



Transmission of material in this release is embargoed until  
**8:30 a.m. (EDT) Friday, April 29, 2016**

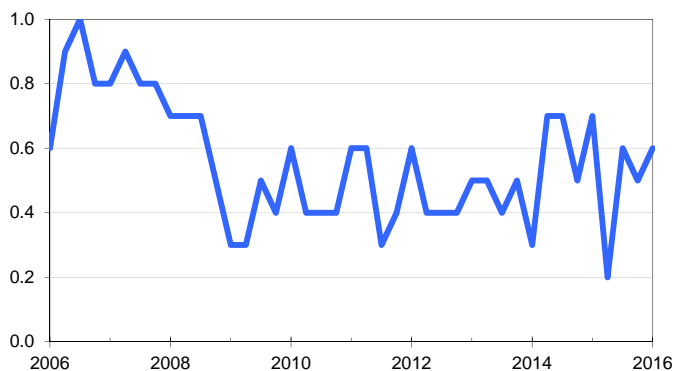
USDL-16-0823

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

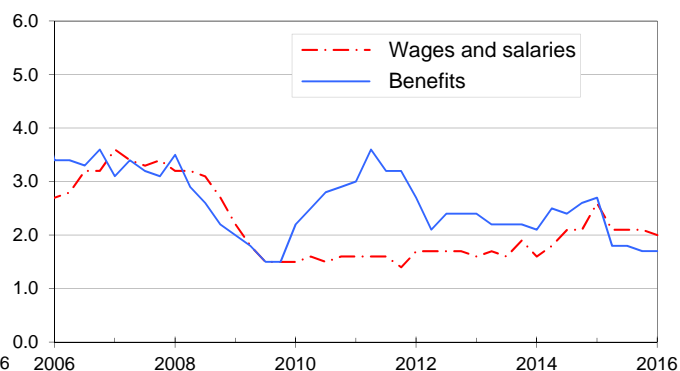
## EMPLOYMENT COST INDEX – MARCH 2016

**Compensation costs** for civilian workers increased 0.6 percent, seasonally adjusted, for the 3-month period ending in March 2016, the U.S. Bureau of Labor Statistics reported today. **Wages and salaries** (which make up about 70 percent of compensation costs) increased 0.7 percent, and **benefits** (which make up the remaining 30 percent of compensation) increased 0.5 percent. (See chart 1 and tables A, 1, 2, and 3.)

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



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



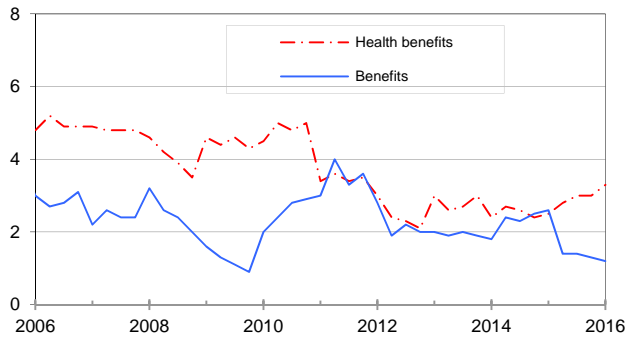
### Civilian Workers

**Compensation costs** for civilian workers increased 1.9 percent for the 12-month period ending in March 2016. In March 2015, compensation costs increased 2.6 percent. **Wages and salaries** increased 2.0 percent for the current 12-month period, and increased 2.6 percent for the 12-month period ending in March 2015. **Benefit costs** increased 1.7 percent for the 12-month period ending in March 2016. In March 2015, the increase was 2.7 percent. (See chart 2 and tables A, 4, 8, and 12.)

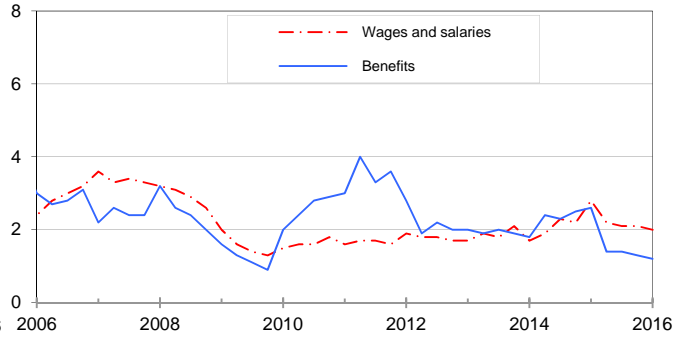
### Private Industry Workers

**Compensation costs** for private industry workers increased 1.8 percent over the year, lower than the March 2015 increase of 2.8 percent. **Wages and salaries** increased 2.0 percent for the current 12-month period. In March 2015, the increase was 2.8 percent. The increase in the cost of **benefits** was 1.2 percent for the 12-month period ending in March 2016, significantly lower than March 2015 when the increase was 2.6 percent. (See charts 3 and 4 and tables A, 5, 9, and 12.)

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



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



Employer costs for **health benefits** increased 3.3 percent for the 12-month period ending in March 2016, and increased 2.5 percent in March 2015. (For further information, see [www.bls.gov/web/eci/echealth.pdf](http://www.bls.gov/web/eci/echealth.pdf).)

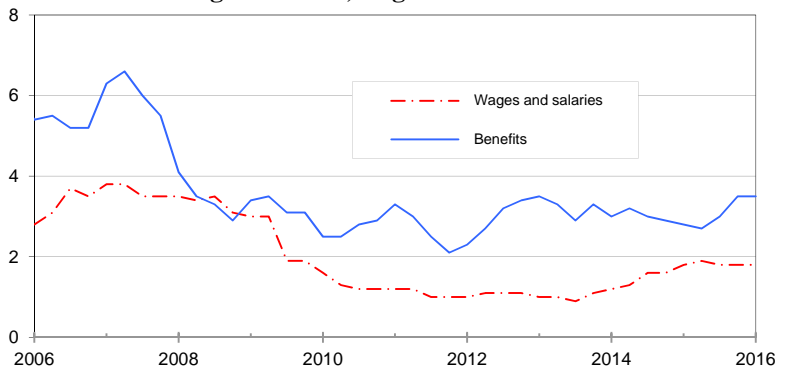
Among **occupational groups**, compensation cost increases for private industry workers for the 12-month period ending in March 2016 ranged from 1.4 percent for sales and office occupations to 2.5 percent for production, transportation, and material moving occupations. (See table 5.)

Among **industry supersectors**, compensation cost changes for private industry workers for the current 12-month period ranged from -1.7 percent for information to +2.8 percent for trade, transportation and utilities. (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 March 2016. In March 2015, the increase was 2.1 percent. **Wages and salaries** increased 1.8 percent for the 12-month period ending in March 2016, the same increase as the 12-month period ending in March 2015. **Benefit costs** increased 3.5 percent for the 12-month period ending in March 2016, a higher rate than in the prior year when the increase was 2.8 percent. (See chart 5 and tables A, 7, 11, and 12.)

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



**The Employment Cost Index for June 2016 is scheduled to be released on Friday, July 29, 2016, 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 e-mail subscription service at:  
[www.bls.gov/bls/list.htm](http://www.bls.gov/bls/list.htm).

**Table A. Major series of the Employment Cost Index**  
(Percent change)

Category	3-month, seasonally adjusted		12-month, not seasonally adjusted				
	Dec. 2015	Mar. 2016	Mar. 2015	June 2015	Sept. 2015	Dec. 2015	Mar. 2016
<b>CIVILIAN WORKERS<sup>1</sup></b>							
Compensation <sup>2</sup>	0.5	0.6	2.6	2.0	2.0	2.0	1.9
Wages and salaries	0.5	0.7	2.6	2.1	2.1	2.1	2.0
Benefits	0.6	0.5	2.7	1.8	1.8	1.7	1.7
<b>PRIVATE INDUSTRY</b>							
Compensation <sup>2</sup>	0.5	0.6	2.8	1.9	1.9	1.9	1.8
Wages and salaries	0.6	0.7	2.8	2.2	2.1	2.1	2.0
Benefits	0.4	0.5	2.6	1.4	1.4	1.3	1.2
<b>STATE AND LOCAL GOVERNMENT</b>							
Compensation <sup>2</sup>	0.8	0.5	2.1	2.2	2.3	2.5	2.4
Wages and salaries	0.5	0.4	1.8	1.9	1.8	1.8	1.8
Benefits	1.2	0.6	2.8	2.7	3.0	3.5	3.5

<sup>1</sup> Includes private industry and state and local government.

