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EMPLOYMENT COST INDEX – DECEMBER 2015

Compensation costs for civilian workers increased 0.6 percent, seasonally adjusted, for the 3-month period ending in December 2015, the U.S. Bureau of Labor Statistics reported today. **Wages and salaries** (which make up about 70 percent of compensation costs) increased 0.6 percent, and **benefits** (which make up the remaining 30 percent of compensation) increased 0.7 percent. (See chart 1 and tables A, 1, 2, and 3.)

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

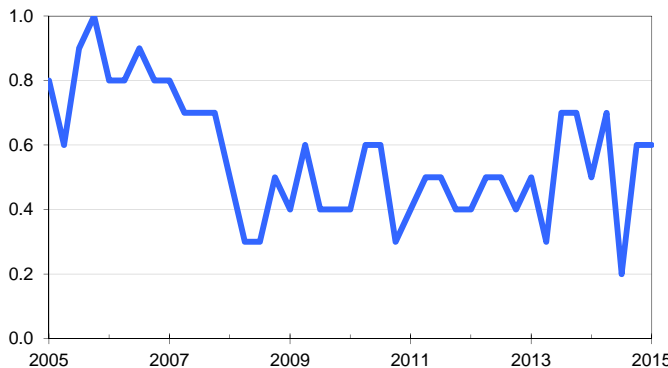
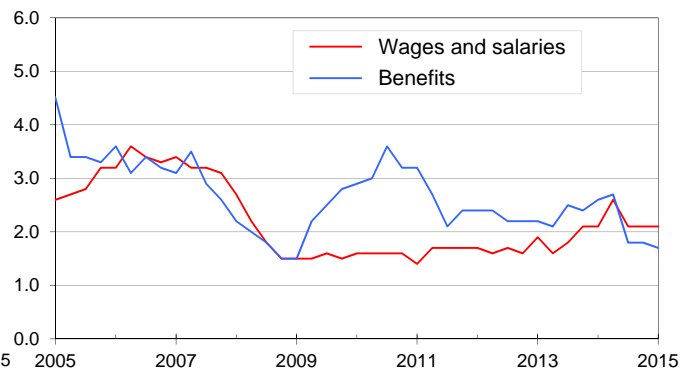


Chart 2. Twelve-month percent changes, not seasonally adjusted, in civilian workers, wages and salaries and benefits



Civilian Workers

Compensation costs for civilian workers increased 2.0 percent for the 12-month period ending in December 2015. In December 2014, compensation costs increased 2.2 percent. **Wages and salaries** increased 2.1 percent for the current 12-month period, unchanged from the 12-month period ending in December 2014. **Benefit costs** increased 1.7 percent for the 12-month period ending in December 2015. In December 2014, the increase was 2.6 percent. (See chart 2 and tables A, 4, 8, and 12.)

Private Industry Workers

Compensation costs for private industry workers increased 1.9 percent over the year, slowing from the December 2014 increase of 2.3 percent. **Wages and salaries** increased 2.1 percent for the current 12-month period. In December 2014, the increase was 2.2 percent. The increase in the cost of **benefits** was 1.3 percent for the 12-month period ending in December 2015, lower than December 2014 when the increase was 2.5 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

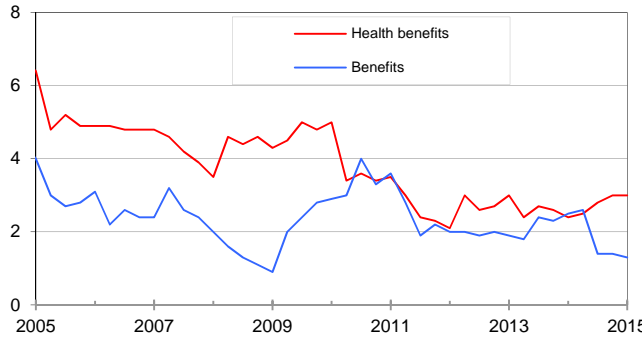
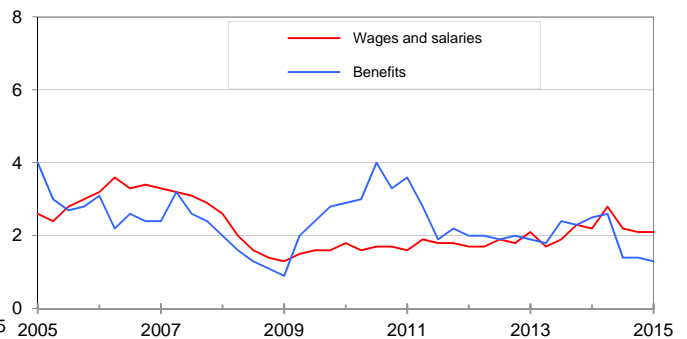


Chart 4. Twelve-month percent changes, not seasonally adjusted, in private industry, wages and salaries and benefits



Employer costs for **health benefits** increased 3.0 percent over the year. In December 2014, the increase was 2.4 percent. (For further information, see www.bls.gov/web/eci/ehealth.pdf.)

Among **occupational groups**, compensation cost increases for private industry workers for the 12-month period ending in December 2015 ranged from 1.4 percent for natural resources, construction, and maintenance occupations to 2.6 percent for production, transportation, and material moving occupations. (See table 5.)

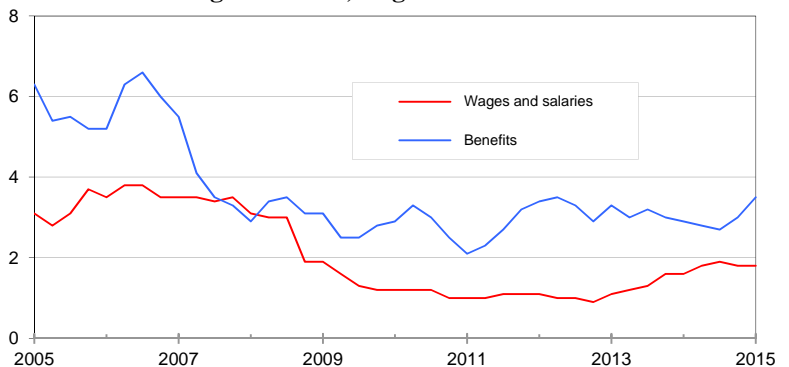
Among **industry supersectors**, compensation cost changes for private industry workers for the current 12-month period ranged from -1.4 percent for information to +2.6 percent for other services, except public administration. (See table 5.)

State and Local Government Workers

Compensation costs for state and local government workers increased 2.5 percent for the 12-month period ending in December 2015. In December 2014, the increase was 2.0 percent.

Wages and salaries increased 1.8 percent for the 12-month period ending in December 2015, and in December 2014 the increase was 1.6 percent. **Benefit costs** increased 3.5 percent in December 2015, higher than in December 2014 when the increase was 2.9 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 March 2016 is scheduled to be released on Friday, April 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.

