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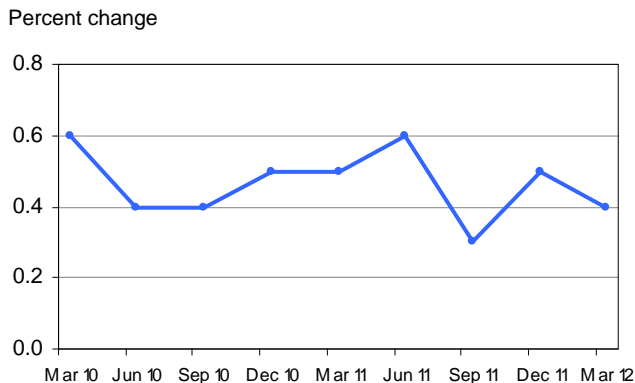
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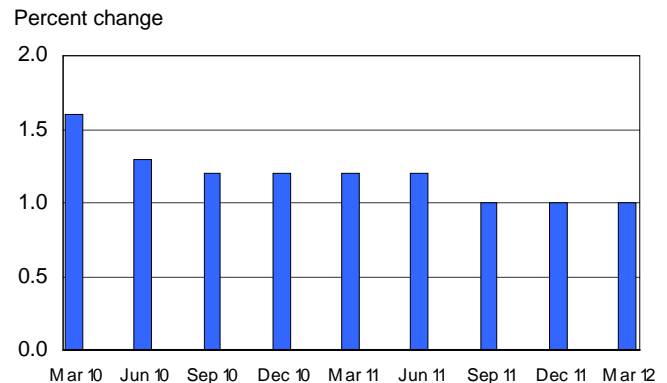
## EMPLOYMENT COST INDEX –MARCH 2012

**Compensation costs** for civilian workers increased 0.4 percent, seasonally adjusted, for the 3-month period ending March 2012, the U.S. Bureau of Labor Statistics reported today. **Wages and salaries** (which make up about 70 percent of compensation costs) increased 0.5 percent, and **benefits** (which make up the remaining 30 percent of compensation) also increased 0.5 percent.

**Chart 1. Employment Cost Index, 3-month percent change, seasonally adjusted, civilian workers, compensation, Mar. 2010-Mar. 2012**



**Chart 2. Employment Cost Index, 12-month percent change, not seasonally adjusted, state and local government, wages and salaries, Mar. 2010-Mar. 2012**



### Civilian Workers

**Compensation costs** for civilian workers increased 1.9 percent for the 12-month period ending March 2012, essentially unchanged from the 2.0 percent increase a year earlier in March 2011. **Wages and salaries** increased 1.7 percent for the current 12-month period. In March 2011 the increase was 1.6 percent. **Benefit costs** increased 2.7 percent for the 12-month period ending March 2012. In March 2011, the increase was 3.0 percent.

### Private Industry Workers

**Compensation costs** for private industry workers increased 2.1 percent over the year, essentially unchanged from the 2.0 percent increase for the previous 12-month period. **Wages and salaries** increased 1.9 percent for the current 12-month period. The increase for the 12-month period ending March 2011 was 1.6 percent. The increase in the cost of **benefits** was 2.8 percent for the 12-month period ending March 2012. The March 2011 increase was 3.0 percent. Employer costs for **health**

**benefits** increased 3.0 percent for the 12-month period ending March 2012. In March 2011 the increase was 3.4 percent.

**Among occupational groups**, compensation cost increases for private industry workers for the 12-month period ending March 2012 ranged from 1.3 percent for service occupations to 2.6 percent for sales and office occupations.

**Among industry supersectors**, compensation cost increases for private industry workers for the current 12-month period ranged from 1.0 percent for leisure and hospitality to 3.2 percent for information.

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

**Compensation costs** for state and local government workers increased 1.5 percent for the 12-month period ending March 2012. In March 2011, the increase for the 12-month period was 1.8 percent. Values for this series—which began in June 1982—have ranged from 1.3 percent to 9.6 percent. **Wages and salaries** increased 1.0 percent for the 12-month period ending March 2012. A year earlier the increase was 1.2 percent. Prior values for this series, which also began in June 1982, ranged from 1.0 percent to 8.5 percent. **Benefit costs** increased 2.3 percent in March 2012, down from the March 2011 increase of 3.3 percent. Prior values for this series, which began in June 1990, ranged from 1.2 percent to 8.3 percent.

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**The Employment Cost Index for June 2012 is scheduled to be released on Tuesday, July 31, 2012, at 8:30 a.m. (EDT).**

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

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 2007-2011 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. 2011	Mar. 2012	Mar. 2011	June 2011	Sep. 2011	Dec. 2011	Mar. 2012
<b>CIVILIAN WORKERS<sup>1</sup></b>							
Compensation <sup>2</sup>	0.5	0.4	2.0	2.2	2.0	2.0	1.9
Wages and salaries	0.3	0.5	1.6	1.6	1.6	1.4	1.7
Benefits	0.7	0.5	3.0	3.6	3.2	3.2	2.7
<b>PRIVATE INDUSTRY</b>							
Compensation <sup>2</sup>	0.5	0.4	2.0	2.3	2.1	2.2	2.1
Wages and salaries	0.4	0.5	1.6	1.7	1.7	1.6	1.9
Benefits	0.8	0.3	3.0	4.0	3.3	3.6	2.8
<b>STATE AND LOCAL GOVERNMENT</b>							
Compensation <sup>2</sup>	0.3	0.7	1.8	1.7	1.5	1.3	1.5
Wages and salaries	0.3	0.4	1.2	1.2	1.0	1.0	1.0
Benefits	0.4	1.1	3.3	3.0	2.5	2.1	2.3

<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 2012 reference period were collected from a probability sample of approximately 47,900 occupational observations selected from a sample of about 9,600 establishments in private industry and approximately 9,300 occupations from a sample of about 1,400 establishments in state and local governments.

### Health insurance data

Data from the ECI that provide 12-month percent changes in employer costs for health insurance in private industry are available at [www.bls.gov/ect/sp/ehealth.pdf](http://www.bls.gov/ect/sp/ehealth.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 a.m. (EDT), Thursday, June 7, 2012. Historical ECEC data are available in summary documents at [www.bls.gov/ect/#tables](http://www.bls.gov/ect/#tables). Since the ECEC is calculated with current employment weights rather than the fixed weights used in computing the ECI, year-to-year changes in the cost levels usually differ from those in the ECI.

