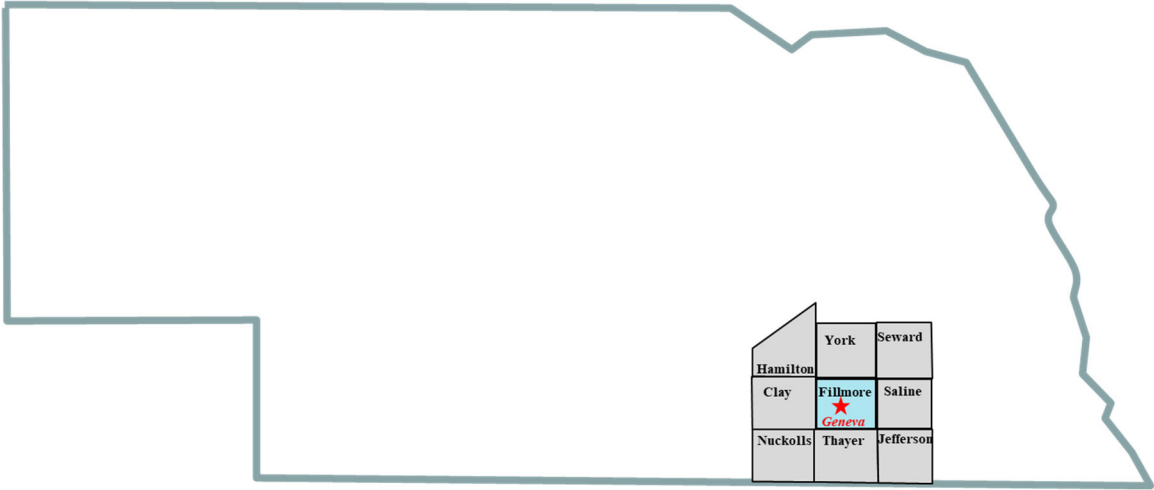


Labor Supply Factors and Labor Availability City of Geneva (Fillmore County) Labor Area



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Prepared by:

Kenneth M. Lemke, Ph.D.
Economist
Nebraska Public Power District
1414 15th Street - P.O. Box 499
Columbus, Nebraska 68602-0499
(877) 275-6773, Ext. 5535
E-Mail: kmlemke@nppd.com
Website: sites.nppd.com

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Executive Summary

The information provided in this report indicates that an employer providing job opportunities with competitive wages and benefits and offering career opportunities would be a welcome addition to the employment base in the City of Geneva and the Fillmore County Labor Area. As this report shows, there is a sizeable labor force and population base living within the City of Geneva Labor Area. Some of the pertinent findings of the report include:

- Population in the City of Geneva Labor Area (Fillmore County plus the eight contiguous counties) totaled 82,373 people in 2019, with the Fillmore County population totaling 5,462. Population in Fillmore County declined by 7.3 percent during the period 2010–2019, compared to a population decrease of 1.3 percent for the nine-county City of Geneva Labor Area as a whole.
- The City of Geneva Labor Area labor force totaled 44,144 in 2019, with 42,864 residents employed in jobs either within or outside the area. A total of 35,891 persons were employed in nonfarm wage and salary jobs¹ within the area.
- In 2018, 519 primary jobs (53.0 percent) held by City of Geneva City residents and 1,422 primary jobs (54.9 percent) held by Fillmore County residents were located outside Fillmore County. This confirms a large number of Fillmore County residents are commuting to jobs in other counties.
- Average annual wages for all nonfarm wage and salary employees in the City of Geneva Labor Area were \$6,478 less than the Nebraska average. Within the labor area, Hamilton, NE County had the highest average wage, \$44,449 or \$3,413 lower than the Nebraska average. In Fillmore County, average annual salaries were \$5,927 less than the state average.

The basic conclusion of this report, which follows from the data and analysis presented, is that the City of Geneva Labor Area and Fillmore County would be able to provide a significant number of dedicated and skilled workers to meet the needs of additional employers in the area. While this report has not estimated a precise number of people that may be available for a prospective new employer in the City of Geneva area, it is anticipated that if attractive working conditions with competitive wages and employee benefits were offered, a prospective new employer would be able to select their workforce from a substantial pool of applicants.

¹ Nonfarm wage and salary employment data are derived from businesses subject to State unemployment insurance laws and from Federal agencies subject to the Unemployment Compensation for Federal Employees Program. Nonfarm wage and salary employment data includes 99.7 percent of wage and salary civilian employment. Self-employed workers, unpaid family workers, workers in certain not-for-profit organizations, and several other small (primarily seasonal) worker categories are not included.

Labor Supply Factors and Labor Availability City of Geneva (Fillmore County) Labor Area

This report presents selected labor-related and demographic data that provide insights into the labor supply situation in City of Geneva (Fillmore County) and the surrounding area.

In reviewing the data presented in this report, it will be evident that the City of Geneva Labor Area has a sizeable pool of labor to provide for the labor requirements of additional employers in the area, both in the near term and over the long run. Data presented in this report includes tables on labor force, employment, and population for Fillmore County and for the surrounding counties that make up the potential laborshed area for City of Geneva. Figure One includes a map outlining the geographic area which has been defined as the City of Geneva Labor Area.

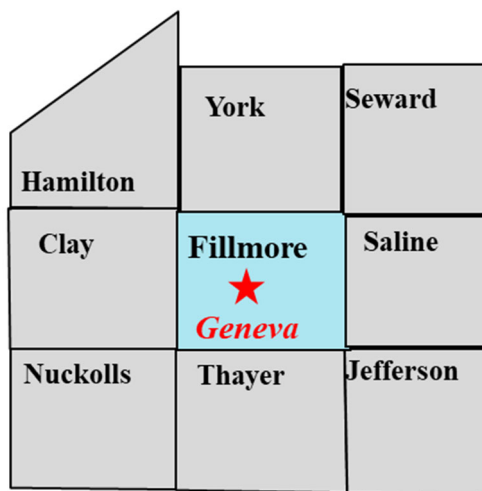
An important resource for new or expanding businesses is a readily available supply of workers. Whether an employer requires 5 or 500 workers, they need to have confidence there will be a sufficient number of workers available to meet their labor requirements. This report is provided as a key analytical tool to identify and quantify the number and selected characteristics of workers available in the City of Geneva Labor Area.

Available labor supply is defined as the number of persons who would potentially apply for employment when a job becomes available. Potential workers are categorized into two groups; those currently employed who would consider other employment opportunities and those who do not currently have a job.

One factor contributing to the available supply of workers is the willingness of workers already employed to change jobs. Factors influencing this decision are related to wages, fringe benefits, hours, and working conditions. Generally, workers are more inclined to change jobs when the wages and benefits for the potential new job are better and/or when they are optimistic about the economy.

Factors contributing to the available supply of people without jobs include the unemployment rate, labor force participation, and migration. To be classified as unemployed, an individual must have been actively looking for work in the last four weeks, unless they were expecting recall from a layoff or waiting to start a job within 30 days.

