

# Employment Cost Index Historical Listing – Volume IV

National Compensation Survey

July 2017

[www.bls.gov/ect](http://www.bls.gov/ect)

## Constant Dollar, March 2001-June 2017 (December 2005=100)

*The estimates from 2001 to 2005 in this listing are not official; they are presented only to aid users in interpreting the industry and occupational classification systems that were introduced in March 2006.*

*Tables in this listing are numbered to be consistent with the numbering scheme used in the ECI Current-dollar historical listing, 2001 – Current Reference Period (Volume III) and the ECI News Release. Since it is not appropriate to calculate constant-dollar values for seasonally adjusted data, those estimates—which appear in Tables 1-3 of the ECI Current-dollar historical listing and ECI News Release—are not included in this listing.*

### Not Seasonally Adjusted

Table #	Page
<b>Compensation</b>	
4 Civilian; by occupational group and industry.....	3
5 Private industry; by occupational group and industry.....	14
6 Private industry; by bargaining status, census region and division, and metropolitan area status....	44
7 State and local government; by occupational group and industry.....	53
<b>Wages and salaries</b>	
8 Civilian; by occupational group and industry.....	59
9 Private industry; by occupational group and industry.....	70
10 Private industry; by bargaining status, census region and division, and metropolitan area status...100	
11 State and local government; by occupational group and industry.....	109
<b>Benefits</b>	
12 Civilian, Private industry (by occupational group, industry, and bargaining status), and State and local government .....	115

This is the fourth volume of five historical listings for the Employment Cost Index. The other four are:

- I. Current Dollar, September 1975 – December 2005
- II. Constant Dollar, September 1975 – December 2005
- III. Current Dollar, March 2001 – current reference period
- V. Continuous Occupational and Industry Series, September 1975 – current reference period

*The listings are available at [www.bls.gov/ect/#tables](http://www.bls.gov/ect/#tables)*



## Technical Note

This document provides estimates from 2001 to the present reference month based on the 2012 North American Industry Classification System (NAICS), 2000 and 2010 Standard Occupational Classification (SOC) codes, and 2012 employment weights (beginning in December 2013) based on Occupational Employment Statistics employment counts.

Beginning with estimates for March 2006, the following changes were introduced to the ECI:

- The Standard Industrial Classification (SIC) System was replaced by the North American Industry Classification System for classifying establishments by industry.
- The Occupational Classification System (OCS) Manual was replaced by the Standard Occupational Classification Manual for classifying occupations.
- Estimates were weighted to 2002 fixed employment counts until December 2013 (see above). For March 1995 through December 2005, ECI estimates were weighted on 1990 fixed employment counts. A report on the 1990 reweighting, "Introducing 1990 Weights for the ECI," from the June 1995 issue of Compensation and Working Conditions is available upon request.
- The ECI base was changed to December 2005=100. Prior to this, the base was June 1989=100, which was used from March 1990 through December 2005. December 2005=100 indexes were calculated by dividing the June 1989=100 index values for each series by the December 2005 index value for that series and then multiplying by 100. Three- and 12-month percent changes were then calculated from the rebased indexes. These percent changes may differ from those calculated from the June 1989=100 indexes because of rounding. The change to the June 1989=100 base is explained in the technical note, "ECI Rebased to June 1989," in the April 1990 issue of the Monthly Labor Review ([www.bls.gov/opub/mlr/1990/04/rpt1full.pdf](http://www.bls.gov/opub/mlr/1990/04/rpt1full.pdf)).

For more information on these changes, see articles in the April 2006 issue of the Monthly Labor Review ([www.bls.gov/opub/mlr/2006](http://www.bls.gov/opub/mlr/2006)).

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

When using the ECI for escalation contracts, users should review "How to Use the ECI for Escalation" ([www.bls.gov/ect/escalator.htm](http://www.bls.gov/ect/escalator.htm)).

This historical listing includes Employment Cost Index estimate corrections as announced on the Bureau's errata page, see [www.bls.gov/bls/erratabysubject.htm](http://www.bls.gov/bls/erratabysubject.htm).

More information on the ECI is available from several sources. These include: "National Compensation Measures," in the BLS Handbook of Methods ([www.bls.gov/opub/hom/pdf/homch8.pdf](http://www.bls.gov/opub/hom/pdf/homch8.pdf)), and several articles published in the Monthly Labor Review ([www.bls.gov/opub/mlr/mlrhome.htm](http://www.bls.gov/opub/mlr/mlrhome.htm)). These articles, and other descriptive pieces, are also available by calling (202) 691-6199 or sending e-mail to [NCSinfo@bls.gov](mailto:NCSinfo@bls.gov).



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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Civilian workers</b>												
All workers <sup>2</sup>												
2001 .....	94.6	94.5	95.5	97.0	0.0	-0.1	1.1	1.6	1.0	0.6	1.4	2.5
2002 .....	96.8	97.1	97.3	97.9	-2	.3	.2	.6	2.3	2.8	1.9	.9
2003 .....	97.5	98.5	98.8	99.8	-4	1.0	.3	1.0	.7	1.4	1.5	1.9
2004 .....	99.4	99.1	100.0	100.3	-4	-3	.9	.3	1.9	.6	1.2	.5
2005 .....	99.7	99.7	98.4	100.0	-6	.0	-1.3	1.6	.3	.6	-1.6	-3
2006 .....	99.2	98.5	99.6	100.8	-8	-7	1.1	1.2	-5	-1.2	1.2	.8
2007 .....	99.8	99.2	100.1	100.0	-1.0	-6	.9	-1	.6	.7	.5	-8
2008 .....	99.2	97.4	98.2	102.5	-8	-1.8	.8	4.4	-6	-1.8	-1.9	2.5
2009 .....	101.7	100.6	100.9	101.2	-8	-1.1	.3	.3	2.5	3.3	2.7	-1.3
2010 .....	101.1	101.4	101.7	101.7	-1	.3	.3	.0	-6	.8	.8	.5
2011 .....	100.4	100.0	99.9	100.7	-1.3	-4	-1	.8	-7	-1.4	-1.8	-1.0
2012 .....	99.7	100.2	99.8	100.9	-1.0	.5	-4	1.1	-7	.2	-1	.2
2013 .....	100.1	100.3	100.5	101.3	-8	.2	.2	.8	.4	.1	.7	.4
2014 .....	100.4	100.3	101.1	102.8	-9	-1	.8	1.7	.3	.0	.6	1.5
2015 .....	103.0	102.1	103.1	104.1	.2	-9	1.0	1.0	2.6	1.8	2.0	1.3
2016 .....	104.1	103.5	103.9	104.3	.0	-6	.4	.4	1.1	1.4	.8	.2
2017 .....	104.1	104.2	—	—	-2	.1	—	—	.0	.7	—	—
Excluding sales occupations <sup>3</sup>												
2001 .....	94.6	94.4	95.5	97.0	.1	-2	1.2	1.6	1.3	.9	1.6	2.6
2002 .....	96.8	97.0	97.3	97.9	-2	.2	.3	.6	2.3	2.8	1.9	.9
2003 .....	97.5	98.5	98.8	99.9	-4	1.0	.3	1.1	.7	1.5	1.5	2.0
2004 .....	99.5	99.1	99.9	100.3	-4	-4	.8	.4	2.1	.6	1.1	.4
2005 .....	99.8	99.8	98.5	100.0	-5	.0	-1.3	1.5	.3	.7	-1.4	-3
2006 .....	99.3	98.5	99.7	100.9	-7	-8	1.2	1.2	-5	-1.3	1.2	.9
Excluding incentive paid occupations <sup>4</sup>												
2006 .....	99.3	98.5	99.6	100.8	-7	-8	1.1	1.2	—	—	—	.8
2007 .....	99.9	99.3	100.2	100.1	-9	-6	.9	-1	.6	.8	.6	-7
2008 .....	99.4	97.6	98.5	102.9	-7	-1.8	.9	4.5	-5	-1.7	-1.7	2.8
2009 .....	102.2	101.1	101.4	101.7	-7	-1.1	.3	.3	2.8	3.6	2.9	-1.2
2010 .....	101.6	101.8	102.2	102.1	-1	.2	.4	-1	-6	.7	.8	.4
2011 .....	100.9	100.5	100.3	101.1	-1.2	-4	-2	.8	-7	-1.3	-1.9	-1.0
2012 .....	100.1	100.5	100.1	101.2	-1.0	.4	-4	1.1	-8	.0	-2	.1
2013 .....	100.4	100.6	100.8	101.5	-8	.2	.2	.7	.3	.1	.7	.3
2014 .....	100.7	100.5	101.2	102.9	-8	-2	.7	1.7	.3	-1	.4	1.4
2015 .....	103.0	102.3	103.2	104.2	.1	-7	.9	1.0	2.3	1.8	2.0	1.3
2016 .....	104.3	103.6	104.1	104.5	.1	-7	.5	.4	1.3	1.3	.9	.3
2017 .....	104.4	104.5	—	—	-1	.1	—	—	.1	.9	—	—
<b>Occupational group</b>												
White-collar occupations <sup>3,5</sup>												
2001 .....	94.5	94.4	95.4	96.9	.1	-1	1.1	1.6	1.1	.7	1.4	2.6
2002 .....	96.7	97.0	97.2	97.7	-2	.3	.2	.5	2.3	2.8	1.9	.8
2003 .....	97.4	98.4	98.9	99.8	-3	1.0	.5	.9	.7	1.4	1.7	2.1
2004 .....	99.2	98.9	99.8	100.1	-6	-3	.9	.3	1.8	.5	.9	.3
2005 .....	99.7	99.7	98.4	100.0	-4	.0	-1.3	1.6	.5	.8	-1.4	-1
2006 .....	99.3	98.5	99.7	100.9	-7	-8	1.2	1.2	-4	-1.2	1.3	.9

