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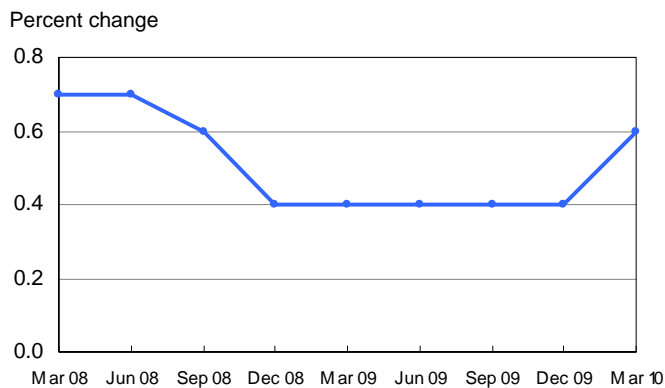
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**(NOTE: Employment Cost Index data from June 2009 through September 2010 have been found to contain errors in several data series and will be corrected in the public database available on the BLS website. This news release will not be corrected. The primary errors are in wage and salary data for State and local government public administration. Additional series are subject to correction as well. For further information see: [www.bls.gov/bls/eci\\_corrections\\_111910.htm](http://www.bls.gov/bls/eci_corrections_111910.htm).)**

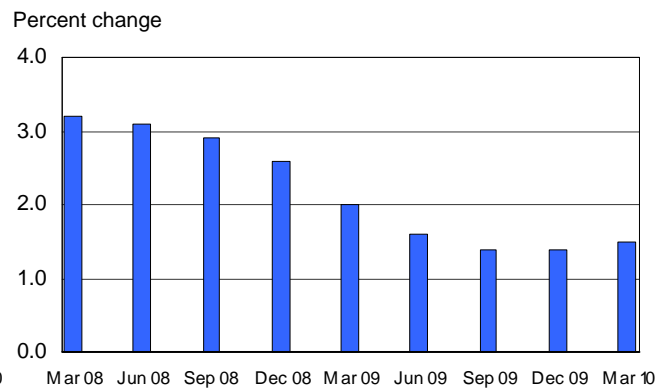
## EMPLOYMENT COST INDEX – MARCH 2010

**Compensation costs** for civilian workers increased 0.6 percent, seasonally adjusted, for the 3-month period ending March 2010, the U.S. Bureau of Labor Statistics reported today. **Wages and salaries** (which make up about 70 percent of compensation costs) increased 0.4 percent while **benefits** (which make up the remaining 30 percent of compensation)—increased 1.1 percent.

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



**Chart 2. Employment Cost Index, 12-month percent change, not seasonally adjusted, private industry workers, wages and salaries, Mar. 2008-Mar. 2010**



### Civilian Worker Data

**Compensation costs** for civilian workers increased 1.7 percent for the 12-month period ending March 2010. This was smaller than the 2.1 percent increase for the 12-month period ending in March 2009. **Wages and salaries** increased 1.5 percent for the current 12-month period, slowing from a 2.2 percent increase for the 12-month period ending in March 2009. **Benefit costs** rose 2.2 percent, compared with a 2.0 percent increase for the 12-month period ending March 2009.

### Private Industry Worker Data

**Compensation costs** for private industry workers increased 1.6 percent, compared to 1.9 percent for the 12-month period ending March 2009. The **wage and salary** series increased 1.5 percent for the current 12-month period, compared to 2.0 percent for the period ending March 2009. The cost of **benefits**

increased 2.0 percent for the 12-month period ending March 2010 primarily due to increases in the cost of health benefits and defined benefit retirement plans. In March 2009, benefits increased 1.6 percent. Employer costs for **health benefits** increased 4.5 percent for the 12-month period ending March 2010. In March 2009, the 12-month percent change was 4.6 percent.

**Among occupational groups**, compensation cost increases for private industry workers for the 12-month period ending March 2010 ranged from 1.3 percent for management, professional, and related occupations to 2.1 percent for natural resources, construction, and maintenance occupations.

**Among industries**, compensation cost increases for private industry workers for the current 12-month period ranged from 1.0 percent for professional and business services to 2.8 percent for financial activities.

### **State and Local Government Workers**

**Compensation costs** for State and local government workers increased 2.0 percent for the 12-month period ending March 2010. Prior published values ranged from 2.3 to 9.6 percent since the series began in June 1982. **Wages and salaries** increased 1.8 percent. Prior published values ranged from 1.9 to 8.5 percent since the series began, also in June 1982. **Benefit costs** increased 2.7 percent. Prior published values ranged from 1.2 to 8.3 percent since the series began in June 1990.

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**The Employment Cost Index for June 2010 is scheduled to be released on Friday, July 30, 2010, 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.

This release incorporates annual revisions in seasonally adjusted Employment Cost Index (ECI) data for total compensation, wages and salaries, and benefit costs. Seasonally adjusted data for 2005-2009 were revised to reflect updated seasonal factors.

BLS news releases, including the ECI, are available through an e-mail subscription service at:  
[www.bls.gov/bls/list.htm](http://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				
	Dec. 2009	Mar. 2010	Mar. 2009	Jun. 2009	Sep. 2009	Dec. 2009	Mar. 2010
<b>CIVILIAN WORKERS<sup>1</sup></b>							
Compensation <sup>2</sup>	0.4	0.6	2.1	1.8	1.5	1.5	1.7
Wages and salaries	0.5	0.4	2.2	1.8	1.5	1.5	1.5
Benefits	0.5	1.1	2.0	1.8	1.6	1.5	2.2
<b>PRIVATE INDUSTRY</b>							
Compensation <sup>2</sup>	0.4	0.6	1.9	1.5	1.2	1.2	1.6
Wages and salaries	0.5	0.4	2.0	1.6	1.4	1.4	1.5
Benefits	0.3	1.4	1.6	1.3	1.1	1.0	2.0
<b>STATE AND LOCAL GOVERNMENT</b>							
Compensation <sup>2</sup>	0.5	0.4	3.1	3.2	2.4	2.4	2.0
Wages and salaries	0.5	0.4	3.0	3.0	2.1	2.0	1.8
Benefits	0.9	0.3	3.4	3.6	3.2	3.2	2.7

<sup>1</sup> Includes private industry and state and local government.<sup>2</sup> 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](http://www.bls.gov/opub/hom/pdf/homch8.pdf).

### Sample size

Data for the March 2010 reference period were collected from a probability sample of approximately 63,300 occupational observations selected from a sample of about 13,300 establishments in private industry and approximately 11,600 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](http://www.bls.gov/ect/sp/echealth.pdf).

### Historical listings

Historical listings that provide all ECI data are available at [www.bls.gov/ect/#tables](http://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](http://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 AM EDT, Wednesday, June 9, 2010. 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 compensation<sup>1</sup>, by occupational group and industry**

(Seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)		Percent changes for 3-months ended-							
	Dec. 2009	Mar. 2010	June 2008	Sep. 2008	Dec. 2008	Mar. 2009	June 2009	Sep. 2009	Dec. 2009	Mar. 2010
<b>Civilian workers</b>										
All workers <sup>2</sup> .....	111.1	111.8	0.7	0.6	0.4	0.4	0.4	0.4	0.4	0.6
Industry										
Goods-producing industries <sup>3</sup> .....	108.8	109.8	.6	.5	.5	.3	.2	.2	.4	.9
Manufacturing .....	107.2	108.4	.5	.5	.4	.4	.3	.1	.4	1.1
Service-providing industries <sup>4</sup> .....	111.7	112.3	.8	.6	.5	.4	.5	.3	.4	.5
Education and health services .....	113.3	113.7	.8	.7	.5	.7	.6	.3	.4	.4
Education services .....	113.4	113.8	1.0	.8	.5	.9	.7	.0	.5	.4
Elementary and secondary schools .....	113.8	114.2	1.0	.7	.6	1.0	.6	.3	.5	.4
Junior colleges, colleges, universities, and professional schools .....	112.6	112.9	.9	.8	.3	.8	.8	-.7	.7	.3
Health care and social assistance <sup>5</sup> .....	113.2	113.6	.6	.7	.5	.7	.5	.4	.4	.4
Hospitals .....	113.5	114.1	.9	.7	.7	.6	.6	.4	.6	.5
Nursing and residential care facilities .....	111.6	112.0	.8	.7	.6	.5	.5	.5	.3	.4
Public administration .....	115.1	115.5	.6	1.1	.4	.8	1.0	.4	.6	.3
<b>Private industry workers</b>										
All workers .....	110.4	111.1	.7	.6	.5	.2	.3	.4	.4	.6
Occupational group										
Management, professional, and related .....	111.0	111.6	.7	.7	.5	.0	.2	.2	.4	.5
Management, business, and financial .....	110.3	111.1	.8	.6	.5	-.4	.2	.1	.5	.7
Professional and related .....	111.6	112.1	.7	.7	.5	.5	.2	.2	.3	.4
Sales and office .....	109.3	109.9	.6	.4	.2	.1	.1	.6	.5	.5
Sales and related .....	105.6	106.3	.6	-.3	-.5	-.6	-.3	.7	.5	.7
Office and administrative support .....	111.8	112.5	.6	.7	.5	.5	.5	.4	.4	.6
Natural resources, construction, and maintenance .....	111.3	112.3	.5	.6	.7	.3	.3	.5	.5	.9
Construction, extraction, farming, fishing, and forestry .....	112.5	113.3	.6	.6	.6	.2	.2	.5	.5	.7
Installation, maintenance, and repair .....	109.8	111.1	.3	.8	.7	.3	.5	.3	.5	1.2
Production, transportation, and material moving ....	109.0	109.9	.5	.5	.5	.7	.4	.5	.4	.8
Production .....	108.4	109.5	.5	.6	.4	.8	.4	.4	.5	1.0
Transportation and material moving .....	109.8	110.6	.6	.5	.4	.5	.4	.5	.4	.7
Service occupations .....	111.9	112.3	.8	.6	.4	.7	.3	.7	.2	.4
Industry										
Goods-producing industries <sup>3</sup> .....	108.7	109.8	.6	.5	.4	.3	.2	.2	.4	1.0
Construction .....	111.8	112.2	.9	.5	.5	.0	.1	.3	.4	.4
Manufacturing .....	107.2	108.4	.5	.5	.4	.4	.3	.1	.4	1.1
Aircraft manufacturing .....	92.9	93.1	.6	1.3	.8	.5	.5	-.2	.4	.2
Service-providing industries <sup>6</sup> .....	110.9	111.5	.7	.6	.4	.2	.3	.5	.4	.5
Trade, transportation, and utilities .....	108.9	109.9	.9	.3	.1	.2	.3	.5	.3	.9
Retail trade .....	110.0	111.0	.9	.6	-.1	.2	.4	.9	.3	.9
Transportation and warehousing .....	108.4	109.1	.5	.3	.5	.4	.2	.4	.3	.6
Utilities .....	112.4	115.5	1.0	.4	1.1	.4	.7	.5	1.2	2.8
Information .....	108.4	108.8	.2	1.0	.3	.1	-.1	.5	.4	.4
Financial activities .....	108.9	109.7	.4	.3	.0	-.6	.8	.6	.6	.7
Finance and insurance .....	109.2	109.9	.4	.2	-.1	-.7	1.0	.6	.6	.6
Credit intermediation and related activities .....	108.4	109.0	.7	.6	.1	-.3	.8	.3	.7	.6
Insurance carriers and related activities .....	110.4	111.3	.3	.5	.4	.5	.4	.5	.3	.8
Real estate and rental and leasing <sup>7</sup> .....	107.9	108.7	.4	.7	.5	-.5	.5	.5	.5	.7

See footnotes at end of table.

**Table 1. Employment Cost Index for total compensation<sup>1</sup>, by occupational group and industry — Continued**

(Seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)		Percent changes for 3-months ended—							
	Dec. 2009	Mar. 2010	June 2008	Sep. 2008	Dec. 2008	Mar. 2009	June 2009	Sep. 2009	Dec. 2009	Mar. 2010
<b>Industry</b>										
Professional and business services .....	112.5	112.9	0.8	0.9	0.8	0.1	0.1	0.2	0.4	0.4
Professional, scientific, and technical services .....	114.7	114.9	.9	1.0	1.2	-.1	.0	.3	.3	.2
Administrative and support and waste management and remediation services .....	110.8	111.1	.7	1.0	.5	.4	.2	-.1	.7	.3
Education and health services .....	112.9	113.3	.7	.7	.5	.7	.4	.4	.4	.4
Education services .....	113.2	113.3	1.3	1.2	.4	.6	.4	.2	.4	.1
Junior colleges, colleges, universities, and professional schools .....	113.1	113.3	1.4	1.1	.5	.8	.4	-.2	.4	.2
Health care and social assistance <sup>5</sup> .....	112.9	113.3	.6	.6	.5	.7	.4	.4	.4	.4
Hospitals .....	113.2	113.8	.9	.8	.7	.5	.5	.5	.5	.5
Nursing and residential care facilities .....	110.9	111.4	.7	.7	.6	.5	.3	.5	.2	.5
Leisure and hospitality .....	112.8	113.3	.5	1.1	.7	.6	.0	.4	.2	.4
Accommodation and food services .....	113.6	113.8	.8	1.0	.8	.5	.0	.5	.2	.2
Other services, except public administration .....	111.9	112.0	.6	.5	.4	.5	-.1	1.0	.2	.1
<b>State and local government workers</b>										
All workers .....	114.2	114.7	.8	.9	.5	.8	.9	.2	.5	.4
<b>Industry</b>										
Education and health services .....	113.7	114.2	.9	.8	.5	.8	.9	.0	.5	.4
Education services .....	113.5	113.9	.9	.7	.5	.9	.7	.0	.6	.4
Schools .....	113.5	113.9	.9	.7	.5	.9	.7	.0	.6	.4
Elementary and secondary schools .....	113.8	114.3	1.0	.7	.6	1.0	.6	.4	.4	.4
Health care and social assistance <sup>5</sup> .....	115.8	116.3	1.0	1.2	.7	.1	1.4	.1	.6	.4
Hospitals .....	114.7	115.2	.7	.7	.6	.7	1.2	.3	.7	.4
Public administration .....	115.1	115.5	.6	1.1	.4	.8	1.0	.4	.6	.3

<sup>1</sup> Includes wages, salaries, and employer costs for employee benefits.

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

<sup>3</sup> Includes mining, construction, and manufacturing.

<sup>4</sup> 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.

<sup>5</sup> Includes ambulatory health care services and social assistance, not shown separately.

<sup>6</sup> 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.

