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(Note: Employment Cost Index data for September 2012, December 2012, and March 2013 contained errors in several series and have been corrected in the public database and historical listings available on the BLS website. This news release will not be corrected. The primary errors are in benefits data for private industry. Some additional series were also corrected. For further information see www.bls.gov/bls/eci_corrections_043013.htm.)

EMPLOYMENT COST INDEX – DECEMBER 2012

Compensation costs for civilian workers increased 0.5 percent, seasonally adjusted, for the 3-month period ending December 2012, the U.S. Bureau of Labor Statistics reported today. **Wages and salaries** (which make up about 70 percent of compensation costs) increased 0.3 percent, and **benefits** (which make up the remaining 30 percent of compensation) increased 0.6 percent.

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

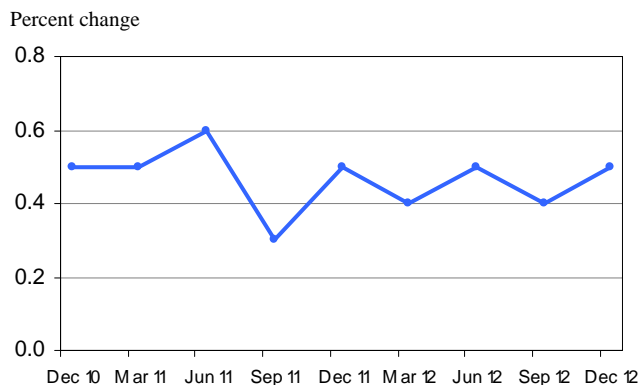
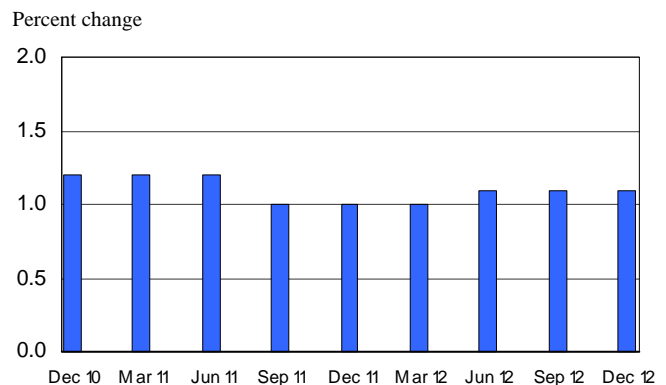


Chart 2. Employment Cost Index, 12-month percent change, not seasonally adjusted, state and local government, wages and salaries, Dec. 2010-Dec. 2012



Civilian Workers

Compensation costs for civilian workers increased 1.9 percent for the 12-month period ending December 2012, essentially unchanged from the December 2011 increase of 2.0 percent. **Wages and salaries** increased 1.7 percent for the current 12-month period. In December 2011 the increase was 1.4 percent. **Benefit costs** increased 2.5 percent for the 12-month period ending December 2012, down from the December 2011 increase, which was 3.2 percent.

Private Industry Workers

Compensation costs for private industry workers increased 1.9 percent over the year. In December 2011 the increase was 2.2 percent. **Wages and salaries** increased 1.7 percent for the current 12-month period, essentially unchanged from the 12-month period ending December 2011, which was 1.6 percent. The increase in the cost of **benefits** was 2.2 percent for the 12-month period ending December 2012, down from the December 2011 increase of 3.6 percent. Employer costs for **health benefits** increased 2.8 percent over the year. In December 2011 the increase was 3.5 percent.

Among occupational groups, compensation cost increases for private industry workers for the 12-month period ending December 2012 ranged from 1.7 percent for natural resources, construction, and maintenance occupations; production, transportation, and material moving occupations; and service occupations to 2.0 percent for management, professional, and related occupations; and sales and office occupations.

Among industry supersectors, compensation cost increases for private industry workers for the current 12-month period ranged from 1.1 percent for leisure and hospitality to 3.9 percent for information.

State and Local Government Workers

Compensation costs for state and local government workers increased 1.9 percent for the 12-month period ending December 2012, higher than the December 2011 increase of 1.3 percent. Values for this series—which began in June 1982—have ranged from 1.3 percent to 9.6 percent. **Wages and salaries** increased 1.1 percent for the 12-month period ending December 2012, essentially unchanged from a year earlier when the increase was 1.0 percent. Prior values for this series, which also began in June 1982, ranged from 1.0 percent to 8.5 percent. **Benefit costs** increased 3.4 percent in December 2012, up from the December 2011 increase of 2.1 percent.

The Employment Cost Index for March 2013 is scheduled to be released on Tuesday, April 30, 2013, 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.

New seasonal factors for 2013, along with revised seasonally adjusted indexes for the past five years will be available online Friday, April 26, 2013.

BLS news releases, including the ECI, are available through an e-mail subscription service at: 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. 2012	Dec. 2012	Dec. 2011	Mar. 2012	June 2012	Sept. 2012	Dec. 2012
CIVILIAN WORKERS¹							
Compensation ²	0.4	0.5	2.0	1.9	1.7	2.0	1.9
Wages and salaries	0.3	0.3	1.4	1.7	1.7	1.7	1.7
Benefits	0.8	0.6	3.2	2.7	2.1	2.6	2.5
PRIVATE INDUSTRY							
Compensation ²	0.4	0.5	2.2	2.1	1.8	2.0	1.9
Wages and salaries	0.4	0.3	1.6	1.9	1.8	1.8	1.7
Benefits	0.7	0.6	3.6	2.8	1.9	2.3	2.2
STATE AND LOCAL GOVERNMENT							
Compensation ²	0.3	0.4	1.3	1.5	1.6	1.8	1.9
Wages and salaries	0.2	0.3	1.0	1.0	1.1	1.1	1.1
Benefits	0.8	0.6	2.1	2.3	2.7	3.2	3.4

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, and methods can be found in *BLS Handbook of Methods*, Chapter 8, "National Compensation Measures," Bureau of Labor Statistics, on the Internet at www.bls.gov/opub/hom/pdf/homch8.pdf.

Sample size

Data for the December 2012 reference period were collected from a probability sample of approximately 46,300 occupational observations selected from a sample of about 9,300 establishments in private industry and approximately 9,200 occupations from a sample of about 1,400 establishments in state and local governments.

Health insurance data

Data from the ECI that provide 12-month percent changes in employer costs for health insurance in private industry are available at www.bls.gov/ect/sp/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). The next ECEC release is scheduled for 10:00 a.m. (EDT), Tuesday, March 12, 2013. 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 compensation¹, by occupational group and industry

(Seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)		Percent changes for 3-months ended—							
	Sep. 2012	Dec. 2012	Mar. 2011	June 2011	Sep. 2011	Dec. 2011	Mar. 2012	June 2012	Sep. 2012	Dec. 2012
Civilian workers										
All workers ²	117.3	117.9	0.5	0.6	0.3	0.5	0.4	0.5	0.4	0.5
Industry										
Goods-producing industries ³	115.3	116.0	.5	1.0	.3	.7	-.2	.4	.7	.6
Manufacturing	114.6	115.3	.6	1.2	.3	.7	-.3	.4	.7	.6
Service-providing industries ⁴	117.8	118.4	.5	.5	.3	.4	.7	.5	.3	.5
Education and health services	118.5	119.0	.4	.3	.2	.4	.8	.4	.3	.4
Education services	118.2	118.7	.4	.3	.1	.4	.6	.4	.3	.4
Elementary and secondary schools	118.1	118.5	.3	.3	.0	.3	.6	.4	.3	.3
Junior colleges, colleges, universities, and professional schools	118.2	118.8	.4	.2	.3	.3	.7	.6	.7	.5
Health care and social assistance ⁵	118.9	119.4	.3	.4	.3	.5	.9	.5	.3	.4
Hospitals	119.3	119.8	.3	.4	.4	.4	.3	.5	.3	.4
Nursing and residential care facilities	115.6	116.1	.4	.5	.3	.3	.4	.2	.3	.4
Public administration	120.3	120.7	.5	.3	.1	.3	.7	.7	.4	.3
Private industry workers										
All workers	116.8	117.4	.5	.8	.4	.5	.4	.5	.4	.5
Occupational group										
Management, professional, and related	117.4	118.1	.5	.7	.3	.6	.3	.7	.3	.6
Management, business, and financial	116.9	117.6	.5	.9	.4	.5	.3	1.0	.1	.6
Professional and related	117.7	118.5	.5	.6	.2	.6	.5	.4	.5	.7
Sales and office	116.4	116.5	.5	.8	.4	.4	.8	.5	.6	.1
Sales and related	113.3	113.0	.5	1.1	.5	.4	1.4	.4	.8	-.3
Office and administrative support	118.5	119.0	.6	.6	.4	.5	.4	.6	.4	.4
Natural resources, construction, and maintenance	117.6	118.0	.4	.8	.5	.4	.5	.3	.7	.3
Construction, extraction, farming, fishing, and forestry	117.8	117.9	.5	.3	.4	.5	.2	.2	.8	.1
Installation, maintenance, and repair	117.4	118.0	.5	1.2	.7	.3	.8	.5	.6	.5
Production, transportation, and material moving	115.6	116.3	.4	1.1	.3	.7	.0	.3	.6	.6
Production	114.7	115.3	.5	1.3	.3	.7	-.3	.4	.4	.5
Transportation and material moving	116.8	117.7	.4	.7	.3	.7	.5	.3	.8	.8
Service occupations	116.8	117.6	.6	.3	.2	.6	.3	.4	.3	.7
Industry										
Goods-producing industries ³	115.3	115.9	.6	.9	.3	.7	-.1	.4	.7	.5
Construction	116.0	116.3	.2	.4	.4	.5	.3	.3	.8	.3
Manufacturing	114.6	115.3	.6	1.2	.3	.7	-.3	.4	.7	.6
Aircraft manufacturing	104.1	104.6	2.3	.6	-5.7	.3	1.8	.4	4.9	.5
Service-providing industries ⁶	117.3	117.9	.6	.6	.4	.4	.7	.5	.3	.5
Trade, transportation, and utilities	116.4	116.9	.5	.8	.5	.6	.9	.4	.5	.4
Wholesale trade ⁷	115.3	115.1	.3	1.3	.8	.8	.6	.4	.9	-.2
Retail trade	115.8	116.2	.5	.7	.4	.4	.6	.5	.1	.3
Transportation and warehousing	117.4	118.4	.8	.4	.4	.4	1.7	.3	1.0	.9
Utilities	125.2	126.7	.9	.7	1.0	.9	.3	1.2	.6	1.2
Information	116.5	117.1	1.4	.4	.1	.4	2.2	1.0	.2	.5
Financial activities	116.0	116.2	1.0	.6	.7	.3	-.2	.8	.6	.2
Finance and insurance	116.2	116.4	1.0	.5	.7	.2	-.3	.7	.7	.2
Credit intermediation and related activities	115.5	116.0	1.3	.3	1.0	-.1	.1	.3	.6	.4
Insurance carriers and related activities	117.3	117.1	.7	.8	.4	.7	-.4	.6	1.2	-.2

See footnotes at end of table.

Table 1. Employment Cost Index for total compensation¹, by occupational group and industry — Continued

(Seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)		Percent changes for 3-months ended—							
	Sep. 2012	Dec. 2012	Mar. 2011	June 2011	Sep. 2011	Dec. 2011	Mar. 2012	June 2012	Sep. 2012	Dec. 2012
Industry										
Real estate and rental and leasing	115.0	115.5	0.8	0.7	1.1	0.6	0.1	1.1	0.4	0.4
Professional and business services	118.7	119.5	.6	1.0	.2	.5	.4	.5	.3	.7
Professional, scientific, and technical services Administrative and support and waste management and remediation services	121.4	122.3	.5	.9	.3	.6	.3	.3	.4	.7
Education and health services	115.2	115.9	.4	.8	.0	.4	.5	.6	.1	.6
Education services	118.5	118.9	.3	.5	.3	.6	.8	.5	.3	.3
Junior colleges, colleges, universities, and professional schools	118.5	118.9	.3	.6	.3	.8	.3	.4	.3	.3
Health care and social assistance ⁵	118.9	119.4	.4	.3	.3	.6	.9	.5	.4	.4
Hospitals	118.5	118.9	.3	.4	.3	.5	.9	.5	.3	.3
Nursing and residential care facilities	118.9	119.4	.3	.4	.3	.4	.3	.5	.3	.4
Leisure and hospitality	114.9	115.3	.4	.5	.4	.2	.4	.2	.3	.3
Accommodation and food services	116.0	116.5	.3	.3	.2	.2	.2	.7	-.2	.4
Other services, except public administration	116.6	117.4	.4	.3	.2	.2	.0	.8	-.3	.7
117.4	118.0	.5	.4	.4	.8	.4	.4	.4	.4	.5
State and local government workers										
All workers	119.4	119.9	.5	.3	.3	.3	.7	.5	.3	.4
Industry										
Education and health services	118.5	119.0	.5	.3	.1	.3	.6	.4	.3	.4
Education services	118.1	118.6	.4	.3	.1	.3	.7	.4	.3	.4
Schools	118.1	118.6	.4	.3	.0	.3	.6	.5	.3	.4
Elementary and secondary schools	118.2	118.6	.4	.3	.0	.3	.6	.4	.3	.3
Health care and social assistance ⁵	121.8	122.3	.8	.3	.4	.3	.7	.5	.2	.4
Hospitals	120.9	121.4	.7	.3	.4	.3	.5	.5	.3	.4
Public administration	120.3	120.7	.5	.3	.1	.3	.7	.7	.4	.3

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

⁷ The wholesale trade compensation series is seasonal as of the 2012 revision. Seasonality was first found in the 2007 revision and the series continued to be seasonally adjusted until the 2010 revision when it was discontinued for two years, as seasonality was not found. Historical data for this series is published beginning with March 2002.