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Excluding sales occupations<sup>3</sup></b>													
2001 .....	94.4	94.3	95.4	96.9	0.2	-0.1	1.2	1.6	1.4	1.1	1.7	2.9	
2002 .....	96.7	96.9	97.2	97.8	-2	.2	.3	.6	2.4	2.8	1.9	.9	
2003 .....	97.5	98.4	98.8	99.8	-3	.9	.4	1.0	.8	1.5	1.6	2.0	
2004 .....	99.3	98.8	99.7	100.2	-5	-5	.9	.5	1.8	.4	.9	.4	
2005 .....	99.8	99.7	98.4	100.0	-4	-1	-1.3	1.6	.5	.9	-1.3	-2	
2006 .....	99.4	98.6	99.9	101.1	-6	-8	1.3	1.2	-4	-1.1	1.5	1.1	
<b>Management, professional, and related</b>													
2001 .....	94.6	94.6	95.7	97.1	.1	.0	1.2	1.5	1.3	1.1	1.8	2.8	
2002 .....	96.8	97.0	97.3	97.8	-3	.2	.3	.5	2.3	2.5	1.7	.7	
2003 .....	97.6	98.5	98.9	100.0	-2	.9	.4	1.1	.8	1.5	1.6	2.2	
2004 .....	99.3	98.7	99.7	100.1	-7	-6	1.0	.4	1.7	.2	.8	.1	
2005 .....	99.8	99.7	98.4	100.0	-3	-1	-1.3	1.6	.5	1.0	-1.3	-1	
2006 .....	99.4	98.5	99.9	101.1	-6	-9	1.4	1.2	-4	-1.2	1.5	1.1	
2007 .....	100.3	99.6	100.7	100.5	-8	-7	1.1	-2	.9	1.1	.8	-6	
2008 .....	99.8	98.0	99.0	103.3	-7	-1.8	1.0	4.3	-5	-1.6	-1.7	2.8	
2009 .....	102.6	101.3	101.6	101.7	-7	-1.3	.3	.1	2.8	3.4	2.6	-1.5	
2010 .....	101.7	101.8	102.2	102.1	.0	.1	.4	-1	-9	.5	.6	.4	
2011 .....	101.0	100.4	100.3	101.0	-1.1	-6	-1	.7	-7	-1.4	-1.9	-1.1	
2012 .....	100.2	100.6	100.2	101.3	-8	.4	-4	1.1	-8	.2	-1	.3	
2013 .....	100.5	100.8	101.0	101.8	-8	.3	.2	.8	.3	.2	.8	.5	
2014 .....	100.8	100.7	101.6	103.2	-1.0	-1	.9	1.6	.3	-1	.6	1.4	
2015 .....	103.3	102.5	103.5	104.6	.1	-8	1.0	1.1	2.5	1.8	1.9	1.4	
2016 .....	104.4	103.5	104.1	104.4	-2	-9	.6	.3	1.1	1.0	.6	-2	
2017 .....	104.2	104.3	-	-	-2	.1	-	-	-2	.8	-	-	
<b>Management, business, and financial</b>													
2001 .....	95.9	96.1	96.8	98.5	.1	.2	.7	1.8	.9	1.1	1.6	2.8	
2002 .....	98.4	99.0	98.6	98.6	-1	.6	-4	.0	2.6	3.0	1.9	.1	
2003 .....	99.5	100.3	100.6	101.6	.9	.8	.3	1.0	1.1	1.3	2.0	3.0	
2004 .....	100.5	100.1	100.7	101.1	-1.1	-4	.6	.4	1.0	-2	.1	-5	
2005 .....	100.8	100.5	98.7	100.0	-3	-3	-1.8	1.3	.3	.4	-2.0	-1.1	
2006 .....	99.7	98.8	99.6	100.6	-3	-9	.8	1.0	-1.1	-1.7	.9	.6	
2007 .....	100.0	99.4	100.3	99.9	-6	-6	.9	-4	.3	.6	.7	-7	
2008 .....	99.7	98.0	98.6	102.8	-2	-1.7	.6	4.3	-3	-1.4	-1.7	2.9	
2009 .....	101.8	100.4	100.4	100.6	-1.0	-1.4	.0	.2	2.1	2.4	1.8	-2.1	
2010 .....	101.0	101.2	101.2	101.2	.4	.2	.0	.0	-8	.8	.8	.6	
2011 .....	100.3	100.0	99.8	100.5	-9	-3	-2	.7	-7	-1.2	-1.4	-7	
2012 .....	99.7	100.5	99.7	100.7	-8	.8	-8	1.0	-6	.5	-1	.2	
2013 .....	100.1	100.7	100.7	101.5	-6	.6	.0	.8	.4	.2	1.0	.8	
2014 .....	100.5	101.0	101.9	103.3	-1.0	.5	.9	1.4	.4	.3	1.2	1.8	
2015 .....	103.4	102.6	103.9	104.8	.1	-8	1.3	.9	2.9	1.6	2.0	1.5	
2016 .....	104.7	103.7	104.3	104.9	-1	-1.0	.6	.6	1.3	1.1	.4	.1	
2017 .....	104.7	105.0	-	-	-2	.3	-	-	.0	1.3	-	-	
<b>Professional and related</b>													
2001 .....	93.9	93.7	95.1	96.4	.1	-2	1.5	1.4	1.5	1.1	1.9	2.8	
2002 .....	96.0	95.9	96.6	97.4	-4	-1	.7	.8	2.2	2.3	1.6	1.0	
2003 .....	96.7	97.5	98.0	99.1	-7	.8	.5	1.1	.7	1.7	1.4	1.7	
2004 .....	98.6	98.0	99.1	99.6	-5	-6	1.1	.5	2.0	.5	1.1	.5	
2005 .....	99.3	99.3	98.3	100.0	-3	.0	-1.0	1.7	.7	1.3	-8	.4	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Professional and related</b>												
2006 .....	99.2	98.4	100.1	101.4	-0.8	-0.8	1.7	1.3	-0.1	-0.9	1.8	1.4
2007 .....	100.5	99.8	101.0	100.8	-9	-7	1.2	-2	1.3	1.4	.9	-6
2008 .....	99.9	98.1	99.3	103.6	-9	-1.8	1.2	4.3	-6	-1.7	-1.7	2.8
2009 .....	103.0	101.8	102.3	102.4	-6	-1.2	.5	.1	3.1	3.8	3.0	-1.2
2010 .....	102.1	102.2	102.8	102.6	-3	.1	.6	-2	-9	.4	.5	.2
2011 .....	101.3	100.6	100.6	101.3	-1.3	-7	.0	.7	-8	-1.6	-2.1	-1.3
2012 .....	100.4	100.7	100.5	101.6	-9	.3	-2	1.1	-9	.1	-1	.3
2013 .....	100.7	100.8	101.2	101.9	-9	.1	.4	.7	.3	.1	.7	.3
2014 .....	101.0	100.6	101.4	103.2	-9	-4	.8	1.8	.3	-2	.2	1.3
2015 .....	103.2	102.5	103.4	104.5	.0	-7	.9	1.1	2.2	1.9	2.0	1.3
2016 .....	104.3	103.4	104.0	104.2	-2	-9	.6	.2	1.1	.9	.6	-3
2017 .....	103.9	103.9	—	—	-3	.0	—	—	-4	.5	—	—
<b>Sales and office</b>												
2001 .....	94.2	94.2	94.9	96.6	-1	.0	.7	1.8	.4	.2	.6	2.4
2002 .....	96.5	97.2	97.2	97.6	-1	.7	.0	.4	2.4	3.2	2.4	1.0
2003 .....	97.0	98.3	98.7	99.4	-6	1.3	.4	.7	.5	1.1	1.5	1.8
2004 .....	99.1	99.1	100.1	100.1	-3	.0	1.0	.0	2.2	.8	1.4	.7
2005 .....	99.5	99.5	98.3	100.0	-6	.0	-1.2	1.7	.4	.4	-1.8	-1
2006 .....	99.0	98.5	99.3	100.5	-1.0	-5	.8	1.2	-5	-1.0	1.0	.5
2007 .....	99.5	99.0	99.6	99.7	-1.0	-5	.6	.1	.5	.5	.3	-8
2008 .....	98.5	96.9	97.3	101.3	-1.2	-1.6	.4	4.1	-1.0	-2.1	-2.3	1.6
2009 .....	100.3	99.2	99.6	100.0	-1.0	-1.1	.4	.4	1.8	2.4	2.4	-1.3
2010 .....	99.7	100.4	100.6	100.6	-3	.7	.2	.0	-6	1.2	1.0	.6
2011 .....	99.1	99.1	99.1	99.9	-1.5	.0	.0	.8	-6	-1.3	-1.5	-7
2012 .....	99.0	99.7	99.2	100.1	-9	.7	-5	.9	-1	.6	.1	.2
2013 .....	99.4	99.7	99.9	100.8	-7	.3	.2	.9	.4	.0	.7	.7
2014 .....	99.7	99.8	100.5	102.5	-1.1	.1	.7	2.0	.3	.1	.6	1.7
2015 .....	103.1	101.6	102.6	103.5	.6	-1.5	1.0	.9	3.4	1.8	2.1	1.0
2016 .....	103.8	103.7	103.7	103.8	.3	-1	.0	.1	.7	2.1	1.1	.3
2017 .....	103.8	103.8	—	—	.0	.0	—	—	.0	.1	—	—
<b>Sales and related</b>												
2001 .....	94.8	95.1	95.3	97.1	-7	.3	.2	1.9	-1.6	-1.1	-1.0	1.7
2002 .....	96.5	98.0	97.5	97.6	-6	1.6	-5	.1	1.8	3.0	2.3	.5
2003 .....	96.8	98.3	99.1	99.3	-8	1.5	.8	.2	.3	.3	1.6	1.7
2004 .....	98.7	99.0	100.4	99.6	-6	.3	1.4	-8	2.0	.7	1.3	.3
2005 .....	99.0	99.1	98.2	100.0	-6	.1	-9	1.8	.3	.1	-2.2	.4
2006 .....	98.4	98.0	98.6	99.8	-1.6	-4	.6	1.2	-6	-1.1	.4	-2
2007 .....	98.2	97.8	98.3	98.6	-1.6	-4	.5	.3	-2	-2	-3	-1.2
2008 .....	96.8	95.4	95.3	98.7	-1.8	-1.4	-1	3.6	-1.4	-2.5	-3.1	.1
2009 .....	96.5	95.3	96.0	96.4	-2.2	-1.2	.7	.4	-3	-1	.7	-2.3
2010 .....	95.7	97.0	96.8	97.1	-7	1.4	-2	.3	-8	1.8	.8	.7
2011 .....	95.0	95.8	95.7	96.6	-2.2	.8	-1	.9	-7	-1.2	-1.1	-5
2012 .....	95.6	96.6	96.3	96.8	-1.0	1.0	-3	.5	.6	.8	.6	.2
2013 .....	96.1	96.6	96.8	97.9	-7	.5	.2	1.1	.5	.0	.5	1.1
2014 .....	96.4	96.8	97.6	99.8	-1.5	.4	.8	2.3	.3	.2	.8	1.9
2015 .....	101.2	98.3	99.5	100.0	1.4	-2.9	1.2	.5	5.0	1.5	1.9	.2
2016 .....	99.9	100.7	100.1	99.7	-1	.8	-6	-4	-1.3	2.4	.6	-3
2017 .....	99.9	99.8	—	—	.2	-1	—	—	.0	-9	—	—

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Office and administrative support</b>												
2001 .....	93.8	93.6	94.6	96.2	0.3	-0.2	1.1	1.7	1.6	1.1	1.7	2.9
2002 .....	96.4	96.6	97.0	97.6	.2	.2	.4	.6	2.8	3.2	2.5	1.5
2003 .....	97.0	98.3	98.5	99.5	-6	1.3	.2	1.0	.6	1.8	1.5	1.9
2004 .....	99.3	99.2	99.9	100.4	-2	-1	.7	.5	2.4	.9	1.4	.9
2005 .....	99.8	99.8	98.4	100.0	-6	.0	-1.4	1.6	.5	.6	-1.5	-4
2006 .....	99.4	98.8	99.7	100.9	-6	-6	.9	1.2	-4	-1.0	1.3	.9
2007 .....	100.3	99.7	100.4	100.3	-6	-6	.7	-1	-.9	.9	.7	-6
2008 .....	99.5	97.7	98.5	102.9	-8	-1.8	.8	4.5	-8	-2.0	-1.9	2.6
2009 .....	102.5	101.5	101.8	102.1	-4	-1.0	.3	.3	3.0	3.9	3.4	-8
2010 .....	102.1	102.4	102.8	102.8	.0	.3	.4	.0	-4	.9	1.0	.7
2011 .....	101.6	101.2	101.1	101.9	-1.2	-.4	-.1	.8	-5	-1.2	-1.7	-9
2012 .....	101.0	101.5	101.0	102.0	-9	.5	-.5	1.0	-6	.3	-.1	.1
2013 .....	101.5	101.6	101.8	102.5	-5	.1	.2	.7	.5	.1	.8	.5
2014 .....	101.8	101.7	102.3	104.1	-7	-.1	.6	1.8	.3	.1	.5	1.6
2015 .....	104.2	103.6	104.5	105.7	.1	-.6	.9	1.1	2.4	1.9	2.2	1.5
2016 .....	106.1	105.5	106.0	106.4	.4	-.6	.5	-.4	1.8	1.8	1.4	.7
2017 .....	106.3	106.3	-	-	-.1	.0	-	-	.2	.8	-	-
<b>Blue-collar occupations<sup>3,6</sup></b>												
2001 .....	94.6	94.4	95.4	96.9	-2	-2	1.1	1.6	.9	.4	1.2	2.2
2002 .....	96.7	97.0	97.3	97.9	-2	.3	.3	.6	2.2	2.8	2.0	1.0
2003 .....	97.4	98.7	98.7	99.7	-5	1.3	.0	1.0	.7	1.8	1.4	1.8
2004 .....	99.8	99.7	100.4	100.7	.1	-1	.7	.3	2.5	1.0	1.7	1.0
2005 .....	99.9	100.1	98.6	100.0	-8	.2	-1.5	1.4	.1	.4	-1.8	-7
2006 .....	99.1	98.4	99.2	100.4	-9	-.7	.8	1.2	-8	-1.7	.6	.4
<b>Natural resources, construction, and maintenance</b>												
2001 .....	94.0	93.8	95.2	96.3	-1	-.2	1.5	1.2	1.4	.6	1.5	2.3
2002 .....	96.0	96.6	97.0	97.6	-3	.6	.4	.6	2.1	3.0	1.9	1.3
2003 .....	97.0	98.4	98.5	99.6	-6	1.4	.1	1.1	1.0	1.9	1.5	2.0
2004 .....	99.4	99.5	99.9	100.3	-2	.1	.4	.4	2.5	1.1	1.4	.7
2005 .....	99.6	100.0	98.5	100.0	-7	.4	-1.5	1.5	.2	.5	-1.4	-3
2006 .....	99.3	98.9	99.9	101.1	-7	-.4	1.0	1.2	-.3	-1.1	1.4	1.1
2007 .....	99.7	99.3	100.1	100.1	-1.4	-.4	.8	.0	.4	.4	.2	-1.0
2008 .....	99.3	97.5	98.3	102.8	-8	-1.8	.8	4.6	-4	-1.8	-1.8	2.7
2009 .....	101.9	101.0	101.3	101.6	-9	-.9	.3	.3	2.6	3.6	3.1	-1.2
2010 .....	101.7	102.0	102.2	102.0	.1	.3	.2	-.2	-.2	1.0	.9	.4
2011 .....	100.6	100.4	100.5	101.2	-1.4	-.2	.1	.7	-1.1	-1.6	-1.7	-8
2012 .....	100.1	100.6	100.3	101.2	-1.1	.5	-.3	.9	-.5	.2	-.2	.0
2013 .....	100.5	100.6	101.0	101.7	-.7	.1	.4	.7	.4	.0	.7	.5
2014 .....	100.9	101.0	101.7	103.5	-8	.1	.7	1.8	.4	.4	.7	1.8
2015 .....	103.3	102.6	103.4	104.3	-2	-.7	.8	.9	2.4	1.6	1.7	.8
2016 .....	104.2	103.7	104.0	104.5	-1	-.5	.3	.5	.9	1.1	.6	.2
2017 .....	104.0	104.5	-	-	-.5	.5	-	-	-.2	.8	-	-
<b>Construction, extraction, farming, fishing, and forestry</b>												
2001 .....	94.0	94.0	95.0	96.2	.0	.0	1.1	1.3	2.1	1.3	1.6	2.3
2002 .....	96.0	96.2	96.6	97.4	-2	.2	.4	.8	2.1	2.3	1.7	1.2
2003 .....	96.6	98.1	98.3	99.4	-8	1.6	.2	1.1	.6	2.0	1.8	2.1
2004 .....	99.3	99.3	99.8	100.4	-1	.0	.5	.6	2.8	1.2	1.5	1.0