<sup>7</sup> 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 is 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-							
	Dec. 2009	Mar. 2010	June 2008	Sep. 2008	Dec. 2008	Mar. 2009	June 2009	Sep. 2009	Dec. 2009	Mar. 2010
<b>Civilian workers</b>										
All workers <sup>1</sup> .....	111.3	111.7	0.8	0.6	0.5	0.3	0.4	0.4	0.5	0.4
Industry										
Goods-producing industries <sup>2</sup> .....	110.2	110.5	.7	.6	.6	.1	.2	.4	.4	.3
Manufacturing .....	109.1	109.3	.8	.6	.6	.1	.3	.3	.5	.2
Service-providing industries <sup>3</sup> .....	111.5	111.9	.8	.6	.5	.4	.5	.3	.5	.4
Education and health services .....	112.4	112.9	.8	.8	.5	.7	.5	.1	.4	.4
Education services .....	111.8	112.3	.9	.9	.4	.7	.6	-.2	.5	.4
Elementary and secondary schools .....	111.8	112.5	.9	.9	.5	.7	.5	.1	.4	.6
Junior colleges, colleges, universities, and professional schools .....	111.5	111.8	.8	.7	.3	.7	.8	-1.1	.8	.3
Health care and social assistance <sup>4</sup> .....	113.2	113.6	.6	.7	.5	.7	.5	.4	.4	.4
Hospitals .....	113.7	114.0	1.0	.9	.7	.5	.7	.4	.5	.3
Public administration .....	113.3	113.6	.6	1.1	.5	.7	1.1	.4	.4	.3
<b>Private industry workers</b>										
All workers .....	111.0	111.4	.7	.6	.5	.2	.3	.4	.5	.4
Occupational group										
Management, professional, and related .....	111.7	112.3	.7	.8	.5	.2	.2	.2	.4	.5
Management, business, and financial .....	111.0	111.8	.8	.7	.5	-.2	.1	.2	.5	.8
Professional and related .....	112.2	112.7	.8	.7	.6	.5	.3	.2	.2	.5
Sales and office .....	109.4	109.8	.7	.3	.1	.1	.1	.6	.5	.4
Sales and related .....	105.9	106.8	.6	-.4	-.6	-.6	-.3	.8	.5	.9
Office and administrative support .....	112.0	112.1	.7	.7	.6	.5	.5	.4	.5	.1
Natural resources, construction, and maintenance	112.1	112.6	.6	.7	.7	.2	.3	.5	.5	.4
Construction, extraction, farming, fishing, and forestry .....	112.7	113.0	.6	.6	.7	.0	.2	.4	.4	.3
Installation, maintenance, and repair .....	111.2	112.2	.7	.7	.8	.5	.4	.4	.5	.9
Production, transportation, and material moving ....	109.7	109.9	.8	.6	.5	.4	.5	.5	.4	.2
Production .....	109.5	109.6	.7	.8	.5	.5	.3	.5	.6	.1
Transportation and material moving .....	110.1	110.4	.7	.4	.5	.4	.5	.5	.4	.3
Industry										
Goods-producing industries <sup>2</sup> .....	110.2	110.5	.7	.6	.6	.1	.2	.4	.4	.3
Construction .....	111.9	112.2	.8	.5	.5	.2	.1	.3	.2	.3
Manufacturing .....	109.1	109.3	.8	.6	.6	.1	.3	.3	.5	.2
Aircraft manufacturing .....	112.4	113.0	.8	.7	1.0	.8	.8	.9	.6	.5
Service-providing industries <sup>5</sup> .....	111.2	111.6	.8	.6	.5	.3	.3	.4	.5	.4
Trade, transportation, and utilities .....	109.0	109.6	1.2	.3	.0	.3	.3	.5	.4	.6
Transportation and warehousing .....	108.5	108.9	.7	.6	.6	.3	.3	.4	.4	.4
Utilities .....	113.6	114.0	.8	.3	.5	1.1	.5	.4	1.2	.3
Information .....	109.3	109.6	.9	.9	.5	.1	.3	.5	.6	.3
Financial activities .....	109.2	109.8	.2	.2	-.1	-.7	.8	.6	.7	.5
Finance and insurance .....	109.8	110.2	.2	.0	-.1	-.9	1.1	.6	.8	.4
Credit intermediation and related activities .....	108.1	107.3	.5	.5	.1	-.2	.5	.4	1.1	-.8
Insurance carriers and related activities .....	110.6	111.3	.2	.6	.3	.4	.3	.5	.2	.6
Professional and business services .....	112.9	113.1	.8	1.0	.9	.1	.1	.1	.5	.2
Professional, scientific, and technical services	114.6	114.9	.9	1.1	1.2	.0	-.1	.3	.3	.3
Administrative and support and waste management and remediation services .....	111.5	111.4	.6	1.2	.4	.4	.3	-.1	1.0	-.1

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—							
	Dec. 2009	Mar. 2010	June 2008	Sep. 2008	Dec. 2008	Mar. 2009	June 2009	Sep. 2009	Dec. 2009	Mar. 2010
<b>Industry</b>										
Education and health services .....	112.8	113.2	0.7	0.6	0.5	0.7	0.4	0.4	0.4	0.4
Education services .....	112.5	112.5	.9	1.3	.2	.5	.4	.1	.6	.0
Junior colleges, colleges, universities, and professional schools .....	112.2	112.4	.9	1.3	.2	.7	.4	-.4	.7	.2
Health care and social assistance <sup>4</sup> .....	112.9	113.3	.6	.6	.5	.8	.4	.5	.4	.4
Hospitals .....	113.4	113.7	1.0	.8	.8	.6	.5	.4	.5	.3
Leisure and hospitality .....	113.8	114.3	.5	1.1	.9	.6	.0	.5	.2	.4
Accommodation and food services .....	114.3	114.5	.8	1.0	.9	.6	.0	.5	.2	.2
Other services, except public administration .....	112.5	112.2	.6	.4	.5	.5	.0	.9	.2	-.3
<b>State and local government workers</b>										
All workers .....	112.5	113.0	.8	.9	.5	.6	.9	-.1	.5	.4
<b>Industry</b>										
Education and health services .....	112.1	112.6	.9	.8	.5	.6	.7	-.2	.5	.4
Education services .....	111.6	112.3	.9	.8	.5	.7	.6	-.2	.5	.6
Schools .....	111.6	112.3	.9	.8	.5	.7	.6	-.2	.5	.6
Elementary and secondary schools .....	111.8	112.5	1.0	.9	.5	.6	.6	.2	.4	.7
Health care and social assistance <sup>4</sup> .....	115.5	115.9	1.0	1.3	.7	-.3	1.7	.0	.4	.3
Hospitals .....	115.0	115.3	.7	.7	.8	.4	1.3	.1	.6	.2
Public administration .....	113.3	113.6	.6	1.1	.5	.7	1.1	.4	.4	.3

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

<sup>2</sup> Includes mining, construction, and manufacturing.

<sup>3</sup> 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.

<sup>4</sup> Includes ambulatory health care services and social assistance, not shown separately.

<sup>5</sup> 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 is 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-							
	Dec. 2009	Mar. 2010	June 2008	Sep. 2008	Dec. 2008	Mar. 2009	June 2009	Sep. 2009	Dec. 2009	Mar. 2010
<b>Civilian workers</b>										
All workers <sup>1</sup> .....	110.9	112.1	0.6	0.6	0.5	0.4	0.5	0.3	0.5	1.1
<b>Private industry workers</b>										
All workers .....	108.9	110.4	.5	.5	.4	.2	.2	.3	.3	1.4
<b>Occupational group</b>										
Management, professional, and related .....	109.2	110.0	.7	.6	.4	-.4	.3	.0	.4	.7
Sales and office .....	108.8	110.2	.5	.6	.3	.1	.1	.4	.3	1.3
Natural resources, construction, and maintenance	109.7	111.7	.2	.6	.5	.4	.3	.6	.5	1.8
Production, transportation, and material moving ....	107.5	109.9	.1	.3	.4	1.1	.3	.4	.4	2.2
Service occupations .....	110.8	111.5	.9	.3	.4	.4	.4	.5	.4	.6
<b>Industry</b>										
Goods-producing industries <sup>2</sup> .....	106.0	108.4	.3	.1	.3	.6	.2	.0	.4	2.3
Manufacturing .....	103.7	106.6	-.1	.2	.2	.8	.2	-.2	.3	2.8
Service-providing industries <sup>3</sup> .....	110.1	111.2	.6	.6	.4	.1	.2	.4	.3	1.0
<b>State and local government workers</b>										
All workers .....	117.9	118.3	.9	.8	.7	1.0	1.0	.4	.9	.3

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

<sup>2</sup> Includes mining, construction, and manufacturing.

