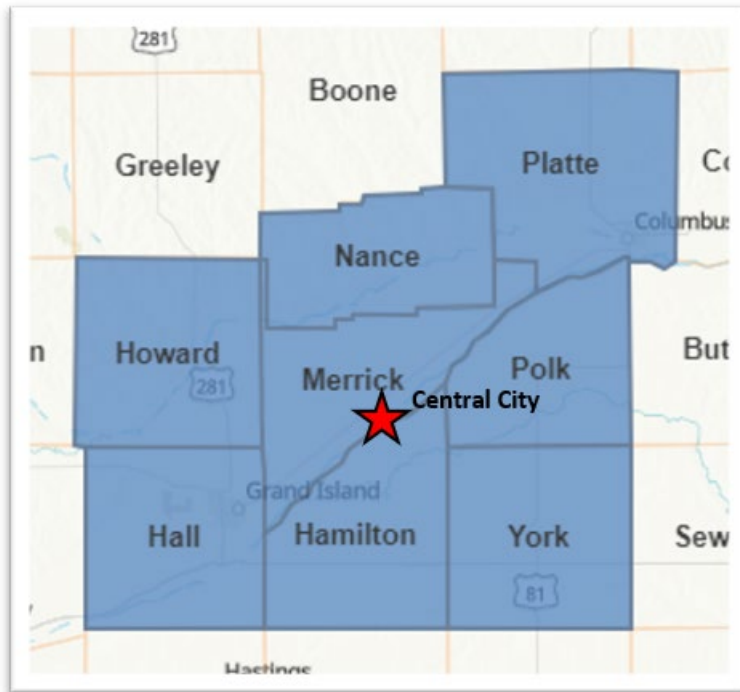


Labor Supply Factors and Labor Availability for the Central City (Merrick County) Labor Area



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Executive Summary

The information provided in this report indicates that a prospective new employer providing job opportunities with competitive wages and benefits and offering career opportunities would be a welcome addition to the employment base in Central City and the Merrick County Labor Area. The response to such employment opportunities would be substantial, and as this report shows, there is a sizeable labor force and population base living within the Central City Labor Study Area. Some of the pertinent findings of the report include:

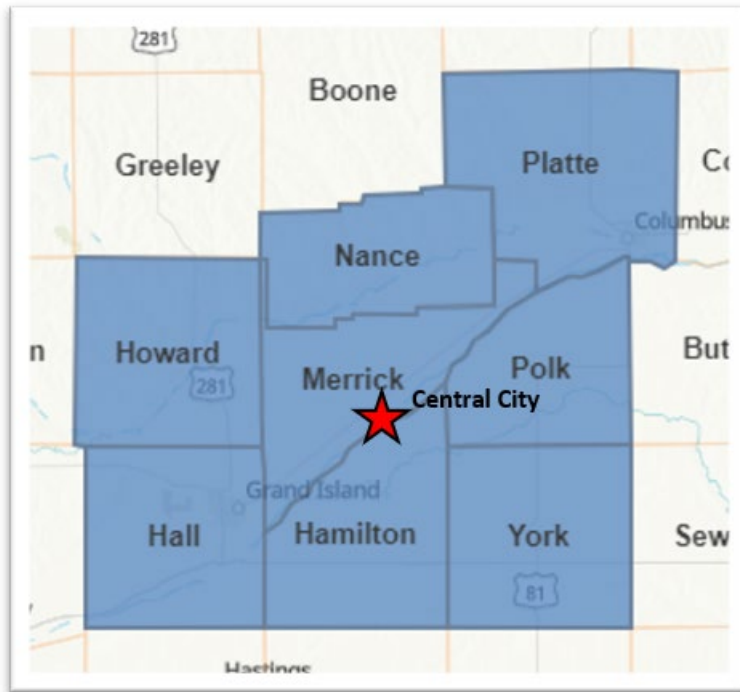
- Population in the Central City Labor Study Area (Merrick County plus the seven contiguous counties) totaled 142,904 people in 2022, with the Merrick County population totaling 7,721. Population in Merrick County increased by 0.8 percent during the period 2020-2022, compared to a population decrease of 0.4 percent for the eight-county Central City Labor Study Area as a whole.
- The Central City Labor Study Area labor force totaled 75,532 in 2021, with 73,687 local residents employed in jobs either within or outside the area. A total of 70,415 persons were employed in nonfarm wage and salary jobs¹ located within the area.
- In 2020, 2,323 primary jobs (69.9 percent) held by Merrick County residents were located outside Merrick County. This confirms a large number of Merrick County residents are commuting to jobs in other counties.
- Average annual wages for all nonfarm wage and salary employees in the Central City Labor Study Area were \$47,198. For Merrick County, average annual wages were \$40,909. Both Merrick County and Central City Labor Study Area wages were lower than the Nebraska average annual wages of \$53,925.

The basic conclusion of this report, which follows from the data and analysis presented, is that the Central City Labor Study Area and Merrick 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 Central City 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 for the Central City (Merrick County) Labor Area

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



In reviewing the data presented in this report, it will be evident that the Central City Labor Study 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 Merrick County and for the surrounding counties that make up the potential laborshed area for Central City. Figure One includes a map outlining the geographic area which has been defined as the Central City Labor Study 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 Central City Labor Study 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.

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 Central City Labor Study Area and for Merrick County for selected years from 2016 to 2021. 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 Central City Labor Study Area (see Figure One). As these data indicate, the total labor force and total employment for the laborshed area as a whole both increased, with the area labor force increasing by 3.5 percent between 2016 and 2021 and total employment increasing by 4.5 percent during the same period.

Table One
Labor Force and Employment, Central City Labor Area^(a), 2016–2021
Part A
Labor Force and Employment
Central City Labor Area^(a), 2016–2021

	2016	2017	2018	2019	2020	2021	% Chg. 2016– 2021
Labor Force^(b) (Place of Residence)	72,976	73,336	73,833	74,311	73,998	75,532	3.5
Employment	70,516	71,111	71,703	71,983	70,620	73,687	4.5
Unemployment (#)	2,460	2,225	2,130	2,328	3,378	1,845	-25
Unemployment Rate (%)	3.4	3.0	2.9	3.1	4.6	2.4	(N/A)
Nonfarm Employment^(c) (Place of Work)	70,805	71,663	71,763	71,442	68,523	70,415	-0.6

Table One
Part B
Labor Force and Employment by Industry
Merrick County, Nebraska

	2016	2017	2018	2019	2020	2021	% Chg. 2016–2021
Labor Force^(b) (Place of Residence)	4,056	4,065	4,013	4,056	4,004	4,148	2.3
Employment	3,910	3,952	3,900	3,929	3,845	4,051	3.6
Unemployment (#)	146	113	113	127	159	97	-33.6
Unemployment Rate (%)	3.6	2.8	2.8	3.1	4.0	2.3	(N/A)
Nonfarm Employment^(c) (Place of Work)	2,263	2,311	2,322	2,268	2,126	2,161	-4.5
Goods Producing	520	542	605	585	541	546	5.0
Manufacturing	235	229	254	246	214	222	-5.5
Natural Resources	123	136	127	135	133	125	1.6
Construction	162	177	224	205	194	199	22.8
Service Providing	1,136	1,156	1,214	1,179	1,118	1,142	0.5
Trade, Trans., Warehousing & Utilities	438	437	425	424	437	432	-1.4
Information	25	28	29	27	28	24	-4.0
Financial Activities	106	113	113	118	110	104	-1.9
Professional & Business Services	93	102	100	100	68	70	-24.7
Education & Health Services	237	237	331	346	327	338	42.6
Leisure and Hospitality	208	204	176	124	117	137	-34.1
Other Services, except Public Administration	30	37	40	41	32	37	23.3
Total Government	607	613	503	504	467	473	-22.1
Federal Government	22	22	23	24	26	25	13.6
State Government	585	591	480	480	441	448	-23.4
Local Government	576	582	472	472	433	441	-23.4

^(a) The Labor Study Area includes Merrick County, Nebraska and the seven contiguous Nebraska counties (Hall, Hamilton, Howard, Nance, Platte, Polk, 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.

