



United States Conference of Mayors U.S. Metro Economies

The Council on Metro Economies and the New American City

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IHS Markit

The Macroeconomic Outlook

- Our estimate of real GDP growth for 2021 is 5.7%; the forecast for 2022 is 4.3%.
 - Metro areas will grow faster : 5.9% for real GMP in 2021, 4.6% in 2022.
- A transition from COVID pandemic to endemic, the resolution of supply disruptions and labor shortages, and accommodative financial conditions will support continued expansion.
- CPI inflation for 2021 was 4.7%, 7% from Dec20 to Dec21, and our projection for 2022 is 4.2%.
- Unemployment fell in December to 3.9% and will reach 3.5% by mid-2022.
- From March 2021 to December 2021, average hourly earnings rose at a 6.0% annual rate.
 - Employment remains 3.6 million below February 2020.
- In December the labor force participation rate was 61.9%. (vs 63.4 in Jan 20);
- The employment/population ratio was 59.5%. (vs 61.2% in Jan 20)

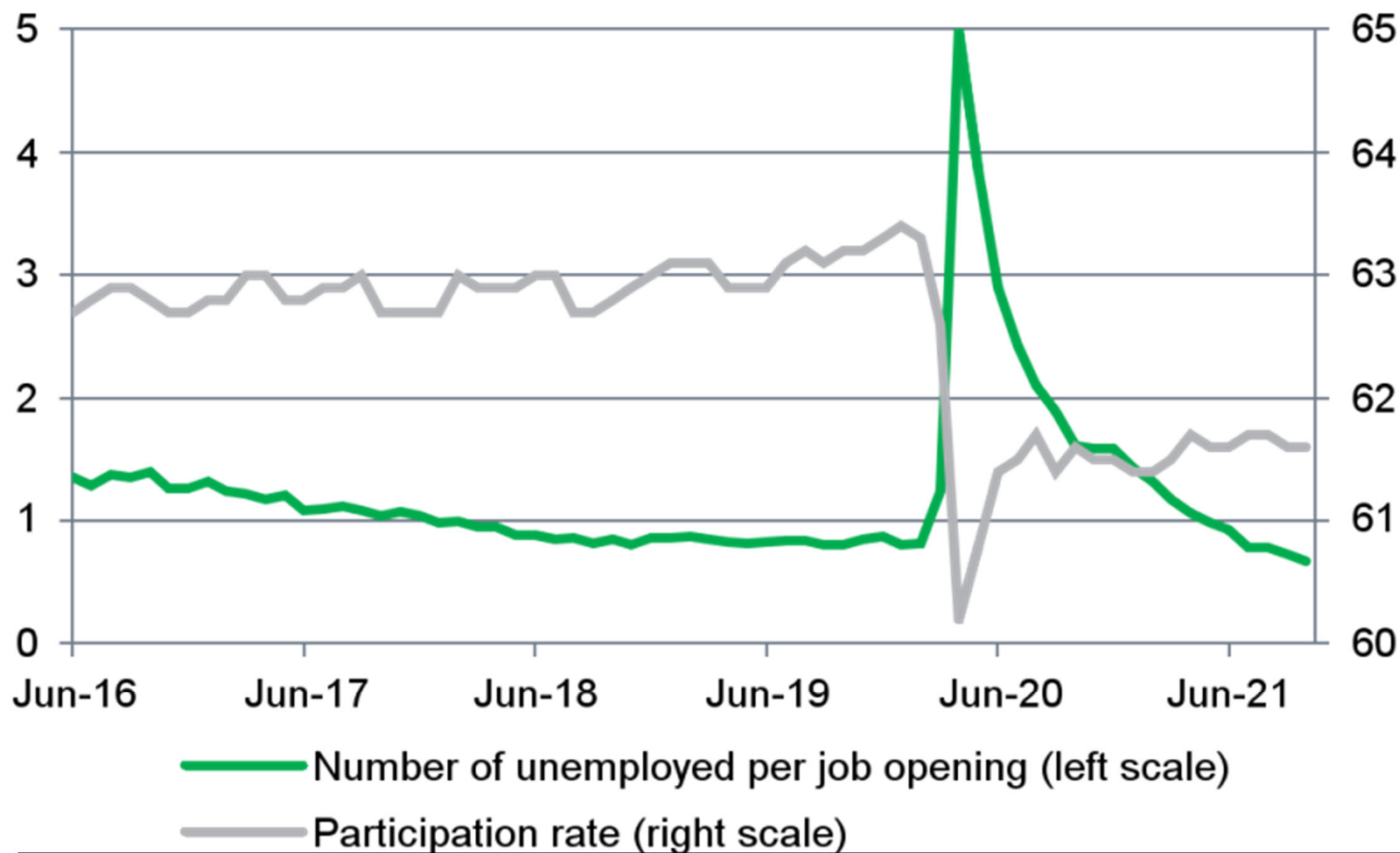
The Great Resignation

- Job separations increased by 382,000 in November, to 6.3 million; the separations rate climbed two-tenths of a percentage point to 4.2%. (Separations consist of quits, layoffs and discharges, and other separations.)
- **Quits** accounted for almost all the increase in separations, soaring by 370,000 to an **all-time high of 4.5 million**; the quits rate also rose to a **series high of 3.0%**.
 - Typically, a high quits rate is a good thing, as it indicates that workers can improve their lot by pursuing opportunities elsewhere. In the age of COVID-19, though, quits could rise because workers are leaving unsafe working conditions or eschewing vaccine mandates. (Note: quits exclude retirements.)
- **The** current (tight) state of the labor market in large part reflects the continued depressed labor-force participation rate.
- Were today's participation rate equal to that of February 2020, today's level of employment would imply an unemployment rate of 6.1% — a labor market with plenty of slack.

Metro Economies

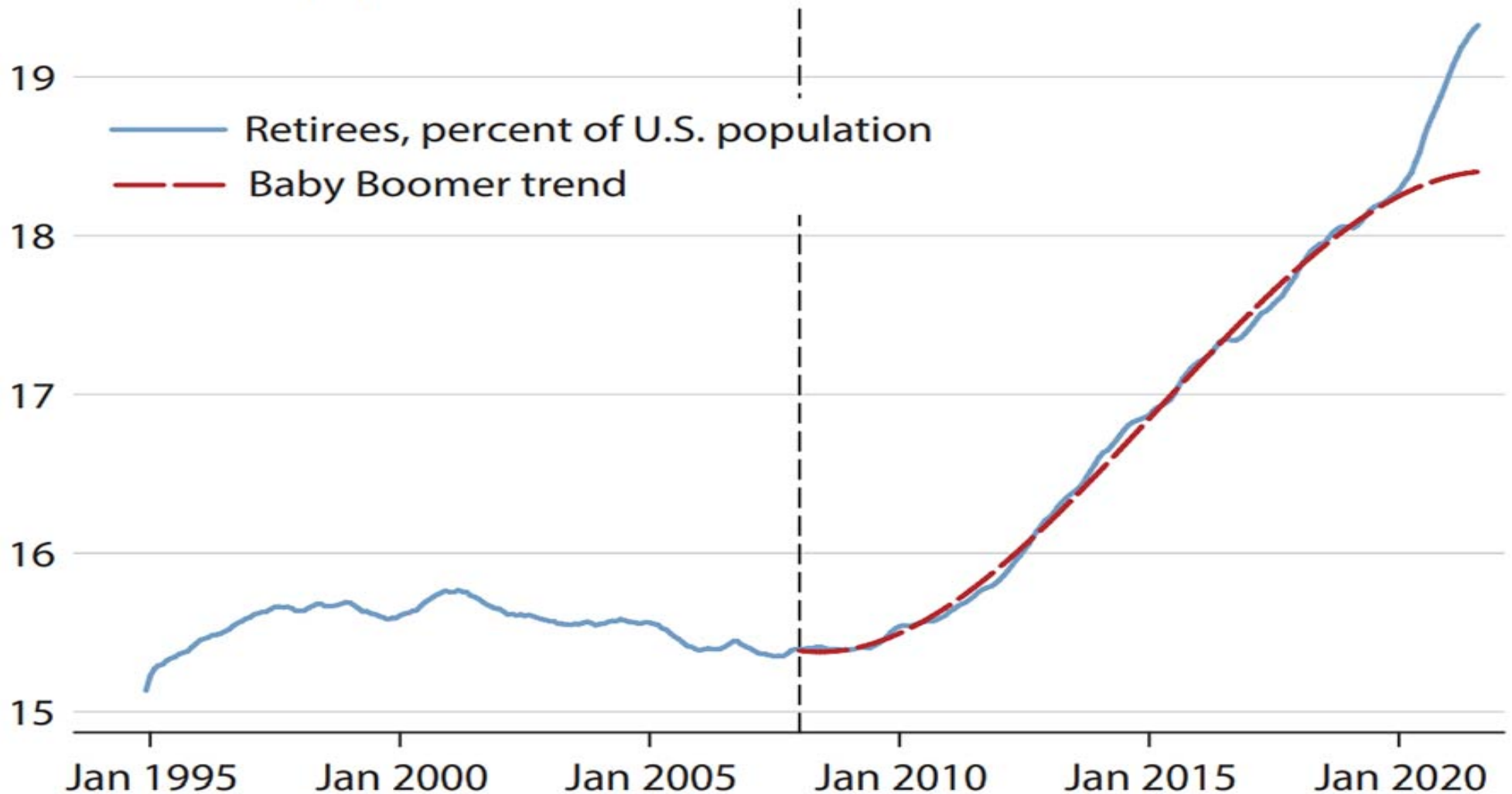
- Labor force participation rates fell in 315 metros in 2020-2021. We project participation to continue to be depressed in 73% of metros at the end of 2022.
- Last year, 2021, saw rapid recovery from the sharp downturn in 2020.
 - In 2021 sixty-four metros (17%) recovered all jobs lost in 2020.
 - Fifty-three metros (14%) had growth rates of 5% or greater in 2020.
 - Forty-seven percent, 178 metros, saw growth of 3% or greater.
 - And 70%, 268 metros, had at least 2% job growth in 2021.
- Unemployment rates at yearend 2021 are 4% or less in 147 metros;
- In our forecast 252 metros (66%) will see unemployment rates below 4% in 2022.
- **In 2021 metros accounted for 89.9% of US GDP.**

Number of unemployed per job opening has come down from early-pandemic highs



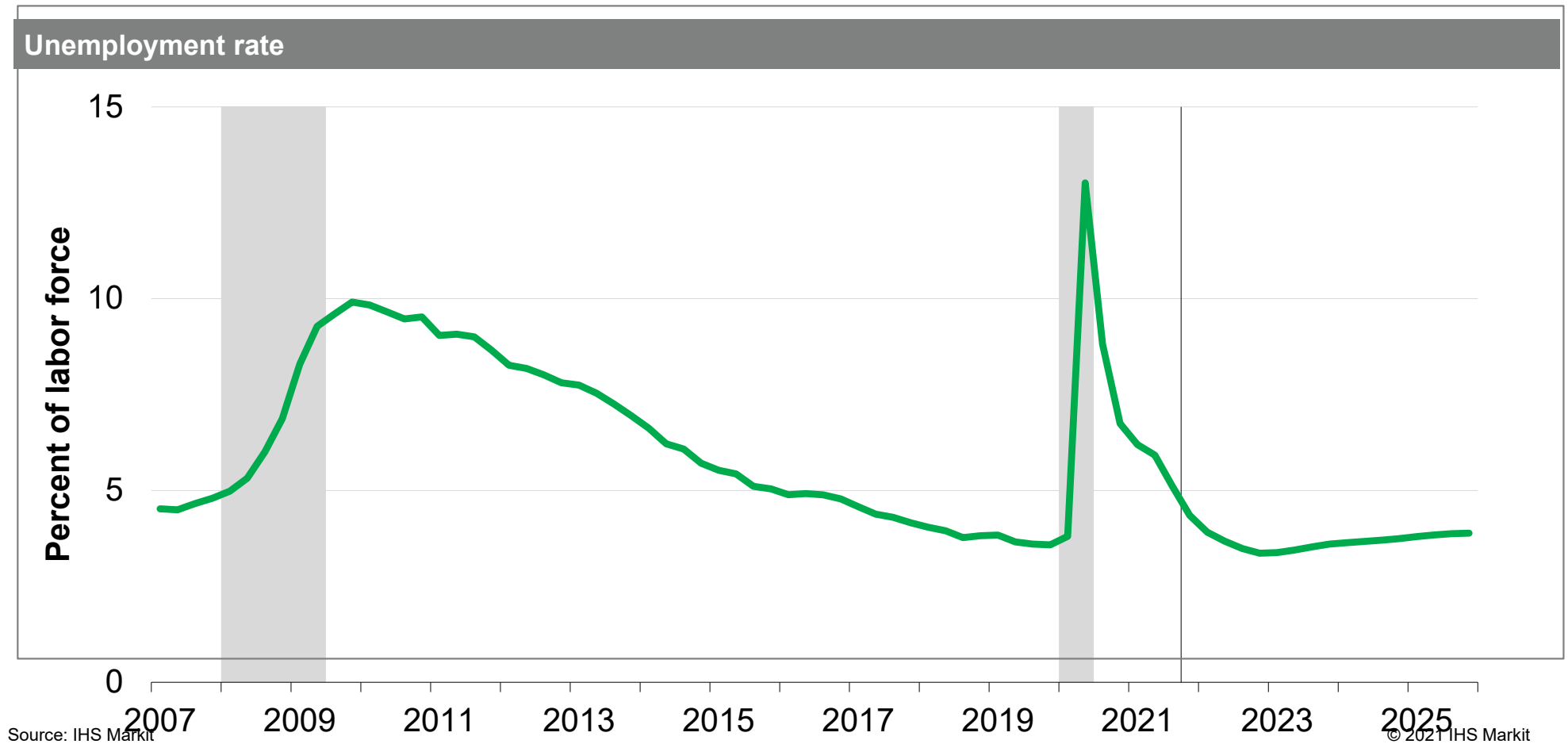
Labor Force Tightness post Covid : Retirement

