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EMPLOYMENT COST INDEX –DECEMBER 2011

Compensation costs for civilian workers increased 0.4 percent, seasonally adjusted, for the 3-month period ending December 2011, the U.S. Bureau of Labor Statistics reported today. **Wages and salaries** (which make up about 70 percent of compensation costs) also increased 0.4 percent, and **benefits** (which make up the remaining 30 percent of compensation) increased 0.6 percent.

Chart 1. Employment Cost Index, 3-month percent change, seasonally adjusted, civilian workers, compensation, Dec. 2009-Dec. 2011

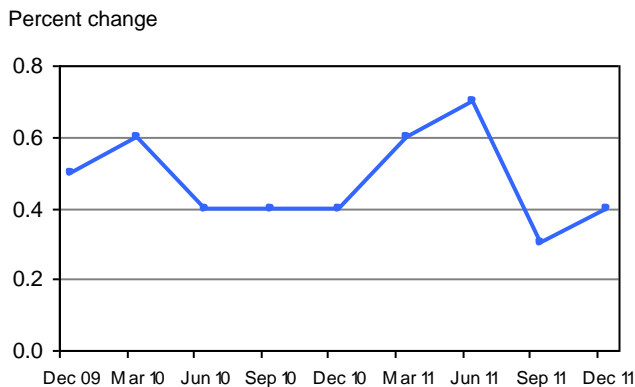
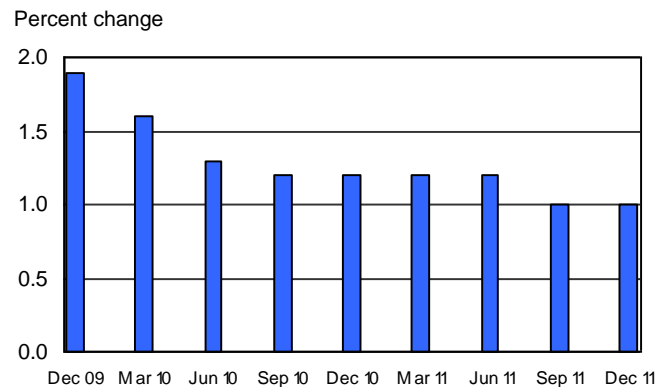


Chart 2. Employment Cost Index, 12-month percent change, not seasonally adjusted, state and local government, wages and salaries, Dec. 2009-Dec. 2011



Civilian Workers

Compensation costs for civilian workers increased 2.0 percent for the 12-month period ending December 2011, the same as the increase a year earlier in December 2010. **Wages and salaries** increased 1.4 percent for the current 12-month period. In December 2010 the increase was 1.6 percent. **Benefit costs** increased 3.2 percent for the 12-month period ending December 2011. In December 2010, the increase was 2.9 percent.

Private Industry Workers

Compensation costs for private industry workers increased 2.2 percent over the year, compared to the 2.1 percent increase for the previous 12-month period. **Wages and salaries** increased 1.6 percent for the current 12-month period. The increase for the 12-month period ending December 2010 was 1.8 percent. The increase in the cost of **benefits** was 3.6 percent for the 12-month period ending December 2011, higher than the December 2010 increase of 2.9 percent. Employer costs for **health benefits** increased

3.5 percent for the 12-month period ending December 2011, lower than the December 2010 increase of 5.0 percent.

Among occupational groups, compensation cost increases for private industry workers for the 12-month period ending December 2011 ranged from 1.7 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 1.0 percent for leisure and hospitality to 2.8 percent for manufacturing.

State and Local Government Workers

Compensation costs for state and local government workers decelerated over the year. In December 2011, the increase for the 12-month period was 1.3 percent. In December 2010, the increase for the 12-month period was 1.8 percent. Values for this series—which began in June 1982—have ranged from the current period’s 1.3 percent to 9.6 percent. **Wages and salaries** increased 1.0 percent for the 12-month period ending December 2011. A year earlier the increase was 1.2 percent. Prior values for this series, which also began in June 1982, ranged from 1.0 percent to 8.5 percent. **Benefit costs** increased 2.1 percent in December 2011, down from the December 2010 increase of 2.9 percent. Prior values for this series, which began in June 1990, ranged from 1.2 percent to 8.3 percent.

The Employment Cost Index for March 2012 is scheduled to be released on Friday, April 27, 2012, 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. 2011	Dec. 2011	Dec. 2010	Mar. 2011	June 2011	Sep. 2011	Dec. 2011
CIVILIAN WORKERS¹							
Compensation ²	0.3	0.4	2.0	2.0	2.2	2.0	2.0
Wages and salaries	0.3	0.4	1.6	1.6	1.6	1.6	1.4
Benefits	0.1	0.6	2.9	3.0	3.6	3.2	3.2
PRIVATE INDUSTRY							
Compensation ²	0.4	0.4	2.1	2.0	2.3	2.1	2.2
Wages and salaries	0.4	0.4	1.8	1.6	1.7	1.7	1.6
Benefits	0.1	0.7	2.9	3.0	4.0	3.3	3.6
STATE AND LOCAL GOVERNMENT							
Compensation ²	0.0	0.3	1.8	1.8	1.7	1.5	1.3
Wages and salaries	-0.2	0.3	1.2	1.2	1.2	1.0	1.0
Benefits	0.3	0.3	2.9	3.3	3.0	2.5	2.1

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 2011 reference period were collected from a probability sample of approximately 48,200 occupational observations selected from a sample of about 9,400 establishments in private industry and approximately 9,300 occupations from a sample of about 1,400 establishments in state and local governments.

Health insurance data

Data from the ECI that provide 12-month percent changes in employer costs for health insurance in private industry are 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. (EDT), Wednesday, March 14, 2012. 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.