**Figure One
City of Geneva
Labor Area**



There are also potential workers that are classified as not presently in the labor force. These individuals may not be participating in the labor force as employed or unemployed workers for various reasons. They may be unable to work because of school or family responsibilities or they may have an illness that has prevented them from becoming part of the labor force. There may also be workers who have not been able to find employment in the past and have become discouraged or who are no longer actively seeking employment because they perceive there are no attractive job opportunities available in the area. Retired persons are also classified as not in the labor force, although this population group often can provide substantial labor resources for selected business operations. Within the group of persons not currently in the labor force, and therefore not actively seeking employment, are many individuals who would accept a job with attractive working conditions, competitive wages, and employee benefits if one became available.

Population migration is another factor that affects the available labor supply of potential workers who are not presently employed (and may not be seeking work within the local labor market). Persons without jobs and who perceive that there are no job opportunities available locally are the most likely to leave (migrate out) the area for employment opportunities elsewhere.

Labor Force and Employment

Table One provides data showing labor force and employment trends for the City of Geneva Labor Area and for Fillmore County for selected years from 2014 to 2019. Data in Table One (Part A and Part B, next page) provide two alternate measures of employment for two distinct areas. Data presented in Table One, Part A include labor force, unemployment, employment, unemployment rate, and nonfarm wage and salary employment data for the entire City of Geneva Labor Area (see Figure One). As these data indicate, the total labor force and total employment for the laborshed area as a whole both decreased, with the area labor force declining by 1.1 percent between 2014 and 2019 and total employment declining by 0.9 percent during the same period.

Table One
Labor Force and Employment, City of Geneva Labor Area^(a), 2014–2019
Part A

Labor Force and Nonfarm Employment City of Geneva Labor Area^(a), 2014–2019							
(Place of Residence)	2014	2015	2016	2017	2018	2019	% Chg. 2014–2019
Labor Force^(b)	44,622	44,162	44,022	43,746	44,044	44,144	-1.1
Employment	43,257	42,911	42,789	42,583	42,842	42,864	-0.9
Unemployment (#)	1,365	1,251	1,233	1,163	1,202	1,280	-6.2
Unemployment Rate (%)	3.1	2.8	2.8	2.7	2.7	2.9	(N/A)
(Place of Work)							
Nonfarm Employment^(c)	36,240	36,348	36,455	36,536	36,436	35,891	-1.0

Table One continued on following page; notes and sources on following page.

Table One — Continued
Part B
Labor Force and Nonfarm Employment by Industry
Fillmore County, NE

(Place of Residence)	2014	2015	2016	2017	2018	2019	% Chg. 2014–2019
Labor Force^(b)	3,241	3,207	3,180	3,100	3,144	3,162	-2.4
Employment	3,163	3,112	3,092	3,023	3,063	3,080	-2.6
Unemployment (#)	78	95	88	77	81	82	5.1
Unemployment Rate (%)	2.4	3.0	2.8	2.5	2.6	2.6	(N/A)
(Place of Work)							
Nonfarm Employment^(c)	2,250	2,214	2,176	2,141	2,187	2,185	-2.9
Goods Producing	503	486	484	465	465	465	-7.6
Manufacturing	176	165	176	168	166	170	-3.4
Natural Resources	123	121	113	119	112	105	-14.6
Construction	204	200	196	177	188	190	-6.9
Service Providing	1,016	1,004	972	948	981	984	-3.1
Trade, Trans., Warehousing & Utilities	465	471	471	457	468	464	-0.2
Information	9*	0	0	10	12	14	55.6
Financial Activities	139	137	135	135	133	135	-2.9
Professional & Business Services	36*	0	0	42	44	45	25.0
Education & Health Services	207	190	183	181	181	190	-8.2
Leisure and Hospitality	83	78	58	48	70	76	-8.4
Other Services, except Public	77	79	75	73	73	60	-22.1
Total Government	731	724	720	728	741	736	0.7
Federal Government	31	26	26	27	30	28	-9.7
State Government	700	698	694	701	711	708	1.1
Local Government	573	579	581	593	601	607	5.9

^(a) The Labor Area includes Fillmore County and the contiguous Nebraska counties (Clay, Hamilton, Jefferson, Nuckolls, Saline, Seward, Thayer, Nebraska, and York).

^(b) The labor force data are measured based on the county of residence, irrespective of the county of employment.

^(c) The Nonfarm Employment data are for wage and salary employment and are based on the place (county) where the individual is employed, irrespective of the county of residence.

* Estimated values provided by Dr. Ken Lemke, Nebraska Public Power District.

Source: U.S. Bureau of Labor Statistics, www.bls.gov/cew/.

The second employment measure presented for the City of Geneva Labor Area, nonfarm wage and salary employment fell from 36,240 in 2014 to 35,891 in 2019, a decline of 1.0 percent. In the case of the labor force data (labor force, unemployment, and employment), the respective measures are based on the county of residence. The nonfarm wage and salary employment data are measured based on the county of employment, irrespective of the place of residence of the workers.

The labor force and employment measures presented for Fillmore County (Table One, Part B) indicate that the total labor force in the county declined by 2.4 percent between 2014 and 2019, with total employment (of people residing in Fillmore County, irrespective of their county of employment) declining by 2.6 percent during this period. It is also of interest to note that unemployment increased by 5.1 percent, from 78 in 2014 to 82 in 2019.

As previously noted, the second employment measure presented for Fillmore County, nonfarm wage and salary employment, is based on the county where the person is employed irrespective of their county of residence. Nonfarm wage and salary employment in Fillmore County declined by 2.9 percent between 2014 and 2019. Data presented in Table One, Part B show that the fastest growing employment sector in Fillmore County during the 2014–2019 review period was the Information sector, recording an estimated 55.6 percent increase between 2014 and 2019. The only other private economic sector experiencing growth in employment between 2014 and 2019 was Professional and Business Services (25.0 percent). In the case of the Total Government sector, Federal Government sector employment declined by 9.7 percent, while the State Government employment grew by 1.1 percent and Local Government employment grew by 5.9 percent.

A review of the employment data reported for the City of Geneva Labor Area (Table Two) indicates differences between the nonfarm wage and salary employment reported in each of the counties and the total employment of persons living in these areas. In the case of the entire City of Geneva Labor Area, 2019 nonfarm wage and salary employment was reported to be 35,891, significantly less (6,973) than the reported total employment of persons living within the nine-county City of Geneva Labor Area.

Table Two
Labor Force, Employment, and Nonfarm Wage and Salary Employment,
City of Geneva Labor Area, 2019

County	Labor Force ^(a)	Total Employment ^(a)	Nonfarm Wage & Salary Employment ^(b)	Total Employment Minus NF W&S Employment	Agricultural Employment
Fillmore, NE	3,162	3,080	2,185	895	544
Clay, NE	3,298	3,192	2,358	834	592
Hamilton, NE	4,769	4,624	3,556	1,068	594
Jefferson, NE	4,143	4,030	3,285	745	717
Nuckolls, NE	2,404	2,340	1,485	855	451
Saline, NE	7,372	7,133	7,008	125	804
Seward, NE	8,931	8,669	6,084	2,585	1,023
Thayer, NE	2,787	2,713	2,287	426	480
York, NE	7,278	7,083	7,643	-560	773
Labor Area	44,144	42,864	35,891	6,973	5,978

^(a) Labor force and employment data are measured based on the county of residence.

