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EMPLOYMENT COST INDEX – DECEMBER 2016

Compensation costs for civilian workers increased 0.5 percent, seasonally adjusted, for the 3-month period ending in December 2016, the U.S. Bureau of Labor Statistics reported today. **Wages and salaries** (which make up about 70 percent of compensation costs) increased 0.5 percent, and **benefits** (which make up the remaining 30 percent of compensation) increased 0.4 percent. (See chart 1 and tables A, 1, 2, and 3.)

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

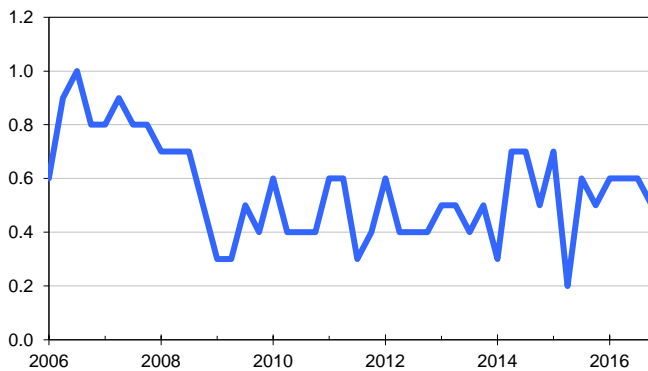
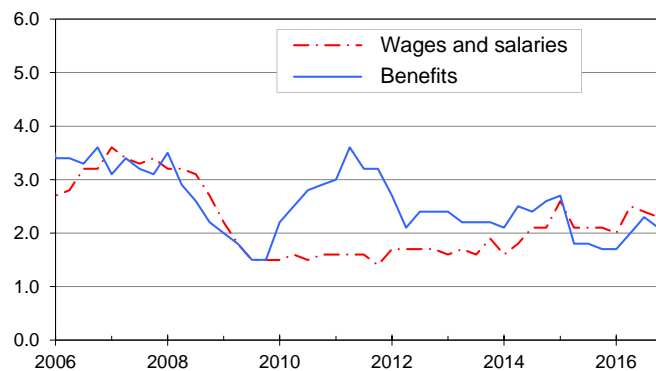


Chart 2. Twelve-month percent change, not seasonally adjusted, civilian workers, wages and salaries and benefits



Civilian Workers

Compensation costs for civilian workers increased 2.2 percent for the 12-month period ending in December 2016. In December 2015, compensation costs increased 2.0 percent. **Wages and salaries** increased 2.3 percent for the current 12-month period, and increased 2.1 percent for the 12-month period ending in December 2015. **Benefit costs** increased 2.1 percent for the 12-month period ending in December 2016. In December 2015, the increase was 1.7 percent. (See chart 2 and tables A, 4, 8, and 12.)

Private Industry Workers

Compensation costs for private industry workers increased 2.2 percent over the year. In December 2015, the increase was 1.9 percent. **Wages and salaries** increased 2.3 percent for the current 12-month period. In December 2015, the increase was 2.1 percent. The cost of **benefits** rose 1.8 percent for the 12-month period ending in December 2016, higher than the 1.3 percent increase in December 2015. (See charts 3 and 4 and tables A, 5, 9, and 12.)

Chart 3. Twelve-month percent change, not seasonally adjusted, private industry, benefits and health benefits

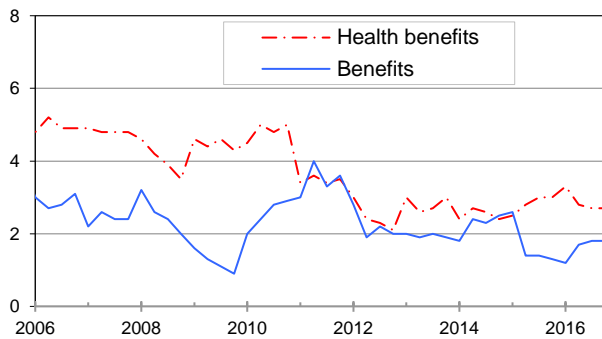
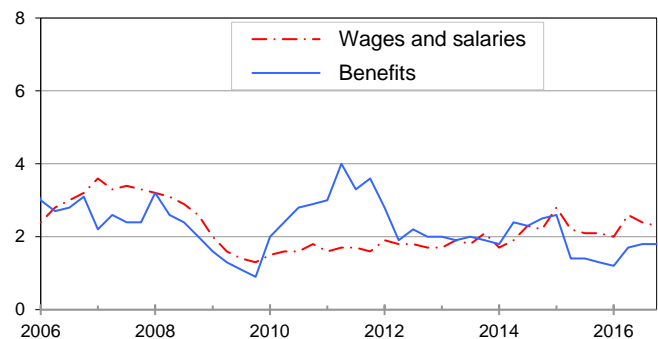


Chart 4. Twelve-month percent change, not seasonally adjusted, private industry, wages and salaries and benefits



Employer costs for **health benefits** increased 2.7 percent for the 12-month period ending in December 2016. (For further information, see www.bls.gov/web/eci/echealth.pdf.)

Among **occupational groups**, compensation cost increases for private industry workers for the 12-month period ending in December 2016 ranged from 1.7 percent for management, professional, and related occupations to 3.2 percent for service occupations. (See table 5.)

Among **industry supersectors**, compensation cost increases for private industry workers for the current 12-month period ranged from 1.2 percent for professional and business services to 3.3 percent for leisure and hospitality. (See table 5.)

State and Local Government Workers

Compensation costs for state and local government workers increased 2.4 percent for the 12-month period ending in December 2016. In December 2015, the increase was 2.5 percent. **Wages and salaries** increased 2.1 percent for the 12-month period ending in December 2016, higher than the December 2015 increase of 1.8 percent. **Benefit costs** increased 3.1 percent for the 12-month period ending in December 2016. The prior year's increase was 3.5 percent. (See chart 5 and tables A, 7, 11, and 12.)

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



Table A. Major series of the Employment Cost Index

(Percent change)

Category	3-month, seasonally adjusted		12-month, not seasonally adjusted				
	Sept. 2016	Dec. 2016	Dec. 2015	Mar. 2016	June 2016	Sept. 2016	Dec. 2016
CIVILIAN WORKERS¹							
Compensation ²	0.6	0.5	2.0	1.9	2.3	2.3	2.2
Wages and salaries	0.5	0.5	2.1	2.0	2.5	2.4	2.3
Benefits	0.7	0.4	1.7	1.7	2.0	2.3	2.1
PRIVATE INDUSTRY							
Compensation ²	0.5	0.5	1.9	1.8	2.4	2.3	2.2
Wages and salaries	0.5	0.5	2.1	2.0	2.6	2.4	2.3
Benefits	0.5	0.4	1.3	1.2	1.7	1.8	1.8
STATE AND LOCAL GOVERNMENT							
Compensation ²	0.9	0.5	2.5	2.4	2.3	2.6	2.4
Wages and salaries	0.7	0.5	1.8	1.8	1.7	2.0	2.1
Benefits	1.2	0.7	3.5	3.5	3.4	3.7	3.1

¹ Includes private industry and state and local government.² Includes wages and salaries and benefits.

The Employment Cost Index for March 2017 is scheduled for release on Friday, April 28, 2017, at 8:30 a.m. (EDT).

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

BLS news releases, including the ECI, are available through an email subscription service at www.bls.gov/bls/list.htm.

TECHNICAL NOTE

The Employment Cost Index (ECI) measures the change in the cost of labor, free from the influence of employment shifts among occupations and industries. Detailed information on survey concepts, coverage, methods, nonresponse adjustment, and imputation can be found in the *BLS Handbook of Methods*, Chapter 8, “National Compensation Measures,” at www.bls.gov/opub/hom/pdf/homch8.pdf.

Sample size

Data for the December 2016 reference period were collected from a probability sample of approximately 28,100 occupational observations selected from a sample of about 6,800 private industry establishments and approximately 8,000 occupational observations selected from a sample of about 1,400 state and local government establishments that provided data at the initial interview.