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. 2011	Dec. 2011	Mar. 2010	June 2010	Sep. 2010	Dec. 2010	Mar. 2011	June 2011	Sep. 2011	Dec. 2011
Civilian workers										
All workers ²	115.1	115.6	0.6	0.4	0.4	0.4	0.6	0.7	0.3	0.4
Industry										
Goods-producing industries ³	113.4	114.1	.7	.5	.7	.4	.4	1.2	.2	.6
Manufacturing	112.8	113.5	.7	.7	.8	.5	.6	1.4	.2	.6
Service-providing industries ⁴	115.5	116.0	.5	.5	.3	.5	.6	.6	.3	.4
Education and health services	116.1	116.6	.4	.4	.3	.5	.4	.4	.0	.4
Education services	116.0	116.4	.4	.4	.1	.5	.5	.3	-.1	.3
Elementary and secondary schools	116.0	116.5	.4	.5	-.1	.4	.5	.5	-.4	.4
Junior colleges, colleges, universities, and professional schools	115.5	115.8	.3	.4	.2	.8	.4	.2	.3	.3
Health care and social assistance ⁵	116.3	116.9	.4	.4	.4	.4	.3	.4	.3	.5
Hospitals	117.3	117.8	.5	.6	.4	.6	.5	.3	.3	.4
Nursing and residential care facilities	114.3	114.4	.4	.2	.5	.1	.5	.4	.4	.1
Public administration	117.9	118.2	.4	.5	.6	.3	.5	.3	.1	.3
Private industry workers										
All workers	114.6	115.1	.6	.5	.4	.5	.5	.8	.4	.4
Occupational group										
Management, professional, and related	115.1	115.7	.5	.5	.4	.5	.5	.7	.3	.5
Management, business, and financial	114.9	115.4	.6	.5	.4	.5	.6	.9	.5	.4
Professional and related	115.3	116.0	.4	.4	.5	.4	.6	.6	.2	.6
Sales and office	113.8	114.2	.5	.6	.5	.5	.5	.9	.5	.4
Sales and related	110.2	110.6	.7	.8	.1	.7	.4	1.1	.5	.4
Office and administrative support	116.3	116.7	.5	.5	.6	.4	.6	.7	.5	.3
Natural resources, construction, and maintenance	115.5	116.0	.7	.4	.4	.4	.4	.9	.6	.4
Construction, extraction, farming, fishing, and forestry	115.9	116.6	.7	.2	.6	.3	.4	.3	.4	.6
Installation, maintenance, and repair	115.0	115.3	.9	.3	.3	.5	.2	1.5	.8	.3
Production, transportation, and material moving	113.7	114.5	.6	.5	.7	.5	.4	1.2	.2	.7
Production	113.3	114.1	.7	.5	.6	.5	.3	1.5	.1	.7
Transportation and material moving	114.1	115.0	.6	.5	.8	.6	.4	.7	.2	.8
Service occupations	114.8	115.6	.3	.4	.4	.5	.7	.2	.1	.7
Industry										
Goods-producing industries ³	113.3	114.1	.7	.5	.6	.4	.5	1.2	.1	.7
Construction	113.8	114.6	.3	.2	.4	.1	.1	.6	.2	.7
Manufacturing	112.8	113.5	.7	.7	.8	.5	.6	1.4	.2	.6
Aircraft manufacturing	96.8	97.1	.3	.2	6.5	.3	2.2	.6	-5.6	.3
Service-providing industries ⁶	115.0	115.5	.5	.5	.4	.5	.6	.7	.3	.4
Trade, transportation, and utilities	113.7	114.3	1.0	.7	.2	.5	.5	.8	.6	.5
Retail trade	113.9	114.5	.9	.6	.1	.2	.4	.8	.4	.5
Transportation and warehousing	113.4	113.8	.6	.6	.9	.7	.8	.4	.4	.4
Utilities	121.5	122.4	2.5	.9	1.1	.4	1.0	.8	1.0	.7
Information	112.3	112.7	.4	.7	.4	.1	1.3	.5	.1	.4
Financial activities	114.3	114.5	.8	.5	.3	.9	1.2	.5	.7	.2
Finance and insurance	114.6	114.8	.8	.6	.3	1.0	1.2	.5	.5	.2
Credit intermediation and related activities	114.5	114.2	.7	.5	.6	1.0	1.5	.4	.8	-.3
Insurance carriers and related activities	114.8	115.7	.7	.6	.2	.5	.8	.7	.3	.8
Real estate and rental and leasing	112.5	113.2	.8	-.4	.4	.7	.9	.7	1.0	.6

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. 2011	Dec. 2011	Mar. 2010	June 2010	Sep. 2010	Dec. 2010	Mar. 2011	June 2011	Sep. 2011	Dec. 2011
Industry										
Professional and business services	116.8	117.2	0.4	0.4	0.5	0.6	0.6	1.1	0.1	0.3
Professional, scientific, and technical services	119.4	119.9	.3	.6	.7	.7	.7	1.0	.1	.4
Administrative and support and waste management and remediation services	113.3	114.0	.3	-.2	.5	.4	.3	1.0	-.1	.6
Education and health services	115.9	116.6	.4	.4	.4	.4	.3	.4	.3	.6
Education services	116.3	117.3	.3	.3	.5	.6	.3	.6	.3	.9
Junior colleges, colleges, universities, and professional schools	116.0	116.9	.3	.4	.4	.6	.4	.4	.1	.8
Health care and social assistance ⁵	115.8	116.4	.4	.4	.4	.4	.3	.4	.3	.5
Hospitals	116.9	117.5	.5	.6	.4	.6	.3	.4	.3	.5
Nursing and residential care facilities	113.6	113.7	.5	.2	.4	.2	.4	.4	.4	.1
Leisure and hospitality	115.0	115.2	.4	.3	.2	.3	.3	.3	.3	.2
Accommodation and food services	115.8	116.0	.2	.4	.2	.3	.4	.2	.3	.2
Other services, except public administration	114.9	115.9	.3	.4	.4	.4	.7	.1	.4	.9
State and local government workers										
All workers	117.2	117.5	.4	.6	.3	.5	.5	.4	.0	.3
Industry										
Education and health services	116.3	116.7	.4	.4	.1	.5	.6	.3	-.2	.3
Education services	115.9	116.3	.4	.4	.0	.5	.6	.3	-.3	.3
Schools	115.9	116.3	.4	.4	.0	.5	.6	.3	-.3	.3
Elementary and secondary schools	116.1	116.6	.4	.4	.0	.4	.5	.4	-.3	.4
Health care and social assistance ⁵	119.8	120.1	.4	.4	.5	.7	1.1	.2	.4	.3
Hospitals	118.9	119.2	.4	.6	.5	.8	.9	.2	.5	.3
Public administration	117.9	118.2	.4	.5	.6	.3	.5	.3	.1	.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.