^(b) Nonfarm Employment data are for wage and salary employment and are based on the place (county) where the individual is employed, irrespective of the county of residence.

Sources: Labor Data - U.S. Bureau of Labor Statistics, www.bls.gov/lau/#data.

Farm Employment Data - U.S. Bureau of Economic Analysis, Regional Accounts Data, www.bea.gov/regional/reis/.

There are two major reasons for differences in the total employment and nonfarm employment values. First, nonfarm wage and salary employment excludes self-employed workers, unpaid family workers, workers in certain not-for-profit organizations, and several other small (primarily seasonal and farm) worker categories—these workers are included in estimates of total employment. Second estimates of nonfarm wage and salary

employment are based on the area where the jobs (businesses) are located while estimates of total employment are based on the area where workers live.

Table Two also includes information on agricultural employment, which includes farm proprietors. As shown in Table Two, 5,978 people in the City of Geneva Labor Area were employed in agriculture in 2019. It is important to note, that for Nebraska as a whole, approximately 56.6 percent of principal farm operators reported at least some off-farm employment and approximately 37.9 percent reported they worked more than 200 days off the farm.

The number of nonfarm wage and salary workers in the City of Geneva Labor Area is shown by major industry sector and by county in Table Three. The reader is reminded that nonfarm wage and salary workers are counted in the county where they are employed. Individuals with more than one job are counted at each establishment (and in each county) where they work. Table Three provides information about the number of workers in the labor area by county and major industry category.

Table Three
Nonfarm Wage and Salary Employment, by Industry Sector
City of Geneva Labor Area, by County, 2019

County	Natural resources and mining	Construction	Manufacturing	Trade, transportation, and utilities	Education and health services	Financial activities	All other services	Government
Fillmore	105	190	170	464	190	135	195	736
Clay	180	190	314	495	187	87	184	721
Hamilton	135	146	462	1,037	433	140	618	585
Jefferson	263	177	620	710	459	79	376	601
Nuckolls	25*	50	10*	309	377	79	248	387
Saline	68	106	2,899	956	699	168	627	1,486
Seward	152	453	1,069	1,128	993	244	909	1,136
Thayer	125	90	514	435	156	135	172	660
Labor Area	1,514	1,701	7,018	6,957	4,661	1,484	5,119	7,438
Nebraska	15,752	53,721	99,932	188,048	139,266	67,401	257,120	161,123

Percent of Total Nonfarm Wage & Salary Employment

	Natural resources and mining	Construction	Manufacturing	Trade, transportation, and utilities	Education and health services	Financial activities	All other services	Government
Labor Area	4.2	4.7	19.6	19.4	13.0	4.1	14.3	20.7
Nebraska	1.6	5.5	10.2	19.1	14.2	6.9	26.2	16.4

* Values are estimates by Dr. Ken Lemke, Nebraska Public Power District.

Source: U.S. Bureau of Labor Statistics, www.bls.gov/cew/.

In addition to displaying the number of workers by major industry sector, Table Three also compares the percentage distribution of workers by industry in the City of Geneva Labor Area with the distribution for the State of Nebraska. As these data show, the industry distribution of employment for the City of Geneva Labor Area is significantly different than that for Nebraska as a whole.

The most significant deviations between Nebraska and the City of Geneva Labor Area occur in the Manufacturing sector employment, with 19.6 percent of nonfarm wage and salary workers in the City of Geneva area employed in that sector, compared to 10.2 percent for Nebraska. Conversely, only 14.3 percent of nonfarm wage and salary workers in the City of Geneva Labor Area are employed in the All Other Services sector, compared to 26.2 percent for Nebraska as a whole.

Table Four, Part A provides data showing labor cost comparisons, by county, for all private wage and salary workers for the City of Geneva Labor Area. It is important to remember that the wage and salary employment is reported by county of employment and does not provide an indication of the average weekly and annual wage for residents of the respective counties. Obviously, labor cost is an important consideration in any analysis of the labor availability in an area. Pay data for workers covered by unemployment insurance laws in Nebraska are the source of the labor cost information. Average annual pay is calculated by dividing the total payroll for wage and salary workers by the average annual number of employees.

A review of the data in Table Four, Part A indicates that average annual salaries in Fillmore County (\$41,935 for all wage and salary employees for all private industries) are slightly higher than for the City of Geneva Labor Area as a whole and four of the other counties that make up the area. Also, Fillmore County average annual salaries are \$5,927 (12.4 percent) less than the state average. Average annual salaries for the City of Geneva Labor Area (\$41,384) were \$6,478 (13.5 percent) less than the Nebraska average. These data suggest there would be a positive labor supply response in Fillmore County to the creation of additional employment opportunities with competitive wages and benefits.

Table Four
Average Pay by Industry Groups, City of Geneva Labor Area & Nebraska, 2019

Part A
Average Annual Pay and Average Weekly Wages by Industry Groups
All Covered^(a) Wage and Salary Workers, All Industries

County	Average Employment	Average Weekly Wages	Average Annual Wages
Fillmore	2,185	\$806	\$41,935
Clay	2,358	\$831	\$43,201
Hamilton	3,556	\$855	\$44,449
Jefferson	3,285	\$726	\$37,727
Nuckolls	1,485	\$652	\$33,893
Saline	7,008	\$835	\$43,440
Seward	6,084	\$813	\$42,301
Thayer	2,287	\$750	\$38,997
York	7,643	\$776	\$40,363
Labor Area	35,891	\$794	\$41,384
Nebraska	982,362	\$920	\$47,862

Table Four continued on following page; notes and sources on following page.

Table Four — Continued

Part B
Average Annual Pay All Covered^(a) Wage and Salary Workers
By Selected Industry Groups

County	Goods-producing	Manufacturing	Construction	Service-providing	Trade, transportation, and utilities	Financial activities	Professional and business services	Leisure and hospitality
Fillmore	\$53,843	\$55,382	\$53,368	\$39,251	\$39,233	\$63,976	\$46,244	\$9,189
Clay	\$54,489	\$48,493	\$47,565	\$33,905	\$38,724	\$42,281	N/A	\$9,597
Hamilton	\$48,918	\$52,244	\$45,833	\$42,594	\$50,500	\$45,544	\$39,170	\$13,092
Jefferson	\$47,237	\$48,122	\$50,698	\$32,578	\$31,819	\$39,931	\$44,055	\$12,140
Nuckolls	\$43,282	(N/A)	\$30,988	\$33,851	\$36,210	\$52,100	\$27,153	\$8,935
Saline	\$53,000	\$53,902	\$36,205	\$34,333	\$37,297	\$48,627	\$43,769	\$12,376
Seward	\$52,799	\$58,773	\$43,205	\$36,258	\$37,221	\$56,995	\$48,047	\$12,586
Thayer	\$41,442	\$41,469	\$36,803	\$38,373	\$46,494	\$49,827	\$28,959	\$8,284
York	\$50,237	\$54,066	\$46,584	\$35,401	\$37,226	\$46,731	\$42,062	\$15,133
Nebraska	\$52,127	\$52,708	\$53,811	\$46,319	\$41,566	\$69,067	\$60,590	\$17,221

(N/A) - Not Available.