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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				
	Sept. 2015	Dec. 2015	Dec. 2014	Mar. 2015	June 2015	Sept. 2015	Dec. 2015
CIVILIAN WORKERS¹							
Compensation ²	0.6	0.6	2.2	2.6	2.0	2.0	2.0
Wages and salaries	0.6	0.6	2.1	2.6	2.1	2.1	2.1
Benefits	0.5	0.7	2.6	2.7	1.8	1.8	1.7
PRIVATE INDUSTRY							
Compensation ²	0.6	0.5	2.3	2.8	1.9	1.9	1.9
Wages and salaries	0.7	0.6	2.2	2.8	2.2	2.1	2.1
Benefits	0.5	0.4	2.5	2.6	1.4	1.4	1.3
STATE AND LOCAL GOVERNMENT							
Compensation ²	0.6	0.8	2.0	2.1	2.2	2.3	2.5
Wages and salaries	0.3	0.4	1.6	1.8	1.9	1.8	1.8
Benefits	0.7	1.4	2.9	2.8	2.7	3.0	3.5

¹ Includes private industry and state and local government.

² 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.

Sample size

Data for the December 2015 reference period were collected from a probability sample of approximately 29,200 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.

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/news_release/2016_sched.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.

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. 2015	Dec. 2015	Dec. 2013	Mar. 2014	Jun. 2014	Sep. 2014	Dec. 2014	Mar. 2015	Jun. 2015	Sep. 2015	Dec. 2015
Civilian workers											
All workers ²	124.5	125.2	0.5	0.3	0.7	0.7	0.5	0.7	0.2	0.6	0.6
Industry											
Goods-producing industries ³	122.4	123.3	.4	.6	.5	.5	.6	.5	.7	.4	.7
Manufacturing	122.1	123.0	.4	.7	.5	.6	.6	.7	.7	.4	.7
Service-providing industries ⁴	125.1	125.7	.5	.3	.8	.6	.6	.6	.1	.6	.5
Education and health services	125.2	126.0	.5	.3	.5	.4	.7	.5	.6	.4	.6
Educational services	125.2	126.2	.5	.4	.5	.5	.6	.6	.6	.5	.8
Elementary and secondary schools	124.7	125.9	.5	.4	.5	.5	.5	.6	.6	.6	1.0
Junior colleges, colleges, universities, and professional schools	126.1	126.7	.5	.6	.4	.4	.7	.6	.7	.6	.5
Health care and social assistance ⁵	125.3	125.9	.5	.1	.7	.3	.7	.4	.5	.4	.5
Hospitals	125.5	126.2	.4	.2	.6	.3	.4	.5	.6	.3	.6
Nursing and residential care facilities	121.4	121.9	.3	.3	.3	.5	.5	.6	.6	.5	.4
Public administration	128.4	129.3	.7	.5	.9	.4	.6	.2	.6	.6	.7
Private industry workers											
All workers	124.0	124.6	.5	.3	.8	.7	.5	.7	.0	.6	.5
Occupational group											
Management, professional, and related	124.8	125.5	.4	.3	.8	.7	.5	.5	.2	.6	.6
Management, business, and financial	125.3	126.1	.6	.2	1.0	1.0	.4	.6	-.2	1.2	.6
Professional and related	124.4	125.1	.4	.3	.7	.5	.6	.5	.3	.2	.6
Sales and office	123.5	124.0	.7	.3	.7	.7	.7	1.3	-.7	.7	.4
Sales and related	120.0	120.0	.7	.3	.7	.7	.9	2.5	-2.3	.8	.0
Office and administrative support	125.9	126.9	.6	.3	.7	.5	.6	.5	.4	.6	.8
Natural resources, construction, and maintenance	124.4	125.1	.5	.5	.9	.5	.7	.2	.3	.3	.6
Construction, extraction, farming, fishing, and forestry	124.5	125.0	.5	.4	.6	.3	.8	.2	.7	.3	.4
Installation, maintenance, and repair	124.4	125.2	.4	.7	1.2	.7	.5	.2	-.1	.3	.6
Production, transportation, and material moving	123.0	123.8	.5	.7	.5	.6	.4	.8	.7	.4	.7
Production	121.7	122.7	.5	.7	.3	.6	.6	.7	.6	.6	.8
Transportation and material moving	124.9	125.4	.6	.6	.7	.6	.2	1.0	.6	.4	.4
Service occupations	122.7	123.2	.5	.1	.3	.8	.5	.7	.2	.5	.4
Industry											
Goods-producing industries ³	122.4	123.3	.3	.6	.5	.6	.5	.5	.7	.4	.7
Construction	122.4	123.3	.4	.2	.3	.6	.6	.2	.7	.6	.7
Manufacturing	122.1	123.0	.4	.7	.5	.6	.6	.7	.7	.4	.7
Aircraft manufacturing	110.1	110.6	.6	2.0	.7	2.0	.5	.3	.4	-.6	.5
Service-providing industries ⁶	124.5	125.0	.5	.2	.9	.7	.5	.7	-.1	.6	.4
Trade, transportation, and utilities	125.1	125.2	.8	.3	.8	1.1	.4	.3	.6	1.0	.1
Wholesale trade	124.6	123.5	1.3	.1	1.4	1.7	.2	-.1	-.4	1.5	-.9
Retail trade	123.9	124.7	.6	.2	.5	.9	.6	.5	1.1	.8	.6
Transportation and warehousing	126.2	126.6	.7	.4	.8	.7	.3	.5	.9	.5	.3
Utilities	134.2	134.9	1.0	.6	.4	.9	.5	1.1	.5	1.1	.5
Information	122.6	122.9	-.8	.7	4.7	.2	.5	1.0	-3.6	.7	.2
Financial activities	123.1	124.1	.6	.3	.6	.3	.6	.8	.6	.1	.8
Finance and insurance	123.3	124.5	.5	.1	.6	.3	.7	.7	.7	.1	1.0
Credit intermediation and related activities	122.9	123.3	.1	.2	.8	.4	.5	.7	.8	.5	.3
Insurance carriers and related activities	124.9	126.6	.7	.4	.4	-.1	.7	.7	.3	.5	1.4

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. 2015	Dec. 2015	Dec. 2013	Mar. 2014	Jun. 2014	Sep. 2014	Dec. 2014	Mar. 2015	Jun. 2015	Sep. 2015	Dec. 2015
Industry											
Real estate and rental and leasing	122.4	122.7	1.3	0.8	0.4	0.7	-0.1	1.5	0.2	0.2	0.2
Professional and business services	125.9	126.6	.3	.3	1.0	.7	.5	1.4	-1.2	1.0	.6
Professional, scientific, and technical services	127.8	128.5	.3	.4	.5	.6	.4	2.1	-1.9	.9	.5
Administrative and support and waste management and remediation services	123.4	124.1	.5	-.4	2.1	1.2	.7	.2	-.4	1.3	.6
Education and health services	124.8	125.4	.5	.2	.6	.3	.7	.5	.4	.3	.5
Educational services	125.2	125.8	.5	.2	.5	.5	.6	.6	.3	.2	.5
Junior colleges, colleges, universities, and professional schools	126.2	126.9	.5	.2	.6	.4	.6	.5	.4	.3	.6
Health care and social assistance ⁵	124.7	125.3	.5	.2	.6	.3	.7	.3	.5	.3	.5
Hospitals	125.2	125.9	.3	.3	.5	.4	.4	.5	.6	.3	.6
Nursing and residential care facilities	120.0	120.2	.3	.2	.3	.4	.5	.3	.7	.6	.2
Leisure and hospitality	120.9	121.7	.3	.4	.3	.6	.4	.8	.6	-.2	.7
Accommodation and food services	121.2	122.0	.3	.3	.3	.6	.3	.8	.4	-.1	.7
Other services, except public administration	124.8	125.3	1.2	-.3	.3	.6	.0	1.0	.7	.5	.4
State and local government workers											
All workers	126.9	127.9	.7	.5	.5	.5	.6	.5	.6	.6	.8
Industry											
Education and health services	125.7	126.7	.6	.4	.4	.5	.6	.6	.6	.6	.8
Educational services	125.3	126.3	.6	.5	.4	.5	.6	.6	.6	.6	.8
Schools	125.2	126.3	.5	.5	.5	.4	.6	.6	.7	.6	.9
Elementary and secondary schools	124.9	126.1	.5	.4	.5	.5	.5	.6	.6	.6	1.0
Health care and social assistance ⁵	129.1	130.1	.5	-.2	.6	.6	.4	.9	.3	.5	.8
Hospitals	126.8	127.5	.5	-.3	.6	.4	.3	.4	.4	.6	.6
Public administration	128.4	129.3	.7	.5	.9	.4	.6	.2	.6	.6	.7

