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EMPLOYMENT COST INDEX –DECEMBER 2010

Compensation costs for civilian workers increased 0.4 percent, seasonally adjusted, for the 3-month period ending December 2010, the U.S. Bureau of Labor Statistics reported today. Both **wages and salaries** (which make up about 70 percent of compensation costs) and **benefits** (which make up the remaining 30 percent of compensation) increased 0.4 percent.

Chart 1. Employment Cost Index, 3-month percent change, seasonally adjusted, civilian workers, compensation, Dec. 2008-Dec. 2010

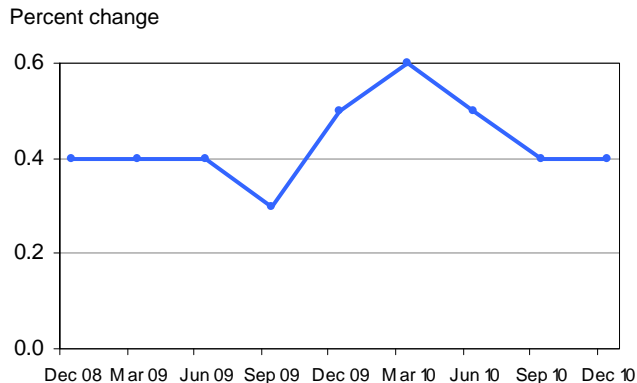
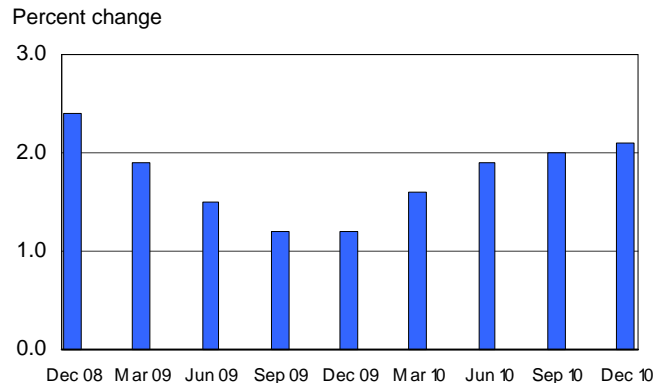


Chart 2. Employment Cost Index, 12-month percent change, not seasonally adjusted, private industry workers, total compensation, Dec. 2008-Dec. 2010



Civilian Workers

Compensation costs for civilian workers increased 2.0 percent for the 12-month period ending December 2010. This was higher than in December 2009, when the increase was 1.4 percent. **Wages and salaries** increased 1.6 percent for the current 12-month period; in December 2009 the increase was 1.5 percent. **Benefit costs** accelerated to 2.9 percent, up from a 1.5 percent increase for the 12-month period ending December 2009 due primarily to increases in retirement costs.

Private Industry Workers

Compensation costs for private industry workers increased 2.1 percent over the year, higher than the 1.2 percent increase for the previous 12-month period. The **wage and salary** series increased 1.8 percent

Corrections to ECI Data Series

Some Employment Cost Index estimates from June 2009 through September 2010 were corrected on January 18, 2011. (In some of the seasonally adjusted series, corrections were made to estimates back to June 2005.) For further information, see: www.bls.gov/bls/eci_corrections_111910.htm.

for the current 12-month period. The change for the period ending December 2009 was 1.3 percent. The cost of **benefits** increased 2.9 percent for the 12-month period ending December 2010, higher than the December 2009 increase of 0.9 percent. Employer costs for **health benefits** rose 5.0 percent for the 12-month period ending December 2010. In December 2009, the 12-month percent change was 4.3 percent.

Among occupational groups, compensation cost increases for private industry workers for the 12-month period ending December 2010 ranged from 1.5 percent for service occupations to 2.4 percent for production, transportation, and material moving occupations.

Among industry supersectors, compensation cost increases for private industry workers for the current 12-month period ranged from 0.9 percent for construction to 2.8 percent for manufacturing.

State and Local Government Workers

Compensation cost increases for State and local government workers decelerated to 1.8 percent for the 12-month period ending December 2010, down from 2.3 percent for the 12-month period ending December 2009. Prior to this quarter, values for this series—which began in June 1982—ranged from 1.7 percent in June 2010 to 9.6 percent in June 1982. The slowdown in compensation was due to **wages and salaries**, which increased 1.2 percent. Prior values for this series, which also began in June 1982, ranged from 1.2 percent in September 2010 to 8.5 percent in June 1982. **Benefit costs** increased 2.9 percent. Prior values for this series, which began in June 1990, ranged from 1.2 percent in December 1997 to 8.3 percent in June 1990.

The Employment Cost Index for March 2011 is scheduled to be released on Friday, April 29, 2011, 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 e-mail subscription service at:
www.bls.gov/bls/list.htm.

Table A. Major series of the Employment Cost Index

(Percent change)

Category	3-month, seasonally adjusted		12-month, not seasonally adjusted				
	Sep. 2010	Dec. 2010	Dec. 2009	Mar. 2010	June 2010.	Sep. 2010	Dec. 2010
CIVILIAN WORKERS¹							
Compensation ²	0.4	0.4	1.4	1.7	1.9	1.9	2.0
Wages and salaries	0.3	0.4	1.5	1.5	1.6	1.5	1.6
Benefits	0.6	0.4	1.5	2.2	2.5	2.8	2.9
PRIVATE INDUSTRY							
Compensation ²	0.4	0.4	1.2	1.6	1.9	2.0	2.1
Wages and salaries	0.4	0.4	1.3	1.5	1.6	1.6	1.8
Benefits	0.5	0.4	0.9	2.0	2.4	2.8	2.9
STATE AND LOCAL GOVERNMENT							
Compensation ²	0.2	0.6	2.3	2.0	1.7	1.8	1.8
Wages and salaries	-0.2	0.5	1.9	1.6	1.3	1.2	1.2
Benefits	0.8	0.8	3.1	2.5	2.5	2.8	2.9

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

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. Detailed information on survey concepts, coverage, and methods can be found in *BLS Handbook of Methods*, Chapter 8, "National Compensation Measures," Bureau of Labor Statistics, on the Internet at www.bls.gov/opub/hom/pdf/homch8.pdf.

Sample size

Data for the December 2010 reference period were collected from a probability sample of approximately 63,000 occupational observations selected from a sample of about 12,900 establishments in private industry and approximately 11,500 occupations from a sample of about 1,800 establishments in State and local governments.

Health insurance data

Data from the ECI that provides 12-month percent changes in employer costs for health insurance in private industry are also available at www.bls.gov/ect/sp/echealth.pdf.

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 Census of Population 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, based on data from the ECI, are published in a separate news release titled "Employer Costs for Employee Compensation" (ECEC). The next ECEC release is scheduled for 10:00 a.m. (EST), Wednesday, March 9, 2011. Historical ECEC data are available in summary documents. 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.