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. 2011	Dec. 2011	Mar. 2010	June 2010	Sep. 2010	Dec. 2010	Mar. 2011	June 2011	Sep. 2011	Dec. 2011
Civilian workers										
All workers ¹	114.2	114.7	0.4	0.4	0.3	0.4	0.4	0.4	0.3	0.4
Industry										
Goods-producing industries ²	113.1	113.6	.3	.4	.5	.3	.4	.5	.4	.4
Manufacturing	112.5	112.9	.3	.5	.5	.4	.5	.5	.4	.4
Service-providing industries ³	114.5	114.9	.4	.5	.2	.5	.4	.4	.3	.3
Education and health services	114.7	115.2	.4	.4	.1	.4	.4	.3	.0	.4
Education services	113.8	114.3	.4	.4	-.1	.5	.4	.4	-.4	.4
Elementary and secondary schools	113.6	114.1	.5	.5	-.3	.4	.4	.4	-.5	.4
Junior colleges, colleges, universities, and professional schools	113.7	114.0	.2	.4	.1	.5	.4	.4	.1	.3
Health care and social assistance ⁴	115.7	116.2	.4	.4	.3	.3	.3	.3	.3	.4
Hospitals	116.7	117.1	.4	.5	.3	.4	.4	.3	.4	.3
Public administration	114.7	115.0	.3	.4	.2	.3	.3	.3	.1	.3
Private industry workers										
All workers	114.2	114.7	.5	.4	.4	.4	.4	.5	.4	.4
Occupational group										
Management, professional, and related	115.3	115.8	.5	.5	.4	.4	.4	.4	.4	.4
Management, business, and financial	115.0	115.3	.6	.5	.4	.5	.2	.5	.7	.2
Professional and related	115.5	116.1	.4	.4	.5	.4	.5	.5	.3	.5
Sales and office	113.2	113.6	.5	.5	.3	.6	.3	.6	.6	.4
Sales and related	110.2	110.7	.8	.8	-.1	.8	.0	.9	.7	.5
Office and administrative support	115.4	115.8	.2	.4	.6	.4	.6	.4	.5	.4
Natural resources, construction, and maintenance	115.2	115.4	.4	.2	.3	.2	.4	.7	.6	.2
Construction, extraction, farming, fishing, and forestry	115.3	115.7	.3	.3	.4	.2	.5	.3	.4	.3
Installation, maintenance, and repair	115.0	115.1	.7	.0	.0	.4	.1	1.0	1.0	.1
Production, transportation, and material moving	112.3	112.9	.2	.4	.5	.4	.4	.4	.2	.5
Production	111.9	112.4	.2	.4	.4	.2	.4	.4	.3	.5
Transportation and material moving	112.9	113.5	.3	.4	.6	.5	.3	.3	.1	.6
Service occupations ⁵	114.4	115.2	.2	.2	.3	.4	.5	.1	.1	.7
Industry										
Goods-producing industries ²	113.1	113.6	.2	.5	.5	.3	.4	.5	.4	.4
Construction	113.5	114.1	.2	.2	.4	.0	.0	.5	.2	.5
Manufacturing	112.5	112.9	.3	.5	.5	.4	.5	.5	.4	.4
Aircraft manufacturing	117.6	118.2	.6	.5	.9	.5	.2	.9	.9	.5
Service-providing industries ⁶	114.6	115.0	.4	.4	.4	.5	.3	.5	.4	.3
Trade, transportation, and utilities	112.4	113.0	.6	.6	.1	.5	.1	.5	.7	.5
Retail trade ⁷	113.8	114.5	.6	.6	-.1	.3	.3	.5	.7	.6
Transportation and warehousing	111.9	112.2	.5	.6	.8	.6	.2	.3	.2	.3
Utilities	118.5	119.1	.3	.4	.9	.4	.9	.8	.6	.5
Information	112.4	112.7	.3	.5	.5	.0	1.2	.2	.2	.3
Financial activities	114.0	114.1	.6	.7	.3	1.2	.6	.1	.8	.1
Finance and insurance	114.7	114.9	.5	1.1	.4	1.3	.5	-.1	.7	.2
Credit intermediation and related activities	112.5	112.0	-.4	.7	.6	1.3	1.4	-.4	.9	-.5
Insurance carriers and related activities	114.1	115.2	.6	.5	.2	.6	.3	.4	.4	1.0
Professional and business services	116.8	117.1	.3	.5	.6	.5	.4	1.0	.2	.3

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. 2011	Dec. 2011	Mar. 2010	June 2010	Sep. 2010	Dec. 2010	Mar. 2011	June 2011	Sep. 2011	Dec. 2011
Industry										
Professional, scientific, and technical services	119.5	119.7	0.4	0.6	0.7	0.7	0.5	1.2	0.1	0.2
Administrative and support and waste management and remediation services	113.2	113.8	-.2	.0	.4	.4	.0	.8	.0	.5
Education and health services	115.5	116.1	.4	.4	.4	.4	.3	.4	.3	.5
Education services	115.7	116.7	.1	.4	.6	.6	.3	.4	.3	.9
Junior colleges, colleges, universities, and professional schools	115.2	115.9	.2	.6	.3	.5	.5	.3	.3	.6
Health care and social assistance ⁴	115.4	115.9	.5	.3	.4	.3	.2	.4	.3	.4
Hospitals	116.5	117.0	.4	.5	.2	.4	.5	.3	.4	.5
Leisure and hospitality	115.7	115.9	.4	.3	.1	.3	.0	.3	.3	.2
Accommodation and food services	116.3	116.5	.2	.3	.1	.3	.2	.3	.4	.2
Other services, except public administration	114.5	115.5	-.1	.4	.4	.4	.6	-.1	.4	.9
State and local government workers										
All workers	114.3	114.7	.4	.4	-.1	.4	.4	.4	-.2	.3
Industry										
Education and health services	114.0	114.3	.4	.4	-.2	.4	.4	.4	-.3	.3
Education services	113.5	113.9	.5	.4	-.2	.5	.4	.4	-.4	.4
Schools	113.5	113.9	.5	.4	-.2	.4	.4	.4	-.4	.4
Elementary and secondary schools	113.6	114.1	.5	.5	-.3	.4	.4	.4	-.5	.5
Health care and social assistance ⁴	117.8	118.1	.3	.4	.1	.6	.5	.1	.3	.3
Hospitals	117.4	117.5	.3	.3	.3	.4	.5	.1	.4	.1
Public administration	114.7	115.0	.3	.4	.2	.3	.3	.3	.1	.3

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 Seasonally adjusted indexes and 3-month percent changes for this

series are being published for the first time with the 2011 seasonal adjustment revisions. Historical data for this series are published beginning with March 2006.

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 The retail trade wages series is seasonal as of the 2011 revision. Seasonality was first found in the 2006 revision and the series continued to be seasonally adjusted until the 2010 revision when it was discontinued for one year. Historical data for this series is published beginning with March 2001.

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. 2011	Dec. 2011	Mar. 2010	June 2010	Sep. 2010	Dec. 2010	Mar. 2011	June 2011	Sep. 2011	Dec. 2011
Civilian workers										
All workers ¹	117.0	117.7	1.0	0.6	0.7	0.5	1.1	1.3	0.1	0.6
Private industry workers										
All workers	115.4	116.2	1.2	.5	.6	.5	1.2	1.6	.1	.7
Occupational group										
Management, professional, and related	114.7	115.6	.6	.5	.5	.6	1.3	1.4	.0	.8
Sales and office	115.3	115.7	1.1	.8	.6	.3	1.2	1.5	.3	.3
Natural resources, construction, and maintenance	116.2	117.3	1.5	.5	.7	.7	.3	1.4	.5	.9
Production, transportation, and material moving	116.3	117.6	1.5	1.0	1.1	.8	.4	2.8	.0	1.1
Service occupations	115.9	116.8	.6	.8	.7	.5	1.4	.6	-.1	.7
Industry										
Goods-producing industries ²	113.8	115.1	1.6	.7	1.1	.6	.6	2.3	-.2	1.1
Manufacturing	113.4	114.7	1.8	1.1	1.3	.8	.9	2.9	-.4	1.1
Service-providing industries ³	116.0	116.6	1.0	.5	.4	.4	1.4	1.2	.2	.5
State and local government workers										
All workers	123.1	123.5	.5	.8	.8	.7	.9	.5	.3	.3