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. 2015	Dec. 2015	Dec. 2013	Mar. 2014	Jun. 2014	Sep. 2014	Dec. 2014	Mar. 2015	Jun. 2015	Sep. 2015	Dec. 2015
Civilian workers											
All workers ¹	123.1	123.8	0.6	0.3	0.7	0.6	0.6	0.7	0.2	0.6	0.6
Industry											
Goods-producing industries ²	122.3	123.3	.3	.4	.6	.5	.6	.6	.7	.5	.8
Manufacturing	122.3	123.2	.5	.5	.7	.4	.6	.6	.7	.6	.7
Service-providing industries ³	123.3	123.9	.5	.3	.7	.7	.5	.7	.2	.6	.5
Education and health services	122.2	122.8	.4	.3	.5	.3	.6	.5	.5	.3	.5
Educational services	120.5	121.0	.3	.3	.3	.5	.4	.5	.6	.2	.4
Elementary and secondary schools	119.5	120.0	.3	.3	.3	.5	.3	.3	.6	.3	.4
Junior colleges, colleges, universities, and professional schools	122.3	122.7	.4	.4	.3	.4	.5	.6	.7	.4	.3
Health care and social assistance ⁴	124.2	124.8	.5	.2	.6	.3	.7	.4	.5	.4	.5
Hospitals	124.3	124.9	.4	.3	.3	.4	.4	.4	.6	.5	.5
Nursing and residential care facilities	120.3	120.6	.3	.3	.2	.5	.3	.7	.7	.7	.2
Public administration	122.0	122.3	.5	.3	.6	.5	.5	.4	.4	.7	.2
Private industry workers											
All workers	123.6	124.3	.6	.3	.8	.7	.5	.7	.2	.7	.6
Occupational group											
Management, professional, and related	125.0	125.8	.5	.2	.7	.7	.4	.5	.4	.8	.6
Management, business, and financial	125.6	126.5	.6	.2	.7	1.2	.2	.5	.2	1.5	.7
Professional and related	124.6	125.3	.4	.2	.7	.4	.6	.4	.6	.4	.5
Sales and office	123.0	123.5	.6	.3	.6	.7	.8	1.8	-1.1	.7	.4
Sales and related	120.6	120.5	.7	.3	.6	.9	1.0	3.5	-3.2	1.0	-1
Office and administrative support	124.8	125.8	.5	.4	.5	.5	.6	.5	.6	.6	.8
Natural resources, construction, and maintenance	123.0	123.6	.3	.5	.6	.5	.6	.3	.7	.2	.5
Construction, extraction, farming, fishing, and forestry	122.4	123.0	.4	.3	.8	.3	.7	.3	.7	.3	.5
Installation, maintenance, and repair	123.7	124.3	.4	.7	.4	.7	.4	.4	.9	.2	.4
Production, transportation, and material moving	122.1	122.9	.6	.6	.7	.6	.4	.7	.7	.4	.7
Production	121.2	122.2	.5	.6	.4	.7	.6	.4	.6	.6	.8
Transportation and material moving	123.2	123.8	.6	.7	.8	.7	.1	.9	.7	.2	.5
Industry											
Goods-producing industries ²	122.4	123.3	.3	.4	.6	.5	.6	.6	.7	.6	.7
Construction	121.5	122.5	.3	.2	.4	.6	.6	.5	.7	.6	.9
Manufacturing	122.3	123.2	.5	.5	.7	.4	.6	.6	.7	.6	.7
Aircraft manufacturing	131.4	132.3	.8	.8	.7	.5	.6	.9	.7	.6	.7
Service-providing industries ⁵	124.0	124.6	.6	.2	.8	.7	.5	.8	.1	.6	.5
Trade, transportation, and utilities	123.9	124.0	.9	.2	1.0	1.3	.3	.4	.4	1.1	.1
Retail trade	124.2	124.9	.7	.1	.6	1.1	.6	.5	1.2	.9	.6
Transportation and warehousing	124.0	124.4	.7	.8	.8	.7	.3	.5	.8	.4	.3
Utilities	131.3	131.9	.6	.8	.5	.8	.5	.8	.4	.7	.4
Information	120.8	121.2	-1	.4	.9	.0	.6	.6	.6	.6	.3
Financial activities	123.3	124.5	.8	.4	.3	.5	.6	.8	.5	.1	1.0
Finance and insurance	124.0	125.4	.6	.2	.2	.5	.7	.7	.4	.2	1.1
Credit intermediation and related activities	121.6	122.1	.3	.1	.3	.8	.6	.6	.7	.7	.4
Insurance carriers and related activities	123.6	125.6	.7	.5	.0	-.4	.5	.8	.0	.5	1.6

See footnotes at end of table.

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

(Seasonally adjusted)

Occupational group and industry	Indexes(Dec. 2005 = 100)		Percent changes for 3 months ended—								
	Sep. 2015	Dec. 2015	Dec. 2013	Mar. 2014	Jun. 2014	Sep. 2014	Dec. 2014	Mar. 2015	Jun. 2015	Sep. 2015	Dec. 2015
Industry											
Professional and business services	125.9	126.7	0.4	0.1	1.0	0.8	0.5	1.6	-1.3	1.2	0.6
Professional, scientific, and technical services	127.8	128.5	.2	.3	.7	.6	.4	2.8	-2.5	1.1	.6
Administrative and support and waste management and remediation services	123.9	124.6	.6	-.4	1.7	1.3	.7	-.1	.3	1.4	.5
Education and health services	124.1	124.6	.5	.2	.6	.3	.7	.5	.5	.3	.4
Educational services	123.7	124.3	.4	.2	.4	.5	.5	.7	.2	.2	.5
Junior colleges, colleges, universities, and professional schools	124.1	124.7	.5	.1	.4	.3	.7	.4	.4	.3	.5
Health care and social assistance ⁴	124.1	124.7	.5	.2	.6	.2	.8	.4	.5	.3	.5
Hospitals	124.5	125.2	.3	.4	.4	.3	.5	.4	.6	.4	.5
Nursing and residential care facilities ⁶	120.0	120.3	.3	.3	.3	.3	.4	.5	.8	.6	.3
Leisure and hospitality	122.0	122.9	.3	.6	.4	.7	.4	.8	.7	-.3	.7
Accommodation and food services	122.3	123.1	.3	.4	.4	.6	.5	.8	.4	.0	.6
Other services, except public administration	124.9	125.6	1.3	-.4	.5	.7	.2	.8	.7	.5	.6
State and local government workers											
All workers	121.0	121.5	.4	.3	.4	.5	.4	.4	.6	.3	.4
Industry											
Education and health services	120.4	120.9	.3	.3	.3	.4	.4	.4	.7	.3	.4
Educational services	120.0	120.4	.3	.4	.3	.5	.4	.4	.6	.4	.3
Schools	120.0	120.4	.3	.3	.3	.5	.3	.5	.6	.4	.3
Elementary and secondary schools	119.4	119.9	.3	.3	.3	.6	.3	.4	.5	.3	.4
Health care and social assistance ⁴	124.3	125.2	.4	-.1	.4	.4	.4	.5	.5	.5	.7
Hospitals	123.2	123.9	.4	-.2	.4	.4	.3	.2	.6	.5	.6
Public administration	122.0	122.3	.5	.3	.6	.5	.5	.4	.4	.7	.2

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.

