

NEWS RELEASE

BUREAU OF LABOR STATISTICS

U. S. DEPARTMENT OF LABOR



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EMPLOYMENT COST INDEX – December 2017

Compensation costs for civilian workers increased 0.6 percent, seasonally adjusted, for the 3-month period ending in December 2017, the U.S. Bureau of Labor Statistics reported today. **Wages and salaries** (which make up about 70 percent of compensation costs) increased 0.5 percent, and **benefits** (which make up the remaining 30 percent of compensation) increased 0.5 percent. (See chart 1 and tables A, 1, 2, and 3.)

Chart 1. Three-month percent change, seasonally adjusted, civilian workers, compensation

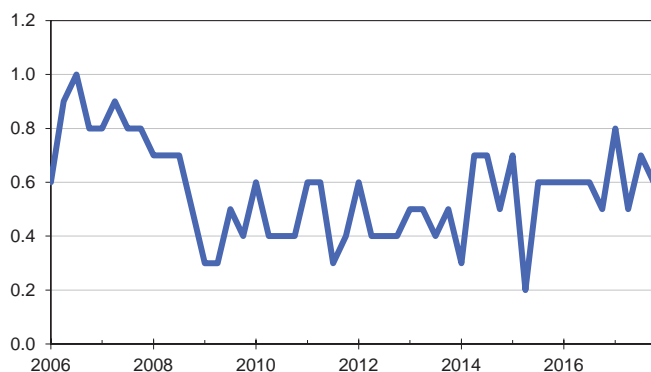


Chart 2. Twelve-month percent change, not seasonally adjusted, civilian workers, wages and salaries and benefits



Civilian Workers

Compensation costs for civilian workers increased 2.6 percent for the 12-month period ending in December 2017. In December 2016, compensation costs increased 2.2 percent. **Wages and salaries** increased 2.5 percent for the 12-month period ending in December 2017 and increased 2.3 percent for the 12-month period ending in December 2016. **Benefit costs** increased 2.5 percent for the 12-month period ending in December 2017. In December 2016, the increase was 2.1 percent. (See chart 2 and tables A, 4, 8, and 12.)

Private Industry Workers

Compensation costs for private industry workers increased 2.6 percent over the year. In December 2016, the increase was 2.2 percent. **Wages and salaries** increased 2.8 percent for the current 12-month period, a larger increase than the December 2016 increase of 2.3 percent. The cost of **benefits** rose 2.3 percent for the 12-month period ending in December 2017, higher than the 1.8 percent increase in December 2016. (See charts 3 and 4 and tables A, 5, 9, and 12.)

Chart 3. Twelve-month percent change, not seasonally adjusted, private industry, benefits and health benefits

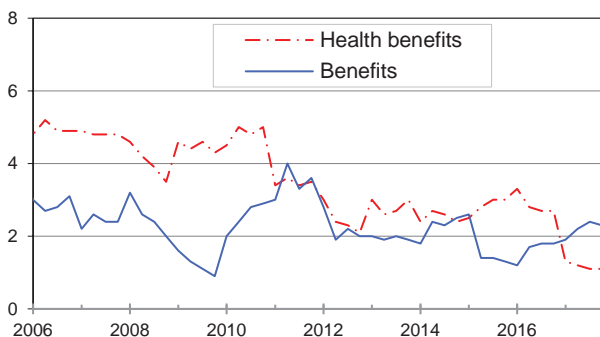
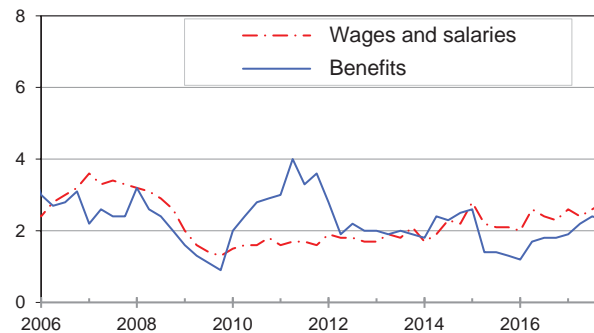


Chart 4. Twelve-month percent change, not seasonally adjusted, private industry, wages and salaries and benefits



Employer costs for **health benefits** increased 1.1 percent for the 12-month period ending in December 2017. (For further information, see chart 3 and www.bls.gov/web/eci/echealth.pdf.)

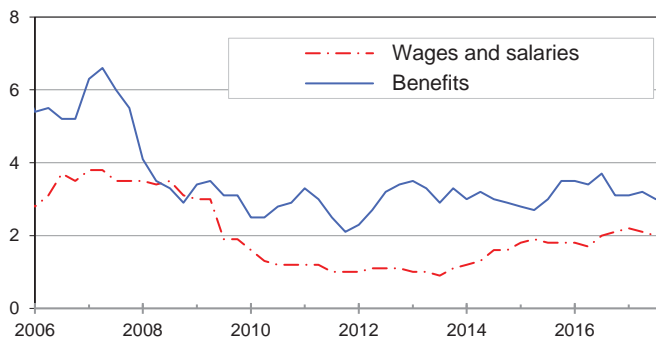
Among **occupational groups**, compensation cost increases for private industry workers for the 12-month period ending in December 2017 ranged from 2.4 percent for management, professional, and related occupations to 3.1 percent for production, transportation, and material moving occupations. (See table 5.)

Among **industry supersectors**, compensation cost increases for private industry workers for the 12-month period ending in December 2017 ranged from 2.0 percent for education and health services and financial activities to 3.6 percent for leisure and hospitality. (See table 5.)

State and Local Government

Compensation costs for state and local government workers increased 2.5 percent for the 12-month period ending in December 2017. In December 2016, the increase was 2.4 percent. **Wages and salaries** increased 2.1 percent for the 12-month period ending in December 2017, the same as the December 2016 increase. **Benefit costs** increased 3.2 percent for the 12-month period ending in December 2017. The prior year's increase was 3.1 percent. (See chart 5 and tables A, 7, 11, and 12.)

Chart 5. Twelve-month percent change, not seasonally adjusted, state and local government, wages and salaries and benefits



Updated Seasonal Factors

The 2018 seasonal factors for directly adjusted series and revised seasonally adjusted series for the past five years are scheduled for release with the March 2018 Employment Cost Index (ECI) on April 27, 2018 at 8:30 a.m. (EDT), see www.bls.gov/ncs/ect/ectsfact.htm.

Table A. Major series of the Employment Cost Index

(Percent change)

Category	3-month, seasonally adjusted		12-month, not seasonally adjusted				
	Sept 2017	Dec. 2017	Dec. 2016	Mar. 2017	Jun. 2017	Sept 2017	Dec. 2017
CIVILIAN WORKERS¹							
Compensation ²	0.7	0.6	2.2	2.4	2.4	2.5	2.6
Wages and salaries	0.7	0.5	2.3	2.5	2.3	2.5	2.5
Benefits	0.8	0.5	2.1	2.2	2.5	2.4	2.5
PRIVATE INDUSTRY							
Compensation ²	0.8	0.5	2.2	2.3	2.4	2.5	2.6
Wages and salaries	0.7	0.6	2.3	2.6	2.4	2.6	2.8
Benefits	0.7	0.4	1.8	1.9	2.2	2.4	2.3
STATE AND LOCAL GOVERNMENT							
Compensation ²	0.6	0.8	2.4	2.6	2.6	2.4	2.5
Wages and salaries	0.5	0.6	2.1	2.2	2.1	2.0	2.1
Benefits	0.8	1.0	3.1	3.1	3.2	3.0	3.2

¹ Includes private industry and state and local government.² Includes wages and salaries and benefits.

The Employment Cost Index for March 2018 is scheduled for release on Friday, April 27, 2018, at 8:30 a.m. (EDT).

Information in this release will be made available to sensory impaired individuals upon request—Voice phone: (202) 691-5200; Federal Relay Service: (800) 877-8339.

BLS news releases, including the ECI, are available through an email subscription service at www.bls.gov/bls/list.htm.

TECHNICAL NOTE

The Employment Cost Index (ECI) measures the change in the cost of labor, free from the influence of employment shifts among occupations and industries. For information on survey concepts, coverage, methods, nonresponse adjustment, and imputation see *National Compensation Survey Handbook of Methods* at www.bls.gov/opub/hom/ncs/home.htm.

Sample size

Data for the December 2017 reference period were collected from a probability sample of approximately 27,600 occupational observations selected from a sample of about 6,600 private industry establishments and approximately 8,000 occupational observations selected from a sample of about 1,400 state and local government establishments that provided data at the initial interview.