^(a) Includes employers that are subject to Nebraska Employment Security Laws.

Source: U.S. Bureau of Labor Statistics, www.bls.gov/cew/.

Table Four, Part B provides average annual wages, by county and by major industry sector, for the counties that make up the City of Geneva Labor Area. As the data in Table Four, Part A indicate, the highest overall average annual wages in the area are for wage and salary workers employed in Hamilton County. The average annual wage for all wage and salary workers (working) in Hamilton County was \$44,449 in 2019, which was \$3,065 (7.4 percent) higher than the average for the City of Geneva Labor Area as a whole, and \$3,413 (7.1 percent) less than the Nebraska average. A review of the industry specific data for average annual wages for Hamilton County indicates that the high average annual wage results from the extremely high average wage in the Trade, Transportation, and Utilities industry group.

Table Five on the following page provides information on entry, average, and experienced wages for selected occupations across all industry groups for businesses located in Fillmore County, Nebraska. Entry level and experienced wage rates represent the means of the lower third and upper two-thirds of the wage distribution, respectively. Additional estimates of wages by occupation for the City of Geneva Zip Code Tabulation Area² and Fillmore County are provided in Appendix A of this report.

² A Zip Code Tabulation Area is a geographic location similar to but not necessarily the same as a postal zip code area. In rural areas both Zip Code Tabulation Areas and postal zip code areas often extend beyond the corporate limits of an incorporated area.

Table Five
Entry, Average, and Experienced Hourly Wage Levels, Selected Occupations
Fillmore County Nebraska, 2nd Quarter 2020

Occupation	Average (\$/hour)	Entry Level (\$/hour)	Experienced (\$/hour)
General and Operations Managers	42.75	30.16	49.05
Business and Financial Operations Occupations	28.55	15.62	35.01
Educational Instruction and Library Occupations	19.71	13.25	22.95
Healthcare Support Occupations	12.20	10.93	12.83
Registered Nurses	30.05	26.82	31.66
Healthcare Support Occupations	12.20	10.93	12.83
Food Preparation and Serving Related Occupations	12.62	9.81	14.03
Building and Grounds Cleaning and Maintenance Occupations	14.18	11.35	15.60
Sales and Related Occupations	22.91	15.20	26.77
Office and Administrative Support Occupations	17.64	12.78	20.07
Construction and Extraction Occupations	22.09	16.42	24.92
Installation, Maintenance, and Repair Occupations	21.65	16.83	24.07
Production Occupations	24.43	15.79	28.74
First-Line Supervisors of Production and Operating Workers	39.56	25.40	46.65
Transportation and Material Moving Occupations	19.11	12.44	22.45

Source: Nebraska Department of Labor, Office of Labor Market Information, Occupational Employment Statistics, August 2020.

Commuting Patterns

Table Six provides data from the 2018 U.S. Census, Longitudinal Employer-Household Dynamics Program showing commuting patterns for workers living in the City of Geneva Labor Area. Data in Table Six indicate, a significant number (and percentage) of workers in the area commuted outside of their county of residence for employment. Data for Fillmore County indicate that 1,422, or 54.9 percent of the employed workers, commuted to other counties for employment. For three of the other counties in the City of Geneva Labor Area, the percentage of commuters was greater than for Fillmore County. In the case of Clay County, 1,533, or 63.6 percent of employed workers commuted out of their county of residence for employment. Other counties with at least 50.0 percentage of employed workers commuting to other counties for employment include Hamilton (60.2 percent), Seward (60.0 percent), Nuckolls (54.2 percent), and Saline with 52.6 percent of employed workers commuting out of their county of residence for employment.

Table Six
Commuting Patterns, City of Geneva Labor Area
Jobs Outside County of Residence, 2018

County	County Residents Working Outside County	
	Number	Percent
Fillmore	1,422	54.9%
Clay	1,533	63.6%
Hamilton	2,636	60.2%
Jefferson	1,702	49.3%
Nuckolls	953	54.2%
Saline	3,600	52.6%
Seward	4,977	60.0%
Thayer	874	41.1%
York	2,845	44.1%

Source: U.S. Bureau of the Census, *Longitudinal Employer-Household Dynamics*, onthemap.ces.census.gov/.

Table Seven provides further detail illustrating the willingness of workers in City of Geneva and Fillmore County to travel for employment. In 2018, residents of Fillmore County worked at a total of 2,591 jobs; a resident could work at more than one job. Of these 2,591 jobs, the largest number, 1,169 or 45.1 percent, were located in Fillmore County, while 280 or 10.8 percent were located in York County. Other counties with high numbers of workers from Fillmore County were Lancaster (231 jobs), Thayer (129 jobs), and Douglas (105 jobs).

Also in 2018, residents of the City of Geneva worked at a total of 979 jobs with the largest number, 460 or 47.0 percent located in Fillmore County. Other counties with large numbers of workers from the City of Geneva include York (92 jobs), Lancaster (91 jobs), Thayer (49 jobs), and Douglas (43 jobs).

Table Seven
Commuting Patterns, City of Geneva Labor Area
Location of Jobs Held by City of Geneva and Fillmore County Residents, 2018

County Where Jobs are Located	Primary Jobs Held by City of Geneva Residents	% City of Geneva Residents' Primary Jobs	Primary Jobs Held by Fillmore County Residents	% Fillmore County Residents' Primary Jobs
Fillmore	460	47.0%	1,169	45.1%
York	92	9.4%	280	10.8%
Lancaster	91	9.3%	231	8.9%
Thayer	49	5.0%	129	5.0%
Douglas	43	4.4%	105	4.1%
All Other Locations	244	24.9%	677	26.1%
Total Resident Jobs	979	100.0%	2,591	100.0%

Source: U.S. Bureau of the Census, *Longitudinal Employer-Household Dynamics*, onthemap.ces.census.gov/.

Table Eight provides data showing the willingness of workers in other counties to commute to the City of Geneva and Fillmore County for employment. In 2018, 441 or 41.6 percent of the 1,061 primary jobs in the City of Geneva were held by residents of other counties. Thayer County was home to the greatest number of workers commuting into the City of Geneva from outside Fillmore County, 57 or 5.4 percent. Other counties with large numbers of workers commuting into the City of Geneva for their primary jobs included York, 57 or 5.4 percent; Clay, 45 or 4.2 percent; Saline, 40 or 3.8 percent; Lancaster, 31 or 2.9 percent; and Buffalo, 16 or 1.5 percent.