6 The nursing and residential care facilities wages and salaries series is seasonal as of the 2015 seasonal adjustment revision. Historical data for this series are published beginning with March 2010.

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. 2015	Dec. 2015	Dec. 2013	Mar. 2014	Jun. 2014	Sep. 2014	Dec. 2014	Mar. 2015	Jun. 2015	Sep. 2015	Dec. 2015
Civilian workers											
All workers ¹	127.8	128.7	0.5	0.5	1.1	0.5	0.6	0.6	0.1	0.5	0.7
Private industry workers											
All workers	124.8	125.3	.3	.5	1.1	.5	.5	.6	-.2	.5	.4
Occupational group											
Management, professional, and related	124.2	124.9	.5	.2	1.1	.6	.7	.6	-.6	.3	.6
Sales and office	124.7	125.4	.6	.3	1.2	.3	.6	.1	.1	.6	.6
Natural resources, construction, and maintenance	127.5	128.4	.6	.6	1.5	.6	.8	.1	-.7	.6	.7
Production, transportation, and material moving	124.9	125.5	.4	.8	.3	.6	.5	1.1	.6	.6	.5
Service occupations	123.9	124.4	.3	-.2	.2	.5	.5	.5	.3	.5	.4
Industry											
Goods-producing industries ²	122.3	123.2	.4	.9	.2	.8	.4	.5	.6	.2	.7
Manufacturing	121.6	122.6	.3	1.2	.1	.9	.5	.8	.6	.1	.8
Service-providing industries ³	125.8	126.2	.3	.3	1.3	.5	.5	.6	-.4	.5	.3
State and local government workers											
All workers	138.8	140.7	.9	.7	.9	.4	.9	.5	.8	.7	1.4

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; 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. 2014	Sep. 2015	Dec. 2015	Dec. 2014	Sep. 2015	Dec. 2015	Dec. 2014	Sep. 2015	Dec. 2015
Civilian workers									
All workers ²	122.7	124.6	125.1	0.4	0.6	0.4	2.2	2.0	2.0
Excluding incentive paid occupations ³	122.8	124.7	125.3	.4	.6	.5	2.2	2.0	2.0
Occupational group									
Management, professional, and related	123.2	125.2	125.7	.2	.7	.4	2.2	1.9	2.0
Management, business, and financial	123.3	125.6	126.0	.1	1.0	.3	2.6	1.9	2.2
Professional and related	123.1	125.0	125.6	.3	.6	.5	2.0	1.9	2.0
Sales and office	122.3	124.1	124.4	.6	.7	.2	2.4	2.1	1.7
Sales and related	119.1	120.2	120.2	.9	.8	.0	2.7	1.9	.9
Office and administrative support	124.2	126.4	127.0	.4	.6	.5	2.3	2.2	2.3
Natural resources, construction, and maintenance	123.5	125.0	125.4	.4	.5	.3	2.6	1.6	1.5
Construction, extraction, farming, fishing, and forestry	123.1	124.8	125.3	.7	.5	.4	2.2	2.0	1.8
Installation, maintenance, and repair	123.9	125.2	125.5	.1	.4	.2	2.9	1.1	1.3
Production, transportation, and material moving	121.0	123.5	124.1	.2	.6	.5	2.2	2.3	2.6
Production	119.5	121.8	122.6	.4	.6	.7	2.2	2.4	2.6
Transportation and material moving	122.9	125.6	125.9	.1	.5	.2	2.2	2.3	2.4
Service occupations	122.9	124.7	125.2	.5	.6	.4	1.9	2.0	1.9
Industry									
Goods-producing industries ⁴	120.4	122.5	123.2	.4	.5	.6	2.2	2.2	2.3
Manufacturing	119.8	122.1	122.8	.4	.3	.6	2.4	2.3	2.5
Service-providing industries ⁵	123.1	125.0	125.4	.3	.6	.3	2.2	1.9	1.9
Education and health services	123.4	125.3	126.0	.5	.7	.6	1.8	2.0	2.1
Educational services	123.1	125.5	126.2	.3	1.1	.6	1.9	2.3	2.5
Elementary and secondary schools	122.6	125.0	125.8	.2	1.1	.6	1.8	2.2	2.6
Junior colleges, colleges, universities, and professional schools	123.9	126.4	126.7	.5	1.1	.2	2.1	2.5	2.3
Health care and social assistance ⁶	123.7	125.3	125.8	.7	.4	.4	1.7	2.0	1.7
Hospitals	123.8	125.5	126.1	.4	.3	.5	1.6	1.8	1.9
Nursing and residential care facilities	119.4	121.4	121.8	.5	.6	.3	1.5	2.2	2.0
Public administration	126.4	128.5	129.1	.5	.9	.5	2.4	2.1	2.1