Standard errors

To assist users in ascertaining the reliability of Employment Cost Index (ECI) series, standard errors of all current quarter estimates except seasonally adjusted series are made available shortly after publication of the news release, see www.bls.gov/ncs/ect/ectvar.htm. Standard errors provide users a measure of the precision of an estimate to ensure that it is within an acceptable range for their intended purpose.

Historical listings

Historical listings that provide all ECI data are available at www.bls.gov/ect/#tables. Included among these listings is one that provides continuous occupational and industry series. This listing uses the Standard Industrial Classification Manual and Occupational Classification System series through 2005 and the North American Industry Classification System and Standard Occupational Classification from 2006 to the present. It provides the official series from the beginning of the ECI in 1975 through the current quarter. For more information on the criteria used in defining continuous series, see the article published in the *Monthly Labor Review* at www.bls.gov/opub/mlr/2006/04/art2full.pdf.

Employer Costs for Employee Compensation data

The costs per hour worked of compensation components are published in a separate news release titled "Employer Costs for Employee Compensation" (ECEC). These releases are issued 3 months after the reference period. The ECEC release dates are available at www.bls.gov/schedule/2018/home.htm. Historical ECEC data are available in summary documents at www.bls.gov/ect/#tables. Since the ECEC is calculated with current employment weights rather than the fixed weights used in computing the ECI, year-to-year changes in the cost levels usually differ from those in the ECI.

Fixed Employment Weights

For additional information on the use of fixed employment weights in computing the ECI, see www.bls.gov/opub/mlr/2016/article/introducing-2012-fixed-employment-weights-for-the-employment-cost-index.htm.

Table 1. Employment Cost Index for total compensation,¹ by occupational group and industry

(Seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)		Percent changes for 3 months ended—									
	Sep. 2017	Dec. 2017	Dec. 2015	Mar. 2016	Jun. 2016	Sep. 2016	Dec. 2016	Mar. 2017	Jun. 2017	Sep. 2017	Dec. 2017	
Civilian workers												
All workers ²	130.6	131.4	0.6	0.6	0.6	0.6	0.5	0.8	0.5	0.7	0.6	
Industry												
Goods-producing industries ³	128.3	129.0	.7	.5	.6	.3	.6	.6	.5	.9	.5	
Manufacturing	128.3	129.1	.7	.6	.6	.6	.5	.5	.6	1.0	.6	
Service-providing industries ⁴	131.2	131.9	.5	.6	.6	.6	.5	.8	.5	.7	.5	
Education and health services	130.7	131.5	.6	.4	.6	.7	.5	.6	.5	.4	.6	
Educational services	131.4	132.2	.7	.5	.6	.8	.6	.7	.5	.5	.6	
Elementary and secondary schools	131.3	132.1	.9	.5	.6	.9	.5	.6	.5	.6	.6	
Junior colleges, colleges, universities, and professional schools	131.5	132.3	.4	.3	.6	.5	.7	.8	.4	.5	.6	
Health care and social assistance ⁵	130.1	130.9	.5	.4	.6	.5	.5	.5	.5	.3	.6	
Hospitals	131.0	131.8	.6	.5	.6	.5	.7	.5	.5	.5	.6	
Nursing and residential care facilities	127.2	128.1	.4	.7	.7	.6	.6	.5	.6	.6	.7	
Public administration	134.7	135.8	.6	.6	.5	.7	.5	.8	.6	.4	.8	
Private industry workers												
All workers	130.0	130.6	.5	.6	.6	.5	.5	.8	.5	.8	.5	
Occupational group												
Management, professional, and related	129.9	130.7	.5	.5	.3	.5	.5	.7	.7	.4	.6	
Management, business, and financial	131.2	131.8	.6	.5	.2	.6	.7	.8	.8	.5	.5	
Professional and related	129.0	129.9	.6	.5	.3	.4	.2	.6	.7	.3	.7	
Sales and office	129.9	130.3	.6	.8	1.0	.2	.3	.9	.2	1.1	.3	
Sales and related	125.6	125.7	.3	.7	1.3	-.2	-.2	1.3	-.2	1.5	.1	
Office and administrative support	132.9	133.6	.7	.9	.6	.7	.6	.5	.5	.8	.5	
Natural resources, construction, and maintenance	130.5	131.3	.5	.6	.6	.4	.6	.5	.9	.7	.6	
Construction, extraction, farming, fishing, and forestry	131.0	131.5	.4	.7	.7	.3	.8	.9	.5	.8	.4	
Installation, maintenance, and repair	130.0	131.1	.5	.3	.5	.5	.5	.2	1.2	.7	.8	
Production, transportation, and material moving	130.4	131.2	.7	.7	.6	.6	.7	.8	.6	1.1	.6	
Production	128.5	129.3	.7	.7	.6	.6	.5	.6	.6	1.0	.6	
Transportation and material moving	132.8	133.6	.5	.9	.6	.7	.9	.9	.5	1.1	.6	
Service occupations	129.9	131.0	.6	.8	1.0	.7	.7	.9	.5	.5	.8	
Industry												
Goods-producing industries ³	128.3	129.0	.7	.6	.6	.4	.6	.6	.5	.9	.5	
Construction	128.1	128.6	.7	.5	.7	.0	.7	1.0	.4	.5	.4	
Manufacturing	128.3	129.1	.7	.6	.6	.6	.5	.5	.6	1.0	.6	
Aircraft manufacturing	125.8	126.4	.4	1.7	.6	-.9	1.2	1.5	.7	8.4	.5	
Service-providing industries ⁶	130.5	131.2	.5	.6	.6	.6	.4	.8	.6	.7	.5	
Trade, transportation, and utilities	131.8	132.6	.2	1.1	.6	.5	.5	1.0	.4	.9	.6	
Retail trade	132.2	133.1	.7	1.4	.7	.7	.7	.9	.5	.8	.7	
Transportation and warehousing	134.0	135.0	.4	1.2	.5	.6	1.1	.5	.6	1.1	.7	
Utilities	140.8	141.9	.6	.6	.5	.7	.9	.5	.4	.7	.8	
Information	128.2	128.6	.3	.7	.1	.8	.5	.3	1.1	.7	.3	
Financial activities	129.9	130.2	.8	.2	.8	1.2	.6	.2	1.0	.5	.2	
Finance and insurance	130.0	130.4	.9	.1	.8	1.4	.6	.2	1.0	.4	.3	
Credit intermediation and related activities	129.4	129.1	.5	.6	.5	1.4	.6	.6	.8	.4	-.2	
Insurance carriers and related activities	132.4	132.9	1.3	.4	.7	1.2	.2	.9	1.2	-.1	.4	

See footnotes at end of table.

Table 1. Employment Cost Index for total compensation,¹ by occupational group and industry — Continued

(Seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)		Percent changes for 3 months ended—								
	Sep. 2017	Dec. 2017	Dec. 2015	Mar. 2016	Jun. 2016	Sep. 2016	Dec. 2016	Mar. 2017	Jun. 2017	Sep. 2017	Dec. 2017
Industry											
Real estate and rental and leasing	129.2	129.3	0.2	1.0	0.7	0.8	0.7	0.2	0.9	0.8	0.1
Professional and business services	131.5	132.1	.6	.6	.4	.2	.2	.9	.6	1.1	.5
Professional, scientific, and technical services	134.2	134.5	.5	.6	.5	.2	.2	.8	.8	1.2	.2
Administrative and support and waste management and remediation services	127.6	128.6	.7	.6	.1	.2	-.5	.7	.5	1.2	.8
Education and health services	129.6	130.3	.5	.4	.6	.5	.5	.5	.5	.3	.5
Educational services	130.2	130.9	.5	.5	.6	.2	.8	.6	.4	.4	.5
Junior colleges, colleges, universities, and professional schools	131.7	132.3	.5	.3	.5	.4	.7	.6	.4	.8	.5
Health care and social assistance ⁵	129.4	130.2	.5	.4	.6	.5	.4	.6	.5	.2	.6
Hospitals	130.7	131.3	.6	.4	.6	.6	.7	.6	.5	.4	.5
Nursing and residential care facilities	125.7	126.6	.3	.7	.7	.7	.7	.5	.6	.6	.7
Leisure and hospitality	129.5	130.5	.8	1.0	.9	.8	.6	1.9	.5	.3	.8
Accommodation and food services	130.3	131.4	.9	1.1	1.0	1.0	.6	1.8	.7	.2	.8
Other services, except public administration	130.8	131.5	.5	.1	.9	.9	.7	.5	.5	.8	.5
State and local government workers											
All workers	133.3	134.3	.7	.5	.5	.8	.6	.6	.5	.6	.8
Industry											
Education and health services	132.1	133.0	.8	.5	.5	.9	.5	.6	.5	.6	.7
Educational services	131.7	132.6	.7	.5	.6	.9	.5	.7	.5	.5	.7
Schools	131.6	132.5	.8	.5	.6	.9	.6	.6	.5	.5	.7
Elementary and secondary schools	131.7	132.5	.9	.6	.6	.9	.5	.6	.6	.6	.6
Health care and social assistance ⁵	135.1	136.0	.8	.6	.5	.5	.6	.2	.2	1.1	.7
Hospitals	132.5	133.5	.6	.6	.6	.5	.6	.2	.3	1.0	.8
Public administration	134.7	135.8	.6	.6	.5	.7	.5	.8	.6	.4	.8

1 Includes wages, salaries, and employer costs for employee benefits.

2 Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government.

