



# Employment Cost Index Historical Listing Constant-dollar March 2001 – March 2012 (December 2005=100)

Note: Tables in this listing are numbered to be consistent with the numbering scheme used in the ECI Current-dollar historical listing and the ECI News Release. Since it is not appropriate to calculate constant dollar values for seasonally adjusted data, those estimates—which appear in Tables 1-3 of the ECI Current-dollar historical listing and ECI News Release—are not included in this listing.

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## Technical Note

Data in this historical listing include corrections to several series for the June 2009 through September 2010 reference periods. For further information, see: [bls.gov/bls/eci\\_corrections\\_111910.htm](http://bls.gov/bls/eci_corrections_111910.htm). Corrections affected index numbers, 3-month percent changes, and 12-month percent changes. Data in all historical listings, the ECI health insurance supplemental data table, ECI standard error tables, and the seasonal factors and revised seasonally adjusted indexes tables have been reissued with the corrected data. Also, data in the selective access system at [bls.gov/ect/data.htm](http://bls.gov/ect/data.htm) have been updated with the corrected data.

Beginning with estimates for March 2006, several changes were introduced to the ECI. These include changes to the industry and occupational classification systems, reweighting employment counts, and rebasing the index numbers.

The classification changes included switching from the Standard Industrial Classification (SIC) System to the North American Industry Classification System (NAICS) for classifying establishments by industry. For occupational classification, the switch was made from the Occupational Classification System (OCS) to the Standard Occupational Classification (SOC).

Beginning in March 2006, estimates were weighted to 2002 fixed employment counts. For March 1995 through December 2005, ECI estimates were weighted on 1990 fixed employment counts. From June 1986 through December 1994, 1980 fixed employment counts were used, while prior to June 1986, they were based on 1970 employment counts. A report on the 1990 reweighting, "Introducing 1990 Weights for the ECI," from the June 1995 issue of Compensation and Working Conditions is available upon request.

Beginning in March 2006, the ECI base was changed to December 2005=100. Prior to this, the base was June 1989=100, which was used from March 1990 through December 2005. Before March 1990 the base was June 1981=100. December 2005=100 indexes were calculated by dividing the June 1989=100 index values for each series by the December 2005 index value for that series and then multiplying by 100. 3- and 12-month percent changes were then calculated from the rebased indexes. These percent changes may differ from those calculated from the June 1989=100 indexes only because of rounding. The change to the June 1989=100 base is explained in the technical note, "ECI Rebased to June 1989," in the April 1990 issue of the Monthly Labor Review ([bls.gov/opub/mlr/1990/04/rpt1full.pdf](http://bls.gov/opub/mlr/1990/04/rpt1full.pdf)).

For the series based on bargaining status, census region and division, and metropolitan area status, and for series excluding incentive paid occupations, fixed employment data are not available. The employment weights are reallocated within these series each quarter based on the current ECI sample. The indexes for these series, consequently, are not strictly comparable with those for the aggregate industry and occupational series. A fuller explanation of the calculation of index numbers appears in an article, "Estimation Procedures for the ECI" in the May 1982 issue of the Monthly Labor Review ([bls.gov/opub/mlr/1982/05/rpt3full.pdf](http://bls.gov/opub/mlr/1982/05/rpt3full.pdf)).

When using the ECI for escalation contracts, users should review the fact sheet "How to Use the ECI for Escalation" ([bls.gov/ect/escalation.htm](http://bls.gov/ect/escalation.htm)) as well as the ECI Current-dollar estimates historical listing, which does not deflate the index. *Constant-dollar estimates in this historical listing are not appropriate for use in escalation clauses.*

The deflator used for all constant-dollar ECI series was derived from the Consumer Price Index for All Urban Consumers (CPI-U). In order to calculate the constant dollar indexes, the CPI-U was converted to the same base as the ECI, December 2005=100. The ECI for each quarter was then divided by the converted CPI-U for the same reference period. The CPI-U U.S. City Average All Items was used for all series except for the census region and census division estimates, which used the corresponding CPI-U census region series.

More detailed information on the ECI is available from several sources. These include: "National Compensation Measures," in the BLS Handbook of Methods ([bls.gov/opub/hom/pdf/homch8.pdf](http://bls.gov/opub/hom/pdf/homch8.pdf)), and several articles published in the Monthly Labor Review ([bls.gov/opub/mlr/mlrhome.htm](http://bls.gov/opub/mlr/mlrhome.htm)) and Compensation and Working Conditions ([bls.gov/opub/cwc/home.htm](http://bls.gov/opub/cwc/home.htm)). These articles, and other descriptive pieces, are also available by calling (202) 691-6199 or sending e-mail to [NCSinfo@bls.gov](mailto:NCSinfo@bls.gov). For more information, see "Change has come to the ECI" at ([bls.gov/ect/sp/ecsm0001.htm](http://bls.gov/ect/sp/ecsm0001.htm)). In addition, the April 2006 issue of the Monthly Labor Review is devoted to a series of articles detailing these changes ([bls.gov/opub/mlr/2006/04/contents.htm](http://bls.gov/opub/mlr/2006/04/contents.htm)).

This historical listing—which provides constant-dollar estimates from 2001 to the present quarter—uses the 2007 North American Industry Classification System (NAICS), 2000 and 2010 Standard Occupational Classification (SOC) codes, and 2002 employment weights.

Four additional historical listings have estimates for the ECI. One listing provides estimates for this same time period (2001 - current quarter) but reflects current-dollar changes using NAICS, SOC, and 2002 weights. Two listings provide data for 1975-2005 and are based on the old SIC, OCS, and earlier employment weights: one with current-dollar estimates and one with constant-dollar estimates. Finally, one listing contains all non-seasonally adjusted industry and occupational series that are continuous between the former and current classification systems. All ECI historical listings are available at: [bls.gov/ect/home.htm#tables](http://bls.gov/ect/home.htm#tables).

Index numbers and percent changes for the South and Midwest census regions, and the five census divisions within those regions from March 2006 through June 2007 (found in tables 6 and 10) were corrected on November 1, 2007. In addition, Index numbers and percent changes that were inadvertently excluded for the South and Midwest census regions from March 2001 to December 2005 (found in tables 6 and 10), were added on July 30, 2010.

**Table 4. Employment Cost Index for total compensation<sup>1</sup>, for civilian workers, by occupational group and industry**  
**Constant dollars**

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Civilian workers</b>												
All workers <sup>2</sup>												
2001 .....	94.6	94.5	95.5	97.0	0.0	-0.1	1.1	1.6	1.0	0.6	1.4	2.5
2002 .....	96.8	97.1	97.3	97.9	-2	.3	.2	.6	2.3	2.8	1.9	.9
2003 .....	97.5	98.5	98.8	99.8	-4	1.0	.3	1.0	.7	1.4	1.5	1.9
2004 .....	99.4	99.1	100.0	100.3	-4	-3	.9	.3	1.9	.6	1.2	.5
2005 .....	99.7	99.7	98.4	100.0	-6	.0	-1.3	1.6	.3	.6	-1.6	-3
2006 .....	99.2	98.5	99.6	100.8	-8	-7	1.1	1.2	-5	-1.2	1.2	.8
2007 .....	99.8	99.2	100.1	100.0	-1.0	-6	.9	-1	.6	.7	.5	-8
2008 .....	99.2	97.4	98.2	102.5	-8	-1.8	.8	4.4	-6	-1.8	-1.9	2.5
2009 .....	101.7	100.6	100.9	101.2	-8	-1.1	.3	.3	2.5	3.3	2.7	-1.3
2010 .....	101.1	101.4	101.7	101.7	-1	.3	.3	.0	-6	.8	.8	.5
2011 .....	100.4	100.0	99.9	100.7	-1.3	-4	-1	.8	-7	-1.4	-1.8	-1.0
2012 .....	99.7	—	—	—	-1.0	—	—	—	-7	—	—	—
Excluding sales occupations <sup>3</sup>												
2001 .....	94.6	94.4	95.5	97.0	.1	-2	1.2	1.6	1.3	.9	1.6	2.6
2002 .....	96.8	97.0	97.3	97.9	-2	.2	.3	.6	2.3	2.8	1.9	.9
2003 .....	97.5	98.5	98.8	99.9	-4	1.0	.3	1.1	.7	1.5	1.5	2.0
2004 .....	99.5	99.1	99.9	100.3	-4	-4	.8	.4	2.1	.6	1.1	.4
2005 .....	99.8	99.8	98.5	100.0	-5	.0	-1.3	1.5	.3	.7	-1.4	-3
2006 .....	99.3	98.5	99.7	100.9	-7	-8	1.2	1.2	-5	-1.3	1.2	.9
Excluding incentive paid occupations <sup>4</sup>												
2006 .....	99.3	98.5	99.6	100.8	-7	-8	1.1	1.2	—	—	—	.8
2007 .....	99.9	99.3	100.2	100.1	-9	-6	.9	-1	.6	.8	.6	-7
2008 .....	99.4	97.6	98.5	102.9	-7	-1.8	.9	4.5	-5	-1.7	-1.7	2.8
2009 .....	102.2	101.1	101.4	101.7	-7	-1.1	.3	.3	2.8	3.6	2.9	-1.2
2010 .....	101.6	101.8	102.2	102.1	-1	.2	.4	-1	-6	.7	.8	.4
2011 .....	100.9	100.5	100.3	101.1	-1.2	-4	-2	.8	-7	-1.3	-1.9	-1.0
2012 .....	100.1	—	—	—	-1.0	—	—	—	-8	—	—	—
<b>Occupational group</b>												
White-collar occupations <sup>3,5</sup>												
2001 .....	94.5	94.4	95.4	96.9	.1	-1	1.1	1.6	1.1	.7	1.4	2.6
2002 .....	96.7	97.0	97.2	97.7	-2	.3	.2	.5	2.3	2.8	1.9	.8
2003 .....	97.4	98.4	98.9	99.8	-3	1.0	.5	.9	.7	1.4	1.7	2.1
2004 .....	99.2	98.9	99.8	100.1	-6	-3	.9	.3	1.8	.5	.9	.3
2005 .....	99.7	99.7	98.4	100.0	-4	.0	-1.3	1.6	.5	.8	-1.4	-1
2006 .....	99.3	98.5	99.7	100.9	-7	-8	1.2	1.2	-4	-1.2	1.3	.9
Excluding sales occupations <sup>3</sup>												
2001 .....	94.4	94.3	95.4	96.9	.2	-1	1.2	1.6	1.4	1.1	1.7	2.9
2002 .....	96.7	96.9	97.2	97.8	-2	.2	.3	.6	2.4	2.8	1.9	.9
2003 .....	97.5	98.4	98.8	99.8	-3	.9	.4	1.0	.8	1.5	1.6	2.0
2004 .....	99.3	98.8	99.7	100.2	-5	-5	.9	.5	1.8	.4	.9	.4
2005 .....	99.8	99.7	98.4	100.0	-4	-1	-1.3	1.6	.5	.9	-1.3	-2
2006 .....	99.4	98.6	99.9	101.1	-6	-8	1.3	1.2	-4	-1.1	1.5	1.1
Management, professional, and related												
2001 .....	94.6	94.6	95.7	97.1	.1	.0	1.2	1.5	1.3	1.1	1.8	2.8
2002 .....	96.8	97.0	97.3	97.8	-3	.2	.3	.5	2.3	2.5	1.7	.7
2003 .....	97.6	98.5	98.9	100.0	-2	.9	.4	1.1	.8	1.5	1.6	2.2

See footnotes at end of table.

**Table 4. Employment Cost Index for total compensation<sup>1</sup>, for civilian workers, by occupational group and industry**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Management, professional, and related</b>													
2004 .....	99.3	98.7	99.7	100.1	-0.7	-0.6	1.0	0.4	1.7	0.2	0.8	0.1	
2005 .....	99.8	99.7	98.4	100.0	-3	-1	-1.3	1.6	.5	1.0	-1.3	-1	
2006 .....	99.4	98.5	99.9	101.1	-6	-9	1.4	1.2	-4	-1.2	1.5	1.1	
2007 .....	100.3	99.6	100.7	100.5	-8	-7	1.1	-2	.9	1.1	.8	-6	
2008 .....	99.8	98.0	99.0	103.3	-7	-1.8	1.0	4.3	-5	-1.6	-1.7	2.8	
2009 .....	102.6	101.3	101.6	101.7	-7	-1.3	.3	.1	2.8	3.4	2.6	-1.5	
2010 .....	101.7	101.8	102.2	102.1	.0	.1	.4	-1	-9	.5	.6	.4	
2011 .....	101.0	100.4	100.3	101.0	-1.1	-6	-1	.7	-7	-1.4	-1.9	-1.1	
2012 .....	100.2	—	—	—	-8	—	—	—	-8	—	—	—	
<b>Management, business, and financial</b>													
2001 .....	95.9	96.1	96.8	98.5	.1	.2	.7	1.8	.9	1.1	1.6	2.8	
2002 .....	98.4	99.0	98.6	98.6	-1	.6	-4	.0	2.6	3.0	1.9	.1	
2003 .....	99.5	100.3	100.6	101.6	.9	.8	.3	1.0	1.1	1.3	2.0	3.0	
2004 .....	100.5	100.1	100.7	101.1	-1.1	-4	.6	.4	1.0	-2	.1	-5	
2005 .....	100.8	100.5	98.7	100.0	-3	-3	-1.8	1.3	.3	.4	-2.0	-1.1	
2006 .....	99.7	98.8	99.6	100.6	-3	-9	.8	1.0	-1.1	-1.7	.9	.6	
2007 .....	100.0	99.4	100.3	99.9	-6	-6	.9	-4	.3	.6	.7	-7	
2008 .....	99.7	98.0	98.6	102.8	-2	-1.7	.6	4.3	-3	-1.4	-1.7	2.9	
2009 .....	101.8	100.4	100.4	100.6	-1.0	-1.4	.0	.2	2.1	2.4	1.8	-2.1	
2010 .....	101.0	101.2	101.2	101.2	.4	.2	.0	.0	-8	.8	.8	.6	
2011 .....	100.3	100.0	99.8	100.5	-9	-3	-2	.7	-7	-1.2	-1.4	-7	
2012 .....	99.7	—	—	—	-8	—	—	—	-6	—	—	—	
<b>Professional and related</b>													
2001 .....	93.9	93.7	95.1	96.4	.1	-2	1.5	1.4	1.5	1.1	1.9	2.8	
2002 .....	96.0	95.9	96.6	97.4	-4	-1	.7	.8	2.2	2.3	1.6	1.0	
2003 .....	96.7	97.5	98.0	99.1	-7	.8	.5	1.1	.7	1.7	1.4	1.7	
2004 .....	98.6	98.0	99.1	99.6	-5	-6	1.1	.5	2.0	.5	1.1	.5	
2005 .....	99.3	99.3	98.3	100.0	-3	.0	-1.0	1.7	.7	1.3	-8	.4	
2006 .....	99.2	98.4	100.1	101.4	-8	-8	1.7	1.3	-1	-9	1.8	1.4	
2007 .....	100.5	99.8	101.0	100.8	-9	-7	1.2	-2	1.3	1.4	.9	-6	
2008 .....	99.9	98.1	99.3	103.6	-9	-1.8	1.2	4.3	-6	-1.7	-1.7	2.8	
2009 .....	103.0	101.8	102.3	102.4	-6	-1.2	.5	.1	3.1	3.8	3.0	-1.2	
2010 .....	102.1	102.2	102.8	102.6	-3	.1	.6	-2	-9	.4	.5	.2	
2011 .....	101.3	100.6	100.6	101.3	-1.3	-7	.0	.7	-8	-1.6	-2.1	-1.3	
2012 .....	100.4	—	—	—	-9	—	—	—	-9	—	—	—	
<b>Sales and office</b>													
2001 .....	94.2	94.2	94.9	96.6	-1	.0	.7	1.8	.4	.2	.6	2.4	
2002 .....	96.5	97.2	97.2	97.6	-1	.7	.0	.4	2.4	3.2	2.4	1.0	
2003 .....	97.0	98.3	98.7	99.4	-6	1.3	.4	.7	.5	1.1	1.5	1.8	
2004 .....	99.1	99.1	100.1	100.1	-3	.0	1.0	.0	2.2	.8	1.4	.7	
2005 .....	99.5	99.5	98.3	100.0	-6	.0	-1.2	1.7	.4	.4	-1.8	-1	
2006 .....	99.0	98.5	99.3	100.5	-1.0	-5	.8	1.2	-5	-1.0	1.0	.5	
2007 .....	99.5	99.0	99.6	99.7	-1.0	-5	.6	.1	.5	.5	.3	-8	
2008 .....	98.5	96.9	97.3	101.3	-1.2	-1.6	.4	4.1	-1.0	-2.1	-2.3	1.6	

See footnotes at end of table.

**Table 4. Employment Cost Index for total compensation<sup>1</sup>, for civilian workers, by occupational group and industry**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Sales and office</b>													
2009 .....	100.3	99.2	99.6	100.0	-1.0	-1.1	0.4	0.4	1.8	2.4	2.4	-1.3	
2010 .....	99.7	100.4	100.6	100.6	-.3	.7	.2	.0	-6	1.2	1.0	.6	
2011 .....	99.1	99.1	99.1	99.9	-1.5	.0	.0	.8	-6	-1.3	-1.5	-.7	
2012 .....	99.0	—	—	—	-9	—	—	—	-1	—	—	—	
<b>Sales and related</b>													
2001 .....	94.8	95.1	95.3	97.1	-.7	.3	.2	1.9	-1.6	-1.1	-1.0	1.7	
2002 .....	96.5	98.0	97.5	97.6	-.6	1.6	-.5	.1	1.8	3.0	2.3	.5	
2003 .....	96.8	98.3	99.1	99.3	-.8	1.5	.8	.2	.3	.3	1.6	1.7	
2004 .....	98.7	99.0	100.4	99.6	-.6	.3	1.4	-.8	2.0	.7	1.3	.3	
2005 .....	99.0	99.1	98.2	100.0	-.6	.1	-.9	1.8	.3	.1	-2.2	.4	
2006 .....	98.4	98.0	98.6	99.8	-1.6	-.4	.6	1.2	-.6	-1.1	.4	-.2	
2007 .....	98.2	97.8	98.3	98.6	-1.6	-.4	.5	.3	-.2	-.2	-.3	-1.2	
2008 .....	96.8	95.4	95.3	98.7	-1.8	-1.4	-.1	3.6	-1.4	-2.5	-3.1	.1	
2009 .....	96.5	95.3	96.0	96.4	-2.2	-1.2	.7	.4	-3	-.1	.7	-2.3	
2010 .....	95.7	97.0	96.8	97.1	-.7	1.4	-.2	.3	-.8	1.8	.8	.7	
2011 .....	95.0	95.8	95.7	96.6	-2.2	.8	-.1	.9	-.7	-1.2	-1.1	-.5	
2012 .....	95.6	—	—	—	-1.0	—	—	—	.6	—	—	—	
<b>Office and administrative support</b>													
2001 .....	93.8	93.6	94.6	96.2	.3	-.2	1.1	1.7	1.6	1.1	1.7	2.9	
2002 .....	96.4	96.6	97.0	97.6	.2	.2	.4	.6	2.8	3.2	2.5	1.5	
2003 .....	97.0	98.3	98.5	99.5	-.6	1.3	.2	1.0	.6	1.8	1.5	1.9	
2004 .....	99.3	99.2	99.9	100.4	-.2	-.1	.7	.5	2.4	.9	1.4	.9	
2005 .....	99.8	99.8	98.4	100.0	-.6	.0	-1.4	1.6	.5	.6	-1.5	-.4	
2006 .....	99.4	98.8	99.7	100.9	-.6	-.6	.9	1.2	-.4	-1.0	1.3	.9	
2007 .....	100.3	99.7	100.4	100.3	-.6	-.6	.7	-.1	.9	.9	.7	-.6	
2008 .....	99.5	97.7	98.5	102.9	-.8	-1.8	.8	4.5	-.8	-2.0	-1.9	2.6	
2009 .....	102.5	101.5	101.8	102.1	-.4	-1.0	.3	.3	3.0	3.9	3.4	-.8	
2010 .....	102.1	102.4	102.8	102.8	.0	.3	.4	.0	-.4	.9	1.0	.7	
2011 .....	101.6	101.2	101.1	101.9	-1.2	-.4	-.1	.8	-.5	-1.2	-1.7	-.9	
2012 .....	101.0	—	—	—	-9	—	—	—	-6	—	—	—	
<b>Blue-collar occupations<sup>3,6</sup></b>													
2001 .....	94.6	94.4	95.4	96.9	-.2	-.2	1.1	1.6	.9	.4	1.2	2.2	
2002 .....	96.7	97.0	97.3	97.9	-.2	.3	.3	.6	2.2	2.8	2.0	1.0	
2003 .....	97.4	98.7	98.7	99.7	-.5	1.3	.0	1.0	.7	1.8	1.4	1.8	
2004 .....	99.8	99.7	100.4	100.7	.1	-.1	.7	.3	2.5	1.0	1.7	1.0	
2005 .....	99.9	100.1	98.6	100.0	-.8	.2	-1.5	1.4	.1	.4	-1.8	-.7	
2006 .....	99.1	98.4	99.2	100.4	-.9	-.7	.8	1.2	-.8	-1.7	.6	.4	
<b>Natural resources, construction, and maintenance</b>													
2001 .....	94.0	93.8	95.2	96.3	-.1	-.2	1.5	1.2	1.4	.6	1.5	2.3	
2002 .....	96.0	96.6	97.0	97.6	-.3	.6	.4	.6	2.1	3.0	1.9	1.3	
2003 .....	97.0	98.4	98.5	99.6	-.6	1.4	.1	1.1	1.0	1.9	1.5	2.0	

See footnotes at end of table.

**Table 4. Employment Cost Index for total compensation<sup>1</sup>, for civilian workers, by occupational group and industry**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Natural resources, construction, and maintenance</b>												
2004 .....	99.4	99.5	99.9	100.3	-0.2	0.1	0.4	0.4	2.5	1.1	1.4	0.7
2005 .....	99.6	100.0	98.5	100.0	-0.7	.4	-1.5	1.5	.2	.5	-1.4	-0.3
2006 .....	99.3	98.9	99.9	101.1	-0.7	-0.4	1.0	1.2	-0.3	-1.1	1.4	1.1
2007 .....	99.7	99.3	100.1	100.1	-1.4	-0.4	.8	.0	.4	.4	.2	-1.0
2008 .....	99.3	97.5	98.3	102.8	-0.8	-1.8	.8	4.6	-0.4	-1.8	-1.8	2.7
2009 .....	101.9	101.0	101.3	101.6	-0.9	-0.9	.3	.3	2.6	3.6	3.1	-1.2
2010 .....	101.7	102.0	102.2	102.0	.1	.3	.2	-0.2	-0.2	1.0	.9	.4
2011 .....	100.6	100.4	100.5	101.2	-1.4	-0.2	.1	.7	-1.1	-1.6	-1.7	-0.8
2012 .....	100.1	—	—	—	-1.1	—	—	—	-0.5	—	—	—
<b>Construction, extraction, farming, fishing, and forestry</b>												
2001 .....	94.0	94.0	95.0	96.2	.0	.0	1.1	1.3	2.1	1.3	1.6	2.3
2002 .....	96.0	96.2	96.6	97.4	-0.2	.2	.4	.8	2.1	2.3	1.7	1.2
2003 .....	96.6	98.1	98.3	99.4	-0.8	1.6	.2	1.1	.6	2.0	1.8	2.1
2004 .....	99.3	99.3	99.8	100.4	-0.1	.0	.5	.6	2.8	1.2	1.5	1.0
2005 .....	99.4	99.7	98.4	100.0	-1.0	.3	-1.3	1.6	.1	.4	-1.4	-0.4
2006 .....	99.2	99.0	99.9	101.1	-0.8	-0.2	.9	1.2	-0.2	-0.7	1.5	1.1
2007 .....	100.0	99.8	100.5	100.6	-1.1	-0.2	.7	.1	.8	.8	.6	-0.5
2008 .....	100.0	98.6	99.2	103.7	-0.6	-1.4	.6	4.5	.0	-1.2	-1.3	3.1
2009 .....	102.7	101.8	102.2	102.5	-1.0	-0.9	.4	.3	2.7	3.2	3.0	-1.2
2010 .....	102.3	102.6	103.0	102.8	-0.2	.3	.4	-0.2	-0.4	.8	.8	.3
2011 .....	101.2	100.7	100.7	101.6	-1.6	-0.5	.0	.9	-1.1	-1.9	-2.2	-1.2
2012 .....	100.1	—	—	—	-1.5	—	—	—	-1.1	—	—	—
<b>Installation, maintenance, and repair</b>												
2001 .....	94.0	93.6	95.4	96.4	-0.2	-0.4	1.9	1.0	.6	-0.1	1.4	2.3
2002 .....	96.0	97.2	97.6	97.8	-0.4	1.2	.4	.2	2.1	3.8	2.3	1.5
2003 .....	97.5	98.9	98.8	99.8	-0.3	1.4	-0.1	1.0	1.6	1.7	1.2	2.0
2004 .....	99.6	99.7	100.1	100.2	-0.2	.1	.4	.1	2.2	.8	1.3	.4
2005 .....	99.8	100.3	98.6	100.0	-0.4	.5	-1.7	1.4	.2	.6	-1.5	-0.2
2006 .....	99.3	98.9	99.9	101.0	-0.7	-0.4	1.0	1.1	-0.5	-1.4	1.3	1.0
2007 .....	99.4	98.6	99.7	99.5	-1.6	-0.8	1.1	-0.2	.1	-0.3	-0.2	-1.5
2008 .....	98.4	96.2	97.1	101.7	-1.1	-2.2	.9	4.7	-1.0	-2.4	-2.6	2.2
2009 .....	100.9	99.9	100.3	100.6	-0.8	-1.0	.4	.3	2.5	3.8	3.3	-1.1
2010 .....	101.0	101.1	101.1	101.1	.4	.1	.0	.0	.1	1.2	.8	.5
2011 .....	99.8	100.0	100.2	100.8	-1.3	.2	.2	.6	-1.2	-1.1	-0.9	-0.3
2012 .....	100.0	—	—	—	-0.8	—	—	—	.2	—	—	—
<b>Production, transportation, and material moving</b>												
2001 .....	95.1	94.8	95.6	97.3	-0.2	-0.3	.8	1.8	.5	.2	.8	2.1
2002 .....	97.2	97.3	97.5	98.1	-0.1	.1	.2	.6	2.2	2.6	2.0	.8
2003 .....	97.7	98.8	98.9	99.8	-0.4	1.1	.1	.9	.5	1.5	1.4	1.7
2004 .....	100.1	99.9	100.8	101.0	.3	-0.2	.9	.2	2.5	1.1	1.9	1.2
2005 .....	100.2	100.1	98.7	100.0	-0.8	-0.1	-1.4	1.3	.1	.2	-2.1	-1.0
2006 .....	98.9	98.1	98.8	99.9	-1.1	-0.8	.7	1.1	-1.3	-2.0	.1	-0.1
2007 .....	98.4	97.7	98.3	98.1	-1.5	-0.7	.6	-0.2	-0.5	-0.4	-0.5	-1.8
2008 .....	97.4	95.5	96.1	100.3	-0.7	-2.0	.6	4.4	-1.0	-2.3	-2.2	2.2

See footnotes at end of table.

**Table 4. Employment Cost Index for total compensation<sup>1</sup>, for civilian workers, by occupational group and industry**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Production, transportation, and material moving</b>													
2009 .....	99.9	98.9	99.3	99.6	-0.4	-1.0	0.4	0.3	2.6	3.6	3.3	-0.7	
2010 .....	99.7	100.1	100.6	100.5	.1	.4	.5	-.1	-2	1.2	1.3	.9	
2011 .....	99.2	99.3	99.0	99.9	-1.3	.1	-.3	.9	-5	-8	-1.6	-.6	
2012 .....	98.6	—	—	—	-1.3	—	—	—	-6	—	—	—	
<b>Production</b>													
2001 .....	94.8	94.1	94.9	96.5	-.1	-.7	.9	1.7	.7	-.1	.5	1.7	
2002 .....	96.4	96.5	96.5	97.3	-.1	.1	.0	.8	1.7	2.6	1.7	.8	
2003 .....	97.1	98.2	98.3	99.3	-.2	1.1	.1	1.0	.7	1.8	1.9	2.1	
2004 .....	100.0	99.9	100.9	101.0	.7	-.1	1.0	.1	3.0	1.7	2.6	1.7	
2005 .....	100.3	100.2	98.6	100.0	-.7	-.1	-1.6	1.4	.3	.3	-2.3	-1.0	
2006 .....	98.9	97.9	98.5	99.5	-1.1	-1.0	.6	1.0	-1.4	-2.3	-.1	-.5	
2007 .....	97.8	97.1	97.5	97.5	-1.7	-.7	.4	.0	-1.1	-.8	-1.0	-2.0	
2008 .....	96.6	94.7	95.3	99.4	-.9	-2.0	.6	4.3	-1.2	-2.5	-2.3	1.9	
2009 .....	99.2	98.2	98.5	98.7	-.2	-1.0	.3	.2	2.7	3.7	3.4	-.7	
2010 .....	99.1	99.4	99.8	99.6	.4	.3	.4	-.2	-.1	1.2	1.3	.9	
2011 .....	98.4	98.7	98.4	99.3	-1.2	.3	-.3	.9	-.7	-.7	-1.4	-.3	
2012 .....	97.7	—	—	—	-1.6	—	—	—	-.7	—	—	—	
<b>Transportation and material moving</b>													
2001 .....	95.6	95.5	96.5	98.2	-.2	-.1	1.0	1.8	.5	.3	1.4	2.5	
2002 .....	98.2	98.3	98.6	99.1	.0	.1	.3	.5	2.7	2.9	2.2	.9	
2003 .....	98.4	99.7	99.6	100.6	-.7	1.3	-.1	1.0	.2	1.4	1.0	1.5	
2004 .....	100.2	99.9	100.8	101.0	-.4	-.3	.9	.2	1.8	.2	1.2	.4	
2005 .....	100.0	100.0	98.8	100.0	-1.0	.0	-1.2	1.2	-.2	.1	-2.0	-1.0	
2006 .....	99.0	98.2	99.1	100.3	-1.0	-.8	.9	1.2	-1.0	-1.8	.3	.3	
2007 .....	99.0	98.6	99.4	99.0	-1.3	-.4	.8	-.4	.0	.4	.3	-1.3	
2008 .....	98.3	96.5	97.3	101.5	-.7	-1.8	.8	4.3	-.7	-2.1	-2.1	2.5	
2009 .....	100.8	99.9	100.4	100.6	-.7	-.9	.5	.2	2.5	3.5	3.2	-.9	
2010 .....	100.5	101.0	101.7	101.7	-.1	.5	.7	.0	-.3	1.1	1.3	1.1	
2011 .....	100.2	100.0	99.8	100.8	-1.5	-.2	-.2	1.0	-.3	-1.0	-1.9	-.9	
2012 .....	99.7	—	—	—	-1.1	—	—	—	-.5	—	—	—	
<b>Service Occupations</b>													
2001 .....	95.5	95.2	95.9	97.9	.0	-.3	.7	2.1	1.2	.6	1.4	2.5	
2002 .....	97.6	97.5	98.1	98.7	-.3	-.1	.6	.6	2.2	2.4	2.3	.8	
2003 .....	98.0	98.7	99.1	100.3	-.7	.7	.4	1.2	.4	1.2	1.0	1.6	
2004 .....	99.5	99.0	100.0	100.3	-.8	-.5	1.0	.3	1.5	.3	.9	.0	
2005 .....	99.5	99.4	98.4	100.0	-.8	-.1	-1.0	1.6	.0	.4	-1.6	-.3	
2006 .....	99.3	98.4	99.4	100.9	-.7	-.9	1.0	1.5	-.2	-1.0	1.0	.9	
2007 .....	100.4	99.7	100.9	100.9	-.5	-.7	1.2	.0	1.1	1.3	1.5	.0	
2008 .....	99.9	98.1	99.1	103.5	-1.0	-1.8	1.0	4.4	-.5	-1.6	-1.8	2.6	
2009 .....	103.1	102.0	102.6	102.9	-.4	-1.1	.6	.3	3.2	4.0	3.5	-.6	
2010 .....	102.5	102.7	103.2	103.1	-.4	.2	.5	-.1	-.6	.7	.6	.2	
2011 .....	101.9	101.0	100.8	101.7	-1.2	-.9	-.2	.9	-.6	-1.7	-2.3	-1.4	
2012 .....	100.6	—	—	—	-1.1	—	—	—	-1.3	—	—	—	

See footnotes at end of table.

**Table 4. Employment Cost Index for total compensation<sup>1</sup>, for civilian workers, by occupational group and industry**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Industry</b>												
<b>Goods-producing industries<sup>7</sup></b>												
2001 .....	93.7	93.6	94.2	95.7	-0.2	-0.1	0.6	1.6	1.0	0.3	0.6	1.9
2002 .....	95.7	95.9	95.9	96.8	.0	.2	.0	.9	2.1	2.5	1.8	1.1
2003 .....	96.7	98.0	97.9	98.9	-1	1.3	-1	1.0	1.0	2.2	2.1	2.2
2004 .....	99.2	99.0	100.0	100.2	.3	-.2	1.0	.2	2.6	1.0	2.1	1.3
2005 .....	99.8	100.2	98.8	100.0	-.4	.4	-1.4	1.2	.6	1.2	-1.2	-.2
2006 .....	98.8	98.3	98.9	99.9	-1.2	-.5	.6	1.0	-1.0	-1.9	.1	-.1
2007 .....	98.6	98.1	98.6	98.4	-1.3	-.5	.5	-.2	-.2	-.2	-.3	-1.5
2008 .....	97.8	96.0	96.5	100.7	-.6	-1.8	.5	4.4	-.8	-2.1	-2.1	2.3
2009 .....	99.9	98.8	98.8	99.0	-.8	-1.1	.0	.2	2.1	2.9	2.4	-1.7
2010 .....	99.3	99.6	100.0	99.8	.3	.3	.4	-.2	-.6	.8	1.2	.8
2011 .....	98.7	98.7	98.4	99.3	-1.1	.0	-.3	.9	-.6	-.9	-1.6	-.5
2012 .....	97.9	—	—	—	-1.4	—	—	—	-.8	—	—	—
<b>Manufacturing</b>												
2001 .....	93.5	93.3	93.7	95.3	.0	-.2	.4	1.7	.5	-.1	.3	1.9
2002 .....	95.5	95.7	95.6	96.5	.2	.2	-.1	.9	2.1	2.6	2.0	1.3
2003 .....	96.8	97.9	97.7	98.6	.3	1.1	-.2	.9	1.4	2.3	2.2	2.2
2004 .....	99.4	99.2	100.2	100.2	.8	-.2	1.0	.0	2.7	1.3	2.6	1.6
2005 .....	100.0	100.2	98.8	100.0	-.2	.2	-1.4	1.2	.6	1.0	-1.4	-.2
2006 .....	98.6	98.0	98.4	99.3	-1.4	-.6	.4	.9	-1.4	-2.2	-.4	-.7
2007 .....	97.7	97.1	97.4	97.2	-1.6	-.6	.3	-.2	-.9	-.9	-1.0	-2.1
2008 .....	96.5	94.6	95.0	99.1	-.7	-2.0	.4	4.3	-1.2	-2.6	-2.5	2.0
2009 .....	98.5	97.4	97.3	97.5	-.6	-1.1	-.1	.2	2.1	3.0	2.4	-1.6
2010 .....	98.1	98.5	99.0	98.8	.6	.4	.5	-.2	-.4	1.1	1.7	1.3
2011 .....	98.1	98.3	97.8	98.7	-.7	.2	-.5	.9	.0	-.2	-1.2	-.1
2012 .....	97.3	—	—	—	-1.4	—	—	—	-.8	—	—	—
<b>Service-providing industries<sup>8</sup></b>												
2001 .....	94.8	94.7	95.8	97.3	.0	-.1	1.2	1.6	1.0	.7	1.5	2.6
2002 .....	97.0	97.4	97.7	98.1	-.3	.4	.3	.4	2.3	2.9	2.0	.8
2003 .....	97.7	98.6	99.1	100.1	-.4	.9	.5	1.0	.7	1.2	1.4	2.0
2004 .....	99.4	99.1	100.0	100.3	-.7	-.3	.9	.3	1.7	.5	.9	.2
2005 .....	99.7	99.6	98.3	100.0	-.6	-.1	-1.3	1.7	.3	.5	-1.7	-.3
2006 .....	99.3	98.6	99.8	101.0	-.7	-.7	1.2	1.2	-.4	-1.0	1.5	1.0
2007 .....	100.1	99.4	100.4	100.2	-.9	-.7	1.0	-.2	.8	.8	.6	-.8
2008 .....	99.4	97.6	98.5	102.8	-.8	-1.8	.9	4.4	-.7	-1.8	-1.9	2.6
2009 .....	102.0	100.9	101.3	101.6	-.8	-1.1	.4	.3	2.6	3.4	2.8	-1.2
2010 .....	101.4	101.7	102.0	102.0	-.2	.3	.3	.0	-.6	.8	.7	.4
2011 .....	100.7	100.2	100.2	101.0	-1.3	-.5	.0	.8	-.7	-1.5	-1.8	-1.0
2012 .....	100.1	—	—	—	-.9	—	—	—	-.6	—	—	—
<b>Education and health services</b>												
2001 .....	93.8	93.5	95.3	96.7	-.3	-.3	1.9	1.5	1.0	.8	1.9	2.8
2002 .....	96.2	96.0	97.1	97.9	-.5	-.2	1.1	.8	2.6	2.7	1.9	1.2
2003 .....	96.9	97.7	98.4	99.4	-1.0	.8	.7	1.0	.7	1.8	1.3	1.5

See footnotes at end of table.

**Table 4. Employment Cost Index for total compensation<sup>1</sup>, for civilian workers, by occupational group and industry**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Education and health services</b>													
2004 .....	98.7	97.9	99.3	99.7	-0.7	-0.8	1.4	0.4	1.9	0.2	0.9	0.3	
2005 .....	98.9	98.8	98.1	100.0	-.8	-.1	-.7	1.9	.2	.9	-1.2	.3	
2006 .....	99.1	98.3	100.3	101.6	-.9	-.8	2.0	1.3	.2	-.5	2.2	1.6	
2007 .....	100.6	99.6	101.2	101.1	-1.0	-1.0	1.6	-.1	1.5	1.3	.9	-.5	
2008 .....	100.1	98.2	99.6	104.0	-1.0	-1.9	1.4	4.4	-.5	-1.4	-1.6	2.9	
2009 .....	103.4	102.3	103.1	103.3	-.6	-1.1	.8	.2	3.3	4.2	3.5	-.7	
2010 .....	102.8	102.9	103.5	103.4	-.5	.1	.6	-.1	-.6	.6	.4	.1	
2011 .....	101.7	100.9	101.0	101.8	-1.6	-.8	.1	.8	-1.1	-1.9	-2.4	-1.5	
2012 .....	100.8	—	—	—	-1.0	—	—	—	-.9	—	—	—	
<b>Education services</b>													
2001 .....	94.1	93.5	95.7	96.9	-.6	-.6	2.4	1.3	.5	.3	1.6	2.3	
2002 .....	95.9	95.6	97.4	98.2	-1.0	-.3	1.9	.8	1.9	2.2	1.8	1.3	
2003 .....	96.9	97.5	98.4	99.4	-1.3	.6	.9	1.0	1.0	2.0	1.0	1.2	
2004 .....	98.3	97.3	98.9	99.4	-1.1	-1.0	1.6	.5	1.4	-.2	.5	.0	
2005 .....	98.5	98.2	98.0	100.0	-.9	-.3	-.2	2.0	.2	.9	-.9	.6	
2006 .....	98.7	97.7	100.3	101.5	-1.3	-1.0	2.7	1.2	.2	-.5	2.3	1.5	
2007 .....	100.2	99.1	101.2	101.1	-1.3	-1.1	2.1	-.1	1.5	1.4	.9	-.4	
2008 .....	99.8	97.9	99.9	104.1	-1.3	-1.9	2.0	4.2	-.4	-1.2	-1.3	3.0	
2009 .....	103.4	102.3	103.4	103.6	-.7	-1.1	1.1	.2	3.6	4.5	3.5	-.5	
2010 .....	102.8	102.7	103.7	103.5	-.8	-.1	1.0	-.2	-.6	.4	.3	-.1	
2011 .....	101.7	100.7	101.1	101.8	-1.7	-1.0	.4	.7	-1.1	-1.9	-2.5	-1.6	
2012 .....	100.5	—	—	—	-1.3	—	—	—	-1.2	—	—	—	
<b>Elementary and secondary schools</b>													
2001 .....	93.6	93.0	95.2	96.3	-1.0	-.6	2.4	1.2	.0	-.1	1.2	1.9	
2002 .....	95.4	95.0	97.0	97.8	-.9	-.4	2.1	.8	1.9	2.2	1.9	1.6	
2003 .....	96.4	97.0	98.1	98.9	-1.4	.6	1.1	.8	1.0	2.1	1.1	1.1	
2004 .....	97.8	96.8	98.8	99.2	-1.1	-1.0	2.1	.4	1.5	-.2	.7	.3	
2005 .....	98.1	97.8	97.9	100.0	-1.1	-.3	.1	2.1	.3	1.0	-.9	.8	
2006 .....	98.7	97.5	100.4	101.6	-1.3	-1.2	3.0	1.2	.6	-.3	2.6	1.6	
2007 .....	100.3	99.1	101.4	101.1	-1.3	-1.2	2.3	-.3	1.6	1.6	1.0	-.5	
2008 .....	99.8	97.9	99.9	104.3	-1.3	-1.9	2.0	4.4	-.5	-1.2	-1.5	3.2	
2009 .....	103.6	102.3	103.8	103.9	-.7	-1.3	1.5	.1	3.8	4.5	3.9	-.4	
2010 .....	103.1	103.1	104.1	103.7	-.8	.0	1.0	-.4	-.5	.8	.3	-.2	
2011 .....	101.9	100.9	101.2	101.8	-1.7	-1.0	.3	.6	-1.2	-2.1	-2.8	-1.8	
2012 .....	100.5	—	—	—	-1.3	—	—	—	-1.4	—	—	—	
<b>Junior colleges, colleges, universities, and professional schools</b>													
2001 .....	95.3	94.8	97.1	98.4	.2	-.5	2.4	1.3	1.7	1.6	2.9	3.5	
2002 .....	97.4	97.0	98.5	99.4	-1.0	-.4	1.5	.9	2.2	2.3	1.4	1.0	
2003 .....	98.0	98.8	99.3	100.4	-1.4	.8	.5	1.1	.6	1.9	.8	1.0	
2004 .....	99.4	98.4	99.5	99.7	-1.0	-1.0	1.1	.2	1.4	-.4	.2	-.7	
2005 .....	99.2	98.9	98.3	100.0	-.5	-.3	-.6	1.7	-.2	.5	-1.2	.3	
2006 .....	98.9	97.9	100.2	101.3	-1.1	-1.0	2.3	1.1	-.3	-1.0	1.9	1.3	
2007 .....	99.9	99.1	101.1	101.2	-1.4	-.8	2.0	.1	1.0	1.2	.9	-.1	
2008 .....	100.0	98.0	99.9	103.8	-1.2	-2.0	1.9	3.9	.1	-1.1	-1.2	2.6	

See footnotes at end of table.

**Table 4. Employment Cost Index for total compensation<sup>1</sup>, for civilian workers, by occupational group and industry**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Junior colleges, colleges, universities, and professional schools													
2009 .....	103.2	102.2	102.4	102.7	-0.6	-1.0	0.2	0.3	3.2	4.3	2.5	-1.1	
2010 .....	102.0	102.0	102.7	102.9	-7	.0	.7	.2	-1.2	-2	.3	.2	
2011 .....	101.3	100.1	100.5	101.1	-1.6	-1.2	.4	.6	-.7	-1.9	-2.1	-1.7	
2012 .....	100.1	—	—	—	-1.0	—	—	—	-1.2	—	—	—	
Health care and social assistance <sup>9</sup>													
2001 .....	93.5	93.5	94.7	96.4	.1	.0	1.3	1.8	1.7	1.3	2.3	3.2	
2002 .....	96.4	96.6	96.7	97.6	.0	.2	.1	.9	3.1	3.3	2.1	1.2	
2003 .....	97.0	98.0	98.3	99.4	-.6	1.0	.3	1.1	.6	1.4	1.7	1.8	
2004 .....	99.1	98.6	99.8	100.0	-.3	-.5	1.2	.2	2.2	.6	1.5	.6	
2005 .....	99.6	99.6	98.3	100.0	-.4	.0	-1.3	1.7	.5	1.0	-1.5	.0	
2006 .....	99.6	99.0	100.4	101.7	-.4	-.6	1.4	1.3	.0	-.6	2.1	1.7	
2007 .....	101.0	100.2	101.1	101.1	-.7	-.8	.9	.0	1.4	1.2	.7	-.6	
2008 .....	100.4	98.6	99.3	103.8	-.7	-1.8	.7	4.5	-.6	-1.6	-1.8	2.7	
2009 .....	103.4	102.4	102.8	103.1	-.4	-1.0	.4	.3	3.0	3.9	3.5	-.7	
2010 .....	102.8	103.0	103.2	103.3	-.3	.2	.2	.1	-.6	.6	.4	.2	
2011 .....	101.8	101.1	100.9	101.9	-1.5	-.7	-.2	1.0	-1.0	-1.8	-2.2	-1.4	
2012 .....	101.3	—	—	—	-.6	—	—	—	-.5	—	—	—	
Hospitals													
2001 .....	90.4	90.9	92.3	94.2	.1	.6	1.5	2.1	1.9	2.1	3.2	4.3	
2002 .....	94.5	94.8	95.3	96.5	.3	.3	.5	1.3	4.5	4.3	3.3	2.4	
2003 .....	96.0	96.8	97.3	98.8	-.5	.8	.5	1.5	1.6	2.1	2.1	2.4	
2004 .....	98.2	97.8	98.9	99.4	-.6	-.4	1.1	.5	2.3	1.0	1.6	.6	
2005 .....	99.3	99.3	98.3	100.0	-.1	.0	-1.0	1.7	1.1	1.5	-.6	.6	
2006 .....	99.7	98.8	100.1	101.4	-.3	-.9	1.3	1.3	.4	-.5	1.8	1.4	
2007 .....	100.7	99.9	100.7	100.7	-.7	-.8	.8	.0	1.0	1.1	.6	-.7	
2008 .....	99.9	98.2	99.1	103.7	-.8	-1.7	.9	4.6	-.8	-1.7	-1.6	3.0	
2009 .....	103.3	102.4	102.9	103.3	-.4	-.9	.5	.4	3.4	4.3	3.8	-.4	
2010 .....	103.2	103.5	103.8	104.1	-.1	.3	.3	.3	-.1	1.1	.9	.8	
2011 .....	102.6	101.9	101.8	102.7	-1.4	-.7	-.1	.9	-.6	-1.5	-1.9	-1.3	
2012 .....	101.6	—	—	—	-1.1	—	—	—	-1.0	—	—	—	
Nursing and residential care facilities													
2001 .....	93.7	93.2	95.5	97.1	.5	-.5	2.5	1.7	3.2	1.9	3.7	4.2	
2002 .....	97.1	97.5	97.7	98.6	.0	.4	.2	.9	3.6	4.6	2.3	1.5	
2003 .....	98.1	99.0	99.1	100.2	-.5	.9	.1	1.1	1.0	1.5	1.4	1.6	
2004 .....	99.7	99.0	99.6	99.9	-.5	-.7	.6	.3	1.6	.0	.5	-.3	
2005 .....	99.3	99.4	98.2	100.0	-.6	.1	-1.2	1.8	-.4	.4	-1.4	.1	
2006 .....	99.5	98.4	99.5	101.1	-.5	-1.1	1.1	1.6	.2	-1.0	1.3	1.1	
2007 .....	100.2	99.2	99.7	99.6	-.9	-1.0	.5	-.1	.7	.8	.2	-1.5	
2008 .....	98.9	97.3	98.1	102.6	-.7	-1.6	.8	4.6	-1.3	-1.9	-1.6	3.0	
2009 .....	102.1	101.0	101.3	101.5	-.5	-1.1	.3	.2	3.2	3.8	3.3	-1.1	
2010 .....	101.2	101.3	101.5	101.2	-.3	.1	.2	-.3	-.9	.3	.2	-.3	
2011 .....	99.9	99.3	99.1	99.7	-1.3	-.6	-.2	.6	-1.3	-2.0	-2.4	-1.5	
2012 .....	98.7	—	—	—	-1.0	—	—	—	-1.2	—	—	—	

See footnotes at end of table.

**Table 4. Employment Cost Index for total compensation<sup>1</sup>, for civilian workers, by occupational group and industry  
Constant dollars — Continued**

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Public administration													
2001 .....	91.5	91.4	92.4	94.1	0.2	-0.1	1.1	1.8	0.3	0.8	1.9	3.1	
2002 .....	93.9	93.9	95.0	96.1	-.2	.0	1.2	1.2	2.6	2.7	2.8	2.1	
2003 .....	95.5	96.3	97.2	98.3	-.6	.8	.9	1.1	1.7	2.6	2.3	2.3	
2004 .....	97.8	97.3	98.6	99.1	-.5	-.5	1.3	.5	2.4	1.0	1.4	.8	
2005 .....	98.9	98.7	98.0	100.0	-.2	-.2	-.7	2.0	1.1	1.4	-.6	.9	
2006 .....	99.1	98.1	99.4	101.3	-.9	-1.0	1.3	1.9	.2	-.6	1.4	1.3	
2007 .....	101.2	100.7	102.0	102.3	-.1	-.5	1.3	.3	2.1	2.7	2.6	1.0	
2008 .....	101.1	99.0	100.4	104.9	-1.2	-2.1	1.4	4.5	-.1	-1.7	-1.6	2.5	
2009 .....	104.6	103.5	104.0	104.4	-.3	-1.1	.5	.4	3.5	4.5	3.6	-.5	
2010 .....	104.1	104.2	105.1	104.9	-.3	.1	.9	-.2	-.5	.7	1.1	.5	
2011 .....	103.5	102.5	102.4	103.0	-1.3	-1.0	-.1	.6	-.6	-1.6	-2.6	-1.8	
2012 .....	102.2	—	—	—	-.8	—	—	—	-1.3	—	—	—	

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

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

<sup>3</sup> Series discontinued beginning March 2007.

<sup>4</sup> The index for this series is not strictly comparable with other series in this table.

<sup>5</sup> Includes the following occupational groups: management, business, and financial; professional and related; sales and related; and office and administrative support.

<sup>6</sup> Includes the following occupational groups: farming, fishing, and forestry; construction and extraction; installation, maintenance, and repair; production; and transportation and material moving.

<sup>7</sup> Includes mining, construction, and manufacturing.

<sup>8</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>9</sup> Includes ambulatory health care services and social assistance, not shown separately.