Data in Table Eight indicate 873 (42.8 percent) of the 2,042 primary jobs in Fillmore County were held by workers commuting from other counties. In 2018, York County was home to the greatest number of workers commuting into Fillmore for primary jobs, 121 or 5.9 percent. Other counties with large numbers of workers commuting into Fillmore County for their primary jobs included Saline, 94 or 4.6 percent; Thayer, 87 or 4.3 percent; Clay, 86 or 4.2 percent; Lancaster, 52 or 2.5 percent; and Buffalo, 30 or 1.5 percent.

Table Eight
Commuting Patterns, City of Geneva Labor Area
Sources of City of Geneva and Fillmore County Workers, 2018

County Where Workers Live	Primary Jobs in City of Geneva	% Primary Jobs in City of Geneva	Primary Jobs in Fillmore County	% Primary Jobs in Fillmore County
Fillmore	620	58.4%	1,169	57.2%
York	57	5.4%	121	5.9%
Saline	40	3.8%	94	4.6%
Thayer	57	5.4%	87	4.3%
Clay	45	4.2%	86	4.2%
Lancaster	31	2.9%	52	2.5%
Buffalo	16	1.5%	30	1.5%
All Other Locations	195	18.4%	403	19.7%
Total Primary Jobs	1,061	100.0%	2,042	100.0%

Source: U.S. Bureau of the Census, *Longitudinal Employer-Household Dynamics*, onthemap.ces.census.gov/.

Table Nine provides data for the City of Geneva showing the number of primary jobs (Workforce) located in the city and the number of primary jobs held by City of Geneva residents (Labor Force Employment) by industry in 2018. When the Workforce for an industry exceeds the Labor Force (positive values in the last column of Table Nine), the difference between these values represents the net number of jobs in the City of Geneva held by workers commuting into the city from other areas. If the Workforce is less than the Labor Force (negative values in the last column of Table Nine), the difference represents the net number of jobs held outside of the City of Geneva by city residents.

As data in Table Nine indicate, residents of the City of Geneva were employed in 979 primary jobs in 2018, but there were 1,061 primary jobs within the area. This indicates workers from counties outside the city commuted to at least 82 primary jobs within the City of Geneva. It is important to note this is an estimate of net in-commuting and most certainly understates the actual number of primary jobs within the area held by residents from outside the study area.

Table Nine
Primary Jobs, the City of Geneva County, 2018
Resident Labor Force and Employers Workforce

Industry	Labor Force Employment (Employment of Area Residents)	Workforce (Area Jobs)	Net Number of Jobs Held by Workers Commuting Into Fillmore County^(a)
Agriculture, Forestry, Fishing and Hunting	32	27	-5
Mining, Quarrying, and Oil and Gas Extraction	0	0	0
Utilities	2	2	0
Construction	82	69	-13
Manufacturing	77	78	1
Wholesale Trade	76	88	12
Retail Trade	98	116	18
Transportation and Warehousing	29	26	-3
Information	11	8	-3
Finance and Insurance	50	75	25
Real Estate and Rental and Leasing	6	5	-1
Professional, Scientific, and Technical Services	27	19	-8
Administration & Support, Waste Management and Remediation	24	4	-20
Management of Companies and Enterprises	3	3	0
Educational Services	86	92	6
Health Care and Social Assistance	190	320	130
Arts, Entertainment, and Recreation	11	1	-10
Accommodation and Food Services	55	15	-40
Other Services (excluding Public Administration)	33	44	11
Public Administration	87	69	-18
Total	979	1,061	82

(a) A negative value indicates the net number of primary jobs outside of the area held by City of Geneva Labor Area residents.

Source: U.S. Bureau of the Census, *Longitudinal Employer-Household Dynamics*, onthemap.ces.census.gov/.

Population Trends

The data provided in Table Ten show population trends for the City of Geneva Labor Area, by county, and for Nebraska for the period 1960-2019. As these data indicate, the population of the City of Geneva Labor Area was 83,446 in 2010. The City of Geneva Labor Area population declined by 12.8 percent from 1960 to 2010 and declined 1.3 percent from 2010 to 2019. Population in Fillmore County totaled 5,890 in 2010 and had declined by 37.5 percent from 1960 to 2010. During the latest Census decade from 2010 to 2019, the Fillmore County population decreased by 7.3 percent, compared to the decrease for the City of Geneva Labor Area as a whole of 1.3 percent, and to the statewide growth of 5.9 percent.

Table Ten
Population in the City of Geneva Labor Area, by County, and Nebraska
Selected Years, 1960–2019

County	1960	1970	1980	1990	2000	2010	2019	% Chg. 1960–2010	% Chg. 2010– 2019
Fillmore	9,425	8,137	7,920	7,103	6,634	5,890	5,462	-37.5	-7.3
Clay	8,717	8,266	8,106	7,123	7,039	6,542	6,203	-25.0	-5.2
Hamilton	8,714	8,867	9,301	8,862	9,403	9,124	9,324	4.7	2.2
Jefferson	11,620	10,436	9,817	8,759	8,333	7,547	7,046	-35.1	-6.6
Nuckolls	8,217	7,404	6,726	5,786	5,057	4,500	4,148	-45.2	-7.8
Saline	12,542	12,809	13,131	12,715	13,843	14,200	14,224	13.2	0.2
Seward	13,581	14,460	15,789	15,450	16,496	16,750	17,284	23.3	3.2
Thayer	9,118	7,779	7,582	6,635	6,055	5,228	5,003	-42.7	-4.3
York	13,724	13,685	14,798	14,428	14,598	13,665	13,679	-0.4	0.1
Labor Area	95,658	91,843	93,170	86,861	87,458	83,446	82,373	-12.8	-1.3
Nebraska	1,411,330	1,483,493	1,569,825	1,578,385	1,711,230	1,826,341	1,934,408	29.4	5.9

Sources: U.S. Bureau of the Census, *Census of Population, 1960-2010* and *Population Estimates 2019*.

Table Eleven shows the age distribution of the resident population. Obviously, the age distribution of the population is important when evaluating the potential labor supply in an area. A key variable is the number of people in the working age populations of the counties making up the City of Geneva Labor Area. In 2019, there were 2,761 people in Fillmore County between the ages of 25 and 64, which represented 50.5 percent of the total population, compared to 46.9 percent of the population for the City of Geneva Labor Area as a whole and 49.5 percent of the Nebraska population in this age range.