3 Includes mining, construction, and manufacturing.

4 Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; other services, except public administration; and public administration.

5 Includes ambulatory health care services and social assistance, not shown separately.

6 Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; and other services, except public administration.

Table 2. Employment Cost Index for wages and salaries, by occupational group and industry

(Seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)		Percent changes for 3 months ended—								
	Sep. 2017	Dec. 2017	Dec. 2015	Mar. 2016	Jun. 2016	Sep. 2016	Dec. 2016	Mar. 2017	Jun. 2017	Sep. 2017	Dec. 2017
Civilian workers											
All workers ¹	129.2	129.9	0.6	0.6	0.6	0.5	0.5	0.8	0.5	0.7	0.5
Industry											
Goods-producing industries ²	128.6	129.4	.7	.6	.6	.5	.6	.7	.5	.7	.6
Manufacturing	128.7	129.6	.7	.6	.6	.6	.6	.6	.5	.8	.7
Service-providing industries ³	129.3	130.1	.5	.6	.6	.6	.5	.8	.5	.6	.6
Education and health services	127.2	127.9	.5	.5	.6	.5	.5	.6	.5	.4	.6
Educational services	125.2	125.9	.4	.5	.5	.6	.5	.6	.4	.4	.6
Elementary and secondary schools	123.9	124.4	.4	.4	.6	.5	.5	.5	.4	.4	.4
Junior colleges, colleges, universities, and professional schools	127.3	128.1	.3	.4	.6	.6	.6	.8	.2	.5	.6
Health care and social assistance ⁴	129.3	130.2	.5	.5	.6	.6	.4	.6	.7	.2	.7
Hospitals	130.1	130.9	.5	.6	.6	.6	.7	.6	.5	.5	.6
Nursing and residential care facilities	126.5	127.3	.4	.6	.7	.7	.7	.7	.7	.6	.6
Public administration	126.9	127.7	.3	.5	.6	.6	.5	.7	.4	.5	.6
Private industry workers											
All workers	129.9	130.7	.6	.6	.7	.5	.5	.9	.5	.7	.6
Occupational group											
Management, professional, and related	130.4	131.2	.6	.6	.3	.5	.5	.6	.8	.3	.6
Management, business, and financial	131.5	132.4	.6	.7	.2	.5	.9	.5	.8	.3	.7
Professional and related	129.5	130.4	.6	.6	.4	.5	.2	.7	.8	.2	.7
Sales and office	129.5	130.0	.5	.7	1.0	.2	.3	1.1	.0	1.3	.4
Sales and related	125.8	126.1	.2	.5	1.5	-.5	-.2	1.5	-.6	1.8	.3
Office and administrative support	132.2	133.1	.8	1.0	.6	.7	.8	.7	.5	.8	.7
Natural resources, construction, and maintenance	129.7	130.5	.4	.7	.7	.3	.8	.7	.8	.8	.6
Construction, extraction, farming, fishing, and forestry	129.9	130.4	.4	.9	.9	.2	1.0	1.0	.4	1.0	.4
Installation, maintenance, and repair	129.5	130.7	.5	.4	.6	.6	.5	.3	1.3	.5	.9
Production, transportation, and material moving	130.1	130.9	.7	.7	.8	.7	.8	.9	.5	1.1	.6
Production	128.6	129.4	.7	.7	.8	.7	.6	.7	.8	.9	.6
Transportation and material moving	131.9	132.8	.6	.9	.9	.6	1.0	1.1	.5	1.3	.7
Service occupations ⁵	130.1	131.4	.6	1.0	1.0	.9	.7	1.1	.6	.6	1.0
Industry											
Goods-producing industries ²	128.7	129.4	.7	.6	.6	.5	.6	.8	.5	.7	.5
Construction	127.7	128.2	.7	.5	.7	.0	.9	1.1	.4	.6	.4
Manufacturing	128.7	129.6	.7	.6	.6	.6	.6	.6	.5	.8	.7
Aircraft manufacturing	138.6	139.4	.6	.5	.8	.5	.8	.7	.8	.7	.6
Service-providing industries ⁶	130.3	131.1	.5	.7	.6	.6	.5	.8	.6	.7	.6
Trade, transportation, and utilities	130.6	131.4	.2	.9	.8	.3	.5	1.5	.3	.8	.6
Retail trade	132.4	133.3	.7	1.0	.8	.6	.7	1.4	.4	.8	.7
Transportation and warehousing	132.5	133.5	.5	1.2	.9	.6	1.3	.9	.4	1.0	.8
Utilities	137.7	138.7	.5	.6	.5	.8	.9	.8	.6	.3	.7
Information	127.3	127.8	.4	1.1	.6	.9	.6	.0	1.0	.7	.4
Financial activities	130.3	131.2	.9	.3	1.0	1.2	.8	-.2	1.1	.5	.7
Finance and insurance	130.9	132.0	1.0	.1	1.0	1.3	.7	-.2	1.1	.4	.8
Credit intermediation and related activities	127.9	128.3	.5	.6	.5	1.1	.6	.5	.8	.5	.3
Insurance carriers and related activities	131.7	132.4	1.5	.6	1.0	1.4	.3	.5	1.4	-.3	.5

See footnotes at end of table.

Table 2. Employment Cost Index for wages and salaries, by occupational group and industry — Continued

(Seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)		Percent changes for 3 months ended—								
	Sep. 2017	Dec. 2017	Dec. 2015	Mar. 2016	Jun. 2016	Sep. 2016	Dec. 2016	Mar. 2017	Jun. 2017	Sep. 2017	Dec. 2017
Industry											
Professional and business services	131.7	132.2	.6	.7	.4	.2	.2	.7	.5	1.2	.4
Professional, scientific, and technical services	134.4	134.6	.5	.9	.5	.0	.2	.7	.6	1.5	.1
Administrative and support and waste management and remediation services	128.4	129.7	.7	.7	.2	.2	-.5	.8	.4	1.3	1.0
Education and health services	129.2	130.1	.4	.6	.6	.4	.6	.6	.6	.2	.7
Educational services	129.0	129.7	.4	.6	.7	.2	.9	.6	.4	.5	.5
Junior colleges, colleges, universities, and professional schools	129.8	130.4	.3	.4	.6	.5	.8	.6	.3	.9	.4
Health care and social assistance ⁴	129.3	130.1	.5	.5	.6	.6	.4	.6	.7	.2	.6
Hospitals	130.3	131.1	.6	.5	.7	.6	.7	.7	.6	.4	.6
Nursing and residential care facilities	126.4	127.3	.3	.7	.7	.7	.7	.8	.7	.6	.7
Leisure and hospitality	131.3	132.6	.9	1.0	1.0	.9	.7	1.9	.6	.4	1.0
Accommodation and food services	131.9	133.3	.9	1.1	1.2	1.0	.8	1.8	.7	.2	1.0
Other services, except public administration	131.2	132.2	.5	.2	1.0	.9	.8	.3	.6	.8	.7
State and local government workers											
All workers	125.9	126.6	.4	.5	.5	.6	.5	.6	.4	.5	.6
Industry											
Education and health services	125.1	125.7	.4	.4	.5	.6	.5	.6	.4	.5	.5
Educational services	124.5	125.1	.4	.4	.5	.7	.4	.6	.4	.4	.5
Schools	124.5	125.1	.4	.4	.5	.6	.5	.6	.4	.4	.5
Elementary and secondary schools	123.9	124.4	.4	.4	.5	.7	.3	.5	.6	.4	.4
Health care and social assistance ⁴	129.7	130.5	.7	.4	.5	.4	.6	.4	.5	.9	.6
Hospitals	128.8	129.6	.5	.5	.6	.4	.6	.4	.5	1.0	.6
Public administration	126.9	127.7	.3	.5	.6	.6	.5	.7	.4	.5	.6

1 Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government.