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Construction, extraction, farming, fishing, and forestry</b>													
2005 .....	99.4	99.7	98.4	100.0	-1.0	0.3	-1.3	1.6	0.1	0.4	-1.4	-0.4	
2006 .....	99.2	99.0	99.9	101.1	-.8	-.2	.9	1.2	-.2	-.7	1.5	1.1	
2007 .....	100.0	99.8	100.5	100.6	-1.1	-.2	.7	.1	.8	.8	.6	-.5	
2008 .....	100.0	98.6	99.2	103.7	-.6	-1.4	.6	4.5	.0	-1.2	-1.3	3.1	
2009 .....	102.7	101.8	102.2	102.5	-1.0	-.9	.4	.3	2.7	3.2	3.0	-1.2	
2010 .....	102.3	102.6	103.0	102.8	-.2	.3	.4	-.2	-.4	.8	.8	.3	
2011 .....	101.2	100.7	100.7	101.6	-1.6	-.5	.0	.9	-1.1	-1.9	-2.2	-1.2	
2012 .....	100.1	100.5	100.3	101.1	-1.5	.4	-.2	.8	-1.1	-.2	-.4	-.5	
2013 .....	100.4	100.3	100.9	101.7	-.7	-.1	.6	.8	.3	-.2	.6	.6	
2014 .....	100.7	100.4	101.1	103.2	-1.0	-.3	.7	2.1	.3	.1	.2	1.5	
2015 .....	102.8	102.4	103.2	104.3	-.4	-.4	.8	1.1	2.1	2.0	2.1	1.1	
2016 .....	104.2	104.0	104.0	104.8	-.1	-.2	.0	.8	1.4	1.6	.8	.5	
2017 .....	104.5	104.8	—	—	-.3	.3	—	—	.3	.8	—	—	
<b>Installation, maintenance, and repair</b>													
2001 .....	94.0	93.6	95.4	96.4	-.2	-.4	1.9	1.0	.6	-.1	1.4	2.3	
2002 .....	96.0	97.2	97.6	97.8	-.4	1.2	.4	.2	2.1	3.8	2.3	1.5	
2003 .....	97.5	98.9	98.8	99.8	-.3	1.4	-.1	1.0	1.6	1.7	1.2	2.0	
2004 .....	99.6	99.7	100.1	100.2	-.2	.1	.4	.1	2.2	.8	1.3	.4	
2005 .....	99.8	100.3	98.6	100.0	-.4	.5	-1.7	1.4	.2	.6	-1.5	-.2	
2006 .....	99.3	98.9	99.9	101.0	-.7	-.4	1.0	1.1	-.5	-1.4	1.3	1.0	
2007 .....	99.4	98.6	99.7	99.5	-1.6	-.8	1.1	-.2	.1	-.3	-.2	-1.5	
2008 .....	98.4	96.2	97.1	101.7	-1.1	-2.2	.9	4.7	-1.0	-2.4	-2.6	2.2	
2009 .....	100.9	99.9	100.3	100.6	-.8	-1.0	.4	.3	2.5	3.8	3.3	-1.1	
2010 .....	101.0	101.1	101.1	101.1	.4	.1	.0	.0	.1	1.2	.8	.5	
2011 .....	99.8	100.0	100.2	100.8	-1.3	.2	.2	.6	-1.2	-1.1	-.9	-.3	
2012 .....	100.0	100.6	100.3	101.4	-.8	.6	-.3	1.1	.2	.6	.1	.6	
2013 .....	100.7	100.9	101.2	101.7	-.7	.2	.3	.5	.7	.3	.9	.3	
2014 .....	101.2	101.6	102.4	103.8	-.5	.4	.8	1.4	.5	.7	1.2	2.1	
2015 .....	103.8	102.8	103.5	104.4	.0	-1.0	.7	.9	2.6	1.2	1.1	.6	
2016 .....	104.3	103.5	103.9	104.1	-.1	-.8	.4	-.2	.5	.7	.4	-.3	
2017 .....	103.6	104.2	—	—	-.5	.6	—	—	-.7	.7	—	—	
<b>Production, transportation, and material moving</b>													
2001 .....	95.1	94.8	95.6	97.3	-.2	-.3	.8	1.8	.5	.2	.8	2.1	
2002 .....	97.2	97.3	97.5	98.1	-.1	.1	.2	.6	2.2	2.6	2.0	.8	
2003 .....	97.7	98.8	98.9	99.8	-.4	1.1	.1	.9	.5	1.5	1.4	1.7	
2004 .....	100.1	99.9	100.8	101.0	.3	-.2	.9	.2	2.5	1.1	1.9	1.2	
2005 .....	100.2	100.1	98.7	100.0	-.8	-.1	-1.4	1.3	.1	.2	-2.1	-1.0	
2006 .....	98.9	98.1	98.8	99.9	-1.1	-.8	.7	1.1	-1.3	-2.0	.1	-.1	
2007 .....	98.4	97.7	98.3	98.1	-1.5	-.7	.6	-.2	-.5	-.4	-.5	-1.8	
2008 .....	97.4	95.5	96.1	100.3	-.7	-2.0	.6	4.4	-1.0	-2.3	-2.2	2.2	
2009 .....	99.9	98.9	99.3	99.6	-.4	-1.0	.4	.3	2.6	3.6	3.3	-.7	
2010 .....	99.7	100.1	100.6	100.5	.1	.4	.5	-.1	-.2	1.2	1.3	.9	
2011 .....	99.2	99.3	99.0	99.9	-1.3	.1	-.3	.9	-.5	-.8	-1.6	-.6	
2012 .....	98.6	99.0	98.7	99.8	-1.3	.4	-.3	1.1	-.6	-.3	-.3	-.1	
2013 .....	99.1	99.1	99.1	100.0	-.7	.0	.0	.9	.5	.1	.4	.2	
2014 .....	99.3	99.0	99.8	101.4	-.7	-.3	.8	1.6	.2	-.1	.7	1.4	
2015 .....	101.7	101.3	102.1	103.2	.3	-.4	.8	1.1	2.4	2.3	2.3	1.8	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Production, transportation, and material moving</b>													
2016 .....	103.4	102.8	103.3	103.9	0.2	-0.6	0.5	0.6	1.7	1.5	1.2	0.7	
2017 .....	103.8	104.0	—	—	-1	.2	—	—	.4	1.2	—	—	
<b>Production</b>													
2001 .....	94.8	94.1	94.9	96.5	-1	-.7	.9	1.7	.7	-1	.5	1.7	
2002 .....	96.4	96.5	96.5	97.3	-1	.1	.0	.8	1.7	2.6	1.7	.8	
2003 .....	97.1	98.2	98.3	99.3	-2	1.1	.1	1.0	.7	1.8	1.9	2.1	
2004 .....	100.0	99.9	100.9	101.0	.7	-1	1.0	.1	3.0	1.7	2.6	1.7	
2005 .....	100.3	100.2	98.6	100.0	-.7	-1	-1.6	1.4	.3	.3	-2.3	-1.0	
2006 .....	98.9	97.9	98.5	99.5	-1.1	-1.0	.6	1.0	-1.4	-2.3	-1	-.5	
2007 .....	97.8	97.1	97.5	97.5	-1.7	-.7	.4	.0	-1.1	-.8	-1.0	-2.0	
2008 .....	96.6	94.7	95.3	99.4	-.9	-2.0	.6	4.3	-1.2	-2.5	-2.3	1.9	
2009 .....	99.2	98.2	98.5	98.7	-.2	-1.0	.3	.2	2.7	3.7	3.4	-.7	
2010 .....	99.1	99.4	99.8	99.6	.4	.3	.4	-.2	-1	1.2	1.3	.9	
2011 .....	98.4	98.7	98.4	99.3	-1.2	.3	-.3	.9	-.7	-.7	-1.4	-.3	
2012 .....	97.7	98.1	97.7	98.6	-1.6	.4	-.4	.9	-.7	-.6	-.7	-.7	
2013 .....	97.9	98.0	97.9	98.7	-.7	.1	-1	.8	.2	-1	.2	.1	
2014 .....	98.2	97.6	98.4	100.2	-.5	-.6	.8	1.8	.3	-.4	.5	1.5	
2015 .....	100.5	99.9	100.7	102.0	.3	-.6	.8	1.3	2.3	2.4	2.3	1.8	
2016 .....	102.0	101.4	101.9	102.5	.0	-.6	.5	-.6	1.5	1.5	1.2	.5	
2017 .....	102.2	102.4	—	—	-.3	.2	—	—	.2	1.0	—	—	
<b>Transportation and material moving</b>													
2001 .....	95.6	95.5	96.5	98.2	-.2	-1	1.0	1.8	.5	.3	1.4	2.5	
2002 .....	98.2	98.3	98.6	99.1	.0	.1	.3	.5	2.7	2.9	2.2	.9	
2003 .....	98.4	99.7	99.6	100.6	-.7	1.3	-1	1.0	.2	1.4	1.0	1.5	
2004 .....	100.2	99.9	100.8	101.0	-.4	-.3	.9	.2	1.8	.2	1.2	.4	
2005 .....	100.0	100.0	98.8	100.0	-1.0	.0	-1.2	1.2	-.2	.1	-2.0	-1.0	
2006 .....	99.0	98.2	99.1	100.3	-1.0	-.8	.9	1.2	-1.0	-1.8	.3	.3	
2007 .....	99.0	98.6	99.4	99.0	-1.3	-.4	.8	-.4	.0	.4	.3	-1.3	
2008 .....	98.3	96.5	97.3	101.5	-.7	-1.8	.8	4.3	-.7	-2.1	-2.1	2.5	
2009 .....	100.8	99.9	100.4	100.6	-.7	-.9	.5	.2	2.5	3.5	3.2	-.9	
2010 .....	100.5	101.0	101.7	101.7	-1	.5	.7	.0	-.3	1.1	1.3	1.1	
2011 .....	100.2	100.0	99.8	100.8	-1.5	-.2	-.2	1.0	-.3	-1.0	-1.9	-.9	
2012 .....	99.7	100.1	100.1	101.3	-1.1	.4	.0	1.2	-.5	.1	.3	.5	
2013 .....	100.5	100.4	100.7	101.6	-.8	-1	.3	.9	.8	.3	.6	.3	
2014 .....	100.8	100.6	101.5	103.0	-.8	-.2	.9	1.5	.3	.2	.8	1.4	
2015 .....	103.3	103.0	103.9	104.7	.3	-.3	.9	.8	2.5	2.4	2.4	1.7	
2016 .....	105.1	104.5	105.1	105.7	.4	-.6	.6	-.6	1.7	1.5	1.2	1.0	
2017 .....	105.8	106.0	—	—	.1	.2	—	—	.7	1.4	—	—	
<b>Service Occupations</b>													
2001 .....	95.5	95.2	95.9	97.9	.0	-.3	.7	2.1	1.2	.6	1.4	2.5	
2002 .....	97.6	97.5	98.1	98.7	-.3	-1	.6	.6	2.2	2.4	2.3	.8	
2003 .....	98.0	98.7	99.1	100.3	-.7	.7	.4	1.2	.4	1.2	1.0	1.6	
2004 .....	99.5	99.0	100.0	100.3	-.8	-.5	1.0	.3	1.5	.3	.9	.0	
2005 .....	99.5	99.4	98.4	100.0	-.8	-1	-1.0	1.6	.0	.4	-1.6	-.3	
2006 .....	99.3	98.4	99.4	100.9	-.7	-.9	1.0	1.5	-.2	-1.0	1.0	.9	
2007 .....	100.4	99.7	100.9	100.9	-.5	-.7	1.2	.0	1.1	1.3	1.5	.0	
2008 .....	99.9	98.1	99.1	103.5	-1.0	-1.8	1.0	4.4	-.5	-1.6	-1.8	2.6	

