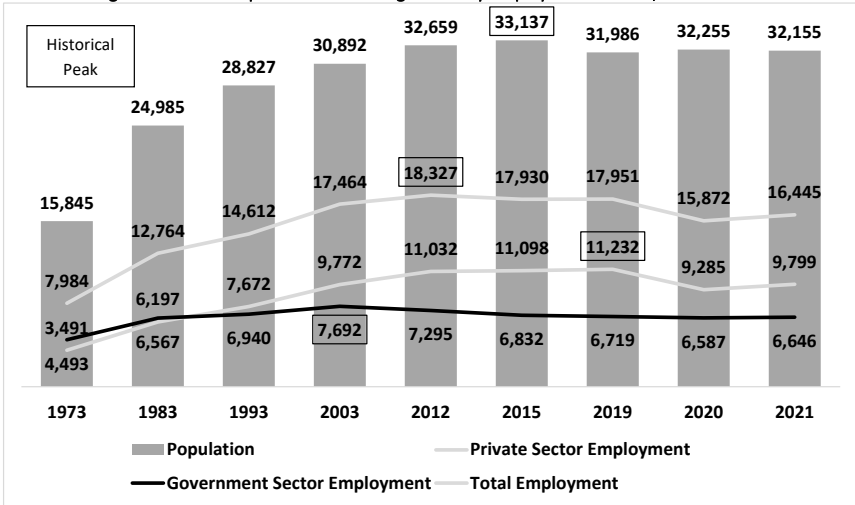


Employment and Earnings

Juneau's average monthly employment increased by 573 jobs (+3.6%) in 2021 based on preliminary job numbers. This follows a decrease of 2,079 jobs between 2019 and 2020. The private sector added 514 jobs (+5.5%) in 2021. Government added 59 jobs (+0.9%) from the previous year.

Federal Government employment decreased by only one job (-0.1%) following the end of temporary positions for the Decennial Census. This is a good sign for Juneau's government sector since it means jobs have been created in other federal agencies.

Figure 1: Juneau Population and Average Monthly Employment Growth, 1973 to 2021

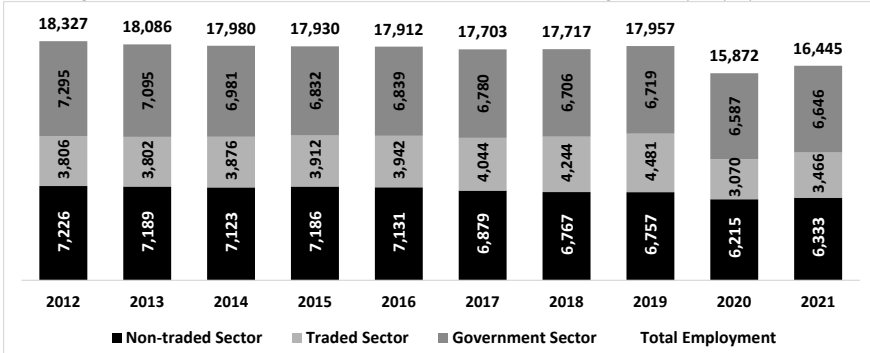


Source: Alaska Department of Labor and Workforce Development, Quarterly Census of Employment and Wages

Juneau's traded industries (mining, manufacturing, and tourism) bring revenue into the community from outside. Juneau's non-traded service sector generally grows and shrinks with the need for services and retail goods for its population.

Juneau's non-traded industries grew by 396 jobs (+1.9%) in 2021. Even with this increase, the number of jobs in Juneau's non-traded industries is 1,015 jobs below what it was in 2019. Juneau's traded industries saw an overall increase of 396 jobs (+12.9%) in 2021. Mining saw an increase of 52 jobs (+5.9%) after experiencing a loss of 75 jobs in 2020. Manufacturing (includes seafood processing) saw an additional 49 jobs (+18.8%) in 2021, bringing the number of jobs back to the 2019 count. Tourism added 296 jobs (+15.8%) in 2021, bringing the job count to 77.3% of what it was in 2019.

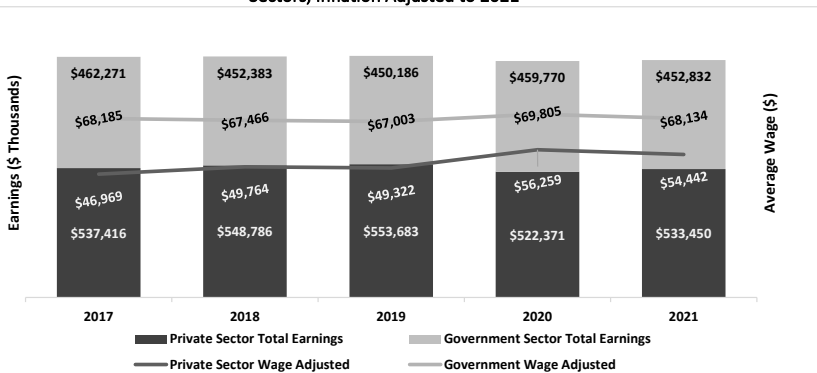
Figure 2: Juneau's Non-Traded, Traded, Government and Total Average Monthly Employment



Source: Alaska Department of Labor and Workforce Development, Quarterly Census of Employment and Wages. Note: Jobs count is for wage and salary jobs, including full and part-time, temporary or permanent, for all employers. Government sector employment excludes active-duty Coast Guard employment.

On an inflation-adjusted basis, 2021 total earnings in Juneau increased by \$4,140 thousand (0.4%) compared to the previous year, to \$986,281 thousand. Private sector earnings drove the overall increase, rising by \$11.1 million while total government earnings decreased by \$6,938 thousand when adjusted for inflation. The inflation-adjusted average wage for both private sector and government jobs decreased compared to 2020, but stayed higher than the inflation-adjusted average wage for 2019. Private sector average wage in 2021 was \$54,442, \$1,818 lower than in 2020 (-3.2%) and \$5,119 higher than in 2019. The inflation-adjusted average wage for government jobs was \$68,134, \$1,671 lower than it was in 2020 and \$1,132 higher than it was in 2019.

Figure 3: Juneau's Total Earnings (Thousands) and Average Annual Wages for Private and Government Sectors, Inflation Adjusted to 2021

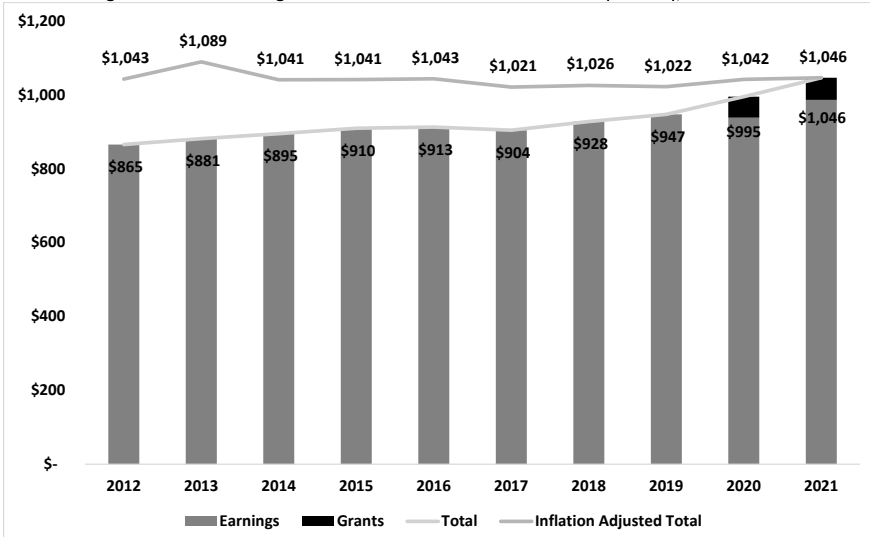


Source: Alaska Department of Labor and Workforce Development, Quarterly Census of Employment and Wages. Note: Earnings are for wage and salary jobs, including full and part-time, temporary or permanent, for all employers. Government sector earnings is exclusive of active-duty Coast Guard employment.