2 Includes mining, construction, and manufacturing.

3 Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; other services, except public administration; and public administration.

4 Includes ambulatory health care services and social assistance, not shown separately.

5 The service occupations wages and salaries series is seasonal as of the 2017 seasonal adjustment revision. Historical data for this series are published beginning with March 2012.

6 Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; and other services, except public administration.

Table 3. Employment Cost Index for benefits, by occupational group and industry

(Seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)		Percent changes for 3 months ended—									
	Sep. 2017	Dec. 2017	Dec. 2015	Mar. 2016	Jun. 2016	Sep. 2016	Dec. 2016	Mar. 2017	Jun. 2017	Sep. 2017	Dec. 2017	
Civilian workers												
All workers ¹	134.0	134.7	0.6	0.5	0.5	0.6	0.5	0.7	0.6	0.8	0.5	
Private industry workers												
All workers	130.0	130.5	.4	.5	.4	.5	.4	.6	.6	.7	.4	
Occupational group												
Management, professional, and related	128.9	129.4	.4	.1	.3	.4	.4	.7	.8	.5	.4	
Sales and office	130.9	131.1	.5	1.1	.6	.6	.2	.4	.7	.7	.2	
Natural resources, construction, and maintenance	132.4	133.1	.5	.2	.3	.4	.5	.2	.8	.7	.5	
Production, transportation, and material moving	131.0	131.6	.5	.6	.3	.6	.5	.5	.5	1.2	.5	
Service occupations	129.3	129.9	.5	.6	.6	.6	.5	.6	.4	.5	.4	
Industry												
Goods-producing industries ²	127.5	128.1	.7	.3	.4	.3	.3	.4	.4	1.3	.5	
Manufacturing	127.7	128.1	.8	.4	.4	.4	.2	.5	.5	1.7	.3	
Service-providing industries ³	131.1	131.5	.3	.6	.3	.6	.3	.8	.6	.6	.3	
State and local government workers												
All workers	148.2	149.7	1.2	.6	.6	1.1	.7	.8	.7	.8	1.0	

1 Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government.

2 Includes mining, construction, and manufacturing.

3 Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; and other services, except public administration.

Table 4. Employment Cost Index for total compensation,¹ for civilian workers, by occupational group and industry

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005=100)			Percent changes for—					
				3-months ended—			12-months ended—		
	Dec. 2016	Sep. 2017	Dec. 2017	Dec. 2016	Sep. 2017	Dec. 2017	Dec. 2016	Sep. 2017	Dec. 2017
Civilian workers									
All workers ²	127.9	130.7	131.2	0.3	0.8	0.4	2.2	2.5	2.6
Excluding incentive paid occupations ³	128.2	130.9	131.5	.4	.7	.5	2.3	2.5	2.6
Occupational group									
Management, professional, and related	128.1	130.7	131.2	.3	.6	.4	1.9	2.3	2.4
Management, business, and financial	128.7	131.6	131.9	.5	.6	.2	2.1	2.8	2.5
Professional and related	127.8	130.2	130.8	.2	.6	.5	1.8	2.0	2.3
Sales and office	127.4	130.4	130.6	.1	.9	.2	2.4	2.4	2.5
Sales and related	122.3	125.8	125.7	-.4	1.3	-.1	1.7	2.4	2.8
Office and administrative support	130.5	133.1	133.7	.4	.6	.5	2.8	2.4	2.5
Natural resources, construction, and maintenance	128.1	131.0	131.6	.5	.7	.5	2.2	2.7	2.7
Construction, extraction, farming, fishing, and forestry	128.6	131.3	131.8	.8	.7	.4	2.6	2.9	2.5
Installation, maintenance, and repair	127.7	130.8	131.4	.2	.8	.5	1.8	2.6	2.9
Production, transportation, and material moving	127.5	130.9	131.4	.6	1.2	.4	2.7	3.2	3.1
Production	125.7	128.8	129.4	.6	1.1	.5	2.5	3.0	2.9
Transportation and material moving	129.6	133.4	133.9	.5	1.1	.4	2.9	3.5	3.3
Service occupations	129.1	131.8	132.7	.5	.7	.7	3.1	2.6	2.8
Industry									
Goods-producing industries ⁴	125.8	128.4	128.9	.5	.9	.4	2.1	2.6	2.5
Manufacturing	125.5	128.4	128.9	.3	1.0	.4	2.2	2.6	2.7
Service-providing industries ⁵	128.3	131.1	131.6	.3	.7	.4	2.3	2.5	2.6
Education and health services	128.7	130.8	131.5	.4	.7	.5	2.1	2.0	2.2
Educational services	129.2	131.6	132.2	.5	1.2	.5	2.4	2.3	2.3
Elementary and secondary schools	129.0	131.4	132.1	.4	1.2	.5	2.5	2.3	2.4
Junior colleges, colleges, universities, and professional schools	129.5	131.8	132.4	.5	1.1	.5	2.2	2.3	2.2
Health care and social assistance ⁶	128.3	130.1	130.9	.5	.3	.6	2.0	1.9	2.0
Hospitals	129.1	131.0	131.7	.7	.5	.5	2.4	2.2	2.0
Nursing and residential care facilities	124.9	127.2	127.9	.6	.7	.6	2.5	2.5	2.4
Public administration	132.0	134.7	135.7	.2	.7	.7	2.2	2.3	2.8

1 Includes wages, salaries, and employer costs for employee benefits.

2 Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government.

3 The index for this series is not strictly comparable with other series in this table.

4 Includes mining, construction, and manufacturing.

5 Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; other services, except public administration; and public administration.

6 Includes ambulatory health care services and social assistance, not shown separately.

Table 5. Employment Cost Index for total compensation,¹ for private industry workers, by occupational group and industry

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005=100)			Percent changes for—					
				3-months ended—			12-months ended—		
	Dec. 2016	Sep. 2017	Dec. 2017	Dec. 2016	Sep. 2017	Dec. 2017	Dec. 2016	Sep. 2017	Dec. 2017
Private industry workers									
All workers	127.2	130.0	130.5	0.3	0.6	0.4	2.2	2.5	2.6
Excluding incentive paid occupations ²	127.5	130.2	130.8	.4	.5	.5	2.3	2.5	2.6
Occupational group									
Management, professional, and related	127.4	130.0	130.5	.2	.4	.4	1.7	2.3	2.4
Excluding incentive paid occupations ²	126.9	129.4	129.9	.2	.4	.4	1.8	2.2	2.4
Management, business, and financial	128.4	131.3	131.7	.5	.5	.3	2.1	2.8	2.6
Excluding incentive paid occupations ²	127.8	130.5	130.9	.6	.4	.3	2.2	2.7	2.4
Professional and related	126.7	129.1	129.6	.0	.3	.4	1.4	1.9	2.3
Sales and office	126.8	129.9	130.1	.1	.9	.2	2.3	2.5	2.6
Excluding incentive paid occupations ²	129.2	131.9	132.4	.5	.6	.4	3.0	2.6	2.5
Sales and related	122.2	125.7	125.5	-.4	1.3	-.2	1.7	2.4	2.7
Excluding incentive paid occupations ²	127.0	130.0	130.5	.4	.6	.4	3.3	2.8	2.8
Office and administrative support	130.2	132.8	133.3	.5	.5	.4	2.8	2.5	2.4
Natural resources, construction, and maintenance	127.7	130.6	131.2	.5	.7	.5	2.2	2.8	2.7
Construction, extraction, farming, fishing, and forestry	128.4	131.1	131.6	.9	.7	.4	2.6	3.0	2.5
Installation, maintenance, and repair	127.1	130.2	130.9	.2	.8	.5	1.8	2.6	3.0
Production, transportation, and material moving	127.0	130.4	131.0	.5	1.1	.5	2.7	3.2	3.1
Excluding incentive paid occupations ²	127.2	130.4	131.0	.5	.9	.5	2.7	3.0	3.0
Production	125.5	128.6	129.2	.4	1.1	.5	2.4	2.9	2.9
Excluding incentive paid occupations ²	125.8	128.8	129.5	.5	1.0	.5	2.5	2.9	2.9
Transportation and material moving	129.1	133.0	133.4	.5	1.2	.3	3.0	3.6	3.3
Service occupations	127.2	130.0	130.9	.6	.6	.7	3.2	2.8	2.9
Industry and occupational group									
Goods-producing industries ³	125.8	128.4	128.9	.5	.9	.4	2.1	2.6	2.5
Excluding incentive paid occupations ²	126.1	128.7	129.3	.5	.8	.5	2.3	2.5	2.5
Management, professional, and related	124.2	126.6	127.1	.2	.8	.4	1.7	2.2	2.3
Sales and office	127.3	129.7	129.4	.4	1.2	-.2	1.5	2.3	1.6
Natural resources, construction, and maintenance	127.7	130.3	131.1	.6	.6	.6	2.3	2.7	2.7
Production, transportation, and material moving	125.1	128.1	128.7	.4	1.1	.5	2.4	2.8	2.9
Construction	125.8	128.3	128.8	.7	.8	.4	1.9	2.7	2.4
Manufacturing	125.5	128.4	128.9	.3	1.0	.4	2.2	2.6	2.7
Management, professional, and related	125.3	128.1	128.5	.2	.9	.3	2.2	2.5	2.6
Sales and office	128.5	130.9	131.3	.3	.7	.3	1.7	2.2	2.2
Natural resources, construction, and maintenance	127.2	129.6	130.7	.2	1.0	.8	2.2	2.1	2.8
Production, transportation, and material moving	124.8	127.8	128.3	.5	1.2	.4	2.4	2.9	2.8
Aircraft manufacturing	112.9	128.9	128.9	.8	10.6	.0	2.5	15.1	14.2