**Table 1. Employment Cost Index for total 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. 2011	Mar. 2012	June 2010	Sep. 2010	Dec. 2010	Mar. 2011	June 2011	Sep. 2011	Dec. 2011	Mar. 2012
<b>Civilian workers</b>										
All workers <sup>2</sup> .....	115.7	116.2	0.4	0.4	0.5	0.5	0.6	0.3	0.5	0.4
Industry										
Goods-producing industries <sup>3</sup> .....	114.2	114.0	.4	.8	.4	.5	1.0	.3	.7	-.2
Manufacturing .....	113.6	113.3	.6	.9	.5	.6	1.2	.3	.7	-.3
Service-providing industries <sup>4</sup> .....	116.0	116.8	.4	.4	.5	.5	.5	.3	.4	.7
Education and health services .....	116.7	117.6	.4	.4	.4	.4	.3	.2	.4	.8
Education services .....	116.6	117.3	.4	.3	.4	.4	.3	.1	.4	.6
Elementary and secondary schools .....	116.6	117.3	.3	.3	.3	.3	.3	.0	.3	.6
Junior colleges, colleges, universities, and professional schools .....	115.9	116.7	.4	.2	.8	.4	.2	.3	.3	.7
Health care and social assistance <sup>5</sup> .....	116.9	117.9	.4	.4	.4	.3	.4	.3	.5	.9
Hospitals .....	117.9	118.3	.6	.4	.7	.3	.4	.4	.4	.3
Nursing and residential care facilities .....	114.5	115.0	.3	.4	.3	.4	.5	.3	.3	.4
Public administration .....	118.2	119.0	.4	.8	.3	.5	.3	.1	.3	.7
<b>Private industry workers</b>										
All workers .....	115.2	115.7	.5	.4	.5	.5	.8	.4	.5	.4
Occupational group										
Management, professional, and related .....	115.8	116.2	.4	.5	.5	.5	.7	.3	.6	.3
Management, business, and financial .....	115.4	115.7	.5	.4	.6	.5	.9	.4	.5	.3
Professional and related .....	116.0	116.6	.4	.6	.5	.5	.6	.2	.6	.5
Sales and office .....	114.2	115.1	.5	.4	.6	.5	.8	.4	.4	.8
Sales and related .....	110.5	112.0	.8	.1	.6	.5	1.1	.5	.4	1.4
Office and administrative support .....	116.8	117.3	.4	.6	.5	.6	.6	.4	.5	.4
Natural resources, construction, and maintenance .....	115.9	116.5	.2	.4	.4	.4	.8	.5	.4	.5
Construction, extraction, farming, fishing, and forestry .....	116.5	116.7	.2	.6	.2	.5	.3	.4	.5	.2
Installation, maintenance, and repair .....	115.2	116.1	.2	.2	.5	.5	1.2	.7	.3	.8
Production, transportation, and material moving ....	114.5	114.5	.5	.7	.4	.4	1.1	.3	.7	.0
Production .....	114.1	113.8	.5	.6	.5	.5	1.3	.3	.7	-.3
Transportation and material moving .....	115.0	115.6	.5	.9	.4	.4	.7	.3	.7	.5
Service occupations .....	115.6	115.9	.4	.4	.4	.6	.3	.2	.6	.3
Industry										
Goods-producing industries <sup>3</sup> .....	114.1	114.0	.4	.7	.4	.6	.9	.3	.7	-.1
Construction .....	114.5	114.8	.0	.4	.1	.2	.4	.4	.5	.3
Manufacturing .....	113.6	113.3	.6	.9	.5	.6	1.2	.3	.7	-.3
Aircraft manufacturing .....	97.1	98.8	.2	6.5	.3	2.3	.6	-5.7	.3	1.8
Service-providing industries <sup>6</sup> .....	115.5	116.3	.5	.4	.5	.6	.6	.4	.4	.7
Trade, transportation, and utilities .....	114.3	115.3	.7	.2	.5	.5	.8	.5	.6	.9
Wholesale trade <sup>7</sup> .....	113.1	113.8	.7	-.1	.8	.3	1.3	.8	.8	.6
Retail trade .....	114.4	115.1	.7	.0	.1	.5	.7	.4	.4	.6
Transportation and warehousing .....	113.9	115.8	.7	.9	.7	.8	.4	.4	.4	1.7
Utilities .....	122.5	122.9	.9	1.0	.6	.9	.7	1.0	.9	.3
Information .....	112.7	115.2	.6	.4	.1	1.4	.4	.1	.4	2.2
Financial activities .....	114.6	114.4	.5	.4	1.0	1.0	.6	.7	.3	-.2
Finance and insurance .....	114.9	114.6	.6	.4	1.1	1.0	.5	.7	.2	-.3
Credit intermediation and related activities .....	114.4	114.5	.4	.7	1.2	1.3	.3	1.0	-.1	.1
Insurance carriers and related activities .....	115.7	115.2	.5	.4	.4	.7	.8	.4	.7	-.4

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. 2011	Mar. 2012	June 2010	Sep. 2010	Dec. 2010	Mar. 2011	June 2011	Sep. 2011	Dec. 2011	Mar. 2012
<b>Industry</b>										
Real estate and rental and leasing .....	113.2	113.3	-0.4	0.4	0.7	0.8	0.7	1.1	0.6	0.1
Professional and business services .....	117.3	117.8	.4	.6	.6	.6	1.0	.2	.5	.4
Professional, scientific, and technical services Administrative and support and waste management and remediation services .....	120.1	120.5	.5	.8	.8	.5	.9	.3	.6	.3
Education and health services .....	113.8	114.4	-.3	.5	.4	.4	.8	.0	.4	.5
Education services .....	116.6	117.5	.4	.4	.4	.3	.5	.3	.6	.8
Junior colleges, colleges, universities, and professional schools .....	117.3	117.7	.4	.5	.6	.3	.6	.3	.8	.3
Health care and social assistance <sup>5</sup> .....	116.8	117.8	.4	.5	.5	.4	.3	.3	.6	.9
Hospitals .....	116.4	117.5	.4	.4	.4	.3	.4	.3	.5	.9
Nursing and residential care facilities .....	117.5	117.9	.6	.4	.6	.3	.4	.3	.4	.3
Leisure and hospitality .....	113.8	114.3	.2	.4	.2	.4	.5	.4	.2	.4
Accommodation and food services .....	115.2	115.4	.4	.1	.3	.3	.3	.2	.2	.2
Other services, except public administration .....	116.0	116.0	.5	.1	.3	.4	.3	.2	.2	.0
Other services, except public administration .....	115.9	116.4	.6	.5	.3	.5	.4	.4	.8	.4
<b>State and local government workers</b>										
All workers .....	117.6	118.4	.5	.3	.5	.5	.3	.3	.3	.7
<b>Industry</b>										
Education and health services .....	116.9	117.6	.4	.3	.5	.5	.3	.1	.3	.6
Education services .....	116.4	117.2	.4	.2	.5	.4	.3	.1	.3	.7
Schools .....	116.4	117.1	.4	.2	.5	.4	.3	.0	.3	.6
Elementary and secondary schools .....	116.7	117.4	.4	.2	.3	.4	.3	.0	.3	.6
Health care and social assistance <sup>5</sup> .....	120.2	121.0	.5	.5	.9	.8	.3	.4	.3	.7
Hospitals .....	119.3	119.9	.7	.3	.9	.7	.3	.4	.3	.5
Public administration .....	118.2	119.0	.4	.8	.3	.5	.3	.1	.3	.7

<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> The wholesale trade compensation series is seasonal as of the 2012 revision. Seasonality was first found in the 2007 revision and the series continued to be seasonally adjusted until the 2010 revision when it was discontinued for two years, as seasonality was not found. Historical data for this series is published beginning with March 2002.