<sup>3</sup> 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 is 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 compensation<sup>1</sup>, for civilian workers, by occupational group and industry**

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)			Percent changes for—					
	Mar. 2009	Dec. 2009	Mar. 2010	3-months ended—			12-months ended—		
				Mar. 2009	Dec. 2009	Mar. 2010	Mar. 2009	Dec. 2009	Mar. 2010
<b>Civilian workers</b>									
All workers <sup>2</sup> .....	109.9	111.1	111.8	0.4	0.3	0.6	2.1	1.5	1.7
Excluding incentive paid occupations <sup>3</sup> .....	110.5	111.6	112.4	.5	.3	.7	2.5	1.5	1.7
Occupational group									
Management, professional, and related .....	110.9	111.7	112.5	.5	.2	.7	2.4	1.2	1.4
Management, business, and financial .....	110.0	110.4	111.7	.2	.2	1.2	1.7	.5	1.5
Professional and related .....	111.3	112.4	112.9	.5	.2	.4	2.7	1.5	1.4
Sales and office .....	108.4	109.7	110.3	.1	.3	.5	1.5	1.3	1.8
Sales and related .....	104.3	105.8	105.9	-1.1	.4	.1	-.7	.3	1.5
Office and administrative support .....	110.8	112.1	113.0	.7	.3	.8	2.6	1.9	2.0
Natural resources, construction, and maintenance .....	110.1	111.6	112.5	.3	.4	.8	2.2	1.6	2.2
Construction, extraction, farming, fishing, and forestry .....	111.0	112.5	113.2	.2	.3	.6	2.3	1.5	2.0
Installation, maintenance, and repair .....	109.1	110.4	111.6	.5	.4	1.1	2.2	1.7	2.3
Production, transportation, and material moving .....	108.0	109.3	110.3	.7	.2	.9	2.3	2.0	2.1
Production .....	107.2	108.4	109.6	.9	.3	1.1	2.3	2.1	2.2
Transportation and material moving .....	108.9	110.4	111.2	.5	.2	.7	2.2	1.8	2.1
Service occupations .....	111.5	113.0	113.5	.8	.4	.4	2.9	2.2	1.8
Industry									
Goods-producing industries <sup>4</sup> .....	108.0	108.7	109.8	.5	.2	1.0	1.8	1.1	1.7
Manufacturing .....	106.5	107.0	108.4	.6	.2	1.3	1.7	1.0	1.8
Service-providing industries <sup>5</sup> .....	110.3	111.5	112.2	.5	.2	.6	2.3	1.5	1.7
Education and health services .....	111.7	113.4	113.7	.5	.2	.3	2.9	2.1	1.8
Education services .....	111.8	113.6	113.7	.4	.1	.1	3.2	2.1	1.7
Elementary and secondary schools .....	111.9	114.0	114.1	.4	.1	.1	3.4	2.3	2.0
Junior colleges, colleges, universities, and professional schools .....	111.5	112.7	112.9	.5	.3	.2	2.8	1.6	1.3
Health care and social assistance <sup>6</sup> .....	111.7	113.2	113.7	.8	.4	.4	2.6	2.2	1.8
Hospitals .....	111.7	113.4	114.1	.8	.4	.6	3.0	2.3	2.1
Nursing and residential care facilities .....	110.3	111.5	112.1	.6	.2	.5	2.8	1.7	1.6
Public administration .....	113.0	115.1	115.6	.9	.5	.4	3.0	2.8	2.3

<sup>1</sup> Includes wages, salaries, and employer costs for employee benefits.

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

<sup>3</sup> The index for this series is not strictly comparable with other series in this table.

<sup>4</sup> Includes mining, construction, and manufacturing.

<sup>5</sup> 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.

<sup>6</sup> Includes ambulatory health care services and social assistance, not shown separately.

**Table 5. Employment Cost Index for total compensation<sup>1</sup>, for private industry workers, by occupational group and industry**

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)			Percent changes for—					
	Mar. 2009	Dec. 2009	Mar. 2010	3-months ended—			12-months ended—		
				Mar. 2009	Dec. 2009	Mar. 2010	Mar. 2009	Dec. 2009	Mar. 2010
<b>Private industry workers</b>									
All workers .....	109.3	110.2	111.1	0.4	0.2	0.8	1.9	1.2	1.6
Excluding incentive paid occupations <sup>2</sup> .....	110.0	110.9	111.8	.5	.3	.8	2.2	1.3	1.6
Occupational group									
Management, professional, and related .....	110.4	110.7	111.8	.5	.1	1.0	2.1	.7	1.3
Excluding incentive paid occupations <sup>2</sup> .....	110.5	110.8	111.8	.4	.0	.9	2.2	.6	1.2
Management, business, and financial .....	109.6	109.9	111.3	.1	.2	1.3	1.5	.4	1.6
Excluding incentive paid occupations <sup>2</sup> .....	110.2	110.3	111.6	.2	.1	1.2	1.8	.3	1.3
Professional and related .....	111.0	111.4	112.2	.6	.0	.7	2.5	1.0	1.1
Sales and office .....	107.9	109.2	109.8	.0	.4	.5	1.2	1.2	1.8
Excluding incentive paid occupations <sup>2</sup> .....	110.3	111.4	112.2	.5	.3	.7	2.3	1.5	1.7
Sales and related .....	104.3	105.8	105.8	-1.1	.5	.0	-.7	.3	1.4
Excluding incentive paid occupations <sup>2</sup> .....	109.9	111.0	111.5	.2	.4	.5	1.9	1.2	1.5
Office and administrative support .....	110.5	111.6	112.6	.8	.3	.9	2.5	1.8	1.9
Natural resources, construction, and maintenance ....	109.9	111.2	112.2	.3	.3	.9	2.1	1.5	2.1
Construction, extraction, farming, fishing, and forestry .....	110.9	112.4	113.1	.1	.4	.6	2.1	1.4	2.0
Installation, maintenance, and repair .....	108.6	109.8	111.1	.5	.4	1.2	2.2	1.6	2.3
Production, transportation, and material moving .....	107.7	108.9	109.9	.7	.3	.9	2.1	1.9	2.0
Excluding incentive paid occupations <sup>2</sup> .....	107.9	109.1	110.2	.8	.3	1.0	2.4	2.0	2.1
Production .....	107.1	108.3	109.5	.9	.3	1.1	2.2	2.1	2.2
Excluding incentive paid occupations <sup>2</sup> .....	107.2	108.4	109.6	.8	.4	1.1	2.4	2.0	2.2
Transportation and material moving .....	108.4	109.7	110.5	.5	.1	.7	1.9	1.7	1.9
Service occupations .....	110.7	111.8	112.4	.8	.1	.5	2.7	1.8	1.5
Industry and occupational group									
Goods-producing industries <sup>3</sup> .....	107.9	108.6	109.8	.4	.2	1.1	1.7	1.0	1.8
Excluding incentive paid occupations <sup>2</sup> .....	108.3	108.9	110.2	.5	.2	1.2	1.9	1.0	1.8
Management, professional, and related .....	106.8	106.4	108.0	.2	-.1	1.5	.7	-.2	1.1
Sales and office .....	107.3	107.8	108.2	.2	.3	.4	2.1	.7	.8
Natural resources, construction, and maintenance .....	110.4	111.7	112.6	.0	.4	.8	2.1	1.2	2.0
Production, transportation, and material moving	107.0	108.0	109.3	.8	.2	1.2	2.1	1.7	2.1
Construction .....	110.9	111.7	112.1	.0	.2	.4	1.8	.7	1.1
Manufacturing .....	106.5	107.0	108.4	.6	.2	1.3	1.7	1.0	1.8
Management, professional, and related .....	105.7	105.5	107.2	.3	.1	1.6	.8	.1	1.4
Sales and office .....	107.3	107.5	108.2	.3	.3	.7	2.2	.5	.8
Natural resources, construction, and maintenance .....	106.6	107.7	109.5	.6	.3	1.7	1.9	1.6	2.7
Production, transportation, and material moving .....	106.7	107.8	109.1	.9	.3	1.2	2.1	1.9	2.2
Aircraft manufacturing .....	92.6	92.4	93.5	1.4	.0	1.2	3.2	1.2	1.0