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

The second employment measure presented for the Central City Labor Study Area, nonfarm wage and salary employment fell from 70,805, in 2016, to 70,415, in 2021, a decline of 0.6 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 Merrick County (Table One, Part B) indicate that the total labor force in the county increased by 2.3 percent between 2016 and 2021, with total employment (of people residing in Merrick County, irrespective of their county of employment) increasing by 3.6 percent during this period. It is also of interest to note that unemployment decreased by 33.6 percent, from 146, in 2016, to 97, in 2021.

As previously noted, the second employment measure presented for Merrick 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 Merrick County declined by 4.5 percent between 2016 and 2021. Data presented in Table One, Part B show that the fastest growing employment sector in Merrick County during the 2016–2021 review period was the Education and Health Services sector, recording a 42.6 percent increase between 2016 and 2021. In the case of the Total Government sector, employment in the State Government sector declined by 23.4 percent while Federal Government sector employment increased by 13.6 percent and Local Government sector employment declined by 23.4 percent.

A review of the employment data reported for the Central City Labor Study 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 respective areas. In the case of the entire Central City Labor Study Area, nonfarm wage and salary employment was reported to be 70,415, in 2021, which was significant Less (73,687) than the reported total employment of persons living within the eight-county Central City Labor Study Area.

Table Two
Labor Force, Employment, and Nonfarm Wage and Salary Employment,
Central City Labor Study Area, 2021

County, State	Labor Force 2021 ^(a)	Total	Nonfarm	Total	Agricultural Employment 2019
		Employment 2021 ^(a)	Wage & Salary Employment 2021 ^(b)	Employment Minus NF W&S Employment	
Merrick, NE	4,148	4,051	2,161	1,890	536
Hall, NE	32,501	31,559	34,110	-2,551	715
Hamilton, NE	4,856	4,754	3,607	1,147	586
Howard, NE	3,439	3,364	1,561	1,803	696
Nance, NE	1,972	1,934	933	1,001	386
Platte, NE	18,327	17,934	19,281	-1,347	1,062
Polk, NE	2,951	2,896	1,436	1,460	523
York, NE	7,338	7,195	7,326	-131	760
Labor Study Area	75,532	73,687	70,415	3,272	5,264

^(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.

^(c) Agricultural employment data are for 2019.

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, 5,264 people, in the Central City Labor Study 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 Central City Labor Study 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
Central City Labor Study Area, by County, 2021

County, State	Natural Resources and Mining	Construction	Manufacturing	Trade, Transportation, and Utilities	Education and Health Services	Financial Activities	All Other Services	Government
Merrick, NE	125	199	222	432	338	104	268	473
Hall, NE	328	1,725	7,394	7,429	3,873	1,688	6,965	4,708
Hamilton, NE	167	169	428	1,102	421	138	604	577
Howard, NE	70	53	57	355	146	71	198	611
Nance, NE	84	(N/A)	(N/A)	183	98	55	81	407
Platte, NE	610	1,065	6,137	3,229	1,981	618	2,982	2,659
Polk, NE	175	55	19	337	177	44	91	537
York, NE	344	285	950	1,387	1,166	404	1,670	1,120
Labor Study Area	1,903	3,551	15,207	14,454	8,200	3,122	12,859	11,092
Nebraska	15,910	55,861	99,520	185,914	138,090	64,693	247,143	158,687

	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
Merrick, NE	5.8	9.2	10.3	20.0	15.6	4.8	12.4	21.9
Labor Study Area	2.7	5.0	21.6	20.5	11.6	4.4	18.3	15.8
Nebraska	1.6	5.8	10.3	19.2	14.3	6.7	25.6	16.4

((N/A)) - Not Available.

*Values are estimates by Dr. Melissa Trueblood, 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 Central City Labor Study Area with the distribution for the State of Nebraska. As these data show, the industry distribution of employment for the Central City Labor Study Area is significantly different than that for Nebraska as a whole.

The most significant deviations between Nebraska and the Central City Labor Study Area occur in the Manufacturing sector employment, with 21.6 percent of nonfarm wage and salary workers in the Central City Labor Study area employed in that sector, compared to 10.3 percent for Nebraska. Conversely, only 18.3 percent of nonfarm wage and salary workers in the Central City Labor Study Area are employed in the All Other Services sector, compared to 25.6 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 Central City Labor Study 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 Merrick County (\$40,909) for all wage and salary employees for all private industries) are slightly lower than for the Central City Labor Study Area as a whole. Also, Merrick County average annual salaries are \$13,016 (24.1 percent) less than the state average. Average annual salaries for the Central City Labor Study Area (\$47,198) were \$6,727 (12.5 percent) less than the Nebraska average. These data suggest, of course, there would be a positive labor supply response in Merrick County to the creation of additional employment opportunities with competitive wages and benefits.

Table Four
Average Pay by Industry Groups, Central City Labor Study Area & Nebraska, 2021

Part A			
Average Annual Pay and Average Weekly Wages by Industry Groups			
All Covered^(a) Wage and Salary Workers, All Industries			
County, State	Average Employment	Average Weekly Wages	Average Annual Wages
Merrick, NE	2,161	\$787	\$40,909
Hall, NE	34,110	\$925	\$48,082
Hamilton, NE	3,607	\$958	\$49,817
Howard, NE	1,561	\$743	\$38,661
Nance, NE	933	\$724	\$37,632
Platte, NE	19,281	\$920	\$47,853
Polk, NE	1,436	\$779	\$40,483
York, NE	7,326	\$890	\$46,273
Labor Study Area	70,415	\$905	\$47,198
Nebraska	965,818	\$1,037	\$53,925

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, State	Goods- Producing	Manufacturing	Construction	Service- Providing	Trade, Transportation, and Utilities	Financial Activities	Professional and Business Services	Leisure and Hospitality
Merrick, NE	\$47,245	\$46,523	\$53,723	\$39,431	\$43,807	\$52,862	\$45,588	\$13,263
Hall, NE	\$57,354	\$58,870	\$50,835	\$42,675	\$41,741	\$61,971	\$48,752	\$19,131
Hamilton, NE	\$50,803	\$56,217	\$51,138	\$49,521	\$57,634	\$53,975	\$53,016	\$14,987
Howard, NE	\$37,029	\$25,285	\$35,311	\$32,577	\$35,909	\$44,754	\$40,953	\$13,342
Nance, NE	\$44,341	(N/A)	(N/A)	\$33,850	\$31,852	\$50,216	(N/A)	(N/A)
Platte, NE	\$56,429	\$57,208	\$56,930	\$38,738	\$36,141	\$63,309	\$52,925	\$16,231
Polk, NE	\$43,164	\$34,816	\$43,477	\$38,848	\$44,181	\$53,531	\$30,905	\$11,234
York, NE	\$57,974	\$56,481	\$53,499	\$41,296	\$42,733	\$53,394	\$48,067	\$16,705
Labor Study Area	\$49,292	\$41,925	\$43,114	\$39,617	\$41,750	\$54,252	\$40,026	\$13,112
Nebraska	\$58,176	\$59,975	\$58,467	\$52,950	\$47,521	\$78,485	\$69,277	\$19,706

(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 Central City Labor Study 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, Nebraska. The average annual wage for all wage and salary workers (working) in Hamilton County, Nebraska, was \$49,817 in 2021 which was \$2,619 (5.5 percent) higher than the average for the Central City Labor Study Area as a whole, and \$4,108 (7.6 percent) less than the Nebraska average. A review of the industry specific data for average annual wages for Hamilton County, Nebraska, indicates that the high average annual wage results from the extremely high average wage in the Trade, Transportation, and Utilities industry group.

Table Five provides information on entry, average, and experienced wages for selected occupations across all industry groups for businesses located in Merrick County, Nebraska. Entry level and experienced wage rates represent the means of the lower third and upper two-thirds of the wage distribution, respectively.