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

(Seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)		Percent changes for 3-months ended-							
	Sep. 2012	Dec. 2012	Mar. 2011	June 2011	Sep. 2011	Dec. 2011	Mar. 2012	June 2012	Sep. 2012	Dec. 2012
Civilian workers										
All workers ¹	116.2	116.6	0.4	0.4	0.4	0.3	0.5	0.4	0.3	0.3
Industry										
Goods-producing industries ²	115.1	115.5	.4	.4	.4	.4	.4	.4	.5	.3
Manufacturing	114.5	115.1	.5	.5	.4	.5	.4	.4	.4	.5
Service-providing industries ³	116.4	116.9	.4	.4	.3	.4	.5	.4	.3	.4
Education and health services	116.5	116.9	.4	.3	.1	.4	.5	.3	.2	.3
Education services	115.4	115.8	.4	.3	.0	.4	.4	.3	.2	.3
Elementary and secondary schools	115.0	115.3	.4	.2	.0	.4	.3	.3	.1	.3
Junior colleges, colleges, universities, and professional schools	115.9	116.4	.4	.3	.2	.3	.6	.4	.5	.4
Health care and social assistance ⁴	117.8	118.3	.2	.4	.3	.4	.8	.3	.3	.4
Hospitals	118.3	118.8	.3	.4	.3	.3	.3	.4	.3	.4
Nursing and residential care facilities ⁵	114.7	115.0	.3	.4	.2	.1	.4	.2	.3	.3
Public administration	116.1	116.3	.3	.3	.2	.2	.5	.3	.1	.2
Private industry workers										
All workers	116.3	116.7	.4	.5	.4	.4	.5	.4	.4	.3
Occupational group										
Management, professional, and related	117.2	117.9	.4	.4	.3	.4	.3	.7	.3	.6
Management, business, and financial	116.7	117.2	.3	.5	.5	.3	.3	.9	.1	.4
Professional and related	117.6	118.4	.3	.4	.3	.5	.4	.5	.3	.7
Sales and office	115.7	115.7	.4	.5	.5	.4	.9	.4	.5	.0
Sales and related	113.5	112.9	.1	.8	.6	.4	1.6	.1	.9	-.5
Office and administrative support	117.4	117.8	.5	.4	.5	.3	.4	.6	.3	.4
Natural resources, construction, and maintenance	116.5	116.7	.4	.5	.6	.3	.3	.1	.5	.2
Construction, extraction, farming, fishing, and forestry	116.7	116.7	.5	.3	.3	.3	.1	.2	.6	.0
Installation, maintenance, and repair	116.2	116.7	.4	.8	.9	.2	.6	.1	.4	.5
Production, transportation, and material moving	114.5	115.1	.3	.4	.4	.4	.8	.3	.4	.5
Production	113.8	114.3	.5	.4	.4	.4	.7	.3	.3	.5
Transportation and material moving	115.5	116.2	.3	.4	.2	.4	1.0	.2	.6	.6
Service occupations	116.1	116.9	.4	.2	.2	.6	.1	.5	.2	.7
Industry										
Goods-producing industries ²	115.1	115.5	.4	.5	.4	.4	.4	.4	.5	.3
Construction	115.2	115.4	.2	.4	.4	.4	.0	.3	.7	.2
Manufacturing	114.5	115.1	.5	.5	.4	.5	.4	.4	.4	.5
Aircraft manufacturing	120.6	121.5	.3	1.0	.7	.6	.7	.7	.8	.7
Service-providing industries ⁶	116.6	117.1	.3	.5	.4	.3	.6	.5	.3	.4
Trade, transportation, and utilities	114.9	115.2	.1	.5	.6	.5	1.0	.4	.3	.3
Retail trade	115.2	115.8	.4	.4	.7	.6	.6	.2	-.3	.5
Transportation and warehousing	115.5	116.4	.3	.3	.2	.3	1.5	.4	1.1	.8
Utilities	121.3	122.1	.9	.8	.6	.6	.4	1.1	.2	.6
Information	114.2	115.0	1.4	.1	.1	.4	.5	.5	.3	.7
Financial activities	116.1	116.3	.6	.1	.8	.1	.3	1.0	.5	.2
Finance and insurance	117.0	117.1	.5	.1	.7	.0	.3	1.0	.7	.1
Credit intermediation and related activities	114.5	114.8	1.2	-.4	1.0	-.4	.8	.9	.5	.3
Insurance carriers and related activities	117.3	116.7	.3	.5	.4	.8	.2	.3	1.4	-.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. 2012	Dec. 2012	Mar. 2011	June 2011	Sep. 2011	Dec. 2011	Mar. 2012	June 2012	Sep. 2012	Dec. 2012
Industry										
Professional and business services	118.6	119.4	0.3	0.9	0.2	0.3	0.4	0.5	0.3	0.7
Professional, scientific, and technical services	121.2	122.1	.4	1.0	.3	.3	.2	.4	.4	.7
Administrative and support and waste management and remediation services	115.2	116.1	.2	.6	.1	.4	.5	.6	.3	.8
Education and health services	117.7	118.1	.2	.5	.3	.5	.7	.4	.3	.3
Education services	117.8	118.1	.3	.4	.4	.8	.4	.3	.3	.3
Junior colleges, colleges, universities, and professional schools	117.8	118.3	.4	.3	.3	.5	.9	.3	.4	.4
Health care and social assistance ⁴	117.7	118.1	.2	.5	.2	.5	.7	.4	.3	.3
Hospitals	118.2	118.7	.3	.4	.3	.4	.4	.4	.3	.5
Leisure and hospitality	116.6	117.1	.0	.3	.2	.2	.1	.9	-.3	.4
Accommodation and food services	117.1	117.8	.2	.4	.3	.2	-.1	1.0	-.4	.6
Other services, except public administration	116.5	117.0	.4	.2	.4	.8	.3	.4	.1	.4
State and local government workers										
All workers	115.8	116.1	.4	.3	.1	.3	.4	.3	.2	.3
Industry										
Education and health services	115.4	115.8	.4	.2	.0	.4	.3	.3	.2	.3
Education services	115.0	115.3	.4	.2	.0	.3	.4	.3	.2	.3
Schools	114.9	115.3	.4	.2	.0	.3	.4	.3	.1	.3
Elementary and secondary schools	114.9	115.2	.3	.2	.0	.3	.4	.3	.0	.3
Health care and social assistance ⁴	119.0	119.5	.4	.3	.2	.3	.5	.3	.0	.4
Hospitals	118.6	119.0	.4	.2	.3	.2	.5	.4	.1	.4
Public administration	116.1	116.3	.3	.3	.2	.2	.5	.3	.1	.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 The civilian nursing and residential care facilities wage series is seasonal as of the 2011 revision. The first seasonally adjusted estimates were published with the 2008 revision and the series continued to be seasonally adjusted until the 2010 revision when it was discontinued. Historical data for this series is published beginning with March 2003.

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

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

(Seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)		Percent changes for 3-months ended-							
	Sep. 2012	Dec. 2012	Mar. 2011	June 2011	Sep. 2011	Dec. 2011	Mar. 2012	June 2012	Sep. 2012	Dec. 2012
Civilian workers										
All workers ¹	120.1	120.8	1.1	1.1	0.3	0.7	0.5	0.6	0.8	0.6
Private industry workers										
All workers	118.2	118.9	1.1	1.4	.3	.8	.3	.6	.7	.6
Occupational group										
Management, professional, and related	117.7	118.6	1.1	1.3	.3	1.0	.4	.6	.5	.8
Sales and office	118.1	118.7	1.1	1.3	.4	.4	.7	.7	.6	.5
Natural resources, construction, and maintenance	120.0	120.7	.6	1.1	.6	.9	.6	.7	1.1	.6
Production, transportation, and material moving	117.6	118.5	.8	2.4	.1	1.1	-1.3	.6	.8	.8
Service occupations	119.0	119.9	1.0	.6	.3	.8	.6	.2	.8	.7
Industry										
Goods-producing industries ²	115.7	116.7	.9	1.9	.1	1.1	-1.0	.4	1.0	.9
Manufacturing	114.8	115.9	1.1	2.3	.0	1.1	-1.6	.4	1.2	1.0
Service-providing industries ³	119.1	119.8	1.2	1.2	.3	.7	.9	.6	.5	.6
State and local government workers										
All workers	127.0	127.8	.9	.4	.4	.4	1.1	.9	.8	.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; education services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; and other services, except public administration.