NOTE: Dashes indicate data not available.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Private industry workers</b>												
<b>All workers</b>												
2001 .....	94.9	94.9	95.7	97.3	0.1	0.0	0.8	1.7	1.1	0.7	1.3	2.6
2002 .....	97.1	97.5	97.5	97.9	-.2	.4	.0	.4	2.3	2.7	1.9	.6
2003 .....	97.7	98.8	99.1	100.0	-.2	1.1	.3	.9	.6	1.3	1.6	2.1
2004 .....	99.7	99.5	100.3	100.5	-.3	-.2	.8	.2	2.0	.7	1.2	.5
2005 .....	100.0	100.1	98.5	100.0	-.5	.1	-1.6	1.5	.3	.6	-1.8	-.5
2006 .....	99.3	98.6	99.4	100.6	-.7	-.7	.8	1.2	-.7	-1.5	.9	.6
2007 .....	99.6	99.1	99.7	99.6	-1.0	-.5	.6	-.1	.3	.5	.3	-1.0
2008 .....	98.9	97.2	97.7	102.0	-.7	-1.7	.5	4.4	-.7	-1.9	-2.0	2.4
2009 .....	101.2	100.0	100.2	100.5	-.8	-1.2	.2	.3	2.3	2.9	2.6	-1.5
2010 .....	100.5	100.8	101.1	101.0	.0	.3	.3	-.1	-.7	.8	.9	.5
2011 .....	99.8	99.6	99.4	100.3	-1.2	-.2	-.2	.9	-.7	-1.2	-1.7	-.7
2012 .....	99.3	—	—	—	-1.0	—	—	—	-.5	—	—	—
<b>Excluding sales occupations<sup>2</sup></b>												
2001 .....	95.0	94.9	95.7	97.3	.2	-.1	.8	1.7	1.5	1.0	1.5	2.6
2002 .....	97.2	97.5	97.5	98.0	-.1	.3	.0	.5	2.3	2.7	1.9	.7
2003 .....	97.8	98.9	99.1	100.1	-.2	1.1	.2	1.0	.6	1.4	1.6	2.1
2004 .....	99.8	99.6	100.2	100.6	-.3	-.2	.6	.4	2.0	.7	1.1	.5
2005 .....	100.1	100.2	98.6	100.0	-.5	.1	-1.6	1.4	.3	.6	-1.6	-.6
2006 .....	99.4	98.7	99.5	100.7	-.6	-.7	.8	1.2	-.7	-1.5	.9	.7
<b>Excluding incentive paid occupations<sup>3</sup></b>												
2006 .....	99.4	98.7	99.4	100.7	-.6	-.7	.7	1.3	—	—	—	.7
2007 .....	99.7	99.2	99.9	99.7	-1.0	-.5	.7	-.2	.3	.5	.5	-1.0
2008 .....	99.1	97.4	98.1	102.5	-.6	-1.7	.7	4.5	-.6	-1.8	-1.8	2.8
2009 .....	101.8	100.6	100.8	101.0	-.7	-1.2	.2	.2	2.7	3.3	2.8	-1.5
2010 .....	101.1	101.4	101.6	101.5	.1	.3	.2	-.1	-.7	.8	.8	.5
2011 .....	100.4	100.1	99.9	100.7	-1.1	-.3	-.2	.8	-.7	-1.3	-1.7	-.8
2012 .....	99.7	—	—	—	-1.0	—	—	—	-.7	—	—	—
<b>Occupational group</b>												
<b>White-collar occupations<sup>2,4</sup></b>												
2001 .....	94.7	94.8	95.5	97.1	.2	.1	.7	1.7	1.2	1.0	1.4	2.8
2002 .....	97.0	97.5	97.3	97.7	-.1	.5	-.2	.4	2.4	2.8	1.9	.6
2003 .....	97.6	98.7	99.0	99.9	-.1	1.1	.3	.9	.6	1.2	1.7	2.3
2004 .....	99.4	99.2	100.0	100.3	-.5	-.2	.8	.3	1.8	.5	1.0	.4
2005 .....	100.0	100.0	98.5	100.0	-.3	.0	-1.5	1.5	.6	.8	-1.5	-.3
2006 .....	99.4	98.7	99.6	100.8	-.6	-.7	.9	1.2	-.6	-1.3	1.1	.8
<b>Excluding sales occupations<sup>2</sup></b>												
2001 .....	94.7	94.7	95.5	97.1	.4	.0	.8	1.7	1.8	1.4	1.8	3.0
2002 .....	97.1	97.4	97.2	97.7	.0	.3	-.2	.5	2.5	2.9	1.8	.6
2003 .....	97.7	98.8	99.0	100.0	.0	1.1	.2	1.0	.6	1.4	1.9	2.4
2004 .....	99.6	99.3	100.0	100.5	-.4	-.3	.7	.5	1.9	.5	1.0	.5
2005 .....	100.2	100.2	98.6	100.0	-.3	.0	-1.6	1.4	.6	.9	-1.4	-.5
2006 .....	99.6	98.9	99.8	100.9	-.4	-.7	.9	1.1	-.6	-1.3	1.2	.9
<b>Management, professional, and related</b>												
2001 .....	94.9	95.0	95.8	97.3	.4	.1	.8	1.6	1.7	1.4	1.8	3.0
2002 .....	97.2	97.5	97.3	97.6	-.1	.3	-.2	.3	2.4	2.6	1.6	.3
2003 .....	97.9	98.9	99.1	100.2	.3	1.0	.2	1.1	.7	1.4	1.8	2.7

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**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Management, professional, and related</b>													
2004 .....	99.7	99.2	100.0	100.4	-0.5	-0.5	0.8	0.4	1.8	0.3	0.9	0.2	
2005 .....	100.3	100.3	98.6	100.0	-1	.0	-1.7	1.4	.6	1.1	-1.4	-4	
2006 .....	99.6	98.9	99.8	101.0	-4	-7	.9	1.2	-7	-1.4	1.2	1.0	
2007 .....	100.2	99.6	100.4	100.1	-8	-6	.8	-3	.6	.7	.6	-9	
2008 .....	99.7	97.9	98.6	102.9	-4	-1.8	.7	4.4	-5	-1.7	-1.8	2.8	
2009 .....	102.1	100.8	100.8	100.9	-8	-1.3	.0	.1	2.4	3.0	2.2	-1.9	
2010 .....	101.1	101.3	101.5	101.5	.2	.2	.2	.0	-1.0	.5	.7	.6	
2011 .....	100.5	100.1	99.8	100.6	-1.0	-4	-3	.8	-6	-1.2	-1.7	-9	
2012 .....	99.9	—	—	—	-7	—	—	—	-6	—	—	—	
<b>Excluding incentive paid occupations<sup>3</sup></b>													
2006 .....	99.5	98.8	99.7	101.0	-5	-7	.9	1.3	—	—	—	1.0	
2007 .....	100.1	99.6	100.4	100.1	-9	-5	.8	-3	.6	.8	.7	-9	
2008 .....	99.7	97.9	98.7	103.1	-4	-1.8	.8	4.5	-4	-1.7	-1.7	3.0	
2009 .....	102.2	100.8	101.0	101.0	-9	-1.4	.2	.0	2.5	3.0	2.3	-2.0	
2010 .....	101.1	101.4	101.7	101.6	.1	.3	.3	-1	-1.1	.6	.7	.6	
2011 .....	100.7	100.3	100.0	100.8	-9	-4	-3	.8	-4	-1.1	-1.7	-8	
2012 .....	100.0	—	—	—	-8	—	—	—	-7	—	—	—	
<b>Management, business, and financial</b>													
2001 .....	96.2	96.3	96.9	98.6	.3	.1	.6	1.8	1.1	.9	1.5	2.8	
2002 .....	98.5	99.3	98.6	98.5	-1	.8	-7	-1	2.4	3.1	1.8	-1	
2003 .....	99.7	100.6	100.9	101.8	1.2	.9	.3	.9	1.2	1.3	2.3	3.4	
2004 .....	100.7	100.4	100.9	101.2	-1.1	-3	.5	.3	1.0	-2	.0	-6	
2005 .....	100.9	100.7	98.7	100.0	-3	-2	-2.0	1.3	.2	.3	-2.2	-1.2	
2006 .....	99.8	99.0	99.6	100.5	-2	-8	.6	.9	-1.1	-1.7	.9	.5	
2007 .....	99.9	99.2	100.0	99.6	-6	-7	.8	-4	.1	.2	.4	-9	
2008 .....	99.5	97.8	98.3	102.5	-1	-1.7	.5	4.3	-4	-1.4	-1.7	2.9	
2009 .....	101.4	100.0	100.0	100.2	-1.1	-1.4	.0	.2	1.9	2.2	1.7	-2.2	
2010 .....	100.7	100.9	100.9	100.8	.5	.2	.0	-1	-7	.9	.9	.6	
2011 .....	100.0	99.8	99.6	100.3	-8	-2	-2	.7	-7	-1.1	-1.3	-5	
2012 .....	99.5	—	—	—	-8	—	—	—	-5	—	—	—	
<b>Excluding incentive paid occupations<sup>3</sup></b>													
2006 .....	99.7	98.8	99.5	100.6	-3	-9	.7	1.1	—	—	—	.6	
2007 .....	99.7	99.4	100.2	99.7	-9	-3	.8	-5	.0	.6	.7	-9	
2008 .....	99.7	97.9	98.6	103.0	.0	-1.8	.7	4.5	.0	-1.5	-1.6	3.3	
2009 .....	101.9	100.4	100.4	100.5	-1.1	-1.5	.0	.1	2.2	2.6	1.8	-2.4	
2010 .....	100.9	101.1	101.3	101.2	.4	.2	.2	-1	-1.0	.7	.9	.7	
2011 .....	100.4	100.2	99.9	100.6	-8	-2	-3	.7	-5	-9	-1.4	-6	
2012 .....	99.8	—	—	—	-8	—	—	—	-6	—	—	—	
<b>Professional and related</b>													
2001 .....	93.9	94.0	94.9	96.3	.5	.1	1.0	1.5	2.3	1.7	2.2	3.1	
2002 .....	96.1	96.2	96.2	96.9	-2	.1	.0	.7	2.3	2.3	1.4	.6	
2003 .....	96.5	97.5	97.8	98.9	-4	1.0	.3	1.1	.4	1.4	1.7	2.1	

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**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Professional and related</b>													
2004 .....	98.8	98.3	99.3	99.8	-0.1	-0.5	1.0	0.5	2.4	0.8	1.5	0.9	
2005 .....	99.8	99.9	98.5	100.0	.0	.1	-1.4	1.5	1.0	1.6	-.8	.2	
2006 .....	99.5	98.8	100.0	101.4	-.5	-.7	1.2	1.4	-.3	-1.1	1.5	1.4	
2007 .....	100.5	100.0	100.7	100.5	-.9	-.5	.7	-.2	1.0	1.2	.7	-.9	
2008 .....	99.8	98.0	98.8	103.2	-.7	-1.8	.8	4.5	-.7	-2.0	-1.9	2.7	
2009 .....	102.7	101.4	101.5	101.5	-.5	-1.3	.1	.0	2.9	3.5	2.7	-1.6	
2010 .....	101.4	101.7	102.1	101.9	-.1	.3	.4	-.2	-1.3	.3	.6	.4	
2011 .....	100.9	100.4	100.1	100.9	-1.0	-.5	-.3	.8	-.5	-1.3	-2.0	-1.0	
2012 .....	100.2	—	—	—	-.7	—	—	—	-.7	—	—	—	
<b>Sales and office</b>													
2001 .....	94.4	94.4	95.0	96.8	.0	.0	.6	1.9	.4	.2	.5	2.5	
2002 .....	96.7	97.4	97.3	97.7	-.1	.7	-.1	.4	2.4	3.2	2.4	.9	
2003 .....	97.1	98.4	98.8	99.4	-.6	1.3	.4	.6	.4	1.0	1.5	1.7	
2004 .....	99.1	99.2	100.2	100.1	-.3	.1	1.0	-.1	2.1	.8	1.4	.7	
2005 .....	99.5	99.6	98.3	100.0	-.6	.1	-1.3	1.7	.4	.4	-1.9	-.1	
2006 .....	99.0	98.5	99.2	100.4	-1.0	-.5	.7	1.2	-.5	-1.1	.9	.4	
2007 .....	99.3	98.8	99.4	99.4	-1.1	-.5	.6	.0	.3	.3	.2	-1.0	
2008 .....	98.3	96.7	97.0	101.0	-1.1	-1.6	.3	4.1	-1.0	-2.1	-2.4	1.6	
2009 .....	99.9	98.8	99.2	99.5	-1.1	-1.1	.4	.3	1.6	2.2	2.3	-1.5	
2010 .....	99.3	100.0	100.1	100.2	-.2	.7	.1	.1	-.6	1.2	.9	.7	
2011 .....	98.7	98.8	98.7	99.5	-1.5	.1	-.1	.8	-.6	-1.2	-1.4	-.7	
2012 .....	98.6	—	—	—	-.9	—	—	—	-.1	—	—	—	
<b>Excluding incentive paid occupations<sup>3</sup></b>													
2006 .....	99.4	98.8	99.4	100.7	-.6	-.6	.6	1.3	—	—	—	.7	
2007 .....	99.8	99.3	100.0	100.0	-.9	-.5	.7	.0	.4	.5	.6	-.7	
2008 .....	99.4	97.6	98.2	102.7	-.6	-1.8	.6	4.6	-.4	-1.7	-1.8	2.7	
2009 .....	102.1	100.9	101.2	101.5	-.6	-1.2	.3	.3	2.7	3.4	3.1	-1.2	
2010 .....	101.5	101.8	101.8	101.7	.0	.3	.0	-.1	-.6	.9	.6	.2	
2011 .....	100.7	100.3	100.1	101.0	-1.0	-.4	-.2	.9	-.8	-1.5	-1.7	-.7	
2012 .....	100.1	—	—	—	-.9	—	—	—	-.6	—	—	—	
<b>Sales and related</b>													
2001 .....	94.8	95.1	95.3	97.1	-.7	.3	.2	1.9	-1.6	-1.2	-1.0	1.7	
2002 .....	96.5	98.1	97.5	97.6	-.6	1.7	-.6	.1	1.8	3.2	2.3	.5	
2003 .....	96.8	98.2	99.1	99.2	-.8	1.4	.9	.1	.3	.1	1.6	1.6	
2004 .....	98.7	99.0	100.3	99.5	-.5	.3	1.3	-.8	2.0	.8	1.2	.3	
2005 .....	99.0	99.1	98.2	100.0	-.5	.1	-.9	1.8	.3	.1	-2.1	.5	
2006 .....	98.4	98.1	98.6	99.8	-1.6	-.3	.5	1.2	-.6	-1.0	.4	-.2	
2007 .....	98.2	97.8	98.3	98.6	-1.6	-.4	.5	.3	-.2	-.3	-.3	-1.2	
2008 .....	96.8	95.5	95.4	98.7	-1.8	-1.3	-.1	3.5	-1.4	-2.4	-3.0	.1	
2009 .....	96.5	95.3	96.0	96.4	-2.2	-1.2	.7	.4	-.3	-.2	.6	-2.3	
2010 .....	95.7	97.0	96.8	97.1	-.7	1.4	-.2	.3	-.8	1.8	.8	.7	
2011 .....	95.0	95.7	95.7	96.6	-2.2	.7	.0	.9	-.7	-1.3	-1.1	-.5	
2012 .....	95.6	—	—	—	-1.0	—	—	—	.6	—	—	—	
<b>Excluding incentive paid occupations<sup>3</sup></b>													
2006 .....	99.4	98.8	99.1	100.4	-.6	-.6	.3	1.3	—	—	—	.4	
2007 .....	99.3	98.9	99.7	99.8	-1.1	-.4	.8	.1	-.1	.1	.6	-.6	
2008 .....	99.4	97.6	98.1	102.7	-.4	-1.8	.5	4.7	.1	-1.3	-1.6	2.9	

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**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Excluding incentive paid occupations<sup>3</sup></b>												
2009 .....	101.7	100.4	100.8	101.1	-1.0	-1.3	0.4	0.3	2.3	2.9	2.8	-1.6
2010 .....	100.8	101.2	100.6	100.4	-.3	.4	-.6	-.2	-.9	.8	-.2	-.7
2011 .....	99.2	99.0	98.8	99.6	-1.2	-.2	-.2	.8	-1.6	-2.2	-1.8	-.8
2012 .....	98.5	—	—	—	-1.1	—	—	—	-.7	—	—	—
<b>Office and administrative support</b>												
2001 .....	94.1	93.9	94.8	96.5	.5	-.2	1.0	1.8	2.0	1.3	1.8	3.1
2002 .....	96.7	96.9	97.1	97.8	.2	.2	.2	.7	2.8	3.2	2.4	1.3
2003 .....	97.2	98.6	98.6	99.6	-.6	1.4	.0	1.0	.5	1.8	1.5	1.8
2004 .....	99.5	99.4	100.0	100.5	-.1	-.1	.6	.5	2.4	.8	1.4	.9
2005 .....	99.9	100.0	98.5	100.0	-.6	.1	-1.5	1.5	.4	.6	-1.5	-.5
2006 .....	99.4	98.9	99.6	100.8	-.6	-.5	.7	1.2	-.5	-1.1	1.1	.8
2007 .....	100.1	99.5	100.1	100.0	-.7	-.6	.6	-.1	.7	.6	.5	-.8
2008 .....	99.3	97.5	98.2	102.6	-.7	-1.8	.7	4.5	-.8	-2.0	-1.9	2.6
2009 .....	102.2	101.2	101.4	101.7	-.4	-1.0	.2	.3	2.9	3.8	3.3	-.9
2010 .....	101.8	102.1	102.4	102.4	.1	.3	.3	.0	-.4	.9	1.0	.7
2011 .....	101.3	100.9	100.8	101.6	-1.1	-.4	-.1	.8	-.5	-1.2	-1.6	-.8
2012 .....	100.8	—	—	—	-.8	—	—	—	-.5	—	—	—
<b>Blue-collar occupations<sup>2,5</sup></b>												
2001 .....	94.8	94.5	95.6	97.0	-.1	-.3	1.2	1.5	1.0	.3	1.2	2.2
2002 .....	96.9	97.2	97.4	98.0	-.1	.3	.2	.6	2.2	2.9	1.9	1.0
2003 .....	97.5	98.8	98.8	99.8	-.5	1.3	.0	1.0	.6	1.6	1.4	1.8
2004 .....	100.0	99.9	100.6	100.8	.2	-.1	.7	.2	2.6	1.1	1.8	1.0
2005 .....	100.0	100.2	98.6	100.0	-.8	.2	-1.6	1.4	.0	.3	-2.0	-.8
2006 .....	99.1	98.5	99.2	100.3	-.9	-.6	.7	1.1	-.9	-1.7	.6	.3
<b>Natural resources, construction, and maintenance</b>												
2001 .....	94.1	94.0	95.4	96.4	-.1	-.1	1.5	1.0	1.5	.8	1.6	2.3
2002 .....	96.2	96.9	97.1	97.6	-.2	.7	.2	.5	2.2	3.1	1.8	1.2
2003 .....	97.0	98.6	98.6	99.7	-.6	1.6	.0	1.1	.8	1.8	1.5	2.2
2004 .....	99.6	99.7	100.0	100.4	-.1	.1	.3	.4	2.7	1.1	1.4	.7
2005 .....	99.6	100.1	98.5	100.0	-.8	.5	-1.6	1.5	.0	.4	-1.5	-.4
2006 .....	99.3	99.1	99.9	101.0	-.7	-.2	.8	1.1	-.3	-1.0	1.4	1.0
2007 .....	99.6	99.2	100.0	100.0	-1.4	-.4	.8	.0	.3	.1	.1	-1.0
2008 .....	99.2	97.4	98.1	102.6	-.8	-1.8	.7	4.6	-.4	-1.8	-1.9	2.6
2009 .....	101.6	100.7	101.0	101.4	-1.0	-.9	.3	.4	2.4	3.4	3.0	-1.2
2010 .....	101.5	101.7	101.9	101.7	.1	.2	.2	-.2	-.1	1.0	.9	.3
2011 .....	100.2	100.2	100.2	101.0	-1.5	.0	.0	.8	-1.3	-1.5	-1.7	-.7
2012 .....	99.8	—	—	—	-1.2	—	—	—	-.4	—	—	—
<b>Construction, extraction, farming, fishing, and forestry</b>												
2001 .....	94.0	94.0	95.1	96.2	-.1	.0	1.2	1.2	2.2	1.3	1.6	2.2
2002 .....	96.1	96.4	96.6	97.4	-.1	.3	.2	.8	2.2	2.6	1.6	1.2
2003 .....	96.5	98.2	98.3	99.4	-.9	1.8	.1	1.1	.4	1.9	1.8	2.1
2004 .....	99.4	99.4	99.9	100.5	.0	.0	.5	.6	3.0	1.2	1.6	1.1
2005 .....	99.5	99.8	98.5	100.0	-1.0	.3	-1.3	1.5	.1	.4	-1.4	-.5
2006 .....	99.2	99.1	100.0	101.1	-.8	-.1	.9	1.1	-.3	-.7	1.5	1.1
2007 .....	100.0	99.8	100.5	100.7	-1.1	-.2	.7	.2	.8	.7	.5	-.4
2008 .....	100.1	98.7	99.2	103.7	-.6	-1.4	.5	4.5	.1	-1.1	-1.3	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**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Construction, extraction, farming, fishing, and forestry</b>													
2009 .....	102.6	101.7	102.1	102.4	-1.1	-0.9	0.4	0.3	2.5	3.0	2.9	-1.3	
2010 .....	102.3	102.6	103.0	102.7	-.1	.3	.4	-.3	-.3	.9	.9	.3	
2011 .....	101.1	100.7	100.6	101.6	-1.6	-.4	-.1	1.0	-1.2	-1.9	-2.3	-1.1	
2012 .....	100.0	—	—	—	-1.6	—	—	—	-1.1	—	—	—	
<b>Installation, maintenance, and repair</b>													
2001 .....	94.2	93.9	95.8	96.6	-.1	-.3	2.0	.8	.7	-.1	1.7	2.4	
2002 .....	96.2	97.5	97.8	98.0	-.4	1.4	.3	.2	2.1	3.8	2.1	1.4	
2003 .....	97.6	99.1	99.0	100.0	-.4	1.5	-.1	1.0	1.5	1.6	1.2	2.0	
2004 .....	99.8	99.9	100.2	100.3	-.2	.1	.3	.1	2.3	.8	1.2	.3	
2005 .....	99.8	100.4	98.6	100.0	-.5	.6	-1.8	1.4	.0	.5	-1.6	-.3	
2006 .....	99.4	99.0	99.9	100.9	-.6	-.4	.9	1.0	-.4	-1.4	1.3	.9	
2007 .....	99.1	98.3	99.3	99.1	-1.8	-.8	1.0	-.2	-.3	-.7	-.6	-1.8	
2008 .....	98.0	95.9	96.6	101.2	-1.1	-2.1	.7	4.8	-1.1	-2.4	-2.7	2.1	
2009 .....	100.4	99.4	99.7	100.1	-.8	-1.0	.3	.4	2.4	3.6	3.2	-1.1	
2010 .....	100.5	100.6	100.5	100.5	.4	.1	-.1	.0	.1	1.2	.8	.4	
2011 .....	99.2	99.5	99.7	100.3	-1.3	.3	.2	-.6	-1.3	-1.1	-.8	-.2	
2012 .....	99.6	—	—	—	-.7	—	—	—	-.4	—	—	—	
<b>Production, transportation, and material moving</b>													
2001 .....	95.2	94.9	95.7	97.4	-.2	-.3	.8	1.8	.5	.1	.7	2.1	
2002 .....	97.3	97.5	97.5	98.2	-.1	.2	.0	.7	2.2	2.7	1.9	.8	
2003 .....	97.8	99.0	99.0	99.9	-.4	1.2	.0	.9	.5	1.5	1.5	1.7	
2004 .....	100.2	100.1	101.0	101.1	.3	-.1	.9	.1	2.5	1.1	2.0	1.2	
2005 .....	100.2	100.2	98.7	100.0	-.9	.0	-1.5	1.3	.0	.1	-2.3	-1.1	
2006 .....	98.9	98.1	98.7	99.7	-1.1	-.8	.6	1.0	-1.3	-2.1	.0	-.3	
2007 .....	98.2	97.6	98.1	97.9	-1.5	-.6	.5	-.2	-.7	-.5	-.6	-1.8	
2008 .....	97.2	95.4	95.9	100.0	-.7	-1.9	.5	4.3	-1.0	-2.3	-2.2	2.1	
2009 .....	99.6	98.7	99.0	99.2	-.4	-.9	.3	.2	2.5	3.5	3.2	-.8	
2010 .....	99.4	99.7	100.3	100.1	.2	.3	.6	-.2	-.2	1.0	1.3	.9	
2011 .....	98.8	99.0	98.7	99.6	-1.3	.2	-.3	-.9	-.6	-.7	-1.6	-.5	
2012 .....	98.3	—	—	—	-1.3	—	—	—	-.5	—	—	—	
<b>Excluding incentive paid occupations<sup>3</sup></b>													
2006 .....	98.9	98.0	98.6	99.6	-1.1	-.9	.6	1.0	—	—	—	-.4	
2007 .....	98.1	97.6	98.1	97.9	-1.5	-.5	.5	-.2	-.8	-.4	-.5	-1.7	
2008 .....	97.1	95.3	95.9	100.2	-.8	-1.9	.6	4.5	-1.0	-2.4	-2.2	2.3	
2009 .....	99.8	98.8	99.1	99.4	-.4	-1.0	.3	.3	2.8	3.7	3.3	-.8	
2010 .....	99.7	99.9	100.4	100.3	.3	.2	.5	-.1	-.1	1.1	1.3	.9	
2011 .....	99.1	99.2	98.8	99.8	-1.2	.1	-.4	1.0	-.6	-.7	-1.6	-.5	
2012 .....	98.3	—	—	—	-1.5	—	—	—	-.8	—	—	—	
<b>Production</b>													
2001 .....	94.8	94.2	94.9	96.5	-.2	-.6	.7	1.7	.5	-.1	.4	1.6	
2002 .....	96.5	96.6	96.6	97.3	.0	.1	.0	.7	1.8	2.5	1.8	.8	
2003 .....	97.2	98.3	98.3	99.3	-.1	1.1	.0	1.0	.7	1.8	1.8	2.1	

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**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Production</b>													
2004 .....	100.1	100.0	100.9	101.1	0.8	-0.1	0.9	0.2	3.0	1.7	2.6	1.8	
2005 .....	100.3	100.3	98.6	100.0	-8	.0	-1.7	1.4	.2	.3	-2.3	-1.1	
2006 .....	98.9	98.0	98.5	99.5	-1.1	-9	.5	1.0	-1.4	-2.3	-.1	-.5	
2007 .....	97.8	97.1	97.4	97.4	-1.7	-7	.3	.0	-1.1	-9	-1.1	-2.1	
2008 .....	96.6	94.6	95.2	99.3	-8	-2.1	.6	4.3	-1.2	-2.6	-2.3	2.0	
2009 .....	99.1	98.1	98.4	98.6	-2	-1.0	.3	.2	2.6	3.7	3.4	-7	
2010 .....	99.0	99.3	99.7	99.5	.4	.3	.4	-.2	-.1	1.2	1.3	.9	
2011 .....	98.4	98.7	98.3	99.2	-1.1	.3	-.4	.9	-.6	-.6	-1.4	-.3	
2012 .....	97.6	—	—	—	-1.6	—	—	—	-.8	—	—	—	
<b>Excluding incentive paid occupations<sup>3</sup></b>													
2006 .....	98.9	98.0	98.5	99.4	-1.1	-9	.5	.9	—	—	—	-.6	
2007 .....	97.7	97.0	97.4	97.4	-1.7	-7	.4	.0	-1.2	-1.0	-1.1	-2.0	
2008 .....	96.5	94.6	95.2	99.5	-9	-2.0	.6	4.5	-1.2	-2.5	-2.3	2.2	
2009 .....	99.2	98.2	98.4	98.8	-.3	-1.0	.2	.4	2.8	3.8	3.4	-7	
2010 .....	99.1	99.4	99.8	99.7	.3	.3	.4	-.1	-.1	1.2	1.4	.9	
2011 .....	98.5	98.8	98.4	99.4	-1.2	.3	-.4	1.0	-.6	-.6	-1.4	-.3	
2012 .....	97.8	—	—	—	-1.6	—	—	—	-.7	—	—	—	
<b>Transportation and material moving</b>													
2001 .....	95.8	95.8	96.7	98.5	-.3	.0	.9	1.9	.4	.3	1.2	2.5	
2002 .....	98.6	98.7	98.9	99.4	.1	.1	.2	.5	2.9	3.0	2.3	.9	
2003 .....	98.7	100.0	99.9	100.8	-.7	1.3	-.1	.9	.1	1.3	1.0	1.4	
2004 .....	100.5	100.3	101.0	101.2	-.3	-.2	.7	.2	1.8	.3	1.1	.4	
2005 .....	100.1	100.1	98.8	100.0	-1.1	.0	-1.3	1.2	-.4	-.2	-2.2	-1.2	
2006 .....	98.9	98.2	98.9	100.1	-1.1	-.7	.7	1.2	-1.2	-1.9	.1	.1	
2007 .....	98.8	98.3	99.0	98.7	-1.3	-.5	.7	-.3	-.1	.1	.1	-1.4	
2008 .....	98.1	96.4	96.9	101.0	-.6	-1.7	.5	4.2	-.7	-1.9	-2.1	2.3	
2009 .....	100.3	99.4	99.8	100.0	-.7	-.9	.4	.2	2.2	3.1	3.0	-1.0	
2010 .....	99.9	100.4	101.1	101.0	-.1	.5	.7	-.1	-.4	1.0	1.3	1.0	
2011 .....	99.5	99.4	99.2	100.2	-1.5	-.1	-.2	1.0	-.4	-1.0	-1.9	-.8	
2012 .....	99.1	—	—	—	-1.1	—	—	—	-.4	—	—	—	
<b>Service occupations</b>													
2001 .....	97.3	97.0	97.4	99.5	.0	-.3	.4	2.2	1.2	.4	1.0	2.3	
2002 .....	99.3	99.2	99.5	100.1	-.2	-.1	.3	.6	2.1	2.3	2.2	.6	
2003 .....	99.4	100.1	100.3	101.4	-.7	.7	.2	1.1	.1	.9	.8	1.3	
2004 .....	100.8	100.3	100.7	101.0	-.6	-.5	.4	.3	1.4	.2	.4	-.4	
2005 .....	100.3	100.2	98.5	100.0	-.7	-.1	-1.7	1.5	-.5	-.1	-2.2	-1.0	
2006 .....	99.3	98.5	99.2	100.5	-.7	-.8	.7	1.3	-1.0	-1.7	.7	.5	
2007 .....	100.1	99.4	100.4	100.3	-.4	-.7	1.0	-.1	.8	.9	1.2	-.2	
2008 .....	99.4	97.8	98.4	102.8	-.9	-1.6	.6	4.5	-.7	-1.6	-2.0	2.5	
2009 .....	102.4	101.2	101.8	101.9	-.4	-1.2	.6	.1	3.0	3.5	3.5	-.9	
2010 .....	101.6	101.7	102.1	101.9	-.3	.1	.4	-.2	-.8	.5	.3	.0	
2011 .....	100.9	100.0	99.7	100.7	-1.0	-.9	-.3	1.0	-.7	-1.7	-2.4	-1.2	
2012 .....	99.5	—	—	—	-1.2	—	—	—	-1.4	—	—	—	

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**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Industry and occupational group												
Goods-producing industries <sup>6</sup>												
2001 .....	93.8	93.7	94.2	95.7	-0.1	-0.1	0.5	1.6	1.1	0.3	0.6	1.9
2002 .....	95.8	95.9	95.9	96.8	.1	.1	.0	.9	2.1	2.3	1.8	1.1
2003 .....	96.7	98.0	97.9	98.8	-1	1.3	-1	.9	.9	2.2	2.1	2.1
2004 .....	99.2	99.0	100.0	100.2	.4	-.2	1.0	.2	2.6	1.0	2.1	1.4
2005 .....	99.8	100.2	98.8	100.0	-.4	.4	-1.4	1.2	.6	1.2	-1.2	-.2
2006 .....	98.8	98.3	98.9	99.9	-1.2	-.5	.6	1.0	-1.0	-1.9	.1	-.1
2007 .....	98.6	98.1	98.6	98.4	-1.3	-.5	.5	-.2	-.2	-.2	-.3	-1.5
2008 .....	97.8	96.0	96.5	100.6	-.6	-1.8	.5	4.2	-.8	-2.1	-2.1	2.2
2009 .....	99.9	98.7	98.8	99.0	-.7	-1.2	.1	.2	2.1	2.8	2.4	-1.6
2010 .....	99.2	99.6	100.0	99.7	.2	.4	.4	-.3	-.7	.9	1.2	.7
2011 .....	98.6	98.7	98.4	99.3	-1.1	.1	-.3	.9	-.6	-.9	-1.6	-.4
2012 .....	97.9	—	—	—	-1.4	—	—	—	-.7	—	—	—
Excluding sales occupations <sup>2</sup>												
2001 .....	94.0	93.9	94.4	95.9	-.2	-.1	.5	1.6	1.0	.3	.6	1.8
2002 .....	95.9	96.1	96.1	96.9	.0	.2	.0	.8	2.0	2.3	1.8	1.0
2003 .....	96.8	98.1	98.0	99.0	-1	1.3	-1	1.0	.9	2.1	2.0	2.2
2004 .....	99.4	99.2	99.9	100.4	.4	-.2	.7	.5	2.7	1.1	1.9	1.4
2005 .....	99.9	100.3	98.8	100.0	-.5	.4	-1.5	1.2	.5	1.1	-1.1	-.4
2006 .....	98.9	98.2	98.9	99.9	-1.1	-.7	.7	1.0	-1.0	-2.1	.1	-.1
Excluding incentive paid occupations <sup>3</sup>												
2006 .....	98.9	98.2	98.9	99.9	-1.1	-.7	.7	1.0	—	—	—	-.1
2007 .....	98.6	98.2	98.7	98.5	-1.3	-.4	.5	-.2	-.3	.0	-.2	-1.4
2008 .....	98.0	96.2	96.6	100.9	-.5	-1.8	.4	4.5	-.6	-2.0	-2.1	2.4
2009 .....	100.2	99.0	99.0	99.3	-.7	-1.2	.0	.3	2.2	2.9	2.5	-1.6
2010 .....	99.6	99.9	100.3	100.1	.3	.3	.4	-.2	-.6	.9	1.3	.8
2011 .....	99.1	99.1	98.7	99.6	-1.0	.0	-.4	.9	-.5	-.8	-1.6	-.5
2012 .....	98.2	—	—	—	-1.4	—	—	—	-.9	—	—	—
White-collar occupations <sup>2,4</sup>												
2001 .....	92.7	93.0	93.0	94.7	.2	.3	.0	1.8	1.2	.8	.6	2.4
2002 .....	94.9	94.9	94.7	95.7	.2	.0	-.2	1.1	2.4	2.0	1.8	1.1
2003 .....	96.1	97.3	96.9	97.6	.4	1.2	-.4	.7	1.3	2.5	2.3	2.0
2004 .....	97.7	97.4	98.8	98.9	.1	-.3	1.4	.1	1.7	.1	2.0	1.3
2005 .....	99.3	100.0	99.0	100.0	.4	.7	-1.0	1.0	1.6	2.7	.2	1.1
2006 .....	98.6	98.2	98.7	99.7	-1.4	-.4	.5	1.0	-.7	-1.8	-.3	-.3
Excluding sales occupations <sup>2</sup>												
2001 .....	93.3	93.5	93.6	95.1	.1	.2	.1	1.6	1.2	.8	.9	2.0
2002 .....	95.2	95.4	95.2	95.9	.1	.2	-.2	.7	2.0	2.0	1.7	.8
2003 .....	96.4	97.5	97.2	98.1	.5	1.1	-.3	.9	1.3	2.2	2.1	2.3
2004 .....	98.0	97.7	98.4	99.2	-.1	-.3	.7	.8	1.7	.2	1.2	1.1
2005 .....	99.7	100.3	99.1	100.0	.5	.6	-1.2	.9	1.7	2.7	.7	.8
2006 .....	98.9	97.9	98.7	99.7	-1.1	-1.0	.8	1.0	-.8	-2.4	-.4	-.3

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**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Management, professional, and related</b>													
2001 .....	93.6	93.9	93.8	95.3	-0.1	0.3	-0.1	1.6	1.2	0.6	0.6	1.7	
2002 .....	95.4	95.4	95.1	95.9	.1	.0	-.3	.8	1.9	1.6	1.4	.6	
2003 .....	96.6	97.4	97.2	98.0	.7	.8	-.2	.8	1.3	2.1	2.2	2.2	
2004 .....	97.7	97.4	97.9	98.9	-.3	-.3	.5	1.0	1.1	.0	.7	.9	
2005 .....	99.7	100.4	99.2	100.0	.8	.7	-1.2	.8	2.0	3.1	1.3	1.1	
2006 .....	98.7	97.7	98.6	99.5	-1.3	-1.0	.9	.9	-1.0	-2.7	-.6	-.5	
2007 .....	98.4	98.0	98.4	97.8	-1.1	-.4	.4	-.6	-.3	.3	-.2	-1.7	
2008 .....	97.8	95.9	96.0	99.7	.0	-1.9	.1	3.9	-.6	-2.1	-2.4	1.9	
2009 .....	98.8	97.4	97.0	97.0	-.9	-1.4	-.4	.0	1.0	1.6	1.0	-2.7	
2010 .....	97.6	98.0	98.4	97.9	.6	.4	.4	-.5	-1.2	.6	1.4	.9	
2011 .....	97.6	97.7	97.2	98.0	-.3	.1	-.5	.8	.0	-.3	-1.2	.1	
2012 .....	97.2	—	—	—	-.8	—	—	—	-.4	—	—	—	
<b>Sales and office</b>													
2001 .....	90.8	90.9	91.3	93.4	.9	.1	.4	2.3	1.5	.8	.8	3.8	
2002 .....	93.7	93.7	93.6	95.3	.3	.0	-.1	1.8	3.2	3.1	2.5	2.0	
2003 .....	95.2	96.9	96.3	96.7	-.1	1.8	-.6	.4	1.6	3.4	2.9	1.5	
2004 .....	97.6	97.5	100.5	99.1	.9	-.1	3.1	-1.4	2.5	.6	4.4	2.5	
2005 .....	98.5	99.2	98.7	100.0	-.6	.7	-.5	1.3	.9	1.7	-1.8	.9	
2006 .....	98.4	99.6	99.1	100.3	-1.6	1.2	-.5	1.2	-.1	.4	.4	.3	
2007 .....	98.7	97.9	98.3	98.2	-1.6	-.8	.4	-.1	.3	-1.7	-.8	-2.1	
2008 .....	96.9	95.6	96.0	100.2	-1.3	-1.3	.4	4.4	-1.8	-2.3	-2.3	2.0	
2009 .....	99.3	97.9	98.0	98.3	-.9	-1.4	.1	.3	2.5	2.4	2.1	-1.9	
2010 .....	97.9	98.3	98.8	98.9	-.4	.4	.5	.1	-1.4	.4	.8	.6	
2011 .....	97.2	97.1	97.0	98.1	-1.7	-.1	-.1	1.1	-.7	-1.2	-1.8	-.8	
2012 .....	97.4	—	—	—	-.7	—	—	—	.2	—	—	—	
<b>Blue-collar occupations<sup>2,5</sup></b>													
2001 .....	94.4	94.0	94.8	96.3	-.2	-.4	.9	1.6	1.0	.1	.5	1.8	
2002 .....	96.2	96.5	96.5	97.4	-.1	.3	.0	.9	1.9	2.7	1.8	1.1	
2003 .....	97.0	98.3	98.4	99.5	-.4	1.3	.1	1.1	.8	1.9	2.0	2.2	
2004 .....	100.1	99.9	100.6	100.9	.6	-.2	.7	.3	3.2	1.6	2.2	1.4	
2005 .....	100.1	100.3	98.7	100.0	-.8	.2	-1.6	1.3	.0	.4	-1.9	-.9	
2006 .....	98.9	98.3	99.0	100.0	-1.1	-.6	.7	1.0	-1.2	-2.0	.3	.0	
<b>Natural resources, construction, and maintenance</b>													
2001 .....	94.5	94.4	95.2	96.4	-.1	-.1	.8	1.3	1.9	1.0	1.2	1.9	
2002 .....	96.2	96.5	96.7	97.5	-.2	.3	.2	.8	1.8	2.2	1.6	1.1	
2003 .....	96.6	98.3	98.4	99.6	-.9	1.8	.1	1.2	.4	1.9	1.8	2.2	
2004 .....	99.7	99.6	100.2	100.7	.1	-.1	.6	.5	3.2	1.3	1.8	1.1	
2005 .....	99.7	100.1	98.6	100.0	-1.0	.4	-1.5	1.4	.0	.5	-1.6	-.7	
2006 .....	99.1	98.8	99.6	100.7	-.9	-.3	.8	1.1	-.6	-1.3	1.0	.7	
2007 .....	99.6	99.5	100.1	100.3	-1.1	-.1	.6	.2	.5	.7	.5	-.4	
2008 .....	99.6	98.0	98.7	103.3	-.7	-1.6	.7	4.7	.0	-1.5	-1.4	3.0	
2009 .....	102.2	101.2	101.5	101.8	-1.1	-1.0	.3	.3	2.6	3.3	2.8	-1.5	
2010 .....	101.8	102.0	102.4	102.1	.0	.2	.4	-.3	-.4	.8	.9	.3	
2011 .....	100.6	100.4	100.2	101.1	-1.5	-.2	-.2	.9	-1.2	-1.6	-2.1	-1.0	
2012 .....	99.4	—	—	—	-1.7	—	—	—	-1.2	—	—	—	

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**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Production, transportation, and material moving</b>													
2001 .....	94.3	93.7	94.5	96.2	-0.4	-0.6	0.9	1.8	0.1	-0.6	0.1	1.6	
2002 .....	96.3	96.4	96.3	97.3	.1	.1	-.1	1.0	2.1	2.9	1.9	1.1	
2003 .....	97.3	98.4	98.4	99.5	.0	1.1	.0	1.1	1.0	2.1	2.2	2.3	
2004 .....	100.4	100.1	101.0	101.2	.9	-.3	.9	.2	3.2	1.7	2.6	1.7	
2005 .....	100.4	100.4	98.8	100.0	-.8	.0	-1.6	1.2	.0	.3	-2.2	-1.2	
2006 .....	98.8	97.9	98.5	99.5	-1.2	-.9	.6	1.0	-1.6	-2.5	-.3	-.5	
2007 .....	97.9	97.1	97.5	97.5	-1.6	-.8	.4	.0	-.9	-.8	-1.0	-2.0	
2008 .....	96.6	94.7	95.2	99.4	-.9	-2.0	.5	4.4	-1.3	-2.5	-2.4	1.9	
2009 .....	99.0	98.0	98.2	98.5	-.4	-1.0	.2	.3	2.5	3.5	3.2	-.9	
2010 .....	98.9	99.2	99.6	99.4	.4	.3	.4	-.2	-.1	1.2	1.4	.9	
2011 .....	98.3	98.5	98.1	99.1	-1.1	.2	-.4	1.0	-.6	-.7	-1.5	-.3	
2012 .....	97.3	—	—	—	-1.8	—	—	—	-1.0	—	—	—	
<b>Construction</b>													
2001 .....	95.0	95.2	95.8	97.3	-.4	.2	.6	1.6	2.0	1.3	1.3	2.0	
2002 .....	96.8	96.8	97.0	98.0	-.5	.0	.2	1.0	1.9	1.7	1.3	.7	
2003 .....	97.1	98.8	98.8	99.8	-.9	1.8	.0	1.0	.3	2.1	1.9	1.8	
2004 .....	99.3	99.0	100.0	100.0	-.5	-.3	1.0	.0	2.3	.2	1.2	.2	
2005 .....	99.2	99.7	98.7	100.0	-.8	.5	-1.0	1.3	-.1	.7	-1.3	.0	
2006 .....	99.2	98.9	99.9	101.0	-.8	-.3	1.0	1.1	.0	-.8	1.2	1.0	
2007 .....	100.3	100.0	100.9	100.9	-.7	-.3	.9	.0	1.1	1.1	1.0	-.1	
2008 .....	100.4	99.0	99.5	103.8	-.5	-1.4	.5	4.3	.1	-1.0	-1.4	2.9	
2009 .....	102.6	101.4	101.6	101.8	-1.2	-1.2	.2	.2	2.2	2.4	2.1	-1.9	
2010 .....	101.3	101.4	101.6	101.2	-.5	.1	.2	-.4	-1.3	.0	.0	-.6	
2011 .....	99.3	99.0	98.8	99.9	-1.9	-.3	-.2	1.1	-2.0	-2.4	-2.8	-1.3	
2012 .....	98.3	—	—	—	-1.6	—	—	—	-1.0	—	—	—	
<b>Manufacturing</b>													
2001 .....	93.5	93.3	93.7	95.3	.0	-.2	.4	1.7	.5	-.1	.3	1.9	
2002 .....	95.5	95.7	95.6	96.5	.2	.2	-.1	.9	2.1	2.6	2.0	1.3	
2003 .....	96.8	97.9	97.7	98.6	.3	1.1	-.2	.9	1.4	2.3	2.2	2.2	
2004 .....	99.4	99.2	100.2	100.2	.8	-.2	1.0	.0	2.7	1.3	2.6	1.6	
2005 .....	100.0	100.2	98.8	100.0	-.2	.2	-1.4	1.2	.6	1.0	-1.4	-.2	
2006 .....	98.6	98.0	98.4	99.3	-1.4	-.6	.4	.9	-1.4	-2.2	-.4	-.7	
2007 .....	97.7	97.1	97.4	97.2	-1.6	-.6	.3	-.2	-.9	-.9	-1.0	-2.1	
2008 .....	96.5	94.6	95.0	99.1	-.7	-2.0	.4	4.3	-1.2	-2.6	-2.5	2.0	
2009 .....	98.5	97.4	97.3	97.5	-.6	-1.1	-.1	.2	2.1	3.0	2.4	-1.6	
2010 .....	98.1	98.5	99.0	98.8	.6	.4	.5	-.2	-.4	1.1	1.7	1.3	
2011 .....	98.1	98.3	97.8	98.7	-.7	.2	-.5	.9	.0	-.2	-1.2	-.1	
2012 .....	97.3	—	—	—	-1.4	—	—	—	-.8	—	—	—	
<b>White-collar occupations<sup>2,4</sup></b>													
2001 .....	92.9	93.1	93.1	94.5	.5	.2	.0	1.5	1.0	.4	.4	2.3	
2002 .....	95.0	95.2	95.1	95.8	.5	.2	-.1	.7	2.3	2.3	2.1	1.4	
2003 .....	96.3	97.5	97.1	97.7	.5	1.2	-.4	.6	1.4	2.4	2.1	2.0	
2004 .....	97.9	97.8	98.8	98.7	.2	-.1	1.0	-.1	1.7	.3	1.8	1.0	
2005 .....	99.4	100.0	98.9	100.0	.7	.6	-1.1	1.1	1.5	2.2	.1	1.3	
2006 .....	98.4	98.1	98.3	99.1	-1.6	-.3	.2	.8	-1.0	-1.9	-.6	-.9	

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**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Excluding sales occupations<sup>2</sup></b>													
2001 .....	93.3	93.5	93.3	94.6	0.2	0.2	-0.2	1.4	1.1	0.5	0.4	1.6	
2002 .....	94.7	95.2	95.1	95.8	.1	.5	-.1	.7	1.5	1.8	1.9	1.3	
2003 .....	96.4	97.4	97.2	97.9	.6	1.0	-.2	.7	1.8	2.3	2.2	2.2	
2004 .....	98.1	97.8	98.7	98.8	.2	-.3	.9	.1	1.8	.4	1.5	.9	
2005 .....	99.4	100.1	98.8	100.0	.6	.7	-1.3	1.2	1.3	2.4	.1	1.2	
2006 .....	98.7	97.7	98.4	99.2	-1.3	-1.0	.7	.8	-.7	-2.4	-.4	-.8	
<b>Management, professional, and related</b>													
2001 .....	93.4	93.7	93.3	94.5	.1	.3	-.4	1.3	1.0	.4	.1	1.3	
2002 .....	94.8	95.3	95.1	95.7	.3	.5	-.2	.6	1.5	1.7	1.9	1.3	
2003 .....	96.5	97.4	97.1	97.8	.8	.9	-.3	.7	1.8	2.2	2.1	2.2	
2004 .....	97.8	97.5	98.3	98.4	.0	-.3	.8	.1	1.3	.1	1.2	.6	
2005 .....	99.4	100.0	98.8	100.0	1.0	.6	-1.2	1.2	1.6	2.6	.5	1.6	
2006 .....	98.5	97.5	98.3	98.9	-1.5	-1.0	.8	.6	-.9	-2.5	-.5	-1.1	
2007 .....	97.7	97.5	97.5	97.0	-1.2	-.2	.0	-.5	-.8	.0	-.8	-1.9	
2008 .....	96.7	94.6	94.8	98.7	-.3	-2.2	.2	4.1	-1.0	-3.0	-2.8	1.8	
2009 .....	97.8	96.5	96.0	96.1	-.9	-1.3	-.5	.1	1.1	2.0	1.3	-2.6	
2010 .....	96.9	97.6	98.0	97.7	.8	.7	.4	-.3	-.9	1.1	2.1	1.7	
2011 .....	97.7	97.7	97.2	97.9	.0	.0	-.5	.7	.8	.1	-.8	.2	
2012 .....	97.1	—	—	—	-.8	—	—	—	-.6	—	—	—	
<b>Sales and office</b>													
2001 .....	91.8	91.9	92.6	94.3	1.8	.1	.8	1.8	1.1	.7	1.3	4.5	
2002 .....	95.5	94.9	95.1	96.0	1.3	-.6	.2	.9	4.0	3.3	2.7	1.8	
2003 .....	95.9	97.8	96.9	97.3	-.1	2.0	-.9	.4	.4	3.1	1.9	1.4	
2004 .....	98.1	98.3	100.1	99.6	.8	.2	1.8	-.5	2.3	.5	3.3	2.4	
2005 .....	99.4	99.9	98.9	100.0	-.2	.5	-1.0	1.1	1.3	1.6	-1.2	.4	
2006 .....	98.0	99.8	98.2	99.5	-2.0	1.8	-1.6	1.3	-1.4	-.1	-.7	-.5	
2007 .....	98.1	97.4	97.7	97.7	-1.4	-.7	.3	.0	.1	-2.4	-.5	-1.8	
2008 .....	96.8	95.4	96.0	100.2	-.9	-1.4	.6	4.4	-1.3	-2.1	-1.7	2.6	
2009 .....	99.3	97.7	97.6	98.0	-.9	-1.6	-.1	.4	2.6	2.4	1.7	-2.2	
2010 .....	97.8	98.4	99.3	99.5	-.2	.6	.9	.2	-1.5	.7	1.7	1.5	
2011 .....	98.8	98.7	98.3	99.1	-.7	-.1	-.4	.8	1.0	.3	-1.0	-.4	
2012 .....	98.7	—	—	—	-.4	—	—	—	-.1	—	—	—	
<b>Blue-collar occupations<sup>2,5</sup></b>													
2001 .....	93.8	93.3	94.0	95.7	-.4	-.5	.8	1.8	.1	-.5	.1	1.6	
2002 .....	95.8	96.0	95.9	96.9	.1	.2	-.1	1.0	2.1	2.9	2.0	1.3	
2003 .....	97.1	98.1	98.1	99.2	.2	1.0	.0	1.1	1.4	2.2	2.3	2.4	
2004 .....	100.5	100.2	101.1	101.2	1.3	-.3	.9	.1	3.5	2.1	3.1	2.0	
2005 .....	100.4	100.4	98.7	100.0	-.8	.0	-1.7	1.3	-.1	.2	-2.4	-1.2	
2006 .....	98.7	97.8	98.4	99.4	-1.3	-.9	.6	1.0	-1.7	-2.6	-.3	-.6	
<b>Natural resources, construction, and maintenance</b>													
2001 .....	91.8	91.7	91.9	94.0	-.9	-.1	.2	2.3	.0	-.3	-.3	1.5	
2002 .....	94.0	94.1	94.1	95.3	.0	.1	.0	1.3	2.4	2.6	2.4	1.4	
2003 .....	95.7	96.6	96.6	98.0	.4	.9	.0	1.4	1.8	2.7	2.7	2.8	

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**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Natural resources, construction, and maintenance</b>												
2004 .....	100.1	99.8	100.8	101.2	2.1	-0.3	1.0	0.4	4.6	3.3	4.3	3.3
2005 .....	100.1	100.4	98.5	100.0	-1.1	.3	-1.9	1.5	.0	.6	-2.3	-1.2
2006 .....	98.6	97.8	98.4	99.6	-1.4	-.8	.6	1.2	-1.5	-2.6	-.1	-.4
2007 .....	97.5	96.7	97.0	97.4	-2.1	-.8	.3	.4	-1.1	-1.1	-1.4	-2.2
2008 .....	96.4	94.0	94.7	99.3	-1.0	-2.5	.7	4.9	-1.1	-2.8	-2.4	2.0
2009 .....	98.6	97.7	97.8	98.1	-.7	-.9	.1	.3	2.3	3.9	3.3	-1.2
2010 .....	99.1	99.4	99.9	99.6	1.0	.3	.5	-.3	.5	1.7	2.1	1.5
2011 .....	98.6	99.4	99.1	99.6	-1.0	.8	-.3	.5	-.5	.0	-.8	.0
2012 .....	97.6	—	—	—	-2.0	—	—	—	-1.0	—	—	—
<b>Production, transportation, and material moving</b>												
2001 .....	94.2	93.6	94.3	96.0	-.3	-.6	.7	1.8	.2	-.6	.1	1.6
2002 .....	96.1	96.3	96.2	97.2	.1	.2	-.1	1.0	2.0	2.9	2.0	1.2
2003 .....	97.3	98.3	98.4	99.4	.1	1.0	.1	1.0	1.2	2.1	2.3	2.3
2004 .....	100.5	100.2	101.2	101.3	1.1	-.3	1.0	.1	3.3	1.9	2.8	1.9
2005 .....	100.5	100.4	98.7	100.0	-.8	-.1	-1.7	1.3	.0	.2	-2.5	-1.3
2006 .....	98.7	97.9	98.4	99.4	-1.3	-.8	.5	1.0	-1.8	-2.5	-.3	-.6
2007 .....	97.7	96.9	97.3	97.2	-1.7	-.8	.4	-.1	-1.0	-1.0	-1.1	-2.2
2008 .....	96.3	94.4	94.9	99.1	-.9	-2.0	.5	4.4	-1.4	-2.6	-2.5	2.0
2009 .....	98.7	97.8	97.9	98.2	-.4	-.9	.1	.3	2.5	3.6	3.2	-.9
2010 .....	98.6	98.9	99.4	99.2	.4	.3	.5	-.2	-.1	1.1	1.5	1.0
2011 .....	98.1	98.4	97.9	98.9	-1.1	.3	-.5	1.0	-.5	-.5	-1.5	-.3
2012 .....	97.1	—	—	—	-1.8	—	—	—	-1.0	—	—	—
<b>Durable goods<sup>2</sup></b>												
2001 .....	92.7	92.6	93.2	94.8	-.4	-.1	.6	1.7	.3	-.3	.4	1.8
2002 .....	94.8	95.0	94.8	95.9	.0	.2	-.2	1.2	2.3	2.6	1.7	1.2
2003 .....	96.2	97.2	97.1	98.0	.3	1.0	-.1	.9	1.5	2.3	2.4	2.2
2004 .....	99.0	98.9	100.0	100.1	1.0	-.1	1.1	.1	2.9	1.7	3.0	2.1
2005 .....	99.9	100.3	98.8	100.0	-.2	.4	-1.5	1.2	.9	1.4	-1.2	-.1
2006 .....	98.3	97.9	98.1	98.9	-1.7	-.4	.2	.8	-1.6	-2.4	-.7	-1.1
<b>Aircraft manufacturing</b>												
2001 .....	74.8	74.4	74.2	76.3	1.5	-.5	-.3	2.8	2.3	.4	-.3	3.5
2002 .....	77.3	77.5	77.0	78.7	1.3	.3	-.6	2.2	3.3	4.2	3.8	3.1
2003 .....	82.1	82.6	82.2	81.4	4.3	.6	-.5	-1.0	6.2	6.6	6.8	3.4
2004 .....	87.5	87.2	87.5	87.4	7.5	-.3	.3	-.1	6.6	5.6	6.4	7.4
2005 .....	99.7	99.4	97.5	100.0	14.1	-.3	-1.9	2.6	13.9	14.0	11.4	14.4
2006 .....	89.5	88.5	91.1	90.9	-10.5	-1.1	2.9	-.2	-10.2	-11.0	-6.6	-9.1
2007 .....	85.4	84.6	82.2	81.7	-6.1	-.9	-2.8	-.6	-4.6	-4.4	-9.8	-10.1
2008 .....	82.6	80.9	81.8	85.4	1.1	-2.1	1.1	4.4	-3.3	-4.4	-.5	4.5
2009 .....	85.7	84.7	84.2	84.2	.4	-1.2	-.6	.0	3.8	4.7	2.9	-1.4
2010 .....	84.5	84.4	89.5	89.1	.4	-.1	6.0	-.4	-1.4	-.4	6.3	5.8
2011 .....	90.1	89.5	83.9	84.3	1.1	-.7	-6.3	.5	6.6	6.0	-6.3	-5.4
2012 .....	85.1	—	—	—	.9	—	—	—	-5.5	—	—	—

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**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>White-collar occupations<sup>2,4</sup></b>													
2001 .....	76.5	75.8	75.1	77.0	2.8	-0.9	-0.9	2.5	4.5	1.2	0.4	3.5	
2002 .....	78.2	78.1	77.3	78.0	1.6	-.1	-1.0	.9	2.2	3.0	2.9	1.3	
2003 .....	82.6	82.5	81.9	82.2	5.9	-.1	-.7	.4	5.6	5.6	6.0	5.4	
2004 .....	88.6	87.8	87.8	87.7	7.8	-.9	.0	-.1	7.3	6.4	7.2	6.7	
2005 .....	100.7	100.4	98.4	100.0	14.8	-.3	-2.0	1.6	13.7	14.4	12.1	14.0	
2006 .....	91.2	89.9	92.5	92.8	-8.8	-1.4	2.9	.3	-9.4	-10.5	-6.0	-7.2	
<b>Blue-collar occupations<sup>2,5</sup></b>													
2001 .....	72.2	72.1	72.7	75.0	-.6	-.1	.8	3.2	-.8	-.8	-1.2	3.3	
2002 .....	75.8	76.4	76.2	79.5	1.1	.8	-.3	4.3	5.0	6.0	4.8	6.0	
2003 .....	81.3	82.4	82.5	80.2	2.3	1.4	.1	-2.8	7.3	7.9	8.3	.9	
2004 .....	85.5	85.9	86.9	86.9	6.6	.5	1.2	.0	5.2	4.2	5.3	8.4	
2005 .....	98.2	97.7	96.1	100.0	13.0	-.5	-1.6	4.1	14.9	13.7	10.6	15.1	
2006 .....	87.0	86.4	89.0	88.0	-13.0	-.7	3.0	-1.1	-11.4	-11.6	-7.4	-12.0	
<b>Nondurable goods<sup>2</sup></b>													
2001 .....	95.0	94.6	94.5	96.1	.7	-.4	-.1	1.7	.8	.1	-.1	1.9	
2002 .....	97.0	97.0	97.1	97.7	.9	.0	.1	.6	2.1	2.5	2.8	1.7	
2003 .....	97.8	99.2	98.9	99.9	.1	1.4	-.3	1.0	.8	2.3	1.9	2.3	
2004 .....	100.2	99.8	100.5	100.5	.3	-.4	.7	.0	2.5	.6	1.6	.6	
2005 .....	100.2	100.2	98.7	100.0	-.3	.0	-1.5	1.3	.0	.4	-1.8	-.5	
2006 .....	99.1	98.1	98.9	100.0	-.9	-1.0	.8	1.1	-1.1	-2.1	.2	.0	
<b>Service-providing industries<sup>7</sup></b>													
2001 .....	95.3	95.3	96.2	97.8	.1	.0	.9	1.7	1.2	.8	1.5	2.7	
2002 .....	97.6	98.1	98.0	98.3	-.2	.5	-.1	.3	2.4	2.9	1.9	.5	
2003 .....	98.0	99.1	99.4	100.4	-.3	1.1	.3	1.0	.4	1.0	1.4	2.1	
2004 .....	99.9	99.7	100.3	100.6	-.5	-.2	.6	.3	1.9	.6	.9	.2	
2005 .....	100.1	100.0	98.5	100.0	-.5	-.1	-1.5	1.5	.2	.3	-1.8	-.6	
2006 .....	99.5	98.8	99.6	100.8	-.5	-.7	.8	1.2	-.6	-1.2	1.1	.8	
2007 .....	100.0	99.4	100.1	100.0	-.8	-.6	.7	-.1	.5	.6	.5	-.8	
2008 .....	99.2	97.5	98.2	102.4	-.8	-1.7	.7	4.3	-.8	-1.9	-1.9	2.4	
2009 .....	101.6	100.4	100.7	100.9	-.8	-1.2	.3	.2	2.4	3.0	2.5	-1.5	
2010 .....	100.9	101.3	101.4	101.4	.0	.4	.1	.0	-.7	.9	.7	.5	
2011 .....	100.2	99.9	99.8	100.6	-1.2	-.3	-.1	.8	-.7	-1.4	-1.6	-.8	
2012 .....	99.8	-	-	-	-.8	-	-	-	-.4	-	-	-	
<b>Excluding sales occupations<sup>2</sup></b>													
2001 .....	95.3	95.2	96.2	97.8	.3	-.1	1.1	1.7	1.7	1.2	1.9	2.9	
2002 .....	97.7	98.0	98.0	98.4	-.1	.3	.0	.4	2.5	2.9	1.9	.6	
2003 .....	98.2	99.2	99.4	100.5	-.2	1.0	.2	1.1	.5	1.2	1.4	2.1	
2004 .....	100.0	99.7	100.4	100.7	-.5	-.3	.7	.3	1.8	.5	1.0	.2	
2005 .....	100.2	100.2	98.5	100.0	-.5	.0	-1.7	1.5	.2	.5	-1.9	-.7	
2006 .....	99.6	98.9	99.8	101.0	-.4	-.7	.9	1.2	-.6	-1.3	1.3	1.0	
<b>Excluding incentive paid occupations<sup>3</sup></b>													
2006 .....	99.6	98.8	99.6	100.9	-.4	-.8	.8	1.3	-	-	-	.9	
2007 .....	100.0	99.5	100.3	100.2	-.9	-.5	.8	-.1	.4	.7	.7	-.7	
2008 .....	99.5	97.8	98.5	103.0	-.7	-1.7	.7	4.6	-.5	-1.7	-1.8	2.8	

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**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Excluding incentive paid occupations<sup>3</sup></b>													
2009 .....	102.3	101.1	101.4	101.6	-0.7	-1.2	0.3	0.2	2.8	3.4	2.9	-1.4	
2010 .....	101.6	101.9	102.1	102.0	.0	.3	.2	-.1	-7	.8	.7	.4	
2011 .....	100.9	100.5	100.3	101.1	-1.1	-.4	-.2	.8	-7	-1.4	-1.8	-9	
2012 .....	100.2	—	—	—	-.9	—	—	—	-7	—	—	—	
<b>White-collar occupations<sup>2,4</sup></b>													
2001 .....	95.0	95.1	95.9	97.5	.2	.1	.8	1.7	1.2	1.0	1.5	2.8	
2002 .....	97.3	97.9	97.7	98.0	-.2	.6	-.2	.3	2.4	2.9	1.9	.5	
2003 .....	97.8	98.9	99.3	100.3	-.2	1.1	.4	1.0	.5	1.0	1.6	2.3	
2004 .....	99.7	99.5	100.3	100.5	-.6	-.2	.8	.2	1.9	.6	1.0	.2	
2005 .....	100.1	100.0	98.4	100.0	-.4	-.1	-1.6	1.6	.4	.5	-1.9	-5	
2006 .....	99.5	98.8	99.7	100.9	-.5	-.7	.9	1.2	-.6	-1.2	1.3	.9	
<b>Excluding sales occupations<sup>2</sup></b>													
2001 .....	94.9	94.9	95.9	97.4	.4	.0	1.1	1.6	1.9	1.5	2.0	3.1	
2002 .....	97.4	97.7	97.6	98.0	.0	.3	-.1	.4	2.6	3.0	1.8	.6	
2003 .....	98.0	99.0	99.3	100.4	.0	1.0	.3	1.1	.6	1.3	1.7	2.4	
2004 .....	99.9	99.6	100.3	100.7	-.5	-.3	.7	.4	1.9	.6	1.0	.3	
2005 .....	100.3	100.2	98.5	100.0	-.4	-.1	-1.7	1.5	.4	.6	-1.8	-.7	
2006 .....	99.7	99.0	99.9	101.2	-.3	-.7	.9	1.3	-.6	-1.2	1.4	1.2	
<b>Management, professional, and related</b>													
2001 .....	95.2	95.2	96.2	97.7	.5	.0	1.1	1.6	1.9	1.5	2.1	3.2	
2002 .....	97.5	97.9	97.7	98.0	-.2	.4	-.2	.3	2.4	2.8	1.6	.3	
2003 .....	98.2	99.2	99.5	100.6	.2	1.0	.3	1.1	.7	1.3	1.8	2.7	
2004 .....	100.0	99.6	100.4	100.7	-.6	-.4	.8	.3	1.8	.4	.9	.1	
2005 .....	100.4	100.3	98.5	100.0	-.3	-.1	-1.8	1.5	.4	.7	-1.9	-.7	
2006 .....	99.8	99.1	100.1	101.3	-.2	-.7	1.0	1.2	-.6	-1.2	1.6	1.3	
2007 .....	100.6	100.0	100.8	100.5	-.7	-.6	.8	-.3	.8	.9	.7	-.8	
2008 .....	100.0	98.3	99.1	103.5	-.5	-1.7	.8	4.4	-.6	-1.7	-1.7	3.0	
2009 .....	102.8	101.4	101.5	101.7	-.7	-1.4	.1	.2	2.8	3.2	2.4	-1.7	
2010 .....	101.8	101.9	102.1	102.1	.1	.1	.2	.0	-1.0	.5	.6	.4	
2011 .....	101.1	100.6	100.4	101.2	-1.0	-.5	-.2	.8	-.7	-1.3	-1.7	-.9	
2012 .....	100.4	—	—	—	-.8	—	—	—	-7	—	—	—	
<b>Sales and office</b>													
2001 .....	94.8	94.8	95.5	97.2	-.2	.0	.7	1.8	.2	.1	.6	2.3	
2002 .....	97.0	97.9	97.7	98.0	-.2	.9	-.2	.3	2.3	3.3	2.3	.8	
2003 .....	97.3	98.6	99.1	99.8	-.7	1.3	.5	.7	.3	.7	1.4	1.8	
2004 .....	99.3	99.4	100.1	100.2	-.5	.1	.7	.1	2.1	.8	1.0	.4	
2005 .....	99.6	99.7	98.3	100.0	-.6	.1	-1.4	1.7	.3	.3	-1.8	-.2	
2006 .....	99.1	98.4	99.2	100.4	-.9	-.7	.8	1.2	-.5	-1.3	.9	.4	
2007 .....	99.4	98.9	99.5	99.6	-1.0	-.5	.6	.1	.3	.5	.3	-.8	
2008 .....	98.4	96.8	97.2	101.1	-1.2	-1.6	.4	4.0	-1.0	-2.1	-2.3	1.5	
2009 .....	99.9	98.9	99.3	99.7	-1.2	-1.0	.4	.4	1.5	2.2	2.2	-1.4	
2010 .....	99.4	100.2	100.3	100.3	-.3	.8	.1	.0	-.5	1.3	1.0	.6	
2011 .....	98.9	99.0	98.9	99.7	-1.4	.1	-.1	.8	-.5	-1.2	-1.4	-.6	
2012 .....	98.8	—	—	—	-.9	—	—	—	-1	—	—	—	