Juneau saw a total of about \$57 million and \$60 million in aid directed to individuals in 2020 and 2021. This aid pushed total earnings in Juneau above 2019 earnings by about \$20 million when adjusted for inflation. Total earnings and aid in 2021 surpassed total earnings in 2019 by \$24 million when adjusted for inflation. This

increase in inflation adjusted earnings stopped a fairly steady decrease in total inflation adjusted earnings that Juneau has seen since 2016.

Figure 4: Juneau Earnings and Financial Assistance for Individuals (Millions), 2012-2021



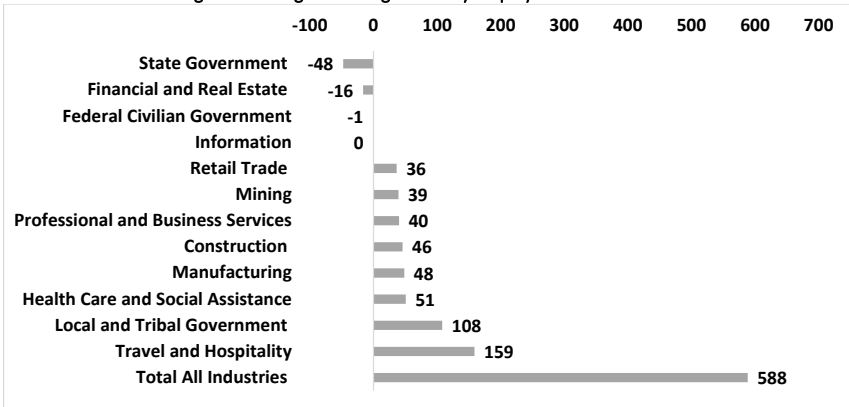
Source: Alaska Department of Labor and Workforce Development, Quarterly Census of Employment and Wages and JEDC analysis.

Note: Financial Assistance for individuals includes Economic Impact Payments, CBJ programs that targeted individuals, and the state-run rental assistance program

Industry Sector Employment and Earnings

In 2021, Juneau continued to experience a decline in the number of State Government jobs. Average monthly state government employment decreased by 48 jobs (compared to losses of 91, 46, 29, and 143 in preceding years). Local and Tribal Government employment increased by 108 jobs. Federal Government employment decreased by 1 job; since 26 temporary Decennial Census jobs were added in 2020, this decrease is lower than expected. While the Financial & Real Estate industry saw a decrease of 16 jobs, most other industries saw modest increases, which is a good sign after the pandemic-induced job losses of 2020. The Travel & Hospitality industry experienced a slight rebound in employment, increasing by 159 jobs in 2021 after losing 591 in 2020.

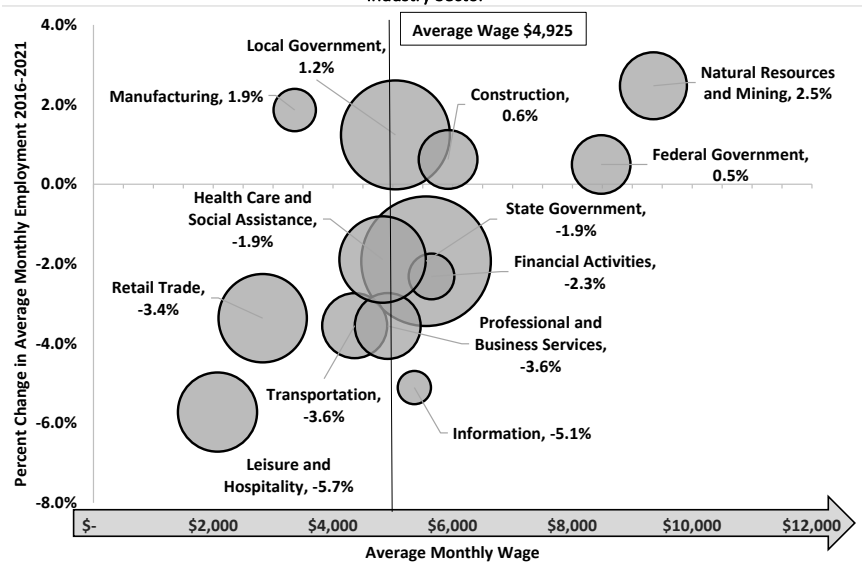
Figure 5: Change in Average Monthly Employment 2020 to 2021



Source: Alaska Department of Labor and Workforce Development, Quarterly Census of Employment and Wages; Note: Local Government includes Juneau School District employment and enterprises such as the Juneau Airport, Docks and Harbors, and Bartlett Regional Hospital. The Federal Civilian Government does not include the active-duty Coast Guard personnel stationed in Juneau.

Juneau's economy prospers when high paying jobs increase in the community. An analysis of average wages in 2021 and changes in employment from 2016 to 2021 by sector is shown in Figure 6.

Figure 6: Percent Change in Average Monthly Employment 2016 – 2021 and Average Monthly Wage 2021 by Industry Sector



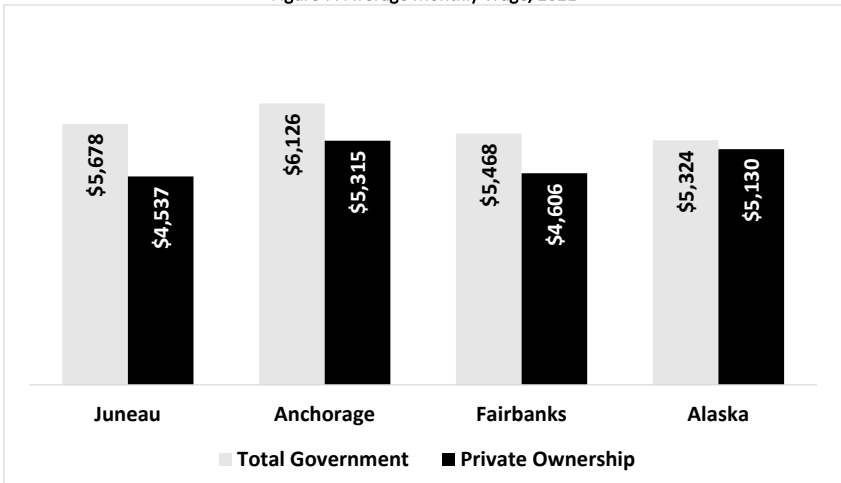
Source: Alaska Department of Labor and Workforce Development, Quarterly Census of Employment and Wages; Note: Local Government includes the Juneau School District employment and enterprises such as the Juneau Airport, Docks and Harbors, and Bartlett Regional Hospital and tribal employment. The Federal Civilian Government does not include the Coast Guard personnel stationed in Juneau.

How to read Figure 6:

- The size of each circle represents the number of jobs in each industry in 2021. The largest circle is state government, which is the largest employer in Juneau. The next largest employer, local government, is the second largest circle and retail trade is the third.
- The circle's position on the horizontal axis indicates that sector's average monthly wages in 2021. Those sectors paying above Juneau's average monthly wage are located on the right side of the chart and sectors paying below the average monthly wage are on the left. Mining jobs pay the highest average monthly wages in Juneau. Federal government pays the second highest. Leisure and hospitality has the lowest average wage in part due to the high frequency of part-time jobs and lower wages. Each job, whether part-time or full-time, is counted as one job, bringing down the average wage.
- The circle's vertical position, either above the center line or below the center line, shows the % gain or loss of jobs over the last five years for each industry. From 2016 to 2021, Juneau's average monthly employment declined in state government (-1.9%), retail trade (-3.4%), leisure and hospitality (-5.7%), and other industries below the center line. Natural resources and mining experienced the largest increase in average monthly employment (+2.5%), followed by manufacturing (+1.9%) and local government (+1.2%).

As shown in Figure 7, Juneau's average monthly wage for the government sector is \$5,678, above the state average of \$5,324 but below that of Anchorage (\$6,126). In contrast, Juneau's private sector average monthly wage of \$4,537 is lower than that of Anchorage, Fairbanks and the state average. Juneau's average wages in construction, manufacturing, and professional service are also consistently lower than Anchorage, Fairbanks and Alaska as a whole.