See footnotes at end of table.

Table 5. Employment Cost Index for total compensation,¹ for private industry workers, by occupational group and industry — Continued

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005=100)			Percent changes for—					
				3-months ended—			12-months ended—		
	Dec. 2016	Sep. 2017	Dec. 2017	Dec. 2016	Sep. 2017	Dec. 2017	Dec. 2016	Sep. 2017	Dec. 2017
Service-providing industries ⁴	127.7	130.6	131.0	0.3	0.6	0.3	2.2	2.6	2.6
Excluding incentive paid occupations ²	128.0	130.8	131.3	.3	.5	.4	2.3	2.5	2.6
Management, professional, and related	128.0	130.7	131.1	.2	.4	.3	1.7	2.3	2.4
Sales and office	126.8	129.9	130.1	.1	.9	.2	2.4	2.5	2.6
Natural resources, construction, and maintenance	127.8	131.1	131.4	.3	.8	.2	2.0	2.9	2.8
Production, transportation, and material moving	129.5	133.3	133.8	.6	1.1	.4	3.1	3.6	3.3
Service occupations	127.2	130.0	130.9	.6	.6	.7	3.2	2.8	2.9
Trade, transportation, and utilities	128.5	131.9	132.3	.2	.8	.3	2.8	2.9	3.0
Excluding incentive paid occupations ²	129.4	132.3	132.9	.5	.5	.5	3.2	2.7	2.7
Wholesale trade	124.8	128.2	128.6	-.2	.7	.3	1.1	2.6	3.0
Excluding incentive paid occupations ²	128.1	130.9	131.6	.2	.4	.5	2.2	2.4	2.7
Retail trade	129.1	132.3	132.8	.5	.7	.4	3.7	3.0	2.9
Excluding incentive paid occupations ²	128.1	131.0	131.5	.7	.5	.4	4.0	3.0	2.7
Transportation and warehousing	130.7	134.2	134.6	.6	1.1	.3	3.5	3.3	3.0
Utilities	137.8	140.9	141.2	.4	.5	.2	2.6	2.6	2.5
Information	125.4	128.3	128.4	.3	.5	.1	2.2	2.6	2.4
Financial activities	127.4	129.9	129.9	.3	.2	.0	2.9	2.3	2.0
Excluding incentive paid occupations ²	127.8	130.6	130.5	.2	.4	-.1	2.5	2.4	2.1
Finance and insurance	127.6	130.1	130.1	.2	.2	.0	2.8	2.2	2.0
Credit intermediation and related activities	126.8	129.5	128.8	.2	.2	-.5	3.0	2.4	1.6
Excluding incentive paid occupations ²	130.2	133.4	132.8	.2	.2	-.4	2.8	2.6	2.0
Insurance carriers and related activities	129.5	132.5	132.6	.0	-.2	.1	2.7	2.3	2.4
Excluding incentive paid occupations ²	128.4	131.3	131.5	.1	.3	.2	2.0	2.3	2.4
Real estate and rental and leasing	126.7	129.2	129.3	.6	.7	.1	3.3	2.6	2.1
Excluding incentive paid occupations ²	129.8	132.2	132.3	.4	.6	.1	2.9	2.2	1.9
Professional and business services	128.0	131.5	131.9	.0	.9	.3	1.2	2.7	3.0
Professional, scientific, and technical services	130.2	134.0	134.1	.2	.9	.1	1.5	3.1	3.0
Administrative and support and waste management and remediation services	124.6	127.8	128.5	-.6	1.3	.5	.5	1.9	3.1
Education and health services	127.8	129.6	130.4	.5	.3	.6	1.9	1.9	2.0
Educational services	128.6	130.5	131.1	.6	.9	.5	2.1	2.1	1.9
Junior colleges, colleges, universities, and professional schools	129.6	132.0	132.5	.6	1.3	.4	2.0	2.5	2.2
Health care and social assistance ⁵	127.6	129.5	130.2	.4	.2	.5	1.8	1.9	2.0
Hospitals	128.7	130.7	131.3	.7	.3	.5	2.3	2.3	2.0
Nursing and residential care facilities	123.5	125.7	126.5	.7	.6	.6	2.7	2.4	2.4
Nursing care facilities ²	123.6	125.6	126.3	.7	.6	.6	2.3	2.4	2.2
Leisure and hospitality	125.8	129.6	130.3	.4	.5	.5	3.3	3.4	3.6
Accommodation and food services	126.6	130.4	131.2	.3	.3	.6	3.7	3.3	3.6
Other services, except public administration	128.2	131.1	131.3	.2	.9	.2	2.6	2.5	2.4

1 Includes wages, salaries, and employer costs for employee benefits.

2 The index for this series is not strictly comparable with other series in this table.

3 Includes mining, construction, and manufacturing.

4 Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; and other services, except public administration.

5 Includes ambulatory health care services and social assistance, not shown separately.

Table 6. Employment Cost Index for total compensation,¹ for private industry workers, by bargaining status and census region and division

(Not seasonally adjusted)

Bargaining status and census region and division	Indexes (Dec. 2005=100)			Percent changes for—					
				3-months ended—			12-months ended—		
	Dec. 2016	Sep. 2017	Dec. 2017	Dec. 2016	Sep. 2017	Dec. 2017	Dec. 2016	Sep. 2017	Dec. 2017
Bargaining status									
Union	130.6	133.7	134.5	0.2	0.8	0.6	1.5	2.5	3.0
Goods-producing industries ²	128.0	131.2	131.8	.7	1.4	.5	2.1	3.2	3.0
Manufacturing	122.8	126.8	127.2	.7	2.3	.3	2.0	4.0	3.6
Service-providing industries ³	133.1	136.1	137.1	-.1	.4	.7	1.3	2.2	3.0
Nonunion	126.6	129.5	129.9	.2	.7	.3	2.3	2.5	2.6
Goods-producing industries ²	125.1	127.6	128.1	.4	.8	.4	2.1	2.4	2.4
Manufacturing	126.3	129.0	129.5	.2	.8	.4	2.3	2.4	2.5
Service-providing industries ³	127.1	130.0	130.4	.3	.6	.3	2.3	2.6	2.6
Census region and division⁴									
Northeast	128.7	131.8	132.0	.4	.5	.2	2.5	2.8	2.6
New England	131.1	134.9	135.3	.7	.8	.3	2.7	3.6	3.2
Middle Atlantic	127.8	130.7	130.9	.3	.4	.2	2.4	2.6	2.4
South	126.2	128.7	129.2	.0	.6	.4	1.3	2.0	2.4
South Atlantic	127.8	130.4	131.1	.3	.5	.5	1.8	2.4	2.6
East South Central	125.5	128.8	128.4	.3	1.4	-.3	2.5	3.0	2.3
West South Central	123.8	125.9	126.4	-.6	.5	.4	.2	1.0	2.1
Midwest	125.7	128.0	128.5	.3	.5	.4	2.6	2.2	2.2
East North Central	124.1	126.5	127.0	.4	.4	.4	2.5	2.3	2.3
West North Central	129.8	131.7	132.1	.2	.6	.3	3.2	1.7	1.8
West	128.6	132.3	132.9	.5	1.0	.5	2.6	3.4	3.3
Mountain	126.4	129.4	130.0	.5	.5	.5	1.9	2.9	2.8
Pacific	129.6	133.6	134.2	.6	1.2	.4	2.9	3.7	3.5

1 Includes wages, salaries, and employer costs for employee benefits.

2 Includes mining, construction, and manufacturing.

3 Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; and other services, except public administration.