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**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Blue-collar occupations<sup>2,5</sup></b>													
2001 .....	95.3	95.2	96.6	97.9	0.0	-0.1	1.5	1.3	1.1	0.7	1.9	2.7	
2002 .....	97.7	98.2	98.6	98.7	-2	.5	.4	.1	2.5	3.2	2.1	.8	
2003 .....	98.1	99.5	99.4	100.2	-6	1.4	-1	.8	.4	1.3	.8	1.5	
2004 .....	99.8	100.0	100.5	100.7	-4	.2	.5	.2	1.7	.5	1.1	.5	
2005 .....	99.9	100.0	98.5	100.0	-8	.1	-1.5	1.5	.1	.0	-2.0	-7	
2006 .....	99.3	98.7	99.5	100.6	-7	-6	.8	1.1	-6	-1.3	1.0	.6	
<b>Natural resources, construction, and maintenance</b>													
2001 .....	93.6	93.3	95.7	96.4	.1	-3	2.6	.7	1.1	.3	2.4	3.1	
2002 .....	96.2	97.4	97.8	97.8	-2	1.2	.4	.0	2.8	4.4	2.2	1.5	
2003 .....	97.6	99.0	98.9	99.8	-2	1.4	-1	.9	1.5	1.6	1.1	2.0	
2004 .....	99.4	99.7	99.8	100.0	-4	.3	.1	.2	1.8	.7	.9	.2	
2005 .....	99.6	100.1	98.4	100.0	-4	.5	-1.7	1.6	.2	.4	-1.4	.0	
2006 .....	99.7	99.4	100.5	101.5	-3	-3	1.1	1.0	.1	-7	2.1	1.5	
2007 .....	99.6	98.7	99.7	99.5	-1.9	-9	1.0	-2	-1	-7	-8	-2.0	
2008 .....	98.4	96.5	97.0	101.5	-1.1	-1.9	.5	4.6	-1.2	-2.2	-2.7	2.0	
2009 .....	100.8	99.9	100.3	100.6	-7	-9	.4	.3	2.4	3.5	3.4	-9	
2010 .....	101.0	101.3	101.1	101.1	.4	.3	-2	.0	.2	1.4	.8	.5	
2011 .....	99.7	99.8	100.2	100.8	-1.4	.1	.4	.6	-1.3	-1.5	-9	-3	
2012 .....	100.5	-	-	-	-3	-	-	-	.8	-	-	-	
<b>Production, transportation, and material moving</b>													
2001 .....	96.5	96.4	97.2	98.9	.1	-1	.8	1.7	1.2	.9	1.6	2.6	
2002 .....	98.7	98.8	99.1	99.3	-2	.1	.3	.2	2.3	2.5	2.0	.4	
2003 .....	98.4	99.8	99.7	100.5	-9	1.4	-1	.8	-3	1.0	.6	1.2	
2004 .....	100.0	100.2	100.9	101.1	-5	.2	.7	.2	1.6	.4	1.2	.6	
2005 .....	100.1	100.0	98.6	100.0	-1.0	-1	-1.4	1.4	.1	-2	-2.3	-1.1	
2006 .....	99.1	98.2	98.9	100.0	-9	-9	.7	1.1	-1.0	-1.8	.3	.0	
2007 .....	98.6	98.2	98.8	98.6	-1.4	-4	.6	-2	-5	.0	-1	-1.4	
2008 .....	98.0	96.3	96.8	100.9	-6	-1.7	.5	4.2	-6	-1.9	-2.0	2.3	
2009 .....	100.4	99.5	100.0	100.2	-5	-9	.5	.2	2.4	3.3	3.3	-7	
2010 .....	100.0	100.5	101.1	101.0	-2	.5	.6	-1	-4	1.0	1.1	.8	
2011 .....	99.6	99.6	99.4	100.4	-1.4	.0	-2	1.0	-4	-9	-1.7	-6	
2012 .....	99.5	-	-	-	-9	-	-	-	-1	-	-	-	
<b>Service occupations</b>													
2001 .....	97.4	97.0	97.4	99.6	.0	-4	.4	2.3	1.4	.4	.9	2.3	
2002 .....	99.4	99.2	99.5	100.1	-2	-2	.3	.6	2.1	2.3	2.2	.5	
2003 .....	99.4	100.1	100.3	101.4	-7	.7	.2	1.1	.0	.9	.8	1.3	
2004 .....	100.8	100.3	100.7	101.1	-6	-5	.4	.4	1.4	.2	.4	-3	
2005 .....	100.3	100.2	98.5	100.0	-8	-1	-1.7	1.5	-5	-1	-2.2	-1.1	
2006 .....	99.3	98.5	99.2	100.5	-7	-8	.7	1.3	-1.0	-1.7	.7	.5	
2007 .....	100.2	99.4	100.5	100.3	-3	-8	1.1	-2	.9	.9	1.3	-2	
2008 .....	99.4	97.8	98.5	102.8	-9	-1.6	.7	4.4	-8	-1.6	-2.0	2.5	
2009 .....	102.4	101.3	101.8	101.9	-4	-1.1	.5	.1	3.0	3.6	3.4	-9	
2010 .....	101.6	101.7	102.0	101.9	-3	.1	.3	-1	-8	.4	.2	.0	
2011 .....	100.9	100.0	99.7	100.6	-1.0	-9	-3	.9	-7	-1.7	-2.3	-1.3	
2012 .....	99.5	-	-	-	-1.1	-	-	-	-1.4	-	-	-	

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**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Trade, transportation, and utilities</b>													
2001 .....	95.4	95.6	96.1	98.2	-0.2	0.2	0.5	2.2	0.6	0.6	1.1	2.7	
2002 .....	97.8	99.0	98.7	98.9	-.4	1.2	-.3	.2	2.5	3.6	2.7	.7	
2003 .....	98.1	99.3	99.5	100.4	-.8	1.2	.2	.9	.3	.3	.8	1.5	
2004 .....	99.7	99.9	100.4	100.3	-.7	.2	.5	-.1	1.6	.6	.9	-.1	
2005 .....	99.8	99.7	98.4	100.0	-.5	-.1	-1.3	1.6	.1	-2	-2.0	-3	
2006 .....	99.3	98.4	99.3	100.5	-.7	-.9	.9	1.2	-.5	-1.3	.9	.5	
2007 .....	98.8	98.4	98.8	98.8	-1.7	-.4	.4	.0	-5	.0	-.5	-1.7	
2008 .....	97.8	96.5	96.8	100.7	-1.0	-1.3	.3	4.0	-1.0	-1.9	-2.0	1.9	
2009 .....	99.7	98.7	99.0	99.2	-1.0	-1.0	.3	.2	1.9	2.3	2.3	-1.5	
2010 .....	99.4	100.1	100.1	100.0	.2	.7	.0	-.1	-.3	1.4	1.1	.8	
2011 .....	98.6	98.7	98.7	99.5	-1.4	.1	.0	.8	-.8	-1.4	-1.4	-.5	
2012 .....	98.8	—	—	—	-.7	—	—	—	.2	—	—	—	
<b>Excluding incentive paid occupations<sup>3</sup></b>													
2006 .....	99.6	98.8	99.4	100.6	-.4	-.8	.6	1.2	—	—	—	.6	
2007 .....	99.1	98.6	99.3	99.2	-1.5	-.5	.7	-.1	-.5	-.2	-.1	-1.4	
2008 .....	98.5	96.9	97.5	101.8	-.7	-1.6	.6	4.4	-.6	-1.7	-1.8	2.6	
2009 .....	101.1	100.1	100.3	100.6	-.7	-1.0	.2	.3	2.6	3.3	2.9	-1.2	
2010 .....	100.8	101.2	101.2	101.0	.2	.4	.0	-.2	-.3	1.1	.9	.4	
2011 .....	100.1	99.8	99.7	100.5	-.9	-.3	-.1	.8	-.7	-1.4	-1.5	-.5	
2012 .....	99.6	—	—	—	-.9	—	—	—	-.5	—	—	—	
<b>Wholesale trade</b>													
2001 .....	94.4	95.4	95.5	96.4	-.7	1.1	.1	.9	.3	1.3	1.8	1.4	
2002 .....	96.7	98.4	97.5	98.1	.3	1.8	-.9	.6	2.4	3.1	2.1	1.8	
2003 .....	97.9	99.5	99.0	99.7	-.2	1.6	-.5	.7	1.2	1.1	1.5	1.6	
2004 .....	99.1	98.9	99.9	99.3	-.6	-.2	1.0	-.6	1.2	-.6	.9	-.4	
2005 .....	99.4	98.9	98.2	100.0	.1	-.5	-.7	1.8	.3	.0	-1.7	.7	
2006 .....	98.8	97.7	99.4	100.4	-1.2	-1.1	1.7	1.0	-.6	-1.2	1.2	.4	
2007 .....	99.3	98.7	98.4	98.7	-1.1	-.6	-.3	.3	.5	1.0	-1.0	-1.7	
2008 .....	97.4	96.4	96.4	100.0	-1.3	-1.0	.0	3.7	-1.9	-2.3	-2.0	1.3	
2009 .....	99.1	97.5	97.3	97.5	-.9	-1.6	-.2	.2	1.7	1.1	.9	-2.5	
2010 .....	97.7	98.3	98.0	98.3	.2	.6	-.3	.3	-1.4	.8	.7	.8	
2011 .....	96.8	97.1	97.3	98.4	-1.5	.3	.2	1.1	-.9	-1.2	-.7	.1	
2012 .....	97.7	—	—	—	-.7	—	—	—	.9	—	—	—	
<b>Excluding sales occupations<sup>2</sup></b>													
2001 .....	97.1	97.2	97.6	98.5	.2	.1	.4	.9	2.0	1.8	2.0	1.7	
2002 .....	98.6	99.2	99.2	100.0	.1	.6	.0	.8	1.5	2.1	1.6	1.5	
2003 .....	98.8	100.0	99.9	100.6	-1.2	1.2	-.1	.7	.2	.8	.7	.6	
2004 .....	100.4	99.4	100.0	100.6	-.2	-1.0	.6	.6	1.6	-.6	.1	.0	
2005 .....	100.9	100.5	98.8	100.0	.3	-.4	-1.7	1.2	.5	1.1	-1.2	-.6	
2006 .....	99.3	98.6	99.5	100.6	-.7	-.7	.9	1.1	-1.6	-1.9	.7	.6	
<b>Excluding incentive paid occupations<sup>3</sup></b>													
2006 .....	99.4	98.6	99.4	100.6	-.6	-.8	.8	1.2	—	—	—	.6	
2007 .....	99.7	99.0	99.6	99.5	-.9	-.7	.6	-.1	.3	.4	.2	-1.1	
2008 .....	99.0	97.2	98.0	102.2	-.5	-1.8	.8	4.3	-.7	-1.8	-1.6	2.7	

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**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Excluding incentive paid occupations<sup>3</sup></b>													
2009 .....	101.4	100.2	100.3	100.7	-0.8	-1.2	0.1	0.4	2.4	3.1	2.3	-1.5	
2010 .....	100.8	101.0	100.3	100.3	.1	.2	-.7	.0	-6	.8	.0	-4	
2011 .....	99.6	99.8	99.9	100.8	-.7	.2	.1	.9	-1.2	-1.2	-.4	.5	
2012 .....	99.7	—	—	—	-1.1	—	—	—	.1	—	—	—	
<b>Retail trade</b>													
2001 .....	96.2	96.0	96.8	99.5	.2	-.2	.8	2.8	.8	.5	1.0	3.6	
2002 .....	98.4	99.8	99.4	99.3	-1.1	1.4	-.4	-.1	2.3	4.0	2.7	-.2	
2003 .....	98.0	99.0	99.9	100.9	-1.3	1.0	.9	1.0	-.4	-.8	.5	1.6	
2004 .....	99.9	100.0	100.1	100.4	-1.0	.1	.1	.3	1.9	1.0	.2	-.5	
2005 .....	99.9	100.0	98.5	100.0	-.5	.1	-1.5	1.5	.0	.0	-1.6	-.4	
2006 .....	99.1	98.1	98.9	100.1	-.9	-1.0	.8	1.2	-.8	-1.9	.4	.1	
2007 .....	98.6	98.1	99.2	99.4	-1.5	-.5	1.1	.2	-.5	.0	.3	-.7	
2008 .....	98.3	96.8	97.3	101.2	-1.1	-1.5	.5	4.0	-.3	-1.3	-1.9	1.8	
2009 .....	100.2	99.2	99.9	100.2	-1.0	-1.0	.7	.3	1.9	2.5	2.7	-1.0	
2010 .....	100.3	101.1	100.9	100.6	.1	.8	-.2	-.3	.1	1.9	1.0	.4	
2011 .....	98.9	98.9	98.9	99.8	-1.7	.0	.0	.9	-1.4	-2.2	-2.0	-.8	
2012 .....	98.6	—	—	—	-1.2	—	—	—	-.3	—	—	—	
<b>Excluding incentive paid occupations<sup>3</sup></b>													
2006 .....	99.3	98.5	99.0	100.1	-.7	-.8	.5	1.1	—	—	—	.1	
2007 .....	99.0	98.5	99.6	99.6	-1.1	-.5	1.1	.0	-.3	.0	.6	-.5	
2008 .....	98.9	97.3	97.9	102.2	-.7	-1.6	.6	4.4	-.1	-1.2	-1.7	2.6	
2009 .....	101.5	100.4	100.8	101.0	-.7	-1.1	.4	.2	2.6	3.2	3.0	-1.2	
2010 .....	101.0	101.4	101.6	101.3	.0	.4	.2	-.3	-.5	1.0	.8	.3	
2011 .....	99.8	99.4	99.0	99.9	-1.5	-.4	-.4	.9	-1.2	-2.0	-2.6	-1.4	
2012 .....	98.6	—	—	—	-1.3	—	—	—	-1.2	—	—	—	
<b>Transportation and warehousing</b>													
2001 .....	96.3	95.9	96.6	99.1	-.4	-.4	.7	2.6	.5	-.3	.3	2.5	
2002 .....	99.0	99.4	99.9	100.2	-.1	.4	.5	.3	2.8	3.6	3.4	1.1	
2003 .....	99.6	100.5	100.3	100.9	-.6	.9	-.2	.6	.6	1.1	.4	.7	
2004 .....	100.9	101.2	102.0	101.9	.0	.3	.8	-.1	1.3	.7	1.7	1.0	
2005 .....	100.1	99.8	98.7	100.0	-1.8	-.3	-1.1	1.3	-.8	-1.4	-3.2	-1.9	
2006 .....	98.9	98.0	98.6	99.7	-1.1	-.9	.6	1.1	-1.2	-1.8	-.1	-.3	
2007 .....	98.5	98.2	98.6	97.9	-1.2	-.3	.4	-.7	-.4	.2	.0	-1.8	
2008 .....	97.4	95.7	96.1	100.1	-.5	-1.7	.4	4.2	-1.1	-2.5	-2.5	2.2	
2009 .....	99.3	98.4	98.6	98.6	-.8	-.9	.2	.0	2.0	2.8	2.6	-1.5	
2010 .....	98.5	99.3	99.9	100.0	-.1	.8	.6	.1	-.8	.9	1.3	1.4	
2011 .....	99.0	98.6	98.5	99.1	-1.0	-.4	-.1	.6	.5	-.7	-1.4	-.9	
2012 .....	99.3	—	—	—	.2	—	—	—	.3	—	—	—	
<b>Utilities</b>													
2001 .....	90.6	91.0	90.6	92.1	.6	.4	-.4	1.7	1.9	1.7	.8	2.2	
2002 .....	92.2	93.7	94.3	94.8	.1	1.6	.6	.5	1.8	3.0	4.1	2.9	
2003 .....	93.9	95.5	95.3	96.3	-.9	1.7	-.2	1.0	1.8	1.9	1.1	1.6	
2004 .....	96.8	98.3	98.6	98.4	.5	1.5	.3	-.2	3.1	2.9	3.5	2.2	
2005 .....	99.9	100.4	98.5	100.0	1.5	.5	-1.9	1.5	3.2	2.1	-.1	1.6	
2006 .....	106.2	106.0	106.8	107.7	6.2	-.2	.8	.8	6.3	5.6	8.4	7.7	
2007 .....	98.5	98.9	99.1	98.9	-8.5	.4	.2	-.2	-7.3	-6.7	-7.2	-8.2	
2008 .....	98.2	97.2	97.3	102.0	-.7	-1.0	.1	4.8	-.3	-1.7	-1.8	3.1	

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**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Utilities</b>													
2009 .....	101.4	101.2	101.3	102.1	-0.6	-0.2	0.1	0.8	3.3	4.1	4.1	0.1	
2010 .....	104.3	105.6	106.1	105.5	2.2	1.2	.5	-6	2.9	4.3	4.7	3.3	
2011 .....	105.1	105.4	105.4	106.1	-.4	.3	.0	.7	.8	-.2	-.7	.6	
2012 .....	105.4	—	—	—	-.7	—	—	—	.3	—	—	—	
<b>Information</b>													
2001 .....	95.6	95.9	96.6	98.0	.8	.3	.7	1.4	2.1	1.8	2.0	3.4	
2002 .....	98.1	98.0	98.2	99.0	.1	-.1	.2	.8	2.6	2.2	1.7	1.0	
2003 .....	98.0	99.7	100.0	100.9	-1.0	1.7	.3	.9	-.1	1.7	1.8	1.9	
2004 .....	101.0	99.8	100.1	100.1	.1	-1.2	.3	.0	3.1	.1	.1	-.8	
2005 .....	100.1	100.4	98.5	100.0	.0	.3	-1.9	1.5	-.9	.6	-1.6	-.1	
2006 .....	99.4	99.0	99.9	100.6	-.6	-.4	.9	.7	-.7	-1.4	1.4	.6	
2007 .....	100.0	99.7	99.8	99.4	-.6	-.3	.1	-.4	.6	.7	-.1	-1.2	
2008 .....	97.8	95.5	96.4	100.5	-1.6	-2.4	.9	4.3	-2.2	-4.2	-3.4	1.1	
2009 .....	99.7	98.1	98.4	98.7	-.8	-1.6	.3	.3	1.9	2.7	2.1	-1.8	
2010 .....	98.5	99.2	99.3	98.8	-.2	.7	.1	-.5	-1.2	1.1	.9	.1	
2011 .....	98.3	97.9	97.5	98.1	-.5	-.4	-.4	.6	-.2	-1.3	-1.8	-.7	
2012 .....	98.8	—	—	—	.7	—	—	—	.5	—	—	—	
<b>Financial activities</b>													
2001 .....	92.1	92.1	92.9	93.6	.3	.0	.9	.8	1.0	1.1	1.3	2.0	
2002 .....	94.9	95.7	95.5	95.6	1.4	.8	-.2	.1	3.0	3.9	2.8	2.1	
2003 .....	98.2	99.4	99.4	100.1	2.7	1.2	.0	.7	3.5	3.9	4.1	4.7	
2004 .....	99.0	99.0	99.5	100.1	-1.1	.0	.5	.6	.8	-.4	.1	.0	
2005 .....	100.2	100.6	98.2	100.0	.1	.4	-2.4	1.8	1.2	1.6	-1.3	-.1	
2006 .....	99.7	98.8	99.1	100.0	-.3	-.9	.3	.9	-.5	-1.8	.9	.0	
2007 .....	99.8	98.8	99.5	99.0	-.2	-1.0	.7	-.5	.1	.0	.4	-1.0	
2008 .....	98.4	96.5	96.6	100.2	-.6	-1.9	.1	3.7	-1.4	-2.3	-2.9	1.2	
2009 .....	98.8	98.4	98.7	99.0	-1.4	-.4	.3	.3	.4	2.0	2.2	-1.2	
2010 .....	99.3	99.8	99.7	100.0	.3	.5	-.1	.3	.5	1.4	1.0	1.0	
2011 .....	99.4	99.2	99.1	99.6	-.6	-.2	-.1	.5	.1	-.6	-.6	-.4	
2012 .....	98.2	—	—	—	-1.4	—	—	—	-1.2	—	—	—	
<b>Excluding sales occupations<sup>2</sup></b>													
2001 .....	91.6	91.8	92.4	93.3	.7	.2	.7	1.0	2.0	2.0	2.1	2.5	
2002 .....	95.0	95.2	95.1	96.0	1.8	.2	-.1	.9	3.7	3.7	2.9	2.9	
2003 .....	99.4	100.6	100.5	101.4	3.5	1.2	-.1	.9	4.6	5.7	5.7	5.6	
2004 .....	100.0	99.9	100.4	100.7	-1.4	-.1	.5	.3	.6	-.7	-.1	-.7	
2005 .....	100.7	101.2	98.4	100.0	.0	.5	-2.8	1.6	.7	1.3	-2.0	-.7	
2006 .....	100.1	99.0	99.5	100.1	.1	-1.1	.5	.6	-.6	-2.2	1.1	.1	
<b>Excluding incentive paid occupations<sup>3</sup></b>													
2006 .....	99.7	98.6	99.2	100.2	-.3	-1.1	.6	1.0	—	—	—	.2	
2007 .....	99.8	99.4	99.6	99.2	-.4	-.4	.2	-.4	.1	.8	.4	-1.0	
2008 .....	99.0	97.3	97.6	101.9	-.2	-1.7	.3	4.4	-.8	-2.1	-2.0	2.7	
2009 .....	101.2	100.2	100.4	100.6	-.7	-1.0	.2	.2	2.2	3.0	2.9	-1.3	
2010 .....	101.0	101.1	100.9	100.8	.4	.1	-.2	-.1	-.2	.9	.5	.2	
2011 .....	100.5	100.2	99.9	100.8	-.3	-.3	-.3	.9	-.5	-.9	-1.0	.0	
2012 .....	99.2	—	—	—	-1.6	—	—	—	-1.3	—	—	—	

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**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Finance and insurance</b>													
2001 .....	91.6	91.6	92.4	92.9	0.2	0.0	0.9	0.5	1.1	1.3	1.2	1.6	
2002 .....	94.7	95.2	95.0	95.1	1.9	.5	-.2	.1	3.4	3.9	2.8	2.4	
2003 .....	99.4	100.6	100.6	101.5	4.5	1.2	.0	.9	5.0	5.7	5.9	6.7	
2004 .....	100.2	100.1	100.4	101.1	-1.3	-.1	.3	.7	.8	-.5	-.2	-.4	
2005 .....	100.5	101.1	98.5	100.0	-.6	.6	-2.6	1.5	.3	1.0	-1.9	-1.1	
2006 .....	100.0	99.3	99.5	100.4	.0	-.7	.2	.9	-.5	-1.8	1.0	.4	
2007 .....	100.2	99.1	99.7	99.4	-.2	-1.1	.6	-.3	-.2	-.2	-.2	-1.0	
2008 .....	98.7	96.9	96.8	100.3	-.7	-1.8	-.1	3.6	-1.5	-2.2	-2.9	.9	
2009 .....	98.9	98.6	98.9	99.2	-1.4	-.3	.3	.3	.2	1.8	2.2	-1.1	
2010 .....	99.4	100.2	100.0	100.4	.2	.8	-.2	.4	.5	1.6	1.1	1.2	
2011 .....	99.8	99.7	99.5	99.8	-.6	-.1	-.2	.3	.4	-.5	-.5	-.6	
2012 .....	98.3	—	—	—	-1.5	—	—	—	-1.5	—	—	—	
<b>Credit intermediation and related activities</b>													
2001 .....	88.2	88.2	89.5	89.6	1.4	.0	1.5	.1	2.1	1.7	3.1	3.0	
2002 .....	92.9	93.3	92.9	93.4	3.7	.4	-.4	.5	5.3	5.8	3.8	4.2	
2003 .....	102.0	103.3	103.1	104.2	9.2	1.3	-.2	1.1	9.8	10.7	11.0	11.6	
2004 .....	101.3	101.0	101.7	102.3	-2.8	-.3	.7	.6	-.7	-2.2	-1.4	-1.8	
2005 .....	101.4	102.5	98.5	100.0	-.9	1.1	-3.9	1.5	.1	1.5	-3.1	-2.2	
2006 .....	99.9	99.3	99.3	99.4	-.1	-.6	.0	.1	-1.5	-3.1	.8	-.6	
2007 .....	99.7	97.4	97.8	97.9	.3	-2.3	.4	.1	-.2	-1.9	-1.5	-1.5	
2008 .....	97.2	95.7	95.8	99.7	-.7	-1.5	.1	4.1	-2.5	-1.7	-2.0	1.8	
2009 .....	98.6	98.1	98.0	98.6	-1.1	-.5	-.1	.6	1.4	2.5	2.3	-1.1	
2010 .....	98.6	99.2	99.2	100.0	.0	.6	.0	.8	.0	1.1	1.2	1.4	
2011 .....	99.5	99.3	99.1	99.5	-.5	-.2	-.2	.4	.9	.1	-.1	-.5	
2012 .....	98.2	—	—	—	-1.3	—	—	—	-1.3	—	—	—	
<b>Excluding incentive paid occupations<sup>3</sup></b>													
2006 .....	99.8	99.0	99.6	100.7	-.2	-.8	.6	1.1	—	—	—	.7	
2007 .....	100.0	99.3	99.9	99.6	-.7	-.7	.6	-.3	.2	.3	.3	-1.1	
2008 .....	99.7	98.2	98.7	103.1	.1	-1.5	.5	4.5	-.3	-1.1	-1.2	3.5	
2009 .....	102.2	101.4	101.4	101.4	-.9	-.8	.0	.0	2.5	3.3	2.7	-1.6	
2010 .....	102.3	102.4	102.4	102.3	.9	.1	.0	-.1	.1	1.0	1.0	.9	
2011 .....	101.8	101.8	101.4	102.2	-.5	.0	-.4	.8	-.5	-.6	-1.0	-.1	
2012 .....	100.6	—	—	—	-1.6	—	—	—	-1.2	—	—	—	
<b>Insurance carriers and related activities</b>													
2001 .....	92.2	92.2	92.4	94.2	.2	.0	.2	1.9	2.3	2.1	.5	2.4	
2002 .....	94.6	95.3	95.4	95.7	.4	.7	.1	.3	2.6	3.4	3.2	1.6	
2003 .....	96.4	97.7	97.6	98.7	.7	1.3	-.1	1.1	1.9	2.5	2.3	3.1	
2004 .....	98.1	98.4	99.2	99.9	-.6	.3	.8	.7	1.8	.7	1.6	1.2	
2005 .....	99.8	100.6	98.4	100.0	-.1	.8	-2.2	1.6	1.7	2.2	-.8	.1	
2006 .....	99.3	98.5	98.9	100.0	-.7	-.8	.4	1.1	-.5	-2.1	.5	.0	
2007 .....	99.2	99.1	100.0	99.1	-.8	-.1	.9	-.9	-.1	.6	1.1	-.9	
2008 .....	99.0	97.1	97.4	101.3	-.1	-1.9	.3	4.0	-.2	-2.0	-2.6	2.2	

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**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Insurance carriers and related activities</b>													
2009 .....	101.0	100.1	100.4	100.2	-0.3	-0.9	0.3	-0.2	2.0	3.1	3.1	-1.1	
2010 .....	100.7	101.3	101.1	100.7	.5	.6	-.2	-.4	-3	1.2	.7	.5	
2011 .....	100.1	100.1	99.6	100.5	-.6	.0	-.5	.9	-.6	-1.2	-1.5	-.2	
2012 .....	98.9	—	—	—	-1.6	—	—	—	-1.2	—	—	—	
<b>Excluding sales occupations<sup>2</sup></b>													
2001 .....	92.6	93.0	93.0	94.7	.1	.4	.0	1.8	1.1	1.5	1.0	2.4	
2002 .....	95.6	95.9	96.0	96.7	1.0	.3	.1	.7	3.2	3.1	3.2	2.1	
2003 .....	97.0	98.6	98.4	99.4	.3	1.6	-.2	1.0	1.5	2.8	2.5	2.8	
2004 .....	98.7	99.1	99.6	100.0	-.7	.4	.5	.4	1.8	.5	1.2	.6	
2005 .....	100.1	100.5	98.5	100.0	.1	.4	-2.0	1.5	1.4	1.4	-1.1	.0	
2006 .....	99.4	98.5	98.9	99.8	-.6	-.9	.4	.9	-.7	-2.0	.4	-.2	
<b>Excluding incentive paid occupations<sup>3</sup></b>													
2006 .....	99.3	98.5	98.9	99.8	-.7	-.8	.4	.9	—	—	—	-.2	
2007 .....	99.0	98.9	99.0	98.8	-.8	-.1	.1	-.2	-.3	.4	.1	-1.0	
2008 .....	98.6	97.1	97.2	101.6	-.2	-1.5	.1	4.5	-.4	-1.8	-1.8	2.8	
2009 .....	101.5	100.8	100.7	101.0	-.1	-.7	-.1	.3	2.9	3.8	3.6	-.6	
2010 .....	101.4	101.9	101.5	101.2	.4	.5	-.4	-.3	-.1	1.1	.8	.2	
2011 .....	100.8	100.6	100.1	100.9	-.4	-.2	-.5	.8	-.6	-1.3	-1.4	-.3	
2012 .....	99.1	—	—	—	-1.8	—	—	—	-1.7	—	—	—	
<b>Real estate and rental and leasing</b>													
2001 .....	91.7	91.9	93.2	95.2	-1.3	.2	1.4	2.1	-2.8	-3.2	.2	2.5	
2002 .....	94.6	96.4	96.3	95.2	-.6	1.9	-.1	-1.1	3.2	4.9	3.3	.0	
2003 .....	90.7	91.9	92.1	92.2	-4.7	1.3	.2	.1	-4.1	-4.7	-4.4	-3.2	
2004 .....	92.9	93.1	94.6	94.3	.8	.2	1.6	-.3	2.4	1.3	2.7	2.3	
2005 .....	98.6	97.9	97.6	100.0	4.6	-.7	-.3	2.5	6.1	5.2	3.2	6.0	
2006 .....	98.3	96.3	97.2	98.3	-1.7	-2.0	.9	1.1	-.3	-1.6	-.4	-1.7	
2007 .....	97.9	97.3	98.2	97.2	-.4	-.6	.9	-1.0	-.4	1.0	1.0	-1.1	
2008 .....	97.3	95.1	95.7	99.8	.1	-2.3	.6	4.3	-.6	-2.3	-2.5	2.7	
2009 .....	98.7	97.6	97.8	98.1	-1.1	-1.1	.2	.3	1.4	2.6	2.2	-1.7	
2010 .....	98.6	97.9	98.0	98.2	.5	-.7	.1	.2	-.1	.3	.2	.1	
2011 .....	97.5	97.1	97.6	98.5	-.7	-.4	.5	.9	-1.1	-.8	-.4	.3	
2012 .....	97.4	—	—	—	-1.1	—	—	—	-.1	—	—	—	
<b>Excluding incentive paid occupations<sup>3</sup></b>													
2006 .....	99.2	97.4	98.5	99.6	-.8	-1.8	1.1	1.1	—	—	—	-.4	
2007 .....	100.1	99.5	99.9	99.2	.5	-.6	.4	-.7	.9	2.2	1.4	-.4	
2008 .....	99.6	97.6	98.3	102.6	.4	-2.0	.7	4.4	-.5	-1.9	-1.6	3.4	
2009 .....	101.7	100.3	100.6	100.8	-.9	-1.4	.3	.2	2.1	2.8	2.3	-1.8	
2010 .....	100.6	100.5	100.9	100.8	-.2	-.1	.4	-.1	-1.1	.2	.3	.0	
2011 .....	100.3	99.6	100.0	100.9	-.5	-.7	.4	.9	-.3	-.9	-.9	.1	
2012 .....	99.8	—	—	—	-1.1	—	—	—	-.5	—	—	—	
<b>Professional and business services</b>													
2001 .....	97.8	97.7	98.7	100.2	.5	-.1	1.0	1.5	1.5	.8	1.5	3.0	
2002 .....	99.3	99.4	99.0	99.0	-.9	.1	-.4	.0	1.5	1.7	.3	-1.2	
2003 .....	98.4	99.4	100.0	101.2	-.6	1.0	.6	1.2	-.9	.0	1.0	2.2	

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**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Professional and business services</b>													
2004 .....	100.7	100.7	101.4	101.8	-0.5	0.0	0.7	0.4	2.3	1.3	1.4	0.6	
2005 .....	100.9	100.6	98.6	100.0	-9	-3	-2.0	1.4	.2	-1	-2.8	-1.8	
2006 .....	99.6	99.2	99.8	100.9	-4	-4	.6	1.1	-1.3	-1.4	1.2	.9	
2007 .....	100.3	100.0	100.9	100.8	-6	-3	.9	-1	.7	.8	1.1	-1	
2008 .....	100.5	98.8	99.7	104.5	-3	-1.7	.9	4.8	.2	-1.2	-1.2	3.7	
2009 .....	103.6	102.1	102.1	102.4	-9	-1.4	.0	.3	3.1	3.3	2.4	-2.0	
2010 .....	102.2	102.4	102.7	102.9	-2	.2	.3	.2	-1.4	.3	.6	.5	
2011 .....	101.7	101.7	101.2	102.1	-1.2	.0	-5	.9	-5	-7	-1.5	-8	
2012 .....	101.2	—	—	—	-9	—	—	—	-5	—	—	—	
<b>Professional, scientific, and technical services</b>													
2001 .....	98.5	98.3	99.2	100.6	.1	-2	.9	1.4	.9	.1	.4	2.2	
2002 .....	99.4	99.5	99.1	99.3	-1.2	.1	-4	.2	.9	1.2	-1	-1.3	
2003 .....	98.5	99.5	100.0	101.3	-8	1.0	.5	1.3	-9	.0	.9	2.0	
2004 .....	100.9	100.8	101.7	102.2	-4	-1	.9	.5	2.4	1.3	1.7	.9	
2005 .....	101.5	100.8	98.5	100.0	-7	-7	-2.3	1.5	.6	.0	-3.1	-2.2	
2006 .....	100.0	99.6	100.5	101.8	.0	-4	.9	1.3	-1.5	-1.2	2.0	1.8	
2007 .....	101.6	101.5	102.4	102.2	-2	-1	.9	-2	1.6	1.9	1.9	.4	
2008 .....	102.4	100.6	101.5	106.6	.2	-1.8	.9	5.0	.8	-9	-9	4.3	
2009 .....	105.8	104.1	104.2	104.3	-8	-1.6	.1	.1	3.3	3.5	2.7	-2.2	
2010 .....	104.1	104.4	104.9	105.2	-2	.3	.5	.3	-1.6	.3	.7	.9	
2011 .....	104.1	103.9	103.5	104.5	-1.0	-2	-4	1.0	.0	-5	-1.3	-7	
2012 .....	103.5	—	—	—	-1.0	—	—	—	-6	—	—	—	
<b>Administrative and support and waste management and remediation services</b>													
2001 .....	96.3	97.0	98.7	100.4	.2	.7	1.8	1.7	2.1	2.2	3.5	4.5	
2002 .....	99.3	99.1	99.4	99.1	-1.1	-2	.3	-3	3.1	2.2	.7	-1.3	
2003 .....	98.4	99.1	100.4	101.1	-7	.7	1.3	.7	-9	.0	1.0	2.0	
2004 .....	100.5	101.1	101.6	101.9	-6	.6	.5	.3	2.1	2.0	1.2	.8	
2005 .....	100.8	101.0	98.9	100.0	-1.1	.2	-2.1	1.1	.3	-1	-2.7	-1.9	
2006 .....	99.0	98.8	99.1	100.3	-1.0	-2	.3	1.2	-1.8	-2.2	.2	.3	
2007 .....	99.5	98.9	99.7	99.7	-8	-6	.8	.0	.5	.1	.6	-6	
2008 .....	98.8	97.1	98.0	102.4	-9	-1.7	.9	4.5	-7	-1.8	-1.7	2.7	
2009 .....	101.7	100.6	100.2	100.9	-7	-1.1	-4	.7	2.9	3.6	2.2	-1.5	
2010 .....	100.5	100.2	100.5	100.5	-4	-3	.3	.0	-1.2	-4	.3	-4	
2011 .....	98.9	98.9	98.3	99.3	-1.6	.0	-6	1.0	-1.6	-1.3	-2.2	-1.2	
2012 .....	98.1	—	—	—	-1.2	—	—	—	-8	—	—	—	
<b>Education and health services</b>													
2001 .....	93.4	93.3	94.6	96.3	.1	-1	1.4	1.8	2.0	1.4	2.3	3.2	
2002 .....	96.1	96.2	96.6	97.4	-2	.1	.4	.8	2.9	3.1	2.1	1.1	
2003 .....	96.8	97.9	98.2	99.3	-6	1.1	.3	1.1	.7	1.8	1.7	2.0	
2004 .....	99.0	98.5	99.6	100.0	-3	-5	1.1	.4	2.3	.6	1.4	.7	
2005 .....	99.5	99.5	98.3	100.0	-5	.0	-1.2	1.7	.5	1.0	-1.3	.0	
2006 .....	99.5	98.8	100.1	101.5	-5	-7	1.3	1.4	.0	-7	1.8	1.5	
2007 .....	100.7	99.9	100.9	100.9	-8	-8	1.0	.0	1.2	1.1	.8	-6	
2008 .....	100.1	98.4	99.2	103.6	-8	-1.7	.8	4.4	-6	-1.5	-1.7	2.7	

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**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Education and health services</b>													
2009 .....	103.2	102.1	102.6	102.8	-0.4	-1.1	0.5	0.2	3.1	3.8	3.4	-0.8	
2010 .....	102.5	102.6	103.0	103.0	-.3	.1	.4	.0	-7	.5	.4	.2	
2011 .....	101.3	100.7	100.6	101.6	-1.7	-.6	-.1	1.0	-1.2	-1.9	-2.3	-1.4	
2012 .....	100.9	—	—	—	-7	—	—	—	-4	—	—	—	
<b>Education services</b>													
2001 .....	93.0	92.4	94.1	95.6	.0	-.6	1.8	1.6	2.3	1.8	1.7	2.8	
2002 .....	94.9	94.5	96.6	97.5	-.7	-.4	2.2	.9	2.0	2.3	2.7	2.0	
2003 .....	96.3	97.1	97.9	99.0	-1.2	.8	.8	1.1	1.5	2.8	1.3	1.5	
2004 .....	98.3	97.6	99.1	99.7	-.7	-.7	1.5	.6	2.1	.5	1.2	.7	
2005 .....	98.9	98.7	98.6	100.0	-.8	-.2	-.1	1.4	.6	1.1	-.5	.3	
2006 .....	99.2	98.5	100.1	101.6	-.8	-.7	1.6	1.5	.3	-.2	1.5	1.6	
2007 .....	100.1	99.1	100.7	100.7	-1.5	-1.0	1.6	.0	.9	.6	.6	-.9	
2008 .....	99.6	98.2	100.2	104.2	-1.1	-1.4	2.0	4.0	-.5	-.9	-.5	3.5	
2009 .....	103.5	102.2	103.2	103.1	-.7	-1.3	1.0	-.1	3.9	4.1	3.0	-1.1	
2010 .....	102.4	102.3	103.4	103.3	-.7	-.1	1.1	-.1	-1.1	.1	.2	.2	
2011 .....	101.5	100.8	101.3	102.3	-1.7	-.7	.5	1.0	-.9	-1.5	-2.0	-1.0	
2012 .....	100.9	—	—	—	-1.4	—	—	—	-6	—	—	—	
<b>Junior colleges, colleges, universities, and professional schools</b>													
2001 .....	94.5	94.2	95.7	97.2	.4	-.3	1.6	1.6	1.9	1.8	2.1	3.3	
2002 .....	96.4	95.8	97.3	98.3	-.8	-.6	1.6	1.0	2.0	1.7	1.7	1.1	
2003 .....	96.8	97.6	98.4	99.5	-1.5	.8	.8	1.1	.4	1.9	1.1	1.2	
2004 .....	98.7	98.1	99.5	99.8	-.8	-.6	1.4	.3	2.0	.5	1.1	.3	
2005 .....	98.9	98.8	98.5	100.0	-.9	-.1	-.3	1.5	.2	.7	-1.0	.2	
2006 .....	99.4	98.5	100.3	101.8	-.6	-.9	1.8	1.5	.5	-.3	1.8	1.8	
2007 .....	100.2	99.2	100.9	100.9	-1.6	-1.0	1.7	.0	.8	.7	.6	-.9	
2008 .....	99.8	98.4	100.4	104.5	-1.1	-1.4	2.0	4.1	-.4	-.8	-.5	3.6	
2009 .....	104.0	102.6	103.2	103.0	-.5	-1.3	.6	-.2	4.2	4.3	2.8	-1.4	
2010 .....	102.4	102.3	103.3	103.2	-.6	-.1	1.0	-.1	-1.5	-.3	.1	.2	
2011 .....	101.6	100.6	101.1	102.0	-1.6	-1.0	.5	.9	-.8	-1.7	-2.1	-1.2	
2012 .....	101.0	—	—	—	-1.0	—	—	—	-6	—	—	—	
<b>Health care and social assistance<sup>8</sup></b>													
2001 .....	93.5	93.5	94.7	96.4	.1	.0	1.3	1.8	1.9	1.4	2.3	3.2	
2002 .....	96.4	96.6	96.6	97.4	.0	.2	.0	.8	3.1	3.3	2.0	1.0	
2003 .....	97.0	98.1	98.3	99.4	-.4	1.1	.2	1.1	.6	1.6	1.8	2.1	
2004 .....	99.1	98.7	99.8	100.0	-.3	-.4	1.1	.2	2.2	.6	1.5	.6	
2005 .....	99.6	99.7	98.3	100.0	-.4	.1	-1.4	1.7	.5	1.0	-1.5	.0	
2006 .....	99.6	98.8	100.1	101.5	-.4	-.8	1.3	1.4	.0	-.9	1.8	1.5	
2007 .....	100.8	100.0	100.9	101.0	-.7	-.8	.9	.1	1.2	1.2	.8	-.5	
2008 .....	100.2	98.4	99.0	103.4	-.8	-1.8	.6	4.4	-.6	-1.6	-1.9	2.4	
2009 .....	103.1	102.1	102.5	102.8	-.3	-1.0	.4	.3	2.9	3.8	3.5	-.6	
2010 .....	102.5	102.7	102.9	102.9	-.3	.2	.2	.0	-.6	.6	.4	.1	
2011 .....	101.3	100.7	100.5	101.5	-1.6	-.6	-.2	1.0	-1.2	-1.9	-2.3	-1.4	
2012 .....	100.9	—	—	—	-6	—	—	—	-4	—	—	—	
<b>Hospitals</b>													
2001 .....	89.9	90.3	91.7	93.7	.4	.4	1.6	2.2	2.4	2.4	3.5	4.7	
2002 .....	94.0	94.4	94.9	96.0	.3	.4	.5	1.2	4.6	4.5	3.5	2.5	
2003 .....	95.7	96.6	96.9	98.5	-.3	.9	.3	1.7	1.8	2.3	2.1	2.6	

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**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Hospitals</b>													
2004 .....	98.1	97.8	98.8	99.3	-0.4	-0.3	1.0	0.5	2.5	1.2	2.0	0.8	
2005 .....	99.2	99.4	98.2	100.0	-1	.2	-1.2	1.8	1.1	1.6	-6	.7	
2006 .....	99.7	99.0	100.1	101.3	-3	-7	1.1	1.2	.5	-4	1.9	1.3	
2007 .....	100.6	99.7	100.6	100.5	-7	-9	.9	-1	.9	.7	.5	-8	
2008 .....	99.7	98.1	99.0	103.6	-8	-1.6	.9	4.6	-9	-1.6	-1.6	3.1	
2009 .....	103.2	102.2	102.6	103.1	-4	-1.0	.4	.5	3.5	4.2	3.6	-5	
2010 .....	103.0	103.3	103.6	103.8	-1	.3	.3	.2	-2	1.1	1.0	.7	
2011 .....	102.3	101.6	101.5	102.4	-1.4	-7	-1	.9	-7	-1.6	-2.0	-1.3	
2012 .....	101.3	—	—	—	-1.1	—	—	—	-1.0	—	—	—	
<b>Nursing and residential care facilities</b>													
2001 .....	93.8	93.3	95.7	97.4	.5	-5	2.6	1.8	3.3	2.0	3.6	4.4	
2002 .....	97.4	97.9	98.0	98.7	.0	.5	.1	.7	3.8	4.9	2.4	1.3	
2003 .....	98.3	99.3	99.3	100.4	-4	1.0	.0	1.1	.9	1.4	1.3	1.7	
2004 .....	100.0	99.3	99.8	100.1	-4	-7	.5	.3	1.7	.0	.5	-3	
2005 .....	99.3	99.5	98.1	100.0	-8	.2	-1.4	1.9	-7	.2	-1.7	-1	
2006 .....	99.5	98.4	99.3	101.0	-5	-1.1	.9	1.7	.2	-1.1	1.2	1.0	
2007 .....	99.9	98.9	99.6	99.6	-1.1	-1.0	.7	.0	.4	.5	.3	-1.4	
2008 .....	98.7	97.0	97.8	102.3	-9	-1.7	.8	4.6	-1.2	-1.9	-1.8	2.7	
2009 .....	101.7	100.5	100.8	101.0	-6	-1.2	.3	.2	3.0	3.6	3.1	-1.3	
2010 .....	100.8	100.8	100.9	100.7	-2	.0	.1	-2	-9	.3	.1	-3	
2011 .....	99.3	98.8	98.5	99.1	-1.4	-5	-3	.6	-1.5	-2.0	-2.4	-1.6	
2012 .....	98.1	—	—	—	-1.0	—	—	—	-1.2	—	—	—	
<b>Nursing care facilities<sup>3</sup></b>													
2006 .....	99.3	98.1	99.0	100.5	-7	-1.2	.9	1.5	—	—	—	.5	
2007 .....	99.8	98.9	99.7	99.5	-7	-9	.8	-2	.5	.8	.7	-1.0	
2008 .....	98.8	97.2	97.9	102.4	-7	-1.6	.7	4.6	-1.0	-1.7	-1.8	2.9	
2009 .....	101.9	100.7	101.1	101.3	-5	-1.2	.4	.2	3.1	3.6	3.3	-1.1	
2010 .....	101.2	101.3	101.4	101.1	-1	.1	.1	-3	-7	.6	.3	-2	
2011 .....	99.7	99.3	99.0	99.6	-1.4	-4	-3	.6	-1.5	-2.0	-2.4	-1.5	
2012 .....	98.4	—	—	—	-1.2	—	—	—	-1.3	—	—	—	
<b>Leisure and hospitality</b>													
2001 .....	100.8	100.4	101.1	102.7	.0	-4	.7	1.6	.5	-4	.5	1.9	
2002 .....	102.2	102.1	102.1	102.7	-5	-1	.0	.6	1.4	1.7	1.0	.0	
2003 .....	101.7	102.2	101.7	102.8	-1.0	.5	-5	1.1	-5	.1	-4	.1	
2004 .....	101.8	101.1	100.9	101.1	-1.0	-7	-2	.2	.1	-1.1	-8	-1.7	
2005 .....	100.3	100.2	98.6	100.0	-8	-1	-1.6	1.4	-1.5	-9	-2.3	-1.1	
2006 .....	99.0	98.2	99.3	101.1	-1.0	-8	1.1	1.8	-1.3	-2.0	.7	1.1	
2007 .....	100.9	100.1	101.5	101.3	-2	-8	1.4	-2	1.9	1.9	2.2	.2	
2008 .....	100.4	98.3	99.5	104.3	-9	-2.1	1.2	4.8	-5	-1.8	-2.0	3.0	
2009 .....	103.8	102.2	102.7	102.7	-5	-1.5	.5	.0	3.4	4.0	3.2	-1.5	
2010 .....	102.6	102.4	102.6	102.4	-1	-2	.2	-2	-1.2	.2	-1	-3	
2011 .....	100.9	99.9	99.8	100.4	-1.5	-1.0	-1	.6	-1.7	-2.4	-2.7	-2.0	
2012 .....	99.2	—	—	—	-1.2	—	—	—	-1.7	—	—	—	
<b>Accommodation and food services</b>													
2001 .....	98.0	97.2	98.7	100.2	-3	-8	1.5	1.5	.1	-8	.7	1.9	
2002 .....	100.5	100.5	100.7	101.5	.3	.0	.2	.8	2.6	3.4	2.0	1.3	
2003 .....	101.3	102.1	101.9	102.8	-2	.8	-2	.9	.8	1.6	1.2	1.3	

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**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Accommodation and food services</b>													
2004 .....	101.5	100.6	100.7	101.3	-1.3	-0.9	0.1	0.6	0.2	-1.5	-1.2	-1.5	
2005 .....	100.5	100.0	98.5	100.0	-.8	-.5	-1.5	1.5	-1.0	-.6	-2.2	-1.3	
2006 .....	99.0	98.4	99.4	101.4	-1.0	-.6	1.0	2.0	-1.5	-1.6	.9	1.4	
2007 .....	101.4	100.5	102.0	101.7	.0	-.9	1.5	-.3	2.4	2.1	2.6	.3	
2008 .....	100.9	98.9	100.2	105.0	-.8	-2.0	1.3	4.8	-.5	-1.6	-1.8	3.2	
2009 .....	104.6	102.8	103.4	103.5	-.4	-1.7	.6	.1	3.7	3.9	3.2	-1.4	
2010 .....	103.1	103.0	103.3	103.1	-.4	-.1	.3	-.2	-1.4	.2	-.1	-.4	
2011 .....	101.7	100.5	100.5	101.1	-1.4	-1.2	.0	.6	-1.4	-2.4	-2.7	-1.9	
2012 .....	99.7	—	—	—	-1.4	—	—	—	-2.0	—	—	—	
<b>Other services, except public administration</b>													
2001 .....	94.3	93.9	95.2	96.5	-.1	-.4	1.4	1.4	1.0	.4	1.5	2.2	
2002 .....	97.1	97.9	98.6	98.1	.6	.8	.7	-.5	3.0	4.3	3.6	1.7	
2003 .....	96.9	98.3	98.1	99.5	-1.2	1.4	-.2	1.4	-.2	.4	-.5	1.4	
2004 .....	99.6	99.8	100.0	100.5	.1	.2	.2	.5	2.8	1.5	1.9	1.0	
2005 .....	99.8	99.8	98.9	100.0	-.7	.0	-.9	1.1	.2	.0	-1.1	-.5	
2006 .....	99.9	99.6	100.4	101.5	-.1	-.3	.8	1.1	.1	-.2	1.5	1.5	
2007 .....	101.3	100.2	101.1	100.8	-.2	-1.1	.9	-.3	1.4	.6	.7	-.7	
2008 .....	100.2	98.4	98.8	102.8	-.6	-1.8	.4	4.0	-1.1	-1.8	-2.3	2.0	
2009 .....	102.5	101.1	101.9	101.6	-.3	-1.4	.8	-.3	2.3	2.7	3.1	-1.2	
2010 .....	101.4	101.7	102.0	101.6	-.2	.3	.3	-.4	-1.1	.6	.1	.0	
2011 .....	100.7	99.8	99.8	100.8	-.9	-.9	.0	1.0	-.7	-1.9	-2.2	-.8	
2012 .....	100.0	—	—	—	-.8	—	—	—	-.7	—	—	—	

1 Includes wages, salaries, and employer costs for employee benefits.  
2 Series discontinued beginning March 2007.  
3 The index for this series is not strictly comparable with other series in this table.  
4 Includes the following occupational groups: management, business, and financial; professional and related; sales and related; and office and administrative support.  
5 Includes the following occupational groups: farming, fishing, and forestry; construction and extraction; installation, maintenance, and repair; production; and transportation and material moving.  
6 Includes mining, construction, and manufacturing.  
7 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.  
8 Includes ambulatory health care services and social assistance, not shown separately.

NOTE: Dashes indicate data not available.

**Table 6. Employment Cost Index for total compensation<sup>1</sup>, for private industry workers, by bargaining status, census region and division, and metropolitan area status**  
**Constant dollars**

(Not seasonally adjusted)

Bargaining status, census region and division, and metropolitan area status	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Bargaining status</b>												
Union												
2001 .....	91.5	91.6	92.4	94.4	-0.7	0.1	0.9	2.2	0.4	0.3	0.7	2.5
2002 .....	94.3	94.6	95.1	95.9	-.1	.3	.5	.8	3.1	3.3	2.9	1.6
2003 .....	95.6	97.1	97.4	98.5	-.3	1.6	.3	1.1	1.4	2.6	2.4	2.7
2004 .....	99.2	99.5	100.2	100.6	.7	.3	.7	.4	3.8	2.5	2.9	2.1
2005 .....	99.7	100.0	98.6	100.0	-.9	.3	-1.4	1.4	.5	.5	-1.6	-6
2006 .....	99.0	98.7	99.3	100.4	-1.0	-.3	.6	1.1	-.7	-1.3	.7	.4
2007 .....	98.4	98.1	98.5	98.5	-2.0	-.3	.4	.0	-6	-6	-.8	-1.9
2008 .....	97.6	95.9	96.6	101.1	-.9	-1.7	.7	4.7	-.8	-2.2	-1.9	2.6
2009 .....	100.9	100.2	100.7	101.2	-.2	-.7	.5	.5	3.4	4.5	4.2	.1
2010 .....	102.0	102.6	103.2	103.1	.8	.6	.6	-.1	1.1	2.4	2.5	1.9
2011 .....	101.8	102.1	101.8	102.8	-1.3	.3	-.3	1.0	-.2	-.5	-1.4	-.3
2012 .....	101.5	—	—	—	-1.3	—	—	—	-.3	—	—	—
Blue-collar occupations <sup>2,3</sup>												
2001 .....	91.8	91.8	92.7	94.5	-.8	.0	1.0	1.9	.7	.2	.7	2.2
2002 .....	94.3	94.9	95.3	96.2	-.2	.6	.4	.9	2.7	3.4	2.8	1.8
2003 .....	95.7	97.3	97.4	98.6	-.5	1.7	.1	1.2	1.5	2.5	2.2	2.5
2004 .....	99.5	99.7	100.5	100.8	.9	.2	.8	.3	4.0	2.5	3.2	2.2
2005 .....	99.7	100.0	98.6	100.0	-1.1	.3	-1.4	1.4	.2	.3	-1.9	-.8
2006 .....	98.7	98.4	99.0	100.0	-1.3	-.3	.6	1.0	-1.0	-1.6	.4	.0
Goods-producing industries <sup>4</sup>												
2001 .....	91.5	91.4	92.1	93.6	-.8	-.1	.8	1.6	.5	.1	.1	1.5
2002 .....	93.4	93.5	93.9	94.8	-.2	.1	.4	1.0	2.1	2.3	2.0	1.3
2003 .....	94.9	96.6	96.5	97.9	.1	1.8	-.1	1.5	1.6	3.3	2.8	3.3
2004 .....	99.3	99.5	100.3	100.5	1.4	.2	.8	.2	4.6	3.0	3.9	2.7
2005 .....	99.5	100.0	98.6	100.0	-1.0	.5	-1.4	1.4	.2	.5	-1.7	-.5
2006 .....	98.4	98.2	98.7	99.7	-1.6	-.2	.5	1.0	-1.1	-1.8	.1	-.3
2007 .....	97.2	97.1	97.3	97.4	-2.5	-.1	.2	.1	-1.2	-1.1	-1.4	-2.3
2008 .....	96.4	95.0	95.5	100.0	-1.0	-1.5	.5	4.7	-.8	-2.2	-1.8	2.7
2009 .....	99.9	99.4	99.8	100.2	-.1	-.5	.4	.4	3.6	4.6	4.5	.2
2010 .....	101.2	101.7	102.5	102.3	1.0	.5	.8	-.2	1.3	2.3	2.7	2.1
2011 .....	100.6	101.5	100.9	101.9	-1.7	.9	-.6	1.0	-.6	-.2	-1.6	-.4
2012 .....	99.3	—	—	—	-2.6	—	—	—	-1.3	—	—	—
Manufacturing												
2001 .....	90.6	90.0	90.5	92.4	-.9	-.7	.6	2.1	-.5	-1.1	-1.0	1.1
2002 .....	92.5	92.7	92.8	94.1	.1	.2	.1	1.4	2.1	3.0	2.5	1.8
2003 .....	94.7	95.8	95.7	97.2	.6	1.2	-.1	1.6	2.4	3.3	3.1	3.3
2004 .....	100.4	100.3	101.0	101.1	3.3	-.1	.7	.1	6.0	4.7	5.5	4.0
2005 .....	100.1	100.2	98.7	100.0	-1.0	.1	-1.5	1.3	-.3	-.1	-2.3	-1.1
2006 .....	97.8	97.1	97.5	98.3	-2.2	-.7	.4	.8	-2.3	-3.1	-1.2	-1.7
2007 .....	95.0	94.5	94.4	94.7	-3.4	-.5	-.1	.3	-2.9	-2.7	-3.2	-3.7
2008 .....	93.5	91.5	91.9	96.3	-1.3	-2.1	.4	4.8	-1.6	-3.2	-2.6	1.7

See footnotes at end of table.