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)			Percent changes for—					
	Mar. 2009	Dec. 2009	Mar. 2010	3-months ended—			12-months ended—		
				Mar. 2009	Dec. 2009	Mar. 2010	Mar. 2009	Dec. 2009	Mar. 2010
Service-providing industries <sup>4</sup> .....	109.8	110.8	111.6	0.4	0.3	0.7	1.9	1.3	1.6
Excluding incentive paid occupations <sup>2</sup> .....	110.6	111.5	112.4	.5	.2	.8	2.4	1.3	1.6
Management, professional, and related .....	111.1	111.6	112.5	.5	.2	.8	2.4	.9	1.3
Sales and office .....	108.0	109.4	110.0	.0	.4	.5	1.1	1.3	1.9
Natural resources, construction, and maintenance .....	109.0	110.4	111.7	.6	.3	1.2	2.2	1.8	2.5
Production, transportation, and material moving .....	108.5	109.9	110.6	.6	.2	.6	2.0	1.9	1.9
Service occupations .....	110.7	111.9	112.4	.8	.2	.4	2.6	1.9	1.5
Trade, transportation, and utilities .....	107.8	108.8	109.9	.3	.2	1.0	1.6	1.2	1.9
Excluding incentive paid occupations <sup>2</sup> .....	109.3	110.4	111.5	.6	.3	1.0	2.2	1.6	2.0
Wholesale trade .....	107.1	107.0	108.0	.3	.2	.9	1.3	.2	.8
Excluding incentive paid occupations <sup>2</sup> .....	109.6	110.5	111.5	.5	.4	.9	2.0	1.3	1.7
Retail trade .....	108.3	110.0	110.9	.2	.3	.8	1.6	1.8	2.4
Excluding incentive paid occupations <sup>2</sup> .....	109.7	110.8	111.7	.5	.2	.8	2.2	1.5	1.8
Transportation and warehousing .....	107.4	108.2	109.0	.5	-.1	.7	1.7	1.2	1.5
Utilities .....	109.6	112.0	115.4	.6	.7	3.0	2.9	2.8	5.3
Information .....	107.7	108.3	109.0	.3	.3	.6	1.5	.8	1.2
Financial activities .....	106.8	108.6	109.8	-.3	.3	1.1	.0	1.4	2.8
Excluding incentive paid occupations <sup>2</sup> .....	109.4	110.4	111.7	.6	.3	1.2	1.9	1.5	2.1
Finance and insurance .....	106.9	108.8	110.0	-.3	.2	1.1	-.1	1.5	2.9
Credit intermediation and related activities .....	106.6	108.2	109.1	.1	.7	.8	1.0	1.6	2.3
Excluding incentive paid occupations <sup>2</sup> .....	110.4	111.3	113.1	.3	.0	1.6	2.0	1.1	2.4
Insurance carriers and related activities .....	109.1	110.0	111.3	.8	-.2	1.2	1.6	1.7	2.0
Excluding incentive paid occupations <sup>2</sup> .....	109.7	110.8	112.1	1.1	.3	1.2	2.6	2.1	2.2
Real estate and rental and leasing .....	106.6	107.7	109.0	.0	.3	1.2	1.0	1.0	2.3
Excluding incentive paid occupations <sup>2</sup> .....	109.9	110.6	111.3	.3	.2	.6	1.7	.9	1.3
Professional and business services .....	111.9	112.4	113.0	.3	.3	.5	2.7	.7	1.0
Professional, scientific, and technical services .....	114.3	114.5	115.2	.4	.2	.6	2.9	.5	.8
Administrative and support and waste management and remediation services .....	109.9	110.7	111.1	.5	.6	.4	2.6	1.2	1.1
Education and health services .....	111.5	112.8	113.3	.8	.2	.4	2.7	2.0	1.6
Education services .....	111.9	113.2	113.2	.5	.0	.0	3.5	1.7	1.2
Junior colleges, colleges, universities, and professional schools .....	112.4	113.1	113.2	.7	-.1	.1	3.8	1.3	.7
Health care and social assistance <sup>5</sup> .....	111.5	112.8	113.3	.9	.3	.4	2.5	2.1	1.6
Hospitals .....	111.5	113.2	113.9	.7	.5	.6	3.0	2.3	2.2
Nursing and residential care facilities .....	109.9	110.9	111.5	.5	.2	.5	2.6	1.5	1.5
Nursing care facilities <sup>2</sup> .....	110.1	111.2	111.9	.6	.3	.6	2.7	1.6	1.6
Leisure and hospitality .....	112.2	112.7	113.5	.7	.0	.7	2.9	1.2	1.2
Accommodation and food services .....	113.0	113.5	114.0	.8	.1	.4	3.2	1.2	.9
Other services, except public administration .....	110.8	111.5	112.2	.8	-.3	.6	1.9	1.5	1.3

<sup>1</sup> Includes wages, salaries, and employer costs for employee benefits.

<sup>2</sup> The index for this series is not strictly comparable with other series in this table.

<sup>3</sup> Includes mining, construction, and manufacturing.

<sup>4</sup> 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.

<sup>5</sup> Includes ambulatory health care services and social assistance, not shown separately.

**Table 6. Employment Cost Index for total compensation<sup>1</sup>, 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—					
	Mar. 2009	Dec. 2009	Mar. 2010	3-months ended—			12-months ended—		
				Mar. 2009	Dec. 2009	Mar. 2010	Mar. 2009	Dec. 2009	Mar. 2010
<b>Bargaining status</b>									
Union .....	109.1	111.1	112.8	1.0	0.5	1.5	3.0	2.9	3.4
Goods-producing industries <sup>2</sup> .....	108.0	110.0	112.0	1.0	.5	1.8	3.3	2.9	3.7
Manufacturing .....	104.4	105.8	108.6	1.6	.4	2.6	3.0	2.9	4.0
Service-providing industries <sup>3</sup> .....	109.9	111.9	113.5	1.0	.5	1.4	2.7	2.8	3.3
Nonunion .....	109.4	110.1	110.9	.3	.2	.7	1.8	.9	1.4
Goods-producing industries <sup>2</sup> .....	107.9	108.2	109.1	.2	.2	.8	1.3	.5	1.1
Manufacturing .....	107.1	107.5	108.5	.3	.2	.9	1.4	.7	1.3
Service-providing industries <sup>3</sup> .....	109.8	110.6	111.3	.4	.2	.6	1.9	1.1	1.4
<b>Census region and division<sup>4</sup></b>									
Northeast .....	109.8	111.0	111.8	.3	.3	.7	2.2	1.4	1.8
New England .....	109.9	111.5	112.3	.4	.3	.7	3.0	1.8	2.2
Middle Atlantic .....	109.8	110.8	111.6	.3	.2	.7	1.9	1.2	1.6
South .....	109.8	110.7	111.5	.5	.1	.7	1.9	1.3	1.5
South Atlantic .....	110.3	111.5	112.2	.5	.2	.6	1.7	1.5	1.7
East South Central .....	108.5	109.3	110.0	.5	.1	.6	1.9	1.2	1.4
West South Central .....	109.4	109.9	110.8	.4	.0	.8	2.0	.8	1.3
Midwest .....	107.9	108.6	109.9	.3	.2	1.2	1.8	.9	1.9
East North Central .....	107.0	107.8	109.2	.0	.3	1.3	1.4	.7	2.1
West North Central .....	109.9	110.7	111.6	.8	.1	.8	2.4	1.6	1.5
West .....	109.9	110.7	111.4	.5	.4	.6	1.9	1.2	1.4
Mountain .....	110.5	111.0	111.3	.1	.1	.3	1.9	.5	.7
Pacific .....	109.7	110.5	111.4	.5	.4	.8	2.0	1.3	1.5

<sup>1</sup> Includes wages, salaries, and employer costs for employee benefits.