Figure 7: Average Monthly Wage, 2021

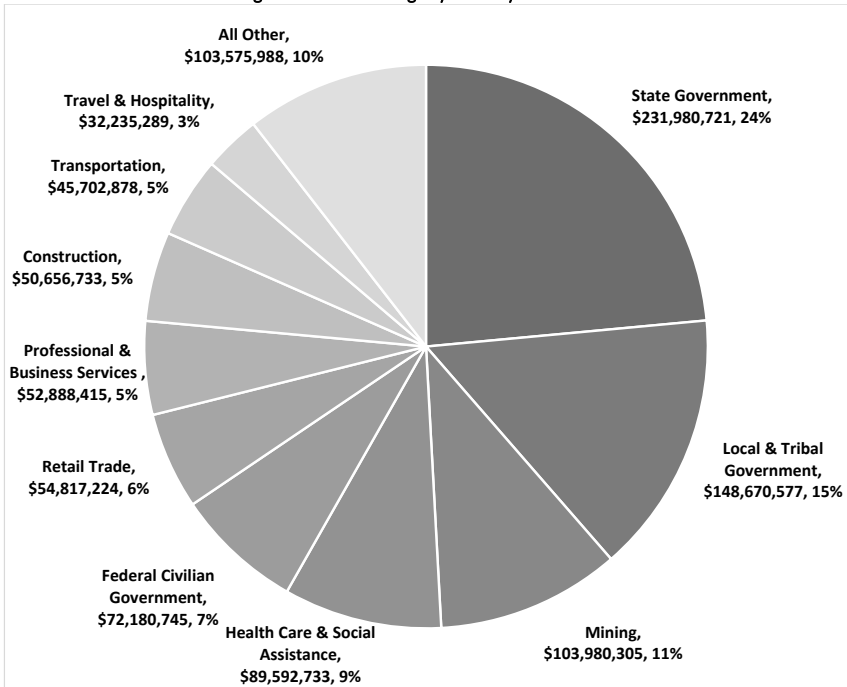


Source: Alaska Department of Labor and Workforce Development, Quarterly Census of Employment and Wages

Figure 8 shows the total earnings in wage and salary for each sector of Juneau's economy, along with the percentage each sector contributes to total earnings in the community. Juneau's state government sector is the largest contributor, with total earnings of \$231,980,721 contributing 24% of all wage and salary earnings. State government, local government and mining were the top three contributors of wages

and salary earnings in Juneau's economy, and, combined, account for half (50%) of all earnings.

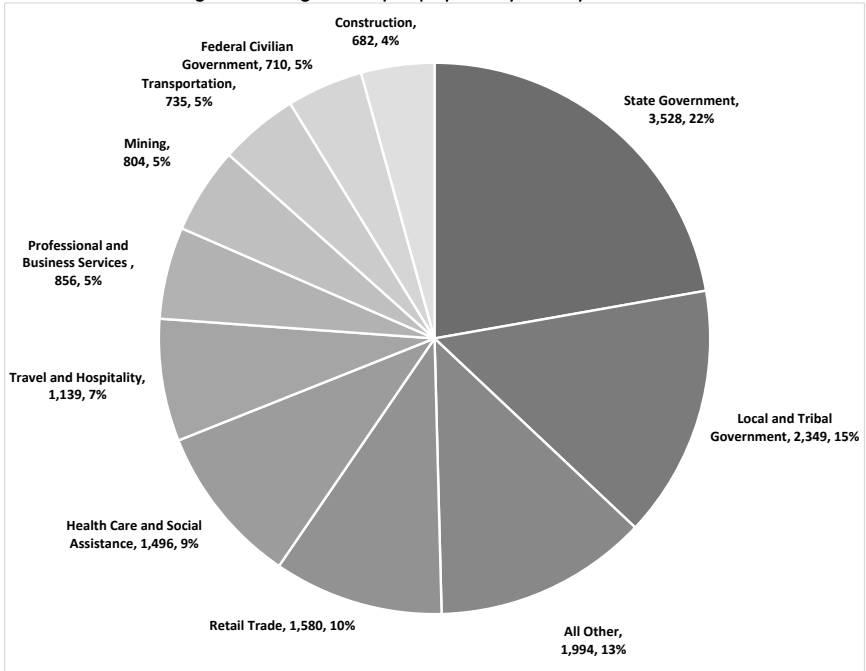
Figure 8: Total Earnings by Industry Sector 2021



Source: Alaska Department of Labor and Workforce Development, Quarterly Census of Employment and Wages; **Note:** Local Government includes the Juneau School District employment and enterprises such as the Juneau Airport, Docks and Harbors, and Bartlett Regional Hospital and tribal employment. The Federal Civilian Government does not include the Coast Guard personnel stationed in Juneau.

In comparison, Figure 9 shows the average monthly employment of Juneau's industry sectors along with their percentage of total monthly employment across all industries. State government, local & tribal government, and federal government provide 42% of jobs in the community. While only accounting for 5% of jobs, the mining industry brought in 11% of total earnings for Juneau in 2022, indicating high wages.

Figure 9: Average Monthly Employment by Industry Sector 2021



Source: Alaska Department of Labor and Workforce Development, Quarterly Census of Employment and Wages; Note: Local Government includes the Juneau School District employment and enterprises such as the Juneau Airport, Docks and Harbors, and Bartlett Regional Hospital. The Federal Civilian Government does not include the Coast Guard personnel stationed in Juneau.

Figure 10: Average Monthly Employment and Total Earnings by Sector, Juneau 2020 – 2021

	Average Employment 2020	Average Employment 2021	% Change	Total Earnings 2020	Total Earnings 2021	% Change
Natural Resources & Mining	804	927	15.3%	\$102,045,889	\$103,980,305	1.9%
Construction	667	713	6.9%	\$48,317,459	\$50,656,733	4.8%
Manufacturing	321	370	15.3%	\$13,610,385	\$14,906,703	9.5%
Total Goods Producing	1,864	2,009	7.8%	\$163,973,733	\$169,543,741	3.4%
Retail Trade	1,580	1,616	2.3%	\$52,195,171	\$54,817,224	5.0%
Leisure & Hospitality	1,138	1,297	14.0%	\$25,521,270	\$32,235,289	26.3%
Health Care & Social Assistance	1,495	1,546	3.4%	\$82,821,852	\$89,592,733	8.2%
Transportation	734	873	18.9%	\$37,110,058	\$45,702,878	23.2%
Information, Financial, and Real Estate	674	658	-2.4%	\$40,853,506	\$43,764,008	7.1%

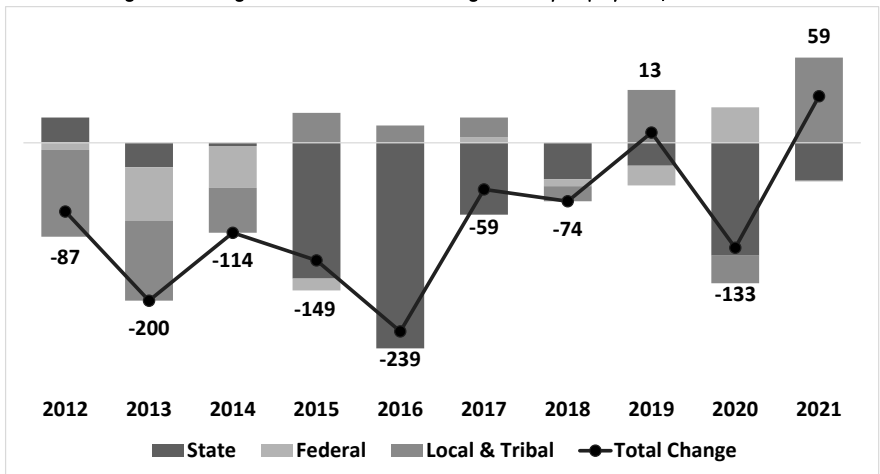
	Average Employment 2020	Average Employment 2021	% Change	Total Earnings 2020	Total Earnings 2021	% Change
All Other Services	574	578	0.7%	\$32,850,079	\$34,039,800	3.6%
Professional, Scientific, and Tech.	448	481	7.4%	\$26,039,410	\$29,455,398	13.1%
Membership Organizations	478	438	-8.4%	\$23,494,423	\$22,543,376	-4.1%
Administrative Services	285	303	6.3%	\$12,211,182	\$11,755,117	-3.7%
Total Service Providing	7,406	7790	5.1%	\$333,096,951	\$363,905,823	9.3%
Total Private Sector	9,270	9,799	5.7%	\$497,070,684	\$533,449,564	7.3%
State Government	3,528	3,480	-1.4%	\$225,809,413	\$234,980,721	4.1%
Local and Tribal Government	2,349	2,457	4.6%	\$143,803,622	\$148,670,577	3.4%
Federal Civilian Government	710	709	-0.1%	\$69,526,412	\$72,180,745	3.8%
Total Government	6,587	6,646	0.9%	\$439,139,447	\$452,832,043	3.1%
Total Industries	15,856	16,445	3.7%	\$936,210,131	\$986,281,608	5.4%

Source: Alaska Department of Labor and Workforce Development, Quarterly Census of Employment and Wages; Note: Local Government includes the Juneau School District employment and enterprises such as the Juneau Airport, Docks and Harbors, and Bartlett Regional Hospital. The Federal Civilian Government does not include the uniformed Coast Guard personnel stationed in Juneau.