**Table 6. Employment Cost Index for total compensation<sup>1</sup>, for private industry workers, by bargaining status, census region and division, and metropolitan area status**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Bargaining status, census region and division, and metropolitan area status	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Manufacturing</b>													
2009 .....	96.6	95.7	96.0	96.4	0.3	-0.9	0.3	0.4	3.3	4.6	4.5	0.1	
2010 .....	98.2	98.5	99.5	99.2	1.9	.3	1.0	-3	1.7	2.9	3.6	2.9	
2011 .....	97.7	99.3	98.2	99.2	-1.5	1.6	-1.1	1.0	-5	.8	-1.3	.0	
2012 .....	96.1	—	—	—	-3.1	—	—	—	-1.6	—	—	—	
<b>Blue-collar occupations<sup>2,3</sup></b>													
2001 .....	90.9	90.4	90.9	92.8	-.9	-.6	.6	2.1	-.5	-1.1	-1.0	1.2	
2002 .....	92.8	93.0	93.1	94.4	.0	.2	.1	1.4	2.1	2.9	2.4	1.7	
2003 .....	94.9	96.1	96.0	97.4	.5	1.3	-.1	1.5	2.3	3.3	3.1	3.2	
2004 .....	100.7	100.7	101.4	101.5	3.4	.0	.7	.1	6.1	4.8	5.6	4.2	
2005 .....	100.1	100.3	98.7	100.0	-1.4	.2	-1.6	1.3	-6	-4	-2.7	-1.5	
2006 .....	97.9	97.2	97.5	98.3	-2.1	-.7	.3	.8	-2.2	-3.1	-1.2	-1.7	
<b>Service-providing industries<sup>5</sup></b>													
2001 .....	91.6	91.8	92.7	95.2	-.4	.2	1.0	2.7	.5	.4	1.3	3.5	
2002 .....	95.1	95.6	96.1	96.9	-.1	.5	.5	.8	3.8	4.1	3.7	1.8	
2003 .....	96.2	97.6	98.1	99.1	-.7	1.5	.5	1.0	1.2	2.1	2.1	2.3	
2004 .....	99.1	99.4	100.1	100.7	.0	.3	.7	.6	3.0	1.8	2.0	1.6	
2005 .....	99.8	100.0	98.6	100.0	-.9	.2	-1.4	1.4	.7	.6	-1.5	-.7	
2006 .....	99.5	99.1	99.8	101.0	-.5	-.4	.7	1.2	-.3	-.9	1.2	1.0	
2007 .....	99.3	98.9	99.5	99.3	-1.7	-.4	.6	-.2	-.2	-.2	-.3	-1.7	
2008 .....	98.7	96.7	97.4	101.9	-.6	-2.0	.7	4.6	-.6	-2.2	-2.1	2.6	
2009 .....	101.7	100.9	101.4	102.0	-.2	-.8	.5	.6	3.0	4.3	4.1	.1	
2010 .....	102.6	103.4	103.8	103.7	.6	.8	.4	-.1	.9	2.5	2.4	1.7	
2011 .....	102.8	102.7	102.6	103.6	-.9	-.1	-.1	1.0	.2	-.7	-1.2	-.1	
2012 .....	103.3	—	—	—	-.3	—	—	—	.5	—	—	—	
<b>Nonunion</b>													
2001 .....	95.5	95.4	96.2	97.7	.2	-.1	.8	1.6	1.3	.7	1.4	2.5	
2002 .....	97.6	98.0	97.9	98.3	-.1	.4	-.1	.4	2.2	2.7	1.8	.6	
2003 .....	98.0	99.1	99.3	100.2	-.3	1.1	.2	.9	.4	1.1	1.4	1.9	
2004 .....	99.8	99.5	100.3	100.5	-.4	-.3	.8	.2	1.8	.4	1.0	.3	
2005 .....	100.1	100.1	98.5	100.0	-.4	.0	-1.6	1.5	.3	.6	-1.8	-.5	
2006 .....	99.3	98.6	99.5	100.6	-.7	-.7	.9	1.1	-.8	-1.5	1.0	.6	
2007 .....	99.8	99.2	99.9	99.8	-.8	-.6	.7	-.1	.5	.6	.4	-.8	
2008 .....	99.1	97.4	97.9	102.1	-.7	-1.7	.5	4.3	-.7	-1.8	-2.0	2.3	
2009 .....	101.2	100.0	100.2	100.3	-.9	-1.2	.2	.1	2.1	2.7	2.3	-1.8	
2010 .....	100.2	100.6	100.7	100.7	-.1	.4	.1	.0	-1.0	.6	.5	.4	
2011 .....	99.5	99.2	99.1	99.9	-1.2	-.3	-.1	.8	-.7	-1.4	-1.6	-.8	
2012 .....	99.0	—	—	—	-.9	—	—	—	-.5	—	—	—	
<b>Blue-collar occupations<sup>2,3</sup></b>													
2001 .....	96.3	95.9	97.1	98.3	.1	-.4	1.3	1.2	1.0	.3	1.4	2.2	
2002 .....	98.2	98.4	98.5	98.9	-.1	.2	.1	.4	2.0	2.6	1.4	.6	
2003 .....	98.4	99.6	99.6	100.5	-.5	1.2	.0	.9	.2	1.2	1.1	1.6	
2004 .....	100.2	100.1	100.6	100.8	-.3	-.1	.5	.2	1.8	.5	1.0	.3	
2005 .....	100.2	100.2	98.6	100.0	-.6	.0	-1.6	1.4	.0	.1	-2.0	-.8	
2006 .....	99.3	98.5	99.3	100.4	-.7	-.8	.8	1.1	-.9	-1.7	.7	.4	

See footnotes at end of table.

**Table 6. Employment Cost Index for total compensation<sup>1</sup>, for private industry workers, by bargaining status, census region and division, and metropolitan area status**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Bargaining status, census region and division, and metropolitan area status	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Goods-producing industries<sup>4</sup></b>													
2001 .....	94.6	94.5	95.0	96.6	0.1	-0.1	0.5	1.7	1.2	0.4	0.8	2.2	
2002 .....	96.6	96.8	96.6	97.6	.0	.2	-.2	1.0	2.1	2.4	1.7	1.0	
2003 .....	97.4	98.5	98.4	99.2	-.2	1.1	-1.1	.8	.8	1.8	1.9	1.6	
2004 .....	99.2	98.8	99.9	100.1	.0	-.4	1.1	.2	1.8	.3	1.5	.9	
2005 .....	99.9	100.2	98.9	100.0	-.2	.3	-1.3	1.1	.7	1.4	-1.0	-.1	
2006 .....	98.9	98.3	98.9	100.0	-1.1	-.6	.6	1.1	-1.0	-1.9	.0	.0	
2007 .....	99.0	98.4	99.0	98.7	-1.0	-.6	.6	-.3	.1	.1	.1	-1.3	
2008 .....	98.2	96.4	96.8	100.8	-.5	-1.8	.4	4.1	-.8	-2.0	-2.2	2.1	
2009 .....	99.8	98.5	98.5	98.6	-1.0	-1.3	.0	.1	1.6	2.2	1.8	-2.2	
2010 .....	98.6	98.9	99.2	98.9	.0	.3	.3	-.3	-1.2	.4	.7	.3	
2011 .....	98.0	97.9	97.6	98.4	-.9	-.1	-.3	.8	-.6	-1.0	-1.6	-.5	
2012 .....	97.4	—	—	—	-1.0	—	—	—	-.6	—	—	—	
<b>Manufacturing</b>													
2001 .....	94.4	94.3	94.6	96.2	.2	-.1	.3	1.7	.9	.1	.5	2.1	
2002 .....	96.5	96.7	96.5	97.3	.3	.2	-.2	.8	2.2	2.5	2.0	1.1	
2003 .....	97.4	98.5	98.3	99.1	.1	1.1	-.2	.8	.9	1.9	1.9	1.8	
2004 .....	99.1	98.8	99.9	99.9	.0	-.3	1.1	.0	1.7	.3	1.6	.8	
2005 .....	100.0	100.2	98.8	100.0	.1	.2	-1.4	1.2	.9	1.4	-1.1	.1	
2006 .....	98.8	98.2	98.6	99.6	-1.2	-.6	.4	1.0	-1.2	-2.0	-.2	-.4	
2007 .....	98.5	97.9	98.3	98.0	-1.1	-.6	.4	-.3	-.3	-.3	-.3	-1.6	
2008 .....	97.4	95.5	95.9	100.0	-.6	-2.0	.4	4.3	-1.1	-2.5	-2.4	2.0	
2009 .....	99.1	97.9	97.8	97.9	-.9	-1.2	-.1	.1	1.7	2.5	2.0	-2.1	
2010 .....	98.1	98.6	99.0	98.8	.2	.5	.4	-.2	-1.0	.7	1.2	.9	
2011 .....	98.3	98.1	97.8	98.6	-.5	-.2	-.3	.8	.2	-.5	-1.2	-.2	
2012 .....	97.7	—	—	—	-.9	—	—	—	-.6	—	—	—	
<b>Blue-collar occupations<sup>2,3</sup></b>													
2001 .....	95.7	95.2	95.9	97.6	-.1	-.5	.7	1.8	.5	-.2	.6	1.9	
2002 .....	97.7	97.9	97.6	98.5	.1	.2	-.3	.9	2.1	2.8	1.8	.9	
2003 .....	98.4	99.3	99.5	100.3	-.1	.9	.2	.8	.7	1.4	1.9	1.8	
2004 .....	100.3	99.8	100.9	101.1	.0	-.5	1.1	.2	1.9	.5	1.4	.8	
2005 .....	100.6	100.5	98.7	100.0	-.5	-.1	-1.8	1.3	.3	.7	-2.2	-1.1	
2006 .....	99.2	98.3	99.0	100.1	-.8	-.9	.7	1.1	-1.4	-2.2	.3	.1	
<b>Service-providing industries<sup>5</sup></b>													
2001 .....	95.7	95.7	96.6	98.1	.2	.0	.9	1.6	1.3	.9	1.6	2.7	
2002 .....	97.9	98.4	98.2	98.5	-.2	.5	-.2	.3	2.3	2.8	1.7	.4	
2003 .....	98.2	99.3	99.6	100.5	-.3	1.1	.3	.9	.3	.9	1.4	2.0	
2004 .....	99.9	99.7	100.4	100.6	-.6	-.2	.7	.2	1.7	.4	.8	.1	
2005 .....	100.1	100.1	98.4	100.0	-.5	.0	-1.7	1.6	.2	.4	-2.0	-.6	
2006 .....	99.5	98.7	99.6	100.8	-.5	-.8	.9	1.2	-.6	-1.4	1.2	.8	
2007 .....	100.0	99.4	100.2	100.1	-.8	-.6	.8	-.1	.5	.7	.6	-.7	
2008 .....	99.3	97.6	98.2	102.4	-.8	-1.7	.6	4.3	-.7	-1.8	-2.0	2.3	
2009 .....	101.6	100.4	100.6	100.8	-.8	-1.2	.2	.2	2.3	2.9	2.4	-1.6	
2010 .....	100.7	101.0	101.2	101.2	-.1	.3	.2	.0	-.9	.6	.6	.4	
2011 .....	99.9	99.6	99.4	100.3	-1.3	-.3	-.2	.9	-.8	-1.4	-1.8	-.9	
2012 .....	99.4	—	—	—	-.9	—	—	—	-.5	—	—	—	

See footnotes at end of table.

**Table 6. Employment Cost Index for total compensation<sup>1</sup>, for private industry workers, by bargaining status, census region and division, and metropolitan area status**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Bargaining status, census region and division, and metropolitan area status	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Census region and division<sup>6</sup></b>												
<b>Northeast</b>												
2001 .....	95.9	96.2	97.3	98.4	-0.4	0.3	1.1	1.1	0.8	0.6	1.4	2.2
2002 .....	98.0	98.5	98.0	98.5	-.4	.5	-.5	.5	2.2	2.4	.7	.1
2003 .....	98.1	99.2	99.0	99.6	-.4	1.1	-.2	.6	.1	.7	1.0	1.1
2004 .....	99.2	99.2	100.0	100.0	-.4	.1	.8	.0	1.1	.1	1.0	.4
2005 .....	99.0	99.8	98.3	100.0	-1.0	.8	-1.5	1.7	-.2	.6	-1.7	.0
2006 .....	99.1	98.1	99.0	100.3	-.9	-1.0	.9	1.3	.1	-1.7	.7	.3
2007 .....	99.6	99.1	100.2	99.9	-.7	-.5	1.1	-.3	.5	1.0	1.2	-.4
2008 .....	99.0	97.1	97.6	101.6	-.9	-1.9	.5	4.1	-.6	-2.0	-2.6	1.7
2009 .....	101.0	100.2	100.1	100.2	-.6	-.8	-.1	.1	2.0	3.2	2.6	-1.4
2010 .....	100.2	100.7	101.0	100.9	.0	.5	.3	-.1	-.8	.5	.9	.7
2011 .....	100.0	99.7	99.4	100.2	-.9	-.3	-.3	.8	-.2	-1.0	-1.6	-.7
2012 .....	99.3	—	—	—	-.9	—	—	—	-.7	—	—	—
<b>New England</b>												
2006 .....	98.9	97.8	98.7	100.1	-1.1	-1.1	.9	1.4	—	—	—	.1
2007 .....	99.2	98.8	99.5	99.2	-.9	-.4	.7	-.3	.3	1.0	.8	-.9
2008 .....	98.2	96.2	96.7	101.7	-1.0	-2.0	.5	5.2	-1.0	-2.6	-2.8	2.5
2009 .....	101.0	100.2	100.5	100.7	-.7	-.8	.3	.2	2.9	4.2	3.9	-1.0
2010 .....	100.6	101.1	101.2	101.4	-.1	.5	.1	.2	-.4	.9	.7	.7
2011 .....	100.3	100.4	99.8	100.4	-1.1	.1	-.6	.6	-.3	-.7	-1.4	-1.0
2012 .....	99.6	—	—	—	-.8	—	—	—	-.7	—	—	—
<b>Middle Atlantic</b>												
2006 .....	99.1	98.3	99.2	100.4	-.9	-.8	.9	1.2	—	—	—	.4
2007 .....	99.7	99.3	100.5	100.2	-.7	-.4	1.2	-.3	.6	1.0	1.3	-.2
2008 .....	99.3	97.5	97.9	101.6	-.9	-1.8	.4	3.8	-.4	-1.8	-2.6	1.4
2009 .....	101.0	100.2	99.9	100.1	-.6	-.8	-.3	.2	1.7	2.8	2.0	-1.5
2010 .....	100.0	100.6	100.9	100.8	-.1	.6	.3	-.1	-1.0	.4	1.0	.7
2011 .....	99.9	99.5	99.2	100.2	-.9	-.4	-.3	1.0	-.1	-1.1	-1.7	-.6
2012 .....	99.2	—	—	—	-1.0	—	—	—	-.7	—	—	—
<b>South</b>												
2001 .....	96.3	96.3	97.2	99.0	.3	.0	1.0	1.8	1.6	.9	1.8	3.0
2002 .....	98.9	99.2	99.6	99.3	-.1	.3	.4	-.3	2.7	3.0	2.4	.3
2003 .....	98.5	99.4	99.8	100.5	-.8	1.0	.4	.7	-.4	.2	.2	1.2
2004 .....	100.6	100.0	100.9	101.4	.1	-.6	.9	.5	2.1	.6	1.1	.9
2005 .....	101.1	100.5	98.7	100.0	-.3	-.5	-1.8	1.3	.5	.5	-2.2	-1.4
2006 .....	99.6	98.4	99.8	101.0	-.4	-1.2	1.4	1.2	-1.5	-2.1	1.1	1.0
2007 .....	100.2	99.3	100.0	99.7	-.8	-.9	.7	-.3	.6	.9	.2	-1.3
2008 .....	99.2	97.2	97.6	102.1	-.5	-2.0	.4	4.6	-1.0	-2.1	-2.4	2.4

See footnotes at end of table.

**Table 6. Employment Cost Index for total compensation<sup>1</sup>, for private industry workers, by bargaining status, census region and division, and metropolitan area status**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Bargaining status, census region and division, and metropolitan area status	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>South</b>													
2009 .....	101.3	99.9	100.6	100.5	-0.8	-1.4	0.7	-0.1	2.1	2.8	3.1	-1.6	
2010 .....	100.3	100.8	100.9	100.9	-2	.5	.1	.0	-1.0	.9	.3	.4	
2011 .....	99.2	99.0	98.9	99.6	-1.7	-.2	-.1	.7	-1.1	-1.8	-2.0	-1.3	
2012 .....	98.8	—	—	—	-8	—	—	—	-4	—	—	—	
<b>South Atlantic</b>													
2006 .....	99.8	98.7	100.1	101.3	-.2	-1.1	1.4	1.2	—	—	—	1.3	
2007 .....	100.8	99.9	100.6	100.3	-.5	-.9	.7	-.3	1.0	1.2	.5	-1.0	
2008 .....	99.8	97.6	98.1	102.5	-.5	-2.2	.5	4.5	-1.0	-2.3	-2.5	2.2	
2009 .....	101.8	100.6	101.3	101.2	-.7	-1.2	.7	-.1	2.0	3.1	3.3	-1.3	
2010 .....	101.0	101.3	101.4	101.4	-.2	.3	.1	.0	-.8	.7	.1	.2	
2011 .....	99.6	99.3	99.3	99.9	-1.8	-.3	.0	.6	-1.4	-2.0	-2.1	-1.5	
2012 .....	99.1	—	—	—	-8	—	—	—	-5	—	—	—	
<b>East South Central</b>													
2006 .....	99.2	97.7	98.5	99.9	-.8	-1.5	.8	1.4	—	—	—	-.1	
2007 .....	99.3	97.8	98.8	98.5	-.6	-1.5	1.0	-.3	.1	.1	.3	-1.4	
2008 .....	97.9	96.0	96.6	100.9	-.6	-1.9	.6	4.5	-1.4	-1.8	-2.2	2.4	
2009 .....	100.2	98.7	99.4	99.2	-.7	-1.5	.7	-.2	2.3	2.8	2.9	-1.7	
2010 .....	99.0	99.7	99.7	99.2	-.2	.7	.0	-.5	-1.2	1.0	.3	.0	
2011 .....	98.1	97.7	97.5	98.1	-1.1	-.4	-.2	.6	-.9	-2.0	-2.2	-1.1	
2012 .....	97.1	—	—	—	-1.0	—	—	—	-1.0	—	—	—	
<b>West South Central</b>													
2006 .....	99.3	98.2	99.7	100.9	-.7	-1.1	1.5	1.2	—	—	—	.9	
2007 .....	99.6	98.7	99.5	99.2	-1.3	-.9	.8	-.3	.3	.5	-.2	-1.7	
2008 .....	98.7	96.9	97.1	101.8	-.5	-1.8	.2	4.8	-.9	-1.8	-2.4	2.6	
2009 .....	100.9	99.4	100.0	99.7	-.9	-1.5	.6	-.3	2.2	2.6	3.0	-2.1	
2010 .....	99.8	100.3	100.7	100.8	.1	.5	.4	.1	-1.1	.9	.7	1.1	
2011 .....	99.1	99.2	98.9	99.6	-1.7	.1	-.3	.7	-.7	-1.1	-1.8	-1.2	
2012 .....	98.9	—	—	—	-7	—	—	—	-2	—	—	—	
<b>Midwest</b>													
2001 .....	93.7	93.2	93.6	95.7	.3	-.5	.4	2.2	1.4	1.2	.7	2.5	
2002 .....	96.2	96.0	95.8	96.7	.5	-.2	-.2	1.0	2.6	3.0	2.4	1.1	
2003 .....	97.9	98.8	98.9	100.0	1.2	.9	.1	1.1	1.7	2.9	3.2	3.4	
2004 .....	99.6	99.2	99.8	100.0	-.4	-.4	.6	.2	1.7	.4	.9	.0	
2005 .....	99.6	99.4	98.0	100.0	-.4	-.2	-1.4	2.0	.0	.2	-1.8	.0	
2006 .....	99.5	99.4	100.2	101.1	-.5	-.1	.8	.9	-.1	.0	2.2	1.1	
2007 .....	99.8	99.1	99.4	99.7	-1.3	-.7	.3	.3	.3	-.3	-.8	-1.4	
2008 .....	98.7	97.1	97.4	102.2	-1.0	-1.6	.3	4.9	-1.1	-2.0	-2.0	2.5	
2009 .....	101.3	99.8	100.0	100.2	-.9	-1.5	.2	.2	2.6	2.8	2.7	-2.0	
2010 .....	100.5	100.8	100.8	100.8	.3	.3	.0	.0	-.8	1.0	.8	.6	
2011 .....	100.0	99.5	99.3	100.4	-.8	-.5	-.2	1.1	-.5	-1.3	-1.5	-.4	
2012 .....	99.4	—	—	—	-1.0	—	—	—	-6	—	—	—	

See footnotes at end of table.

**Table 6. Employment Cost Index for total compensation<sup>1</sup>, for private industry workers, by bargaining status, census region and division, and metropolitan area status**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Bargaining status, census region and division, and metropolitan area status	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>East North Central</b>													
2006 .....	99.5	99.4	100.1	101.1	-0.5	-0.1	0.7	1.0	—	—	—	—	1.1
2007 .....	99.7	99.1	99.2	99.5	-1.4	-0.6	.1	.3	0.2	-0.3	-0.9	-1.6	
2008 .....	98.3	96.7	96.9	101.7	-1.2	-1.6	.2	5.0	-1.4	-2.4	-2.3	2.2	
2009 .....	100.5	99.1	99.2	99.4	-1.2	-1.4	.1	.2	2.2	2.5	2.4	-2.3	
2010 .....	99.9	100.2	100.2	100.2	.5	.3	.0	.0	-6	1.1	1.0	.8	
2011 .....	99.4	99.0	98.9	99.8	-8	-4	-1	.9	-5	-1.2	-1.3	-4	
2012 .....	98.7	—	—	—	-1.1	—	—	—	-7	—	—	—	
<b>West North Central</b>													
2006 .....	99.4	99.2	100.2	101.0	-6	-2	1.0	.8	—	—	—	—	1.0
2007 .....	100.0	99.3	100.0	100.3	-1.0	-0.7	.7	.3	.6	.1	-2	-7	
2008 .....	99.9	98.4	98.6	103.6	-4	-1.5	.2	5.1	-1	-9	-1.4	3.3	
2009 .....	103.2	101.8	102.1	102.1	-4	-1.4	.3	.0	3.3	3.5	3.5	-1.4	
2010 .....	102.1	102.2	102.5	102.6	.0	.1	.3	.1	-1.1	.4	.4	.5	
2011 .....	101.5	100.9	100.6	101.9	-1.1	-0.6	-0.3	1.3	-6	-1.3	-1.9	-7	
2012 .....	101.3	—	—	—	-6	—	—	—	-2	—	—	—	
<b>West</b>													
2001 .....	93.3	93.4	94.1	95.7	.0	.1	.8	1.7	.6	.0	1.0	2.6	
2002 .....	95.0	95.9	95.9	96.7	-7	1.0	.0	.9	1.8	2.7	2.0	1.1	
2003 .....	95.9	97.8	98.4	99.6	-8	2.0	.6	1.2	1.0	2.0	2.6	2.9	
2004 .....	99.1	99.4	100.0	100.3	-5	.3	.6	.3	3.4	1.7	1.6	.7	
2005 .....	99.8	100.3	98.8	100.0	-5	.5	-1.5	1.2	.7	.9	-1.2	-3	
2006 .....	98.8	98.7	98.7	99.9	-1.2	-0.1	.0	1.2	-1.0	-1.6	-0.1	-1	
2007 .....	98.9	98.6	99.3	99.2	-1.0	-0.3	.7	-0.1	.1	-0.1	.6	-7	
2008 .....	98.6	97.2	98.4	101.9	-6	-1.4	1.2	3.6	-3	-1.4	-9	2.7	
2009 .....	101.1	100.1	100.1	100.9	-8	-1.0	.0	.8	2.5	3.0	1.7	-1.0	
2010 .....	100.8	101.1	101.4	101.3	-0.1	.3	.3	-0.1	-3	1.0	1.3	.4	
2011 .....	100.2	100.2	100.0	100.9	-1.1	.0	-0.2	.9	-6	-9	-1.4	-4	
2012 .....	99.7	—	—	—	-1.2	—	—	—	-5	—	—	—	
<b>Mountain</b>													
2006 .....	99.2	98.7	98.9	100.0	-8	-0.5	.2	1.1	—	—	—	—	.0
2007 .....	99.8	98.9	100.2	100.1	-2	-0.9	1.3	-0.1	.6	.2	1.3	.1	
2008 .....	99.2	98.1	99.3	102.8	-9	-1.1	1.2	3.5	-6	-8	-9	2.7	
2009 .....	101.7	100.6	100.7	101.2	-1.1	-1.1	.1	.5	2.5	2.5	1.4	-1.6	
2010 .....	100.8	101.6	102.1	101.5	-4	.8	.5	-6	-9	1.0	1.4	.3	
2011 .....	100.1	99.9	100.2	101.1	-1.4	-0.2	.3	.9	-7	-1.7	-1.9	-4	
2012 .....	99.5	—	—	—	-1.6	—	—	—	-6	—	—	—	
<b>Pacific</b>													
2006 .....	98.6	98.7	98.6	99.9	-1.4	.1	-0.1	1.3	—	—	—	—	-1
2007 .....	98.5	98.5	99.0	98.8	-1.4	.0	.5	-0.2	-0.1	-0.2	.4	-1.1	
2008 .....	98.4	96.9	98.1	101.6	-4	-1.5	1.2	3.6	-0.1	-1.6	-9	2.8	
2009 .....	100.9	99.9	99.9	100.8	-7	-1.0	.0	.9	2.5	3.1	1.8	-8	
2010 .....	100.9	100.9	101.2	101.2	.1	.0	.3	.0	.0	1.0	1.3	.4	
2011 .....	100.3	100.4	100.0	100.9	-9	.1	-0.4	.9	-6	-5	-1.2	-3	
2012 .....	99.9	—	—	—	-1.0	—	—	—	-4	—	—	—	

See footnotes at end of table.

**Table 6. Employment Cost Index for total compensation<sup>1</sup>, for private industry workers, by bargaining status, census region and division, and metropolitan area status**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Bargaining status, census region and division, and metropolitan area status	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Metropolitan area status</b>													
Metropolitan areas <sup>7</sup>													
2006 .....	99.3	98.7	99.4	100.6	-0.7	-0.6	0.7	1.2	—	—	—	—	0.6
2007 .....	99.6	99.0	99.7	99.6	-1.0	-.6	.7	-.1	0.3	0.3	0.3	0.3	-1.0
2008 .....	98.8	97.1	97.7	—	-8	-1.7	.6	—	-8	-1.9	-2.0	—	—
Nonmetropolitan areas <sup>7</sup>													
2006 .....	99.3	98.4	99.5	100.7	-.7	-.9	1.1	1.2	—	—	—	—	.7
2007 .....	99.8	99.2	99.9	99.8	-.9	-.6	.7	-.1	.5	.8	.4	.4	-.9
2008 .....	99.1	97.5	98.1	—	-.7	-1.6	.6	—	-7	-1.7	-1.8	—	—

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

<sup>2</sup> Series discontinued beginning March 2007.

<sup>3</sup> Includes the following occupational groups: farming, fishing, and forestry; construction and extraction; installation, maintenance, and repair; production; and transportation and material moving.

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

<sup>6</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.

<sup>7</sup> Series discontinued beginning December 2008.

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**  
**Constant dollars**

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>State and local government workers</b>												
<b>All workers</b>												
2001 .....	93.4	92.9	94.7	96.0	-0.3	-0.5	1.9	1.4	0.4	0.3	1.7	2.5
2002 .....	95.4	95.2	96.7	97.6	-6	-2	1.6	.9	2.1	2.5	2.1	1.7
2003 .....	96.6	97.2	98.1	99.1	-1.0	.6	.9	1.0	1.3	2.1	1.4	1.5
2004 .....	98.2	97.4	98.9	99.3	-9	-8	1.5	.4	1.7	.2	.8	.2
2005 .....	98.7	98.4	98.1	100.0	-6	-3	-3	1.9	.5	1.0	-8	.7
2006 .....	98.9	97.9	100.1	101.5	-1.1	-1.0	2.2	1.4	.2	-5	2.0	1.5
2007 .....	100.7	99.8	101.6	101.6	-8	-9	1.8	.0	1.8	1.9	1.5	.1
2008 .....	100.3	98.4	100.1	104.5	-1.3	-1.9	1.7	4.4	-4	-1.4	-1.5	2.9
2009 .....	103.9	102.9	103.8	104.0	-6	-1.0	.9	.2	3.6	4.6	3.7	-5
2010 .....	103.5	103.6	104.4	104.3	-5	.1	.8	-1	-4	.7	.6	.3
2011 .....	102.7	101.8	102.0	102.6	-1.5	-9	.2	.6	-8	-1.7	-2.3	-1.6
2012 .....	101.5	—	—	—	-1.1	—	—	—	-1.2	—	—	—
<b>Occupational group</b>												
<b>White-collar occupations<sup>2,3</sup></b>												
2001 .....	93.7	93.3	95.2	96.4	-5	-4	2.0	1.3	.2	.3	1.6	2.3
2002 .....	95.8	95.5	97.1	98.0	-6	-3	1.7	.9	2.2	2.4	2.0	1.7
2003 .....	96.9	97.5	98.4	99.4	-1.1	.6	.9	1.0	1.1	2.1	1.3	1.4
2004 .....	98.5	97.6	99.0	99.5	-9	-9	1.4	.5	1.7	.1	.6	.1
2005 .....	98.8	98.5	98.0	100.0	-7	-3	-5	2.0	.3	.9	-1.0	.5
2006 .....	98.9	97.9	100.2	101.4	-1.1	-1.0	2.3	1.2	.1	-6	2.2	1.4
<b>Management, professional, and related</b>												
2001 .....	93.9	93.5	95.5	96.7	-5	-4	2.1	1.3	.2	.3	1.7	2.4
2002 .....	96.0	95.6	97.3	98.2	-7	-4	1.8	.9	2.2	2.2	1.9	1.6
2003 .....	97.0	97.6	98.4	99.4	-1.2	.6	.8	1.0	1.0	2.1	1.1	1.2
2004 .....	98.5	97.6	99.0	99.4	-9	-9	1.4	.4	1.5	.0	.6	.0
2005 .....	98.7	98.4	98.0	100.0	-7	-3	-4	2.0	.2	.8	-1.0	.6
2006 .....	98.8	97.8	100.2	101.4	-1.2	-1.0	2.5	1.2	.1	-6	2.2	1.4
2007 .....	100.5	99.6	101.5	101.4	-9	-9	1.9	-1	1.7	1.8	1.3	.0
2008 .....	100.3	98.3	100.1	104.4	-1.1	-2.0	1.8	4.3	-2	-1.3	-1.4	3.0
2009 .....	103.7	102.6	103.6	103.7	-7	-1.1	1.0	.1	3.4	4.4	3.5	-7
2010 .....	103.1	103.1	103.9	103.7	-6	.0	.8	-2	-6	.5	.3	.0
2011 .....	102.1	101.1	101.4	102.0	-1.5	-1.0	.3	.6	-1.0	-1.9	-2.4	-1.6
2012 .....	100.9	—	—	—	-1.1	—	—	—	-1.2	—	—	—
<b>Professional and related</b>												
2001 .....	93.8	93.3	95.4	96.5	-5	-5	2.3	1.2	.2	.1	1.7	2.3
2002 .....	95.7	95.4	97.2	98.1	-8	-3	1.9	.9	2.0	2.3	1.9	1.7
2003 .....	96.9	97.5	98.3	99.3	-1.2	.6	.8	1.0	1.3	2.2	1.1	1.2
2004 .....	98.3	97.4	99.0	99.3	-1.0	-9	1.6	.3	1.4	-1	.7	.0
2005 .....	98.5	98.3	97.9	100.0	-8	-2	-4	2.1	.2	.9	-1.1	.7
2006 .....	98.7	97.7	100.3	101.5	-1.3	-1.0	2.7	1.2	.2	-6	2.5	1.5
2007 .....	100.5	99.5	101.4	101.4	-1.0	-1.0	1.9	.0	1.8	1.8	1.1	-1
2008 .....	100.1	98.1	100.0	104.3	-1.3	-2.0	1.9	4.3	-4	-1.4	-1.4	2.9

See footnotes at end of table.

**Table 7. Employment Cost Index for total compensation<sup>1</sup>, for State and local government workers, by occupational group and industry**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Professional and related</b>													
2009 .....	103.5	102.5	103.5	103.8	-0.8	-1.0	1.0	0.3	3.4	4.5	3.5	-0.5	
2010 .....	103.1	103.1	103.9	103.7	-7	.0	.8	-2	-4	.6	.4	-1	
2011 .....	102.0	101.0	101.3	101.9	-1.6	-1.0	.3	.6	-1.1	-2.0	-2.5	-1.7	
2012 .....	100.8	—	—	—	-1.1	—	—	—	-1.2	—	—	—	
<b>Sales and office</b>													
2001 .....	92.4	91.9	93.3	94.8	-3	-5	1.5	1.6	.3	.1	1.2	2.3	
2002 .....	94.7	94.7	96.0	96.9	-1	.0	1.4	.9	2.5	3.0	2.9	2.2	
2003 .....	95.9	96.7	98.1	99.1	-1.0	.8	1.4	1.0	1.3	2.1	2.2	2.3	
2004 .....	98.4	97.9	99.2	99.8	-7	-5	1.3	.6	2.6	1.2	1.1	.7	
2005 .....	99.3	98.7	98.3	100.0	-5	-6	-4	1.7	.9	.8	-9	.2	
2006 .....	99.4	98.4	100.2	101.5	-6	-1.0	1.8	1.3	.1	-3	1.9	1.5	
2007 .....	101.1	100.3	101.8	101.8	-4	-8	1.5	.0	1.7	1.9	1.6	.3	
2008 .....	100.3	98.3	99.8	104.2	-1.5	-2.0	1.5	4.4	-8	-2.0	-2.0	2.4	
2009 .....	104.0	102.9	104.0	104.2	-2	-1.1	1.1	.2	3.7	4.7	4.2	.0	
2010 .....	104.0	104.1	104.9	104.7	-2	.1	.8	-2	.0	1.2	.9	.5	
2011 .....	103.1	102.3	102.7	103.3	-1.5	-8	.4	.6	-9	-1.7	-2.1	-1.3	
2012 .....	102.0	—	—	—	-1.3	—	—	—	-1.1	—	—	—	
<b>Office and administrative support</b>													
2001 .....	92.3	91.7	93.1	94.8	-3	-7	1.5	1.8	.3	.0	1.1	2.4	
2002 .....	94.7	94.7	96.0	96.7	-1	.0	1.4	.7	2.6	3.3	3.1	2.0	
2003 .....	95.8	96.5	97.9	98.8	-9	.7	1.5	.9	1.2	1.9	2.0	2.2	
2004 .....	98.2	97.8	99.1	99.7	-6	-4	1.3	.6	2.5	1.3	1.2	.9	
2005 .....	99.2	98.7	98.2	100.0	-5	-5	-5	1.8	1.0	.9	-9	.3	
2006 .....	99.4	98.5	100.3	101.6	-6	-9	1.8	1.3	.2	-2	2.1	1.6	
2007 .....	101.3	100.5	102.1	102.0	-3	-8	1.6	-1	1.9	2.0	1.8	.4	
2008 .....	100.7	98.7	100.2	104.6	-1.3	-2.0	1.5	4.4	-6	-1.8	-1.9	2.5	
2009 .....	104.4	103.2	104.3	104.5	-2	-1.1	1.1	.2	3.7	4.6	4.1	-1	
2010 .....	104.3	104.4	105.2	105.0	-2	.1	.8	-2	-1	1.2	.9	.5	
2011 .....	103.4	102.6	102.9	103.4	-1.5	-8	.3	.5	-9	-1.7	-2.2	-1.5	
2012 .....	102.2	—	—	—	-1.2	—	—	—	-1.2	—	—	—	
<b>Blue-collar occupations<sup>3,4</sup></b>													
2001 .....	93.2	92.6	93.7	95.6	.1	-6	1.2	2.0	.6	.5	1.5	2.7	
2002 .....	95.0	94.8	96.1	97.1	-6	-2	1.4	1.0	1.9	2.4	2.6	1.6	
2003 .....	96.4	97.0	97.4	98.6	-7	.6	.4	1.2	1.5	2.3	1.4	1.5	
2004 .....	98.0	97.4	98.8	99.1	-6	-6	1.4	.3	1.7	.4	1.4	.5	
2005 .....	98.9	98.9	98.5	100.0	-2	.0	-4	1.5	.9	1.5	-3	.9	
2006 .....	99.1	98.0	99.8	101.4	-9	-1.1	1.8	1.6	.2	-9	1.3	1.4	
<b>Service occupations</b>													
2001 .....	91.7	91.4	92.8	94.3	.2	-3	1.5	1.6	1.0	1.2	2.2	3.1	
2002 .....	93.8	93.9	95.0	95.7	-5	.1	1.2	.7	2.3	2.7	2.4	1.5	
2003 .....	94.9	95.6	96.7	97.8	-8	.7	1.2	1.1	1.2	1.8	1.8	2.2	

See footnotes at end of table.

**Table 7. Employment Cost Index for total compensation<sup>1</sup>, for State and local government workers, by occupational group and industry**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Service occupations</b>												
2004 .....	96.9	96.2	98.3	98.7	-0.9	-0.7	2.2	0.4	2.1	0.6	1.7	0.9
2005 .....	98.0	97.8	98.1	100.0	-7	-2	.3	1.9	1.1	1.7	-2	1.3
2006 .....	99.1	98.1	100.0	101.9	-.9	-1.0	1.9	1.9	1.1	.3	1.9	1.9
2007 .....	101.0	100.4	101.9	102.3	-.9	-.6	1.5	.4	1.9	2.3	1.9	.4
2008 .....	101.1	98.9	100.6	105.2	-1.2	-2.2	1.7	4.6	.1	-1.5	-1.3	2.8
2009 .....	104.9	103.8	104.5	105.1	-.3	-1.0	.7	.6	3.8	5.0	3.9	-.1
2010 .....	104.7	104.9	105.9	105.9	-.4	.2	1.0	.0	-2	1.1	1.3	.8
2011 .....	104.4	103.4	103.4	104.2	-1.4	-1.0	.0	.8	-.3	-1.4	-2.4	-1.6
2012 .....	103.0	—	—	—	-1.2	—	—	—	-1.3	—	—	—
<b>Industry</b>												
<b>Education and health services</b>												
2001 .....	94.2	93.7	95.9	97.1	-.6	-.5	2.3	1.3	.3	.3	1.7	2.4
2002 .....	96.2	95.8	97.5	98.3	-.9	-.4	1.8	.8	2.1	2.2	1.7	1.2
2003 .....	97.0	97.6	98.5	99.5	-1.3	.6	.9	1.0	.8	1.9	1.0	1.2
2004 .....	98.4	97.4	99.0	99.4	-1.1	-1.0	1.6	.4	1.4	-2	.5	-.1
2005 .....	98.5	98.2	98.0	100.0	-.9	-.3	-.2	2.0	.1	.8	-1.0	.6
2006 .....	98.8	97.8	100.5	101.7	-1.2	-1.0	2.8	1.2	.3	-.4	2.6	1.7
2007 .....	100.5	99.4	101.5	101.3	-1.2	-1.1	2.1	-.2	1.7	1.6	1.0	-.4
2008 .....	100.1	98.1	100.1	104.3	-1.2	-2.0	2.0	4.2	-.4	-1.3	-1.4	3.0
2009 .....	103.6	102.5	103.6	103.8	-.7	-1.1	1.1	.2	3.5	4.5	3.5	-.5
2010 .....	103.1	103.1	103.9	103.8	-.7	.0	.8	-.1	-.5	.6	.3	.0
2011 .....	102.1	101.1	101.4	102.0	-1.6	-1.0	.3	.6	-1.0	-1.9	-2.4	-1.7
2012 .....	100.8	—	—	—	-1.2	—	—	—	-1.3	—	—	—
<b>Education services</b>												
2001 .....	94.3	93.7	96.0	97.1	-.6	-.6	2.5	1.1	.2	.1	1.6	2.3
2002 .....	96.1	95.7	97.5	98.3	-1.0	-.4	1.9	.8	1.9	2.1	1.6	1.2
2003 .....	97.0	97.6	98.5	99.4	-1.3	.6	.9	.9	.9	2.0	1.0	1.1
2004 .....	98.3	97.3	98.9	99.3	-1.1	-1.0	1.6	.4	1.3	-.3	.4	-.1
2005 .....	98.4	98.1	97.9	100.0	-.9	-.3	-.2	2.1	.1	.8	-1.0	.7
2006 .....	98.7	97.5	100.4	101.5	-1.3	-1.2	3.0	1.1	.3	-.6	2.6	1.5
2007 .....	100.2	99.1	101.3	101.2	-1.3	-1.1	2.2	-.1	1.5	1.6	.9	-.3
2008 .....	99.9	97.9	99.9	104.1	-1.3	-2.0	2.0	4.2	-.3	-1.2	-1.4	2.9
2009 .....	103.4	102.3	103.4	103.6	-.7	-1.1	1.1	.2	3.5	4.5	3.5	-.5
2010 .....	102.9	102.8	103.7	103.5	-.7	-.1	.9	-.2	-.5	.5	.3	-.1
2011 .....	101.8	100.7	101.1	101.6	-1.6	-1.1	.4	.5	-1.1	-2.0	-2.5	-1.8
2012 .....	100.4	—	—	—	-1.2	—	—	—	-1.4	—	—	—
<b>Schools<sup>5</sup></b>												
2001 .....	94.3	93.7	96.0	97.1	-.6	-.6	2.5	1.1	.2	.1	1.6	2.3
2002 .....	96.1	95.7	97.5	98.3	-1.0	-.4	1.9	.8	1.9	2.1	1.6	1.2
2003 .....	97.0	97.6	98.5	99.4	-1.3	.6	.9	.9	.9	2.0	1.0	1.1
2004 .....	98.3	97.3	98.9	99.4	-1.1	-1.0	1.6	.5	1.3	-.3	.4	.0
2005 .....	98.4	98.1	97.9	100.0	-1.0	-.3	-.2	2.1	.1	.8	-1.0	.6
2006 .....	98.7	97.5	100.4	101.5	-1.3	-1.2	3.0	1.1	.3	-.6	2.6	1.5
2007 .....	100.2	99.1	101.3	101.2	-1.3	-1.1	2.2	-.1	1.5	1.6	.9	-.3
2008 .....	99.9	97.9	99.9	104.1	-1.3	-2.0	2.0	4.2	-.3	-1.2	-1.4	2.9

See footnotes at end of table.

**Table 7. Employment Cost Index for total compensation<sup>1</sup>, for State and local government workers, by occupational group and industry**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Schools<sup>5</sup></b>													
2009 .....	103.4	102.3	103.4	103.6	-0.7	-1.1	1.1	0.2	3.5	4.5	3.5	-0.5	
2010 .....	102.9	102.8	103.7	103.5	-7	-1	.9	-2	-5	.5	.3	-1	
2011 .....	101.7	100.7	101.0	101.6	-1.7	-1.0	.3	.6	-1.2	-2.0	-2.6	-1.8	
2012 .....	100.4	—	—	—	-1.2	—	—	—	-1.3	—	—	—	
<b>Elementary and secondary schools</b>													
2001 .....	93.9	93.3	95.4	96.5	-.9	-.6	2.3	1.2	-.1	-.2	1.1	1.8	
2002 .....	95.6	95.2	97.1	97.8	-.9	-.4	2.0	.7	1.8	2.0	1.8	1.3	
2003 .....	96.5	97.0	98.1	99.0	-1.3	.5	1.1	.9	.9	1.9	1.0	1.2	
2004 .....	97.9	96.9	98.7	99.2	-1.1	-1.0	1.9	.5	1.5	-.1	.6	.2	
2005 .....	98.1	97.8	97.8	100.0	-1.1	-.3	.0	2.2	.2	.9	-.9	.8	
2006 .....	98.7	97.5	100.5	101.7	-1.3	-1.2	3.1	1.2	.6	-.3	2.8	1.7	
2007 .....	100.3	99.1	101.4	101.2	-1.4	-1.2	2.3	-.2	1.6	1.6	.9	-.5	
2008 .....	99.8	97.9	99.9	104.3	-1.4	-1.9	2.0	4.4	-.5	-1.2	-1.5	3.1	
2009 .....	103.6	102.3	103.9	104.0	-.7	-1.3	1.6	.1	3.8	4.5	4.0	-.3	
2010 .....	103.2	103.2	104.1	103.8	-.8	.0	.9	-.3	-.4	.9	.2	-.2	
2011 .....	101.9	101.0	101.3	101.9	-1.8	-.9	.3	.6	-1.3	-2.1	-2.7	-1.8	
2012 .....	100.6	—	—	—	-1.3	—	—	—	-1.3	—	—	—	
<b>Health care and social assistance<sup>6</sup></b>													
2001 .....	93.1	93.4	95.0	96.7	-.5	.3	1.7	1.8	.4	1.0	2.5	3.3	
2002 .....	96.7	96.5	97.3	98.6	.0	-.2	.8	1.3	3.9	3.3	2.4	2.0	
2003 .....	97.5	97.9	98.7	99.9	-1.1	.4	.8	1.2	.8	1.5	1.4	1.3	
2004 .....	98.9	98.2	99.8	99.8	-1.0	-.7	1.6	.0	1.4	.3	1.1	-.1	
2005 .....	99.4	99.1	98.5	100.0	-.4	-.3	-.6	1.5	.5	.9	-1.3	.2	
2006 .....	99.8	99.8	101.9	103.1	-.2	.0	2.1	1.2	.4	.7	3.5	3.1	
2007 .....	102.6	101.7	102.5	102.4	-.5	-.9	.8	-.1	2.8	1.9	.6	-.7	
2008 .....	101.5	99.9	101.4	106.0	-.9	-1.6	1.5	4.5	-1.1	-1.8	-1.1	3.5	
2009 .....	104.8	104.6	104.9	105.2	-1.1	-.2	.3	.3	3.3	4.7	3.5	-.8	
2010 .....	104.8	105.0	105.6	105.8	-.4	.2	.6	.2	.0	.4	.7	.6	
2011 .....	104.8	103.9	104.0	104.8	-.9	-.9	.1	.8	.0	-1.0	-1.5	-.9	
2012 .....	103.9	—	—	—	-.9	—	—	—	-.9	—	—	—	
<b>Hospitals</b>													
2001 .....	92.7	93.3	94.8	96.5	-1.1	.6	1.6	1.8	.1	1.1	1.9	3.0	
2002 .....	96.4	96.4	97.1	98.5	-.1	.0	.7	1.4	4.0	3.3	2.4	2.1	
2003 .....	97.2	97.6	98.6	99.7	-1.3	.4	1.0	1.1	.8	1.2	1.5	1.2	
2004 .....	98.7	98.0	99.6	100.0	-1.0	-.7	1.6	.4	1.5	.4	1.0	.3	
2005 .....	99.4	99.2	98.5	100.0	-.6	-.2	-.7	1.5	.7	1.2	-1.1	.0	
2006 .....	99.3	98.3	100.1	101.8	-.7	-1.0	1.8	1.7	-.1	-.9	1.6	1.8	
2007 .....	101.2	100.4	101.5	101.4	-.6	-.8	1.1	-.1	1.9	2.1	1.4	-.4	
2008 .....	100.7	98.7	99.7	104.2	-.7	-2.0	1.0	4.5	-.5	-1.7	-1.8	2.8	
2009 .....	104.0	103.4	103.8	104.2	-.2	-.6	.4	.4	3.3	4.8	4.1	.0	
2010 .....	104.0	104.4	104.6	105.1	-.2	.4	.2	.5	.0	1.0	.8	.9	
2011 .....	104.1	103.1	103.1	103.9	-1.0	-1.0	.0	.8	.1	-1.2	-1.4	-1.1	
2012 .....	103.1	—	—	—	-.8	—	—	—	-1.0	—	—	—	

See footnotes at end of table.

**Table 7. Employment Cost Index for total compensation<sup>1</sup>, for State and local government workers, by occupational group and industry**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Public administration													
2001 .....	91.5	91.4	92.4	94.1	0.2	-0.1	1.1	1.8	0.3	0.8	1.9	3.1	
2002 .....	93.9	93.9	95.0	96.1	-2	.0	1.2	1.2	2.6	2.7	2.8	2.1	
2003 .....	95.5	96.3	97.2	98.3	-6	.8	.9	1.1	1.7	2.6	2.3	2.3	
2004 .....	97.8	97.3	98.6	99.1	-5	-5	1.3	.5	2.4	1.0	1.4	.8	
2005 .....	98.9	98.7	98.0	100.0	-2	-2	-7	2.0	1.1	1.4	-6	.9	
2006 .....	99.1	98.1	99.4	101.3	-9	-1.0	1.3	1.9	.2	-6	1.4	1.3	
2007 .....	101.2	100.7	102.0	102.3	-1	-5	1.3	.3	2.1	2.7	2.6	1.0	
2008 .....	101.1	99.0	100.4	104.9	-1.2	-2.1	1.4	4.5	-1	-1.7	-1.6	2.5	
2009 .....	104.6	103.5	104.0	104.4	-3	-1.1	.5	.4	3.5	4.5	3.6	-5	
2010 .....	104.1	104.2	105.1	104.9	-3	.1	.9	-2	-5	.7	1.1	.5	
2011 .....	103.5	102.5	102.4	103.0	-1.3	-1.0	-.1	.6	-6	-1.6	-2.6	-1.8	
2012 .....	102.2	—	—	—	-8	—	—	—	-1.3	—	—	—	

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

<sup>2</sup> Includes the following occupational groups: management, business, and financial; professional and related; sales and related; and office and administrative support.

<sup>3</sup> Series discontinued beginning March 2007.

<sup>4</sup> Includes the following occupational groups: farming, fishing, and forestry; construction and extraction; installation, maintenance, and repair; production; and transportation and material moving.

<sup>5</sup> Includes elementary and secondary schools; junior colleges; colleges, universities, and professional schools.

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

NOTE: Dashes indicate data not available.

**Table 8. Employment Cost Index for wages and salaries, for civilian workers, by occupational group and industry**  
**Constant dollars**

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Civilian workers</b>												
All workers <sup>1</sup>												
2001 .....	97.8	97.7	98.6	100.2	-0.2	-0.1	0.9	1.6	0.7	0.4	0.9	2.2
2002 .....	99.8	100.0	100.1	100.5	-.4	.2	.1	.4	2.0	2.4	1.5	.3
2003 .....	99.7	100.6	100.7	101.5	-.8	.9	.1	.8	-1	.6	.6	1.0
2004 .....	100.5	99.9	100.7	100.8	-1.0	-.6	.8	.1	.8	-.7	.0	-.7
2005 .....	99.9	99.8	98.4	100.0	-.9	-.1	-1.4	1.6	-.6	-.1	-2.3	-.8
2006 .....	99.2	98.5	99.5	100.7	-.8	-.7	1.0	1.2	-.7	-1.3	1.1	.7
2007 .....	99.9	99.2	100.1	100.0	-.8	-.7	.9	-.1	.7	.7	.6	-.7
2008 .....	99.2	97.5	98.3	102.6	-.8	-1.7	.8	4.4	-.7	-1.7	-1.8	2.6
2009 .....	101.8	100.7	101.0	101.3	-.8	-1.1	.3	.3	2.6	3.3	2.7	-1.3
2010 .....	101.0	101.2	101.5	101.4	-.3	.2	.3	-.1	-.8	.5	.5	.1
2011 .....	99.8	99.3	99.2	100.0	-1.6	-.5	-.1	.8	-1.2	-1.9	-2.3	-1.4
2012 .....	98.9	—	—	—	-1.1	—	—	—	-.9	—	—	—
Excluding sales occupations <sup>2</sup>												
2001 .....	97.9	97.7	98.7	100.3	-.1	-.2	1.0	1.6	1.0	.6	1.2	2.3
2002 .....	100.0	100.1	100.2	100.7	-.3	.1	.1	.5	2.1	2.5	1.5	.4
2003 .....	99.9	100.7	100.8	101.7	-.8	.8	.1	.9	-1	.6	.6	1.0
2004 .....	100.6	100.0	100.7	100.9	-1.1	-.6	.7	.2	.7	-.7	-1	-.8
2005 .....	100.0	99.9	98.4	100.0	-.9	-.1	-1.5	1.6	-.6	-.1	-2.3	-.9
2006 .....	99.2	98.5	99.6	100.8	-.8	-.7	1.1	1.2	-.8	-1.4	1.2	.8
Excluding incentive paid occupations <sup>3</sup>												
2006 .....	99.2	98.4	99.4	100.7	-.8	-.8	1.0	1.3	—	—	—	.7
2007 .....	99.9	99.2	100.2	100.1	-.8	-.7	1.0	-.1	.7	.8	.8	-.6
2008 .....	99.4	97.7	98.6	103.1	-.7	-1.7	.9	4.6	-.5	-1.5	-1.6	3.0
2009 .....	102.4	101.2	101.6	101.8	-.7	-1.2	.4	.2	3.0	3.6	3.0	-1.3
2010 .....	101.5	101.7	101.9	101.9	-.3	.2	.2	.0	-.9	.5	.3	.1
2011 .....	100.4	99.7	99.6	100.4	-1.5	-.7	-.1	.8	-1.1	-2.0	-2.3	-1.5
2012 .....	99.2	—	—	—	-1.2	—	—	—	-1.2	—	—	—
<b>Occupational group</b>												
White-collar occupations <sup>2,4</sup>												
2001 .....	97.3	97.2	98.2	99.7	-.3	-.1	1.0	1.5	.6	.3	.9	2.2
2002 .....	99.4	99.7	99.8	100.1	-.3	.3	.1	.3	2.2	2.6	1.6	.4
2003 .....	99.4	100.3	100.6	101.4	-.7	.9	.3	.8	.0	.6	.8	1.3
2004 .....	100.4	99.8	100.6	100.7	-1.0	-.6	.8	.1	1.0	-.5	.0	-.7
2005 .....	99.9	99.8	98.4	100.0	-.8	-.1	-1.4	1.6	-.5	.0	-2.2	-.7
2006 .....	99.2	98.5	99.7	100.8	-.8	-.7	1.2	1.1	-.7	-1.3	1.3	.8
Excluding sales occupations <sup>2</sup>												
2001 .....	97.4	97.2	98.3	99.9	-.1	-.2	1.1	1.6	1.1	.7	1.3	2.5
2002 .....	99.6	99.7	99.9	100.3	-.3	.1	.2	.4	2.3	2.6	1.6	.4
2003 .....	99.7	100.5	100.7	101.6	-.6	.8	.2	.9	.1	.8	.8	1.3
2004 .....	100.5	99.8	100.6	100.9	-1.1	-.7	.8	.3	.8	-.7	-1	-.7
2005 .....	100.1	99.9	98.4	100.0	-.8	-.2	-1.5	1.6	-.4	.1	-2.2	-.9
2006 .....	99.3	98.6	99.8	100.9	-.7	-.7	1.2	1.1	-.8	-1.3	1.4	.9
Management, professional, and related												
2001 .....	97.4	97.3	98.4	99.9	-.2	-.1	1.1	1.5	1.0	.8	1.3	2.4
2002 .....	99.5	99.6	99.9	100.3	-.4	.1	.3	.4	2.2	2.4	1.5	.4
2003 .....	99.7	100.5	100.7	101.7	-.6	.8	.2	1.0	.2	.9	.8	1.4

See footnotes at end of table.

**Table 8. Employment Cost Index for wages and salaries, for civilian workers, by occupational group and industry**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Management, professional, and related</b>													
2004 .....	100.6	99.8	100.6	100.9	-1.1	-0.8	0.8	0.3	0.9	-0.7	-0.1	-0.8	
2005 .....	100.1	99.9	98.4	100.0	-.8	-.2	-1.5	1.6	-.5	.1	-2.2	-.9	
2006 .....	99.3	98.6	99.9	101.0	-.7	-.7	1.3	1.1	-.8	-1.3	1.5	1.0	
2007 .....	100.3	99.5	100.6	100.4	-.7	-.8	1.1	-.2	1.0	-.9	.7	-.6	
2008 .....	99.7	98.0	99.0	103.4	-.7	-1.7	1.0	4.4	-.6	-1.5	-1.6	3.0	
2009 .....	102.7	101.4	101.6	101.8	-.7	-1.3	.2	.2	3.0	3.5	2.6	-1.5	
2010 .....	101.7	101.9	102.1	102.1	-.1	.2	.2	.0	-1.0	.5	.5	.3	
2011 .....	100.6	99.9	99.8	100.5	-1.5	-.7	-.1	.7	-1.1	-2.0	-2.3	-1.6	
2012 .....	99.4	—	—	—	-1.1	—	—	—	-1.2	—	—	—	
<b>Management, business, and financial</b>													
2001 .....	97.5	97.6	98.4	100.1	-.2	.1	.8	1.7	.5	.5	1.2	2.5	
2002 .....	100.1	100.8	100.5	100.5	.0	.7	-.3	.0	2.7	3.3	2.1	.4	
2003 .....	101.2	102.2	102.3	103.2	.7	1.0	.1	.9	1.1	1.4	1.8	2.7	
2004 .....	101.5	101.0	101.4	101.7	-1.6	-.5	.4	.3	.3	-1.2	-.9	-1.5	
2005 .....	100.9	100.7	98.6	100.0	-.8	-.2	-2.1	1.4	-.6	-.3	-2.8	-1.7	
2006 .....	99.7	98.9	99.6	100.6	-.3	-.8	.7	1.0	-1.2	-1.8	1.0	.6	
2007 .....	100.3	99.5	100.4	100.0	-.3	-.8	.9	-.4	.6	.6	.8	-.6	
2008 .....	99.7	98.0	98.7	103.0	-.3	-1.7	.7	4.4	-.6	-1.5	-1.7	3.0	
2009 .....	102.2	100.8	100.7	101.1	-.8	-1.4	-.1	.4	2.5	2.9	2.0	-1.8	
2010 .....	101.3	101.7	101.6	101.7	.2	.4	-.1	.1	-.9	.9	.9	.6	
2011 .....	100.3	99.7	99.6	100.2	-1.4	-.6	-.1	.6	-1.0	-2.0	-2.0	-1.5	
2012 .....	99.2	—	—	—	-1.0	—	—	—	-1.1	—	—	—	
<b>Professional and related</b>													
2001 .....	97.3	97.1	98.4	99.8	-.2	-.2	1.3	1.4	1.4	.9	1.4	2.4	
2002 .....	99.2	99.0	99.6	100.2	-.6	-.2	.6	.6	2.0	2.0	1.2	.4	
2003 .....	98.9	99.6	99.9	100.9	-1.3	.7	.3	1.0	-.3	.6	.3	.7	
2004 .....	100.0	99.2	100.1	100.4	-.9	-.8	.9	.3	1.1	-.4	.2	-.5	
2005 .....	99.6	99.5	98.3	100.0	-.8	-.1	-1.2	1.7	-.4	.3	-1.8	-.4	
2006 .....	99.1	98.4	100.0	101.2	-.9	-.7	1.6	1.2	-.5	-1.1	1.7	1.2	
2007 .....	100.3	99.5	100.7	100.6	-.9	-.8	1.2	-.1	1.2	1.1	.7	-.6	
2008 .....	99.8	98.0	99.2	103.6	-.8	-1.8	1.2	4.4	-.5	-1.5	-1.5	3.0	
2009 .....	102.9	101.7	102.1	102.2	-.7	-1.2	.4	.1	3.1	3.8	2.9	-1.4	
2010 .....	101.9	102.0	102.4	102.3	-.3	.1	.4	-.1	-1.0	.3	.3	.1	
2011 .....	100.8	100.0	99.9	100.6	-1.5	-.8	-.1	.7	-1.1	-2.0	-2.4	-1.7	
2012 .....	99.6	—	—	—	-1.0	—	—	—	-1.2	—	—	—	
<b>Sales and office</b>													
2001 .....	97.1	97.1	97.6	99.3	-.4	.0	.5	1.7	-.3	-.4	-.2	1.8	
2002 .....	99.1	99.7	99.5	99.9	-.2	.6	-.2	.4	2.1	2.7	1.9	.6	
2003 .....	98.8	100.0	100.3	100.8	-1.1	1.2	.3	.5	-.3	.3	.8	.9	

See footnotes at end of table.

