school	626,316	85,767	47,619	133,387	30.9%	187,808,093	639
Some college	469,047	83,085	46,164	129,249	30.0%	158,624,961	543
Associate degree	208,562	14,795	16,128	30,923	7.2%	32,627,339	538
Bachelor's or higher	1,094,854	29,473	21,974	51,447	11.9%	77,438,792	672
Family income							
Less than \$10,000	55,719	16,172	4,888	21,060	4.9%	35,676,509	772
\$10,000–\$14,999	46,470	7,993	5,271	13,264	3.1%	20,119,859	676
\$15,000–\$19,999	42,920	10,261	5,766	16,026	3.7%	27,305,605	668
\$20,000–\$24,999	71,695	17,696	6,837	24,533	5.7%	38,372,594	735
\$25,000 - \$29,999	79,135	16,014	3,691	19,706	4.6%	35,301,694	785
\$30,000–\$34,999	94,547	11,228	10,551	21,779	5.0%	23,244,547	506
\$35,000–\$39,999	104,830	16,425	7,630	24,055	5.6%	27,573,667	595
\$40,000–\$49,999	192,406	28,921	14,205	43,126	10.0%	58,502,121	616
\$50,000–\$59,999	216,403	23,804	15,454	39,259	9.1%	56,562,535	627
\$60,000–\$74,999	309,037	30,291	19,739	50,031	11.6%	69,321,612	597
\$75,000–\$99,999	398,347	31,054	21,592	52,645	12.2%	65,571,893	562
\$100,000–\$149,999	538,321	42,117	23,865	65,982	15.3%	87,897,621	560
\$150,000 or more	443,901	26,449	13,488	39,937	9.3%	49,691,846	552

	Est. # of children	Directly affected	Indirectly affected	Total affected	% of children
Children with at least one affected parent	1,385,522	138,476	148,572	287,048	20.7%

Category	Average share of family income earned by affected worker	Share of affected who are sole providers of family income
All affected	36.7%	9.5%
Parents affected	41.6%	9.7%

**Notes:** Estimates describe affected population, where indicated, within specified state of Harkin/Miller proposal to raise federal minimum wage to \$9.80 over three years. Demographic profile and average annual wage increase value reflect the affected population and wage increase occurring in the third year (i.e., in step up to \$9.80/hour). The total wage increase is the total over all three steps.

**Source:** Authors' analysis of Harkin/Miller proposal using Current Population Survey Outgoing Rotation Group microdata, 2011



# Massachusetts

## Characteristics of workers who would be affected by increasing the federal minimum wage to \$9.80 by July 2014

Category	Est. workforce	Directly affected	Indirectly affected	Total affected	% of total affected	Total wage increase	Avg. annual wage increase
<b>TOTAL</b>	<b>2,934,774</b>	<b>318,354</b>	<b>145,074</b>	<b>463,428</b>	<b>100%</b>	<b>\$544,841,522</b>	<b>\$658</b>
<b>Gender</b>							
Female	1,481,420	183,079	77,875	260,954	56.3%	296,722,048	613
Male	1,453,354	135,275	67,199	202,474	43.7%	248,119,475	717
<b>Age</b>							
20 or older	2,805,592	230,237	127,111	357,348	77.1%	432,237,316	694
Under 20	129,183	88,117	17,963	106,080	22.9%	112,604,206	538
<b>Race/ethnicity</b>							
Non-Hispanic white	2,338,825	226,144	83,327	309,471	66.8%	356,456,172	659
Black	159,614	21,316	12,668	33,984	7.3%	36,084,433	603
Hispanic	243,710	48,903	37,889	86,791	18.7%	99,280,817	645
Asian/other	192,625	21,991	11,190	33,181	7.2%	53,020,100	745
<b>Family structure</b>							
Married parent	855,815	44,562	28,929	73,491	15.9%	107,065,168	730
Single parent	165,330	21,475	7,604	29,078	6.3%	33,295,732	636
Married, no kids	762,053	33,121	31,186	64,307	13.9%	72,623,931	647
Unmarried, no kids	1,151,576	219,195	77,356	296,551	64.0%	331,856,691	645
<b>Work hours</b>							
Part time (<20h)	241,495	91,326	33,776	125,102	27.0%	79,582,307	362
Mid time (20–34)	468,955	119,494	49,718	169,212	36.5%	182,335,459	613
Full time (35+)	2,224,325	107,534	61,580	169,114	36.5%	282,923,756	922
<b>Education</b>							
Less than high school	208,624	85,217	20,277	105,494	22.8%	134,535,834	725
High school	724,175	103,707	58,266	161,973	35.0%	182,277,480	624
Some college	404,406	73,413	32,303	105,716	22.8%	101,331,068	538
Associate degree	246,857	22,892	11,052	33,944	7.3%	43,595,676	626
Bachelor's or higher	1,350,712	33,124	23,176	56,300	12.1%	83,101,464	876
<b>Family income</b>							
Less than \$10,000	63,405	17,302	4,444	21,747	4.7%	33,950,812	895
\$10,000–\$14,999	67,375	16,763	11,938	28,701	6.2%	27,497,700	571
\$15,000–\$19,999	62,066	8,431	9,024	17,455	3.8%	20,618,407	566
\$20,000–\$24,999	87,223	20,085	8,674	28,759	6.2%	36,093,348	658
\$25,000 - \$29,999	94,444	16,154	10,653	26,807	5.8%	20,343,238	446
\$30,000–\$34,999	123,628	11,039	8,522	19,560	4.2%	20,234,260	612
\$35,000–\$39,999	88,145	13,118	4,821	17,940	3.9%	21,266,455	606
\$40,000–\$49,999	238,994	30,559	6,302	36,862	8.0%	48,272,185	742
\$50,000–\$59,999	245,396	31,668	20,092	51,760	11.2%	49,421,082	541
\$60,000–\$74,999	378,639	27,488	12,914	40,402	8.7%	49,748,950	792
\$75,000–\$99,999	449,595	36,998	19,077	56,075	12.1%	68,557,786	632
\$100,000–\$149,999	579,455	57,534	19,824	77,358	16.7%	91,365,685	614
\$150,000 or more	456,407	31,214	8,789	40,003	8.6%	57,471,616	883

	Est. # of children	Directly affected	Indirectly affected	Total affected	% of children
Children with at least one affected parent	1,460,625	127,124	129,654	256,778	17.6%

Category	Average share of family income earned by affected worker	Share of affected who are sole providers of family income
All affected	34.1%	9.1%
Parents affected	39.8%	10.5%

**Notes:** Estimates describe affected population, where indicated, within specified state of Harkin/Miller proposal to raise federal minimum wage to \$9.80 over three years. Demographic profile and average annual wage increase value reflect the affected population and wage increase occurring in the third year (i.e., in step up to \$9.80/hour). The total wage increase is the total over all three steps.

**Source:** Authors' analysis of Harkin/Miller proposal using Current Population Survey Outgoing Rotation Group microdata, 2011

Michigan

Characteristics of workers who would be affected by increasing the federal minimum wage to \$9.80 by July 2014							
Category	Est. workforce	Directly affected	Indirectly affected	Total affected	% of total affected	Total wage increase	Avg. annual wage increase
TOTAL	3,910,631	683,826	279,735	963,561	100%	\$1,441,668,729	\$689
Gender							
Female	1,920,546	407,524	155,985	563,510	58.5%	835,923,875	696
Male	1,990,085	276,302	123,749	400,051	41.5%	605,744,854	679
Age							
20 or older	3,728,481	556,320	267,655	823,975	85.5%	1,212,872,537	695
Under 20	182,150	127,507	12,080	139,586	14.5%	228,796,191	649
Race/ethnicity							
Non-Hispanic white	3,160,666	521,041	204,453	725,494	75.3%	1,043,718,474	669
Black	410,354	89,824	45,301	135,126	14.0%	222,874,386	749
Hispanic	154,364	40,073	15,921	55,993	5.8%	101,332,856	802
Asian/other	185,246	32,888	14,060	46,948	4.9%	73,743,012	683
Family structure							
Married parent	1,060,561	94,363	61,145	155,508	16.1%	214,343,705	651
Single parent	306,095	77,932	28,693	106,625	11.1%	182,690,281	795
Married, no kids	1,133,303	104,655	68,812	173,467	18.0%	231,133,518	658
Unmarried, no kids	1,410,671	406,876	121,085	527,961	54.8%	813,501,224	688
Work hours							
Part time (<20h)	306,483	154,473	34,244	188,717	19.6%	161,706,735	361
Mid time (20–34)	734,634	279,216	74,748	353,964	36.7%	535,833,671	667
Full time (35+)	2,869,513	250,137	170,743	420,880	43.7%	744,128,323	854
Education							
Less than high school	261,512	130,565	33,868	164,432	17.1%	263,804,255	670
High school	1,101,160	223,914	92,384	316,297	32.8%	548,928,607	820
Some college	887,047	213,131	77,042	290,173	30.1%	410,900,890	641
Associate degree	422,339	63,355	28,554	91,909	9.5%	108,541,356	597
Bachelor's or higher	1,238,573	52,862	47,887	100,749	10.5%	109,493,621	528
Family income							
Less than \$10,000	139,941	66,539	12,231	78,770	8.2%	138,127,830	745
\$10,000–\$14,999	148,619	54,960	19,909	74,868	7.8%	111,312,330	717
\$15,000–\$19,999	146,560	39,352	27,937	67,288	7.0%	93,126,396	654
\$20,000–\$24,999	160,972	41,993	20,461	62,455	6.5%	83,510,956	631
\$25,000 - \$29,999	177,405	36,148	18,107	54,255	5.6%	81,726,451	714
\$30,000–\$34,999	197,707	40,619	17,148	57,767	6.0%	80,215,584	680
\$35,000–\$39,999	220,676	48,844	15,411	64,255	6.7%	105,943,765	751
\$40,000–\$49,999	376,934	57,700	25,107	82,807	8.6%	155,120,299	878
\$50,000–\$59,999	356,189	52,590	19,857	72,447	7.5%	104,698,004	664
\$60,000–\$74,999	464,813	55,432	21,585	77,016	8.0%	121,987,886	776
\$75,000–\$99,999	588,888	90,843	37,209	128,052	13.3%	187,645,124	636
\$100,000–\$149,999	648,170	74,267	29,052	103,318	10.7%	135,924,571	571
\$150,000 or more	283,756	24,541	15,722	40,262	4.2%	42,329,533	513

	Est. # of children	Directly affected	Indirectly affected	Total affected	% of children
Children with at least one affected parent	2,350,461	373,130	336,976	710,106	30.2%

Category	Average share of family income earned by affected worker	Share of affected who are sole providers of family income
All affected	44.2%	16.6%
Parents affected	55.4%	26.1%

**Notes:** Estimates describe affected population, where indicated, within specified state of Harkin/Miller proposal to raise federal minimum wage to \$9.80 over three years. Demographic profile and average annual wage increase value reflect the affected population and wage increase occurring in the third year (i.e., in step up to \$9.80/hour). The total wage increase is the total over all three steps.

**Source:** Authors' analysis of Harkin/Miller proposal using Current Population Survey Outgoing Rotation Group microdata, 2011

## Minnesota

**Characteristics of workers who would be affected by increasing the federal minimum wage to \$9.80 by July 2014**

Category	Est. workforce	Directly affected	Indirectly affected	Total affected	% of total affected	Total wage increase	Avg. annual wage increase
<b>TOTAL</b>	<b>2,494,537</b>	<b>314,628</b>	<b>149,220</b>	<b>463,848</b>	<b>100%</b>	<b>\$601,747,854</b>	<b>\$619</b>
<b>Gender</b>							
Female	1,236,440	177,649	83,851	261,500	56.4%	328,990,138	599
Male	1,258,097	136,979	65,370	202,348	43.6%	272,757,716	645
<b>Age</b>							
20 or older	2,370,545	226,506	135,131	361,637	78.0%	461,423,929	621
Under 20	123,992	88,122	14,090	102,211	22.0%	140,323,924	588
<b>Race/ethnicity</b>							
Non-Hispanic white	2,206,226	251,390	122,835	374,225	80.7%	467,854,923	594
Black	76,052	9,337	9,124	18,460	4.0%	19,729,534	526
Hispanic	109,458	35,425	11,299	46,724	10.1%	74,412,817	789
Asian/other	102,802	18,476	5,963	24,439	5.3%	39,750,580	747
<b>Family structure</b>							
Married parent	723,574	32,107	31,734	63,841	13.8%	64,249,903	540
Single parent	142,326	25,010	10,413	35,424	7.6%	51,961,819	704
Married, no kids	681,922	36,507	26,549	63,056	13.6%	71,609,225	593
Unmarried, no kids	946,715	221,004	80,524	301,528	65.0%	413,926,907	631
<b>Work hours</b>							
Part time (<20h)	214,634	89,260	28,655	117,914	25.4%	89,060,515	336
Mid time (20–34)	439,672	133,933	42,260	176,193	38.0%	244,393,951	632
Full time (35+)	1,840,231	91,435	78,306	169,741	36.6%	268,293,388	802
<b>Education</b>							
Less than high school	166,363	81,681	24,339	106,020	22.9%	144,950,583	614
High school	537,100	93,643	40,379	134,023	28.9%	200,879,626	701
Some college	463,483	84,026	40,199	124,225	26.8%	144,867,416	562
Associate degree	417,190	28,475	20,946	49,421	10.7%	56,576,766	629
Bachelor's or higher	910,400	26,802	23,357	50,159	10.8%	54,473,463	542
<b>Family income</b>							
Less than \$10,000	84,737	34,726	9,580	44,306	9.6%	64,904,693	684
\$10,000–\$14,999	84,566	23,569	16,429	39,998	8.6%	53,446,293	618
\$15,000–\$19,999	60,881	16,817	9,423	26,240	5.7%	33,574,092	625
\$20,000–\$24,999	92,275	22,646	12,688	35,334	7.6%	49,801,545	639
\$25,000 - \$29,999	104,170	25,598	10,847	36,445	7.9%	64,687,978	784
\$30,000–\$34,999	107,650	11,858	7,280	19,138	4.1%	22,552,499	608
\$35,000–\$39,999	115,542	10,883	7,459	18,342	4.0%	21,631,197	539
\$40,000–\$49,999	223,811	28,548	15,009	43,557	9.4%	50,686,869	554
\$50,000–\$59,999	245,344	26,721	13,583	40,305	8.7%	46,324,677	646
\$60,000–\$74,999	318,262	28,975	16,841	45,816	9.9%	46,634,533	512
\$75,000–\$99,999	424,448	38,159	17,534	55,692	12.0%	71,964,821	605
\$100,000–\$149,999	418,438	28,552	10,063	38,614	8.3%	48,732,788	588
\$150,000 or more	214,414	17,577	2,485	20,061	4.3%	26,805,868	645

	Est. # of children	Directly affected	Indirectly affected	Total affected	% of children
Children with at least one affected parent	1,286,983	120,640	163,214	283,854	22.1%

Category	Average share of family income earned by affected worker	Share of affected who are sole providers of family income
All affected	44.0%	17.5%
Parents affected	51.1%	22.2%

**Notes:** Estimates describe affected population, where indicated, within specified state of Harkin/Miller proposal to raise federal minimum wage to \$9.80 over three years. Demographic profile and average annual wage increase value reflect the affected population and wage increase occurring in the third year (i.e., in step up to \$9.80/hour). The total wage increase is the total over all three steps.