Government Employment

Government jobs in Juneau had a net increase of 59 in 2021. State jobs decreased for the ninth consecutive year but saw a smaller decrease than in 2020. Local and tribal government jobs remained unchanged from 2020. The net increase in 2021 was due to a significant increase in local and tribal government jobs. Federal government jobs increased by 45 in 2020, due to data collection for the Decennial U.S. Census, and only decreased by one job in 2021.

Figure 11: Change in Total Government Average Monthly Employment, 2012-2021

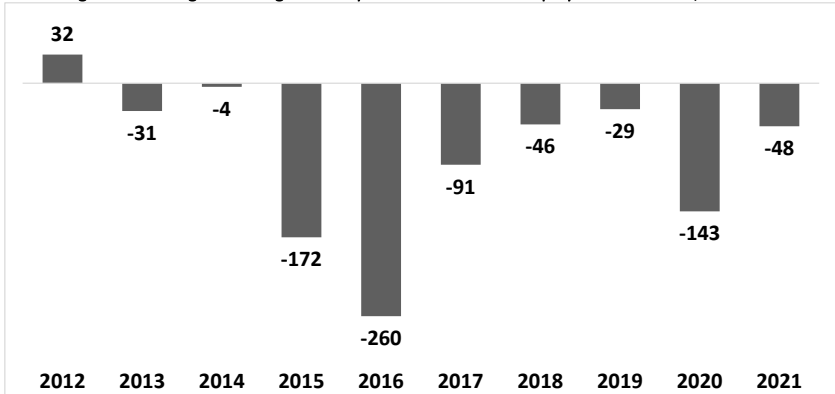


Source: Alaska Department of Labor and Workforce Development, Quarterly Census of Employment and Wages

State Government Employment

Juneau's state government average monthly employment decreased from 3,528 to 3,480 in 2021. The loss of 48 jobs is the fifth most jobs lost in a single year in the last 20 years. Since 2013, a total of 824 state jobs have left Juneau.

Figure 12: Change in Average Monthly State Government Employment in Juneau, 2012 – 2021



Source: Alaska Department of Labor and Workforce Development, Quarterly Census of Employment and Wages. Note: Average annual state employment includes Juneau employees in the Executive branch, legislative branch, judicial branch and University of Alaska Southeast

The count of executive branch employees is taken annually on June 30. The most recent count of 2,909, taken on June 30, 2021, is 169 employees below the 2020 count. The four departments that did not see a decrease in positions were the Departments of Law, Military and Veterans Affairs, Natural Resources, and Health and Social Services. The largest decrease was in the Office of the Governor, which had a 30.2% decline since 2020 (-38 employees).

Figure 13: Juneau Area Executive Branch Employee Count by Department on June 30, 2017 - 2021

	June 2017	June 2018	June 2019	June 2020	June 2021	% Change
Transportation & Public Facilities	650	615	619	582	556	-4.5%
Health & Social Services	485	480	483	468	474	1.3%
Administration	392	462	463	428	404	-5.6%
Fish & Game	301	284	289	289	278	-3.8%
Labor & Workforce Dev	232	208	206	259	241	-6.9%
Education & Early Dev	199	203	193	187	161	-13.9%
Commerce, Community & Economic Dev	174	170	169	159	149	-6.3%
Revenue	194	182	186	198	175	-11.6%
Corrections	126	128	122	131	130	-0.8%
Environmental Conservation	117	107	99	98	96	-2.0%
Office of the Governor	83	90	120	126	88	-30.2%
Law	67	60	65	70	74	5.7%
Public Safety	42	39	38	43	39	-9.3%
Natural Resources	48	47	39	34	38	11.8%

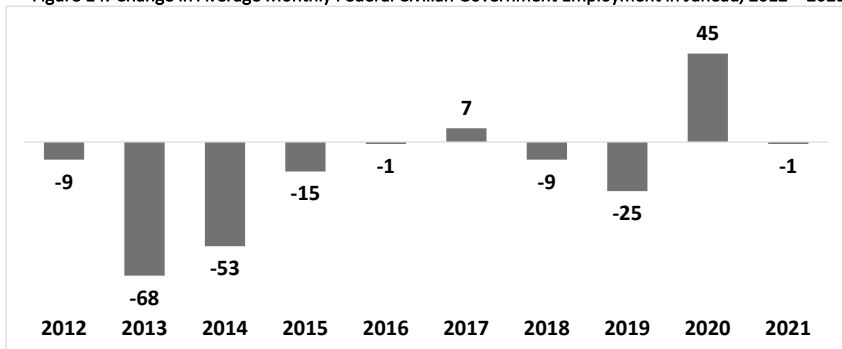
	June 2017	June 2018	June 2019	June 2020	June 2021	% Change
Military and Veterans Affairs	3	6	6	6	6	0.0%
Total Executive Branch	3,115	3,073	3092	3078	2909	-5.5%
Change from prior year	-132	-42	19	-14	-169	

Source: Alaska Department of Administration, Employee Planning and Information Center

Federal Government Employment

Juneau saw a rare increase in federal government jobs in 2020. Most of this job increase was due to data collection for the Decennial Census and will likely be temporary. This increase was maintained in 2021, with the Quarterly Census of Employment and Wages showing a decline of only 1 federal job. Forest Service and NOAA employees constitute just over half of Juneau's total federal employment.

Figure 14: Change in Average Monthly Federal Civilian Government Employment in Juneau, 2012 – 2021



Source: Alaska Department of Labor and Workforce Development, Quarterly Census of Employment and Wages

A different set of data indicates that government jobs in Juneau had no change (0%) in 2021 compared to 2020. A decline of 20 jobs (-28.2%) in the "other" category (likely associated with the disappearance of temporary Decennial Census jobs) were accompanied by modest increases in the Forest Service, NOAA, FAA, Coast Guard, and TSA. Highway Administration saw a decrease of 1 job.

Figure 15: Average Monthly Federal Government Civilian Employment in Juneau by Department, 2017 –2021

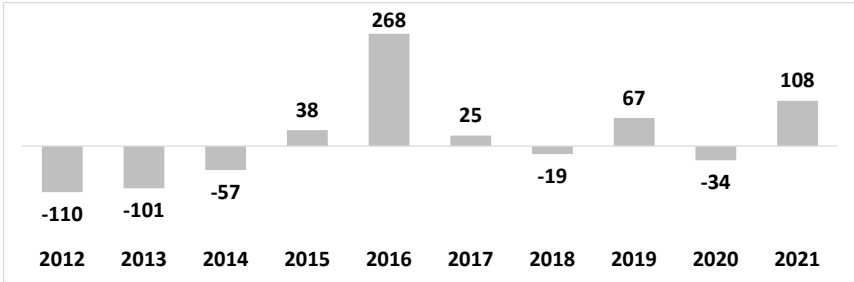
	2017	2018	2019	2020	2021	Percent Change 2020 to 2021
Forest Service	185	169	163	168	170	1.2%
NOAA	179	188	185	196	205	4.6%
Fish and Wildlife	6	6	5	3	3	0.0%
Indian Affairs	11	11	11	9	9	0.0%
Highway Administration	15	14	13	15	14	-6.7%
FAA	61	62	60	61	65	6.6%
Coast Guard	79	77	73	75	80	6.7%
TSA	55	59	46	46	47	2.2%
Postal Service	64	59	64	66	66	0.0%
All Other	44	45	42	71	51	-28.2%
Total	699	690	665	710	710	0.0%

Source: Alaska Department of Labor and Workforce Development, Research and Analysis; *Note: US Coast Guard employment does not include approximately 245 active-duty personnel

Local and Tribal Government Employment

Local and tribal government employment saw a large increase of 108 jobs (-1.4%) in 2021 after mixed changes in the past few years. The increase of local jobs in 2021 is the largest since 2016.