Percent of U.S. population

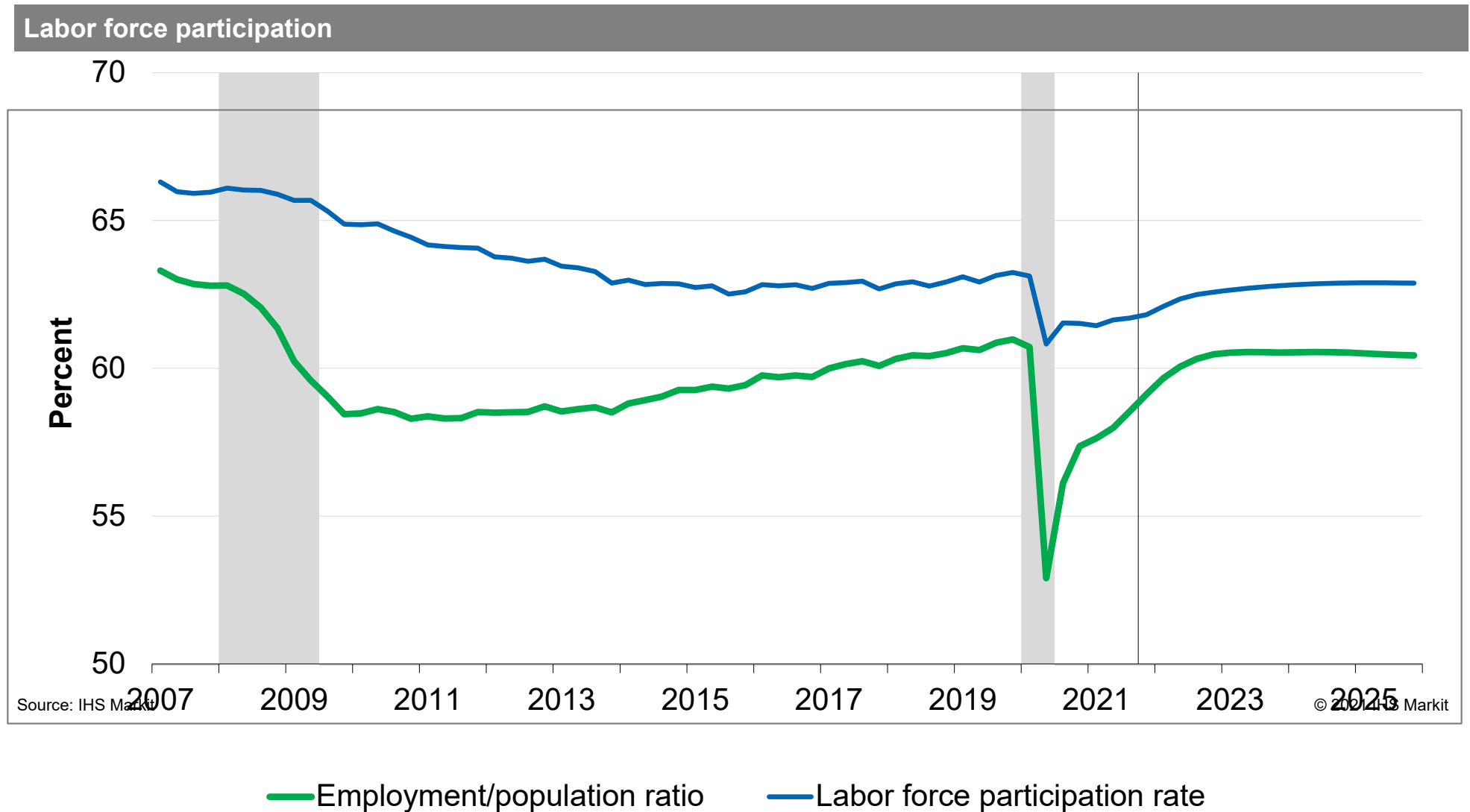


Miguel Faria e Castro, "The COVID Retirement Boom," *Economic Synopses*, Federal reserve Bank of St. Louis. No. 25, 2021. <https://doi.org/10.20955/es.2021.25>

Unemployment rate forecast

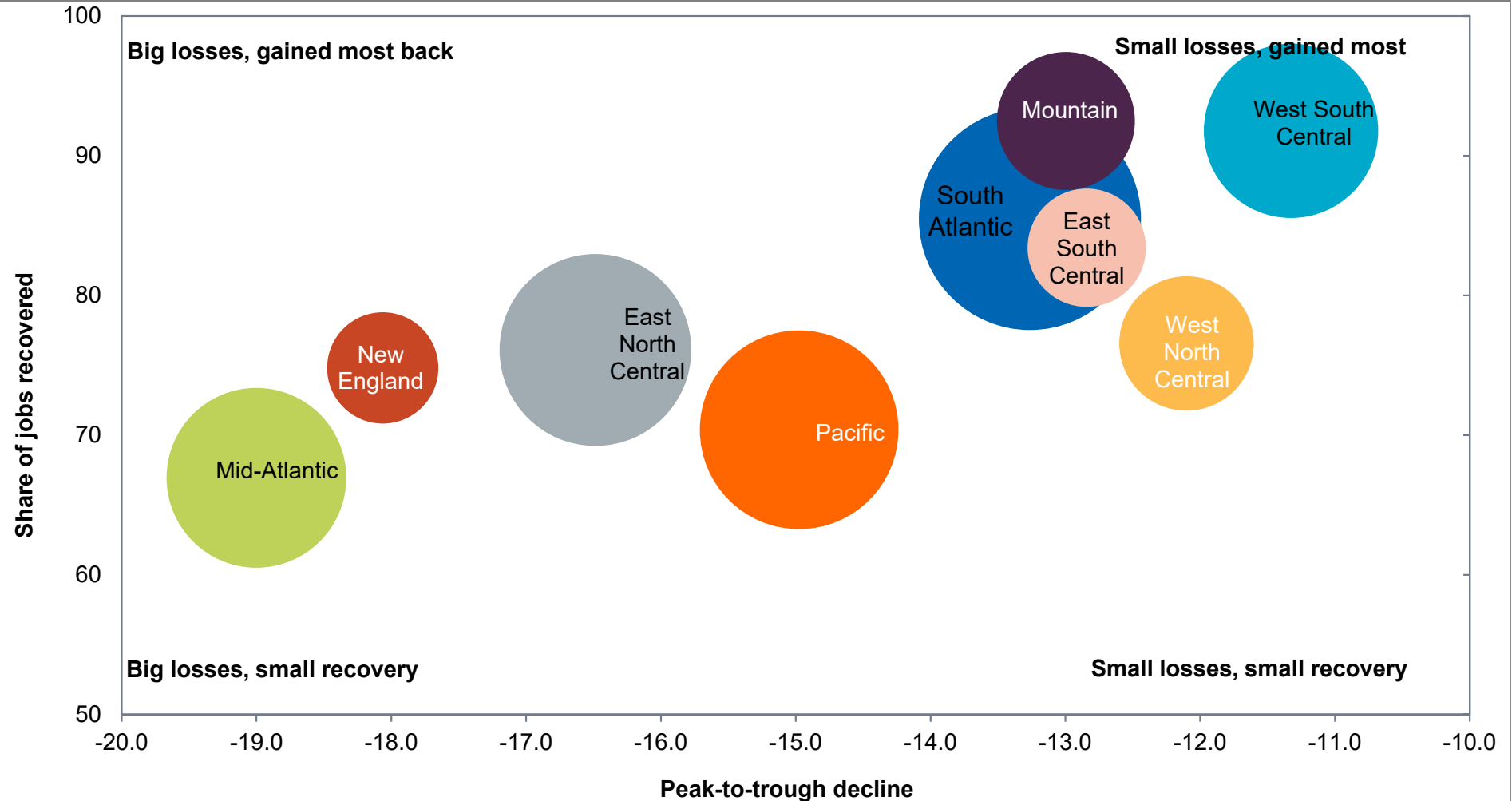


Return of labor force to take several years



Jobs Recovery: most regions still have a ways to go,

Recovery of jobs lost, through November 2021
(Percent change)

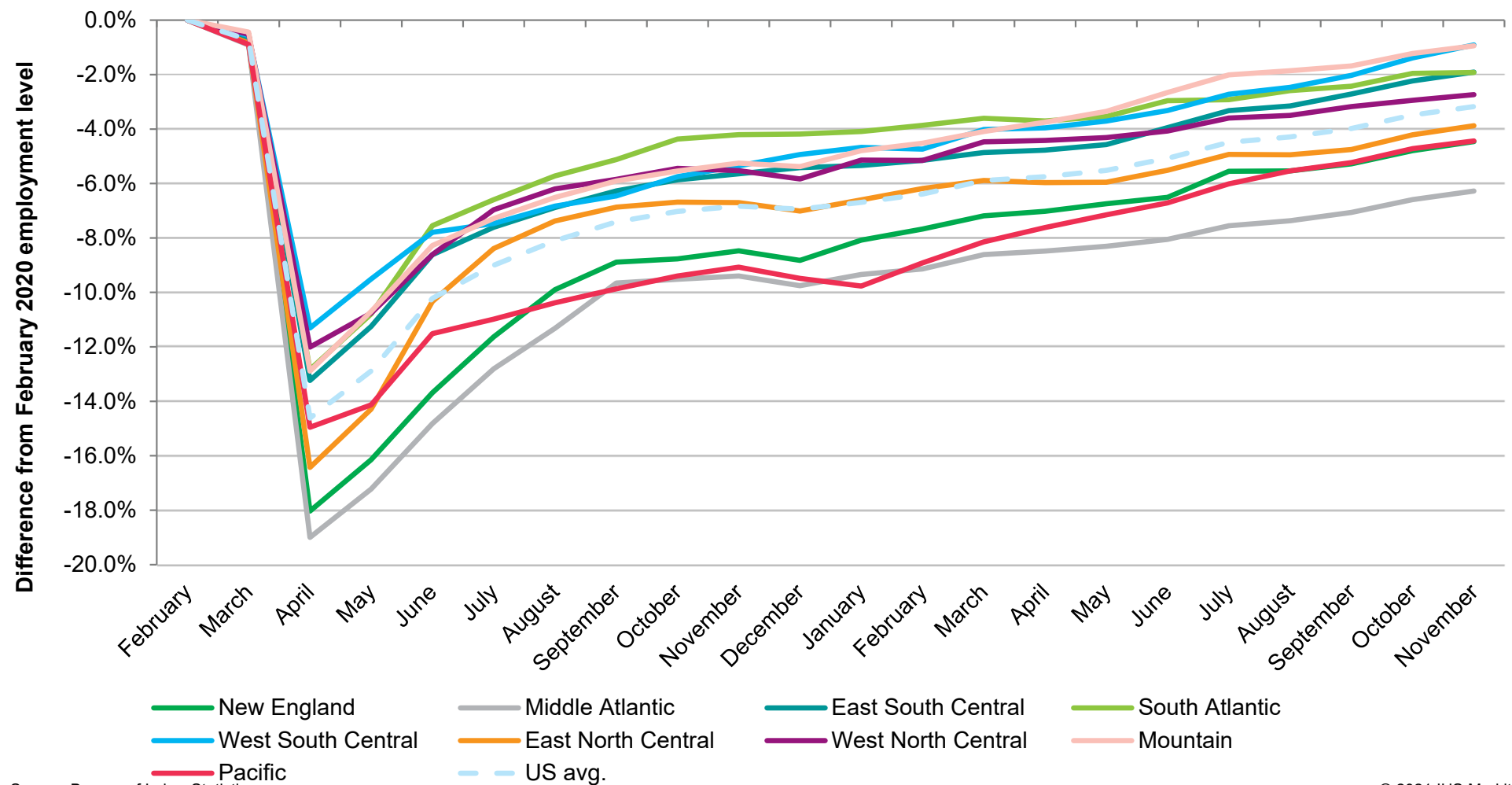


Source: Bureau of Labor Statistics, IHS Markit

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State employment in the Sun Belt still generally stronger than in the Northeast and West Coast