Table 1. Employment Cost Index for total compensation¹, by occupational group and industry

(Seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)		Percent changes for 3-months ended—							
	Sep. 2010	Dec. 2010	Mar. 2009	June 2009	Sep. 2009	Dec. 2009	Mar. 2010	June 2010	Sep. 2010	Dec. 2010
Civilian workers										
All workers ²	112.8	113.3	0.4	0.4	0.3	0.5	0.6	0.5	0.4	0.4
Industry										
Goods-producing industries ³	111.0	111.3	.3	.2	.2	.4	.9	.4	.7	.3
Manufacturing	109.9	110.2	.4	.3	.1	.4	1.0	.6	.8	.3
Service-providing industries ⁴	113.2	113.8	.4	.4	.4	.4	.4	.6	.3	.5
Education and health services	114.4	115.1	.7	.6	.3	.4	.4	.4	.1	.6
Education services	114.4	115.1	.9	.7	.0	.5	.4	.5	-.1	.6
Elementary and secondary schools	114.7	115.3	1.0	.6	.3	.5	.4	.6	-.3	.5
Junior colleges, colleges, universities, and professional schools	113.4	114.5	.8	.8	-.7	.6	.4	.5	-.1	1.0
Health care and social assistance ⁵	114.5	115.1	.7	.4	.4	.4	.4	.4	.4	.5
Hospitals	115.1	116.0	.6	.6	.4	.6	.4	.6	.3	.8
Nursing and residential care facilities	112.7	112.8	.5	.4	.5	.2	.4	.4	.4	.1
Public administration	116.5	116.8	.8	.7	.4	.4	.3	.5	.8	.3
Private industry workers										
All workers	112.1	112.6	.2	.3	.4	.4	.6	.5	.4	.4
Occupational group										
Management, professional, and related	112.6	113.2	.0	.2	.2	.4	.5	.5	.4	.5
Management, business, and financial	111.9	112.6	-.4	.2	.1	.5	.7	.5	.3	.6
Professional and related	113.2	113.7	.5	.2	.2	.3	.4	.4	.5	.4
Sales and office	111.0	111.6	.1	.1	.6	.5	.5	.7	.3	.5
Sales and related	107.2	107.9	-.6	-.3	.7	.5	.7	1.0	-.2	.7
Office and administrative support	113.7	114.2	.5	.5	.4	.4	.6	.4	.6	.4
Natural resources, construction, and maintenance	113.0	113.3	.3	.3	.5	.5	.9	.3	.4	.3
Construction, extraction, farming, fishing, and forestry	114.2	114.4	.2	.2	.5	.5	.7	.2	.6	.2
Installation, maintenance, and repair	111.5	112.0	.3	.5	.3	.5	1.2	.4	.0	.4
Production, transportation, and material moving	111.2	111.6	.7	.4	.5	.4	.8	.5	.7	.4
Production	110.6	110.9	.8	.4	.4	.5	1.0	.4	.6	.3
Transportation and material moving	112.0	112.6	.5	.4	.5	.4	.7	.5	.7	.5
Service occupations	113.3	113.6	.7	.3	.7	.2	.4	.3	.6	.3
Industry										
Goods-producing industries ³	110.9	111.2	.3	.2	.2	.4	.9	.5	.6	.3
Construction	112.8	112.9	.0	.1	.3	.4	.4	.0	.5	.1
Manufacturing	109.9	110.2	.4	.3	.1	.4	1.0	.6	.8	.3
Aircraft manufacturing	99.5	99.8	.5	.5	-.2	.4	.2	.2	6.6	.3
Service-providing industries ⁶	112.5	113.1	.2	.3	.5	.4	.5	.5	.4	.5
Trade, transportation, and utilities	111.1	111.5	.2	.3	.5	.3	.9	.8	.3	.4
Retail trade	112.0	112.0	.2	.4	.9	.3	.9	.8	.1	.0
Transportation and warehousing	110.8	111.6	.4	.2	.4	.3	.6	.6	.9	.7
Utilities	117.7	117.9	.4	.7	.5	1.2	2.8	1.0	.9	.2
Information	110.2	110.1	.1	-.1	.5	.4	.4	1.0	.3	-.1
Financial activities	110.6	111.7	-.6	.8	.6	.6	.7	.5	.3	1.0
Finance and insurance	111.0	112.2	-.7	.9	.6	.6	.6	.7	.3	1.1
Credit intermediation and related activities	110.3	111.6	-.3	.8	.3	.7	.6	.6	.6	1.2
Insurance carriers and related activities	112.1	112.6	.5	.4	.5	.3	.8	.5	.2	.4
Real estate and rental and leasing ⁷	108.8	109.7	-.5	.5	.5	.5	.8	-.4	.4	.8

See footnotes at end of table.

Table 1. Employment Cost Index for total compensation¹, by occupational group and industry — Continued

(Seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)		Percent changes for 3-months ended—							
	Sep. 2010	Dec. 2010	Mar. 2009	June 2009	Sep. 2009	Dec. 2009	Mar. 2010	June 2010	Sep. 2010	Dec. 2010
Industry										
Professional and business services	114.0	114.7	0.1	0.1	0.2	0.4	0.4	0.4	0.6	0.6
Professional, scientific, and technical services	116.4	117.4	-.1	.0	.3	.3	.2	.6	.7	.9
Administrative and support and waste management and remediation services	111.5	112.0	.4	.2	-.1	.7	.3	-.3	.6	.4
Education and health services	114.2	114.8	.7	.4	.4	.4	.4	.4	.4	.5
Education services	114.2	115.0	.6	.4	.2	.4	.1	.4	.4	.7
Junior colleges, colleges, universities, and professional schools	114.1	114.9	.8	.4	-.2	.4	.2	.4	.3	.7
Health care and social assistance ⁵	114.2	114.7	.7	.4	.4	.4	.4	.4	.4	.4
Hospitals	114.9	115.7	.5	.5	.5	.5	.5	.6	.3	.7
Nursing and residential care facilities	112.0	112.2	.5	.3	.5	.2	.5	.3	.3	.2
Leisure and hospitality	113.8	114.1	.6	.0	.4	.2	.4	.3	.2	.3
Accommodation and food services	114.6	114.8	.5	.0	.5	.2	.2	.4	.3	.2
Other services, except public administration	113.1	113.6	.5	-.1	1.0	.2	.1	.5	.4	.4
State and local government workers										
All workers	115.4	116.1	.8	.8	.1	.5	.4	.6	.2	.6
Industry										
Education and health services	114.7	115.4	.8	.9	-.1	.6	.4	.5	-.1	.6
Education services	114.4	115.1	.9	.7	.0	.6	.4	.5	-.2	.6
Schools	114.4	115.1	.9	.7	.0	.6	.4	.5	-.2	.6
Elementary and secondary schools	114.8	115.4	1.0	.6	.4	.4	.5	.5	-.2	.5
Health care and social assistance ⁵	116.9	117.9	.0	1.3	.1	.5	.3	.4	.4	.9
Hospitals	116.0	117.2	.7	1.2	.3	.6	.4	.6	.3	1.0
Public administration	116.5	116.8	.8	.7	.4	.4	.3	.5	.8	.3

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; education services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; and other services, except public administration.

⁷ Seasonally adjusted indexes and 3-month percent changes for this series are being published for the first time with the 2010 seasonal adjustment revisions. Historical data for this series are published beginning with March 2005.

NOTE: ECI series are reviewed annually for seasonality. Seasonal adjustment was discontinued for the private wholesale trade compensation series as of March 2010, as no identifiable seasonality was found for this series.