4 The census divisions are defined as follows: New England: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont; Middle Atlantic: New Jersey, New York, and Pennsylvania; South Atlantic: Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, and West Virginia; East South Central: Alabama, Kentucky, Mississippi, and Tennessee; West South Central: Arkansas, Louisiana, Oklahoma, and Texas; East North Central: Illinois, Indiana, Michigan, Ohio, and Wisconsin; West North Central: Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota; Mountain: Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming; and Pacific: Alaska, California, Hawaii, Oregon, and Washington.

NOTE: The indexes for these series are not strictly comparable to those for the aggregate, occupation, and industry series. Dashes indicate data not available.

Table 7. Employment Cost Index for total compensation,¹ for State and local government workers, by occupational group and industry

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005=100)			Percent changes for—					
				3-months ended—			12-months ended—		
	Dec. 2016	Sep. 2017	Dec. 2017	Dec. 2016	Sep. 2017	Dec. 2017	Dec. 2016	Sep. 2017	Dec. 2017
State and local government workers									
All workers	130.9	133.4	134.2	0.5	1.1	0.6	2.4	2.4	2.5
Occupational group									
Management, professional, and related	129.8	132.3	133.0	.4	1.1	.5	2.4	2.3	2.5
Professional and related	129.7	132.1	132.8	.5	1.1	.5	2.4	2.3	2.4
Sales and office	132.4	134.8	135.7	.1	.9	.7	2.5	1.9	2.5
Office and administrative support	132.4	134.9	135.7	.0	1.0	.6	2.4	1.9	2.5
Service occupations	133.5	136.1	137.0	.5	1.0	.7	2.7	2.4	2.6
Industry									
Education and health services	129.8	132.2	132.9	.4	1.2	.5	2.4	2.2	2.4
Educational services	129.4	131.9	132.5	.4	1.2	.5	2.5	2.3	2.4
Schools ²	129.4	131.8	132.4	.5	1.2	.5	2.5	2.3	2.3
Elementary and secondary schools	129.3	131.8	132.5	.4	1.3	.5	2.5	2.3	2.5
Health care and social assistance ³	132.8	135.0	135.8	.5	1.1	.6	2.2	2.1	2.3
Hospitals	130.5	132.6	133.4	.5	1.1	.6	2.4	2.2	2.2
Public administration	132.0	134.7	135.7	.2	.7	.7	2.2	2.3	2.8

1 Includes wages, salaries, and employer costs for employee benefits.

2 Includes elementary and secondary schools; junior colleges; colleges, universities, and professional schools.

3 Includes ambulatory health care services and social assistance, not shown separately.

Table 8. Employment Cost Index for wages and salaries, for civilian workers, by occupational group and industry

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005=100)			Percent changes for—					
				3-months ended—			12-months ended—		
	Dec. 2016	Sep. 2017	Dec. 2017	Dec. 2016	Sep. 2017	Dec. 2017	Dec. 2016	Sep. 2017	Dec. 2017
Civilian workers									
All workers ¹	126.6	129.3	129.8	0.4	0.8	0.4	2.3	2.5	2.5
Excluding incentive paid occupations ²	126.7	129.2	129.9	.5	.6	.5	2.5	2.5	2.5
Occupational group									
Management, professional, and related	126.8	129.1	129.6	.3	.5	.4	2.0	2.1	2.2
Management, business, and financial	128.7	131.2	131.7	.6	.6	.4	2.4	2.6	2.3
Professional and related	125.7	128.0	128.5	.1	.5	.4	1.7	1.9	2.2
Sales and office	126.0	129.2	129.5	.1	1.0	.2	2.1	2.6	2.8
Sales and related	122.1	126.0	125.8	-.5	1.6	-.2	1.2	2.7	3.0
Office and administrative support	128.8	131.4	132.0	.5	.6	.5	3.0	2.6	2.5
Natural resources, construction, and maintenance	126.6	129.6	130.3	.6	.8	.5	2.5	2.9	2.9
Construction, extraction, farming, fishing, and forestry	126.6	129.6	130.2	1.0	.8	.5	3.0	3.3	2.8
Installation, maintenance, and repair	126.7	129.8	130.5	.2	.9	.5	2.0	2.7	3.0
Production, transportation, and material moving	126.7	130.2	130.8	.7	1.1	.5	3.2	3.5	3.2
Production	125.7	128.8	129.5	.7	.9	.5	2.9	3.2	3.0
Transportation and material moving	127.9	131.8	132.3	.6	1.2	.4	3.4	3.7	3.4
Service occupations	127.0	129.8	130.8	.6	.7	.8	3.3	2.8	3.0
Industry									
Goods-producing industries ³	126.1	128.7	129.3	.5	.7	.5	2.4	2.5	2.5
Manufacturing	126.2	128.7	129.3	.4	.6	.5	2.6	2.4	2.5
Service-providing industries ⁴	126.6	129.4	129.9	.3	.7	.4	2.3	2.5	2.6
Education and health services	125.4	127.4	128.0	.4	.7	.5	2.0	2.0	2.1
Educational services	123.7	125.6	126.0	.4	1.0	.3	2.1	1.9	1.9
Elementary and secondary schools	122.4	124.3	124.6	.2	1.1	.2	1.9	1.8	1.8
Junior colleges, colleges, universities, and professional schools	125.5	127.6	128.2	.5	1.0	.5	2.1	2.2	2.2
Health care and social assistance ⁵	127.4	129.4	130.2	.5	.3	.6	2.1	2.1	2.2
Hospitals	128.0	130.1	130.9	.7	.5	.6	2.5	2.4	2.3
Nursing and residential care facilities	123.9	126.5	127.3	.7	.6	.6	2.7	2.8	2.7
Public administration	124.9	127.0	127.7	.4	.7	.6	2.1	2.1	2.2

1 Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government.

2 The index for this series is not strictly comparable with other series in this table.

3 Includes mining, construction, and manufacturing.

4 Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; other services, except public administration; and public administration.

5 Includes ambulatory health care services and social assistance, not shown separately.

Table 9. Employment Cost Index for wages and salaries, for private industry workers, by occupational group and industry