See footnotes at end of table.



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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Service Occupations</b>												
2009 .....	103.1	102.0	102.6	102.9	-0.4	-1.1	0.6	0.3	3.2	4.0	3.5	-0.6
2010 .....	102.5	102.7	103.2	103.1	-.4	.2	.5	-.1	-6	.7	.6	.2
2011 .....	101.9	101.0	100.8	101.7	-1.2	-.9	-.2	.9	-6	-1.7	-2.3	-1.4
2012 .....	100.6	100.9	100.6	101.7	-1.1	.3	-.3	1.1	-1.3	-.1	-.2	.0
2013 .....	100.8	100.8	100.8	101.8	-.9	.0	.0	1.0	.2	-.1	.2	.1
2014 .....	100.7	100.2	101.1	103.0	-1.1	-.5	.9	1.9	-.1	-6	.3	1.2
2015 .....	103.1	102.2	103.1	104.2	.1	-.9	.9	1.1	2.4	2.0	2.0	1.2
2016 .....	104.4	103.9	104.7	105.2	.2	-.5	.8	.5	1.3	1.7	1.6	1.0
2017 .....	105.2	105.2	—	—	.0	.0	—	—	.8	1.3	—	—
<b>Industry</b>												
<b>Goods-producing industries<sup>7</sup></b>												
2001 .....	93.7	93.6	94.2	95.7	-.2	-.1	.6	1.6	1.0	.3	.6	1.9
2002 .....	95.7	95.9	95.9	96.8	.0	.2	.0	.9	2.1	2.5	1.8	1.1
2003 .....	96.7	98.0	97.9	98.9	-.1	1.3	-.1	1.0	1.0	2.2	2.1	2.2
2004 .....	99.2	99.0	100.0	100.2	.3	-.2	1.0	.2	2.6	1.0	2.1	1.3
2005 .....	99.8	100.2	98.8	100.0	-.4	.4	-1.4	1.2	.6	1.2	-1.2	-.2
2006 .....	98.8	98.3	98.9	99.9	-1.2	-.5	.6	1.0	-1.0	-1.9	.1	-.1
2007 .....	98.6	98.1	98.6	98.4	-1.3	-.5	.5	-.2	-.2	-.2	-.3	-1.5
2008 .....	97.8	96.0	96.5	100.7	-.6	-1.8	.5	4.4	-.8	-2.1	-2.1	2.3
2009 .....	99.9	98.8	98.8	99.0	-.8	-1.1	.0	.2	2.1	2.9	2.4	-1.7
2010 .....	99.3	99.6	100.0	99.8	.3	.3	.4	-.2	-.6	.8	1.2	.8
2011 .....	98.7	98.7	98.4	99.3	-1.1	.0	-.3	.9	-.6	-.9	-1.6	-.5
2012 .....	97.9	98.4	98.1	99.1	-1.4	.5	-.3	1.0	-.8	-.3	-.3	-.2
2013 .....	98.4	98.6	98.8	99.5	-.7	.2	.2	.7	.5	.2	.7	.4
2014 .....	98.7	98.4	99.1	100.9	-.8	-.3	.7	1.8	.3	-.2	.3	1.4
2015 .....	100.9	100.6	101.3	102.5	.0	-.3	.7	1.2	2.2	2.2	2.2	1.6
2016 .....	102.3	101.8	102.1	102.5	-.2	-.5	.3	-.4	1.4	1.2	.8	.0
2017 .....	102.2	102.3	—	—	-.3	.1	—	—	-.1	.5	—	—
<b>Manufacturing</b>												
2001 .....	93.5	93.3	93.7	95.3	.0	-.2	.4	1.7	.5	-.1	.3	1.9
2002 .....	95.5	95.7	95.6	96.5	.2	.2	-.1	.9	2.1	2.6	2.0	1.3
2003 .....	96.8	97.9	97.7	98.6	.3	1.1	-.2	.9	1.4	2.3	2.2	2.2
2004 .....	99.4	99.2	100.2	100.2	.8	-.2	1.0	.0	2.7	1.3	2.6	1.6
2005 .....	100.0	100.2	98.8	100.0	-.2	.2	-1.4	1.2	.6	1.0	-1.4	-.2
2006 .....	98.6	98.0	98.4	99.3	-1.4	-.6	.4	.9	-1.4	-2.2	-.4	-.7
2007 .....	97.7	97.1	97.4	97.2	-1.6	-.6	.3	-.2	-.9	-.9	-1.0	-2.1
2008 .....	96.5	94.6	95.0	99.1	-.7	-2.0	.4	4.3	-1.2	-2.6	-2.5	2.0
2009 .....	98.5	97.4	97.3	97.5	-.6	-1.1	-.1	.2	2.1	3.0	2.4	-1.6
2010 .....	98.1	98.5	99.0	98.8	.6	.4	.5	-.2	-.4	1.1	1.7	1.3
2011 .....	98.1	98.3	97.8	98.7	-.7	.2	-.5	.9	.0	-.2	-1.2	-.1
2012 .....	97.3	97.8	97.5	98.5	-1.4	.5	-.3	1.0	-.8	-.5	-.3	-.2
2013 .....	97.8	98.0	98.1	98.8	-.7	.2	.1	.7	.5	.2	.6	.3
2014 .....	98.3	98.0	98.7	100.4	-.5	-.3	.7	1.7	.5	.0	.6	1.6
2015 .....	100.7	100.3	101.0	102.2	.3	-.4	.7	1.2	2.4	2.3	2.3	1.8
2016 .....	102.2	101.7	102.0	102.3	.0	-.5	.3	-.3	1.5	1.4	1.0	.1
2017 .....	102.0	102.1	—	—	-.3	.1	—	—	-.2	.4	—	—

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Service-providing industries<sup>8</sup></b>												
2001 .....	94.8	94.7	95.8	97.3	0.0	-0.1	1.2	1.6	1.0	0.7	1.5	2.6
2002 .....	97.0	97.4	97.7	98.1	-3	.4	.3	.4	2.3	2.9	2.0	.8
2003 .....	97.7	98.6	99.1	100.1	-4	.9	.5	1.0	.7	1.2	1.4	2.0
2004 .....	99.4	99.1	100.0	100.3	-7	-3	.9	.3	1.7	.5	.9	.2
2005 .....	99.7	99.6	98.3	100.0	-6	-1	-1.3	1.7	.3	.5	-1.7	-3
2006 .....	99.3	98.6	99.8	101.0	-7	-7	1.2	1.2	-4	-1.0	1.5	1.0
2007 .....	100.1	99.4	100.4	100.2	-9	-7	1.0	-2	.8	.8	.6	-8
2008 .....	99.4	97.6	98.5	102.8	-8	-1.8	.9	4.4	-7	-1.8	-1.9	2.6
2009 .....	102.0	100.9	101.3	101.6	-8	-1.1	.4	.3	2.6	3.4	2.8	-1.2
2010 .....	101.4	101.7	102.0	102.0	-2	.3	.3	.0	-6	.8	.7	.4
2011 .....	100.7	100.2	100.2	101.0	-1.3	-.5	.0	.8	-7	-1.5	-1.8	-1.0
2012 .....	100.1	100.5	100.2	101.2	-9	.4	-.3	1.0	-6	.3	.0	.2
2013 .....	100.4	100.6	100.8	101.6	-8	.2	.2	.8	.3	.1	.6	.4
2014 .....	100.6	100.6	101.4	103.2	-1.0	.0	.8	1.8	.2	.0	.6	1.6
2015 .....	103.4	102.4	103.4	104.4	.2	-1.0	1.0	1.0	2.8	1.8	2.0	1.2
2016 .....	104.4	103.8	104.3	104.6	.0	-.6	.5	.3	1.0	1.4	.9	.2
2017 .....	104.5	104.6	-	-	-1	.1	-	-	.1	.8	-	-
<b>Education and health services</b>												
2001 .....	93.8	93.5	95.3	96.7	-3	-3	1.9	1.5	1.0	.8	1.9	2.8
2002 .....	96.2	96.0	97.1	97.9	-5	-2	1.1	.8	2.6	2.7	1.9	1.2
2003 .....	96.9	97.7	98.4	99.4	-1.0	.8	.7	1.0	.7	1.8	1.3	1.5
2004 .....	98.7	97.9	99.3	99.7	-7	-.8	1.4	.4	1.9	.2	.9	.3
2005 .....	98.9	98.8	98.1	100.0	-8	-1	-.7	1.9	.2	.9	-1.2	.3
2006 .....	99.1	98.3	100.3	101.6	-9	-.8	2.0	1.3	.2	-.5	2.2	1.6
2007 .....	100.6	99.6	101.2	101.1	-1.0	-1.0	1.6	-.1	1.5	1.3	.9	-.5
2008 .....	100.1	98.2	99.6	104.0	-1.0	-1.9	1.4	4.4	-.5	-1.4	-1.6	2.9
2009 .....	103.4	102.3	103.1	103.3	-.6	-1.1	.8	.2	3.3	4.2	3.5	-.7
2010 .....	102.8	102.9	103.5	103.4	-.5	.1	.6	-.1	-.6	.6	.4	.1
2011 .....	101.7	100.9	101.0	101.8	-1.6	-.8	.1	.8	-1.1	-1.9	-2.4	-1.5
2012 .....	100.8	101.1	101.0	102.0	-1.0	.3	-.1	1.0	-.9	.2	.0	.2
2013 .....	101.0	101.0	101.4	102.3	-1.0	.0	.4	.9	.2	-.1	.4	.3
2014 .....	101.2	100.6	101.5	103.4	-1.1	-.6	.9	1.9	.2	-.4	.1	1.1
2015 .....	103.3	102.6	103.7	104.8	-.1	-.7	1.1	1.1	2.1	2.0	2.2	1.4
2016 .....	104.5	103.7	104.5	104.9	-.3	-.8	.8	-.4	1.2	1.1	.8	.1
2017 .....	104.5	104.3	-	-	-.4	-.2	-	-	.0	.6	-	-
<b>Educational services</b>												
2001 .....	94.1	93.5	95.7	96.9	-.6	-.6	2.4	1.3	.5	.3	1.6	2.3
2002 .....	95.9	95.6	97.4	98.2	-1.0	-.3	1.9	.8	1.9	2.2	1.8	1.3
2003 .....	96.9	97.5	98.4	99.4	-1.3	.6	.9	1.0	1.0	2.0	1.0	1.2
2004 .....	98.3	97.3	98.9	99.4	-1.1	-1.0	1.6	.5	1.4	-.2	.5	.0
2005 .....	98.5	98.2	98.0	100.0	-.9	-.3	-.2	2.0	.2	.9	-.9	.6
2006 .....	98.7	97.7	100.3	101.5	-1.3	-1.0	2.7	1.2	.2	-.5	2.3	1.5
2007 .....	100.2	99.1	101.2	101.1	-1.3	-1.1	2.1	-.1	1.5	1.4	.9	-.4
2008 .....	99.8	97.9	99.9	104.1	-1.3	-1.9	2.0	4.2	-.4	-1.2	-1.3	3.0
2009 .....	103.4	102.3	103.4	103.6	-.7	-1.1	1.1	.2	3.6	4.5	3.5	-.5
2010 .....	102.8	102.7	103.7	103.5	-.8	-.1	1.0	-.2	-.6	.4	.3	-.1
2011 .....	101.7	100.7	101.1	101.8	-1.7	-1.0	.4	.7	-1.1	-1.9	-2.5	-1.6
2012 .....	100.5	100.6	100.9	101.8	-1.3	.1	.3	.9	-1.2	-.1	-.2	.0
2013 .....	100.7	100.6	101.2	102.0	-1.1	-.1	.6	.8	.2	.0	.3	.2