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 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. 2010	Sep. 2011	Dec. 2011	3-months ended—			12-months ended—		
				Dec. 2010	Sep. 2011	Dec. 2011	Dec. 2010	Sep. 2011	Dec. 2011
Civilian workers									
All workers ²	113.2	115.2	115.5	0.3	0.3	0.3	2.0	2.0	2.0
Excluding incentive paid occupations ³	113.7	115.7	116.0	.3	.4	.3	2.0	2.0	2.0
Occupational group									
Management, professional, and related	113.7	115.6	115.8	.3	.3	.2	1.9	1.9	1.8
Management, business, and financial	112.7	115.1	115.3	.4	.3	.2	2.1	2.5	2.3
Professional and related	114.3	115.9	116.2	.2	.4	.3	1.8	1.6	1.7
Sales and office	112.1	114.2	114.6	.4	.4	.4	2.2	2.3	2.2
Sales and related	108.1	110.4	110.8	.7	.5	.4	2.2	2.8	2.5
Office and administrative support	114.4	116.6	116.8	.3	.4	.2	2.1	2.2	2.1
Natural resources, construction, and maintenance	113.6	115.8	116.1	.2	.5	.3	1.9	2.1	2.2
Construction, extraction, farming, fishing, and forestry	114.5	116.1	116.5	.1	.4	.3	1.8	1.5	1.7
Installation, maintenance, and repair	112.6	115.5	115.6	.4	.7	.1	2.0	2.9	2.7
Production, transportation, and material moving	111.9	114.2	114.6	.2	.3	.4	2.5	2.2	2.4
Production	110.9	113.4	113.8	.1	.2	.4	2.4	2.3	2.6
Transportation and material moving	113.3	115.1	115.6	.4	.3	.4	2.6	1.9	2.0
Service occupations	114.9	116.2	116.6	.3	.3	.3	1.8	1.4	1.5
Industry									
Goods-producing industries ⁴	111.1	113.5	113.9	.1	.3	.4	2.3	2.3	2.5
Manufacturing	110.0	112.8	113.1	.1	.1	.3	2.8	2.6	2.8
Service-providing industries ⁵	113.6	115.5	115.8	.3	.4	.3	1.9	1.9	1.9
Education and health services	115.2	116.5	116.8	.3	.7	.3	1.6	1.5	1.4
Education services	115.3	116.6	116.7	.2	1.0	.1	1.5	1.3	1.2
Elementary and secondary schools	115.5	116.7	116.8	.0	.9	.1	1.2	1.0	1.1
Junior colleges, colleges, universities, and professional schools	114.6	115.9	116.0	.5	1.0	.1	1.7	1.7	1.2
Health care and social assistance ⁶	115.0	116.4	116.8	.3	.4	.3	1.7	1.6	1.6
Hospitals	115.9	117.4	117.8	.6	.4	.3	2.2	1.9	1.6
Nursing and residential care facilities	112.7	114.3	114.3	.0	.4	.0	1.2	1.4	1.4
Public administration	116.8	118.1	118.2	.2	.4	.1	1.9	1.3	1.2

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 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. 2010	Sep. 2011	Dec. 2011	3-months ended—			12-months ended—		
				Dec. 2010	Sep. 2011	Dec. 2011	Dec. 2010	Sep. 2011	Dec. 2011
Private industry workers									
All workers	112.5	114.6	115.0	0.3	0.3	0.3	2.1	2.1	2.2
Excluding incentive paid occupations ²	113.1	115.1	115.5	.3	.2	.3	2.1	2.0	2.1
Occupational group									
Management, professional, and related	113.0	115.1	115.4	.3	.3	.3	2.1	2.1	2.1
Excluding incentive paid occupations ²	113.1	115.3	115.6	.3	.2	.3	2.1	2.2	2.2
Management, business, and financial	112.3	114.8	115.0	.3	.3	.2	2.2	2.5	2.4
Excluding incentive paid occupations ²	112.7	115.1	115.4	.3	.2	.3	2.2	2.4	2.4
Professional and related	113.5	115.4	115.7	.2	.3	.3	1.9	1.9	1.9
Sales and office	111.6	113.8	114.2	.5	.4	.4	2.2	2.4	2.3
Excluding incentive paid occupations ²	113.3	115.4	115.8	.3	.3	.3	1.7	2.1	2.2
Sales and related	108.1	110.3	110.7	.7	.5	.4	2.2	2.7	2.4
Excluding incentive paid occupations ²	111.8	113.9	114.2	.1	.3	.3	.7	2.0	2.1
Office and administrative support	114.0	116.2	116.5	.3	.3	.3	2.2	2.2	2.2
Natural resources, construction, and maintenance	113.3	115.5	115.8	.2	.5	.3	1.9	2.1	2.2
Construction, extraction, farming, fishing, and forestry	114.4	116.0	116.5	.1	.4	.4	1.8	1.5	1.8
Installation, maintenance, and repair	111.9	114.9	115.0	.3	.6	.1	1.9	3.0	2.8
Production, transportation, and material moving	111.5	113.8	114.2	.2	.3	.4	2.4	2.2	2.4
Excluding incentive paid occupations ²	111.7	113.9	114.5	.2	.1	.5	2.4	2.2	2.5
Production	110.8	113.4	113.8	.1	.2	.4	2.4	2.4	2.7
Excluding incentive paid occupations ²	111.0	113.5	114.0	.2	.1	.4	2.4	2.4	2.7
Transportation and material moving	112.5	114.4	114.9	.3	.4	.4	2.6	2.0	2.1
Service occupations	113.5	115.0	115.4	.2	.3	.3	1.5	1.5	1.7
Industry and occupational group									
Goods-producing industries ³	111.1	113.4	113.8	.1	.2	.4	2.3	2.2	2.4
Excluding incentive paid occupations ²	111.4	113.8	114.2	.1	.1	.4	2.3	2.2	2.5
Management, professional, and related	109.1	112.0	112.3	-.1	-.1	.3	2.5	2.6	2.9
Sales and office	110.2	111.8	112.5	.5	.4	.6	2.2	1.9	2.1
Natural resources, construction, and maintenance	113.7	115.6	115.9	.1	.3	.3	1.8	1.8	1.9
Production, transportation, and material moving	110.8	113.1	113.6	.2	.1	.4	2.6	2.3	2.5
Construction	112.7	113.9	114.5	-.1	.3	.5	.9	1.0	1.6
Manufacturing	110.0	112.8	113.1	.1	.1	.3	2.8	2.6	2.8
Management, professional, and related	108.8	112.0	112.2	.0	.0	.2	3.1	2.9	3.1
Sales and office	110.8	113.3	113.7	.5	.1	.4	3.1	2.7	2.6
Natural resources, construction, and maintenance	110.9	114.3	114.2	.0	.3	-.1	3.0	3.1	3.0
Production, transportation, and material moving	110.5	112.9	113.4	.2	.1	.4	2.6	2.4	2.6
Aircraft manufacturing	99.3	96.8	96.7	-.1	-5.7	-.1	7.5	-2.6	-2.6