Table Eleven
Age Characteristics of the Population, City of Geneva Labor Area,
by County, and Nebraska, 2019

County	0-14		15-24		25-44		45-64		65-Older		Median
	Number	% (a)	Number	% (a)	Number	% (a)	Number	% (a)	Number	% (a)	Age
Fillmore	857	15.7	580	10.6	1,260	23.1	1,501	27.5	1,264	23.1	45.8
Clay	1,280	20.6	684	11.0	1,357	21.9	1,614	26.0	1,268	20.4	41.5
Hamilton	1,833	19.7	1,127	12.1	2,058	22.1	2,402	25.8	1,904	20.4	41.5
Jefferson	1,257	17.8	722	10.2	1,474	20.9	1,869	26.5	1,724	24.5	46.1
Nuckolls	656	15.8	430	10.4	810	19.5	1,123	27.1	1,129	27.2	49.0
Saline	3,095	21.8	2,310	16.2	3,237	22.8	3,394	23.9	2,188	15.4	36.0
Seward	3,354	19.4	3,016	17.4	3,805	22.0	4,140	24.0	2,969	17.2	37.3
Thayer	969	19.4	525	10.5	970	19.4	1,261	25.2	1,278	25.5	45.7
York	2,674	19.5	1,752	12.8	3,101	22.7	3,292	24.1	2,860	20.9	40.1
Labor Area	15,975	19.4	11,146	13.5	18,072	21.9	20,596	25.0	16,584	20.1	40.7
Nebraska	397,176	20.5	268,196	13.9	498,477	25.8	458,101	23.7	312,458	16.2	36.8

(a) Percent of total population for each respective area.

Source: U.S. Bureau of the Census, *Population Estimates* 2019.

Information in Table Twelve shows recent changes in the racial (“White Alone” and “Not-White Alone”) and ethnic (“Hispanic” and “Non-Hispanic”) composition for the resident populations of Fillmore County, the Fillmore County Labor Area, and Nebraska statewide. As shown in Table Twelve, total Fillmore County population decreased by 17.7 percent during the nineteen-year period while the Hispanic population increased by 92.7 percent and the Not-White Alone and Non-Hispanic population increased by 93.7 percent. Over the same period, the City of Geneva Labor Area population decreased 5.8 percent, while the Hispanic population increased by 239.6 percent and the Not-White Alone and Non-Hispanic population increased by 100.6 percent. Statewide, population increased by 13.0 percent from 2000 to 2019, while the Hispanic population increased by 132.6 percent and the Not-White Alone and Non-Hispanic population increased by 68.4 percent.

Table Twelve
Population by Selected Race and Ethnic Origin Characteristics
Fillmore, City of Geneva Labor Area, and Nebraska Statewide, 2000–2019

Category	2000		2019		Change 2000-2019	
	#	%	#	%	#	%
-- Fillmore County --						
Total Population	6,634	100.0	5,462	100.0	-1,172	-17.7
Hispanic origin	110	1.7	212	3.9	102	92.7
White Alone, Non-Hispanic Origin	6,445	97.2	5,097	93.3	-1,348	-20.9
Not-White Alone & Non-Hispanic	79	1.2	153	2.8	74	93.7
-- City of Geneva Labor Area --						
Total Population	87,467	100.0	82,373	100.0	-5,094	-5.8
Hispanic origin	1,977	2.3	6,713	8.1	4,736	239.6
White Alone, Non-Hispanic Origin	84,131	96.2	72,934	88.5	-11,197	-13.3
Not-White Alone & Non-Hispanic	1,359	1.6	2,726	3.3	1,367	100.6
-- Nebraska, Statewide --						
Total Population	1,711,230	100.0	1,934,408	100.0	223,178	13.0
Hispanic origin	94,419	5.5	219,645	11.4	125,226	132.6
White Alone, Non-Hispanic Origin	1,497,082	87.5	1,513,172	78.2	16,090	1.1
Not-White Alone & Non-Hispanic	119,729	7.0	201,591	10.4	81,862	68.4

Source: U.S. Bureau of the Census, *Population Estimates 2000 & 2019*.

Table Thirteen provides information showing population, the natural increase (births minus deaths) and net migration for the period 2000–2010 for Nebraska, for Fillmore County, and for the City of Geneva Labor Area. As these data show, the City of Geneva Labor Area as a whole experience net out-migration during the Census decade of the 2000s with every county experiencing net out-migration. As indicated in the table, net out-migration for the City of Geneva Labor Area as a whole accounted for a population decline of 4,191 people during the decade, contributing to a population decrease equal to 4.8 percent of the population. In the case of Fillmore County, net out-migration during 2000s totaled 505 people, or 7.6 percent of the 2000 population.

Table Thirteen
Population, Births, Deaths, and Migration
Nebraska and City of Geneva Labor Area by County, 2000–2010

County	Population		2000–2010			Net Migration*, 2000–2010	
	2000	2010	Births	Deaths	Nat. Incr.	Number	% 2000 Pop.
Fillmore	6,634	5,890	660	899	-239	-505	-7.6
Clay	7,039	6,542	731	765	-34	-463	-6.6
Hamilton	9,403	9,124	1,028	933	95	-374	-4.0
Jefferson	8,333	7,547	818	1,058	-240	-546	-6.6
Nuckolls	5,057	4,500	491	707	-216	-341	-6.7
Saline	13,843	14,200	1,949	1,513	436	-79	-0.6
Seward	16,496	16,750	1,928	1,627	301	-47	-0.3
Thayer	6,055	5,228	545	836	-291	-536	-8.9
York	14,598	13,665	1,762	1,395	367	-1,300	-8.9
Labor Area	87,458	83,446	9,912	9,733	179	-4,191	-4.8
Nebraska	1,711,263	1,826,341	262,095	150,343	111,752	3,326	0.2

* Net Migration from the Bureau of the Census estimates, includes residual component not shown separately.
Sources: Population (2000, 2010) - U.S. Bureau of the Census, *Census of Population, 2000, 2010*;
Births, Deaths, and Natural Increase – Nebraska Department of Health Vital Statistics Data;
Migration - computed using population and natural increase.

Table Fourteen provides information showing population, the natural increase (births minus deaths), and net migration for the period 2010–2019. As these data show, the City of Geneva Labor Area experienced significant net out-migration during this more recent nine-year period. As indicated in the table, out-migration for the City of Geneva Labor Area as a whole accounted for a population decline of 1,326 people during the 2010–2019 period, contributing to a population decrease equal to 1.6 percent of the 2010 population. In the case of Fillmore County, net out-migration during this nine-year period was 207, or 3.5 percent of the 2010 population.

Table Fourteen
Population, Births, Deaths, and Migration
Nebraska and City of Geneva Labor Area, by County, 2010–2019

County	Population		2010–2019			Net Migration, 2010–2019*	
	2010	2019	Births	Deaths	Nat. Incr.	Number	% 2010 Pop.
Fillmore	5,890	5,462	545	766	-221	-207	-3.5
Clay	6,542	6,203	726	650	76	-415	-6.3
Hamilton	9,124	9,324	954	755	199	1	0.0
Jefferson	7,547	7,046	715	976	-261	-240	-3.2
Nuckolls	4,500	4,148	386	559	-173	-179	-4.0
Saline	14,200	14,224	1,756	1,313	443	-419	-3.0
Seward	16,750	17,284	1,788	1,568	220	314	1.9
Thayer	5,228	5,003	494	708	-214	-11	-0.2
York	13,665	13,679	1,596	1,412	184	-170	-1.2
Labor Area	83,446	82,373	8,960	8,707	253	-1,326	-1.6
Nebraska	1,826,341	1,934,408	241,007	147,237	93,770	14,297	0.8

* Net Migration from the Bureau of the Census estimates, includes residual component not shown separately.