<sup>2</sup> Includes wages and salaries and benefits.

## TECHNICAL NOTE

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

### Sample size

Data for the March 2016 reference period were collected from a probability sample of approximately 28,900 occupational observations selected from a sample of about 6,900 private industry establishments and approximately 8,800 occupational observations selected from a sample of about 1,500 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](http://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](http://www.bls.gov/web/eci/echealth.pdf).

### Historical listings

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

### Employer Costs for Employee Compensation data

The costs per hour worked of compensation components, based on data from the ECI, are published in a separate news release titled "Employer Costs for Employee Compensation" (ECEC). These releases are issued 3 months after the reference period. The ECEC release dates are available at: [www.bls.gov/schedule/news\\_release/2016\\_sched.htm](http://www.bls.gov/schedule/news_release/2016_sched.htm). Historical ECEC data are available in summary documents at [www.bls.gov/ect/#tables](http://www.bls.gov/ect/#tables). Since the ECEC is calculated with current employment weights rather than the fixed weights used in computing the ECI, year-to-year changes in the cost levels usually differ from those in the ECI.

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

(Seasonally adjusted)

Occupational group and industry	Indexes(Dec. 2005 = 100)		Percent changes for 3 months ended—								
	Dec. 2015	Mar. 2016	Mar. 2014	Jun. 2014	Sep. 2014	Dec. 2014	Mar. 2015	Jun. 2015	Sep. 2015	Dec. 2015	Mar. 2016
<b>Civilian workers</b>											
All workers <sup>2</sup>	125.2	126.0	0.3	0.7	0.7	0.5	0.7	0.2	0.6	0.5	0.6
Industry											
Goods-producing industries <sup>3</sup>	123.3	123.9	.6	.4	.6	.5	.6	.7	.4	.7	.5
Manufacturing	123.0	123.6	.7	.5	.6	.6	.7	.6	.5	.7	.5
Service-providing industries <sup>4</sup>	125.7	126.5	.3	.8	.7	.5	.6	.1	.6	.5	.6
Education and health services	126.0	126.5	.3	.5	.4	.7	.5	.5	.5	.6	.4
Educational services	126.2	126.6	.5	.3	.6	.6	.6	.6	.6	.7	.3
Elementary and secondary schools	125.8	126.4	.4	.4	.6	.5	.6	.6	.6	.8	.5
Junior colleges, colleges, universities, and professional schools	126.7	127.0	.5	.4	.4	.7	.6	.6	.6	.5	.2
Health care and social assistance <sup>5</sup>	125.9	126.4	.2	.6	.3	.7	.5	.4	.4	.5	.4
Hospitals	126.2	126.7	.2	.5	.4	.4	.5	.5	.4	.6	.4
Nursing and residential care facilities	121.9	122.8	.2	.3	.5	.6	.5	.6	.5	.4	.7
Public administration	129.2	130.0	.6	.8	.4	.6	.4	.6	.5	.6	.6
<b>Private industry workers</b>											
All workers	124.6	125.4	.3	.8	.7	.5	.7	.0	.6	.5	.6
Occupational group											
Management, professional, and related	125.5	126.1	.2	.9	.7	.5	.5	.2	.6	.6	.5
Management, business, and financial	126.0	126.6	.2	1.2	.7	.4	.6	-.1	1.0	.6	.5
Professional and related	125.1	125.7	.3	.7	.5	.6	.5	.2	.4	.5	.5
Sales and office	124.1	125.2	.3	.8	.7	.7	1.2	-.7	.7	.5	.9
Sales and related	120.2	121.1	.1	.8	.8	1.0	2.2	-2.2	.9	.2	.7
Office and administrative support	126.8	128.1	.4	.8	.5	.5	.5	.5	.6	.6	1.0
Natural resources, construction, and maintenance	125.1	125.8	.5	.9	.5	.6	.3	.2	.4	.5	.6
Construction, extraction, farming, fishing, and forestry	125.0	126.0	.4	.5	.4	.7	.4	.6	.4	.4	.8
Installation, maintenance, and repair	125.2	125.6	.6	1.3	.7	.5	.1	.0	.3	.6	.3
Production, transportation, and material moving	123.8	124.7	.7	.5	.6	.5	.7	.6	.5	.7	.7
Production	122.6	123.3	.8	.3	.6	.6	.7	.6	.6	.7	.6
Transportation and material moving	125.5	126.6	.6	.7	.7	.3	.8	.7	.4	.5	.9
Service occupations	123.2	124.3	.1	.4	.8	.5	.7	.2	.4	.5	.9
Industry											
Goods-producing industries <sup>3</sup>	123.2	123.8	.6	.5	.6	.5	.6	.6	.5	.7	.5
Construction	123.2	123.8	.3	.3	.6	.5	.3	.7	.6	.7	.5
Manufacturing	123.0	123.6	.7	.5	.6	.6	.7	.6	.5	.7	.5
Aircraft manufacturing	110.6	112.5	2.0	.7	2.0	.5	.3	.4	-.6	.5	1.7
Service-providing industries <sup>6</sup>	125.0	125.9	.2	.9	.7	.5	.7	-.1	.6	.4	.7
Trade, transportation, and utilities	125.2	126.7	.3	.8	1.0	.5	.4	.5	1.0	.1	1.2
Retail trade	124.6	126.7	.3	.4	.9	.6	.6	1.0	.8	.6	1.7
Transportation and warehousing	126.7	128.2	.5	.7	.7	.5	.4	.8	.6	.4	1.2
Utilities	135.0	135.7	.5	.5	.7	.6	1.1	.7	.9	.7	.5
Information	123.0	123.8	.7	4.7	.2	.5	1.0	-3.7	.7	.3	.7
Financial activities	124.1	124.4	.3	.5	.5	.5	.8	.5	.2	.7	.2
Finance and insurance	124.5	124.5	.1	.6	.4	.6	.7	.6	.2	.9	.0
Credit intermediation and related activities	123.4	124.1	.1	.7	.6	.6	.7	.7	.6	.4	.6
Insurance carriers and related activities	126.5	126.9	.3	.5	.0	.6	.7	.4	.6	1.1	.3

See footnotes at end of table.

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

(Seasonally adjusted)