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. 2010	Dec. 2010	Mar. 2009	June 2009	Sep. 2009	Dec. 2009	Mar. 2010	June 2010	Sep. 2010	Dec. 2010
Civilian workers										
All workers ¹	112.5	113.0	0.3	0.4	0.4	0.4	0.4	0.5	0.3	0.4
Industry										
Goods-producing industries ²	111.5	111.8	.1	.2	.4	.4	.3	.3	.6	.3
Manufacturing	110.5	111.0	.1	.3	.3	.5	.2	.5	.5	.5
Service-providing industries ³	112.8	113.3	.4	.4	.4	.5	.4	.5	.3	.4
Education and health services	113.4	113.9	.7	.5	.1	.4	.4	.4	.0	.4
Education services	112.6	113.2	.7	.6	-.2	.5	.5	.4	-.3	.5
Elementary and secondary schools	112.7	113.2	.7	.5	.1	.4	.6	.6	-.4	.4
Junior colleges, colleges, universities, and professional schools	111.9	112.8	.7	.8	-1.1	.8	.3	.4	-.3	.8
Health care and social assistance ⁴	114.3	114.7	.7	.5	.4	.3	.4	.4	.3	.3
Hospitals	114.8	115.4	.5	.6	.4	.5	.3	.5	.2	.5
Public administration	113.8	114.0	.7	.7	.4	.3	.3	.4	.2	.2
Private industry workers										
All workers	112.4	112.9	.2	.3	.4	.5	.3	.5	.4	.4
Occupational group										
Management, professional, and related	113.4	113.9	.2	.2	.2	.4	.5	.5	.4	.4
Management, business, and financial	112.8	113.4	-.2	.1	.2	.5	.8	.6	.3	.6
Professional and related	113.8	114.2	.5	.3	.2	.2	.5	.5	.6	.4
Sales and office	110.8	111.5	.1	.1	.6	.5	.4	.6	.3	.6
Sales and related	107.5	108.4	-.6	-.3	.8	.5	.9	1.0	-.3	.9
Office and administrative support	113.3	113.8	.5	.5	.4	.5	.1	.3	.7	.4
Natural resources, construction, and maintenance	113.0	113.3	.2	.3	.5	.5	.4	.2	.2	.3
Construction, extraction, farming, fishing, and forestry	113.8	114.0	.0	.2	.4	.4	.3	.2	.5	.2
Installation, maintenance, and repair	112.0	112.5	.5	.4	.4	.5	.9	-.1	-.1	.5
Production, transportation, and material moving	110.9	111.3	.4	.5	.5	.4	.2	.4	.5	.4
Production	110.4	110.7	.5	.3	.5	.6	.1	.3	.5	.3
Transportation and material moving	111.6	112.2	.4	.5	.5	.4	.3	.3	.8	.6
Industry										
Goods-producing industries ²	111.5	111.8	.1	.2	.4	.4	.3	.3	.6	.3
Construction	112.8	112.7	.2	.1	.3	.2	.3	.0	.5	-.1
Manufacturing	110.5	111.0	.1	.3	.3	.5	.2	.5	.5	.5
Aircraft manufacturing	114.7	115.3	.8	.8	.9	.6	.5	.5	1.0	.5
Service-providing industries ⁵	112.6	113.2	.3	.3	.4	.5	.4	.5	.4	.5
Trade, transportation, and utilities	110.6	111.0	.3	.3	.5	.4	.6	.7	.2	.4
Transportation and warehousing	110.4	111.2	.3	.3	.4	.4	.4	.4	1.0	.7
Utilities	115.4	115.9	1.1	.5	.4	1.2	.3	.3	.9	.4
Information	110.7	110.7	.1	.3	.5	.6	.3	.6	.4	.0
Financial activities	111.0	112.4	-.7	.8	.6	.7	.5	.8	.3	1.3
Finance and insurance	111.9	113.5	-.9	1.1	.6	.8	.4	1.2	.4	1.4
Credit intermediation and related activities	109.0	110.7	-.2	.5	.5	1.0	-.8	.9	.7	1.6
Insurance carriers and related activities	112.1	112.8	.4	.3	.5	.2	.6	.6	.2	.6
Professional and business services	114.4	115.1	.1	.1	.1	.5	.2	.4	.8	.6
Professional, scientific, and technical services	116.5	117.4	.0	-.1	.3	.3	.3	.6	.8	.7
Administrative and support and waste management and remediation services	111.8	112.3	.4	.3	-.1	1.0	-.1	-.2	.6	.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. 2010	Dec. 2010	Mar. 2009	June 2009	Sep. 2009	Dec. 2009	Mar. 2010	June 2010	Sep. 2010	Dec. 2010
Industry										
Education and health services	114.0	114.4	0.7	0.4	0.4	0.4	0.4	0.4	0.4	0.4
Education services	113.7	114.4	.5	.4	.1	.6	.0	.6	.4	.6
Junior colleges, colleges, universities, and professional schools	113.4	114.0	.7	.4	-.4	.7	.2	.7	.2	.6
Health care and social assistance ⁴	114.1	114.4	.8	.4	.5	.3	.4	.4	.4	.3
Hospitals	114.6	115.2	.6	.5	.4	.5	.3	.6	.2	.5
Leisure and hospitality	114.7	115.0	.6	.0	.5	.2	.4	.2	.2	.3
Accommodation and food services	115.0	115.3	.6	.0	.5	.2	.2	.4	.1	.3
Other services, except public administration	113.2	113.6	.5	.0	.9	.2	-.3	.4	.6	.4
State and local government workers										
All workers	113.1	113.7	.6	.7	.0	.4	.4	.4	-.2	.5
Industry										
Education and health services	112.7	113.4	.6	.7	-.2	.4	.6	.4	-.4	.6
Education services	112.4	113.0	.7	.7	-.3	.5	.6	.5	-.4	.5
Schools	112.4	113.0	.7	.7	-.3	.5	.6	.5	-.4	.5
Elementary and secondary schools	112.7	113.2	.6	.6	.1	.4	.7	.6	-.4	.4
Health care and social assistance ⁴	116.0	116.8	-.3	1.5	.0	.3	.3	.3	.0	.7
Hospitals	115.6	116.4	.5	1.2	.0	.6	.2	.5	-.1	.7
Public administration	113.8	114.0	.7	.7	.4	.3	.3	.4	.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 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 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; education services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; and other services, except public administration.

NOTE: ECI series are reviewed annually for seasonality. Seasonal adjustment was discontinued for the civilian nursing home and private retail trade wage series as of March 2010, as no identifiable seasonality was found for these series.

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. 2010	Dec. 2010	Mar. 2009	June 2009	Sep. 2009	Dec. 2009	Mar. 2010	June 2010	Sep. 2010	Dec. 2010
Civilian workers										
All workers ¹	113.5	114.0	0.4	0.4	0.4	0.4	1.1	0.7	0.6	0.4
Private industry workers										
All workers	111.6	112.1	.2	.2	.3	.3	1.4	.5	.5	.4
Occupational group										
Management, professional, and related	110.9	111.6	-.4	.3	.0	.3	.8	.4	.5	.6
Sales and office	111.6	111.8	.1	.1	.4	.3	1.3	.8	.5	.2
Natural resources, construction, and maintenance	112.9	113.3	.4	.3	.6	.4	1.9	.4	.6	.4
Production, transportation, and material moving	111.7	112.2	1.1	.3	.4	.4	2.2	.7	.9	.4
Service occupations	113.2	113.8	.4	.4	.5	.4	.6	.8	.7	.5
Industry										
Goods-producing industries ²	109.9	110.2	.6	.2	.0	.4	2.3	.5	.9	.3
Manufacturing	108.7	108.9	.8	.2	-.2	.3	2.8	.8	1.2	.2
Service-providing industries ³	112.3	112.8	.1	.2	.4	.3	1.0	.5	.4	.4
State and local government workers										
All workers	120.1	121.1	1.0	1.0	.4	.8	.3	.9	.8	.8

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; education services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; and other services, except public administration.

