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Technical information: (202) 691-6199 • ncsinfo@bls.gov • www.bls.gov/ect
 Media contact: (202) 691-5902 • pressoffice@bls.gov

EMPLOYMENT COST INDEX – December 2019

Compensation costs for civilian workers increased 0.7 percent, seasonally adjusted, for the 3-month period ending in December 2019, the U.S. Bureau of Labor Statistics reported today. **Wages and salaries** increased 0.7 percent and **benefit costs** increased 0.5 percent from September 2019. (See chart 1 and tables A, 1, 2, and 3.)

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

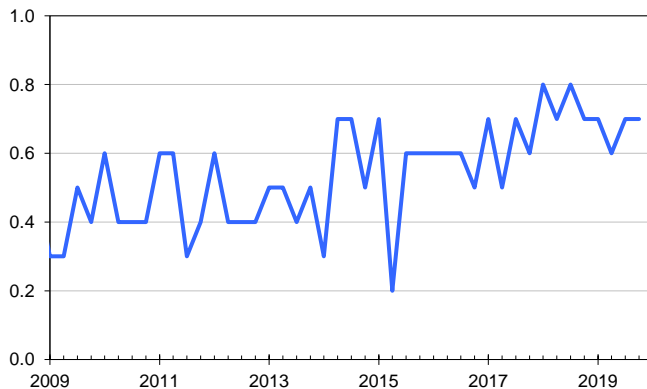
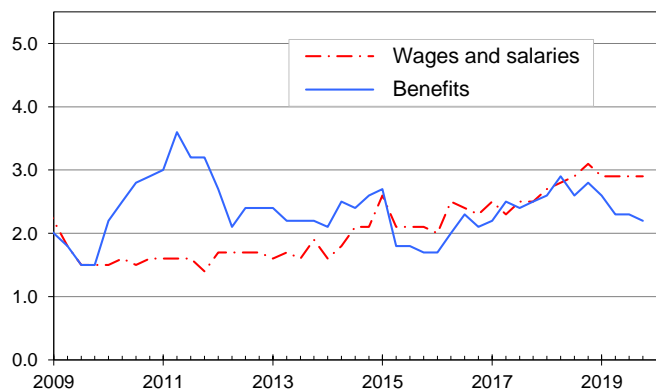


Chart 2. Twelve-month percent change, not seasonally adjusted, civilian workers



Civilian Workers

Compensation costs for civilian workers increased 2.7 percent for the 12-month period ending in December 2019, compared to 2.9 percent in December 2018. **Wages and salaries** increased 2.9 percent over the year and increased 3.1 percent for the 12-month period ending in December 2018. **Benefit costs** increased 2.2 percent for the 12-month period ending in December 2019. In December 2018, the increase was 2.8 percent. (See chart 2 and tables A, 4, 8, and 12.)

Private Industry Workers

Compensation costs for private industry workers increased 2.7 percent over the year, compared with a compensation cost increase of 3.0 percent in December 2018. **Wages and salaries** increased 3.0 percent for the 12-month period ending in December 2019 and increased 3.1 percent in December 2018. The cost of **benefits** rose 1.9 percent for the 12-month period ending in December 2019 and increased 2.6 percent in December 2018. (See charts 3 and 4 and tables A, 5, 9, and 12.)

Chart 3. Twelve-month percent change, not seasonally adjusted, private industry workers

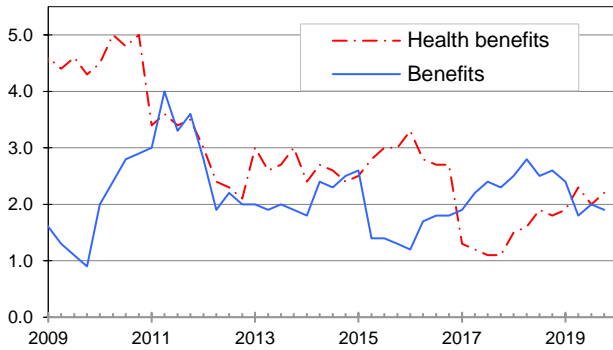
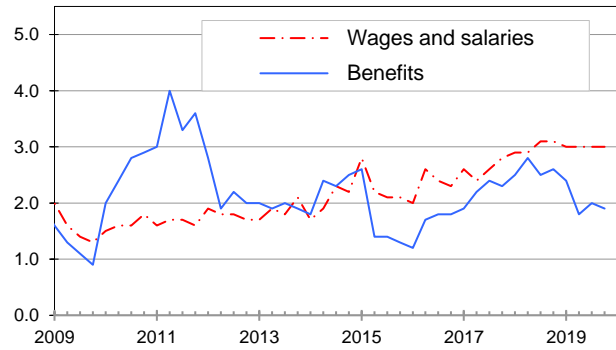


Chart 4. Twelve-month percent change, not seasonally adjusted, private industry workers



Employer costs for **health benefits** increased 2.2 percent for the 12-month period ending in December 2019. (For further information, see chart 3 and www.bls.gov/web/eci/echealth.pdf.)

Among private industry **occupational groups**, compensation cost increases for the 12-month period ending in December 2019 ranged from 2.2 percent for management, professional, and related occupations to 3.7 percent for service occupations. (See table 5.)

Among private **industry supersectors**, compensation cost increases for the 12-month period ending in December 2019 ranged from 1.0 percent for information to 3.5 percent for construction. (See table 5.)

State and Local Government Workers

Compensation costs for state and local government workers increased 2.9 percent for the 12-month period ending in December 2019. In December 2018, the increase was 2.6 percent. **Wages and salaries** increased 2.5 percent for the 12-month period ending in December 2019 and 2.4 percent a year ago. **Benefit costs** increased 3.3 percent for the 12-month period ending in December 2019. The prior year increase was 3.1 percent. (See chart 5 and tables A, 7, 11, and 12.)

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

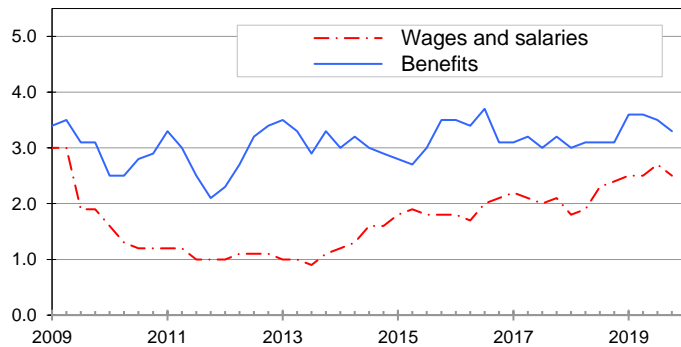


Table A. Major series of the Employment Cost Index
[Percent change]

Category	3-month, seasonally adjusted		12-month, not seasonally adjusted				
	Sep. 2019	Dec. 2019	Dec. 2018	Mar. 2019	Jun. 2019	Sep. 2019	Dec. 2019
Civilian workers¹							
Compensation ²	0.7	0.7	2.9	2.8	2.7	2.8	2.7
Wages and salaries.....	0.9	0.7	3.1	2.9	2.9	2.9	2.9
Benefits.....	0.6	0.5	2.8	2.6	2.3	2.3	2.2
Private industry							
Compensation ²	0.8	0.7	3.0	2.8	2.6	2.7	2.7
Wages and salaries.....	0.9	0.7	3.1	3.0	3.0	3.0	3.0
Benefits.....	0.5	0.5	2.6	2.4	1.8	2.0	1.9
State and local government							
Compensation ²	0.8	0.6	2.6	3.0	3.0	3.1	2.9
Wages and salaries.....	1.0	0.5	2.4	2.5	2.5	2.7	2.5
Benefits.....	0.6	0.8	3.1	3.6	3.6	3.5	3.3

¹ Includes private industry and state and local government.

² Includes wages and salaries and benefits.

The Employment Cost Index for March 2020 is scheduled for release on April 30, 2020, 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 Employment Cost Index, are available through an email subscription service at www.bls.gov/bls/list.htm.

Videos and information graphics explaining the Employment Cost Index and how it is used are available at www.bls.gov/eci/videos.htm.

Highlights of recent National Compensation Survey data are available in The Economics Daily at www.bls.gov/opub/ted/national-compensation-survey.htm.

An overview of available BLS compensation measures and an interactive guide on choosing among them are available at the BLS Commissioner’s Corner on “Making it Easier to Find Data on Pay and Benefits” at blogs.bls.gov/blog/2018/10/24/making-it-easier-to-find-data-on-pay-and-benefits.

Seasonal Factors

The 2020 seasonal factors for directly adjusted series and revised seasonally adjusted series for the past five years are scheduled for release with the March 2020 Employment Cost Index on April 30, 2020 at 8:30 a.m. (EDT), see www.bls.gov/ncs/ect/ectsfact.htm.