Table 4. Employment Cost Index for total compensation¹, for civilian workers, by occupational group and industry

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)			Percent changes for—					
	Dec. 2011	Sep. 2012	Dec. 2012	3-months ended—			12-months ended—		
				Dec. 2011	Sep. 2012	Dec. 2012	Dec. 2011	Sep. 2012	Dec. 2012
Civilian workers									
All workers ²	115.5	117.5	117.7	0.3	0.6	0.2	2.0	2.0	1.9
Excluding incentive paid occupations ³	116.0	117.8	118.1	.3	.5	.3	2.0	1.8	1.8
Occupational group									
Management, professional, and related	115.8	117.8	118.1	.2	.4	.3	1.8	1.9	2.0
Management, business, and financial	115.3	117.3	117.5	.2	.1	.2	2.3	1.9	1.9
Professional and related	116.2	118.1	118.5	.3	.6	.3	1.7	1.9	2.0
Sales and office	114.6	116.9	116.9	.4	.6	.0	2.2	2.4	2.0
Sales and related	110.8	113.5	113.3	.4	.7	-.2	2.5	2.8	2.3
Office and administrative support	116.8	118.9	119.1	.2	.5	.2	2.1	2.0	2.0
Natural resources, construction, and maintenance	116.1	118.0	118.1	.3	.6	.1	2.2	1.9	1.7
Construction, extraction, farming, fishing, and forestry	116.5	118.0	118.0	.3	.7	.0	1.7	1.6	1.3
Installation, maintenance, and repair	115.6	118.0	118.3	.1	.6	.3	2.7	2.2	2.3
Production, transportation, and material moving	114.6	116.1	116.5	.4	.6	.3	2.4	1.7	1.7
Production	113.8	114.9	115.1	.4	.4	.2	2.6	1.3	1.1
Transportation and material moving	115.6	117.7	118.2	.4	.9	.4	2.0	2.3	2.2
Service occupations	116.6	118.3	118.7	.3	.6	.3	1.5	1.8	1.8
Industry									
Goods-producing industries ⁴	113.9	115.4	115.6	.4	.6	.2	2.5	1.7	1.5
Manufacturing	113.1	114.6	114.9	.3	.5	.3	2.8	1.6	1.6
Service-providing industries ⁵	115.8	117.8	118.1	.3	.5	.3	1.9	2.0	2.0
Education and health services	116.8	118.8	119.0	.3	.8	.2	1.4	2.0	1.9
Education services	116.7	118.6	118.8	.1	1.1	.2	1.2	1.7	1.8
Elementary and secondary schools	116.8	118.6	118.7	.1	1.1	.1	1.1	1.6	1.6
Junior colleges, colleges, universities, and professional schools	116.0	118.5	118.8	.1	1.4	.3	1.2	2.2	2.4
Health care and social assistance ⁶	116.8	118.9	119.3	.3	.3	.3	1.6	2.1	2.1
Hospitals	117.8	119.3	119.7	.3	.3	.3	1.6	1.6	1.6
Nursing and residential care facilities	114.3	115.7	115.9	.0	.3	.2	1.4	1.2	1.4
Public administration	118.2	120.5	120.7	.1	.8	.2	1.2	2.0	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 compensation¹, for private industry workers, by occupational group and industry

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)			Percent changes for—					
	Dec. 2011	Sep. 2012	Dec. 2012	3-months ended—			12-months ended—		
				Dec. 2011	Sep. 2012	Dec. 2012	Dec. 2011	Sep. 2012	Dec. 2012
Private industry workers									
All workers	115.0	116.9	117.2	0.3	0.4	0.3	2.2	2.0	1.9
Excluding incentive paid occupations ²	115.5	117.2	117.6	.3	.3	.3	2.1	1.8	1.8
Occupational group									
Management, professional, and related	115.4	117.4	117.7	.3	.3	.3	2.1	2.0	2.0
Excluding incentive paid occupations ²	115.6	117.4	117.7	.3	.3	.3	2.2	1.8	1.8
Management, business, and financial	115.0	116.9	117.1	.2	.0	.2	2.4	1.8	1.8
Excluding incentive paid occupations ²	115.4	117.2	117.3	.3	.1	.1	2.4	1.8	1.6
Professional and related	115.7	117.7	118.2	.3	.3	.4	1.9	2.0	2.2
Sales and office	114.2	116.5	116.5	.4	.5	.0	2.3	2.4	2.0
Excluding incentive paid occupations ²	115.8	117.7	118.0	.3	.4	.3	2.2	2.0	1.9
Sales and related	110.7	113.5	113.2	.4	.8	-.3	2.4	2.9	2.3
Excluding incentive paid occupations ²	114.2	115.8	116.1	.3	.3	.3	2.1	1.7	1.7
Office and administrative support	116.5	118.5	118.8	.3	.3	.3	2.2	2.0	2.0
Natural resources, construction, and maintenance	115.8	117.7	117.8	.3	.6	.1	2.2	1.9	1.7
Construction, extraction, farming, fishing, and forestry	116.5	117.8	117.9	.4	.6	.1	1.8	1.6	1.2
Installation, maintenance, and repair	115.0	117.5	117.8	.1	.6	.3	2.8	2.3	2.4
Production, transportation, and material moving	114.2	115.7	116.1	.4	.5	.3	2.4	1.7	1.7
Excluding incentive paid occupations ²	114.5	115.8	116.1	.5	.5	.3	2.5	1.7	1.4
Production	113.8	114.8	115.0	.4	.3	.2	2.7	1.2	1.1
Excluding incentive paid occupations ²	114.0	115.0	115.2	.4	.4	.2	2.7	1.3	1.1
Transportation and material moving	114.9	117.0	117.6	.4	.9	.5	2.1	2.3	2.3
Service occupations	115.4	116.9	117.4	.3	.4	.4	1.7	1.7	1.7
Industry and occupational group									
Goods-producing industries ³	113.8	115.3	115.6	.4	.5	.3	2.4	1.7	1.6
Excluding incentive paid occupations ²	114.2	115.6	116.0	.4	.5	.3	2.5	1.6	1.6
Management, professional, and related	112.3	114.3	114.6	.3	.4	.3	2.9	2.1	2.0
Sales and office	112.5	115.4	115.6	.6	.8	.2	2.1	3.2	2.8
Natural resources, construction, and maintenance	115.9	117.3	117.6	.3	.9	.3	1.9	1.5	1.5
Production, transportation, and material moving	113.6	114.6	114.8	.4	.5	.2	2.5	1.3	1.1
Construction	114.5	116.0	116.3	.5	.7	.3	1.6	1.8	1.6
Manufacturing	113.1	114.6	114.9	.3	.5	.3	2.8	1.6	1.6
Management, professional, and related	112.2	114.1	114.4	.2	.4	.3	3.1	1.9	2.0
Sales and office	113.7	116.4	116.6	.4	.9	.2	2.6	2.7	2.6
Natural resources, construction, and maintenance	114.2	116.0	116.4	-.1	1.3	.3	3.0	1.5	1.9
Production, transportation, and material moving	113.4	114.3	114.5	.4	.4	.2	2.6	1.2	1.0
Aircraft manufacturing	96.7	104.2	104.2	-.1	4.8	.0	-2.6	7.6	7.8

See footnotes at end of table.