NOTE: ECI series are reviewed annually for seasonality. Seasonal adjustment was discontinued for the private aircraft manufacturing benefit cost series as of March 2010, as no identifiable seasonality was found for this series.

Table 4. Employment Cost Index for total compensation¹, for civilian workers, by occupational group and industry

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)			Percent changes for—					
	Dec. 2009	Sep. 2010	Dec. 2010	3-months ended—			12-months ended—		
				Dec. 2009	Sep. 2010	Dec. 2010	Dec. 2009	Sep. 2010	Dec. 2010
Civilian workers									
All workers ²	111.0	112.9	113.2	0.2	0.5	0.3	1.4	1.9	2.0
Excluding incentive paid occupations ³	111.5	113.4	113.7	.2	.5	.3	1.5	1.9	2.0
Occupational group									
Management, professional, and related	111.6	113.4	113.7	.1	.5	.3	1.1	1.7	1.9
Management, business, and financial	110.4	112.3	112.7	.2	.2	.4	.5	1.9	2.1
Professional and related	112.3	114.1	114.3	.1	.8	.2	1.4	1.7	1.8
Sales and office	109.7	111.6	112.1	.4	.4	.4	1.3	2.1	2.2
Sales and related	105.8	107.4	108.1	.4	-.1	.7	.3	1.9	2.2
Office and administrative support	112.1	114.1	114.4	.3	.6	.3	1.9	2.1	2.1
Natural resources, construction, and maintenance	111.5	113.4	113.6	.3	.4	.2	1.5	2.0	1.9
Construction, extraction, farming, fishing, and forestry	112.5	114.4	114.5	.3	.6	.1	1.5	2.0	1.8
Installation, maintenance, and repair	110.4	112.2	112.6	.4	.2	.4	1.7	2.0	2.0
Production, transportation, and material moving	109.2	111.7	111.9	.2	.8	.2	1.9	2.5	2.5
Production	108.3	110.8	110.9	.2	.7	.1	2.0	2.5	2.4
Transportation and material moving	110.4	112.9	113.3	.2	.9	.4	1.8	2.5	2.6
Service occupations	112.9	114.6	114.9	.3	.8	.3	2.1	1.8	1.8
Industry									
Goods-producing industries ⁴	108.6	111.0	111.1	.2	.6	.1	1.0	2.4	2.3
Manufacturing	107.0	109.9	110.0	.2	.7	.1	1.0	2.9	2.8
Service-providing industries ⁵	111.5	113.3	113.6	.3	.6	.3	1.5	1.9	1.9
Education and health services	113.4	114.8	115.2	.3	.8	.3	2.1	1.5	1.6
Education services	113.6	115.1	115.3	.1	1.1	.2	2.1	1.4	1.5
Elementary and secondary schools	114.1	115.5	115.5	.1	1.1	.0	2.4	1.3	1.2
Junior colleges, colleges, universities, and professional schools	112.7	114.0	114.6	.3	1.0	.5	1.6	1.4	1.7
Health care and social assistance ⁶	113.1	114.6	115.0	.3	.4	.3	2.1	1.6	1.7
Hospitals	113.4	115.2	115.9	.4	.4	.6	2.3	2.0	2.2
Nursing and residential care facilities	111.4	112.7	112.7	.2	.4	.0	1.6	1.3	1.2
Public administration ⁷	114.6	116.6	116.8	.4	1.0	.2	2.3	2.1	1.9

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.

⁷ Some estimates from June 2009 through September 2010 for this series were corrected on January 18, 2011. For further information, see: www.bls.gov/bls/eci_corrections_111910.htm.

Table 5. Employment Cost Index for total compensation¹, for private industry workers, by occupational group and industry

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)			Percent changes for—					
	Dec. 2009	Sep. 2010	Dec. 2010	3-months ended—			12-months ended—		
				Dec. 2009	Sep. 2010	Dec. 2010	Dec. 2009	Sep. 2010	Dec. 2010
Private industry workers									
All workers	110.2	112.2	112.5	0.2	0.4	0.3	1.2	2.0	2.1
Excluding incentive paid occupations ²	110.8	112.8	113.1	.2	.4	.3	1.2	2.0	2.1
Occupational group									
Management, professional, and related	110.7	112.7	113.0	.1	.4	.3	.7	1.9	2.1
Excluding incentive paid occupations ²	110.8	112.8	113.1	.0	.4	.3	.6	1.8	2.1
Management, business, and financial	109.9	112.0	112.3	.2	.3	.3	.4	2.1	2.2
Excluding incentive paid occupations ²	110.3	112.4	112.7	.1	.4	.3	.3	2.0	2.2
Professional and related	111.4	113.3	113.5	.0	.6	.2	1.0	1.7	1.9
Sales and office	109.2	111.1	111.6	.4	.3	.5	1.2	2.1	2.2
Excluding incentive paid occupations ²	111.4	113.0	113.3	.3	.2	.3	1.5	1.7	1.7
Sales and related	105.8	107.4	108.1	.5	-.1	.7	.3	2.0	2.2
Excluding incentive paid occupations ²	111.0	111.7	111.8	.4	-.4	.1	1.2	1.0	.7
Office and administrative support	111.6	113.7	114.0	.3	.5	.3	1.8	2.2	2.2
Natural resources, construction, and maintenance	111.2	113.1	113.3	.4	.4	.2	1.5	2.1	1.9
Construction, extraction, farming, fishing, and forestry	112.4	114.3	114.4	.4	.6	.1	1.4	2.1	1.8
Installation, maintenance, and repair	109.8	111.6	111.9	.4	.1	.3	1.6	2.0	1.9
Production, transportation, and material moving	108.9	111.3	111.5	.3	.7	.2	1.9	2.5	2.4
Excluding incentive paid occupations ²	109.1	111.5	111.7	.4	.7	.2	2.0	2.6	2.4
Production	108.2	110.7	110.8	.2	.6	.1	2.0	2.5	2.4
Excluding incentive paid occupations ²	108.4	110.8	111.0	.4	.6	.2	2.0	2.6	2.4
Transportation and material moving	109.7	112.2	112.5	.1	.9	.3	1.7	2.4	2.6
Service occupations	111.8	113.3	113.5	.1	.5	.2	1.8	1.4	1.5
Industry and occupational group									
Goods-producing industries ³	108.6	111.0	111.1	.2	.6	.1	1.0	2.4	2.3
Excluding incentive paid occupations ²	108.9	111.3	111.4	.2	.6	.1	1.0	2.4	2.3
Management, professional, and related	106.4	109.2	109.1	-.1	.6	-.1	-.2	2.5	2.5
Sales and office	107.8	109.7	110.2	.3	.8	.5	.7	2.0	2.2
Natural resources, construction, and maintenance	111.7	113.6	113.7	.4	.5	.1	1.2	2.1	1.8
Production, transportation, and material moving	108.0	110.6	110.8	.2	.7	.2	1.7	2.6	2.6
Construction	111.7	112.8	112.7	.2	.4	-.1	.7	1.2	.9
Manufacturing	107.0	109.9	110.0	.2	.7	.1	1.0	2.9	2.8
Management, professional, and related	105.5	108.8	108.8	.1	.7	.0	.1	3.2	3.1
Sales and office	107.5	110.3	110.8	.3	1.2	.5	.5	2.9	3.1
Natural resources, construction, and maintenance	107.7	110.9	110.9	.3	.7	.0	1.6	3.3	3.0
Production, transportation, and material moving	107.7	110.3	110.5	.2	.6	.2	1.8	2.6	2.6
Aircraft manufacturing	92.4	99.4	99.3	.0	6.4	-.1	1.2	7.6	7.5

See footnotes at end of table.