<sup>2</sup> Includes mining, construction, and manufacturing.

<sup>3</sup> 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.

<sup>4</sup> 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 compensation<sup>1</sup>, 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—					
	Mar. 2009	Dec. 2009	Mar. 2010	3-months ended—			12-months ended—		
				Mar. 2009	Dec. 2009	Mar. 2010	Mar. 2009	Dec. 2009	Mar. 2010
<b>State and local government workers</b>									
All workers .....	112.3	114.3	114.6	0.6	0.3	0.3	3.1	2.4	2.0
Occupational group									
Management, professional, and related .....	112.0	113.9	114.1	.4	.2	.2	2.9	2.1	1.9
Professional and related .....	111.9	114.0	114.0	.4	.3	.0	3.0	2.3	1.9
Sales and office .....	112.4	114.7	115.3	1.0	.3	.5	3.3	3.1	2.6
Office and administrative support .....	112.8	115.0	115.6	.9	.3	.5	3.2	2.9	2.5
Service occupations .....	113.4	115.6	116.1	.9	.6	.4	3.4	2.8	2.4
Industry									
Education and health services .....	111.9	114.0	114.1	.4	.3	.1	3.0	2.2	2.0
Education services .....	111.8	113.7	113.8	.5	.2	.1	3.1	2.2	1.8
Schools <sup>2</sup> .....	111.8	113.7	113.8	.5	.2	.1	3.1	2.2	1.8
Elementary and secondary schools .....	112.0	114.1	114.1	.5	.1	.0	3.4	2.4	1.9
Health care and social assistance <sup>3</sup> .....	113.3	115.8	116.2	.1	.4	.3	2.9	2.3	2.6
Hospitals .....	112.4	114.5	115.2	1.0	.4	.6	2.9	2.9	2.5
Public administration .....	113.0	115.1	115.6	.9	.5	.4	3.0	2.8	2.3

<sup>1</sup> Includes wages, salaries, and employer costs for employee benefits.

<sup>2</sup> Includes elementary and secondary schools; junior colleges; colleges, universities, and professional schools.

<sup>3</sup> 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—					
	Mar. 2009	Dec. 2009	Mar. 2010	3-months ended—			12-months ended—		
				Mar. 2009	Dec. 2009	Mar. 2010	Mar. 2009	Dec. 2009	Mar. 2010
<b>Civilian workers</b>									
All workers <sup>1</sup> .....	110.0	111.2	111.7	0.4	0.3	0.4	2.2	1.5	1.5
Excluding incentive paid occupations <sup>2</sup> .....	110.7	111.8	112.3	.5	.3	.4	2.7	1.5	1.4
Occupational group									
Management, professional, and related .....	111.0	111.8	112.5	.5	.3	.6	2.6	1.2	1.4
Management, business, and financial .....	110.4	110.9	112.1	.3	.3	1.1	2.0	.7	1.5
Professional and related .....	111.2	112.2	112.7	.5	.1	.4	2.7	1.4	1.3
Sales and office .....	108.1	109.7	109.9	.0	.5	.2	1.3	1.5	1.7
Sales and related .....	104.3	106.2	106.2	-1.2	.5	.0	-9	.6	1.8
Office and administrative support .....	110.6	111.9	112.3	.7	.3	.4	2.6	1.9	1.5
Natural resources, construction, and maintenance .....	110.7	112.1	112.6	.1	.4	.4	2.4	1.4	1.7
Construction, extraction, farming, fishing, and forestry .....	111.4	112.7	112.8	.1	.4	.1	2.2	1.3	1.3
Installation, maintenance, and repair .....	110.0	111.5	112.3	.4	.4	.7	2.8	1.7	2.1
Production, transportation, and material moving .....	108.5	109.9	110.1	.5	.3	.2	2.3	1.8	1.5
Production .....	108.2	109.4	109.8	.7	.2	.4	2.4	1.8	1.5
Transportation and material moving .....	108.8	110.4	110.6	.3	.2	.2	2.1	1.8	1.7
Service occupations .....	111.2	112.7	113.0	.8	.3	.3	3.0	2.2	1.6
Industry									
Goods-producing industries <sup>3</sup> .....	109.2	110.1	110.5	.2	.3	.4	2.0	1.0	1.2
Manufacturing .....	108.1	108.9	109.4	.4	.3	.5	2.1	1.1	1.2
Service-providing industries <sup>4</sup> .....	110.2	111.4	111.9	.5	.3	.4	2.3	1.5	1.5
Education and health services .....	111.0	112.6	112.8	.5	.3	.2	2.8	1.9	1.6
Education services .....	110.5	112.0	112.2	.3	.2	.2	3.0	1.6	1.5
Elementary and secondary schools .....	110.4	112.1	112.3	.3	.1	.2	3.2	1.8	1.7
Junior colleges, colleges, universities, and professional schools .....	110.7	111.7	111.7	.4	.4	.0	2.6	1.3	.9
Health care and social assistance <sup>5</sup> .....	111.7	113.2	113.6	.7	.4	.4	2.6	2.1	1.7
Hospitals .....	112.0	113.7	114.0	.6	.4	.3	3.3	2.2	1.8
Nursing and residential care facilities .....	110.3	111.7	112.1	.5	.3	.4	2.7	1.8	1.6
Public administration .....	111.3	113.3	113.7	.8	.4	.4	2.9	2.6	2.2

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

<sup>2</sup> The index for this series is not strictly comparable with other series in this table.

<sup>3</sup> Includes mining, construction, and manufacturing.

<sup>4</sup> 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.

<sup>5</sup> 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—					
	Mar. 2009	Dec. 2009	Mar. 2010	3-months ended—			12-months ended—		
				Mar. 2009	Dec. 2009	Mar. 2010	Mar. 2009	Dec. 2009	Mar. 2010
<b>Private industry workers</b>									
All workers .....	109.8	110.9	111.4	0.4	0.3	0.5	2.0	1.4	1.5
Excluding incentive paid occupations <sup>1</sup> .....	110.6	111.6	112.2	.5	.3	.5	2.5	1.4	1.4
Occupational group									
Management, professional, and related .....	111.1	111.5	112.5	.5	.2	.9	2.4	.9	1.3
Excluding incentive paid occupations <sup>1</sup> .....	111.2	111.7	112.5	.5	.2	.7	2.5	.9	1.2
Management, business, and financial .....	110.3	110.8	112.0	.3	.4	1.1	1.9	.7	1.5
Excluding incentive paid occupations <sup>1</sup> .....	111.0	111.2	112.4	.3	.1	1.1	2.4	.5	1.3
Professional and related .....	111.6	112.1	112.8	.6	.0	.6	2.7	1.1	1.1
Sales and office .....	107.9	109.4	109.6	-.1	.4	.2	1.1	1.3	1.6
Excluding incentive paid occupations <sup>1</sup> .....	110.6	111.9	112.4	.5	.4	.4	2.4	1.7	1.6
Sales and related .....	104.3	106.2	106.2	-1.3	.5	.0	-.9	.5	1.8
Excluding incentive paid occupations <sup>1</sup> .....	110.6	112.1	112.6	.2	.4	.4	2.1	1.5	1.8
Office and administrative support .....	110.6	111.8	112.2	.8	.4	.4	2.7	1.9	1.4
Natural resources, construction, and maintenance ....	110.6	112.0	112.5	.1	.4	.4	2.3	1.4	1.7
Construction, extraction, farming, fishing, and forestry .....	111.4	112.7	112.9	-.1	.4	.2	2.0	1.1	1.3
Installation, maintenance, and repair .....	109.7	111.2	112.1	.4	.5	.8	2.7	1.7	2.2
Production, transportation, and material moving .....	108.3	109.6	109.8	.5	.2	.2	2.2	1.7	1.4
Excluding incentive paid occupations <sup>1</sup> .....	108.6	109.9	110.3	.6	.3	.4	2.5	1.8	1.6
Production .....	108.1	109.3	109.6	.7	.3	.3	2.4	1.8	1.4
Excluding incentive paid occupations <sup>1</sup> .....	108.2	109.4	109.7	.6	.3	.3	2.6	1.7	1.4
Transportation and material moving .....	108.5	110.1	110.2	.2	.2	.1	1.9	1.7	1.6
Service occupations .....	111.0	112.3	112.6	.8	.2	.3	2.9	2.0	1.4
Industry and occupational group									
Goods-producing industries <sup>2</sup> .....	109.2	110.0	110.5	.2	.2	.5	2.0	.9	1.2
Excluding incentive paid occupations <sup>1</sup> .....	109.7	110.5	111.0	.3	.3	.5	2.1	1.0	1.2
Management, professional, and related .....	109.3	109.4	110.5	.5	.0	1.0	1.5	.6	1.1
Sales and office .....	108.1	108.8	108.4	.2	.4	-.4	2.2	.8	.3
Natural resources, construction, and maintenance .....	111.1	112.3	112.6	-.2	.4	.3	2.1	.9	1.4
Production, transportation, and material moving .....	108.0	109.1	109.4	.4	.2	.3	2.2	1.4	1.3
Construction .....	111.2	111.9	112.1	.1	.2	.2	2.0	.7	.8
Manufacturing .....	108.1	108.9	109.4	.4	.3	.5	2.1	1.1	1.2
Management, professional, and related .....	108.4	108.7	110.0	.6	.1	1.2	1.6	.8	1.5
Sales and office .....	108.2	108.7	108.3	.1	.4	-.4	2.6	.6	.1
Natural resources, construction, and maintenance .....	108.8	109.9	110.4	-.2	.2	.5	1.9	.8	1.5
Production, transportation, and material moving .....	107.7	108.9	109.2	.4	.3	.3	2.2	1.5	1.4
Aircraft manufacturing .....	110.5	111.5	113.7	2.2	.0	2.0	3.3	3.1	2.9