TECHNICAL NOTE

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

Sample size

Data for this reference period were collected from a probability sample of approximately 25,500 occupational observations selected from a sample of about 6,300 private industry establishments and approximately 7,800 occupational observations selected from a sample of about 1,400 state and local government establishments that provided data at the initial interview.

Standard errors

To assist users in ascertaining the reliability of ECI series, standard errors of all current quarter not seasonally adjusted 3- and 12-month percent change series are also available; see www.bls.gov/ncs/ect/ectvar.htm and the public data query tools at www.bls.gov/ncs/ect/data.htm. Standard errors provide users a measure of the precision of an estimate to ensure that it is within an acceptable range for their intended purpose.

Historical listings

Historical listings are available at www.bls.gov/ect/#tables. The continuous occupational and industry series listing uses the Standard Industrial Classification Manual and Occupational Classification System series from 1975 through 2005 and the North American Industry Classification System and Standard Occupational Classification from 2006 to the present. It provides the official series deemed continuous after the change in classification systems. For more information on the criteria used in defining continuous series, see the article published in the *Monthly Labor Review* at www.bls.gov/opub/mlr/2006/04/art2full.pdf.

Employer Costs for Employee Compensation data

The costs per hour worked of compensation components are published as part of the Employer Costs for Employee Compensation news release (ECEC). The ECEC release dates are available at www.bls.gov/schedule/news_release/ecec.htm. Historical ECEC data are available in summary documents at www.bls.gov/ect/#tables. Since the ECEC is calculated with current employment weights rather than the fixed weights used in computing the ECI, year-to-year changes in the cost levels usually differ from those in the ECI.

Fixed employment weights

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

Table 1. Employment Cost Index for total compensation, by occupational group and industry¹
 [Seasonally adjusted]

Occupational group and industry	Indexes (Dec.2005=100)		Percent changes for 3-months ended-								
	Sep. 2019	Dec. 2019	Dec. 2017	Mar. 2018	Jun. 2018	Sep. 2018	Dec. 2018	Mar. 2019	Jun. 2019	Sep. 2019	Dec. 2019
Civilian workers											
All workers ²	138.0	138.9	0.6	0.8	0.7	0.8	0.7	0.7	0.6	0.7	0.7
Industry											
Goods-producing industries ³	135.1	135.9	0.5	0.8	0.6	0.3	0.6	0.8	0.7	0.8	0.6
Manufacturing.....	134.5	135.4	0.5	0.7	0.6	0.2	0.6	0.9	0.6	0.6	0.7
Service-providing industries ⁴	138.7	139.6	0.6	0.8	0.7	0.8	0.7	0.7	0.5	0.8	0.6
Education and health services.....	138.0	138.6	0.5	0.7	0.6	0.8	0.7	0.6	0.6	0.9	0.4
Educational services.....	138.8	139.4	0.6	0.5	0.7	0.7	0.7	0.7	0.7	0.9	0.4
Elementary and secondary schools.....	139.0	139.6	0.6	0.6	0.6	0.9	0.7	0.7	0.7	1.0	0.4
Junior colleges, colleges, universities, and professional schools.....	138.4	139.2	0.5	0.5	0.7	0.6	0.7	0.6	0.7	0.7	0.6
Health care and social assistance ⁵	137.2	137.9	0.6	0.8	0.5	0.8	0.7	0.5	0.6	0.7	0.5
Hospitals.....	137.6	138.5	0.5	0.5	0.5	0.5	0.9	0.7	0.6	0.7	0.7
Nursing and residential care facilities.....	134.0	134.7	0.6	0.8	0.7	0.6	0.7	0.5	0.7	0.6	0.5
Public administration.....	142.5	143.6	0.8	0.3	0.7	0.8	0.8	0.8	0.6	0.8	0.8
Private industry workers											
All workers.....	137.3	138.2	0.5	0.9	0.6	0.8	0.7	0.7	0.5	0.8	0.7
Occupational group											
Management, professional, and related.....	136.4	137.0	0.5	0.8	0.6	0.6	0.5	0.5	0.6	0.7	0.4
Management, business, and financial.....	138.1	138.6	0.4	1.0	0.5	0.7	0.5	0.5	0.8	0.7	0.4
Professional and related.....	135.1	135.8	0.6	0.6	0.6	0.6	0.6	0.4	0.4	0.7	0.5
Sales and office.....	138.3	139.3	0.5	1.1	0.8	1.0	0.9	0.6	0.4	1.0	0.7
Sales and related.....	133.9	135.0	0.5	1.3	0.6	1.2	1.0	0.5	0.2	1.2	0.8
Office and administrative support....	141.4	142.2	0.7	0.8	1.1	0.7	0.8	0.7	0.6	0.9	0.6
Natural resources, construction, and maintenance.....	137.2	138.0	0.6	0.5	1.0	0.4	0.7	0.7	0.4	0.9	0.6
Construction, extraction, farming, fishing, and forestry occupations..	137.8	138.6	0.5	0.5	0.7	0.4	0.6	0.8	0.7	1.0	0.6
Installation, maintenance, and repair.....	136.5	137.4	0.8	0.4	1.3	0.5	0.7	0.4	0.1	0.8	0.7
Production, transportation, and material moving.....	138.0	139.4	0.6	0.8	0.7	0.6	0.7	1.0	0.7	0.6	1.0
Production.....	135.1	136.1	0.5	0.7	0.7	0.3	0.6	0.9	0.7	0.5	0.7
Transportation and material moving.....	141.7	143.5	0.8	1.0	0.7	0.8	0.7	1.2	0.6	0.7	1.3
Service occupations.....	139.3	140.8	0.8	1.0	0.8	0.9	0.9	0.8	1.2	0.6	1.1
Industry											
Goods-producing industries ³	135.1	135.9	0.5	0.7	0.7	0.3	0.5	0.9	0.7	0.8	0.6
Construction.....	136.2	137.0	0.5	0.9	0.8	0.5	0.6	0.8	0.8	1.2	0.6
Manufacturing.....	134.5	135.4	0.5	0.7	0.6	0.2	0.6	0.9	0.6	0.6	0.7
Aircraft manufacturing.....	122.1	122.5	0.4	1.5	0.3	-6.7	0.3	0.6	0.4	0.3	0.3
Service-providing industries ⁵	138.0	138.9	0.6	0.9	0.7	0.8	0.7	0.6	0.6	0.7	0.7
Trade, transportation, and utilities.....	140.0	141.1	0.8	1.0	0.6	1.1	0.7	0.8	0.5	0.7	0.8
Wholesale trade.....	134.8	135.0	0.4	1.0	-0.1	1.8	0.7	0.8	-0.3	0.7	0.1
Retail trade.....	140.8	142.1	0.8	1.0	1.0	0.8	0.7	0.7	0.9	0.6	0.9
Transportation and warehousing. . .	143.4	145.3	0.9	1.0	0.7	1.2	0.6	1.0	0.6	0.9	1.3
Utilities.....	149.9	151.2	0.7	1.0	0.5	0.6	0.6	1.8	0.7	0.4	0.9
Information.....	135.0	136.0	0.5	0.6	2.9	0.8	0.4	0.8	-1.0	0.4	0.7
Financial activities.....	137.9	138.6	0.3	1.5	0.8	0.4	0.7	0.9	0.2	1.2	0.5
Finance and insurance.....	138.4	139.2	0.5	1.5	0.8	0.4	0.6	0.9	0.2	1.4	0.6

See footnotes at end of table.

Table 1. Employment Cost Index for total compensation, by occupational group and industry¹ — Continued
 [Seasonally adjusted]