Figure 16: Change in Average Monthly Local and Tribal Government Employment in Juneau, 2012 – 2021

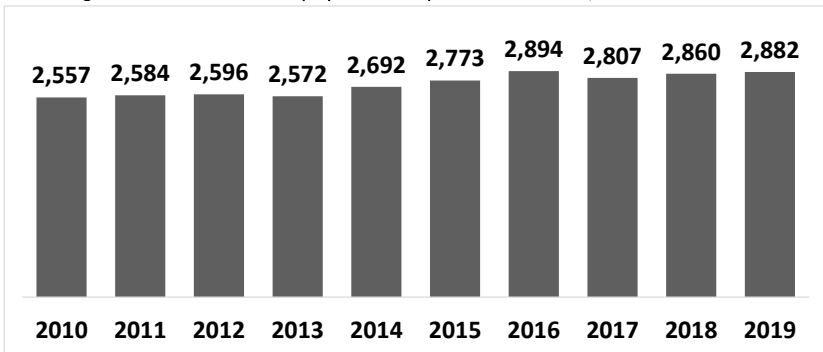


Source: Alaska Department of Labor and Workforce Development, Quarterly Census of Employment and Wages. Note: Local Government includes such enterprises as the Juneau Airport, Docks and Harbors, and Bartlett Regional Hospital

Self-employed/Sole Proprietors and Independent Contractors

An estimate of the number of self-employed/sole proprietors and independent contractors in Juneau can be made by using the number of businesses with no employees (known as non-employer establishments). Juneau's self-employed/sole proprietor sector experienced steady growth for three years from 2013 through 2016, and then fell in 2017. The sector resumed growth in 2018, increasing by 1.9% from 2017 to 2018 and 0.77% from 2018 to 2019, reaching near 2016 levels. The US Census Bureau has delayed the release of the 2019 non-employer statistics until further notice.

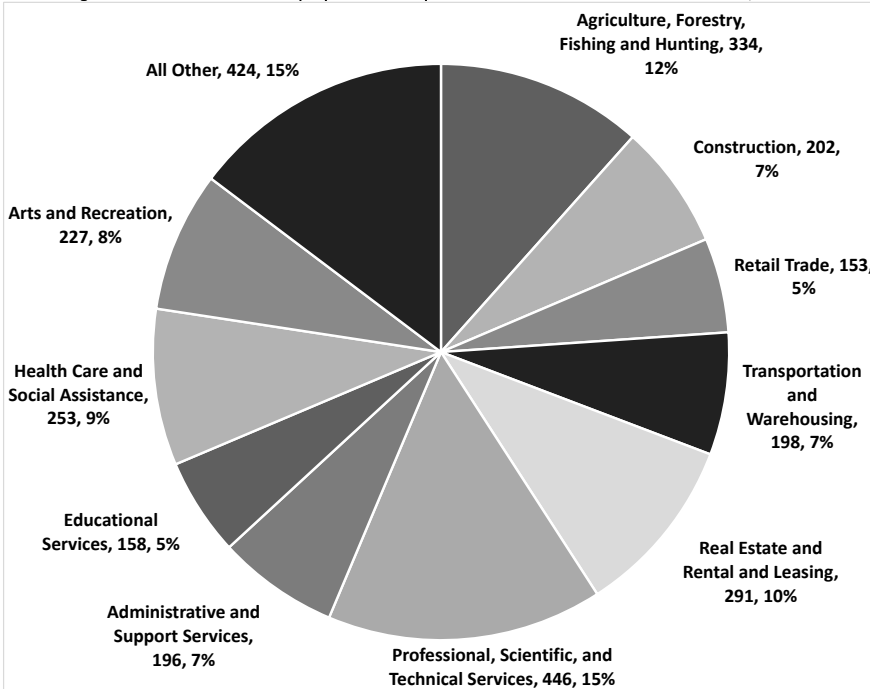
Figure 17: Number of Self-employed and Independent Contractors, Juneau 2010 to 2019



Source: US Census Bureau, 2019 Non-employer Statistics. Note: 2019 is the most current year for which data is available.

The largest self-employed sector is Professional, Scientific, and Technical Services, with 15% of all self-employed workers. It is tied with the "Other" category, which includes a variety of sectors that fall outside the bounds of the ones listed. The third largest self-employed sector is Agriculture, Forestry, Fishing and Hunting (12%), followed by Real Estate & Rental and Leasing (10%). Commercial fishing operations are generally counted as self-employed or independent contractors.

Figure 18: Number of Self-employed and Independent Contractors and Percent of Total, 2019



Source: US Census Bureau, 2019 Non-employer Statistics. Note: 2019 is the most current year for which data is available.

Figure 19: Number of Self-Employed and Independent Contractors, Industry Receipts and Average Revenue for Select Industry Sectors, Juneau 2019

	Number of Establishments	Receipts	Average Revenue per Establishment
Real Estate and Rental and Leasing	291	\$37,681,000	\$129,488
Professional, Scientific, and Technical Services	446	\$21,598,000	\$48,426
Construction	202	\$19,670,000	\$97,376
Agriculture, Forestry, Fishing and Hunting	334	\$19,502,000	\$58,389
Health Care and Social Assistance	253	\$11,803,000	\$46,652
Transportation and Warehousing	198	\$6,668,000	\$33,677
Other services (except public administration)	168	\$6,535,000	\$38,899
Administrative and Support Services	196	\$5,163,000	\$26,342
Retail Trade	153	\$4,820,000	\$31,503
Arts and Recreation	227	\$4,670,000	\$20,573
Accommodation and Food Services	89	\$2,779,000	\$31,225
Manufacturing	59	\$2,667,000	\$45,203
Educational Services	158	\$2,234,000	\$14,139

Finance and Insurance	53	\$1,159,000	\$21,868
Information	31	\$538,000	\$17,355
Mining, quarrying, and oil and gas extraction	7	\$413,000	\$59,000
Wholesale Trade	17	\$220,000	\$12,941
Total for all sectors	2,882	\$148,120,000	\$51,395

Source: US Census Bureau, 2018 Non-employer Statistics. Note: 2019 is the most current year for which data is available.

Juneau's Total Employment Picture: Wage, Salary, Self-Employed and Active Duty

To get a complete picture of the diversity of Juneau's workforce, the wage, salary, active duty and self-employed job count has been combined in Figure 19. State government employment, Juneau's largest employer, provides 21% of all wage and salary jobs, but is only 18% of Juneau's 20,900 total jobs. Juneau's five largest industry sectors provide just over 60% of all jobs in Juneau: state government (18%), travel and hospitality (14%), local and tribal government (11%), retail trade (10%), and health care and social assistance (9%).

Figure 20: Where Juneau Works: Total Wage, Salary, Active Duty, and Self-Employed Jobs



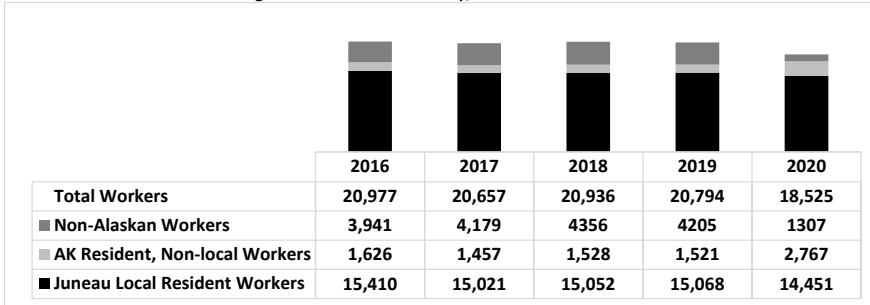
Source: Alaska Department of Labor and Workforce Development, 2019 Quarterly Census of Employment and Wages; US Census Bureau, 2019 Non-Employer Statistics

Non-resident Employment

In 2020 (the most current year for which data is available), Juneau's cumulative workforce (the total number of people who worked over the course of a year) was 18,525 workers. This is a decrease of 2,269 workers (-10.9%) from 2019. The loss is primarily due to a 68.9% decrease in non-Alaskan workers. Approximately 78% of

cumulative workers are residents of Juneau, 7.1% are Alaskan but not local, and 19.1% are out of state workers.