**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. 2011	Mar. 2012	June 2010	Sep. 2010	Dec. 2010	Mar. 2011	June 2011	Sep. 2011	Dec. 2011	Mar. 2012
<b>Civilian workers</b>										
All workers <sup>1</sup> .....	114.7	115.3	0.4	0.3	0.4	0.4	0.4	0.4	0.3	0.5
Industry										
Goods-producing industries <sup>2</sup> .....	113.6	114.0	.4	.5	.2	.4	.4	.4	.4	.4
Manufacturing .....	113.0	113.5	.5	.5	.4	.5	.5	.4	.5	.4
Service-providing industries <sup>3</sup> .....	115.0	115.6	.5	.3	.4	.4	.4	.3	.4	.5
Education and health services .....	115.3	115.9	.4	.2	.4	.4	.3	.1	.4	.5
Education services .....	114.4	114.9	.4	.1	.4	.4	.3	.0	.4	.4
Elementary and secondary schools .....	114.3	114.6	.4	.1	.3	.4	.2	.0	.4	.3
Junior colleges, colleges, universities, and professional schools .....	114.1	114.8	.2	.2	.5	.4	.3	.2	.3	.6
Health care and social assistance <sup>4</sup> .....	116.2	117.1	.4	.3	.3	.2	.4	.3	.4	.8
Hospitals .....	117.1	117.5	.5	.3	.4	.3	.4	.3	.3	.3
Nursing and residential care facilities <sup>5</sup> .....	113.8	114.2	.1	.4	.1	.3	.4	.2	.1	.4
Public administration .....	115.0	115.5	.4	.3	.2	.3	.3	.2	.2	.5
<b>Private industry workers</b>										
All workers .....	114.7	115.3	.4	.4	.4	.4	.5	.4	.4	.5
Occupational group										
Management, professional, and related .....	115.7	116.1	.5	.4	.4	.4	.4	.3	.4	.3
Management, business, and financial .....	115.2	115.5	.6	.3	.5	.3	.5	.5	.3	.3
Professional and related .....	116.1	116.6	.4	.5	.4	.3	.4	.3	.5	.4
Sales and office .....	113.6	114.6	.5	.3	.6	.4	.5	.5	.4	.9
Sales and related .....	110.6	112.3	.7	-.1	.8	.1	.8	.6	.4	1.6
Office and administrative support .....	115.8	116.3	.4	.6	.4	.5	.4	.5	.3	.4
Natural resources, construction, and maintenance .....	115.4	115.8	.2	.2	.3	.4	.5	.6	.3	.3
Construction, extraction, farming, fishing, and forestry .....	115.7	115.8	.3	.4	.2	.5	.3	.3	.3	.1
Installation, maintenance, and repair .....	115.0	115.7	-.1	-.1	.4	.4	.8	.9	.2	.6
Production, transportation, and material moving ....	112.9	113.8	.4	.6	.3	.3	.4	.4	.4	.8
Production .....	112.4	113.2	.4	.4	.2	.5	.4	.4	.4	.7
Transportation and material moving .....	113.5	114.6	.4	.7	.4	.3	.4	.2	.4	1.0
Service occupations .....	115.2	115.3	.3	.4	.4	.4	.2	.2	.6	.1
Industry										
Goods-producing industries <sup>2</sup> .....	113.6	114.0	.3	.5	.3	.4	.5	.4	.4	.4
Construction .....	114.0	114.0	.0	.5	-.2	.2	.4	.4	.4	.0
Manufacturing .....	113.0	113.5	.5	.5	.4	.5	.5	.4	.5	.4
Aircraft manufacturing .....	118.1	118.9	.6	.8	.5	.3	1.0	.7	.6	.7
Service-providing industries <sup>6</sup> .....	115.0	115.7	.4	.4	.5	.3	.5	.4	.3	.6
Trade, transportation, and utilities .....	113.0	114.1	.6	.1	.5	.1	.5	.6	.5	1.0
Retail trade .....	114.5	115.2	.5	-.1	.2	.4	.4	.7	.6	.6
Transportation and warehousing .....	112.2	113.9	.5	.9	.6	.3	.3	.2	.3	1.5
Utilities .....	119.2	119.6	.4	.9	.4	.9	.8	.6	.6	.4
Information .....	112.7	113.3	.5	.4	.0	1.4	.1	.1	.4	.5
Financial activities .....	114.1	114.4	.8	.3	1.2	.6	.1	.8	.1	.3
Finance and insurance .....	114.8	115.1	1.1	.4	1.3	.5	.1	.7	.0	.3
Credit intermediation and related activities .....	112.1	113.0	.8	.6	1.4	1.2	-.4	1.0	-.4	.8
Insurance carriers and related activities .....	115.1	115.3	.6	.3	.5	.3	.5	.4	.8	.2

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. 2011	Mar. 2012	June 2010	Sep. 2010	Dec. 2010	Mar. 2011	June 2011	Sep. 2011	Dec. 2011	Mar. 2012
<b>Industry</b>										
Professional and business services .....	117.1	117.6	0.4	0.7	0.6	0.3	0.9	0.2	0.3	0.4
Professional, scientific, and technical services .....	119.9	120.2	.5	.8	.8	.4	1.0	.3	.3	.2
Administrative and support and waste management and remediation services .....	113.6	114.2	-.2	.5	.4	.2	.6	.1	.4	.5
Education and health services .....	116.1	116.9	.4	.4	.4	.2	.5	.3	.5	.7
Education services .....	116.7	117.2	.4	.7	.5	.3	.4	.4	.8	.4
Junior colleges, colleges, universities, and professional schools .....	115.9	116.9	.6	.4	.4	.4	.3	.3	.5	.9
Health care and social assistance <sup>4</sup> .....	116.0	116.8	.4	.4	.3	.2	.5	.2	.5	.7
Hospitals .....	117.0	117.4	.6	.2	.5	.3	.4	.3	.4	.4
Leisure and hospitality .....	115.8	115.9	.3	-.1	.3	.0	.3	.2	.2	.1
Accommodation and food services .....	116.5	116.4	.4	.0	.3	.2	.4	.3	.2	-.1
Other services, except public administration .....	115.5	115.9	.6	.4	.3	.4	.2	.4	.8	.3
<b>State and local government workers</b>										
All workers .....	114.8	115.3	.4	.1	.4	.4	.3	.1	.3	.4
<b>Industry</b>										
Education and health services .....	114.5	114.9	.4	.0	.4	.4	.2	.0	.4	.3
Education services .....	114.0	114.4	.4	.0	.4	.4	.2	.0	.3	.4
Schools .....	114.0	114.4	.4	.0	.4	.4	.2	.0	.3	.4
Elementary and secondary schools .....	114.2	114.6	.4	.1	.4	.3	.2	.0	.3	.4
Health care and social assistance <sup>4</sup> .....	118.1	118.7	.4	.1	.6	.4	.3	.2	.3	.5
Hospitals .....	117.5	118.0	.5	.1	.5	.4	.2	.3	.2	.5
Public administration .....	115.0	115.5	.4	.3	.2	.3	.3	.2	.2	.5

<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> The civilian nursing and residential care facilities wage series is seasonal as of the 2011 revision. The first seasonally adjusted estimates were published with the 2008 revision and the series continued to be seasonally adjusted until the 2010 revision when it was discontinued. Historical data for this series is published beginning with March 2003.

<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.