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. 2014	Sep. 2015	Dec. 2015	Dec. 2014	Sep. 2015	Dec. 2015	Dec. 2014	Sep. 2015	Dec. 2015
Private industry workers									
All workers	122.2	124.0	124.5	0.4	0.6	0.4	2.3	1.9	1.9
Excluding incentive paid occupations ²	122.2	124.1	124.6	.3	.5	.4	2.1	1.9	2.0
Occupational group									
Management, professional, and related	123.0	124.9	125.3	.2	.6	.3	2.3	1.8	1.9
Excluding incentive paid occupations ²	122.6	124.3	124.7	.2	.3	.3	2.1	1.6	1.7
Management, business, and financial	123.0	125.4	125.7	.0	1.0	.2	2.6	2.0	2.2
Excluding incentive paid occupations ²	122.8	124.7	125.0	.4	.5	.2	2.3	2.0	1.8
Professional and related	122.9	124.5	124.9	.3	.3	.3	2.0	1.6	1.6
Sales and office	121.9	123.6	123.9	.7	.7	.2	2.4	2.1	1.6
Excluding incentive paid occupations ²	122.6	124.8	125.4	.3	.6	.5	2.3	2.1	2.3
Sales and related	119.0	120.1	120.1	.9	.8	.0	2.7	1.9	.9
Excluding incentive paid occupations ²	120.1	122.6	123.0	.3	.8	.3	2.0	2.3	2.4
Office and administrative support	123.8	125.9	126.6	.4	.4	.6	2.2	2.1	2.3
Natural resources, construction, and maintenance	123.2	124.6	124.9	.3	.4	.2	2.6	1.5	1.4
Construction, extraction, farming, fishing, and forestry	122.9	124.6	125.1	.7	.5	.4	2.2	2.0	1.8
Installation, maintenance, and repair	123.5	124.6	124.8	.0	.3	.2	3.0	.9	1.1
Production, transportation, and material moving	120.6	123.1	123.7	.2	.5	.5	2.2	2.3	2.6
Excluding incentive paid occupations ²	120.7	123.1	123.9	.3	.5	.6	2.3	2.3	2.7
Production	119.4	121.7	122.5	.5	.6	.7	2.3	2.4	2.6
Excluding incentive paid occupations ²	119.5	121.8	122.7	.4	.5	.7	2.2	2.4	2.7
Transportation and material moving	122.4	125.1	125.3	.1	.6	.2	2.3	2.3	2.4
Service occupations	121.1	122.6	123.2	.5	.4	.5	1.8	1.7	1.7
Industry and occupational group									
Goods-producing industries ³	120.3	122.5	123.2	.3	.5	.6	2.2	2.2	2.4
Excluding incentive paid occupations ²	120.6	122.7	123.3	.4	.4	.5	2.1	2.2	2.2
Management, professional, and related	119.3	121.5	122.1	.1	.2	.5	2.1	1.9	2.3
Sales and office	121.2	124.1	125.4	.5	.6	1.0	2.3	2.9	3.5
Natural resources, construction, and maintenance	122.5	124.3	124.8	.6	.6	.4	2.2	2.1	1.9
Production, transportation, and material moving	119.3	121.3	122.2	.5	.5	.7	2.3	2.2	2.4
Construction	120.7	122.6	123.4	.5	.8	.7	1.8	2.1	2.2
Manufacturing	119.8	122.1	122.8	.4	.3	.6	2.4	2.3	2.5
Management, professional, and related	119.9	122.2	122.6	.3	.0	.3	2.7	2.2	2.3
Sales and office	122.0	125.2	126.3	.3	.6	.9	2.0	3.0	3.5
Natural resources, construction, and maintenance	121.6	123.7	124.5	.5	.7	.6	2.6	2.2	2.4
Production, transportation, and material moving	118.9	121.0	121.9	.5	.5	.7	2.2	2.3	2.5
Aircraft manufacturing	110.3	110.2	110.1	-.1	-1.1	-.1	6.0	-.2	-.2

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. 2014	Sep. 2015	Dec. 2015	Dec. 2014	Sep. 2015	Dec. 2015	Dec. 2014	Sep. 2015	Dec. 2015
Service-providing industries ⁴	122.8	124.5	124.9	0.4	0.6	0.3	2.3	1.8	1.7
Excluding incentive paid occupations ²	122.8	124.7	125.1	.3	.5	.3	2.2	1.9	1.9
Management, professional, and related	123.7	125.5	125.9	.3	.6	.3	2.3	1.8	1.8
Sales and office	121.9	123.5	123.8	.6	.7	.2	2.4	1.9	1.6
Natural resources, construction, and maintenance	124.2	125.1	125.3	-.1	.2	.2	3.1	.6	.9
Production, transportation, and material moving	122.5	125.4	125.6	.1	.6	.2	2.3	2.5	2.5
Service occupations	121.1	122.6	123.2	.6	.4	.5	1.8	1.8	1.7
Trade, transportation, and utilities	122.6	125.2	125.0	.2	.9	-.2	2.6	2.4	2.0
Excluding incentive paid occupations ²	122.2	125.0	125.4	.3	.6	.3	2.1	2.6	2.6
Wholesale trade	123.3	124.6	123.4	.2	1.5	-1.0	3.4	1.2	.1
Excluding incentive paid occupations ²	122.5	125.4	125.4	.3	.7	.0	2.1	2.7	2.4
Retail trade	120.9	124.0	124.5	.5	.7	.4	2.2	3.1	3.0
Excluding incentive paid occupations ²	119.9	122.6	123.2	.3	.7	.5	1.8	2.6	2.8
Transportation and warehousing	123.6	126.4	126.3	.0	.6	-.1	2.3	2.3	2.2
Utilities	130.0	134.2	134.3	.1	.7	.1	2.4	3.3	3.3
Information	124.4	122.7	122.7	.2	.5	.0	5.6	-1.1	-1.4
Financial activities	121.0	123.2	123.8	.2	-.1	.5	1.8	2.1	2.3
Excluding incentive paid occupations ²	121.8	124.4	124.7	.2	.2	.2	2.1	2.4	2.4
Finance and insurance	121.1	123.4	124.1	.2	-.1	.6	1.7	2.2	2.5
Credit intermediation and related activities	120.3	122.8	123.1	.4	.2	.2	1.9	2.5	2.3
Excluding incentive paid occupations ²	124.1	126.3	126.7	.4	.1	.3	2.8	2.2	2.1
Insurance carriers and related activities	122.6	125.0	126.1	.3	.2	.9	1.4	2.3	2.9
Excluding incentive paid occupations ²	122.8	125.8	125.9	.1	.4	.1	2.4	2.5	2.5
Real estate and rental and leasing	120.2	122.4	122.6	-.1	.1	.2	1.9	1.7	2.0
Excluding incentive paid occupations ²	123.6	125.9	126.2	.3	.0	.2	2.3	2.2	2.1
Professional and business services	124.2	125.9	126.5	.3	.8	.5	2.5	1.7	1.9
Professional, scientific, and technical services	126.3	127.8	128.3	.2	.7	.4	1.9	1.4	1.6
Administrative and support and waste management and remediation services	122.0	123.4	124.0	.7	1.1	.5	3.7	1.8	1.6
Education and health services	123.3	124.9	125.4	.6	.5	.4	1.7	1.9	1.7
Educational services	123.9	125.6	126.0	.3	.9	.3	1.8	1.7	1.7
Junior colleges, colleges, universities, and professional schools	124.8	126.6	127.0	.4	1.0	.3	1.8	1.9	1.8
Health care and social assistance ⁵	123.2	124.7	125.3	.7	.3	.5	1.7	1.9	1.7
Hospitals	123.5	125.2	125.8	.5	.3	.5	1.6	1.9	1.9
Nursing and residential care facilities	118.2	119.9	120.2	.5	.6	.3	1.5	2.0	1.7
Nursing care facilities ²	118.3	120.3	120.8	.5	.7	.4	1.6	2.2	2.1
Leisure and hospitality	119.6	121.0	121.8	.3	.0	.7	1.7	1.5	1.8
Accommodation and food services	120.0	121.3	122.1	.3	.2	.7	1.5	1.4	1.7
Other services, except public administration	121.8	125.0	125.0	-.4	.7	.0	.6	2.2	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. 2014	Sep. 2015	Dec. 2015	Dec. 2014	Sep. 2015	Dec. 2015	Dec. 2014	Sep. 2015	Dec. 2015
Bargaining status									
Union	126.7	128.0	128.7	0.7	0.4	0.5	3.3	1.7	1.6
Goods-producing industries ²	122.4	124.5	125.4	.4	.5	.7	2.3	2.1	2.5
Manufacturing	117.4	119.3	120.4	.5	.6	.9	2.8	2.1	2.6
Service providing industries ³	130.0	130.8	131.4	.8	.3	.5	3.8	1.4	1.1
Nonunion	121.5	123.4	123.8	.3	.6	.3	2.1	1.9	1.9
Goods-producing industries ²	119.7	121.8	122.5	.4	.4	.6	2.1	2.2	2.3
Manufacturing	120.6	122.9	123.5	.4	.3	.5	2.4	2.3	2.4
Service providing industries ³	122.0	123.9	124.2	.3	.6	.2	2.2	1.9	1.8
Census region and division⁴									
Northeast	123.2	125.1	125.6	.4	.6	.4	2.6	2.0	1.9
New England	124.8	127.6	127.7	-.3	1.8	.1	2.6	1.9	2.3
Middle Atlantic	122.6	124.2	124.8	.7	.2	.5	2.5	2.0	1.8
South	122.7	124.3	124.6	.3	.3	.2	2.2	1.6	1.5
South Atlantic	123.4	125.3	125.6	.4	.6	.2	2.3	2.0	1.8
East South Central	119.8	121.7	122.4	.4	.3	.6	1.7	2.0	2.2
West South Central	122.6	123.6	123.6	.2	-.1	.0	2.0	1.0	.8
Midwest	120.3	122.1	122.5	.2	.6	.3	2.1	1.7	1.8
East North Central	119.1	120.8	121.1	.3	.3	.2	2.1	1.7	1.7
West North Central	123.3	125.3	125.8	.2	1.2	.4	2.2	1.9	2.0
West	122.5	124.6	125.3	.5	.6	.6	2.4	2.2	2.3
Mountain	120.6	123.4	124.0	.4	.7	.5	1.2	2.7	2.8
Pacific	123.3	125.2	125.9	.5	.6	.6	2.8	2.0	2.1