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005=100)			Percent changes for—					
				3-months ended—			12-months ended—		
	Dec. 2016	Sep. 2017	Dec. 2017	Dec. 2016	Sep. 2017	Dec. 2017	Dec. 2016	Sep. 2017	Dec. 2017
Private industry workers									
All workers	127.1	130.0	130.6	0.3	0.7	0.5	2.3	2.6	2.8
Excluding incentive paid occupations ¹	127.3	130.0	130.7	.5	.5	.5	2.5	2.6	2.7
Occupational group									
Management, professional, and related	128.1	130.5	131.1	.3	.4	.5	2.0	2.2	2.3
Excluding incentive paid occupations ¹	127.2	129.5	130.1	.3	.3	.5	2.0	2.1	2.3
Management, business, and financial	129.2	131.8	132.3	.6	.6	.4	2.4	2.6	2.4
Excluding incentive paid occupations ¹	128.0	130.3	130.8	.6	.4	.4	2.6	2.4	2.2
Professional and related	127.2	129.6	130.2	.0	.2	.5	1.6	1.9	2.4
Sales and office	126.2	129.5	129.8	.1	1.0	.2	2.2	2.7	2.9
Excluding incentive paid occupations ¹	128.5	131.5	132.2	.5	.7	.5	3.0	2.9	2.9
Sales and related	122.2	126.0	125.9	-.5	1.5	-.1	1.2	2.6	3.0
Excluding incentive paid occupations ¹	127.0	130.5	131.0	.5	.8	.4	3.0	3.2	3.1
Office and administrative support	129.5	132.2	132.9	.6	.6	.5	3.1	2.7	2.6
Natural resources, construction, and maintenance	126.7	129.8	130.4	.6	.8	.5	2.6	3.0	2.9
Construction, extraction, farming, fishing, and forestry	126.9	129.9	130.4	1.0	.9	.4	3.1	3.4	2.8
Installation, maintenance, and repair	126.6	129.7	130.5	.2	.7	.6	2.0	2.6	3.1
Production, transportation, and material moving	126.6	130.1	130.7	.6	1.0	.5	3.1	3.3	3.2
Excluding incentive paid occupations ¹	126.9	130.2	130.8	.6	.9	.5	3.1	3.3	3.1
Production	125.4	128.6	129.3	.5	.9	.5	2.8	3.0	3.1
Excluding incentive paid occupations ¹	125.6	128.8	129.5	.5	.9	.5	2.8	3.0	3.1
Transportation and material moving	128.1	132.1	132.6	.7	1.3	.4	3.5	3.9	3.5
Service occupations	127.1	130.2	131.3	.6	.7	.8	3.5	3.0	3.3
Industry and occupational group									
Goods-producing industries ²	126.2	128.8	129.3	.6	.7	.4	2.4	2.6	2.5
Excluding incentive paid occupations ¹	126.6	129.2	129.8	.6	.6	.5	2.6	2.7	2.5
Management, professional, and related	126.7	128.5	129.0	.3	.2	.4	2.1	1.7	1.8
Sales and office	127.5	130.2	129.9	.6	1.6	-.2	1.6	2.7	1.9
Natural resources, construction, and maintenance	126.6	129.5	130.4	.8	.6	.7	2.7	3.1	3.0
Production, transportation, and material moving	125.1	128.1	128.8	.6	.9	.5	2.8	3.0	3.0
Construction	125.3	127.9	128.4	.9	.9	.4	2.1	3.0	2.5
Manufacturing	126.2	128.7	129.3	.4	.6	.5	2.6	2.4	2.5
Management, professional, and related	127.3	129.2	129.6	.2	.2	.3	2.6	1.7	1.8
Sales and office	128.1	130.8	131.6	.4	.8	.6	2.0	2.5	2.7
Natural resources, construction, and maintenance	127.5	129.8	131.0	.3	.8	.9	2.4	2.1	2.7
Production, transportation, and material moving	124.8	127.8	128.5	.6	.9	.5	2.8	3.0	3.0
Aircraft manufacturing	134.7	138.5	138.4	.1	.4	-.1	2.6	3.0	2.7

See footnotes at end of table.

Table 9. Employment Cost Index for wages and salaries, for private industry workers, by occupational group and industry — Continued

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005=100)			Percent changes for—					
				3-months ended—			12-months ended—		
	Dec. 2016	Sep. 2017	Dec. 2017	Dec. 2016	Sep. 2017	Dec. 2017	Dec. 2016	Sep. 2017	Dec. 2017
Service-providing industries ³	127.4	130.4	131.0	0.2	0.7	0.5	2.3	2.6	2.8
Excluding incentive paid occupations ¹	127.6	130.3	131.0	.5	.5	.5	2.6	2.6	2.7
Management, professional, and related	128.3	130.9	131.4	.3	.5	.4	1.9	2.3	2.4
Sales and office	126.1	129.4	129.8	.0	.9	.3	2.3	2.6	2.9
Natural resources, construction, and maintenance	126.8	130.2	130.5	.2	1.0	.2	2.3	2.9	2.9
Production, transportation, and material moving	128.3	132.3	132.9	.6	1.1	.5	3.4	3.8	3.6
Service occupations	127.1	130.2	131.2	.6	.7	.8	3.5	3.0	3.2
Trade, transportation, and utilities	127.1	130.8	131.2	.3	.9	.3	2.6	3.2	3.2
Excluding incentive paid occupations ¹	127.7	130.8	131.4	.6	.5	.5	3.2	3.1	2.9
Wholesale trade	121.9	125.7	126.0	-.3	1.0	.2	.7	2.8	3.4
Excluding incentive paid occupations ¹	124.6	127.6	128.2	.2	.5	.5	2.1	2.7	2.9
Retail trade	128.9	132.6	133.2	.5	.8	.5	3.2	3.4	3.3
Excluding incentive paid occupations ¹	127.5	130.8	131.4	.8	.5	.5	3.4	3.4	3.1
Transportation and warehousing	129.1	132.8	133.1	.7	1.1	.2	3.9	3.6	3.1
Utilities	135.0	137.9	138.2	.4	.2	.2	2.7	2.5	2.4
Information	124.9	127.4	127.5	.4	.6	.1	3.2	2.4	2.1
Financial activities	128.2	130.5	130.9	.5	.3	.3	3.3	2.3	2.1
Excluding incentive paid occupations ¹	128.2	130.7	130.9	.4	.4	.2	2.8	2.3	2.1
Finance and insurance	128.8	131.1	131.6	.3	.2	.4	3.1	2.1	2.2
Credit intermediation and related activities	125.2	127.9	128.0	.3	.2	.1	2.8	2.5	2.2
Excluding incentive paid occupations ¹	128.7	131.8	132.0	.3	.3	.2	2.7	2.7	2.6
Insurance carriers and related activities	129.4	131.8	132.1	.0	-.5	.2	3.4	1.9	2.1
Excluding incentive paid occupations ¹	127.4	129.6	129.8	.2	.3	.2	2.5	1.9	1.9
Real estate and rental and leasing	125.4	128.0	128.2	.8	.9	.2	3.8	2.9	2.2
Excluding incentive paid occupations ¹	128.6	131.0	131.3	.4	.7	.2	3.2	2.3	2.1
Professional and business services	128.3	131.6	132.0	.0	1.1	.3	1.3	2.6	2.9
Professional, scientific, and technical services	130.4	134.1	134.2	.2	1.1	.1	1.6	3.0	2.9
Administrative and support and waste management and remediation services	125.3	128.7	129.6	-.7	1.4	.7	.6	2.0	3.4
Education and health services	127.3	129.3	130.1	.5	.4	.6	2.1	2.1	2.2
Educational services	127.4	129.4	130.0	.7	1.1	.5	2.3	2.3	2.0
Junior colleges, colleges, universities, and professional schools	127.7	130.1	130.7	.8	1.5	.5	2.2	2.7	2.3
Health care and social assistance ⁴	127.3	129.3	130.2	.4	.2	.7	2.1	2.0	2.3
Hospitals	128.3	130.3	131.1	.7	.3	.6	2.5	2.3	2.2
Nursing and residential care facilities	123.8	126.4	127.3	.7	.6	.7	2.8	2.8	2.8
Nursing care facilities ¹	123.9	126.2	127.0	.6	.6	.6	2.5	2.5	2.5
Leisure and hospitality	127.4	131.4	132.3	.4	.5	.7	3.7	3.5	3.8
Accommodation and food services	128.2	132.1	133.0	.4	.4	.7	4.1	3.4	3.7
Other services, except public administration	128.7	131.5	131.8	.2	1.0	.2	2.8	2.4	2.4

1 The index for this series is not strictly comparable with other series in this table.

2 Includes mining, construction, and manufacturing.

3 Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; and other services, except public administration.

4 Includes ambulatory health care services and social assistance, not shown separately.

Table 10. Employment Cost Index for wages and salaries, for private industry workers, by bargaining status and census region and division

(Not seasonally adjusted)

Bargaining status and census region and division	Indexes (Dec. 2005=100)			Percent changes for—					
				3-months ended—			12-months ended—		
	Dec. 2016	Sep. 2017	Dec. 2017	Dec. 2016	Sep. 2017	Dec. 2017	Dec. 2016	Sep. 2017	Dec. 2017
Bargaining status									
Union	127.3	129.9	130.9	0.1	0.5	0.8	1.4	2.1	2.8
Goods-producing industries ¹	124.7	126.8	127.6	.8	.6	.6	2.3	2.5	2.3
Manufacturing	122.3	124.5	125.2	.7	.7	.6	2.3	2.6	2.4
Service-providing industries ²	129.4	132.2	133.3	-.3	.5	.8	1.1	1.8	3.0
Nonunion	127.1	130.0	130.6	.4	.7	.5	2.5	2.7	2.8
Goods-producing industries ¹	126.6	129.3	129.8	.6	.8	.4	2.5	2.7	2.5
Manufacturing	127.1	129.7	130.3	.4	.6	.5	2.7	2.4	2.5
Service-providing industries ²	127.3	130.3	130.8	.4	.8	.4	2.5	2.8	2.7
Census region and division³									
Northeast	128.3	131.5	131.7	.5	.6	.2	2.9	3.0	2.7
New England	132.1	136.4	136.8	.8	.9	.3	2.9	4.0	3.6
Middle Atlantic	126.9	129.6	129.8	.5	.4	.2	2.9	2.6	2.3
South	126.7	129.5	130.1	-.1	.7	.5	1.4	2.1	2.7
South Atlantic	128.3	131.1	132.0	.3	.6	.7	1.8	2.5	2.9
East South Central	125.5	129.1	128.6	.2	1.5	-.4	2.4	3.1	2.5
West South Central	124.5	127.1	127.5	-.8	.6	.3	.2	1.3	2.4
Midwest	125.3	127.5	128.1	.4	.5	.5	2.9	2.2	2.2
East North Central	123.4	125.9	126.5	.5	.5	.5	2.7	2.5	2.5
West North Central	129.8	131.6	132.1	.3	.7	.4	3.2	1.7	1.8
West	128.7	132.2	132.9	.6	1.0	.5	2.8	3.4	3.3
Mountain	127.0	130.0	130.8	.5	.5	.6	1.7	2.8	3.0
Pacific	129.5	133.2	133.8	.7	1.1	.5	3.3	3.6	3.3

¹ Includes mining, construction, and manufacturing.

² Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; and other services, except public administration.

³ The census divisions are defined as follows: New England: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont; Middle Atlantic: New Jersey, New York, and Pennsylvania; South Atlantic: Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, and West Virginia; East South Central: Alabama, Kentucky, Mississippi, and Tennessee; West South Central: Arkansas, Louisiana, Oklahoma, and Texas; East North Central: Illinois, Indiana, Michigan, Ohio, and Wisconsin; West North Central: Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota; Mountain: Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming; and Pacific: Alaska, California, Hawaii, Oregon, and Washington.

NOTE: The indexes for these series are not strictly comparable to those for the aggregate, occupation, and industry series. Dashes indicate data not available.

Table 11. Employment Cost Index for wages and salaries, for State and local government workers, by occupational group and industry

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005=100)			Percent changes for—					
				3-months ended—			12-months ended—		
	Dec. 2016	Sep. 2017	Dec. 2017	Dec. 2016	Sep. 2017	Dec. 2017	Dec. 2016	Sep. 2017	Dec. 2017
State and local government workers									
All workers	124.1	126.1	126.7	0.4	0.9	0.5	2.1	2.0	2.1
Occupational group									
Management, professional, and related	123.4	125.4	125.9	.3	.9	.4	1.9	2.0	2.0
Professional and related	123.3	125.2	125.7	.3	.9	.4	1.9	1.9	1.9
Sales and office	123.8	125.5	126.2	.2	.6	.6	1.9	1.5	1.9
Office and administrative support	124.2	125.9	126.6	.2	.6	.6	1.9	1.5	1.9
Service occupations	126.5	128.6	129.3	.6	.9	.5	2.3	2.2	2.2
Industry									
Education and health services	123.4	125.4	125.8	.2	1.0	.3	2.0	1.9	1.9
Educational services	122.9	124.9	125.2	.2	1.1	.2	1.9	1.9	1.9
Schools ¹	122.9	124.8	125.2	.2	1.0	.3	2.0	1.8	1.9
Elementary and secondary schools	122.3	124.3	124.6	.2	1.1	.2	1.9	1.8	1.9
Health care and social assistance ²	127.6	129.7	130.6	.6	.9	.7	1.9	2.3	2.4
Hospitals	126.6	128.8	129.7	.7	1.0	.7	2.2	2.5	2.4
Public administration	124.9	127.0	127.7	.4	.7	.6	2.1	2.1	2.2

1 Includes elementary and secondary schools; junior colleges; colleges, universities, and professional schools.

2 Includes ambulatory health care services and social assistance, not shown separately.

Table 12. Employment Cost Index for benefits, by occupational group, industry, and bargaining status

(Not seasonally adjusted)

Occupational group, industry, and bargaining status	Indexes (Dec. 2005=100)			Percent changes for—					
				3-months ended—			12-months ended—		
	Dec. 2016	Sep. 2017	Dec. 2017	Dec. 2016	Sep. 2017	Dec. 2017	Dec. 2016	Sep. 2017	Dec. 2017
Civilian workers									
All workers ¹	131.1	134.0	134.4	0.2	0.8	0.3	2.1	2.4	2.5
Private industry workers									
All workers	127.3	130.0	130.2	.2	.5	.2	1.8	2.4	2.3
Occupational group									
Management, professional, and related	126.0	128.9	129.1	.2	.5	.2	1.2	2.5	2.5
Sales and office	128.4	130.8	130.8	.1	.5	.0	2.7	1.9	1.9
Natural resources, construction, and maintenance	129.9	132.4	132.9	.4	.5	.4	1.6	2.3	2.3
Production, transportation, and material moving	127.9	131.0	131.4	.4	1.1	.3	2.0	2.8	2.7
Service occupations	127.1	129.2	129.7	.4	.5	.4	2.3	2.1	2.0
Industry									
Goods-producing industries ²	124.9	127.6	128.0	.2	1.2	.3	1.5	2.4	2.5
Manufacturing	124.3	127.7	128.0	.2	1.7	.2	1.5	2.9	3.0
Aircraft manufacturing	89.6	118.2	118.3	1.8	26.6	.1	2.5	34.3	32.0
Service-providing industries ³	128.3	131.0	131.2	.2	.4	.2	1.9	2.3	2.3
Bargaining status									
Union	136.1	139.9	140.6	.4	1.1	.5	1.6	3.2	3.3
Nonunion	125.5	128.0	128.2	.2	.5	.2	1.8	2.2	2.2
State and local government workers									
All workers	145.0	148.6	149.7	.5	1.5	.7	3.1	3.0	3.2

1 Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government.

2 Includes mining, construction, and manufacturing.

3 Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; and other services, except public administration.

Table 13. Employment Cost Index for total compensation,¹ and wages and salaries, for private industry workers, by area

(Not seasonally adjusted)

Census region and metropolitan area ²	Percent changes for 12 months ended—					
	Total compensation			Wages and salaries		
	Dec. 2016	Sep. 2017	Dec. 2017	Dec. 2016	Sep. 2017	Dec. 2017
Northeast						
Boston–Worcester–Manchester, MA–NH CSA	2.3	3.0	2.4	2.9	2.8	2.2
New York–Newark–Bridgeport, NY–NJ–CT–PA CSA	2.3	2.9	2.4	3.3	3.2	2.4
Philadelphia–Camden–Vineland, PA–NJ–DE–MD CSA	2.2	2.1	2.7	2.4	1.8	2.4
South						
Atlanta–Sandy Springs–Gainesville, GA–AL CSA	3.5	2.2	1.4	4.2	2.7	1.5
Dallas–Fort Worth, TX CSA	1.4	1.4	2.4	1.5	1.9	3.2
Houston–Baytown–Huntsville, TX CSA	1.7	2.1	1.7	2.3	2.6	2.0
Miami–Fort Lauderdale–Pompano Beach, FL MSA	3.4	3.7	2.2	3.6	3.9	2.3
Washington–Baltimore–Northern Virginia, DC–MD–VA–WV CSA	2.4	2.5	2.2	2.8	3.3	3.0
Midwest						
Chicago–Naperville–Michigan City, IL–IN–WI CSA	2.9	2.4	2.4	3.0	2.3	2.6
Detroit–Warren–Flint, MI CSA	1.8	2.5	2.8	2.3	2.8	3.2
Minneapolis–St. Paul–St. Cloud, MN–WI CSA	.7	1.1	1.4	-.2	1.0	1.1
West						
Los Angeles–Long Beach–Riverside, CA CSA	2.6	3.6	3.7	3.1	3.2	3.3
Phoenix–Mesa–Scottsdale, AZ MSA	3.0	2.8	2.7	2.8	3.0	3.1
San Jose–San Francisco–Oakland, CA CSA	2.6	2.9	3.4	2.9	2.9	3.6
Seattle–Tacoma–Olympia, WA CSA	2.8	7.6	6.9	3.7	3.8	3.4

1 Includes wages, salaries, and employer costs for employee benefits.

2 Note that some of these areas are Consolidated Statistical Areas (CSAs) and others are Metropolitan Statistical Areas (MSAs). For more information on metropolitan area definitions, visit the U.S. Census Bureau's Metropolitan and Micropolitan Statistical Areas page on the Internet at <https://www.census.gov/programs-surveys/metro-micro.html>