**Table 8. Employment Cost Index for wages and salaries, for civilian workers, by occupational group and industry**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Sales and office</b>													
2004 .....	99.9	99.7	100.7	100.5	-0.9	-0.2	1.0	-0.2	1.1	-0.3	0.4	-0.3	
2005 .....	99.6	99.6	98.3	100.0	-.9	.0	-1.3	1.7	-3	-1	-2.4	-.5	
2006 .....	98.9	98.5	99.3	100.4	-1.1	-.4	.8	1.1	-.7	-1.1	1.0	.4	
2007 .....	99.5	99.0	99.5	99.5	-.9	-.5	.5	.0	.6	.5	.2	-.9	
2008 .....	98.4	96.9	97.2	101.2	-1.1	-1.5	.3	4.1	-1.1	-2.1	-2.3	1.7	
2009 .....	100.0	99.1	99.5	99.9	-1.2	-.9	.4	.4	1.6	2.3	2.4	-1.3	
2010 .....	99.4	100.1	100.1	100.3	-.5	.7	.0	.2	-.6	1.0	.6	.4	
2011 .....	98.4	98.3	98.3	99.1	-1.9	-.1	.0	.8	-1.0	-1.8	-1.8	-1.2	
2012 .....	98.1	—	—	—	-1.0	—	—	—	-.3	—	—	—	
<b>Sales and related</b>													
2001 .....	97.0	97.3	97.1	98.7	-.9	.3	-.2	1.6	-2.3	-1.8	-2.1	.8	
2002 .....	98.2	99.6	99.0	98.9	-.5	1.4	-.6	-.1	1.2	2.4	2.0	.2	
2003 .....	97.8	99.1	100.2	100.2	-1.1	1.3	1.1	.0	-.4	-.5	1.2	1.3	
2004 .....	99.2	99.3	100.9	99.9	-1.0	.1	1.6	-1.0	1.4	.2	.7	-.3	
2005 .....	99.1	99.0	98.2	100.0	-.8	-.1	-.8	1.8	-.1	-.3	-2.7	.1	
2006 .....	98.3	98.2	98.9	100.0	-1.7	-.1	.7	1.1	-.8	-.8	.7	.0	
2007 .....	98.4	98.2	98.5	98.8	-1.6	-.2	.3	.3	.1	.0	-.4	-1.2	
2008 .....	96.9	95.8	95.6	98.9	-1.9	-1.1	-.2	3.5	-1.5	-2.4	-2.9	.1	
2009 .....	96.5	95.5	96.3	96.8	-2.4	-1.0	.8	.5	-.4	-.3	.7	-2.1	
2010 .....	96.0	97.5	97.1	97.6	-.8	1.6	-.4	.5	-.5	2.1	.8	.8	
2011 .....	94.9	95.7	95.7	96.7	-2.8	.8	.0	1.0	-1.1	-1.8	-1.4	-.9	
2012 .....	95.6	—	—	—	-1.1	—	—	—	.7	—	—	—	
<b>Office and administrative support</b>													
2001 .....	97.2	97.0	98.0	99.6	-.1	-.2	1.0	1.6	1.2	.6	1.3	2.4	
2002 .....	99.8	99.8	99.9	100.6	.2	.0	.1	.7	2.7	2.9	1.9	1.0	
2003 .....	99.5	100.5	100.4	101.2	-1.1	1.0	-.1	.8	-.3	.7	.5	.6	
2004 .....	100.5	100.0	100.6	100.9	-.7	-.5	.6	.3	1.0	-.5	.2	-.3	
2005 .....	100.0	100.0	98.4	100.0	-.9	.0	-1.6	1.6	-.5	.0	-2.2	-.9	
2006 .....	99.3	98.7	99.5	100.7	-.7	-.6	.8	1.2	-.7	-1.3	1.1	.7	
2007 .....	100.2	99.5	100.1	100.0	-.5	-.7	.6	-.1	.9	.8	.6	-.7	
2008 .....	99.3	97.5	98.3	102.8	-.7	-1.8	.8	4.6	-.9	-2.0	-1.8	2.8	
2009 .....	102.4	101.4	101.6	102.0	-.4	-1.0	.2	.4	3.1	4.0	3.4	-.8	
2010 .....	101.5	101.7	102.1	102.0	-.5	.2	.4	-.1	-.9	.3	.5	.0	
2011 .....	100.7	100.0	100.0	100.8	-1.3	-.7	.0	.8	-.8	-1.7	-2.1	-1.2	
2012 .....	99.7	—	—	—	-1.1	—	—	—	-1.0	—	—	—	
<b>Blue-collar occupations<sup>2,5</sup></b>													
2001 .....	98.5	98.3	99.4	100.9	-.1	-.2	1.1	1.5	.9	.5	1.2	2.3	
2002 .....	100.5	100.7	100.7	101.2	-.4	.2	.0	.5	2.0	2.4	1.3	.3	
2003 .....	100.1	101.1	100.9	101.7	-1.1	1.0	-.2	.8	-.4	.4	.2	.5	
2004 .....	100.7	100.2	100.9	101.0	-1.0	-.5	.7	.1	.6	-.9	.0	-.7	
2005 .....	99.9	100.0	98.5	100.0	-1.1	.1	-1.5	1.5	-.8	-.2	-2.4	-1.0	
2006 .....	99.1	98.4	99.2	100.3	-.9	-.7	.8	1.1	-.8	-1.6	.7	.3	

See footnotes at end of table.

**Table 8. Employment Cost Index for wages and salaries, for civilian workers, by occupational group and industry**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Natural resources, construction, and maintenance</b>												
2001 .....	97.9	97.7	99.1	100.3	-0.2	-0.2	1.4	1.2	0.9	0.2	1.2	2.2
2002 .....	99.7	100.3	100.4	100.8	-.6	.6	.1	.4	1.8	2.7	1.3	.5
2003 .....	99.7	100.8	100.7	101.6	-1.1	1.1	-1	.9	.0	.5	.3	.8
2004 .....	100.6	100.2	100.5	100.7	-1.0	-4	.3	.2	.9	-6	-2	-9
2005 .....	99.6	99.8	98.4	100.0	-1.1	.2	-1.4	1.6	-1.0	-4	-2.1	-7
2006 .....	99.2	98.7	99.7	100.9	-.8	-.5	1.0	1.2	-.4	-1.1	1.3	.9
2007 .....	99.9	99.3	100.3	100.3	-1.0	-.6	1.0	.0	.7	.6	.6	-.6
2008 .....	99.6	98.0	98.8	103.5	-.7	-1.6	.8	4.8	-.3	-1.3	-1.5	3.2
2009 .....	102.5	101.4	101.8	102.2	-1.0	-1.1	.4	.4	2.9	3.5	3.0	-1.3
2010 .....	101.8	101.9	102.0	101.8	-.4	.1	.1	-.2	-.7	.5	.2	-.4
2011 .....	100.2	99.8	99.9	100.6	-1.6	-.4	.1	.7	-1.6	-2.1	-2.1	-1.2
2012 .....	99.2	—	—	—	-1.4	—	—	—	-1.0	—	—	—
<b>Construction, extraction, farming, fishing, and forestry</b>												
2001 .....	98.2	98.3	99.1	100.3	-.2	.1	.8	1.2	1.4	.8	1.1	1.9
2002 .....	99.8	99.9	100.0	100.6	-.5	.1	.1	.6	1.6	1.6	.9	.3
2003 .....	99.2	100.4	100.5	101.4	-1.4	1.2	.1	.9	-.6	.5	.5	.8
2004 .....	100.6	100.1	100.4	100.7	-.8	-.5	.3	.3	1.4	-.3	-.1	-.7
2005 .....	99.6	99.6	98.3	100.0	-1.1	.0	-1.3	1.7	-1.0	-.5	-2.1	-.7
2006 .....	99.2	98.9	99.8	101.1	-.8	-.3	.9	1.3	-.4	-.7	1.5	1.1
2007 .....	100.2	99.8	100.7	100.9	-.9	-.4	.9	.2	1.0	.9	.9	-.2
2008 .....	100.5	98.9	99.6	104.2	-.4	-1.6	.7	4.6	.3	-.9	-1.1	3.3
2009 .....	103.0	101.9	102.3	102.7	-1.2	-1.1	.4	.4	2.5	3.0	2.7	-1.4
2010 .....	102.0	102.2	102.6	102.3	-.7	.2	.4	-.3	-1.0	.3	.3	-.4
2011 .....	100.7	100.1	100.0	100.8	-1.6	-.6	-.1	.8	-1.3	-2.1	-2.5	-1.5
2012 .....	99.2	—	—	—	-1.6	—	—	—	-1.5	—	—	—
<b>Installation, maintenance, and repair</b>												
2001 .....	97.5	97.1	99.2	100.3	-.3	-.4	2.2	1.1	.2	-.5	1.4	2.6
2002 .....	99.5	100.7	101.0	101.0	-.8	1.2	.3	.0	2.1	3.7	1.8	.7
2003 .....	100.2	101.3	101.0	101.8	-.8	1.1	-.3	.8	.7	.6	.0	.8
2004 .....	100.5	100.2	100.8	100.7	-1.3	-.3	.6	-.1	.3	-1.1	-.2	-1.1
2005 .....	99.6	100.1	98.5	100.0	-1.1	.5	-1.6	1.5	-.9	-.1	-2.3	-.7
2006 .....	99.1	98.5	99.5	100.5	-.9	-.6	1.0	1.0	-.5	-1.6	1.0	.5
2007 .....	99.5	98.6	99.9	99.7	-1.0	-.9	1.3	-.2	.4	.1	.4	-.8
2008 .....	98.6	96.9	97.9	102.6	-1.1	-1.7	1.0	4.8	-.9	-1.7	-2.0	2.9
2009 .....	101.8	100.9	101.2	101.6	-.8	-.9	.3	.4	3.2	4.1	3.4	-1.0
2010 .....	101.6	101.5	101.3	101.3	.0	-.1	-.2	.0	-.2	.6	.1	-.3
2011 .....	99.6	99.5	99.9	100.5	-1.7	-.1	.4	.6	-2.0	-2.0	-1.4	-.8
2012 .....	99.3	—	—	—	-1.2	—	—	—	-.3	—	—	—
<b>Production, transportation, and material moving</b>												
2001 .....	99.0	98.8	99.5	101.3	.0	-.2	.7	1.8	1.0	.7	1.1	2.3
2002 .....	101.0	101.0	100.9	101.5	-.3	.0	-.1	.6	2.0	2.2	1.4	.2
2003 .....	100.4	101.3	101.1	101.9	-1.1	.9	-.2	.8	-.6	.3	.2	.4

See footnotes at end of table.

**Table 8. Employment Cost Index for wages and salaries, for civilian workers, by occupational group and industry**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Production, transportation, and material moving</b>													
2004 .....	100.8	100.3	101.1	101.1	-1.1	-0.5	0.8	0.0	0.4	-1.0	0.0	-0.8	
2005 .....	100.1	100.1	98.6	100.0	-1.0	.0	-1.5	1.4	-7	-2	-2.5	-1.1	
2006 .....	99.1	98.1	98.8	99.9	-.9	-1.0	.7	1.1	-1.0	-2.0	.2	-.1	
2007 .....	98.9	98.1	98.8	98.5	-1.0	-.8	.7	-.3	-.2	.0	.0	-1.4	
2008 .....	97.8	96.1	96.9	101.1	-.7	-1.7	.8	4.3	-1.1	-2.0	-1.9	2.6	
2009 .....	100.3	99.4	99.9	100.1	-.8	-.9	.5	.2	2.6	3.4	3.1	-1.0	
2010 .....	99.5	99.8	100.3	100.1	-.6	.3	.5	-.2	-.8	.4	.4	.0	
2011 .....	98.5	97.9	97.7	98.6	-1.6	-.6	-.2	.9	-1.0	-1.9	-2.6	-1.5	
2012 .....	97.7	—	—	—	-.9	—	—	—	-.8	—	—	—	
<b>Production</b>													
2001 .....	98.7	98.4	99.0	100.8	.1	-.3	.6	1.8	1.0	.7	1.0	2.2	
2002 .....	100.4	100.4	100.2	100.9	-.4	.0	-.2	.7	1.7	2.0	1.2	.1	
2003 .....	99.9	100.8	100.7	101.5	-1.0	.9	-.1	.8	-5	.4	.5	.6	
2004 .....	100.4	100.0	100.9	100.8	-1.1	-.4	.9	-.1	.5	-.8	.2	-.7	
2005 .....	100.0	100.1	98.5	100.0	-.8	.1	-1.6	1.5	-.4	.1	-2.4	-.8	
2006 .....	99.2	98.1	98.7	99.8	-.8	-1.1	.6	1.1	-.8	-2.0	.2	-.2	
2007 .....	98.8	97.9	98.4	98.1	-1.0	-.9	.5	-.3	-.4	-.2	-.3	-1.7	
2008 .....	97.4	95.8	96.5	100.6	-.7	-1.6	.7	4.2	-1.4	-2.1	-1.9	2.5	
2009 .....	100.1	99.1	99.4	99.7	-.5	-1.0	.3	.3	2.8	3.4	3.0	-.9	
2010 .....	99.2	99.4	99.6	99.4	-.5	.2	.2	-.2	-.9	.3	.2	-.3	
2011 .....	97.9	97.3	97.2	98.0	-1.5	-.6	-.1	.8	-1.3	-2.1	-2.4	-1.4	
2012 .....	97.2	—	—	—	-.8	—	—	—	-.7	—	—	—	
<b>Transportation and material moving</b>													
2001 .....	99.3	99.3	100.2	102.0	-.2	.0	.9	1.8	.9	.8	1.5	2.5	
2002 .....	101.8	101.7	101.7	102.2	-.2	-.1	.0	.5	2.5	2.4	1.5	.2	
2003 .....	101.1	102.0	101.5	102.3	-1.1	.9	-.5	.8	-.7	.3	-.2	.1	
2004 .....	101.2	100.6	101.4	101.5	-1.1	-.6	.8	.1	.1	-1.4	-.1	-.8	
2005 .....	100.2	100.1	98.7	100.0	-1.3	-.1	-1.4	1.3	-1.0	-.5	-2.7	-1.5	
2006 .....	99.0	98.1	99.0	100.2	-1.0	-.9	.9	1.2	-1.2	-2.0	.3	.2	
2007 .....	99.0	98.4	99.2	98.9	-1.2	-.6	.8	-.3	.0	.3	.2	-1.3	
2008 .....	98.2	96.5	97.3	101.6	-.7	-1.7	.8	4.4	-.8	-1.9	-1.9	2.7	
2009 .....	100.7	99.8	100.4	100.6	-.9	-.9	.6	.2	2.5	3.4	3.2	-1.0	
2010 .....	100.0	100.3	101.0	101.0	-.6	.3	.7	.0	-.7	.5	.6	.4	
2011 .....	99.2	98.6	98.4	99.3	-1.8	-.6	-.2	.9	-.8	-1.7	-2.6	-1.7	
2012 .....	98.3	—	—	—	-1.0	—	—	—	-.9	—	—	—	
<b>Service Occupations</b>													
2001 .....	99.6	99.1	99.7	101.7	-.2	-.5	.6	2.0	1.0	.2	.7	1.9	
2002 .....	101.3	101.0	101.2	101.7	-.4	-.3	.2	.5	1.7	1.9	1.5	.0	
2003 .....	100.5	101.2	101.2	102.2	-1.2	.7	.0	1.0	-.8	.2	.0	.5	
2004 .....	100.9	100.1	100.6	101.0	-1.3	-.8	.5	.4	.4	-1.1	-.6	-1.2	
2005 .....	100.0	99.9	98.5	100.0	-1.0	-.1	-1.4	1.5	-.9	-.2	-2.1	-1.0	
2006 .....	99.0	98.1	99.1	100.6	-1.0	-.9	1.0	1.5	-1.0	-1.8	.6	.6	
2007 .....	100.2	99.4	100.5	100.5	-.4	-.8	1.1	.0	1.2	1.3	1.4	-.1	
2008 .....	99.6	97.8	98.8	103.3	-.9	-1.8	1.0	4.6	-.6	-1.6	-1.7	2.8	

See footnotes at end of table.

**Table 8. Employment Cost Index for wages and salaries, for civilian workers, by occupational group and industry**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Service Occupations</b>													
2009 .....	102.9	101.8	102.4	102.6	-0.4	-1.1	0.6	0.2	3.3	4.1	3.6	-0.7	
2010 .....	102.1	102.1	102.4	102.3	-.5	.0	.3	-.1	-8	.3	.0	-.3	
2011 .....	100.9	99.9	99.7	100.7	-1.4	-1.0	-.2	1.0	-1.2	-2.2	-2.6	-1.6	
2012 .....	99.3	—	—	—	-1.4	—	—	—	-1.6	—	—	—	
<b>Industry</b>													
<b>Goods-producing industries<sup>6</sup></b>													
2001 .....	98.2	98.1	98.6	100.2	-.1	-.1	.5	1.6	1.0	.4	.7	1.9	
2002 .....	99.9	100.0	99.9	100.7	-.3	.1	-.1	.8	1.7	1.9	1.3	.5	
2003 .....	99.7	100.8	100.5	101.3	-1.0	1.1	-.3	.8	-.2	.8	.6	.6	
2004 .....	100.4	99.8	100.8	100.5	-.9	-.6	1.0	-.3	.7	-1.0	.3	-.8	
2005 .....	99.7	99.8	98.5	100.0	-.8	.1	-1.3	1.5	-.7	.0	-2.3	-.5	
2006 .....	99.2	98.7	99.2	100.3	-.8	-.5	.5	1.1	-.5	-1.1	.7	.3	
2007 .....	99.5	98.9	99.5	99.3	-.8	-.6	.6	-.2	.3	.2	.3	-1.0	
2008 .....	98.7	97.1	97.7	102.0	-.6	-1.6	.6	4.4	-.8	-1.8	-1.8	2.7	
2009 .....	101.1	99.9	100.1	100.3	-.9	-1.2	.2	.2	2.4	2.9	2.5	-1.7	
2010 .....	99.9	100.1	100.5	100.2	-.4	.2	.4	-.3	-1.2	.2	.4	-.1	
2011 .....	98.8	98.3	98.2	99.0	-1.4	-.5	-.1	.8	-1.1	-1.8	-2.3	-1.2	
2012 .....	97.8	—	—	—	-1.2	—	—	—	-1.0	—	—	—	
<b>Manufacturing</b>													
2001 .....	98.6	98.5	98.8	100.4	.0	-.1	.3	1.6	.8	.3	.5	1.8	
2002 .....	100.4	100.4	100.2	101.0	.0	.0	-.2	.8	1.8	1.9	1.4	.6	
2003 .....	100.2	101.2	100.8	101.6	-.8	1.0	-.4	.8	-.2	.8	.6	.6	
2004 .....	100.6	100.1	100.9	100.8	-1.0	-.5	.8	-.1	.4	-1.1	.1	-.8	
2005 .....	100.0	100.1	98.6	100.0	-.8	.1	-1.5	1.4	-.6	.0	-2.3	-.8	
2006 .....	99.2	98.6	98.8	99.8	-.8	-.6	.2	1.0	-.8	-1.5	.2	-.2	
2007 .....	98.9	98.1	98.6	98.3	-.9	-.8	.5	-.3	-.3	-.5	-.2	-1.5	
2008 .....	97.6	96.0	96.6	100.8	-.7	-1.6	.6	4.3	-1.3	-2.1	-2.0	2.5	
2009 .....	100.0	98.9	99.0	99.2	-.8	-1.1	.1	.2	2.5	3.0	2.5	-1.6	
2010 .....	98.9	99.3	99.6	99.4	-.3	.4	.3	-.2	-1.1	.4	.6	.2	
2011 .....	98.2	97.7	97.6	98.3	-1.2	-.5	-.1	.7	-.7	-1.6	-2.0	-1.1	
2012 .....	97.4	—	—	—	-.9	—	—	—	-.8	—	—	—	
<b>Service-providing industries<sup>7</sup></b>													
2001 .....	97.7	97.6	98.6	100.1	-.2	-.1	1.0	1.5	.6	.4	1.0	2.2	
2002 .....	99.8	100.0	100.2	100.5	-.3	.2	.2	.3	2.1	2.5	1.6	.4	
2003 .....	99.7	100.5	100.8	101.6	-.8	.8	.3	.8	-.1	.5	.6	1.1	
2004 .....	100.5	99.9	100.7	100.9	-1.1	-.6	.8	.2	.8	-.6	-.1	-.7	
2005 .....	100.0	99.8	98.4	100.0	-.9	-.2	-1.4	1.6	-.5	-.1	-2.3	-.9	
2006 .....	99.2	98.4	99.6	100.8	-.8	-.8	1.2	1.2	-.8	-1.4	1.2	.8	
2007 .....	100.0	99.2	100.2	100.1	-.8	-.8	1.0	-.1	.8	.8	.6	-.7	
2008 .....	99.2	97.6	98.4	102.7	-.9	-1.6	.8	4.4	-.8	-1.6	-1.8	2.6	
2009 .....	101.9	100.8	101.2	101.5	-.8	-1.1	.4	.3	2.7	3.3	2.8	-1.2	
2010 .....	101.2	101.5	101.7	101.7	-.3	.3	.2	.0	-.7	.7	.5	.2	
2011 .....	100.1	99.5	99.4	100.2	-1.6	-.6	-.1	.8	-1.1	-2.0	-2.3	-1.5	
2012 .....	99.1	—	—	—	-1.1	—	—	—	-1.0	—	—	—	

See footnotes at end of table.

**Table 8. Employment Cost Index for wages and salaries, for civilian workers, by occupational group and industry**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Education and health services</b>													
2001 .....	96.8	96.5	98.1	99.6	-0.5	-0.3	1.7	1.5	0.9	0.7	1.4	2.4	
2002 .....	98.9	98.7	99.7	100.4	-.7	-.2	1.0	.7	2.2	2.3	1.6	.8	
2003 .....	99.0	99.7	100.0	100.9	-1.4	.7	.3	.9	.1	1.0	.3	.5	
2004 .....	99.8	98.9	100.1	100.3	-1.1	-.9	1.2	.2	.8	-.8	.1	-.6	
2005 .....	99.4	99.1	98.1	100.0	-.9	-.3	-1.0	1.9	-.4	.2	-2.0	-.3	
2006 .....	98.9	98.1	100.0	101.2	-1.1	-.8	1.9	1.2	-.5	-1.0	1.9	1.2	
2007 .....	100.0	99.1	100.6	100.6	-1.2	-.9	1.5	.0	1.1	1.0	.6	-.6	
2008 .....	99.6	97.7	99.1	103.5	-1.0	-1.9	1.4	4.4	-.4	-1.4	-1.5	2.9	
2009 .....	102.7	101.7	102.3	102.6	-.8	-1.0	.6	.3	3.1	4.1	3.2	-.9	
2010 .....	102.0	102.1	102.5	102.4	-.6	.1	.4	-.1	-.7	.4	.2	-.2	
2011 .....	100.6	99.8	99.8	100.6	-1.8	-.8	.0	.8	-1.4	-2.3	-2.6	-1.8	
2012 .....	99.4	—	—	—	-1.2	—	—	—	-1.2	—	—	—	
<b>Education services</b>													
2001 .....	97.8	97.1	99.2	100.4	-.7	-.7	2.2	1.2	.7	.4	1.1	1.9	
2002 .....	99.4	98.9	100.6	101.2	-1.0	-.5	1.7	.6	1.6	1.9	1.4	.8	
2003 .....	99.5	100.0	100.4	101.2	-1.7	.5	.4	.8	.1	1.1	-.2	.0	
2004 .....	99.9	98.8	100.0	100.2	-1.3	-1.1	1.2	.2	.4	-1.2	-.4	-1.0	
2005 .....	99.1	98.7	98.0	100.0	-1.1	-.4	-.7	2.0	-.8	-.1	-2.0	-.2	
2006 .....	98.7	97.5	99.9	100.9	-1.3	-1.2	2.5	1.0	-.4	-1.2	1.9	.9	
2007 .....	99.4	98.2	100.2	100.2	-1.5	-1.2	2.0	.0	.7	.7	.3	-.7	
2008 .....	98.9	97.0	99.0	103.2	-1.3	-1.9	2.1	4.2	-.5	-1.2	-1.2	3.0	
2009 .....	102.2	101.0	101.9	102.1	-1.0	-1.2	.9	.2	3.3	4.1	2.9	-1.1	
2010 .....	101.4	101.4	102.0	101.8	-.7	.0	.6	-.2	-.8	.4	.1	-.3	
2011 .....	100.0	99.1	99.2	99.9	-1.8	-.9	.1	.7	-1.4	-2.3	-2.7	-1.9	
2012 .....	98.5	—	—	—	-1.4	—	—	—	-1.5	—	—	—	
<b>Elementary and secondary schools</b>													
2001 .....	97.8	97.1	99.1	100.3	-.9	-.7	2.1	1.2	.4	.2	.7	1.6	
2002 .....	99.3	98.8	100.7	101.2	-1.0	-.5	1.9	.5	1.5	1.8	1.6	.9	
2003 .....	99.5	99.9	100.4	101.1	-1.7	.4	.5	.7	.2	1.1	-.3	-.1	
2004 .....	99.7	98.7	100.0	100.2	-1.4	-1.0	1.3	.2	.2	-1.2	-.4	-.9	
2005 .....	98.8	98.4	97.9	100.0	-1.4	-.4	-.5	2.1	-.9	-.3	-2.1	-.2	
2006 .....	98.5	97.3	99.9	100.8	-1.5	-1.2	2.7	.9	-.3	-1.1	2.0	.8	
2007 .....	99.3	98.0	100.0	99.9	-1.5	-1.3	2.0	-.1	.8	.7	.1	-.9	
2008 .....	98.6	96.7	98.8	103.1	-1.3	-1.9	2.2	4.4	-.7	-1.3	-1.2	3.2	
2009 .....	102.1	100.8	102.0	102.1	-1.0	-1.3	1.2	.1	3.5	4.2	3.2	-1.0	
2010 .....	101.5	101.5	102.1	101.9	-.6	.0	.6	-.2	-.6	.7	.1	-.2	
2011 .....	100.0	99.0	99.1	99.7	-1.9	-1.0	.1	.6	-1.5	-2.5	-2.9	-2.2	
2012 .....	98.2	—	—	—	-1.5	—	—	—	-1.8	—	—	—	
<b>Junior colleges, colleges, universities, and professional schools</b>													
2001 .....	98.0	97.4	99.8	101.0	.0	-.6	2.5	1.2	1.4	1.1	2.6	3.1	
2002 .....	99.8	99.4	100.7	101.4	-1.2	-.4	1.3	.7	1.8	2.1	.9	.4	
2003 .....	99.8	100.3	100.7	101.7	-1.6	.5	.4	1.0	.0	.9	.0	.3	
2004 .....	100.3	99.2	100.1	100.4	-1.4	-1.1	.9	.3	.5	-1.1	-.6	-1.3	
2005 .....	99.7	99.4	98.3	100.0	-.7	-.3	-1.1	1.7	-.6	.2	-1.8	-.4	
2006 .....	99.0	97.9	99.9	101.1	-1.0	-1.1	2.0	1.2	-.7	-1.5	1.6	1.1	
2007 .....	99.5	98.5	100.6	100.7	-1.6	-1.0	2.1	.1	.5	.6	.7	-.4	
2008 .....	99.5	97.5	99.3	103.3	-1.2	-2.0	1.8	4.0	.0	-1.0	-1.3	2.6	

See footnotes at end of table.

**Table 8. Employment Cost Index for wages and salaries, for civilian workers, by occupational group and industry**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Junior colleges, colleges, universities, and professional schools													
2009 .....	102.5	101.5	101.3	101.8	-0.8	-1.0	-0.2	0.5	3.0	4.1	2.0	-1.5	
2010 .....	101.0	100.8	101.4	101.4	-8	-2	.6	.0	-1.5	-7	.1	-4	
2011 .....	99.7	98.7	99.0	99.6	-1.7	-1.0	.3	.6	-1.3	-2.1	-2.4	-1.8	
2012 .....	98.4	—	—	—	-1.2	—	—	—	-1.3	—	—	—	
Health care and social assistance <sup>8</sup>													
2001 .....	95.5	95.6	96.7	98.6	-2	.1	1.2	2.0	1.4	1.1	1.9	3.0	
2002 .....	98.4	98.4	98.5	99.3	-2	.0	.1	.8	3.0	2.9	1.9	.7	
2003 .....	98.3	99.3	99.4	100.5	-1.0	1.0	.1	1.1	-.1	.9	.9	1.2	
2004 .....	99.8	99.1	100.2	100.4	-7	-7	1.1	.2	1.5	-2	.8	-1	
2005 .....	99.7	99.7	98.2	100.0	-7	.0	-1.5	1.8	-.1	.6	-2.0	-4	
2006 .....	99.2	98.7	100.1	101.5	-8	-.5	1.4	1.4	-.5	-1.0	1.9	1.5	
2007 .....	100.7	100.0	101.1	101.1	-8	-7	1.1	.0	1.5	1.3	1.0	-4	
2008 .....	100.4	98.5	99.3	103.8	-7	-1.9	.8	4.5	-3	-1.5	-1.8	2.7	
2009 .....	103.3	102.4	102.8	103.1	-.5	-.9	.4	.3	2.9	4.0	3.5	-7	
2010 .....	102.7	102.9	103.0	103.0	-.4	.2	.1	.0	-.6	.5	.2	-1	
2011 .....	101.2	100.6	100.4	101.4	-1.7	-.6	-.2	1.0	-1.5	-2.2	-2.5	-1.6	
2012 .....	100.4	—	—	—	-1.0	—	—	—	-.8	—	—	—	
Hospitals													
2001 .....	92.7	93.2	94.5	96.7	-2	.5	1.4	2.3	1.4	1.9	2.8	4.1	
2002 .....	96.6	96.9	97.4	98.6	-.1	.3	.5	1.2	4.2	4.0	3.1	2.0	
2003 .....	97.5	98.4	98.6	100.0	-1.1	.9	.2	1.4	.9	1.5	1.2	1.4	
2004 .....	99.1	98.5	99.5	100.0	-.9	-.6	1.0	.5	1.6	.1	.9	.0	
2005 .....	99.4	99.4	98.2	100.0	-.6	.0	-1.2	1.8	.3	.9	-1.3	.0	
2006 .....	99.4	98.6	99.8	101.3	-.6	-.8	1.2	1.5	.0	-.8	1.6	1.3	
2007 .....	100.4	99.7	100.7	100.7	-.9	-.7	1.0	.0	1.0	1.1	.9	-.6	
2008 .....	100.0	98.4	99.4	104.2	-.7	-1.6	1.0	4.8	-.4	-1.3	-1.3	3.5	
2009 .....	103.6	102.7	103.1	103.6	-.6	-.9	.4	.5	3.6	4.4	3.7	-.6	
2010 .....	103.1	103.4	103.5	103.7	-.5	.3	.1	.2	-.5	.7	.4	.1	
2011 .....	102.0	101.3	101.3	102.2	-1.6	-.7	.0	.9	-1.1	-2.0	-2.1	-1.4	
2012 .....	100.9	—	—	—	-1.3	—	—	—	-1.1	—	—	—	
Nursing and residential care facilities													
2001 .....	95.8	95.2	97.6	99.5	.4	-.6	2.5	1.9	2.7	1.6	3.3	4.3	
2002 .....	99.4	99.7	99.8	100.6	-.1	.3	.1	.8	3.8	4.7	2.3	1.1	
2003 .....	99.5	100.4	100.1	101.1	-1.1	.9	-.3	1.0	.1	.7	.3	.5	
2004 .....	100.2	99.3	99.7	100.2	-.9	-.9	.4	.5	.7	-1.1	-.4	-.9	
2005 .....	99.4	99.6	98.1	100.0	-.8	.2	-1.5	1.9	-.8	.3	-1.6	-.2	
2006 .....	99.2	98.1	99.1	100.7	-.8	-1.1	1.0	1.6	-.2	-1.5	1.0	.7	
2007 .....	99.7	98.9	99.8	99.7	-1.0	-.8	.9	-.1	.5	.8	.7	-1.0	
2008 .....	99.0	97.2	98.1	102.7	-.7	-1.8	.9	4.7	-.7	-1.7	-1.7	3.0	
2009 .....	102.1	101.1	101.4	101.7	-.6	-1.0	.3	.3	3.1	4.0	3.4	-1.0	
2010 .....	101.2	101.3	101.4	101.1	-.5	.1	.1	-.3	-.9	.2	.0	-.6	
2011 .....	99.5	98.9	98.6	99.2	-1.6	-.6	-.3	.6	-1.7	-2.4	-2.8	-1.9	
2012 .....	98.0	—	—	—	-1.2	—	—	—	-1.5	—	—	—	
Public administration													
2001 .....	97.3	97.0	97.9	99.7	-.2	-.3	.9	1.8	.5	.7	1.1	2.3	
2002 .....	99.1	99.1	99.5	100.4	-.6	.0	.4	.9	1.8	2.2	1.6	.7	
2003 .....	99.7	100.4	100.4	101.4	-.7	.7	.0	1.0	.6	1.3	.9	1.0	

See footnotes at end of table.

**Table 8. Employment Cost Index for wages and salaries, for civilian workers, by occupational group and industry  
Constant dollars — Continued**

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Public administration													
2004 .....	100.4	99.4	100.0	100.3	-1.0	-1.0	0.6	0.3	0.7	-1.0	-0.4	-1.1	
2005 .....	99.7	99.4	98.3	100.0	-.6	-.3	-1.1	1.7	-.7	.0	-1.7	-.3	
2006 .....	99.0	98.0	99.0	101.0	-1.0	-1.0	1.0	2.0	-.7	-1.4	.7	1.0	
2007 .....	100.1	99.4	100.4	100.6	-.9	-.7	1.0	.2	1.1	1.4	1.4	-.4	
2008 .....	99.7	97.6	98.8	103.3	-.9	-2.1	1.2	4.6	-.4	-1.8	-1.6	2.7	
2009 .....	103.0	102.1	102.5	102.8	-.3	-.9	.4	.3	3.3	4.6	3.7	-.5	
2010 .....	102.3	102.4	102.6	102.4	-.5	.1	.2	-.2	-.7	.3	.1	-.4	
2011 .....	100.7	99.9	99.5	100.3	-1.7	-.8	-.4	.8	-1.6	-2.4	-3.0	-2.1	
2012 .....	99.2	—	—	—	-1.1	—	—	—	-1.5	—	—	—	

<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> Series discontinued beginning March 2007.

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

<sup>4</sup> Includes the following occupational groups: management, business, and financial; professional and related; sales and related; and office and administrative support.

<sup>5</sup> Includes the following occupational groups: farming, fishing, and forestry; construction and extraction; installation, maintenance, and repair; production; and transportation and material moving.

<sup>6</sup> Includes mining, construction, and manufacturing.

<sup>7</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>8</sup> Includes ambulatory health care services and social assistance, not shown separately.

NOTE: Dashes indicate data not available.

**Table 9. Employment Cost Index for wages and salaries, for private industry workers, by occupational group and industry**  
**Constant dollars**

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Private industry workers</b>												
All workers												
2001 .....	97.8	97.8	98.5	100.1	-0.1	0.0	0.7	1.6	0.7	0.4	0.9	2.2
2002 .....	99.9	100.2	100.0	100.4	-.2	.3	-.2	.4	2.1	2.5	1.5	.3
2003 .....	99.7	100.7	100.8	101.6	-.7	1.0	.1	.8	-.2	.5	.8	1.2
2004 .....	100.6	100.1	100.8	100.9	-1.0	-.5	.7	.1	.9	-.6	.0	-.7
2005 .....	100.1	100.1	98.5	100.0	-.8	.0	-1.6	1.5	-.5	.0	-2.3	-.9
2006 .....	99.2	98.6	99.5	100.6	-.8	-.6	.9	1.1	-.9	-1.5	1.0	.6
2007 .....	99.9	99.3	100.0	99.9	-.7	-.6	.7	-.1	.7	.7	.5	-.7
2008 .....	99.1	97.5	98.2	102.4	-.8	-1.6	.7	4.3	-.8	-1.8	-1.8	2.5
2009 .....	101.6	100.5	100.7	101.0	-.8	-1.1	.2	.3	2.5	3.1	2.5	-1.4
2010 .....	100.7	101.1	101.3	101.2	-.3	.4	.2	-.1	-.9	.6	.6	.2
2011 .....	99.7	99.2	99.1	99.9	-1.5	-.5	-.1	.8	-1.0	-1.9	-2.2	-1.3
2012 .....	98.9	—	—	—	-1.0	—	—	—	-.8	—	—	—
Excluding sales occupations <sup>1</sup>												
2001 .....	97.9	97.8	98.6	100.3	.0	-.1	.8	1.7	1.1	.6	1.2	2.5
2002 .....	100.1	100.3	100.2	100.6	-.2	.2	-.1	.4	2.2	2.6	1.6	.3
2003 .....	99.9	100.9	100.8	101.7	-.7	1.0	-.1	.9	-.2	.6	.6	1.1
2004 .....	100.7	100.2	100.8	101.1	-1.0	-.5	.6	.3	.8	-.7	.0	-.6
2005 .....	100.2	100.2	98.5	100.0	-.9	.0	-1.7	1.5	-.5	.0	-2.3	-1.1
2006 .....	99.4	98.7	99.5	100.7	-.6	-.7	.8	1.2	-.8	-1.5	1.0	.7
Excluding incentive paid occupations <sup>2</sup>												
2006 .....	99.3	98.6	99.4	100.6	-.7	-.7	.8	1.2	—	—	—	.6
2007 .....	99.9	99.4	100.2	100.0	-.7	-.5	.8	-.2	.6	.8	.8	-.6
2008 .....	99.4	97.8	98.5	103.1	-.6	-1.6	.7	4.7	-.5	-1.6	-1.7	3.1
2009 .....	102.3	101.1	101.4	101.7	-.8	-1.2	.3	.3	2.9	3.4	2.9	-1.4
2010 .....	101.4	101.7	101.9	101.8	-.3	.3	.2	-.1	-.9	.6	.5	.1
2011 .....	100.4	99.8	99.6	100.4	-1.4	-.6	-.2	.8	-1.0	-1.9	-2.3	-1.4
2012 .....	99.3	—	—	—	-1.1	—	—	—	-1.1	—	—	—
<b>Occupational group</b>												
White-collar occupations <sup>1,3</sup>												
2001 .....	97.2	97.2	97.9	99.5	-.1	.0	.7	1.6	.7	.3	.8	2.3
2002 .....	99.3	99.8	99.5	99.8	-.2	.5	-.3	.3	2.2	2.7	1.6	.3
2003 .....	99.3	100.4	100.6	101.3	-.5	1.1	.2	.7	.0	.6	1.1	1.5
2004 .....	100.4	100.0	100.8	100.9	-.9	-.4	.8	.1	1.1	-.4	.2	-.4
2005 .....	100.1	100.1	98.5	100.0	-.8	.0	-1.6	1.5	-.3	.1	-2.3	-.9
2006 .....	99.3	98.8	99.6	100.8	-.7	-.5	.8	1.2	-.8	-1.3	1.1	.8
Excluding sales occupations <sup>1</sup>												
2001 .....	97.2	97.2	98.1	99.7	.0	.0	.9	1.6	1.4	.8	1.4	2.6
2002 .....	99.6	99.9	99.7	100.0	-.1	.3	-.2	.3	2.5	2.8	1.6	.3
2003 .....	99.6	100.6	100.7	101.6	-.4	1.0	.1	.9	.0	.7	1.0	1.6
2004 .....	100.7	100.1	100.8	101.1	-.9	-.6	.7	.3	1.1	-.5	.1	-.5
2005 .....	100.3	100.3	98.5	100.0	-.8	.0	-1.8	1.5	-.4	.2	-2.3	-1.1
2006 .....	99.5	98.9	99.8	100.9	-.5	-.6	.9	1.1	-.8	-1.4	1.3	.9
Management, professional, and related												
2001 .....	97.2	97.3	98.1	99.7	-.1	.1	.8	1.6	1.2	.9	1.4	2.5
2002 .....	99.5	99.9	99.6	99.8	-.2	.4	-.3	.2	2.4	2.7	1.5	.1
2003 .....	99.7	100.7	100.8	101.8	-.1	1.0	.1	1.0	.2	.8	1.2	2.0

See footnotes at end of table.

**Table 9. Employment Cost Index for wages and salaries, for private industry workers, by occupational group and industry**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Management, professional, and related</b>													
2004 .....	100.8	100.1	100.8	101.1	-1.0	-0.7	0.7	0.3	1.1	-0.6	0.0	-0.7	
2005 .....	100.4	100.3	98.6	100.0	-7	-1	-1.7	1.4	-4	.2	-2.2	-1.1	
2006 .....	99.6	98.9	99.9	101.0	-4	-7	1.0	1.1	-8	-1.4	1.3	1.0	
2007 .....	100.6	99.9	100.7	100.4	-4	-7	.8	-3	1.0	1.0	.8	-6	
2008 .....	100.0	98.3	99.0	103.4	-4	-1.7	.7	4.4	-6	-1.6	-1.7	3.0	
2009 .....	102.8	101.4	101.4	101.6	-6	-1.4	.0	.2	2.8	3.2	2.4	-1.7	
2010 .....	101.7	102.0	102.2	102.1	.1	.3	.2	-1	-1.1	.6	.8	.5	
2011 .....	100.8	100.2	100.0	100.7	-1.3	-6	-2	.7	-9	-1.8	-2.2	-1.4	
2012 .....	99.8	—	—	—	-9	—	—	—	-1.0	—	—	—	
<b>Excluding incentive paid occupations<sup>2</sup></b>													
2006 .....	99.5	98.8	99.8	101.0	-5	-7	1.0	1.2	—	—	—	1.0	
2007 .....	100.4	99.9	100.7	100.4	-6	-5	.8	-3	.9	1.1	.9	-6	
2008 .....	100.0	98.3	99.1	103.7	-4	-1.7	.8	4.6	-4	-1.6	-1.6	3.3	
2009 .....	102.9	101.5	101.6	101.8	-8	-1.4	.1	.2	2.9	3.3	2.5	-1.8	
2010 .....	101.7	102.0	102.3	102.3	-1	.3	.3	.0	-1.2	.5	.7	.5	
2011 .....	100.9	100.4	100.2	100.9	-1.4	-5	-2	.7	-8	-1.6	-2.1	-1.4	
2012 .....	99.8	—	—	—	-1.1	—	—	—	-1.1	—	—	—	
<b>Management, business, and financial</b>													
2001 .....	97.5	97.6	98.3	100.0	-1	.1	.7	1.7	.6	.4	1.2	2.5	
2002 .....	100.0	100.9	100.4	100.2	.0	.9	-5	-2	2.6	3.4	2.1	.2	
2003 .....	101.3	102.3	102.4	103.3	1.1	1.0	.1	.9	1.3	1.4	2.0	3.1	
2004 .....	101.7	101.2	101.6	101.9	-1.5	-5	.4	.3	.4	-1.1	-8	-1.4	
2005 .....	101.0	100.8	98.5	100.0	-9	-2	-2.3	1.5	-7	-4	-3.1	-1.9	
2006 .....	99.7	99.1	99.7	100.5	-3	-6	.6	.8	-1.3	-1.7	1.2	.5	
2007 .....	100.3	99.6	100.4	99.9	-2	-7	.8	-5	.6	.5	.7	-6	
2008 .....	99.7	98.1	98.6	102.9	-2	-1.6	.5	4.4	-6	-1.5	-1.8	3.0	
2009 .....	102.0	100.7	100.6	101.0	-9	-1.3	-1	.4	2.3	2.7	2.0	-1.8	
2010 .....	101.3	101.7	101.6	101.7	.3	.4	-1	.1	-7	1.0	1.0	.7	
2011 .....	100.3	99.7	99.6	100.3	-1.4	-6	-1	.7	-1.0	-2.0	-2.0	-1.4	
2012 .....	99.3	—	—	—	-1.0	—	—	—	-1.0	—	—	—	
<b>Excluding incentive paid occupations<sup>2</sup></b>													
2006 .....	99.6	98.9	99.5	100.6	-4	-7	.6	1.1	—	—	—	.6	
2007 .....	100.2	99.8	100.6	100.2	-4	-4	.8	-4	.6	.9	1.1	-4	
2008 .....	99.9	98.3	99.0	103.6	-3	-1.6	.7	4.6	-3	-1.5	-1.6	3.4	
2009 .....	102.7	101.2	101.2	101.4	-9	-1.5	.0	.2	2.8	3.0	2.2	-2.1	
2010 .....	101.7	101.9	102.2	102.1	.3	.2	.3	-1	-1.0	.7	1.0	.7	
2011 .....	100.8	100.2	100.0	100.7	-1.3	-6	-2	.7	-9	-1.7	-2.2	-1.4	
2012 .....	99.6	—	—	—	-1.1	—	—	—	-1.2	—	—	—	
<b>Professional and related</b>													
2001 .....	97.0	97.1	97.9	99.5	.0	.1	.8	1.6	1.9	1.4	1.6	2.6	
2002 .....	99.1	99.0	99.0	99.5	-4	-1	.0	.5	2.2	2.0	1.1	.0	
2003 .....	98.4	99.3	99.5	100.5	-1.1	.9	.2	1.0	-7	.3	.5	1.0	

See footnotes at end of table.

**Table 9. Employment Cost Index for wages and salaries, for private industry workers, by occupational group and industry**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Professional and related</b>													
2004 .....	100.1	99.3	100.2	100.5	-0.4	-0.8	0.9	0.3	1.7	0.0	0.7	0.0	
2005 .....	99.9	100.0	98.6	100.0	-6	.1	-1.4	1.4	-2	.7	-1.6	-5	
2006 .....	99.4	98.8	100.0	101.4	-6	-6	1.2	1.4	-5	-1.2	1.4	1.4	
2007 .....	100.7	100.1	101.0	100.8	-7	-6	.9	-2	1.3	1.3	1.0	-6	
2008 .....	100.2	98.5	99.3	103.8	-6	-1.7	.8	4.5	-5	-1.6	-1.7	3.0	
2009 .....	103.3	102.0	102.1	102.2	-5	-1.3	.1	.1	3.1	3.6	2.8	-1.5	
2010 .....	102.0	102.2	102.6	102.5	-2	.2	.4	-1	-1.3	.2	.5	.3	
2011 .....	101.1	100.5	100.3	101.0	-1.4	-6	-2	.7	-9	-1.7	-2.2	-1.5	
2012 .....	100.1	—	—	—	-9	—	—	—	-1.0	—	—	—	
<b>Sales and office</b>													
2001 .....	97.1	97.1	97.6	99.2	-3	.0	.5	1.6	-3	-4	-2	1.8	
2002 .....	99.1	99.8	99.5	99.8	-1	.7	-3	.3	2.1	2.8	1.9	.6	
2003 .....	98.7	99.9	100.3	100.7	-1.1	1.2	.4	.4	-4	.1	.8	.9	
2004 .....	99.9	99.7	100.7	100.5	-8	-2	1.0	-2	1.2	-2	.4	-2	
2005 .....	99.6	99.6	98.3	100.0	-9	.0	-1.3	1.7	-3	-1	-2.4	-5	
2006 .....	98.9	98.6	99.3	100.4	-1.1	-3	.7	1.1	-7	-1.0	1.0	.4	
2007 .....	99.4	99.0	99.4	99.5	-1.0	-4	.4	.1	.5	.4	.1	-9	
2008 .....	98.3	96.9	97.1	101.1	-1.2	-1.4	.2	4.1	-1.1	-2.1	-2.3	1.6	
2009 .....	99.8	98.9	99.3	99.7	-1.3	-9	.4	.4	1.5	2.1	2.3	-1.4	
2010 .....	99.1	99.9	99.9	100.1	-6	.8	.0	.2	-7	1.0	.6	.4	
2011 .....	98.3	98.2	98.2	99.1	-1.8	-1	.0	.9	-8	-1.7	-1.7	-1.0	
2012 .....	98.1	—	—	—	-1.0	—	—	—	-2	—	—	—	
<b>Excluding incentive paid occupations<sup>2</sup></b>													
2006 .....	99.3	98.7	99.3	100.5	-7	-6	.6	1.2	—	—	—	.5	
2007 .....	99.8	99.3	100.1	100.0	-7	-5	.8	-1	.5	.6	.8	-5	
2008 .....	99.5	97.8	98.5	103.0	-5	-1.7	.7	4.6	-3	-1.5	-1.6	3.0	
2009 .....	102.4	101.3	101.6	101.9	-6	-1.1	.3	.3	2.9	3.6	3.1	-1.1	
2010 .....	101.6	101.8	101.8	101.7	-3	.2	.0	-1	-8	.5	.2	-2	
2011 .....	100.4	99.8	99.7	100.5	-1.3	-6	-1	.8	-1.2	-2.0	-2.1	-1.2	
2012 .....	99.4	—	—	—	-1.1	—	—	—	-1.0	—	—	—	
<b>Sales and related</b>													
2001 .....	97.0	97.3	97.1	98.7	-9	.3	-2	1.6	-2.3	-1.8	-2.1	.8	
2002 .....	98.2	99.6	99.0	98.9	-5	1.4	-6	-1	1.2	2.4	2.0	.2	
2003 .....	97.8	99.1	100.2	100.1	-1.1	1.3	1.1	-1	-4	-5	1.2	1.2	
2004 .....	99.1	99.3	100.9	99.9	-1.0	.2	1.6	-1.0	1.3	.2	.7	-2	
2005 .....	99.0	99.0	98.2	100.0	-9	.0	-8	1.8	-1	-3	-2.7	.1	
2006 .....	98.3	98.2	98.9	100.0	-1.7	-1	.7	1.1	-7	-8	.7	.0	
2007 .....	98.5	98.2	98.5	98.8	-1.5	-3	.3	.3	.2	.0	-4	-1.2	
2008 .....	97.0	95.9	95.7	98.9	-1.8	-1.1	-2	3.3	-1.5	-2.3	-2.8	.1	
2009 .....	96.5	95.5	96.3	96.8	-2.4	-1.0	.8	.5	-5	-4	.6	-2.1	
2010 .....	96.0	97.5	97.1	97.6	-8	1.6	-4	.5	-5	2.1	.8	.8	
2011 .....	94.9	95.7	95.7	96.7	-2.8	.8	.0	1.0	-1.1	-1.8	-1.4	-9	
2012 .....	95.6	—	—	—	-1.1	—	—	—	.7	—	—	—	

See footnotes at end of table.

**Table 9. Employment Cost Index for wages and salaries, for private industry workers, by occupational group and industry**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Excluding incentive paid occupations<sup>2</sup></b>													
2006 .....	99.4	98.7	99.1	100.3	-0.6	-0.7	0.4	1.2	—	—	—	—	0.3
2007 .....	99.3	99.0	99.8	99.9	-1.0	-.3	.8	.1	-0.1	0.3	0.7	-.4	-.4
2008 .....	99.8	98.1	98.7	103.3	-.1	-1.7	.6	4.7	.5	-.9	-1.1	3.4	3.4
2009 .....	102.4	101.2	101.8	102.1	-.9	-1.2	.6	.3	2.6	3.2	3.1	-1.2	-1.2
2010 .....	101.8	102.1	101.3	101.2	-.3	.3	-.8	-.1	-.6	.9	-.5	-.9	-.9
2011 .....	99.7	99.1	99.0	99.9	-1.5	-.6	-.1	.9	-2.1	-2.9	-2.3	-1.3	-1.3
2012 .....	98.6	—	—	—	-1.3	—	—	—	-1.1	—	—	—	—
<b>Office and administrative support</b>													
2001 .....	97.2	97.0	98.0	99.6	.1	-.2	1.0	1.6	1.5	.8	1.4	2.6	2.6
2002 .....	99.8	99.9	99.8	100.5	.2	.1	-.1	.7	2.7	3.0	1.8	.9	.9
2003 .....	99.5	100.5	100.3	101.2	-1.0	1.0	-.2	.9	-.3	.6	.5	.7	.7
2004 .....	100.4	100.0	100.6	101.0	-.8	-.4	.6	.4	.9	-.5	.3	-.2	-.2
2005 .....	100.0	100.1	98.4	100.0	-1.0	.1	-1.7	1.6	-.4	.1	-2.2	-1.0	-1.0
2006 .....	99.3	98.8	99.5	100.7	-.7	-.5	.7	1.2	-.7	-1.3	1.1	.7	.7
2007 .....	100.1	99.5	100.1	100.0	-.6	-.6	.6	-.1	.8	.7	.6	-.7	-.7
2008 .....	99.3	97.6	98.2	102.7	-.7	-1.7	.6	4.6	-.8	-1.9	-1.9	2.7	2.7
2009 .....	102.3	101.4	101.5	101.9	-.4	-.9	.1	.4	3.0	3.9	3.4	-.8	-.8
2010 .....	101.5	101.7	102.1	102.0	-.4	.2	.4	-.1	-.8	.3	.6	.1	.1
2011 .....	100.8	100.1	100.1	100.9	-1.2	-.7	.0	.8	-.7	-1.6	-2.0	-1.1	-1.1
2012 .....	99.9	—	—	—	-1.0	—	—	—	-.9	—	—	—	—
<b>Blue-collar occupations<sup>1,4</sup></b>													
2001 .....	98.5	98.4	99.4	100.9	-.1	-.1	1.0	1.5	.9	.5	1.2	2.3	2.3
2002 .....	100.5	100.7	100.7	101.2	-.4	.2	.0	.5	2.0	2.3	1.3	.3	.3
2003 .....	100.1	101.1	100.9	101.8	-1.1	1.0	-.2	.9	-.4	.4	.2	.6	.6
2004 .....	100.7	100.3	100.9	101.0	-1.1	-.4	.6	.1	.6	-.8	.0	-.8	-.8
2005 .....	99.9	100.0	98.5	100.0	-1.1	.1	-1.5	1.5	-.8	-.3	-2.4	-1.0	-1.0
2006 .....	99.1	98.4	99.2	100.3	-.9	-.7	.8	1.1	-.8	-1.6	.7	.3	.3
<b>Natural resources, construction, and maintenance</b>													
2001 .....	97.9	97.8	99.2	100.3	-.1	-.1	1.4	1.1	1.0	.3	1.3	2.3	2.3
2002 .....	99.7	100.3	100.4	100.8	-.6	.6	.1	.4	1.8	2.6	1.2	.5	.5
2003 .....	99.6	100.8	100.7	101.6	-1.2	1.2	-.1	.9	-.1	.5	.3	.8	.8
2004 .....	100.6	100.3	100.6	100.8	-1.0	-.3	.3	.2	1.0	-.5	-.1	-.8	-.8
2005 .....	99.6	99.9	98.4	100.0	-1.2	.3	-1.5	1.6	-1.0	-.4	-2.2	-.8	-.8
2006 .....	99.2	98.8	99.7	100.8	-.8	-.4	.9	1.1	-.4	-1.1	1.3	.8	.8
2007 .....	99.9	99.2	100.2	100.3	-.9	-.7	1.0	.1	.7	.4	.5	-.5	-.5
2008 .....	99.6	98.0	98.7	103.5	-.7	-1.6	.7	4.9	-.3	-1.2	-1.5	3.2	3.2
2009 .....	102.4	101.3	101.7	102.1	-1.1	-1.1	.4	.4	2.8	3.4	3.0	-1.4	-1.4
2010 .....	101.8	101.8	101.9	101.7	-.3	.0	.1	-.2	-.6	.5	.2	-.4	-.4
2011 .....	100.1	99.8	99.9	100.6	-1.6	-.3	.1	.7	-1.7	-2.0	-2.0	-1.1	-1.1
2012 .....	99.2	—	—	—	-1.4	—	—	—	-.9	—	—	—	—
<b>Construction, extraction, farming, fishing, and forestry</b>													
2001 .....	98.1	98.2	99.1	100.2	-.2	.1	.9	1.1	1.6	.9	1.2	1.9	1.9
2002 .....	99.7	99.9	99.9	100.6	-.5	.2	.0	.7	1.6	1.7	.8	.4	.4
2003 .....	99.1	100.4	100.5	101.4	-1.5	1.3	.1	.9	-.6	.5	.6	.8	.8

See footnotes at end of table.