Occupational group and industry	Indexes (Dec.2005=100)		Percent changes for 3-months ended-								
	Sep. 2019	Dec. 2019	Dec. 2017	Mar. 2018	Jun. 2018	Sep. 2018	Dec. 2018	Mar. 2019	Jun. 2019	Sep. 2019	Dec. 2019
Credit intermediation and related activities.....	136.8	137.6	-0.1	1.2	0.7	0.4	0.6	1.0	0.4	1.5	0.6
Insurance carriers and related activities.....	139.6	140.3	0.6	0.8	0.8	0.3	0.4	1.2	0.1	1.0	0.5
Real estate and rental and leasing..	135.8	136.3	0.1	1.2	0.3	0.6	0.8	1.0	0.3	0.7	0.4
Professional and business services. . .	138.2	139.0	0.5	0.6	0.5	0.9	0.6	0.3	0.9	0.7	0.6
Professional, scientific, and technical services.....	140.4	141.0	0.4	0.7	0.1	1.2	0.5	0.1	0.9	0.7	0.4
Administrative and support and waste management and remediation services.....	135.0	135.9	0.6	0.5	0.9	0.6	0.7	0.8	0.8	0.6	0.7
Education and health services.....	136.5	137.2	0.6	0.8	0.5	0.8	0.7	0.4	0.6	0.7	0.5
Educational services.....	137.0	137.4	0.5	0.6	0.6	0.8	0.5	0.4	0.5	1.1	0.3
Junior colleges, colleges, universities, and professional schools.....	138.5	139.3	0.5	0.7	0.8	0.7	0.7	0.7	0.5	0.6	0.6
Health care and social assistance...	136.4	137.1	0.6	0.8	0.6	0.8	0.8	0.4	0.6	0.7	0.5
Hospitals.....	137.2	138.0	0.5	0.5	0.6	0.5	1.0	0.5	0.7	0.7	0.6
Nursing and residential care facilities.....	132.2	132.9	0.6	0.8	0.6	0.5	0.8	0.5	0.5	0.7	0.5
Leisure and hospitality.....	138.7	140.4	0.7	1.1	0.5	1.1	1.3	0.4	0.8	0.7	1.2
Accommodations and food services.....	140.3	142.0	0.7	1.2	0.6	0.9	1.2	0.7	1.1	0.9	1.2
Other services, except public administration.....	137.7	139.4	0.5	1.1	0.6	0.0	1.2	1.0	1.0	-0.1	1.2
State and local government workers											
All workers.....	140.9	141.8	0.7	0.4	0.7	0.7	0.7	0.7	0.7	0.8	0.6
Industry											
Education and health services.....	139.7	140.3	0.6	0.5	0.7	0.7	0.7	0.7	0.7	0.9	0.4
Educational services.....	139.3	139.9	0.5	0.5	0.7	0.7	0.7	0.7	0.7	0.9	0.4
Schools.....	139.2	139.8	0.5	0.6	0.6	0.8	0.7	0.7	0.7	0.9	0.4
Elementary and secondary schools.....	139.4	140.1	0.6	0.6	0.6	0.9	0.7	0.7	0.7	0.9	0.5
Health care and social assistance...	142.6	143.5	0.5	0.6	0.7	0.6	0.7	0.9	0.6	0.8	0.6
Hospitals.....	139.7	140.6	0.5	0.4	0.6	0.5	0.7	1.2	0.4	0.9	0.6
Public administration.....	142.5	143.6	0.8	0.3	0.7	0.8	0.8	0.8	0.6	0.8	0.8

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

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

³ Includes mining, construction, and manufacturing.

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

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

SOURCE: U.S. Bureau of Labor Statistics, National Compensation Survey

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. 2019	Dec. 2019	Dec. 2017	Mar. 2018	Jun. 2018	Sep. 2018	Dec. 2018	Mar. 2019	Jun. 2019	Sep. 2019	Dec. 2019
Civilian workers											
All workers ¹	136.9	137.8	0.6	0.8	0.5	0.9	0.7	0.7	0.7	0.9	0.7
Industry											
Goods-producing industries ²	136.4	137.5	0.6	0.8	0.7	0.6	0.8	0.8	0.8	0.9	0.8
Manufacturing.....	136.1	137.3	0.6	0.7	0.6	0.6	0.8	0.9	0.7	0.7	0.9
Service-providing industries ³	137.0	137.9	0.6	0.8	0.6	0.9	0.7	0.7	0.6	0.9	0.7
Education and health services.....	134.1	134.8	0.6	0.7	0.5	0.8	0.7	0.5	0.6	0.9	0.5
Educational services.....	131.7	132.2	0.4	0.5	0.6	0.8	0.5	0.5	0.5	1.2	0.4
Elementary and secondary schools.....	130.5	131.0	0.5	0.5	0.5	0.9	0.6	0.5	0.4	1.4	0.4
Junior colleges, colleges, universities, and professional schools.....	133.5	134.1	0.5	0.4	0.5	0.6	0.7	0.6	0.6	0.8	0.4
Health care and social assistance.....	136.8	137.6	0.7	0.9	0.6	0.9	0.7	0.4	0.6	0.7	0.6
Hospitals.....	136.6	137.5	0.6	0.5	0.6	0.4	1.1	0.5	0.6	0.7	0.7
Nursing and residential care facilities.....	134.1	134.9	0.7	0.9	0.7	0.8	0.8	0.6	0.6	0.8	0.6
Public administration.....	133.3	134.1	0.6	0.5	0.6	0.6	0.7	0.7	0.7	0.6	0.6
Private industry workers											
All workers.....	137.9	138.9	0.6	0.9	0.6	0.8	0.7	0.7	0.6	0.9	0.7
Occupational group											
Management, professional, and related.....	137.2	137.8	0.5	0.8	0.5	0.8	0.5	0.5	0.7	0.7	0.4
Professional and related.....	135.9	136.8	0.7	0.7	0.5	0.8	0.6	0.4	0.5	0.6	0.7
Sales and office.....	138.6	139.7	0.6	1.2	0.8	1.1	0.9	0.7	0.4	1.2	0.8
Sales and related.....	134.9	136.2	0.5	1.4	0.5	1.4	1.0	0.7	0.2	1.4	1.0
Office and administrative support....	141.4	142.3	0.8	0.9	1.0	0.8	0.8	0.8	0.6	1.0	0.6
Natural resources, construction, and maintenance.....	136.5	137.5	0.7	0.5	0.6	0.5	0.7	0.7	0.7	0.9	0.7
Construction, extraction, farming, fishing, and forestry occupations..	137.0	138.1	0.5	0.6	0.6	0.5	0.7	0.8	0.8	0.9	0.8
Installation, maintenance, and repair.....	136.1	136.9	0.8	0.4	0.5	0.4	0.7	0.5	0.8	1.0	0.6
Production, transportation, and material moving.....	139.0	140.7	0.8	0.9	0.8	0.8	0.8	1.2	0.7	0.8	1.2
Production.....	136.2	137.5	0.6	0.7	0.8	0.7	0.8	0.9	0.8	0.7	1.0
Transportation and material moving.....	142.3	144.4	0.8	1.1	0.7	1.0	0.9	1.6	0.7	1.0	1.5
Service occupations ⁴	140.6	142.4	1.0	0.9	1.0	1.0	1.0	1.1	1.2	0.6	1.3
Industry											
Goods-producing industries ²	136.5	137.6	0.6	0.7	0.7	0.7	0.7	0.8	0.7	1.0	0.8
Construction.....	136.5	137.5	0.5	1.0	0.8	0.6	0.7	0.7	0.9	1.4	0.7
Manufacturing.....	136.1	137.3	0.6	0.7	0.6	0.6	0.8	0.9	0.7	0.7	0.9
Aircraft manufacturing.....	144.3	145.1	0.5	0.6	0.4	0.4	0.8	0.3	0.5	0.4	0.6
Service-providing industries ⁴	138.3	139.3	0.7	0.9	0.6	0.9	0.7	0.7	0.6	0.8	0.7
Trade, transportation, and utilities.....	139.4	140.5	0.7	1.1	0.5	1.3	0.7	1.0	0.4	0.9	0.8
Retail trade.....	141.8	143.3	0.8	1.0	0.9	0.8	0.5	1.0	0.9	0.9	1.1
Transportation and warehousing. . .	143.3	145.5	1.0	1.1	0.7	1.4	0.7	1.3	0.5	1.3	1.6
Utilities.....	145.3	146.3	0.7	0.8	0.5	0.4	0.6	0.9	0.9	0.5	0.7
Information.....	134.0	135.1	0.6	0.7	0.9	0.8	0.5	1.0	0.5	0.4	0.8
Financial activities.....	138.7	139.4	0.7	1.6	0.6	0.3	0.6	1.0	-0.1	1.5	0.5
Finance and insurance.....	139.7	140.4	0.8	1.7	0.7	0.3	0.6	1.0	-0.1	1.6	0.5
Credit intermediation and related activities.....	136.1	136.5	0.4	1.2	0.7	0.4	0.5	1.2	0.2	1.6	0.3
Insurance carriers and related activities.....	138.6	139.0	0.7	0.8	0.7	0.1	0.4	1.3	-0.2	1.2	0.3
Professional and business services. . .	139.0	139.8	0.5	0.7	0.5	1.0	0.7	0.4	1.0	0.8	0.6