Standard errors

To assist users in ascertaining the reliability of Employment Cost Index (ECI) series, standard errors of all current quarter estimates except seasonally adjusted series are made available shortly after publication of the news release. Standard errors provide users a measure of the precision of an estimate to ensure that it is within an acceptable range for their intended purpose. For further information see: www.bls.gov/ncs/ect/ectvar.htm.

Health insurance data

Data from the ECI that provide 12-month percent changes in employer costs for health insurance in private industry are available at www.bls.gov/web/eci/echealth.pdf.

Historical listings

Historical listings that provide all ECI data are available at www.bls.gov/ect/#tables. Included among these listings is one that provides continuous occupational and industry series. This listing uses the Standard Industrial Classification Manual and Census of Population series through 2005 and the North American Industry Classification System and Standard Occupational Classification from 2006 to the present. It provides the official series from the beginning of the ECI in 1975 through the current quarter. For more information on the criteria used in defining continuous series, see the article published in the *Monthly Labor Review* at www.bls.gov/opub/mlr/2006/04/art2full.pdf.

Employer Costs for Employee Compensation data

The costs per hour worked of compensation components, based on data from the ECI, are published in a separate news release titled "Employer Costs for Employee Compensation" (ECEC). These releases are issued 3 months after the reference period. The ECEC release dates are available at: www.bls.gov/schedule/2017/home.htm. Historical ECEC data are available in summary documents at www.bls.gov/ect/#tables. Since the ECEC is calculated with current employment weights rather than the fixed weights used in computing the ECI, year-to-year changes in the cost levels usually differ from those in the ECI. For additional information on the use of fixed employment weights in computing the ECI, see www.bls.gov/opub/mlr/2016/article/introducing-2012-fixed-employment-weights-for-the-employment-cost-index.htm.

Table 1. Employment Cost Index for total compensation,¹ by occupational group and industry

(Seasonally adjusted)

Occupational group and industry	Indexes(Dec. 2005 = 100)		Percent changes for 3 months ended—								
	Sep. 2016	Dec. 2016	Dec. 2014	Mar. 2015	Jun. 2015	Sep. 2015	Dec. 2015	Mar. 2016	Jun. 2016	Sep. 2016	Dec. 2016
Civilian workers											
All workers ²	127.4	128.0	0.5	0.7	0.2	0.6	0.5	0.6	0.6	0.6	0.5
Industry											
Goods-producing industries ³	125.2	125.9	.5	.6	.7	.4	.7	.5	.6	.4	.6
Manufacturing	125.1	125.7	.6	.7	.6	.5	.7	.5	.6	.6	.5
Service-providing industries ⁴	128.0	128.6	.5	.6	.1	.6	.5	.6	.6	.6	.5
Education and health services	128.1	128.8	.7	.5	.5	.5	.6	.4	.6	.7	.5
Educational services	128.5	129.3	.6	.6	.6	.6	.7	.3	.6	.9	.6
Elementary and secondary schools	128.5	129.1	.5	.6	.6	.6	.8	.5	.5	1.2	.5
Junior colleges, colleges, universities, and professional schools	128.5	129.5	.7	.6	.6	.6	.5	.2	.6	.5	.8
Health care and social assistance ⁵	127.7	128.3	.7	.5	.4	.4	.5	.4	.6	.5	.5
Hospitals	128.2	129.1	.4	.5	.5	.4	.6	.4	.7	.5	.7
Nursing and residential care facilities	124.1	125.0	.6	.5	.6	.5	.4	.7	.6	.5	.7
Public administration	131.6	132.2	.6	.4	.6	.5	.6	.6	.5	.7	.5
Private industry workers											
All workers	126.7	127.3	.5	.7	.0	.6	.5	.6	.6	.5	.5
Occupational group											
Management, professional, and related	127.0	127.6	.5	.5	.2	.6	.6	.5	.2	.6	.5
Management, business, and financial	127.5	128.7	.4	.6	-.1	1.0	.6	.5	-.1	.8	.9
Professional and related	126.6	126.9	.6	.5	.2	.4	.5	.5	.3	.4	.2
Sales and office	126.7	127.0	.7	1.2	-.7	.7	.5	.9	1.0	.2	.2
Sales and related	122.6	122.2	1.0	2.2	-2.2	.9	.2	.7	1.6	-.3	-.3
Office and administrative support	129.6	130.4	.5	.5	.5	.6	.6	1.0	.5	.6	.6
Natural resources, construction, and maintenance	126.9	127.8	.6	.3	.2	.4	.5	.6	.6	.2	.7
Construction, extraction, farming, fishing, and forestry	127.2	128.3	.7	.4	.6	.4	.4	.8	.9	.1	.9
Installation, maintenance, and repair	126.7	127.4	.5	.1	.0	.3	.6	.3	.3	.6	.6
Production, transportation, and material moving	126.3	127.2	.5	.7	.6	.5	.7	.7	.6	.6	.7
Production	125.0	125.6	.6	.7	.6	.6	.7	.6	.7	.6	.5
Transportation and material moving	128.2	129.3	.3	.8	.7	.4	.5	.9	.6	.6	.9
Service occupations	126.5	127.2	.5	.7	.2	.4	.5	.9	1.0	.8	.6
Industry											
Goods-producing industries ³	125.1	125.8	.5	.6	.6	.5	.7	.5	.6	.4	.6
Construction	124.7	125.6	.5	.3	.7	.6	.7	.5	.8	-.1	.7
Manufacturing	125.1	125.7	.6	.7	.6	.5	.7	.5	.6	.6	.5
Aircraft manufacturing	112.2	113.5	.5	.3	.4	-.6	.5	1.7	.6	-.9	1.2
Service-providing industries ⁶	127.3	127.8	.5	.7	-.1	.6	.4	.7	.6	.6	.4
Trade, transportation, and utilities	128.1	128.7	.5	.4	.5	1.0	.1	1.2	.7	.4	.5
Retail trade	128.4	129.1	.6	.6	1.0	.8	.6	1.7	.7	.6	.5
Transportation and warehousing	129.7	131.1	.5	.4	.8	.6	.4	1.2	.5	.6	1.1
Utilities	137.3	138.5	.6	1.1	.7	.9	.7	.5	.5	.7	.9
Information	124.9	125.5	.5	1.0	-3.7	.7	.3	.7	.1	.8	.5
Financial activities	127.0	127.7	.5	.8	.5	.2	.7	.2	.7	1.4	.6
Finance and insurance	127.3	128.0	.6	.7	.6	.2	.9	.0	.8	1.4	.5
Credit intermediation and related activities	126.5	127.1	.6	.7	.7	.6	.4	.6	.4	1.5	.5
Insurance carriers and related activities	129.5	129.8	.6	.7	.4	.6	1.1	.3	.7	1.3	.2

See footnotes at end of table.

Table 1. Employment Cost Index for total compensation,¹ by occupational group and industry – Continued

(Seasonally adjusted)