Table Five
Entry, Average, and Experienced Annual Wage Levels, Selected Occupations
Merrick County Nebraska, 2nd Quarter 2023

Occupation	Average (Annual)	Entry Level (Annual)	Experienced (Annual)
Management Occupations	141	\$80,305.21	\$28,071.30
Business and Financial Operations Occupations	71	\$61,953.05	\$34,715.00
Computer and Mathematical Occupations	22	\$67,886.06	\$33,253.09
Architecture and Engineering Occupations	16	\$68,020.12	\$41,532.53
Life, Physical, and Social Science Occupations	14	\$60,582.62	\$34,512.32
Community and Social Service Occupations	28	\$45,052.95	\$26,418.11
Legal Occupations	<10	Insf. Data	Insf. Data
Educational Instruction and Library Occupations	174	\$51,687.72	\$21,391.11
Arts, Design, Entertainment, Sports, and Media Occupations	18	\$51,623.43	\$27,050.50
Healthcare Practitioners and Technical Occupations	133	\$63,205.10	\$33,470.43
Healthcare Support Occupations	85	\$29,227.88	\$23,271.93
Protective Service Occupations	53	\$52,096.17	\$22,694.49
Food Preparation and Serving Related Occupations	154	\$23,864.94	\$19,567.75
Building and Grounds Cleaning and Maintenance Occupations	66	\$31,276.26	\$20,777.26
Personal Care and Service Occupations	60	\$28,060.39	\$19,633.25
Sales and Related Occupations	187	\$38,753.71	\$20,507.36
Office and Administrative Support Occupations	254	\$34,799.71	\$24,115.96
Farming, Fishing, and Forestry Occupations	80	\$31,002.35	\$18,722.44
Construction and Extraction Occupations	206	\$44,993.36	\$31,682.76
Installation, Maintenance, and Repair Occupations	129	\$45,962.23	\$27,636.83
Production Occupations	141	\$39,489.18	\$26,172.62
Transportation and Material Moving Occupations	195	\$38,172.99	\$24,852.15

Source: Lightcast Q2 2023

Commuting Patterns

Table Six provides data from the 2020 U.S. Census, Longitudinal Employer-Household Dynamics Program showing commuting patterns for workers living in the Central City Labor Study 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 Merrick County indicate that 2,332, or 69.9 percent of the employed workers, commuted to other counties for employment. For two of the other counties in the Central City Labor Study Area, the percentage of commuters was greater than for Merrick County, and in most cases substantially greater. In the case of Polk County, Nebraska, 1,784, or 73.6 percent of employed workers commuted out of their county of residence for employment.

Table Six
Commuting Patterns, Central City Labor Study Area
Jobs Outside County of Residence, 2020

County, State	County Residents	
	Number	Percent
Merrick, NE	2,332	69.6%
Hall, NE	8,188	30.2%
Hamilton, NE	2,546	61.2%
Howard, NE	2,143	72.4%
Nance, NE	790	62.7%
Platte, NE	5,754	36.0%
Polk, NE	1,784	73.6%
York, NE	2,737	43.5%

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 Merrick County to travel for employment. In 2020, residents of Merrick County worked at a total of 3,349 jobs; a resident could work at more than one job. Of these 3,349 jobs, the largest number, 1,017 or 30.4 percent, were located in Merrick County. Counties with high numbers of workers from Merrick County were Hall County, Nebraska (895 jobs), Platte County, Nebraska (186 jobs), and Lancaster County, Nebraska (145 jobs).

Table Seven
Commuting Patterns, Central City Labor Study Area
Location of Jobs Held by Merrick County Residents, 2020

County, State, Where Jobs are Located	Primary Jobs Held by Merrick County Residents	% Merrick County Residents' Primary Jobs
Merrick, NE	1,017	30.4%
Hall, NE	895	26.7%
Platte, NE	186	5.6%
Lancaster, NE	145	4.3%
Hamilton, NE	140	4.2%
All Other Locations	966	28.8%
Total Resident Jobs	3,349	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 Merrick County for employment. Data in Table Eight indicate 1,017 (49.1 percent) of the 2,070 primary jobs in Merrick County were held by workers commuting from other counties. In 2020, Hall County, Nebraska was home to the greatest number of workers commuting into Merrick County for primary jobs, 163 or 7.9 percent. Other counties with large numbers of workers commuting into Merrick County for their primary jobs included, Hamilton County, Nebraska, 151 or 7.3 percent; Howard County, Nebraska, 84 or 4.1 percent; Nance County, Nebraska, 58 or 2.8 percent; Polk County, Nebraska, 58 or 2.8 percent; Platte County, Nebraska, 45 or 2.2 percent; and All Other Locations, Nebraska, 494 or 23.9 percent.

Table Eight
Commuting Patterns, Central City Labor City Area
Sources of Merrick County Workers, 2020

County, State, Where Workers Live	Primary Jobs in Merrick County	% Primary Jobs in Merrick County
Merrick, NE	1,017	49.1%
Hall, NE	163	7.9%
Hamilton, NE	151	7.3%
Howard, NE	84	4.1%
Nance, NE	58	2.8%
Polk, NE	58	2.8%
Platte, NE	45	2.2%
All Other Locations	494	23.9%
Total	2,070	100.0%

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

Table Nine provides data for Merrick County showing the number of primary jobs (Workforce) located in the county and the number of primary jobs held by county residents (Labor Force Employment) by industry in 2020. 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 Merrick County held by workers commuting into the county 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 Merrick County by county residents.

As data in Table Nine indicate, residents of Merrick County were employed in 3,349 primary jobs in 2020, but there were 2,070 primary jobs within the area. This indicates residents commuted to at least 1,279 primary jobs outside the study area. It is important to note this is an estimate of net out-commuting and most certainly understates the actual number of primary jobs in other counties held by area residents.

Table Nine
Primary Jobs, Merrick County, 2020
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 Merrick County^(a)
Agriculture, Forestry, Fishing and Hunting	119	117	-2
Mining, Quarrying, and Oil and Gas Extraction	8	4	-4
Utilities	32	21	-11
Construction	221	191	-30
Manufacturing	484	201	-283
Wholesale Trade	263	184	-79
Retail Trade	333	192	-141
Transportation and Warehousing	129	65	-64
Information	33	27	-6
Finance and Insurance	155	97	-58
Real Estate and Rental and Leasing	30	19	-11
Professional, Scientific, and Technical Services	86	44	-42
Management of Companies and Enterprises	27	9	-18
Administration & Support, Waste Management and Remediation	93	22	-71
Educational Services	336	325	-11
Health Care and Social Assistance	520	289	-231
Arts, Entertainment, and Recreation	43	30	-13
Accommodation and Food Services	174	64	-110
Other Services (excluding Public Administration)	76	34	-42
Public Administration	187	135	-52
Total	3,349	2,070	-1,279

(a) A negative value indicates the net number of primary jobs outside of the area held by Central City Labor Study 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 Central City Labor Study Area, by county, and for Nebraska for the period 1990-2022. The Central City Labor Study Area population increased by 13.8 percent from 1990 to 2020 and declined 0.4 percent from 2020 to 2022. Population in Merrick County totaled 8,042 in 1990 and had declined by 4.8 percent from 1990 to 2020. From 2020 to 2022, Merrick County population increased 0.8 percent.

Table Ten
Population in the Central City Labor Study Area, by County, and Nebraska
Selected Years, 1990–2022

County, State	1990	2000	2010	2020	2022	% Chg.	
						1990–2020	2020–2022
Merrick, NE	8,042	8,204	7,845	7,659	7,721	-4.8	0.8
Hall, NE	48,925	53,534	58,607	62,893	62,097	28.5	-1.3
Hamilton, NE	8,862	9,403	9,124	9,431	9,429	6.4	0.0
Howard, NE	6,055	6,567	6,274	6,472	6,515	6.9	0.7
Nance, NE	4,275	4,038	3,735	3,377	3,326	-21.0	-1.5
Platte, NE	29,820	31,662	32,237	34,294	34,296	15.0	0.0
Polk, NE	5,675	5,639	5,406	5,209	5,166	-8.2	-0.8
York, NE	14,428	14,598	13,665	14,128	14,354	-2.1	1.6
Labor Study Area	126,082	133,645	136,893	143,463	142,904	13.8	-0.4
Nebraska	1,578,385	1,711,230	1,826,341	1,961,489	1,967,923	24.3	0.3

Sources: U.S. Bureau of the Census, *Census of Population, 1990-2020* and *Population Estimates 2022*.

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 Central City Labor Study Area.