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. 2010	Sep. 2011	Dec. 2011	3-months ended—			12-months ended—		
				Dec. 2010	Sep. 2011	Dec. 2011	Dec. 2010	Sep. 2011	Dec. 2011
Service-providing industries ⁴	113.0	115.0	115.3	0.4	0.3	0.3	2.0	2.1	2.0
Excluding incentive paid occupations ²	113.6	115.6	116.0	.3	.3	.3	1.9	2.0	2.1
Management, professional, and related	113.7	115.7	116.0	.3	.3	.3	1.9	2.0	2.0
Sales and office	111.8	114.0	114.3	.4	.4	.3	2.2	2.4	2.2
Natural resources, construction, and maintenance	112.6	115.5	115.6	.4	1.0	.1	2.0	2.9	2.7
Production, transportation, and material moving	112.5	114.6	115.1	.2	.4	.4	2.4	2.0	2.3
Service occupations	113.5	114.9	115.4	.2	.2	.4	1.4	1.4	1.7
Trade, transportation, and utilities	111.4	113.8	114.1	.3	.5	.3	2.4	2.4	2.4
Excluding incentive paid occupations ²	112.5	114.9	115.3	.2	.3	.3	2.0	2.3	2.5
Wholesale trade	109.5	112.2	112.8	.7	.7	.5	2.3	3.2	3.0
Excluding incentive paid occupations ²	111.7	115.2	115.5	.4	.6	.3	1.1	3.5	3.4
Retail trade	112.0	114.0	114.4	.0	.4	.4	1.8	1.8	2.1
Excluding incentive paid occupations ²	112.8	114.1	114.6	.1	.1	.4	1.8	1.2	1.6
Transportation and warehousing	111.3	113.6	113.6	.4	.4	.0	2.9	2.4	2.1
Utilities	117.5	121.5	121.6	-.3	.5	.1	4.9	3.1	3.5
Information	110.0	112.4	112.5	-.2	.1	.1	1.6	2.0	2.3
Financial activities	111.4	114.3	114.2	.7	.4	-.1	2.6	3.3	2.5
Excluding incentive paid occupations ²	112.3	115.2	115.5	.3	.3	.3	1.7	2.9	2.8
Finance and insurance	111.8	114.7	114.5	.7	.3	-.2	2.8	3.3	2.4
Credit intermediation and related activities	111.4	114.3	114.1	1.2	.4	-.2	3.0	3.8	2.4
Excluding incentive paid occupations ²	113.9	116.9	117.2	.3	.2	.3	2.3	2.9	2.9
Insurance carriers and related activities	112.2	114.9	115.2	.0	.1	.3	2.0	2.4	2.7
Excluding incentive paid occupations ²	112.7	115.4	115.7	.0	.0	.3	1.7	2.4	2.7
Real estate and rental and leasing	109.4	112.5	112.9	.6	1.0	.4	1.6	3.4	3.2
Excluding incentive paid occupations ²	112.3	115.2	115.7	.4	.8	.4	1.5	2.9	3.0
Professional and business services	114.6	116.7	117.1	.5	.1	.3	2.0	2.4	2.2
Professional, scientific, and technical services	117.2	119.3	119.8	.7	.1	.4	2.4	2.5	2.2
Administrative and support and waste management and remediation services	111.9	113.3	113.9	.4	-.1	.5	1.1	1.6	1.8
Education and health services	114.7	116.0	116.5	.3	.4	.4	1.7	1.5	1.6
Education services	115.0	116.8	117.3	.3	1.0	.4	1.6	1.8	2.0
Junior colleges, colleges, universities, and professional schools	115.0	116.5	116.9	.3	1.0	.3	1.7	1.6	1.7
Health care and social assistance ⁵	114.6	115.8	116.4	.4	.3	.5	1.6	1.4	1.6
Hospitals	115.6	117.0	117.5	.5	.3	.4	2.1	1.7	1.6
Nursing and residential care facilities	112.1	113.6	113.7	.1	.3	.1	1.1	1.4	1.4
Nursing care facilities ²	112.6	114.1	114.2	.0	.2	.1	1.3	1.3	1.4
Leisure and hospitality	114.1	115.1	115.2	.2	.4	.1	1.2	1.1	1.0
Accommodation and food services	114.8	115.9	116.0	.2	.5	.1	1.1	1.1	1.0
Other services, except public administration	113.2	115.0	115.6	-.1	.4	.5	1.5	1.5	2.1

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. 2010	Sep. 2011	Dec. 2011	3-months ended—			12-months ended—		
				Dec. 2010	Sep. 2011	Dec. 2011	Dec. 2010	Sep. 2011	Dec. 2011
Bargaining status									
Union	114.8	117.4	117.9	0.2	0.3	0.4	3.3	2.4	2.7
Goods-producing industries ²	113.9	116.3	116.9	.1	-.1	.5	3.5	2.2	2.6
Manufacturing	110.5	113.2	113.8	.0	-.5	.5	4.4	2.4	3.0
Service-providing industries ³	115.5	118.3	118.8	.3	.5	.4	3.2	2.7	2.9
Nonunion	112.1	114.2	114.5	.3	.4	.3	1.8	2.1	2.1
Goods-producing industries ²	110.2	112.5	112.9	.1	.3	.4	1.8	2.2	2.5
Manufacturing	110.0	112.8	113.0	.1	.3	.2	2.3	2.6	2.7
Service-providing industries ³	112.7	114.7	115.0	.4	.3	.3	1.9	2.1	2.0
Census region and division⁴									
Northeast	113.6	115.7	116.1	.4	.3	.3	2.3	2.3	2.2
New England	114.1	116.2	116.3	.6	.2	.1	2.3	2.5	1.9
Middle Atlantic	113.4	115.5	116.0	.4	.3	.4	2.3	2.2	2.3
South	112.8	114.7	115.0	.3	.3	.3	1.9	2.0	2.0
South Atlantic	113.3	115.1	115.4	.3	.4	.3	1.6	1.9	1.9
East South Central	110.9	113.0	113.2	-.1	.3	.2	1.5	1.8	2.1
West South Central	112.7	114.7	115.0	.4	.3	.3	2.5	2.2	2.0
Midwest	111.3	113.6	113.9	.3	.3	.3	2.5	2.3	2.3
East North Central	110.5	113.1	113.2	.2	.4	.1	2.5	2.5	2.4
West North Central	113.2	115.0	115.6	.4	.2	.5	2.3	2.0	2.1
West	112.5	114.6	115.1	.2	.3	.4	1.7	2.0	2.3
Mountain	112.8	114.8	115.3	-.2	.8	.4	1.6	1.6	2.2
Pacific	112.4	114.6	115.1	.4	.1	.4	1.7	2.3	2.4