**Table 9. Employment Cost Index for wages and salaries, for private industry workers, by occupational group and industry**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Construction, extraction, farming, fishing, and forestry</b>													
2004 .....	100.6	100.2	100.4	100.8	-0.8	-0.4	0.2	0.4	1.5	-0.2	-0.1	-0.6	
2005 .....	99.6	99.6	98.3	100.0	-1.2	.0	-1.3	1.7	-1.0	-6	-2.1	-8	
2006 .....	99.2	99.0	99.9	101.1	-.8	-.2	.9	1.2	-.4	-6	1.6	1.1	
2007 .....	100.3	99.9	100.7	101.0	-.8	-.4	.8	.3	1.1	.9	.8	-.1	
2008 .....	100.6	99.0	99.7	104.4	-.4	-1.6	.7	4.7	.3	-9	-1.0	3.4	
2009 .....	103.1	102.0	102.4	102.7	-1.2	-1.1	.4	.3	2.5	3.0	2.7	-1.6	
2010 .....	102.1	102.3	102.6	102.4	-.6	.2	.3	-.2	-1.0	.3	.2	-.3	
2011 .....	100.8	100.2	100.1	100.9	-1.6	-.6	-.1	.8	-1.3	-2.1	-2.4	-1.5	
2012 .....	99.3	—	—	—	-1.6	—	—	—	-1.5	—	—	—	
<b>Installation, maintenance, and repair</b>													
2001 .....	97.6	97.2	99.4	100.4	-.2	-.4	2.3	1.0	.3	-5	1.6	2.7	
2002 .....	99.5	100.9	101.1	101.0	-.9	1.4	.2	-.1	1.9	3.8	1.7	.6	
2003 .....	100.3	101.3	101.1	101.9	-.7	1.0	-.2	.8	.8	.4	.0	.9	
2004 .....	100.7	100.4	100.9	100.8	-1.2	-.3	.5	-.1	.4	-9	-.2	-1.1	
2005 .....	99.6	100.2	98.5	100.0	-1.2	.6	-1.7	1.5	-1.1	-2	-2.4	-8	
2006 .....	99.1	98.6	99.5	100.4	-.9	-.5	.9	.9	-.5	-1.6	1.0	.4	
2007 .....	99.3	98.4	99.6	99.4	-1.1	-.9	1.2	-.2	.2	-.2	.1	-1.0	
2008 .....	98.4	96.8	97.6	102.4	-1.0	-1.6	.8	4.9	-.9	-1.6	-2.0	3.0	
2009 .....	101.5	100.5	100.9	101.3	-.9	-1.0	.4	.4	3.2	3.8	3.4	-1.1	
2010 .....	101.4	101.2	101.0	101.0	.1	-.2	-.2	.0	-.1	.7	.1	-.3	
2011 .....	99.3	99.3	99.7	100.2	-1.7	.0	.4	.5	-2.1	-1.9	-1.3	-8	
2012 .....	99.1	—	—	—	-1.1	—	—	—	-2	—	—	—	
<b>Production, transportation, and material moving</b>													
2001 .....	99.0	98.9	99.5	101.3	-.1	-.1	.6	1.8	.9	.7	1.0	2.2	
2002 .....	101.1	101.0	101.0	101.5	-.2	-.1	.0	.5	2.1	2.1	1.5	.2	
2003 .....	100.5	101.3	101.1	101.9	-1.0	.8	-.2	.8	-6	.3	.1	.4	
2004 .....	100.8	100.3	101.2	101.2	-1.1	-.5	.9	.0	.3	-1.0	.1	-.7	
2005 .....	100.1	100.1	98.6	100.0	-1.1	.0	-1.5	1.4	-.7	-2	-2.6	-1.2	
2006 .....	99.0	98.1	98.8	99.9	-1.0	-.9	.7	1.1	-1.1	-2.0	.2	-.1	
2007 .....	98.8	98.1	98.7	98.3	-1.1	-.7	.6	-.4	-.2	.0	-.1	-1.6	
2008 .....	97.7	96.1	96.7	100.9	-.6	-1.6	.6	4.3	-1.1	-2.0	-2.0	2.6	
2009 .....	100.2	99.3	99.7	99.9	-.7	-.9	.4	.2	2.6	3.3	3.1	-1.0	
2010 .....	99.3	99.6	100.1	99.9	-.6	.3	.5	-.2	-.9	.3	.4	.0	
2011 .....	98.3	97.7	97.6	98.4	-1.6	-.6	-.1	.8	-1.0	-1.9	-2.5	-1.5	
2012 .....	97.6	—	—	—	-.8	—	—	—	-.7	—	—	—	
<b>Excluding incentive paid occupations<sup>2</sup></b>													
2006 .....	99.1	98.1	98.6	99.7	-.9	-1.0	.5	1.1	—	—	—	-.3	
2007 .....	98.8	98.0	98.7	98.3	-.9	-.8	.7	-.4	-.3	-.1	.1	-1.4	
2008 .....	97.7	96.0	96.7	101.1	-.6	-1.7	.7	4.6	-1.1	-2.0	-2.0	2.8	
2009 .....	100.5	99.5	99.9	100.2	-.6	-1.0	.4	.3	2.9	3.6	3.3	-.9	
2010 .....	99.7	99.9	100.3	100.1	-.5	.2	.4	-.2	-.8	.4	.4	-.1	
2011 .....	98.6	97.9	97.7	98.6	-1.5	-.7	-.2	.9	-1.1	-2.0	-2.6	-1.5	
2012 .....	97.7	—	—	—	-.9	—	—	—	-.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**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Production</b>													
2001 .....	98.8	98.5	99.0	100.8	0.1	-0.3	0.5	1.8	1.0	0.6	0.9	2.1	
2002 .....	100.5	100.5	100.3	100.9	-.3	.0	-.2	.6	1.7	2.0	1.3	.1	
2003 .....	100.0	100.8	100.7	101.5	-.9	.8	-.1	.8	-.5	.3	.4	.6	
2004 .....	100.4	100.1	101.0	100.8	-1.1	-.3	-.9	-.2	-.4	-.7	.3	-.7	
2005 .....	100.0	100.1	98.5	100.0	-.8	.1	-1.6	1.5	-.4	.0	-2.5	-.8	
2006 .....	99.1	98.1	98.7	99.7	-.9	-1.0	.6	1.0	-.9	-2.0	.2	-.3	
2007 .....	98.8	97.8	98.4	98.0	-.9	-1.0	.6	-.4	-.3	-.3	-.3	-1.7	
2008 .....	97.3	95.7	96.4	100.5	-.7	-1.6	.7	4.3	-1.5	-2.1	-2.0	2.6	
2009 .....	100.0	99.0	99.3	99.6	-.5	-1.0	.3	.3	2.8	3.4	3.0	-.9	
2010 .....	99.1	99.3	99.6	99.3	-.5	.2	.3	-.3	-.9	.3	.3	-.3	
2011 .....	97.8	97.2	97.1	97.9	-1.5	-.6	-.1	.8	-1.3	-2.1	-2.5	-1.4	
2012 .....	97.2	—	—	—	-.7	—	—	—	-.6	—	—	—	
<b>Excluding incentive paid occupations<sup>2</sup></b>													
2006 .....	99.1	98.2	98.6	99.6	-.9	-.9	.4	1.0	—	—	—	-.4	
2007 .....	98.7	97.8	98.3	98.0	-.9	-.9	.5	-.3	-.4	-.4	-.3	-1.6	
2008 .....	97.3	95.6	96.4	100.7	-.7	-1.7	.8	4.5	-1.4	-2.2	-1.9	2.8	
2009 .....	100.1	99.1	99.4	99.7	-.6	-1.0	.3	.3	2.9	3.7	3.1	-1.0	
2010 .....	99.2	99.4	99.7	99.5	-.5	.2	.3	-.2	-.9	.3	.3	-.2	
2011 .....	98.0	97.3	97.2	98.1	-1.5	-.7	-.1	.9	-1.2	-2.1	-2.5	-1.4	
2012 .....	97.3	—	—	—	-.8	—	—	—	-.7	—	—	—	
<b>Transportation and material moving</b>													
2001 .....	99.4	99.4	100.2	102.1	-.2	.0	.8	1.9	1.0	.8	1.3	2.5	
2002 .....	102.0	101.8	101.8	102.3	-.1	-.2	.0	.5	2.6	2.4	1.6	.2	
2003 .....	101.2	102.1	101.6	102.3	-1.1	.9	-.5	.7	-.8	.3	-.2	.0	
2004 .....	101.2	100.7	101.5	101.6	-1.1	-.5	.8	.1	.0	-1.4	-.1	-.7	
2005 .....	100.2	100.1	98.7	100.0	-1.4	-.1	-1.4	1.3	-1.0	-.6	-2.8	-1.6	
2006 .....	98.9	98.1	98.9	100.1	-1.1	-.8	.8	1.2	-1.3	-2.0	.2	.1	
2007 .....	98.9	98.4	99.1	98.8	-1.2	-.5	.7	-.3	.0	.3	.2	-1.3	
2008 .....	98.2	96.6	97.1	101.4	-.6	-1.6	.5	4.4	-.7	-1.8	-2.0	2.6	
2009 .....	100.4	99.6	100.1	100.3	-1.0	-.8	.5	.2	2.2	3.1	3.1	-1.1	
2010 .....	99.6	100.0	100.8	100.8	-.7	.4	.8	.0	-.8	.4	.7	.5	
2011 .....	98.8	98.3	98.2	99.0	-2.0	-.5	-.1	.8	-.8	-1.7	-2.6	-1.8	
2012 .....	98.1	—	—	—	-.9	—	—	—	-.7	—	—	—	
<b>Service occupations</b>													
2001 .....	100.2	99.7	100.0	102.1	-.1	-.5	.3	2.1	.8	-.2	.4	1.8	
2002 .....	101.8	101.5	101.6	102.1	-.3	-.3	.1	.5	1.6	1.8	1.6	.0	
2003 .....	101.0	101.6	101.6	102.6	-1.1	.6	.0	1.0	-.8	.1	.0	.5	
2004 .....	101.2	100.6	100.9	101.3	-1.4	-.6	.3	.4	.2	-1.0	-.7	-1.3	
2005 .....	100.3	100.2	98.6	100.0	-1.0	-.1	-1.6	1.4	-.9	-.4	-2.3	-1.3	
2006 .....	99.1	98.3	99.0	100.3	-.9	-.8	.7	1.3	-1.2	-1.9	.4	.3	
2007 .....	100.2	99.4	100.5	100.4	-.1	-.8	1.1	-.1	1.1	1.1	1.5	.1	
2008 .....	99.5	97.8	98.7	103.1	-.9	-1.7	.9	4.5	-.7	-1.6	-1.8	2.7	
2009 .....	102.7	101.5	102.2	102.3	-.4	-1.2	.7	.1	3.2	3.8	3.5	-.8	
2010 .....	101.8	101.8	102.1	101.9	-.5	.0	.3	-.2	-.9	.3	-.1	-.4	
2011 .....	100.6	99.6	99.4	100.4	-1.3	-1.0	-.2	1.0	-1.2	-2.2	-2.6	-1.5	
2012 .....	99.0	—	—	—	-1.4	—	—	—	-1.6	—	—	—	

See footnotes at end of table.

**Table 9. Employment Cost Index for wages and salaries, for private industry workers, by occupational group and industry**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Industry and occupational group												
Goods-producing industries <sup>5</sup>												
2001 .....	98.2	98.2	98.6	100.2	-0.1	0.0	0.4	1.6	1.0	0.5	0.7	1.9
2002 .....	99.9	100.0	99.9	100.7	-3	.1	-1	.8	1.7	1.8	1.3	.5
2003 .....	99.7	100.8	100.5	101.3	-1.0	1.1	-3	.8	-2	.8	.6	.6
2004 .....	100.4	99.8	100.8	100.5	-9	-6	1.0	-3	.7	-1.0	.3	-8
2005 .....	99.7	99.8	98.5	100.0	-8	.1	-1.3	1.5	-7	.0	-2.3	-5
2006 .....	99.2	98.8	99.2	100.3	-8	-4	.4	1.1	-5	-1.0	.7	.3
2007 .....	99.5	98.9	99.5	99.3	-8	-6	.6	-2	.3	.1	.3	-1.0
2008 .....	98.7	97.1	97.7	102.0	-6	-1.6	.6	4.4	-8	-1.8	-1.8	2.7
2009 .....	101.1	99.9	100.1	100.3	-9	-1.2	.2	.2	2.4	2.9	2.5	-1.7
2010 .....	99.9	100.1	100.5	100.2	-4	.2	.4	-3	-1.2	.2	.4	-1
2011 .....	98.8	98.3	98.1	99.0	-1.4	-5	-2	.9	-1.1	-1.8	-2.4	-1.2
2012 .....	97.8	—	—	—	-1.2	—	—	—	-1.0	—	—	—
Excluding sales occupations <sup>1</sup>												
2001 .....	98.5	98.5	99.0	100.5	-2	.0	.5	1.5	1.0	.5	.8	1.8
2002 .....	100.1	100.3	100.2	101.0	-4	.2	-1	.8	1.6	1.8	1.2	.5
2003 .....	99.9	100.9	100.7	101.6	-1.1	1.0	-2	.9	-2	.6	.5	.6
2004 .....	100.6	100.0	100.6	100.7	-1.0	-6	.6	.1	.7	-9	-1	-9
2005 .....	99.8	99.9	98.5	100.0	-9	.1	-1.4	1.5	-8	-1	-2.1	-7
2006 .....	99.3	98.6	99.2	100.3	-7	-7	.6	1.1	-5	-1.3	.7	.3
Excluding incentive paid occupations <sup>2</sup>												
2006 .....	99.3	98.6	99.3	100.4	-7	-7	.7	1.1	—	—	—	.4
2007 .....	99.6	99.1	99.7	99.5	-8	-5	.6	-2	.3	.5	.4	-9
2008 .....	99.0	97.3	97.9	102.4	-5	-1.7	.6	4.6	-6	-1.8	-1.8	2.9
2009 .....	101.5	100.3	100.4	100.7	-9	-1.2	.1	.3	2.5	3.1	2.6	-1.7
2010 .....	100.4	100.6	100.9	100.6	-3	.2	.3	-3	-1.1	.3	.5	-1
2011 .....	99.4	98.8	98.6	99.4	-1.2	-6	-2	.8	-1.0	-1.8	-2.3	-1.2
2012 .....	98.3	—	—	—	-1.1	—	—	—	-1.1	—	—	—
White-collar occupations <sup>1,3</sup>												
2001 .....	97.7	97.8	97.8	99.5	-1	.1	.0	1.7	.9	.2	.3	1.7
2002 .....	99.4	99.5	99.2	100.2	-1	.1	-3	1.0	1.7	1.7	1.4	.7
2003 .....	99.4	100.6	100.0	100.7	-8	1.2	-6	.7	.0	1.1	.8	.5
2004 .....	99.9	99.5	100.9	100.2	-8	-4	1.4	-7	.5	-1.1	.9	-5
2005 .....	99.4	99.6	98.7	100.0	-8	.2	-9	1.3	-5	.1	-2.2	-2
2006 .....	99.2	99.1	99.3	100.3	-8	-1	.2	1.0	-2	-5	.6	.3
Excluding sales occupations <sup>1</sup>												
2001 .....	98.7	98.7	98.8	100.4	-3	.0	.1	1.6	1.0	.3	.5	1.4
2002 .....	100.0	100.4	100.1	100.8	-4	.4	-3	.7	1.3	1.7	1.3	.4
2003 .....	99.9	101.0	100.6	101.5	-9	1.1	-4	.9	-1	.6	.5	.7
2004 .....	100.4	100.0	100.4	100.5	-1.1	-4	.4	.1	.5	-1.0	-2	-1.0
2005 .....	99.7	99.9	98.6	100.0	-8	.2	-1.3	1.4	-7	-1	-1.8	-5
2006 .....	99.6	98.7	99.4	100.4	-4	-9	.7	1.0	-1	-1.2	.8	.4

See footnotes at end of table.

**Table 9. Employment Cost Index for wages and salaries, for private industry workers, by occupational group and industry**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Management, professional, and related</b>													
2001 .....	99.6	99.6	99.5	101.1	-0.4	0.0	-0.1	1.6	0.8	0.1	0.3	1.1	
2002 .....	100.8	101.1	100.8	101.3	-.3	.3	-.3	.5	1.2	1.5	1.3	.2	
2003 .....	100.5	101.4	101.0	101.8	-.8	.9	-.4	.8	-.3	.3	.2	.5	
2004 .....	100.6	100.2	100.5	100.5	-1.2	-.4	.3	.0	.1	-1.2	-.5	-1.3	
2005 .....	99.8	99.9	98.7	100.0	-.7	.1	-1.2	1.3	-.8	-.3	-1.8	-.5	
2006 .....	99.5	98.7	99.3	100.3	-.5	-.8	.6	1.0	-.3	-1.2	.6	.3	
2007 .....	100.0	99.5	100.0	99.4	-.3	-.5	.5	-.6	.5	.8	.7	-.9	
2008 .....	99.3	97.5	97.8	101.9	-.1	-1.8	.3	4.2	-.7	-2.0	-2.2	2.5	
2009 .....	101.1	99.7	99.7	99.7	-.8	-1.4	.0	.0	1.8	2.3	1.9	-2.2	
2010 .....	99.9	100.3	100.5	100.1	.2	.4	.2	-.4	-1.2	.6	.8	.4	
2011 .....	99.0	98.7	98.4	99.1	-1.1	-.3	-.3	.7	-.9	-1.6	-2.1	-1.0	
2012 .....	98.2	—	—	—	-.9	—	—	—	-.8	—	—	—	
<b>Sales and office</b>													
2001 .....	93.8	94.0	94.3	96.3	.5	.2	.3	2.1	1.3	.3	.4	3.2	
2002 .....	96.5	96.2	96.0	97.8	.2	-.3	-.2	1.9	2.9	2.3	1.8	1.6	
2003 .....	97.2	99.0	98.0	98.5	-.6	1.9	-1.0	.5	.7	2.9	2.1	.7	
2004 .....	98.4	98.1	101.8	99.5	-.1	-.3	3.8	-2.3	1.2	-.9	3.9	1.0	
2005 .....	98.6	99.0	98.7	100.0	-.9	.4	-.3	1.3	.2	.9	-3.0	.5	
2006 .....	98.3	100.3	99.1	100.5	-1.7	2.0	-1.2	1.4	-.3	1.3	.4	.5	
2007 .....	99.0	98.3	98.9	98.8	-1.5	-.7	.6	-.1	.7	-2.0	-.2	-1.7	
2008 .....	97.5	96.4	96.7	101.0	-1.3	-1.1	.3	4.4	-1.5	-1.9	-2.2	2.2	
2009 .....	100.0	98.8	98.8	99.1	-1.0	-1.2	.0	.3	2.6	2.5	2.2	-1.9	
2010 .....	98.0	98.3	99.0	99.2	-1.1	.3	.7	.2	-2.0	-.5	.2	.1	
2011 .....	96.9	96.7	96.7	97.9	-2.3	-.2	.0	1.2	-1.1	-1.6	-2.3	-1.3	
2012 .....	97.1	—	—	—	-.8	—	—	—	.2	—	—	—	
<b>Blue-collar occupations<sup>1,4</sup></b>													
2001 .....	98.5	98.4	99.1	100.6	-.1	-.1	.7	1.5	1.1	.6	.9	2.0	
2002 .....	100.2	100.3	100.3	101.1	-.4	.1	.0	.8	1.7	1.9	1.2	.5	
2003 .....	99.8	100.9	100.8	101.7	-1.3	1.1	-.1	.9	-.4	.6	.5	.6	
2004 .....	100.7	100.1	100.7	100.8	-1.0	-.6	.6	.1	.9	-.8	-.1	-.9	
2005 .....	99.8	100.0	98.4	100.0	-1.0	.2	-1.6	1.6	-.9	-.1	-2.3	-.8	
2006 .....	99.2	98.5	99.2	100.3	-.8	-.7	.7	1.1	-.6	-1.5	.8	.3	
<b>Natural resources, construction, and maintenance</b>													
2001 .....	98.4	98.4	99.1	100.3	-.1	.0	.7	1.2	1.4	.7	1.0	1.8	
2002 .....	99.7	100.0	100.1	100.8	-.6	.3	.1	.7	1.3	1.6	1.0	.5	
2003 .....	99.2	100.6	100.6	101.6	-1.6	1.4	.0	1.0	-.5	.6	.5	.8	
2004 .....	100.7	100.1	100.5	100.7	-.9	-.6	.4	.2	1.5	-.5	-.1	-.9	
2005 .....	99.6	99.8	98.4	100.0	-1.1	.2	-1.4	1.6	-1.1	-.3	-2.1	-.7	
2006 .....	99.2	98.8	99.6	100.8	-.8	-.4	.8	1.2	-.4	-1.0	1.2	.8	
2007 .....	100.1	99.7	100.6	100.8	-.7	-.4	.9	.2	.9	.9	1.0	.0	
2008 .....	100.3	98.6	99.4	104.2	-.5	-1.7	.8	4.8	.2	-1.1	-1.2	3.4	
2009 .....	102.8	101.6	101.9	102.4	-1.3	-1.2	.3	.5	2.5	3.0	2.5	-1.7	
2010 .....	101.8	101.9	102.2	101.9	-.6	.1	.3	-.3	-1.0	.3	.3	-.5	
2011 .....	100.4	99.9	99.8	100.5	-1.5	-.5	-.1	.7	-1.4	-2.0	-2.3	-1.4	
2012 .....	98.9	—	—	—	-1.6	—	—	—	-1.5	—	—	—	

See footnotes at end of table.

**Table 9. Employment Cost Index for wages and salaries, for private industry workers, by occupational group and industry**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Production, transportation, and material moving</b>													
2001 .....	98.5	98.4	99.1	100.8	-0.2	-0.1	0.7	1.7	0.7	0.4	0.9	2.1	
2002 .....	100.6	100.6	100.4	101.3	-2	.0	-2	.9	2.1	2.2	1.3	.5	
2003 .....	100.3	101.2	101.0	101.8	-1.0	.9	-2	.8	-3	.6	.6	.5	
2004 .....	100.7	100.0	100.9	100.8	-1.1	-7	.9	-1	.4	-1.2	-1	-1.0	
2005 .....	100.0	100.1	98.5	100.0	-8	.1	-1.6	1.5	-7	.1	-2.4	-8	
2006 .....	99.2	98.3	98.8	99.9	-8	-9	.5	1.1	-8	-1.8	.3	-1	
2007 .....	98.9	98.0	98.6	98.2	-1.0	-9	.6	-4	-3	-3	-2	-1.7	
2008 .....	97.4	95.9	96.5	100.7	-8	-1.5	.6	4.4	-1.5	-2.1	-2.1	2.5	
2009 .....	99.9	99.0	99.2	99.4	-8	-9	.2	.2	2.6	3.2	2.8	-1.3	
2010 .....	98.9	99.2	99.4	99.2	-5	.3	.2	-2	-1.0	.2	.2	-2	
2011 .....	97.8	97.2	97.0	97.9	-1.4	-6	-2	.9	-1.1	-2.0	-2.4	-1.3	
2012 .....	96.9	—	—	—	-1.0	—	—	—	-9	—	—	—	
<b>Construction</b>													
2001 .....	97.5	97.5	98.1	99.8	-3	.0	.6	1.7	1.6	.7	.9	2.0	
2002 .....	98.9	99.2	99.2	100.2	-9	.3	.0	1.0	1.4	1.7	1.1	.4	
2003 .....	98.7	100.1	100.1	100.9	-1.5	1.4	.0	.8	-2	.9	.9	.7	
2004 .....	100.2	99.5	100.6	100.2	-7	-7	1.1	-4	1.5	-6	.5	-7	
2005 .....	99.1	99.4	98.4	100.0	-1.1	.3	-1.0	1.6	-1.1	-1	-2.2	-2	
2006 .....	99.1	98.9	99.8	101.1	-9	-2	.9	1.3	.0	-5	1.4	1.1	
2007 .....	100.5	100.1	101.0	101.0	-6	-4	.9	.0	1.4	1.2	1.2	-1	
2008 .....	100.5	98.9	99.5	104.0	-5	-1.6	.6	4.5	.0	-1.2	-1.5	3.0	
2009 .....	102.9	101.6	101.7	102.0	-1.1	-1.3	.1	.3	2.4	2.7	2.2	-1.9	
2010 .....	101.3	101.3	101.6	101.2	-7	.0	.3	-4	-1.6	-3	-1	-8	
2011 .....	99.3	98.7	98.6	99.5	-1.9	-6	-1	.9	-2.0	-2.6	-3.0	-1.7	
2012 .....	97.7	—	—	—	-1.8	—	—	—	-1.6	—	—	—	
<b>Manufacturing</b>													
2001 .....	98.6	98.5	98.8	100.4	.0	-1	.3	1.6	.8	.3	.5	1.8	
2002 .....	100.4	100.4	100.2	101.0	.0	.0	-2	.8	1.8	1.9	1.4	.6	
2003 .....	100.2	101.2	100.8	101.6	-8	1.0	-4	.8	-2	.8	.6	.6	
2004 .....	100.6	100.1	100.9	100.8	-1.0	-5	.8	-1	.4	-1.1	.1	-8	
2005 .....	100.0	100.1	98.6	100.0	-8	.1	-1.5	1.4	-6	.0	-2.3	-8	
2006 .....	99.2	98.6	98.8	99.8	-8	-6	.2	1.0	-8	-1.5	.2	-2	
2007 .....	98.9	98.1	98.6	98.3	-9	-8	.5	-3	-3	-5	-2	-1.5	
2008 .....	97.6	96.0	96.6	100.8	-7	-1.6	.6	4.3	-1.3	-2.1	-2.0	2.5	
2009 .....	100.0	98.9	99.0	99.2	-8	-1.1	.1	.2	2.5	3.0	2.5	-1.6	
2010 .....	98.9	99.3	99.6	99.4	-3	.4	.3	-2	-1.1	.4	.6	.2	
2011 .....	98.2	97.7	97.6	98.3	-1.2	-5	-1	.7	-7	-1.6	-2.0	-1.1	
2012 .....	97.4	—	—	—	-9	—	—	—	-8	—	—	—	
<b>White-collar occupations<sup>1,3</sup></b>													
2001 .....	98.8	98.7	98.7	100.0	.1	-1	.0	1.3	.7	-1	.0	1.3	
2002 .....	100.2	100.2	100.0	100.6	.2	.0	-2	.6	1.4	1.5	1.3	.6	
2003 .....	100.0	101.2	100.5	101.3	-6	1.2	-7	.8	-2	1.0	.5	.7	
2004 .....	100.3	100.1	101.0	100.7	-1.0	-2	.9	-3	.3	-1.1	.5	-6	
2005 .....	99.9	100.0	98.9	100.0	-8	.1	-1.1	1.1	-4	-1	-2.1	-7	
2006 .....	99.1	99.1	98.8	99.7	-9	.0	-3	.9	-8	-9	-1	-3	

See footnotes at end of table.

**Table 9. Employment Cost Index for wages and salaries, for private industry workers, by occupational group and industry**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Excluding sales occupations<sup>1</sup></b>													
2001 .....	99.6	99.5	99.3	100.5	-0.3	-0.1	-0.2	1.2	0.8	0.0	-0.1	0.6	
2002 .....	100.2	100.6	100.4	101.0	-3	.4	-2	.6	.6	1.1	1.1	.5	
2003 .....	100.3	101.3	100.9	101.8	-7	1.0	-4	.9	.1	.7	.5	.8	
2004 .....	100.6	100.4	100.9	100.8	-1.2	-2	.5	-1	.3	-9	.0	-1.0	
2005 .....	99.9	100.1	98.8	100.0	-9	.2	-1.3	1.2	-7	-3	-2.1	-8	
2006 .....	99.6	98.6	99.2	100.0	-4	-1.0	.6	.8	-3	-1.5	.4	.0	
<b>Management, professional, and related</b>													
2001 .....	100.4	100.3	99.9	101.1	-5	-1	-4	1.2	.7	-2	-5	.2	
2002 .....	100.8	101.2	100.9	101.4	-3	.4	-3	.5	.4	.9	1.0	.3	
2003 .....	100.8	101.6	101.2	102.1	-6	.8	-4	.9	.0	.4	.3	.7	
2004 .....	100.8	100.5	100.9	100.8	-1.3	-3	.4	-1	.0	-1.1	-3	-1.3	
2005 .....	100.0	100.1	98.9	100.0	-8	.1	-1.2	1.1	-8	-4	-2.0	-8	
2006 .....	99.6	98.5	99.1	99.8	-4	-1.1	.6	.7	-4	-1.6	.2	-2	
2007 .....	99.4	98.7	99.1	98.6	-4	-7	.4	-5	-2	.2	.0	-1.2	
2008 .....	98.4	96.4	96.8	101.0	-2	-2.0	.4	4.3	-1.0	-2.3	-2.3	2.4	
2009 .....	100.3	99.0	98.9	99.1	-7	-1.3	-1	.2	1.9	2.7	2.2	-1.9	
2010 .....	99.5	100.0	100.2	99.8	.4	.5	.2	-4	-8	1.0	1.3	.7	
2011 .....	98.9	98.4	98.3	98.9	-9	-5	-1	.6	-6	-1.6	-1.9	-9	
2012 .....	98.1	—	—	—	-8	—	—	—	-8	—	—	—	
<b>Sales and office</b>													
2001 .....	95.2	95.3	96.0	97.4	1.6	.1	.7	1.5	1.0	.1	1.1	3.9	
2002 .....	98.9	98.0	98.0	98.9	1.5	-9	.0	.9	3.9	2.8	2.1	1.5	
2003 .....	98.3	100.3	99.0	99.5	-6	2.0	-1.3	.5	-6	2.3	1.0	.6	
2004 .....	99.3	99.3	101.3	100.5	-2	.0	2.0	-8	1.0	-1.0	2.3	1.0	
2005 .....	99.7	99.8	99.0	100.0	-8	.1	-8	1.0	.4	.5	-2.3	-5	
2006 .....	98.0	100.6	98.0	99.5	-2.0	2.7	-2.6	1.5	-1.7	.8	-1.0	-5	
2007 .....	98.1	97.4	98.0	98.1	-1.4	-7	.6	.1	.1	-3.2	.0	-1.4	
2008 .....	97.2	96.1	96.8	101.2	-9	-1.1	.7	4.5	-9	-1.3	-1.2	3.2	
2009 .....	100.1	98.7	98.6	99.0	-1.1	-1.4	-1	.4	3.0	2.7	1.9	-2.2	
2010 .....	97.9	98.5	99.4	99.7	-1.1	.6	.9	.3	-2.2	-2	.8	.7	
2011 .....	98.5	98.4	98.1	99.0	-1.2	-1	-3	.9	.6	-1	-1.3	-7	
2012 .....	98.6	—	—	—	-4	—	—	—	.1	—	—	—	
<b>Blue-collar occupations<sup>1,4</sup></b>													
2001 .....	98.4	98.4	99.0	100.7	-1	.0	.6	1.7	.8	.6	1.0	2.2	
2002 .....	100.5	100.5	100.4	101.3	-2	.0	-1	.9	2.1	2.1	1.4	.6	
2003 .....	100.4	101.2	101.0	101.8	-9	.8	-2	.8	-1	.7	.6	.5	
2004 .....	100.7	100.0	100.9	100.8	-1.1	-7	.9	-1	.3	-1.2	-1	-1.0	
2005 .....	100.0	100.1	98.4	100.0	-8	.1	-1.7	1.6	-7	.1	-2.5	-8	
2006 .....	99.2	98.3	98.8	99.9	-8	-9	.5	1.1	-8	-1.8	.4	-1	
<b>Natural resources, construction, and maintenance</b>													
2001 .....	97.6	97.8	98.1	100.3	-2	.2	.3	2.2	1.2	1.0	1.0	2.6	
2002 .....	99.8	99.6	99.8	100.8	-5	-2	.2	1.0	2.3	1.8	1.7	.5	
2003 .....	100.2	100.9	100.4	101.6	-6	.7	-5	1.2	.4	1.3	.6	.8	

See footnotes at end of table.

**Table 9. Employment Cost Index for wages and salaries, for private industry workers, by occupational group and industry**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Natural resources, construction, and maintenance</b>												
2004 .....	100.5	99.8	100.3	100.5	-1.1	-0.7	0.5	0.2	0.3	-1.1	-0.1	-1.1
2005 .....	99.6	99.8	98.1	100.0	-9	.2	-1.7	1.9	-9	.0	-2.2	-5
2006 .....	99.4	98.6	99.2	100.4	-6	-.8	.6	1.2	-2	-1.2	1.1	.4
2007 .....	99.4	98.5	99.1	99.2	-1.0	-.9	.6	.1	.0	-.1	-.1	-1.2
2008 .....	98.4	96.3	97.3	102.0	-.8	-2.1	1.0	4.8	-1.0	-2.2	-1.8	2.8
2009 .....	100.7	99.7	99.9	100.1	-1.3	-1.0	.2	.2	2.3	3.5	2.7	-1.9
2010 .....	99.8	100.1	100.3	100.0	-.3	.3	.2	-.3	-9	.4	.4	-.1
2011 .....	98.8	98.4	98.7	99.0	-1.2	-.4	.3	.3	-1.0	-1.7	-1.6	-1.0
2012 .....	97.9	—	—	—	-1.1	—	—	—	-9	—	—	—
<b>Production, transportation, and material moving</b>												
2001 .....	98.6	98.5	99.1	100.8	-.1	-.1	.6	1.7	.8	.6	1.0	2.1
2002 .....	100.6	100.7	100.5	101.3	-.2	.1	-.2	.8	2.0	2.2	1.4	.5
2003 .....	100.4	101.2	101.0	101.8	-.9	.8	-.2	.8	-.2	.5	.5	.5
2004 .....	100.7	100.1	101.0	100.9	-1.1	-.6	.9	-.1	.3	-1.1	.0	-.9
2005 .....	100.1	100.2	98.5	100.0	-.8	.1	-1.7	1.5	-.6	.1	-2.5	-.9
2006 .....	99.1	98.2	98.8	99.8	-.9	-.9	.6	1.0	-1.0	-2.0	.3	-.2
2007 .....	98.8	97.8	98.4	98.0	-1.0	-1.0	.6	-.4	-.3	-.4	-.4	-1.8
2008 .....	97.2	95.6	96.3	100.4	-.8	-1.6	.7	4.3	-1.6	-2.2	-2.1	2.4
2009 .....	99.7	98.8	99.0	99.2	-.7	-.9	.2	.2	2.6	3.3	2.8	-1.2
2010 .....	98.7	99.0	99.2	99.0	-.5	.3	.2	-.2	-1.0	.2	.2	-.2
2011 .....	97.6	96.9	96.8	97.7	-1.4	-.7	-.1	.9	-1.1	-2.1	-2.4	-1.3
2012 .....	96.7	—	—	—	-1.0	—	—	—	-9	—	—	—
<b>Durable goods<sup>1</sup></b>												
2001 .....	98.2	98.2	98.9	100.5	-.2	.0	.7	1.6	.9	.5	1.0	2.1
2002 .....	100.2	100.5	100.3	101.3	-.3	.3	-.2	1.0	2.0	2.3	1.4	.8
2003 .....	100.3	101.1	100.9	101.5	-1.0	.8	-.2	.6	.1	.6	.6	.2
2004 .....	100.4	99.9	100.9	100.8	-1.1	-.5	1.0	-.1	.1	-1.2	.0	-.7
2005 .....	100.0	100.1	98.6	100.0	-.8	.1	-1.5	1.4	-.4	.2	-2.3	-.8
2006 .....	99.2	98.9	98.9	99.7	-.8	-.3	.0	.8	-.8	-1.2	.3	-.3
<b>Aircraft manufacturing</b>												
2001 .....	97.0	96.5	97.3	99.1	.5	-.5	.8	1.8	2.6	1.0	1.6	2.7
2002 .....	99.9	100.0	99.3	99.7	.8	.1	-.7	.4	3.0	3.6	2.1	.6
2003 .....	99.7	100.5	100.0	100.6	.0	.8	-.5	.6	-.2	.5	.7	.9
2004 .....	100.6	100.1	100.5	100.4	.0	-.5	.4	-.1	.9	-.4	.5	-.2
2005 .....	100.6	100.3	98.5	100.0	.2	-.3	-1.8	1.5	.0	.2	-2.0	-.4
2006 .....	100.4	99.5	99.8	100.1	.4	-.9	.3	.3	-.2	-.8	1.3	.1
2007 .....	100.3	99.0	98.6	98.0	.2	-1.3	-.4	-.6	-.1	-.5	-1.2	-2.1
2008 .....	98.7	96.6	96.8	101.2	.7	-2.1	.2	4.5	-1.6	-2.4	-1.8	3.3
2009 .....	102.3	101.2	101.6	101.6	1.1	-1.1	.4	.0	3.6	4.8	5.0	.4
2010 .....	102.8	102.8	103.2	102.7	1.2	.0	.4	-.5	.5	1.6	1.6	1.1
2011 .....	102.4	101.8	101.9	102.3	-.3	-.6	.1	.4	-.4	-1.0	-1.3	-.4
2012 .....	102.6	—	—	—	.3	—	—	—	.2	—	—	—
<b>White-collar occupations<sup>1,3</sup></b>												
2001 .....	97.4	96.6	96.8	98.4	1.5	-.8	.2	1.7	2.6	-.1	.4	2.5
2002 .....	99.8	99.4	98.5	98.7	1.4	-.4	-.9	.2	2.5	2.9	1.8	.3
2003 .....	99.7	99.8	99.0	99.7	1.0	.1	-.8	.7	-.1	.4	.5	1.0

See footnotes at end of table.

**Table 9. Employment Cost Index for wages and salaries, for private industry workers, by occupational group and industry**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>White-collar occupations<sup>1,3</sup></b>													
2004 .....	100.7	100.0	99.9	99.7	1.0	-0.7	-0.1	-0.2	1.0	0.2	0.9	0.0	
2005 .....	100.9	100.4	98.4	100.0	1.2	-.5	-2.0	1.6	.2	.4	-1.5	.3	
2006 .....	101.5	100.3	100.5	100.9	1.5	-1.2	.2	.4	.6	-1	2.1	.9	
<b>Blue-collar occupations<sup>1,4</sup></b>													
2001 .....	96.2	96.2	97.8	99.9	-.7	.0	1.7	2.1	2.8	3.0	3.3	3.1	
2002 .....	99.9	100.7	100.4	101.0	.0	.8	-.3	.6	3.8	4.7	2.7	1.1	
2003 .....	99.4	101.2	101.2	101.7	-1.6	1.8	.0	.5	-.5	.5	.8	.7	
2004 .....	100.1	100.1	101.4	101.4	-1.6	.0	1.3	.0	.7	-1.1	.2	-.3	
2005 .....	100.1	100.1	98.6	100.0	-1.3	.0	-1.5	1.4	.0	.0	-2.8	-1.4	
2006 .....	98.4	98.1	98.7	98.8	-1.6	-.3	.6	.1	-1.7	-2.0	.1	-1.2	
<b>Nondurable goods<sup>1</sup></b>													
2001 .....	99.2	99.1	98.8	100.3	.4	-.1	-.3	1.5	.5	-.1	-.2	1.5	
2002 .....	100.7	100.3	100.1	100.5	.4	-.4	-.2	.4	1.5	1.2	1.3	.2	
2003 .....	100.1	101.3	100.6	101.7	-.4	1.2	-.7	1.1	-.6	1.0	.5	1.2	
2004 .....	100.9	100.4	101.0	100.7	-.8	-.5	.6	-.3	.8	-.9	.4	-1.0	
2005 .....	100.0	100.0	98.7	100.0	-.7	.0	-1.3	1.3	-.9	-.4	-2.3	-.7	
2006 .....	99.1	98.2	98.7	99.9	-.9	-.9	.5	1.2	-.9	-1.8	.0	-.1	
<b>Service-providing industries<sup>6</sup></b>													
2001 .....	97.7	97.6	98.4	100.1	-.1	-.1	.8	1.7	.7	.3	.9	2.4	
2002 .....	99.8	100.3	100.1	100.2	-.3	.5	-.2	.1	2.1	2.8	1.7	.1	
2003 .....	99.6	100.6	100.8	101.6	-.6	1.0	.2	.8	-.2	.3	.7	1.4	
2004 .....	100.6	100.2	100.9	101.1	-1.0	-.4	.7	.2	1.0	-.4	.1	-.5	
2005 .....	100.2	100.1	98.5	100.0	-.9	-.1	-1.6	1.5	-.4	-.1	-2.4	-1.1	
2006 .....	99.3	98.6	99.5	100.7	-.7	-.7	.9	1.2	-.9	-1.5	1.0	.7	
2007 .....	100.0	99.4	100.2	100.0	-.7	-.6	.8	-.2	.7	.8	.7	-.7	
2008 .....	99.3	97.7	98.3	102.6	-.7	-1.6	.6	4.4	-.7	-1.7	-1.9	2.6	
2009 .....	101.8	100.6	101.0	101.2	-.8	-1.2	.4	.2	2.5	3.0	2.7	-1.4	
2010 .....	101.0	101.4	101.5	101.6	-.2	.4	.1	.1	-.8	.8	.5	.4	
2011 .....	100.0	99.5	99.4	100.2	-1.6	-.5	-.1	.8	-1.0	-1.9	-2.1	-1.4	
2012 .....	99.2	—	—	—	-1.0	—	—	—	-.8	—	—	—	
<b>Excluding sales occupations<sup>1</sup></b>													
2001 .....	97.7	97.6	98.5	100.2	.0	-.1	.9	1.7	1.2	.7	1.3	2.6	
2002 .....	100.1	100.3	100.2	100.4	-.1	.2	-.1	.2	2.5	2.8	1.7	.2	
2003 .....	99.9	100.8	100.9	101.8	-.5	.9	.1	.9	-.2	.5	.7	1.4	
2004 .....	100.8	100.3	100.9	101.2	-1.0	-.5	.6	.3	.9	-.5	.0	-.6	
2005 .....	100.3	100.3	98.5	100.0	-.9	.0	-1.8	1.5	-.5	.0	-2.4	-1.2	
2006 .....	99.4	98.7	99.6	100.8	-.6	-.7	.9	1.2	-.9	-1.6	1.1	.8	
<b>Excluding incentive paid occupations<sup>2</sup></b>													
2006 .....	99.3	98.6	99.4	100.7	-.7	-.7	.8	1.3	—	—	—	.7	
2007 .....	100.0	99.5	100.3	100.2	-.7	-.5	.8	-.1	.7	.9	.9	-.5	
2008 .....	99.6	97.9	98.7	103.3	-.6	-1.7	.8	4.7	-.4	-1.6	-1.6	3.1	
2009 .....	102.6	101.4	101.7	102.0	-.7	-1.2	.3	.3	3.0	3.6	3.0	-1.3	
2010 .....	101.8	102.0	102.2	102.2	-.2	.2	.2	.0	-.8	.6	.5	.2	
2011 .....	100.7	100.1	99.9	100.8	-1.5	-.6	-.2	.9	-1.1	-1.9	-2.3	-1.4	
2012 .....	99.6	—	—	—	-1.2	—	—	—	-1.1	—	—	—	

See footnotes at end of table.

**Table 9. Employment Cost Index for wages and salaries, for private industry workers, by occupational group and industry**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>White-collar occupations<sup>1,3</sup></b>													
2001 .....	97.1	97.2	97.9	99.5	-0.2	0.1	0.7	1.6	0.6	0.5	0.8	2.3	
2002 .....	99.3	99.9	99.6	99.7	-.2	.6	-.3	.1	2.3	2.8	1.7	.2	
2003 .....	99.3	100.3	100.7	101.4	-.4	1.0	.4	.7	.0	.4	1.1	1.7	
2004 .....	100.5	100.0	100.8	101.0	-.9	-.5	.8	.2	1.2	-.3	.1	-.4	
2005 .....	100.2	100.1	98.4	100.0	-.8	-.1	-1.7	1.6	-.3	.1	-2.4	-1.0	
2006 .....	99.3	98.7	99.7	100.9	-.7	-.6	1.0	1.2	-.9	-1.4	1.3	.9	
<b>Excluding sales occupations<sup>1</sup></b>													
2001 .....	97.0	97.0	97.9	99.6	.1	.0	.9	1.7	1.5	1.0	1.6	2.8	
2002 .....	99.5	99.8	99.6	99.9	-.1	.3	-.2	.3	2.6	2.9	1.7	.3	
2003 .....	99.6	100.6	100.7	101.6	-.3	1.0	.1	.9	.1	.8	1.1	1.7	
2004 .....	100.7	100.1	100.8	101.2	-.9	-.6	.7	.4	1.1	-.5	.1	-.4	
2005 .....	100.4	100.4	98.5	100.0	-.8	.0	-1.9	1.5	-.3	.3	-2.3	-1.2	
2006 .....	99.5	98.9	99.9	101.0	-.5	-.6	1.0	1.1	-.9	-1.5	1.4	1.0	
<b>Management, professional, and related</b>													
2001 .....	96.8	96.9	97.9	99.5	.0	.1	1.0	1.6	1.4	1.0	1.7	2.8	
2002 .....	99.3	99.7	99.4	99.5	-.2	.4	-.3	.1	2.6	2.9	1.5	.0	
2003 .....	99.6	100.5	100.7	101.7	.1	.9	.2	1.0	.3	.8	1.3	2.2	
2004 .....	100.8	100.1	100.9	101.2	-.9	-.7	.8	.3	1.2	-.4	.2	-.5	
2005 .....	100.5	100.4	98.6	100.0	-.7	-.1	-1.8	1.4	-.3	.3	-2.3	-1.2	
2006 .....	99.6	99.0	100.0	101.1	-.4	-.6	1.0	1.1	-.9	-1.4	1.4	1.1	
2007 .....	100.6	100.0	100.8	100.6	-.5	-.6	.8	-.2	1.0	1.0	.8	-.5	
2008 .....	100.1	98.4	99.2	103.7	-.5	-1.7	.8	4.5	-.5	-1.6	-1.6	3.1	
2009 .....	103.0	101.7	101.8	102.0	-.7	-1.3	.1	.2	2.9	3.4	2.6	-1.6	
2010 .....	102.0	102.3	102.5	102.5	.0	.3	.2	.0	-1.0	.6	.7	.5	
2011 .....	101.1	100.4	100.3	101.0	-1.4	-.7	-.1	.7	-.9	-1.9	-2.1	-1.5	
2012 .....	100.0	-	-	-	-1.0	-	-	-	-1.1	-	-	-	
<b>Sales and office</b>													
2001 .....	97.5	97.5	98.0	99.6	-.4	.0	.5	1.6	-.4	-.5	-.2	1.7	
2002 .....	99.4	100.2	99.9	100.0	-.2	.8	-.3	.1	1.9	2.8	1.9	.4	
2003 .....	98.9	100.0	100.5	101.0	-1.1	1.1	.5	.5	-.5	-.2	.6	1.0	
2004 .....	100.0	99.9	100.6	100.6	-1.0	-.1	.7	.0	1.1	-.1	.1	-.4	
2005 .....	99.7	99.7	98.3	100.0	-.9	.0	-1.4	1.7	-.3	-.2	-2.3	-.6	
2006 .....	99.0	98.4	99.3	100.4	-1.0	-.6	.9	1.1	-.7	-1.3	1.0	.4	
2007 .....	99.5	99.0	99.5	99.6	-.9	-.5	.5	.1	.5	.6	.2	-.8	
2008 .....	98.4	96.9	97.2	101.1	-1.2	-1.5	.3	4.0	-1.1	-2.1	-2.3	1.5	
2009 .....	99.8	98.9	99.4	99.8	-1.3	-.9	.5	.4	1.4	2.1	2.3	-1.3	
2010 .....	99.3	100.1	100.0	100.2	-.5	.8	-.1	.2	-.5	1.2	.6	.4	
2011 .....	98.4	98.4	98.4	99.2	-1.8	.0	.0	.8	-.9	-1.7	-1.6	-1.0	
2012 .....	98.2	-	-	-	-1.0	-	-	-	-.2	-	-	-	
<b>Blue-collar occupations<sup>1,4</sup></b>													
2001 .....	98.6	98.4	99.8	101.3	.0	-.2	1.4	1.5	.8	.5	1.5	2.7	
2002 .....	100.9	101.3	101.3	101.4	-.4	.4	.0	.1	2.3	2.9	1.5	.1	
2003 .....	100.4	101.4	101.1	101.9	-1.0	1.0	-.3	.8	-.5	.1	-.2	.5	
2004 .....	100.7	100.6	101.2	101.3	-1.2	-.1	.6	.1	.3	-.8	.1	-.6	
2005 .....	100.0	100.1	98.5	100.0	-1.3	.1	-1.6	1.5	-.7	-.5	-2.7	-1.3	
2006 .....	99.0	98.2	99.1	100.2	-1.0	-.8	.9	1.1	-1.0	-1.9	.6	.2	

See footnotes at end of table.

**Table 9. Employment Cost Index for wages and salaries, for private industry workers, by occupational group and industry**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Natural resources, construction, and maintenance</b>												
2001 .....	97.1	96.9	99.4	100.3	-0.2	-0.2	2.6	0.9	0.3	-0.3	2.1	3.1
2002 .....	99.6	100.9	100.9	100.7	-7	1.3	.0	-2	2.6	4.1	1.5	.4
2003 .....	100.1	101.1	101.0	101.7	-6	1.0	-1	.7	.5	.2	.1	1.0
2004 .....	100.5	100.5	100.8	100.9	-1.2	.0	.3	.1	.4	-6	-2	-8
2005 .....	99.6	100.1	98.4	100.0	-1.3	.5	-1.7	1.6	-9	-4	-2.4	-9
2006 .....	99.2	98.7	99.9	100.8	-8	-5	1.2	.9	-4	-1.4	1.5	.8
2007 .....	99.6	98.5	99.8	99.6	-1.2	-1.1	1.3	-2	.4	-2	-1	-1.2
2008 .....	98.6	97.1	97.7	102.3	-1.0	-1.5	.6	4.7	-1.0	-1.4	-2.1	2.7
2009 .....	101.7	100.8	101.3	101.7	-6	-9	.5	.4	3.1	3.8	3.7	-6
2010 .....	101.7	101.7	101.4	101.5	.0	.0	-3	.1	.0	.9	.1	-2
2011 .....	99.7	99.6	100.2	100.7	-1.8	-1	.6	.5	-2.0	-2.1	-1.2	-8
2012 .....	99.7	—	—	—	-1.0	—	—	—	.0	—	—	—
<b>Production, transportation, and material moving</b>												
2001 .....	99.6	99.4	100.1	101.9	.1	-2	.7	1.8	1.2	1.0	1.3	2.4
2002 .....	101.7	101.6	101.6	101.8	-2	-1	.0	.2	2.1	2.2	1.5	-1
2003 .....	100.6	101.6	101.2	102.0	-1.2	1.0	-4	.8	-1.1	.0	-4	.2
2004 .....	100.9	100.7	101.5	101.6	-1.1	-2	.8	.1	.3	-9	.3	-4
2005 .....	100.2	100.1	98.7	100.0	-1.4	-1	-1.4	1.3	-7	-6	-2.8	-1.6
2006 .....	98.9	97.9	98.7	99.9	-1.1	-1.0	.8	1.2	-1.3	-2.2	.0	-1
2007 .....	98.7	98.2	98.8	98.5	-1.2	-5	.6	-3	-2	.3	.1	-1.4
2008 .....	98.0	96.3	97.0	101.2	-5	-1.7	.7	4.3	-7	-1.9	-1.8	2.7
2009 .....	100.5	99.7	100.2	100.5	-7	-8	.5	.3	2.6	3.5	3.3	-7
2010 .....	99.8	100.1	100.8	100.7	-7	.3	.7	-1	-7	.4	.6	.2
2011 .....	98.8	98.3	98.2	99.0	-1.9	-5	-1	.8	-1.0	-1.8	-2.6	-1.7
2012 .....	98.4	—	—	—	-6	—	—	—	-4	—	—	—
<b>Service occupations</b>												
2001 .....	100.3	99.8	100.1	102.2	-1	-5	.3	2.1	.8	-2	.4	1.8
2002 .....	101.9	101.6	101.7	102.2	-3	-3	.1	.5	1.6	1.8	1.6	.0
2003 .....	101.0	101.6	101.7	102.6	-1.2	.6	.1	.9	-9	.0	.0	.4
2004 .....	101.3	100.6	100.9	101.3	-1.3	-7	.3	.4	.3	-1.0	-8	-1.3
2005 .....	100.4	100.2	98.6	100.0	-9	-2	-1.6	1.4	-9	-4	-2.3	-1.3
2006 .....	99.1	98.2	99.0	100.3	-9	-9	.8	1.3	-1.3	-2.0	.4	.3
2007 .....	100.2	99.4	100.6	100.4	-1	-8	1.2	-2	1.1	1.2	1.6	.1
2008 .....	99.5	97.8	98.7	103.1	-9	-1.7	.9	4.5	-7	-1.6	-1.9	2.7
2009 .....	102.7	101.5	102.2	102.3	-4	-1.2	.7	.1	3.2	3.8	3.5	-8
2010 .....	101.8	101.8	102.1	101.9	-5	.0	.3	-2	-9	.3	-1	-4
2011 .....	100.6	99.6	99.4	100.4	-1.3	-1.0	-2	1.0	-1.2	-2.2	-2.6	-1.5
2012 .....	99.0	—	—	—	-1.4	—	—	—	-1.6	—	—	—
<b>Trade, transportation, and utilities</b>												
2001 .....	98.6	98.7	99.0	101.2	-4	.1	.3	2.2	.3	.3	.5	2.2
2002 .....	100.6	101.7	101.1	101.3	-6	1.1	-6	.2	2.0	3.0	2.1	.1
2003 .....	100.1	101.1	101.1	101.7	-1.2	1.0	.0	.6	-5	-6	.0	.4
2004 .....	100.6	100.3	100.9	100.7	-1.1	-3	.6	-2	.5	-8	-2	-1.0
2005 .....	99.7	99.6	98.5	100.0	-1.0	-1	-1.1	1.5	-9	-7	-2.4	-7
2006 .....	98.8	97.9	99.0	100.1	-1.2	-9	1.1	1.1	-9	-1.7	.5	.1
2007 .....	98.9	98.5	98.8	98.8	-1.2	-4	.3	.0	.1	.6	-2	-1.3
2008 .....	97.6	96.4	96.7	100.6	-1.2	-1.2	.3	4.0	-1.3	-2.1	-2.1	1.8

See footnotes at end of table.

**Table 9. Employment Cost Index for wages and salaries, for private industry workers, by occupational group and industry**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Trade, transportation, and utilities</b>													
2009 .....	99.7	98.7	99.0	99.3	-0.9	-1.0	0.3	0.3	2.2	2.4	2.4	-1.3	
2010 .....	99.1	99.8	99.7	99.6	-2	.7	-1	-1	-6	1.1	.7	.3	
2011 .....	97.7	97.4	97.6	98.5	-1.9	-.3	.2	.9	-1.4	-2.4	-2.1	-1.1	
2012 .....	97.7	—	—	—	-.8	—	—	—	.0	—	—	—	
<b>Excluding incentive paid occupations<sup>2</sup></b>													
2006 .....	99.2	98.3	99.0	100.1	-.8	-.9	.7	1.1	—	—	—	.1	
2007 .....	99.2	98.8	99.4	99.3	-.9	-.4	.6	-1	.0	.5	.4	-.8	
2008 .....	98.4	96.9	97.6	102.0	-.9	-1.5	.7	4.5	-.8	-1.9	-1.8	2.7	
2009 .....	101.4	100.4	100.7	101.0	-.6	-1.0	.3	.3	3.0	3.6	3.2	-1.0	
2010 .....	100.7	101.0	100.9	100.8	-.3	.3	-1	-1	-7	.6	.2	-.2	
2011 .....	99.4	98.7	98.6	99.5	-1.4	-.7	-1	.9	-1.3	-2.3	-2.3	-1.3	
2012 .....	98.4	—	—	—	-1.1	—	—	—	-1.0	—	—	—	
<b>Wholesale trade</b>													
2001 .....	97.6	98.7	98.2	99.0	-1.2	1.1	-.5	.8	-.4	.5	.5	.2	
2002 .....	99.2	100.9	99.7	100.2	.2	1.7	-1.2	.5	1.6	2.2	1.5	1.2	
2003 .....	99.9	101.1	100.2	101.0	-.3	1.2	-.9	.8	.7	.2	.5	.8	
2004 .....	99.9	99.6	100.8	99.4	-1.1	-.3	1.2	-1.4	.0	-1.5	.6	-1.6	
2005 .....	99.3	98.5	98.0	100.0	-.1	-.8	-.5	2.0	-.6	-1.1	-2.8	.6	
2006 .....	98.7	97.7	99.6	100.4	-1.3	-1.0	1.9	.8	-.6	-.8	1.6	.4	
2007 .....	99.5	98.9	98.2	98.6	-.9	-.6	-.7	.4	.8	1.2	-1.4	-1.8	
2008 .....	97.0	96.5	96.0	99.6	-1.6	-.5	-.5	3.8	-2.5	-2.4	-2.2	1.0	
2009 .....	98.8	97.2	96.8	96.9	-.8	-1.6	-.4	.1	1.9	.7	.8	-2.7	
2010 .....	96.8	97.6	97.0	97.4	-.1	.8	-.6	.4	-2.0	.4	.2	.5	
2011 .....	95.0	94.6	94.9	96.1	-2.5	-.4	.3	1.3	-1.9	-3.1	-2.2	-1.3	
2012 .....	95.8	—	—	—	-.3	—	—	—	.8	—	—	—	
<b>Excluding sales occupations<sup>1</sup></b>													
2001 .....	100.9	100.9	101.1	101.8	.0	.0	.2	.7	1.6	1.3	1.2	.9	
2002 .....	101.8	102.2	102.0	102.9	.0	.4	-.2	.9	.9	1.3	.9	1.1	
2003 .....	101.1	102.1	101.6	102.5	-1.7	1.0	-.5	.9	-.7	-.1	-.4	-.4	
2004 .....	101.7	100.4	101.0	101.1	-.8	-1.3	.6	.1	.6	-1.7	-.6	-1.4	
2005 .....	101.1	100.5	98.6	100.0	.0	-.6	-1.9	1.4	-.6	.1	-2.4	-1.1	
2006 .....	99.4	98.8	99.8	101.0	-.6	-.6	1.0	1.2	-1.7	-1.7	1.2	1.0	
<b>Excluding incentive paid occupations<sup>2</sup></b>													
2006 .....	99.6	98.8	99.6	100.8	-.4	-.8	.8	1.2	—	—	—	.8	
2007 .....	100.0	99.3	99.9	99.7	-.8	-.7	.6	-.2	.4	.5	.3	-1.1	
2008 .....	99.0	97.4	98.1	102.3	-.7	-1.6	.7	4.3	-1.0	-1.9	-1.8	2.6	
2009 .....	101.7	100.5	100.6	100.9	-.6	-1.2	.1	.3	2.7	3.2	2.5	-1.4	
2010 .....	100.6	100.7	99.7	99.6	-.3	.1	-1.0	-.1	-1.1	.2	-.9	-1.3	
2011 .....	98.1	97.5	97.6	98.4	-1.5	-.6	.1	.8	-2.5	-3.2	-2.1	-1.2	
2012 .....	97.5	—	—	—	-.9	—	—	—	-.6	—	—	—	
<b>Retail trade</b>													
2001 .....	99.1	98.7	99.3	102.0	.1	-.4	.6	2.7	.6	.2	.5	3.0	
2002 .....	100.7	101.9	101.3	101.1	-1.3	1.2	-.6	-.2	1.6	3.2	2.0	-.9	
2003 .....	99.6	100.5	101.3	101.8	-1.5	.9	.8	.5	-1.1	-1.4	.0	.7	

See footnotes at end of table.

**Table 9. Employment Cost Index for wages and salaries, for private industry workers, by occupational group and industry**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Retail trade</b>													
2004 .....	100.6	100.4	100.4	100.8	-1.2	-0.2	0.0	0.4	1.0	-0.1	-0.9	-1.0	
2005 .....	99.8	100.0	98.6	100.0	-1.0	.2	-1.4	1.4	-8	-4	-1.8	-8	
2006 .....	99.0	97.9	98.9	100.2	-1.0	-1.1	1.0	1.3	-8	-2.1	.3	.2	
2007 .....	98.8	98.4	99.2	99.4	-1.4	-4	.8	.2	-2	.5	.3	-8	
2008 .....	98.1	96.7	97.3	101.2	-1.3	-1.4	.6	4.0	-7	-1.7	-1.9	1.8	
2009 .....	100.2	99.4	100.2	100.6	-1.0	-8	.8	.4	2.1	2.8	3.0	-6	
2010 .....	100.4	101.1	100.9	100.6	-2	.7	-2	-3	.2	1.7	.7	.0	
2011 .....	98.8	98.6	98.9	99.7	-1.8	-2	.3	.8	-1.6	-2.5	-2.0	-9	
2012 .....	98.6	—	—	—	-1.1	—	—	—	-2	—	—	—	
<b>Excluding incentive paid occupations<sup>2</sup></b>													
2006 .....	99.2	98.3	99.0	100.1	-8	-9	.7	1.1	—	—	—	.1	
2007 .....	99.1	98.8	99.6	99.6	-1.0	-3	.8	.0	-1	.5	.6	-5	
2008 .....	98.7	97.2	97.9	102.3	-9	-1.5	.7	4.5	-4	-1.6	-1.7	2.7	
2009 .....	101.6	100.7	101.2	101.4	-7	-9	.5	.2	2.9	3.6	3.4	-9	
2010 .....	101.1	101.4	101.5	101.3	-3	.3	.1	-2	-5	.7	.3	-1	
2011 .....	99.8	99.1	98.9	99.9	-1.5	-7	-2	1.0	-1.3	-2.3	-2.6	-1.4	
2012 .....	98.6	—	—	—	-1.3	—	—	—	-1.2	—	—	—	
<b>Transportation and warehousing</b>													
2001 .....	99.2	99.1	99.7	102.5	-5	-1	.6	2.8	.8	.3	.6	2.8	
2002 .....	102.6	102.7	103.0	103.3	.1	.1	.3	.3	3.4	3.6	3.3	.8	
2003 .....	102.0	102.7	102.1	102.6	-1.3	.7	-6	.5	-6	.0	-9	-7	
2004 .....	101.7	101.3	102.1	102.1	-9	-4	.8	.0	-3	-1.4	.0	-5	
2005 .....	100.0	100.0	98.9	100.0	-2.1	.0	-1.1	1.1	-1.7	-1.3	-3.1	-2.1	
2006 .....	98.6	97.7	98.4	99.4	-1.4	-9	.7	1.0	-1.4	-2.3	-5	-6	
2007 .....	98.2	97.9	98.3	97.6	-1.2	-3	.4	-7	-4	.2	-1	-1.8	
2008 .....	96.8	95.3	96.0	100.1	-8	-1.5	.7	4.3	-1.4	-2.7	-2.3	2.6	
2009 .....	99.2	98.5	98.7	98.7	-9	-7	.2	.0	2.5	3.4	2.8	-1.4	
2010 .....	98.3	98.9	99.6	99.7	-4	.6	.7	.1	-9	.4	.9	1.0	
2011 .....	98.0	97.5	97.3	97.8	-1.7	-5	-2	.5	-3	-1.4	-2.3	-1.9	
2012 .....	97.5	—	—	—	-3	—	—	—	-5	—	—	—	
<b>Utilities</b>													
2001 .....	97.2	97.4	97.5	99.3	-1	.2	.1	1.8	.7	.5	.6	2.1	
2002 .....	98.8	99.9	99.8	100.3	-5	1.1	-1	.5	1.6	2.6	2.4	1.0	
2003 .....	99.3	100.3	99.9	101.0	-1.0	1.0	-4	1.1	.5	.4	.1	.7	
2004 .....	100.2	100.2	100.6	100.8	-8	.0	.4	.2	.9	-1	.7	-2	
2005 .....	100.1	100.3	98.5	100.0	-7	.2	-1.8	1.5	-1	.1	-2.1	-8	
2006 .....	99.3	99.0	99.9	101.0	-7	-3	.9	1.1	-8	-1.3	1.4	1.0	
2007 .....	99.9	99.6	100.2	100.1	-1.1	-3	.6	-1	.6	.6	.3	-9	
2008 .....	99.6	98.3	98.3	102.6	-5	-1.3	.0	4.4	-3	-1.3	-1.9	2.5	
2009 .....	102.7	102.2	102.2	103.3	.1	-5	.0	1.1	3.1	4.0	4.0	.7	
2010 .....	103.0	103.5	104.0	103.8	-3	.5	.5	-2	.3	1.3	1.8	.5	
2011 .....	102.9	102.9	102.8	103.6	-9	.0	-1	.8	-1	-6	-1.2	-2	
2012 .....	102.6	—	—	—	-1.0	—	—	—	-3	—	—	—	
<b>Information</b>													
2001 .....	97.9	98.2	99.0	100.7	.1	.3	.8	1.7	1.0	1.0	1.7	3.0	
2002 .....	100.5	101.0	101.3	102.1	-2	.5	.3	.8	2.7	2.9	2.3	1.4	
2003 .....	100.7	101.7	101.7	102.3	-1.4	1.0	.0	.6	.2	.7	.4	.2	

See footnotes at end of table.