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. 2019	Dec. 2019	Dec. 2017	Mar. 2018	Jun. 2018	Sep. 2018	Dec. 2018	Mar. 2019	Jun. 2019	Sep. 2019	Dec. 2019
Professional, scientific, and technical services.....	141.2	141.9	0.4	0.7	0.2	1.5	0.5	0.0	1.1	0.8	0.5
Education and health services.....	136.7	137.4	0.7	0.9	0.5	0.9	0.8	0.4	0.6	0.8	0.5
Educational services.....	135.7	136.1	0.5	0.5	0.5	0.8	0.4	0.5	0.5	1.3	0.3
Junior colleges, colleges, universities, and professional schools.....	136.1	136.9	0.5	0.5	0.7	0.7	0.6	0.6	0.6	0.6	0.6
Health care and social assistance...	136.9	137.7	0.7	0.9	0.7	0.9	0.7	0.4	0.6	0.7	0.6
Nursing and residential care facilities.....	134.0	134.9	0.8	0.8	0.8	0.7	0.9	0.6	0.6	0.7	0.7
Leisure and hospitality.....	141.9	143.6	0.8	1.2	0.7	1.1	1.5	0.6	1.0	0.7	1.2
Accommodations and food service..	143.2	145.1	0.8	1.3	0.7	1.0	1.3	0.8	1.2	0.9	1.3
Other services, except public administration.....	138.2	140.2	0.7	0.8	0.7	-0.1	1.3	1.0	1.1	-0.2	1.4
State and local government workers											
All workers.....	132.3	132.9	0.5	0.5	0.6	0.7	0.6	0.6	0.5	1.0	0.5
Industry											
Education and health services.....	131.4	132.0	0.4	0.5	0.6	0.8	0.5	0.5	0.5	1.1	0.5
Educational services.....	130.9	131.4	0.5	0.4	0.6	0.8	0.6	0.5	0.5	1.2	0.4
Schools.....	130.9	131.4	0.4	0.5	0.6	0.8	0.5	0.5	0.5	1.2	0.4
Elementary and secondary schools.....	130.4	130.9	0.4	0.6	0.5	0.9	0.5	0.5	0.5	1.3	0.4
Health care and social assistance...	135.9	136.9	0.5	0.6	0.5	0.5	0.6	0.6	0.4	0.9	0.7
Hospitals.....	134.5	135.7	0.5	0.5	0.4	0.4	0.6	0.8	0.3	0.9	0.9
Public administration.....	133.3	134.1	0.6	0.5	0.6	0.6	0.7	0.7	0.7	0.6	0.6

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

² Includes mining, construction, and manufacturing.

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

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

SOURCE: U.S. Bureau of Labor Statistics, National Compensation Survey

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. 2019	Dec. 2019	Dec. 2017	Mar. 2018	Jun. 2018	Sep. 2018	Dec. 2018	Mar. 2019	Jun. 2019	Sep. 2019	Dec. 2019
Civilian workers											
All workers ¹	140.8	141.5	0.5	0.7	0.9	0.4	0.7	0.7	0.5	0.6	0.5
Private industry workers											
All workers.....	135.8	136.5	0.4	0.8	0.9	0.4	0.5	0.5	0.4	0.5	0.5
Occupational group											
Management, professional, and related.....	134.5	135.2	0.5	0.6	0.8	0.2	0.7	0.3	0.5	0.7	0.5
Sales and office.....	137.4	138.3	0.5	0.8	1.1	0.7	0.8	0.3	0.5	0.4	0.7
Natural resources, construction, and maintenance.....	138.5	139.2	0.6	0.4	1.8	0.3	0.5	0.7	-0.4	0.7	0.5
Production, transportation, and material moving.....	136.1	136.8	0.5	0.8	0.5	0.1	0.4	0.7	0.6	0.3	0.5
Service occupations.....	134.9	135.7	0.5	0.8	0.4	0.7	0.5	0.2	0.9	0.3	0.6
Industry											
Goods-producing industries ²	132.2	132.5	0.4	0.8	0.5	-0.4	0.3	0.9	0.6	0.5	0.2
Manufacturing.....	131.6	131.9	0.4	0.8	0.5	-0.7	0.3	0.9	0.5	0.4	0.2
Service-providing industries ³	137.2	138.0	0.5	0.8	1.0	0.6	0.6	0.4	0.4	0.5	0.6
State and local government workers											
All workers ¹	158.1	159.3	0.9	0.5	0.9	0.7	0.9	1.0	0.9	0.6	0.8

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

² Includes mining, construction, and manufacturing.

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

SOURCE: U.S. Bureau of Labor Statistics, National Compensation Survey

Table 4. Employment Cost Index for total compensation, for civilian workers, by occupational group and industry¹

[Not seasonally adjusted]

Occupational group and industry	Indexes (Dec. 2005=100)			Percent changes for					
	Dec. 2018	Sep. 2019	Dec. 2019	3-months ended-			12-months ended-		
				Dec. 2018	Sep. 2019	Dec. 2019	Dec. 2018	Sep. 2019	Dec. 2019
All workers ²	135.0	138.1	138.7	0.4	0.9	0.4	2.9	2.8	2.7
Excluding incentive paid occupations ³	135.2	138.2	138.8	0.5	0.8	0.4	2.8	2.8	2.7
Occupational group									
Management, professional, and related.....	134.5	137.3	137.8	0.4	0.8	0.4	2.5	2.5	2.5
Management, business, and financial.....	135.5	138.5	138.8	0.4	0.7	0.2	2.7	2.6	2.4
Professional and related.....	134.0	136.6	137.2	0.4	0.8	0.4	2.4	2.4	2.4
Sales and office.....	135.5	138.9	139.3	0.4	1.0	0.3	3.8	3.0	2.8
Sales and related.....	131.0	134.3	134.6	0.4	1.4	0.2	4.2	2.9	2.7
Office and administrative support.....	138.3	141.7	142.2	0.5	0.8	0.4	3.4	3.0	2.8
Natural resources, construction, and maintenance.....	135.0	137.8	138.4	0.5	0.9	0.4	2.6	2.6	2.5
Construction, extraction, farming, fishing, and forestry occupations.....	134.8	138.2	138.9	0.4	0.9	0.5	2.3	3.0	3.0
Installation, maintenance, and repair.....	135.1	137.4	138.0	0.4	0.9	0.4	2.8	2.2	2.1
Production, transportation, and material moving.....	135.1	138.6	139.6	0.4	0.8	0.7	2.8	3.0	3.3
Production.....	132.5	135.3	136.2	0.5	0.5	0.7	2.4	2.7	2.8
Transportation and material moving.....	138.3	142.4	143.5	0.4	1.0	0.8	3.3	3.3	3.8
Service occupations.....	137.2	140.8	142.0	0.7	0.7	0.9	3.4	3.4	3.5
Industry									
Goods-producing industries ⁴	131.9	135.2	135.8	0.5	0.8	0.4	2.3	3.0	3.0
Manufacturing.....	131.6	134.5	135.3	0.5	0.5	0.6	2.1	2.8	2.8
Service-providing industries ⁵	135.6	138.6	139.2	0.4	0.8	0.4	3.0	2.7	2.7
Education and health services.....	135.2	138.0	138.7	0.7	1.1	0.5	2.8	2.8	2.6
Educational services.....	135.7	138.9	139.4	0.6	1.6	0.4	2.6	3.0	2.7
Elementary and secondary schools....	135.8	139.1	139.6	0.7	1.8	0.4	2.8	3.1	2.8
Junior colleges, colleges, universities, and professional schools.....	135.7	138.6	139.3	0.7	1.2	0.5	2.5	2.9	2.7
Health care and social assistance.....	134.7	137.2	137.9	0.7	0.7	0.5	2.9	2.5	2.4
Hospitals.....	135.0	137.6	138.5	0.9	0.7	0.7	2.5	2.8	2.6
Nursing and residential care facilities...	131.6	133.9	134.5	0.7	0.6	0.4	2.9	2.4	2.2
Public administration.....	139.2	142.5	143.4	0.7	1.1	0.6	2.6	3.0	3.0

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.

SOURCE: U.S. Bureau of Labor Statistics, National Compensation Survey

Table 5. Employment Cost Index for total compensation, for private industry workers, by occupational group and industry¹

[Not seasonally adjusted]