Table 5. Employment Cost Index for total compensation¹, for private industry workers, by occupational group and industry — Continued

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)			Percent changes for—					
	Dec. 2011	Sep. 2012	Dec. 2012	3-months ended—			12-months ended—		
				Dec. 2011	Sep. 2012	Dec. 2012	Dec. 2011	Sep. 2012	Dec. 2012
Service-providing industries ⁴	115.3	117.4	117.7	0.3	0.3	0.3	2.0	2.1	2.1
Excluding incentive paid occupations ²	116.0	117.8	118.1	.3	.3	.3	2.1	1.9	1.8
Management, professional, and related	116.0	118.0	118.3	.3	.3	.3	2.0	2.0	2.0
Sales and office	114.3	116.6	116.6	.3	.5	.0	2.2	2.3	2.0
Natural resources, construction, and maintenance	115.6	118.4	118.2	.1	.3	-.2	2.7	2.5	2.2
Production, transportation, and material moving	115.1	117.2	117.7	.4	.7	.4	2.3	2.3	2.3
Service occupations	115.4	116.8	117.4	.4	.3	.5	1.7	1.7	1.7
Trade, transportation, and utilities	114.1	116.6	116.7	.3	.5	.1	2.4	2.5	2.3
Excluding incentive paid occupations ²	115.3	117.3	117.5	.3	.4	.2	2.5	2.1	1.9
Wholesale trade	112.8	115.4	114.9	.5	.9	-.4	3.0	2.9	1.9
Excluding incentive paid occupations ²	115.5	116.8	117.1	.3	.3	.3	3.4	1.4	1.4
Retail trade	114.4	115.9	116.1	.4	.1	.2	2.1	1.7	1.5
Excluding incentive paid occupations ²	114.6	116.0	116.1	.4	.2	.1	1.6	1.7	1.3
Transportation and warehousing	113.6	117.6	118.1	.0	1.0	.4	2.1	3.5	4.0
Utilities	121.6	125.4	125.7	.1	.2	.2	3.5	3.2	3.4
Information	112.5	116.6	116.9	.1	.2	.3	2.3	3.7	3.9
Financial activities	114.2	116.0	115.9	-.1	.3	-.1	2.5	1.5	1.5
Excluding incentive paid occupations ²	115.5	116.5	116.6	.3	.1	.1	2.8	1.1	1.0
Finance and insurance	114.5	116.2	116.0	-.2	.3	-.2	2.4	1.3	1.3
Credit intermediation and related activities	114.1	115.3	115.7	-.2	.0	.3	2.4	.9	1.4
Excluding incentive paid occupations ²	117.2	117.8	118.1	.3	.2	.3	2.9	.8	.8
Insurance carriers and related activities	115.2	117.3	116.5	.3	.9	-.7	2.7	2.1	1.1
Excluding incentive paid occupations ²	115.7	117.0	117.0	.3	.1	.0	2.7	1.4	1.1
Real estate and rental and leasing	112.9	115.0	115.2	.4	.3	.2	3.2	2.2	2.0
Excluding incentive paid occupations ²	115.7	118.1	118.1	.4	.2	.0	3.0	2.5	2.1
Professional and business services	117.1	118.7	119.3	.3	.2	.5	2.2	1.7	1.9
Professional, scientific, and technical services	119.8	121.3	121.9	.4	.2	.5	2.2	1.7	1.8
Administrative and support and waste management and remediation services	113.9	115.2	116.0	.5	.0	.7	1.8	1.7	1.8
Education and health services	116.5	118.6	118.9	.4	.5	.3	1.6	2.2	2.1
Education services	117.3	118.9	119.0	.4	.9	.1	2.0	1.8	1.4
Junior colleges, colleges, universities, and professional schools	116.9	119.3	119.5	.3	1.1	.2	1.7	2.4	2.2
Health care and social assistance ⁵	116.4	118.5	118.9	.5	.3	.3	1.6	2.3	2.1
Hospitals	117.5	118.9	119.4	.4	.3	.4	1.6	1.6	1.6
Nursing and residential care facilities	113.7	114.9	115.2	.1	.3	.3	1.4	1.1	1.3
Nursing care facilities ²	114.2	115.1	115.2	.1	.2	.1	1.4	.9	.9
Leisure and hospitality	115.2	116.0	116.5	.1	.0	.4	1.0	.8	1.1
Accommodation and food services	116.0	116.7	117.3	.1	.0	.5	1.0	.7	1.1
Other services, except public administration	115.6	117.6	117.7	.5	.6	.1	2.1	2.3	1.8

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; education 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 compensation¹, 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—					
	Dec. 2011	Sep. 2012	Dec. 2012	3-months ended—			12-months ended—		
				Dec. 2011	Sep. 2012	Dec. 2012	Dec. 2011	Sep. 2012	Dec. 2012
Bargaining status									
Union	117.9	120.2	120.5	0.4	0.8	0.2	2.7	2.4	2.2
Goods-producing industries ²	116.9	117.7	118.0	.5	.9	.3	2.6	1.2	.9
Manufacturing	113.8	113.6	113.7	.5	.7	.1	3.0	.4	-.1
Service-providing industries ³	118.8	122.2	122.6	.4	.6	.3	2.9	3.3	3.2
Nonunion	114.5	116.4	116.7	.3	.3	.3	2.1	1.9	1.9
Goods-producing industries ²	112.9	114.6	114.9	.4	.4	.3	2.5	1.9	1.8
Manufacturing	113.0	115.0	115.3	.2	.5	.3	2.7	2.0	2.0
Service-providing industries ³	115.0	116.9	117.1	.3	.3	.2	2.0	1.9	1.8
Census region and division⁴									
Northeast	116.1	117.6	117.9	.3	.4	.3	2.2	1.6	1.6
New England	116.3	118.1	118.5	.1	.6	.3	1.9	1.6	1.9
Middle Atlantic	116.0	117.5	117.6	.4	.4	.1	2.3	1.7	1.4
South	115.0	117.3	117.8	.3	.4	.4	2.0	2.3	2.4
South Atlantic	115.4	117.9	118.4	.3	.5	.4	1.9	2.4	2.6
East South Central	113.2	115.4	115.9	.2	.3	.4	2.1	2.1	2.4
West South Central	115.0	117.1	117.7	.3	.3	.5	2.0	2.1	2.3
Midwest	113.9	115.7	115.9	.3	.3	.2	2.3	1.8	1.8
East North Central	113.2	114.7	114.8	.1	.2	.1	2.4	1.4	1.4
West North Central	115.6	118.3	118.7	.5	.7	.3	2.1	2.9	2.7
West	115.1	116.9	116.9	.4	.5	.0	2.3	2.0	1.6
Mountain	115.3	116.5	115.7	.4	.4	-.7	2.2	1.5	.3
Pacific	115.1	117.1	117.4	.4	.5	.3	2.4	2.2	2.0

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

⁴ The states (including the District of Columbia) that comprise the census divisions are: New England: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont; Middle Atlantic: New Jersey, New York, and Pennsylvania; South Atlantic: Delaware, District of

Columbia, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, and West Virginia; East South Central: Alabama, Kentucky, Mississippi, and Tennessee; West South Central: Arkansas, Louisiana, Oklahoma, and Texas; East North Central: Illinois, Indiana, Michigan, Ohio, and Wisconsin; West North Central: Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota; Mountain: Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming; and Pacific: Alaska, California, Hawaii, Oregon, and Washington.