Table 5. Employment Cost Index for total compensation¹, for private industry workers, by occupational group and industry — Continued

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)			Percent changes for—					
	Dec. 2009	Sep. 2010	Dec. 2010	3-months ended—			12-months ended—		
				Dec. 2009	Sep. 2010	Dec. 2010	Dec. 2009	Sep. 2010	Dec. 2010
Service-providing industries ⁴	110.8	112.6	113.0	0.3	0.4	0.4	1.3	1.9	2.0
Excluding incentive paid occupations ²	111.5	113.3	113.6	.2	.4	.3	1.3	1.8	1.9
Management, professional, and related	111.6	113.4	113.7	.2	.4	.3	.9	1.8	1.9
Sales and office	109.4	111.3	111.8	.4	.3	.4	1.3	2.1	2.2
Natural resources, construction, and maintenance	110.4	112.2	112.6	.3	.0	.4	1.8	1.9	2.0
Production, transportation, and material moving	109.9	112.3	112.5	.2	.9	.2	1.9	2.4	2.4
Service occupations	111.9	113.3	113.5	.2	.5	.2	1.9	1.4	1.4
Trade, transportation, and utilities	108.8	111.1	111.4	.2	.2	.3	1.2	2.3	2.4
Excluding incentive paid occupations ²	110.3	112.3	112.5	.2	.2	.2	1.5	2.0	2.0
Wholesale trade	107.0	108.7	109.5	.2	-.2	.7	.2	1.8	2.3
Excluding incentive paid occupations ²	110.5	111.3	111.7	.4	-.4	.4	1.3	1.1	1.1
Retail trade	110.0	112.0	112.0	.3	.1	.0	1.8	2.1	1.8
Excluding incentive paid occupations ²	110.8	112.7	112.8	.2	.4	.1	1.5	1.9	1.8
Transportation and warehousing	108.2	110.9	111.3	-.1	.8	.4	1.2	2.4	2.9
Utilities	112.0	117.8	117.5	.7	.7	-.3	2.8	5.9	4.9
Information	108.3	110.2	110.0	.3	.4	-.2	.8	2.0	1.6
Financial activities	108.6	110.6	111.4	.3	.1	.7	1.4	2.1	2.6
Excluding incentive paid occupations ²	110.4	112.0	112.3	.3	.1	.3	1.5	1.7	1.7
Finance and insurance	108.8	111.0	111.8	.2	.0	.7	1.5	2.2	2.8
Credit intermediation and related activities	108.2	110.1	111.4	.7	.2	1.2	1.6	2.4	3.0
Excluding incentive paid occupations ²	111.3	113.6	113.9	.0	.1	.3	1.1	2.1	2.3
Insurance carriers and related activities	110.0	112.2	112.2	-.2	.0	.0	1.7	1.8	2.0
Excluding incentive paid occupations ²	110.8	112.7	112.7	.3	-.2	.0	2.1	2.0	1.7
Real estate and rental and leasing	107.7	108.8	109.4	.3	.4	.6	1.0	1.3	1.6
Excluding incentive paid occupations ²	110.6	111.9	112.3	.2	.5	.4	.9	1.4	1.5
Professional and business services	112.4	114.0	114.6	.4	.5	.5	.7	1.8	2.0
Professional, scientific, and technical services ...	114.5	116.4	117.2	.2	.6	.7	.5	1.8	2.4
Administrative and support and waste management and remediation services	110.7	111.5	111.9	.6	.5	.4	1.2	1.4	1.1
Education and health services	112.8	114.3	114.7	.2	.5	.3	2.0	1.5	1.7
Education services	113.2	114.7	115.0	.0	1.2	.3	1.7	1.3	1.6
Junior colleges, colleges, universities, and professional schools	113.1	114.7	115.0	-.1	1.2	.3	1.3	1.3	1.7
Health care and social assistance ⁵	112.8	114.2	114.6	.3	.4	.4	2.1	1.5	1.6
Hospitals	113.2	115.0	115.6	.5	.4	.5	2.3	2.1	2.1
Nursing and residential care facilities	110.9	112.0	112.1	.2	.3	.1	1.5	1.2	1.1
Nursing care facilities ²	111.2	112.6	112.6	.3	.4	.0	1.6	1.5	1.3
Leisure and hospitality	112.7	113.9	114.1	.0	.4	.2	1.2	1.1	1.2
Accommodation and food services	113.5	114.6	114.8	.1	.4	.2	1.2	1.1	1.1
Other services, except public administration	111.5	113.3	113.2	-.3	.5	-.1	1.5	1.3	1.5

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; education 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 compensation¹, 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—					
	Dec. 2009	Sep. 2010	Dec. 2010	3-months ended—			12-months ended—		
				Dec. 2009	Sep. 2010	Dec. 2010	Dec. 2009	Sep. 2010	Dec. 2010
Bargaining status									
Union	111.1	114.6	114.8	0.5	0.8	0.2	2.9	3.7	3.3
Goods-producing industries ²	110.0	113.8	113.9	.5	1.1	.1	2.9	3.9	3.5
Manufacturing	105.8	110.5	110.5	.5	1.3	.0	2.9	4.9	4.4
Service-providing industries ³	111.9	115.2	115.5	.5	.6	.3	2.8	3.5	3.2
Nonunion	110.1	111.8	112.1	.2	.4	.3	.9	1.7	1.8
Goods-producing industries ²	108.2	110.1	110.2	.2	.5	.1	.5	1.9	1.8
Manufacturing	107.5	109.9	110.0	.2	.6	.1	.7	2.4	2.3
Service-providing industries ³	110.6	112.3	112.7	.2	.4	.4	1.1	1.7	1.9
Census region and division⁴									
Northeast	111.0	113.1	113.6	.3	.4	.4	1.4	2.2	2.3
New England	111.5	113.4	114.1	.3	.3	.6	1.8	2.0	2.3
Middle Atlantic	110.8	113.0	113.4	.2	.4	.4	1.2	2.2	2.3
South	110.7	112.5	112.8	.1	.4	.3	1.3	1.7	1.9
South Atlantic	111.5	113.0	113.3	.2	.4	.3	1.5	1.5	1.6
East South Central	109.3	111.0	110.9	.1	.2	-.1	1.2	1.6	1.5
West South Central	109.9	112.2	112.7	.0	.7	.4	.8	2.1	2.5
Midwest	108.6	111.0	111.3	.2	.5	.3	.9	2.4	2.5
East North Central	107.8	110.3	110.5	.3	.5	.2	.7	2.6	2.5
West North Central	110.7	112.8	113.2	.1	.7	.4	1.6	2.0	2.3
West	110.6	112.3	112.5	.3	.5	.2	1.1	1.8	1.7
Mountain	111.0	113.0	112.8	.1	.6	-.2	.5	1.9	1.6
Pacific	110.5	112.0	112.4	.4	.4	.4	1.3	1.7	1.7

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; education services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; and other services, except public administration.