**Source:** Authors' analysis of Harkin/Miller proposal using Current Population Survey Outgoing Rotation Group microdata, 2011

# Mississippi

## Characteristics of workers who would be affected by increasing the federal minimum wage to \$9.80 by July 2014

Category	Est. workforce	Directly affected	Indirectly affected	Total affected	% of total affected	Total wage increase	Avg. annual wage increase
<b>TOTAL</b>	<b>1,099,230</b>	<b>231,724</b>	<b>84,468</b>	<b>316,192</b>	<b>100%</b>	<b>\$570,414,488</b>	<b>\$763</b>
<b>Gender</b>							
Female	566,717	153,036	50,651	203,688	64.4%	353,611,178	726
Male	532,513	78,688	33,816	112,504	35.6%	216,803,310	831
<b>Age</b>							
20 or older	1,055,397	198,606	82,141	280,748	88.8%	501,859,651	774
Under 20	43,833	33,118	2,326	35,444	11.2%	68,554,838	680
<b>Race/ethnicity</b>							
Non-Hispanic white	697,327	107,926	46,028	153,955	48.7%	278,955,388	770
Black	342,883	108,242	30,591	138,833	43.9%	258,819,638	777
Hispanic	29,183	7,921	5,456	13,377	4.2%	13,603,000	525
Asian/other	29,837	7,635	2,392	10,027	3.2%	19,036,462	795
<b>Family structure</b>							
Married parent	308,905	37,907	17,856	55,764	17.6%	104,704,367	866
Single parent	114,762	37,977	13,046	51,023	16.1%	83,634,696	719
Married, no kids	319,925	41,137	19,145	60,282	19.1%	111,642,238	743
Unmarried, no kids	355,638	114,702	34,420	149,123	47.2%	270,433,187	748
<b>Work hours</b>							
Part time (<20h)	51,747	30,222	5,288	35,509	11.2%	36,980,075	360
Mid time (20–34)	148,219	70,368	20,169	90,538	28.6%	147,696,157	645
Full time (35+)	899,264	131,134	59,011	190,145	60.1%	385,738,256	895
<b>Education</b>							
Less than high school	116,192	57,633	10,718	68,352	21.6%	132,490,742	749
High school	310,289	82,332	30,635	112,967	35.7%	216,173,218	844
Some college	222,809	55,473	20,907	76,379	24.2%	140,650,442	748
Associate degree	150,659	23,581	10,777	34,358	10.9%	56,292,190	746
Bachelor's or higher	299,281	12,705	11,431	24,136	7.6%	24,807,896	499
<b>Family income</b>							
Less than \$10,000	53,383	33,561	4,129	37,690	11.9%	76,140,002	792
\$10,000–\$14,999	67,141	32,733	6,251	38,985	12.3%	89,901,558	905
\$15,000–\$19,999	43,712	17,441	9,480	26,921	8.5%	49,724,640	772
\$20,000–\$24,999	58,465	22,328	8,116	30,443	9.6%	43,099,710	648
\$25,000 - \$29,999	77,277	20,260	10,161	30,421	9.6%	57,682,771	835
\$30,000–\$34,999	60,787	12,517	5,318	17,835	5.6%	37,457,806	1,002
\$35,000–\$39,999	59,228	10,508	5,158	15,666	5.0%	29,155,628	1,117
\$40,000–\$49,999	112,961	30,026	3,990	34,015	10.8%	65,150,366	733
\$50,000–\$59,999	121,785	19,757	10,872	30,629	9.7%	55,103,603	692
\$60,000–\$74,999	124,780	12,271	8,355	20,626	6.5%	30,654,406	636
\$75,000–\$99,999	144,560	15,419	5,671	21,090	6.7%	24,906,576	472
\$100,000–\$149,999	117,684	4,345	5,978	10,323	3.3%	9,667,887	509
\$150,000 or more	57,466	559	990	1,548	0.5%	1,769,537	317

	Est. # of children	Directly affected	Indirectly affected	Total affected	% of children
Children with at least one affected parent	787,486	159,008	130,040	289,048	36.7%

Category	Average share of family income earned by affected worker	Share of affected who are sole providers of family income
All affected	59.5%	28.7%
Parents affected	66.3%	31.9%

**Notes:** Estimates describe affected population, where indicated, within specified state of Harkin/Miller proposal to raise federal minimum wage to \$9.80 over three years. Demographic profile and average annual wage increase value reflect the affected population and wage increase occurring in the third year (i.e., in step up to \$9.80/hour). The total wage increase is the total over all three steps.

**Source:** Authors' analysis of Harkin/Miller proposal using Current Population Survey Outgoing Rotation Group microdata, 2011

Missouri

Characteristics of workers who would be affected by increasing the federal minimum wage to \$9.80 by July 2014							
Category	Est. workforce	Directly affected	Indirectly affected	Total affected	% of total affected	Total wage increase	Avg. annual wage increase
TOTAL	2,582,166	419,678	169,825	589,503	100%	\$868,092,886	\$639
Gender							
Female	1,299,910	262,550	94,366	356,916	60.5%	539,693,662	661
Male	1,282,255	157,127	75,460	232,587	39.5%	328,399,224	607
Age							
20 or older	2,485,498	346,823	165,226	512,048	86.9%	729,377,718	637
Under 20	96,667	72,855	4,600	77,455	13.1%	138,715,167	654
Race/ethnicity							
Non-Hispanic white	2,182,859	338,290	132,824	471,114	79.9%	694,173,646	636
Black	253,217	50,391	27,531	77,922	13.2%	107,904,875	632
Hispanic	74,695	16,971	4,829	21,800	3.7%	34,261,028	674
Asian/other	71,394	14,025	4,641	18,666	3.2%	31,753,337	708
Family structure							
Married parent	698,663	59,608	28,364	87,972	14.9%	131,468,191	679
Single parent	211,475	47,445	17,772	65,216	11.1%	106,339,527	718
Married, no kids	764,040	66,426	38,525	104,950	17.8%	132,390,178	589
Unmarried, no kids	907,987	246,199	85,165	331,364	56.2%	497,894,989	630
Work hours							
Part time (<20h)	142,275	70,963	18,154	89,117	15.1%	79,930,386	324
Mid time (20–34)	374,560	163,082	31,206	194,288	33.0%	313,260,907	659
Full time (35+)	2,065,330	185,633	120,465	306,098	51.9%	474,901,592	719
Education							
Less than high school	221,185	97,662	26,169	123,831	21.0%	203,382,156	659
High school	759,103	131,182	58,860	190,042	32.2%	290,504,011	668
Some college	577,079	129,615	57,356	186,971	31.7%	255,842,794	606
Associate degree	259,712	33,520	14,022	47,542	8.1%	67,786,530	659
Bachelor's or higher	765,086	27,698	13,418	41,117	7.0%	50,577,395	576
Family income							
Less than \$10,000	107,172	45,214	13,850	59,064	10.0%	92,490,051	681
\$10,000–\$14,999	84,441	30,656	7,694	38,350	6.5%	64,509,515	706
\$15,000–\$19,999	102,606	34,937	8,116	43,053	7.3%	97,212,329	872
\$20,000–\$24,999	115,856	29,190	17,566	46,756	7.9%	52,521,585	506
\$25,000 - \$29,999	145,277	29,796	19,454	49,250	8.4%	52,150,463	499
\$30,000–\$34,999	187,666	39,469	23,469	62,938	10.7%	86,995,516	633
\$35,000–\$39,999	139,047	21,191	12,620	33,811	5.7%	47,248,539	665
\$40,000–\$49,999	227,911	37,220	11,791	49,012	8.3%	76,786,582	669
\$50,000–\$59,999	218,856	19,023	12,144	31,166	5.3%	51,769,157	674
\$60,000–\$74,999	337,892	39,950	11,827	51,778	8.8%	78,067,035	669
\$75,000–\$99,999	405,934	40,789	24,031	64,820	11.0%	71,532,071	526
\$100,000–\$149,999	346,854	34,622	6,523	41,145	7.0%	63,905,279	628
\$150,000 or more	162,653	17,620	740	18,360	3.1%	32,904,764	721

	Est. # of children	Directly affected	Indirectly affected	Total affected	% of children
Children with at least one affected parent	1,421,393	213,125	180,724	393,849	27.7%

Category	Average share of family income earned by affected worker	Share of affected who are sole providers of family income
All affected	49.7%	18.7%
Parents affected	59.1%	26.5%

**Notes:** Estimates describe affected population, where indicated, within specified state of Harkin/Miller proposal to raise federal minimum wage to \$9.80 over three years. Demographic profile and average annual wage increase value reflect the affected population and wage increase occurring in the third year (i.e., in step up to \$9.80/hour). The total wage increase is the total over all three steps. **Source:** Authors' analysis of Harkin/Miller proposal using Current Population Survey Outgoing Rotation Group microdata, 2011

Montana

Characteristics of workers who would be affected by increasing the federal minimum wage to \$9.80 by July 2014							
Category	Est. workforce	Directly affected	Indirectly affected	Total affected	% of total affected	Total wage increase	Avg. annual wage increase
TOTAL	383,203	60,759	32,875	93,634	100%	\$130,685,118	\$627
Gender							
Female	196,215	32,846	17,687	50,533	54.0%	64,611,987	542
Male	186,989	27,913	15,188	43,101	46.0%	66,073,131	727
Age							
20 or older	367,851	50,043	31,038	81,082	86.6%	112,091,952	638
Under 20	15,353	10,715	1,837	12,553	13.4%	18,593,167	557
Race/ethnicity							
Non-Hispanic white	351,782	54,892	30,046	84,938	90.7%	118,670,240	628
Black	2,255	-	-	-	0.0%	0	0
Hispanic	8,441	2,087	610	2,697	2.9%	4,403,850	632
Asian/other	20,725	3,780	2,219	5,999	6.4%	7,611,028	616
Family structure							
Married parent	94,949	8,607	5,854	14,461	15.4%	22,029,916	699
Single parent	28,981	5,800	3,472	9,272	9.9%	11,375,161	580
Married, no kids	111,697	6,639	8,224	14,863	15.9%	17,038,893	556
Unmarried, no kids	147,576	39,713	15,326	55,039	58.8%	80,241,149	635
Work hours							
Part time (<20h)	26,665	10,678	3,433	14,111	15.1%	9,276,053	255
Mid time (20–34)	65,822	19,794	9,302	29,096	31.1%	37,191,214	523
Full time (35+)	290,716	30,287	20,140	50,427	53.9%	84,217,851	791
Education							
Less than high school	20,296	9,944	1,654	11,597	12.4%	18,763,386	573
High school	111,709	19,701	13,419	33,120	35.4%	41,902,562	616
Some college	94,768	19,510	9,832	29,342	31.3%	44,209,021	737
Associate degree	35,785	4,444	2,045	6,490	6.9%	7,446,994	488
Bachelor's or higher	120,644	7,160	5,925	13,085	14.0%	18,363,155	526
Family income							
Less than \$10,000	23,685	8,723	5,108	13,831	14.8%	19,462,535	573
\$10,000–\$14,999	22,883	7,385	2,977	10,362	11.1%	19,168,573	905
\$15,000–\$19,999	19,291	6,057	1,914	7,971	8.5%	14,208,888	881
\$20,000–\$24,999	21,464	6,157	3,653	9,810	10.5%	12,267,504	628
\$25,000 - \$29,999	29,357	4,859	2,512	7,371	7.9%	12,762,890	666
\$30,000–\$34,999	35,025	4,873	2,797	7,669	8.2%	6,286,366	431
\$35,000–\$39,999	18,190	2,661	2,067	4,727	5.0%	6,880,721	610
\$40,000–\$49,999	35,926	3,400	2,315	5,715	6.1%	6,004,518	519
\$50,000–\$59,999	52,623	5,853	3,397	9,249	9.9%	11,925,985	540
\$60,000–\$74,999	40,585	5,607	2,477	8,084	8.6%	11,778,057	592
\$75,000–\$99,999	39,372	1,879	1,834	3,713	4.0%	3,105,535	352
\$100,000–\$149,999	35,899	2,647	1,599	4,246	4.5%	5,814,667	589
\$150,000 or more	8,902	659	227	886	0.9%	1,018,879	641

	Est. # of children	Directly affected	Indirectly affected	Total affected	% of children
Children with at least one affected parent	218,877	29,654	34,535	64,189	29.3%

Category	Average share of family income earned by affected worker	Share of affected who are sole providers of family income
All affected	59.0%	28.4%
Parents affected	66.8%	31.2%

**Notes:** Estimates describe affected population, where indicated, within specified state of Harkin/Miller proposal to raise federal minimum wage to \$9.80 over three years. Demographic profile and average annual wage increase value reflect the affected population and wage increase occurring in the third year (i.e., in step up to \$9.80/hour). The total wage increase is the total over all three steps. **Source:** Authors' analysis of Harkin/Miller proposal using Current Population Survey Outgoing Rotation Group microdata, 2011

Nebraska

Characteristics of workers who would be affected by increasing the federal minimum wage to \$9.80 by July 2014							
Category	Est. workforce	Directly affected	Indirectly affected	Total affected	% of total affected	Total wage increase	Avg. annual wage increase
TOTAL	843,470	131,612	57,218	188,830	100%	\$243,728,515	\$564
Gender							
Female	418,957	74,838	28,842	103,680	54.9%	141,759,600	592
Male	424,514	56,774	28,375	85,150	45.1%	101,968,915	531
Age							
20 or older	797,778	96,817	54,206	151,023	80.0%	186,119,254	563
Under 20	45,693	34,795	3,011	37,806	20.0%	57,609,261	570
Race/ethnicity							
Non-Hispanic white	709,147	101,574	44,739	146,313	77.5%	186,731,900	551
Black	24,730	5,670	1,754	7,424	3.9%	8,375,260	501
Hispanic	80,606	19,189	8,142	27,331	14.5%	37,798,143	597
Asian/other	28,987	5,179	2,582	7,761	4.1%	10,823,212	764
Family structure							
Married parent	242,829	19,647	9,987	29,635	15.7%	39,483,700	605
Single parent	53,204	10,544	2,172	12,716	6.7%	19,583,461	660
Married, no kids	248,688	22,620	17,073	39,693	21.0%	43,429,046	489
Unmarried, no kids	298,749	78,801	27,985	106,786	56.6%	141,232,308	570
Work hours							
Part time (<20h)	51,462	28,977	4,482	33,460	17.7%	27,229,009	299
Mid time (20–34)	125,734	50,155	15,398	65,553	34.7%	91,449,268	557
Full time (35+)	666,274	52,479	37,337	89,816	47.6%	125,050,238	668
Education							
Less than high school	86,795	35,055	7,379	42,434	22.5%	62,092,539	547
High school	224,944	46,212	20,941	67,153	35.6%	94,809,396	633
Some college	169,205	31,483	13,141	44,624	23.6%	54,281,142	570
Associate degree	101,084	10,217	6,286	16,503	8.7%	19,797,302	552
Bachelor's or higher	261,442	8,645	9,470	18,115	9.6%	12,748,137	346
Family income							
Less than \$10,000	35,751	13,356	5,266	18,622	9.9%	21,375,862	466
\$10,000–\$14,999	24,603	8,345	2,799	11,143	5.9%	13,097,230	569
\$15,000–\$19,999	29,582	10,169	4,334	14,503	7.7%	19,687,809	607
\$20,000–\$24,999	39,296	11,009	5,220	16,229	8.6%	22,851,819	589
\$25,000 - \$29,999	51,384	7,725	6,146	13,871	7.3%	17,475,213	699
\$30,000–\$34,999	59,548	12,137	5,089	17,226	9.1%	23,632,936	593
\$35,000–\$39,999	55,634	9,142	3,365	12,508	6.6%	20,136,989	758
\$40,000–\$49,999	77,166	11,504	5,585	17,089	9.0%	20,574,383	516
\$50,000–\$59,999	102,214	15,351	5,227	20,579	10.9%	30,860,868	610
\$60,000–\$74,999	107,499	9,634	7,589	17,223	9.1%	19,818,181	464
\$75,000–\$99,999	127,019	10,709	3,606	14,315	7.6%	15,486,590	478
\$100,000–\$149,999	90,498	9,459	2,240	11,699	6.2%	15,303,071	519
\$150,000 or more	43,277	3,071	751	3,823	2.0%	3,427,564	389
	Est. # of children	Directly affected	Indirectly affected	Total affected	% of children		
Children with at least one affected parent	468,062	63,611	53,275	116,887	25.0%		
Category	Average share of family income earned by affected worker		Share of affected who are sole providers of family income				
All affected	50.2%		17.6%				
Parents affected	55.2%		18.0%				

**Notes:** Estimates describe affected population, where indicated, within specified state of Harkin/Miller proposal to raise federal minimum wage to \$9.80 over three years. Demographic profile and average annual wage increase value reflect the affected population and wage increase occurring in the third year (i.e., in step up to \$9.80/hour). The total wage increase is the total over all three steps.