Occupational group and industry	Indexes(Dec. 2005 = 100)		Percent changes for 3 months ended—								
	Dec. 2015	Mar. 2016	Mar. 2014	Jun. 2014	Sep. 2014	Dec. 2014	Mar. 2015	Jun. 2015	Sep. 2015	Dec. 2015	Mar. 2016
<b>Industry</b>											
Real estate and rental and leasing	122.7	123.9	0.8	0.4	0.7	0.0	1.3	0.2	0.2	0.2	1.0
Professional and business services	126.6	127.4	.2	1.1	.7	.5	1.3	-1.0	1.0	.6	.6
Professional, scientific, and technical services	128.5	129.5	.3	.6	.6	.3	2.0	-1.7	.9	.4	.8
Administrative and support and waste management and remediation services	123.9	124.8	-.3	2.2	1.1	.6	.3	-.2	1.1	.4	.7
Education and health services	125.4	125.9	.2	.6	.3	.7	.5	.4	.3	.5	.4
Educational services	125.8	126.4	.2	.4	.7	.5	.6	.3	.2	.5	.5
Junior colleges, colleges, universities, and professional schools	126.9	127.2	.2	.6	.4	.6	.4	.5	.4	.5	.2
Health care and social assistance <sup>5</sup>	125.3	125.8	.2	.6	.3	.7	.3	.5	.3	.5	.4
Hospitals	125.9	126.4	.4	.4	.4	.4	.5	.6	.3	.6	.4
Nursing and residential care facilities	120.3	121.2	.3	.2	.4	.5	.3	.6	.5	.3	.7
Leisure and hospitality	121.8	123.1	.3	.3	.8	.3	.7	.6	.0	.6	1.1
Accommodation and food services	122.1	123.6	.3	.2	.8	.3	.6	.4	.2	.6	1.2
Other services, except public administration	125.3	125.3	-.4	.3	.7	-.1	1.0	.6	.6	.4	.0
<b>State and local government workers</b>											
All workers	127.9	128.5	.5	.5	.6	.6	.5	.6	.6	.8	.5
<b>Industry</b>											
Education and health services	126.7	127.2	.4	.4	.6	.5	.6	.6	.7	.7	.4
Educational services	126.3	126.7	.5	.4	.5	.6	.6	.6	.6	.8	.3
Schools	126.2	126.7	.5	.4	.6	.5	.6	.6	.7	.7	.4
Elementary and secondary schools	126.1	126.6	.4	.4	.7	.4	.6	.6	.6	.9	.4
Health care and social assistance <sup>5</sup>	130.1	130.9	-.2	.6	.6	.4	.9	.4	.5	.8	.6
Hospitals	127.5	128.3	-.3	.7	.2	.4	.5	.4	.5	.6	.6
Public administration	129.2	130.0	.6	.8	.4	.6	.4	.6	.5	.6	.6

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—								
	Dec. 2015	Mar. 2016	Mar. 2014	Jun. 2014	Sep. 2014	Dec. 2014	Mar. 2015	Jun. 2015	Sep. 2015	Dec. 2015	Mar. 2016
<b>Civilian workers</b>											
All workers <sup>1</sup>	123.7	124.6	0.3	0.7	0.7	0.4	0.7	0.2	0.6	0.5	0.7
Industry											
Goods-producing industries <sup>2</sup>	123.2	124.0	.4	.6	.5	.6	.6	.7	.6	.7	.6
Manufacturing	123.2	123.9	.5	.6	.5	.6	.7	.7	.6	.7	.6
Service-providing industries <sup>3</sup>	123.9	124.7	.3	.7	.7	.5	.7	.2	.6	.5	.6
Education and health services	122.8	123.3	.3	.4	.4	.6	.5	.5	.3	.5	.4
Educational services	121.1	121.5	.3	.3	.5	.4	.5	.5	.4	.4	.3
Elementary and secondary schools	120.0	120.4	.3	.3	.6	.3	.4	.4	.4	.4	.3
Junior colleges, colleges, universities, and professional schools	122.8	123.2	.4	.3	.4	.7	.5	.7	.4	.4	.3
Health care and social assistance <sup>4</sup>	124.8	125.4	.2	.6	.3	.7	.4	.5	.3	.6	.5
Hospitals	124.9	125.6	.3	.3	.3	.5	.4	.6	.5	.5	.6
Nursing and residential care facilities	120.7	121.5	.2	.2	.4	.5	.7	.6	.6	.4	.7
Public administration	122.3	122.9	.3	.6	.5	.5	.4	.5	.5	.3	.5
<b>Private industry workers</b>											
All workers	124.3	125.2	.3	.7	.7	.5	.7	.2	.7	.6	.7
Occupational group											
Management, professional, and related	125.7	126.6	.3	.7	.7	.4	.5	.5	.7	.6	.7
Management, business, and financial	126.4	127.4	.3	.9	.9	.2	.7	.2	1.1	.8	.8
Professional and related	125.3	126.1	.3	.5	.5	.6	.5	.5	.5	.5	.6
Sales and office	123.6	124.6	.2	.6	.8	.8	1.7	-1.1	.8	.4	.8
Sales and related	120.8	121.4	.0	.7	1.0	1.2	3.1	-3.0	1.0	.2	.5
Office and administrative support	125.7	127.1	.5	.5	.5	.5	.6	.6	.6	.7	1.1
Natural resources, construction, and maintenance	123.6	124.4	.5	.6	.5	.6	.3	.7	.2	.5	.6
Construction, extraction, farming, fishing, and forestry	123.0	124.2	.4	.7	.3	.7	.3	.5	.3	.5	1.0
Installation, maintenance, and repair	124.3	124.8	.6	.4	.7	.4	.3	.9	.2	.5	.4
Production, transportation, and material moving	122.9	123.9	.6	.6	.8	.3	.7	.6	.5	.7	.8
Production	122.1	122.9	.7	.4	.7	.5	.5	.6	.6	.7	.6
Transportation and material moving	123.9	125.2	.7	.8	.8	.2	.8	.7	.3	.6	1.1
Industry											
Goods-producing industries <sup>2</sup>	123.3	124.0	.4	.6	.5	.6	.6	.7	.6	.7	.6
Construction	122.5	123.1	.3	.3	.6	.6	.5	.7	.6	.8	.5
Manufacturing	123.2	123.9	.5	.6	.5	.6	.7	.7	.6	.7	.6
Aircraft manufacturing	132.3	132.8	.8	.6	.6	.7	.8	.7	.7	.6	.4
Service-providing industries <sup>5</sup>	124.6	125.5	.2	.8	.7	.5	.8	.1	.6	.5	.7
Trade, transportation, and utilities	124.0	125.2	.2	.9	1.3	.3	.4	.4	1.1	.1	1.0
Retail trade	124.9	126.4	.3	.5	1.1	.6	.6	1.1	.8	.6	1.2
Transportation and warehousing	124.6	126.2	.7	.7	.7	.4	.5	.7	.4	.6	1.3
Utilities	132.0	132.7	.6	.6	.7	.5	.8	.5	.6	.5	.5
Information	121.3	122.7	.4	.8	.1	.7	.6	.4	.7	.4	1.2
Financial activities	124.4	124.8	.5	.3	.6	.5	.8	.5	.2	.8	.3
Finance and insurance	125.3	125.4	.3	.2	.6	.6	.7	.5	.2	1.0	.1
Credit intermediation and related activities	122.1	122.7	.1	.3	.8	.6	.6	.7	.7	.4	.5
Insurance carriers and related activities	125.5	126.3	.4	.1	-.3	.4	.7	.2	.7	1.4	.7

See footnotes at end of table.

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

(Seasonally adjusted)

Occupational group and industry	Indexes(Dec. 2005 = 100)		Percent changes for 3 months ended—								
	Dec. 2015	Mar. 2016	Mar. 2014	Jun. 2014	Sep. 2014	Dec. 2014	Mar. 2015	Jun. 2015	Sep. 2015	Dec. 2015	Mar. 2016
<b>Industry</b>											
Professional and business services	126.6	127.7	0.2	1.1	0.8	0.4	1.6	-1.2	1.1	0.6	0.9
Professional, scientific, and technical services	128.6	130.0	.2	.9	.7	.2	2.7	-2.3	1.2	.5	1.1
Administrative and support and waste management and remediation services	124.3	125.4	-.3	1.8	1.0	.5	.2	.4	1.2	.4	.9
Education and health services	124.6	125.3	.2	.6	.2	.7	.5	.5	.2	.5	.6
Educational services	124.3	125.0	.2	.5	.6	.4	.7	.2	.2	.5	.6
Junior colleges, colleges, universities, and professional schools	124.6	125.1	.0	.5	.4	.6	.4	.3	.4	.3	.4
Health care and social assistance <sup>4</sup>	124.7	125.3	.2	.6	.2	.8	.4	.5	.3	.5	.5
Hospitals	125.2	125.8	.4	.4	.3	.5	.4	.6	.4	.6	.5
Nursing and residential care facilities	120.4	121.2	.3	.2	.3	.6	.5	.8	.5	.4	.7
Leisure and hospitality	122.9	124.3	.5	.3	.8	.4	.7	.6	.0	.6	1.1
Accommodation and food services	123.2	124.7	.3	.3	.9	.4	.7	.3	.2	.6	1.2
Other services, except public administration	125.6	125.6	-.4	.5	.7	.2	.8	.7	.6	.6	.0
<b>State and local government workers</b>											
All workers	121.6	122.1	.3	.3	.6	.4	.4	.5	.4	.5	.4
<b>Industry</b>											
Education and health services	121.0	121.4	.3	.3	.5	.4	.5	.5	.4	.5	.3
Educational services	120.5	120.9	.3	.2	.6	.4	.4	.5	.5	.4	.3
Schools	120.4	120.9	.4	.2	.6	.4	.4	.5	.5	.3	.4
Elementary and secondary schools	119.9	120.3	.3	.2	.7	.3	.4	.4	.4	.4	.3
Health care and social assistance <sup>4</sup>	125.2	125.6	-.1	.4	.5	.3	.5	.5	.5	.7	.3
Hospitals	123.8	124.4	-.1	.3	.4	.3	.2	.5	.5	.5	.5
Public administration	122.3	122.9	.3	.6	.5	.5	.4	.5	.5	.3	.5