Occupational group and industry	Indexes (Dec. 2005=100)			Percent changes for					
	Dec. 2018	Sep. 2019	Dec. 2019	3-months ended-			12-months ended-		
				Dec. 2018	Sep. 2019	Dec. 2019	Dec. 2018	Sep. 2019	Dec. 2019
All workers.....	134.4	137.4	138.0	0.4	0.7	0.4	3.0	2.7	2.7
Excluding incentive paid occupations ²	134.5	137.5	138.1	0.4	0.7	0.4	2.8	2.7	2.7
Occupational group									
Management, professional, and related.....	133.8	136.4	136.8	0.4	0.6	0.3	2.5	2.3	2.2
Excluding incentive paid occupations ²	133.1	135.7	136.1	0.4	0.6	0.3	2.5	2.3	2.3
Management, business, and financial.....	135.2	138.1	138.4	0.4	0.6	0.2	2.7	2.5	2.4
Excluding incentive paid occupations ²	134.2	137.1	137.4	0.4	0.6	0.2	2.5	2.5	2.4
Professional and related.....	132.8	135.1	135.6	0.4	0.5	0.4	2.5	2.1	2.1
Sales and office.....	135.0	138.4	138.8	0.4	0.9	0.3	3.8	3.0	2.8
Excluding incentive paid occupations ²	137.1	140.4	140.9	0.4	0.6	0.4	3.5	2.9	2.8
Sales and related.....	130.8	134.2	134.5	0.3	1.4	0.2	4.2	2.9	2.8
Excluding incentive paid occupations ²	135.2	138.4	139.0	0.4	0.4	0.4	3.6	2.7	2.8
Office and administrative support.....	138.0	141.4	141.9	0.5	0.6	0.4	3.5	3.0	2.8
Natural resources, construction, and maintenance.....	134.5	137.3	137.9	0.4	0.8	0.4	2.5	2.5	2.5
Construction, extraction, farming, fishing, and forestry occupations.....	134.4	137.9	138.6	0.4	0.9	0.5	2.1	3.1	3.1
Installation, maintenance, and repair.....	134.6	136.7	137.3	0.5	0.8	0.4	2.8	2.1	2.0
Production, transportation, and material moving.....	134.7	138.1	139.2	0.4	0.7	0.8	2.8	3.0	3.3
Excluding incentive paid occupations ²	134.7	138.0	139.0	0.6	0.6	0.7	2.8	3.1	3.2
Production.....	132.3	135.1	136.0	0.6	0.5	0.7	2.4	2.7	2.8
Excluding incentive paid occupations ²	132.6	135.5	136.4	0.6	0.5	0.7	2.4	2.8	2.9
Transportation and material moving.....	137.8	142.0	143.2	0.3	0.9	0.8	3.3	3.3	3.9
Service occupations.....	135.6	139.2	140.6	0.8	0.5	1.0	3.6	3.5	3.7
Industry and occupational group									
Goods-producing industries ³	131.9	135.1	135.8	0.5	0.7	0.5	2.3	3.0	3.0
Excluding incentive paid occupations ²	132.2	135.3	135.9	0.5	0.6	0.4	2.2	2.8	2.8
Management, professional, and related.....	130.0	132.9	133.3	0.5	0.5	0.3	2.3	2.7	2.5
Sales and office.....	134.2	138.9	139.9	0.5	1.8	0.7	3.7	4.0	4.2
Natural resources, construction, and maintenance.....	133.8	137.3	137.8	0.4	0.9	0.4	2.1	3.0	3.0
Production, transportation, and material moving.....	131.2	134.2	135.2	0.5	0.6	0.7	1.9	2.8	3.0
Construction.....	132.4	136.4	137.0	0.5	1.3	0.4	2.8	3.5	3.5
Manufacturing.....	131.6	134.5	135.3	0.5	0.5	0.6	2.1	2.8	2.8
Management, professional, and related.....	131.1	133.9	134.4	0.5	0.5	0.4	2.0	2.6	2.5
Sales and office occupations.....	135.4	138.8	139.9	0.5	0.5	0.8	3.1	3.0	3.3
Natural resources, construction, and maintenance.....	132.1	134.6	135.2	0.3	0.5	0.4	1.1	2.2	2.3
Production, transportation, and material moving.....	130.8	133.9	134.9	0.5	0.7	0.7	1.9	2.9	3.1
Aircraft manufacturing.....	120.3	122.4	122.3	-0.2	0.0	-0.1	-6.7	1.5	1.7
Service-providing industries ⁴	135.2	138.1	138.7	0.4	0.7	0.4	3.2	2.6	2.6
Excluding incentive paid occupations ²	135.3	138.2	138.8	0.4	0.6	0.4	3.0	2.6	2.6
Management, professional, and related.....	134.6	137.1	137.5	0.4	0.6	0.3	2.7	2.2	2.2
Sales and office.....	135.1	138.4	138.7	0.4	0.9	0.2	3.8	2.9	2.7
Natural resources, construction, and maintenance.....	135.5	137.4	138.2	0.5	0.7	0.6	3.1	1.9	2.0
Production, transportation, and material moving.....	138.7	142.6	143.8	0.4	0.8	0.8	3.7	3.2	3.7
Service occupations.....	135.6	139.2	140.6	0.8	0.6	1.0	3.6	3.5	3.7
Trade, transportation, and utilities.....	136.8	140.1	140.7	0.2	0.6	0.4	3.4	2.6	2.9
Excluding incentive paid occupations ²	137.3	140.7	141.4	0.4	0.5	0.5	3.3	2.9	3.0
Wholesale trade.....	133.0	134.8	134.9	0.6	0.7	0.1	3.4	2.0	1.4
Excluding incentive paid occupations ²	135.4	138.2	139.0	0.2	0.5	0.6	2.9	2.3	2.7

See footnotes at end of table.

Table 5. Employment Cost Index for total compensation, for private industry workers, by occupational group and industry¹ — Continued
 [Not seasonally adjusted]

Occupational group and industry	Indexes (Dec. 2005=100)			Percent changes for					
	Dec. 2018	Sep. 2019	Dec. 2019	3-months ended-			12-months ended-		
				Dec. 2018	Sep. 2019	Dec. 2019	Dec. 2018	Sep. 2019	Dec. 2019
Service-providing industries - Continued									
Retail trade.....	137.3	140.9	141.7	0.1	0.4	0.6	3.4	2.8	3.2
Excluding incentive paid occupations ²	136.2	139.5	140.2	0.4	0.4	0.5	3.6	2.9	2.9
Transportation and warehousing.....	139.3	143.8	144.8	0.0	1.1	0.7	3.5	3.2	3.9
Utilities.....	145.0	149.9	150.4	0.1	0.2	0.3	2.7	3.5	3.7
Information.....	134.3	135.3	135.7	-0.1	0.4	0.3	4.6	0.7	1.0
Financial activities.....	134.2	138.0	138.2	0.2	1.0	0.1	3.3	3.1	3.0
Excluding incentive paid occupations ²	134.8	138.0	138.4	0.4	0.4	0.3	3.3	2.8	2.7
Finance and insurance.....	134.5	138.5	138.6	0.1	1.0	0.1	3.4	3.1	3.0
Credit intermediation and related activities.....	132.5	137.0	137.1	0.2	1.2	0.1	2.9	3.6	3.5
Excluding incentive paid.....	136.9	140.9	141.0	0.1	0.7	0.1	3.1	3.1	3.0
Insurance carriers and related activities. . .	135.7	139.6	139.6	-0.1	0.4	0.0	2.3	2.7	2.9
Excluding incentive paid occupations ²	135.2	138.4	138.8	0.1	0.0	0.3	2.8	2.5	2.7
Real estate and rental and leasing.....	133.1	135.9	136.3	0.8	0.7	0.3	2.9	2.9	2.4
Excluding incentive paid occupations ²	136.7	139.4	140.1	0.9	0.5	0.5	3.3	2.9	2.5
Professional and business services.....	135.2	138.3	138.7	0.3	0.7	0.3	2.5	2.6	2.6
Professional, scientific, and technical services.....	137.5	140.4	140.5	0.1	0.6	0.1	2.5	2.3	2.2
Administrative and support and waste management and remediation services...	132.0	135.0	135.8	0.6	0.6	0.6	2.7	2.9	2.9
Education and health services.....	134.1	136.6	137.2	0.6	0.8	0.4	2.8	2.5	2.3
Educational services.....	134.4	137.3	137.6	0.4	1.6	0.2	2.5	2.6	2.4
Junior colleges, colleges, universities, and professional schools.....	136.2	138.9	139.5	0.5	1.2	0.4	2.8	2.5	2.4
Health care and social assistance.....	134.1	136.4	137.1	0.7	0.6	0.5	3.0	2.4	2.2
Hospitals.....	134.7	137.1	138.0	1.0	0.5	0.7	2.6	2.8	2.4
Nursing and residential care facilities.....	129.9	132.2	132.8	0.7	0.6	0.5	2.7	2.5	2.2
Nursing care facilities ²	129.7	131.4	132.1	0.9	0.4	0.5	2.7	2.2	1.9
Leisure and hospitality.....	135.7	138.4	140.0	1.3	0.4	1.2	4.1	3.3	3.2
Accommodations and food service.....	136.3	140.0	141.6	1.1	0.6	1.1	3.9	3.9	3.9
Other services, except public administration..	135.0	138.0	139.2	0.7	0.1	0.9	2.8	3.0	3.1

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

SOURCE: U.S. Bureau of Labor Statistics, National Compensation Survey

Table 6. Employment Cost Index for total compensation, for private industry workers, by bargaining status and Census region and division¹
 [Not seasonally adjusted]