**Source:** Authors' analysis of Harkin/Miller proposal using Current Population Survey Outgoing Rotation Group microdata, 2011



# Nevada

Characteristics of workers who would be affected by increasing the federal minimum wage to \$9.80 by July 2014

Category	Est. workforce	Directly affected	Indirectly affected	Total affected	% of total affected	Total wage increase	Avg. annual wage increase
TOTAL	1,068,842	161,317	82,091	243,408	100%	\$279,946,992	\$560
<b>Gender</b>							
Female	492,249	83,079	36,831	119,910	49.3%	141,685,018	577
Male	576,593	78,238	45,260	123,498	50.7%	138,261,974	544
<b>Age</b>							
20 or older	1,032,996	139,064	75,808	214,872	88.3%	253,915,722	572
Under 20	35,846	22,253	6,284	28,536	11.7%	26,031,270	469
<b>Race/ethnicity</b>							
Non-Hispanic white	625,911	68,247	31,852	100,100	41.1%	117,987,074	567
Black	73,551	12,957	3,340	16,297	6.7%	27,048,180	726
Hispanic	242,803	54,572	31,811	86,383	35.5%	93,063,613	539
Asian/other	126,577	25,540	15,088	40,629	16.7%	41,848,124	521
<b>Family structure</b>							
Married parent	257,755	27,006	20,620	47,627	19.6%	50,691,245	541
Single parent	91,917	16,025	10,446	26,470	10.9%	27,458,723	528
Married, no kids	280,836	23,344	15,869	39,213	16.1%	45,773,008	545
Unmarried, no kids	438,334	94,942	35,156	130,098	53.4%	156,024,017	578
<b>Work hours</b>							
Part time (<20h)	50,972	23,230	8,495	31,725	13.0%	17,962,933	274
Mid time (20–34)	170,680	56,971	23,286	80,257	33.0%	87,093,092	519
Full time (35+)	847,191	81,115	50,311	131,426	54.0%	174,890,967	654
<b>Education</b>							
Less than high school	112,281	38,639	16,796	55,435	22.8%	65,863,761	565
High school	359,155	64,606	36,762	101,367	41.6%	120,929,197	580
Some college	239,298	40,187	12,977	53,164	21.8%	56,318,769	537
Associate degree	86,566	5,824	8,733	14,557	6.0%	10,263,510	370
Bachelor's or higher	271,541	12,061	6,824	18,885	7.8%	26,571,756	652
<b>Family income</b>							
Less than \$10,000	41,060	13,500	4,226	17,726	7.3%	21,893,618	580
\$10,000–\$14,999	35,738	10,049	4,931	14,981	6.2%	15,677,100	516
\$15,000–\$19,999	37,765	8,546	8,639	17,185	7.1%	17,321,275	473
\$20,000–\$24,999	59,984	13,096	8,493	21,589	8.9%	26,521,711	633
\$25,000 - \$29,999	66,585	14,045	6,965	21,010	8.6%	20,517,026	536
\$30,000–\$34,999	73,635	15,828	5,296	21,123	8.7%	24,566,193	611
\$35,000–\$39,999	74,476	13,954	9,003	22,957	9.4%	17,269,464	414
\$40,000–\$49,999	104,115	13,994	8,692	22,686	9.3%	29,047,418	599
\$50,000–\$59,999	101,660	15,856	4,195	20,051	8.2%	28,571,323	696
\$60,000–\$74,999	112,250	10,080	4,926	15,006	6.2%	19,942,384	580
\$75,000–\$99,999	149,731	15,462	6,014	21,476	8.8%	29,917,930	649
\$100,000–\$149,999	120,911	9,739	5,941	15,680	6.4%	15,679,582	429
\$150,000 or more	90,934	7,169	4,769	11,938	4.9%	13,021,967	498

	Est. # of children	Directly affected	Indirectly affected	Total affected	% of children
Children with at least one affected parent	689,887	94,708	109,367	204,075	29.6%

Category	Average share of family income earned by affected worker	Share of affected who are sole providers of family income
All affected	50.5%	16.2%
Parents affected	56.5%	16.4%

**Notes:** Estimates describe affected population, where indicated, within specified state of Harkin/Miller proposal to raise federal minimum wage to \$9.80 over three years. Demographic profile and average annual wage increase value reflect the affected population and wage increase occurring in the third year (i.e., in step up to \$9.80/hour). The total wage increase is the total over all three steps.

**Source:** Authors' analysis of Harkin/Miller proposal using Current Population Survey Outgoing Rotation Group microdata, 2011

New Hampshire

Characteristics of workers who would be affected by increasing the federal minimum wage to \$9.80 by July 2014							
Category	Est. workforce	Directly affected	Indirectly affected	Total affected	% of total affected	Total wage increase	Avg. annual wage increase
TOTAL	628,256	69,040	39,921	108,961	100%	\$125,901,821	\$576
Gender							
Female	310,314	39,264	22,635	61,898	56.8%	63,671,087	531
Male	317,941	29,776	17,287	47,063	43.2%	62,230,734	637
Age							
20 or older	602,462	48,739	37,054	85,793	78.7%	96,265,472	580
Under 20	25,794	20,301	2,868	23,168	21.3%	29,636,348	564
Race/ethnicity							
Non-Hispanic white	584,038	62,340	37,091	99,431	91.3%	114,868,807	572
Black	8,799	2,218	711	2,929	2.7%	3,902,127	709
Hispanic	12,507	1,829	884	2,713	2.5%	3,634,008	690
Asian/other	22,911	2,653	1,236	3,889	3.6%	3,496,879	498
Family structure							
Married parent	165,981	7,456	5,302	12,759	11.7%	15,708,519	601
Single parent	34,466	4,894	1,952	6,846	6.3%	8,856,114	706
Married, no kids	197,327	9,811	9,005	18,816	17.3%	18,110,274	501
Unmarried, no kids	230,482	46,878	23,662	70,540	64.7%	83,226,913	580
Work hours							
Part time (<20h)	47,161	20,689	6,616	27,304	25.1%	21,552,310	342
Mid time (20–34)	95,217	24,763	12,161	36,924	33.9%	43,222,704	567
Full time (35+)	485,878	23,588	21,145	44,733	41.1%	61,126,807	727
Education							
Less than high school	32,858	14,608	4,721	19,329	17.7%	20,323,611	509
High school	171,781	21,696	14,014	35,710	32.8%	45,311,119	637
Some college	113,576	20,533	10,877	31,410	28.8%	35,922,214	560
Associate degree	70,598	5,559	2,847	8,406	7.7%	11,179,953	673
Bachelor's or higher	239,443	6,644	7,462	14,106	12.9%	13,164,923	494
Family income							
Less than \$10,000	13,237	4,154	2,173	6,326	5.8%	7,175,627	540
\$10,000–\$14,999	9,143	2,312	618	2,930	2.7%	4,314,115	769
\$15,000–\$19,999	9,670	2,408	1,816	4,224	3.9%	4,160,437	567
\$20,000–\$24,999	14,822	2,671	1,847	4,518	4.1%	5,649,582	607
\$25,000 - \$29,999	19,512	4,021	2,129	6,150	5.6%	10,471,372	702
\$30,000–\$34,999	25,104	5,004	2,145	7,149	6.6%	9,761,112	684
\$35,000–\$39,999	28,056	3,457	2,081	5,538	5.1%	6,352,101	642
\$40,000–\$49,999	47,310	4,262	3,596	7,858	7.2%	8,288,403	499
\$50,000–\$59,999	52,669	5,358	3,356	8,714	8.0%	8,662,005	551
\$60,000–\$74,999	80,890	4,076	4,515	8,591	7.9%	7,533,502	469
\$75,000–\$99,999	117,598	11,834	5,207	17,041	15.6%	22,342,173	627
\$100,000–\$149,999	140,322	13,734	7,535	21,269	19.5%	21,244,099	513
\$150,000 or more	69,923	5,749	2,903	8,652	7.9%	9,947,293	565

	Est. # of children	Directly affected	Indirectly affected	Total affected	% of children
Children with at least one affected parent	283,961	23,131	29,404	52,535	18.5%

Category	Average share of family income earned by affected worker	Share of affected who are sole providers of family income
All affected	33.8%	8.2%
Parents affected	40.8%	11.9%

**Notes:** Estimates describe affected population, where indicated, within specified state of Harkin/Miller proposal to raise federal minimum wage to \$9.80 over three years. Demographic profile and average annual wage increase value reflect the affected population and wage increase occurring in the third year (i.e., in step up to \$9.80/hour). The total wage increase is the total over all three steps. **Source:** Authors' analysis of Harkin/Miller proposal using Current Population Survey Outgoing Rotation Group microdata, 2011

New Jersey

Characteristics of workers who would be affected by increasing the federal minimum wage to \$9.80 by July 2014							
Category	Est. workforce	Directly affected	Indirectly affected	Total affected	% of total affected	Total wage increase	Avg. annual wage increase
TOTAL	3,884,249	485,660	229,424	715,084	100%	\$953,031,133	\$596
Gender							
Female	1,890,495	263,382	114,971	378,354	52.9%	474,041,035	563
Male	1,993,755	222,278	114,453	336,731	47.1%	478,990,098	633
Age							
20 or older	3,779,895	405,326	219,524	624,850	87.4%	830,596,690	598
Under 20	104,355	80,334	9,901	90,235	12.6%	122,434,443	581
Race/ethnicity							
Non-Hispanic white	2,330,942	224,101	94,307	318,409	44.5%	371,941,750	548
Black	445,400	60,769	37,947	98,716	13.8%	131,835,283	578
Hispanic	768,319	167,172	77,412	244,584	34.2%	379,222,066	687
Asian/other	339,588	33,618	19,758	53,376	7.5%	70,032,035	495
Family structure							
Married parent	1,095,359	60,857	50,685	111,542	15.6%	140,771,429	619
Single parent	251,000	47,109	21,651	68,760	9.6%	119,077,490	801
Married, no kids	1,046,082	68,403	32,818	101,222	14.2%	154,218,940	625
Unmarried, no kids	1,491,808	309,291	124,270	433,561	60.6%	538,963,274	551
Work hours							
Part time (<20h)	262,470	111,111	27,810	138,920	19.4%	96,776,915	274
Mid time (20–34)	493,817	133,782	60,949	194,731	27.2%	204,122,829	480
Full time (35+)	3,127,963	240,767	140,666	381,433	53.3%	652,131,390	772
Education							
Less than high school	298,625	121,717	28,101	149,818	21.0%	266,640,137	699
High school	1,093,968	177,171	95,013	272,184	38.1%	372,956,184	622
Some college	644,917	114,506	57,296	171,802	24.0%	181,152,787	479
Associate degree	315,580	28,523	14,643	43,166	6.0%	52,201,722	635
Bachelor's or higher	1,531,159	43,743	34,372	78,115	10.9%	80,080,304	543
Family income							
Less than \$10,000	83,476	18,582	13,809	32,391	4.5%	28,202,333	349
\$10,000–\$14,999	78,932	14,183	9,581	23,764	3.3%	21,880,943	473
\$15,000–\$19,999	64,011	15,163	9,830	24,993	3.5%	37,355,780	588
\$20,000–\$24,999	84,937	31,065	7,386	38,451	5.4%	72,556,097	955
\$25,000 - \$29,999	165,536	46,105	8,485	54,590	7.6%	116,519,028	934
\$30,000–\$34,999	132,957	23,246	16,037	39,283	5.5%	49,173,207	549
\$35,000–\$39,999	156,422	26,444	14,499	40,943	5.7%	61,582,187	636
\$40,000–\$49,999	267,614	42,426	21,748	64,174	9.0%	90,784,538	600
\$50,000–\$59,999	371,437	57,004	15,564	72,569	10.1%	112,904,658	683
\$60,000–\$74,999	389,149	33,427	21,633	55,060	7.7%	60,896,755	576
\$75,000–\$99,999	598,657	41,978	34,991	76,969	10.8%	66,024,762	407
\$100,000–\$149,999	783,388	82,301	30,030	112,331	15.7%	163,306,405	639
\$150,000 or more	707,732	53,735	25,831	79,566	11.1%	71,844,440	386

	Est. # of children	Directly affected	Indirectly affected	Total affected	% of children
Children with at least one affected parent	2,089,100	226,883	254,677	481,560	23.1%

Category	Average share of family income earned by affected worker	Share of affected who are sole providers of family income
All affected	36.3%	8.6%
Parents affected	46.9%	14.0%

**Notes:** Estimates describe affected population, where indicated, within specified state of Harkin/Miller proposal to raise federal minimum wage to \$9.80 over three years. Demographic profile and average annual wage increase value reflect the affected population and wage increase occurring in the third year (i.e., in step up to \$9.80/hour). The total wage increase is the total over all three steps. **Source:** Authors' analysis of Harkin/Miller proposal using Current Population Survey Outgoing Rotation Group microdata, 2011

New Mexico

Characteristics of workers who would be affected by increasing the federal minimum wage to \$9.80 by July 2014							
Category	Est. workforce	Directly affected	Indirectly affected	Total affected	% of total affected	Total wage increase	Avg. annual wage increase
TOTAL	737,389	99,407	41,081	140,487	100%	\$197,557,029	\$586
Gender							
Female	354,760	57,762	25,353	83,115	59.2%	107,224,688	535
Male	382,630	41,645	15,727	57,372	40.8%	90,332,341	660
Age							
20 or older	716,196	83,733	40,515	124,248	88.4%	174,497,397	584
Under 20	21,193	15,674	566	16,240	11.6%	23,059,632	602
Race/ethnicity							
Non-Hispanic white	307,612	30,388	7,568	37,955	27.0%	49,666,907	547
Black	9,856	-	1,110	1,110	0.8%	400,069	238
Hispanic	337,927	57,678	24,402	82,080	58.4%	119,103,387	622
Asian/other	81,995	11,342	8,000	19,342	13.8%	28,386,666	530
Family structure							
Married parent	195,021	14,541	11,757	26,299	18.7%	32,195,543	529
Single parent	79,648	18,086	7,744	25,830	18.4%	34,449,911	595
Married, no kids	189,488	10,866	5,540	16,406	11.7%	24,033,541	735
Unmarried, no kids	273,231	55,914	16,039	71,953	51.2%	106,878,033	570
Work hours							
Part time (<20h)	37,991	14,150	3,410	17,561	12.5%	12,028,029	305
Mid time (20–34)	115,962	38,849	6,947	45,796	32.6%	64,820,026	515
Full time (35+)	583,436	46,407	30,724	77,131	54.9%	120,708,975	692
Education							
Less than high school	78,084	22,903	7,194	30,097	21.4%	47,717,263	630
High school	194,581	31,308	15,976	47,285	33.7%	63,379,854	574
Some college	157,357	34,442	9,170	43,612	31.0%	63,084,365	596
Associate degree	82,797	4,994	4,311	9,305	6.6%	13,225,282	594
Bachelor's or higher	224,570	5,759	4,430	10,189	7.3%	10,150,265	463
Family income							
Less than \$10,000	37,170	13,468	2,886	16,355	11.6%	26,505,458	706
\$10,000–\$14,999	24,193	9,213	4,006	13,218	9.4%	16,617,171	598
\$15,000–\$19,999	36,174	10,180	5,928	16,108	11.5%	17,176,167	501
\$20,000–\$24,999	47,639	7,493	6,443	13,936	9.9%	14,861,920	455
\$25,000 - \$29,999	40,631	7,036	1,431	8,467	6.0%	15,408,413	718
\$30,000–\$34,999	52,708	5,422	2,265	7,687	5.5%	9,968,164	618
\$35,000–\$39,999	52,493	7,206	4,063	11,269	8.0%	16,493,207	541
\$40,000–\$49,999	69,963	8,656	3,419	12,074	8.6%	28,165,856	789
\$50,000–\$59,999	69,455	7,106	1,934	9,040	6.4%	13,210,818	623
\$60,000–\$74,999	95,656	11,446	3,298	14,744	10.5%	19,076,421	566
\$75,000–\$99,999	84,490	2,816	2,779	5,595	4.0%	6,744,187	555
\$100,000–\$149,999	79,352	6,784	1,973	8,757	6.2%	11,769,567	474
\$150,000 or more	47,466	2,579	657	3,236	2.3%	1,559,680	238

	Est. # of children	Directly affected	Indirectly affected	Total affected	% of children
Children with at least one affected parent	531,408	69,432	65,644	135,075	25.4%

Category	Average share of family income earned by affected worker	Share of affected who are sole providers of family income
All affected	56.9%	27.0%
Parents affected	66.5%	35.7%

**Notes:** Estimates describe affected population, where indicated, within specified state of Harkin/Miller proposal to raise federal minimum wage to \$9.80 over three years. Demographic profile and average annual wage increase value reflect the affected population and wage increase occurring in the third year (i.e., in step up to \$9.80/hour). The total wage increase is the total over all three steps.