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. 2014	Sep. 2015	Dec. 2015	Dec. 2014	Sep. 2015	Dec. 2015	Dec. 2014	Sep. 2015	Dec. 2015
State and local government workers									
All workers	124.7	127.0	127.8	0.4	1.0	0.6	2.0	2.3	2.5
Occupational group									
Management, professional, and related	123.7	126.0	126.8	.3	1.0	.6	2.1	2.2	2.5
Professional and related	123.5	125.8	126.7	.4	1.0	.7	2.1	2.3	2.6
Sales and office	126.4	128.7	129.2	.4	.9	.4	2.4	2.2	2.2
Office and administrative support	126.5	128.8	129.3	.5	.9	.4	2.5	2.3	2.2
Service occupations	127.1	129.6	130.0	.4	1.1	.3	2.3	2.4	2.3
Industry									
Education and health services	123.4	125.9	126.7	.3	1.1	.6	1.9	2.4	2.7
Educational services	123.0	125.5	126.3	.4	1.1	.6	2.0	2.4	2.7
Schools ²	123.0	125.4	126.2	.4	1.1	.6	2.0	2.4	2.6
Elementary and secondary schools	122.8	125.1	126.1	.4	1.1	.8	1.9	2.3	2.7
Health care and social assistance ³	126.8	129.1	129.9	.3	.6	.6	1.4	2.1	2.4
Hospitals	125.0	126.9	127.4	.2	.7	.4	1.1	1.8	1.9
Public administration	126.4	128.5	129.1	.5	.9	.5	2.4	2.1	2.1

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. 2014	Sep. 2015	Dec. 2015	Dec. 2014	Sep. 2015	Dec. 2015	Dec. 2014	Sep. 2015	Dec. 2015
Civilian workers									
All workers ¹	121.2	123.2	123.7	0.4	0.7	0.4	2.1	2.1	2.1
Excluding incentive paid occupations ²	121.0	123.1	123.6	.3	.6	.4	1.9	2.1	2.1
Occupational group									
Management, professional, and related	121.7	123.9	124.3	.2	.7	.3	2.0	2.1	2.1
Management, business, and financial	122.3	125.2	125.7	-.1	1.2	.4	2.3	2.3	2.8
Professional and related	121.3	123.1	123.6	.3	.4	.4	1.8	1.8	1.9
Sales and office	121.1	123.0	123.4	.7	.7	.3	2.4	2.2	1.9
Sales and related	119.3	120.7	120.7	1.0	.9	.0	2.8	2.2	1.2
Office and administrative support	122.2	124.4	125.1	.5	.5	.6	2.1	2.3	2.4
Natural resources, construction, and maintenance	121.3	123.1	123.5	.4	.4	.3	2.1	1.9	1.8
Construction, extraction, farming, fishing, and forestry	121.0	122.4	122.9	.7	.5	.4	2.2	1.9	1.6
Installation, maintenance, and repair	121.7	123.9	124.2	.1	.3	.2	2.0	1.9	2.1
Production, transportation, and material moving	119.9	122.2	122.8	.2	.5	.5	2.2	2.1	2.4
Production	119.2	121.3	122.1	.4	.6	.7	2.3	2.2	2.4
Transportation and material moving	120.9	123.4	123.7	.0	.6	.2	2.3	2.1	2.3
Service occupations	120.9	122.5	123.0	.5	.6	.4	2.0	1.8	1.7
Industry									
Goods-producing industries ³	120.1	122.5	123.2	.4	.6	.6	2.1	2.4	2.6
Manufacturing	119.8	122.3	123.0	.3	.4	.6	2.2	2.4	2.7
Service-providing industries ⁴	121.4	123.4	123.8	.3	.7	.3	2.1	2.0	2.0
Education and health services	120.7	122.4	122.9	.5	.7	.4	1.7	1.9	1.8
Educational services	119.1	120.8	121.2	.3	.8	.3	1.6	1.8	1.8
Elementary and secondary schools	118.1	119.7	120.1	.3	.8	.3	1.5	1.6	1.7
Junior colleges, colleges, universities, and professional schools	120.5	122.6	122.9	.5	1.0	.2	1.7	2.3	2.0
Health care and social assistance ⁵	122.6	124.2	124.8	.7	.4	.5	1.8	2.1	1.8
Hospitals	122.5	124.3	124.9	.5	.5	.5	1.5	2.0	2.0
Nursing and residential care facilities	118.0	120.2	120.7	.5	.7	.4	1.3	2.4	2.3
Public administration	120.2	122.0	122.3	.5	.7	.2	2.0	2.0	1.7