Occupational group and industry	Indexes(Dec. 2005 = 100)		Percent changes for 3 months ended—								
	Sep. 2016	Dec. 2016	Dec. 2014	Mar. 2015	Jun. 2015	Sep. 2015	Dec. 2015	Mar. 2016	Jun. 2016	Sep. 2016	Dec. 2016
Industry											
Real estate and rental and leasing	125.8	126.7	0.0	1.3	0.2	0.2	0.2	1.0	0.7	0.8	0.7
Professional and business services	128.1	128.1	.5	1.3	-1.0	1.0	.6	.6	.3	.2	.0
Professional, scientific, and technical services	130.2	130.4	.3	2.0	-1.7	.9	.4	.8	.5	.0	.2
Administrative and support and waste management and remediation services	125.4	124.5	.6	.3	-.2	1.1	.4	.7	.1	.4	-.7
Education and health services	127.2	127.8	.7	.5	.4	.3	.5	.4	.6	.5	.5
Educational services	127.4	128.4	.5	.6	.3	.2	.5	.5	.6	.2	.8
Junior colleges, colleges, universities, and professional schools	128.5	129.5	.6	.4	.5	.4	.5	.2	.6	.4	.8
Health care and social assistance ⁵	127.1	127.7	.7	.3	.5	.3	.5	.4	.6	.5	.5
Hospitals	127.9	128.8	.4	.5	.6	.3	.6	.4	.7	.5	.7
Nursing and residential care facilities	122.6	123.5	.5	.3	.6	.5	.3	.7	.7	.5	.7
Leisure and hospitality	125.4	125.8	.3	.7	.6	.0	.6	1.1	1.0	.9	.3
Accommodation and food services	126.2	126.6	.3	.6	.4	.2	.6	1.2	1.1	1.0	.3
Other services, except public administration	127.7	128.5	-.1	1.0	.6	.6	.4	.0	1.0	.9	.6
State and local government workers											
All workers	130.3	131.0	.6	.5	.6	.6	.8	.5	.5	.9	.5
Industry											
Education and health services	129.2	129.9	.5	.6	.6	.7	.7	.4	.6	1.0	.5
Educational services	128.8	129.5	.6	.6	.6	.6	.8	.3	.6	1.1	.5
Schools	128.8	129.5	.5	.6	.6	.7	.7	.4	.6	1.1	.5
Elementary and secondary schools	128.8	129.4	.4	.6	.6	.6	.9	.4	.5	1.3	.5
Health care and social assistance ⁵	132.2	133.0	.4	.9	.4	.5	.8	.6	.5	.5	.6
Hospitals	129.8	130.5	.4	.5	.4	.5	.6	.6	.7	.5	.5
Public administration	131.6	132.2	.6	.4	.6	.5	.6	.6	.5	.7	.5

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

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

3 Includes mining, construction, and manufacturing.

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

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

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

Table 2. Employment Cost Index for wages and salaries, by occupational group and industry

(Seasonally adjusted)

Occupational group and industry	Indexes(Dec. 2005 = 100)		Percent changes for 3 months ended—								
	Sep. 2016	Dec. 2016	Dec. 2014	Mar. 2015	Jun. 2015	Sep. 2015	Dec. 2015	Mar. 2016	Jun. 2016	Sep. 2016	Dec. 2016
Civilian workers											
All workers ¹	126.0	126.6	0.4	0.7	0.2	0.6	0.5	0.7	0.6	0.5	0.5
Industry											
Goods-producing industries ²	125.4	126.2	.6	.6	.7	.6	.7	.6	.6	.5	.6
Manufacturing	125.7	126.4	.6	.7	.7	.6	.7	.6	.7	.7	.6
Service-providing industries ³	126.2	126.7	.5	.7	.2	.6	.5	.6	.6	.6	.4
Education and health services	124.7	125.3	.6	.5	.5	.3	.5	.4	.6	.6	.5
Educational services	123.0	123.5	.4	.5	.5	.4	.4	.3	.5	.7	.4
Elementary and secondary schools	121.9	122.3	.3	.4	.4	.4	.4	.3	.4	.8	.3
Junior colleges, colleges, universities, and professional schools	124.6	125.4	.7	.5	.7	.4	.4	.3	.6	.6	.6
Health care and social assistance ⁴	126.8	127.3	.7	.4	.5	.3	.6	.5	.6	.6	.4
Hospitals	127.1	128.0	.5	.4	.6	.5	.5	.6	.7	.5	.7
Nursing and residential care facilities	123.0	123.9	.5	.7	.6	.6	.4	.7	.6	.7	.7
Public administration	124.3	124.9	.5	.4	.5	.5	.3	.5	.5	.6	.4
Private industry workers											
All workers	126.6	127.2	.5	.7	.2	.7	.6	.7	.6	.5	.5
Occupational group											
Management, professional, and related	127.5	128.2	.4	.5	.5	.7	.6	.7	.2	.6	.5
Management, business, and financial	128.1	129.4	.2	.7	.2	1.1	.8	.8	-.2	.8	1.0
Professional and related	127.2	127.3	.6	.5	.5	.5	.5	.6	.3	.5	.1
Sales and office	126.1	126.4	.8	1.7	-1.1	.8	.4	.8	1.1	.1	.2
Sales and related	122.6	122.3	1.2	3.1	-3.0	1.0	.2	.5	1.7	-.7	-.3
Office and administrative support	128.7	129.6	.5	.6	.6	.6	.7	1.1	.6	.6	.7
Natural resources, construction, and maintenance	125.8	126.7	.6	.3	.7	.2	.5	.6	.9	.2	.7
Construction, extraction, farming, fishing, and forestry	125.4	126.7	.7	.3	.5	.3	.5	1.0	1.1	.0	1.1
Installation, maintenance, and repair	126.2	126.8	.4	.3	.9	.2	.5	.4	.6	.5	.5
Production, transportation, and material moving	125.8	126.7	.3	.7	.6	.5	.7	.8	.8	.7	.7
Production	124.8	125.5	.5	.5	.6	.6	.7	.6	.8	.7	.6
Transportation and material moving	127.0	128.2	.2	.8	.7	.3	.6	1.1	.9	.6	1.0
Industry											
Goods-producing industries ²	125.4	126.2	.6	.6	.7	.6	.7	.6	.7	.4	.6
Construction	123.9	125.1	.6	.5	.7	.6	.8	.5	.8	-.1	.9
Manufacturing	125.7	126.4	.6	.7	.7	.6	.7	.6	.7	.7	.6
Aircraft manufacturing	134.6	135.8	.7	.8	.7	.7	.6	.4	.8	.5	.9
Service-providing industries ⁵	127.0	127.5	.5	.8	.1	.6	.5	.7	.7	.5	.4
Trade, transportation, and utilities	126.6	127.2	.3	.4	.4	1.1	.1	1.0	.8	.3	.5
Retail trade	128.1	128.9	.6	.6	1.1	.8	.6	1.2	.7	.7	.6
Transportation and warehousing	127.8	129.5	.4	.5	.7	.4	.6	1.3	.8	.5	1.3
Utilities	134.4	135.6	.5	.8	.5	.6	.5	.4	.9	.9	.9
Information	124.3	125.1	.7	.6	.4	.7	.4	1.2	.5	.8	.6
Financial activities	127.6	128.5	.5	.8	.5	.2	.8	.3	.9	1.4	.7
Finance and insurance	128.4	129.2	.6	.7	.5	.2	1.0	.1	1.0	1.4	.6
Credit intermediation and related activities	124.9	125.5	.6	.6	.7	.7	.4	.5	.6	1.2	.5
Insurance carriers and related activities	129.4	129.7	.4	.7	.2	.7	1.4	.7	.9	1.5	.2

See footnotes at end of table.

Table 2. Employment Cost Index for wages and salaries, by occupational group and industry – Continued

(Seasonally adjusted)

Occupational group and industry	Indexes(Dec. 2005 = 100)		Percent changes for 3 months ended—								
	Sep. 2016	Dec. 2016	Dec. 2014	Mar. 2015	Jun. 2015	Sep. 2015	Dec. 2015	Mar. 2016	Jun. 2016	Sep. 2016	Dec. 2016
Industry											
Professional and business services	128.3	128.3	0.4	1.6	-1.2	1.1	0.6	0.9	0.4	0.1	0.0
Professional, scientific, and technical services	130.4	130.6	.2	2.7	-2.3	1.2	.5	1.1	.5	-.3	.1
Administrative and support and waste management and remediation services	126.2	125.1	.5	.2	.4	1.2	.4	.9	.2	.4	-.9
Education and health services	126.6	127.3	.7	.5	.5	.2	.5	.6	.6	.4	.6
Educational services	126.1	127.1	.4	.7	.2	.2	.5	.6	.8	.1	.8
Junior colleges, colleges, universities, and professional schools	126.4	127.4	.6	.4	.3	.4	.3	.4	.6	.4	.8
Health care and social assistance ⁴	126.7	127.3	.8	.4	.5	.3	.5	.5	.6	.5	.5
Hospitals	127.4	128.3	.5	.4	.6	.4	.6	.5	.8	.5	.7
Nursing and residential care facilities	122.8	123.8	.6	.5	.8	.5	.4	.7	.7	.6	.8
Leisure and hospitality	126.9	127.4	.4	.7	.6	.0	.6	1.1	1.1	1.0	.4
Accommodation and food services	127.7	128.2	.4	.7	.3	.2	.6	1.2	1.3	1.1	.4
Other services, except public administration	128.2	129.1	.2	.8	.7	.6	.6	.0	1.1	1.0	.7
State and local government workers											
All workers	123.5	124.1	.4	.4	.5	.4	.5	.4	.4	.7	.5
Industry											
Education and health services	122.8	123.3	.4	.5	.5	.4	.5	.3	.4	.7	.4
Educational services	122.4	122.9	.4	.4	.5	.5	.4	.3	.4	.8	.4
Schools	122.4	122.8	.4	.4	.5	.5	.3	.4	.4	.8	.3
Elementary and secondary schools	121.9	122.2	.3	.4	.4	.4	.4	.3	.4	1.0	.2
Health care and social assistance ⁴	126.8	127.6	.3	.5	.5	.5	.7	.3	.6	.4	.6
Hospitals	125.7	126.5	.3	.2	.5	.5	.5	.5	.7	.4	.7
Public administration	124.3	124.9	.5	.4	.5	.5	.3	.5	.5	.6	.4