⁴ The states (including the District of Columbia) that comprise the census divisions are: 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 compensation¹, 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–					
	Dec. 2009	Sep. 2010	Dec. 2010	3-months ended–			12-months ended–		
				Dec. 2009	Sep. 2010	Dec. 2010	Dec. 2009	Sep. 2010	Dec. 2010
State and local government workers									
All workers	114.2	115.9	116.2	0.3	1.0	0.3	2.3	1.8	1.8
Occupational group									
Management, professional, and related	113.8	115.3	115.5	.2	1.0	.2	2.0	1.5	1.5
Professional and related	113.9	115.3	115.5	.3	1.0	.2	2.2	1.5	1.4
Sales and office ²	114.4	116.4	116.6	.3	1.0	.2	2.8	2.0	1.9
Office and administrative support	114.7	116.8	116.9	.3	1.0	.1	2.6	2.1	1.9
Service occupations	115.3	117.6	118.0	.5	1.2	.3	2.6	2.5	2.3
Industry									
Education and health services	113.9	115.4	115.6	.2	1.1	.2	2.2	1.5	1.5
Education services	113.7	115.1	115.3	.2	1.1	.2	2.2	1.4	1.4
Schools ³	113.7	115.1	115.3	.2	1.1	.2	2.2	1.4	1.4
Elementary and secondary schools	114.1	115.6	115.6	.1	1.1	.0	2.4	1.4	1.3
Health care and social assistance ^{2,4}	115.4	117.2	117.9	.3	.8	.6	1.9	1.8	2.2
Hospitals	114.3	116.1	117.0	.4	.4	.8	2.7	1.9	2.4
Public administration ²	114.6	116.6	116.8	.4	1.0	.2	2.3	2.1	1.9

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

² Some estimates from June 2009 through September 2010 for this series were corrected on January 18, 2011. For further information, see: www.bls.gov/bls/eci_corrections_111910.htm.

³ Includes elementary and secondary schools; junior colleges; colleges, universities, and professional schools.

⁴ 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—					
	Dec. 2009	Sep. 2010	Dec. 2010	3-months ended—			12-months ended—		
				Dec. 2009	Sep. 2010	Dec. 2010	Dec. 2009	Sep. 2010	Dec. 2010
Civilian workers									
All workers ¹	111.2	112.6	113.0	0.3	0.4	0.4	1.5	1.5	1.6
Excluding incentive paid occupations ²	111.8	113.2	113.4	.3	.5	.2	1.5	1.5	1.4
Occupational group									
Management, professional, and related	111.7	113.4	113.7	.2	.5	.3	1.1	1.7	1.8
Management, business, and financial	110.9	112.8	113.2	.3	.2	.4	.7	2.0	2.1
Professional and related	112.2	113.7	113.9	.1	.7	.2	1.4	1.4	1.5
Sales and office	109.6	111.1	111.7	.4	.3	.5	1.4	1.7	1.9
Sales and related	106.2	107.7	108.6	.5	-.3	.8	.6	1.9	2.3
Office and administrative support	111.9	113.3	113.6	.4	.5	.3	1.9	1.6	1.5
Natural resources, construction, and maintenance	112.1	113.2	113.4	.4	.3	.2	1.4	1.3	1.2
Construction, extraction, farming, fishing, and forestry	112.7	113.8	113.9	.4	.5	.1	1.3	1.3	1.1
Installation, maintenance, and repair	111.5	112.5	112.8	.4	.1	.3	1.7	1.3	1.2
Production, transportation, and material moving	109.8	111.3	111.5	.2	.7	.2	1.7	1.6	1.5
Production	109.3	110.6	110.6	.2	.5	.0	1.7	1.4	1.2
Transportation and material moving	110.4	112.1	112.5	.2	.9	.4	1.8	1.7	1.9
Service occupations	112.6	113.7	113.9	.2	.5	.2	2.1	1.2	1.2
Industry									
Goods-producing industries ³	110.1	111.5	111.6	.3	.5	.1	1.0	1.5	1.4
Manufacturing	108.9	110.6	110.7	.3	.5	.1	1.1	1.8	1.7
Service-providing industries ⁴	111.4	112.9	113.2	.3	.4	.3	1.5	1.6	1.6
Education and health services	112.5	113.7	114.0	.2	.6	.3	1.8	1.2	1.3
Education services	112.0	113.2	113.4	.2	.8	.2	1.6	1.3	1.2
Elementary and secondary schools	112.1	113.4	113.4	.1	.8	.0	1.8	1.2	1.2
Junior colleges, colleges, universities, and professional schools	111.7	112.5	113.0	.4	.8	.4	1.3	1.2	1.2
Health care and social assistance ⁵	113.1	114.3	114.7	.3	.4	.3	2.0	1.3	1.4
Hospitals	113.6	114.9	115.4	.4	.3	.4	2.1	1.5	1.6
Nursing and residential care facilities	111.6	112.6	112.6	.3	.4	.0	1.7	1.2	.9
Public administration ⁶	112.8	113.8	114.0	.3	.4	.2	2.2	1.2	1.1

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.

⁶ Some estimates from June 2009 through September 2010 for this series were corrected on January 18, 2011. For further information, see: www.bls.gov/bls/eci_corrections_111910.htm.