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—								
	Dec. 2015	Mar. 2016	Mar. 2014	Jun. 2014	Sep. 2014	Dec. 2014	Mar. 2015	Jun. 2015	Sep. 2015	Dec. 2015	Mar. 2016
<b>Civilian workers</b>											
All workers <sup>1</sup>	128.7	129.3	0.5	1.1	0.5	0.6	0.6	0.1	0.6	0.6	0.5
<b>Private industry workers</b>											
All workers	125.3	125.9	.3	1.2	.5	.5	.5	-.2	.5	.4	.5
Occupational group											
Management, professional, and related	124.9	124.9	.2	1.2	.6	.6	.6	-.5	.3	.5	.0
Sales and office	125.3	126.7	.4	1.2	.3	.5	.1	.2	.6	.5	1.1
Natural resources, construction, and maintenance	128.2	128.5	.6	1.6	.6	.6	.1	-.5	.6	.5	.2
Production, transportation, and material moving	125.6	126.3	.7	.3	.6	.6	1.0	.6	.6	.6	.6
Service occupations	124.4	125.2	-.2	.2	.5	.5	.5	.4	.4	.4	.6
Industry											
Goods-producing industries <sup>2</sup>	123.2	123.5	.9	.2	.8	.4	.5	.6	.2	.7	.2
Manufacturing	122.6	123.1	1.2	.1	.9	.5	.8	.5	.2	.8	.4
Service-providing industries <sup>3</sup>	126.2	126.9	.2	1.4	.5	.5	.6	-.4	.5	.3	.6
<b>State and local government workers</b>											
All workers	140.6	141.4	.7	.9	.4	.7	.7	.8	.8	1.2	.6

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

2 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,<sup>1</sup> for civilian workers, by occupational group and industry**

(Not seasonally adjusted)

Occupational group and industry	Indexes(Dec.2005=100)			Percent changes for—					
				3-months ended—			12-months ended—		
	Mar. 2015	Dec. 2015	Mar. 2016	Mar. 2015	Dec. 2015	Mar. 2016	Mar. 2015	Dec. 2015	Mar. 2016
<b>Civilian workers</b>									
All workers <sup>2</sup>	123.6	125.1	126.0	0.7	0.4	0.7	2.6	2.0	1.9
Excluding incentive paid occupations <sup>3</sup>	123.6	125.3	126.2	.7	.5	.7	2.2	2.0	2.1
Occupational group									
Management, professional, and related	123.9	125.7	126.4	.6	.4	.6	2.4	2.0	2.0
Management, business, and financial	124.1	126.0	126.7	.6	.3	.6	2.8	2.2	2.1
Professional and related	123.9	125.6	126.2	.6	.5	.5	2.2	2.0	1.9
Sales and office	123.7	124.4	125.6	1.1	.2	1.0	3.3	1.7	1.5
Sales and related	121.4	120.2	120.9	1.9	.0	.6	4.9	.9	-.4
Office and administrative support	125.0	127.0	128.4	.6	.5	1.1	2.3	2.3	2.7
Natural resources, construction, and maintenance	123.9	125.4	126.1	.3	.3	.6	2.2	1.5	1.8
Construction, extraction, farming, fishing, and forestry	123.3	125.3	126.1	.2	.4	.6	2.0	1.8	2.3
Installation, maintenance, and repair	124.5	125.5	126.2	.5	.2	.6	2.5	1.3	1.4
Production, transportation, and material moving	122.1	124.1	125.1	.9	.5	.8	2.3	2.6	2.5
Production	120.5	122.6	123.5	.8	.7	.7	2.2	2.6	2.5
Transportation and material moving	124.0	125.9	127.1	.9	.2	1.0	2.5	2.4	2.5
Service occupations	123.7	125.2	126.3	.7	.4	.9	2.3	1.9	2.1
Industry									
Goods-producing industries <sup>4</sup>	121.1	123.2	123.8	.6	.6	.5	2.1	2.3	2.2
Manufacturing	120.8	122.8	123.7	.8	.6	.7	2.3	2.5	2.4
Service-providing industries <sup>5</sup>	124.1	125.4	126.3	.8	.3	.7	2.7	1.9	1.8
Education and health services	124.0	126.0	126.5	.5	.6	.4	2.1	2.1	2.0
Educational services	123.7	126.2	126.5	.5	.6	.2	2.1	2.5	2.3
Elementary and secondary schools	123.1	125.8	126.2	.4	.6	.3	2.0	2.6	2.5
Junior colleges, colleges, universities, and professional schools	124.5	126.7	127.0	.5	.2	.2	2.0	2.3	2.0
Health care and social assistance <sup>6</sup>	124.3	125.8	126.5	.5	.4	.6	2.1	1.7	1.8
Hospitals	124.4	126.1	126.8	.5	.5	.6	1.7	1.9	1.9
Nursing and residential care facilities	120.1	121.8	122.8	.6	.3	.8	1.8	2.0	2.2
Public administration	126.9	129.1	130.0	.4	.5	.7	2.2	2.1	2.4

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,<sup>1</sup> for private industry workers, by occupational group and industry**

(Not seasonally adjusted)