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

2 Includes mining, construction, and manufacturing.

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

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

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

Table 3. Employment Cost Index for benefits, by occupational group and industry

(Seasonally adjusted)

Occupational group and industry	Indexes(Dec. 2005 = 100)		Percent changes for 3 months ended—								
	Sep. 2016	Dec. 2016	Dec. 2014	Mar. 2015	Jun. 2015	Sep. 2015	Dec. 2015	Mar. 2016	Jun. 2016	Sep. 2016	Dec. 2016
Civilian workers											
All workers ¹	130.8	131.3	0.6	0.6	0.1	0.6	0.6	0.5	0.5	0.7	0.4
Private industry workers											
All workers	127.0	127.5	.5	.5	-.2	.5	.4	.5	.4	.5	.4
Occupational group											
Management, professional, and related	125.8	126.4	.6	.6	-.5	.3	.5	.0	.2	.5	.5
Sales and office	128.3	128.6	.5	.1	.2	.6	.5	1.1	.6	.6	.2
Natural resources, construction, and maintenance	129.4	130.2	.6	.1	-.5	.6	.5	.2	.3	.4	.6
Production, transportation, and material moving	127.4	128.1	.6	1.0	.6	.6	.6	.6	.3	.6	.5
Service occupations	126.7	127.2	.5	.5	.4	.4	.4	.6	.7	.5	.4
Industry											
Goods-producing industries ²	124.6	124.9	.4	.5	.6	.2	.7	.2	.6	.3	.2
Manufacturing	124.1	124.4	.5	.8	.5	.2	.8	.4	.4	.4	.2
Service-providing industries ³	128.1	128.6	.5	.6	-.4	.5	.3	.6	.3	.6	.4
State and local government workers											
All workers	144.0	145.0	.7	.7	.8	.8	1.2	.6	.6	1.2	.7

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

2 Includes mining, construction, and manufacturing.

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

Table 4. Employment Cost Index for total compensation,¹ for civilian workers, by occupational group and industry

(Not seasonally adjusted)

Occupational group and industry	Indexes(Dec.2005=100)			Percent changes for—					
				3-months ended—			12-months ended—		
	Dec. 2015	Sep. 2016	Dec. 2016	Dec. 2015	Sep. 2016	Dec. 2016	Dec. 2015	Sep. 2016	Dec. 2016
Civilian workers									
All workers ²	125.1	127.5	127.9	0.4	0.6	0.3	2.0	2.3	2.2
Excluding incentive paid occupations ³	125.3	127.7	128.2	.5	.6	.4	2.0	2.4	2.3
Occupational group									
Management, professional, and related	125.7	127.7	128.1	.4	.7	.3	2.0	2.0	1.9
Management, business, and financial	126.0	128.0	128.7	.3	.8	.5	2.2	1.9	2.1
Professional and related	125.6	127.6	127.8	.5	.7	.2	2.0	2.1	1.8
Sales and office	124.4	127.3	127.4	.2	.2	.1	1.7	2.6	2.4
Sales and related	120.2	122.8	122.3	.0	-.4	-.4	.9	2.2	1.7
Office and administrative support	127.0	130.0	130.5	.5	.6	.4	2.3	2.8	2.8
Natural resources, construction, and maintenance	125.4	127.5	128.1	.3	.4	.5	1.5	2.0	2.2
Construction, extraction, farming, fishing, and forestry	125.3	127.6	128.6	.4	.2	.8	1.8	2.2	2.6
Installation, maintenance, and repair	125.5	127.5	127.7	.2	.6	.2	1.3	1.8	1.8
Production, transportation, and material moving	124.1	126.8	127.5	.5	.7	.6	2.6	2.7	2.7
Production	122.6	125.0	125.7	.7	.6	.6	2.6	2.6	2.5
Transportation and material moving	125.9	128.9	129.6	.2	.7	.5	2.4	2.6	2.9
Service occupations	125.2	128.4	129.1	.4	.9	.5	1.9	3.0	3.1
Industry									
Goods-producing industries ⁴	123.2	125.2	125.8	.6	.4	.5	2.3	2.2	2.1
Manufacturing	122.8	125.1	125.5	.6	.5	.3	2.5	2.5	2.2
Service-providing industries ⁵	125.4	127.9	128.3	.3	.6	.3	1.9	2.3	2.3
Education and health services	126.0	128.2	128.7	.6	.9	.4	2.1	2.3	2.1
Educational services	126.2	128.6	129.2	.6	1.3	.5	2.5	2.5	2.4
Elementary and secondary schools	125.8	128.5	129.0	.6	1.6	.4	2.6	2.8	2.5
Junior colleges, colleges, universities, and professional schools	126.7	128.8	129.5	.2	1.1	.5	2.3	1.9	2.2
Health care and social assistance ⁶	125.8	127.7	128.3	.4	.5	.5	1.7	1.9	2.0
Hospitals	126.1	128.2	129.1	.5	.5	.7	1.9	2.2	2.4
Nursing and residential care facilities	121.8	124.1	124.9	.3	.6	.6	2.0	2.2	2.5
Public administration	129.1	131.7	132.0	.5	1.0	.2	2.1	2.5	2.2

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

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

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

4 Includes mining, construction, and manufacturing.

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

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

Table 5. Employment Cost Index for total compensation,¹ for private industry workers, by occupational group and industry

(Not seasonally adjusted)