**Table 9. Employment Cost Index for wages and salaries, for private industry workers, by occupational group and industry**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Information</b>													
2004 .....	101.8	100.3	100.9	101.0	-0.5	-1.5	0.6	0.1	1.1	-1.4	-0.8	-1.3	
2005 .....	100.2	100.4	98.3	100.0	-.8	.2	-2.1	1.7	-1.6	.1	-2.6	-1.0	
2006 .....	99.5	98.6	99.5	99.9	-.5	-.9	.9	.4	-.7	-1.8	1.2	-.1	
2007 .....	99.4	99.1	99.3	98.6	-.5	-.3	.2	-.7	-.1	.5	-.2	-1.3	
2008 .....	97.0	95.6	96.5	100.6	-1.6	-1.4	.9	4.2	-2.4	-3.5	-2.8	2.0	
2009 .....	99.7	98.7	99.1	99.4	-.9	-1.0	.4	.3	2.8	3.2	2.7	-1.2	
2010 .....	99.1	99.6	99.8	99.2	-.3	.5	.2	-.6	-.6	.9	.7	-.2	
2011 .....	98.6	97.9	97.6	98.2	-.6	-.7	-.3	.6	-.5	-1.7	-2.2	-1.0	
2012 .....	97.1	—	—	—	-1.1	—	—	—	-1.5	—	—	—	
<b>Financial activities</b>													
2001 .....	94.5	94.1	94.8	95.4	.4	-.4	.7	.6	.4	.3	.4	1.4	
2002 .....	97.3	97.9	97.5	97.4	2.0	.6	-.4	-.1	3.0	4.0	2.8	2.1	
2003 .....	100.3	101.5	101.4	101.9	3.0	1.2	-.1	.5	3.1	3.7	4.0	4.6	
2004 .....	100.1	99.9	100.4	101.1	-1.8	-.2	.5	.7	-.2	-1.6	-1.0	-.8	
2005 .....	100.4	101.0	98.4	100.0	-.7	.6	-2.6	1.6	.3	1.1	-2.0	-1.1	
2006 .....	99.7	99.2	99.4	100.3	-.3	-.5	.2	.9	-.7	-1.8	1.0	.3	
2007 .....	100.3	99.0	100.0	99.2	.0	-1.3	1.0	-.8	.6	-.2	.6	-1.1	
2008 .....	98.8	96.8	96.9	100.3	-.4	-2.0	.1	3.5	-1.5	-2.2	-3.1	1.1	
2009 .....	98.8	98.5	98.9	99.2	-1.5	-.3	.4	.3	.0	1.8	2.1	-1.1	
2010 .....	99.3	100.2	100.1	100.6	.1	.9	-.1	.5	.5	1.7	1.2	1.4	
2011 .....	99.5	98.9	98.9	99.3	-1.1	-.6	.0	.4	.2	-1.3	-1.2	-1.3	
2012 .....	98.1	—	—	—	-1.2	—	—	—	-1.4	—	—	—	
<b>Excluding sales occupations<sup>1</sup></b>													
2001 .....	93.7	93.5	94.1	95.0	.4	-.2	.6	1.0	1.5	1.2	1.3	1.8	
2002 .....	97.2	97.3	97.0	97.9	2.3	.1	-.3	.9	3.7	4.1	3.1	3.1	
2003 .....	101.9	103.1	102.8	103.5	4.1	1.2	-.3	.7	4.8	6.0	6.0	5.7	
2004 .....	101.5	101.0	101.5	101.9	-1.9	-.5	.5	.4	-.4	-2.0	-1.3	-1.5	
2005 .....	101.2	101.8	98.5	100.0	-.7	.6	-3.2	1.5	-.3	.8	-3.0	-1.9	
2006 .....	100.3	99.6	100.0	100.4	.3	-.7	.4	.4	-.9	-2.2	1.5	.4	
<b>Excluding incentive paid occupations<sup>2</sup></b>													
2006 .....	99.6	98.9	99.6	100.5	-.4	-.7	.7	.9	—	—	—	.5	
2007 .....	100.2	99.8	100.1	99.6	-.3	-.4	.3	-.5	.6	.9	.5	-.9	
2008 .....	99.6	97.9	98.2	102.4	.0	-1.7	.3	4.3	-.6	-1.9	-1.9	2.8	
2009 .....	101.8	100.7	100.9	101.2	-.6	-1.1	.2	.3	2.2	2.9	2.7	-1.2	
2010 .....	101.4	101.8	101.7	101.6	.2	.4	-.1	-.1	-.4	1.1	.8	.4	
2011 .....	100.6	99.9	99.7	100.4	-1.0	-.7	-.2	.7	-.8	-1.9	-2.0	-1.2	
2012 .....	99.2	—	—	—	-1.2	—	—	—	-1.4	—	—	—	
<b>Finance and insurance</b>													
2001 .....	94.4	94.2	94.7	95.1	.3	-.2	.5	.4	.7	1.0	.3	1.1	
2002 .....	97.5	97.7	97.3	97.3	2.5	.2	-.4	.0	3.3	3.7	2.7	2.3	
2003 .....	102.4	103.6	103.3	104.2	5.2	1.2	-.3	.9	5.0	6.0	6.2	7.1	
2004 .....	102.0	101.5	101.9	102.6	-2.1	-.5	.4	.7	-.4	-2.0	-1.4	-1.5	
2005 .....	100.9	101.9	98.7	100.0	-1.7	1.0	-3.1	1.3	-1.1	.4	-3.1	-2.5	
2006 .....	100.1	99.8	99.8	100.6	.1	-.3	.0	.8	-.8	-2.1	1.1	.6	
2007 .....	101.0	99.6	100.5	99.9	.4	-1.4	.9	-.6	.9	-.2	.7	-.7	
2008 .....	99.5	97.5	97.4	100.7	-.4	-2.0	-.1	3.4	-1.5	-2.1	-3.1	.8	

See footnotes at end of table.

**Table 9. Employment Cost Index for wages and salaries, for private industry workers, by occupational group and industry**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Finance and insurance</b>													
2009 .....	99.1	99.0	99.4	99.7	-1.6	-0.1	0.4	0.3	-0.4	1.5	2.1	-1.0	
2010 .....	99.7	101.0	100.9	101.5	.0	1.3	-1	.6	.6	2.0	1.5	1.8	
2011 .....	100.3	99.7	99.6	99.8	-1.2	-.6	-.1	.2	.6	-1.3	-1.3	-1.7	
2012 .....	98.7	—	—	—	-1.1	—	—	—	-1.6	—	—	—	
<b>Credit intermediation and related activities</b>													
2001 .....	88.6	88.4	89.5	89.3	1.0	-.2	1.2	-.2	1.6	1.3	2.2	1.8	
2002 .....	93.7	93.9	93.3	94.1	4.9	.2	-.6	.9	5.8	6.2	4.2	5.4	
2003 .....	104.7	106.2	105.5	106.5	11.3	1.4	-.7	.9	11.7	13.1	13.1	13.2	
2004 .....	102.8	102.1	102.9	103.6	-3.5	-.7	.8	.7	-1.8	-3.9	-2.5	-2.7	
2005 .....	101.7	103.4	98.6	100.0	-1.8	1.7	-4.6	1.4	-1.1	1.3	-4.2	-3.5	
2006 .....	99.9	99.8	99.7	99.2	-.1	-.1	-.1	-.5	-1.8	-3.5	1.1	-.8	
2007 .....	100.2	97.3	97.7	97.6	1.0	-2.9	.4	-.1	.3	-2.5	-2.0	-1.6	
2008 .....	97.0	95.3	95.2	99.0	-.6	-1.8	-.1	4.0	-3.2	-2.1	-2.6	1.4	
2009 .....	98.2	97.5	97.3	98.2	-.8	-.7	-.2	.9	1.2	2.3	2.2	-.8	
2010 .....	97.1	98.1	98.0	99.1	-1.1	1.0	-.1	1.1	-1.1	.6	.7	.9	
2011 .....	98.4	97.5	97.4	97.7	-.7	-.9	-.1	.3	1.3	-.6	-.6	-1.4	
2012 .....	96.9	—	—	—	-.8	—	—	—	-1.5	—	—	—	
<b>Excluding incentive paid occupations<sup>2</sup></b>													
2006 .....	99.8	99.2	99.8	100.7	-.2	-.6	.6	.9	—	—	—	.7	
2007 .....	100.5	99.7	100.4	100.0	-.2	-.8	.7	-.4	.7	.5	.6	-.7	
2008 .....	100.2	98.5	98.9	103.3	.2	-1.7	.4	4.4	-.3	-1.2	-1.5	3.3	
2009 .....	102.8	101.5	101.7	101.8	-.5	-1.3	.2	.1	2.6	3.0	2.8	-1.5	
2010 .....	101.5	102.0	101.9	101.8	-.3	.5	-.1	-.1	-1.3	.5	.2	.0	
2011 .....	101.0	100.0	99.8	100.4	-.8	-1.0	-.2	.6	-.5	-2.0	-2.1	-1.4	
2012 .....	99.7	—	—	—	-.7	—	—	—	-1.3	—	—	—	
<b>Insurance carriers and related activities</b>													
2001 .....	97.2	96.8	96.8	98.7	-.2	-.4	.0	2.0	2.1	1.6	-.7	1.3	
2002 .....	98.8	99.2	99.2	98.9	.1	.4	.0	-.3	1.6	2.5	2.5	.2	
2003 .....	98.8	99.9	99.7	100.6	-.1	1.1	-.2	.9	.0	.7	.5	1.7	
2004 .....	99.3	99.4	100.4	101.1	-1.3	.1	1.0	.7	.5	-.5	.7	.5	
2005 .....	100.2	100.8	98.7	100.0	-.9	.6	-2.1	1.3	.9	1.4	-1.7	-1.1	
2006 .....	99.5	98.8	99.2	100.4	-.5	-.7	.4	1.2	-.7	-2.0	.5	.4	
2007 .....	99.8	99.9	101.2	99.7	-.6	.1	1.3	-1.5	.3	1.1	2.0	-.7	
2008 .....	99.5	97.6	98.1	101.8	-.2	-1.9	.5	3.8	-.3	-2.3	-3.1	2.1	
2009 .....	101.2	100.4	100.8	100.4	-.6	-.8	.4	-.4	1.7	2.9	2.8	-1.4	
2010 .....	100.5	101.3	101.2	100.9	.1	.8	-.1	-.3	-.7	.9	.4	.5	
2011 .....	99.6	99.4	99.1	100.1	-1.3	-.2	-.3	1.0	-.9	-1.9	-2.1	-.8	
2012 .....	98.9	—	—	—	-1.2	—	—	—	-.7	—	—	—	
<b>Excluding sales occupations<sup>1</sup></b>													
2001 .....	97.5	97.5	97.5	99.3	-.2	.0	.0	1.8	.7	.7	.3	1.6	
2002 .....	100.0	100.0	100.1	100.2	.7	.0	.1	.1	2.6	2.6	2.7	.9	
2003 .....	99.5	100.9	100.6	101.3	-.7	1.4	-.3	.7	-.5	.9	.5	1.1	

See footnotes at end of table.

**Table 9. Employment Cost Index for wages and salaries, for private industry workers, by occupational group and industry**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Excluding sales occupations<sup>1</sup></b>													
2004 .....	100.2	100.3	100.8	101.2	-1.1	0.1	0.5	0.4	0.7	-0.6	0.2	-0.1	
2005 .....	100.5	100.8	98.7	100.0	-7	.3	-2.1	1.3	.3	.5	-2.1	-1.2	
2006 .....	99.6	98.8	99.1	100.1	-4	-8	.3	1.0	-9	-2.0	.4	.1	
<b>Excluding incentive paid occupations<sup>2</sup></b>													
2006 .....	99.4	98.8	99.1	100.1	-6	-6	.3	1.0	—	—	—	.1	
2007 .....	99.6	99.5	99.7	99.2	-5	-1	.2	-5	.2	.7	.6	-9	
2008 .....	98.7	97.4	97.7	102.0	-5	-1.3	.3	4.4	-9	-2.1	-2.0	2.8	
2009 .....	101.7	100.9	100.9	101.1	-3	-8	.0	.2	3.0	3.6	3.3	-9	
2010 .....	101.1	101.8	101.5	101.3	.0	.7	-3	-2	-6	.9	.6	.2	
2011 .....	100.1	99.7	99.4	100.2	-1.2	-4	-3	.8	-1.0	-2.1	-2.1	-1.1	
2012 .....	98.8	—	—	—	-1.4	—	—	—	-1.3	—	—	—	
<b>Real estate and rental and leasing</b>													
2001 .....	93.7	93.0	94.4	96.3	-1.4	-7	1.5	2.0	-4.2	-5.6	-1.0	1.4	
2002 .....	95.7	98.0	97.4	96.0	-6	2.4	-6	-1.4	2.1	5.4	3.2	-3	
2003 .....	89.9	90.8	91.2	91.0	-6.4	1.0	.4	-2	-6.1	-7.3	-6.4	-5.2	
2004 .....	91.7	92.4	94.0	93.7	.8	.8	1.7	-3	2.0	1.8	3.1	3.0	
2005 .....	98.5	97.4	97.3	100.0	5.1	-1.1	-1	2.8	7.4	5.4	3.5	6.7	
2006 .....	98.3	96.9	97.8	98.9	-1.7	-1.4	.9	1.1	-2	-5	.5	-1.1	
2007 .....	97.4	96.7	97.8	96.6	-1.5	-7	1.1	-1.2	-9	-2	.0	-2.3	
2008 .....	96.3	94.1	94.8	98.9	-3	-2.3	.7	4.3	-1.1	-2.7	-3.1	2.4	
2009 .....	97.7	96.6	96.9	97.3	-1.2	-1.1	.3	.4	1.5	2.7	2.2	-1.6	
2010 .....	97.6	96.8	96.9	97.0	.3	-8	.1	.1	-1	.2	.0	-3	
2011 .....	96.1	95.5	96.1	96.9	-9	-6	.6	.8	-1.5	-1.3	-8	-1	
2012 .....	95.6	—	—	—	-1.3	—	—	—	-5	—	—	—	
<b>Excluding incentive paid occupations<sup>2</sup></b>													
2006 .....	99.3	98.4	99.4	100.5	-7	-9	1.0	1.1	—	—	—	.5	
2007 .....	100.0	99.3	99.8	99.1	-5	-7	.5	-7	.7	.9	.4	-1.4	
2008 .....	99.0	97.0	97.8	102.1	-1	-2.0	.8	4.4	-1.0	-2.3	-2.0	3.0	
2009 .....	101.2	99.7	100.0	100.4	-9	-1.5	.3	.4	2.2	2.8	2.2	-1.7	
2010 .....	99.7	99.6	100.0	99.8	-7	-1	.4	-2	-1.5	-1	.0	-6	
2011 .....	99.2	98.3	98.7	99.5	-6	-9	.4	.8	-5	-1.3	-1.3	-3	
2012 .....	98.3	—	—	—	-1.2	—	—	—	-9	—	—	—	
<b>Professional and business services</b>													
2001 .....	99.6	99.8	100.8	102.3	-2	.2	1.0	1.5	.7	.3	1.0	2.5	
2002 .....	101.4	101.4	101.0	100.7	-9	.0	-4	-3	1.8	1.6	.2	-1.6	
2003 .....	99.7	100.7	101.3	102.3	-1.0	1.0	.6	1.0	-1.7	-7	.3	1.6	
2004 .....	101.5	101.4	102.0	102.4	-8	-1	.6	.4	1.8	.7	.7	.1	
2005 .....	101.3	100.8	98.7	100.0	-1.1	-5	-2.1	1.3	-2	-6	-3.2	-2.3	
2006 .....	99.4	99.2	99.9	101.0	-6	-2	.7	1.1	-1.9	-1.6	1.2	1.0	
2007 .....	100.4	100.0	100.7	100.7	-6	-4	.7	.0	1.0	.8	.8	-3	
2008 .....	100.5	99.0	99.8	104.7	-2	-1.5	.8	4.9	.1	-1.0	-9	4.0	
2009 .....	103.9	102.4	102.3	102.7	-8	-1.4	-1	.4	3.4	3.4	2.5	-1.9	
2010 .....	102.4	102.6	103.0	103.2	-3	.2	.4	.2	-1.4	.2	.7	.5	
2011 .....	101.8	101.6	101.2	102.0	-1.4	-2	-4	.8	-6	-1.0	-1.7	-1.2	
2012 .....	100.9	—	—	—	-1.1	—	—	—	-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**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Professional, scientific, and technical services</b>													
2001 .....	100.9	100.6	101.6	102.9	-0.1	-0.3	1.0	1.3	0.8	-0.2	0.1	1.9	
2002 .....	101.8	101.7	101.2	100.9	-1.1	-1	-5	-3	.9	1.1	-4	-1.9	
2003 .....	99.6	100.6	101.2	102.4	-1.3	1.0	.6	1.2	-2.2	-1.1	.0	1.5	
2004 .....	101.7	101.5	102.3	102.7	-7	-2	.8	.4	2.1	.9	1.1	.3	
2005 .....	101.8	100.9	98.6	100.0	-9	-9	-2.3	1.4	.1	-6	-3.6	-2.6	
2006 .....	99.8	99.6	100.6	101.8	-2	-2	1.0	1.2	-2.0	-1.3	2.0	1.8	
2007 .....	101.5	101.1	101.9	101.9	-3	-4	.8	.0	1.7	1.5	1.3	.1	
2008 .....	102.2	100.5	101.4	106.7	.3	-1.7	.9	5.2	.7	-6	-5	4.7	
2009 .....	105.8	104.0	104.1	104.2	-8	-1.7	.1	.1	3.5	3.5	2.7	-2.3	
2010 .....	104.2	104.4	104.9	105.3	.0	.2	.5	.4	-1.5	.4	.8	1.1	
2011 .....	104.0	103.9	103.5	104.3	-1.2	-1	-4	.8	-2	-5	-1.3	-9	
2012 .....	103.3	—	—	—	-1.0	—	—	—	-7	—	—	—	
<b>Administrative and support and waste management and remediation services</b>													
2001 .....	98.1	98.9	100.6	102.3	.0	.8	1.7	1.7	1.7	1.7	3.0	4.3	
2002 .....	101.3	101.1	101.3	100.8	-1.0	-2	.2	-5	3.3	2.2	.7	-1.5	
2003 .....	99.8	100.4	101.6	102.4	-1.0	.6	1.2	.8	-1.5	-7	.3	1.6	
2004 .....	101.2	101.7	102.2	102.4	-1.2	.5	.5	.2	1.4	1.3	.6	.0	
2005 .....	101.2	101.3	99.0	100.0	-1.2	.1	-2.3	1.0	.0	-4	-3.1	-2.3	
2006 .....	99.0	98.7	98.9	100.1	-1.0	-3	.2	1.2	-2.2	-2.6	-1	.1	
2007 .....	99.4	99.0	99.7	99.8	-7	-4	.7	.1	.4	.3	.8	-3	
2008 .....	99.0	97.4	98.4	102.7	-8	-1.6	1.0	4.4	-4	-1.6	-1.3	2.9	
2009 .....	102.0	101.0	100.6	101.5	-7	-1.0	-4	.9	3.0	3.7	2.2	-1.2	
2010 .....	100.7	100.5	100.7	100.8	-8	-2	.2	.1	-1.3	-5	.1	-7	
2011 .....	98.9	98.7	98.2	99.1	-1.9	-2	-5	.9	-1.8	-1.8	-2.5	-1.7	
2012 .....	97.8	—	—	—	-1.3	—	—	—	-1.1	—	—	—	
<b>Education and health services</b>													
2001 .....	95.4	95.4	96.6	98.4	-2	.0	1.3	1.9	1.5	1.1	1.8	2.9	
2002 .....	98.0	98.0	98.3	99.1	-4	.0	.3	.8	2.7	2.7	1.8	.7	
2003 .....	98.0	99.0	99.2	100.2	-1.1	1.0	.2	1.0	.0	1.0	.9	1.1	
2004 .....	99.5	98.8	100.0	100.3	-7	-7	1.2	.3	1.5	-2	.8	.1	
2005 .....	99.6	99.6	98.3	100.0	-7	.0	-1.3	1.7	.1	.8	-1.7	-3	
2006 .....	99.2	98.5	99.9	101.4	-8	-7	1.4	1.5	-4	-1.1	1.6	1.4	
2007 .....	100.4	99.7	100.9	100.9	-1.0	-7	1.2	.0	1.2	1.2	1.0	-5	
2008 .....	100.1	98.3	99.2	103.6	-8	-1.8	.9	4.4	-3	-1.4	-1.7	2.7	
2009 .....	103.1	102.0	102.5	102.8	-5	-1.1	.5	.3	3.0	3.8	3.3	-8	
2010 .....	102.4	102.5	102.8	102.8	-4	.1	.3	.0	-7	.5	.3	.0	
2011 .....	100.9	100.3	100.3	101.3	-1.8	-6	.0	1.0	-1.5	-2.1	-2.4	-1.5	
2012 .....	100.3	—	—	—	-1.0	—	—	—	-6	—	—	—	
<b>Education services</b>													
2001 .....	95.2	94.8	96.6	98.0	-8	-4	1.9	1.4	1.3	1.1	1.2	2.1	
2002 .....	97.2	96.6	98.4	99.2	-8	-6	1.9	.8	2.1	1.9	1.9	1.2	
2003 .....	97.7	98.4	99.0	99.9	-1.5	.7	.6	.9	.5	1.9	.6	.7	
2004 .....	98.7	97.8	99.5	100.1	-1.2	-9	1.7	.6	1.0	-6	.5	.2	
2005 .....	99.2	98.9	98.7	100.0	-9	-3	-2	1.3	.5	1.1	-8	-1	
2006 .....	99.2	98.3	100.0	101.6	-8	-9	1.7	1.6	.0	-6	1.3	1.6	
2007 .....	99.9	98.8	100.4	100.6	-1.7	-1.1	1.6	.2	.7	.5	.4	-1.0	

See footnotes at end of table.

**Table 9. Employment Cost Index for wages and salaries, for private industry workers, by occupational group and industry**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Education services</b>													
2008 .....	99.4	97.6	99.7	103.7	-1.2	-1.8	2.2	4.0	-0.5	-1.2	-0.7	3.1	
2009 .....	102.8	101.5	102.3	102.6	-.9	-1.3	.8	.3	3.4	4.0	2.6	-1.1	
2010 .....	101.7	101.7	102.9	102.8	-.9	.0	1.2	-.1	-1.1	.2	.6	.2	
2011 .....	101.0	100.2	100.8	101.9	-1.8	-.8	.6	1.1	-.7	-1.5	-2.0	-.9	
2012 .....	100.4	—	—	—	-1.5	—	—	—	-6	—	—	—	
<b>Junior colleges, colleges, universities, and professional schools</b>													
2001 .....	96.5	96.4	98.0	99.6	-.6	-.1	1.7	1.6	.6	.9	1.2	2.6	
2002 .....	98.6	97.7	99.2	100.0	-1.0	-.9	1.5	.8	2.2	1.3	1.2	.4	
2003 .....	98.1	98.9	99.5	100.4	-1.9	.8	.6	.9	-5	1.2	.3	.4	
2004 .....	99.3	98.3	100.0	100.1	-1.1	-1.0	1.7	.1	1.2	-6	.5	-3	
2005 .....	99.1	99.0	98.5	100.0	-1.0	-.1	-.5	1.5	-2	.7	-1.5	-.1	
2006 .....	99.4	98.3	100.2	101.8	-.6	-1.1	1.9	1.6	.3	-.7	1.7	1.8	
2007 .....	99.8	98.8	100.5	100.6	-2.0	-1.0	1.7	.1	.4	.5	.3	-1.2	
2008 .....	99.4	97.5	99.7	103.6	-1.2	-1.9	2.3	3.9	-.4	-1.3	-.8	3.0	
2009 .....	102.9	101.5	102.0	102.4	-.7	-1.4	.5	.4	3.5	4.1	2.3	-1.2	
2010 .....	101.6	101.6	102.6	102.5	-.8	.0	1.0	-.1	-1.3	.1	.6	.1	
2011 .....	100.8	99.7	100.4	101.2	-1.7	-1.1	.7	.8	-.8	-1.9	-2.1	-1.3	
2012 .....	100.2	—	—	—	-1.0	—	—	—	-6	—	—	—	
<b>Health care and social assistance<sup>7</sup></b>													
2001 .....	95.4	95.5	96.6	98.5	-.2	.1	1.2	2.0	1.5	1.1	1.9	3.0	
2002 .....	98.2	98.3	98.3	99.1	-.3	.1	.0	.8	2.9	2.9	1.8	.6	
2003 .....	98.1	99.1	99.3	100.3	-1.0	1.0	.2	1.0	-.1	.8	1.0	1.2	
2004 .....	99.7	99.0	100.1	100.4	-.6	-.7	1.1	.3	1.6	-.1	.8	.1	
2005 .....	99.7	99.7	98.2	100.0	-.7	.0	-1.5	1.8	.0	.7	-1.9	-.4	
2006 .....	99.2	98.6	99.9	101.3	-.8	-.6	1.3	1.4	-.5	-1.1	1.7	1.3	
2007 .....	100.5	99.9	101.0	101.0	-.8	-.6	1.1	.0	1.3	1.3	1.1	-.3	
2008 .....	100.2	98.4	99.0	103.5	-.8	-1.8	.6	4.5	-.3	-1.5	-2.0	2.5	
2009 .....	103.2	102.1	102.5	102.8	-.3	-1.1	.4	.3	3.0	3.8	3.5	-.7	
2010 .....	102.5	102.6	102.8	102.8	-.3	.1	.2	.0	-.7	.5	.3	.0	
2011 .....	100.9	100.4	100.2	101.2	-1.8	-.5	-.2	1.0	-1.6	-2.1	-2.5	-1.6	
2012 .....	100.3	—	—	—	-.9	—	—	—	-6	—	—	—	
<b>Hospitals</b>													
2001 .....	92.2	92.7	94.0	96.2	.0	.5	1.4	2.3	1.9	2.1	3.2	4.3	
2002 .....	96.0	96.4	96.9	98.0	-.2	.4	.5	1.1	4.1	4.0	3.1	1.9	
2003 .....	97.1	98.0	98.2	99.6	-.9	.9	.2	1.4	1.1	1.7	1.3	1.6	
2004 .....	98.8	98.3	99.2	99.8	-.8	-.5	.9	.6	1.8	.3	1.0	.2	
2005 .....	99.2	99.3	98.1	100.0	-.6	.1	-1.2	1.9	.4	1.0	-1.1	.2	
2006 .....	99.4	98.7	99.8	101.1	-.6	-.7	1.1	1.3	.2	-.6	1.7	1.1	
2007 .....	100.3	99.5	100.5	100.4	-.8	-.8	1.0	-.1	.9	.8	.7	-.7	
2008 .....	99.7	98.2	99.3	104.0	-.7	-1.5	1.1	4.7	-.6	-1.3	-1.2	3.6	
2009 .....	103.4	102.4	102.9	103.3	-.6	-1.0	.5	.4	3.7	4.3	3.6	-.7	
2010 .....	102.8	103.2	103.4	103.5	-.5	.4	.2	.1	-.6	.8	.5	.2	
2011 .....	101.8	101.2	101.2	102.1	-1.6	-.6	.0	.9	-1.0	-1.9	-2.1	-1.4	
2012 .....	100.7	—	—	—	-1.4	—	—	—	-1.1	—	—	—	

See footnotes at end of table.

**Table 9. Employment Cost Index for wages and salaries, for private industry workers, by occupational group and industry**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Nursing and residential care facilities</b>													
2001 .....	95.5	94.9	97.4	99.3	0.4	-0.6	2.6	2.0	2.8	1.6	3.3	4.4	
2002 .....	99.2	99.6	99.7	100.5	-1	.4	.1	.8	3.9	5.0	2.4	1.2	
2003 .....	99.4	100.4	100.2	101.1	-1.1	1.0	-.2	.9	.2	.8	.5	.6	
2004 .....	100.3	99.4	99.9	100.4	-.8	-.9	.5	.5	.9	-1.0	-.3	-.7	
2005 .....	99.5	99.5	98.1	100.0	-.9	.0	-1.4	1.9	-.8	.1	-1.8	-.4	
2006 .....	99.2	98.2	99.1	100.8	-.8	-1.0	.9	1.7	-.3	-1.3	1.0	.8	
2007 .....	99.8	99.0	99.9	99.8	-1.0	-.8	.9	-1	.6	.8	.8	-1.0	
2008 .....	99.0	97.2	98.0	102.7	-.8	-1.8	.8	4.8	-.8	-1.8	-1.9	2.9	
2009 .....	102.1	100.9	101.3	101.6	-.6	-1.2	.4	.3	3.1	3.8	3.4	-1.1	
2010 .....	101.1	101.1	101.3	101.0	-.5	.0	.2	-.3	-1.0	.2	.0	-.6	
2011 .....	99.3	98.8	98.5	99.1	-1.7	-.5	-.3	.6	-1.8	-2.3	-2.8	-1.9	
2012 .....	97.9	—	—	—	-1.2	—	—	—	-1.4	—	—	—	
<b>Nursing care facilities<sup>2</sup></b>													
2006 .....	99.2	98.2	99.0	100.6	-.8	-1.0	.8	1.6	—	—	—	.6	
2007 .....	99.9	99.0	100.0	99.7	-.7	-.9	1.0	-.3	.7	.8	1.0	-.9	
2008 .....	98.9	97.2	98.1	102.6	-.8	-1.7	.9	4.6	-1.0	-1.8	-1.9	2.9	
2009 .....	102.0	100.8	101.3	101.6	-.6	-1.2	.5	.3	3.1	3.7	3.3	-1.0	
2010 .....	101.3	101.4	101.6	101.2	-.3	.1	.2	-.4	-.7	.6	.3	-.4	
2011 .....	99.6	99.2	98.8	99.3	-1.6	-.4	-.4	.5	-1.7	-2.2	-2.8	-1.9	
2012 .....	98.1	—	—	—	-1.2	—	—	—	-1.5	—	—	—	
<b>Leisure and hospitality</b>													
2001 .....	102.2	101.8	102.5	103.9	-.3	-.4	.7	1.4	.0	-.9	.2	1.4	
2002 .....	103.4	103.3	103.1	103.6	-.5	-.1	-.2	.5	1.2	1.5	.6	-.3	
2003 .....	102.4	102.8	102.3	103.4	-1.2	.4	-.5	1.1	-1.0	-.5	-.8	-.2	
2004 .....	102.0	101.0	100.8	100.9	-1.4	-1.0	-.2	.1	-.4	-1.8	-1.5	-2.4	
2005 .....	100.1	100.0	98.5	100.0	-.8	-.1	-1.5	1.5	-1.9	-1.0	-2.3	-.9	
2006 .....	99.1	98.2	99.2	101.1	-.9	-.9	1.0	1.9	-1.0	-1.8	.7	1.1	
2007 .....	101.2	100.4	102.0	101.9	.1	-.8	1.6	-.1	2.1	2.2	2.8	.8	
2008 .....	101.1	98.8	100.2	105.1	-.8	-2.3	1.4	4.9	-.1	-1.6	-1.8	3.1	
2009 .....	104.7	102.9	103.6	103.7	-.4	-1.7	.7	.1	3.6	4.1	3.4	-1.3	
2010 .....	103.5	103.2	103.4	103.3	-.2	-.3	.2	-.1	-1.1	.3	-.2	-.4	
2011 .....	101.4	100.3	100.4	101.0	-1.8	-1.1	.1	.6	-2.0	-2.8	-2.9	-2.2	
2012 .....	99.6	—	—	—	-1.4	—	—	—	-1.8	—	—	—	
<b>Accommodation and food services</b>													
2001 .....	99.6	98.5	100.1	101.7	-.7	-1.1	1.6	1.6	-.2	-1.5	.4	1.4	
2002 .....	101.6	101.3	101.5	102.1	-.1	-.3	.2	.6	2.0	2.8	1.4	.4	
2003 .....	101.6	102.2	102.0	102.8	-.5	.6	-.2	.8	.0	.9	.5	.7	
2004 .....	101.2	100.1	100.2	100.8	-1.6	-1.1	.1	.6	-.4	-2.1	-1.8	-1.9	
2005 .....	99.6	99.4	98.3	100.0	-1.2	-.2	-1.1	1.7	-1.6	-.7	-1.9	-.8	
2006 .....	99.0	98.2	99.1	101.2	-1.0	-.8	.9	2.1	-.6	-1.2	.8	1.2	
2007 .....	101.6	100.6	102.4	102.1	.4	-1.0	1.8	-.3	2.6	2.4	3.3	.9	
2008 .....	101.4	99.3	100.7	105.6	-.7	-2.1	1.4	4.9	-.2	-1.3	-1.7	3.4	
2009 .....	105.2	103.3	104.1	104.2	-.4	-1.8	.8	.1	3.7	4.0	3.4	-1.3	
2010 .....	103.7	103.5	103.7	103.5	-.5	-.2	.2	-.2	-1.4	.2	-.4	-.7	
2011 .....	101.9	100.8	100.9	101.6	-1.5	-1.1	.1	.7	-1.7	-2.6	-2.7	-1.8	
2012 .....	100.1	—	—	—	-1.5	—	—	—	-1.8	—	—	—	

See footnotes at end of table.

**Table 9. Employment Cost Index for wages and salaries, for private industry workers, by occupational group and industry**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Other services, except public administration													
2001 .....	95.7	95.0	96.3	97.8	-0.1	-0.7	1.4	1.6	0.4	-0.1	0.8	2.1	
2002 .....	98.4	99.3	100.3	99.7	.6	.9	1.0	-6	2.8	4.5	4.2	1.9	
2003 .....	98.1	99.3	99.0	100.3	-1.6	1.2	-3	1.3	-3	.0	-1.3	.6	
2004 .....	99.8	99.9	100.2	100.4	-5	.1	.3	.2	1.7	.6	1.2	.1	
2005 .....	99.5	99.5	98.8	100.0	-9	.0	-7	1.2	-3	-4	-1.4	-4	
2006 .....	99.8	99.5	100.3	101.3	-2	-3	.8	1.0	.3	.0	1.5	1.3	
2007 .....	101.3	100.2	101.3	101.1	.0	-1.1	1.1	-2	1.5	.7	1.0	-2	
2008 .....	100.6	98.8	99.3	103.3	-5	-1.8	.5	4.0	-7	-1.4	-2.0	2.2	
2009 .....	103.1	101.7	102.5	102.2	-2	-1.4	.8	-3	2.5	2.9	3.2	-1.1	
2010 .....	101.5	101.7	102.2	101.6	-7	.2	.5	-6	-1.6	.0	-3	-6	
2011 .....	100.6	99.5	99.5	100.5	-1.0	-1.1	.0	1.0	-9	-2.2	-2.6	-1.1	
2012 .....	99.6	—	—	—	-9	—	—	—	-1.0	—	—	—	

<sup>1</sup> Series discontinued beginning March 2007.

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

<sup>3</sup> Includes the following occupational groups: management, business, and financial; professional and related; sales and related; and office and administrative support.

<sup>4</sup> Includes the following occupational groups: farming, fishing, and forestry; construction and extraction; installation, maintenance, and repair; production; and transportation and material moving.

<sup>5</sup> Includes mining, construction, and manufacturing.

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

NOTE: Dashes indicate data not available.

**Table 10. Employment Cost Index for wages and salaries, for private industry workers, by bargaining status, census region and division, and metropolitan area status**  
**Constant dollars**

(Not seasonally adjusted)

Bargaining status, census region and division, and metropolitan area status	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Bargaining status</b>												
Union												
2001 .....	96.6	96.6	97.4	99.8	-0.6	0.0	0.8	2.5	0.6	0.4	0.8	2.7
2002 .....	99.3	99.6	99.9	100.7	-.5	.3	.3	.8	2.8	3.1	2.6	.9
2003 .....	99.4	100.5	100.3	101.3	-1.3	1.1	-.2	1.0	.1	.9	.4	.6
2004 .....	100.4	100.0	100.7	100.9	-.9	-.4	.7	.2	1.0	-.5	.4	-.4
2005 .....	99.6	99.9	98.5	100.0	-1.3	.3	-1.4	1.5	-.8	-.1	-2.2	-.9
2006 .....	98.8	98.1	98.7	99.7	-1.2	-.7	.6	1.0	-.8	-1.8	.2	-.3
2007 .....	98.5	97.9	98.6	98.1	-1.2	-.6	.7	-.5	-.3	-.2	-.1	-1.6
2008 .....	97.3	96.0	96.7	101.2	-.8	-1.3	.7	4.7	-1.2	-1.9	-1.9	3.2
2009 .....	100.6	100.0	100.5	101.0	-.6	-.6	.5	.5	3.4	4.2	3.9	-.2
2010 .....	100.8	101.2	101.5	101.4	-.2	.4	.3	-.1	.2	1.2	1.0	.4
2011 .....	100.1	99.4	99.4	100.2	-1.3	-.7	.0	.8	-.7	-1.8	-2.1	-1.2
2012 .....	99.2	—	—	—	-1.0	—	—	—	-.9	—	—	—
Blue-collar occupations <sup>1,2</sup>												
2001 .....	97.3	97.4	98.2	100.4	-.6	.1	.8	2.2	.9	.7	.9	2.6
2002 .....	99.8	100.2	100.4	101.2	-.6	.4	.2	.8	2.6	2.9	2.2	.8
2003 .....	99.7	100.9	100.7	101.7	-1.5	1.2	-.2	1.0	-.1	.7	.3	.5
2004 .....	100.6	100.2	101.0	101.0	-1.1	-.4	.8	.0	.9	-.7	.3	-.7
2005 .....	99.6	99.8	98.4	100.0	-1.4	.2	-1.4	1.6	-1.0	-.4	-2.6	-1.0
2006 .....	98.7	98.0	98.5	99.4	-1.3	-.7	.5	.9	-.9	-1.8	.1	-.6
Goods-producing industries <sup>3</sup>												
2001 .....	97.4	97.5	98.1	99.7	-.5	.1	.6	1.6	1.0	.8	.8	1.8
2002 .....	99.1	99.4	99.7	100.5	-.6	.3	.3	.8	1.7	1.9	1.6	.8
2003 .....	99.3	100.8	100.4	101.4	-1.2	1.5	-.4	1.0	.2	1.4	.7	.9
2004 .....	100.2	99.9	100.5	100.4	-1.2	-.3	.6	-.1	.9	-.9	.1	-1.0
2005 .....	99.3	99.6	98.2	100.0	-1.1	.3	-1.4	1.8	-.9	-.3	-2.3	-.4
2006 .....	99.0	98.5	98.8	99.8	-1.0	-.5	.3	1.0	-.3	-1.1	.6	-.2
2007 .....	98.4	97.9	98.4	97.7	-1.4	-.5	.5	-.7	-.6	-.6	-.4	-2.1
2008 .....	96.9	95.7	96.3	100.8	-.8	-1.2	.6	4.7	-1.5	-2.2	-2.1	3.2
2009 .....	100.1	99.3	99.7	100.1	-.7	-.8	.4	.4	3.3	3.8	3.5	-.7
2010 .....	99.7	100.0	100.1	99.8	-.4	.3	.1	-.3	-.4	.7	.4	-.3
2011 .....	98.4	97.8	97.8	98.5	-1.4	-.6	.0	.7	-1.3	-2.2	-2.3	-1.3
2012 .....	97.4	—	—	—	-1.1	—	—	—	-1.0	—	—	—
Manufacturing												
2001 .....	97.5	97.4	98.0	99.9	-.4	-.1	.6	1.9	.8	.7	.8	2.0
2002 .....	99.4	99.3	99.6	100.7	-.5	-.1	.3	1.1	1.9	2.0	1.6	.8
2003 .....	99.7	100.9	100.5	101.4	-1.0	1.2	-.4	.9	.3	1.6	.9	.7
2004 .....	100.3	99.8	100.5	100.4	-1.1	-.5	.7	-.1	.6	-1.1	.0	-1.0
2005 .....	99.3	99.5	98.0	100.0	-1.1	.2	-1.5	2.0	-1.0	-.3	-2.5	-.4
2006 .....	99.1	98.2	98.3	99.2	-.9	-.9	.1	.9	-.2	-1.3	.3	-.8
2007 .....	97.7	96.8	97.2	96.1	-1.5	-.9	.4	-1.1	-1.4	-1.4	-1.1	-3.1
2008 .....	95.3	93.9	94.4	98.8	-.8	-1.5	.5	4.7	-2.5	-3.0	-2.9	2.8

See footnotes at end of table.

**Table 10. Employment Cost Index for wages and salaries, for private industry workers, by bargaining status, census region and division, and metropolitan area status**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Bargaining status, census region and division, and metropolitan area status	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Manufacturing</b>													
2009 .....	98.1	97.1	97.5	97.8	-0.7	-1.0	0.4	0.3	2.9	3.4	3.3	-1.0	
2010 .....	97.5	97.7	97.8	97.6	-3	.2	.1	-2	-6	.6	.3	-2	
2011 .....	96.3	95.7	95.9	96.5	-1.3	-.6	.2	.6	-1.2	-2.0	-1.9	-1.1	
2012 .....	95.7	—	—	—	-8	—	—	—	-6	—	—	—	
<b>Blue-collar occupations<sup>1,2</sup></b>													
2001 .....	97.6	97.4	98.0	100.0	-.3	-.2	.6	2.0	.9	.7	.8	2.1	
2002 .....	99.3	99.3	99.6	100.7	-.7	.0	.3	1.1	1.7	2.0	1.6	.7	
2003 .....	99.7	100.9	100.5	101.5	-1.0	1.2	-.4	1.0	.4	1.6	.9	.8	
2004 .....	100.3	99.8	100.6	100.4	-1.2	-.5	.8	-.2	.6	-1.1	.1	-1.1	
2005 .....	99.3	99.5	98.0	100.0	-1.1	.2	-1.5	2.0	-1.0	-.3	-2.6	-.4	
2006 .....	99.1	98.1	98.2	99.0	-.9	-1.0	.1	.8	-.2	-1.4	.2	-1.0	
<b>Service-providing industries<sup>4</sup></b>													
2001 .....	96.0	95.9	96.9	99.8	-.6	-.1	1.0	3.0	.3	.1	.8	3.3	
2002 .....	99.4	99.8	100.0	100.9	-.4	.4	.2	.9	3.5	4.1	3.2	1.1	
2003 .....	99.4	100.3	100.3	101.2	-1.5	.9	.0	.9	.0	.5	.3	.3	
2004 .....	100.5	100.1	100.8	101.3	-.7	-.4	.7	.5	1.1	-.2	.5	.1	
2005 .....	99.9	100.1	98.7	100.0	-1.4	.2	-1.4	1.3	-6	.0	-2.1	-1.3	
2006 .....	98.6	97.8	98.6	99.7	-1.4	-.8	.8	1.1	-1.3	-2.3	-.1	-.3	
2007 .....	98.6	98.0	98.7	98.3	-1.1	-.6	.7	-.4	.0	.2	.1	-1.4	
2008 .....	97.5	96.2	96.9	101.4	-.8	-1.3	.7	4.6	-1.1	-1.8	-1.8	3.2	
2009 .....	101.0	100.4	101.0	101.7	-.4	-.6	.6	.7	3.6	4.4	4.2	.3	
2010 .....	101.7	102.1	102.5	102.5	.0	.4	.4	.0	.7	1.7	1.5	.8	
2011 .....	101.2	100.5	100.5	101.4	-1.3	-.7	.0	.9	-.5	-1.6	-2.0	-1.1	
2012 .....	100.4	—	—	—	-1.0	—	—	—	-8	—	—	—	
<b>Nonunion</b>													
2001 .....	98.0	97.9	98.6	100.1	.0	-.1	.7	1.5	.8	.3	.8	2.1	
2002 .....	99.9	100.3	100.1	100.3	-.2	.4	-.2	.2	1.9	2.5	1.5	.2	
2003 .....	99.7	100.7	100.8	101.6	-.6	1.0	.1	.8	-.2	.4	.7	1.3	
2004 .....	100.6	100.1	100.9	100.9	-1.0	-.5	.8	.0	.9	-.6	.1	-.7	
2005 .....	100.1	100.1	98.5	100.0	-.8	.0	-1.6	1.5	-.5	.0	-2.4	-.9	
2006 .....	99.3	98.7	99.6	100.7	-.7	-.6	.9	1.1	-.8	-1.4	1.1	.7	
2007 .....	100.1	99.5	100.2	100.1	-.6	-.6	.7	-.1	.8	.8	.6	-.6	
2008 .....	99.4	97.8	98.4	102.6	-.7	-1.6	.6	4.3	-.7	-1.7	-1.8	2.5	
2009 .....	101.7	100.5	100.8	101.0	-.9	-1.2	.3	.2	2.3	2.8	2.4	-1.6	
2010 .....	100.7	101.1	101.3	101.2	-.3	.4	.2	-.1	-1.0	.6	.5	.2	
2011 .....	99.7	99.2	99.1	99.9	-1.5	-.5	-.1	.8	-1.0	-1.9	-2.2	-1.3	
2012 .....	98.9	—	—	—	-1.0	—	—	—	-8	—	—	—	
<b>Blue-collar occupations<sup>1,2</sup></b>													
2001 .....	99.1	98.9	99.9	101.1	.2	-.2	1.0	1.2	1.0	.5	1.3	2.2	
2002 .....	100.8	101.0	100.8	101.2	-.3	.2	-.2	.4	1.7	2.1	.9	.1	
2003 .....	100.3	101.2	101.1	101.8	-.9	.9	-.1	.7	-.5	.2	.3	.6	

See footnotes at end of table.

**Table 10. Employment Cost Index for wages and salaries, for private industry workers, by bargaining status, census region and division, and metropolitan area status**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Bargaining status, census region and division, and metropolitan area status	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Blue-collar occupations<sup>1,2</sup></b>													
2004 .....	100.8	100.3	100.9	101.0	-1.0	-0.5	0.6	0.1	0.5	-0.9	-0.2	-0.8	
2005 .....	100.1	100.1	98.5	100.0	-9	.0	-1.6	1.5	-7	-2	-2.4	-1.0	
2006 .....	99.3	98.6	99.5	100.7	-7	-7	.9	1.2	-8	-1.5	1.0	.7	
<b>Goods-producing industries<sup>3</sup></b>													
2001 .....	98.4	98.4	98.7	100.4	.0	.0	.3	1.7	1.0	.4	.6	2.0	
2002 .....	100.1	100.2	99.9	100.8	-3	.1	-3	.9	1.7	1.8	1.2	.4	
2003 .....	99.8	100.8	100.6	101.3	-1.0	1.0	-2	.7	-3	.6	.7	.5	
2004 .....	100.4	99.8	100.9	100.6	-9	-6	1.1	-3	.6	-1.0	.3	-7	
2005 .....	99.8	99.9	98.6	100.0	-8	.1	-1.3	1.4	-6	.1	-2.3	-6	
2006 .....	99.2	98.8	99.3	100.5	-8	-4	.5	1.2	-6	-1.1	.7	.5	
2007 .....	99.9	99.2	99.8	99.7	-6	-7	.6	-1	.7	.4	.5	-8	
2008 .....	99.2	97.5	98.1	102.3	-5	-1.7	.6	4.3	-7	-1.7	-1.7	2.6	
2009 .....	101.3	100.1	100.2	100.3	-1.0	-1.2	.1	.1	2.1	2.7	2.1	-2.0	
2010 .....	100.0	100.2	100.6	100.3	-3	.2	.4	-3	-1.3	.1	.4	.0	
2011 .....	98.9	98.4	98.3	99.1	-1.4	-5	-1	.8	-1.1	-1.8	-2.3	-1.2	
2012 .....	97.9	-	-	-	-1.2	-	-	-	-1.0	-	-	-	
<b>Manufacturing</b>													
2001 .....	98.9	98.8	99.1	100.6	.1	-1	.3	1.5	.9	.2	.5	1.8	
2002 .....	100.7	100.7	100.4	101.1	.1	.0	-3	.7	1.8	1.9	1.3	.5	
2003 .....	100.4	101.3	100.9	101.6	-7	.9	-4	.7	-3	.6	.5	.5	
2004 .....	100.6	100.1	101.1	100.9	-1.0	-5	1.0	-2	.2	-1.2	.2	-7	
2005 .....	100.1	100.2	98.8	100.0	-8	.1	-1.4	1.2	-5	.1	-2.3	-9	
2006 .....	99.2	98.7	99.0	100.0	-8	-5	.3	1.0	-9	-1.5	.2	.0	
2007 .....	99.3	98.4	99.0	98.8	-7	-9	.6	-2	.1	-3	.0	-1.2	
2008 .....	98.2	96.5	97.1	101.3	-6	-1.7	.6	4.3	-1.1	-1.9	-1.9	2.5	
2009 .....	100.5	99.4	99.4	99.6	-8	-1.1	.0	.2	2.3	3.0	2.4	-1.7	
2010 .....	99.3	99.7	100.1	99.9	-3	.4	.4	-2	-1.2	.3	.7	.3	
2011 .....	98.7	98.2	98.0	98.8	-1.2	-5	-2	.8	-6	-1.5	-2.1	-1.1	
2012 .....	97.9	-	-	-	-9	-	-	-	-8	-	-	-	
<b>Blue-collar occupations<sup>1,2</sup></b>													
2001 .....	98.9	98.9	99.5	101.2	.0	.0	.6	1.7	.8	.5	1.0	2.3	
2002 .....	101.1	101.2	100.8	101.6	-1	.1	-4	.8	2.2	2.3	1.3	.4	
2003 .....	100.8	101.3	101.2	102.0	-8	.5	-1	.8	-3	.1	.4	.4	
2004 .....	100.9	100.1	101.1	101.1	-1.1	-8	1.0	.0	.1	-1.2	-1	-9	
2005 .....	100.4	100.4	98.7	100.0	-7	.0	-1.7	1.3	-5	.3	-2.4	-1.1	
2006 .....	99.2	98.4	99.2	100.3	-8	-8	.8	1.1	-1.2	-2.0	.5	.3	
<b>Service-providing industries<sup>4</sup></b>													
2001 .....	97.8	97.8	98.6	100.1	-1	.0	.8	1.5	.6	.4	.9	2.2	
2002 .....	99.9	100.3	100.1	100.2	-2	.4	-2	.1	2.1	2.6	1.5	.1	
2003 .....	99.7	100.7	100.9	101.7	-5	1.0	.2	.8	-2	.4	.8	1.5	
2004 .....	100.6	100.2	100.9	101.0	-1.1	-4	.7	.1	.9	-5	.0	-7	
2005 .....	100.2	100.1	98.5	100.0	-8	-1	-1.6	1.5	-4	-1	-2.4	-1.0	
2006 .....	99.3	98.7	99.6	100.8	-7	-6	.9	1.2	-9	-1.4	1.1	.8	
2007 .....	100.2	99.5	100.3	100.2	-6	-7	.8	-1	.9	.8	.7	-6	
2008 .....	99.5	97.8	98.4	102.7	-7	-1.7	.6	4.4	-7	-1.7	-1.9	2.5	

See footnotes at end of table.

**Table 10. Employment Cost Index for wages and salaries, for private industry workers, by bargaining status, census region and division, and metropolitan area status**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Bargaining status, census region and division, and metropolitan area status	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Service-providing industries<sup>4</sup></b>													
2009 .....	101.8	100.7	101.0	101.2	-0.9	-1.1	0.3	0.2	2.3	3.0	2.6	-1.5	
2010 .....	100.9	101.3	101.4	101.5	-.3	.4	.1	.1	-.9	.6	.4	.3	
2011 .....	99.9	99.4	99.3	100.1	-1.6	-.5	-.1	.8	-1.0	-1.9	-2.1	-1.4	
2012 .....	99.1	—	—	—	-1.0	—	—	—	-.8	—	—	—	
<b>Census region and division<sup>5</sup></b>													
<b>Northeast</b>													
2001 .....	98.7	99.0	100.0	101.2	-.4	.3	1.0	1.2	.7	.4	1.1	2.1	
2002 .....	100.8	101.2	100.5	100.9	-.4	.4	-.7	.4	2.1	2.3	.5	-.3	
2003 .....	100.1	101.0	100.8	101.3	-.8	.9	-.2	.5	-.7	-.2	.3	.4	
2004 .....	100.3	100.1	100.8	100.7	-1.0	-.2	.7	-.1	.2	-.9	.0	-.6	
2005 .....	99.2	99.9	98.4	100.0	-1.5	.7	-1.5	1.6	-1.1	-.2	-2.4	-.7	
2006 .....	99.0	98.1	99.0	100.1	-1.0	-.9	.9	1.1	-.2	-1.8	.6	.1	
2007 .....	99.6	99.0	100.2	99.7	-.5	-.6	1.2	-.5	.6	.9	1.2	-.4	
2008 .....	99.0	97.2	97.6	101.8	-.7	-1.8	.4	4.3	-.6	-1.8	-2.6	2.1	
2009 .....	101.1	100.2	100.1	100.3	-.7	-.9	-.1	.2	2.1	3.1	2.6	-1.5	
2010 .....	100.1	100.7	100.8	100.8	-.2	.6	.1	.0	-1.0	.5	.7	.5	
2011 .....	99.4	99.1	98.7	99.6	-1.4	-.3	-.4	.9	-.7	-1.6	-2.1	-1.2	
2012 .....	98.7	—	—	—	-.9	—	—	—	-.7	—	—	—	
<b>New England</b>													
2006 .....	98.9	97.9	98.8	100.1	-1.1	-1.0	.9	1.3	—	—	—	.1	
2007 .....	99.2	98.9	99.7	99.5	-.9	-.3	.8	-.2	.3	1.0	.9	-.6	
2008 .....	98.7	96.7	97.2	102.4	-.8	-2.0	.5	5.3	-.5	-2.2	-2.5	2.9	
2009 .....	101.6	100.6	101.0	101.2	-.8	-1.0	.4	.2	2.9	4.0	3.9	-1.2	
2010 .....	100.9	101.4	101.4	101.6	-.3	.5	.0	.2	-.7	.8	.4	.4	
2011 .....	100.1	100.3	99.6	100.2	-1.5	.2	-.7	.6	-.8	-1.1	-1.8	-1.4	
2012 .....	99.4	—	—	—	-.8	—	—	—	-.7	—	—	—	
<b>Middle Atlantic</b>													
2006 .....	99.0	98.1	99.1	100.2	-1.0	-.9	1.0	1.1	—	—	—	.2	
2007 .....	99.7	99.1	100.4	99.9	-.5	-.6	1.3	-.5	.7	1.0	1.3	-.3	
2008 .....	99.1	97.4	97.8	101.5	-.8	-1.7	.4	3.8	-.6	-1.7	-2.6	1.6	
2009 .....	100.9	100.1	99.8	99.9	-.6	-.8	-.3	.1	1.8	2.8	2.0	-1.6	
2010 .....	99.7	100.4	100.7	100.5	-.2	.7	.3	-.2	-1.2	.3	.9	.6	
2011 .....	99.1	98.6	98.3	99.4	-1.4	-.5	-.3	1.1	-.6	-1.8	-2.4	-1.1	
2012 .....	98.4	—	—	—	-1.0	—	—	—	-.7	—	—	—	
<b>South</b>													
2001 .....	99.1	99.0	99.8	101.6	.1	-.1	.9	1.8	1.1	.4	1.3	2.5	
2002 .....	101.4	101.5	101.9	101.5	-.2	.1	.4	-.4	2.3	2.5	2.1	-.1	
2003 .....	100.1	100.9	101.2	101.8	-1.4	.8	.3	.5	-1.3	-.6	-.7	.2	
2004 .....	101.2	100.5	101.3	101.7	-.6	-.7	.8	.4	1.1	-.4	.1	-.1	
2005 .....	101.1	100.5	98.7	100.0	-.6	-.6	-1.8	1.3	-.1	.0	-2.6	-1.7	
2006 .....	99.6	98.4	99.9	101.1	-.4	-1.2	1.5	1.2	-1.5	-2.1	1.2	1.1	
2007 .....	100.5	99.6	100.4	100.0	-.6	-.9	.8	-.4	.9	1.2	.5	-1.1	
2008 .....	99.5	97.6	98.1	102.7	-.5	-1.9	.5	4.7	-1.0	-2.0	-2.3	2.7	

See footnotes at end of table.