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. 2010	Sep. 2011	Dec. 2011	3-months ended–			12-months ended–		
				Dec. 2010	Sep. 2011	Dec. 2011	Dec. 2010	Sep. 2011	Dec. 2011
State and local government workers									
All workers	116.2	117.6	117.7	0.3	0.8	0.1	1.8	1.5	1.3
Occupational group									
Management, professional, and related	115.5	116.9	116.9	.2	.8	.0	1.5	1.4	1.2
Professional and related	115.5	116.8	116.9	.2	.8	.1	1.4	1.3	1.2
Sales and office	116.6	118.4	118.4	.2	.9	.0	1.9	1.7	1.5
Office and administrative support	116.9	118.7	118.6	.1	.8	-.1	1.9	1.6	1.5
Service occupations	118.0	119.2	119.5	.3	.5	.3	2.3	1.4	1.3
Industry									
Education and health services	115.6	116.9	117.0	.2	.9	.1	1.5	1.3	1.2
Education services	115.3	116.5	116.6	.2	.9	.1	1.4	1.2	1.1
Schools ²	115.3	116.5	116.5	.2	.9	.0	1.4	1.2	1.0
Elementary and secondary schools	115.6	116.8	116.9	.0	.9	.1	1.3	1.0	1.1
Health care and social assistance ³	117.9	119.9	120.1	.6	.6	.2	2.2	2.3	1.9
Hospitals	117.0	118.9	119.2	.8	.5	.3	2.4	2.4	1.9
Public administration	116.8	118.1	118.2	.2	.4	.1	1.9	1.3	1.2

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—					
	Dec. 2010	Sep. 2011	Dec. 2011	3-months ended—			12-months ended—		
				Dec. 2010	Sep. 2011	Dec. 2011	Dec. 2010	Sep. 2011	Dec. 2011
Civilian workers									
All workers ¹	113.0	114.4	114.6	0.4	0.4	0.2	1.6	1.6	1.4
Excluding incentive paid occupations ²	113.4	114.8	115.1	.2	.3	.3	1.4	1.4	1.5
Occupational group									
Management, professional, and related	113.7	115.0	115.2	.3	.3	.2	1.8	1.4	1.3
Management, business, and financial	113.2	114.8	114.9	.4	.4	.1	2.1	1.8	1.5
Professional and related	113.9	115.2	115.4	.2	.4	.2	1.5	1.3	1.3
Sales and office	111.7	113.3	113.7	.5	.5	.4	1.9	2.0	1.8
Sales and related	108.6	110.3	110.8	.8	.5	.5	2.3	2.4	2.0
Office and administrative support	113.6	115.3	115.5	.3	.5	.2	1.5	1.8	1.7
Natural resources, construction, and maintenance	113.4	115.2	115.4	.2	.6	.2	1.2	1.8	1.8
Construction, extraction, farming, fishing, and forestry	113.9	115.3	115.6	.1	.4	.3	1.1	1.3	1.5
Installation, maintenance, and repair	112.8	115.2	115.2	.3	1.0	.0	1.2	2.4	2.1
Production, transportation, and material moving	111.5	112.7	113.1	.2	.4	.4	1.5	1.3	1.4
Production	110.6	112.1	112.4	.0	.4	.3	1.2	1.4	1.6
Transportation and material moving	112.5	113.4	113.8	.4	.3	.4	1.9	1.2	1.2
Service occupations	113.9	115.0	115.4	.2	.3	.3	1.2	1.1	1.3
Industry									
Goods-producing industries ³	111.6	113.2	113.5	.1	.4	.3	1.4	1.5	1.7
Manufacturing	110.7	112.5	112.7	.1	.4	.2	1.7	1.7	1.8
Service-providing industries ⁴	113.2	114.6	114.9	.3	.4	.3	1.6	1.5	1.5
Education and health services	114.0	115.0	115.3	.3	.5	.3	1.3	1.1	1.1
Education services	113.4	114.4	114.6	.2	.7	.2	1.2	1.1	1.1
Elementary and secondary schools	113.4	114.2	114.4	.0	.5	.2	1.2	.7	.9
Junior colleges, colleges, universities, and professional schools	113.0	114.1	114.2	.4	.8	.1	1.2	1.4	1.1
Health care and social assistance ⁵	114.7	115.8	116.2	.3	.3	.3	1.4	1.3	1.3
Hospitals	115.4	116.7	117.2	.4	.4	.4	1.6	1.6	1.6
Nursing and residential care facilities	112.6	113.7	113.8	.0	.2	.1	.9	1.0	1.1
Public administration	114.0	114.8	115.0	.2	.3	.2	1.1	.9	.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 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—					
	Dec. 2010	Sep. 2011	Dec. 2011	3-months ended—			12-months ended—		
				Dec. 2010	Sep. 2011	Dec. 2011	Dec. 2010	Sep. 2011	Dec. 2011
Private industry workers									
All workers	112.8	114.3	114.6	0.4	0.4	0.3	1.8	1.7	1.6
Excluding incentive paid occupations ¹	113.4	114.8	115.2	.3	.3	.3	1.6	1.5	1.6
Occupational group									
Management, professional, and related	113.7	115.3	115.5	.3	.3	.2	2.0	1.7	1.6
Excluding incentive paid occupations ¹	113.9	115.5	115.8	.3	.3	.3	2.0	1.7	1.7
Management, business, and financial	113.2	114.9	115.0	.4	.4	.1	2.2	1.9	1.6
Excluding incentive paid occupations ¹	113.7	115.2	115.4	.3	.3	.2	2.2	1.6	1.5
Professional and related	114.1	115.6	115.9	.2	.3	.3	1.8	1.5	1.6
Sales and office	111.5	113.2	113.6	.5	.4	.4	1.9	2.1	1.9
Excluding incentive paid occupations ¹	113.3	114.9	115.3	.3	.4	.3	1.3	1.7	1.8
Sales and related	108.7	110.4	110.9	.8	.5	.5	2.4	2.4	2.0
Excluding incentive paid occupations ¹	112.7	114.1	114.5	.2	.4	.4	.5	1.4	1.6
Office and administrative support	113.6	115.4	115.7	.3	.5	.3	1.6	1.9	1.8
Natural resources, construction, and maintenance	113.3	115.2	115.4	.2	.7	.2	1.2	1.9	1.9
Construction, extraction, farming, fishing, and forestry	114.0	115.4	115.7	.1	.4	.3	1.2	1.3	1.5
Installation, maintenance, and repair	112.5	115.0	115.0	.4	1.0	.0	1.2	2.6	2.2
Production, transportation, and material moving	111.3	112.5	112.8	.2	.4	.3	1.6	1.3	1.3
Excluding incentive paid occupations ¹	111.5	112.7	113.1	.2	.4	.4	1.5	1.3	1.4
Production	110.5	112.0	112.3	.0	.4	.3	1.1	1.4	1.6
Excluding incentive paid occupations ¹	110.8	112.0	112.4	.1	.4	.4	1.3	1.2	1.4
Transportation and material moving	112.2	113.2	113.6	.4	.4	.4	1.9	1.3	1.2
Service occupations	113.5	114.6	115.1	.2	.4	.4	1.1	1.1	1.4
Industry and occupational group									
Goods-producing industries ²	111.6	113.2	113.5	.1	.4	.3	1.5	1.5	1.7
Excluding incentive paid occupations ¹	112.1	113.7	114.0	.2	.4	.3	1.4	1.6	1.7
Management, professional, and related	111.4	113.5	113.7	-.2	.3	.2	1.8	1.7	2.1
Sales and office	110.5	111.5	112.3	.5	.5	.7	1.7	1.5	1.6
Natural resources, construction, and maintenance	113.5	115.0	115.3	.0	.3	.3	1.1	1.3	1.6
Production, transportation, and material moving	110.5	111.9	112.2	.1	.4	.3	1.3	1.4	1.5
Construction	112.7	113.6	114.1	-.1	.4	.4	.7	.7	1.2
Manufacturing	110.7	112.5	112.7	.1	.4	.2	1.7	1.7	1.8
Management, professional, and related	111.2	113.3	113.4	.0	.4	.1	2.3	1.9	2.0
Sales and office	111.1	113.1	113.5	.6	.3	.4	2.3	2.4	2.2
Natural resources, construction, and maintenance	111.4	113.8	113.5	.0	.8	-.3	1.4	2.2	1.9
Production, transportation, and material moving	110.2	111.7	112.0	.1	.4	.3	1.2	1.5	1.6
Aircraft manufacturing	114.4	117.4	117.3	-.1	.5	-.1	2.6	2.5	2.5