Table Eleven
Age Characteristics of the Population, Central City Labor Study Area,
by County, and Nebraska, 2022

County, State	0-14		15-24		25-44		45-64		65-Older		Median Age
	Number	% (a)	Number	% (a)	Number	% (a)	Number	% (a)	Number	% (a)	
Merrick, NE	1,351	17.6	870	11.4	1,794	23.4	2,019	26.3	1,631	21.3	43.0
Hall, NE	14,118	22.8	7,980	12.9	15,710	25.3	14,623	23.6	9,548	15.4	36.4
Hamilton, NE	1,864	19.9	1,077	11.5	2,140	22.8	2,381	25.4	1,924	20.5	41.4
Howard, NE	1,313	20.1	691	10.6	1,452	22.2	1,673	25.6	1,402	21.5	42.4
Nance, NE	648	19.1	369	10.9	750	22.1	898	26.5	725	21.4	43.3
Platte, NE	7,522	22.0	4,238	12.4	8,270	24.2	8,108	23.7	6,103	17.8	38.0
Polk, NE	953	18.4	605	11.7	1,035	20.0	1,386	26.8	1,195	23.1	44.9
York, NE	2,760	19.4	1,879	13.2	3,303	23.2	3,353	23.5	2,949	20.7	39.7
Labor Study Area	30,529	21.4	17,709	12.4	34,454	24.2	34,441	24.2	25,477	17.9	38.5
Nebraska	399,736	22.1	120,236	6.6	508,578	28.1	458,624	25.4	321,890	17.8	37.1

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

Source: U.S. Bureau of the Census, *Population Estimates 2022*.

According to Table Twelve, in 2022, there were 3,813 people in Merrick County between the ages of 25 and 64, which represented 49.7 percent of the total population, compared to 48.3 percent of the population for the Central City Labor Study Area as a whole and 53.5 percent of the Nebraska population in this age range.

Table Twelve
Age Characteristics of the Prime Working Age Population (25-64 Years),
Central City Labor Study Area,
by County, and Nebraska, 2022

County, State	25-44		45-64		Total 25-64	
	Number	% (a)	Number	% (a)	Number	% (a)
Merrick, NE	1,794	23.4	2,019	26.3	3,813	49.7%
Hall, NE	15,710	25.3	14,623	23.6	30,333	48.9%
Hamilton, NE	2,140	22.8	2,381	25.4	4,521	48.2%
Howard, NE	1,452	22.2	1,673	25.6	3,125	47.8%
Nance, NE	750	22.1	898	26.5	1,648	48.6%
Platte, NE	8,270	24.2	8,108	23.7	16,378	47.8%
Polk, NE	1,035	20.0	1,386	26.8	2,421	46.8%
York, NE	3,303	23.2	3,353	23.5	6,656	46.7%
Labor Study Area	34,454	24.2	34,441	24.2	68,895	48.3%
Nebraska	508,578	28.1	458,624	25.4	967,202	53.5%

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

Source: U.S. Bureau of the Census, *Population Estimates 2022*.

Information in Table Thirteen shows recent changes in the racial (“White Alone” and “Not-White Alone”) and ethnic (“Hispanic” and “Non-Hispanic”) composition for the resident populations of Merrick County, the Central City Labor Study Area, and Nebraska statewide. As shown in Table Twelve, total Merrick County population decreased by 6.1 percent during the twenty-one-year period while the Hispanic population increased by 147.5 percent and the Not-White Alone and Non-Hispanic population decreased by 14.0 percent. Over the same period, Central City Labor Study Area population increased by 7.1 percent while the Hispanic population increased by 169.4 percent and the Not-White Alone and Non-Hispanic population decreased by 19.7 percent. Statewide, population increased by 14.0 percent from 2000 to 2021, while the Hispanic population increased by 138.0 percent and the Not-White Alone and Non-Hispanic population decreased by 6.4 percent.

Table Thirteen
Population by Selected Race and Ethnic Origin Characteristics
Merrick County, Central City Labor Study Area, and Nebraska Statewide, 2000–2021

Category	2000		2021		Change 2000-2021	
	#	%	#	%	#	%
---Merrick County---						
Total Population	8,189	100.0	7,687	100.0	-502	-6.1
Hispanic origin	158	1.9	391	5.1	233	147.5
White Alone, Non-Hispanic Origin	7,973	97.4	6,856	89.2	-1,117	-14.0
Not-White Alone & Non-Hispanic	58	0.7	440	5.7	382	658.6
---Central City Labor Study Area---						
Total Population	133,582	100.0	143,039	100.0	9,457	7.1
Hispanic origin	10,221	7.7	27,531	19.2	17,310	169.4
White Alone, Non-Hispanic Origin	121,186	90.7	97,361	68.1	-23,825	-19.7
Not-White Alone & Non-Hispanic	2,175	1.6	18,147	12.7	15,972	734.3
---Nebraska, Statewide---						
Total Population	1,711,230	100.0	1,951,480	100.0	240,250	14.0
Hispanic origin	94,419	5.5	224,693	11.5	130,274	138.0
White Alone, Non-Hispanic Origin	1,497,082	87.5	1,400,914	71.8	-96,168	-6.4
Not-White Alone & Non-Hispanic	119,729	7.0	325,873	16.7	206,144	172.2

Source: U.S. Bureau of the Census, *Population Estimates 2000 and 2017-2022 American Community Survey Five-year Estimates*.

Table Fourteen provides information showing population, the natural increase (births minus deaths) and net migration for the period 2000–2010 for Nebraska, for Merrick County, and for the Central City Labor Study Area. As these data show, the Central City Labor Study Area as a whole experience net out-migration during the Census decade of the 2000s with every county except Hall County, Nebraska, experiencing net out-migration. As indicated in the table, net out-migration for the Central City Labor Study Area as a whole accounted for a population decline of 4,001 people during the decade, contributing to a population decrease equal to only 3.0 percent of the population. In the case of Merrick County, net out-migration during 2000s totaled 405 people, or 4.9 percent of the 2000 population.

Table Fourteen
Population, Births, Deaths, and Migration
Nebraska and Central City Labor Study Area, by County, 2000–2010

County, State	Population		2000–2010			Net Migration*, 2000–2010	
	2000	2010	Births	Deaths	Nat. Incr.	Number	% 2000 Pop.
Merrick, NE	8,204	7,845	861	815	46	-405	-4.9
Hall, NE	53,534	58,607	9,580	4,958	4,622	451	0.8
Hamilton, NE	9,403	9,124	1,028	933	95	-374	-4.0
Howard, NE	6,567	6,274	731	643	88	-381	-5.8
Nance, NE	4,038	3,735	413	535	-122	-181	-4.5
Platte, NE	31,662	32,237	4,673	2,504	2,169	-1,594	-5.0
Polk, NE	5,639	5,406	618	634	-16	-217	-3.8
York, NE	14,598	13,665	1,762	1,395	367	-1,300	-8.9
Labor Study Area	133,645	136,893	19,666	12,417	7,249	-4,001	-3.0
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 Fifteen provides information showing population, the natural increase (births minus deaths), and net migration for the period 2010–2020. As these data show, the Central City Labor Study Area experienced significant net out-migration during this more recent ten-year period. As indicated in the table, out-migration for the Central City Labor Study Area as a whole accounted for population decline of 1,122 during the 2010–2020 period, contributing to a population decrease equal to 0.8 percent of the 2010 population. In the case of Merrick County, net out-migration during this ten-year period was 151, or 1.9 percent of the 2010 population.

Table Fifteen
Population, Births, Deaths, and Migration
Nebraska and Central City Labor Study Area, by County, 2010–2020

County	Population		2010–2020			Net Migration, 2010–2020*	
	2010	2020	Births	Deaths	Nat. Incr.	Number	% 2010 Pop.
Merrick, NE	7,845	7,721	1,117	1,090	27	-151	-1.9
Hall, NE	58,607	62,097	11,678	6,943	4,735	-1,245	-2.1
Hamilton, NE	9,124	9,429	1,293	1,114	179	126	1.4
Howard, NE	6,274	6,515	946	875	71	170	2.7
Nance, NE	3,735	3,326	505	637	-132	-277	-7.4
Platte, NE	32,237	34,296	5,934	3,656	2,278	-219	-0.7
Polk, NE	5,406	5,166	664	873	-209	-31	-0.6
York, NE	13,665	14,354	2,094	1,910	184	505	3.7
Labor Study Area	136,893	142,904	24,231	17,098	7,133	-1,122	-0.8
Nebraska	1,826,341	1,937,552	266,099	165,518	100,581	10,630	0.6

* 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 (2020) - U.S. Bureau of the Census, *Population Estimates, 2020*.