Occupational group and industry	Indexes(Dec.2005=100)			Percent changes for—					
				3-months ended—			12-months ended—		
	Dec. 2015	Sep. 2016	Dec. 2016	Dec. 2015	Sep. 2016	Dec. 2016	Dec. 2015	Sep. 2016	Dec. 2016
Private industry workers									
All workers	124.5	126.8	127.2	0.4	0.5	0.3	1.9	2.3	2.2
Excluding incentive paid occupations ²	124.6	127.0	127.5	.4	.5	.4	2.0	2.3	2.3
Occupational group									
Management, professional, and related	125.3	127.1	127.4	.3	.5	.2	1.9	1.8	1.7
Excluding incentive paid occupations ²	124.7	126.6	126.9	.3	.5	.2	1.7	1.9	1.8
Management, business, and financial	125.7	127.7	128.4	.2	.7	.5	2.2	1.8	2.1
Excluding incentive paid occupations ²	125.0	127.1	127.8	.2	.6	.6	1.8	1.9	2.2
Professional and related	124.9	126.7	126.7	.3	.4	.0	1.6	1.8	1.4
Sales and office	123.9	126.7	126.8	.2	.1	.1	1.6	2.5	2.3
Excluding incentive paid occupations ²	125.4	128.6	129.2	.5	.5	.5	2.3	3.0	3.0
Sales and related	120.1	122.7	122.2	.0	-.5	-.4	.9	2.2	1.7
Excluding incentive paid occupations ²	123.0	126.5	127.0	.3	.5	.4	2.4	3.2	3.3
Office and administrative support	126.6	129.6	130.2	.6	.5	.5	2.3	2.9	2.8
Natural resources, construction, and maintenance	124.9	127.1	127.7	.2	.4	.5	1.4	2.0	2.2
Construction, extraction, farming, fishing, and forestry	125.1	127.3	128.4	.4	.2	.9	1.8	2.2	2.6
Installation, maintenance, and repair	124.8	126.9	127.1	.2	.6	.2	1.1	1.8	1.8
Production, transportation, and material moving	123.7	126.4	127.0	.5	.6	.5	2.6	2.7	2.7
Excluding incentive paid occupations ²	123.9	126.6	127.2	.6	.7	.5	2.7	2.8	2.7
Production	122.5	125.0	125.5	.7	.6	.4	2.6	2.7	2.4
Excluding incentive paid occupations ²	122.7	125.2	125.8	.7	.6	.5	2.7	2.8	2.5
Transportation and material moving	125.3	128.4	129.1	.2	.7	.5	2.4	2.6	3.0
Service occupations	123.2	126.5	127.2	.5	.8	.6	1.7	3.2	3.2
Industry and occupational group									
Goods-producing industries ³	123.2	125.2	125.8	.6	.4	.5	2.4	2.2	2.1
Excluding incentive paid occupations ²	123.3	125.5	126.1	.5	.4	.5	2.2	2.3	2.3
Management, professional, and related	122.1	123.9	124.2	.5	.3	.2	2.3	2.0	1.7
Sales and office	125.4	126.8	127.3	1.0	.3	.4	3.5	2.2	1.5
Natural resources, construction, and maintenance	124.8	126.9	127.7	.4	.2	.6	1.9	2.1	2.3
Production, transportation, and material moving	122.2	124.6	125.1	.7	.7	.4	2.4	2.7	2.4
Construction	123.4	124.9	125.8	.7	.2	.7	2.2	1.9	1.9
Manufacturing	122.8	125.1	125.5	.6	.5	.3	2.5	2.5	2.2
Management, professional, and related	122.6	125.0	125.3	.3	.3	.2	2.3	2.3	2.2
Sales and office	126.3	128.1	128.5	.9	.3	.3	3.5	2.3	1.7
Natural resources, construction, and maintenance	124.5	126.9	127.2	.6	.6	.2	2.4	2.6	2.2
Production, transportation, and material moving	121.9	124.2	124.8	.7	.6	.5	2.5	2.6	2.4
Aircraft manufacturing	110.1	112.0	112.9	-.1	-1.5	.8	-.2	1.6	2.5

See footnotes at end of table.

Table 5. Employment Cost Index for total compensation,¹ for private industry workers, by occupational group and industry – Continued

(Not seasonally adjusted)

Occupational group and industry	Indexes(Dec.2005=100)			Percent changes for–					
				3-months ended–			12-months ended–		
	Dec. 2015	Sep. 2016	Dec. 2016	Dec. 2015	Sep. 2016	Dec. 2016	Dec. 2015	Sep. 2016	Dec. 2016
Service-providing industries ⁴	124.9	127.3	127.7	0.3	0.5	0.3	1.7	2.2	2.2
Excluding incentive paid occupations ²	125.1	127.6	128.0	.3	.6	.3	1.9	2.3	2.3
Management, professional, and related	125.9	127.7	128.0	.3	.6	.2	1.8	1.8	1.7
Sales and office	123.8	126.7	126.8	.2	.0	.1	1.6	2.6	2.4
Natural resources, construction, and maintenance	125.3	127.4	127.8	.2	.6	.3	.9	1.8	2.0
Production, transportation, and material moving	125.6	128.7	129.5	.2	.6	.6	2.5	2.6	3.1
Service occupations	123.2	126.5	127.2	.5	.9	.6	1.7	3.2	3.2
Trade, transportation, and utilities	125.0	128.2	128.5	-.2	.3	.2	2.0	2.4	2.8
Excluding incentive paid occupations ²	125.4	128.8	129.4	.3	.5	.5	2.6	3.0	3.2
Wholesale trade	123.4	125.0	124.8	-1.0	-.2	-.2	.1	.3	1.1
Excluding incentive paid occupations ²	125.4	127.8	128.1	.0	.4	.2	2.4	1.9	2.2
Retail trade	124.5	128.5	129.1	.4	.5	.5	3.0	3.6	3.7
Excluding incentive paid occupations ²	123.2	127.2	128.1	.5	.4	.7	2.8	3.8	4.0
Transportation and warehousing	126.3	129.9	130.7	-.1	.6	.6	2.2	2.8	3.5
Utilities	134.3	137.3	137.8	.1	.4	.4	3.3	2.3	2.6
Information	122.7	125.0	125.4	.0	.6	.3	-1.4	1.9	2.2
Financial activities	123.8	127.0	127.4	.5	1.0	.3	2.3	3.1	2.9
Excluding incentive paid occupations ²	124.7	127.5	127.8	.2	.6	.2	2.4	2.5	2.5
Finance and insurance	124.1	127.3	127.6	.6	1.1	.2	2.5	3.2	2.8
Credit intermediation and related activities	123.1	126.5	126.8	.2	1.2	.2	2.3	3.0	3.0
Excluding incentive paid occupations ²	126.7	130.0	130.2	.3	.9	.2	2.1	2.9	2.8
Insurance carriers and related activities	126.1	129.5	129.5	.9	1.0	.0	2.9	3.6	2.7
Excluding incentive paid occupations ²	125.9	128.3	128.4	.1	.5	.1	2.5	2.0	2.0
Real estate and rental and leasing	122.6	125.9	126.7	.2	.8	.6	2.0	2.9	3.3
Excluding incentive paid occupations ²	126.2	129.3	129.8	.2	.7	.4	2.1	2.7	2.9
Professional and business services	126.5	128.0	128.0	.5	.0	.0	1.9	1.7	1.2
Professional, scientific, and technical services	128.3	130.0	130.2	.4	-.2	.2	1.6	1.7	1.5
Administrative and support and waste management and remediation services	124.0	125.4	124.6	.5	.3	-.6	1.6	1.6	.5
Education and health services	125.4	127.2	127.8	.4	.5	.5	1.7	1.8	1.9
Educational services	126.0	127.8	128.6	.3	.8	.6	1.7	1.8	2.1
Junior colleges, colleges, universities, and professional schools	127.0	128.8	129.6	.3	.9	.6	1.8	1.7	2.0
Health care and social assistance ⁵	125.3	127.1	127.6	.5	.5	.4	1.7	1.9	1.8
Hospitals	125.8	127.8	128.7	.5	.4	.7	1.9	2.1	2.3
Nursing and residential care facilities	120.2	122.7	123.5	.3	.7	.7	1.7	2.3	2.7
Nursing care facilities ²	120.8	122.7	123.6	.4	.6	.7	2.1	2.0	2.3
Leisure and hospitality	121.8	125.3	125.8	.7	.9	.4	1.8	3.6	3.3
Accommodation and food services	122.1	126.2	126.6	.7	1.1	.3	1.7	4.0	3.7
Other services, except public administration	125.0	127.9	128.2	.0	1.1	.2	2.6	2.3	2.6

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

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

3 Includes mining, construction, and manufacturing.

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

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

Table 6. Employment Cost Index for total compensation,¹ for private industry workers, by bargaining status and census region and division

(Not seasonally adjusted)