Occupational group and industry	Indexes(Dec.2005=100)			Percent changes for—					
				3-months ended—			12-months ended—		
	Mar. 2015	Dec. 2015	Mar. 2016	Mar. 2015	Dec. 2015	Mar. 2016	Mar. 2015	Dec. 2015	Mar. 2016
<b>Private industry workers</b>									
All workers	123.2	124.5	125.4	0.8	0.4	0.7	2.8	1.9	1.8
Excluding incentive paid occupations <sup>2</sup>	123.1	124.6	125.7	.7	.4	.9	2.2	2.0	2.1
Occupational group									
Management, professional, and related	123.8	125.3	126.0	.7	.3	.6	2.6	1.9	1.8
Excluding incentive paid occupations <sup>2</sup>	123.5	124.7	125.6	.7	.3	.7	2.2	1.7	1.7
Management, business, and financial	123.9	125.7	126.5	.7	.2	.6	3.0	2.2	2.1
Excluding incentive paid occupations <sup>2</sup>	123.9	125.0	125.9	.9	.2	.7	2.7	1.8	1.6
Professional and related	123.7	124.9	125.7	.7	.3	.6	2.2	1.6	1.6
Sales and office	123.4	123.9	125.1	1.2	.2	1.0	3.4	1.6	1.4
Excluding incentive paid occupations <sup>2</sup>	123.3	125.4	126.9	.6	.5	1.2	2.1	2.3	2.9
Sales and related	121.3	120.1	120.8	1.9	.0	.6	4.9	.9	-.4
Excluding incentive paid occupations <sup>2</sup>	120.7	123.0	124.5	.5	.3	1.2	1.8	2.4	3.1
Office and administrative support	124.6	126.6	128.1	.6	.6	1.2	2.3	2.3	2.8
Natural resources, construction, and maintenance	123.6	124.9	125.7	.3	.2	.6	2.3	1.4	1.7
Construction, extraction, farming, fishing, and forestry	123.1	125.1	125.8	.2	.4	.6	2.0	1.8	2.2
Installation, maintenance, and repair	124.1	124.8	125.6	.5	.2	.6	2.6	1.1	1.2
Production, transportation, and material moving	121.7	123.7	124.7	.9	.5	.8	2.4	2.6	2.5
Excluding incentive paid occupations <sup>2</sup>	121.7	123.9	125.0	.8	.6	.9	2.3	2.7	2.7
Production	120.4	122.5	123.4	.8	.7	.7	2.2	2.6	2.5
Excluding incentive paid occupations <sup>2</sup>	120.6	122.7	123.6	.9	.7	.7	2.3	2.7	2.5
Transportation and material moving	123.5	125.3	126.6	.9	.2	1.0	2.6	2.4	2.5
Service occupations	122.0	123.2	124.4	.7	.5	1.0	2.3	1.7	2.0
Industry and occupational group									
Goods-producing industries <sup>3</sup>	121.0	123.2	123.8	.6	.6	.5	2.1	2.4	2.3
Excluding incentive paid occupations <sup>2</sup>	121.4	123.3	124.1	.7	.5	.6	2.1	2.2	2.2
Management, professional, and related	120.3	122.1	122.8	.8	.5	.6	2.1	2.3	2.1
Sales and office	121.4	125.4	125.1	.2	1.0	-.2	2.5	3.5	3.0
Natural resources, construction, and maintenance	122.7	124.8	125.5	.2	.4	.6	1.9	1.9	2.3
Production, transportation, and material moving	120.2	122.2	123.0	.8	.7	.7	2.2	2.4	2.3
Construction	120.7	123.4	123.5	.0	.7	.1	1.8	2.2	2.3
Manufacturing	120.8	122.8	123.7	.8	.6	.7	2.3	2.5	2.4
Management, professional, and related	121.1	122.6	123.8	1.0	.3	1.0	2.5	2.3	2.2
Sales and office	122.7	126.3	126.5	.6	.9	.2	2.3	3.5	3.1
Natural resources, construction, and maintenance	122.2	124.5	125.3	.5	.6	.6	2.0	2.4	2.5
Production, transportation, and material moving	119.9	121.9	122.7	.8	.7	.7	2.2	2.5	2.3
Aircraft manufacturing	111.3	110.1	113.3	.9	-.1	2.9	3.6	-.2	1.8

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 – Continued**

(Not seasonally adjusted)

Occupational group and industry	Indexes(Dec.2005=100)			Percent changes for–					
				3-months ended–			12-months ended–		
	Mar. 2015	Dec. 2015	Mar. 2016	Mar. 2015	Dec. 2015	Mar. 2016	Mar. 2015	Dec. 2015	Mar. 2016
Service-providing industries <sup>4</sup>	123.8	124.9	125.9	0.8	0.3	0.8	2.8	1.7	1.7
Excluding incentive paid occupations <sup>2</sup>	123.7	125.1	126.2	.7	.3	.9	2.3	1.9	2.0
Management, professional, and related	124.5	125.9	126.6	.6	.3	.6	2.6	1.8	1.7
Sales and office	123.6	123.8	125.1	1.4	.2	1.1	3.5	1.6	1.2
Natural resources, construction, and maintenance	124.8	125.3	125.9	.5	.2	.5	2.7	.9	.9
Production, transportation, and material moving	123.6	125.6	127.0	.9	.2	1.1	2.6	2.5	2.8
Service occupations	122.0	123.2	124.4	.7	.5	1.0	2.4	1.7	2.0
Trade, transportation, and utilities	123.2	125.0	126.7	.5	-.2	1.4	2.7	2.0	2.8
Excluding incentive paid occupations <sup>2</sup>	123.2	125.4	127.2	.8	.3	1.4	2.2	2.6	3.2
Wholesale trade	123.2	123.4	124.4	-.1	-1.0	.8	3.3	.1	1.0
Excluding incentive paid occupations <sup>2</sup>	123.5	125.4	126.5	.8	.0	.9	2.2	2.4	2.4
Retail trade	121.5	124.5	126.5	.5	.4	1.6	2.5	3.0	4.1
Excluding incentive paid occupations <sup>2</sup>	120.7	123.2	125.4	.7	.5	1.8	1.9	2.8	3.9
Transportation and warehousing	124.6	126.3	128.3	.8	-.1	1.6	2.3	2.2	3.0
Utilities	132.1	134.3	135.8	1.6	.1	1.1	3.0	3.3	2.8
Information	126.0	122.7	123.9	1.3	.0	1.0	6.1	-1.4	-1.7
Financial activities	122.2	123.8	124.2	1.0	.5	.3	2.3	2.3	1.6
Excluding incentive paid occupations <sup>2</sup>	123.2	124.7	125.9	1.1	.2	1.0	2.5	2.4	2.2
Finance and insurance	122.2	124.1	124.3	.9	.6	.2	2.3	2.5	1.7
Credit intermediation and related activities	121.3	123.1	124.0	.8	.2	.7	2.4	2.3	2.2
Excluding incentive paid occupations <sup>2</sup>	125.4	126.7	128.2	1.0	.3	1.2	2.9	2.1	2.2
Insurance carriers and related activities	123.7	126.1	126.9	.9	.9	.6	1.8	2.9	2.6
Excluding incentive paid occupations <sup>2</sup>	124.1	125.9	126.8	1.1	.1	.7	2.7	2.5	2.2
Real estate and rental and leasing	122.0	122.6	124.0	1.5	.2	1.1	2.4	2.0	1.6
Excluding incentive paid occupations <sup>2</sup>	125.2	126.2	127.5	1.3	.2	1.0	2.5	2.1	1.8
Professional and business services	126.1	126.5	127.5	1.5	.5	.8	3.6	1.9	1.1
Professional, scientific, and technical services	129.3	128.3	129.8	2.4	.4	1.2	3.6	1.6	.4
Administrative and support and waste management and remediation services	122.1	124.0	124.6	.1	.5	.5	4.3	1.6	2.0
Education and health services	123.8	125.4	125.9	.4	.4	.4	2.0	1.7	1.7
Educational services	124.3	126.0	126.1	.3	.3	.1	2.2	1.7	1.4
Junior colleges, colleges, universities, and professional schools	125.1	127.0	127.1	.2	.3	.1	2.0	1.8	1.6
Health care and social assistance <sup>5</sup>	123.8	125.3	125.9	.5	.5	.5	2.0	1.7	1.7
Hospitals	124.1	125.8	126.4	.5	.5	.5	1.7	1.9	1.9
Nursing and residential care facilities	118.6	120.2	121.2	.3	.3	.8	1.5	1.7	2.2
Nursing care facilities <sup>2</sup>	118.7	120.8	121.4	.3	.4	.5	1.6	2.1	2.3
Leisure and hospitality	120.5	121.8	123.2	.8	.7	1.1	2.0	1.8	2.2
Accommodation and food services	120.8	122.1	123.7	.7	.7	1.3	1.9	1.7	2.4
Other services, except public administration	123.4	125.0	125.5	1.3	.0	.4	1.9	2.6	1.7

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,<sup>1</sup> for private industry workers, by bargaining status and census region and division**

(Not seasonally adjusted)