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Educational services</b>													
2014 .....	100.9	100.2	101.4	103.2	-1.1	-0.7	1.2	1.8	0.2	-0.4	0.2	1.2	
2015 .....	103.1	102.3	103.8	105.0	-1	-8	1.5	1.2	2.2	2.1	2.4	1.7	
2016 .....	104.5	103.6	104.9	105.3	-5	-9	1.3	.4	1.4	1.3	1.1	.3	
2017 .....	104.8	104.5	—	—	-5	-3	—	—	.3	.9	—	—	
<b>Elementary and secondary schools</b>													
2001 .....	93.6	93.0	95.2	96.3	-1.0	-6	2.4	1.2	.0	-1	1.2	1.9	
2002 .....	95.4	95.0	97.0	97.8	-9	-4	2.1	.8	1.9	2.2	1.9	1.6	
2003 .....	96.4	97.0	98.1	98.9	-1.4	.6	1.1	.8	1.0	2.1	1.1	1.1	
2004 .....	97.8	96.8	98.8	99.2	-1.1	-1.0	2.1	.4	1.5	-2	.7	.3	
2005 .....	98.1	97.8	97.9	100.0	-1.1	-3	.1	2.1	.3	1.0	-9	.8	
2006 .....	98.7	97.5	100.4	101.6	-1.3	-1.2	3.0	1.2	.6	-3	2.6	1.6	
2007 .....	100.3	99.1	101.4	101.1	-1.3	-1.2	2.3	-3	1.6	1.6	1.0	-5	
2008 .....	99.8	97.9	99.9	104.3	-1.3	-1.9	2.0	4.4	-5	-1.2	-1.5	3.2	
2009 .....	103.6	102.3	103.8	103.9	-7	-1.3	1.5	.1	3.8	4.5	3.9	-4	
2010 .....	103.1	103.1	104.1	103.7	-8	.0	1.0	-4	-5	.8	.3	-2	
2011 .....	101.9	100.9	101.2	101.8	-1.7	-1.0	.3	.6	-1.2	-2.1	-2.8	-1.8	
2012 .....	100.5	100.6	100.9	101.7	-1.3	.1	.3	.8	-1.4	-3	-3	-1	
2013 .....	100.6	100.5	100.9	101.7	-1.1	-1	.4	.8	.1	-1	.0	.0	
2014 .....	100.6	99.9	101.1	102.8	-1.1	-7	1.2	1.7	.0	-6	.2	1.1	
2015 .....	102.6	101.9	103.3	104.7	-2	-7	1.4	1.4	2.0	2.0	2.2	1.8	
2016 .....	104.3	103.3	104.7	105.2	-4	-1.0	1.4	.5	1.7	1.4	1.4	.5	
2017 .....	104.5	104.3	—	—	-7	-2	—	—	.2	1.0	—	—	
<b>Junior colleges, colleges, universities, and professional schools</b>													
2001 .....	95.3	94.8	97.1	98.4	.2	-5	2.4	1.3	1.7	1.6	2.9	3.5	
2002 .....	97.4	97.0	98.5	99.4	-1.0	-4	1.5	.9	2.2	2.3	1.4	1.0	
2003 .....	98.0	98.8	99.3	100.4	-1.4	.8	.5	1.1	.6	1.9	.8	1.0	
2004 .....	99.4	98.4	99.5	99.7	-1.0	-1.0	1.1	.2	1.4	-4	.2	-7	
2005 .....	99.2	98.9	98.3	100.0	-5	-3	-6	1.7	-2	.5	-1.2	.3	
2006 .....	98.9	97.9	100.2	101.3	-1.1	-1.0	2.3	1.1	-3	-1.0	1.9	1.3	
2007 .....	99.9	99.1	101.1	101.2	-1.4	-8	2.0	.1	1.0	1.2	.9	-1	
2008 .....	100.0	98.0	99.9	103.8	-1.2	-2.0	1.9	3.9	.1	-1.1	-1.2	2.6	
2009 .....	103.2	102.2	102.4	102.7	-6	-1.0	.2	.3	3.2	4.3	2.5	-1.1	
2010 .....	102.0	102.0	102.7	102.9	-7	.0	.7	.2	-1.2	-2	.3	.2	
2011 .....	101.3	100.1	100.5	101.1	-1.6	-1.2	.4	.6	-7	-1.9	-2.1	-1.7	
2012 .....	100.1	100.3	100.8	101.9	-1.0	.2	.5	1.1	-1.2	.2	.3	.8	
2013 .....	100.9	100.9	101.7	102.5	-1.0	.0	.8	.8	.8	.6	.9	.6	
2014 .....	101.6	100.8	101.9	103.8	-9	-8	1.1	1.9	.7	-1	.2	1.3	
2015 .....	103.8	103.1	104.5	105.4	.0	-7	1.4	.9	2.2	2.3	2.6	1.5	
2016 .....	104.9	104.0	105.0	105.6	-5	-9	1.0	.6	1.1	.9	.5	.2	
2017 .....	105.2	104.8	—	—	-4	-4	—	—	.3	.8	—	—	
<b>Health care and social assistance<sup>9</sup></b>													
2001 .....	93.5	93.5	94.7	96.4	.1	.0	1.3	1.8	1.7	1.3	2.3	3.2	
2002 .....	96.4	96.6	96.7	97.6	.0	.2	.1	.9	3.1	3.3	2.1	1.2	
2003 .....	97.0	98.0	98.3	99.4	-6	1.0	.3	1.1	.6	1.4	1.7	1.8	
2004 .....	99.1	98.6	99.8	100.0	-3	-5	1.2	.2	2.2	.6	1.5	.6	
2005 .....	99.6	99.6	98.3	100.0	-4	.0	-1.3	1.7	.5	1.0	-1.5	.0	
2006 .....	99.6	99.0	100.4	101.7	-4	-6	1.4	1.3	.0	-6	2.1	1.7	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Health care and social assistance<sup>9</sup></b>												
2007 .....	101.0	100.2	101.1	101.1	-0.7	-0.8	0.9	0.0	1.4	1.2	0.7	-0.6
2008 .....	100.4	98.6	99.3	103.8	-7	-1.8	.7	4.5	-6	-1.6	-1.8	2.7
2009 .....	103.4	102.4	102.8	103.1	-4	-1.0	.4	.3	3.0	3.9	3.5	-7
2010 .....	102.8	103.0	103.2	103.3	-3	.2	.2	.1	-6	.6	.4	.2
2011 .....	101.8	101.1	100.9	101.9	-1.5	-7	-2	1.0	-1.0	-1.8	-2.2	-1.4
2012 .....	101.3	101.6	101.1	102.2	-6	.3	-5	1.1	-5	.5	.2	.3
2013 .....	101.4	101.4	101.7	102.7	-8	.0	.3	1.0	.1	-2	.6	.5
2014 .....	101.5	101.1	101.6	103.7	-1.2	-4	.5	2.1	.1	-3	-1	1.0
2015 .....	103.6	102.9	103.6	104.7	-1	-7	.7	1.1	2.1	1.8	2.0	1.0
2016 .....	104.5	103.8	104.1	104.6	-2	-7	.3	.5	.9	.9	.5	-1
2017 .....	104.2	104.2	—	—	-4	.0	—	—	-3	.4	—	—
<b>Hospitals</b>												
2001 .....	90.4	90.9	92.3	94.2	.1	.6	1.5	2.1	1.9	2.1	3.2	4.3
2002 .....	94.5	94.8	95.3	96.5	.3	.3	.5	1.3	4.5	4.3	3.3	2.4
2003 .....	96.0	96.8	97.3	98.8	-5	.8	.5	1.5	1.6	2.1	2.1	2.4
2004 .....	98.2	97.8	98.9	99.4	-6	-4	1.1	.5	2.3	1.0	1.6	.6
2005 .....	99.3	99.3	98.3	100.0	-1	.0	-1.0	1.7	1.1	1.5	-6	.6
2006 .....	99.7	98.8	100.1	101.4	-3	-9	1.3	1.3	.4	-5	1.8	1.4
2007 .....	100.7	99.9	100.7	100.7	-7	-8	.8	.0	1.0	1.1	.6	-7
2008 .....	99.9	98.2	99.1	103.7	-8	-1.7	.9	4.6	-8	-1.7	-1.6	3.0
2009 .....	103.3	102.4	102.9	103.3	-4	-9	.5	.4	3.4	4.3	3.8	-4
2010 .....	103.2	103.5	103.8	104.1	-1	.3	.3	.3	-1	1.1	.9	.8
2011 .....	102.6	101.9	101.8	102.7	-1.4	-7	-1	.9	-6	-1.5	-1.9	-1.3
2012 .....	101.6	101.9	101.5	102.6	-1.1	.3	-4	1.1	-1.0	.0	-3	-1
2013 .....	101.7	101.8	102.1	103.0	-9	.1	.3	.9	.1	-1	.6	.4
2014 .....	101.8	101.4	101.9	103.7	-1.2	-4	.5	1.8	.1	-4	-2	.7
2015 .....	103.7	103.1	103.8	104.9	.0	-6	.7	1.1	1.9	1.7	1.9	1.2
2016 .....	104.8	104.2	104.5	105.2	-1	-6	.3	.7	1.1	1.1	.7	.3
2017 .....	104.8	104.8	—	—	-4	.0	—	—	.0	.6	—	—
<b>Nursing and residential care facilities</b>												
2001 .....	93.7	93.2	95.5	97.1	.5	-5	2.5	1.7	3.2	1.9	3.7	4.2
2002 .....	97.1	97.5	97.7	98.6	.0	.4	.2	.9	3.6	4.6	2.3	1.5
2003 .....	98.1	99.0	99.1	100.2	-5	.9	.1	1.1	1.0	1.5	1.4	1.6
2004 .....	99.7	99.0	99.6	99.9	-5	-7	.6	.3	1.6	.0	.5	-3
2005 .....	99.3	99.4	98.2	100.0	-6	.1	-1.2	1.8	-4	.4	-1.4	.1
2006 .....	99.5	98.4	99.5	101.1	-5	-1.1	1.1	1.6	.2	-1.0	1.3	1.1
2007 .....	100.2	99.2	99.7	99.6	-9	-1.0	.5	-1	.7	.8	.2	-1.5
2008 .....	98.9	97.3	98.1	102.6	-7	-1.6	.8	4.6	-1.3	-1.9	-1.6	3.0
2009 .....	102.1	101.0	101.3	101.5	-5	-1.1	.3	.2	3.2	3.8	3.3	-1.1
2010 .....	101.2	101.3	101.5	101.2	-3	.1	.2	-3	-9	.3	.2	-3
2011 .....	99.9	99.3	99.1	99.7	-1.3	-6	-2	.6	-1.3	-2.0	-2.4	-1.5
2012 .....	98.7	98.9	98.4	99.3	-1.0	.2	-5	.9	-1.2	-4	-7	-4
2013 .....	98.5	98.4	98.5	99.3	-8	-1	.1	.8	-2	-5	.1	.0
2014 .....	98.3	97.6	98.2	100.1	-1.0	-7	.6	1.9	-2	-8	-3	.8
2015 .....	100.1	99.5	100.4	101.3	.0	-6	.9	.9	1.8	1.9	2.2	1.2
2016 .....	101.5	100.8	101.2	101.8	.2	-7	.4	.6	1.4	1.3	.8	.5
2017 .....	101.4	101.5	—	—	-4	.1	—	—	-1	.7	—	—