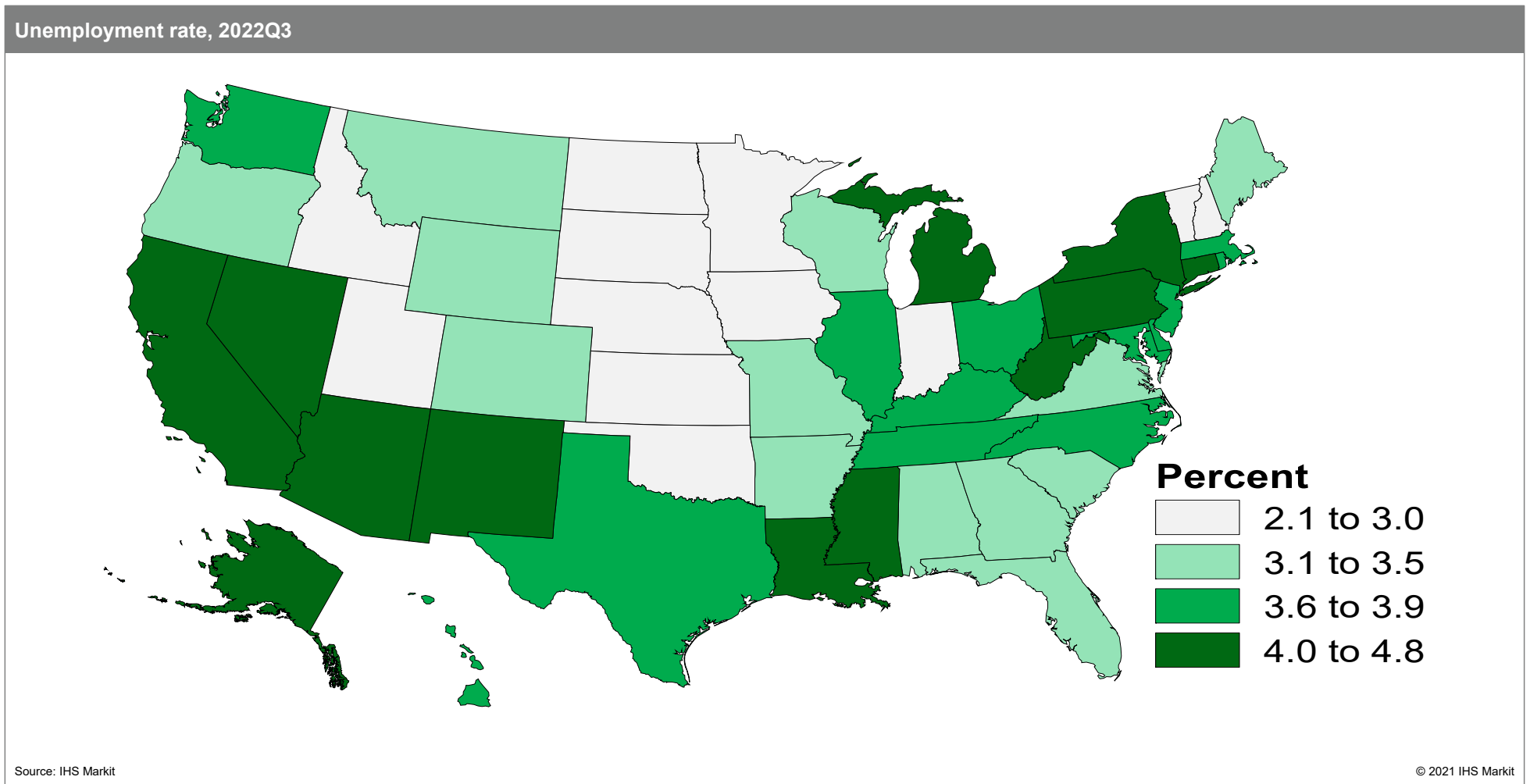
Nonfarm payroll employment by US Census division, November 2021



Source: Bureau of Labor Statistics

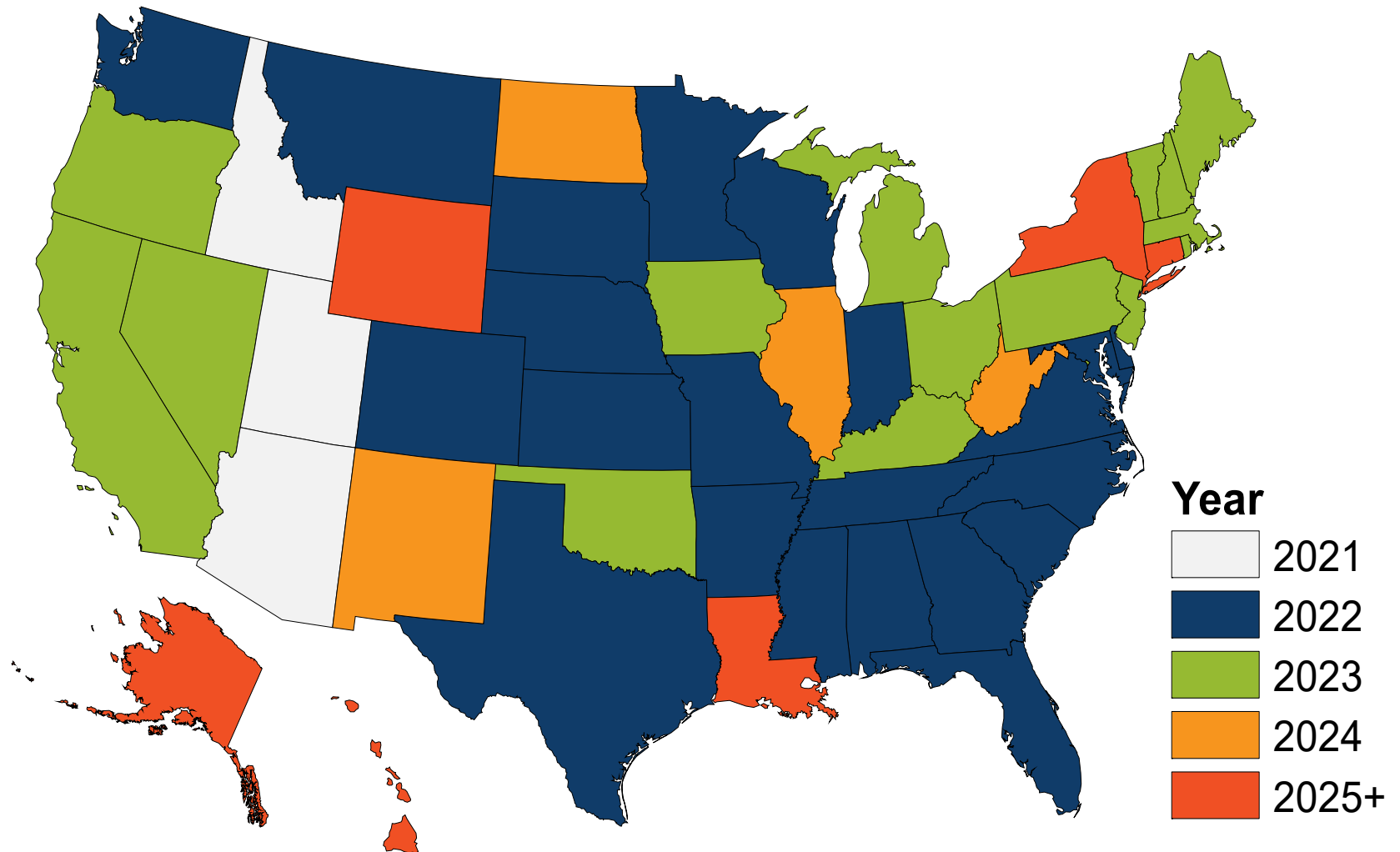
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Many state unemployment rates will reach near pre-pandemic levels by mid-2022 after making considerable progress in 2021



Most states will return to their pre-recession peak employment in 2022

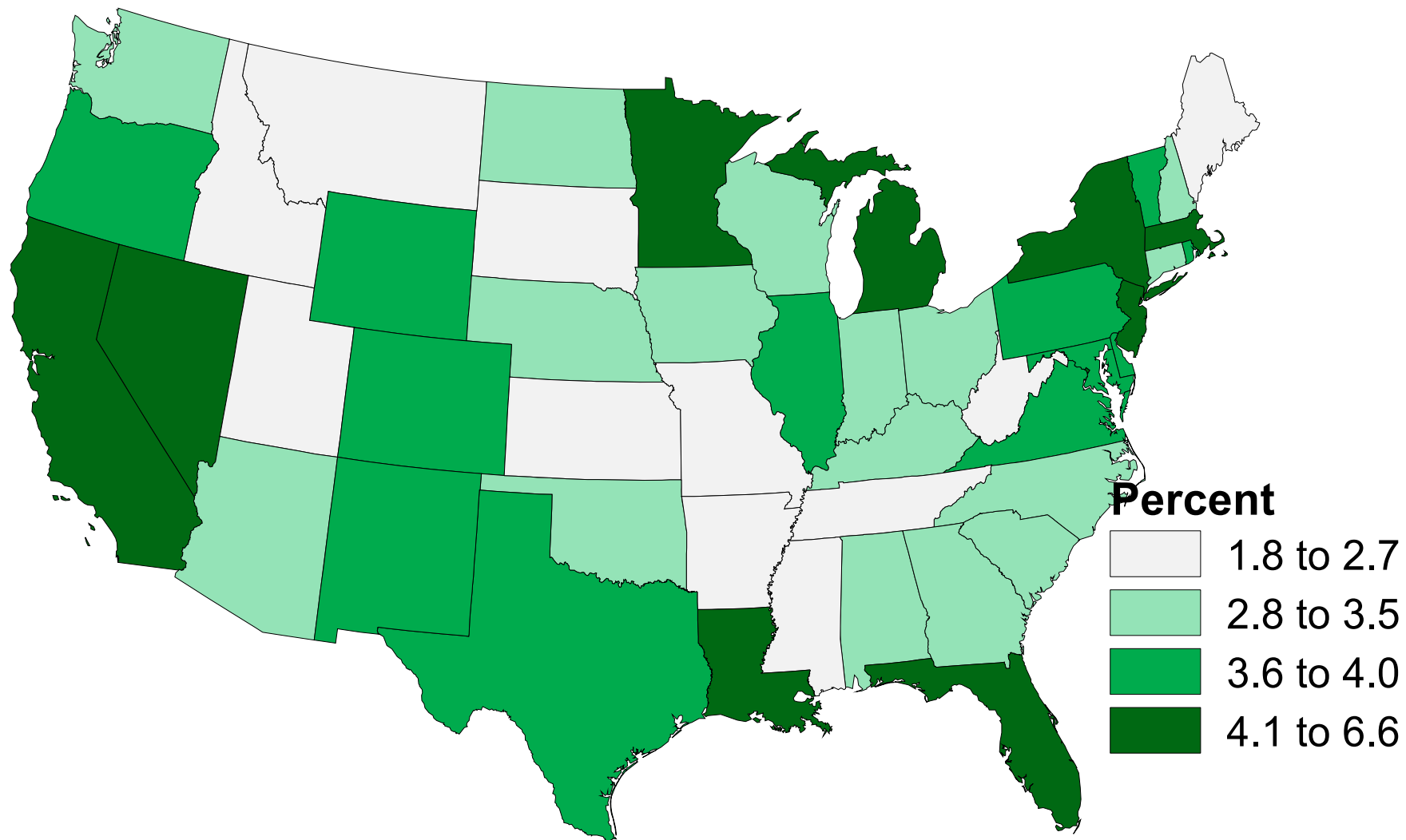
Year of return to pre-recession peak employment