Bargaining status and census region and division	Indexes(Dec.2005=100)			Percent changes for—					
				3-months ended—			12-months ended—		
	Mar. 2015	Dec. 2015	Mar. 2016	Mar. 2015	Dec. 2015	Mar. 2016	Mar. 2015	Dec. 2015	Mar. 2016
<b>Bargaining status</b>									
Union	127.4	128.7	129.6	0.6	0.5	0.7	3.2	1.6	1.7
Goods-producing industries <sup>2</sup>	123.0	125.4	125.9	.5	.7	.4	2.0	2.5	2.4
Manufacturing	118.1	120.4	121.1	.6	.9	.6	2.3	2.6	2.5
Service providing industries <sup>3</sup>	130.8	131.4	132.7	.6	.5	1.0	3.8	1.1	1.5
Nonunion	122.5	123.8	124.7	.8	.3	.7	2.6	1.9	1.8
Goods-producing industries <sup>2</sup>	120.4	122.5	123.2	.6	.6	.6	2.1	2.3	2.3
Manufacturing	121.6	123.5	124.4	.8	.5	.7	2.4	2.4	2.3
Service providing industries <sup>3</sup>	123.1	124.2	125.2	.9	.2	.8	2.8	1.8	1.7
<b>Census region and division<sup>4</sup></b>									
Northeast	125.3	125.6	127.3	1.7	.4	1.4	4.0	1.9	1.6
New England	130.6	127.7	131.2	4.6	.1	2.7	7.5	2.3	.5
Middle Atlantic	123.4	124.8	125.9	.7	.5	.9	2.7	1.8	2.0
South	123.2	124.6	125.1	.4	.2	.4	2.2	1.5	1.5
South Atlantic	124.2	125.6	126.0	.6	.2	.3	2.4	1.8	1.4
East South Central	120.7	122.4	123.1	.8	.6	.6	1.9	2.2	2.0
West South Central	122.6	123.6	124.1	.0	.0	.4	1.9	.8	1.2
Midwest	121.2	122.5	123.4	.7	.3	.7	2.4	1.8	1.8
East North Central	120.2	121.1	121.9	.9	.2	.7	2.5	1.7	1.4
West North Central	123.7	125.8	126.9	.3	.4	.9	2.2	2.0	2.6
West	123.1	125.3	126.2	.5	.6	.7	2.5	2.3	2.5
Mountain	121.9	124.0	124.1	1.1	.5	.1	2.0	2.8	1.8
Pacific	123.7	125.9	127.1	.3	.6	1.0	2.7	2.1	2.7

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

2 Includes mining, construction, and manufacturing.

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

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

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

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

(Not seasonally adjusted)

Occupational group and industry	Indexes(Dec.2005=100)			Percent changes for—					
				3-months ended—			12-months ended—		
	Mar. 2015	Dec. 2015	Mar. 2016	Mar. 2015	Dec. 2015	Mar. 2016	Mar. 2015	Dec. 2015	Mar. 2016
<b>State and local government workers</b>									
All workers	125.4	127.8	128.4	0.6	0.6	0.5	2.1	2.5	2.4
Occupational group									
Management, professional, and related	124.3	126.8	127.3	.5	.6	.4	2.1	2.5	2.4
Professional and related	124.2	126.7	127.1	.6	.7	.3	2.1	2.6	2.3
Sales and office	127.2	129.2	130.2	.6	.4	.8	2.3	2.2	2.4
Office and administrative support	127.2	129.3	130.2	.6	.4	.7	2.3	2.2	2.4
Service occupations	127.8	130.0	130.9	.6	.3	.7	2.3	2.3	2.4
Industry									
Education and health services	124.1	126.7	127.1	.6	.6	.3	2.1	2.7	2.4
Educational services	123.6	126.3	126.6	.5	.6	.2	2.1	2.7	2.4
Schools <sup>2</sup>	123.6	126.2	126.6	.5	.6	.3	2.1	2.6	2.4
Elementary and secondary schools	123.3	126.1	126.4	.4	.8	.2	2.0	2.7	2.5
Health care and social assistance <sup>3</sup>	128.0	129.9	130.9	.9	.6	.8	2.4	2.4	2.3
Hospitals	125.7	127.4	128.3	.6	.4	.7	1.8	1.9	2.1
Public administration	126.9	129.1	130.0	.4	.5	.7	2.2	2.1	2.4

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—		
	Mar. 2015	Dec. 2015	Mar. 2016	Mar. 2015	Dec. 2015	Mar. 2016	Mar. 2015	Dec. 2015	Mar. 2016
<b>Civilian workers</b>									
All workers <sup>1</sup>	122.1	123.7	124.5	0.7	0.4	0.6	2.6	2.1	2.0
Excluding incentive paid occupations <sup>2</sup>	121.7	123.6	124.5	.6	.4	.7	2.0	2.1	2.3
Occupational group									
Management, professional, and related	122.3	124.3	125.0	.5	.3	.6	2.2	2.1	2.2
Management, business, and financial	123.0	125.7	126.5	.6	.4	.6	2.6	2.8	2.8
Professional and related	121.9	123.6	124.2	.5	.4	.5	2.0	1.9	1.9
Sales and office	122.9	123.4	124.2	1.5	.3	.6	3.8	1.9	1.1
Sales and related	122.6	120.7	120.9	2.8	.0	.2	6.2	1.2	-1.4
Office and administrative support	122.9	125.1	126.4	.6	.6	1.0	2.1	2.4	2.8
Natural resources, construction, and maintenance	121.6	123.5	124.3	.2	.3	.6	1.9	1.8	2.2
Construction, extraction, farming, fishing, and forestry	121.0	122.9	123.8	.0	.4	.7	2.0	1.6	2.3
Installation, maintenance, and repair	122.3	124.2	124.8	.5	.2	.5	1.8	2.1	2.0
Production, transportation, and material moving	120.8	122.8	123.9	.8	.5	.9	2.3	2.4	2.6
Production	120.0	122.1	123.0	.7	.7	.7	2.1	2.4	2.5
Transportation and material moving	121.8	123.7	125.0	.7	.2	1.1	2.4	2.3	2.6
Service occupations	121.7	123.0	124.1	.7	.4	.9	2.4	1.7	2.0
Industry									
Goods-producing industries <sup>3</sup>	120.8	123.2	123.9	.6	.6	.6	2.2	2.6	2.6
Manufacturing	120.8	123.0	124.0	.8	.6	.8	2.4	2.7	2.6
Service-providing industries <sup>4</sup>	122.3	123.8	124.6	.7	.3	.6	2.6	2.0	1.9
Education and health services	121.1	122.9	123.3	.3	.4	.3	1.9	1.8	1.8
Educational services	119.4	121.2	121.4	.3	.3	.2	1.7	1.8	1.7
Elementary and secondary schools	118.4	120.1	120.3	.3	.3	.2	1.6	1.7	1.6
Junior colleges, colleges, universities, and professional schools	120.9	122.9	123.1	.3	.2	.2	1.8	2.0	1.8
Health care and social assistance <sup>5</sup>	123.1	124.8	125.4	.4	.5	.5	2.1	1.8	1.9
Hospitals	123.0	124.9	125.6	.4	.5	.6	1.6	2.0	2.1
Nursing and residential care facilities	118.8	120.7	121.5	.7	.4	.7	1.8	2.3	2.3
Public administration	120.8	122.3	123.0	.5	.2	.6	2.0	1.7	1.8