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Public administration													
2001 .....	91.5	91.4	92.4	94.1	0.2	-0.1	1.1	1.8	0.3	0.8	1.9	3.1	
2002 .....	93.9	93.9	95.0	96.1	-2	.0	1.2	1.2	2.6	2.7	2.8	2.1	
2003 .....	95.5	96.3	97.2	98.3	-6	.8	.9	1.1	1.7	2.6	2.3	2.3	
2004 .....	97.8	97.3	98.6	99.1	-5	-5	1.3	.5	2.4	1.0	1.4	.8	
2005 .....	98.9	98.7	98.0	100.0	-2	-2	-7	2.0	1.1	1.4	-6	.9	
2006 .....	99.1	98.1	99.4	101.3	-9	-1.0	1.3	1.9	.2	-6	1.4	1.3	
2007 .....	101.2	100.7	102.0	102.3	-1	-5	1.3	.3	2.1	2.7	2.6	1.0	
2008 .....	101.1	99.0	100.4	104.9	-1.2	-2.1	1.4	4.5	-1	-1.7	-1.6	2.5	
2009 .....	104.6	103.5	104.0	104.4	-3	-1.1	.5	.4	3.5	4.5	3.6	-5	
2010 .....	104.1	104.2	105.1	104.9	-3	.1	.9	-2	-5	.7	1.1	.5	
2011 .....	103.5	102.5	102.4	103.0	-1.3	-1.0	-.1	.6	-6	-1.6	-2.6	-1.8	
2012 .....	102.2	102.5	102.4	103.4	-8	.3	-.1	1.0	-1.3	.0	.0	.4	
2013 .....	102.7	102.5	103.2	104.2	-7	-.2	.7	1.0	.5	.0	.8	.8	
2014 .....	103.4	103.2	104.0	105.9	-8	-.2	.8	1.8	.7	.7	.8	1.6	
2015 .....	105.7	105.0	106.3	107.4	-2	-.7	1.2	1.0	2.2	1.7	2.2	1.4	
2016 .....	107.4	106.5	107.3	107.6	.0	-.8	.8	.3	1.6	1.4	.9	.2	
2017 .....	107.5	107.4	—	—	-1	-1	—	—	.1	.8	—	—	

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

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

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

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

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

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

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

<sup>8</sup> Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; other services, except public administration; and public administration.

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

NOTE: Dashes indicate data not available.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Private industry workers</b>												
<b>All workers</b>												
2001 .....	94.9	94.9	95.7	97.3	0.1	0.0	0.8	1.7	1.1	0.7	1.3	2.6
2002 .....	97.1	97.5	97.5	97.9	-.2	.4	.0	.4	2.3	2.7	1.9	.6
2003 .....	97.7	98.8	99.1	100.0	-.2	1.1	.3	.9	.6	1.3	1.6	2.1
2004 .....	99.7	99.5	100.3	100.5	-.3	-.2	.8	.2	2.0	.7	1.2	.5
2005 .....	100.0	100.1	98.5	100.0	-.5	.1	-1.6	1.5	.3	.6	-1.8	-.5
2006 .....	99.3	98.6	99.4	100.6	-.7	-.7	.8	1.2	-.7	-1.5	.9	.6
2007 .....	99.6	99.1	99.7	99.6	-1.0	-.5	.6	-.1	.3	.5	.3	-1.0
2008 .....	98.9	97.2	97.7	102.0	-.7	-1.7	.5	4.4	-.7	-1.9	-2.0	2.4
2009 .....	101.2	100.0	100.2	100.5	-.8	-1.2	.2	.3	2.3	2.9	2.6	-1.5
2010 .....	100.5	100.8	101.1	101.0	.0	.3	.3	-.1	-.7	.8	.9	.5
2011 .....	99.8	99.6	99.4	100.3	-1.2	-.2	-.2	.9	-.7	-1.2	-1.7	-.7
2012 .....	99.3	99.8	99.4	100.4	-1.0	.5	-.4	1.0	-.5	.2	.0	.1
2013 .....	99.7	99.9	100.1	100.9	-.7	.2	.2	.8	.4	.1	.7	.5
2014 .....	99.9	99.9	100.7	102.4	-1.0	.0	.8	1.7	.2	-.0	.6	1.5
2015 .....	102.6	101.7	102.6	103.6	.2	-.9	.9	1.0	2.7	1.8	1.9	1.2
2016 .....	103.6	103.1	103.4	103.7	.0	-.5	.3	.3	1.0	1.4	.8	.1
2017 .....	103.6	103.8	—	—	-.1	.2	—	—	.0	.7	—	—
<b>Excluding sales occupations<sup>2</sup></b>												
2001 .....	95.0	94.9	95.7	97.3	.2	-.1	.8	1.7	1.5	1.0	1.5	2.6
2002 .....	97.2	97.5	97.5	98.0	-.1	.3	.0	.5	2.3	2.7	1.9	.7
2003 .....	97.8	98.9	99.1	100.1	-.2	1.1	.2	1.0	.6	1.4	1.6	2.1
2004 .....	99.8	99.6	100.2	100.6	-.3	-.2	.6	.4	2.0	.7	1.1	.5
2005 .....	100.1	100.2	98.6	100.0	-.5	.1	-1.6	1.4	.3	.6	-1.6	-.6
2006 .....	99.4	98.7	99.5	100.7	-.6	-.7	.8	1.2	-.7	-1.5	.9	.7
<b>Excluding incentive paid occupations<sup>3</sup></b>												
2006 .....	99.4	98.7	99.4	100.7	-.6	-.7	.7	1.3	—	—	—	.7
2007 .....	99.7	99.2	99.9	99.7	-1.0	-.5	.7	-.2	.3	.5	.5	-1.0
2008 .....	99.1	97.4	98.1	102.5	-.6	-1.7	.7	4.5	-.6	-1.8	-1.8	2.8
2009 .....	101.8	100.6	100.8	101.0	-.7	-1.2	.2	.2	2.7	3.3	2.8	-1.5
2010 .....	101.1	101.4	101.6	101.5	.1	.3	.2	-.1	-.7	.8	.8	.5
2011 .....	100.4	100.1	99.9	100.7	-1.1	-.3	-.2	.8	-.7	-1.3	-1.7	-.8
2012 .....	99.7	100.2	99.7	100.7	-1.0	.5	-.5	1.0	-.7	.1	-.2	.0
2013 .....	100.1	100.3	100.4	101.1	-.6	.2	.1	.7	.4	.1	.7	.4
2014 .....	100.3	100.2	100.7	102.5	-.8	-.1	.5	1.8	.2	-.1	.3	1.4
2015 .....	102.6	101.9	102.7	103.7	.1	-.7	.8	1.0	2.3	1.7	2.0	1.2
2016 .....	103.9	103.2	103.5	103.9	.2	-.7	.3	.4	1.3	1.3	.8	.2
2017 .....	103.9	104.1	—	—	.0	.2	—	—	.0	.9	—	—
<b>Occupational group</b>												
<b>White-collar occupations<sup>2,4</sup></b>												
2001 .....	94.7	94.8	95.5	97.1	.2	.1	.7	1.7	1.2	1.0	1.4	2.8
2002 .....	97.0	97.5	97.3	97.7	-.1	.5	-.2	.4	2.4	2.8	1.9	.6
2003 .....	97.6	98.7	99.0	99.9	-.1	1.1	.3	.9	.6	1.2	1.7	2.3
2004 .....	99.4	99.2	100.0	100.3	-.5	-.2	.8	.3	1.8	.5	1.0	.4
2005 .....	100.0	100.0	98.5	100.0	-.3	.0	-1.5	1.5	.6	.8	-1.5	-.3
2006 .....	99.4	98.7	99.6	100.8	-.6	-.7	.9	1.2	-.6	-1.3	1.1	.8

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Occupational group</b>												
<b>Excluding sales occupations<sup>2</sup></b>												
2001 .....	94.7	94.7	95.5	97.1	0.4	0.0	0.8	1.7	1.8	1.4	1.8	3.0
2002 .....	97.1	97.4	97.2	97.7	.0	.3	-.2	.5	2.5	2.9	1.8	.6
2003 .....	97.7	98.8	99.0	100.0	.0	1.1	.2	1.0	.6	1.4	1.9	2.4
2004 .....	99.6	99.3	100.0	100.5	-.4	-.3	.7	.5	1.9	.5	1.0	.5
2005 .....	100.2	100.2	98.6	100.0	-.3	.0	-1.6	1.4	.6	.9	-1.4	-.5
2006 .....	99.6	98.9	99.8	100.9	-.4	-.7	.9	1.1	-.6	-1.3	1.2	.9
<b>Management, professional, and related</b>												
2001 .....	94.9	95.0	95.8	97.3	.4	.1	.8	1.6	1.7	1.4	1.8	3.0
2002 .....	97.2	97.5	97.3	97.6	-.1	.3	-.2	.3	2.4	2.6	1.6	.3
2003 .....	97.9	98.9	99.1	100.2	.3	1.0	.2	1.1	.7	1.4	1.8	2.7
2004 .....	99.7	99.2	100.0	100.4	-.5	-.5	.8	.4	1.8	.3	.9	.2
2005 .....	100.3	100.3	98.6	100.0	-.1	.0	-1.7	1.4	.6	1.1	-1.4	-.4
2006 .....	99.6	98.9	99.8	101.0	-.4	-.7	.9	1.2	-.7	-1.4	1.2	1.0
2007 .....	100.2	99.6	100.4	100.1	-.8	-.6	.8	-.3	.6	.7	.6	-.9
2008 .....	99.7	97.9	98.6	102.9	-.4	-1.8	.7	4.4	-.5	-1.7	-1.8	2.8
2009 .....	102.1	100.8	100.8	100.9	-.8	-1.3	.0	.1	2.4	3.0	2.2	-1.9
2010 .....	101.1	101.3	101.5	101.5	.2	.2	.2	.0	-1.0	.5	.7	.6
2011 .....	100.5	100.1	99.8	100.6	-1.0	-.4	-.3	.8	-.6	-1.2	-1.7	-.9
2012 .....	99.9	100.4	99.8	100.9	-.7	.5	-.6	1.1	-.6	.3	.0	.3
2013 .....	100.2	100.6	100.8	101.5	-.7	.4	.2	.7	.3	.2	1.0	.6
2014 .....	100.6	100.7	101.4	103.1	-.9	.1	.7	1.7	.4	.1	.6	1.6
2015 .....	103.2	102.4	103.3	104.2	.1	-.8	.9	.9	2.6	1.7	1.9	1.1
2016 .....	104.2	103.3	103.6	103.9	.0	-.9	.3	.3	1.0	.9	.3	-.3
2017 .....	103.7	104.0	—	—	-.2	.3	—	—	-.5	.7	—	—
<b>Excluding incentive paid occupations<sup>3</sup></b>												
2006 .....	99.5	98.8	99.7	101.0	-.5	-.7	.9	1.3	—	—	—	1.0
2007 .....	100.1	99.6	100.4	100.1	-.9	-.5	.8	-.3	.6	.8	.7	-.9
2008 .....	99.7	97.9	98.7	103.1	-.4	-1.8	.8	4.5	-.4	-1.7	-1.7	3.0
2009 .....	102.2	100.8	101.0	101.0	-.9	-1.4	.2	.0	2.5	3.0	2.3	-2.0
2010 .....	101.1	101.4	101.7	101.6	.1	.3	.3	-.1	-1.1	.6	.7	.6
2011 .....	100.7	100.3	100.0	100.8	-.9	-.4	-.3	.8	-.4	-1.1	-1.7	-.8
2012 .....	100.0	100.4	99.9	100.9	-.8	.4	-.5	1.0	-.7	.1	-.1	.1
2013 .....	100.2	100.6	100.8	101.4	-.7	.4	.2	.6	.2	.2	.9	.5
2014 .....	100.6	100.6	101.1	102.7	-.8	.0	.5	1.6	.4	.0	.3	1.3
2015 .....	103.0	102.1	102.8	103.8	.3	-.9	.7	1.0	2.4	1.5	1.7	1.1
2016 .....	103.8	102.9	103.2	103.4	.0	-.9	.3	-.2	.8	.8	.4	-.4
2017 .....	103.3	103.6	—	—	-.1	.3	—	—	-.5	.7	—	—
<b>Management, business, and financial</b>												
2001 .....	96.2	96.3	96.9	98.6	.3	.1	.6	1.8	1.1	.9	1.5	2.8
2002 .....	98.5	99.3	98.6	98.5	-.1	.8	-.7	-.1	2.4	3.1	1.8	-.1
2003 .....	99.7	100.6	100.9	101.8	1.2	.9	.3	.9	1.2	1.3	2.3	3.4
2004 .....	100.7	100.4	100.9	101.2	-1.1	-.3	.5	.3	1.0	-.2	.0	-.6
2005 .....	100.9	100.7	98.7	100.0	-.3	-.2	-2.0	1.3	.2	.3	-2.2	-1.2
2006 .....	99.8	99.0	99.6	100.5	-.2	-.8	.6	.9	-1.1	-1.7	.9	.5
2007 .....	99.9	99.2	100.0	99.6	-.6	-.7	.8	-.4	.1	.2	.4	-.9
2008 .....	99.5	97.8	98.3	102.5	-.1	-1.7	.5	4.3	-.4	-1.4	-1.7	2.9