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. 2010	Sep. 2011	Dec. 2011	3-months ended—			12-months ended—		
				Dec. 2010	Sep. 2011	Dec. 2011	Dec. 2010	Sep. 2011	Dec. 2011
Service-providing industries ³	113.1	114.6	114.9	0.4	0.4	0.3	1.8	1.7	1.6
Excluding incentive paid occupations ¹	113.8	115.2	115.5	.4	.3	.3	1.7	1.6	1.5
Management, professional, and related	114.1	115.6	115.8	.4	.3	.2	2.0	1.7	1.5
Sales and office	111.6	113.4	113.8	.5	.4	.4	1.9	2.2	2.0
Natural resources, construction, and maintenance	113.0	115.5	115.5	.4	1.1	.0	1.3	2.6	2.2
Production, transportation, and material moving	112.2	113.2	113.6	.3	.4	.4	1.8	1.2	1.2
Service occupations	113.5	114.6	115.1	.2	.4	.4	1.1	1.1	1.4
Trade, transportation, and utilities	111.0	112.5	112.9	.4	.7	.4	1.9	1.7	1.7
Excluding incentive paid occupations ¹	112.2	113.7	114.1	.2	.4	.4	1.3	1.5	1.7
Wholesale trade	108.5	109.5	110.2	.7	.9	.6	2.0	1.7	1.6
Excluding incentive paid occupations ¹	111.0	112.5	112.8	.3	.6	.3	.3	1.6	1.6
Retail trade	112.0	114.0	114.4	.0	.8	.4	1.4	1.8	2.1
Excluding incentive paid occupations ¹	112.8	114.1	114.5	.1	.4	.4	1.4	1.2	1.5
Transportation and warehousing	111.0	112.2	112.1	.4	.4	-.1	2.5	1.4	1.0
Utilities	115.6	118.5	118.8	.2	.3	.3	2.0	2.7	2.8
Information	110.5	112.5	112.6	-.3	.2	.1	1.3	1.5	1.9
Financial activities	112.0	114.0	113.8	.8	.5	-.2	2.8	2.6	1.6
Excluding incentive paid occupations ¹	113.1	114.9	115.2	.3	.3	.3	1.9	1.9	1.9
Finance and insurance	113.0	114.8	114.5	.9	.4	-.3	3.3	2.5	1.3
Credit intermediation and related activities	110.4	112.3	112.0	1.5	.4	-.3	2.4	3.2	1.4
Excluding incentive paid occupations ¹	113.4	115.1	115.2	.2	.3	.1	1.5	1.7	1.6
Insurance carriers and related activities	112.4	114.3	114.8	.1	.3	.4	2.0	1.8	2.1
Excluding incentive paid occupations ¹	112.8	114.6	114.9	.1	.2	.3	1.6	1.7	1.9
Real estate and rental and leasing	108.1	110.8	111.1	.6	1.1	.3	1.2	3.1	2.8
Excluding incentive paid occupations ¹	111.2	113.8	114.1	.2	1.0	.3	.9	2.5	2.6
Professional and business services	115.0	116.7	117.0	.6	.1	.3	2.0	2.1	1.7
Professional, scientific, and technical services	117.2	119.4	119.6	.7	.2	.2	2.4	2.6	2.0
Administrative and support and waste management and remediation services	112.2	113.2	113.7	.4	.0	.4	.7	1.3	1.3
Education and health services	114.5	115.6	116.1	.4	.4	.4	1.5	1.3	1.4
Education services	114.5	116.2	116.8	.3	1.1	.5	1.7	1.8	2.0
Junior colleges, colleges, universities, and professional schools	114.2	115.7	116.1	.3	1.1	.3	1.6	1.6	1.7
Health care and social assistance ⁴	114.4	115.5	116.0	.3	.3	.4	1.4	1.2	1.4
Hospitals	115.2	116.6	117.1	.4	.5	.4	1.6	1.7	1.6
Nursing and residential care facilities	112.5	113.6	113.6	.1	.3	.0	.9	1.1	1.0
Nursing care facilities ¹	112.7	113.9	113.9	.0	.2	.0	1.1	1.1	1.1
Leisure and hospitality	115.0	115.8	115.8	.2	.6	.0	1.1	.9	.7
Accommodation and food services	115.3	116.4	116.5	.2	.7	.1	.9	1.1	1.0
Other services, except public administration	113.2	114.8	115.2	-.2	.6	.3	1.0	1.2	1.8