Sources: Population (2010) - U.S. Bureau of the Census, *Census of Population, 2010*;

Population (2019) - U.S. Bureau of the Census, *Population Estimates 2019*.

Competitive Employment and Career Opportunities

In conclusion, the data and analysis presented in this report indicate that the City of Geneva Labor Area and Fillmore County would be able to provide a significant number of dedicated and skilled workers to meet the needs of additional employers in the area. While this report has not estimated a precise number of people that might be available to a prospective new employer in the City of Geneva area, it is anticipated that if attractive working conditions with competitive wages and employee benefits were offered, a prospective new employer would be able to select their workforce from a substantial pool of applicants.

APPENDICES:

A: Average Hourly Wage, Selected Occupations, City of Geneva & Fillmore County, 2020.

B: Workforce and Labor Force Employment by Selected Occupations, City of Geneva Zip Code Tabulation Area & Fillmore, 2020

Questions concerning this report and the supporting data should be addressed to:

Kenneth M. Lemke, Ph.D.
Economist
Nebraska Public Power District
P.O. Box 499
Columbus, Nebraska 68602-0499
(402) 563-5535 or (877) 275-6773, Ext. 5535
E-Mail: kmlemke@nppd.com

APPENDIX A

**Average Hourly Wage, Selected Occupations,
City of Geneva & Fillmore County, 2020.**

Table A-1
2020 Employment and Earnings for Average, Entry, and Experienced Workers
Selected Occupations
City of Geneva ZCTA^(A) and Fillmore County

Description	City of Geneva ZCTA				Fillmore County			
	Jobs	Hourly Earnings			Jobs	Hourly Earnings		
		Average	Entry	Experienced		Average	Entry	Experienced
SOC 11-1000 Top Executives	21	\$42.51	\$22.56	\$53.67	42	\$42.15	\$21.80	\$53.43
SOC 11-3000 Operations Specialties Managers	11	\$49.25	\$32.05	\$57.14	21	\$48.99	\$32.15	\$56.78
SOC 11-9000 Other Management Occupations	28	\$40.01	\$28.47	\$48.85	64	\$39.17	\$28.65	\$47.49
SOC 13-1000 Business Operations Specialists	15	\$28.88	\$20.26	\$34.57	28	\$29.15	\$20.53	\$34.82
SOC 13-2000 Financial Specialists	16	\$34.99	\$25.00	\$40.86	30	\$34.26	\$24.62	\$40.25
SOC 21-1000 Counselors, Social Workers, and Other Community and Social Service Specialists	30	\$18.28	\$13.43	\$21.60	42	\$18.38	\$13.64	\$21.52
SOC 21-2000 Religious Workers	13	\$20.84	\$15.53	\$23.48	17	\$20.84	\$15.52	\$23.49
SOC 25-2000 Preschool, Elementary, Middle, Secondary, and Special Education Teachers	94	\$26.86	\$21.43	\$31.88	154	\$26.89	\$21.48	\$31.89
SOC 25-3000 Other Teachers and Instructors	19	\$15.11	\$12.31	\$17.18	31	\$15.12	\$12.38	\$17.18
SOC 25-9000 Other Educational Instruction and Library Occupations	44	\$14.29	\$10.52	\$14.99	70	\$14.31	\$10.53	\$15.00
SOC 29-1000 Healthcare Diagnosing or Treating Practitioners	69	\$40.86	\$26.25	\$43.14	75	\$40.58	\$26.20	\$42.82
SOC 29-2000 Health Technologists and Technicians	42	\$20.04	\$16.45	\$23.16	46	\$19.94	\$16.35	\$23.09
SOC 31-1100 Home Health and Personal Care Aides; and Nursing Assistants, Orderlies, and Psychiatric Aides	62	\$14.14	\$12.41	\$15.49	64	\$14.14	\$12.40	\$15.50
SOC 31-9000 Other Healthcare Support Occupations	13	\$16.96	\$12.45	\$18.98	14	\$17.07	\$12.46	\$19.13
SOC 33-3000 Law Enforcement Workers	10	\$20.48	\$16.45	\$23.40	23	\$20.43	\$16.43	\$23.30
SOC 35-2000 Cooks and Food Preparation Workers	20	\$12.18	\$10.30	\$13.67	34	\$12.10	\$10.22	\$13.58
SOC 35-3000 Food and Beverage Serving Workers	30	\$10.56	\$9.28	\$11.06	58	\$10.46	\$9.22	\$10.87
SOC 37-2000 Building Cleaning and Pest Control Workers	32	\$14.31	\$11.48	\$16.70	61	\$14.58	\$11.58	\$17.15
SOC 39-9000 Other Personal Care and Service Workers	28	\$12.69	\$10.80	\$13.65	37	\$12.71	\$10.80	\$13.69
SOC 41-1000 Supervisors of Sales Workers	13	\$22.15	\$16.67	\$25.98	24	\$22.26	\$16.70	\$26.12
SOC 41-2000 Retail Sales Workers	70	\$13.11	\$10.56	\$14.16	124	\$12.85	\$10.63	\$13.63

Source and Footnotes at end of table.

Table A-1 (Continued)
2020 Employment and Earnings for Average, Entry, and Experienced Workers
Selected Occupations
City of Geneva ZCTA^(A) and Fillmore County

Description	City of Geneva ZCTA				Fillmore County			
	Jobs	Hourly Earnings			Jobs	Hourly Earnings		
		Average	Entry	Experienced		Average	Entry	Experienced
SOC 41-3000 Sales Representatives, Services	22	\$41.64	\$23.21	\$48.58	32	\$42.00	\$23.20	\$48.72
SOC 41-4000 Sales Representatives, Wholesale and Manufacturing	14	\$30.37	\$21.96	\$36.42	30	\$30.33	\$21.75	\$36.68
SOC 43-3000 Financial Clerks	40	\$16.59	\$13.48	\$19.31	72	\$16.62	\$13.49	\$19.33
SOC 43-4000 Information and Record Clerks	32	\$15.75	\$12.12	\$18.64	55	\$16.00	\$12.36	\$18.92
SOC 43-5000 Material Recording, Scheduling, Dispatching, and Distributing Workers	14	\$20.70	\$16.95	\$24.60	33	\$20.66	\$16.90	\$24.51
SOC 43-6000 Secretaries and Administrative Assistants	45	\$16.25	\$13.06	\$18.70	73	\$16.33	\$13.12	\$18.83
SOC 43-9000 Other Office and Administrative Support Workers	29	\$14.91	\$11.06	\$17.47	52	\$14.73	\$11.00	\$17.33
SOC 45-2000 Agricultural Workers	25	\$18.14	\$14.88	\$20.32	127	\$18.26	\$14.95	\$20.44
SOC 47-2000 Construction Trades Workers	40	\$20.65	\$15.60	\$23.30	106	\$20.53	\$15.63	\$23.10
SOC 49-3000 Vehicle and Mobile Equipment Mechanics, Installers, and Repairers	36	\$18.93	\$13.85	\$23.06	62	\$19.46	\$14.03	\$23.89
SOC 49-9000 Other Installation, Maintenance, and Repair Occupations	25	\$18.81	\$14.40	\$22.20	51	\$19.07	\$14.48	\$22.49
SOC 51-4000 Metal Workers and Plastic Workers	16	\$17.89	\$15.12	\$20.58	29	\$18.33	\$15.44	\$20.99
SOC 51-9000 Other Production Occupations	30	\$17.68	\$14.18	\$20.25	64	\$17.71	\$14.29	\$20.31
SOC 53-3000 Motor Vehicle Operators	36	\$18.97	\$13.81	\$22.61	114	\$19.35	\$15.23	\$22.91
SOC 53-7000 Material Moving Workers	27	\$16.57	\$12.29	\$19.67	74	\$17.26	\$13.17	\$20.30