**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. 2011	Mar. 2012	June 2010	Sep. 2010	Dec. 2010	Mar. 2011	June 2011	Sep. 2011	Dec. 2011	Mar. 2012
<b>Civilian workers</b>										
All workers <sup>1</sup> .....	117.9	118.5	0.5	0.8	0.6	1.1	1.1	0.3	0.7	0.5
<b>Private industry workers</b>										
All workers .....	116.3	116.7	.5	.8	.5	1.1	1.4	.3	.8	.3
Occupational group										
Management, professional, and related .....	115.9	116.4	.4	.6	.7	1.1	1.3	.3	1.0	.4
Sales and office .....	115.8	116.6	.7	.6	.4	1.1	1.3	.4	.4	.7
Natural resources, construction, and maintenance	117.2	117.9	.4	.8	.5	.6	1.1	.6	.9	.6
Production, transportation, and material moving ....	117.5	116.0	.6	1.1	.7	.8	2.4	.1	1.1	-1.3
Service occupations .....	117.0	117.7	.7	1.0	.6	1.0	.6	.3	.8	.6
Industry										
Goods-producing industries <sup>2</sup> .....	115.1	114.0	.5	1.2	.5	.9	1.9	.1	1.1	-1.0
Manufacturing .....	114.7	112.9	.8	1.5	.8	1.1	2.3	.0	1.1	-1.6
Service-providing industries <sup>3</sup> .....	116.8	117.8	.5	.5	.5	1.2	1.2	.3	.7	.9
<b>State and local government workers</b>										
All workers .....	123.6	124.9	.8	.9	.7	.9	.4	.4	.4	1.1

<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 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. 2011	Dec. 2011	Mar. 2012	3-months ended—			12-months ended—		
				Mar. 2011	Dec. 2011	Mar. 2012	Mar. 2011	Dec. 2011	Mar. 2012
<b>Civilian workers</b>									
All workers <sup>2</sup> .....	114.0	115.5	116.2	0.7	0.3	0.6	2.0	2.0	1.9
Excluding incentive paid occupations <sup>3</sup> .....	114.6	116.0	116.7	.8	.3	.6	2.0	2.0	1.8
Occupational group									
Management, professional, and related .....	114.7	115.8	116.8	.9	.2	.9	2.0	1.8	1.8
Management, business, and financial .....	113.9	115.3	116.2	1.1	.2	.8	2.1	2.3	2.0
Professional and related .....	115.1	116.2	117.1	.7	.3	.8	1.9	1.7	1.7
Sales and office .....	112.6	114.6	115.4	.4	.4	.7	2.1	2.2	2.5
Sales and related .....	107.9	110.8	111.4	-.2	.4	.5	1.9	2.5	3.2
Office and administrative support .....	115.4	116.8	117.7	.9	.2	.8	2.1	2.1	2.0
Natural resources, construction, and maintenance .....	114.2	116.1	116.7	.5	.3	.5	1.5	2.2	2.2
Construction, extraction, farming, fishing, and forestry .....	114.9	116.5	116.7	.3	.3	.2	1.6	1.7	1.6
Installation, maintenance, and repair .....	113.3	115.6	116.6	.6	.1	.9	1.5	2.7	2.9
Production, transportation, and material moving .....	112.7	114.6	114.9	.7	.4	.3	2.3	2.4	2.0
Production .....	111.8	113.8	113.9	.8	.4	.1	2.0	2.6	1.9
Transportation and material moving .....	113.8	115.6	116.2	.4	.4	.5	2.4	2.0	2.1
Service occupations .....	115.7	116.6	117.3	.7	.3	.6	2.0	1.5	1.4
Industry									
Goods-producing industries <sup>4</sup> .....	112.1	113.9	114.1	.9	.4	.2	2.1	2.5	1.8
Manufacturing .....	111.4	113.1	113.4	1.3	.3	.3	2.8	2.8	1.8
Service-providing industries <sup>5</sup> .....	114.3	115.8	116.6	.6	.3	.7	2.0	1.9	2.0
Education and health services .....	115.5	116.8	117.5	.3	.3	.6	1.6	1.4	1.7
Education services .....	115.5	116.7	117.1	.2	.1	.3	1.6	1.2	1.4
Elementary and secondary schools .....	115.7	116.8	117.1	.2	.1	.3	1.4	1.1	1.2
Junior colleges, colleges, universities, and professional schools .....	115.0	116.0	116.7	.3	.1	.6	2.0	1.2	1.5
Health care and social assistance <sup>6</sup> .....	115.5	116.8	118.0	.4	.3	1.0	1.6	1.6	2.2
Hospitals .....	116.5	117.8	118.5	.5	.3	.6	2.1	1.6	1.7
Nursing and residential care facilities .....	113.4	114.3	115.0	.6	.0	.6	1.3	1.4	1.4
Public administration .....	117.5	118.2	119.1	.6	.1	.8	2.1	1.2	1.4

<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. 2011	Dec. 2011	Mar. 2012	3-months ended—			12-months ended—		
				Mar. 2011	Dec. 2011	Mar. 2012	Mar. 2011	Dec. 2011	Mar. 2012
<b>Private industry workers</b>									
All workers .....	113.3	115.0	115.7	0.7	0.3	0.6	2.0	2.2	2.1
Excluding incentive paid occupations <sup>2</sup> .....	114.0	115.5	116.2	.8	.3	.6	2.0	2.1	1.9
Occupational group									
Management, professional, and related .....	114.1	115.4	116.4	1.0	.3	.9	2.1	2.1	2.0
Excluding incentive paid occupations <sup>2</sup> .....	114.3	115.6	116.5	1.1	.3	.8	2.2	2.2	1.9
Management, business, and financial .....	113.6	115.0	116.0	1.2	.2	.9	2.1	2.4	2.1
Excluding incentive paid occupations <sup>2</sup> .....	114.1	115.4	116.3	1.2	.3	.8	2.2	2.4	1.9
Professional and related .....	114.6	115.7	116.8	1.0	.3	1.0	2.1	1.9	1.9
Sales and office .....	112.1	114.2	115.0	.4	.4	.7	2.1	2.3	2.6
Excluding incentive paid occupations <sup>2</sup> .....	114.3	115.8	116.6	.9	.3	.7	1.9	2.2	2.0
Sales and related .....	107.8	110.7	111.4	-3	.4	.6	1.9	2.4	3.3
Excluding incentive paid occupations <sup>2</sup> .....	112.7	114.2	114.8	.8	.3	.5	1.1	2.1	1.9
Office and administrative support .....	115.1	116.5	117.5	1.0	.3	.9	2.2	2.2	2.1
Natural resources, construction, and maintenance ....	113.8	115.8	116.3	.4	.3	.4	1.4	2.2	2.2
Construction, extraction, farming, fishing, and forestry .....	114.8	116.5	116.6	.3	.4	.1	1.5	1.8	1.6
Installation, maintenance, and repair .....	112.6	115.0	116.1	.6	.1	1.0	1.4	2.8	3.1
Production, transportation, and material moving .....	112.2	114.2	114.5	.6	.4	.3	2.1	2.4	2.0
Excluding incentive paid occupations <sup>2</sup> .....	112.6	114.5	114.6	.8	.5	.1	2.2	2.5	1.8
Production .....	111.7	113.8	113.8	.8	.4	.0	2.0	2.7	1.9
Excluding incentive paid occupations <sup>2</sup> .....	111.9	114.0	114.0	.8	.4	.0	2.1	2.7	1.9
Transportation and material moving .....	113.0	114.9	115.5	.4	.4	.5	2.4	2.1	2.2
Service occupations .....	114.5	115.4	116.0	.9	.3	.5	1.9	1.7	1.3
Industry and occupational group									
Goods-producing industries <sup>3</sup> .....	112.0	113.8	114.1	.8	.4	.3	2.1	2.4	1.9
Excluding incentive paid occupations <sup>2</sup> .....	112.5	114.2	114.5	1.0	.4	.3	2.1	2.5	1.8
Management, professional, and related .....	110.8	112.3	113.2	1.6	.3	.8	2.6	2.9	2.2
Sales and office .....	110.4	112.5	113.5	.2	.6	.9	2.0	2.1	2.8
Natural resources, construction, and maintenance .....	114.2	115.9	115.8	.4	.3	-.1	1.4	1.9	1.4
Production, transportation, and material moving .....	111.6	113.6	113.4	.7	.4	-.2	2.1	2.5	1.6
Construction .....	112.8	114.5	114.6	.1	.5	.1	.6	1.6	1.6
Manufacturing .....	111.4	113.1	113.4	1.3	.3	.3	2.8	2.8	1.8
Management, professional, and related .....	110.9	112.2	113.2	1.9	.2	.9	3.5	3.1	2.1
Sales and office .....	112.2	113.7	115.1	1.3	.4	1.2	3.8	2.6	2.6
Natural resources, construction, and maintenance .....	112.0	114.2	113.7	1.0	-.1	-.4	2.3	3.0	1.5
Production, transportation, and material moving .....	111.4	113.4	113.1	.8	.4	-.3	2.1	2.6	1.5
Aircraft manufacturing .....	102.3	96.7	99.2	3.0	-.1	2.6	9.5	-2.6	-3.0