Table Sixteen provides information showing population, the natural increase (births minus deaths), and net migration for the period 2020–2022. As these data show, the Central City Labor Study Area experienced significant net out-migration during this more recent two-year period. As indicated in the table, out-migration for the Central City Labor Study Area as a whole accounted for population decline of 7,692 during the 2020–2022 period, contributing to a population decrease equal to 5.4 percent of the 2020 population. In the case of Merrick County, net out-migration during this two-year period was 35, or 0.5 percent of the 2020 population.

Table Sixteen
Population, Births, Deaths, and Migration
Nebraska and Central City Labor Study Area, by County, 2020–2022

County	Population		2020–2022			Net Migration, 2020–2022*	
	2020	2022	Births	Deaths	Nat. Incr.	Number	% 2020 Pop.
Merrick, NE	7,659	7,721	1,117	1,090	27	35	0.5
Hall, NE	62,893	62,097	11,678	6,943	4,735	-5,531	-8.8
Hamilton, NE	9,431	9,429	1,293	1,114	179	-181	-1.9
3Howard, NE	6,472	6,515	946	875	71	-28	-0.4
Nance, NE	3,377	3,326	505	637	-132	81	2.4
Platte, NE	34,294	34,296	5,934	3,656	2,278	-2,276	-6.6
Polk, NE	5,209	5,166	664	873	-209	166	3.2
York, NE	14,128	14,354	2,094	1,910	184	42	0.3
Labor Study Area	143,463	142,904	24,231	17,098	7,133	-7,692	-5.4
Nebraska	1,961,489	1,967,923	320,781	208,796	111,985	-105,551	-5.4

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

Sources: Population (2020) - U.S. Bureau of the Census, *Census of Population, 2020*.

Population (2022) - U.S. Bureau of the Census, *Population Estimates, 2022*.

Competitive Employment and Career Opportunities

An employer providing jobs with competitive wages and benefits and offering career opportunities would be a welcome addition to the employment base in the Central City Labor Study Area and in Merrick County. The expected response to such employment opportunities would be significant, and it is anticipated that there would be an adequate labor supply response for a prospective new employer offering competitive wages and benefits in the Central City area. The labor force, employment, and demographic data presented in this report illustrate quite clearly that there is a sufficiently large labor force and population base living within the Central City Labor Area, and that significant numbers of persons living in the area are commuting to other areas for employment.

In conclusion, the data and analysis presented in this report indicate that the Central City Labor Study Area and Merrick 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 Central City 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, Central City Zip Code Tabulation Area & Merrick County, 2022.
- B: Workforce and Labor Force Employment by Occupation, Selected Occupations, Central City Zip Code Tabulation Area & Merrick County, 2022.

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APPENDIX A

**Average Hourly Wage, Selected Occupations
Central City Zip Code Tabulation Area & Merrick County, 2022**

Table A-1 2022 Employment and Earnings for Average, Entry, and Experienced Workers Selected Occupations Central City ZCTA (A) and Merrick County

SOC	Description	Central City ZCTA (A)					Merrick County				
		2022 Jobs	2018 - 2022 % Change	Entry	Average	Experienced	2022 Jobs	2018 - 2022 % Change	Entry	Average	Experienced
11-1000	Top Executives	26	25%	\$33,423.52	\$82,872.90	\$93,815.57	49	20%	\$33,463.99	\$83,644.77	\$94,498.84
11-2000	Advertising, Marketing, Promotions, Pu	<10	Insf. Data	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	Insf. Data	Insf. Data	Insf. Data
11-3000	Operations Specialties Managers	11	(10%)	\$55,343.77	\$104,423.77	\$122,466.26	19	(8%)	\$54,895.50	\$103,281.63	\$121,073.29
11-9000	Other Management Occupations	34	1%	\$22,154.91	\$73,021.74	\$90,836.13	69	15%	\$20,272.79	\$68,451.75	\$87,575.86
13-1000	Business Operations Specialists	21	10%	\$34,160.84	\$58,110.04	\$68,686.46	41	7%	\$34,145.94	\$58,264.22	\$68,926.07
13-2000	Financial Specialists	17	1%	\$35,814.73	\$65,799.38	\$78,745.73	30	(7%)	\$38,824.58	\$67,204.98	\$80,477.93
15-1200	Computer Occupations	11	8%	\$33,232.20	\$67,232.14	\$84,652.64	22	19%	\$33,165.42	\$67,651.46	\$85,524.14
15-2000	Mathematical Science Occupations	<10	Insf. Data	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	Insf. Data	Insf. Data	Insf. Data
17-1000	Architects, Surveyors, and Cartograph	0	0%	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	Insf. Data	Insf. Data	Insf. Data
17-2000	Engineers	<10	Insf. Data	Insf. Data	Insf. Data	Insf. Data	12	Insf. Data	\$51,637.47	\$74,159.91	\$88,794.92
17-3000	Drafters, Engineering Technicians, and	<10	Insf. Data	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	Insf. Data	Insf. Data	Insf. Data
19-1000	Life Scientists	<10	Insf. Data	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	Insf. Data	Insf. Data	Insf. Data
19-2000	Physical Scientists	<10	Insf. Data	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	Insf. Data	Insf. Data	Insf. Data
19-3000	Social Scientists and Related Workers	<10	Insf. Data	\$0.00	\$0.00	\$0.00	<10	Insf. Data	Insf. Data	Insf. Data	Insf. Data
19-4000	Life, Physical, and Social Science Tecl	<10	Insf. Data	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	Insf. Data	Insf. Data	Insf. Data
19-5000	Occupational Health and Safety Speci	<10	Insf. Data	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	Insf. Data	Insf. Data	Insf. Data
21-1000	Counselors, Social Workers, and Othe	15	(13%)	\$25,779.94	\$43,477.63	\$51,298.46	28	(20%)	\$26,418.11	\$45,052.95	\$51,835.75
21-2000	Religious Workers	0	0%	\$0.00	\$0.00	\$0.00	0	0%	\$0.00	\$0.00	\$0.00
23-1000	Lawyers, Judges, and Related Worker	<10	Insf. Data	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	Insf. Data	Insf. Data	Insf. Data
23-2000	Legal Support Workers	<10	Insf. Data	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	Insf. Data	Insf. Data	Insf. Data
25-1000	Postsecondary Teachers	<10	Insf. Data	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	Insf. Data	Insf. Data	Insf. Data
25-2000	Preschool, Elementary, Middle, Secon	49	75%	\$26,130.26	\$60,959.21	\$85,725.53	97	24%	\$34,995.46	\$63,971.97	\$88,317.28
25-3000	Other Teachers and Instructors	12	Insf. Data	Insf. Data	Insf. Data	Insf. Data	17	45%	\$20,935.84	\$36,197.50	\$39,363.04
25-4000	Librarians, Curators, and Archivists	0	Insf. Data	\$0.00	\$0.00	\$0.00	<10	Insf. Data	\$0.00	\$0.00	\$0.00
25-9000	Other Educational Instruction and Libr	30	105%	\$20,503.83	\$30,278.06	\$28,044.58	52	58%	\$20,522.89	\$31,078.67	\$28,579.28
27-1000	Art and Design Workers	<10	Insf. Data	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	Insf. Data	Insf. Data	Insf. Data
27-2000	Entertainers and Performers, Sports ar	<10	Insf. Data	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	Insf. Data	Insf. Data	Insf. Data
27-3000	Media and Communication Workers	<10	Insf. Data	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	Insf. Data	Insf. Data	Insf. Data
27-4000	Media and Communication Equipment	<10	Insf. Data	\$0.00	\$0.00	\$0.00	<10	Insf. Data	\$0.00	\$0.00	\$0.00
29-1000	Healthcare Diagnosing or Treating Pra	84	(5%)	\$52,412.96	\$73,203.82	\$71,890.13	91	(6%)	\$52,447.20	\$73,432.55	\$72,085.53
29-2000	Health Technologists and Technicians	33	(17%)	\$27,267.66	\$42,173.04	\$47,183.62	39	(21%)	\$28,934.07	\$41,791.88	\$47,006.02
29-9000	Other Healthcare Practitioners and Tec	<10	Insf. Data	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	Insf. Data	Insf. Data	Insf. Data
31-1100	Home Health and Personal Care Aides	64	(13%)	\$24,327.02	\$27,624.28	\$31,297.73	66	(13%)	\$24,240.03	\$27,617.79	\$31,284.78
31-2000	Occupational Therapy and Physical Th	<10	Insf. Data	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	Insf. Data	Insf. Data	Insf. Data
31-9000	Other Healthcare Support Occupations	13	11%	\$22,553.33	\$32,852.09	\$40,270.90	16	7%	\$22,640.13	\$32,825.80	\$40,271.23
33-1000	Supervisors of Protective Service Wor	<10	Insf. Data	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	\$45,585.19	\$70,074.43	\$82,176.55
33-2000	Firefighting and Prevention Workers	<10	Insf. Data	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	Insf. Data	Insf. Data	Insf. Data
33-3000	Law Enforcement Workers	15	Insf. Data	\$39,827.15	\$55,189.95	\$65,951.77	32	(15%)	\$39,842.27	\$55,157.19	\$65,876.66
33-9000	Other Protective Service Workers	<10	Insf. Data	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	Insf. Data	Insf. Data	Insf. Data
35-1000	Supervisors of Food Preparation and S	13	(5%)	\$21,792.42	\$31,068.95	\$35,653.55	14	(4%)	\$21,794.77	\$31,041.61	\$35,610.12
35-2000	Cooks and Food Preparation Workers	30	10%	\$19,518.64	\$25,000.72	\$27,373.64	37	10%	\$19,618.03	\$25,181.07	\$27,425.13
35-3000	Food and Beverage Serving Workers	85	(12%)	\$19,743.34	\$22,427.84	\$24,874.70	96	(11%)	\$19,517.10	\$22,434.50	\$24,868.78
35-9000	Other Food Preparation and Serving R	<10	Insf. Data	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	Insf. Data	Insf. Data	Insf. Data
37-1000	Supervisors of Building and Grounds C	<10	Insf. Data	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	Insf. Data	Insf. Data	Insf. Data
37-2000	Building Cleaning and Pest Control Wc	23	(22%)	\$20,471.51	\$26,098.22	\$27,663.22	36	(35%)	\$20,449.60	\$26,374.99	\$27,860.76
37-3000	Grounds Maintenance Workers	<10	Insf. Data	Insf. Data	Insf. Data	Insf. Data	26	45%	\$23,880.66	\$34,282.48	\$37,260.28
39-1000	Supervisors of Personal Care and Sen	<10	Insf. Data	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	Insf. Data	Insf. Data	Insf. Data
39-2000	Animal Care and Service Workers	<10	Insf. Data	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	Insf. Data	Insf. Data	Insf. Data
39-3000	Entertainment Attendants and Related	<10	Insf. Data	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	Insf. Data	Insf. Data	Insf. Data
39-4000	Funeral Service Workers	<10	Insf. Data	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	Insf. Data	Insf. Data	Insf. Data
39-5000	Personal Appearance Workers	<10	Insf. Data	\$0.00	\$0.00	\$0.00	<10	Insf. Data	Insf. Data	Insf. Data	Insf. Data
39-6000	Baggage Porters, Bellhops, and Conci	0	0%	\$0.00	\$0.00	\$0.00	0	0%	\$0.00	\$0.00	\$0.00
39-7000	Tour and Travel Guides	0	0%	\$0.00	\$0.00	\$0.00	0	0%	\$0.00	\$0.00	\$0.00
39-9000	Other Personal Care and Service Wor	30	16%	\$18,987.04	\$25,855.68	\$25,346.28	44	19%	\$19,485.95	\$26,367.01	\$25,983.44
41-1000	Supervisors of Sales Workers	15	20%	\$28,001.02	\$44,428.36	\$50,353.70	21	13%	\$28,202.98	\$45,243.07	\$51,705.78
41-2000	Retail Sales Workers	74	(2%)	\$20,144.79	\$25,567.19	\$26,412.34	98	(7%)	\$20,139.14	\$25,768.64	\$26,531.81