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

2 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—		
	Mar. 2015	Dec. 2015	Mar. 2016	Mar. 2015	Dec. 2015	Mar. 2016	Mar. 2015	Dec. 2015	Mar. 2016
<b>Private industry workers</b>									
All workers	122.6	124.2	125.1	0.8	0.4	0.7	2.8	2.1	2.0
Excluding incentive paid occupations <sup>1</sup>	122.2	124.2	125.2	.6	.5	.8	2.1	2.2	2.5
Occupational group									
Management, professional, and related	123.4	125.6	126.4	.5	.4	.6	2.3	2.3	2.4
Excluding incentive paid occupations <sup>1</sup>	122.9	124.7	125.6	.7	.4	.7	2.0	2.1	2.2
Management, business, and financial	123.4	126.2	127.1	.6	.4	.7	2.7	2.9	3.0
Excluding incentive paid occupations <sup>1</sup>	123.0	124.8	125.9	.8	.3	.9	2.2	2.3	2.4
Professional and related	123.4	125.2	126.0	.5	.4	.6	2.1	2.0	2.1
Sales and office	123.2	123.5	124.4	1.6	.3	.7	4.0	1.8	1.0
Excluding incentive paid occupations <sup>1</sup>	122.4	124.8	126.0	.7	.6	1.0	2.1	2.6	2.9
Sales and related	122.7	120.7	121.0	2.8	-.1	.2	6.2	1.1	-1.4
Excluding incentive paid occupations <sup>1</sup>	120.9	123.3	124.2	.8	.3	.7	2.2	2.8	2.7
Office and administrative support	123.3	125.6	127.1	.7	.6	1.2	2.1	2.5	3.1
Natural resources, construction, and maintenance	121.7	123.5	124.3	.2	.2	.6	2.0	1.7	2.1
Construction, extraction, farming, fishing, and forestry	121.2	123.1	124.0	.1	.4	.7	2.1	1.7	2.3
Installation, maintenance, and repair	122.3	124.1	124.8	.5	.2	.6	1.8	2.0	2.0
Production, transportation, and material moving	120.8	122.8	123.9	.8	.5	.9	2.4	2.4	2.6
Excluding incentive paid occupations <sup>1</sup>	120.9	123.1	124.3	.8	.7	1.0	2.2	2.6	2.8
Production	119.9	122.0	123.0	.7	.7	.8	2.1	2.4	2.6
Excluding incentive paid occupations <sup>1</sup>	120.0	122.2	123.2	.7	.7	.8	2.1	2.5	2.7
Transportation and material moving	121.9	123.8	125.1	.8	.3	1.1	2.5	2.4	2.6
Service occupations	121.6	122.8	124.0	.7	.5	1.0	2.6	1.7	2.0
Industry and occupational group									
Goods-producing industries <sup>2</sup>	120.8	123.2	123.9	.6	.6	.6	2.2	2.6	2.6
Excluding incentive paid occupations <sup>1</sup>	121.3	123.4	124.3	.7	.5	.7	2.2	2.5	2.5
Management, professional, and related	121.7	124.1	124.9	1.1	.6	.6	2.4	3.1	2.6
Sales and office	121.2	125.5	125.1	-.1	.9	-.3	2.6	3.5	3.2
Natural resources, construction, and maintenance	121.3	123.3	124.2	.2	.4	.7	2.1	1.8	2.4
Production, transportation, and material moving	119.7	121.7	122.6	.8	.7	.7	2.1	2.4	2.4
Construction	119.7	122.7	122.8	.1	.7	.1	2.0	2.6	2.6
Manufacturing	120.8	123.0	124.0	.8	.6	.8	2.4	2.7	2.6
Management, professional, and related	122.2	124.1	125.4	1.2	.2	1.0	2.6	2.7	2.6
Sales and office	121.9	125.6	126.0	.5	.8	.3	2.4	3.5	3.4
Natural resources, construction, and maintenance	122.1	124.5	125.1	.4	.6	.5	2.3	2.4	2.5
Production, transportation, and material moving	119.4	121.4	122.4	.7	.7	.8	2.1	2.4	2.5
Aircraft manufacturing	130.5	131.3	133.6	2.2	-.1	1.8	2.8	2.8	2.4

See footnotes at end of table.



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

(Not seasonally adjusted)

Occupational group and industry	Indexes(Dec.2005=100)			Percent changes for–					
				3-months ended–			12-months ended–		
	Mar. 2015	Dec. 2015	Mar. 2016	Mar. 2015	Dec. 2015	Mar. 2016	Mar. 2015	Dec. 2015	Mar. 2016
Service-providing industries <sup>3</sup>	123.1	124.5	125.5	0.8	0.3	0.8	2.8	2.0	1.9
Excluding incentive paid occupations <sup>1</sup>	122.5	124.4	125.5	.6	.4	.9	2.1	2.1	2.4
Management, professional, and related	123.7	125.9	126.7	.4	.4	.6	2.3	2.2	2.4
Sales and office	123.4	123.3	124.3	1.7	.2	.8	4.1	1.6	.7
Natural resources, construction, and maintenance	122.2	123.9	124.6	.4	.2	.6	1.7	1.8	2.0
Production, transportation, and material moving	122.1	124.1	125.4	.8	.3	1.0	2.6	2.5	2.7
Service occupations	121.6	122.8	124.0	.7	.5	1.0	2.6	1.7	2.0
Trade, transportation, and utilities	122.0	123.9	125.1	.4	-.1	1.0	3.0	2.0	2.5
Excluding incentive paid occupations <sup>1</sup>	121.4	123.8	125.1	.6	.5	1.1	2.1	2.6	3.0
Wholesale trade	121.0	121.1	121.9	-.1	-1.0	.7	3.8	.0	.7
Excluding incentive paid occupations <sup>1</sup>	119.8	122.0	122.9	.8	.5	.7	2.0	2.6	2.6
Retail trade	121.5	124.9	126.0	.3	.5	.9	2.8	3.1	3.7
Excluding incentive paid occupations <sup>1</sup>	120.5	123.3	124.4	.5	.6	.9	2.0	2.8	3.2
Transportation and warehousing	122.5	124.2	126.1	.7	-.1	1.5	2.3	2.1	2.9
Utilities	129.9	131.4	132.8	1.2	.0	1.1	2.6	2.4	2.2
Information	119.4	121.0	122.6	.8	.1	1.3	2.1	2.1	2.7
Financial activities	122.4	124.1	124.6	.9	.6	.4	2.2	2.3	1.8
Excluding incentive paid occupations <sup>1</sup>	123.3	124.7	126.2	1.1	.2	1.2	2.4	2.3	2.4
Finance and insurance	123.0	124.9	125.2	.8	.6	.2	2.1	2.4	1.8
Credit intermediation and related activities	120.0	121.8	122.7	.8	.2	.7	2.3	2.4	2.3
Excluding incentive paid occupations <sup>1</sup>	124.2	125.3	127.0	1.0	.2	1.4	2.5	1.9	2.3
Insurance carriers and related activities	122.6	125.2	126.2	.8	1.1	.8	.9	3.0	2.9
Excluding incentive paid occupations <sup>1</sup>	122.5	124.3	125.4	1.0	.1	.9	2.2	2.5	2.4
Real estate and rental and leasing	120.1	120.8	122.3	1.5	.2	1.2	2.6	2.1	1.8
Excluding incentive paid occupations <sup>1</sup>	123.6	124.6	126.1	1.3	.2	1.2	2.7	2.1	2.0
Professional and business services	126.0	126.6	127.7	1.7	.6	.9	4.0	2.2	1.3
Professional, scientific, and technical services	129.7	128.4	130.2	2.9	.5	1.4	4.6	1.9	.4
Administrative and support and waste management and remediation services	121.5	124.5	125.1	-.2	.6	.5	3.6	2.3	3.0
Education and health services	123.0	124.7	125.2	.3	.5	.4	2.1	1.7	1.8
Educational services	122.9	124.5	124.7	.2	.3	.2	2.2	1.5	1.5
Junior colleges, colleges, universities, and professional schools	123.1	124.9	124.9	.1	.3	.0	1.8	1.5	1.5
Health care and social assistance <sup>4</sup>	123.1	124.7	125.3	.4	.5	.5	2.1	1.7	1.8
Hospitals	123.2	125.2	125.8	.4	.6	.5	1.7	2.0	2.1
Nursing and residential care facilities	118.4	120.4	121.2	.5	.3	.7	1.5	2.2	2.4
Nursing care facilities <sup>1</sup>	118.5	120.9	121.4	.5	.5	.4	1.8	2.5	2.4
Leisure and hospitality	121.7	122.9	124.4	.8	.6	1.2	2.4	1.8	2.2
Accommodation and food services	122.0	123.2	124.9	.8	.6	1.4	2.3	1.8	2.4
Other services, except public administration	123.5	125.2	125.8	1.3	.1	.5	2.2	2.7	1.9