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Management, business, and financial</b>													
2009 .....	101.4	100.0	100.0	100.2	-1.1	-1.4	0.0	0.2	1.9	2.2	1.7	-2.2	
2010 .....	100.7	100.9	100.9	100.8	.5	.2	.0	-.1	-.7	.9	.9	.6	
2011 .....	100.0	99.8	99.6	100.3	-.8	-.2	-.2	.7	-.7	-1.1	-1.3	-.5	
2012 .....	99.5	100.3	99.4	100.4	-.8	.8	-.9	1.0	-.5	.5	-.2	.1	
2013 .....	99.8	100.5	100.5	101.2	-.6	.7	.0	.7	.3	.2	1.1	.8	
2014 .....	100.2	100.8	101.7	103.1	-1.0	.6	.9	1.4	.4	.3	1.2	1.9	
2015 .....	103.3	102.5	103.7	104.6	.2	-.8	1.2	.9	3.1	1.7	2.0	1.5	
2016 .....	104.5	103.5	104.1	104.7	-.1	-1.0	.6	.6	1.2	1.0	.4	.1	
2017 .....	104.5	104.9	—	—	-.2	.4	—	—	.0	1.4	—	—	
<b>Excluding incentive paid occupations<sup>3</sup></b>													
2006 .....	99.7	98.8	99.5	100.6	-.3	-.9	.7	1.1	—	—	—	.6	
2007 .....	99.7	99.4	100.2	99.7	-.9	-.3	.8	-.5	.0	.6	.7	-.9	
2008 .....	99.7	97.9	98.6	103.0	.0	-1.8	.7	4.5	.0	-1.5	-1.6	3.3	
2009 .....	101.9	100.4	100.4	100.5	-1.1	-1.5	.0	.1	2.2	2.6	1.8	-2.4	
2010 .....	100.9	101.1	101.3	101.2	.4	.2	.2	-.1	-1.0	.7	.9	.7	
2011 .....	100.4	100.2	99.9	100.6	-.8	-.2	-.3	.7	-.5	-.9	-1.4	-.6	
2012 .....	99.8	100.4	99.6	100.5	-.8	.6	-.8	-.9	-.6	.2	-.3	-.1	
2013 .....	100.0	100.6	100.7	101.3	-.5	.6	.1	.6	.2	.2	1.1	.8	
2014 .....	100.5	100.7	101.1	102.9	-.8	.2	.4	1.8	.5	.1	.4	1.6	
2015 .....	103.3	102.3	103.1	104.0	.4	-1.0	.8	.9	2.8	1.6	2.0	1.1	
2016 .....	104.1	103.2	103.6	104.1	.1	-.9	.4	.5	.8	.9	.5	.1	
2017 .....	104.2	104.5	—	—	.1	.3	—	—	.1	1.3	—	—	
<b>Professional and related</b>													
2001 .....	93.9	94.0	94.9	96.3	.5	.1	1.0	1.5	2.3	1.7	2.2	3.1	
2002 .....	96.1	96.2	96.2	96.9	-.2	.1	.0	.7	2.3	2.3	1.4	.6	
2003 .....	96.5	97.5	97.8	98.9	-.4	1.0	.3	1.1	.4	1.4	1.7	2.1	
2004 .....	98.8	98.3	99.3	99.8	-.1	-.5	1.0	.5	2.4	.8	1.5	.9	
2005 .....	99.8	99.9	98.5	100.0	.0	.1	-1.4	1.5	1.0	1.6	-.8	.2	
2006 .....	99.5	98.8	100.0	101.4	-.5	-.7	1.2	1.4	-.3	-1.1	1.5	1.4	
2007 .....	100.5	100.0	100.7	100.5	-.9	-.5	.7	-.2	1.0	1.2	.7	-.9	
2008 .....	99.8	98.0	98.8	103.2	-.7	-1.8	.8	4.5	-.7	-2.0	-1.9	2.7	
2009 .....	102.7	101.4	101.5	101.5	-.5	-1.3	.1	.0	2.9	3.5	2.7	-1.6	
2010 .....	101.4	101.7	102.1	101.9	-.1	.3	.4	-.2	-1.3	.3	.6	.4	
2011 .....	100.9	100.4	100.1	100.9	-1.0	-.5	-.3	.8	-.5	-1.3	-2.0	-1.0	
2012 .....	100.2	100.6	100.1	101.3	-.7	.4	-.5	1.2	-.7	.2	.0	.4	
2013 .....	100.5	100.7	101.0	101.7	-.8	.2	.3	.7	.3	.1	.9	.4	
2014 .....	100.8	100.6	101.3	103.0	-.9	-.2	.7	1.7	.3	-.1	.3	1.3	
2015 .....	103.1	102.4	103.0	103.9	.1	-.7	.6	.9	2.3	1.8	1.7	.9	
2016 .....	103.9	103.1	103.3	103.3	.0	-.8	.2	.0	.8	.7	.3	-.6	
2017 .....	103.1	103.4	—	—	-.2	.3	—	—	-.8	.3	—	—	
<b>Sales and office</b>													
2001 .....	94.4	94.4	95.0	96.8	.0	.0	.6	1.9	.4	.2	.5	2.5	
2002 .....	96.7	97.4	97.3	97.7	-.1	.7	-.1	.4	2.4	3.2	2.4	.9	
2003 .....	97.1	98.4	98.8	99.4	-.6	1.3	.4	.6	.4	1.0	1.5	1.7	
2004 .....	99.1	99.2	100.2	100.1	-.3	.1	1.0	-.1	2.1	.8	1.4	.7	
2005 .....	99.5	99.6	98.3	100.0	-.6	.1	-1.3	1.7	.4	.4	-1.9	-.1	
2006 .....	99.0	98.5	99.2	100.4	-1.0	-.5	.7	1.2	-.5	-1.1	.9	.4	
2007 .....	99.3	98.8	99.4	99.4	-1.1	-.5	.6	.0	.3	.3	.2	-1.0	

See footnotes at end of table.