Table A-1 2022 Employment and Earnings for Average, Entry, and Experienced Workers Selected Occupations Central City ZCTA (A) and Merrick County

SOC	Description	Central City ZCTA (A)						Merrick County				
		2022 Jobs	2018 - 2022 % Change	Entry	Average	Experienced	2022 Jobs	2018 - 2022 % Change	Entry	Average	Experienced	
41-3000	Sales Representatives, Services	<10	Insf. Data	Insf. Data	Insf. Data	Insf. Data	21	37%	\$30,271.76	\$56,530.02	\$67,045.18	
41-4000	Sales Representatives, Wholesale and	24	(15%)	\$33,280.00	\$57,695.87	\$67,190.31	42	(13%)	\$33,266.23	\$56,802.24	\$67,002.41	
41-9000	Other Sales and Related Workers	<10	Insf. Data	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	Insf. Data	Insf. Data		
43-1000	Supervisors of Office and Administrativ	<10	Insf. Data	Insf. Data	Insf. Data	Insf. Data	18	17%	\$33,209.28	\$47,080.80	\$54,662.40	
43-2000	Communications Equipment Operators	<10	Insf. Data	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	Insf. Data	Insf. Data		
43-3000	Financial Clerks	29	4%	\$21,737.79	\$32,727.33	\$36,512.24	53	1%	\$21,714.45	\$32,675.74	\$36,417.99	
43-4000	Information and Record Clerks	34	(1%)	\$21,862.04	\$32,080.17	\$35,201.99	58	(8%)	\$22,054.29	\$32,633.60	\$35,534.00	
43-5000	Material Recording, Scheduling, Dispat	11	Insf. Data	\$26,424.72	\$38,520.72	\$44,976.40	32	7%	\$29,348.62	\$41,163.23	\$53,008.22	
43-6000	Secretaries and Administrative Assista	29	(8%)	\$26,159.29	\$34,807.29	\$38,083.98	49	(19%)	\$26,209.92	\$35,010.38	\$37,770.64	
43-9000	Other Office and Administrative Suppo	20	4%	\$20,340.57	\$29,864.20	\$33,822.80	42	(9%)	\$20,469.32	\$30,384.67	\$34,447.83	
45-1000	Supervisors of Farming, Fishing, and F	<10	Insf. Data	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	Insf. Data	Insf. Data		
45-2000	Agricultural Workers	28	(34%)	\$18,722.17	\$30,488.52	\$34,282.46	76	(1%)	\$18,722.15	\$30,370.84	\$34,101.52	
45-3000	Fishing and Hunting Workers	0	0%	\$0.00	\$0.00	\$0.00	0	0%	\$0.00	\$0.00	\$0.00	
45-4000	Forest, Conservation, and Logging Wo	0	0%	\$0.00	\$0.00	\$0.00	0	0%	\$0.00	\$0.00	\$0.00	
47-1000	Supervisors of Construction and Extrac	11	Insf. Data	Insf. Data	Insf. Data	Insf. Data	26	10%	\$36,768.72	\$56,711.08	\$60,289.45	
47-2000	Construction Trades Workers	63	8%	\$31,450.54	\$44,297.05	\$50,648.97	161	7%	\$31,254.56	\$43,906.26	\$50,045.52	
47-3000	Helpers, Construction Trades	<10	Insf. Data	\$0.00	\$0.00	\$0.00	<10	Insf. Data	\$0.00	\$0.00		
47-4000	Other Construction and Related Work	<10	Insf. Data	Insf. Data	Insf. Data	Insf. Data	14	(24%)	\$30,482.25	\$40,830.87	\$46,395.71	
47-5000	Extraction Workers	<10	Insf. Data	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	Insf. Data	Insf. Data		
49-1000	Supervisors of Installation, Maintenanc	<10	Insf. Data	Insf. Data	Insf. Data	Insf. Data	11	(4%)	\$40,809.60	\$56,534.40	\$68,852.16	
49-2000	Electrical and Electronic Equipment Me	<10	Insf. Data	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	\$28,727.87	\$51,766.69	\$67,093.45	
49-3000	Vehicle and Mobile Equipment Mechar	32	5%	\$27,063.00	\$42,372.10	\$53,392.93	50	6%	\$27,070.63	\$42,728.90	\$53,459.17	
49-9000	Other Installation, Maintenance, and R	25	(7%)	\$27,669.85	\$43,511.10	\$51,726.15	59	(1%)	\$27,715.79	\$45,295.00	\$54,851.08	
51-1000	Supervisors of Production Workers	<10	Insf. Data	Insf. Data	Insf. Data	Insf. Data	13	23%	\$43,320.16	\$52,191.36	\$66,047.68	
51-2000	Assemblers and Fabricators	<10	Insf. Data	\$21,680.38	\$30,965.31	\$34,261.49	14	(24%)	\$21,680.39	\$30,986.74	\$34,206.62	
51-3000	Food Processing Workers	<10	Insf. Data	Insf. Data	Insf. Data	Insf. Data	19	(54%)	Insf. Data	Insf. Data	Insf. Data	
51-4000	Metal Workers and Plastic Workers	20	15%	\$32,629.84	\$38,917.19	\$43,646.45	28	29%	\$32,908.20	\$38,916.98	\$43,596.74	
51-5100	Printing Workers	<10	Insf. Data	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	Insf. Data	Insf. Data		
51-6000	Textile, Apparel, and Furnishings Work	<10	Insf. Data	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	Insf. Data	Insf. Data		
51-7000	Woodworkers	0	Insf. Data	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	Insf. Data	Insf. Data		
51-8000	Plant and System Operators	<10	Insf. Data	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	Insf. Data	Insf. Data		
51-9000	Other Production Occupations	30	(39%)	\$29,915.05	\$39,788.47	\$47,142.53	56	(23%)	\$27,524.92	\$38,521.97	\$46,045.60	
53-1000	Supervisors of Transportation and Mat	<10	Insf. Data	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	Insf. Data	Insf. Data		
53-2000	Air Transportation Workers	0	Insf. Data	\$0.00	\$0.00	\$0.00	0	Insf. Data	\$0.00	\$0.00		
53-3000	Motor Vehicle Operators	32	(27%)	\$21,105.90	\$39,489.70	\$43,914.80	81	(17%)	\$27,512.63	\$41,551.09	\$44,309.91	
53-4000	Rail Transportation Workers	<10	Insf. Data	Insf. Data	Insf. Data	Insf. Data	<10	Insf. Data	Insf. Data	Insf. Data		
53-5000	Water Transportation Workers	0	Insf. Data	\$0.00	\$0.00	\$0.00	0	Insf. Data	\$0.00	\$0.00		
53-6000	Other Transportation Workers	<10	Insf. Data	\$24,041.99	\$29,481.79	\$28,206.51	16	(6%)	\$24,702.31	\$30,426.71	\$28,317.88	
53-7000	Material Moving Workers	40	17%	\$22,201.46	\$31,406.27	\$34,207.07	84	11%	\$23,137.00	\$32,109.17	\$34,388.26	
55-9000	Military-only occupations	0	0%	\$0.00	\$0.00	\$0.00	0	0%	\$0.00	\$0.00	\$0.00	
99-9000	Unclassified Occupation	0	0%	\$0.00	\$0.00	\$0.00	0	0%	\$0.00	\$0.00	\$0.00	