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

2 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. 2014	Sep. 2015	Dec. 2015	Dec. 2014	Sep. 2015	Dec. 2015	Dec. 2014	Sep. 2015	Dec. 2015
Private industry workers									
All workers	121.6	123.7	124.2	0.3	0.7	0.4	2.2	2.1	2.1
Excluding incentive paid occupations ¹	121.5	123.6	124.2	.3	.6	.5	2.0	2.1	2.2
Occupational group									
Management, professional, and related	122.8	125.1	125.6	.2	.7	.4	2.2	2.1	2.3
Excluding incentive paid occupations ¹	122.1	124.2	124.7	.2	.5	.4	1.7	2.0	2.1
Management, business, and financial	122.7	125.7	126.2	-.1	1.2	.4	2.4	2.4	2.9
Excluding incentive paid occupations ¹	122.0	124.4	124.8	.3	.6	.3	1.9	2.3	2.3
Professional and related	122.8	124.7	125.2	.4	.4	.4	1.9	2.0	2.0
Sales and office	121.3	123.1	123.5	.7	.7	.3	2.4	2.2	1.8
Excluding incentive paid occupations ¹	121.6	124.1	124.8	.4	.6	.6	2.0	2.5	2.6
Sales and related	119.4	120.8	120.7	1.0	.9	-.1	2.9	2.2	1.1
Excluding incentive paid occupations ¹	120.0	122.9	123.3	.3	.9	.3	2.0	2.8	2.8
Office and administrative support	122.5	124.8	125.6	.4	.5	.6	2.0	2.3	2.5
Natural resources, construction, and maintenance	121.4	123.2	123.5	.4	.4	.2	2.2	1.9	1.7
Construction, extraction, farming, fishing, and forestry	121.1	122.6	123.1	.7	.5	.4	2.2	1.9	1.7
Installation, maintenance, and repair	121.7	123.9	124.1	.1	.4	.2	2.1	1.9	2.0
Production, transportation, and material moving	119.9	122.2	122.8	.3	.6	.5	2.3	2.2	2.4
Excluding incentive paid occupations ¹	120.0	122.3	123.1	.3	.6	.7	2.3	2.2	2.6
Production	119.1	121.2	122.0	.4	.6	.7	2.3	2.2	2.4
Excluding incentive paid occupations ¹	119.2	121.4	122.2	.4	.6	.7	2.3	2.3	2.5
Transportation and material moving	120.9	123.4	123.8	-.1	.5	.3	2.3	2.0	2.4
Service occupations	120.7	122.2	122.8	.5	.5	.5	2.0	1.7	1.7
Industry and occupational group									
Goods-producing industries ²	120.1	122.5	123.2	.4	.6	.6	2.1	2.4	2.6
Excluding incentive paid occupations ¹	120.4	122.8	123.4	.3	.6	.5	2.0	2.3	2.5
Management, professional, and related	120.4	123.4	124.1	.1	.5	.6	1.8	2.6	3.1
Sales and office	121.3	124.4	125.5	.5	.8	.9	2.6	3.1	3.5
Natural resources, construction, and maintenance	121.1	122.8	123.3	.7	.6	.4	2.3	2.1	1.8
Production, transportation, and material moving	118.8	120.9	121.7	.4	.6	.7	2.1	2.2	2.4
Construction	119.6	121.8	122.7	.5	1.0	.7	1.9	2.4	2.6
Manufacturing	119.8	122.3	123.0	.3	.4	.6	2.2	2.4	2.7
Management, professional, and related	120.8	123.8	124.1	.3	.3	.2	2.4	2.8	2.7
Sales and office	121.3	124.6	125.6	.2	.6	.8	1.9	3.0	3.5
Natural resources, construction, and maintenance	121.6	123.8	124.5	.4	.7	.6	2.7	2.2	2.4
Production, transportation, and material moving	118.6	120.6	121.4	.5	.6	.7	2.2	2.2	2.4
Aircraft manufacturing	127.7	131.4	131.3	-.1	.4	-.1	2.7	2.8	2.8

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes(Dec.2005=100)			Percent changes for–					
				3-months ended–			12-months ended–		
	Dec. 2014	Sep. 2015	Dec. 2015	Dec. 2014	Sep. 2015	Dec. 2015	Dec. 2014	Sep. 2015	Dec. 2015
Service-providing industries ³	122.1	124.1	124.5	0.4	0.6	0.3	2.3	2.1	2.0
Excluding incentive paid occupations ¹	121.8	123.9	124.4	.3	.6	.4	1.9	2.1	2.1
Management, professional, and related	123.2	125.4	125.9	.2	.7	.4	2.2	2.0	2.2
Sales and office	121.3	123.0	123.3	.7	.7	.2	2.4	2.2	1.6
Natural resources, construction, and maintenance	121.7	123.7	123.9	.0	.2	.2	2.0	1.6	1.8
Production, transportation, and material moving	121.1	123.7	124.1	.0	.6	.3	2.4	2.1	2.5
Service occupations	120.7	122.2	122.8	.6	.5	.5	2.0	1.8	1.7
Trade, transportation, and utilities	121.5	124.0	123.9	.2	1.1	-.1	2.8	2.2	2.0
Excluding incentive paid occupations ¹	120.7	123.2	123.8	.3	.7	.5	2.1	2.4	2.6
Wholesale trade	121.1	122.3	121.1	-.1	1.8	-1.0	3.8	.9	.0
Excluding incentive paid occupations ¹	118.9	121.4	122.0	.2	.6	.5	1.8	2.3	2.6
Retail trade	121.1	124.3	124.9	.5	.8	.5	2.5	3.2	3.1
Excluding incentive paid occupations ¹	119.9	122.6	123.3	.4	.7	.6	2.0	2.7	2.8
Transportation and warehousing	121.7	124.3	124.2	-.1	.6	-.1	2.5	2.1	2.1
Utilities	128.3	131.4	131.4	.0	.5	.0	2.5	2.4	2.4
Information	118.5	120.9	121.0	.4	.5	.1	2.0	2.5	2.1
Financial activities	121.3	123.4	124.1	.2	-.2	.6	1.8	2.0	2.3
Excluding incentive paid occupations ¹	121.9	124.5	124.7	.2	.2	.2	2.2	2.4	2.3
Finance and insurance	122.0	124.2	124.9	.2	-.1	.6	1.7	2.1	2.4
Credit intermediation and related activities	119.0	121.5	121.8	.4	.2	.2	1.8	2.5	2.4
Excluding incentive paid occupations ¹	123.0	125.0	125.3	.5	.2	.2	2.4	2.1	1.9
Insurance carriers and related activities	121.6	123.8	125.2	.1	.4	1.1	.6	1.9	3.0
Excluding incentive paid occupations ¹	121.3	124.2	124.3	-.2	.5	.1	1.9	2.2	2.5
Real estate and rental and leasing	118.3	120.5	120.8	.1	.0	.2	2.2	1.9	2.1
Excluding incentive paid occupations ¹	122.0	124.3	124.6	.5	-.1	.2	2.6	2.4	2.1
Professional and business services	123.9	125.9	126.6	.4	1.0	.6	2.4	2.0	2.2
Professional, scientific, and technical services	126.0	127.8	128.4	.3	.9	.5	2.0	1.8	1.9
Administrative and support and waste management and remediation services	121.7	123.8	124.5	.7	1.1	.6	3.1	2.4	2.3
Education and health services	122.6	124.1	124.7	.7	.4	.5	1.8	2.0	1.7
Educational services	122.6	124.1	124.5	.3	.9	.3	1.7	1.6	1.5
Junior colleges, colleges, universities, and professional schools	123.0	124.5	124.9	.5	1.0	.3	1.5	1.7	1.5
Health care and social assistance ⁴	122.6	124.1	124.7	.8	.3	.5	1.9	2.1	1.7
Hospitals	122.7	124.5	125.2	.5	.4	.6	1.7	2.0	2.0
Nursing and residential care facilities	117.8	120.0	120.4	.5	.7	.3	1.3	2.4	2.2
Nursing care facilities ¹	117.9	120.3	120.9	.5	.8	.5	1.5	2.6	2.5
Leisure and hospitality	120.7	122.2	122.9	.4	.1	.6	2.1	1.7	1.8
Accommodation and food services	121.0	122.5	123.2	.4	.3	.6	1.9	1.7	1.8
Other services, except public administration	121.9	125.1	125.2	-.3	.7	.1	1.0	2.3	2.7