**Source:** Authors' analysis of Harkin/Miller proposal using Current Population Survey Outgoing Rotation Group microdata, 2011

New York

Characteristics of workers who would be affected by increasing the federal minimum wage to \$9.80 by July 2014							
Category	Est. workforce	Directly affected	Indirectly affected	Total affected	% of total affected	Total wage increase	Avg. annual wage increase
TOTAL	8,054,205	976,815	508,983	1,485,799	100%	\$1,984,432,808	\$581
Gender							
Female	3,938,105	551,130	259,561	810,691	54.6%	1,036,600,017	552
Male	4,116,100	425,686	249,422	675,108	45.4%	947,832,791	615
Age							
20 or older	7,848,665	842,740	490,457	1,333,197	89.7%	1,770,066,819	581
Under 20	205,541	134,076	18,527	152,602	10.3%	214,365,989	578
Race/ethnicity							
Non-Hispanic white	5,017,463	483,207	250,119	733,326	49.4%	865,075,526	493
Black	1,132,573	171,941	100,972	272,913	18.4%	338,755,447	555
Hispanic	1,224,144	238,238	106,922	345,160	23.2%	591,733,672	753
Asian/other	680,025	83,430	50,970	134,400	9.0%	188,868,162	674
Family structure							
Married parent	2,013,203	140,964	105,265	246,229	16.6%	326,414,599	607
Single parent	524,336	97,464	35,023	132,487	8.9%	217,537,088	755
Married, no kids	2,133,595	158,404	118,940	277,343	18.7%	357,665,897	579
Unmarried, no kids	3,383,071	579,984	249,756	829,739	55.8%	1,082,815,223	546
Work hours							
Part time (<20h)	403,644	151,774	35,936	187,710	12.6%	142,730,821	276
Mid time (20–34)	1,016,381	290,177	133,117	423,294	28.5%	509,522,731	512
Full time (35+)	6,634,180	534,864	339,931	874,795	58.9%	1,332,179,255	679
Education							
Less than high school	661,695	242,070	83,985	326,054	21.9%	510,249,139	635
High school	2,169,749	318,110	208,534	526,644	35.4%	665,384,506	553
Some college	1,207,730	232,546	109,035	341,580	23.0%	400,203,116	527
Associate degree	857,869	72,216	44,617	116,833	7.9%	159,403,926	620
Bachelor's or higher	3,157,163	111,874	62,813	174,687	11.8%	249,192,120	641
Family income							
Less than \$10,000	239,796	61,707	24,329	86,036	5.8%	132,130,034	659
\$10,000–\$14,999	287,300	88,670	29,296	117,966	7.9%	193,322,314	675
\$15,000–\$19,999	213,072	48,332	20,149	68,481	4.6%	111,832,399	631
\$20,000–\$24,999	304,740	63,349	30,588	93,937	6.3%	105,975,865	528
\$25,000 - \$29,999	381,759	80,144	39,273	119,417	8.0%	164,284,040	632
\$30,000–\$34,999	422,371	72,609	45,604	118,213	8.0%	162,937,909	662
\$35,000–\$39,999	392,669	66,703	24,003	90,706	6.1%	171,231,469	776
\$40,000–\$49,999	705,604	80,326	49,676	130,002	8.7%	176,242,440	662
\$50,000–\$59,999	738,927	86,954	64,130	151,085	10.2%	154,821,872	428
\$60,000–\$74,999	860,507	85,193	48,934	134,126	9.0%	174,002,397	573
\$75,000–\$99,999	1,229,724	90,336	52,488	142,824	9.6%	149,099,813	424
\$100,000–\$149,999	1,289,216	93,039	49,110	142,149	9.6%	170,258,694	536
\$150,000 or more	988,521	59,453	31,404	90,857	6.1%	118,293,561	497

	Est. # of children	Directly affected	Indirectly affected	Total affected	% of children
Children with at least one affected parent	4,474,154	466,865	519,237	986,103	22.0%

Category	Average share of family income earned by affected worker	Share of affected who are sole providers of family income
All affected	45.9%	15.2%
Parents affected	54.9%	22.6%

**Notes:** Estimates describe affected population, where indicated, within specified state of Harkin/Miller proposal to raise federal minimum wage to \$9.80 over three years. Demographic profile and average annual wage increase value reflect the affected population and wage increase occurring in the third year (i.e., in step up to \$9.80/hour). The total wage increase is the total over all three steps. **Source:** Authors' analysis of Harkin/Miller proposal using Current Population Survey Outgoing Rotation Group microdata, 2011

North Carolina

Characteristics of workers who would be affected by increasing the federal minimum wage to \$9.80 by July 2014							
Category	Est. workforce	Directly affected	Indirectly affected	Total affected	% of total affected	Total wage increase	Avg. annual wage increase
TOTAL	3,656,835	646,205	268,623	914,829	100%	\$1,339,021,846	\$670
Gender							
Female	1,788,852	357,226	132,189	489,415	53.5%	725,627,420	680
Male	1,867,983	288,979	136,434	425,414	46.5%	613,394,427	659
Age							
20 or older	3,566,600	575,986	265,658	841,645	92.0%	1,212,541,617	674
Under 20	90,235	70,219	2,965	73,184	8.0%	126,480,229	623
Race/ethnicity							
Non-Hispanic white	2,461,599	362,980	157,164	520,144	56.9%	721,430,137	663
Black	730,757	174,191	55,418	229,609	25.1%	406,787,882	731
Hispanic	289,689	81,054	42,143	123,197	13.5%	148,362,489	595
Asian/other	174,789	27,981	13,898	41,878	4.6%	62,441,338	636
Family structure							
Married parent	1,058,054	95,829	67,403	163,232	17.8%	199,717,933	612
Single parent	259,495	65,241	25,137	90,378	9.9%	139,473,572	681
Married, no kids	1,071,734	116,654	53,586	170,239	18.6%	239,227,608	692
Unmarried, no kids	1,267,552	368,482	122,497	490,979	53.7%	760,602,733	680
Work hours							
Part time (<20h)	191,498	90,243	17,168	107,410	11.7%	91,313,809	319
Mid time (20–34)	490,666	195,612	68,527	264,139	28.9%	352,558,664	560
Full time (35+)	2,974,671	360,351	182,929	543,280	59.4%	895,149,373	793
Education							
Less than high school	312,259	136,238	44,602	180,840	19.8%	302,677,460	722
High school	1,029,199	227,846	97,630	325,476	35.6%	471,430,542	690
Some college	690,028	169,605	63,755	233,360	25.5%	342,404,190	657
Associate degree	459,428	50,650	37,497	88,147	9.6%	107,195,831	566
Bachelor's or higher	1,165,921	61,866	25,140	87,006	9.5%	115,313,824	628
Family income							
Less than \$10,000	135,381	60,335	16,937	77,272	8.4%	129,489,977	641
\$10,000–\$14,999	165,089	84,574	15,973	100,548	11.0%	191,774,414	788
\$15,000–\$19,999	135,439	56,077	25,342	81,419	8.9%	137,632,733	776
\$20,000–\$24,999	240,542	70,705	34,862	105,566	11.5%	157,263,893	714
\$25,000 - \$29,999	215,228	50,090	24,636	74,726	8.2%	113,843,443	698
\$30,000–\$34,999	213,496	50,327	21,338	71,665	7.8%	114,661,298	864
\$35,000–\$39,999	229,989	38,861	23,750	62,611	6.8%	86,180,247	593
\$40,000–\$49,999	355,776	52,851	31,369	84,220	9.2%	82,412,199	507
\$50,000–\$59,999	366,234	46,431	22,330	68,761	7.5%	98,637,904	717
\$60,000–\$74,999	433,518	57,576	22,890	80,466	8.8%	100,911,750	603
\$75,000–\$99,999	472,994	27,280	15,552	42,832	4.7%	45,114,087	442
\$100,000–\$149,999	455,343	38,678	7,394	46,072	5.0%	62,150,084	584
\$150,000 or more	237,807	12,419	6,251	18,670	2.0%	18,949,818	425

	Est. # of children	Directly affected	Indirectly affected	Total affected	% of children
Children with at least one affected parent	2,339,565	323,231	370,909	694,140	29.7%

Category	Average share of family income earned by affected worker	Share of affected who are sole providers of family income
All affected	57.9%	23.9%
Parents affected	65.4%	28.3%

**Notes:** Estimates describe affected population, where indicated, within specified state of Harkin/Miller proposal to raise federal minimum wage to \$9.80 over three years. Demographic profile and average annual wage increase value reflect the affected population and wage increase occurring in the third year (i.e., in step up to \$9.80/hour). The total wage increase is the total over all three steps.

**Source:** Authors' analysis of Harkin/Miller proposal using Current Population Survey Outgoing Rotation Group microdata, 2011

North Dakota

Characteristics of workers who would be affected by increasing the federal minimum wage to \$9.80 by July 2014							
Category	Est. workforce	Directly affected	Indirectly affected	Total affected	% of total affected	Total wage increase	Avg. annual wage increase
TOTAL	323,458	47,431	21,543	68,974	100%	\$94,869,609	\$630
Gender							
Female	160,119	27,240	11,382	38,621	56.0%	53,123,943	627
Male	163,338	20,191	10,162	30,353	44.0%	41,745,666	635
Age							
20 or older	304,827	34,825	19,081	53,906	78.2%	73,741,824	646
Under 20	18,631	12,605	2,463	15,068	21.8%	21,127,786	577
Race/ethnicity							
Non-Hispanic white	288,773	39,612	17,760	57,372	83.2%	80,147,711	640
Black	3,409	671	577	1,248	1.8%	929,523	451
Hispanic	5,080	1,086	184	1,270	1.8%	2,319,316	677
Asian/other	26,196	6,061	3,023	9,085	13.2%	11,473,060	589
Family structure							
Married parent	84,252	5,459	3,940	9,399	13.6%	13,249,469	625
Single parent	21,742	4,456	975	5,431	7.9%	9,621,796	739
Married, no kids	96,571	5,626	5,966	11,593	16.8%	11,090,483	466
Unmarried, no kids	120,894	31,888	10,663	42,551	61.7%	60,907,862	663
Work hours							
Part time (<20h)	21,999	10,377	3,345	13,723	19.9%	9,930,580	291
Mid time (20–34)	50,569	18,514	5,638	24,151	35.0%	34,583,224	628
Full time (35+)	250,890	18,540	12,560	31,100	45.1%	50,355,804	782
Education							
Less than high school	22,284	12,010	2,404	14,414	20.9%	22,713,910	616
High school	80,933	13,617	5,729	19,346	28.0%	29,015,213	724
Some college	66,187	12,931	6,630	19,561	28.4%	22,854,602	551
Associate degree	53,631	4,300	3,597	7,897	11.4%	9,847,321	620
Bachelor's or higher	100,424	4,573	3,184	7,757	11.2%	10,438,562	634
Family income							
Less than \$10,000	13,630	4,934	1,881	6,815	9.9%	10,968,956	745
\$10,000–\$14,999	14,118	4,281	1,535	5,816	8.4%	6,214,623	496
\$15,000–\$19,999	8,369	2,960	704	3,664	5.3%	6,608,869	849
\$20,000–\$24,999	13,110	2,605	1,230	3,835	5.6%	4,727,534	606
\$25,000 - \$29,999	15,795	3,335	856	4,191	6.1%	6,569,739	677
\$30,000–\$34,999	18,791	3,297	1,626	4,923	7.1%	7,900,669	742
\$35,000–\$39,999	19,937	3,465	2,515	5,979	8.7%	8,058,941	543
\$40,000–\$49,999	30,661	3,530	1,963	5,494	8.0%	5,989,414	563
\$50,000–\$59,999	38,177	4,636	1,884	6,520	9.5%	11,453,122	781
\$60,000–\$74,999	50,442	4,874	3,072	7,946	11.5%	8,748,056	491
\$75,000–\$99,999	44,620	4,417	1,604	6,021	8.7%	6,809,275	538
\$100,000–\$149,999	34,706	3,558	2,037	5,595	8.1%	7,295,312	643
\$150,000 or more	21,101	1,539	636	2,175	3.2%	3,525,099	658

	Est. # of children	Directly affected	Indirectly affected	Total affected	% of children
Children with at least one affected parent	152,119	18,880	17,458	36,337	23.9%

Category	Average share of family income earned by affected worker	Share of affected who are sole providers of family income
All affected	45.8%	17.2%
Parents affected	48.4%	22.3%

**Notes:** Estimates describe affected population, where indicated, within specified state of Harkin/Miller proposal to raise federal minimum wage to \$9.80 over three years. Demographic profile and average annual wage increase value reflect the affected population and wage increase occurring in the third year (i.e., in step up to \$9.80/hour). The total wage increase is the total over all three steps.

**Source:** Authors' analysis of Harkin/Miller proposal using Current Population Survey Outgoing Rotation Group microdata, 2011



# Ohio

## Characteristics of workers who would be affected by increasing the federal minimum wage to \$9.80 by July 2014

Category	Est. workforce	Directly affected	Indirectly affected	Total affected	% of total affected	Total wage increase	Avg. annual wage increase
<b>TOTAL</b>	<b>4,898,961</b>	<b>913,922</b>	<b>312,945</b>	<b>1,226,867</b>	<b>100%</b>	<b>\$1,860,895,202</b>	<b>\$692</b>
<b>Gender</b>							
Female	2,425,487	510,307	168,711	679,019	55.3%	981,847,736	660
Male	2,473,474	403,615	144,234	547,849	44.7%	879,047,466	731
<b>Age</b>							
20 or older	4,675,238	750,205	289,939	1,040,145	84.8%	1,581,244,410	710
Under 20	223,723	163,717	23,005	186,723	15.2%	279,650,792	592
<b>Race/ethnicity</b>							
Non-Hispanic white	4,132,765	719,125	257,682	976,807	79.6%	1,418,874,537	665
Black	484,218	106,027	32,244	138,272	11.3%	214,195,743	716
Hispanic	155,031	56,024	15,994	72,017	5.9%	151,374,796	950
Asian/other	126,947	32,746	7,025	39,771	3.2%	76,450,127	785
<b>Family structure</b>							
Married parent	1,256,288	95,385	63,237	158,622	12.9%	190,703,049	588
Single parent	351,042	66,689	30,103	96,792	7.9%	140,169,654	670
Married, no kids	1,380,417	176,024	74,095	250,119	20.4%	397,250,999	788
Unmarried, no kids	1,911,215	575,824	145,510	721,335	58.8%	1,132,771,501	684
<b>Work hours</b>							
Part time (<20h)	357,724	180,184	43,163	223,346	18.2%	185,079,889	341
Mid time (20–34)	827,884	338,173	85,194	423,368	34.5%	641,578,185	651
Full time (35+)	3,713,353	395,565	184,588	580,153	47.3%	1,034,237,128	856
<b>Education</b>							
Less than high school	376,325	184,596	37,586	222,182	18.1%	382,303,403	744
High school	1,696,977	342,771	125,467	468,238	38.2%	710,756,939	713
Some college	1,006,059	270,705	80,390	351,094	28.6%	530,830,841	668
Associate degree	502,417	54,346	24,374	78,720	6.4%	97,316,755	609
Bachelor's or higher	1,317,183	61,504	45,128	106,632	8.7%	139,687,265	628
<b>Family income</b>							
Less than \$10,000	187,263	75,250	21,752	97,002	7.9%	170,586,516	746
\$10,000–\$14,999	197,198	82,017	22,210	104,227	8.5%	181,974,849	750
\$15,000–\$19,999	147,769	56,113	24,727	80,840	6.6%	111,367,427	649
\$20,000–\$24,999	214,396	55,980	16,925	72,905	5.9%	111,252,049	751
\$25,000 - \$29,999	283,788	65,271	31,612	96,883	7.9%	136,131,209	674
\$30,000–\$34,999	255,758	49,444	17,484	66,928	5.5%	97,563,512	702
\$35,000–\$39,999	329,236	68,440	21,074	89,514	7.3%	138,893,480	677
\$40,000–\$49,999	467,428	79,635	27,137	106,772	8.7%	159,267,052	700
\$50,000–\$59,999	455,090	67,147	30,577	97,724	8.0%	139,382,281	627
\$60,000–\$74,999	682,711	103,370	32,910	136,280	11.1%	216,358,798	690
\$75,000–\$99,999	828,595	123,566	37,763	161,330	13.1%	250,136,576	733
\$100,000–\$149,999	585,767	58,975	19,414	78,389	6.4%	105,617,089	629
\$150,000 or more	263,962	28,715	9,358	38,073	3.1%	42,364,363	535

	Est. # of children	Directly affected	Indirectly affected	Total affected	% of children
Children with at least one affected parent	2,731,746	334,421	320,299	654,720	24.0%

Category	Average share of family income earned by affected worker	Share of affected who are sole providers of family income
All affected	45.5%	16.1%
Parents affected	49.5%	16.0%

**Notes:** Estimates describe affected population, where indicated, within specified state of Harkin/Miller proposal to raise federal minimum wage to \$9.80 over three years. Demographic profile and average annual wage increase value reflect the affected population and wage increase occurring in the third year (i.e., in step up to \$9.80/hour). The total wage increase is the total over all three steps.