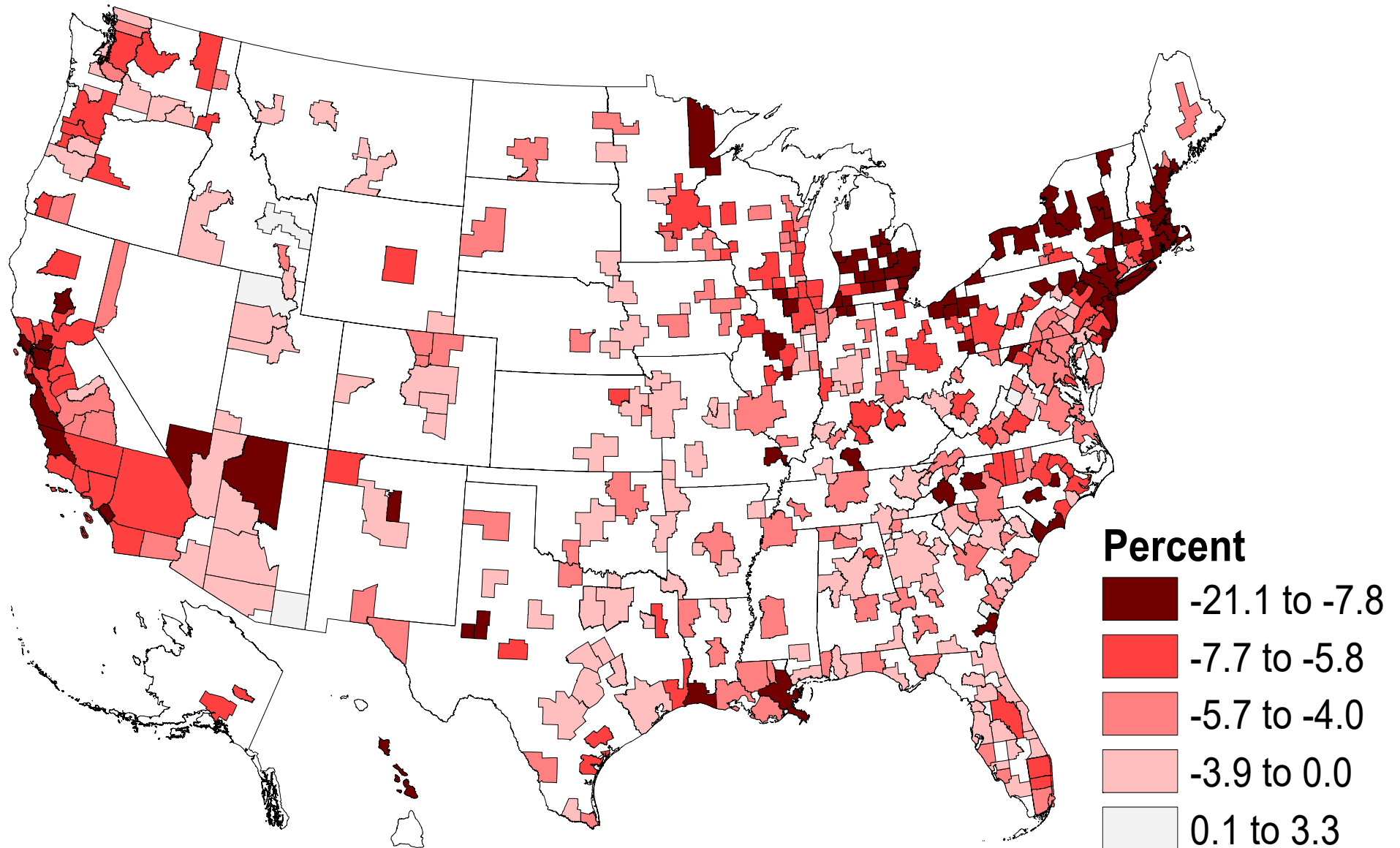
Source: IHS Markit

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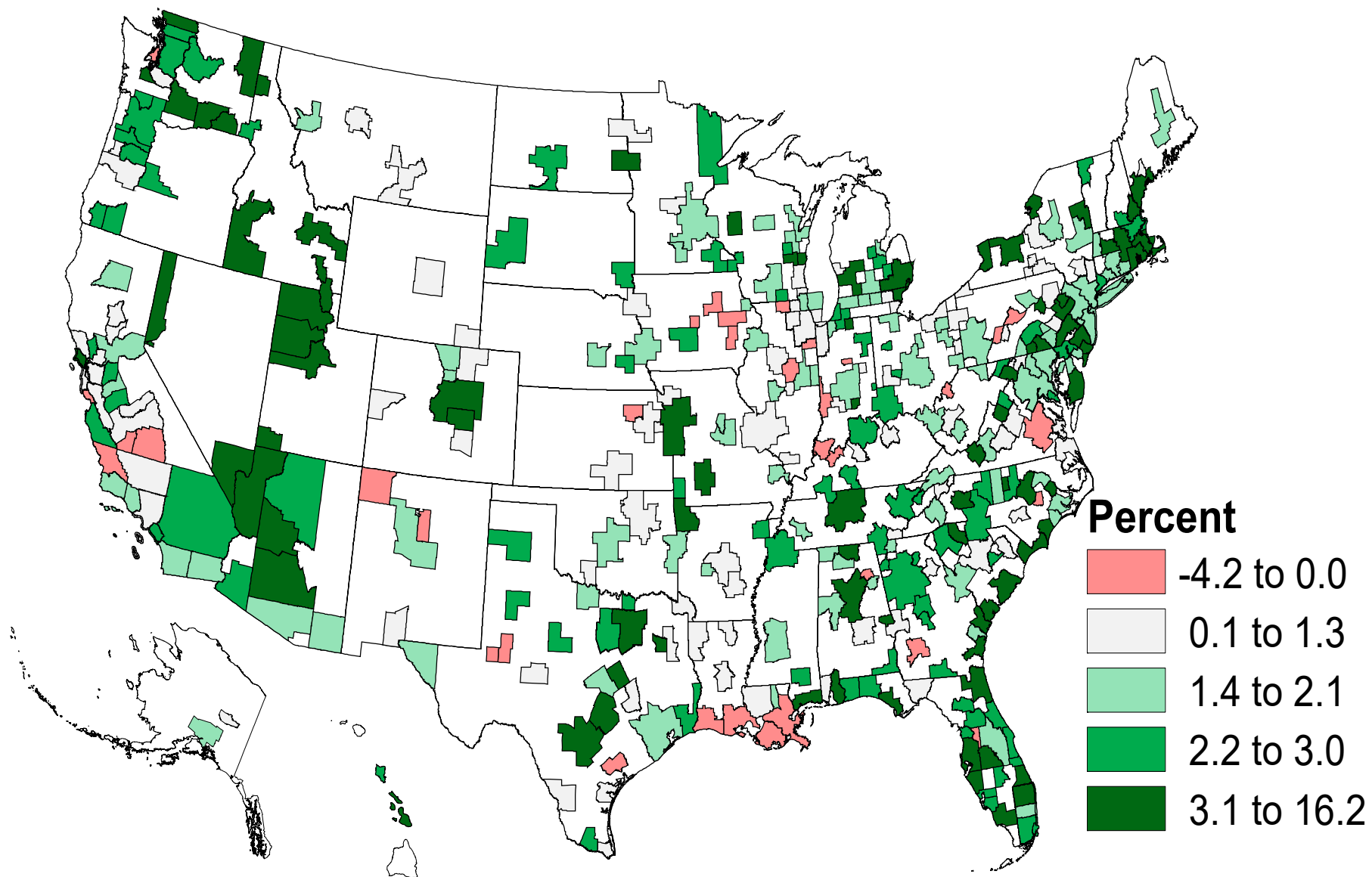
Metros in the northeastern and western states will register higher growth in 2022, as they have more ground to make up.