Bargaining status and Census region and division	Indexes (Dec. 2005=100)			Percent changes for					
	Dec. 2018	Sep. 2019	Dec. 2019	3-months ended-			12-months ended-		
				Dec. 2018	Sep. 2019	Dec. 2019	Dec. 2018	Sep. 2019	Dec. 2019
Bargaining status									
Union.....	138.8	141.4	142.3	0.7	0.4	0.6	3.2	2.6	2.5
Goods-producing industries ²	133.2	136.3	137.0	0.4	0.7	0.5	1.1	2.7	2.9
Manufacturing.....	126.9	129.1	129.8	0.3	0.6	0.5	-0.2	2.1	2.3
Service-providing industries ³	142.8	145.2	146.2	0.8	0.3	0.7	4.2	2.5	2.4
Nonunion.....	133.7	136.8	137.3	0.4	0.7	0.4	2.9	2.7	2.7
Goods-producing industries ²	131.4	134.7	135.4	0.5	0.8	0.5	2.6	3.1	3.0
Manufacturing.....	132.7	135.8	136.6	0.5	0.5	0.6	2.5	2.9	2.9
Service-providing industries ³	134.4	137.3	137.9	0.4	0.7	0.4	3.1	2.6	2.6
Census region and division⁴									
Northeast.....	136.5	140.0	140.7	0.4	0.7	0.5	3.4	3.0	3.1
New England.....	139.9	143.4	144.0	0.1	1.0	0.4	3.4	2.6	2.9
Middle Atlantic.....	135.4	138.8	139.5	0.7	0.6	0.5	3.4	3.2	3.0
South.....	132.5	135.3	135.8	0.4	0.8	0.4	2.6	2.5	2.5
South Atlantic.....	134.8	137.5	138.0	0.6	0.7	0.4	2.8	2.6	2.4
East South Central.....	131.3	134.9	135.5	0.2	1.5	0.4	2.3	2.9	3.2
West South Central.....	129.2	131.8	132.3	0.2	0.7	0.4	2.2	2.2	2.4
Midwest.....	132.3	135.0	135.7	0.5	0.7	0.5	3.0	2.6	2.6
East North Central.....	130.9	133.5	134.1	0.5	0.6	0.4	3.1	2.5	2.4
West North Central.....	135.8	138.7	139.4	0.4	0.8	0.5	2.8	2.6	2.7
West.....	137.2	140.4	140.9	0.4	0.6	0.4	3.2	2.8	2.7
Mountain.....	134.1	137.8	138.0	0.7	0.9	0.1	3.2	3.5	2.9
Pacific.....	138.5	141.6	142.2	0.4	0.6	0.4	3.2	2.6	2.7

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

² Includes mining, construction, and manufacturing.

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

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

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

SOURCE: U.S. Bureau of Labor Statistics, National Compensation Survey

Table 7. Employment Cost Index for total compensation, for state and local government workers, by occupational group and industry¹
 [Not seasonally adjusted]

Occupational group and industry	Indexes (Dec. 2005=100)			Percent changes for					
	Dec. 2018	Sep. 2019	Dec. 2019	3-months ended-			12-months ended-		
				Dec. 2018	Sep. 2019	Dec. 2019	Dec. 2018	Sep. 2019	Dec. 2019
All workers.....	137.7	141.0	141.7	0.7	1.4	0.5	2.6	3.1	2.9
Occupational group									
Management, professional, and related.	136.4	139.6	140.3	0.7	1.5	0.5	2.6	3.0	2.9
Professional and related.....	136.1	139.4	140.1	0.7	1.5	0.5	2.5	3.1	2.9
Sales and office.....	140.0	143.4	144.0	0.6	1.3	0.4	3.2	3.1	2.9
Office and administrative support.....	140.1	143.5	144.1	0.6	1.3	0.4	3.2	3.1	2.9
Service occupations.....	140.8	144.3	145.1	0.6	1.2	0.6	2.8	3.1	3.1
Industry									
Education and health services.....	136.5	139.7	140.3	0.7	1.5	0.4	2.7	3.0	2.8
Educational services.....	136.1	139.3	139.9	0.7	1.5	0.4	2.7	3.0	2.8
Schools.....	136.0	139.2	139.8	0.7	1.5	0.4	2.7	3.0	2.8
Elementary and secondary schools. ...	136.2	139.5	140.0	0.7	1.7	0.4	2.8	3.1	2.8
Health care and social assistance.....	139.3	142.5	143.5	0.8	1.1	0.7	2.6	3.1	3.0
Hospitals.....	136.5	139.6	140.8	1.0	1.1	0.9	2.3	3.3	3.2
Public administration.....	139.2	142.5	143.4	0.7	1.1	0.6	2.6	3.0	3.0

¹ Includes wages, salaries, and employer costs for employee benefits.
 SOURCE: U.S. Bureau of Labor Statistics, National Compensation Survey

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. 2018	Sep. 2019	Dec. 2019	3-months ended-			12-months ended-		
				Dec. 2018	Sep. 2019	Dec. 2019	Dec. 2018	Sep. 2019	Dec. 2019
All workers ¹	133.8	137.0	137.7	0.5	1.0	0.5	3.1	2.9	2.9
Excluding incentive paid occupations ²	133.6	136.8	137.5	0.5	0.9	0.5	2.8	2.9	2.9
Occupational group									
Management, professional, and related.....	133.0	135.7	136.1	0.5	0.9	0.3	2.6	2.5	2.3
Management, business, and financial.....	135.2	138.2	138.6	0.4	0.7	0.3	2.7	2.7	2.5
Professional and related.....	131.7	134.3	134.8	0.4	0.9	0.4	2.5	2.4	2.4
Sales and office.....	134.5	138.3	138.7	0.4	1.2	0.3	3.9	3.3	3.1
Sales and related.....	131.4	135.2	135.7	0.4	1.7	0.4	4.5	3.3	3.3
Office and administrative support.....	136.6	140.3	140.8	0.6	0.9	0.4	3.5	3.3	3.1
Natural resources, construction, and maintenance.....	133.2	136.4	137.2	0.5	0.9	0.6	2.2	2.9	3.0
Construction, extraction, farming, fishing, and forestry occupations.....	133.4	136.7	137.6	0.6	0.8	0.7	2.5	3.1	3.1
Installation, maintenance, and repair.....	133.2	136.2	136.9	0.6	1.0	0.5	2.1	2.9	2.8
Production, transportation, and material moving.....	135.1	139.0	140.3	0.5	0.9	0.9	3.3	3.4	3.8
Production.....	133.3	136.3	137.5	0.7	0.6	0.9	2.9	2.9	3.2
Transportation and material moving.....	137.1	142.0	143.4	0.4	1.3	1.0	3.6	4.0	4.6
Service occupations.....	135.6	139.4	140.8	0.9	0.8	1.0	3.7	3.7	3.8
Industry									
Goods-producing industries ³	132.9	136.5	137.4	0.5	0.9	0.7	2.8	3.3	3.4
Manufacturing.....	132.9	136.1	137.1	0.7	0.7	0.7	2.8	3.1	3.2
Service-providing industries ⁴	133.9	137.1	137.7	0.5	1.0	0.4	3.1	2.9	2.8
Education and health services.....	131.6	134.3	134.9	0.6	1.3	0.4	2.8	2.7	2.5
Educational services.....	129.0	132.0	132.4	0.5	1.8	0.3	2.4	2.8	2.6
Elementary and secondary schools....	127.7	130.9	131.2	0.4	2.0	0.2	2.5	2.9	2.7
Junior colleges, colleges, and universities.....	131.1	133.7	134.3	0.7	1.2	0.4	2.3	2.7	2.4
Health care and social assistance.....	134.4	136.8	137.7	0.7	0.7	0.7	3.2	2.5	2.5
Hospitals.....	134.2	136.6	137.6	1.1	0.7	0.7	2.5	2.9	2.5
Nursing and residential care facilities...	131.4	134.1	134.8	0.8	0.7	0.5	3.2	2.9	2.6
Public administration.....	130.8	133.4	134.2	0.7	0.9	0.6	2.4	2.7	2.6

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

² 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.