**Source:** Authors' analysis of Harkin/Miller proposal using Current Population Survey Outgoing Rotation Group microdata, 2011

Oklahoma

Characteristics of workers who would be affected by increasing the federal minimum wage to \$9.80 by July 2014							
Category	Est. workforce	Directly affected	Indirectly affected	Total affected	% of total affected	Total wage increase	Avg. annual wage increase
TOTAL	1,483,223	257,895	114,086	371,981	100%	\$572,159,517	\$678
Gender							
Female	688,167	147,191	52,683	199,874	53.7%	325,195,205	709
Male	795,056	110,705	61,403	172,107	46.3%	246,964,313	642
Age							
20 or older	1,434,537	226,764	106,170	332,934	89.5%	513,840,649	684
Under 20	48,686	31,131	7,916	39,047	10.5%	58,318,869	627
Race/ethnicity							
Non-Hispanic white	1,029,253	151,978	71,755	223,733	60.1%	330,980,855	664
Black	116,634	33,722	11,396	45,117	12.1%	61,524,777	678
Hispanic	88,618	26,524	11,015	37,539	10.1%	60,751,409	658
Asian/other	248,718	45,671	19,921	65,592	17.6%	118,902,477	737
Family structure							
Married parent	423,579	48,558	19,567	68,125	18.3%	113,401,595	700
Single parent	118,633	32,180	11,434	43,614	11.7%	67,126,468	714
Married, no kids	446,115	52,939	21,234	74,173	19.9%	113,543,832	694
Unmarried, no kids	494,897	124,218	61,851	186,069	50.0%	278,087,623	655
Work hours							
Part time (<20h)	66,062	32,659	9,880	42,539	11.4%	35,603,965	325
Mid time (20–34)	171,331	87,773	17,211	104,984	28.2%	184,193,076	749
Full time (35+)	1,245,830	137,463	86,995	224,458	60.3%	352,362,476	711
Education							
Less than high school	131,399	55,737	16,666	72,403	19.5%	132,721,025	768
High school	498,778	97,127	48,429	145,556	39.1%	219,761,029	662
Some college	293,425	59,604	32,568	92,173	24.8%	125,394,972	616
Associate degree	151,166	22,287	10,486	32,773	8.8%	59,233,416	802
Bachelor's or higher	408,454	23,140	5,937	29,077	7.8%	35,049,075	587
Family income							
Less than \$10,000	64,029	25,184	9,932	35,116	9.4%	61,323,298	714
\$10,000–\$14,999	53,033	23,198	6,904	30,102	8.1%	44,753,438	743
\$15,000–\$19,999	51,516	15,631	7,713	23,344	6.3%	32,492,109	651
\$20,000–\$24,999	76,493	18,491	15,538	34,028	9.1%	43,608,162	586
\$25,000 - \$29,999	92,418	24,267	7,472	31,739	8.5%	47,407,107	688
\$30,000–\$34,999	88,410	20,077	8,764	28,841	7.8%	40,956,594	614
\$35,000–\$39,999	90,414	18,572	8,246	26,818	7.2%	51,832,867	854
\$40,000–\$49,999	145,784	24,695	9,382	34,077	9.2%	60,746,516	756
\$50,000–\$59,999	156,495	19,415	11,641	31,056	8.3%	44,860,749	626
\$60,000–\$74,999	164,540	16,103	8,890	24,993	6.7%	39,467,142	780
\$75,000–\$99,999	252,991	32,140	12,010	44,150	11.9%	72,676,007	654
\$100,000–\$149,999	154,043	11,494	5,241	16,735	4.5%	18,157,412	473
\$150,000 or more	93,058	8,629	2,353	10,982	3.0%	13,878,115	515

	Est. # of children	Directly affected	Indirectly affected	Total affected	% of children
Children with at least one affected parent	954,767	179,645	159,861	339,507	35.6%

Category	Average share of family income earned by affected worker	Share of affected who are sole providers of family income
All affected	53.1%	19.3%
Parents affected	60.3%	23.9%

**Notes:** Estimates describe affected population, where indicated, within specified state of Harkin/Miller proposal to raise federal minimum wage to \$9.80 over three years. Demographic profile and average annual wage increase value reflect the affected population and wage increase occurring in the third year (i.e., in step up to \$9.80/hour). The total wage increase is the total over all three steps.

**Source:** Authors' analysis of Harkin/Miller proposal using Current Population Survey Outgoing Rotation Group microdata, 2011

# Oregon

## Characteristics of workers who would be affected by increasing the federal minimum wage to \$9.80 by July 2014

Category	Est. workforce	Directly affected	Indirectly affected	Total affected	% of total affected	Total wage increase	Avg. annual wage increase
<b>TOTAL</b>	<b>1,600,786</b>	<b>220,905</b>	<b>111,677</b>	<b>332,582</b>	<b>100%</b>	<b>\$311,174,945</b>	<b>\$936</b>
<b>Gender</b>							
Female	798,624	122,422	57,709	180,131	54.2%	162,424,122	902
Male	802,162	98,483	53,968	152,451	45.8%	148,750,824	976
<b>Age</b>							
20 or older	1,543,488	183,014	100,952	283,966	85.4%	273,697,846	964
Under 20	57,298	37,891	10,725	48,616	14.6%	37,477,099	771
<b>Race/ethnicity</b>							
Non-Hispanic white	1,330,343	152,653	83,310	235,962	70.9%	204,582,647	867
Black	21,027	488	2,412	2,899	0.9%	690,328	238
Hispanic	126,732	42,212	14,915	57,127	17.2%	68,535,837	1,200
Asian/other	122,683	25,553	11,042	36,594	11.0%	37,366,133	1,021
<b>Family structure</b>							
Married parent	431,060	32,280	21,446	53,726	16.2%	46,122,086	858
Single parent	79,708	12,366	6,450	18,816	5.7%	14,904,422	792
Married, no kids	480,165	35,245	21,285	56,530	17.0%	53,405,707	945
Unmarried, no kids	609,852	141,014	62,496	203,511	61.2%	196,742,730	967
<b>Work hours</b>							
Part time (<20h)	114,508	47,696	14,887	62,583	18.8%	27,545,175	440
Mid time (20–34)	310,835	74,296	39,967	114,263	34.4%	91,368,546	800
Full time (35+)	1,175,442	98,913	56,823	155,736	46.8%	192,261,225	1,235
<b>Education</b>							
Less than high school	116,756	49,219	15,466	64,685	19.4%	68,008,107	1,051
High school	385,939	66,976	42,675	109,652	33.0%	102,762,631	937
Some college	385,702	77,138	35,253	112,391	33.8%	88,769,004	790
Associate degree	157,023	14,589	5,309	19,898	6.0%	24,317,873	1,222
Bachelor's or higher	555,365	12,982	12,974	25,956	7.8%	27,317,331	1,052
<b>Family income</b>							
Less than \$10,000	79,933	29,866	8,982	38,848	11.7%	32,998,018	849
\$10,000–\$14,999	62,012	22,203	9,745	31,948	9.6%	37,095,236	1,161
\$15,000–\$19,999	46,394	15,704	5,602	21,306	6.4%	23,835,760	1,119
\$20,000–\$24,999	75,472	19,783	12,442	32,225	9.7%	33,996,597	1,055
\$25,000 - \$29,999	70,436	9,090	9,038	18,129	5.5%	10,835,351	598
\$30,000–\$34,999	90,371	16,021	11,034	27,055	8.1%	25,703,034	950
\$35,000–\$39,999	97,981	24,014	6,771	30,785	9.3%	33,690,121	1,094
\$40,000–\$49,999	146,360	17,060	12,502	29,561	8.9%	23,292,231	788
\$50,000–\$59,999	145,744	11,749	6,089	17,838	5.4%	24,560,777	1,377
\$60,000–\$74,999	228,834	16,150	7,646	23,797	7.2%	19,662,537	826
\$75,000–\$99,999	237,800	18,281	9,601	27,882	8.4%	19,835,257	711
\$100,000–\$149,999	216,881	15,846	7,880	23,726	7.1%	19,127,662	806
\$150,000 or more	102,568	5,139	4,346	9,485	2.9%	6,542,365	690

	Est. # of children	Directly affected	Indirectly affected	Total affected	% of children
Children with at least one affected parent	871,803	83,810	64,373	148,184	17.0%

Category	Average share of family income earned by affected worker	Share of affected who are sole providers of family income
All affected	51.3%	21.0%
Parents affected	58.6%	22.5%

**Notes:** Estimates describe affected population, where indicated, within specified state of Harkin/Miller proposal to raise federal minimum wage to \$9.80 over three years. Demographic profile and average annual wage increase value reflect the affected population and wage increase occurring in the third year (i.e., in step up to \$9.80/hour). The total wage increase is the total over all three steps.

**Source:** Authors' analysis of Harkin/Miller proposal using Current Population Survey Outgoing Rotation Group microdata, 2011

# Pennsylvania

Characteristics of workers who would be affected by increasing the federal minimum wage to \$9.80 by July 2014

Category	Est. workforce	Directly affected	Indirectly affected	Total affected	% of total affected	Total wage increase	Avg. annual wage increase
<b>TOTAL</b>	<b>5,446,747</b>	<b>809,088</b>	<b>333,315</b>	<b>1,142,403</b>	<b>100%</b>	<b>\$1,589,573,580</b>	<b>\$619</b>
<b>Gender</b>							
Female	2,648,087	478,981	172,466	651,447	57.0%	905,163,841	610
Male	2,798,660	330,107	160,849	490,956	43.0%	684,409,739	630
<b>Age</b>							
20 or older	5,183,925	616,356	308,514	924,871	81.0%	1,266,840,329	631
Under 20	262,821	192,731	24,800	217,532	19.0%	322,733,251	564
<b>Race/ethnicity</b>							
Non-Hispanic white	4,523,027	629,144	258,234	887,378	77.7%	1,167,060,467	593
Black	487,436	96,407	40,708	137,115	12.0%	223,147,987	702
Hispanic	250,286	49,584	27,884	77,468	6.8%	110,118,270	602
Asian/other	185,998	33,953	6,489	40,442	3.5%	89,246,855	924
<b>Family structure</b>							
Married parent	1,367,420	89,889	70,237	160,126	14.0%	208,670,379	596
Single parent	347,182	56,723	28,957	85,680	7.5%	120,013,884	638
Married, no kids	1,559,472	130,364	65,740	196,104	17.2%	286,721,266	660
Unmarried, no kids	2,172,673	532,112	168,381	700,493	61.3%	974,168,050	610
<b>Work hours</b>							
Part time (<20h)	437,916	219,435	38,836	258,271	22.6%	233,797,272	352
Mid time (20–34)	722,283	273,838	81,212	355,050	31.1%	496,405,570	610
Full time (35+)	4,286,548	315,814	213,267	529,082	46.3%	859,370,738	754
<b>Education</b>							
Less than high school	370,085	178,479	33,925	212,404	18.6%	330,644,676	623
High school	1,918,650	300,929	138,247	439,176	38.4%	622,359,598	632
Some college	859,126	207,510	80,241	287,751	25.2%	366,974,695	602
Associate degree	599,359	66,258	38,572	104,830	9.2%	138,030,885	588
Bachelor's or higher	1,699,527	55,912	42,330	98,243	8.6%	131,563,725	630
<b>Family income</b>							
Less than \$10,000	133,818	55,558	10,732	66,289	5.8%	97,765,391	690
\$10,000–\$14,999	185,540	72,296	20,274	92,570	8.1%	157,002,231	746
\$15,000–\$19,999	140,660	37,101	18,921	56,022	4.9%	70,045,555	518
\$20,000–\$24,999	212,959	47,570	27,481	75,051	6.6%	101,235,152	589
\$25,000 - \$29,999	235,352	43,836	24,481	68,318	6.0%	105,605,850	647
\$30,000–\$34,999	299,585	49,960	18,557	68,517	6.0%	85,228,990	557
\$35,000–\$39,999	284,250	40,529	20,507	61,036	5.3%	83,115,789	612
\$40,000–\$49,999	583,563	98,429	39,210	137,640	12.0%	231,681,351	753
\$50,000–\$59,999	509,024	59,554	33,741	93,295	8.2%	112,375,769	584
\$60,000–\$74,999	756,978	100,291	40,876	141,167	12.4%	193,584,700	599
\$75,000–\$99,999	865,998	93,839	40,005	133,844	11.7%	176,345,395	583
\$100,000–\$149,999	768,993	85,943	24,585	110,529	9.7%	144,094,853	568
\$150,000 or more	470,027	24,181	13,944	38,125	3.3%	31,492,555	402

	Est. # of children	Directly affected	Indirectly affected	Total affected	% of children
Children with at least one affected parent	2,802,950	307,437	349,244	656,681	23.4%

Category	Average share of family income earned by affected worker	Share of affected who are sole providers of family income
All affected	41.7%	13.8%
Parents affected	52.5%	23.2%

**Notes:** Estimates describe affected population, where indicated, within specified state of Harkin/Miller proposal to raise federal minimum wage to \$9.80 over three years. Demographic profile and average annual wage increase value reflect the affected population and wage increase occurring in the third year (i.e., in step up to \$9.80/hour). The total wage increase is the total over all three steps.

**Source:** Authors' analysis of Harkin/Miller proposal using Current Population Survey Outgoing Rotation Group microdata, 2011

# Rhode Island

## Characteristics of workers who would be affected by increasing the federal minimum wage to \$9.80 by July 2014

Category	Est. workforce	Directly affected	Indirectly affected	Total affected	% of total affected	Total wage increase	Avg. annual wage increase
<b>TOTAL</b>	<b>461,619</b>	<b>66,268</b>	<b>28,917</b>	<b>95,185</b>	<b>100%</b>	<b>\$119,860,827</b>	<b>\$632</b>
<b>Gender</b>							
Female	239,679	37,534	14,557	52,091	54.7%	66,239,285	641
Male	221,940	28,735	14,359	43,094	45.3%	53,621,542	620
<b>Age</b>							
20 or older	441,610	53,159	26,222	79,381	83.4%	99,852,963	644
Under 20	20,010	13,110	2,694	15,804	16.6%	20,007,864	571
<b>Race/ethnicity</b>							
Non-Hispanic white	379,041	48,666	20,281	68,948	72.4%	85,262,430	615
Black	24,609	6,124	2,230	8,355	8.8%	10,374,322	633
Hispanic	40,774	10,094	4,969	15,063	15.8%	21,327,170	723
Asian/other	17,195	1,384	1,436	2,820	3.0%	2,896,904	536
<b>Family structure</b>							
Married parent	114,020	7,054	2,893	9,946	10.4%	12,782,163	638
Single parent	36,140	7,298	2,299	9,597	10.1%	15,922,841	846
Married, no kids	123,571	11,078	5,499	16,577	17.4%	21,752,051	690
Unmarried, no kids	187,888	40,839	18,226	59,065	62.1%	69,403,771	579
<b>Work hours</b>							
Part time (<20h)	37,500	16,291	4,288	20,579	21.6%	15,357,235	335
Mid time (20–34)	78,051	25,998	7,940	33,938	35.7%	45,276,639	635
Full time (35+)	346,069	23,979	16,689	40,668	42.7%	59,226,953	779
<b>Education</b>							
Less than high school	44,695	15,552	5,931	21,483	22.6%	29,875,382	678
High school	118,284	20,003	10,557	30,560	32.1%	37,258,778	630
Some college	84,359	20,356	6,130	26,486	27.8%	33,733,600	606
Associate degree	44,876	4,383	1,567	5,950	6.3%	8,906,640	802
Bachelor's or higher	169,405	5,975	4,731	10,706	11.2%	10,086,428	513
<b>Family income</b>							
Less than \$10,000	13,722	3,961	2,175	6,136	6.4%	8,056,617	677
\$10,000–\$14,999	12,792	4,464	1,849	6,313	6.6%	8,151,499	683
\$15,000–\$19,999	10,107	2,695	1,411	4,107	4.3%	4,846,410	622
\$20,000–\$24,999	15,557	3,375	1,611	4,986	5.2%	6,038,742	657
\$25,000 - \$29,999	17,227	4,963	1,981	6,944	7.3%	7,920,092	571
\$30,000–\$34,999	20,170	3,804	695	4,500	4.7%	8,082,648	811
\$35,000–\$39,999	22,813	3,562	1,872	5,434	5.7%	6,481,159	606
\$40,000–\$49,999	34,010	4,812	2,724	7,536	7.9%	7,595,201	461
\$50,000–\$59,999	39,081	4,585	1,691	6,276	6.6%	8,635,174	677
\$60,000–\$74,999	62,982	9,308	3,548	12,857	13.5%	16,634,470	665
\$75,000–\$99,999	80,224	9,533	4,307	13,839	14.5%	16,347,461	638
\$100,000–\$149,999	86,885	7,554	3,876	11,430	12.0%	13,568,607	564
\$150,000 or more	46,050	3,652	1,177	4,829	5.1%	7,502,746	694

	Est. # of children	Directly affected	Indirectly affected	Total affected	% of children
Children with at least one affected parent	229,444	23,707	24,549	48,256	21.0%

Category	Average share of family income earned by affected worker	Share of affected who are sole providers of family income
All affected	38.8%	13.7%
Parents affected	53.2%	25.3%

**Notes:** Estimates describe affected population, where indicated, within specified state of Harkin/Miller proposal to raise federal minimum wage to \$9.80 over three years. Demographic profile and average annual wage increase value reflect the affected population and wage increase occurring in the third year (i.e., in step up to \$9.80/hour). The total wage increase is the total over all three steps.