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. 2014	Sep. 2015	Dec. 2015	Dec. 2014	Sep. 2015	Dec. 2015	Dec. 2014	Sep. 2015	Dec. 2015
Bargaining status									
Union	123.1	124.8	125.5	0.8	0.2	0.6	2.8	2.2	1.9
Goods-producing industries ¹	119.5	121.2	121.9	.4	.4	.6	2.1	1.8	2.0
Manufacturing	116.9	118.8	119.6	.2	.3	.7	1.8	1.8	2.3
Service-providing industries ²	125.6	127.3	128.0	1.0	.1	.5	3.1	2.3	1.9
Nonunion	121.5	123.6	124.0	.4	.7	.3	2.2	2.1	2.1
Goods-producing industries ¹	120.3	122.8	123.5	.4	.6	.6	2.1	2.5	2.7
Manufacturing	120.5	123.2	123.8	.4	.6	.5	2.3	2.7	2.7
Service-providing industries ²	121.7	123.8	124.2	.3	.7	.3	2.1	2.1	2.1
Census region and division³									
Northeast	122.2	124.2	124.7	.4	.8	.4	2.6	2.1	2.0
New England	125.3	128.5	128.4	-.6	2.4	-.1	2.9	2.0	2.5
Middle Atlantic	120.9	122.6	123.3	.7	.2	.6	2.4	2.1	2.0
South	122.8	124.7	125.0	.3	.4	.2	2.2	1.9	1.8
South Atlantic	123.4	125.6	126.0	.4	.7	.3	2.2	2.2	2.1
East South Central	119.4	121.7	122.5	.5	.4	.7	1.8	2.4	2.6
West South Central	123.1	124.4	124.3	.2	-.1	-.1	2.1	1.2	1.0
Midwest	119.1	121.4	121.8	.2	.7	.3	1.7	2.1	2.3
East North Central	117.5	119.8	120.1	.3	.3	.3	1.6	2.2	2.2
West North Central	123.1	125.3	125.8	.2	1.5	.4	2.0	2.0	2.2
West	122.2	124.4	125.2	.6	.8	.6	2.5	2.4	2.5
Mountain	121.5	124.1	124.9	.6	.9	.6	2.3	2.7	2.8
Pacific	122.5	124.6	125.4	.6	.7	.6	2.5	2.3	2.4

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. 2014	Sep. 2015	Dec. 2015	Dec. 2014	Sep. 2015	Dec. 2015	Dec. 2014	Sep. 2015	Dec. 2015
State and local government workers									
All workers	119.4	121.2	121.6	0.3	0.7	0.3	1.6	1.8	1.8
Occupational group									
Management, professional, and related	118.9	120.6	121.1	.3	.7	.4	1.5	1.8	1.9
Professional and related	118.9	120.5	121.0	.3	.6	.4	1.5	1.7	1.8
Sales and office	119.3	121.1	121.5	.5	.8	.3	2.1	2.0	1.8
Office and administrative support	119.7	121.5	121.9	.5	.8	.3	2.2	2.0	1.8
Service occupations	121.4	123.1	123.6	.5	.8	.4	2.0	1.9	1.8
Industry									
Education and health services	118.8	120.6	121.0	.3	.8	.3	1.5	1.9	1.9
Educational services	118.4	120.2	120.6	.3	.8	.3	1.6	1.9	1.9
Schools ¹	118.4	120.2	120.5	.3	.8	.2	1.6	1.9	1.8
Elementary and secondary schools	118.0	119.6	120.0	.3	.8	.3	1.5	1.6	1.7
Health care and social assistance ²	122.5	124.3	125.2	.3	.6	.7	1.2	1.8	2.2
Hospitals	121.7	123.2	123.9	.3	.6	.6	1.0	1.6	1.8
Public administration	120.2	122.0	122.3	.5	.7	.2	2.0	2.0	1.7

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. 2014	Sep. 2015	Dec. 2015	Dec. 2014	Sep. 2015	Dec. 2015	Dec. 2014	Sep. 2015	Dec. 2015
Civilian workers									
All workers ¹	126.2	127.9	128.4	0.4	0.6	0.4	2.6	1.8	1.7
Private industry workers									
All workers	123.5	124.8	125.1	.3	.3	.2	2.5	1.4	1.3
Occupational group									
Management, professional, and related	123.4	124.3	124.5	.2	.2	.2	2.7	1.0	.9
Sales and office	123.4	124.7	125.0	.3	.5	.2	2.4	1.4	1.3
Natural resources, construction, and maintenance	127.1	127.6	127.9	.2	.4	.2	3.4	.6	.6
Production, transportation, and material moving	122.1	124.9	125.4	.4	.5	.4	2.2	2.7	2.7
Service occupations	122.2	123.8	124.3	.5	.4	.4	1.0	1.8	1.7
Industry									
Goods-producing industries ²	120.7	122.4	123.1	.3	.2	.6	2.3	1.7	2.0
Manufacturing	119.8	121.6	122.5	.4	.1	.7	2.7	1.9	2.3
Aircraft manufacturing	91.7	87.5	87.4	.0	-3.4	-1.1	11.3	-4.6	-4.7
Service-providing industries ³	124.6	125.7	125.9	.3	.3	.2	2.6	1.2	1.0
Bargaining status									
Union	132.6	133.2	133.9	.5	.7	.5	4.2	1.0	1.0
Nonunion	121.7	123.0	123.3	.2	.2	.2	2.2	1.3	1.3
State and local government workers									
All workers	135.8	139.2	140.6	.4	1.4	1.0	2.9	3.0	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,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. 2014	Sep. 2015	Dec. 2015	Dec. 2014	Sep. 2015	Dec. 2015
Northeast						
Boston—Worcester—Manchester, MA—NH CSA	3.2	3.0	2.2	3.5	3.6	2.5
New York—Newark—Bridgeport, NY—NJ—CT—PA CSA	2.8	1.6	1.4	2.6	1.7	1.4
Philadelphia—Camden—Vineland, PA—NJ—DE—MD CSA	2.0	2.1	1.6	2.0	2.2	1.5
South						
Atlanta—Sandy Springs—Gainesville, GA—AL CSA	3.2	2.0	1.7	1.6	2.2	2.1
Dallas—Fort Worth, TX CSA	2.5	2.0	1.7	2.3	3.3	2.9
Houston—Baytown—Huntsville, TX CSA	1.7	2.5	2.0	2.1	2.5	1.6
Miami—Fort Lauderdale—Pompano Beach, FL MSA	2.1	2.7	1.7	2.5	2.6	1.8
Washington—Baltimore—Northern Virginia, DC—MD—VA—WV CSA	1.4	2.3	2.4	1.2	1.8	2.2
Midwest						
Chicago—Naperville—Michigan City, IL—IN—WI CSA	3.3	1.1	.9	1.9	1.8	1.9
Detroit—Warren—Flint, MI CSA	1.0	1.9	2.5	.2	2.4	2.9
Minneapolis—St. Paul—St. Cloud, MN—WI CSA	2.3	2.4	4.1	2.6	2.4	4.9
West						
Los Angeles—Long Beach—Riverside, CA CSA	2.8	2.2	2.5	2.4	2.6	2.7
Phoenix—Mesa—Scottsdale, AZ MSA	1.3	2.5	2.2	1.4	2.7	2.3
San Jose—San Francisco—Oakland, CA CSA	4.8	1.5	1.4	4.9	1.8	1.6
Seattle—Tacoma—Olympia, WA CSA	4.8	2.2	1.9	2.7	2.9	2.8

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