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

Table 7. Employment Cost Index for total compensation¹, 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—					
	Dec. 2011	Sep. 2012	Dec. 2012	3-months ended—			12-months ended—		
				Dec. 2011	Sep. 2012	Dec. 2012	Dec. 2011	Sep. 2012	Dec. 2012
State and local government workers									
All workers	117.7	119.7	119.9	0.1	0.9	0.2	1.3	1.8	1.9
Occupational group									
Management, professional, and related	116.9	119.0	119.2	.0	.9	.2	1.2	1.8	2.0
Professional and related	116.9	118.8	119.0	.1	.9	.2	1.2	1.7	1.8
Sales and office	118.4	120.7	120.9	.0	1.1	.2	1.5	1.9	2.1
Office and administrative support	118.6	120.8	121.0	-.1	1.0	.2	1.5	1.8	2.0
Service occupations	119.5	121.5	121.7	.3	.9	.2	1.3	1.9	1.8
Industry									
Education and health services	117.0	119.0	119.1	.1	1.1	.1	1.2	1.8	1.8
Education services	116.6	118.6	118.7	.1	1.2	.1	1.1	1.8	1.8
Schools ²	116.5	118.5	118.7	.0	1.1	.2	1.0	1.7	1.9
Elementary and secondary schools	116.9	118.7	118.7	.1	1.1	.0	1.1	1.6	1.5
Health care and social assistance ³	120.1	121.9	122.2	.2	.4	.2	1.9	1.7	1.7
Hospitals	119.2	121.0	121.2	.3	.4	.2	1.9	1.8	1.7
Public administration	118.2	120.5	120.7	.1	.8	.2	1.2	2.0	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—					
	Dec. 2011	Sep. 2012	Dec. 2012	3-months ended—			12-months ended—		
				Dec. 2011	Sep. 2012	Dec. 2012	Dec. 2011	Sep. 2012	Dec. 2012
Civilian workers									
All workers ¹	114.6	116.3	116.5	0.2	0.4	0.2	1.4	1.7	1.7
Excluding incentive paid occupations ²	115.1	116.5	116.8	.3	.4	.3	1.5	1.5	1.5
Occupational group									
Management, professional, and related	115.2	116.8	117.1	.2	.3	.3	1.3	1.6	1.6
Management, business, and financial	114.9	116.6	116.8	.1	.1	.2	1.5	1.6	1.7
Professional and related	115.4	116.9	117.4	.2	.4	.4	1.3	1.5	1.7
Sales and office	113.7	115.8	115.8	.4	.6	.0	1.8	2.2	1.8
Sales and related	110.8	113.7	113.1	.5	.9	-.5	2.0	3.1	2.1
Office and administrative support	115.5	117.2	117.5	.2	.4	.3	1.7	1.6	1.7
Natural resources, construction, and maintenance	115.4	116.6	116.7	.2	.5	.1	1.8	1.2	1.1
Construction, extraction, farming, fishing, and forestry	115.6	116.6	116.6	.3	.6	.0	1.5	1.1	.9
Installation, maintenance, and repair	115.2	116.6	116.9	.0	.4	.3	2.1	1.2	1.5
Production, transportation, and material moving	113.1	114.9	115.2	.4	.6	.3	1.4	2.0	1.9
Production	112.4	114.0	114.3	.3	.4	.3	1.6	1.7	1.7
Transportation and material moving	113.8	115.9	116.4	.4	.8	.4	1.2	2.2	2.3
Service occupations	115.4	116.5	117.0	.3	.4	.4	1.3	1.3	1.4
Industry									
Goods-producing industries ³	113.5	115.1	115.4	.3	.5	.3	1.7	1.7	1.7
Manufacturing	112.7	114.6	114.8	.2	.5	.2	1.8	1.9	1.9
Service-providing industries ⁴	114.9	116.5	116.8	.3	.3	.3	1.5	1.7	1.7
Education and health services	115.3	116.7	117.0	.3	.5	.3	1.1	1.5	1.5
Education services	114.6	115.7	115.9	.2	.7	.2	1.1	1.1	1.1
Elementary and secondary schools	114.4	115.3	115.4	.2	.6	.1	.9	1.0	.9
Junior colleges, colleges, universities, and professional schools	114.2	116.2	116.5	.1	1.2	.3	1.1	1.8	2.0
Health care and social assistance ⁵	116.2	117.9	118.3	.3	.3	.3	1.3	1.8	1.8
Hospitals	117.2	118.3	118.8	.4	.3	.4	1.6	1.4	1.4
Nursing and residential care facilities	113.8	114.7	115.0	.1	.3	.3	1.1	.9	1.1
Public administration	115.0	116.1	116.3	.2	.3	.2	.9	1.1	1.1

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

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

³ Includes mining, construction, and manufacturing.

⁴ Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and

insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; other services, except public administration; and public administration.