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—					
	Dec. 2009	Sep. 2010	Dec. 2010	3-months ended—			12-months ended—		
				Dec. 2009	Sep. 2010	Dec. 2010	Dec. 2009	Sep. 2010	Dec. 2010
Private industry workers									
All workers	110.8	112.4	112.8	0.2	0.4	0.4	1.3	1.6	1.8
Excluding incentive paid occupations ¹	111.6	113.1	113.4	.3	.4	.3	1.4	1.6	1.6
Occupational group									
Management, professional, and related	111.5	113.4	113.7	.2	.4	.3	.9	1.9	2.0
Excluding incentive paid occupations ¹	111.7	113.6	113.9	.2	.5	.3	.9	1.9	2.0
Management, business, and financial	110.8	112.8	113.2	.4	.2	.4	.7	2.2	2.2
Excluding incentive paid occupations ¹	111.2	113.4	113.7	.1	.5	.3	.5	2.1	2.2
Professional and related	112.1	113.9	114.1	.0	.6	.2	1.1	1.6	1.8
Sales and office	109.4	110.9	111.5	.4	.2	.5	1.3	1.7	1.9
Excluding incentive paid occupations ¹	111.9	113.0	113.3	.4	.2	.3	1.7	1.3	1.3
Sales and related	106.2	107.8	108.7	.5	-.2	.8	.5	2.0	2.4
Excluding incentive paid occupations ¹	112.1	112.5	112.7	.4	-.5	.2	1.5	.7	.5
Office and administrative support	111.8	113.3	113.6	.4	.6	.3	1.9	1.7	1.6
Natural resources, construction, and maintenance	112.0	113.1	113.3	.4	.3	.2	1.4	1.3	1.2
Construction, extraction, farming, fishing, and forestry	112.7	113.9	114.0	.4	.5	.1	1.1	1.4	1.2
Installation, maintenance, and repair	111.2	112.1	112.5	.5	.0	.4	1.7	1.3	1.2
Production, transportation, and material moving	109.6	111.1	111.3	.2	.7	.2	1.7	1.6	1.6
Excluding incentive paid occupations ¹	109.9	111.3	111.5	.3	.6	.2	1.8	1.6	1.5
Production	109.3	110.5	110.5	.3	.5	.0	1.8	1.4	1.1
Excluding incentive paid occupations ¹	109.4	110.7	110.8	.3	.5	.1	1.7	1.5	1.3
Transportation and material moving	110.1	111.8	112.2	.2	.9	.4	1.7	1.7	1.9
Service occupations	112.3	113.3	113.5	.2	.5	.2	2.0	1.1	1.1
Industry and occupational group									
Goods-producing industries ²	110.0	111.5	111.6	.2	.5	.1	.9	1.5	1.5
Excluding incentive paid occupations ¹	110.5	111.9	112.1	.3	.4	.2	1.0	1.5	1.4
Management, professional, and related	109.4	111.6	111.4	.0	.5	-.2	.6	2.0	1.8
Sales and office	108.7	109.9	110.5	.3	.9	.5	.7	1.4	1.7
Natural resources, construction, and maintenance	112.3	113.5	113.5	.4	.5	.0	.9	1.4	1.1
Production, transportation, and material moving	109.1	110.4	110.5	.2	.5	.1	1.4	1.4	1.3
Construction	111.9	112.8	112.7	.2	.5	-.1	.7	1.0	.7
Manufacturing	108.9	110.6	110.7	.3	.5	.1	1.1	1.8	1.7
Management, professional, and related	108.7	111.2	111.2	.1	.5	.0	.8	2.4	2.3
Sales and office	108.6	110.4	111.1	.4	1.3	.6	.5	2.0	2.3
Natural resources, construction, and maintenance	109.9	111.4	111.4	.2	.5	.0	.8	1.5	1.4
Production, transportation, and material moving	108.9	110.1	110.2	.3	.5	.1	1.5	1.4	1.2
Aircraft manufacturing	111.5	114.5	114.4	.0	.5	-.1	3.1	2.7	2.6

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—					
	Dec. 2009	Sep. 2010	Dec. 2010	3-months ended—			12-months ended—		
				Dec. 2009	Sep. 2010	Dec. 2010	Dec. 2009	Sep. 2010	Dec. 2010
Service-providing industries ³	111.1	112.7	113.1	0.3	0.4	0.4	1.4	1.7	1.8
Excluding incentive paid occupations ¹	111.9	113.4	113.8	.2	.4	.4	1.5	1.5	1.7
Management, professional, and related	111.9	113.7	114.1	.2	.4	.4	1.0	1.8	2.0
Sales and office	109.5	111.0	111.6	.5	.1	.5	1.4	1.8	1.9
Natural resources, construction, and maintenance	111.6	112.6	113.0	.4	-.1	.4	2.1	1.3	1.3
Production, transportation, and material moving	110.2	111.9	112.2	.2	.9	.3	1.9	1.7	1.8
Service occupations	112.3	113.3	113.5	.1	.4	.2	2.0	1.0	1.1
Trade, transportation, and utilities	108.9	110.6	111.0	.2	.1	.4	1.4	1.7	1.9
Excluding incentive paid occupations ¹	110.8	112.0	112.2	.3	.2	.2	1.7	1.4	1.3
Wholesale trade	106.4	107.7	108.5	.2	-.4	.7	.0	1.4	2.0
Excluding incentive paid occupations ¹	110.7	110.7	111.0	.3	-.7	.3	1.3	.3	.3
Retail trade	110.4	112.0	112.0	.4	.0	.0	2.1	1.8	1.4
Excluding incentive paid occupations ¹	111.2	112.7	112.8	.2	.4	.1	1.7	1.5	1.4
Transportation and warehousing	108.3	110.6	111.0	.0	1.0	.4	1.3	2.1	2.5
Utilities	113.3	115.4	115.6	1.0	.6	.2	3.4	2.9	2.0
Information	109.1	110.8	110.5	.4	.5	-.3	1.5	1.9	1.3
Financial activities	108.9	111.1	112.0	.4	.1	.8	1.6	2.4	2.8
Excluding incentive paid occupations ¹	111.0	112.8	113.1	.3	.1	.3	1.5	1.9	1.9
Finance and insurance	109.4	112.0	113.0	.4	.1	.9	1.7	2.8	3.3
Credit intermediation and related activities	107.8	108.8	110.4	.9	.2	1.5	1.9	1.9	2.4
Excluding incentive paid occupations ¹	111.7	113.2	113.4	.1	.2	.2	1.2	1.4	1.5
Insurance carriers and related activities	110.2	112.3	112.4	-.4	.1	.1	1.3	1.5	2.0
Excluding incentive paid occupations ¹	111.0	112.7	112.8	.3	.0	.1	1.9	1.8	1.6
Real estate and rental and leasing	106.8	107.5	108.1	.5	.3	.6	1.0	1.1	1.2
Excluding incentive paid occupations ¹	110.2	111.0	111.2	.5	.6	.2	1.1	1.2	.9
Professional and business services	112.7	114.3	115.0	.4	.6	.6	.7	1.8	2.0
Professional, scientific, and technical services	114.4	116.4	117.2	.2	.7	.7	.4	1.9	2.4
Administrative and support and waste management and remediation services	111.4	111.8	112.2	.9	.4	.4	1.5	1.3	.7
Education and health services	112.8	114.1	114.5	.3	.5	.4	2.0	1.4	1.5
Education services	112.6	114.2	114.5	.4	1.4	.3	1.6	1.8	1.7
Junior colleges, colleges, universities, and professional schools	112.4	113.9	114.2	.4	1.2	.3	1.5	1.8	1.6
Health care and social assistance ⁴	112.8	114.1	114.4	.3	.4	.3	2.0	1.4	1.4
Hospitals	113.4	114.7	115.2	.4	.3	.4	2.1	1.6	1.6
Nursing and residential care facilities	111.5	112.4	112.5	.3	.4	.1	1.6	1.1	.9
Nursing care facilities ¹	111.5	112.7	112.7	.3	.4	.0	1.8	1.3	1.1
Leisure and hospitality	113.8	114.8	115.0	.1	.4	.2	1.3	1.0	1.1
Accommodation and food services	114.3	115.1	115.3	.1	.4	.2	1.3	.8	.9
Other services, except public administration	112.1	113.4	113.2	-.4	.6	-.2	1.5	.8	1.0