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. 2010	Sep. 2011	Dec. 2011	3-months ended—			12-months ended—		
				Dec. 2010	Sep. 2011	Dec. 2011	Dec. 2010	Sep. 2011	Dec. 2011
Bargaining status									
Union	112.9	114.6	114.9	0.2	0.5	0.3	1.8	1.7	1.8
Goods-producing industries ¹	111.2	112.8	112.9	.1	.6	.1	1.3	1.5	1.5
Manufacturing	108.7	110.6	110.7	.1	.7	.1	1.3	1.8	1.8
Service-providing industries ²	114.2	115.8	116.3	.4	.4	.4	2.3	1.8	1.8
Nonunion	112.7	114.3	114.6	.3	.4	.3	1.6	1.7	1.7
Goods-producing industries ¹	111.7	113.3	113.7	.1	.4	.4	1.5	1.5	1.8
Manufacturing	111.2	113.0	113.3	.1	.4	.3	1.7	1.7	1.9
Service-providing industries ²	113.0	114.5	114.8	.4	.4	.3	1.8	1.7	1.6
Census region and division³									
Northeast	113.4	114.9	115.3	.4	.3	.3	2.1	1.8	1.7
New England	114.3	116.0	116.0	.7	.1	.0	2.0	2.2	1.5
Middle Atlantic	113.1	114.5	115.0	.4	.4	.4	2.2	1.6	1.7
South	113.4	115.0	115.2	.4	.5	.2	1.7	1.9	1.6
South Atlantic	113.7	115.4	115.6	.4	.7	.2	1.3	1.9	1.7
East South Central	111.5	113.4	113.5	-.1	.4	.1	1.2	1.6	1.8
West South Central	113.5	115.0	115.2	.6	.4	.2	2.3	2.0	1.5
Midwest	111.2	112.7	112.9	.3	.4	.2	1.8	1.6	1.5
East North Central	110.3	111.8	111.9	.2	.4	.1	1.8	1.5	1.5
West North Central	113.5	114.9	115.4	.4	.3	.4	1.9	1.6	1.7
West	113.0	114.5	114.9	.1	.4	.3	1.3	1.4	1.7
Mountain	113.7	115.0	115.2	-.4	.8	.2	1.6	.8	1.3
Pacific	112.8	114.4	114.9	.4	.3	.4	1.2	1.8	1.9

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. 2010	Sep. 2011	Dec. 2011	3-months ended—			12-months ended—		
				Dec. 2010	Sep. 2011	Dec. 2011	Dec. 2010	Sep. 2011	Dec. 2011
State and local government workers									
All workers	113.8	114.7	114.9	0.2	0.4	0.2	1.2	1.0	1.0
Occupational group									
Management, professional, and related	113.5	114.4	114.5	.2	.5	.1	1.2	1.0	.9
Professional and related	113.6	114.5	114.6	.3	.6	.1	1.2	1.1	.9
Sales and office	113.2	114.2	114.2	.1	.4	.0	1.0	1.0	.9
Office and administrative support	113.6	114.7	114.6	.1	.5	-.1	1.0	1.1	.9
Service occupations	115.1	115.9	116.3	.2	.3	.3	1.4	.9	1.0
Industry									
Education and health services	113.6	114.4	114.6	.2	.5	.2	1.2	.9	.9
Education services	113.2	114.0	114.1	.2	.5	.1	1.2	.9	.8
Schools ¹	113.2	114.0	114.1	.2	.5	.1	1.2	.9	.8
Elementary and secondary schools	113.5	114.2	114.3	.1	.5	.1	1.2	.7	.7
Health care and social assistance ²	116.8	117.9	118.1	.5	.4	.2	1.4	1.5	1.1
Hospitals	116.3	117.3	117.5	.5	.3	.2	1.4	1.4	1.0
Public administration	114.0	114.8	115.0	.2	.3	.2	1.1	.9	.9

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—					
	Dec. 2010	Sep. 2011	Dec. 2011	3-months ended—			12-months ended—		
				Dec. 2010	Sep. 2011	Dec. 2011	Dec. 2010	Sep. 2011	Dec. 2011
Civilian workers									
All workers ¹	113.9	117.2	117.5	0.3	0.3	0.3	2.9	3.2	3.2
Private industry workers									
All workers	111.9	115.4	115.9	.2	.0	.4	2.9	3.3	3.6
Occupational group									
Management, professional, and related	111.2	114.7	115.2	.2	-.1	.4	2.2	3.3	3.6
Sales and office	111.8	115.2	115.5	.2	.2	.3	2.9	3.2	3.3
Natural resources, construction, and maintenance	113.2	116.2	116.8	.2	.3	.5	3.4	2.8	3.2
Production, transportation, and material moving	112.0	116.3	117.0	.2	-.2	.6	4.3	4.0	4.5
Service occupations	113.5	115.9	116.4	.3	-.2	.4	2.7	2.4	2.6
Industry									
Goods-producing industries ²	110.1	113.9	114.4	.1	-.2	.4	4.1	3.5	3.9
Manufacturing	108.8	113.4	113.9	.1	-.5	.4	5.0	4.3	4.7
Aircraft manufacturing	83.2	74.7	74.6	.0	-14.7	-.1	15.6	-10.2	-10.3
Service-providing industries ³	112.6	116.0	116.4	.3	.1	.3	2.5	3.3	3.4
Bargaining status									
Union	117.9	122.0	122.8	.3	-.2	.7	5.8	3.7	4.2
Nonunion	110.6	114.0	114.4	.2	.1	.4	2.2	3.3	3.4
State and local government workers									
All workers	121.1	123.7	123.6	.3	1.3	-.1	2.9	2.5	2.1

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

² 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. 2010	Sep. 2011	Dec. 2011	Dec. 2010	Sep. 2011	Dec. 2011
Northeast						
Boston-Worcester-Manchester, MA-NH CSA	2.4	2.9	2.5	2.2	2.4	2.0
New York-Newark-Bridgeport, NY-NJ-CT-PA CSA	2.2	2.3	2.3	2.2	1.7	1.6
Philadelphia-Camden-Vineland, PA-NJ-DE-MD CSA	2.4	2.8	2.8	1.4	2.2	2.3
South						
Atlanta-Sandy Springs-Gainesville, GA-AL CSA	1.8	1.5	2.0	1.3	1.2	1.8
Dallas-Fort Worth, TX CSA	2.9	2.8	2.8	2.5	1.6	1.4
Houston-Baytown-Huntsville, TX CSA	3.1	2.1	1.4	3.4	2.4	1.1
Miami-Fort Lauderdale-Pompano Beach, FL MSA	1.1	1.7	1.8	.1	1.7	1.7
Washington-Baltimore-Northern Virginia, DC-MD-VA-WV CSA	2.0	1.7	1.5	1.8	1.8	1.1
Midwest						
Chicago-Naperville-Michigan City, IL-IN-WI CSA ...	3.4	2.4	1.8	2.8	1.5	.9
Detroit-Warren-Flint, MI CSA	4.2	4.9	4.5	2.8	1.5	.7
Minneapolis-St. Paul-St. Cloud, MN-WI CSA	2.8	2.8	2.5	3.2	2.5	2.0
West						
Los Angeles-Long Beach-Riverside, CA CSA	1.0	1.9	1.6	.5	1.3	1.3
Phoenix-Mesa-Scottsdale, AZ MSA	2.3	2.9	2.8	1.6	1.9	2.0
San Jose-San Francisco-Oakland, CA CSA	1.3	2.5	2.7	.9	1.8	1.9
Seattle-Tacoma-Olympia, WA CSA	3.2	1.2	1.0	1.6	1.7	1.5

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