^A Zip Code Tabulation Area (ZCTA) is a geographic location like but not necessarily the same as a postal zip code area. In rural areas both Zip Code Tabulation Areas and postal zip code areas often extend beyond the corporate limits of an incorporated area.

Source: EMSI Q1 2021 Data Set

APPENDIX B

**Workforce and Labor Force Employment by Selected Occupation,
City of Geneva Zip Code Tabulation Area & Fillmore, 2020**

Table B-1
2020 Local Jobs, Residents Employed, Net In-Commuters and Median Hourly Earnings
Selected Occupations
City of Geneva ZCTA^(A) and Fillmore County

Description	City of Geneva ZCTA				Fillmore County			
	Jobs	2020 Residents Working in Occupation	Net In-Commuters	Median Hourly Earnings	Jobs	2020 Residents Working in Occupation	Net In-Commuters	Median Hourly Earnings
SOC 11-1000 Top Executives	21	23	-2	\$38.89	42	59	-17	\$38.54
SOC 11-3000 Operations Specialties Managers	11	17	-6	\$43.13	21	32	-11	\$43.03
SOC 11-9000 Other Management Occupations	28	41	-12	\$37.56	64	88	-24	\$36.48
SOC 13-1000 Business Operations Specialists	15	32	-17	\$26.18	28	59	-31	\$26.52
SOC 13-2000 Financial Specialists	16	23	-8	\$31.44	30	50	-20	\$30.84
SOC 21-1000 Counselors, Social Workers, and Other Community and Social Service Specialists	30	28	2	\$16.72	42	50	-8	\$16.81
SOC 21-2000 Religious Workers	13	11	2	\$19.44	17	31	-14	\$19.44
SOC 25-2000 Preschool, Elementary, Middle, Secondary, and Special Education Teachers	94	65	29	\$26.71	154	145	9	\$26.73
SOC 25-3000 Other Teachers and Instructors	19	17	2	\$14.39	31	35	-4	\$14.43
SOC 25-9000 Other Educational Instruction and Library Occupations	44	46	-2	\$12.46	70	90	-20	\$12.47
SOC 29-1000 Healthcare Diagnosing or Treating Practitioners	69	61	7	\$31.97	75	108	-33	\$31.89
SOC 29-2000 Health Technologists and Technicians	42	34	8	\$19.85	46	59	-13	\$19.77
SOC 31-1100 Home Health and Personal Care Aides; and Nursing Assistants, Orderlies, and Psychiatric Aides	62	49	13	\$14.06	64	102	-37	\$14.06
SOC 31-9000 Other Healthcare Support Occupations	13	12	0	\$14.25	14	19	-5	\$14.29
SOC 33-3000 Law Enforcement Workers	10	11	-1	\$18.52	23	28	-5	\$18.51
SOC 35-2000 Cooks and Food Preparation Workers	20	23	-4	\$11.84	34	53	-19	\$11.77
SOC 35-3000 Food and Beverage Serving Workers	30	46	-16	\$9.91	58	116	-58	\$9.67
SOC 37-2000 Building Cleaning and Pest Control Workers	32	43	-11	\$13.79	61	103	-43	\$14.12
SOC 39-9000 Other Personal Care and Service Workers	28	27	2	\$12.05	37	58	-20	\$12.07

Source and Footnotes at end of table.

Table B-1 (Continued)
2020 Local Jobs, Residents Employed, Net In-Commuters and Median Hourly Earnings
Selected Occupations
City of Geneva ZCTA^(A) and Fillmore County

Description	City of Geneva ZCTA				Fillmore County			
	Jobs	2020 Residents Working in Occupation	Net In-Commuters	Median Hourly Earnings	Jobs	2020 Residents Working in Occupation	Net In-Commuters	Median Hourly Earnings
SOC 41-1000 Supervisors of Sales Workers	13	12	1	\$20.68	24	31	-8	\$20.74
SOC 41-2000 Retail Sales Workers	70	66	4	\$12.04	124	172	-48	\$11.95
SOC 41-3000 Sales Representatives, Services	22	19	3	\$32.37	32	49	-17	\$32.37
SOC 41-4000 Sales Representatives, Wholesale and Manufacturing	14	16	-2	\$29.26	30	45	-15	\$29.36
SOC 43-3000 Financial Clerks	40	43	-3	\$16.08	72	107	-35	\$16.10
SOC 43-4000 Information and Record Clerks	32	42	-10	\$15.16	55	89	-35	\$15.42
SOC 43-5000 Material Recording, Scheduling, Dispatching, and Distributing Workers	14	16	-2	\$18.83	33	36	-3	\$18.89
SOC 43-6000 Secretaries and Administrative Assistants	45	59	-14	\$15.49	73	127	-54	\$15.56
SOC 43-9000 Other Office and Administrative Support Workers	29	46	-17	\$13.96	52	102	-50	\$13.88
SOC 45-2000 Agricultural Workers	25	51	-26	\$16.78	127	167	-40	\$16.90
SOC 47-2000 Construction Trades Workers	40	59	-19	\$18.65	106	128	-23	\$18.58
SOC 49-3000 Vehicle and Mobile Equipment Mechanics, Installers, and Repairers	36	32	5	\$17.11	62	77	-14	\$17.80
SOC 49-9000 Other Installation, Maintenance, and Repair Occupations	25	33	-8	\$17.97	51	73	-22	\$18.10
SOC 51-4000 Metal Workers and Plastic Workers	16	20	-3	\$17.60	29	44	-15	\$17.96
SOC 51-9000 Other Production Occupations	30	25	5	\$16.70	64	60	4	\$16.80
SOC 53-3000 Motor Vehicle Operators	36	58	-22	\$18.69	114	149	-35	\$19.25
SOC 53-7000 Material Moving Workers	27	49	-22	\$15.77	74	134	-59	\$16.56

^(A) Zip Code Tabulation Area (ZCTA) is a geographic location like but not necessarily the same as a postal zip code area. In rural areas both Zip Code Tabulation Areas and postal zip code areas often extend beyond the corporate limits of an incorporated area.

Source: EMSI Q1 2021 Data Set