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; education 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—					
	Dec. 2009	Sep. 2010	Dec. 2010	3-months ended—			12-months ended—		
				Dec. 2009	Sep. 2010	Dec. 2010	Dec. 2009	Sep. 2010	Dec. 2010
Bargaining status									
Union	110.9	112.7	112.9	0.6	0.5	0.2	2.6	2.3	1.8
Goods-producing industries ¹	109.8	111.1	111.2	.3	.4	.1	1.9	1.5	1.3
Manufacturing	107.3	108.6	108.7	.3	.4	.1	1.7	1.5	1.3
Service-providing industries ²	111.6	113.8	114.2	.7	.6	.4	3.0	2.7	2.3
Nonunion	110.9	112.4	112.7	.3	.4	.3	1.2	1.6	1.6
Goods-producing industries ¹	110.1	111.6	111.7	.2	.5	.1	.7	1.5	1.5
Manufacturing	109.3	111.1	111.2	.2	.5	.1	1.0	1.8	1.7
Service-providing industries ²	111.0	112.6	113.0	.2	.4	.4	1.2	1.6	1.8
Census region and division³									
Northeast	111.1	112.9	113.4	.3	.3	.4	1.4	1.9	2.1
New England	112.1	113.5	114.3	.4	.1	.7	1.6	1.6	2.0
Middle Atlantic	110.7	112.7	113.1	.3	.4	.4	1.2	2.1	2.2
South	111.5	112.9	113.4	.2	.4	.4	1.4	1.4	1.7
South Atlantic	112.2	113.3	113.7	.3	.4	.4	1.7	1.3	1.3
East South Central	110.2	111.6	111.5	.1	.2	-.1	1.1	1.4	1.2
West South Central	110.9	112.8	113.5	.1	.8	.6	1.0	1.8	2.3
Midwest	109.2	110.9	111.2	.3	.5	.3	1.1	1.8	1.8
East North Central	108.3	110.1	110.3	.3	.4	.2	.8	1.9	1.8
West North Central	111.4	113.1	113.5	.2	.6	.4	1.5	1.7	1.9
West	111.6	112.9	113.0	.4	.4	.1	1.4	1.5	1.3
Mountain	111.9	114.1	113.7	.0	.8	-.4	.8	2.0	1.6
Pacific	111.5	112.4	112.8	.5	.3	.4	1.5	1.4	1.2

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; education services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; and other services, except public administration.

³ The states (including the District of Columbia) that comprise the census divisions are: 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—					
	Dec. 2009	Sep. 2010	Dec. 2010	3-months ended—			12-months ended—		
				Dec. 2009	Sep. 2010	Dec. 2010	Dec. 2009	Sep. 2010	Dec. 2010
State and local government workers									
All workers ¹	112.5	113.6	113.8	0.3	0.6	0.2	1.9	1.2	1.2
Occupational group									
Management, professional, and related	112.2	113.3	113.5	.2	.6	.2	1.6	1.2	1.2
Professional and related	112.3	113.3	113.6	.3	.6	.3	1.8	1.2	1.2
Sales and office ¹	112.1	113.1	113.2	.2	.5	.1	2.2	1.1	1.0
Office and administrative support ¹	112.5	113.5	113.6	.2	.4	.1	2.2	1.1	1.0
Service occupations ¹	113.5	114.9	115.1	.4	.6	.2	2.3	1.6	1.4
Industry									
Education and health services	112.3	113.4	113.6	.3	.7	.2	1.6	1.2	1.2
Education services	111.9	113.0	113.2	.2	.7	.2	1.6	1.2	1.2
Schools ²	111.9	113.0	113.2	.2	.7	.2	1.6	1.2	1.2
Elementary and secondary schools	112.1	113.4	113.5	.1	.8	.1	1.8	1.2	1.2
Health care and social assistance ^{1,3}	115.2	116.2	116.8	.2	.3	.5	1.6	1.0	1.4
Hospitals	114.7	115.7	116.3	.4	.2	.5	2.3	1.3	1.4
Public administration ¹	112.8	113.8	114.0	.3	.4	.2	2.2	1.2	1.1

¹ Some estimates from June 2009 through September 2010 for this series were corrected on January 18, 2011. For further information, see: www.bls.gov/bls/eci_corrections_111910.htm.

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 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—					
	Dec. 2009	Sep. 2010	Dec. 2010	3-months ended—			12-months ended—		
				Dec. 2009	Sep. 2010	Dec. 2010	Dec. 2009	Sep. 2010	Dec. 2010
Civilian workers									
All workers ¹	110.7	113.6	113.9	0.2	0.8	0.3	1.5	2.8	2.9
Private industry workers									
All workers	108.7	111.7	111.9	.0	.6	.2	.9	2.8	2.9
Occupational group									
Management, professional, and related	108.8	111.0	111.2	-.1	.5	.2	.3	1.9	2.2
Sales and office	108.7	111.6	111.8	.2	.5	.2	.8	2.9	2.9
Natural resources, construction, and maintenance	109.5	113.0	113.2	.3	.5	.2	1.7	3.5	3.4
Production, transportation, and material moving	107.4	111.8	112.0	.3	.9	.2	2.2	4.4	4.3
Service occupations	110.5	113.2	113.5	.1	.6	.3	1.6	2.5	2.7
Industry									
Goods-producing industries ²	105.8	110.0	110.1	.1	.9	.1	1.1	4.1	4.1
Manufacturing	103.6	108.7	108.8	.2	1.2	.1	1.1	5.1	5.0
Aircraft manufacturing	72.0	83.2	83.2	.0	16.2	.0	-1.8	15.6	15.6
Service-providing industries ³	109.9	112.3	112.6	.0	.4	.3	.9	2.2	2.5
Bargaining status									
Union	111.4	117.6	117.9	.5	1.2	.3	3.3	6.0	5.8
Nonunion	108.2	110.4	110.6	.0	.4	.2	.6	2.0	2.2
State and local government workers									
All workers	117.7	120.7	121.1	.3	1.8	.3	3.1	2.8	2.9

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; education 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	Percent changes for 12-months ended—					
	Total compensation			Wages and salaries		
	Dec. 2009	Sep. 2010	Dec. 2010	Dec. 2009	Sep. 2010	Dec. 2010
Northeast						
Boston-Worcester-Manchester, MA-NH CSA	1.5	2.2	2.4	1.4	1.9	2.2
New York-Newark-Bridgeport, NY-NJ-CT-PA CSA	1.3	2.0	2.2	1.4	1.9	2.2
Philadelphia-Camden-Vineland, PA-NJ-DE-MD CSA	1.4	2.4	2.4	1.2	1.4	1.4
South						
Atlanta-Sandy Springs-Gainesville, GA-AL CSA ....	.4	1.6	1.8	.0	1.2	1.3
Dallas-Fort Worth, TX CSA .....	.6	2.7	2.9	.5	2.6	2.5
Houston-Baytown-Huntsville, TX CSA .....	.6	2.5	3.1	.8	2.5	3.4
Miami-Fort Lauderdale-Pompano Beach, FL MSA	.5	.7	1.1	1.1	.0	.1
Washington-Baltimore-Northern Virginia, DC-MD-VA-WV CSA	1.6	1.9	2.0	2.0	1.5	1.8
Midwest						
Chicago-Naperville-Michigan City, IL-IN-WI CSA ...	.6	3.4	3.4	.5	2.7	2.8
Detroit-Warren-Flint, MI CSA	1.1	3.9	4.2	1.1	2.3	2.8
Minneapolis-St. Paul-St. Cloud, MN-WI CSA .....	.3	2.3	2.8	1.1	2.4	3.2
West						
Los Angeles-Long Beach-Riverside, CA CSA	1.3	1.1	1.0	1.6	.9	.5
Phoenix-Mesa-Scottsdale, AZ MSA	-2.4	1.7	2.3	-2.5	.9	1.6
San Jose-San Francisco-Oakland, CA CSA	1.4	1.7	1.3	1.1	1.3	.9
Seattle-Tacoma-Olympia, WA CSA	1.4	3.1	3.2	2.2	1.7	1.6

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