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. 2011	Dec. 2011	Mar. 2012	3-months ended—			12-months ended—		
				Mar. 2011	Dec. 2011	Mar. 2012	Mar. 2011	Dec. 2011	Mar. 2012
Service-providing industries <sup>4</sup> .....	113.8	115.3	116.3	0.7	0.3	0.9	2.0	2.0	2.2
Excluding incentive paid occupations <sup>2</sup> .....	114.6	116.0	116.8	.9	.3	.7	2.0	2.1	1.9
Management, professional, and related .....	114.8	116.0	117.0	1.0	.3	.9	2.0	2.0	1.9
Sales and office .....	112.3	114.3	115.1	.4	.3	.7	2.1	2.2	2.5
Natural resources, construction, and maintenance .....	113.2	115.6	117.2	.5	.1	1.4	1.3	2.7	3.5
Production, transportation, and material moving .....	113.1	115.1	116.0	.5	.4	.8	2.3	2.3	2.6
Service occupations .....	114.5	115.4	116.0	.9	.4	.5	1.9	1.7	1.3
Trade, transportation, and utilities .....	112.0	114.1	115.2	.5	.3	1.0	1.9	2.4	2.9
Excluding incentive paid occupations <sup>2</sup> .....	113.7	115.3	116.1	1.1	.3	.7	2.1	2.5	2.1
Wholesale trade .....	109.9	112.8	113.9	.4	.5	1.0	1.8	3.0	3.6
Excluding incentive paid occupations <sup>2</sup> .....	113.1	115.5	116.2	1.3	.3	.6	1.4	3.4	2.7
Retail trade .....	112.4	114.4	114.9	.4	.4	.4	1.4	2.1	2.2
Excluding incentive paid occupations <sup>2</sup> .....	113.3	114.6	115.0	.4	.4	.3	1.4	1.6	1.5
Transportation and warehousing .....	112.5	113.6	115.7	1.1	.0	1.8	3.2	2.1	2.8
Utilities .....	119.3	121.6	122.9	1.5	.1	1.1	3.5	3.5	3.0
Information .....	111.6	112.5	115.2	1.5	.1	2.4	2.4	2.3	3.2
Financial activities .....	112.9	114.2	114.4	1.3	-.1	.2	2.8	2.5	1.3
Excluding incentive paid occupations <sup>2</sup> .....	114.1	115.5	115.6	1.6	.3	.1	2.1	2.8	1.3
Finance and insurance .....	113.3	114.5	114.6	1.3	-.2	.1	3.0	2.4	1.1
Credit intermediation and related activities .....	113.0	114.1	114.4	1.4	-.2	.3	3.6	2.4	1.2
Excluding incentive paid occupations <sup>2</sup> .....	115.5	117.2	117.3	1.4	.3	.1	2.1	2.9	1.6
Insurance carriers and related activities .....	113.7	115.2	115.3	1.3	.3	.1	2.2	2.7	1.4
Excluding incentive paid occupations <sup>2</sup> .....	114.5	115.7	115.6	1.6	.3	-.1	2.1	2.7	1.0
Real estate and rental and leasing .....	110.8	112.9	113.5	1.3	.4	.5	1.7	3.2	2.4
Excluding incentive paid occupations <sup>2</sup> .....	113.9	115.7	116.4	1.4	.4	.6	2.3	3.0	2.2
Professional and business services .....	115.5	117.1	117.9	.8	.3	.7	2.2	2.2	2.1
Professional, scientific, and technical services .....	118.2	119.8	120.7	.9	.4	.8	2.6	2.2	2.1
Administrative and support and waste management and remediation services .....	112.3	113.9	114.3	.4	.5	.4	1.1	1.8	1.8
Education and health services .....	115.1	116.5	117.6	.3	.4	.9	1.6	1.6	2.2
Education services .....	115.2	117.3	117.6	.2	.4	.3	1.8	2.0	2.1
Junior colleges, colleges, universities, and professional schools .....	115.3	116.9	117.8	.3	.3	.8	1.9	1.7	2.2
Health care and social assistance <sup>5</sup> .....	115.0	116.4	117.6	.3	.5	1.0	1.5	1.6	2.3
Hospitals .....	116.2	117.5	118.1	.5	.4	.5	2.0	1.6	1.6
Nursing and residential care facilities .....	112.7	113.7	114.4	.5	.1	.6	1.1	1.4	1.5
Nursing care facilities <sup>2</sup> .....	113.2	114.2	114.7	.5	.1	.4	1.2	1.4	1.3
Leisure and hospitality .....	114.5	115.2	115.6	.4	.1	.3	1.0	1.0	1.0
Accommodation and food services .....	115.4	116.0	116.3	.5	.1	.3	1.2	1.0	.8
Other services, except public administration .....	114.4	115.6	116.6	1.1	.5	.9	2.1	2.1	1.9

<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. 2011	Dec. 2011	Mar. 2012	3-months ended—			12-months ended—		
				Mar. 2011	Dec. 2011	Mar. 2012	Mar. 2011	Dec. 2011	Mar. 2012
<b>Bargaining status</b>									
Union .....	115.6	117.9	118.3	0.7	0.4	0.3	2.5	2.7	2.3
Goods-producing industries <sup>2</sup> .....	114.3	116.9	115.8	.4	.5	-.9	2.1	2.6	1.3
Manufacturing .....	110.9	113.8	112.1	.4	.5	-1.5	2.1	3.0	1.1
Service-providing industries <sup>3</sup> .....	116.8	118.8	120.4	1.1	.4	1.3	3.0	2.9	3.1
Nonunion .....	113.0	114.5	115.3	.8	.3	.7	1.9	2.1	2.0
Goods-producing industries <sup>2</sup> .....	111.3	112.9	113.5	1.0	.4	.5	2.0	2.5	2.0
Manufacturing .....	111.6	113.0	113.9	1.5	.2	.8	2.9	2.7	2.1
Service-providing industries <sup>3</sup> .....	113.5	115.0	115.8	.7	.3	.7	2.0	2.0	2.0
<b>Census region and division<sup>4</sup></b>									
Northeast .....	114.4	116.1	116.5	.7	.3	.3	2.3	2.2	1.8
New England .....	114.8	116.3	116.9	.6	.1	.5	2.2	1.9	1.8
Middle Atlantic .....	114.3	116.0	116.4	.8	.4	.3	2.4	2.3	1.8
South .....	113.4	115.0	116.0	.5	.3	.9	1.7	2.0	2.3
South Atlantic .....	113.8	115.4	116.4	.4	.3	.9	1.4	1.9	2.3
East South Central .....	112.1	113.2	114.0	1.1	.2	.7	1.9	2.1	1.7
West South Central .....	113.2	115.0	116.2	.4	.3	1.0	2.2	2.0	2.7
Midwest .....	112.2	113.9	114.7	.8	.3	.7	2.1	2.3	2.2
East North Central .....	111.6	113.2	113.9	1.0	.1	.6	2.2	2.4	2.1
West North Central .....	113.9	115.6	116.9	.6	.5	1.1	2.1	2.1	2.6
West .....	113.5	115.1	115.7	.9	.4	.5	2.0	2.3	1.9
Mountain .....	113.4	115.3	115.4	.5	.4	.1	1.9	2.2	1.8
Pacific .....	113.6	115.1	115.9	1.1	.4	.7	2.0	2.4	2.0