Bargaining status and census region and division	Indexes(Dec.2005=100)			Percent changes for—					
				3-months ended—			12-months ended—		
	Dec. 2015	Sep. 2016	Dec. 2016	Dec. 2015	Sep. 2016	Dec. 2016	Dec. 2015	Sep. 2016	Dec. 2016
Bargaining status									
Union	128.7	130.4	130.6	0.5	0.3	0.2	1.6	1.9	1.5
Goods-producing industries ²	125.4	127.1	128.0	.7	.2	.7	2.5	2.1	2.1
Manufacturing	120.4	121.9	122.8	.9	.2	.7	2.6	2.2	2.0
Service providing industries ³	131.4	133.2	133.1	.5	.4	-.1	1.1	1.8	1.3
Nonunion	123.8	126.3	126.6	.3	.5	.2	1.9	2.4	2.3
Goods-producing industries ²	122.5	124.6	125.1	.6	.4	.4	2.3	2.3	2.1
Manufacturing	123.5	126.0	126.3	.5	.6	.2	2.4	2.5	2.3
Service providing industries ³	124.2	126.7	127.1	.2	.5	.3	1.8	2.3	2.3
Census region and division⁴									
Northeast	125.6	128.2	128.7	.4	.4	.4	1.9	2.5	2.5
New England	127.7	130.2	131.1	.1	-.8	.7	2.3	2.0	2.7
Middle Atlantic	124.8	127.4	127.8	.5	.9	.3	1.8	2.6	2.4
South	124.6	126.2	126.2	.2	.2	.0	1.5	1.5	1.3
South Atlantic	125.6	127.4	127.8	.2	.0	.3	1.8	1.7	1.8
East South Central	122.4	125.1	125.5	.6	.3	.3	2.2	2.8	2.5
West South Central	123.6	124.6	123.8	.0	.6	-.6	.8	.8	.2
Midwest	122.5	125.3	125.7	.3	.6	.3	1.8	2.6	2.6
East North Central	121.1	123.6	124.1	.2	.5	.4	1.7	2.3	2.5
West North Central	125.8	129.5	129.8	.4	.9	.2	2.0	3.4	3.2
West	125.3	127.9	128.6	.6	.6	.5	2.3	2.6	2.6
Mountain	124.0	125.8	126.4	.5	.3	.5	2.8	1.9	1.9
Pacific	125.9	128.8	129.6	.6	.6	.6	2.1	2.9	2.9

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

2 Includes mining, construction, and manufacturing.

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

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

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

Table 7. Employment Cost Index for total compensation,¹ for State and local government workers, by occupational group and industry

(Not seasonally adjusted)

Occupational group and industry	Indexes(Dec.2005=100)			Percent changes for—					
				3-months ended—			12-months ended—		
	Dec. 2015	Sep. 2016	Dec. 2016	Dec. 2015	Sep. 2016	Dec. 2016	Dec. 2015	Sep. 2016	Dec. 2016
State and local government workers									
All workers	127.8	130.3	130.9	0.6	1.2	0.5	2.5	2.6	2.4
Occupational group									
Management, professional, and related	126.8	129.3	129.8	.6	1.3	.4	2.5	2.6	2.4
Professional and related	126.7	129.1	129.7	.7	1.3	.5	2.6	2.6	2.4
Sales and office	129.2	132.3	132.4	.4	1.3	.1	2.2	2.8	2.5
Office and administrative support	129.3	132.4	132.4	.4	1.3	.0	2.2	2.8	2.4
Service occupations	130.0	132.9	133.5	.3	1.1	.5	2.3	2.5	2.7
Industry									
Education and health services	126.7	129.3	129.8	.6	1.5	.4	2.7	2.7	2.4
Educational services	126.3	128.9	129.4	.6	1.6	.4	2.7	2.7	2.5
Schools ²	126.2	128.8	129.4	.6	1.5	.5	2.6	2.7	2.5
Elementary and secondary schools	126.1	128.8	129.3	.8	1.7	.4	2.7	3.0	2.5
Health care and social assistance ³	129.9	132.2	132.8	.6	.7	.5	2.4	2.4	2.2
Hospitals	127.4	129.8	130.5	.4	.6	.5	1.9	2.3	2.4
Public administration	129.1	131.7	132.0	.5	1.0	.2	2.1	2.5	2.2

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

2 Includes elementary and secondary schools; junior colleges; colleges, universities, and professional schools.

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

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

(Not seasonally adjusted)

Occupational group and industry	Indexes(Dec.2005=100)			Percent changes for—					
				3-months ended—			12-months ended—		
	Dec. 2015	Sep. 2016	Dec. 2016	Dec. 2015	Sep. 2016	Dec. 2016	Dec. 2015	Sep. 2016	Dec. 2016
Civilian workers									
All workers ¹	123.7	126.1	126.6	0.4	0.6	0.4	2.1	2.4	2.3
Excluding incentive paid occupations ²	123.6	126.1	126.7	.4	.6	.5	2.1	2.4	2.5
Occupational group									
Management, professional, and related	124.3	126.4	126.8	.3	.7	.3	2.1	2.0	2.0
Management, business, and financial	125.7	127.9	128.7	.4	.9	.6	2.8	2.2	2.4
Professional and related	123.6	125.6	125.7	.4	.6	.1	1.9	2.0	1.7
Sales and office	123.4	125.9	126.0	.3	.0	.1	1.9	2.4	2.1
Sales and related	120.7	122.7	122.1	.0	-.8	-.5	1.2	1.7	1.2
Office and administrative support	125.1	128.1	128.8	.6	.6	.5	2.4	3.0	3.0
Natural resources, construction, and maintenance	123.5	125.9	126.6	.3	.4	.6	1.8	2.3	2.5
Construction, extraction, farming, fishing, and forestry	122.9	125.4	126.6	.4	.1	1.0	1.6	2.5	3.0
Installation, maintenance, and repair	124.2	126.4	126.7	.2	.7	.2	2.1	2.0	2.0
Production, transportation, and material moving	122.8	125.8	126.7	.5	.7	.7	2.4	2.9	3.2
Production	122.1	124.8	125.7	.7	.7	.7	2.4	2.9	2.9
Transportation and material moving	123.7	127.1	127.9	.2	.8	.6	2.3	3.0	3.4
Service occupations	123.0	126.3	127.0	.4	1.0	.6	1.7	3.1	3.3
Industry									
Goods-producing industries ³	123.2	125.5	126.1	.6	.5	.5	2.6	2.4	2.4
Manufacturing	123.0	125.7	126.2	.6	.6	.4	2.7	2.8	2.6
Service-providing industries ⁴	123.8	126.2	126.6	.3	.6	.3	2.0	2.3	2.3
Education and health services	122.9	124.9	125.4	.4	.8	.4	1.8	2.0	2.0
Educational services	121.2	123.2	123.7	.3	1.1	.4	1.8	2.0	2.1
Elementary and secondary schools	120.1	122.1	122.4	.3	1.2	.2	1.7	2.0	1.9
Junior colleges, colleges, universities, and professional schools	122.9	124.9	125.5	.2	1.1	.5	2.0	1.9	2.1
Health care and social assistance ⁵	124.8	126.8	127.4	.5	.6	.5	1.8	2.1	2.1
Hospitals	124.9	127.1	128.0	.5	.5	.7	2.0	2.3	2.5
Nursing and residential care facilities	120.7	123.0	123.9	.4	.7	.7	2.3	2.3	2.7
Public administration	122.3	124.4	124.9	.2	.8	.4	1.7	2.0	2.1

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

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

3 Includes mining, construction, and manufacturing.

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

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

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

(Not seasonally adjusted)