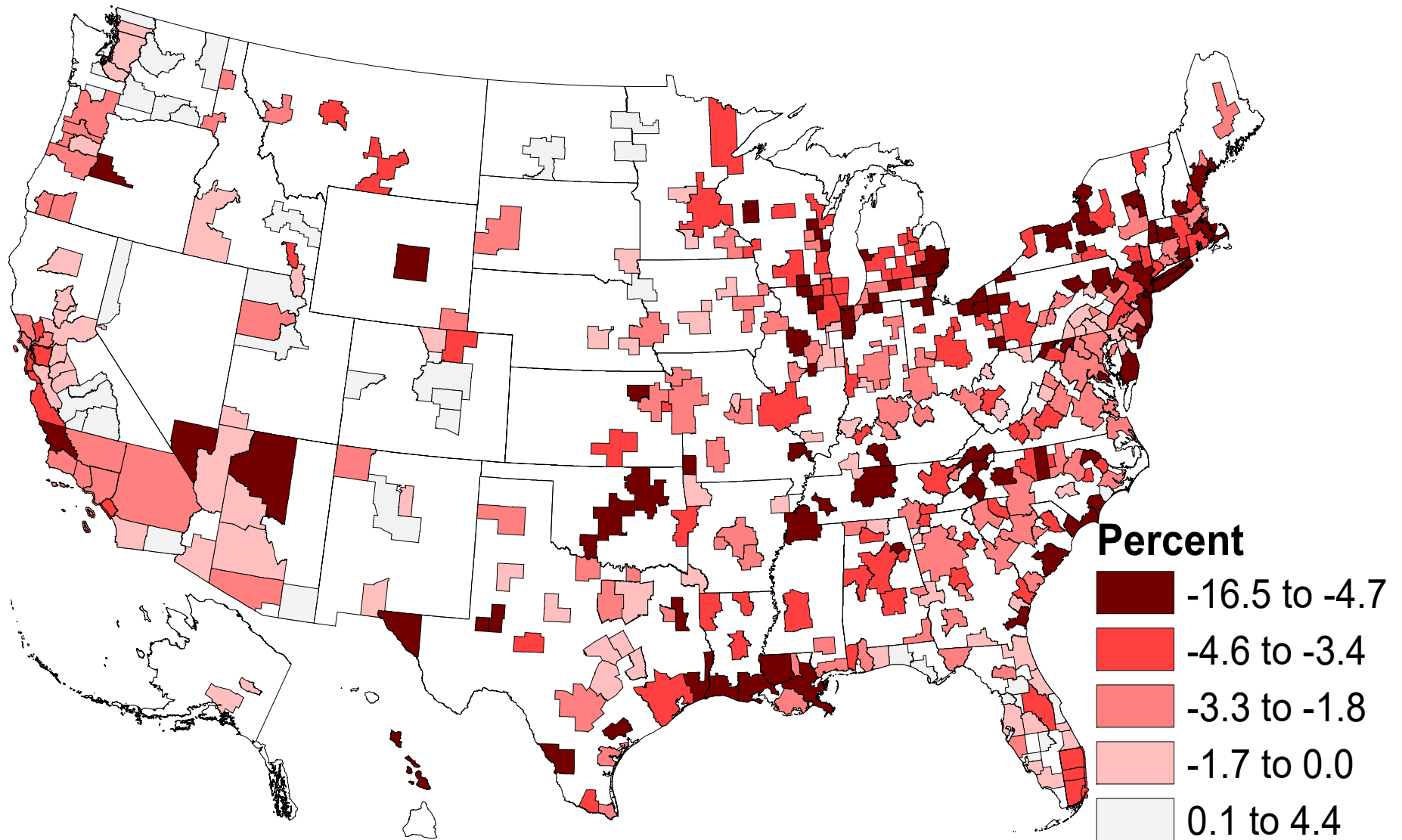
Employment Decline, 2020



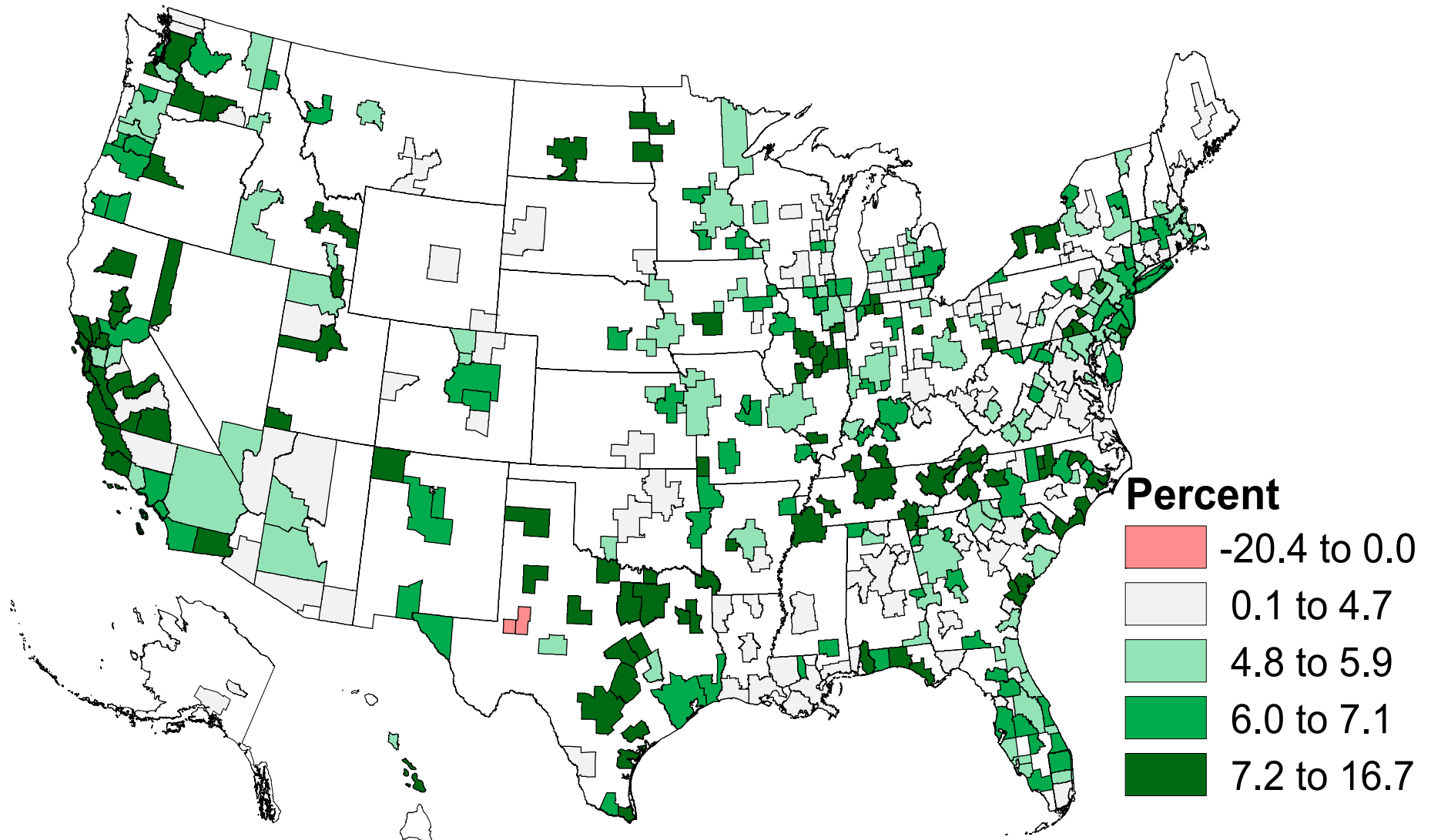
Employment Growth, 2021



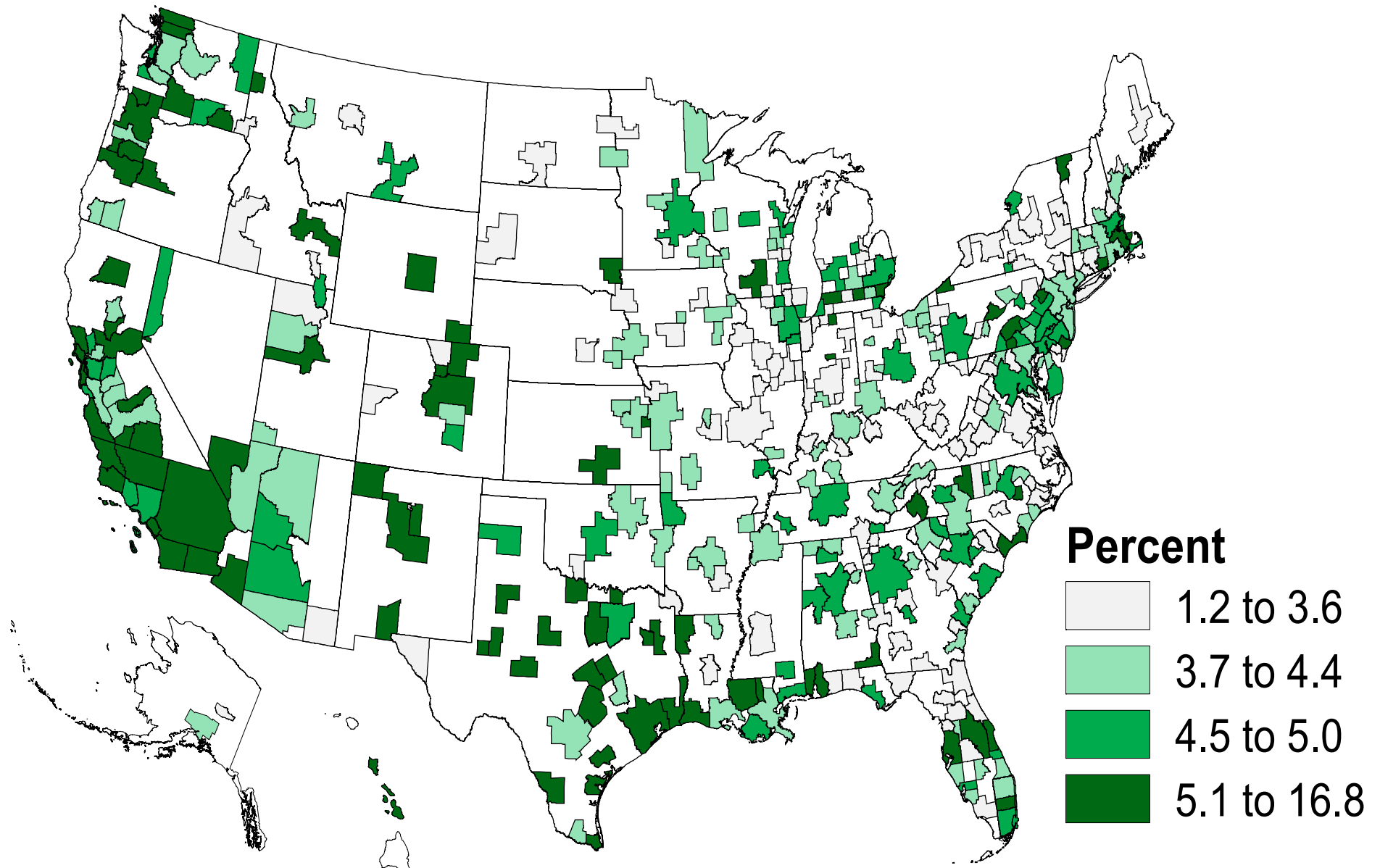
Real Gross Metro Product Decline, 2020



Real Gross Metro Product Growth, 2021



Real Gross Metro Product Growth, 2022



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INTRODUCTION

Labor markets have become increasingly tight as strong demand for labor encounters continued restraint on labor supply stemming from the pandemic. In December, the unemployment rate fell 0.3 percentage point to 3.9%, 2.0 percentage points lower than in June. With the latest declines, the unemployment rate is close to its level immediately before the pandemic, of 3.5% in January and February 2020.

Tightness in labor markets is also indicated by record high quits, a record high ratio of job openings to unemployed, and sharp declines in the number of persons who report working part-time for economic reasons (that is, who would prefer a full-time job).

Also reflecting tight labor markets, wage-gains have increased: average hourly earnings jumped 0.6% in December and have risen at a 6.2% annual rate over the past three months.

To be sure, there has been some increase in labor supply since last January, but the participation rate (61.9% in both November and December) is still 1.5 percentage points below its February 2020 level.

METRO ECONOMIES

The following tables detail the current state of metro labor markets and provide forecasts for activity through 2022. We indicate, by metro, job growth, employment gains, and unemployment rates for 2021, and our forecast for 2022. In addition, we project, for each metro the year in which it will regain its pre-pandemic employment level.

Last year, 2021, saw rapid recovery from the sharp downturn in 2020. In 2021 sixty-four metros (17%) recovered all jobs lost in 2020. Fifty-three metros (14%) had growth rates 5% or greater over 2020. Forty-seven percent, 178 metros, saw

growth of 3% or greater. And 70%, 268 metros, had at least 2% job growth in 2021. Only eleven of 381 metros saw further job loss.

Unemployment rates at yearend 2021 are 4% or less in 147 metros (39%); in our forecast 252 metros (66%) will see unemployment rates less than 4% in 2022.

Table 1: Employment and Unemployment

(end of year)

		Job Growth		Job Gains		Unemployment	
		2021	2022	2021	2022	2021	2022
		%	%			%	%
1	Abilene, TX	5.1	1.8	3,565	1,313	4.2	3.4
2	Akron, OH	2.7	2.8	8,520	9,022	5.1	3.9
3	Albany, GA	2.7	3.6	11,815	16,204	3.6	2.9
4	Albany, OR	0.8	1.4	457	843	3.7	4.2
5	Albany-Schenectady-Troy, NY	4.5	2.3	1,984	1,061	5.1	3.6
6	Albuquerque, NM	3.9	3.7	14,647	14,106	4.9	3.6
7	Alexandria, LA	0.1	2.6	78	1,544	3.8	3.3
8	Allentown-Bethlehem-Easton, PA-NJ	3.1	3.8	11,140	13,960	5.0	3.6
9	Altoona, PA	-0.9	3.0	-555	1,759	5.3	4.6
10	Amarillo, TX	3.2	1.9	3,812	2,318	3.7	3.0
11	Ames, IA	3.0	4.1	1,494	2,121	2.4	2.0
12	Anchorage, AK	2.7	3.5	4,475	5,870	5.3	4.4
13	Ann Arbor, MI	3.7	4.2	7,651	8,963	4.5	2.9
14	Anniston-Oxford-Jacksonville, AL	2.2	1.0	1,008	460	3.9	4.1
15	Appleton, WI	1.9	3.5	2,351	4,320	2.4	2.4
16	Asheville, NC	1.7	4.0	3,186	7,476	3.7	3.2
17	Athens-Clarke County, GA	1.5	1.8	1,378	1,676	2.4	2.6
18	Atlanta-Sandy Springs-Roswell, GA	4.6	3.9	124,341	109,124	2.7	2.8
19	Atlantic City-Hammonton, NJ	7.1	6.0	8,357	7,590	8.1	5.1
20	Auburn-Opelika, AL	2.3	3.0	1,517	1,991	2.6	2.8
21	Augusta-Richmond County, GA-SC	1.1	1.5	2,698	3,655	2.9	3.2
22	Austin-Round Rock, TX	6.3	5.7	69,586	66,631	3.3	2.5
23	Bakersfield, CA	4.3	4.1	10,949	10,876	8.9	6.6
24	Baltimore-Columbia-Towson, MD	2.4	3.2	32,964	43,994	5.0	3.4
25	Bangor, ME	1.9	2.2	1,318	1,538	4.6	3.2
26	Barnstable Town, MA	5.2	4.1	4,704	3,905	6.6	4.4
27	Baton Rouge, LA	1.6	4.0	6,228	15,909	4.6	3.5
28	Battle Creek, MI	0.6	3.5	310	1,865	7.2	4.9
29	Bay City, MI	2.0	2.9	658	943	6.9	4.8
30	Beaumont-Port Arthur, TX	4.6	1.7	6,990	2,774	8.6	6.7
31	Beckley, WV	1.2	1.7	498	742	4.9	4.5
32	Bellingham, WA	5.8	4.1	5,159	3,866	5.2	4.7
33	Bend-Redmond, OR	2.1	3.9	1,737	3,338	5.0	3.8

34	Billings, MT	1.6	2.2	1,338	1,921	2.3	2.6
35	Binghamton, NY	2.1	2.1	1,909	1,996	5.4	4.4
36	Birmingham-Hoover, AL	3.9	2.0	20,629	10,964	2.7	2.8
37	Bismarck, ND	2.0	2.7	1,434	1,961	3.2	2.6
38	Blacksburg-Christiansburg-Radford, VA	6.0	1.5	4,445	1,192	3.3	3.1
39	Bloomington, IN	-0.2	4.0	-183	3,459	3.7	2.6
40	Bloomington-Normal, IL	3.5	2.9	2,521	2,179	3.3	2.8
41	Bloomsburg-Berwick, PA	4.5	2.6	1,867	1,103	5.3	4.6
42	Boise City, ID	2.8	2.7	9,844	9,839	2.7	2.7
43	Boston-Cambridge-Newton, MA-NH	5.8	3.9	148,809	105,128	4.6	3.0
44	Boulder, CO	5.2	4.5	9,591	8,831	3.8	2.3
45	Bowling Green, KY	1.2	2.6	877	1,887	4.0	4.4
46	Bremerton-Silverdale, WA	1.7	3.1	1,512	2,794	4.4	4.1
47	Bridgeport-Stamford-Norwalk, CT	3.7	3.5	14,867	14,599	6.0	4.0
48	Brownsville-Harlingen, TX	2.5	3.1	3,430	4,430	8.2	6.5
49	Brunswick, GA	3.4	1.0	1,436	456	2.6	2.8
50	Buffalo-Cheektowaga-Niagara Falls, NY	3.8	3.6	19,457	19,167	4.5	3.7
51	Burlington, NC	2.0	4.1	2,397	4,897	2.5	2.2
52	Burlington-South Burlington, VT	3.2	1.3	1,991	850	4.2	3.7
53	California-Lexington Park, MD	1.9	2.3	902	1,136	4.1	2.9
54	Canton-Massillon, OH	1.3	2.7	2,064	4,494	5.4	3.9
55	Cape Coral-Fort Myers, FL	4.3	3.7	11,600	10,340	4.2	3.2
56	Cape Girardeau, MO-IL	2.8	1.8	1,217	820	2.8	2.8
57	Carbondale-Marion, IL	2.5	2.9	1,350	1,610	4.5	3.0
58	Carson City, NV	3.7	3.3	1,101	1,021	4.1	3.0
59	Casper, WY	1.4	3.9	522	1,448	4.4	3.5
60	Cedar Rapids, IA	0.6	4.3	871	5,885	3.9	3.1
61	Chambersburg-Waynesboro, PA	2.4	3.6	1,394	2,174	4.5	4.2
62	Champaign-Urbana, IL	2.2	2.5	2,500	2,864	3.8	2.7
63	Charleston, WV	3.4	3.1	12,166	11,329	3.1	3.0
64	Charleston-North Charleston, SC	1.5	2.3	1,532	2,349	4.7	4.3
65	Charlotte-Concord-Gastonia, NC-SC	2.7	4.1	31,949	50,879	3.8	3.3
66	Charlottesville, VA	2.0	4.5	2,222	5,165	3.5	3.1
67	Chattanooga, TN-GA	2.7	1.4	6,997	3,723	3.3	3.2
68	Cheyenne, WY	2.0	3.0	918	1,398	3.6	3.0
69	Chicago-Naperville-Elgin, IL-IN-WI	3.5	3.5	152,372	157,721	5.9	3.9
70	Chico, CA	5.6	0.9	4,019	699	6.8	4.3
71	Cincinnati, OH-KY-IN	3.5	3.5	37,027	38,016	4.4	3.4
72	Clarksville, TN-KY	2.4	2.0	2,199	1,868	4.3	3.9

73	Cleveland, TN	1.7	3.4	16,828	34,264	4.9	3.7
74	Cleveland-Elyria, OH	3.1	2.4	1,459	1,178	3.7	3.3
75	Coeur d`Alene, ID	2.5	3.6	1,717	2,578	3.5	3.3
76	College Station-Bryan, TX	1.0	3.2	1,181	3,845	4.1	3.2
77	Colorado Springs, CO	5.5	2.9	15,850	8,838	5.2	3.1
78	Columbia, MO	2.3	3.9	2,226	3,888	2.1	2.4
79	Columbia, SC	2.1	3.6	7,973	14,383	3.2	3.0
80	Columbus, GA-AL	1.5	2.3	1,775	2,683	3.3	3.7
81	Columbus, IN	3.2	2.4	1,616	1,245	3.0	2.3
82	Columbus, OH	2.1	3.7	22,483	40,465	3.8	2.9
83	Corpus Christi, TX	4.1	2.6	7,349	4,917	6.8	5.3
84	Corvallis, OR	5.7	4.0	2,238	1,641	3.5	2.6
85	Crestview-Fort Walton Beach-Destin, FL	0.4	2.8	417	3,382	3.7	3.2
86	Cumberland, MD-WV	4.4	0.4	1,589	133	5.2	4.2
87	Dallas-Fort Worth-Arlington, TX	4.3	3.5	159,701	137,095	4.2	3.1
88	Dalton, GA	1.1	1.0	717	622	3.6	3.8
89	Danville, IL	1.2	2.4	317	638	5.3	3.7
90	Daphne-Fairhope-Foley, AL	9.4	3.8	7,291	3,227	2.7	2.7
91	Davenport-Moline-Rock Island, IA-IL	2.9	2.5	5,135	4,445	3.9	3.1
92	Dayton, OH	1.6	2.5	6,038	9,416	5.0	3.7
93	Decatur, AL	1.2	1.0	697	556	2.5	2.7
94	Decatur, IL	2.9	2.8	1,350	1,353	7.3	4.9
95	Deltona-Daytona Beach-Ormond Beach, FL	2.1	3.2	4,267	6,483	4.9	4.4
96	Denver-Aurora-Lakewood, CO	5.2	4.0	76,123	61,061	5.0	2.9
97	Des Moines-West Des Moines, IA	3.4	3.9	12,221	14,463	2.9	2.4
98	Detroit-Warren-Dearborn, MI	4.7	3.7	87,122	71,589	5.4	3.8
99	Dothan, AL	3.2	0.2	1,872	124	3.0	3.1
100	Dover, DE	2.5	2.5	1,711	1,712	5.3	4.2
101	Dubuque, IA	2.4	3.9	1,349	2,303	3.4	2.7
102	Duluth, MN-WI	3.2	4.5	4,051	5,921	4.0	4.1
103	Durham-Chapel Hill, NC	4.4	2.4	14,004	8,065	3.3	3.0
104	East Stroudsburg, PA	3.0	4.8	1,604	2,702	6.9	5.9
105	Eau Claire, WI	3.1	2.9	2,577	2,521	2.9	2.8
106	El Centro, CA	6.2	4.2	3,000	2,153	16.7	13.2
107	El Paso, TX	2.5	2.4	7,903	7,624	5.1	4.0
108	Elizabethtown, KY	1.3	3.3	675	1,729	4.4	4.2
109	Elkhart-Goshen, IN	5.7	2.1	7,679	3,016	2.6	2.3
110	Elmira, NY	2.8	1.2	949	428	5.5	4.7
111	Erie, PA	1.2	3.8	1,463	4,484	6.3	5.5