**Source:** Authors' analysis of Harkin/Miller proposal using Current Population Survey Outgoing Rotation Group microdata, 2011

South Carolina

Characteristics of workers who would be affected by increasing the federal minimum wage to \$9.80 by July 2014							
Category	Est. workforce	Directly affected	Indirectly affected	Total affected	% of total affected	Total wage increase	Avg. annual wage increase
TOTAL	1,757,618	314,318	154,042	468,360	100%	\$685,264,478	\$654
Gender							
Female	884,418	181,687	89,043	270,730	57.8%	367,301,989	608
Male	873,200	132,631	64,999	197,629	42.2%	317,962,489	717
Age							
20 or older	1,699,846	274,637	148,324	422,961	90.3%	611,496,225	658
Under 20	57,772	39,681	5,718	45,398	9.7%	73,768,252	620
Race/ethnicity							
Non-Hispanic white	1,198,769	169,708	87,875	257,583	55.0%	366,659,063	637
Black	463,875	121,984	57,914	179,898	38.4%	270,313,788	673
Hispanic	62,966	16,830	5,979	22,809	4.9%	33,751,396	659
Asian/other	32,008	5,797	2,273	8,071	1.7%	14,540,231	758
Family structure							
Married parent	439,681	44,266	19,375	63,642	13.6%	100,758,449	743
Single parent	151,372	39,405	28,559	67,964	14.5%	94,482,222	604
Married, no kids	514,931	42,661	35,898	78,559	16.8%	100,147,851	588
Unmarried, no kids	651,634	187,985	70,210	258,195	55.1%	389,875,956	665
Work hours							
Part time (<20h)	114,219	51,216	21,817	73,032	15.6%	57,240,005	295
Mid time (20–34)	231,741	106,258	29,838	136,096	29.1%	226,373,150	670
Full time (35+)	1,411,658	156,845	102,387	259,232	55.3%	401,651,323	746
Education							
Less than high school	145,153	59,123	14,712	73,835	15.8%	119,515,582	690
High school	524,564	132,080	64,743	196,823	42.0%	299,567,909	690
Some college	336,869	68,091	29,449	97,540	20.8%	126,892,881	598
Associate degree	243,117	28,896	22,497	51,392	11.0%	84,777,622	674
Bachelor's or higher	507,916	26,129	22,642	48,771	10.4%	54,510,483	545
Family income							
Less than \$10,000	81,859	37,841	12,320	50,161	10.7%	94,879,210	739
\$10,000–\$14,999	79,983	32,662	13,953	46,615	10.0%	70,153,632	702
\$15,000–\$19,999	61,329	23,988	12,869	36,857	7.9%	50,312,179	618
\$20,000–\$24,999	110,012	26,700	16,773	43,473	9.3%	66,809,940	655
\$25,000 - \$29,999	103,861	27,276	14,552	41,828	8.9%	73,273,875	719
\$30,000–\$34,999	125,508	22,084	12,806	34,890	7.4%	60,213,160	776
\$35,000–\$39,999	85,601	14,566	8,970	23,536	5.0%	29,405,538	674
\$40,000–\$49,999	186,705	31,441	10,832	42,274	9.0%	56,588,436	652
\$50,000–\$59,999	200,606	28,944	18,779	47,723	10.2%	58,578,166	590
\$60,000–\$74,999	235,001	26,695	18,127	44,822	9.6%	47,225,782	560
\$75,000–\$99,999	226,008	20,402	5,058	25,461	5.4%	42,548,039	677
\$100,000–\$149,999	171,050	12,100	4,860	16,960	3.6%	18,929,283	477
\$150,000 or more	90,096	9,619	4,143	13,762	2.9%	16,347,238	437

	Est. # of children	Directly affected	Indirectly affected	Total affected	% of children
Children with at least one affected parent	1,111,009	171,182	192,259	363,441	32.7%

Category	Average share of family income earned by affected worker	Share of affected who are sole providers of family income
All affected	54.5%	22.2%
Parents affected	62.4%	30.7%

**Notes:** Estimates describe affected population, where indicated, within specified state of Harkin/Miller proposal to raise federal minimum wage to \$9.80 over three years. Demographic profile and average annual wage increase value reflect the affected population and wage increase occurring in the third year (i.e., in step up to \$9.80/hour). The total wage increase is the total over all three steps. **Source:** Authors' analysis of Harkin/Miller proposal using Current Population Survey Outgoing Rotation Group microdata, 2011

South Dakota

Characteristics of workers who would be affected by increasing the federal minimum wage to \$9.80 by July 2014							
Category	Est. workforce	Directly affected	Indirectly affected	Total affected	% of total affected	Total wage increase	Avg. annual wage increase
TOTAL	365,638	61,398	30,493	91,891	100%	\$119,147,947	\$649
Gender							
Female	183,364	35,528	18,427	53,955	58.7%	67,271,745	625
Male	182,274	25,871	12,066	37,937	41.3%	51,876,202	682
Age							
20 or older	348,827	49,658	28,750	78,408	85.3%	97,893,419	648
Under 20	16,811	11,741	1,743	13,484	14.7%	21,254,528	653
Race/ethnicity							
Non-Hispanic white	325,282	51,564	24,742	76,307	83.0%	100,173,850	646
Black	3,538	816	480	1,296	1.4%	1,110,909	511
Hispanic	10,097	2,850	920	3,770	4.1%	5,633,736	827
Asian/other	26,721	6,169	4,350	10,519	11.4%	12,229,452	618
Family structure							
Married parent	95,903	7,391	6,033	13,425	14.6%	15,473,170	595
Single parent	27,471	6,039	3,035	9,075	9.9%	11,571,126	721
Married, no kids	109,567	11,839	7,722	19,561	21.3%	22,882,081	602
Unmarried, no kids	132,698	36,129	13,703	49,832	54.2%	69,221,569	668
Work hours							
Part time (<20h)	28,096	14,576	3,610	18,186	19.8%	15,278,625	354
Mid time (20–34)	47,785	20,935	6,601	27,537	30.0%	40,483,102	683
Full time (35+)	289,757	25,887	20,282	46,169	50.2%	63,386,220	744
Education							
Less than high school	27,061	12,611	2,630	15,241	16.6%	22,160,595	648
High school	104,529	18,751	12,306	31,057	33.8%	38,180,630	631
Some college	67,645	18,400	8,702	27,101	29.5%	36,485,329	681
Associate degree	58,707	5,329	2,628	7,957	8.7%	10,754,938	736
Bachelor's or higher	107,696	6,308	4,227	10,535	11.5%	11,566,454	554
Family income							
Less than \$10,000	21,299	11,675	1,360	13,034	14.2%	19,863,970	715
\$10,000–\$14,999	13,980	4,797	2,232	7,030	7.6%	11,069,356	761
\$15,000–\$19,999	10,062	3,239	1,171	4,410	4.8%	5,428,425	745
\$20,000–\$24,999	21,880	5,047	3,712	8,759	9.5%	8,546,950	537
\$25,000 - \$29,999	21,253	4,377	3,058	7,435	8.1%	8,923,919	624
\$30,000–\$34,999	22,738	3,045	3,205	6,250	6.8%	8,490,384	667
\$35,000–\$39,999	24,872	3,634	2,483	6,117	6.7%	5,502,319	490
\$40,000–\$49,999	37,475	5,283	2,472	7,755	8.4%	11,072,807	671
\$50,000–\$59,999	42,805	5,118	3,189	8,306	9.0%	9,384,120	595
\$60,000–\$74,999	51,594	5,242	3,162	8,403	9.1%	11,211,748	639
\$75,000–\$99,999	50,043	5,717	2,110	7,827	8.5%	12,070,414	736
\$100,000–\$149,999	31,171	3,106	1,647	4,753	5.2%	6,474,117	693
\$150,000 or more	16,464	1,120	691	1,811	2.0%	1,109,414	320

	Est. # of children	Directly affected	Indirectly affected	Total affected	% of children
Children with at least one affected parent	202,593	27,990	35,683	63,674	31.4%

Category	Average share of family income earned by affected worker	Share of affected who are sole providers of family income
All affected	52.9%	21.5%
Parents affected	54.5%	21.9%

**Notes:** Estimates describe affected population, where indicated, within specified state of Harkin/Miller proposal to raise federal minimum wage to \$9.80 over three years. Demographic profile and average annual wage increase value reflect the affected population and wage increase occurring in the third year (i.e., in step up to \$9.80/hour). The total wage increase is the total over all three steps.

**Source:** Authors' analysis of Harkin/Miller proposal using Current Population Survey Outgoing Rotation Group microdata, 2011



# Tennessee

Characteristics of workers who would be affected by increasing the federal minimum wage to \$9.80 by July 2014

Category	Est. workforce	Directly affected	Indirectly affected	Total affected	% of total affected	Total wage increase	Avg. annual wage increase
<b>TOTAL</b>	<b>2,543,874</b>	<b>454,439</b>	<b>222,157</b>	<b>676,596</b>	<b>100%</b>	<b>\$970,623,164</b>	<b>\$641</b>
<b>Gender</b>							
Female	1,228,853	256,346	109,019	365,365	54.0%	530,565,738	638
Male	1,315,021	198,093	113,138	311,230	46.0%	440,057,427	645
<b>Age</b>							
20 or older	2,470,967	411,203	208,788	619,991	91.6%	901,372,202	658
Under 20	72,908	43,236	13,369	56,604	8.4%	69,250,963	457
<b>Race/ethnicity</b>							
Non-Hispanic white	1,925,563	332,232	152,345	484,577	71.6%	704,415,517	669
Black	463,484	81,492	52,249	133,742	19.8%	166,694,015	530
Hispanic	92,152	26,576	16,395	42,971	6.4%	66,345,363	564
Asian/other	62,675	14,139	1,167	15,306	2.3%	33,168,269	927
<b>Family structure</b>							
Married parent	704,991	92,340	51,003	143,344	21.2%	239,387,652	756
Single parent	174,945	36,152	22,355	58,507	8.6%	80,073,922	585
Married, no kids	759,455	108,323	54,291	162,614	24.0%	234,840,995	707
Unmarried, no kids	904,483	217,623	94,508	312,131	46.1%	416,320,595	564
<b>Work hours</b>							
Part time (<20h)	140,459	61,468	13,409	74,877	11.1%	66,198,420	310
Mid time (20–34)	324,740	138,255	41,657	179,912	26.6%	270,767,097	564
Full time (35+)	2,078,675	254,716	167,091	421,806	62.3%	633,657,647	732
<b>Education</b>							
Less than high school	213,832	91,950	30,300	122,250	18.1%	183,613,711	598
High school	835,637	188,284	98,088	286,372	42.3%	401,234,480	638
Some college	491,979	107,752	44,909	152,661	22.6%	215,371,903	606
Associate degree	256,121	28,163	24,195	52,358	7.7%	77,892,187	809
Bachelor's or higher	746,304	38,289	24,665	62,955	9.3%	92,510,883	682
<b>Family income</b>							
Less than \$10,000	69,468	25,827	13,300	39,127	5.8%	56,071,776	548
\$10,000–\$14,999	112,538	41,871	12,473	54,344	8.0%	102,116,411	876
\$15,000–\$19,999	121,933	54,058	19,973	74,031	10.9%	121,071,248	652
\$20,000–\$24,999	150,582	45,573	34,350	79,923	11.8%	111,055,952	585
\$25,000 - \$29,999	194,547	44,117	25,993	70,111	10.4%	86,172,049	544
\$30,000–\$34,999	181,268	28,120	15,796	43,916	6.5%	67,920,847	632
\$35,000–\$39,999	152,553	33,357	11,114	44,471	6.6%	67,212,273	615
\$40,000–\$49,999	289,276	55,698	18,239	73,936	10.9%	118,974,263	875
\$50,000–\$59,999	280,106	36,755	21,646	58,401	8.6%	75,460,934	648
\$60,000–\$74,999	318,180	36,558	16,934	53,492	7.9%	73,211,076	580
\$75,000–\$99,999	293,158	24,656	9,252	33,908	5.0%	44,889,636	561
\$100,000–\$149,999	236,485	19,784	16,266	36,050	5.3%	31,559,897	497
\$150,000 or more	143,780	8,066	6,820	14,885	2.2%	14,906,802	387

	Est. # of children	Directly affected	Indirectly affected	Total affected	% of children
Children with at least one affected parent	1,514,217	251,876	225,794	477,670	31.5%

Category	Average share of family income earned by affected worker	Share of affected who are sole providers of family income
All affected	56.0%	21.3%
Parents affected	60.6%	22.5%

**Notes:** Estimates describe affected population, where indicated, within specified state of Harkin/Miller proposal to raise federal minimum wage to \$9.80 over three years. Demographic profile and average annual wage increase value reflect the affected population and wage increase occurring in the third year (i.e., in step up to \$9.80/hour). The total wage increase is the total over all three steps.