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—					
	Mar. 2009	Dec. 2009	Mar. 2010	3-months ended—			12-months ended—		
				Mar. 2009	Dec. 2009	Mar. 2010	Mar. 2009	Dec. 2009	Mar. 2010
Service-providing industries <sup>3</sup> .....	110.0	111.1	111.7	0.4	0.3	0.5	2.1	1.4	1.5
Excluding incentive paid occupations <sup>1</sup> .....	110.9	111.9	112.5	.5	.2	.5	2.7	1.5	1.4
Management, professional, and related .....	111.4	111.9	112.8	.5	.2	.8	2.6	1.0	1.3
Sales and office .....	107.9	109.5	109.8	-.1	.5	.3	1.0	1.4	1.8
Natural resources, construction, and maintenance .....	109.9	111.6	112.5	.5	.4	.8	2.8	2.1	2.4
Production, transportation, and material moving Service occupations .....	108.6	110.2	110.4	.5	.2	.2	2.2	1.9	1.7
.....	111.0	112.3	112.6	.8	.1	.3	2.8	2.0	1.4
Trade, transportation, and utilities .....	107.8	108.9	109.5	.4	.2	.6	1.8	1.4	1.6
Excluding incentive paid occupations <sup>1</sup> .....	109.5	110.8	111.4	.6	.3	.5	2.5	1.7	1.7
Wholesale trade .....	106.8	106.4	107.1	.4	.2	.7	1.5	.0	.3
Excluding incentive paid occupations <sup>1</sup> .....	109.9	110.7	111.2	.5	.3	.5	2.3	1.3	1.2
Retail trade .....	108.3	110.4	111.0	.2	.4	.5	1.8	2.1	2.5
Excluding incentive paid occupations <sup>1</sup> .....	109.8	111.2	111.8	.5	.2	.5	2.5	1.7	1.8
Transportation and warehousing .....	107.2	108.3	108.7	.3	.0	.4	2.1	1.3	1.4
Utilities .....	111.0	113.3	113.9	1.3	1.0	.5	2.8	3.4	2.6
Information .....	107.8	109.1	109.6	.3	.4	.5	2.4	1.5	1.7
Financial activities .....	106.8	108.9	109.8	-.4	.4	.8	-.4	1.6	2.8
Excluding incentive paid occupations <sup>1</sup> .....	110.1	111.0	112.2	.6	.3	1.1	1.9	1.5	1.9
Finance and insurance .....	107.1	109.4	110.2	-.5	.4	.7	-.7	1.7	2.9
Credit intermediation and related activities .....	106.1	107.8	107.4	.3	.9	-.4	.9	1.9	1.2
Excluding incentive paid occupations <sup>1</sup> .....	111.1	111.7	112.3	.6	.1	.5	2.2	1.2	1.1
Insurance carriers and related activities .....	109.4	110.2	111.2	.6	-.4	.9	1.4	1.3	1.6
Excluding incentive paid occupations <sup>1</sup> .....	109.9	111.0	111.8	.9	.3	.7	2.6	1.9	1.7
Real estate and rental and leasing .....	105.6	106.8	107.9	-.1	.5	1.0	1.1	1.0	2.2
Excluding incentive paid occupations <sup>1</sup> .....	109.4	110.2	110.3	.4	.5	.1	1.9	1.1	.8
Professional and business services .....	112.3	112.7	113.3	.4	.4	.5	2.9	.7	.9
Professional, scientific, and technical services ...	114.4	114.4	115.2	.4	.2	.7	3.2	.4	.7
Administrative and support and waste management and remediation services .....	110.2	111.4	111.4	.5	.9	.0	2.6	1.5	1.1
Education and health services .....	111.4	112.8	113.2	.7	.3	.4	2.6	2.0	1.6
Education services .....	111.1	112.6	112.5	.3	.4	-.1	3.0	1.6	1.3
Junior colleges, colleges, universities, and professional schools .....	111.2	112.4	112.3	.5	.4	-.1	3.2	1.5	1.0
Health care and social assistance <sup>4</sup> .....	111.5	112.8	113.3	.8	.3	.4	2.6	2.0	1.6
Hospitals .....	111.8	113.4	113.7	.6	.4	.3	3.3	2.1	1.7
Nursing and residential care facilities .....	110.3	111.5	111.8	.5	.3	.3	2.7	1.6	1.4
Nursing care facilities <sup>1</sup> .....	110.2	111.5	112.0	.6	.3	.4	2.6	1.8	1.6
Leisure and hospitality .....	113.1	113.8	114.5	.7	.1	.6	3.1	1.3	1.2
Accommodation and food services .....	113.7	114.3	114.7	.8	.1	.3	3.4	1.3	.9
Other services, except public administration .....	111.4	112.1	112.3	.9	-.4	.2	2.0	1.5	.8

<sup>1</sup> The index for this series is not strictly comparable with other series in this table.

<sup>2</sup> Includes mining, construction, and manufacturing.

<sup>3</sup> 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.