112	Eugene, OR	4.5	3.0	6,700	4,733	5.0	3.8
113	Evansville, IN-KY	-0.8	3.4	-1,216	5,099	3.8	3.2
114	Fairbanks, AK	2.3	1.6	814	580	4.5	3.7
115	Fargo, ND-MN	4.0	2.6	5,603	3,761	2.7	2.3
116	Farmington, NM	2.0	3.9	851	1,666	7.9	5.9
117	Fayetteville, NC	4.9	4.0	13,187	11,091	2.4	2.4
118	Fayetteville-Springdale-Rogers, AR-MO	1.2	2.1	1,522	2,644	6.0	5.0
119	Flagstaff, AZ	5.0	1.7	3,154	1,143	5.0	4.9
120	Flint, MI	1.1	4.1	1,383	5,279	8.6	6.0
121	Florence, SC	1.8	1.5	995	867	3.2	3.5
122	Florence-Muscle Shoals, AL	1.4	1.8	1,241	1,599	4.1	3.9
123	Fond du Lac, WI	3.9	1.1	1,824	514	2.5	2.5
124	Fort Collins, CO	2.2	2.4	3,642	4,137	4.4	2.7
125	Fort Smith, AR-OK	2.3	0.4	2,546	394	3.3	3.1
126	Fort Wayne, IN	0.7	3.2	1,628	7,097	3.3	2.8
127	Fresno, CA	2.6	4.1	9,267	14,588	7.9	5.8
128	Gadsden, AL	-0.5	4.2	-164	1,431	3.7	3.9
129	Gainesville, FL	2.8	3.6	4,000	5,224	4.0	3.6
130	Gainesville, GA	2.7	2.1	2,514	2,051	1.9	2.4
131	Gettysburg, PA	5.0	3.4	1,658	1,193	4.2	3.6
132	Glens Falls, NY	2.5	1.2	1,262	638	5.3	4.3
133	Goldsboro, NC	0.4	4.1	142	1,636	4.5	3.8
134	Grand Forks, ND-MN	1.8	2.3	931	1,189	3.1	2.5
135	Grand Island, NE	0.8	2.7	335	1,106	2.2	2.6
136	Grand Junction, CO	1.7	2.0	1,026	1,237	5.8	3.5
137	Grand Rapids-Wyoming, MI	4.0	4.1	21,049	22,649	4.6	3.1
138	Grants Pass, OR	1.7	2.7	451	736	5.7	4.4
139	Great Falls, MT	-1.3	2.6	-466	896	2.7	3.0
140	Greeley, CO	4.0	5.9	4,129	6,313	5.5	3.3
141	Green Bay, WI	3.0	3.7	5,174	6,471	2.9	2.8
142	Greensboro-High Point, NC	2.6	3.5	9,002	12,182	4.5	4.0
143	Greenville, NC	2.8	2.7	11,764	11,325	3.1	2.9
144	Greenville-Mauldin-Easley, SC	4.9	0.4	3,855	359	4.2	3.8
145	Gulfport-Biloxi-Pascagoula, MS	2.7	2.0	4,061	3,126	5.8	5.2
146	Hagerstown-Martinsburg, MD-WV	1.6	3.5	1,586	3,560	4.5	3.6
147	Hammond, LA	1.0	4.2	477	1,919	6.4	5.3
148	Hanford-Corcoran, CA	4.0	3.7	1,531	1,459	9.9	6.4
149	Harrisburg-Carlisle, PA	2.5	4.4	8,452	15,156	4.1	3.1
150	Harrisonburg, VA	4.6	1.9	3,053	1,332	3.2	2.9

151	Hartford-West Hartford-East Hartford, CT	2.5	3.1	15,322	18,919	6.1	4.1
152	Hattiesburg, MS	0.5	3.4	316	2,180	4.7	4.2
153	Hickory-Lenoir-Morganton, NC	3.6	0.7	5,345	1,091	4.0	3.9
154	Hilton Head Island-Bluffton-Beaufort, SC	3.2	4.3	2,593	3,668	3.2	3.2
155	Hinesville, GA	2.2	2.0	459	423	2.6	2.9
156	Homosassa Springs, FL	3.1	3.5	1,000	1,159	6.1	5.3
157	Hot Springs, AR	0.1	0.3	42	130	4.1	3.9
158	Houma-Thibodaux, LA	-0.9	3.5	-774	2,867	5.9	4.7
159	Houston-The Woodlands-Sugar Land, TX	4.4	3.9	130,433	119,090	5.1	3.8
160	Huntington-Ashland, WV-KY-OH	1.1	2.1	1,400	2,730	4.6	4.3
161	Huntsville, AL	3.1	2.9	7,488	7,310	2.3	2.5
162	Idaho Falls, ID	2.6	3.2	1,900	2,377	2.3	2.4
163	Indianapolis-Carmel, IN	1.8	3.6	19,174	38,620	3.5	2.8
164	Iowa City, IA	0.6	4.6	590	4,361	2.8	2.3
165	Ithaca, NY	2.3	3.4	1,298	1,982	3.9	3.4
166	Jackson, MI	3.3	3.6	1,768	2,025	6.5	4.5
167	Jackson, MS	1.9	1.6	5,034	4,320	4.1	3.8
168	Jackson, TN	1.3	1.2	897	850	4.2	3.3
169	Jacksonville, FL	4.1	3.6	29,576	27,058	3.9	2.8
170	Jacksonville, NC	0.6	0.7	317	331	4.7	4.1
171	Janesville-Beloit, WI	3.3	1.9	2,198	1,303	4.5	4.2
172	Jefferson City, MO	2.2	1.5	1,677	1,174	2.1	2.3
173	Johnson City, TN	1.1	1.2	867	985	3.7	3.3
174	Johnstown, PA	-1.7	3.9	-855	1,894	7.1	6.3
175	Jonesboro, AR	3.9	1.4	2,279	864	3.2	3.0
176	Joplin, MO	2.3	2.2	1,803	1,720	2.6	2.7
177	Kahului-Wailuku-Lahaina, HI	16.4	9.6	9,366	6,361	7.7	4.5
178	Kalamazoo-Portage, MI	3.8	3.7	5,320	5,360	5.5	3.8
179	Kankakee, IL	3.3	2.9	1,367	1,252	5.4	3.8
180	Kansas City, MO-KS	3.9	2.5	41,349	27,432	3.5	3.0
181	Kennewick-Richland, WA	4.3	3.0	4,929	3,613	5.3	5.0
182	Killeen-Temple, TX	3.3	2.9	4,671	4,207	5.4	4.2
183	Kingsport-Bristol-Bristol, TN-VA	1.9	1.6	2,219	1,931	3.9	3.4
184	Kingston, NY	0.9	2.2	528	1,231	4.9	3.9
185	Knoxville, TN	3.0	1.7	11,862	6,870	3.1	3.0
186	Kokomo, IN	2.9	3.1	1,082	1,177	7.4	5.5
187	La Crosse-Onalaska, WI-MN	2.8	3.6	2,089	2,754	3.0	2.9
188	Lafayette, LA	4.2	2.6	4,165	2,693	3.3	2.6
189	Lafayette-West Lafayette, IN	1.8	3.1	3,409	6,006	5.0	4.1

190	Lake Charles, LA	6.1	5.3	5,415	5,056	5.3	4.1
191	Lake Havasu City-Kingman, AZ	3.1	1.6	1,611	841	5.0	5.2
192	Lakeland-Winter Haven, FL	3.1	2.7	7,500	6,623	5.1	4.4
193	Lancaster, PA	2.0	3.5	5,004	8,600	3.8	2.9
194	Lansing-East Lansing, MI	5.0	3.7	10,641	8,281	5.7	3.7
195	Laredo, TX	3.2	3.1	3,141	3,224	5.9	4.6
196	Las Cruces, NM	3.2	3.0	2,233	2,175	6.4	5.0
197	Las Vegas-Henderson-Paradise, NV	8.5	6.0	76,237	59,075	6.7	4.3
198	Lawrence, KS	4.9	3.0	2,344	1,511	3.7	2.9
199	Lawton, OK	1.6	0.8	690	353	2.6	2.4
200	Lebanon, PA	1.5	3.6	745	1,872	4.7	3.9
201	Lewiston, ID-WA	1.0	3.0	513	1,494	4.7	3.1
202	Lewiston-Auburn, ME	2.6	2.7	728	772	2.9	2.8
203	Lexington-Fayette, KY	0.2	4.3	625	11,334	3.4	3.0
204	Lima, OH	0.8	2.6	423	1,331	5.5	4.0
205	Lincoln, NE	3.7	4.3	6,796	8,189	1.6	1.9
206	Little Rock-North Little Rock-Conway, AR	2.1	2.2	7,237	7,809	3.8	3.3
207	Logan, UT-ID	5.3	2.3	3,459	1,588	1.4	1.4
208	Longview, TX	4.1	2.4	3,706	2,269	5.9	4.6
209	Longview, WA	3.5	2.6	1,381	1,072	5.6	5.4
210	Los Angeles-Long Beach-Anaheim, CA	6.2	4.0	347,020	239,370	7.4	5.0
211	Louisville-Jefferson County, KY-IN	2.8	3.4	18,131	22,471	3.7	3.4
212	Lubbock, TX	3.1	2.5	4,478	3,721	4.2	3.3
213	Lynchburg, VA	1.4	2.3	1,445	2,329	3.8	3.6
214	Macon-Bibb County, GA	3.7	0.5	3,604	526	3.1	3.4
215	Madera, CA	1.5	4.1	576	1,607	8.8	5.8
216	Madison, WI	3.5	4.5	13,475	18,123	2.1	2.0
217	Manchester-Nashua, NH	3.6	2.5	7,460	5,263	2.7	2.6
218	Manhattan, KS	0.7	4.5	260	1,724	3.4	2.9
219	Mankato-North Mankato, MN	2.7	5.8	1,460	3,217	2.8	2.7
220	Mansfield, OH	0.0	1.9	-25	941	5.9	4.5
221	McAllen-Edinburg-Mission, TX	5.0	2.2	13,093	6,193	7.7	5.8
222	Medford, OR	4.1	2.4	3,507	2,103	4.9	3.7
223	Memphis, TN-MS-AR	3.2	2.0	20,165	12,867	4.9	4.3
224	Merced, CA	4.0	3.9	2,646	2,684	10.1	6.7
225	Miami-Fort Lauderdale-West Palm Beach, FL	4.7	3.1	120,202	83,420	4.8	3.4
226	Michigan City-La Porte, IN	2.1	2.1	833	849	4.7	3.9
227	Midland, MI	2.7	3.1	955	1,120	5.4	3.6
228	Midland, TX	6.3	4.7	5,899	4,637	5.3	4.0