**Source:** Authors' analysis of Harkin/Miller proposal using Current Population Survey Outgoing Rotation Group microdata, 2011

# Texas

Characteristics of workers who would be affected by increasing the federal minimum wage to \$9.80 by July 2014

Category	Est. workforce	Directly affected	Indirectly affected	Total affected	% of total affected	Total wage increase	Avg. annual wage increase
TOTAL	10,395,388	2,030,324	770,207	2,800,531	100%	\$4,880,566,604	\$749
Gender							
Female	4,770,718	1,124,827	351,802	1,476,630	52.7%	2,619,309,214	757
Male	5,624,670	905,497	418,404	1,323,901	47.3%	2,261,257,390	739
Age							
20 or older	10,065,681	1,795,535	745,564	2,541,098	90.7%	4,411,410,695	753
Under 20	329,707	234,790	24,643	259,432	9.3%	469,155,909	708
Race/ethnicity							
Non-Hispanic white	4,838,720	608,842	272,963	881,805	31.5%	1,362,023,772	685
Black	1,165,358	243,631	104,050	347,682	12.4%	602,437,119	720
Hispanic	3,811,471	1,102,982	354,405	1,457,387	52.0%	2,735,509,006	799
Asian/other	579,839	74,869	38,788	113,658	4.1%	180,596,707	683
Family structure							
Married parent	3,021,068	408,254	192,716	600,970	21.5%	1,098,888,270	784
Single parent	945,801	280,940	89,495	370,434	13.2%	672,376,112	774
Married, no kids	2,704,819	351,227	169,769	520,996	18.6%	825,110,556	714
Unmarried, no kids	3,723,701	989,904	318,227	1,308,131	46.7%	2,284,191,666	740
Work hours							
Part time (<20h)	416,504	192,803	46,839	239,641	8.6%	222,134,035	333
Mid time (20–34)	1,248,403	577,782	129,995	707,778	25.3%	1,206,443,405	668
Full time (35+)	8,730,482	1,259,739	593,373	1,853,112	66.2%	3,451,989,164	833
Education							
Less than high school	1,629,861	662,946	210,161	873,107	31.2%	1,666,607,897	799
High school	2,795,690	678,480	253,843	932,323	33.3%	1,633,175,859	754
Some college	2,139,389	467,331	163,201	630,532	22.5%	1,035,811,504	713
Associate degree	855,065	110,473	46,059	156,532	5.6%	243,272,860	680
Bachelor's or higher	2,975,383	111,094	96,943	208,036	7.4%	301,698,484	673
Family income							
Less than \$10,000	476,822	210,484	54,498	264,982	9.5%	542,764,792	822
\$10,000–\$14,999	508,471	218,440	65,521	283,961	10.1%	571,422,772	839
\$15,000–\$19,999	445,052	185,043	49,023	234,065	8.4%	439,945,477	815
\$20,000–\$24,999	587,795	173,503	83,278	256,781	9.2%	411,776,684	703
\$25,000 - \$29,999	617,134	165,659	66,930	232,589	8.3%	400,915,922	747
\$30,000–\$34,999	654,161	148,706	60,790	209,496	7.5%	367,767,729	771
\$35,000–\$39,999	605,926	142,826	50,596	193,422	6.9%	325,929,884	782
\$40,000–\$49,999	986,567	186,525	85,020	271,544	9.7%	477,093,646	755
\$50,000–\$59,999	1,041,092	176,386	79,872	256,258	9.2%	407,919,762	697
\$60,000–\$74,999	1,136,575	147,807	52,438	200,245	7.2%	344,168,089	724
\$75,000–\$99,999	1,344,183	117,973	59,769	177,742	6.3%	244,655,766	641
\$100,000–\$149,999	1,252,027	107,731	38,393	146,124	5.2%	225,582,849	637
\$150,000 or more	739,583	49,242	24,078	73,320	2.6%	120,623,233	652

	Est. # of children	Directly affected	Indirectly affected	Total affected	% of children
Children with at least one affected parent	7,277,196	1,576,290	1,299,371	2,875,661	39.5%

Category	Average share of family income earned by affected worker	Share of affected who are sole providers of family income
All affected	56.8%	23.7%
Parents affected	65.6%	31.0%

**Notes:** Estimates describe affected population, where indicated, within specified state of Harkin/Miller proposal to raise federal minimum wage to \$9.80 over three years. Demographic profile and average annual wage increase value reflect the affected population and wage increase occurring in the third year (i.e., in step up to \$9.80/hour). The total wage increase is the total over all three steps.

**Source:** Authors' analysis of Harkin/Miller proposal using Current Population Survey Outgoing Rotation Group microdata, 2011

Utah

Characteristics of workers who would be affected by increasing the federal minimum wage to \$9.80 by July 2014							
Category	Est. workforce	Directly affected	Indirectly affected	Total affected	% of total affected	Total wage increase	Avg. annual wage increase
TOTAL	1,162,897	188,019	93,017	281,036	100%	\$412,093,532	\$675
Gender							
Female	515,325	103,934	49,906	153,840	54.7%	210,826,674	640
Male	647,572	84,085	43,111	127,196	45.3%	201,266,858	717
Age							
20 or older	1,116,489	155,164	88,037	243,201	86.5%	355,683,921	680
Under 20	46,408	32,855	4,980	37,835	13.5%	56,409,611	646
Race/ethnicity							
Non-Hispanic white	961,751	147,953	71,447	219,399	78.1%	316,159,234	661
Black	12,091	-	1,513	1,513	0.5%	207,706	137
Hispanic	123,908	30,085	14,860	44,945	16.0%	76,571,064	767
Asian/other	65,147	9,981	5,198	15,179	5.4%	19,155,527	667
Family structure							
Married parent	407,082	34,520	21,564	56,084	20.0%	83,767,087	707
Single parent	73,165	18,896	7,683	26,579	9.5%	46,828,434	753
Married, no kids	322,395	47,781	24,841	72,622	25.8%	104,686,954	680
Unmarried, no kids	360,255	86,821	38,930	125,751	44.7%	176,811,056	642
Work hours							
Part time (<20h)	86,349	36,143	10,803	46,946	16.7%	33,883,921	312
Mid time (20–34)	189,036	70,717	26,922	97,639	34.7%	134,536,391	623
Full time (35+)	887,512	81,159	55,293	136,452	48.6%	243,673,219	838
Education							
Less than high school	105,306	44,323	10,676	55,000	19.6%	96,719,991	738
High school	314,104	56,600	25,880	82,479	29.3%	133,686,972	771
Some college	299,251	58,516	32,580	91,096	32.4%	110,145,176	589
Associate degree	137,148	15,532	10,025	25,556	9.1%	34,608,480	646
Bachelor's or higher	307,088	13,048	13,857	26,905	9.6%	36,932,914	574
Family income							
Less than \$10,000	38,561	20,101	6,063	26,164	9.3%	39,773,462	707
\$10,000–\$14,999	39,091	8,108	10,642	18,750	6.7%	17,393,922	459
\$15,000–\$19,999	25,201	5,898	2,681	8,579	3.1%	8,991,151	546
\$20,000–\$24,999	40,204	6,315	4,619	10,934	3.9%	9,896,421	456
\$25,000 - \$29,999	66,279	18,261	4,848	23,109	8.2%	36,938,815	742
\$30,000–\$34,999	81,776	18,144	7,573	25,717	9.2%	40,889,379	757
\$35,000–\$39,999	68,320	14,480	5,738	20,217	7.2%	36,742,237	751
\$40,000–\$49,999	123,324	19,849	8,801	28,650	10.2%	44,544,356	716
\$50,000–\$59,999	130,881	20,282	12,839	33,121	11.8%	53,747,319	737
\$60,000–\$74,999	173,741	15,612	8,682	24,295	8.6%	34,412,193	613
\$75,000–\$99,999	176,146	22,787	9,901	32,688	11.6%	47,898,078	685
\$100,000–\$149,999	131,061	14,233	7,691	21,924	7.8%	30,914,015	674
\$150,000 or more	68,312	3,948	2,940	6,889	2.5%	9,952,182	608

	Est. # of children	Directly affected	Indirectly affected	Total affected	% of children
Children with at least one affected parent	909,478	126,756	121,859	248,614	27.3%

Category	Average share of family income earned by affected worker	Share of affected who are sole providers of family income
All affected	43.9%	14.2%
Parents affected	48.2%	18.3%

**Notes:** Estimates describe affected population, where indicated, within specified state of Harkin/Miller proposal to raise federal minimum wage to \$9.80 over three years. Demographic profile and average annual wage increase value reflect the affected population and wage increase occurring in the third year (i.e., in step up to \$9.80/hour). The total wage increase is the total over all three steps.

**Source:** Authors' analysis of Harkin/Miller proposal using Current Population Survey Outgoing Rotation Group microdata, 2011

# Vermont

## Characteristics of workers who would be affected by increasing the federal minimum wage to \$9.80 by July 2014

Category	Est. workforce	Directly affected	Indirectly affected	Total affected	% of total affected	Total wage increase	Avg. annual wage increase
<b>TOTAL</b>	<b>295,876</b>	<b>31,578</b>	<b>24,112</b>	<b>55,690</b>	<b>100%</b>	<b>\$52,814,623</b>	<b>\$569</b>
<b>Gender</b>							
Female	147,703	15,950	13,842	29,792	53.5%	25,699,047	492
Male	148,174	15,629	10,270	25,899	46.5%	27,115,576	657
<b>Age</b>							
20 or older	284,502	24,192	21,874	46,066	82.7%	43,814,879	580
Under 20	11,375	7,386	2,238	9,624	17.3%	8,999,744	515
<b>Race/ethnicity</b>							
Non-Hispanic white	281,751	29,706	22,698	52,404	94.1%	50,610,461	579
Black	2,744	693	110	803	1.4%	979,042	605
Hispanic	2,580	197	134	331	0.6%	216,256	469
Asian/other	8,802	983	1,169	2,152	3.9%	1,008,865	316
<b>Family structure</b>							
Married parent	72,435	2,064	3,279	5,342	9.6%	4,815,565	644
Single parent	20,583	2,463	2,235	4,698	8.4%	4,343,499	587
Married, no kids	88,197	5,315	5,082	10,397	18.7%	9,472,922	501
Unmarried, no kids	114,661	21,737	13,516	35,253	63.3%	34,182,637	575
<b>Work hours</b>							
Part time (<20h)	24,221	8,773	5,020	13,793	24.8%	7,402,865	277
Mid time (20–34)	47,622	12,426	7,268	19,694	35.4%	19,585,846	544
Full time (35+)	224,033	10,380	11,824	22,204	39.9%	25,825,913	772
<b>Education</b>							
Less than high school	17,106	7,968	2,311	10,279	18.5%	8,922,910	471
High school	91,602	11,714	10,243	21,957	39.4%	21,495,518	573
Some college	44,479	5,553	5,053	10,606	19.0%	8,369,439	491
Associate degree	33,341	2,221	2,552	4,773	8.6%	4,571,600	556
Bachelor's or higher	109,348	4,122	3,953	8,075	14.5%	9,455,157	791
<b>Family income</b>							
Less than \$10,000	8,749	2,234	943	3,177	5.7%	3,507,521	786
\$10,000–\$14,999	7,769	2,430	1,323	3,753	6.7%	4,181,227	678
\$15,000–\$19,999	8,372	1,747	1,488	3,235	5.8%	3,021,720	505
\$20,000–\$24,999	7,725	1,710	1,479	3,190	5.7%	3,217,874	515
\$25,000 - \$29,999	10,702	1,891	922	2,813	5.1%	2,320,133	493
\$30,000–\$34,999	16,671	2,670	1,795	4,465	8.0%	4,210,358	531
\$35,000–\$39,999	18,140	1,536	2,776	4,311	7.7%	3,610,666	471
\$40,000–\$49,999	33,465	3,996	2,836	6,831	12.3%	6,834,142	586
\$50,000–\$59,999	36,545	2,582	2,318	4,900	8.8%	4,960,837	650
\$60,000–\$74,999	35,885	3,212	1,746	4,958	8.9%	4,701,060	571
\$75,000–\$99,999	58,020	3,480	4,106	7,586	13.6%	6,425,052	552
\$100,000–\$149,999	37,861	3,376	1,909	5,286	9.5%	4,737,917	528
\$150,000 or more	15,974	714	472	1,186	2.1%	1,086,116	481

	Est. # of children	Directly affected	Indirectly affected	Total affected	% of children
Children with at least one affected parent	124,183	7,052	11,842	18,894	15.2%

Category	Average share of family income earned by affected worker	Share of affected who are sole providers of family income
All affected	40.2%	10.8%
Parents affected	49.1%	16.5%

**Notes:** Estimates describe affected population, where indicated, within specified state of Harkin/Miller proposal to raise federal minimum wage to \$9.80 over three years. Demographic profile and average annual wage increase value reflect the affected population and wage increase occurring in the third year (i.e., in step up to \$9.80/hour). The total wage increase is the total over all three steps.

**Source:** Authors' analysis of Harkin/Miller proposal using Current Population Survey Outgoing Rotation Group microdata, 2011

# Virginia

**Characteristics of workers who would be affected by increasing the federal minimum wage to \$9.80 by July 2014**

Category	Est. workforce	Directly affected	Indirectly affected	Total affected	% of total affected	Total wage increase	Avg. annual wage increase
<b>TOTAL</b>	<b>3,616,230</b>	<b>511,622</b>	<b>239,322</b>	<b>750,944</b>	<b>100%</b>	<b>\$1,100,845,502</b>	<b>\$659</b>
<b>Gender</b>							
Female	1,744,446	285,828	121,663	407,491	54.3%	598,744,475	646
Male	1,871,784	225,794	117,659	343,453	45.7%	502,101,027	675
<b>Age</b>							
20 or older	3,491,025	424,487	223,385	647,872	86.3%	953,771,287	674
Under 20	125,205	87,135	15,937	103,072	13.7%	147,074,214	568
<b>Race/ethnicity</b>							
Non-Hispanic white	2,448,033	289,299	140,303	429,602	57.2%	620,259,299	632
Black	602,850	121,080	45,560	166,640	22.2%	248,858,718	685
Hispanic	288,062	70,197	41,949	112,145	14.9%	159,966,271	687
Asian/other	277,285	31,045	11,511	42,556	5.7%	71,761,213	760
<b>Family structure</b>							
Married parent	1,005,681	83,527	38,962	122,488	16.3%	170,392,042	695
Single parent	216,610	25,286	30,523	55,809	7.4%	64,812,109	504
Married, no kids	1,089,775	93,072	56,579	149,651	19.9%	234,254,652	696
Unmarried, no kids	1,304,164	309,737	113,259	422,996	56.3%	631,386,698	657
<b>Work hours</b>							
Part time (<20h)	190,442	94,648	23,993	118,641	15.8%	97,594,902	322
Mid time (20–34)	473,980	185,240	52,169	237,409	31.6%	363,466,472	652
Full time (35+)	2,951,808	231,734	163,160	394,894	52.6%	639,784,128	764
<b>Education</b>							
Less than high school	280,725	107,903	40,964	148,866	19.8%	229,026,767	671
High school	961,359	195,490	96,085	291,575	38.8%	422,277,278	664
Some college	693,612	139,459	54,056	193,515	25.8%	279,673,417	652
Associate degree	269,955	25,851	13,784	39,635	5.3%	60,750,467	652
Bachelor's or higher	1,410,579	42,919	34,434	77,353	10.3%	109,117,573	641
<b>Family income</b>							
Less than \$10,000	82,868	27,289	8,502	35,791	4.8%	54,300,234	615
\$10,000–\$14,999	86,282	25,559	8,899	34,458	4.6%	40,994,890	625
\$15,000–\$19,999	84,284	33,747	7,771	41,518	5.5%	73,465,629	807
\$20,000–\$24,999	126,857	27,117	22,098	49,215	6.6%	63,639,140	612
\$25,000 - \$29,999	160,919	35,966	15,141	51,108	6.8%	87,341,888	741
\$30,000–\$34,999	153,891	34,920	18,816	53,737	7.2%	75,084,428	702
\$35,000–\$39,999	155,189	37,727	19,590	57,317	7.6%	87,587,531	699
\$40,000–\$49,999	286,124	42,867	28,087	70,954	9.4%	94,898,506	629
\$50,000–\$59,999	363,181	40,407	33,901	74,308	9.9%	91,294,308	549
\$60,000–\$74,999	398,817	61,177	16,982	78,159	10.4%	127,284,516	734
\$75,000–\$99,999	558,834	61,674	19,846	81,521	10.9%	141,185,870	746
\$100,000–\$149,999	598,460	47,252	22,824	70,076	9.3%	89,415,223	528
\$150,000 or more	560,524	35,917	16,865	52,783	7.0%	74,353,338	599

	Est. # of children	Directly affected	Indirectly affected	Total affected	% of children
Children with at least one affected parent	1,927,753	241,082	268,713	509,795	26.4%

Category	Average share of family income earned by affected worker	Share of affected who are sole providers of family income
All affected	41.5%	9.9%
Parents affected	45.7%	6.6%

**Notes:** Estimates describe affected population, where indicated, within specified state of Harkin/Miller proposal to raise federal minimum wage to \$9.80 over three years. Demographic profile and average annual wage increase value reflect the affected population and wage increase occurring in the third year (i.e., in step up to \$9.80/hour). The total wage increase is the total over all three steps.