(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 limites of an incorporated area.

Source: Lightcast Q2 2023

APPENDIX B

**Workforce and Labor Force Employment by Selected Occupation,
Central City Zip Code Tabulation Area & Merrick County, 2022**

Table B-1 2022 Local Jobs Residents Employed, Net In-Commuters and Median Hourly Earnings Selected Occupations Central City ZCTA (A) and Merrick County

SOC	Description	Central City ZCTA (A)				Merrick County			
		2022 Jobs	2022 Resident Workers	2022 Net Commuters	Median Hourly Earnings	2022 Jobs	2022 Resident Workers	2022 Net Commuters	Median Hourly Earnings
11-1000	Top Executives	26	43	(17)	\$34.21	49	84	(35)	\$34.36
11-2000	Advertising, Marketing, Promotions, Pub	<10	<10	Insf. Data	Insf. Data	<10	<10	Insf. Data	Insf. Data
11-3000	Operations Specialties Managers	11	22	(12)	\$43.08	19	36	(17)	\$42.66
11-9000	Other Management Occupations	34	49	(16)	\$31.07	69	86	(18)	\$28.26
13-1000	Business Operations Specialists	21	56	(34)	\$25.37	41	90	(49)	\$25.48
13-2000	Financial Specialists	17	35	(18)	\$28.81	30	56	(26)	\$29.40
15-1200	Computer Occupations	11	25	(13)	\$28.78	22	35	(14)	\$29.07
15-2000	Mathematical Science Occupations	<10	<10	Insf. Data	Insf. Data	<10	<10	Insf. Data	Insf. Data
17-1000	Architects, Surveyors, and Cartographer	0	<10	Insf. Data	Insf. Data	<10	<10	Insf. Data	Insf. Data
17-2000	Engineers	<10	15	Insf. Data	Insf. Data	12	22	(11)	\$32.94
17-3000	Drafters, Engineering Technicians, and I	<10	<10	Insf. Data	Insf. Data	<10	<10	Insf. Data	Insf. Data
19-1000	Life Scientists	<10	<10	Insf. Data	Insf. Data	<10	<10	Insf. Data	Insf. Data
19-2000	Physical Scientists	<10	<10	Insf. Data	Insf. Data	<10	<10	Insf. Data	Insf. Data
19-3000	Social Scientists and Related Workers	<10	<10	Insf. Data	\$0.00	<10	<10	Insf. Data	Insf. Data
19-4000	Life, Physical, and Social Science Technicians	<10	<10	Insf. Data	Insf. Data	<10	<10	Insf. Data	Insf. Data
19-5000	Occupational Health and Safety Technicians	<10	<10	Insf. Data	Insf. Data	<10	<10	Insf. Data	Insf. Data
21-1000	Counselors, Social Workers, and Community Health Workers	<10	36	(21)	\$19.17	28	53	(25)	\$20.01
21-2000	Religious Workers	0	0	0	\$0.00	0	0	0	\$0.00
23-1000	Lawyers, Judges, and Hearing Officers	<10	<10	Insf. Data	Insf. Data	<10	11	Insf. Data	Insf. Data
23-2000	Legal Support Workers	<10	<10	Insf. Data	Insf. Data	<10	<10	Insf. Data	Insf. Data
25-1000	Postsecondary Teachers	<10	<10	Insf. Data	Insf. Data	<10	15	Insf. Data	Insf. Data
25-2000	Preschool, Elementary, and Middle School Teachers	89	89	(40)	\$26.96	97	167	(70)	\$27.49
25-3000	Other Teachers and Instructors	20	20	(8)	Insf. Data	17	31	(14)	\$16.50
25-4000	Librarians, Curators, and Archivists	0	<10	Insf. Data	\$0.00	<10	<10	Insf. Data	\$0.00
25-9000	Other Educational Instruction and Library Workers	30	41	(11)	\$12.67	52	75	(23)	\$12.69
27-1000	Art and Design Workers	<10	<10	Insf. Data	Insf. Data	<10	<10	Insf. Data	Insf. Data
27-2000	Entertainers and Performers, Sports and Related Workers	<10	<10	Insf. Data	Insf. Data	<10	<10	Insf. Data	Insf. Data
27-3000	Media and Communication Workers	<10	<10	Insf. Data	Insf. Data	<10	<10	Insf. Data	Insf. Data
27-4000	Media and Communication Equipment Workers	<10	0	Insf. Data	\$0.00	<10	0	Insf. Data	\$0.00
29-1000	Healthcare Diagnosing or Treating Practitioners	84	96	(12)	\$29.52	91	146	(55)	\$30.27
29-2000	Health Technologists and Technicians	33	42	(8)	\$20.44	39	64	(25)	\$20.40
29-9000	Other Healthcare Practitioners and Technicians	<10	<10	Insf. Data	Insf. Data	<10	<10	Insf. Data	Insf. Data
31-1100	Home Health and Personal Care Aides; Health Care Support Occupations	64	67	(4)	\$12.68	66	109	(43)	\$12.68
31-2000	Occupational Therapy and Physical Therapists	<10	<10	Insf. Data	Insf. Data	<10	<10	Insf. Data	Insf. Data
31-9000	Other Healthcare Support Occupations	13	18	(4)	\$15.25	16	27	(12)	\$15.16
33-1000	Supervisors of Protective Service Workers	<10	<10	Insf. Data	Insf. Data	<10	10	Insf. Data	\$30.99
33-2000	Firefighting and Prevention Workers	<10	<10	Insf. Data	Insf. Data	<10	<10	Insf. Data	Insf. Data
33-3000	Law Enforcement Workers	15	30	(16)	\$25.36	32	48	(16)	\$25.35
33-9000	Other Protective Service Workers	<10	<10	Insf. Data	Insf. Data	<10	15	Insf. Data	Insf. Data
35-1000	Supervisors of Food Preparation and Serving Workers	13	18	(5)	\$13.46	14	31	(16)	\$13.46
35-2000	Cooks and Food Preparation Workers	30	41	(11)	\$12.00	37	75	(38)	\$12.11
35-3000	Food and Beverage Serving Workers	85	104	(19)	\$10.24	96	181	(85)	\$10.21
35-9000	Other Food Preparation and Serving Related Workers	<10	<10	Insf. Data	Insf. Data	<10	16	Insf. Data	Insf. Data
37-1000	Supervisors of Building and Grounds Cleaning and Maintenance Workers	<10	<10	Insf. Data	Insf. Data	<10	<10	Insf. Data	Insf. Data
37-2000	Building Cleaning and Pest Control Workers	23	38	(15)	\$12.48	36	75	(39)	\$12.55
37-3000	Grounds Maintenance Workers	<10	12	Insf. Data	Insf. Data	26	28	(2)	\$14.91
39-1000	Supervisors of Personal Care and Service Workers	<10	<10	Insf. Data	Insf. Data	<10	<10	Insf. Data	Insf. Data