229	Milwaukee-Waukesha-West Allis, WI	2.8	3.0	22,857	25,195	3.6	3.3
230	Minneapolis-St. Paul-Bloomington, MN-WI	4.0	4.6	73,992	89,732	3.0	2.7
231	Missoula, MT	1.8	2.6	1,093	1,616	2.8	3.1
232	Mobile, AL	1.6	1.8	2,963	3,351	4.4	4.5
233	Modesto, CA	3.4	3.4	5,848	6,027	7.1	5.4
234	Monroe, LA	0.7	2.7	554	2,047	4.9	4.1
235	Monroe, MI	3.5	4.2	1,295	1,621	7.5	5.0
236	Montgomery, AL	1.2	2.1	2,053	3,574	3.9	3.9
237	Morgantown, WV	2.5	2.9	1,671	1,992	3.7	3.3
238	Morristown, TN	2.5	0.6	1,139	303	4.3	3.8
239	Mount Vernon-Anacortes, WA	5.0	3.9	2,423	1,956	5.4	5.0
240	Muncie, IN	0.2	2.3	119	1,111	4.3	3.5
241	Muskegon, MI	0.6	3.0	343	1,783	8.0	5.6
242	Myrtle Beach-North Myrtle Beach-Conway, SC-NC	3.4	5.3	5,754	9,200	5.3	4.7
243	Napa, CA	5.8	4.8	3,790	3,305	5.6	3.2
244	Naples-Immokalee-Marco Island, FL	4.7	3.0	7,033	4,738	3.0	2.9
245	Nashville-Davidson--Murfreesboro--Franklin, TN	4.2	3.9	42,265	40,701	3.1	2.9
246	New Bern, NC	1.1	0.3	461	140	4.1	3.7
247	New Haven-Milford, CT	1.7	2.1	6,248	7,825	6.4	4.5
248	New Orleans-Metairie, LA	0.5	4.9	2,800	26,020	5.8	4.2
249	New York-Newark-Jersey City, NY-NJ-PA	3.5	4.5	309,180	414,151	6.2	3.8
250	Niles-Benton Harbor, MI	1.8	3.8	1,064	2,280	6.2	4.3
251	North Port-Sarasota-Bradenton, FL	5.2	3.3	15,669	10,629	3.9	2.8
252	Norwich-New London, CT	3.0	3.8	3,347	4,372	6.8	4.5
253	Ocala, FL	1.2	4.5	1,317	4,879	5.3	4.5
254	Ocean City, NJ	0.6	2.5	272	1,163	7.9	5.9
255	Odessa, TX	3.2	6.2	2,148	4,322	7.9	5.9
256	Ogden-Clearfield, UT	3.5	1.5	9,571	4,126	1.7	1.7
257	Oklahoma City, OK	2.6	3.5	16,213	22,604	2.2	2.2
258	Olympia-Tumwater, WA	4.9	3.5	5,680	4,294	4.4	4.1
259	Omaha-Council Bluffs, NE-IA	2.3	3.1	11,356	15,404	2.2	2.3
260	Orlando-Kissimmee-Sanford, FL	7.2	6.3	84,014	79,006	4.5	3.2
261	Oshkosh-Neenah, WI	3.2	2.1	3,020	2,028	2.5	2.5
262	Owensboro, KY	0.7	3.0	372	1,510	4.1	4.4
263	Oxnard-Thousand Oaks-Ventura, CA	4.9	3.8	14,008	11,410	4.9	3.5
264	Palm Bay-Melbourne-Titusville, FL	4.1	3.2	9,383	7,548	4.2	3.9
265	Panama City, FL	2.4	1.5	1,883	1,183	4.3	3.7
266	Parkersburg-Vienna, WV	-0.1	2.2	-26	794	5.0	4.7
267	Pensacola-Ferry Pass-Brent, FL	3.1	3.4	5,633	6,434	4.4	4.1

268	Peoria, IL	1.7	3.5	2,800	5,769	4.9	3.2
269	Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	3.5	3.7	96,652	106,189	5.1	3.6
270	Phoenix-Mesa-Scottsdale, AZ	6.0	3.5	126,792	78,966	3.2	2.8
271	Pine Bluff, AR	0.6	0.2	177	79	5.7	5.4
272	Pittsburgh, PA	3.0	3.5	32,480	39,813	5.4	3.9
273	Pittsfield, MA	5.1	3.9	2,835	2,268	6.2	4.1
274	Pocatello, ID	5.4	3.0	2,067	1,190	2.8	2.7
275	Port St. Lucie, FL	5.4	4.7	8,217	7,432	4.2	3.9
276	Portland-South Portland, ME	3.1	3.4	8,586	9,658	4.0	2.6
277	Portland-Vancouver-Hillsboro, OR-WA	5.6	3.3	63,418	39,947	4.2	3.2
278	Prescott, AZ	6.0	0.8	3,826	577	3.4	3.4
279	Providence-Warwick, RI-MA	3.7	3.7	25,011	26,192	5.6	3.9
280	Provo-Orem, UT	5.3	2.7	14,748	8,014	1.6	1.6
281	Pueblo, CO	1.6	0.8	967	491	7.7	4.7
282	Punta Gorda, FL	3.5	3.6	1,683	1,813	4.8	4.2
283	Racine, WI	0.7	3.4	545	2,549	4.1	4.0
284	Raleigh, NC	4.2	3.9	26,618	26,006	3.3	3.1
285	Rapid City, SD	1.5	2.1	999	1,425	2.8	2.7
286	Reading, PA	0.2	4.0	250	6,700	5.8	5.0
287	Redding, CA	2.9	2.9	1,885	1,977	6.7	4.4
288	Reno, NV	4.4	3.7	10,456	9,241	3.4	3.1
289	Richmond, VA	0.4	3.5	2,338	23,016	3.8	3.1
290	Riverside-San Bernardino-Ontario, CA	4.9	4.7	73,589	74,135	6.0	4.0
291	Roanoke, VA	2.1	2.4	3,256	3,750	3.6	3.3
292	Rochester, MN	3.7	3.8	4,366	4,704	2.7	2.8
293	Rochester, NY	5.6	2.5	27,352	13,032	4.0	3.2
294	Rockford, IL	0.2	4.0	233	5,504	8.4	5.8
295	Rocky Mount, NC	2.3	0.4	1,194	235	6.3	5.6
296	Rome, GA	2.5	0.4	1,019	166	2.5	2.9
297	Sacramento--Roseville--Arden-Arcade, CA	3.9	4.6	38,115	46,673	5.3	3.7
298	Saginaw, MI	1.3	2.7	1,058	2,208	7.9	5.5
299	Salem, OR	4.1	2.8	6,720	4,892	4.5	3.4
300	Salinas, CA	5.1	4.9	6,702	6,824	9.0	5.7
301	Salisbury, MD-DE	3.4	2.7	5,410	4,424	5.5	4.3
302	Salt Lake City, UT	4.9	1.8	36,785	14,344	1.9	2.0
303	San Angelo, TX	1.8	2.4	855	1,178	4.6	3.6
304	San Antonio-New Braunfels, TX	4.4	3.2	45,767	34,360	4.2	3.1
305	San Diego-Carlsbad, CA	4.6	4.5	62,776	64,257	5.2	3.6
306	San Francisco-Oakland-Hayward, CA	5.2	4.2	115,283	98,658	4.4	3.1

307	San Jose-Sunnyvale-Santa Clara, CA	5.1	3.2	54,341	36,208	3.8	2.7
308	San Luis Obispo-Paso Robles-Arroyo Grande, CA	2.0	4.5	2,170	4,887	4.8	3.0
309	Santa Cruz-Watsonville, CA	1.8	4.4	1,666	4,094	7.1	4.5
310	Santa Fe, NM	1.5	5.0	853	2,836	5.7	3.9
311	Santa Maria-Santa Barbara, CA	4.0	4.4	7,277	8,350	5.7	3.3
312	Santa Rosa, CA	5.0	4.1	9,273	7,923	5.1	3.2
313	Savannah, GA	5.6	2.5	10,345	4,793	2.7	2.9
314	Scranton--Wilkes-Barre--Hazleton, PA	1.4	3.6	3,536	8,918	6.4	4.7
315	Seattle-Tacoma-Bellevue, WA	5.5	2.7	108,290	56,444	4.3	3.3
316	Sebastian-Vero Beach, FL	4.1	4.5	2,150	2,425	4.3	4.3
317	Sebring, FL	3.9	1.6	967	404	5.6	4.9
318	Sheboygan, WI	2.9	2.1	1,769	1,301	2.4	2.4
319	Sherman-Denison, TX	3.5	1.9	1,675	968	4.4	3.6
320	Shreveport-Bossier City, LA	1.4	3.5	2,361	5,925	5.4	4.5
321	Sierra Vista-Douglas, AZ	1.4	0.9	489	316	3.9	4.4
322	Sioux City, IA-NE-SD	0.2	3.6	173	3,096	3.1	2.6
323	Sioux Falls, SD	2.2	3.0	3,528	4,856	2.2	2.1
324	South Bend-Mishawaka, IN-MI	3.6	3.3	4,740	4,583	4.3	3.3
325	Spartanburg, SC	3.8	1.1	6,157	1,797	3.9	3.9
326	Spokane-Spokane Valley, WA	7.8	2.9	18,737	7,466	4.3	3.9
327	Springfield, IL	1.7	2.9	1,717	2,958	4.4	2.7
328	Springfield, MA	6.8	2.2	17,633	6,164	6.2	4.2
329	Springfield, MO	2.6	3.0	5,533	6,634	2.4	2.6
330	Springfield, OH	2.1	2.8	974	1,325	5.7	4.2
331	St. Cloud, MN	2.4	4.7	2,491	5,025	4.0	3.3
332	St. George, UT	5.5	3.9	4,101	3,063	2.0	1.9
333	St. Joseph, MO-KS	1.6	1.4	952	878	2.7	2.6
334	St. Louis, MO-IL	1.5	2.7	19,680	35,936	3.6	3.0
335	State College, PA	3.6	4.4	2,563	3,218	4.0	3.5
336	Staunton-Waynesboro, VA	2.6	1.2	1,317	625	3.2	3.1
337	Stockton-Lodi, CA	3.1	4.8	7,599	12,227	7.3	5.4
338	Sumter, SC	0.3	3.7	101	1,427	4.4	4.5
339	Syracuse, NY	1.2	3.6	3,423	10,806	4.2	3.3
340	Tallahassee, FL	2.3	3.0	4,083	5,421	4.6	4.0
341	Tampa-St. Petersburg-Clearwater, FL	5.8	3.5	77,853	50,135	4.0	2.7
342	Terre Haute, IN	-0.1	2.9	-40	1,876	4.6	3.7
343	Texarkana, TX-AR	1.4	0.5	833	291	5.1	4.2
344	The Villages, FL	-0.3	6.6	-100	2,073	6.1	5.2
345	Toledo, OH	1.1	2.8	3,157	8,232	5.6	4.2

346	Topeka, KS	0.7	1.8	795	1,988	3.6	3.1
347	Trenton, NJ	2.7	4.7	7,227	12,888	4.5	3.1
348	Tucson, AZ	4.0	2.4	14,698	9,219	3.8	3.1
349	Tulsa, OK	2.3	2.8	10,135	12,212	2.7	2.6
350	Tuscaloosa, AL	2.5	4.0	2,667	4,325	3.4	3.3
351	Tyler, TX	7.1	2.3	7,438	2,624	4.9	3.9
352	Urban Honolulu, HI	9.7	5.6	38,169	24,126	5.4	3.2
353	Utica-Rome, NY	2.2	2.3	2,589	2,788	5.1	4.2
354	Valdosta, GA	2.3	1.4	1,259	825	2.7	2.8
355	Vallejo-Fairfield, CA	2.1	4.2	2,803	5,641	6.7	4.1
356	Victoria, TX	1.0	1.8	379	670	6.1	4.7
357	Vineland-Bridgeton, NJ	2.4	1.3	1,360	727	7.0	4.9
358	Virginia Beach-Norfolk-Newport News, VA-NC	0.6	2.8	4,334	21,212	4.1	3.3
359	Visalia-Porterville, CA	3.1	3.9	3,752	4,860	11.1	7.9
360	Waco, TX	3.1	1.7	3,816	2,181	4.5	3.6
361	Walla Walla, WA	7.0	1.7	1,931	501	4.1	3.9
362	Warner Robins, GA	3.5	1.2	2,713	937	2.5	2.8
363	Washington-Arlington-Alexandria, DC-VA-MD-WV	3.9	3.4	122,755	111,848	4.3	3.1
364	Waterloo-Cedar Falls, IA	0.0	4.1	-30	3,485	4.0	3.2
365	Watertown-Fort Drum, NY	2.4	1.4	956	560	5.6	4.7
366	Wausau, WI	3.1	2.6	2,182	1,852	2.4	2.4
367	Weirton-Steubenville, WV-OH	1.1	2.0	414	759	6.4	5.3
368	Wenatchee, WA	4.2	3.5	1,829	1,593	4.9	4.5
369	Wheeling, WV-OH	2.1	2.8	1,245	1,703	5.8	4.9
370	Wichita Falls, TX	3.2	2.3	1,788	1,348	4.9	3.8
371	Wichita, KS	2.1	3.0	6,146	8,659	4.8	3.6
372	Williamsport, PA	2.3	2.5	1,120	1,279	5.8	5.0
373	Wilmington, NC	4.8	2.8	6,083	3,728	3.7	3.3
374	Winchester, VA-WV	3.1	1.8	2,025	1,224	2.9	2.7
375	Winston-Salem, NC	3.2	1.2	8,193	3,086	3.9	3.5
376	Worcester, MA-CT	5.6	2.9	20,949	11,452	5.4	3.7
377	Yakima, WA	4.2	2.4	3,565	2,140	6.2	6.0
378	York-Hanover, PA	2.7	3.2	4,761	5,891	4.6	3.9
379	Youngstown-Warren-Boardman, OH-PA	1.1	1.9	2,161	3,748	6.3	4.8
380	Yuba City, CA	5.0	3.8	2,200	1,766	9.0	6.0
381	Yuma, AZ	7.5	1.2	4,094	696	13.7	14.8

Table 2: Return to Pre-Pandemic Employment

	Return to Peak
Abilene, TX	2021
Akron, OH	2024+
Albany, GA	2023
Albany, OR	2024+
Albany-Schenectady-Troy, NY	2022
Albuquerque, NM	2023
Alexandria, LA	2023
Allentown-Bethlehem-Easton, PA-NJ	2022
Altoona, PA	2024+
Amarillo, TX	2021
Ames, IA	2023
Anchorage, AK	2023
Ann Arbor, MI	2024+
Anniston-Oxford-Jacksonville, AL	2024+
Appleton, WI	2022
Asheville, NC	2023
Athens-Clarke County, GA	2024+
Atlanta-Sandy Springs-Roswell, GA	2022
Atlantic City-Hammonton, NJ	2023
Auburn-Opelika, AL	2022
Augusta-Richmond County, GA-SC	2023
Austin-Round Rock, TX	2021
Bakersfield, CA	2022
Baltimore-Columbia-Towson, MD	2024+
Bangor, ME	2024+
Barnstable Town, MA	2023
Baton Rouge, LA	2023
Battle Creek, MI	2024+
Bay City, MI	2024+