Figure 21: Worker Residency, Juneau 2016 -2020



Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section, Resident Hire, Historical Documents, "Nonresidents Working in Alaska: 2020" Note: Worker count shows total cumulative workers. Note: 2020 is the most current year for which data is available.

Non-resident workers are mostly employed in Juneau's private sector, which is 20.1% non-local hire. Juneau's local government sector is 7% non-local hire and state government is 4.9% non-local hire. In Southeast Alaska, industries with high numbers of non-resident workers include manufacturing (including seafood processing) at 63.7%, the mining industry (including Greens Creek and Kensington) at 51.4%, and agriculture, forestry, fishing and hunting at 40.6%.

Figure 22: Resident and Non-Resident Workers and Earnings by Place of Work, 2020

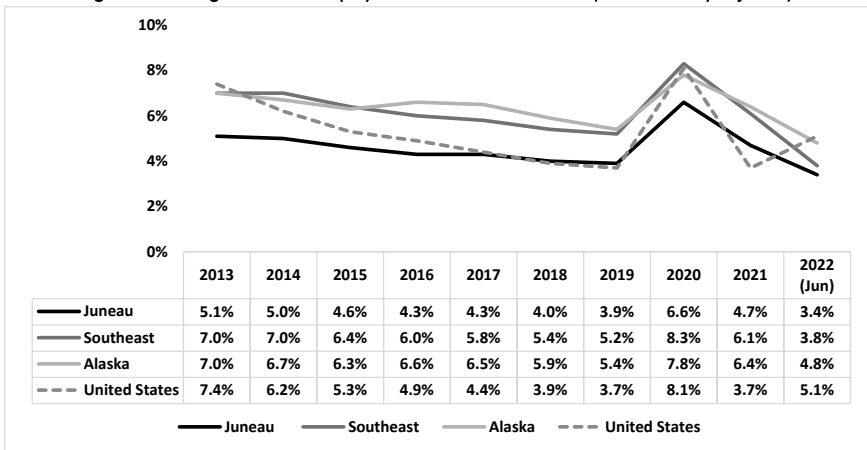
	Workers				Per Capita Average Annual Wages		
	Juneau Resident Workers	Other AK Resident Workers	Out of State Workers	% Out of State Workers	Juneau Resident Workers	Other AK Resident Workers	Out of State Workers
State Government	3,441	224	190	4.9%	\$56,466	\$45,089	\$34,211
Local and Tribal Government	2,543	66	196	7.0%	\$54,385	\$42,424	\$29,592
Private Sector	8,467	1,017	2,381	20.1%	\$41,703	\$55,064	\$37,379
All Sectors	14,451	1,307	2,767	14.9%	\$47,450	\$52,716	\$36,610

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section, Resident Hire, Historical Documents, " Nonresidents Working in Alaska: 2020". Note: 2020 is the most current year for which data is available.

Unemployment

Juneau's unadjusted unemployment rate for 2021 was 4.7%. This is 1.9 percentage points down from the 2020 average, returning to levels seen in 2015-2019, before the COVID-19 pandemic. Juneau's unadjusted unemployment rate in 2022 (through June) dropped to 3.4%, the lowest in the past nine years. Juneau's unemployment rates remain below the rest of Southeast, Alaska, and the nation.

Figure 23: Average Annual Unemployment Rate 2013 -June 2022 (Not Seasonally Adjusted)

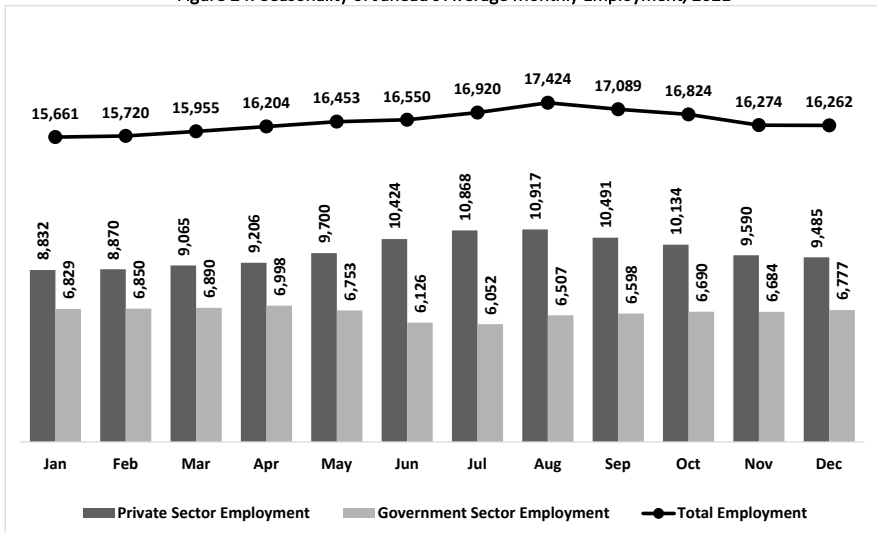


Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section, Employment and Employer Data

Seasonality of Employment

Juneau's average monthly employment has a pronounced seasonal variability. Government sector employment is down in the summer when the school district and the university are on summer break. Private sector employment increases in the summer with hiring for Juneau's tourism, construction, and manufacturing sectors. In 2021, Juneau saw the return of its increasing summer employment. Peak employment was reached in August, coinciding with the return of large cruise ships in late July.

Figure 24: Seasonality of Juneau's Average Monthly Employment, 2021

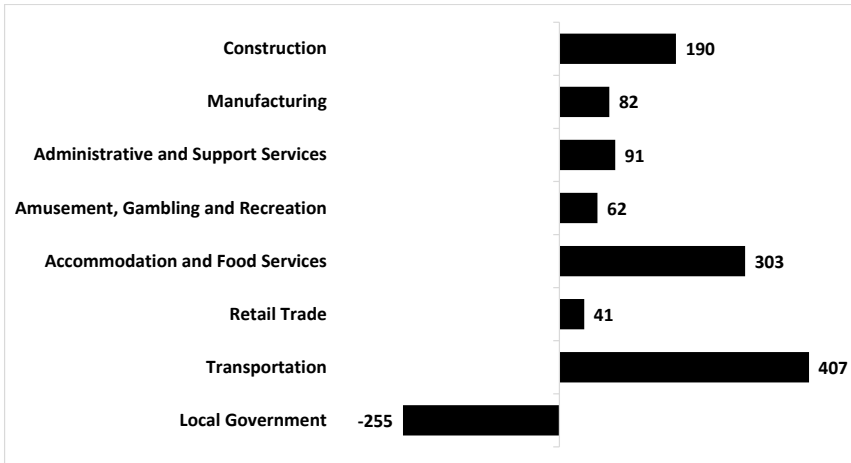


Source: Alaska Department of Labor and Workforce Development, Quarterly Census of Employment and Wages

Local government was the only sector to show a decrease in summer employment (May-October) in 2021. Local government consistently has higher employment in the winter months (January to April and November to December) due to the seasonality of school activity. The sectors that normally show large summer employment increases rely on the tourism industry (Food and Accommodation, Transportation, and Retail Trade). Construction, Accommodation and Food Services, and Transportation had the biggest increases in summer employment in 2021.

Figure 25 shows the sectors of Juneau's economy that normally have a substantial summer increase or decrease.