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

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)			Percent changes for—					
	Dec. 2011	Sep. 2012	Dec. 2012	3-months ended—			12-months ended—		
				Dec. 2011	Sep. 2012	Dec. 2012	Dec. 2011	Sep. 2012	Dec. 2012
Private industry workers									
All workers	114.6	116.4	116.6	0.3	0.4	0.2	1.6	1.8	1.7
Excluding incentive paid occupations ¹	115.2	116.6	117.0	.3	.3	.3	1.6	1.6	1.6
Occupational group									
Management, professional, and related	115.5	117.3	117.7	.2	.3	.3	1.6	1.7	1.9
Excluding incentive paid occupations ¹	115.8	117.2	117.6	.3	.3	.3	1.7	1.5	1.6
Management, business, and financial	115.0	116.7	116.9	.1	.0	.2	1.6	1.6	1.7
Excluding incentive paid occupations ¹	115.4	116.9	117.0	.2	.1	.1	1.5	1.5	1.4
Professional and related	115.9	117.7	118.2	.3	.4	.4	1.6	1.8	2.0
Sales and office	113.6	115.8	115.8	.4	.5	.0	1.9	2.3	1.9
Excluding incentive paid occupations ¹	115.3	116.8	117.1	.3	.3	.3	1.8	1.7	1.6
Sales and related	110.9	113.7	113.2	.5	.8	-.4	2.0	3.0	2.1
Excluding incentive paid occupations ¹	114.5	115.7	116.0	.4	.2	.3	1.6	1.4	1.3
Office and administrative support	115.7	117.4	117.7	.3	.3	.3	1.8	1.7	1.7
Natural resources, construction, and maintenance	115.4	116.6	116.7	.2	.5	.1	1.9	1.2	1.1
Construction, extraction, farming, fishing, and forestry	115.7	116.8	116.7	.3	.7	-.1	1.5	1.2	.9
Installation, maintenance, and repair	115.0	116.4	116.7	.0	.4	.3	2.2	1.2	1.5
Production, transportation, and material moving	112.8	114.7	115.1	.3	.6	.3	1.3	2.0	2.0
Excluding incentive paid occupations ¹	113.1	114.8	115.2	.4	.5	.3	1.4	1.9	1.9
Production	112.3	113.9	114.2	.3	.4	.3	1.6	1.7	1.7
Excluding incentive paid occupations ¹	112.4	114.1	114.3	.4	.4	.2	1.4	1.9	1.7
Transportation and material moving	113.6	115.7	116.3	.4	.8	.5	1.2	2.2	2.4
Service occupations	115.1	116.2	116.8	.4	.3	.5	1.4	1.4	1.5
Industry and occupational group									
Goods-producing industries ²	113.5	115.1	115.4	.3	.5	.3	1.7	1.7	1.7
Excluding incentive paid occupations ¹	114.0	115.5	115.9	.3	.5	.3	1.7	1.6	1.7
Management, professional, and related	113.7	115.7	115.9	.2	.4	.2	2.1	1.9	1.9
Sales and office	112.3	115.1	115.1	.7	.9	.0	1.6	3.2	2.5
Natural resources, construction, and maintenance	115.3	116.4	116.7	.3	.8	.3	1.6	1.2	1.2
Production, transportation, and material moving	112.2	113.7	114.0	.3	.4	.3	1.5	1.6	1.6
Construction	114.1	115.2	115.5	.4	.7	.3	1.2	1.4	1.2
Manufacturing	112.7	114.6	114.8	.2	.5	.2	1.8	1.9	1.9
Management, professional, and related	113.4	115.5	115.8	.1	.3	.3	2.0	1.9	2.1
Sales and office	113.5	116.1	116.0	.4	.8	-.1	2.2	2.7	2.2
Natural resources, construction, and maintenance	113.5	115.6	116.0	-.3	1.0	.3	1.9	1.6	2.2
Production, transportation, and material moving	112.0	113.5	113.7	.3	.4	.2	1.6	1.6	1.5
Aircraft manufacturing	117.3	120.6	120.6	-.1	.6	.0	2.5	2.7	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—					
	Dec. 2011	Sep. 2012	Dec. 2012	3-months ended—			12-months ended—		
				Dec. 2011	Sep. 2012	Dec. 2012	Dec. 2011	Sep. 2012	Dec. 2012
Service-providing industries ³	114.9	116.7	117.0	0.3	0.3	0.3	1.6	1.8	1.8
Excluding incentive paid occupations ¹	115.5	117.0	117.4	.3	.3	.3	1.5	1.6	1.6
Management, professional, and related	115.8	117.5	118.0	.2	.2	.4	1.5	1.6	1.9
Sales and office	113.8	115.9	115.9	.4	.5	.0	2.0	2.2	1.8
Natural resources, construction, and maintenance	115.5	117.0	116.8	.0	.3	-.2	2.2	1.3	1.1
Production, transportation, and material moving	113.6	115.9	116.4	.4	.8	.4	1.2	2.4	2.5
Service occupations	115.1	116.2	116.8	.4	.3	.5	1.4	1.4	1.5
Trade, transportation, and utilities	112.9	115.1	115.1	.4	.5	.0	1.7	2.3	1.9
Excluding incentive paid occupations ¹	114.1	115.6	115.8	.4	.3	.2	1.7	1.7	1.5
Wholesale trade	110.2	113.2	112.4	.6	1.2	-.7	1.6	3.4	2.0
Excluding incentive paid occupations ¹	112.8	114.0	114.4	.3	.3	.4	1.6	1.3	1.4
Retail trade	114.4	115.4	115.7	.4	-.2	.3	2.1	1.2	1.1
Excluding incentive paid occupations ¹	114.5	115.4	115.5	.4	-.2	.1	1.5	1.1	.9
Transportation and warehousing	112.1	115.8	116.3	-.1	1.2	.4	1.0	3.2	3.7
Utilities	118.8	121.3	121.7	.3	.0	.3	2.8	2.4	2.4
Information	112.6	114.4	114.8	.1	.4	.3	1.9	1.7	2.0
Financial activities	113.8	116.3	116.0	-.2	.4	-.3	1.6	2.0	1.9
Excluding incentive paid occupations ¹	115.2	116.7	116.7	.3	.1	.0	1.9	1.6	1.3
Finance and insurance	114.5	117.2	116.8	-.3	.5	-.3	1.3	2.1	2.0
Credit intermediation and related activities	112.0	114.3	114.7	-.3	-.1	.3	1.4	1.8	2.4
Excluding incentive paid occupations ¹	115.2	117.3	117.6	.1	.3	.3	1.6	1.9	2.1
Insurance carriers and related activities	114.8	117.4	116.3	.4	1.2	-.9	2.1	2.7	1.3
Excluding incentive paid occupations ¹	114.9	116.6	116.5	.3	.2	-.1	1.9	1.7	1.4
Real estate and rental and leasing	111.1	112.5	112.9	.3	.3	.4	2.8	1.5	1.6
Excluding incentive paid occupations ¹	114.1	115.8	115.9	.3	.1	.1	2.6	1.8	1.6
Professional and business services	117.0	118.5	119.3	.3	.2	.7	1.7	1.5	2.0
Professional, scientific, and technical services	119.6	121.1	121.8	.2	.2	.6	2.0	1.4	1.8
Administrative and support and waste management and remediation services	113.7	115.2	116.2	.4	.2	.9	1.3	1.8	2.2
Education and health services	116.1	117.8	118.2	.4	.4	.3	1.4	1.9	1.8
Education services	116.8	118.1	118.3	.5	.9	.2	2.0	1.6	1.3
Junior colleges, colleges, universities, and professional schools	116.1	118.2	118.5	.3	1.2	.3	1.7	2.2	2.1
Health care and social assistance ⁴	116.0	117.7	118.2	.4	.3	.4	1.4	1.9	1.9
Hospitals	117.1	118.3	118.8	.4	.4	.4	1.6	1.5	1.5
Nursing and residential care facilities	113.6	114.6	114.9	.0	.3	.3	1.0	.9	1.1
Nursing care facilities ¹	113.9	114.7	114.8	.0	.2	.1	1.1	.7	.8
Leisure and hospitality	115.8	116.7	117.1	.0	.1	.3	.7	.8	1.1
Accommodation and food services	116.5	117.2	117.8	.1	.1	.5	1.0	.7	1.1
Other services, except public administration	115.2	116.7	116.7	.3	.3	.0	1.8	1.7	1.3

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; education 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—					
	Dec. 2011	Sep. 2012	Dec. 2012	3-months ended—			12-months ended—		
				Dec. 2011	Sep. 2012	Dec. 2012	Dec. 2011	Sep. 2012	Dec. 2012
Bargaining status									
Union	114.9	116.9	117.4	0.3	0.6	0.4	1.8	2.0	2.2
Goods-producing industries ¹	112.9	114.4	115.0	.1	.5	.5	1.5	1.4	1.9
Manufacturing	110.7	112.1	112.5	.1	.3	.4	1.8	1.4	1.6
Service-providing industries ²	116.3	118.7	119.1	.4	.7	.3	1.8	2.5	2.4
Nonunion	114.6	116.3	116.5	.3	.3	.2	1.7	1.7	1.7
Goods-producing industries ¹	113.7	115.3	115.5	.4	.5	.2	1.8	1.8	1.6
Manufacturing	113.3	115.2	115.4	.3	.5	.2	1.9	1.9	1.9
Service-providing industries ²	114.8	116.5	116.8	.3	.3	.3	1.6	1.7	1.7
Census region and division³									
Northeast	115.3	116.7	117.0	.3	.3	.3	1.7	1.6	1.5
New England	116.0	117.8	118.2	.0	.5	.3	1.5	1.6	1.9
Middle Atlantic	115.0	116.4	116.5	.4	.3	.1	1.7	1.7	1.3
South	115.2	117.3	117.8	.2	.5	.4	1.6	2.0	2.3
South Atlantic	115.6	118.0	118.5	.2	.6	.4	1.7	2.3	2.5
East South Central	113.5	114.9	115.4	.1	.1	.4	1.8	1.3	1.7
West South Central	115.2	117.1	117.7	.2	.4	.5	1.5	1.8	2.2
Midwest	112.9	114.7	115.0	.2	.3	.3	1.5	1.8	1.9
East North Central	111.9	113.4	113.5	.1	.3	.1	1.5	1.4	1.4
West North Central	115.4	118.0	118.5	.4	.8	.4	1.7	2.7	2.7
West	114.9	116.5	116.4	.3	.3	-.1	1.7	1.7	1.3
Mountain	115.2	116.3	115.2	.2	.5	-.9	1.3	1.1	.0
Pacific	114.9	116.7	117.0	.4	.3	.3	1.9	2.0	1.8