Occupational group and industry	Indexes(Dec.2005=100)			Percent changes for—					
				3-months ended—			12-months ended—		
	Dec. 2015	Sep. 2016	Dec. 2016	Dec. 2015	Sep. 2016	Dec. 2016	Dec. 2015	Sep. 2016	Dec. 2016
Private industry workers									
All workers	124.2	126.7	127.1	0.4	0.5	0.3	2.1	2.4	2.3
Excluding incentive paid occupations ¹	124.2	126.7	127.3	.5	.6	.5	2.2	2.5	2.5
Occupational group									
Management, professional, and related	125.6	127.7	128.1	.4	.6	.3	2.3	2.1	2.0
Excluding incentive paid occupations ¹	124.7	126.8	127.2	.4	.6	.3	2.1	2.1	2.0
Management, business, and financial	126.2	128.4	129.2	.4	.9	.6	2.9	2.1	2.4
Excluding incentive paid occupations ¹	124.8	127.2	128.0	.3	.6	.6	2.3	2.3	2.6
Professional and related	125.2	127.2	127.2	.4	.5	.0	2.0	2.0	1.6
Sales and office	123.5	126.1	126.2	.3	-.1	.1	1.8	2.4	2.2
Excluding incentive paid occupations ¹	124.8	127.8	128.5	.6	.5	.5	2.6	3.0	3.0
Sales and related	120.7	122.8	122.2	-.1	-.8	-.5	1.1	1.7	1.2
Excluding incentive paid occupations ¹	123.3	126.4	127.0	.3	.6	.5	2.8	2.8	3.0
Office and administrative support	125.6	128.7	129.5	.6	.5	.6	2.5	3.1	3.1
Natural resources, construction, and maintenance	123.5	126.0	126.7	.2	.4	.6	1.7	2.3	2.6
Construction, extraction, farming, fishing, and forestry	123.1	125.6	126.9	.4	.1	1.0	1.7	2.4	3.1
Installation, maintenance, and repair	124.1	126.4	126.6	.2	.7	.2	2.0	2.0	2.0
Production, transportation, and material moving	122.8	125.9	126.6	.5	.8	.6	2.4	3.0	3.1
Excluding incentive paid occupations ¹	123.1	126.1	126.9	.7	.7	.6	2.6	3.1	3.1
Production	122.0	124.8	125.4	.7	.7	.5	2.4	3.0	2.8
Excluding incentive paid occupations ¹	122.2	125.0	125.6	.7	.7	.5	2.5	3.0	2.8
Transportation and material moving	123.8	127.2	128.1	.3	.7	.7	2.4	3.1	3.5
Service occupations	122.8	126.4	127.1	.5	1.0	.6	1.7	3.4	3.5
Industry and occupational group									
Goods-producing industries ²	123.2	125.5	126.2	.6	.5	.6	2.6	2.4	2.4
Excluding incentive paid occupations ¹	123.4	125.8	126.6	.5	.4	.6	2.5	2.4	2.6
Management, professional, and related	124.1	126.3	126.7	.6	.5	.3	3.1	2.4	2.1
Sales and office	125.5	126.8	127.5	.9	.2	.6	3.5	1.9	1.6
Natural resources, construction, and maintenance	123.3	125.6	126.6	.4	.2	.8	1.8	2.3	2.7
Production, transportation, and material moving	121.7	124.4	125.1	.7	.7	.6	2.4	2.9	2.8
Construction	122.7	124.2	125.3	.7	.2	.9	2.6	2.0	2.1
Manufacturing	123.0	125.7	126.2	.6	.6	.4	2.7	2.8	2.6
Management, professional, and related	124.1	127.0	127.3	.2	.5	.2	2.7	2.6	2.6
Sales and office	125.6	127.6	128.1	.8	.2	.4	3.5	2.4	2.0
Natural resources, construction, and maintenance	124.5	127.1	127.5	.6	.8	.3	2.4	2.7	2.4
Production, transportation, and material moving	121.4	124.1	124.8	.7	.7	.6	2.4	2.9	2.8
Aircraft manufacturing	131.3	134.5	134.7	-.1	.2	.1	2.8	2.4	2.6

See footnotes at end of table.

Table 9. Employment Cost Index for wages and salaries, for private industry workers, by occupational group and industry – Continued

(Not seasonally adjusted)

Occupational group and industry	Indexes(Dec.2005=100)			Percent changes for–					
				3-months ended–			12-months ended–		
	Dec. 2015	Sep. 2016	Dec. 2016	Dec. 2015	Sep. 2016	Dec. 2016	Dec. 2015	Sep. 2016	Dec. 2016
Service-providing industries ³	124.5	127.1	127.4	0.3	0.5	0.2	2.0	2.4	2.3
Excluding incentive paid occupations ¹	124.4	127.0	127.6	.4	.6	.5	2.1	2.5	2.6
Management, professional, and related	125.9	127.9	128.3	.4	.6	.3	2.2	2.0	1.9
Sales and office	123.3	126.1	126.1	.2	-.1	.0	1.6	2.5	2.3
Natural resources, construction, and maintenance	123.9	126.5	126.8	.2	.6	.2	1.8	2.3	2.3
Production, transportation, and material moving	124.1	127.5	128.3	.3	.7	.6	2.5	3.1	3.4
Service occupations	122.8	126.4	127.1	.5	1.0	.6	1.7	3.4	3.5
Trade, transportation, and utilities	123.9	126.7	127.1	-.1	.3	.3	2.0	2.2	2.6
Excluding incentive paid occupations ¹	123.8	126.9	127.7	.5	.5	.6	2.6	3.0	3.2
Wholesale trade	121.1	122.3	121.9	-1.0	-.4	-.3	.0	.0	.7
Excluding incentive paid occupations ¹	122.0	124.3	124.6	.5	.4	.2	2.6	2.4	2.1
Retail trade	124.9	128.3	128.9	.5	.6	.5	3.1	3.2	3.2
Excluding incentive paid occupations ¹	123.3	126.5	127.5	.6	.5	.8	2.8	3.2	3.4
Transportation and warehousing	124.2	128.2	129.1	-.1	.7	.7	2.1	3.1	3.9
Utilities	131.4	134.5	135.0	.0	.7	.4	2.4	2.4	2.7
Information	121.0	124.4	124.9	.1	.6	.4	2.1	2.9	3.2
Financial activities	124.1	127.6	128.2	.6	1.0	.5	2.3	3.4	3.3
Excluding incentive paid occupations ¹	124.7	127.7	128.2	.2	.5	.4	2.3	2.6	2.8
Finance and insurance	124.9	128.4	128.8	.6	1.1	.3	2.4	3.4	3.1
Credit intermediation and related activities	121.8	124.8	125.2	.2	.8	.3	2.4	2.7	2.8
Excluding incentive paid occupations ¹	125.3	128.3	128.7	.2	.4	.3	1.9	2.6	2.7
Insurance carriers and related activities	125.2	129.4	129.4	1.1	1.3	.0	3.0	4.5	3.4
Excluding incentive paid occupations ¹	124.3	127.2	127.4	.1	.6	.2	2.5	2.4	2.5
Real estate and rental and leasing	120.8	124.4	125.4	.2	.8	.8	2.1	3.2	3.8
Excluding incentive paid occupations ¹	124.6	128.1	128.6	.2	.7	.4	2.1	3.1	3.2
Professional and business services	126.6	128.3	128.3	.6	.0	.0	2.2	1.9	1.3
Professional, scientific, and technical services	128.4	130.2	130.4	.5	-.5	.2	1.9	1.9	1.6
Administrative and support and waste management and remediation services	124.5	126.2	125.3	.6	.4	-.7	2.3	1.9	.6
Education and health services	124.7	126.7	127.3	.5	.6	.5	1.7	2.1	2.1
Educational services	124.5	126.5	127.4	.3	.8	.7	1.5	1.9	2.3
Junior colleges, colleges, universities, and professional schools	124.9	126.7	127.7	.3	1.0	.8	1.5	1.8	2.2
Health care and social assistance ⁴	124.7	126.8	127.3	.5	.6	.4	1.7	2.2	2.1
Hospitals	125.2	127.4	128.3	.6	.5	.7	2.0	2.3	2.5
Nursing and residential care facilities	120.4	122.9	123.8	.3	.7	.7	2.2	2.4	2.8
Nursing care facilities ¹	120.9	123.1	123.9	.5	.8	.6	2.5	2.3	2.5
Leisure and hospitality	122.9	126.9	127.4	.6	1.0	.4	1.8	3.8	3.7
Accommodation and food services	123.2	127.7	128.2	.6	1.2	.4	1.8	4.2	4.1
Other services, except public administration	125.2	128.4	128.7	.1	1.1	.2	2.7	2.6	2.8

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

2 Includes mining, construction, and manufacturing.

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

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

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

(Not seasonally adjusted)