Figure 25: Increase or Decrease in Summer Average Monthly Employment over Winter for Select Sectors, 2021

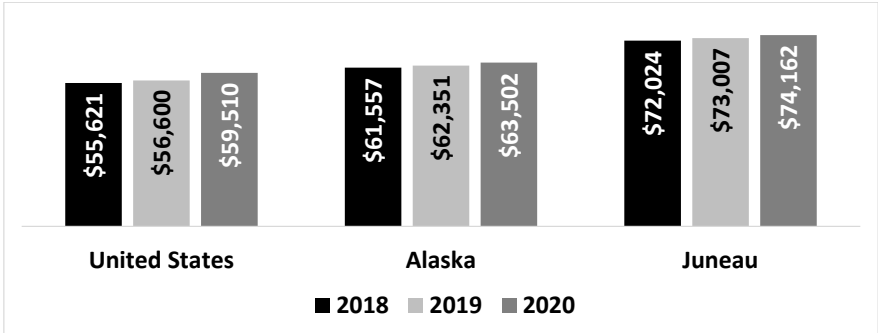


Source: Alaska Department of Labor and Workforce Development, Quarterly Census of Employment and Wages

Per Capita Personal Income and Household Earnings

Per capita personal income is calculated as the total personal income of all residents divided by the total population. It is an indicator of the economic well-being of the community. In 2020, Juneau's per capita personal income of \$74,162 was 115% of the state average and 125% of the national average, indicating a relatively affluent community.

Figure 26: Per Capita Personal Income Comparison, 2018 -2020 (In 2020 Inflation-adjusted Dollars)



Source: U.S. Bureau of Economic Analysis, Regional Data, Local Area Personal Income. Note: 2020 is the most current year for which data is available.

Regionally, Juneau saw the highest per capita income in 2020, followed closely by Petersburg and Sitka. Juneau remained higher than Anchorage and Fairbanks, as well as the state and national average.

Figure 27: Per Capita Personal Income for Selected Boroughs, States and U.S., 2020

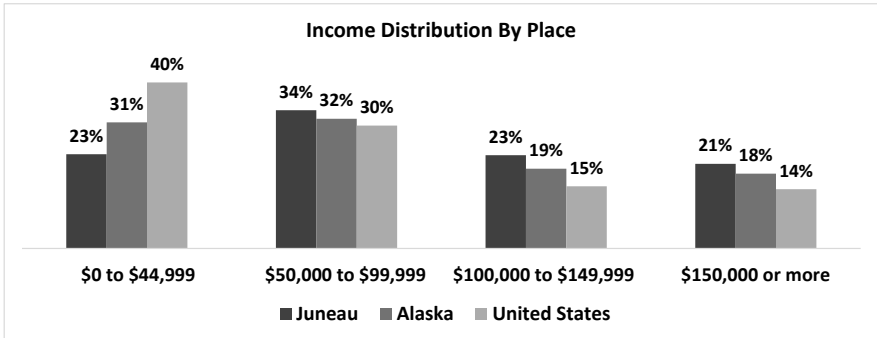


Source: U.S. Bureau of Economic Analysis, Regional Data, Local Area Personal Income. Note: 2020 is the most current year for which data is available.

Income Distribution, Poverty and Income Inequality

In Juneau, 44% of households earn more than \$100,000 per year, while only 37% of all Alaskan households and 29% of all U.S. households earn above this threshold. In contrast, 40% of all households in the United States earn less than \$50,000, compared to 31% in Alaska and only 23% in Juneau.

Figure 28: Percent of Households by Income Bracket, 2015 -2019, 5-Year Average

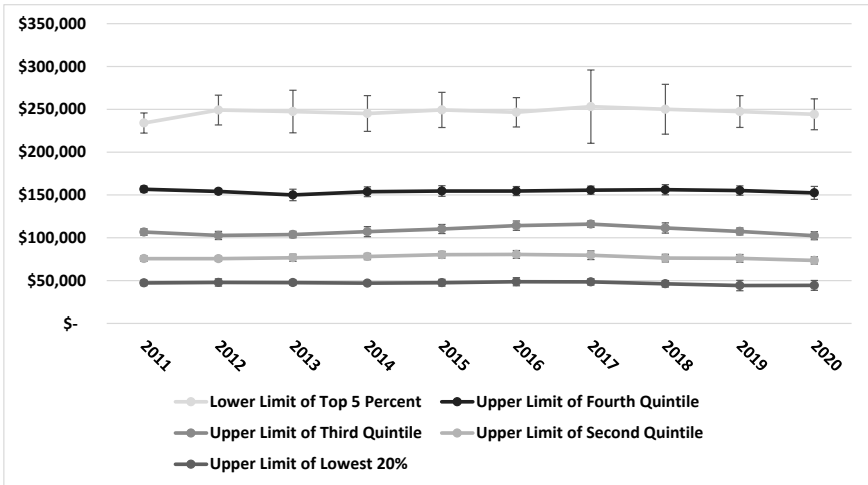


Source: U.S. Census Bureau, 2015-2019 American Community Survey 5-Year Estimates DP03 Dataset, 2019 Inflation Adjusted Dollars.

Note: Dataset 2015-2019 is the most current estimate available.

The following figure shows the income quartiles of Juneau households. The area below each line holds 20% of Juneau’s households except for the top line, which has 15% between it and the line below it. Household income for most Juneau households has decreased slightly. The upper limit of the bottom 20% of Juneau households has decreased by 6.1% between 2011 and 2020. The upper limits for the next three quartiles of households have also decreased by 2.8%, 4.0%, and 2.7% over the last 10 years. Since the upper limit of the top 20% of households would be the highest earning household in Juneau, the top line separates the upper 5% of households and the rest of the top quintile of households. That line has increased by 4.4% over the last 10 years.

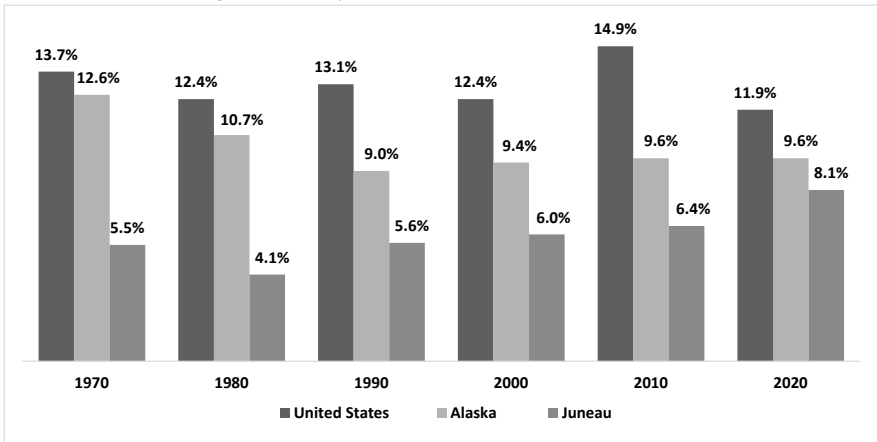
Figure 29: Juneau Household Income Quintile Upper Limits, Adjusted for Inflation, 2011-2020



Source: U.S. Census Bureau, 2016-2020 American Community Survey 5-Year Estimates

Despite Juneau’s higher affluent population, poverty has been increasing in the past decade. Juneau’s 2016-2020 five-year average estimate (the most recent period for which data is available) shows a poverty rate of 8.1%. This is up 0.4 percentage points from the 2015-2019 estimate and remains higher than previous estimates over the last decade.

Figure 30: Poverty Rates in Juneau, Alaska and the United States

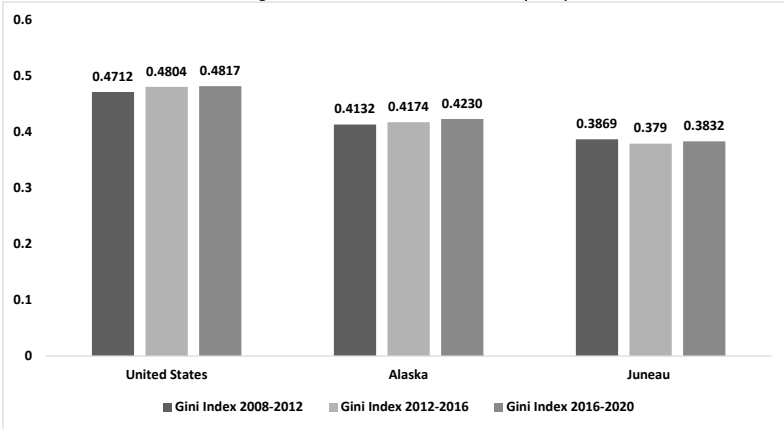


Source: U.S. Census Bureau, Decennial Census 1970 – 2000, 2006-2010 and 2016-2020 American Community Survey 5-Year Estimates
 Note: Dataset 2016-2020 is the most current estimate available.