<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. 2011	Dec. 2011	Mar. 2012	3-months ended—			12-months ended—		
				Mar. 2011	Dec. 2011	Mar. 2012	Mar. 2011	Dec. 2011	Mar. 2012
<b>State and local government workers</b>									
All workers .....	116.6	117.7	118.3	0.3	0.1	0.5	1.8	1.3	1.5
Occupational group									
Management, professional, and related .....	115.9	116.9	117.6	.3	.0	.6	1.7	1.2	1.5
Professional and related .....	115.9	116.9	117.5	.3	.1	.5	1.7	1.2	1.4
Sales and office .....	117.1	118.4	118.9	.4	.0	.4	1.8	1.5	1.5
Office and administrative support .....	117.5	118.6	119.1	.5	-.1	.4	1.9	1.5	1.4
Service occupations .....	118.5	119.5	120.1	.4	.3	.5	2.3	1.3	1.4
Industry									
Education and health services .....	115.9	117.0	117.5	.3	.1	.4	1.7	1.2	1.4
Education services .....	115.5	116.6	117.0	.2	.1	.3	1.5	1.1	1.3
Schools <sup>2</sup> .....	115.5	116.5	117.0	.2	.0	.4	1.5	1.0	1.3
Elementary and secondary schools .....	115.8	116.9	117.2	.2	.1	.3	1.5	1.1	1.2
Health care and social assistance <sup>3</sup> .....	119.0	120.1	121.1	.9	.2	.8	2.7	1.9	1.8
Hospitals .....	118.2	119.2	120.1	1.0	.3	.8	2.7	1.9	1.6
Public administration .....	117.5	118.2	119.1	.6	.1	.8	2.1	1.2	1.4

<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. 2011	Dec. 2011	Mar. 2012	3-months ended—			12-months ended—		
				Mar. 2011	Dec. 2011	Mar. 2012	Mar. 2011	Dec. 2011	Mar. 2012
<b>Civilian workers</b>									
All workers <sup>1</sup> .....	113.4	114.6	115.3	0.4	0.2	0.6	1.6	1.4	1.7
Excluding incentive paid occupations <sup>2</sup> .....	114.0	115.1	115.6	.5	.3	.4	1.5	1.5	1.4
<b>Occupational group</b>									
Management, professional, and related .....	114.2	115.2	115.9	.4	.2	.6	1.6	1.3	1.5
Management, business, and financial .....	113.9	114.9	115.6	.6	.1	.6	1.6	1.5	1.5
Professional and related .....	114.4	115.4	116.0	.4	.2	.5	1.5	1.3	1.4
Sales and office .....	111.7	113.7	114.3	.0	.4	.5	1.6	1.8	2.3
Sales and related .....	107.8	110.8	111.4	-.7	.5	.5	1.5	2.0	3.3
Office and administrative support .....	114.3	115.5	116.2	.6	.2	.6	1.8	1.7	1.7
Natural resources, construction, and maintenance .....	113.8	115.4	115.7	.4	.2	.3	1.1	1.8	1.7
Construction, extraction, farming, fishing, and forestry .....	114.4	115.6	115.6	.4	.3	.0	1.4	1.5	1.0
Installation, maintenance, and repair .....	113.1	115.2	115.7	.3	.0	.4	.7	2.1	2.3
Production, transportation, and material moving .....	111.8	113.1	113.9	.3	.4	.7	1.5	1.4	1.9
Production .....	111.2	112.4	113.3	.5	.3	.8	1.4	1.6	1.9
Transportation and material moving .....	112.6	113.8	114.6	.1	.4	.7	1.8	1.2	1.8
Service occupations .....	114.5	115.4	115.7	.5	.3	.3	1.4	1.3	1.0
<b>Industry</b>									
Goods-producing industries <sup>3</sup> .....	112.2	113.5	114.0	.5	.3	.4	1.5	1.7	1.6
Manufacturing .....	111.5	112.7	113.6	.7	.2	.8	1.9	1.8	1.9
Service-providing industries <sup>4</sup> .....	113.6	114.9	115.5	.4	.3	.5	1.5	1.5	1.7
Education and health services .....	114.2	115.3	115.8	.2	.3	.4	1.2	1.1	1.4
Education services .....	113.6	114.6	114.8	.2	.2	.2	1.2	1.1	1.1
Elementary and secondary schools .....	113.6	114.4	114.5	.2	.2	.1	1.2	.9	.8
Junior colleges, colleges, universities, and professional schools .....	113.2	114.2	114.7	.2	.1	.4	1.3	1.1	1.3
Health care and social assistance <sup>5</sup> .....	114.9	116.2	117.1	.2	.3	.8	1.1	1.3	1.9
Hospitals .....	115.8	117.2	117.6	.3	.4	.3	1.6	1.6	1.6
Nursing and residential care facilities .....	113.0	113.8	114.2	.4	.1	.4	1.0	1.1	1.1
Public administration .....	114.4	115.0	115.6	.4	.2	.5	1.1	.9	1.0