SOURCE: U.S. Bureau of Labor Statistics, National Compensation Survey

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	Index value (Dec. 2005=100)			Percent changes for					
	Dec. 2018	Sep. 2019	Dec. 2019	3-months ended-			12-months ended-		
				Dec. 2018	Sep. 2019	Dec. 2019	Dec. 2018	Sep. 2019	Dec. 2019
All workers.....	134.7	138.0	138.7	0.5	0.8	0.5	3.1	3.0	3.0
Excluding incentive paid occupations ¹	134.6	137.8	138.6	0.5	0.7	0.6	3.0	2.9	3.0
Occupational group									
Management, professional, and related.....	134.6	137.2	137.7	0.4	0.6	0.4	2.7	2.3	2.3
Excluding incentive paid occupations ¹	133.4	136.0	136.5	0.5	0.6	0.4	2.5	2.4	2.3
Management, business, and financial.....	135.8	138.9	139.2	0.4	0.7	0.2	2.6	2.7	2.5
Excluding incentive paid occupations ¹	134.0	137.0	137.4	0.4	0.6	0.3	2.4	2.6	2.5
Professional and related.....	133.7	136.0	136.6	0.4	0.6	0.4	2.7	2.1	2.2
Sales and office.....	135.0	138.8	139.2	0.5	1.2	0.3	4.0	3.4	3.1
Excluding incentive paid occupations ¹	136.9	140.6	141.2	0.4	0.8	0.4	3.6	3.2	3.1
Sales and related.....	131.5	135.3	135.8	0.4	1.7	0.4	4.4	3.3	3.3
Excluding incentive paid occupations ¹	135.8	139.5	140.2	0.4	0.6	0.5	3.7	3.1	3.2
Office and administrative support.....	137.6	141.4	141.9	0.6	0.9	0.4	3.5	3.4	3.1
Natural resources, construction, and maintenance.....	133.4	136.6	137.4	0.6	0.9	0.6	2.3	3.0	3.0
Construction, extraction, farming, fishing, and forestry occupations.....	133.6	137.1	138.0	0.5	0.8	0.7	2.5	3.2	3.3
Installation, maintenance, and repair.....	133.1	136.3	136.9	0.5	1.0	0.4	2.0	2.9	2.9
Production, transportation, and material moving.....	135.1	139.1	140.5	0.5	0.9	1.0	3.4	3.5	4.0
Excluding incentive paid occupations ¹	135.2	139.0	140.3	0.7	0.8	0.9	3.4	3.6	3.8
Production.....	133.1	136.2	137.4	0.7	0.6	0.9	2.9	3.0	3.2
Excluding incentive paid occupations ¹	133.4	136.6	137.8	0.7	0.7	0.9	3.0	3.1	3.3
Transportation and material moving.....	137.5	142.6	144.0	0.4	1.3	1.0	3.7	4.1	4.7
Service occupations.....	136.4	140.5	142.2	0.9	0.6	1.2	3.9	3.9	4.3
Industry and occupational group									
Goods-producing industries ²	133.0	136.5	137.5	0.6	0.9	0.7	2.9	3.3	3.4
Excluding incentive paid occupations ¹	133.3	136.7	137.5	0.5	0.7	0.6	2.7	3.1	3.2
Management, professional, and related.....	132.7	135.8	136.4	0.5	0.5	0.4	2.9	2.8	2.8
Sales and office.....	135.3	140.9	142.2	0.7	2.4	0.9	4.2	4.9	5.1
Natural resources, construction, and maintenance.....	133.6	137.2	138.0	0.5	1.0	0.6	2.5	3.2	3.3
Production, transportation, and material moving.....	132.2	135.4	136.7	0.7	0.7	1.0	2.6	3.1	3.4
Construction.....	132.4	136.7	137.4	0.5	1.5	0.5	3.1	3.7	3.8
Manufacturing.....	132.9	136.1	137.1	0.7	0.7	0.7	2.8	3.1	3.2
Management, professional, and related.....	133.1	136.2	136.8	0.5	0.6	0.4	2.7	2.9	2.8
Sales and office.....	136.0	139.6	141.1	0.7	0.6	1.1	3.3	3.4	3.7
Natural resources, construction, and maintenance.....	133.6	136.5	137.6	0.5	0.7	0.8	2.0	2.7	3.0
Production, transportation, and material moving.....	131.9	135.2	136.5	0.8	0.7	1.0	2.6	3.3	3.5
Aircraft manufacturing.....	141.5	144.1	144.1	0.2	0.0	0.0	2.2	2.1	1.8
Service-providing industries ³	135.2	138.4	139.1	0.5	0.8	0.5	3.2	2.9	2.9
Excluding incentive paid occupations ¹	135.0	138.2	138.9	0.5	0.7	0.5	3.1	2.9	2.9
Management, professional, and related.....	134.9	137.5	137.9	0.4	0.7	0.3	2.7	2.3	2.2
Sales and office.....	134.9	138.6	139.0	0.4	1.2	0.3	3.9	3.2	3.0
Natural resources, construction, and maintenance.....	133.1	135.9	136.7	0.6	0.9	0.6	2.0	2.7	2.7
Production, transportation, and material moving.....	138.1	142.9	144.3	0.4	1.1	1.0	3.9	3.9	4.5
Service occupations.....	136.4	140.5	142.1	1.0	0.6	1.1	4.0	4.0	4.2
Trade, transportation, and utilities.....	135.7	139.5	140.2	0.2	0.9	0.5	3.4	3.0	3.3
Excluding incentive paid occupations ¹	135.7	139.7	140.5	0.3	0.8	0.6	3.3	3.3	3.5
Wholesale trade.....	130.4	132.2	132.1	0.7	0.9	-0.1	3.5	2.1	1.3
Excluding incentive paid occupations ¹	131.8	134.8	135.6	0.2	0.6	0.6	2.8	2.4	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	Index value (Dec. 2005=100)			Percent changes for					
	Dec. 2018	Sep. 2019	Dec. 2019	3-months ended-			12-months ended-		
				Dec. 2018	Sep. 2019	Dec. 2019	Dec. 2018	Sep. 2019	Dec. 2019
Service-providing industries - Continued									
Retail trade.....	137.5	142.1	142.9	0.1	0.9	0.6	3.2	3.4	3.9
Excluding incentive paid occupations ¹	135.9	140.2	141.0	0.4	0.8	0.6	3.4	3.6	3.8
Transportation and warehousing.....	138.4	143.7	144.9	-0.1	1.6	0.8	4.0	3.8	4.7
Utilities.....	141.4	145.3	145.6	0.1	0.2	0.2	2.3	2.9	3.0
Information.....	131.3	134.4	134.8	0.0	0.5	0.3	3.0	2.4	2.7
Financial activities.....	135.0	138.7	139.0	0.2	1.0	0.2	3.1	3.0	3.0
Excluding incentive paid occupations ¹	135.0	137.9	138.3	0.4	0.4	0.3	3.1	2.5	2.4
Finance and insurance.....	135.8	139.7	139.9	0.1	1.1	0.1	3.2	3.0	3.0
Credit intermediation and related activities.....	131.6	136.1	136.1	0.2	1.3	0.0	2.8	3.6	3.4
Excluding incentive paid occupations ¹	135.9	139.7	139.7	0.1	0.6	0.0	3.0	2.9	2.8
Insurance carriers and related activities..	134.7	138.6	138.3	-0.1	0.5	-0.2	2.0	2.7	2.7
Excluding incentive paid occupations ¹	133.2	135.9	136.3	0.2	-0.1	0.3	2.6	2.2	2.3
Real estate and rental and leasing.....	131.9	134.6	135.2	0.7	0.9	0.4	2.9	2.7	2.5
Excluding incentive paid occupations ¹	135.7	138.3	139.3	0.8	0.7	0.7	3.4	2.7	2.7
Professional and business services.....	135.8	139.0	139.5	0.4	0.8	0.4	2.9	2.8	2.7
Professional, scientific, and technical services.....	138.1	141.2	141.4	0.1	0.8	0.1	2.9	2.4	2.4
Administrative and support and waste management and remediation services...	133.4	136.9	137.7	0.8	0.7	0.6	2.9	3.4	3.2
Education and health services.....	134.2	136.7	137.4	0.7	0.9	0.5	3.2	2.6	2.4
Educational services.....	133.0	136.1	136.4	0.3	1.9	0.2	2.3	2.6	2.6
Junior colleges, colleges, universities, and professional schools.....	134.0	136.5	137.2	0.5	1.3	0.5	2.5	2.4	2.4
Health care and social assistance.....	134.5	136.9	137.7	0.7	0.7	0.6	3.3	2.5	2.4
Hospitals.....	134.7	137.0	137.9	1.1	0.6	0.7	2.7	2.9	2.4
Nursing and residential care facilities....	131.4	134.0	134.8	0.8	0.7	0.6	3.2	2.8	2.6
Nursing care facilities ¹	131.0	132.9	133.8	1.1	0.4	0.7	3.1	2.5	2.1
Leisure and hospitality.....	138.4	141.6	143.4	1.5	0.5	1.3	4.6	3.8	3.6
Accommodation and food service.....	138.8	142.9	144.8	1.2	0.6	1.3	4.4	4.2	4.3
Other services, except public administration..	135.4	138.5	139.9	0.8	0.0	1.0	2.7	3.1	3.3

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

² Includes mining, construction, and manufacturing.