Income inequality is measured by the distribution of wealth across a population. The most common way economists measure income inequality is using the Gini coefficient (or ratio), a number between 0 (perfect equality) and 1 (maximum inequality). Thus, the lower the Gini coefficient score, the more fairly distributed the income. The Gini coefficient for household income in the United

States is 0.48. Alaska’s Gini coefficient is 0.43, one of the lowest in score among all states. Juneau has an average Gini coefficient of 0.38 for the years 2016 to 2020. One reason for greater income equality in Juneau may be the predominance of government employment and other middle-income positions.

Figure 31: Gini Index of Income Inequality



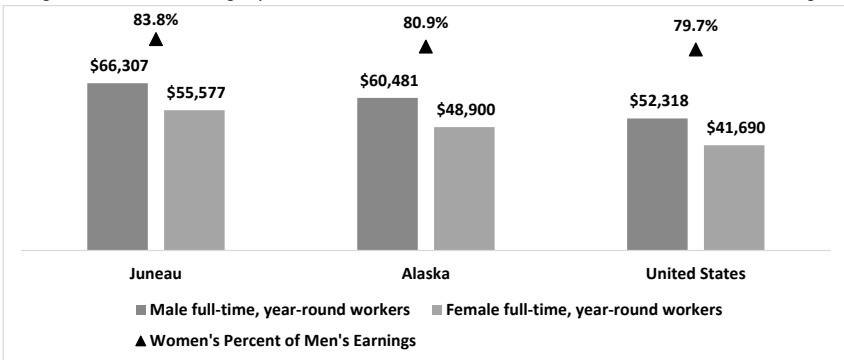
Source: U.S. Census Bureau, 2008-2012, 2012-2016, and 2016-2020 American Community Survey 5-Year Estimates, B19083 Data Set.

Note: Dataset 2016-2020 is the most current estimate available.

Gender Compensation

Both men and women working full-time, year-round jobs in Juneau, earn slightly more on average than their counterparts in Alaska and the United States. The ratio of women’s earnings to men is higher in Juneau than the rest of the state and the nation, meaning there is slightly more gender equality in income compared to Alaska and the United States. The median earnings for female full-time, year-round workers in Juneau (\$55,577) is 83.8% of male full-time, year-round earnings (\$66,309) according to the census bureau’s 2016-2020 five-year estimate (the most current year for which data is available).

Figure 32: Median Earnings by Gender for Full-Time, Year-Round Workers, 2016-2020, 5-Year Average



Source: U.S. Census Bureau, DP03 dataset: Selected Economic Characteristics, 2016-2020 ACS 5-Year Estimate. Note: Dataset 2016-2020 is the most current estimate available.

One significant factor in the difference in pay for men and women in Juneau and Alaska is the current difference in types of jobs predominately held by men versus women in the workforce. Male-dominated industries in Alaska tend to be in extraction, construction and building trades, which have higher wages than female-dominated occupations which tend to be in lower wage service and care-providing sectors. As can be seen in Figure 33, Juneau’s mid-level office and administrative support jobs (mostly in government) have significantly less gender bias.

Figure 33: Median Earnings by Gender for the Civilian Population 16 years and Over for Select Occupations

	Women's Earnings as a% of Men's Juneau	Women's Earnings as a% of Men's Alaska	Women's Earnings as a% of Men's United States
Personal care and service	89	99	78
Law enforcement workers including supervisors	101	76	78
Health technologists and technicians	86	72	84
Arts, design, entertainment, sports, and media occupations	96	66	76
Healthcare support occupations	78	102	90
Education, legal, community service, arts, and media occupations	98	80	78
Office and administrative support occupations	92	89	87
Sales and office occupations	90	79	73
Architecture and engineering occupations	88	76	84
Farming, fishing, and forestry occupations	83	63	64
Healthcare practitioners and technical occupations	81	72	70
Health diagnosing and treating practitioners and other technical occupations	42	63	63
Building and grounds cleaning and maintenance occupations	51	74	65

Source: U.S. Census Bureau, B24012 dataset: Sex by Occupation and Median Earnings in the Past 12 Months (in 2020 inflation adjusted dollars) for the Civilian Employed Population 16 Years and Over, 2016-2020 ACS 5-Year Estimate. **Note:** Dataset 2016-2020 is the most current estimate available.

Southeast Alaska Employment and Wages

Southeast Alaska employment increased by 4.83% (1,562 jobs) in 2020. The private sector saw a 7.27% rise in employment (1,489 jobs) while total government employment saw a rise of 0.62% (74 jobs). The sectors that saw decreases were State Government (-0.79%), Federal Civilian Government (-3.43%), Financial Services (-1.54%), and Professional, Tech and Management Services (-3.76%). The largest increases in employment were in Manufacturing (29.09%) and Leisure and Hospitality (20.39%). These two sectors also had the largest jump in earnings from 2020 to 2021, with increases of 41.37% and 33.45% respectively. Only two sectors had drops in earnings in 2021: Professional, Tech and Management Services (-3.17%) and Administrative Services (-3.84%). The earnings for these two sectors were not majorly disrupted by the pandemic in 2020. Regionwide, earnings across all sectors were up by 7.22% in 2021.

Figure 34: Select Southeast Alaska Industry Sector Employment and Earnings, 2019 to 2021

	Average Employment 2019	Average Employment 2020	Average Employment 2021	Percent Change 2020 to 2021	Total Earnings 2019	Total Earnings 2020	Total Earnings 2021	Percent Change 2020 to 2021
Local and Tribal Government	6,257	5,989	6,147	2.64%	\$311,817,368	\$322,591,498	\$334,172,156	3.59%
State Government	4,705	4,438	4,403	-0.79%	\$284,002,032	\$278,894,969	\$287,619,776	3.13%
Federal Civilian Government	1,392	1,429	1,380	-3.43%	\$124,300,319	\$126,435,407	\$128,095,788	1.31%
Total Government	12,354	11,856	11,930	0.62%	\$720,119,719	\$727,921,874	\$749,887,720	3.02%
Manufacturing	1,830	1,554	2,006	29.09%	\$85,074,590	\$75,194,473	\$106,299,046	41.37%
Construction	1,332	1,348	1,417	5.12%	\$92,424,631	\$93,148,268	\$100,357,128	7.74%
Natural Resources and Mining	1,359	1,223	1,255	2.62%	\$119,061,411	\$124,280,198	\$125,415,637	0.91%
Total Goods Producing	4,521	4,125	4,680	13.45%	\$296,560,631	\$292,622,939	\$332,071,811	13.48%
Retail Trade	4,217	3,561	3,679	3.31%	\$128,161,274	\$115,498,860	\$121,675,470	5.35%
Leisure and Hospitality	4,344	2,698	3,248	20.39%	\$108,874,426	\$69,448,276	\$92,681,706	33.45%
Health Care and Social Services	3,989	3,849	3,926	2.00%	\$211,463,440	\$219,744,316	\$234,289,376	6.62%
Transportation	2,910	1,747	1,981	13.39%	\$144,844,132	\$94,357,429	\$109,707,983	16.27%
Financial Services	1,071	1,038	1,022	-1.54%	\$54,349,824	\$57,840,241	\$62,384,615	7.86%
Professional, Tech and Mgmt Services	898	904	870	-3.76%	\$53,852,581	\$56,103,865	\$54,326,758	-3.17%
Administrative Services	724	598	604	1.00%	\$24,636,753	\$23,190,258	\$22,299,942	-3.84%
Total Service Providing	20,426	16,366	17,298	5.69%	\$821,050,594	\$723,943,932	\$788,545,680	8.92%
Total Private Sector	24,947	20,490	21,979	7.27%	\$1,117,611,226	\$1,016,566,871	\$1,120,617,488	10.24%
Total	37,301	32,346	33,908	4.83%	\$1,837,730,945	\$1,744,488,746	\$1,870,505,209	7.22%

Source: Alaska Department of Labor and Workforce Development, Southeast Quarterly Census of Employment and Wages