<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. 2011	Dec. 2011	Mar. 2012	3-months ended—			12-months ended—		
				Mar. 2011	Dec. 2011	Mar. 2012	Mar. 2011	Dec. 2011	Mar. 2012
<b>Private industry workers</b>									
All workers .....	113.2	114.6	115.3	0.4	0.3	0.6	1.6	1.6	1.9
Excluding incentive paid occupations <sup>1</sup> .....	114.0	115.2	115.7	.5	.3	.4	1.6	1.6	1.5
Occupational group									
Management, professional, and related .....	114.4	115.5	116.3	.6	.2	.7	1.7	1.6	1.7
Excluding incentive paid occupations <sup>1</sup> .....	114.6	115.8	116.4	.6	.3	.5	1.9	1.7	1.6
Management, business, and financial .....	113.9	115.0	115.7	.6	.1	.6	1.7	1.6	1.6
Excluding incentive paid occupations <sup>1</sup> .....	114.5	115.4	116.1	.7	.2	.6	1.9	1.5	1.4
Professional and related .....	114.8	115.9	116.7	.6	.3	.7	1.8	1.6	1.7
Sales and office .....	111.6	113.6	114.3	.1	.4	.6	1.8	1.9	2.4
Excluding incentive paid occupations <sup>1</sup> .....	114.0	115.3	115.9	.6	.3	.5	1.4	1.8	1.7
Sales and related .....	107.8	110.9	111.5	-8	.5	.5	1.5	2.0	3.4
Excluding incentive paid occupations <sup>1</sup> .....	113.2	114.5	114.9	.4	.4	.3	.5	1.6	1.5
Office and administrative support .....	114.4	115.7	116.4	.7	.3	.6	2.0	1.8	1.7
Natural resources, construction, and maintenance ....	113.7	115.4	115.6	.4	.2	.2	1.1	1.9	1.7
Construction, extraction, farming, fishing, and forestry .....	114.5	115.7	115.7	.4	.3	.0	1.4	1.5	1.0
Installation, maintenance, and repair .....	112.7	115.0	115.5	.2	.0	.4	.5	2.2	2.5
Production, transportation, and material moving .....	111.6	112.8	113.7	.3	.3	.8	1.6	1.3	1.9
Excluding incentive paid occupations <sup>1</sup> .....	112.0	113.1	113.9	.4	.4	.7	1.5	1.4	1.7
Production .....	111.1	112.3	113.2	.5	.3	.8	1.4	1.6	1.9
Excluding incentive paid occupations <sup>1</sup> .....	111.3	112.4	113.4	.5	.4	.9	1.5	1.4	1.9
Transportation and material moving .....	112.2	113.6	114.4	.0	.4	.7	1.8	1.2	2.0
Service occupations .....	114.2	115.1	115.4	.6	.4	.3	1.4	1.4	1.1
Industry and occupational group									
Goods-producing industries <sup>2</sup> .....	112.2	113.5	114.0	.5	.3	.4	1.5	1.7	1.6
Excluding incentive paid occupations <sup>1</sup> .....	112.8	114.0	114.5	.6	.3	.4	1.6	1.7	1.5
Management, professional, and related .....	112.5	113.7	114.4	1.0	.2	.6	1.8	2.1	1.7
Sales and office .....	110.0	112.3	113.2	-5	.7	.8	1.5	1.6	2.9
Natural resources, construction, and maintenance .....	114.0	115.3	115.3	.4	.3	.0	1.2	1.6	1.1
Production, transportation, and material moving	111.1	112.2	112.9	.5	.3	.6	1.6	1.5	1.6
Construction .....	112.7	114.1	113.9	.0	.4	-.2	.5	1.2	1.1
Manufacturing .....	111.5	112.7	113.6	.7	.2	.8	1.9	1.8	1.9
Management, professional, and related .....	112.3	113.4	114.3	1.0	.1	.8	2.1	2.0	1.8
Sales and office .....	111.9	113.5	114.9	.7	.4	1.2	3.3	2.2	2.7
Natural resources, construction, and maintenance .....	112.2	113.5	114.1	.7	-.3	.5	1.6	1.9	1.7
Production, transportation, and material moving .....	110.8	112.0	112.7	.5	.3	.6	1.5	1.6	1.7
Aircraft manufacturing .....	116.2	117.3	119.6	1.6	-.1	2.0	2.2	2.5	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. 2011	Dec. 2011	Mar. 2012	3-months ended—			12-months ended—		
				Mar. 2011	Dec. 2011	Mar. 2012	Mar. 2011	Dec. 2011	Mar. 2012
Service-providing industries <sup>3</sup> .....	113.5	114.9	115.6	0.4	0.3	0.6	1.6	1.6	1.9
Excluding incentive paid occupations <sup>1</sup> .....	114.4	115.5	116.1	.5	.3	.5	1.7	1.5	1.5
Management, professional, and related .....	114.8	115.8	116.6	.6	.2	.7	1.8	1.5	1.6
Sales and office .....	111.7	113.8	114.4	.1	.4	.5	1.7	2.0	2.4
Natural resources, construction, and maintenance .....	113.2	115.5	116.2	.2	.0	.6	.6	2.2	2.7
Production, transportation, and material moving .....	112.2	113.6	114.7	.0	.4	1.0	1.6	1.2	2.2
Service occupations .....	114.2	115.1	115.4	.6	.4	.3	1.4	1.4	1.1
Trade, transportation, and utilities .....	110.9	112.9	113.9	-.1	.4	.9	1.3	1.7	2.7
Excluding incentive paid occupations <sup>1</sup> .....	112.8	114.1	114.7	.5	.4	.5	1.3	1.7	1.7
Wholesale trade .....	107.8	110.2	111.6	-.6	.6	1.3	.7	1.6	3.5
Excluding incentive paid occupations <sup>1</sup> .....	111.4	112.8	113.6	.4	.3	.7	.2	1.6	2.0
Retail trade .....	112.2	114.4	114.9	.2	.4	.4	1.1	2.1	2.4
Excluding incentive paid occupations <sup>1</sup> .....	113.3	114.5	114.9	.4	.4	.3	1.3	1.5	1.4
Transportation and warehousing .....	111.2	112.1	113.7	.2	-.1	1.4	2.3	1.0	2.2
Utilities .....	116.9	118.8	119.6	1.1	.3	.7	2.6	2.8	2.3
Information .....	112.0	112.6	113.1	1.4	.1	.4	2.2	1.9	1.0
Financial activities .....	112.9	113.8	114.3	.8	-.2	.4	2.8	1.6	1.2
Excluding incentive paid occupations <sup>1</sup> .....	114.3	115.2	115.6	1.1	.3	.3	1.9	1.9	1.1
Finance and insurance .....	113.9	114.5	115.0	.8	-.3	.4	3.4	1.3	1.0
Credit intermediation and related activities .....	111.8	112.0	113.0	1.3	-.3	.9	4.1	1.4	1.1
Excluding incentive paid occupations <sup>1</sup> .....	114.7	115.2	116.2	1.1	.1	.9	2.1	1.6	1.3
Insurance carriers and related activities .....	113.1	114.8	115.3	.6	.4	.4	1.7	2.1	1.9
Excluding incentive paid occupations <sup>1</sup> .....	113.7	114.9	115.1	.8	.3	.2	1.7	1.9	1.2
Real estate and rental and leasing .....	109.2	111.1	111.5	1.0	.3	.4	1.1	2.8	2.1
Excluding incentive paid occupations <sup>1</sup> .....	112.6	114.1	114.6	1.3	.3	.4	2.1	2.6	1.8
Professional and business services .....	115.6	117.0	117.6	.5	.3	.5	2.0	1.7	1.7
Professional, scientific, and technical services ...	118.1	119.6	120.4	.8	.2	.7	2.5	2.0	1.9
Administrative and support and waste management and remediation services .....	112.3	113.7	114.1	.1	.4	.4	.9	1.3	1.6
Education and health services .....	114.6	116.1	116.9	.1	.4	.7	1.2	1.4	2.0
Education services .....	114.7	116.8	117.1	.2	.5	.3	2.0	2.0	2.1
Junior colleges, colleges, universities, and professional schools .....	114.4	116.1	116.8	.2	.3	.6	1.9	1.7	2.1
Health care and social assistance <sup>4</sup> .....	114.6	116.0	116.9	.2	.4	.8	1.1	1.4	2.0
Hospitals .....	115.6	117.1	117.4	.3	.4	.3	1.7	1.6	1.6
Nursing and residential care facilities .....	112.8	113.6	114.1	.3	.0	.4	.9	1.0	1.2
Nursing care facilities <sup>1</sup> .....	113.1	113.9	114.3	.4	.0	.4	1.0	1.1	1.1
Leisure and hospitality .....	115.2	115.8	116.1	.2	.0	.3	.6	.7	.8
Accommodation and food services .....	115.7	116.5	116.6	.3	.1	.1	.9	1.0	.8
Other services, except public administration .....	114.2	115.2	116.1	.9	.3	.8	1.7	1.8	1.7