**Table 10. Employment Cost Index for wages and salaries, for private industry workers, by bargaining status, census region and division, and metropolitan area status**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Bargaining status, census region and division, and metropolitan area status	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>South</b>													
2009 .....	101.8	100.6	101.3	101.2	-0.9	-1.2	0.7	-0.1	2.3	3.1	3.3	-1.5	
2010 .....	100.7	101.1	101.4	101.4	-5	.4	.3	.0	-1.1	.5	.1	.2	
2011 .....	99.5	99.1	99.2	99.8	-1.9	-.4	.1	.6	-1.2	-2.0	-2.2	-1.6	
2012 .....	98.8	—	—	—	-1.0	—	—	—	-.7	—	—	—	
<b>South Atlantic</b>													
2006 .....	99.9	98.7	100.2	101.4	-.1	-1.2	1.5	1.2	—	—	—	1.4	
2007 .....	100.9	100.0	100.8	100.4	-.5	-.9	.8	-.4	1.0	1.3	.6	-1.0	
2008 .....	99.9	98.0	98.5	103.0	-.5	-1.9	.5	4.6	-1.0	-2.0	-2.3	2.6	
2009 .....	102.3	101.1	101.8	101.8	-.7	-1.2	.7	.0	2.4	3.2	3.4	-1.2	
2010 .....	101.3	101.6	101.7	101.7	-.5	.3	.1	.0	-1.0	.5	-.1	-.1	
2011 .....	99.8	99.4	99.5	100.1	-1.9	-.4	.1	.6	-1.5	-2.2	-2.2	-1.6	
2012 .....	99.1	—	—	—	-1.0	—	—	—	-.7	—	—	—	
<b>East South Central</b>													
2006 .....	99.3	98.3	99.1	100.6	-.7	-1.0	.8	1.5	—	—	—	.6	
2007 .....	100.1	98.5	99.5	99.3	-.5	-1.6	1.0	-.2	.8	.2	.4	-1.3	
2008 .....	98.6	96.6	97.4	101.8	-.7	-2.0	.8	4.5	-1.5	-1.9	-2.1	2.5	
2009 .....	100.7	99.4	100.2	100.0	-1.1	-1.3	.8	-.2	2.1	2.9	2.9	-1.8	
2010 .....	99.7	100.3	100.2	99.8	-.3	.6	-.1	-.4	-1.0	.9	.0	-.2	
2011 .....	98.5	97.9	97.9	98.3	-1.3	-.6	.0	.4	-1.2	-2.4	-2.3	-1.5	
2012 .....	97.1	—	—	—	-1.2	—	—	—	-1.4	—	—	—	
<b>West South Central</b>													
2006 .....	99.2	98.0	99.7	101.0	-.8	-1.2	1.7	1.3	—	—	—	1.0	
2007 .....	100.0	99.2	100.0	99.6	-1.0	-.8	.8	-.4	.8	1.2	.3	-1.4	
2008 .....	99.2	97.4	97.8	102.6	-.4	-1.8	.4	4.9	-.8	-1.8	-2.2	3.0	
2009 .....	101.6	100.1	100.8	100.6	-1.0	-1.5	.7	-.2	2.4	2.8	3.1	-1.9	
2010 .....	100.2	100.7	101.3	101.5	-.4	.5	.6	.2	-1.4	.6	.5	.9	
2011 .....	99.5	99.3	99.2	99.8	-2.0	-.2	-.1	.6	-.7	-1.4	-2.1	-1.7	
2012 .....	98.8	—	—	—	-1.0	—	—	—	-.7	—	—	—	
<b>Midwest</b>													
2001 .....	95.9	95.6	96.0	98.1	-.1	-.3	.4	2.2	.9	1.0	.4	2.2	
2002 .....	98.7	98.5	98.3	99.1	.6	-.2	-.2	.8	2.9	3.0	2.4	1.0	
2003 .....	100.1	100.8	100.7	101.6	1.0	.7	-.1	.9	1.4	2.3	2.4	2.5	
2004 .....	100.2	99.5	100.1	100.2	-1.4	-.7	.6	.1	.1	-1.3	-.6	-1.4	
2005 .....	99.6	99.2	97.9	100.0	-.6	-.4	-1.3	2.1	-.6	-.3	-2.1	-.2	
2006 .....	99.2	99.1	99.9	100.9	-.8	-.1	.8	1.0	-.4	-.1	2.0	.9	
2007 .....	100.1	99.4	99.7	100.0	-.8	-.7	.3	.3	.9	.3	-.2	-.9	
2008 .....	99.0	97.6	97.8	102.7	-1.0	-1.4	.2	5.0	-1.1	-1.8	-1.9	2.7	
2009 .....	101.8	100.3	100.5	100.7	-.9	-1.5	.2	.2	2.8	2.8	2.8	-1.9	
2010 .....	100.5	100.8	100.8	100.8	-.2	.3	.0	.0	-1.3	.5	.3	.1	
2011 .....	99.6	98.6	98.5	99.5	-1.2	-1.0	-.1	1.0	-.9	-2.2	-2.3	-1.3	
2012 .....	98.6	—	—	—	-.9	—	—	—	-1.0	—	—	—	

See footnotes at end of table.

**Table 10. Employment Cost Index for wages and salaries, for private industry workers, by bargaining status, census region and division, and metropolitan area status**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Bargaining status, census region and division, and metropolitan area status	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>East North Central</b>													
2006 .....	99.1	99.1	99.8	100.8	-0.9	0.0	0.7	1.0	—	—	—	0.8	
2007 .....	100.0	99.4	99.5	99.8	-.8	-.6	.1	.3	0.9	0.3	-0.3	-1.0	
2008 .....	98.5	97.1	97.3	102.1	-1.3	-1.4	.2	4.9	-1.5	-2.3	-2.2	2.3	
2009 .....	101.0	99.5	99.7	99.9	-1.1	-1.5	.2	.2	2.5	2.5	2.5	-2.2	
2010 .....	99.8	100.1	100.0	100.0	-.1	.3	-.1	.0	-1.2	.6	.3	.1	
2011 .....	98.8	97.8	97.8	98.6	-1.2	-1.0	.0	.8	-1.0	-2.3	-2.2	-1.4	
2012 .....	97.7	—	—	—	-.9	—	—	—	-1.1	—	—	—	
<b>West North Central</b>													
2006 .....	99.4	99.2	100.3	101.0	-.6	-.2	1.1	.7	—	—	—	1.0	
2007 .....	100.3	99.4	100.3	100.7	-.7	-.9	.9	.4	.9	.2	.0	-.3	
2008 .....	100.4	98.9	99.3	104.2	-.3	-1.5	.4	4.9	.1	-.5	-1.0	3.5	
2009 .....	103.9	102.4	102.6	102.8	-.3	-1.4	.2	.2	3.5	3.5	3.3	-1.3	
2010 .....	102.4	102.6	102.8	102.9	-.4	.2	.2	.1	-1.4	.2	.2	.1	
2011 .....	101.5	100.6	100.4	101.8	-1.4	-.9	-.2	1.4	-.9	-1.9	-2.3	-1.1	
2012 .....	101.0	—	—	—	-.8	—	—	—	-.5	—	—	—	
<b>West</b>													
2001 .....	97.0	97.0	97.7	99.3	-.2	.0	.7	1.6	.2	-.3	.5	2.2	
2002 .....	98.3	99.1	99.0	99.6	-1.0	.8	-.1	.6	1.3	2.2	1.3	.3	
2003 .....	98.2	99.8	100.3	101.4	-1.4	1.6	.5	1.1	-.1	.7	1.4	1.8	
2004 .....	100.3	100.3	100.9	100.9	-1.1	.0	.5	.0	2.1	.5	.5	-.5	
2005 .....	99.8	100.3	98.7	100.0	-1.1	.5	-1.6	1.3	-.5	.0	-2.2	-.9	
2006 .....	98.9	98.9	98.9	100.1	-1.1	.0	.0	1.2	-.9	-1.4	.2	.1	
2007 .....	99.4	99.1	99.8	99.7	-.7	-.3	.7	-.1	.5	.2	.9	-.4	
2008 .....	99.1	97.7	99.0	102.6	-.6	-1.4	1.3	3.6	-.3	-1.4	-.8	2.9	
2009 .....	101.7	100.8	100.9	101.8	-.9	-.9	.1	.9	2.6	3.2	1.9	-.8	
2010 .....	101.5	101.6	102.0	101.8	-.3	.1	.4	-.2	-.2	.8	1.1	.0	
2011 .....	100.3	100.0	100.0	100.8	-1.5	-.3	.0	.8	-1.2	-1.6	-2.0	-1.0	
2012 .....	99.4	—	—	—	-1.4	—	—	—	-.9	—	—	—	
<b>Mountain</b>													
2006 .....	98.7	98.6	98.9	100.1	-1.3	-.1	.3	1.2	—	—	—	.1	
2007 .....	99.9	99.2	100.3	100.4	-.2	-.7	1.1	.1	1.2	.6	1.4	.3	
2008 .....	99.6	98.5	99.8	103.4	-.8	-1.1	1.3	3.6	-.3	-.7	-.5	3.0	
2009 .....	102.2	101.3	101.6	102.1	-1.2	-.9	.3	.5	2.6	2.8	1.8	-1.3	
2010 .....	101.7	102.4	103.1	102.4	-.4	.7	.7	-.7	-.5	1.1	1.5	.3	
2011 .....	100.4	100.0	100.4	101.0	-2.0	-.4	.4	.6	-1.3	-2.3	-2.6	-1.4	
2012 .....	99.3	—	—	—	-1.7	—	—	—	-1.1	—	—	—	
<b>Pacific</b>													
2006 .....	98.9	99.1	98.9	100.1	-1.1	.2	-.2	1.2	—	—	—	.1	
2007 .....	99.3	99.0	99.6	99.5	-.8	-.3	.6	-.1	.4	-.1	.7	-.6	
2008 .....	98.9	97.4	98.7	102.3	-.6	-1.5	1.3	3.6	-.4	-1.6	-.9	2.8	
2009 .....	101.5	100.6	100.7	101.7	-.8	-.9	.1	1.0	2.6	3.3	2.0	-.6	
2010 .....	101.4	101.4	101.6	101.6	-.3	.0	.2	.0	-.1	.8	.9	-.1	
2011 .....	100.3	100.1	99.8	100.8	-1.3	-.2	-.3	1.0	-1.1	-1.3	-1.8	-.8	
2012 .....	99.6	—	—	—	-1.2	—	—	—	-.7	—	—	—	

See footnotes at end of table.

**Table 10. Employment Cost Index for wages and salaries, for private industry workers, by bargaining status, census region and division, and metropolitan area status**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Bargaining status, census region and division, and metropolitan area status	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Metropolitan area status</b>													
Metropolitan areas <sup>6</sup>													
2006 .....	99.2	98.6	99.5	100.6	-0.8	-0.6	0.9	1.1	—	—	—	—	0.6
2007 .....	99.9	99.3	100.0	99.8	-7	-6	.7	-2	0.7	0.7	0.5	—	-8
2008 .....	99.1	97.5	98.1	—	-7	-1.6	.6	—	-8	-1.8	-1.9	—	—
Nonmetropolitan areas <sup>6</sup>													
2006 .....	99.4	98.5	99.5	100.9	-6	-9	1.0	1.4	—	—	—	—	.9
2007 .....	100.0	99.3	100.2	100.3	-9	-7	.9	.1	.6	.8	.7	—	-6
2008 .....	99.6	97.9	98.8	—	-7	-1.7	.9	—	-4	-1.4	-1.4	—	—

<sup>1</sup> Series discontinued beginning March 2007.

<sup>2</sup> Includes the following occupational groups: farming, fishing, and forestry; construction and extraction; installation, maintenance, and repair; production; and transportation and material moving.

<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> 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.

<sup>6</sup> Series discontinued beginning December 2008.

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**  
**Constant dollars**

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>State and local government workers</b>													
All workers													
2001 .....	97.8	97.3	99.0	100.4	-0.5	-0.5	1.7	1.4	0.5	0.5	1.2	2.1	
2002 .....	99.6	99.3	100.5	101.1	-.8	-.3	1.2	.6	1.8	2.1	1.5	.7	
2003 .....	99.8	100.3	100.6	101.5	-1.3	.5	.3	.9	.2	1.0	.1	.4	
2004 .....	100.2	99.1	100.1	100.3	-1.3	-1.1	1.0	.2	.4	-1.2	-.5	-1.2	
2005 .....	99.4	99.0	98.1	100.0	-.9	-.4	-.9	1.9	-.8	-.1	-2.0	-.3	
2006 .....	98.8	97.8	99.7	101.0	-1.2	-1.0	1.9	1.3	-.6	-1.2	1.6	1.0	
2007 .....	99.8	98.7	100.4	100.4	-1.2	-1.1	1.7	.0	1.0	.9	.7	-.6	
2008 .....	99.3	97.3	99.0	103.4	-1.1	-2.0	1.7	4.4	-.5	-1.4	-1.4	3.0	
2009 .....	102.6	101.6	102.3	102.5	-.8	-1.0	.7	.2	3.3	4.4	3.3	-.9	
2010 .....	101.9	101.9	102.3	102.2	-.6	.0	.4	-.1	-.7	.3	.0	-.3	
2011 .....	100.5	99.5	99.5	100.2	-1.7	-1.0	.0	.7	-1.4	-2.4	-2.7	-2.0	
2012 .....	98.9	—	—	—	-1.3	—	—	—	-1.6	—	—	—	
Occupational group													
White-collar occupations <sup>1,2</sup>													
2001 .....	97.8	97.3	99.1	100.3	-.5	-.5	1.8	1.2	.5	.4	1.2	2.0	
2002 .....	99.5	99.2	100.5	101.3	-.8	-.3	1.3	.8	1.7	2.0	1.4	1.0	
2003 .....	99.8	100.3	100.6	101.5	-1.5	.5	.3	.9	.3	1.1	.1	.2	
2004 .....	100.2	99.2	100.1	100.4	-1.3	-1.0	.9	.3	.4	-1.1	-.5	-1.1	
2005 .....	99.4	99.0	98.0	100.0	-1.0	-.4	-1.0	2.0	-.8	-.2	-2.1	-.4	
2006 .....	98.8	97.7	99.7	100.9	-1.2	-1.1	2.0	1.2	-.6	-1.3	1.7	.9	
Management, professional, and related													
2001 .....	97.8	97.3	99.1	100.4	-.5	-.5	1.8	1.3	.5	.5	1.2	2.1	
2002 .....	99.5	99.1	100.6	101.3	-.9	-.4	1.5	.7	1.7	1.8	1.5	.9	
2003 .....	99.8	100.2	100.6	101.4	-1.5	.4	.4	.8	.3	1.1	.0	.1	
2004 .....	100.1	99.1	100.1	100.3	-1.3	-1.0	1.0	.2	.3	-1.1	-.5	-1.1	
2005 .....	99.3	98.9	98.0	100.0	-1.0	-.4	-.9	2.0	-.8	-.2	-2.1	-.3	
2006 .....	98.7	97.7	99.8	100.9	-1.3	-1.0	2.1	1.1	-.6	-1.2	1.8	.9	
2007 .....	99.6	98.5	100.3	100.3	-1.3	-1.1	1.8	.0	.9	.8	.5	-.6	
2008 .....	99.2	97.3	99.1	103.4	-1.1	-1.9	1.8	4.3	-.4	-1.2	-1.2	3.1	
2009 .....	102.4	101.4	102.1	102.3	-1.0	-1.0	.7	.2	3.2	4.2	3.0	-1.1	
2010 .....	101.7	101.6	102.1	101.9	-.6	-.1	.5	-.2	-.7	.2	.0	-.4	
2011 .....	100.2	99.2	99.2	99.9	-1.7	-1.0	.0	.7	-1.5	-2.4	-2.8	-2.0	
2012 .....	98.6	—	—	—	-1.3	—	—	—	-1.6	—	—	—	
Professional and related													
2001 .....	97.7	97.2	99.1	100.3	-.6	-.5	2.0	1.2	.5	.4	1.2	2.0	
2002 .....	99.3	99.0	100.5	101.2	-1.0	-.3	1.5	.7	1.6	1.9	1.4	.9	
2003 .....	99.7	100.1	100.5	101.3	-1.5	.4	.4	.8	.4	1.1	.0	.1	
2004 .....	100.0	99.0	100.1	100.2	-1.3	-1.0	1.1	.1	.3	-1.1	-.4	-1.1	
2005 .....	99.1	98.8	97.9	100.0	-1.1	-.3	-.9	2.1	-.9	-.2	-2.2	-.2	
2006 .....	98.7	97.7	99.9	101.0	-1.3	-1.0	2.3	1.1	-.4	-1.1	2.0	1.0	
2007 .....	99.5	98.4	100.3	100.3	-1.5	-1.1	1.9	.0	.8	.7	.4	-.7	
2008 .....	99.1	97.2	99.0	103.3	-1.2	-1.9	1.9	4.3	-.4	-1.2	-1.3	3.0	

See footnotes at end of table.

**Table 11. Employment Cost Index for wages and salaries, for State and local government workers, by occupational group and industry**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Professional and related</b>													
2009 .....	102.3	101.3	102.1	102.3	-1.0	-1.0	0.8	0.2	3.2	4.2	3.1	-1.0	
2010 .....	101.7	101.6	102.1	102.0	-.6	-.1	.5	-.1	-.6	.3	.0	-.3	
2011 .....	100.2	99.2	99.3	99.9	-1.8	-1.0	.1	.6	-1.5	-2.4	-2.7	-2.1	
2012 .....	98.6	—	—	—	-1.3	—	—	—	-1.6	—	—	—	
<b>Sales and office</b>													
2001 .....	97.6	97.0	98.3	99.8	-.7	-.6	1.3	1.5	.1	-.1	.7	1.5	
2002 .....	99.5	99.4	100.4	101.1	-.3	-.1	1.0	.7	1.9	2.5	2.1	1.3	
2003 .....	99.9	100.5	101.1	101.9	-1.2	.6	.6	.8	.4	1.1	.7	.8	
2004 .....	100.8	99.8	100.8	101.0	-1.1	-1.0	1.0	.2	.9	-.7	-.3	-.9	
2005 .....	99.8	99.2	98.4	100.0	-1.2	-.6	-.8	1.6	-1.0	-.6	-2.4	-1.0	
2006 .....	99.1	98.2	99.5	100.6	-.9	-.9	1.3	1.1	-.7	-1.0	1.1	.6	
2007 .....	100.1	99.0	100.3	100.3	-.5	-1.1	1.3	.0	1.0	.8	.8	-.3	
2008 .....	98.9	97.0	98.3	102.6	-1.4	-1.9	1.3	4.4	-1.2	-2.0	-2.0	2.3	
2009 .....	102.2	101.2	102.0	102.2	-.4	-1.0	.8	.2	3.3	4.3	3.8	-.4	
2010 .....	101.8	101.6	101.9	101.6	-.4	-.2	.3	-.3	-.4	.4	-.1	-.6	
2011 .....	99.9	99.1	99.1	99.6	-1.7	-.8	.0	.5	-1.9	-2.5	-2.7	-2.0	
2012 .....	98.2	—	—	—	-1.4	—	—	—	-1.7	—	—	—	
<b>Office and administrative support</b>													
2001 .....	97.7	97.0	98.3	99.9	-.7	-.7	1.3	1.6	.1	-.3	.7	1.5	
2002 .....	99.6	99.5	100.5	100.9	-.3	-.1	1.0	.4	1.9	2.6	2.2	1.0	
2003 .....	99.8	100.4	101.0	101.8	-1.1	.6	.6	.8	.2	.9	.5	.9	
2004 .....	100.7	99.7	100.7	100.8	-1.1	-1.0	1.0	.1	.9	-.7	-.3	-1.0	
2005 .....	99.7	99.1	98.3	100.0	-1.1	-.6	-.8	1.7	-1.0	-.6	-2.4	-.8	
2006 .....	99.2	98.3	99.6	100.8	-.8	-.9	1.3	1.2	-.5	-.8	1.3	.8	
2007 .....	100.3	99.1	100.5	100.5	-.5	-1.2	1.4	.0	1.1	.8	.9	-.3	
2008 .....	99.4	97.4	98.7	103.1	-1.1	-2.0	1.3	4.5	-.9	-1.7	-1.8	2.6	
2009 .....	102.7	101.6	102.4	102.6	-.4	-1.1	.8	.2	3.3	4.3	3.7	-.5	
2010 .....	102.2	102.1	102.3	102.0	-.4	-.1	.2	-.3	-.5	.5	-.1	-.6	
2011 .....	100.3	99.5	99.5	99.9	-1.7	-.8	.0	.4	-1.9	-2.5	-2.7	-2.1	
2012 .....	98.6	—	—	—	-1.3	—	—	—	-1.7	—	—	—	
<b>Blue-collar occupations<sup>2,3</sup></b>													
2001 .....	98.0	97.4	98.7	100.7	-.4	-.6	1.3	2.0	.3	.2	1.1	2.3	
2002 .....	100.0	99.7	100.5	101.0	-.7	-.3	.8	.5	2.0	2.4	1.8	.3	
2003 .....	100.1	100.7	100.7	101.6	-.9	.6	.0	.9	.1	1.0	.2	.6	
2004 .....	100.2	99.3	100.2	100.4	-1.4	-.9	.9	.2	.1	-1.4	-.5	-1.2	
2005 .....	99.7	99.4	98.5	100.0	-.7	-.3	-.9	1.5	-.5	.1	-1.7	-.4	
2006 .....	99.2	98.0	99.6	101.0	-.8	-1.2	1.6	1.4	-.5	-1.4	1.1	1.0	
<b>Service occupations</b>													
2001 .....	98.1	97.6	99.1	100.6	-.3	-.5	1.5	1.5	1.4	1.6	1.6	2.2	
2002 .....	99.9	99.8	100.1	100.5	-.7	-.1	.3	.4	1.8	2.3	1.0	-.1	
2003 .....	99.4	100.3	100.2	101.3	-1.1	.9	-.1	1.1	-.5	.5	.1	.8	

See footnotes at end of table.

**Table 11. Employment Cost Index for wages and salaries, for State and local government workers, by occupational group and industry**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Service occupations</b>													
2004 .....	100.0	99.0	99.9	100.1	-1.3	-1.0	0.9	0.2	0.6	-1.3	-0.3	-1.2	
2005 .....	99.1	98.9	98.3	100.0	-1.0	-.2	-.6	1.7	-.9	-.1	-1.6	-.1	
2006 .....	98.8	97.8	99.4	101.3	-1.2	-1.0	1.6	1.9	-.3	-1.1	1.1	1.3	
2007 .....	100.1	99.4	100.6	100.9	-1.2	-.7	1.2	.3	1.3	1.6	1.2	-.4	
2008 .....	99.9	97.7	99.3	103.8	-1.0	-2.2	1.6	4.5	-.2	-1.7	-1.3	2.9	
2009 .....	103.6	102.6	103.0	103.4	-.2	-1.0	.4	.4	3.7	5.0	3.7	-.4	
2010 .....	103.1	103.1	103.5	103.4	-.3	.0	.4	-.1	-.5	.5	.5	.0	
2011 .....	101.7	100.7	100.6	101.4	-1.6	-1.0	-.1	.8	-1.4	-2.3	-2.8	-1.9	
2012 .....	100.0	—	—	—	-1.4	—	—	—	-1.7	—	—	—	
<b>Industry</b>													
<b>Education and health services</b>													
2001 .....	98.0	97.4	99.5	100.7	-.7	-.6	2.2	1.2	.5	.4	1.2	2.0	
2002 .....	99.8	99.4	100.9	101.5	-.9	-.4	1.5	.6	1.8	2.1	1.4	.8	
2003 .....	99.8	100.3	100.6	101.5	-1.7	.5	.3	.9	.0	.9	-.3	.0	
2004 .....	100.1	99.0	100.1	100.3	-1.4	-1.1	1.1	.2	.3	-1.3	-.5	-1.2	
2005 .....	99.2	98.8	98.0	100.0	-1.1	-.4	-.8	2.0	-.9	-.2	-2.1	-.3	
2006 .....	98.7	97.6	100.0	101.0	-1.3	-1.1	2.5	1.0	-.5	-1.2	2.0	1.0	
2007 .....	99.6	98.4	100.4	100.3	-1.4	-1.2	2.0	-.1	.9	.8	.4	-.7	
2008 .....	99.1	97.2	99.1	103.4	-1.2	-1.9	2.0	4.3	-.5	-1.2	-1.3	3.1	
2009 .....	102.4	101.3	102.1	102.3	-1.0	-1.1	.8	.2	3.3	4.2	3.0	-1.1	
2010 .....	101.7	101.6	102.1	102.0	-.6	-.1	.5	-.1	-.7	.3	.0	-.3	
2011 .....	100.2	99.2	99.3	99.9	-1.8	-1.0	.1	.6	-1.5	-2.4	-2.7	-2.1	
2012 .....	98.5	—	—	—	-1.4	—	—	—	-1.7	—	—	—	
<b>Education services</b>													
2001 .....	98.2	97.5	99.7	100.8	-.7	-.7	2.3	1.1	.5	.3	1.2	1.9	
2002 .....	99.8	99.4	101.0	101.5	-1.0	-.4	1.6	.5	1.6	1.9	1.3	.7	
2003 .....	99.8	100.3	100.6	101.5	-1.7	.5	.3	.9	.0	.9	-.4	.0	
2004 .....	100.1	98.9	100.1	100.3	-1.4	-1.2	1.2	.2	.3	-1.4	-.5	-1.2	
2005 .....	99.1	98.7	97.9	100.0	-1.2	-.4	-.8	2.1	-1.0	-.2	-2.2	-.3	
2006 .....	98.6	97.4	99.9	100.8	-1.4	-1.2	2.6	.9	-.5	-1.3	2.0	.8	
2007 .....	99.3	98.1	100.2	100.1	-1.5	-1.2	2.1	-.1	.7	.7	.3	-.7	
2008 .....	98.8	96.9	98.9	103.1	-1.3	-1.9	2.1	4.2	-.5	-1.2	-1.3	3.0	
2009 .....	102.1	101.0	101.8	102.0	-1.0	-1.1	.8	.2	3.3	4.2	2.9	-1.1	
2010 .....	101.4	101.3	101.8	101.7	-.6	-.1	.5	-.1	-.7	.3	.0	-.3	
2011 .....	99.8	98.9	98.9	99.5	-1.9	-.9	.0	.6	-1.6	-2.4	-2.8	-2.2	
2012 .....	98.1	—	—	—	-1.4	—	—	—	-1.7	—	—	—	
<b>Schools<sup>4</sup></b>													
2001 .....	98.2	97.6	99.7	100.8	-.7	-.6	2.2	1.1	.5	.4	1.2	1.9	
2002 .....	99.8	99.4	101.0	101.5	-1.0	-.4	1.6	.5	1.6	1.8	1.3	.7	
2003 .....	99.8	100.3	100.7	101.5	-1.7	.5	.4	.8	.0	.9	-.3	.0	
2004 .....	100.1	98.9	100.1	100.3	-1.4	-1.2	1.2	.2	.3	-1.4	-.6	-1.2	
2005 .....	99.1	98.7	97.9	100.0	-1.2	-.4	-.8	2.1	-1.0	-.2	-2.2	-.3	
2006 .....	98.6	97.4	99.9	100.8	-1.4	-1.2	2.6	.9	-.5	-1.3	2.0	.8	
2007 .....	99.3	98.1	100.2	100.1	-1.5	-1.2	2.1	-.1	.7	.7	.3	-.7	
2008 .....	98.8	96.9	98.9	103.1	-1.3	-1.9	2.1	4.2	-.5	-1.2	-1.3	3.0	

See footnotes at end of table.

**Table 11. Employment Cost Index for wages and salaries, for State and local government workers, by occupational group and industry**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Schools<sup>4</sup></b>													
2009 .....	102.1	101.0	101.8	102.0	-1.0	-1.1	0.8	0.2	3.3	4.2	2.9	-1.1	
2010 .....	101.4	101.3	101.8	101.7	-.6	-.1	.5	-.1	-.7	.3	.0	-.3	
2011 .....	99.8	98.9	98.9	99.5	-1.9	-.9	.0	.6	-1.6	-2.4	-2.8	-2.2	
2012 .....	98.1	—	—	—	-1.4	—	—	—	-1.7	—	—	—	
<b>Elementary and secondary schools</b>													
2001 .....	98.1	97.5	99.4	100.6	-1.0	-.6	1.9	1.2	.2	.1	.6	1.5	
2002 .....	99.6	99.1	100.9	101.4	-1.0	-.5	1.8	.5	1.5	1.6	1.5	.8	
2003 .....	99.6	100.0	100.5	101.2	-1.8	.4	.5	.7	.0	.9	-.4	-.2	
2004 .....	99.8	98.7	100.0	100.2	-1.4	-1.1	1.3	.2	.2	-1.3	-.5	-1.0	
2005 .....	98.8	98.4	97.9	100.0	-1.4	-.4	-.5	2.1	-1.0	-.3	-2.1	-.2	
2006 .....	98.5	97.3	99.9	100.8	-1.5	-1.2	2.7	.9	-.3	-1.1	2.0	.8	
2007 .....	99.3	98.0	100.0	99.9	-1.5	-1.3	2.0	-.1	.8	.7	.1	-.9	
2008 .....	98.5	96.7	98.8	103.1	-1.4	-1.8	2.2	4.4	-.8	-1.3	-1.2	3.2	
2009 .....	102.1	100.8	102.1	102.2	-1.0	-1.3	1.3	.1	3.7	4.2	3.3	-.9	
2010 .....	101.6	101.6	102.2	101.9	-.6	.0	.6	-.3	-.5	.8	.1	-.3	
2011 .....	100.0	99.1	99.1	99.7	-1.9	-.9	.0	.6	-1.6	-2.5	-3.0	-2.2	
2012 .....	98.2	—	—	—	-1.5	—	—	—	-1.8	—	—	—	
<b>Health care and social assistance<sup>5</sup></b>													
2001 .....	96.1	96.3	97.8	99.7	-.5	.2	1.6	1.9	.5	1.0	2.2	3.2	
2002 .....	99.8	99.6	100.2	101.2	.1	-.2	.6	1.0	3.9	3.4	2.5	1.5	
2003 .....	99.9	100.6	100.6	101.8	-1.3	.7	.0	1.2	.1	1.0	.4	.6	
2004 .....	100.5	99.6	100.6	100.7	-1.3	-.9	1.0	.1	.6	-1.0	.0	-1.1	
2005 .....	99.9	99.6	98.4	100.0	-.8	-.3	-1.2	1.6	-.6	.0	-2.2	-.7	
2006 .....	99.5	99.9	101.7	102.9	-.5	.4	1.8	1.2	-.4	.3	3.4	2.9	
2007 .....	102.1	101.2	102.2	102.3	-.8	-.9	1.0	.1	2.6	1.3	.5	-.6	
2008 .....	101.5	99.8	101.5	106.2	-.8	-1.7	1.7	4.6	-.6	-1.4	-.7	3.8	
2009 .....	104.7	104.6	104.8	105.0	-1.4	-.1	.2	.2	3.2	4.8	3.3	-1.1	
2010 .....	104.5	104.6	104.7	104.9	-.5	.1	.1	.2	-.2	.0	-.1	-.1	
2011 .....	103.3	102.4	102.3	103.0	-1.5	-.9	-.1	.7	-1.1	-2.1	-2.3	-1.8	
2012 .....	101.9	—	—	—	-1.1	—	—	—	-1.4	—	—	—	
<b>Hospitals</b>													
2001 .....	95.3	95.8	97.1	98.9	-.9	.5	1.4	1.9	.1	1.2	1.9	2.8	
2002 .....	99.0	99.1	99.7	100.9	.1	.1	.6	1.2	3.9	3.4	2.7	2.0	
2003 .....	99.5	100.2	100.4	101.7	-1.4	.7	.2	1.3	.5	1.1	.7	.8	
2004 .....	100.4	99.5	100.6	101.0	-1.3	-.9	1.1	.4	.9	-.7	.2	-.7	
2005 .....	100.0	99.7	98.4	100.0	-1.0	-.3	-1.3	1.6	-.4	.2	-2.2	-1.0	
2006 .....	99.4	98.3	100.0	101.8	-.6	-1.1	1.7	1.8	-.6	-1.4	1.6	1.8	
2007 .....	101.2	100.6	101.5	101.7	-.6	-.6	.9	.2	1.8	2.3	1.5	-.1	
2008 .....	101.2	99.2	100.2	104.9	-.5	-2.0	1.0	4.7	.0	-1.4	-1.3	3.1	

See footnotes at end of table.

**Table 11. Employment Cost Index for wages and salaries, for State and local government workers, by occupational group and industry**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Hospitals</b>													
2009 .....	104.4	103.9	104.1	104.5	-0.5	-0.5	0.2	0.4	3.2	4.7	3.9	-0.4	
2010 .....	104.2	104.3	104.2	104.4	-.3	.1	-.1	.2	-.2	.4	.1	-.1	
2011 .....	103.0	101.9	101.7	102.4	-1.3	-1.1	-.2	.7	-1.2	-2.3	-2.4	-1.9	
2012 .....	101.4	—	—	—	-1.0	—	—	—	-1.6	—	—	—	
<b>Public administration</b>													
2001 .....	97.3	97.0	97.9	99.7	-.2	-.3	.9	1.8	.5	.7	1.1	2.3	
2002 .....	99.1	99.1	99.5	100.4	-.6	.0	.4	.9	1.8	2.2	1.6	.7	
2003 .....	99.7	100.4	100.4	101.4	-.7	.7	.0	1.0	.6	1.3	.9	1.0	
2004 .....	100.4	99.4	100.0	100.3	-1.0	-1.0	.6	.3	.7	-1.0	-.4	-1.1	
2005 .....	99.7	99.4	98.3	100.0	-.6	-.3	-1.1	1.7	-.7	.0	-1.7	-.3	
2006 .....	99.0	98.0	99.0	101.0	-1.0	-1.0	1.0	2.0	-.7	-1.4	.7	1.0	
2007 .....	100.1	99.4	100.4	100.6	-.9	-.7	1.0	.2	1.1	1.4	1.4	-.4	
2008 .....	99.7	97.6	98.8	103.3	-.9	-2.1	1.2	4.6	-.4	-1.8	-1.6	2.7	
2009 .....	103.0	102.1	102.5	102.8	-.3	-.9	.4	.3	3.3	4.6	3.7	-.5	
2010 .....	102.3	102.4	102.6	102.4	-.5	.1	.2	-.2	-.7	.3	.1	-.4	
2011 .....	100.7	99.9	99.5	100.3	-1.7	-.8	-.4	.8	-1.6	-2.4	-3.0	-2.1	
2012 .....	99.2	—	—	—	-1.1	—	—	—	-1.5	—	—	—	

<sup>1</sup> Includes the following occupational groups: management, business, and financial; professional and related; sales and related; and office and administrative support.

<sup>2</sup> Series discontinued beginning March 2007.

<sup>3</sup> Includes the following occupational groups: farming, fishing, and forestry; construction and extraction; installation, maintenance, and repair; production; and transportation and material moving.

<sup>4</sup> Includes elementary and secondary schools; junior colleges; colleges, universities, and professional schools.

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

NOTE: Dashes indicate data not available.

**Table 12. Employment Cost Index for benefits, by occupational group, industry, and bargaining status**  
**Constant dollars**

(Not seasonally adjusted)

Occupational group, industry, and bargaining status	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Civilian workers</b>												
All workers <sup>1</sup>												
2001 .....	87.2	87.1	88.3	89.7	0.6	-0.1	1.4	1.6	1.6	1.3	2.4	3.5
2002 .....	89.8	90.2	90.9	91.7	.1	.4	.8	.9	3.0	3.6	2.9	2.2
2003 .....	92.3	93.7	94.5	95.8	.7	1.5	.9	1.4	2.8	3.9	4.0	4.5
2004 .....	96.9	97.1	98.3	99.0	1.1	.2	1.2	.7	5.0	3.6	4.0	3.3
2005 .....	99.3	99.5	98.5	100.0	.3	.2	-1.0	1.5	2.5	2.5	.2	1.0
2006 .....	99.4	98.6	99.8	101.0	-6	-8	1.2	1.2	.1	-9	1.3	1.0
2007 .....	99.7	99.3	100.2	100.1	-1.3	-4	.9	-1	.3	.7	.4	-9
2008 .....	99.2	97.2	98.0	102.1	-9	-2.0	.8	4.2	-5	-2.1	-2.2	2.0
2009 .....	101.5	100.3	100.7	100.9	-6	-1.2	.4	.2	2.3	3.2	2.8	-1.2
2010 .....	101.3	101.7	102.4	102.2	.4	.4	.7	-2	-2	1.4	1.7	1.3
2011 .....	101.7	101.9	101.6	102.5	-5	.2	-3	.9	.4	.2	-8	.3
2012 .....	101.7	-	-	-	-8	-	-	-	.0	-	-	-
<b>Private industry workers</b>												
All workers												
2001 .....	88.1	88.0	89.0	90.5	.7	-1	1.1	1.7	2.2	1.6	2.3	3.4
2002 .....	90.6	91.2	91.4	92.2	.1	.7	.2	.9	2.8	3.6	2.7	1.9
2003 .....	93.0	94.5	95.0	96.3	.9	1.6	.5	1.4	2.6	3.6	3.9	4.4
2004 .....	97.7	98.1	98.8	99.5	1.5	.4	.7	.7	5.1	3.8	4.0	3.3
2005 .....	99.9	100.1	98.7	100.0	.4	.2	-1.4	1.3	2.3	2.0	-1	.5
2006 .....	99.4	98.7	99.4	100.6	-6	-7	.7	1.2	-5	-1.4	.7	.6
2007 .....	98.9	98.5	99.1	99.0	-1.7	-4	.6	-1	-5	-2	-3	-1.6
2008 .....	98.2	96.3	96.7	100.8	-8	-1.9	.4	4.2	-7	-2.2	-2.4	1.8
2009 .....	100.1	98.9	99.0	99.1	-7	-1.2	.1	.1	1.9	2.7	2.4	-1.7
2010 .....	99.9	100.3	100.6	100.5	.8	.4	.3	-1	-2	1.4	1.6	1.4
2011 .....	100.1	100.6	100.1	101.0	-4	.5	-5	.9	.2	.3	-5	.5
2012 .....	100.3	-	-	-	-7	-	-	-	.2	-	-	-
<b>Occupational group</b>												
White-collar occupations <sup>2,3</sup>												
2001 .....	88.3	88.5	89.3	90.9	1.3	.2	.9	1.8	2.8	2.4	3.0	4.2
2002 .....	90.9	91.5	91.5	92.1	.0	.7	.0	.7	2.9	3.4	2.5	1.3
2003 .....	93.1	94.4	94.9	96.2	1.1	1.4	.5	1.4	2.4	3.2	3.7	4.5
2004 .....	97.0	97.4	98.1	98.8	.8	.4	.7	.7	4.2	3.2	3.4	2.7
2005 .....	99.7	99.9	98.6	100.0	.9	.2	-1.3	1.4	2.8	2.6	.5	1.2
2006 .....	99.6	98.6	99.4	100.7	-4	-1.0	.8	1.3	-1	-1.3	.8	.7
Management, professional, and related												
2001 .....	89.1	89.3	90.0	91.3	1.7	.2	.8	1.4	3.1	2.9	3.1	4.2
2002 .....	91.3	91.7	91.4	92.1	.0	.4	-3	.8	2.5	2.7	1.6	.9
2003 .....	93.4	94.4	95.0	96.2	1.4	1.1	.6	1.3	2.3	2.9	3.9	4.5
2004 .....	96.8	97.0	97.8	98.7	.6	.2	.8	.9	3.6	2.8	2.9	2.6
2005 .....	100.0	100.1	98.8	100.0	1.3	.1	-1.3	1.2	3.3	3.2	1.0	1.3
2006 .....	99.8	98.7	99.7	100.9	-2	-1.1	1.0	1.2	-2	-1.4	.9	.9
2007 .....	99.5	99.0	99.6	99.3	-1.4	-5	.6	-3	-3	.3	-1	-1.6
2008 .....	98.9	97.0	97.6	101.6	-4	-1.9	.6	4.1	-6	-2.0	-2.0	2.3

See footnotes at end of table.

**Table 12. Employment Cost Index for benefits, by occupational group, industry, and bargaining status**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Occupational group, industry, and bargaining status	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Management, professional, and related</b>													
2009 .....	100.6	99.3	99.2	99.2	-1.0	-1.3	-0.1	0.0	1.7	2.4	1.6	-2.4	
2010 .....	99.6	99.8	100.0	99.8	.4	.2	.2	-2	-1.0	.5	.8	.6	
2011 .....	99.9	100.1	99.5	100.5	.1	.2	-.6	1.0	.3	.3	-.5	.7	
2012 .....	100.2	—	—	—	-.3	—	—	—	.3	—	—	—	
<b>Sales and office</b>													
2001 .....	87.2	87.2	88.4	90.3	.8	.0	1.4	2.1	2.3	1.9	3.0	4.4	
2002 .....	90.3	91.3	91.5	92.2	.0	1.1	.2	.8	3.6	4.7	3.5	2.1	
2003 .....	92.7	94.5	94.9	96.1	.5	1.9	.4	1.3	2.7	3.5	3.7	4.2	
2004 .....	97.3	98.0	98.6	99.0	1.2	.7	.6	.4	5.0	3.7	3.9	3.0	
2005 .....	99.4	99.7	98.3	100.0	.4	.3	-1.4	1.7	2.2	1.7	-3	1.0	
2006 .....	99.3	98.5	99.0	100.3	-.7	-.8	.5	1.3	-.1	-1.2	.7	.3	
2007 .....	99.0	98.5	99.3	99.3	-1.3	-.5	.8	.0	-3	.0	.3	-1.0	
2008 .....	98.2	96.3	96.7	100.9	-1.1	-1.9	.4	4.3	-8	-2.2	-2.6	1.6	
2009 .....	100.0	98.7	98.9	99.1	-.9	-1.3	.2	.2	1.8	2.5	2.3	-1.8	
2010 .....	99.7	100.3	100.6	100.4	.6	.6	.3	-2	-3	1.6	1.7	1.3	
2011 .....	99.9	100.3	100.0	100.7	-.5	.4	-.3	.7	.2	.0	-.6	.3	
2012 .....	100.1	—	—	—	-.6	—	—	—	.2	—	—	—	
<b>Blue-collar occupations<sup>3,4</sup></b>													
2001 .....	87.5	87.0	88.2	89.4	-.3	-.6	1.4	1.4	.9	-.1	.9	1.8	
2002 .....	89.9	90.4	90.9	91.8	.6	.6	.6	1.0	2.7	3.9	3.1	2.7	
2003 .....	92.4	94.4	94.8	96.1	.7	2.2	.4	1.4	2.8	4.4	4.3	4.7	
2004 .....	98.5	99.2	99.9	100.5	2.5	.7	.7	.6	6.6	5.1	5.4	4.6	
2005 .....	100.2	100.5	98.9	100.0	-.3	.3	-1.6	1.1	1.7	1.3	-1.0	-.5	
2006 .....	99.0	98.6	99.3	100.2	-1.0	-.4	.7	.9	-1.2	-1.9	.4	.2	
<b>Natural resources, construction, and maintenance</b>													
2001 .....	86.8	86.5	87.9	88.8	.1	-.3	1.6	1.0	2.8	1.5	2.1	2.4	
2002 .....	89.4	90.1	90.8	91.5	.7	.8	.8	.8	3.0	4.2	3.3	3.0	
2003 .....	91.9	94.2	94.4	95.9	.4	2.5	.2	1.6	2.8	4.6	4.0	4.8	
2004 .....	97.5	98.4	98.9	99.7	1.7	.9	.5	.8	6.1	4.5	4.8	4.0	
2005 .....	99.7	100.5	98.8	100.0	.0	.8	-1.7	1.2	2.3	2.1	-.1	.3	
2006 .....	99.6	99.7	100.4	101.4	-.4	.1	.7	1.0	-.1	-.8	1.6	1.4	
2007 .....	99.1	99.0	99.4	99.3	-2.3	-.1	.4	-.1	-5	-.7	-1.0	-2.1	
2008 .....	98.2	96.2	96.7	100.8	-1.1	-2.0	.5	4.2	-9	-2.8	-2.7	1.5	
2009 .....	100.1	99.3	99.5	99.8	-.7	-.8	.2	.3	1.9	3.2	2.9	-1.0	
2010 .....	100.9	101.5	101.8	101.6	1.1	.6	.3	-.2	.8	2.2	2.3	1.8	
2011 .....	100.5	101.0	100.8	101.8	-1.1	.5	-.2	1.0	-.4	-.5	-1.0	.2	
2012 .....	101.1	—	—	—	-.7	—	—	—	.6	—	—	—	
<b>Production, transportation, and material moving</b>													
2001 .....	88.1	87.3	88.4	89.9	-.5	-.9	1.3	1.7	-.3	-1.4	.0	1.6	
2002 .....	90.2	90.7	91.1	91.9	.3	.6	.4	.9	2.4	3.9	3.1	2.2	
2003 .....	92.8	94.6	95.0	96.3	1.0	1.9	.4	1.4	2.9	4.3	4.3	4.8	

See footnotes at end of table.

**Table 12. Employment Cost Index for benefits, by occupational group, industry, and bargaining status**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Occupational group, industry, and bargaining status	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Production, transportation, and material moving</b>													
2004 .....	99.2	99.7	100.6	101.1	3.0	0.5	0.9	0.5	6.9	5.4	5.9	5.0	
2005 .....	100.5	100.4	99.0	100.0	-6	-1	-1.4	1.0	1.3	.7	-1.6	-1.1	
2006 .....	98.6	97.9	98.5	99.5	-1.4	-.7	.6	1.0	-1.9	-2.5	-.5	-.5	
2007 .....	97.0	96.7	97.0	97.2	-2.5	-.3	.3	.2	-1.6	-1.2	-1.5	-2.3	
2008 .....	96.2	94.0	94.3	98.3	-1.0	-2.3	.3	4.2	-.8	-2.8	-2.8	1.1	
2009 .....	98.5	97.4	97.6	97.9	.2	-1.1	.2	.3	2.4	3.6	3.5	-.4	
2010 .....	99.4	100.0	100.7	100.6	1.5	.6	.7	-.1	.9	2.7	3.2	2.8	
2011 .....	100.0	101.5	100.9	102.0	-.6	1.5	-.6	1.1	.6	1.5	.2	1.4	
2012 .....	99.6	—	—	—	-2.4	—	—	—	-.4	—	—	—	
<b>Service occupations</b>													
2001 .....	89.0	89.0	89.7	91.9	.5	.0	.8	2.5	3.0	2.4	2.9	3.7	
2002 .....	92.1	92.3	93.4	94.1	.2	.2	1.2	.7	3.5	3.7	4.1	2.4	
2003 .....	94.8	95.8	96.4	97.9	.7	1.1	.6	1.6	2.9	3.8	3.2	4.0	
2004 .....	99.4	99.4	100.2	100.3	1.5	.0	.8	.1	4.9	3.8	3.9	2.5	
2005 .....	100.1	100.1	98.5	100.0	-.2	.0	-1.6	1.5	.7	.7	-1.7	-.3	
2006 .....	100.0	99.1	99.9	101.0	.0	-.9	.8	1.1	-.1	-1.0	1.4	1.0	
2007 .....	99.8	99.3	100.0	100.0	-1.2	-.5	.7	.0	-.2	.2	.1	-1.0	
2008 .....	99.1	97.6	97.7	101.9	-.9	-1.5	.1	4.3	-.7	-1.7	-2.3	1.9	
2009 .....	101.5	100.4	100.6	100.7	-.4	-1.1	.2	.1	2.4	2.9	3.0	-1.2	
2010 .....	101.0	101.6	102.0	101.9	.3	.6	.4	-.1	-.5	1.2	1.4	1.2	
2011 .....	101.7	101.2	100.5	101.5	-.2	-.5	-.7	1.0	.7	-.4	-1.5	-.4	
2012 .....	101.3	—	—	—	-.2	—	—	—	-.4	—	—	—	
<b>Industry</b>													
<b>Goods-producing industries<sup>5</sup></b>													
2001 .....	85.5	85.2	85.9	87.4	-.1	-.4	.8	1.7	.9	.0	.5	2.1	
2002 .....	88.1	88.2	88.3	89.5	.8	.1	.1	1.4	3.0	3.5	2.8	2.4	
2003 .....	91.1	92.7	93.0	94.2	1.8	1.8	.3	1.3	3.4	5.1	5.3	5.3	
2004 .....	97.1	97.4	98.5	99.6	3.1	.3	1.1	1.1	6.6	5.1	5.9	5.7	
2005 .....	100.1	100.8	99.3	100.0	.5	.7	-1.5	.7	3.1	3.5	.8	.4	
2006 .....	98.1	97.4	98.3	99.1	-1.9	-.7	.9	.8	-2.0	-3.4	-1.0	-.9	
2007 .....	96.7	96.5	96.7	96.7	-2.4	-.2	.2	.0	-1.4	-.9	-1.6	-2.4	
2008 .....	95.9	93.9	94.1	98.0	-.8	-2.1	.2	4.1	-.8	-2.7	-2.7	1.3	
2009 .....	97.5	96.4	96.3	96.4	-.5	-1.1	-.1	.1	1.7	2.7	2.3	-1.6	
2010 .....	98.0	98.4	99.1	98.8	1.7	.4	.7	-.3	.5	2.1	2.9	2.5	
2011 .....	98.4	99.5	98.8	99.8	-.4	1.1	-.7	1.0	.4	1.1	-.3	1.0	
2012 .....	97.9	—	—	—	-1.9	—	—	—	-.5	—	—	—	
<b>Manufacturing</b>													
2001 .....	84.3	83.8	84.3	85.9	-.1	-.6	.6	1.9	-.2	-1.1	-.5	1.8	
2002 .....	86.8	87.2	87.2	88.4	1.0	.5	.0	1.4	3.0	4.1	3.4	2.9	
2003 .....	90.5	91.9	92.2	93.3	2.4	1.5	.3	1.2	4.3	5.4	5.7	5.5	
2004 .....	97.4	97.6	98.8	99.3	4.4	.2	1.2	.5	7.6	6.2	7.2	6.4	
2005 .....	100.0	100.6	99.0	100.0	.7	.6	-1.6	1.0	2.7	3.1	.2	.7	
2006 .....	97.5	96.7	97.5	98.3	-2.5	-.8	.8	.8	-2.5	-3.9	-1.5	-1.7	
2007 .....	95.4	95.3	95.1	95.3	-3.0	-.1	-.2	.2	-2.2	-1.4	-2.5	-3.1	
2008 .....	94.3	91.9	92.0	95.9	-1.0	-2.5	.1	4.2	-1.2	-3.6	-3.3	.6	

See footnotes at end of table.

**Table 12. Employment Cost Index for benefits, by occupational group, industry, and bargaining status**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Occupational group, industry, and bargaining status	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Manufacturing</b>													
2009 .....	95.7	94.5	94.2	94.4	-0.2	-1.3	-0.3	0.2	1.5	2.8	2.4	-1.6	
2010 .....	96.4	97.0	97.9	97.7	2.1	.6	.9	-2	.7	2.6	3.9	3.5	
2011 .....	97.8	99.4	98.3	99.3	.1	1.6	-1.1	1.0	1.5	2.5	.4	1.6	
2012 .....	97.1	—	—	—	-2.2	—	—	—	-7	—	—	—	
<b>Aircraft manufacturing</b>													
2001 .....	51.3	50.9	49.7	52.0	3.4	-.8	-2.4	4.6	2.0	-.8	-3.7	4.8	
2002 .....	53.2	53.5	53.2	56.3	2.3	.6	-.6	5.8	3.7	5.1	7.0	8.3	
2003 .....	63.4	63.5	63.3	61.1	12.6	.2	-.3	-3.5	19.2	18.7	19.0	8.5	
2004 .....	73.5	73.4	73.7	73.5	20.3	-.1	.4	-.3	15.9	15.6	16.4	20.3	
2005 .....	98.8	98.4	96.4	100.0	34.4	-.4	-2.0	3.7	34.4	34.1	30.8	36.1	
2006 .....	78.0	76.9	81.8	81.1	-22.0	-1.4	6.4	-.9	-21.1	-21.8	-15.1	-18.9	
2007 .....	69.6	69.3	64.7	64.3	-14.2	-.4	-6.6	-.6	-10.8	-9.9	-20.9	-20.7	
2008 .....	65.6	64.1	65.8	68.7	2.0	-2.3	2.7	4.4	-5.7	-7.5	1.7	6.8	
2009 .....	67.9	67.1	65.6	65.7	-1.2	-1.2	-2.2	.2	3.5	4.7	-.3	-4.4	
2010 .....	65.0	64.7	75.0	74.7	-1.1	-.5	15.9	-.4	-4.3	-3.6	14.3	13.7	
2011 .....	77.0	76.4	64.8	65.1	3.1	-.8	-15.2	.5	18.5	18.1	-13.6	-12.9	
2012 .....	66.3	—	—	—	1.8	—	—	—	-13.9	—	—	—	
<b>White-collar occupations<sup>2,3</sup></b>													
2001 .....	52.6	52.0	50.2	52.5	6.3	-1.1	-3.5	4.6	9.1	4.0	.2	6.1	
2002 .....	53.4	53.5	53.1	54.2	1.7	.2	-.7	2.1	1.5	2.9	5.8	3.2	
2003 .....	62.9	62.7	62.2	62.1	16.1	-.3	-.8	-.2	17.8	17.2	17.1	14.6	
2004 .....	74.7	74.0	74.0	73.8	20.3	-.9	.0	-.3	18.8	18.0	19.0	18.8	
2005 .....	100.6	100.4	98.4	100.0	36.3	-.2	-2.0	1.6	34.7	35.7	33.0	35.5	
2006 .....	79.4	78.2	83.4	83.7	-20.6	-1.5	6.6	.4	-21.1	-22.1	-15.2	-16.3	
<b>Blue-collar occupations<sup>3,4</sup></b>													
2001 .....	49.4	49.3	48.9	51.3	-.4	-.2	-.8	4.9	-7.0	-7.2	-8.8	3.4	
2002 .....	52.9	53.4	53.2	59.1	3.1	.9	-.4	11.1	7.1	8.3	8.8	15.2	
2003 .....	64.0	64.6	64.7	59.6	8.3	.9	.2	-7.9	21.0	21.0	21.6	.8	
2004 .....	71.7	72.4	73.2	73.1	20.3	1.0	1.1	-.1	12.0	12.1	13.1	22.7	
2005 .....	96.3	95.5	93.7	100.0	31.7	-.8	-1.9	6.7	34.3	31.9	28.0	36.8	
2006 .....	76.0	75.0	79.5	77.5	-24.0	-1.3	6.0	-2.5	-21.1	-21.5	-15.2	-22.5	
<b>Service-providing industries<sup>6</sup></b>													
2001 .....	89.3	89.2	90.3	91.8	1.2	-.1	1.2	1.7	2.9	2.3	3.1	4.1	
2002 .....	91.7	92.5	92.7	93.3	-.1	.9	.2	.6	2.7	3.7	2.7	1.6	
2003 .....	93.8	95.3	95.8	97.2	.5	1.6	.5	1.5	2.3	3.0	3.3	4.2	
2004 .....	97.9	98.4	99.0	99.4	.7	.5	.6	.4	4.4	3.3	3.3	2.3	
2005 .....	99.8	99.9	98.4	100.0	.4	.1	-1.5	1.6	1.9	1.5	-.6	.6	
2006 .....	100.0	99.2	99.9	101.1	.0	-.8	.7	1.2	.2	-.7	1.5	1.1	
2007 .....	99.8	99.3	100.0	99.9	-1.3	-.5	.7	-.1	-.2	.1	.1	-1.2	
2008 .....	99.1	97.2	97.8	101.9	-.8	-1.9	.6	4.2	-.7	-2.1	-2.2	2.0	
2009 .....	101.1	99.9	100.1	100.2	-.8	-1.2	.2	.1	2.0	2.8	2.4	-1.7	
2010 .....	100.6	101.0	101.2	101.1	.4	.4	.2	-.1	-.5	1.1	1.1	.9	
2011 .....	100.8	101.0	100.6	101.5	-.3	.2	-.4	-.9	.2	.0	-.6	.4	
2012 .....	101.2	—	—	—	-.3	—	—	—	.4	—	—	—	

See footnotes at end of table.

**Table 12. Employment Cost Index for benefits, by occupational group, industry, and bargaining status**  
**Constant dollars — Continued**

(Not seasonally adjusted)

Occupational group, industry, and bargaining status	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Bargaining status</b>												
<b>Union</b>												
2001 .....	83.6	83.7	84.5	86.0	-0.6	0.1	1.0	1.8	0.4	0.0	0.5	2.3
2002 .....	86.5	86.7	87.5	88.4	.6	.2	.9	1.0	3.5	3.6	3.6	2.8
2003 .....	89.6	91.8	92.7	94.1	1.4	2.5	1.0	1.5	3.6	5.9	5.9	6.4
2004 .....	97.5	98.6	99.4	100.1	3.6	1.1	.8	.7	8.8	7.4	7.2	6.4
2005 .....	99.7	100.1	98.8	100.0	-4	.4	-1.3	1.2	2.3	1.5	-6	-1
2006 .....	99.3	99.6	100.3	101.6	-.7	.3	.7	1.3	-.4	-.5	1.5	1.6
2007 .....	98.1	98.3	98.5	99.1	-3.4	.2	.2	.6	-1.2	-1.3	-1.8	-2.5
2008 .....	98.2	95.9	96.4	100.9	-.9	-2.3	.5	4.7	.1	-2.4	-2.1	1.8
2009 .....	101.3	100.6	101.1	101.5	.4	-.7	.5	.4	3.2	4.9	4.9	.6
2010 .....	103.8	104.9	106.0	105.9	2.3	1.1	1.0	-.1	2.5	4.3	4.8	4.3
2011 .....	104.8	106.6	105.8	107.1	-1.0	1.7	-.8	1.2	1.0	1.6	-.2	1.1
2012 .....	105.4	—	—	—	-1.6	—	—	—	.6	—	—	—
<b>Nonunion</b>												
2001 .....	89.2	89.1	90.0	91.5	1.0	-.1	1.0	1.7	2.6	2.1	2.6	3.6
2002 .....	91.6	92.3	92.3	93.0	.1	.8	.0	.8	2.7	3.6	2.6	1.6
2003 .....	93.8	95.1	95.5	96.8	.9	1.4	.4	1.4	2.4	3.0	3.5	4.1
2004 .....	97.7	98.0	98.7	99.3	.9	.3	.7	.6	4.2	3.0	3.4	2.6
2005 .....	100.0	100.1	98.6	100.0	.7	.1	-1.5	1.4	2.4	2.1	-.1	.7
2006 .....	99.5	98.5	99.2	100.3	-.5	-1.0	.7	1.1	-.5	-1.6	.6	.3
2007 .....	99.1	98.5	99.2	98.9	-1.2	-.6	.7	-.3	-.4	.0	.0	-1.4
2008 .....	98.2	96.3	96.8	100.8	-.7	-1.9	.5	4.1	-.9	-2.2	-2.4	1.9
2009 .....	99.8	98.5	98.6	98.6	-1.0	-1.3	.1	.0	1.6	2.3	1.9	-2.2
2010 .....	99.0	99.3	99.5	99.3	.4	.3	.2	-.2	-.8	.8	.9	.7
2011 .....	99.1	99.3	98.9	99.8	-.2	.2	-.4	-.9	.1	.0	-.6	.5
2012 .....	99.2	—	—	—	-.6	—	—	—	.1	—	—	—
<b>State and local government workers</b>												
<b>All workers</b>												
2001 .....	84.1	83.8	85.7	87.0	.1	-.4	2.3	1.5	-.1	.1	2.8	3.6
2002 .....	86.8	86.7	88.9	90.3	-.2	-.1	2.5	1.6	3.2	3.5	3.7	3.8
2003 .....	89.9	90.7	92.8	94.1	-.4	.9	2.3	1.4	3.6	4.6	4.4	4.2
2004 .....	94.0	93.7	96.4	97.3	-.1	-.3	2.9	.9	4.6	3.3	3.9	3.4
2005 .....	97.3	97.2	98.0	100.0	.0	-.1	.8	2.0	3.5	3.7	1.7	2.8
2006 .....	99.2	98.2	101.0	102.6	-.8	-1.0	2.9	1.6	2.0	1.0	3.1	2.6
2007 .....	102.5	102.0	104.1	104.0	-.1	-.5	2.1	-.1	3.3	3.9	3.1	1.4
2008 .....	102.6	100.5	102.5	106.9	-1.3	-2.0	2.0	4.3	.1	-1.5	-1.5	2.8
2009 .....	106.6	105.5	106.9	107.3	-.3	-1.0	1.3	.4	3.9	5.0	4.3	.4
2010 .....	106.8	107.1	108.8	108.7	-.5	.3	1.6	-.1	.2	1.5	1.8	1.3
2011 .....	107.4	106.5	107.3	107.8	-1.2	-.8	.8	.5	-.6	-.6	-1.4	-.8
2012 .....	107.0	—	—	—	-.7	—	—	—	-.4	—	—	—

<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 the following occupational groups: management, business, and financial; professional and related; sales and related; and office and administrative support.

<sup>3</sup> Series discontinued beginning March 2007.

<sup>4</sup> Includes the following occupational groups: farming, fishing, and forestry; construction and extraction; installation, maintenance, and repair; production; and transportation and material moving.

<sup>5</sup> Includes mining, construction, and manufacturing.

<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.

NOTE: Dashes indicate data not available.