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

SOURCE: U.S. Bureau of Labor Statistics, National Compensation Survey

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. 2018	Sep. 2019	Dec. 2019	3-months ended-			12-months ended-		
				Dec. 2018	Sep. 2019	Dec. 2019	Dec. 2018	Sep. 2019	Dec. 2019
Bargaining status									
Union.....	134.6	138.1	139.2	0.8	0.8	0.8	2.8	3.4	3.4
Goods-producing industries ¹	130.2	133.1	134.1	0.5	0.6	0.8	2.0	2.7	3.0
Manufacturing.....	127.5	129.6	130.9	0.5	0.8	1.0	1.8	2.1	2.7
Service-providing industries ²	137.5	141.4	142.5	1.0	0.9	0.8	3.2	3.8	3.6
Nonunion.....	134.7	138.0	138.7	0.4	0.8	0.5	3.1	2.9	3.0
Goods-producing industries ¹	133.6	137.3	138.2	0.6	1.0	0.7	2.9	3.4	3.4
Manufacturing.....	134.0	137.4	138.4	0.7	0.7	0.7	2.8	3.2	3.3
Service-providing industries ²	135.0	138.2	138.8	0.4	0.8	0.4	3.2	2.8	2.8
Census region and division³									
Northeast.....	136.0	139.8	140.7	0.5	0.7	0.6	3.3	3.3	3.5
New England.....	141.5	145.4	146.1	0.1	1.2	0.5	3.4	2.9	3.3
Middle Atlantic.....	134.0	137.8	138.7	0.7	0.7	0.7	3.2	3.5	3.5
South.....	133.6	136.7	137.3	0.5	0.9	0.4	2.7	2.8	2.8
South Atlantic.....	135.9	139.1	139.7	0.6	0.9	0.4	3.0	3.0	2.8
East South Central.....	131.7	135.6	136.3	0.2	1.6	0.5	2.4	3.1	3.5
West South Central.....	130.4	133.2	133.7	0.2	0.8	0.4	2.3	2.3	2.5
Midwest.....	132.3	135.0	136.0	0.7	0.7	0.7	3.3	2.7	2.8
East North Central.....	130.7	133.4	134.3	0.8	0.8	0.7	3.3	2.9	2.8
West North Central.....	136.1	139.1	140.0	0.5	0.9	0.6	3.0	2.7	2.9
West.....	137.8	141.4	141.9	0.5	0.9	0.4	3.7	3.1	3.0
Mountain.....	135.2	139.0	139.1	0.7	1.1	0.1	3.4	3.6	2.9
Pacific.....	138.9	142.5	143.2	0.4	0.8	0.5	3.8	3.0	3.1

¹ Includes mining, construction, and manufacturing.

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

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

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

SOURCE: U.S. Bureau of Labor Statistics, National Compensation Survey

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. 2018	Sep. 2019	Dec. 2019	3-months ended-			12-months ended-		
				Dec. 2018	Sep. 2019	Dec. 2019	Dec. 2018	Sep. 2019	Dec. 2019
All workers.....	129.7	132.5	133.0	0.5	1.5	0.4	2.4	2.7	2.5
Occupational group									
Management, professional, and related.	128.7	131.6	132.2	0.5	1.5	0.5	2.2	2.7	2.7
Professional and related.....	128.5	131.4	131.9	0.5	1.5	0.4	2.2	2.8	2.6
Sales and office.....	129.7	132.4	132.9	0.6	1.3	0.4	2.8	2.7	2.5
Office and administrative support.....	130.1	132.9	133.3	0.6	1.3	0.3	2.8	2.8	2.5
Service occupations.....	132.6	135.6	136.1	0.7	1.3	0.4	2.6	3.0	2.6
Industry									
Education and health services.....	128.8	131.7	132.2	0.5	1.6	0.4	2.4	2.7	2.6
Educational services.....	128.2	131.3	131.6	0.5	1.8	0.2	2.4	2.9	2.7
Schools.....	128.2	131.2	131.6	0.5	1.7	0.3	2.4	2.8	2.7
Elementary and secondary schools. ...	127.6	130.8	131.1	0.3	1.9	0.2	2.4	2.8	2.7
Health care and social assistance.....	133.4	135.9	137.1	0.7	1.0	0.9	2.1	2.6	2.8
Hospitals.....	132.1	134.5	135.9	0.8	1.1	1.0	1.9	2.6	2.9
Public administration.....	130.8	133.4	134.2	0.7	0.9	0.6	2.4	2.7	2.6

SOURCE: U.S. Bureau of Labor Statistics, National Compensation Survey

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. 2018	Sep. 2019	Dec. 2019	3-months ended-			12-months ended-		
				Dec. 2018	Sep. 2019	Dec. 2019	Dec. 2018	Sep. 2019	Dec. 2019
Civilian workers									
All workers ¹	138.1	140.7	141.2	0.4	0.6	0.4	2.8	2.3	2.2
Private industry workers									
All workers.....	133.6	135.8	136.2	0.3	0.4	0.3	2.6	2.0	1.9
Occupational group									
Management, professional, and related.....	132.1	134.5	134.8	0.3	0.4	0.2	2.3	2.1	2.0
Sales and office.....	135.3	137.6	137.7	0.4	0.3	0.1	3.4	2.1	1.8
Natural resources, construction, and maintenance.....	136.9	138.7	139.0	0.3	0.7	0.2	3.0	1.6	1.5
Production, transportation, and material moving.....	133.8	136.1	136.6	0.2	0.3	0.4	1.8	1.9	2.1
Service occupations.....	132.8	134.8	135.5	0.4	0.2	0.5	2.4	1.9	2.0
Industry									
Goods-producing industries ²	129.6	132.3	132.5	0.2	0.5	0.2	1.3	2.3	2.2
Manufacturing.....	129.1	131.7	131.9	0.2	0.5	0.2	0.9	2.2	2.2
Aircraft manufacturing.....	97.7	99.3	99.0	-0.8	0.1	-0.3	-17.4	0.8	1.3
Service-providing industries ³	135.1	137.2	137.6	0.4	0.4	0.3	3.0	1.9	1.9
Bargaining status									
Union.....	145.7	146.9	147.4	0.6	-0.1	0.3	3.6	1.4	1.2
Nonunion.....	131.2	133.6	133.9	0.2	0.5	0.2	2.3	2.1	2.1
State and local government workers									
All workers.....	154.4	158.5	159.5	0.8	1.3	0.6	3.1	3.5	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; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; and other services, except public administration.

SOURCE: U.S. Bureau of Labor Statistics, National Compensation Survey

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

[Not seasonally adjusted]

Census region and metropolitan area ¹	12-month percent changes -					
	Total compensation ²			Wages and salaries		
	Dec. 2018	Sep. 2019	Dec. 2019	Dec. 2018	Sep. 2019	Dec. 2019
Northeast						
Boston-Worcester-Providence, MA-RI-NH-CT CSA.....	2.3	2.7	3.5	2.0	2.9	3.9
New York-Newark, NY-NJ-CT-PA CSA.....	3.7	3.8	3.8	3.6	4.0	4.0
Philadelphia-Reading-Camden, PA-NJ-DE-MD CSA.....	1.9	1.7	2.3	2.0	1.8	2.5
South						
Atlanta-Athens-Clarke County-Sandy Springs, GA CSA.....	2.0	3.3	3.1	2.2	3.9	3.8
Dallas-Fort Worth, TX-OK CSA.....	2.3	2.3	2.6	2.0	3.0	3.4
Houston-The Woodlands, TX CSA.....	1.8	1.7	1.9	1.9	1.5	1.6
Miami-Fort Lauderdale-Port St. Lucie, FL CSA.....	2.9	2.2	2.3	3.1	2.5	2.6
Washington-Baltimore-Arlington, DC-MD-VA-WV-PA CSA....	2.6	2.4	2.8	2.6	2.4	2.9
Midwest						
Chicago-Naperville, IL-IN-WI CSA.....	3.2	2.3	2.4	3.0	2.3	2.6
Detroit-Warren-Ann Arbor, MI CSA.....	2.6	2.8	2.9	2.7	3.0	3.7
Minneapolis-St. Paul, MN-WI CSA.....	5.0	3.1	2.5	5.2	2.8	2.2
West						
Los Angeles-Long Beach, CA CSA.....	3.0	3.7	3.4	3.7	4.2	4.0
Phoenix-Mesa-Scottsdale, AZ MSA.....	3.8	3.6	3.3	4.1	4.0	3.7
San Jose-San Francisco-Oakland, CA CSA.....	3.6	2.4	2.6	3.8	2.9	3.2
Seattle-Tacoma, WA CSA.....	0.6	2.4	1.4	3.7	2.4	1.3

¹ These areas include Consolidated Statistical Areas (CSAs) and Metropolitan Statistical Areas (MSAs). Beginning with the December 2018 release, area definitions are based on Office of Management and Budget Bulletin No. 13-01, dated February 28, 2013. Previous area definitions are based on Office of Management and Budget Bulletin No. 04-03, dated February 18, 2004. For more information on metropolitan area definitions, see www.census.gov/programs-surveys/metro-micro.html.

² Includes wages, salaries, and employer costs for employee benefits.

SOURCE: U.S. Bureau of Labor Statistics, National Compensation Survey