<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. 2011	Dec. 2011	Mar. 2012	3-months ended—			12-months ended—		
				Mar. 2011	Dec. 2011	Mar. 2012	Mar. 2011	Dec. 2011	Mar. 2012
<b>Bargaining status</b>									
Union .....	113.6	114.9	115.6	0.6	0.3	0.6	1.9	1.8	1.8
Goods-producing industries <sup>1</sup> .....	111.7	112.9	113.5	.4	.1	.5	1.4	1.5	1.6
Manufacturing .....	109.4	110.7	111.5	.6	.1	.7	1.5	1.8	1.9
Service-providing industries <sup>2</sup> .....	115.0	116.3	117.0	.7	.4	.6	2.3	1.8	1.7
Nonunion .....	113.2	114.6	115.2	.4	.3	.5	1.6	1.7	1.8
Goods-producing industries <sup>1</sup> .....	112.3	113.7	114.2	.5	.4	.4	1.5	1.8	1.7
Manufacturing .....	112.1	113.3	114.1	.8	.3	.7	2.1	1.9	1.8
Service-providing industries <sup>2</sup> .....	113.4	114.8	115.5	.4	.3	.6	1.6	1.6	1.9
<b>Census region and division<sup>3</sup></b>									
Northeast .....	113.7	115.3	115.8	.3	.3	.4	1.8	1.7	1.8
New England .....	114.5	116.0	116.6	.2	.0	.5	1.7	1.5	1.8
Middle Atlantic .....	113.4	115.0	115.4	.3	.4	.3	1.9	1.7	1.8
South .....	113.7	115.2	116.0	.3	.2	.7	1.6	1.6	2.0
South Atlantic .....	114.0	115.6	116.4	.3	.2	.7	1.3	1.7	2.1
East South Central .....	112.6	113.5	114.1	1.0	.1	.5	1.6	1.8	1.3
West South Central .....	113.7	115.2	116.1	.2	.2	.8	2.2	1.5	2.1
Midwest .....	111.8	112.9	113.8	.5	.2	.8	1.7	1.5	1.8
East North Central .....	110.9	111.9	112.7	.5	.1	.7	1.6	1.5	1.6
West North Central .....	114.0	115.4	116.5	.4	.4	1.0	1.9	1.7	2.2
West .....	113.6	114.9	115.4	.5	.3	.4	1.4	1.7	1.6
Mountain .....	113.7	115.2	115.2	.0	.2	.0	1.2	1.3	1.3
Pacific .....	113.6	114.9	115.5	.7	.4	.5	1.4	1.9	1.7

<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. 2011	Dec. 2011	Mar. 2012	3-months ended—			12-months ended—		
				Mar. 2011	Dec. 2011	Mar. 2012	Mar. 2011	Dec. 2011	Mar. 2012
<b>State and local government workers</b>									
All workers .....	114.1	114.9	115.2	0.3	0.2	0.3	1.2	1.0	1.0
Occupational group									
Management, professional, and related .....	113.8	114.5	114.9	.3	.1	.3	1.2	.9	1.0
Professional and related .....	113.8	114.6	114.9	.2	.1	.3	1.2	.9	1.0
Sales and office .....	113.5	114.2	114.5	.3	.0	.3	.9	.9	.9
Office and administrative support .....	113.9	114.6	114.9	.3	-.1	.3	.8	.9	.9
Service occupations .....	115.4	116.3	116.6	.3	.3	.3	1.2	1.0	1.0
Industry									
Education and health services .....	113.8	114.6	114.8	.2	.2	.2	1.2	.9	.9
Education services .....	113.4	114.1	114.3	.2	.1	.2	1.2	.8	.8
Schools <sup>1</sup> .....	113.4	114.1	114.3	.2	.1	.2	1.2	.8	.8
Elementary and secondary schools .....	113.6	114.3	114.5	.1	.1	.2	1.2	.7	.8
Health care and social assistance <sup>2</sup> .....	117.3	118.1	118.8	.4	.2	.6	1.6	1.1	1.3
Hospitals .....	117.0	117.5	118.2	.6	.2	.6	1.6	1.0	1.0
Public administration .....	114.4	115.0	115.6	.4	.2	.5	1.1	.9	1.0

<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. 2011	Dec. 2011	Mar. 2012	3-months ended—			12-months ended—		
				Mar. 2011	Dec. 2011	Mar. 2012	Mar. 2011	Dec. 2011	Mar. 2012
<b>Civilian workers</b>									
All workers <sup>1</sup> .....	115.5	117.5	118.6	1.4	0.3	0.9	3.0	3.2	2.7
<b>Private industry workers</b>									
All workers .....	113.7	115.9	116.9	1.6	.4	.9	3.0	3.6	2.8
Occupational group									
Management, professional, and related .....	113.4	115.2	116.8	2.0	.4	1.4	2.9	3.6	3.0
Sales and office .....	113.4	115.5	116.7	1.4	.3	1.0	2.9	3.3	2.9
Natural resources, construction, and maintenance .....	114.1	116.8	117.9	.8	.5	.9	2.3	3.2	3.3
Production, transportation, and material moving ....	113.5	117.0	116.1	1.3	.6	-8	3.2	4.5	2.3
Service occupations .....	115.5	116.4	118.1	1.8	.4	1.5	3.4	2.6	2.3
Industry									
Goods-producing industries <sup>2</sup> .....	111.7	114.4	114.2	1.5	.4	-2	3.0	3.9	2.2
Manufacturing .....	111.1	113.9	113.2	2.1	.4	-6	4.2	4.7	1.9
Aircraft manufacturing .....	87.4	74.6	77.3	5.0	-1	3.6	21.6	-10.3	-11.6
Service-providing industries <sup>3</sup> .....	114.5	116.4	118.0	1.7	.3	1.4	2.9	3.4	3.1
Bargaining status									
Union .....	119.0	122.8	122.9	.9	.7	.1	3.7	4.2	3.3
Nonunion .....	112.6	114.4	115.6	1.8	.4	1.0	2.8	3.4	2.7
<b>State and local government workers</b>									
All workers .....	122.0	123.6	124.8	.7	-1	1.0	3.3	2.1	2.3

<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.

**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. 2011	Dec. 2011	Mar. 2012	Mar. 2011	Dec. 2011	Mar. 2012
<b>Northeast</b>						
Boston-Worcester-Manchester, MA-NH CSA .....	2.8	2.5	1.9	2.3	2.0	1.6
New York-Newark-Bridgeport, NY-NJ-CT-PA CSA	2.4	2.3	1.8	1.9	1.6	1.5
Philadelphia-Camden-Vineland, PA-NJ-DE-MD CSA .....	2.8	2.8	2.1	1.9	2.3	2.3
<b>South</b>						
Atlanta-Sandy Springs-Gainesville, GA-AL CSA ....	1.6	2.0	3.2	1.6	1.8	2.7
Dallas-Fort Worth, TX CSA .....	2.3	2.8	2.6	2.2	1.4	1.1
Houston-Baytown-Huntsville, TX CSA .....	3.3	1.4	1.7	3.7	1.1	1.5
Miami-Fort Lauderdale-Pompano Beach, FL MSA	1.2	1.8	1.6	.9	1.7	1.5
Washington-Baltimore-Northern Virginia, DC-MD-VA-WV CSA .....	1.6	1.5	1.8	1.5	1.1	1.4
<b>Midwest</b>						
Chicago-Naperville-Michigan City, IL-IN-WI CSA ...	2.7	1.8	1.8	1.9	.9	1.3
Detroit-Warren-Flint, MI CSA .....	2.2	4.5	1.9	1.1	.7	1.2
Minneapolis-St. Paul-St. Cloud, MN-WI CSA .....	2.7	2.5	1.8	2.9	2.0	1.3
<b>West</b>						
Los Angeles-Long Beach-Riverside, CA CSA .....	1.7	1.6	1.6	1.1	1.3	1.4
Phoenix-Mesa-Scottsdale, AZ MSA .....	2.5	2.8	1.5	2.2	2.0	1.0
San Jose-San Francisco-Oakland, CA CSA .....	2.1	2.7	2.1	1.7	1.9	1.4
Seattle-Tacoma-Olympia, WA CSA .....	4.0	1.0	.8	1.7	1.5	1.7

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