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Table B-1 2022 Local Jobs Residents Employed, Net In-Commuters and Median Hourly Earnings Selected Occupations Central City ZCTA (A) and Merrick County

SOC	Description	Central City ZCTA (A)				Merrick County			
		2022 Jobs	2022 Resident Workers	2022 Net Commuters	Median Hourly Earnings	2022 Jobs	2022 Resident Workers	2022 Net Commuters	Median Hourly Earnings
39-2000	Animal Care and Service Workers	<10	<10	Insf. Data	Insf. Data	<10	<10	Insf. Data	Insf. Data
39-3000	Entertainment Attendants and Related Workers	<10	<10	Insf. Data	Insf. Data	<10	<10	Insf. Data	Insf. Data
39-4000	Funeral Service Workers	<10	<10	Insf. Data	Insf. Data	<10	<10	Insf. Data	Insf. Data
39-5000	Personal Appearance Workers	<10	<10	Insf. Data	\$0.00	<10	<10	Insf. Data	Insf. Data
39-6000	Baggage Porters, Bellhops, and Concier	0	0	0	\$0.00	0	0	0	\$0.00
39-7000	Tour and Travel Guides	0	0	0	\$0.00	0	0	0	\$0.00
39-9000	Other Personal Care and Service Workers	30	31	(1)	\$10.21	44	50	(6)	\$10.49
41-1000	Supervisors of Sales Workers	15	21	(6)	\$17.95	21	39	(19)	\$18.26
41-2000	Retail Sales Workers	74	110	(35)	\$11.48	98	212	(114)	\$11.64
41-3000	Sales Representatives, Services	<10	18	Insf. Data	Insf. Data	21	34	(13)	\$21.26
41-4000	Sales Representatives, Wholesale and Retail	24	31	(7)	\$22.39	42	58	(16)	\$22.19
41-9000	Other Sales and Related Workers	<10	<10	Insf. Data	Insf. Data	<10	<10	Insf. Data	Insf. Data
43-1000	Supervisors of Office and Administrative Support	<10	18	Insf. Data	Insf. Data	18	33	(15)	\$20.62
43-2000	Communications Equipment Operators	<10	<10	Insf. Data	Insf. Data	<10	<10	Insf. Data	Insf. Data
43-3000	Financial Clerks	29	48	(19)	\$15.29	53	86	(33)	\$15.24
43-4000	Information and Record Clerks	34	60	(26)	\$15.14	58	104	(46)	\$15.45
43-5000	Material Recording, Scheduling, Dispatching, and Traffic Control Workers	11	27	(16)	\$16.82	32	53	(22)	\$17.71
43-6000	Secretaries and Administrative Assistant	29	48	(19)	\$16.31	49	87	(38)	\$16.31
43-9000	Other Office and Administrative Support	20	41	(21)	\$13.13	42	75	(34)	\$13.34
45-1000	Supervisors of Farming, Fishing, and Forestry	<10	<10	Insf. Data	Insf. Data	<10	<10	Insf. Data	Insf. Data
45-2000	Agricultural Workers	28	42	(14)	\$13.93	76	75	1	\$13.93
45-3000	Fishing and Hunting Workers	0	0	0	\$0.00	0	0	0	\$0.00
45-4000	Forest, Conservation, and Logging Workers	0	0	0	\$0.00	0	0	0	\$0.00
47-1000	Supervisors of Construction and Extraction	11	13	(1)	Insf. Data	26	25	1	\$27.76
47-2000	Construction Trades Workers	63	79	(15)	\$20.21	161	153	7	\$19.95
47-3000	Helpers, Construction Trades	<10	0	Insf. Data	\$0.00	<10	0	Insf. Data	\$0.00
47-4000	Other Construction and Related Workers	<10	<10	Insf. Data	Insf. Data	14	18	(5)	\$17.28
47-5000	Extraction Workers	<10	<10	Insf. Data	Insf. Data	<10	<10	Insf. Data	Insf. Data
49-1000	Supervisors of Installation, Maintenance, and Repairs	<10	<10	Insf. Data	Insf. Data	11	18	(7)	\$26.31
49-2000	Electrical and Electronic Equipment Mechanics	<10	<10	Insf. Data	Insf. Data	<10	<10	Insf. Data	\$23.56
49-3000	Vehicle and Mobile Equipment Mechanics	32	37	(6)	\$19.79	50	68	(18)	\$19.92
49-9000	Other Installation, Maintenance, and Repairs	25	46	(21)	\$19.92	59	85	(27)	\$20.40
51-1000	Supervisors of Production Workers	<10	12	Insf. Data	Insf. Data	13	26	(13)	\$21.07
51-2000	Assemblers and Fabricators	<10	22	Insf. Data	\$15.46	14	47	(34)	\$15.46
51-3000	Food Processing Workers	<10	27	Insf. Data	Insf. Data	19	55	(36)	Insf. Data
51-4000	Metal Workers and Plastic Workers	20	35	(15)	\$17.14	28	72	(44)	\$17.12
51-5100	Printing Workers	<10	<10	Insf. Data	Insf. Data	<10	<10	Insf. Data	Insf. Data
51-6000	Textile, Apparel, and Furnishings Workers	<10	<10	Insf. Data	Insf. Data	<10	<10	Insf. Data	Insf. Data
51-7000	Woodworkers	0	<10	Insf. Data	Insf. Data	<10	<10	Insf. Data	Insf. Data
51-8000	Plant and System Operators	<10	<10	Insf. Data	Insf. Data	<10	<10	Insf. Data	Insf. Data
51-9000	Other Production Occupations	30	47	(18)	\$19.88	56	91	(35)	\$18.48
53-1000	Supervisors of Transportation and Material Moving	<10	<10	Insf. Data	Insf. Data	<10	16	Insf. Data	Insf. Data
53-2000	Air Transportation Workers	0	0	0	\$0.00	0	0	0	\$0.00
53-3000	Motor Vehicle Operators	32	63	(31)	\$18.07	81	146	(65)	\$19.87
53-4000	Rail Transportation Workers	<10	<10	Insf. Data	Insf. Data	<10	<10	Insf. Data	Insf. Data
53-5000	Water Transportation Workers	0	0	0	\$0.00	0	0	0	\$0.00
53-6000	Other Transportation Workers	<10	11	Insf. Data	\$12.94	16	18	(2)	\$12.99

Table B-1 2022 Local Jobs Residents Employed, Net In-Commuters and Median Hourly Earnings Selected Occupations Central City ZCTA (A) and Merrick County

SOC	Description	Central City ZCTA (A)				Merrick County			
		2022 Jobs	2022 Resident Workers	2022 Net Commuters	Median Hourly Earnings	2022 Jobs	2022 Resident Workers	2022 Net Commuters	Median Hourly Earnings
53-7000	Material Moving Workers	40	81	(41)	\$14.04	84	168	(84)	\$15.37
55-9000	Military-only occupations	0	0	0	\$0.00	0	0	0	\$0.00
99-9000	Unclassified Occupation	0	0	0	\$0.00	0	0	0	\$0.00

(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 limites of an incorporated area.

Source: Lightcast Q2 2023