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—		
	Mar. 2015	Dec. 2015	Mar. 2016	Mar. 2015	Dec. 2015	Mar. 2016	Mar. 2015	Dec. 2015	Mar. 2016
<b>Bargaining status</b>									
Union	123.7	125.5	126.4	0.5	0.6	0.7	2.7	1.9	2.2
Goods-producing industries <sup>1</sup>	119.9	121.9	122.3	.3	.6	.3	1.9	2.0	2.0
Manufacturing	117.8	119.6	120.2	.8	.7	.5	1.9	2.3	2.0
Service-providing industries <sup>2</sup>	126.3	128.0	129.1	.6	.5	.9	3.0	1.9	2.2
Nonunion	122.4	124.0	125.0	.7	.3	.8	2.7	2.1	2.1
Goods-producing industries <sup>1</sup>	121.1	123.5	124.3	.7	.6	.6	2.4	2.7	2.6
Manufacturing	121.5	123.8	124.8	.8	.5	.8	2.4	2.7	2.7
Service-providing industries <sup>2</sup>	122.8	124.2	125.1	.9	.3	.7	2.8	2.1	1.9
<b>Census region and division<sup>3</sup></b>									
Northeast	124.7	124.7	126.9	2.0	.4	1.8	4.4	2.0	1.8
New England	133.1	128.4	132.9	6.2	-.1	3.5	9.6	2.5	-.2
Middle Atlantic	121.6	123.3	124.6	.6	.6	1.1	2.5	2.0	2.5
South	123.3	125.0	125.4	.4	.2	.3	2.2	1.8	1.7
South Atlantic	124.1	126.0	126.4	.6	.3	.3	2.3	2.1	1.9
East South Central	120.2	122.5	123.0	.7	.7	.4	2.0	2.6	2.3
West South Central	123.2	124.3	124.8	.1	-.1	.4	2.0	1.0	1.3
Midwest	119.8	121.8	122.5	.6	.3	.6	2.0	2.3	2.3
East North Central	118.4	120.1	120.8	.8	.3	.6	2.1	2.2	2.0
West North Central	123.1	125.8	126.5	.0	.4	.6	2.0	2.2	2.8
West	122.6	125.2	125.8	.3	.6	.5	2.6	2.5	2.6
Mountain	122.5	124.9	124.4	.8	.6	-.4	2.9	2.8	1.6
Pacific	122.7	125.4	126.5	.2	.6	.9	2.4	2.4	3.1

1 Includes mining, construction, and manufacturing.

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

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

NOTE: The indexes for these series are not strictly comparable to those for the aggregate, occupation, and industry series. 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—		
	Mar. 2015	Dec. 2015	Mar. 2016	Mar. 2015	Dec. 2015	Mar. 2016	Mar. 2015	Dec. 2015	Mar. 2016
<b>State and local government workers</b>									
All workers	119.9	121.6	122.0	0.4	0.3	0.3	1.8	1.8	1.8
Occupational group									
Management, professional, and related	119.4	121.1	121.4	.4	.4	.2	1.7	1.9	1.7
Professional and related	119.3	121.0	121.2	.3	.4	.2	1.6	1.8	1.6
Sales and office	119.8	121.5	122.0	.4	.3	.4	2.0	1.8	1.8
Office and administrative support	120.2	121.9	122.4	.4	.3	.4	2.1	1.8	1.8
Service occupations	121.9	123.6	124.3	.4	.4	.6	2.1	1.8	2.0
Industry									
Education and health services	119.2	121.0	121.3	.3	.3	.2	1.6	1.9	1.8
Educational services	118.8	120.6	120.8	.3	.3	.2	1.7	1.9	1.7
Schools <sup>1</sup>									
Elementary and secondary schools	118.7	120.5	120.8	.3	.2	.2	1.6	1.8	1.8
	118.3	120.0	120.2	.3	.3	.2	1.6	1.7	1.6
Health care and social assistance <sup>2</sup>									
Hospitals	123.3	125.2	125.8	.7	.7	.5	1.8	2.2	2.0
Public administration	122.1	123.9	124.5	.3	.6	.5	1.3	1.8	2.0
	120.8	122.3	123.0	.5	.2	.6	2.0	1.7	1.8

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—		
	Mar. 2015	Dec. 2015	Mar. 2016	Mar. 2015	Dec. 2015	Mar. 2016	Mar. 2015	Dec. 2015	Mar. 2016
<b>Civilian workers</b>									
All workers <sup>1</sup>	127.2	128.4	129.4	0.8	0.4	0.8	2.7	1.7	1.7
<b>Private industry workers</b>									
All workers	124.5	125.1	126.0	.8	.2	.7	2.6	1.3	1.2
Occupational group									
Management, professional, and related	124.7	124.5	125.1	1.1	.2	.5	3.0	.9	.3
Sales and office	123.8	125.0	126.8	.3	.2	1.4	2.1	1.3	2.4
Natural resources, construction, and maintenance	127.6	127.9	128.5	.4	.2	.5	3.0	.6	.7
Production, transportation, and material moving	123.5	125.4	126.3	1.1	.4	.7	2.5	2.7	2.3
Service occupations	123.1	124.3	125.4	.7	.4	.9	1.7	1.7	1.9
Industry									
Goods-producing industries <sup>2</sup>	121.4	123.1	123.6	.6	.6	.4	1.8	2.0	1.8
Manufacturing	120.9	122.5	123.1	.9	.7	.5	2.4	2.3	1.8
Aircraft manufacturing	90.8	87.4	91.6	-1.0	-.1	4.8	5.1	-4.7	.9
Service-providing industries <sup>3</sup>	125.8	125.9	127.0	1.0	.2	.9	2.9	1.0	1.0
<b>Bargaining status</b>									
Union	133.4	133.9	135.0	.6	.5	.8	3.8	1.0	1.2
Nonunion	122.7	123.3	124.2	.8	.2	.7	2.3	1.3	1.2
<b>State and local government workers</b>									
All workers	136.8	140.6	141.6	.7	1.0	.7	2.8	3.5	3.5

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,<sup>1</sup> and wages and salaries, for private industry workers, by area**

(Not seasonally adjusted)

Census region and metropolitan area <sup>2</sup>	Percent changes for 12 months ended—					
	Total compensation			Wages and salaries		
	Mar. 2015	Dec. 2015	Mar. 2016	Mar. 2015	Dec. 2015	Mar. 2016
<b>Northeast</b>						
Boston—Worcester—Manchester, MA—NH CSA	3.6	2.2	2.2	3.9	2.5	2.9
New York—Newark—Bridgeport, NY—NJ—CT—PA CSA	2.6	1.4	1.6	2.5	1.4	2.1
Philadelphia—Camden—Vineland, PA—NJ—DE—MD CSA	2.5	1.6	1.0	2.3	1.5	1.0
<b>South</b>						
Atlanta—Sandy Springs—Gainesville, GA—AL CSA	3.9	1.7	1.7	1.8	2.1	3.2
Dallas—Fort Worth, TX CSA	2.3	1.7	1.6	2.3	2.9	2.5
Houston—Baytown—Huntsville, TX CSA	1.9	2.0	2.3	2.1	1.6	2.1
Miami—Fort Lauderdale—Pompano Beach, FL MSA	2.1	1.7	2.8	1.9	1.8	3.5
Washington—Baltimore—Northern Virginia, DC—MD—VA—WV CSA	1.1	2.4	2.3	.7	2.2	2.5
<b>Midwest</b>						
Chicago—Naperville—Michigan City, IL—IN—WI CSA	3.3	.9	1.3	2.4	1.9	2.0
Detroit—Warren—Flint, MI CSA	-.1	2.5	3.3	.2	2.9	3.5
Minneapolis—St. Paul—St. Cloud, MN—WI CSA	2.3	4.1	1.9	2.3	4.9	1.7
<b>West</b>						
Los Angeles—Long Beach—Riverside, CA CSA	3.3	2.5	3.3	3.4	2.7	3.7
Phoenix—Mesa—Scottsdale, AZ MSA	2.2	2.2	2.2	2.4	2.3	1.9
San Jose—San Francisco—Oakland, CA CSA	2.9	1.4	1.6	2.5	1.6	2.1
Seattle—Tacoma—Olympia, WA CSA	4.4	1.9	2.9	2.9	2.8	3.5

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

<sup>2</sup> 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 <http://www.census.gov/population/www/metroareas/metrodef.html>.