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

³ The states (including the District of Columbia) that comprise the census divisions are: New England: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont; Middle Atlantic: New Jersey, New York, and Pennsylvania; South Atlantic: Delaware, District of

Columbia, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, and West Virginia; East South Central: Alabama, Kentucky, Mississippi, and Tennessee; West South Central: Arkansas, Louisiana, Oklahoma, and Texas; East North Central: Illinois, Indiana, Michigan, Ohio, and Wisconsin; West North Central: Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota; Mountain: Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming; and Pacific: Alaska, California, Hawaii, Oregon, and Washington.

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

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)			Percent changes for—					
	Dec. 2011	Sep. 2012	Dec. 2012	3-months ended—			12-months ended—		
				Dec. 2011	Sep. 2012	Dec. 2012	Dec. 2011	Sep. 2012	Dec. 2012
State and local government workers									
All workers	114.9	116.0	116.2	0.2	0.5	0.2	1.0	1.1	1.1
Occupational group									
Management, professional, and related	114.5	115.7	115.9	.1	.6	.2	.9	1.1	1.2
Professional and related	114.6	115.6	115.9	.1	.5	.3	.9	1.0	1.1
Sales and office	114.2	115.5	115.6	.0	.7	.1	.9	1.1	1.2
Office and administrative support	114.6	115.8	115.9	-.1	.6	.1	.9	1.0	1.1
Service occupations	116.3	117.3	117.4	.3	.5	.1	1.0	1.2	.9
Industry									
Education and health services	114.6	115.7	115.8	.2	.7	.1	.9	1.1	1.0
Education services	114.1	115.3	115.4	.1	.8	.1	.8	1.1	1.1
Schools ¹	114.1	115.3	115.4	.1	.8	.1	.8	1.1	1.1
Elementary and secondary schools	114.3	115.2	115.3	.1	.5	.1	.7	.9	.9
Health care and social assistance ²	118.1	119.1	119.4	.2	.2	.3	1.1	1.0	1.1
Hospitals	117.5	118.6	119.0	.2	.2	.3	1.0	1.1	1.3
Public administration	115.0	116.1	116.3	.2	.3	.2	.9	1.1	1.1

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

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

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

(Not seasonally adjusted)

Occupational group, industry, and bargaining status	Indexes (Dec. 2005 = 100)			Percent changes for—					
	Dec. 2011	Sep. 2012	Dec. 2012	3-months ended—			12-months ended—		
				Dec. 2011	Sep. 2012	Dec. 2012	Dec. 2011	Sep. 2012	Dec. 2012
Civilian workers									
All workers ¹	117.5	120.2	120.4	0.3	0.8	0.2	3.2	2.6	2.5
Private industry workers									
All workers	115.9	118.1	118.4	.4	.4	.3	3.6	2.3	2.2
Occupational group									
Management, professional, and related	115.2	117.7	117.9	.4	.3	.2	3.6	2.6	2.3
Sales and office	115.5	118.1	118.4	.3	.4	.3	3.3	2.5	2.5
Natural resources, construction, and maintenance	116.8	120.0	120.3	.5	.8	.2	3.2	3.3	3.0
Production, transportation, and material moving	117.0	117.7	118.0	.6	.5	.3	4.5	1.2	.9
Service occupations	116.4	118.8	119.3	.4	.4	.4	2.6	2.5	2.5
Industry									
Goods-producing industries ²	114.4	115.7	116.0	.4	.7	.3	3.9	1.6	1.4
Manufacturing	113.9	114.7	115.0	.4	.6	.3	4.7	1.1	1.0
Aircraft manufacturing	74.6	86.6	86.6	-1	11.9	.0	-10.3	15.9	16.1
Service-providing industries ³	116.4	119.1	119.4	.3	.3	.3	3.4	2.7	2.6
Bargaining status									
Union	122.8	125.5	125.6	.7	1.0	.1	4.2	2.9	2.3
Nonunion	114.4	116.6	116.9	.4	.3	.3	3.4	2.3	2.2
State and local government workers									
All workers	123.6	127.6	127.8	-1	1.8	.2	2.1	3.2	3.4

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

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

(Not seasonally adjusted)

Census region and metropolitan area	Percent changes for 12-months ended—					
	Total compensation			Wages and salaries		
	Dec. 2011	Sep. 2012	Dec. 2012	Dec. 2011	Sep. 2012	Dec. 2012
Northeast						
Boston-Worcester-Manchester, MA-NH CSA	2.5	1.5	1.6	2.0	1.1	1.3
New York-Newark-Bridgeport, NY-NJ-CT-PA CSA	2.3	1.8	1.6	1.6	1.7	1.4
Philadelphia-Camden-Vineland, PA-NJ-DE-MD CSA	2.8	1.6	1.8	2.3	2.0	2.4
South						
Atlanta-Sandy Springs-Gainesville, GA-AL CSA	2.0	3.8	4.8	1.8	3.2	4.4
Dallas-Fort Worth, TX CSA	2.8	1.1	1.3	1.4	.8	1.2
Houston-Baytown-Huntsville, TX CSA	1.4	2.5	2.8	1.1	2.2	2.8
Miami-Fort Lauderdale-Pompano Beach, FL MSA	1.8	1.3	2.0	1.7	1.2	1.9
Washington-Baltimore-Northern Virginia, DC-MD-VA-WV CSA	1.5	1.7	1.4	1.1	1.2	1.1
Midwest						
Chicago-Naperville-Michigan City, IL-IN-WI CSA ...	1.8	2.0	2.0	.9	1.4	1.3
Detroit-Warren-Flint, MI CSA	4.5	-.3	-.2	.7	1.9	2.5
Minneapolis-St. Paul-St. Cloud, MN-WI CSA	2.5	1.5	.9	2.0	1.1	.4
West						
Los Angeles-Long Beach-Riverside, CA CSA	1.6	1.8	2.6	1.3	1.3	2.4
Phoenix-Mesa-Scottsdale, AZ MSA	2.8	.2	.6	2.0	.7	1.2
San Jose-San Francisco-Oakland, CA CSA	2.7	2.6	2.7	1.9	2.3	2.4
Seattle-Tacoma-Olympia, WA CSA	1.0	3.3	3.1	1.5	1.9	2.0

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