Bargaining status and census region and division	Indexes(Dec.2005=100)			Percent changes for—					
				3-months ended—			12-months ended—		
	Dec. 2015	Sep. 2016	Dec. 2016	Dec. 2015	Sep. 2016	Dec. 2016	Dec. 2015	Sep. 2016	Dec. 2016
Bargaining status									
Union	125.5	127.2	127.3	0.6	0.3	0.1	1.9	1.9	1.4
Goods-producing industries ¹	121.9	123.7	124.7	.6	.3	.8	2.0	2.1	2.3
Manufacturing	119.6	121.4	122.3	.7	.5	.7	2.3	2.2	2.3
Service-providing industries ²	128.0	129.8	129.4	.5	.5	-.3	1.9	2.0	1.1
Nonunion	124.0	126.6	127.1	.3	.5	.4	2.1	2.4	2.5
Goods-producing industries ¹	123.5	125.9	126.6	.6	.5	.6	2.7	2.5	2.5
Manufacturing	123.8	126.6	127.1	.5	.6	.4	2.7	2.8	2.7
Service-providing industries ²	124.2	126.8	127.3	.3	.5	.4	2.1	2.4	2.5
Census region and division³									
Northeast	124.7	127.7	128.3	.4	.4	.5	2.0	2.8	2.9
New England	128.4	131.1	132.1	-.1	-1.3	.8	2.5	2.0	2.9
Middle Atlantic	123.3	126.3	126.9	.6	.9	.5	2.0	3.0	2.9
South	125.0	126.8	126.7	.2	.2	-.1	1.8	1.7	1.4
South Atlantic	126.0	127.9	128.3	.3	-.1	.3	2.1	1.8	1.8
East South Central	122.5	125.2	125.5	.7	.4	.2	2.6	2.9	2.4
West South Central	124.3	125.5	124.5	-.1	.8	-.8	1.0	.9	.2
Midwest	121.8	124.8	125.3	.3	.7	.4	2.3	2.8	2.9
East North Central	120.1	122.8	123.4	.3	.6	.5	2.2	2.5	2.7
West North Central	125.8	129.4	129.8	.4	.9	.3	2.2	3.3	3.2
West	125.2	127.9	128.7	.6	.7	.6	2.5	2.8	2.8
Mountain	124.9	126.4	127.0	.6	.4	.5	2.8	1.9	1.7
Pacific	125.4	128.6	129.5	.6	.9	.7	2.4	3.2	3.3

1 Includes mining, construction, and manufacturing.

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

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

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

Table 11. Employment Cost Index for wages and salaries, for State and local government workers, by occupational group and industry

(Not seasonally adjusted)

Occupational group and industry	Indexes(Dec.2005=100)			Percent changes for–					
				3-months ended–			12-months ended–		
	Dec. 2015	Sep. 2016	Dec. 2016	Dec. 2015	Sep. 2016	Dec. 2016	Dec. 2015	Sep. 2016	Dec. 2016
State and local government workers									
All workers	121.6	123.6	124.1	0.3	1.0	0.4	1.8	2.0	2.1
Occupational group									
Management, professional, and related	121.1	123.0	123.4	.4	1.0	.3	1.9	2.0	1.9
Professional and related	121.0	122.9	123.3	.4	1.0	.3	1.8	2.0	1.9
Sales and office	121.5	123.6	123.8	.3	1.1	.2	1.8	2.1	1.9
Office and administrative support	121.9	124.0	124.2	.3	1.1	.2	1.8	2.1	1.9
Service occupations	123.6	125.8	126.5	.4	1.0	.6	1.8	2.2	2.3
Industry									
Education and health services	121.0	123.1	123.4	.3	1.2	.2	1.9	2.1	2.0
Educational services	120.6	122.6	122.9	.3	1.2	.2	1.9	2.0	1.9
Schools ¹	120.5	122.6	122.9	.2	1.2	.2	1.8	2.0	2.0
Elementary and secondary schools	120.0	122.1	122.3	.3	1.3	.2	1.7	2.1	1.9
Health care and social assistance ²	125.2	126.8	127.6	.7	.5	.6	2.2	2.0	1.9
Hospitals	123.9	125.7	126.6	.6	.5	.7	1.8	2.0	2.2
Public administration	122.3	124.4	124.9	.2	.8	.4	1.7	2.0	2.1

1 Includes elementary and secondary schools; junior colleges; colleges, universities, and professional schools.

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

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

(Not seasonally adjusted)

Occupational group, industry, and bargaining status	Indexes(Dec.2005=100)			Percent changes for—					
				3-months ended—			12-months ended—		
	Dec. 2015	Sep. 2016	Dec. 2016	Dec. 2015	Sep. 2016	Dec. 2016	Dec. 2015	Sep. 2016	Dec. 2016
Civilian workers									
All workers ¹	128.4	130.8	131.1	0.4	0.8	0.2	1.7	2.3	2.1
Private industry workers									
All workers	125.1	127.0	127.3	.2	.4	.2	1.3	1.8	1.8
Occupational group									
Management, professional, and related	124.5	125.8	126.0	.2	.3	.2	.9	1.2	1.2
Sales and office	125.0	128.3	128.4	.2	.5	.1	1.3	2.9	2.7
Natural resources, construction, and maintenance	127.9	129.4	129.9	.2	.2	.4	.6	1.4	1.6
Production, transportation, and material moving	125.4	127.4	127.9	.4	.5	.4	2.7	2.0	2.0
Service occupations	124.3	126.6	127.1	.4	.5	.4	1.7	2.3	2.3
Industry									
Goods-producing industries ²	123.1	124.6	124.9	.6	.2	.2	2.0	1.8	1.5
Manufacturing	122.5	124.1	124.3	.7	.3	.2	2.3	2.1	1.5
Aircraft manufacturing	87.4	88.0	89.6	-.1	-4.1	1.8	-4.7	.6	2.5
Service-providing industries ³	125.9	128.0	128.3	.2	.4	.2	1.0	1.8	1.9
Bargaining status									
Union	133.9	135.6	136.1	.5	.2	.4	1.0	1.8	1.6
Nonunion	123.3	125.3	125.5	.2	.5	.2	1.3	1.9	1.8
State and local government workers									
All workers	140.6	144.3	145.0	1.0	1.7	.5	3.5	3.7	3.1

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

2 Includes mining, construction, and manufacturing.

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

Table 13. Employment Cost Index for total compensation,¹ and wages and salaries, for private industry workers, by area

(Not seasonally adjusted)

Census region and metropolitan area ²	Percent changes for 12 months ended—					
	Total compensation			Wages and salaries		
	Dec. 2015	Sep. 2016	Dec. 2016	Dec. 2015	Sep. 2016	Dec. 2016
Northeast						
Boston—Worcester—Manchester, MA—NH CSA	2.2	1.9	2.3	2.5	2.5	2.9
New York—Newark—Bridgeport, NY—NJ—CT—PA CSA	1.4	2.3	2.3	1.4	3.2	3.3
Philadelphia—Camden—Vineland, PA—NJ—DE—MD CSA	1.6	2.3	2.2	1.5	2.3	2.4
South						
Atlanta—Sandy Springs—Gainesville, GA—AL CSA	1.7	2.2	3.5	2.1	2.7	4.2
Dallas—Fort Worth, TX CSA	1.7	1.9	1.4	2.9	2.3	1.5
Houston—Baytown—Huntsville, TX CSA	2.0	1.3	1.7	1.6	1.7	2.3
Miami—Fort Lauderdale—Pompano Beach, FL MSA	1.7	1.9	3.4	1.8	2.1	3.6
Washington—Baltimore—Northern Virginia, DC—MD—VA—WV CSA	2.4	1.8	2.4	2.2	2.1	2.8
Midwest						
Chicago—Naperville—Michigan City, IL—IN—WI CSA	.9	2.4	2.9	1.9	2.6	3.0
Detroit—Warren—Flint, MI CSA	2.5	2.5	1.8	2.9	2.6	2.3
Minneapolis—St. Paul—St. Cloud, MN—WI CSA	4.1	2.9	.7	4.9	2.8	-.2
West						
Los Angeles—Long Beach—Riverside, CA CSA	2.5	3.3	2.6	2.7	3.8	3.1
Phoenix—Mesa—Scottsdale, AZ MSA	2.2	2.8	3.0	2.3	2.6	2.8
San Jose—San Francisco—Oakland, CA CSA	1.4	2.6	2.6	1.6	3.0	2.9
Seattle—Tacoma—Olympia, WA CSA	1.9	2.4	2.8	2.8	3.6	3.7

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

2 Note that some of these areas are Consolidated Statistical Areas (CSAs) and others are Metropolitan Statistical Areas (MSAs). For more information on metropolitan area definitions, visit the U.S. Census Bureau's Metropolitan and Micropolitan Statistical Areas page on the Internet at www.census.gov/population/metro/.