Beaumont-Port Arthur, TX	2024+
Beckley, WV	2024+
Bellingham, WA	2022
Bend-Redmond, OR	2022
Billings, MT	2022
Binghamton, NY	2024+
Birmingham-Hoover, AL	2022
Bismarck, ND	2022
Blacksburg-Christiansburg-Radford, VA	2022
Bloomington, IN	2024+
Bloomington-Normal, IL	2024+
Bloomsburg-Berwick, PA	2022
Boise City, ID	2021
Boston-Cambridge-Newton, MA-NH	2024+
Boulder, CO	2022
Bowling Green, KY	2023
Bremerton-Silverdale, WA	2023
Bridgeport-Stamford-Norwalk, CT	2024+
Brownsville-Harlingen, TX	2022
Brunswick, GA	2023
Buffalo-Cheektowaga-Niagara Falls, NY	2024+
Burlington, NC	2024+
Burlington-South Burlington, VT	2022
California-Lexington Park, MD	2020
Canton-Massillon, OH	2023
Cape Coral-Fort Myers, FL	2022
Cape Girardeau, MO-IL	2022
Carbondale-Marion, IL	2023
Carson City, NV	2022
Casper, WY	2024+
Cedar Rapids, IA	2024+
Chambersburg-Waynesboro, PA	2023
Champaign-Urbana, IL	2022

Charleston, WV	2022
Charleston-North Charleston, SC	2024+
Charlotte-Concord-Gastonia, NC-SC	2022
Charlottesville, VA	2024+
Chattanooga, TN-GA	2022
Cheyenne, WY	2022
Chicago-Naperville-Elgin, IL-IN-WI	2024+
Chico, CA	2024+
Cincinnati, OH-KY-IN	2022
Clarksville, TN-KY	2021
Cleveland, TN	2024+
Cleveland-Elyria, OH	2022
Coeur d`Alene, ID	2020
College Station-Bryan, TX	2023
Colorado Springs, CO	2021
Columbia, MO	2022
Columbia, SC	2022
Columbus, GA-AL	2024+
Columbus, IN	2023
Columbus, OH	2022
Corpus Christi, TX	2023
Corvallis, OR	2023
Crestview-Fort Walton Beach-Destin, FL	2022
Cumberland, MD-WV	2024+
Dallas-Fort Worth-Arlington, TX	2021
Dalton, GA	2024+
Danville, IL	2024+
Daphne-Fairhope-Foley, AL	2021
Davenport-Moline-Rock Island, IA-IL	2024+
Dayton, OH	2024+
Decatur, AL	2022
Decatur, IL	2024+
Deltona-Daytona Beach-Ormond Beach, FL	2022

Denver-Aurora-Lakewood, CO	2022
Des Moines-West Des Moines, IA	2022
Detroit-Warren-Dearborn, MI	2023
Dothan, AL	2022
Dover, DE	2023
Dubuque, IA	2022
Duluth, MN-WI	2024+
Durham-Chapel Hill, NC	2021
East Stroudsburg, PA	2024+
Eau Claire, WI	2022
El Centro, CA	2022
El Paso, TX	2022
Elizabethtown, KY	2024+
Elkhart-Goshen, IN	2021
Elmira, NY	2024+
Erie, PA	2024+
Eugene, OR	2024+
Evansville, IN-KY	2024+
Fairbanks, AK	2024+
Fargo, ND-MN	2022
Farmington, NM	2024+
Fayetteville, NC	2021
Fayetteville-Springdale-Rogers, AR-MO	2024+
Flagstaff, AZ	2023
Flint, MI	2023
Florence, SC	2024+
Florence-Muscle Shoals, AL	2023
Fond du Lac, WI	2022
Fort Collins, CO	2023
Fort Smith, AR-OK	2024+
Fort Wayne, IN	2023
Fresno, CA	2022
Gadsden, AL	2024+

Gainesville, FL	2022
Gainesville, GA	2021
Gettysburg, PA	2022
Glens Falls, NY	2024+
Goldsboro, NC	2022
Grand Forks, ND-MN	2024+
Grand Island, NE	2023
Grand Junction, CO	2023
Grand Rapids-Wyoming, MI	2022
Grants Pass, OR	2022
Great Falls, MT	2024+
Greeley, CO	2022
Green Bay, WI	2022
Greensboro-High Point, NC	2024+
Greenville, NC	2022
Greenville-Mauldin-Easley, SC	2021
Gulfport-Biloxi-Pascagoula, MS	2022
Hagerstown-Martinsburg, MD-WV	2023
Hammond, LA	2022
Hanford-Corcoran, CA	2024+
Harrisburg-Carlisle, PA	2022
Harrisonburg, VA	2022
Hartford-West Hartford-East Hartford, CT	2024+
Hattiesburg, MS	2022
Hickory-Lenoir-Morganton, NC	2021
Hilton Head Island-Bluffton-Beaufort, SC	2022
Hinesville, GA	2022
Homosassa Springs, FL	2021
Hot Springs, AR	2024+
Houma-Thibodaux, LA	2024+
Houston-The Woodlands-Sugar Land, TX	2022
Huntington-Ashland, WV-KY-OH	2024+
Huntsville, AL	2021

Idaho Falls, ID	2020
Indianapolis-Carmel, IN	2022
Iowa City, IA	2024+
Ithaca, NY	2024+
Jackson, MI	2024+
Jackson, MS	2024+
Jackson, TN	2022
Jacksonville, FL	2021
Jacksonville, NC	2022
Janesville-Beloit, WI	2023
Jefferson City, MO	2022
Johnson City, TN	2024+
Johnstown, PA	2024+
Jonesboro, AR	2022
Joplin, MO	2022
Kahului-Wailuku-Lahaina, HI	2024+
Kalamazoo-Portage, MI	2023
Kankakee, IL	2024+
Kansas City, MO-KS	2022
Kennewick-Richland, WA	2022
Killeen-Temple, TX	2021
Kingsport-Bristol-Bristol, TN-VA	2024+
Kingston, NY	2024+
Knoxville, TN	2021
Kokomo, IN	2023
La Crosse-Onalaska, WI-MN	2022
Lafayette, LA	2023
Lafayette-West Lafayette, IN	2024+
Lake Charles, LA	2024+
Lake Havasu City-Kingman, AZ	2021
Lakeland-Winter Haven, FL	2020
Lancaster, PA	2024+
Lansing-East Lansing, MI	2024+

Laredo, TX	2024+
Las Cruces, NM	2023
Las Vegas-Henderson-Paradise, NV	2023
Lawrence, KS	2024+
Lawton, OK	2024+
Lebanon, PA	2023
Lewiston, ID-WA	2024+
Lewiston-Auburn, ME	2021
Lexington-Fayette, KY	2023
Lima, OH	2023
Lincoln, NE	2023
Little Rock-North Little Rock-Conway, AR	2024+
Logan, UT-ID	2021
Longview, TX	2024+
Longview, WA	2022
Los Angeles-Long Beach-Anaheim, CA	2024+
Louisville-Jefferson County, KY-IN	2022
Lubbock, TX	2022
Lynchburg, VA	2024+
Macon-Bibb County, GA	2024+
Madera, CA	2022
Madison, WI	2022
Manchester-Nashua, NH	2023
Manhattan, KS	2024+
Mankato-North Mankato, MN	2023
Mansfield, OH	2024+
McAllen-Edinburg-Mission, TX	2021
Medford, OR	2022
Memphis, TN-MS-AR	2022
Merced, CA	2022
Miami-Fort Lauderdale-West Palm Beach, FL	2023
Michigan City-La Porte, IN	2024+
Midland, MI	2022

Midland, TX	2024+
Milwaukee-Waukesha-West Allis, WI	2024+
Minneapolis-St. Paul-Bloomington, MN-WI	2023
Missoula, MT	2023
Mobile, AL	2024+
Modesto, CA	2022
Monroe, LA	2024+
Monroe, MI	2024+
Montgomery, AL	2024+
Morgantown, WV	2024+
Morristown, TN	2021
Mount Vernon-Anacortes, WA	2022
Muncie, IN	2024+
Muskegon, MI	2024+
Myrtle Beach-North Myrtle Beach-Conway, SC-NC	2022
Napa, CA	2024+
Naples-Immokalee-Marco Island, FL	2021
Nashville-Davidson--Murfreesboro--Franklin, TN	2022
New Bern, NC	2024+
New Haven-Milford, CT	2024+
New Orleans-Metairie, LA	2024+
New York-Newark-Jersey City, NY-NJ-PA	2024+
Niles-Benton Harbor, MI	2024+
North Port-Sarasota-Bradenton, FL	2021
Norwich-New London, CT	2024+
Ocala, FL	2022
Ocean City, NJ	2020
Odessa, TX	2024+
Ogden-Clearfield, UT	2020
Oklahoma City, OK	2023
Olympia-Tumwater, WA	2021
Omaha-Council Bluffs, NE-IA	2022
Orlando-Kissimmee-Sanford, FL	2023

Oshkosh-Neenah, WI	2022
Owensboro, KY	2024+
Oxnard-Thousand Oaks-Ventura, CA	2023
Palm Bay-Melbourne-Titusville, FL	2021
Panama City, FL	2021
Parkersburg-Vienna, WV	2024+
Pensacola-Ferry Pass-Brent, FL	2021
Peoria, IL	2023
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	2023
Phoenix-Mesa-Scottsdale, AZ	2021
Pine Bluff, AR	2024+
Pittsburgh, PA	2024+
Pittsfield, MA	2024+
Pocatello, ID	2020
Port St. Lucie, FL	2021
Portland-South Portland, ME	2022
Portland-Vancouver-Hillsboro, OR-WA	2022
Prescott, AZ	2021
Providence-Warwick, RI-MA	2024+
Provo-Orem, UT	2020
Pueblo, CO	2024+
Punta Gorda, FL	2021
Racine, WI	2024+
Raleigh, NC	2021
Rapid City, SD	2022
Reading, PA	2024+
Redding, CA	2022
Reno, NV	2022
Richmond, VA	2024+
Riverside-San Bernardino-Ontario, CA	2022
Roanoke, VA	2022
Rochester, MN	2022
Rochester, NY	2024+

Rockford, IL	2024+
Rocky Mount, NC	2024+
Rome, GA	2024+
Sacramento--Roseville--Arden-Arcade, CA	2022
Saginaw, MI	2024+
Salem, OR	2022
Salinas, CA	2024+
Salisbury, MD-DE	2022
Salt Lake City, UT	2021
San Angelo, TX	2023
San Antonio-New Braunfels, TX	2021
San Diego-Carlsbad, CA	2023
San Francisco-Oakland-Hayward, CA	2024+
San Jose-Sunnyvale-Santa Clara, CA	2023
San Luis Obispo-Paso Robles-Arroyo Grande, CA	2024+
Santa Cruz-Watsonville, CA	2024+
Santa Fe, NM	2024+
Santa Maria-Santa Barbara, CA	2022
Santa Rosa, CA	2024+
Savannah, GA	2021
Scranton--Wilkes-Barre--Hazleton, PA	2024+
Seattle-Tacoma-Bellevue, WA	2022
Sebastian-Vero Beach, FL	2022
Sebring, FL	2021
Sheboygan, WI	2022
Sherman-Denison, TX	2021
Shreveport-Bossier City, LA	2024+
Sierra Vista-Douglas, AZ	2020
Sioux City, IA-NE-SD	2024+
Sioux Falls, SD	2022
South Bend-Mishawaka, IN-MI	2024+
Spartanburg, SC	2021
Spokane-Spokane Valley, WA	2021

Springfield, IL	2024+
Springfield, MA	2024+
Springfield, MO	2022
Springfield, OH	2024+
St. Cloud, MN	2022
St. George, UT	2020
St. Joseph, MO-KS	2024+
St. Louis, MO-IL	2024+
State College, PA	2024+
Staunton-Waynesboro, VA	2021
Stockton-Lodi, CA	2021
Sumter, SC	2022
Syracuse, NY	2024+
Tallahassee, FL	2022
Tampa-St. Petersburg-Clearwater, FL	2021
Terre Haute, IN	2024+
Texarkana, TX-AR	2024+
The Villages, FL	2022
Toledo, OH	2024+
Topeka, KS	2024+
Trenton, NJ	2022
Tucson, AZ	2022
Tulsa, OK	2024+
Tuscaloosa, AL	2024+
Tyler, TX	2021
Urban Honolulu, HI	2024+
Utica-Rome, NY	2024+
Valdosta, GA	2021
Vallejo-Fairfield, CA	2024+
Victoria, TX	2024+
Vineland-Bridgeton, NJ	2024+
Virginia Beach-Norfolk-Newport News, VA-NC	2024+
Visalia-Porterville, CA	2022

Waco, TX	2021
Walla Walla, WA	2021
Warner Robins, GA	2021
Washington-Arlington-Alexandria, DC-VA-MD-WV	2022
Waterloo-Cedar Falls, IA	2024+
Watertown-Fort Drum, NY	2024+
Wausau, WI	2022
Weirton-Steubenville, WV-OH	2024+
Wenatchee, WA	2022
Wheeling, WV-OH	2024+
Wichita Falls, TX	2022
Wichita, KS	2024+
Williamsport, PA	2024+
Wilmington, NC	2021
Winchester, VA-WV	2021
Winston-Salem, NC	2024+
Worcester, MA-CT	2024+
Yakima, WA	2021
York-Hanover, PA	2024+
Youngstown-Warren-Boardman, OH-PA	2024+
Yuba City, CA	2022
Yuma, AZ	2021