**Source:** Authors' analysis of Harkin/Miller proposal using Current Population Survey Outgoing Rotation Group microdata, 2011

# Washington

Characteristics of workers who would be affected by increasing the federal minimum wage to \$9.80 by July 2014

Category	Est. workforce	Directly affected	Indirectly affected	Total affected	% of total affected	Total wage increase	Avg. annual wage increase
<b>TOTAL</b>	<b>2,779,838</b>	<b>255,876</b>	<b>170,808</b>	<b>426,684</b>	<b>100%</b>	<b>\$308,647,003</b>	<b>\$723</b>
<b>Gender</b>							
Female	1,325,879	140,278	92,800	233,078	54.6%	153,746,230	660
Male	1,453,960	115,598	78,008	193,606	45.4%	154,900,773	800
<b>Age</b>							
20 or older	2,701,259	206,613	159,385	365,998	85.8%	277,294,699	758
Under 20	78,579	49,263	11,423	60,686	14.2%	31,352,304	517
<b>Race/ethnicity</b>							
Non-Hispanic white	2,111,962	168,145	107,515	275,660	64.6%	194,302,411	705
Black	66,892	12,148	2,779	14,928	3.5%	16,209,677	1,086
Hispanic	235,624	43,361	31,624	74,985	17.6%	51,857,548	692
Asian/other	365,360	32,222	28,889	61,111	14.3%	46,277,367	757
<b>Family structure</b>							
Married parent	730,186	38,538	38,149	76,687	18.0%	63,341,992	826
Single parent	212,207	36,765	23,427	60,193	14.1%	42,483,686	706
Married, no kids	798,700	41,828	26,479	68,307	16.0%	67,440,724	987
Unmarried, no kids	1,038,745	138,744	82,752	221,497	51.9%	135,380,602	611
<b>Work hours</b>							
Part time (<20h)	167,783	51,642	32,617	84,259	19.7%	25,022,617	297
Mid time (20–34)	462,271	106,089	47,402	153,490	36.0%	115,831,388	755
Full time (35+)	2,149,785	98,145	90,790	188,935	44.3%	167,792,998	888
<b>Education</b>							
Less than high school	218,931	66,407	32,359	98,766	23.1%	75,314,001	763
High school	645,863	77,793	58,186	135,979	31.9%	89,621,336	659
Some college	617,928	67,495	45,590	113,085	26.5%	79,097,487	699
Associate degree	354,859	27,521	9,928	37,450	8.8%	42,069,815	1,123
Bachelor's or higher	942,258	16,660	24,744	41,404	9.7%	22,544,364	544
<b>Family income</b>							
Less than \$10,000	79,346	20,055	7,123	27,178	6.4%	21,624,065	796
\$10,000–\$14,999	61,486	10,715	11,523	22,238	5.2%	15,064,161	677
\$15,000–\$19,999	68,626	23,562	10,559	34,121	8.0%	29,379,997	861
\$20,000–\$24,999	126,531	22,564	13,542	36,106	8.5%	26,332,822	729
\$25,000 - \$29,999	132,685	20,681	13,174	33,855	7.9%	18,003,933	532
\$30,000–\$34,999	132,878	12,705	9,227	21,933	5.1%	20,824,115	949
\$35,000–\$39,999	134,273	13,226	19,997	33,223	7.8%	16,274,919	490
\$40,000–\$49,999	244,324	17,056	19,252	36,308	8.5%	23,470,882	646
\$50,000–\$59,999	234,378	20,446	11,110	31,556	7.4%	23,438,681	743
\$60,000–\$74,999	389,158	30,170	13,096	43,266	10.1%	42,140,207	974
\$75,000–\$99,999	479,082	32,878	16,257	49,135	11.5%	34,211,986	696
\$100,000–\$149,999	428,354	21,035	20,691	41,726	9.8%	28,494,726	683
\$150,000 or more	268,717	10,783	5,255	16,038	3.8%	9,386,508	585

	Est. # of children	Directly affected	Indirectly affected	Total affected	% of children
Children with at least one affected parent	1,630,083	160,757	127,509	288,266	17.7%

Category	Average share of family income earned by affected worker	Share of affected who are sole providers of family income
All affected	43.3%	12.5%
Parents affected	51.4%	15.5%

**Notes:** Estimates describe affected population, where indicated, within specified state of Harkin/Miller proposal to raise federal minimum wage to \$9.80 over three years. Demographic profile and average annual wage increase value reflect the affected population and wage increase occurring in the third year (i.e., in step up to \$9.80/hour). The total wage increase is the total over all three steps.

**Source:** Authors' analysis of Harkin/Miller proposal using Current Population Survey Outgoing Rotation Group microdata, 2011

# West Virginia

## Characteristics of workers who would be affected by increasing the federal minimum wage to \$9.80 by July 2014

Category	Est. workforce	Directly affected	Indirectly affected	Total affected	% of total affected	Total wage increase	Avg. annual wage increase
<b>TOTAL</b>	<b>684,462</b>	<b>141,323</b>	<b>40,821</b>	<b>182,144</b>	<b>100%</b>	<b>\$316,896,518</b>	<b>\$772</b>
<b>Gender</b>							
Female	326,601	81,159	23,450	104,609	57.4%	180,301,113	757
Male	357,861	60,164	17,371	77,535	42.6%	136,595,406	792
<b>Age</b>							
20 or older	662,329	125,026	38,655	163,681	89.9%	286,046,601	791
Under 20	22,133	16,297	2,166	18,463	10.1%	30,849,918	598
<b>Race/ethnicity</b>							
Non-Hispanic white	652,004	133,207	39,629	172,836	94.9%	299,033,334	771
Black	18,455	6,074	839	6,913	3.8%	12,685,622	815
Hispanic	7,051	1,464	-	1,464	0.8%	2,711,515	589
Asian/other	6,953	577	353	930	0.5%	2,466,047	824
<b>Family structure</b>							
Married parent	198,952	25,173	9,999	35,172	19.3%	52,401,157	665
Single parent	48,358	14,662	2,190	16,851	9.3%	32,974,665	872
Married, no kids	222,515	34,958	11,671	46,629	25.6%	89,022,098	924
Unmarried, no kids	214,637	66,530	16,961	83,491	45.8%	142,498,599	711
<b>Work hours</b>							
Part time (<20h)	33,288	19,187	1,918	21,106	11.6%	22,733,174	367
Mid time (20–34)	88,318	45,180	9,760	54,940	30.2%	91,115,093	650
Full time (35+)	562,856	76,956	29,142	106,098	58.2%	203,048,251	915
<b>Education</b>							
Less than high school	51,424	26,211	4,524	30,735	16.9%	57,251,720	721
High school	274,969	67,227	21,546	88,773	48.7%	155,958,764	811
Some college	113,616	27,139	8,107	35,246	19.4%	56,521,414	707
Associate degree	77,515	11,985	3,217	15,202	8.3%	25,356,714	823
Bachelor's or higher	166,939	8,761	3,427	12,188	6.7%	21,807,906	736
<b>Family income</b>							
Less than \$10,000	23,394	13,599	495	14,094	7.7%	31,129,547	868
\$10,000–\$14,999	25,850	11,138	3,208	14,345	7.9%	24,706,645	741
\$15,000–\$19,999	25,884	10,419	4,460	14,879	8.2%	21,555,845	721
\$20,000–\$24,999	36,625	14,986	1,660	16,646	9.1%	30,725,936	811
\$25,000 - \$29,999	46,444	16,585	3,256	19,841	10.9%	36,899,482	805
\$30,000–\$34,999	32,527	5,676	717	6,393	3.5%	13,044,976	877
\$35,000–\$39,999	56,246	12,032	4,972	17,004	9.3%	26,004,047	647
\$40,000–\$49,999	69,792	12,208	5,499	17,706	9.7%	29,295,112	720
\$50,000–\$59,999	67,095	10,228	3,270	13,499	7.4%	18,326,050	619
\$60,000–\$74,999	105,994	13,896	4,313	18,209	10.0%	32,603,896	821
\$75,000–\$99,999	92,821	13,238	5,605	18,843	10.3%	36,433,170	985
\$100,000–\$149,999	77,271	5,361	2,933	8,293	4.6%	10,882,371	577
\$150,000 or more	24,519	1,957	433	2,390	1.3%	5,289,442	627

	Est. # of children	Directly affected	Indirectly affected	Total affected	% of children
Children with at least one affected parent	399,903	74,562	49,766	124,328	31.1%

Category	Average share of family income earned by affected worker	Share of affected who are sole providers of family income
All affected	52.0%	20.2%
Parents affected	57.0%	24.2%

**Notes:** Estimates describe affected population, where indicated, within specified state of Harkin/Miller proposal to raise federal minimum wage to \$9.80 over three years. Demographic profile and average annual wage increase value reflect the affected population and wage increase occurring in the third year (i.e., in step up to \$9.80/hour). The total wage increase is the total over all three steps.

**Source:** Authors' analysis of Harkin/Miller proposal using Current Population Survey Outgoing Rotation Group microdata, 2011



# Wisconsin

## Characteristics of workers who would be affected by increasing the federal minimum wage to \$9.80 by July 2014

Category	Est. workforce	Directly affected	Indirectly affected	Total affected	% of total affected	Total wage increase	Avg. annual wage increase
<b>TOTAL</b>	<b>2,576,303</b>	<b>409,405</b>	<b>175,653</b>	<b>585,058</b>	<b>100%</b>	<b>\$718,461,850</b>	<b>\$566</b>
<b>Gender</b>							
Female	1,298,335	214,115	96,581	310,696	53.1%	345,789,000	509
Male	1,277,967	195,290	79,071	274,361	46.9%	372,672,851	630
<b>Age</b>							
20 or older	2,455,743	315,636	167,370	483,007	82.6%	579,325,529	570
Under 20	120,560	93,769	8,282	102,051	17.4%	139,136,322	546
<b>Race/ethnicity</b>							
Non-Hispanic white	2,248,347	328,987	135,100	464,087	79.3%	544,887,201	543
Black	98,549	22,494	10,284	32,778	5.6%	40,849,334	557
Hispanic	129,246	39,239	20,141	59,380	10.1%	92,432,926	712
Asian/other	100,161	18,685	10,128	28,813	4.9%	40,292,389	640
<b>Family structure</b>							
Married parent	690,000	49,269	34,152	83,421	14.3%	110,782,765	610
Single parent	201,807	35,424	20,564	55,989	9.6%	69,719,069	593
Married, no kids	720,836	62,507	34,731	97,239	16.6%	108,712,857	586
Unmarried, no kids	963,659	262,204	86,206	348,409	59.6%	429,247,159	545
<b>Work hours</b>							
Part time (<20h)	239,217	121,710	22,551	144,262	24.7%	113,724,055	325
Mid time (20–34)	442,075	142,137	49,139	191,277	32.7%	254,440,854	570
Full time (35+)	1,895,012	145,557	103,962	249,519	42.6%	350,296,941	702
<b>Education</b>							
Less than high school	184,079	94,812	17,790	112,602	19.2%	156,693,883	574
High school	744,257	146,201	70,858	217,059	37.1%	266,549,162	568
Some college	500,401	100,806	45,862	146,668	25.1%	156,997,427	515
Associate degree	343,058	28,770	19,528	48,298	8.3%	52,430,879	532
Bachelor's or higher	804,508	38,816	21,615	60,431	10.3%	85,790,499	695
<b>Family income</b>							
Less than \$10,000	70,420	27,491	11,450	38,941	6.7%	61,432,879	650
\$10,000–\$14,999	81,485	35,731	8,365	44,096	7.5%	69,196,212	723
\$15,000–\$19,999	88,304	30,219	13,672	43,892	7.5%	46,927,595	553
\$20,000–\$24,999	121,999	39,769	17,322	57,090	9.8%	60,938,558	504
\$25,000 - \$29,999	103,551	20,355	13,789	34,145	5.8%	35,946,764	505
\$30,000–\$34,999	146,027	28,329	14,830	43,159	7.4%	56,549,374	623
\$35,000–\$39,999	129,420	23,939	10,290	34,229	5.9%	35,026,039	505
\$40,000–\$49,999	250,163	36,883	20,224	57,107	9.8%	54,427,565	458
\$50,000–\$59,999	293,863	45,279	19,633	64,913	11.1%	80,126,382	544
\$60,000–\$74,999	359,220	35,783	16,279	52,062	8.9%	67,647,111	679
\$75,000–\$99,999	444,213	38,232	15,366	53,597	9.2%	75,095,297	584
\$100,000–\$149,999	331,976	30,835	11,366	42,201	7.2%	51,994,479	515
\$150,000 or more	155,660	16,559	3,067	19,626	3.4%	23,153,595	493

	Est. # of children	Directly affected	Indirectly affected	Total affected	% of children
Children with at least one affected parent	1,311,597	179,015	199,563	378,579	28.9%

Category	Average share of family income earned by affected worker	Share of affected who are sole providers of family income
All affected	45.1%	16.0%
Parents affected	54.4%	21.5%

**Notes:** Estimates describe affected population, where indicated, within specified state of Harkin/Miller proposal to raise federal minimum wage to \$9.80 over three years. Demographic profile and average annual wage increase value reflect the affected population and wage increase occurring in the third year (i.e., in step up to \$9.80/hour). The total wage increase is the total over all three steps.

**Source:** Authors' analysis of Harkin/Miller proposal using Current Population Survey Outgoing Rotation Group microdata, 2011

# Wyoming

## Characteristics of workers who would be affected by increasing the federal minimum wage to \$9.80 by July 2014

Category	Est. workforce	Directly affected	Indirectly affected	Total affected	% of total affected	Total wage increase	Avg. annual wage increase
<b>TOTAL</b>	<b>254,546</b>	<b>33,322</b>	<b>16,439</b>	<b>49,761</b>	<b>100%</b>	<b>\$66,968,616</b>	<b>\$575</b>
<b>Gender</b>							
Female	114,688	19,250	9,554	28,804	57.9%	32,682,170	506
Male	139,858	14,072	6,885	20,957	42.1%	34,286,446	671
<b>Age</b>							
20 or older	243,989	26,173	14,887	41,060	82.5%	54,713,353	584
Under 20	10,557	7,149	1,552	8,701	17.5%	12,255,263	535
<b>Race/ethnicity</b>							
Non-Hispanic white	228,955	27,826	13,869	41,696	83.8%	57,422,026	587
Black	1,332	227	137	364	0.7%	530,888	524
Hispanic	18,082	3,624	2,030	5,654	11.4%	6,676,400	533
Asian/other	6,178	1,645	402	2,047	4.1%	2,339,302	477
<b>Family structure</b>							
Married parent	67,498	4,624	2,375	6,999	14.1%	10,310,494	604
Single parent	21,500	3,534	1,633	5,168	10.4%	7,139,507	561
Married, no kids	76,921	5,769	4,464	10,233	20.6%	11,503,591	547
Unmarried, no kids	88,627	19,395	7,967	27,361	55.0%	38,015,024	581
<b>Work hours</b>							
Part time (<20h)	19,028	8,506	2,440	10,945	22.0%	9,104,976	308
Mid time (20–34)	31,969	11,125	4,389	15,514	31.2%	20,487,879	538
Full time (35+)	203,550	13,691	9,610	23,301	46.8%	37,375,762	726
<b>Education</b>							
Less than high school	23,034	8,400	2,658	11,059	22.2%	15,120,059	539
High school	83,692	11,184	5,751	16,935	34.0%	24,278,938	659
Some college	55,835	8,523	4,296	12,819	25.8%	16,537,714	553
Associate degree	35,941	2,984	2,248	5,232	10.5%	6,677,050	494
Bachelor's or higher	56,044	2,229	1,486	3,716	7.5%	4,354,856	493
<b>Family income</b>							
Less than \$10,000	12,174	5,524	1,801	7,325	14.7%	10,649,301	553
\$10,000–\$14,999	9,838	2,626	1,329	3,954	7.9%	5,470,409	666
\$15,000–\$19,999	7,784	1,950	1,248	3,198	6.4%	4,756,766	559
\$20,000–\$24,999	10,022	1,713	972	2,686	5.4%	3,376,050	513
\$25,000 - \$29,999	10,128	1,417	816	2,233	4.5%	3,075,699	571
\$30,000–\$34,999	14,526	2,245	1,726	3,971	8.0%	3,656,482	445
\$35,000–\$39,999	15,283	2,023	1,043	3,066	6.2%	3,913,206	611
\$40,000–\$49,999	21,936	2,995	1,413	4,408	8.9%	5,237,564	538
\$50,000–\$59,999	24,857	2,478	1,161	3,638	7.3%	4,682,659	530
\$60,000–\$74,999	39,156	3,502	1,512	5,014	10.1%	8,063,240	761
\$75,000–\$99,999	40,879	3,698	1,473	5,171	10.4%	6,991,869	565
\$100,000–\$149,999	35,455	2,291	1,526	3,817	7.7%	6,054,313	625
\$150,000 or more	12,508	860	419	1,279	2.6%	1,041,060	355

	Est. # of children	Directly affected	Indirectly affected	Total affected	% of children
Children with at least one affected parent	133,205	15,886	15,360	31,246	23.5%

Category	Average share of family income earned by affected worker	Share of affected who are sole providers of family income
All affected	49.9%	20.8%
Parents affected	56.4%	26.9%

**Notes:** Estimates describe affected population, where indicated, within specified state of Harkin/Miller proposal to raise federal minimum wage to \$9.80 over three years. Demographic profile and average annual wage increase value reflect the affected population and wage increase occurring in the third year (i.e., in step up to \$9.80/hour). The total wage increase is the total over all three steps.

**Source:** Authors' analysis of Harkin/Miller proposal using Current Population Survey Outgoing Rotation Group microdata, 2011