<sup>4</sup> 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—					
	Mar. 2009	Dec. 2009	Mar. 2010	3-months ended—			12-months ended—		
				Mar. 2009	Dec. 2009	Mar. 2010	Mar. 2009	Dec. 2009	Mar. 2010
<b>Bargaining status</b>									
Union .....	108.8	110.9	111.5	0.6	0.6	0.5	3.1	2.6	2.5
Goods-producing industries <sup>1</sup> .....	108.2	109.8	110.2	.5	.3	.4	2.9	1.9	1.8
Manufacturing .....	106.0	107.3	107.8	.5	.3	.5	2.5	1.7	1.7
Service-providing industries <sup>2</sup> .....	109.2	111.6	112.4	.8	.7	.7	3.2	3.0	2.9
Nonunion .....	110.0	110.9	111.4	.4	.3	.5	1.9	1.2	1.3
Goods-producing industries <sup>1</sup> .....	109.5	110.1	110.6	.2	.2	.5	1.7	.7	1.0
Manufacturing .....	108.6	109.3	109.8	.4	.2	.5	1.9	1.0	1.1
Service-providing industries <sup>2</sup> .....	110.1	111.0	111.6	.4	.2	.5	2.0	1.2	1.4
<b>Census region and division<sup>3</sup></b>									
Northeast .....	109.9	111.1	111.7	.3	.3	.5	2.2	1.4	1.6
New England .....	110.5	112.1	112.6	.2	.4	.4	3.2	1.6	1.9
Middle Atlantic .....	109.7	110.7	111.3	.3	.3	.5	2.0	1.2	1.5
South .....	110.4	111.5	111.9	.4	.2	.4	2.1	1.4	1.4
South Atlantic .....	110.8	112.2	112.5	.5	.3	.3	2.0	1.7	1.5
East South Central .....	109.2	110.2	110.8	.2	.1	.5	1.9	1.1	1.5
West South Central .....	110.1	110.9	111.3	.3	.1	.4	2.1	1.0	1.1
Midwest .....	108.4	109.2	109.9	.4	.3	.6	2.0	1.1	1.4
East North Central .....	107.5	108.3	109.1	.1	.3	.7	1.6	.8	1.5
West North Central .....	110.7	111.4	111.9	.9	.2	.4	2.6	1.5	1.1
West .....	110.5	111.6	112.1	.4	.4	.4	2.0	1.4	1.4
Mountain .....	111.1	111.9	112.3	.1	.0	.4	2.0	.8	1.1
Pacific .....	110.3	111.5	112.0	.5	.5	.4	2.0	1.5	1.5

<sup>1</sup> Includes mining, construction, and manufacturing.

<sup>2</sup> 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.

<sup>3</sup> 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—					
	Mar. 2009	Dec. 2009	Mar. 2010	3-months ended—			12-months ended—		
				Mar. 2009	Dec. 2009	Mar. 2010	Mar. 2009	Dec. 2009	Mar. 2010
<b>State and local government workers</b>									
All workers .....	110.9	112.6	112.9	0.5	0.2	0.3	3.0	2.0	1.8
Occupational group									
Management, professional, and related .....	110.7	112.3	112.5	.3	.2	.2	2.9	1.7	1.6
Professional and related .....	110.6	112.3	112.5	.3	.2	.2	2.9	1.8	1.7
Sales and office .....	110.5	112.4	112.9	.7	.3	.4	2.9	2.5	2.2
Office and administrative support .....	111.0	112.9	113.3	.8	.3	.4	3.0	2.5	2.1
Service occupations .....	112.0	113.8	114.3	1.0	.4	.4	3.4	2.6	2.1
Industry									
Education and health services .....	110.7	112.3	112.5	.2	.2	.2	3.0	1.6	1.6
Education services .....	110.4	111.9	112.1	.3	.2	.2	3.0	1.6	1.5
Schools <sup>1</sup> .....	110.4	111.9	112.1	.3	.2	.2	3.0	1.6	1.5
Elementary and secondary schools .....	110.3	112.1	112.3	.2	.1	.2	3.2	1.8	1.8
Health care and social assistance <sup>2</sup> .....	113.1	115.6	115.9	-.3	.3	.3	2.7	1.9	2.5
Hospitals .....	112.8	114.9	115.4	.6	.4	.4	2.7	2.5	2.3
Public administration .....	111.3	113.3	113.7	.8	.4	.4	2.9	2.6	2.2

<sup>1</sup> Includes elementary and secondary schools; junior colleges; colleges, universities, and professional schools.

<sup>2</sup> 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—					
	Mar. 2009	Dec. 2009	Mar. 2010	3-months ended—			12-months ended—		
				Mar. 2009	Dec. 2009	Mar. 2010	Mar. 2009	Dec. 2009	Mar. 2010
<b>Civilian workers</b>									
All workers <sup>1</sup> .....	109.7	110.7	112.1	0.5	0.1	1.3	2.0	1.5	2.2
<b>Private industry workers</b>									
All workers .....	108.2	108.8	110.4	.5	.1	1.5	1.6	1.0	2.0
Occupational group									
Management, professional, and related .....	108.8	108.8	110.2	.3	-.1	1.3	1.4	.3	1.3
Sales and office .....	108.0	108.7	110.2	.2	.2	1.4	1.4	.8	2.0
Natural resources, construction, and maintenance .....	108.2	109.5	111.6	.5	.2	1.9	1.6	1.7	3.1
Production, transportation, and material moving ....	106.4	107.4	110.0	1.2	.3	2.4	1.9	2.2	3.4
Service occupations .....	109.7	110.5	111.7	.8	.1	1.1	2.0	1.6	1.8
Industry									
Goods-producing industries <sup>2</sup> .....	105.4	105.8	108.4	.7	.1	2.5	1.3	1.1	2.8
Manufacturing .....	103.5	103.6	106.6	1.0	.2	2.9	1.2	1.1	3.0
Aircraft manufacturing .....	73.4	72.1	71.9	.1	.1	-3	3.2	-1.6	-2.0
Service-providing industries <sup>3</sup> .....	109.3	109.9	111.3	.4	.0	1.3	1.6	.9	1.8
Bargaining status									
Union .....	109.5	111.4	114.9	1.6	.5	3.1	2.7	3.3	4.9
Nonunion .....	107.9	108.2	109.5	.3	.0	1.2	1.3	.6	1.5
<b>State and local government workers</b>									
All workers .....	115.2	117.9	118.3	.9	.3	.3	3.4	3.2	2.7

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

<sup>2</sup> Includes mining, construction, and manufacturing.

<sup>3</sup> 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,<sup>1</sup> 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		
	Mar. 2009	Dec. 2009	Mar. 2010	Mar. 2009	Dec. 2009	Mar. 2010
<b>Northeast</b>						
Boston-Worcester-Manchester, MA-NH CSA .....	3.5	1.5	2.0	3.9	1.4	1.8
New York-Newark-Bridgeport, NY-NJ-CT-PA CSA	1.7	1.3	1.6	1.8	1.4	1.5
Philadelphia-Camden-Vineland, PA-NJ-DE-MD CSA .....	4.4	1.4	1.4	4.6	1.2	.6
<b>South</b>						
Atlanta-Sandy Springs-Gainesville, GA-AL CSA ....	.8	.4	1.6	.7	.0	.8
Dallas-Fort Worth, TX CSA .....	1.9	.6	1.4	2.5	.5	.8
Houston-Baytown-Huntsville, TX CSA .....	2.1	.6	.8	2.3	.8	.8
Miami-Fort Lauderdale-Pompano Beach, FL MSA	1.6	.5	.4	3.3	1.0	.2
Washington-Baltimore-Northern Virginia, DC-MD-VA-WV CSA .....	2.0	1.6	1.7	2.2	2.0	1.6
<b>Midwest</b>						
Chicago-Naperville-Michigan City, IL-IN-WI CSA ...	1.9	.6	2.4	1.5	.5	1.8
Detroit-Warren-Flint, MI CSA .....	2.6	1.1	2.6	3.3	1.1	1.2
Minneapolis-St. Paul-St. Cloud, MN-WI CSA .....	.5	.3	2.0	1.1	1.1	2.2
<b>West</b>						
Los Angeles-Long Beach-Riverside, CA CSA .....	1.4	1.3	1.5	1.5	1.6	1.8
Phoenix-Mesa-Scottsdale, AZ MSA .....	2.5	-2.4	-8	3.0	-2.5	-1.7
San Jose-San Francisco-Oakland, CA CSA .....	1.5	1.4	1.6	1.3	1.1	1.2
Seattle-Tacoma-Olympia, WA CSA <sup>2</sup> .....	—	1.4	.8	—	2.2	1.3

<sup>1</sup> Includes wages, salaries, and employer costs for employee benefits.

<sup>2</sup> Data for these series are published beginning with the 12-months ended September 2009.