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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Sales and office</b>													
2008 .....	98.3	96.7	97.0	101.0	-1.1	-1.6	0.3	4.1	-1.0	-2.1	-2.4	1.6	
2009 .....	99.9	98.8	99.2	99.5	-1.1	-1.1	.4	.3	1.6	2.2	2.3	-1.5	
2010 .....	99.3	100.0	100.1	100.2	-.2	.7	.1	.1	-6	1.2	.9	.7	
2011 .....	98.7	98.8	98.7	99.5	-1.5	.1	-.1	.8	-6	-1.2	-1.4	-.7	
2012 .....	98.6	99.4	98.9	99.7	-.9	.8	-.5	.8	-.1	.6	.2	.2	
2013 .....	99.1	99.4	99.5	100.5	-.6	.3	.1	1.0	.5	.0	.6	.8	
2014 .....	99.3	99.5	100.1	102.1	-1.2	.2	.6	2.0	.2	.1	.6	1.6	
2015 .....	102.8	101.3	102.2	103.1	.7	-1.5	.9	.9	3.5	1.8	2.1	1.0	
2016 .....	103.4	103.4	103.3	103.4	.3	.0	-.1	.1	.6	2.1	1.1	.3	
2017 .....	103.4	103.4	—	—	.0	.0	—	—	.0	.0	—	—	
<b>Excluding incentive paid occupations<sup>3</sup></b>													
2006 .....	99.4	98.8	99.4	100.7	-.6	-.6	.6	1.3	—	—	—	.7	
2007 .....	99.8	99.3	100.0	100.0	-.9	-.5	.7	.0	.4	.5	.6	-.7	
2008 .....	99.4	97.6	98.2	102.7	-.6	-1.8	.6	4.6	-.4	-1.7	-1.8	2.7	
2009 .....	102.1	100.9	101.2	101.5	-.6	-1.2	.3	.3	2.7	3.4	3.1	-1.2	
2010 .....	101.5	101.8	101.8	101.7	.0	.3	.0	-.1	-6	.9	.6	.2	
2011 .....	100.7	100.3	100.1	101.0	-1.0	-.4	-.2	.9	-.8	-1.5	-1.7	-.7	
2012 .....	100.1	100.5	99.9	100.9	-.9	.4	-.6	1.0	-6	.2	-.2	-.1	
2013 .....	100.4	100.6	100.7	101.3	-.5	.2	.1	.6	.3	.1	.8	.4	
2014 .....	100.6	100.5	101.0	102.7	-.7	-.1	.5	1.7	.2	-.1	.3	1.4	
2015 .....	102.8	102.4	103.3	104.4	.1	-.4	.9	1.1	2.2	1.9	2.3	1.7	
2016 .....	104.9	104.5	104.8	105.3	.5	-.4	.3	.5	2.0	2.1	1.5	.9	
2017 .....	105.3	105.4	—	—	.0	.1	—	—	.4	.9	—	—	
<b>Sales and related</b>													
2001 .....	94.8	95.1	95.3	97.1	-.7	.3	.2	1.9	-1.6	-1.2	-1.0	1.7	
2002 .....	96.5	98.1	97.5	97.6	-.6	1.7	-.6	.1	1.8	3.2	2.3	.5	
2003 .....	96.8	98.2	99.1	99.2	-.8	1.4	.9	.1	.3	.1	1.6	1.6	
2004 .....	98.7	99.0	100.3	99.5	-.5	.3	1.3	-.8	2.0	.8	1.2	.3	
2005 .....	99.0	99.1	98.2	100.0	-.5	.1	-.9	1.8	.3	.1	-2.1	.5	
2006 .....	98.4	98.1	98.6	99.8	-1.6	-.3	.5	1.2	-.6	-1.0	.4	-.2	
2007 .....	98.2	97.8	98.3	98.6	-1.6	-.4	.5	.3	-.2	-.3	-.3	-1.2	
2008 .....	96.8	95.5	95.4	98.7	-1.8	-1.3	-.1	3.5	-1.4	-2.4	-3.0	.1	
2009 .....	96.5	95.3	96.0	96.4	-2.2	-1.2	.7	.4	-.3	-.2	.6	-2.3	
2010 .....	95.7	97.0	96.8	97.1	-.7	1.4	-.2	.3	-.8	1.8	.8	.7	
2011 .....	95.0	95.7	95.7	96.6	-2.2	.7	.0	.9	-.7	-1.3	-1.1	-.5	
2012 .....	95.6	96.6	96.2	96.7	-1.0	1.0	-.4	.5	.6	.9	.5	.1	
2013 .....	96.0	96.5	96.7	97.8	-.7	.5	.2	1.1	.4	-.1	.5	1.1	
2014 .....	96.3	96.7	97.5	99.7	-1.5	.4	.8	2.3	.3	.2	.8	1.9	
2015 .....	101.1	98.3	99.4	100.0	1.4	-2.8	1.1	.6	5.0	1.7	1.9	.3	
2016 .....	99.9	100.6	100.0	99.6	-.1	.7	-.6	-.4	-1.2	2.3	.6	-.4	
2017 .....	99.8	99.7	—	—	.2	-.1	—	—	-.1	-.9	—	—	
<b>Excluding incentive paid occupations<sup>3</sup></b>													
2006 .....	99.4	98.8	99.1	100.4	-.6	-.6	.3	1.3	—	—	—	.4	
2007 .....	99.3	98.9	99.7	99.8	-1.1	-.4	.8	.1	-.1	.1	.6	-.6	
2008 .....	99.4	97.6	98.1	102.7	-.4	-1.8	.5	4.7	.1	-1.3	-1.6	2.9	
2009 .....	101.7	100.4	100.8	101.1	-1.0	-1.3	.4	.3	2.3	2.9	2.8	-1.6	
2010 .....	100.8	101.2	100.6	100.4	-.3	.4	-.6	-.2	-.9	.8	-.2	-.7	
2011 .....	99.2	99.0	98.8	99.6	-1.2	-.2	-.2	.8	-1.6	-2.2	-1.8	-.8	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Excluding incentive paid occupations<sup>3</sup></b>													
2012 .....	98.5	99.0	98.0	99.0	-1.1	0.5	-1.0	1.0	-0.7	0.0	-0.8	-0.6	
2013 .....	98.6	98.8	99.0	99.4	-.4	.2	.2	.4	.1	-2	1.0	.4	
2014 .....	98.8	98.6	99.0	100.7	-.6	-.2	.4	1.7	.2	-2	.0	1.3	
2015 .....	100.6	100.3	101.4	102.3	-.1	-.3	1.1	.9	1.8	1.7	2.4	1.6	
2016 .....	102.9	102.8	103.1	103.5	.6	-.1	.3	.4	2.3	2.5	1.7	1.2	
2017 .....	103.6	103.8	—	—	.1	.2	—	—	.7	1.0	—	—	
<b>Office and administrative support</b>													
2001 .....	94.1	93.9	94.8	96.5	.5	-.2	1.0	1.8	2.0	1.3	1.8	3.1	
2002 .....	96.7	96.9	97.1	97.8	.2	.2	.2	.7	2.8	3.2	2.4	1.3	
2003 .....	97.2	98.6	98.6	99.6	-.6	1.4	.0	1.0	.5	1.8	1.5	1.8	
2004 .....	99.5	99.4	100.0	100.5	-.1	-.1	.6	.5	2.4	.8	1.4	.9	
2005 .....	99.9	100.0	98.5	100.0	-.6	.1	-1.5	1.5	.4	.6	-1.5	-.5	
2006 .....	99.4	98.9	99.6	100.8	-.6	-.5	.7	1.2	-.5	-1.1	1.1	.8	
2007 .....	100.1	99.5	100.1	100.0	-.7	-.6	.6	-.1	-.7	.6	.5	-.8	
2008 .....	99.3	97.5	98.2	102.6	-.7	-1.8	.7	4.5	-.8	-2.0	-1.9	2.6	
2009 .....	102.2	101.2	101.4	101.7	-.4	-1.0	.2	.3	2.9	3.8	3.3	-.9	
2010 .....	101.8	102.1	102.4	102.4	.1	.3	.3	.0	-.4	.9	1.0	.7	
2011 .....	101.3	100.9	100.8	101.6	-1.1	-.4	-.1	.8	-.5	-1.2	-1.6	-.8	
2012 .....	100.8	101.3	100.7	101.7	-.8	.5	-.6	1.0	-.5	.4	-.1	.1	
2013 .....	101.2	101.4	101.5	102.3	-.5	.2	.1	.8	.4	.1	.8	.6	
2014 .....	101.5	101.5	102.0	103.7	-.8	.0	.5	1.7	.3	.1	.5	1.4	
2015 .....	103.9	103.4	104.2	105.4	.2	-.5	.8	1.2	2.4	1.9	2.2	1.6	
2016 .....	105.9	105.3	105.7	106.2	.5	-.6	.4	.5	1.9	1.8	1.4	.8	
2017 .....	106.0	106.1	—	—	-.2	.1	—	—	.1	.8	—	—	
<b>Blue-collar occupations<sup>2,5</sup></b>													
2001 .....	94.8	94.5	95.6	97.0	-.1	-.3	1.2	1.5	1.0	.3	1.2	2.2	
2002 .....	96.9	97.2	97.4	98.0	-.1	.3	.2	.6	2.2	2.9	1.9	1.0	
2003 .....	97.5	98.8	98.8	99.8	-.5	1.3	.0	1.0	.6	1.6	1.4	1.8	
2004 .....	100.0	99.9	100.6	100.8	.2	-.1	.7	.2	2.6	1.1	1.8	1.0	
2005 .....	100.0	100.2	98.6	100.0	-.8	.2	-1.6	1.4	.0	.3	-2.0	-.8	
2006 .....	99.1	98.5	99.2	100.3	-.9	-.6	.7	1.1	-.9	-1.7	.6	.3	
<b>Natural resources, construction, and maintenance</b>													
2001 .....	94.1	94.0	95.4	96.4	-.1	-.1	1.5	1.0	1.5	.8	1.6	2.3	
2002 .....	96.2	96.9	97.1	97.6	-.2	.7	.2	.5	2.2	3.1	1.8	1.2	
2003 .....	97.0	98.6	98.6	99.7	-.6	1.6	.0	1.1	.8	1.8	1.5	2.2	
2004 .....	99.6	99.7	100.0	100.4	-.1	.1	.3	.4	2.7	1.1	1.4	.7	
2005 .....	99.6	100.1	98.5	100.0	-.8	.5	-1.6	1.5	.0	.4	-1.5	-.4	
2006 .....	99.3	99.1	99.9	101.0	-.7	-.2	.8	1.1	-.3	-1.0	1.4	1.0	
2007 .....	99.6	99.2	100.0	100.0	-1.4	-.4	.8	.0	.3	.1	.1	-1.0	
2008 .....	99.2	97.4	98.1	102.6	-.8	-1.8	.7	4.6	-.4	-1.8	-1.9	2.6	
2009 .....	101.6	100.7	101.0	101.4	-1.0	-.9	.3	.4	2.4	3.4	3.0	-1.2	
2010 .....	101.5	101.7	101.9	101.7	.1	.2	.2	-.2	-.1	1.0	.9	.3	
2011 .....	100.2	100.2	100.2	101.0	-1.5	.0	.0	.8	-1.3	-1.5	-1.7	-.7	
2012 .....	99.8	100.3	100.1	101.0	-1.2	.5	-.2	.9	-.4	.1	-.1	.0	
2013 .....	100.3	100.4	100.8	101.4	-.7	.1	.4	.6	.5	.1	.7	.4	
2014 .....	100.6	100.7	101.5	103.3	-.8	.1	.8	1.8	.3	.3	.7	1.9	
2015 .....	103.0	102.3	103.1	104.0	-.3	-.7	.8	.9	2.4	1.6	1.6	.7	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Natural resources, construction, and maintenance</b>												
2016 .....	103.9	103.4	103.6	104.1	-0.1	-0.5	0.2	0.5	0.9	1.1	0.5	0.1
2017 .....	103.7	104.2	—	—	-.4	.5	—	—	-.2	.8	—	—
<b>Construction, extraction, farming, fishing, and forestry</b>												
2001 .....	94.0	94.0	95.1	96.2	-.1	.0	1.2	1.2	2.2	1.3	1.6	2.2
2002 .....	96.1	96.4	96.6	97.4	-.1	.3	.2	.8	2.2	2.6	1.6	1.2
2003 .....	96.5	98.2	98.3	99.4	-.9	1.8	.1	1.1	.4	1.9	1.8	2.1
2004 .....	99.4	99.4	99.9	100.5	.0	.0	.5	.6	3.0	1.2	1.6	1.1
2005 .....	99.5	99.8	98.5	100.0	-1.0	.3	-1.3	1.5	.1	.4	-1.4	-5
2006 .....	99.2	99.1	100.0	101.1	-.8	-.1	.9	1.1	-.3	-.7	1.5	1.1
2007 .....	100.0	99.8	100.5	100.7	-1.1	-.2	.7	.2	.8	.7	.5	-.4
2008 .....	100.1	98.7	99.2	103.7	-.6	-1.4	.5	4.5	.1	-1.1	-1.3	3.0
2009 .....	102.6	101.7	102.1	102.4	-1.1	-.9	.4	.3	2.5	3.0	2.9	-1.3
2010 .....	102.3	102.6	103.0	102.7	-.1	.3	.4	-.3	-.3	.9	.9	.3
2011 .....	101.1	100.7	100.6	101.6	-1.6	-.4	-.1	1.0	-1.2	-1.9	-2.3	-1.1
2012 .....	100.0	100.4	100.2	101.1	-1.6	.4	-.2	.9	-1.1	-.3	-.4	-.5
2013 .....	100.3	100.2	100.8	101.6	-.8	-.1	.6	.8	.3	-.2	.6	.5
2014 .....	100.5	100.2	100.9	103.0	-1.1	-.3	.7	2.1	.2	.0	.1	1.4
2015 .....	102.6	102.3	103.1	104.1	-.4	-.3	.8	1.0	2.1	2.1	2.2	1.1
2016 .....	103.9	103.8	103.8	104.6	-.2	-.1	.0	.8	1.3	1.5	.7	.5
2017 .....	104.3	104.6	—	—	-.3	.3	—	—	.4	.8	—	—
<b>Installation, maintenance, and repair</b>												
2001 .....	94.2	93.9	95.8	96.6	-.1	-.3	2.0	.8	.7	-.1	1.7	2.4
2002 .....	96.2	97.5	97.8	98.0	-.4	1.4	.3	.2	2.1	3.8	2.1	1.4
2003 .....	97.6	99.1	99.0	100.0	-.4	1.5	-.1	1.0	1.5	1.6	1.2	2.0
2004 .....	99.8	99.9	100.2	100.3	-.2	.1	.3	.1	2.3	.8	1.2	.3
2005 .....	99.8	100.4	98.6	100.0	-.5	.6	-1.8	1.4	.0	.5	-1.6	-.3
2006 .....	99.4	99.0	99.9	100.9	-.6	-.4	.9	1.0	-.4	-1.4	1.3	.9
2007 .....	99.1	98.3	99.3	99.1	-1.8	-.8	1.0	-.2	-.3	-.7	-.6	-1.8
2008 .....	98.0	95.9	96.6	101.2	-1.1	-2.1	.7	4.8	-1.1	-2.4	-2.7	2.1
2009 .....	100.4	99.4	99.7	100.1	-.8	-1.0	.3	.4	2.4	3.6	3.2	-1.1
2010 .....	100.5	100.6	100.5	100.5	.4	.1	-.1	.0	.1	1.2	.8	.4
2011 .....	99.2	99.5	99.7	100.3	-1.3	.3	.2	.6	-1.3	-1.1	-.8	-.2
2012 .....	99.6	100.2	99.9	100.9	-.7	.6	-.3	1.0	.4	.7	.2	.6
2013 .....	100.3	100.5	100.8	101.2	-.6	.2	.3	.4	.7	.3	.9	.3
2014 .....	100.7	101.3	102.1	103.5	-.5	.6	.8	1.4	.4	.8	1.3	2.3
2015 .....	103.4	102.4	103.1	103.9	-.1	-1.0	.7	.8	2.7	1.1	1.0	.4
2016 .....	103.8	103.0	103.4	103.6	-.1	-.8	.4	.2	.4	.6	.3	-.3
2017 .....	103.1	103.8	—	—	-.5	.7	—	—	-.7	.8	—	—
<b>Production, transportation, and material moving</b>												
2001 .....	95.2	94.9	95.7	97.4	-.2	-.3	.8	1.8	.5	.1	.7	2.1
2002 .....	97.3	97.5	97.5	98.2	-.1	.2	.0	.7	2.2	2.7	1.9	.8
2003 .....	97.8	99.0	99.0	99.9	-.4	1.2	.0	.9	.5	1.5	1.5	1.7
2004 .....	100.2	100.1	101.0	101.1	.3	-.1	.9	.1	2.5	1.1	2.0	1.2
2005 .....	100.2	100.2	98.7	100.0	-.9	.0	-1.5	1.3	.0	.1	-2.3	-1.1
2006 .....	98.9	98.1	98.7	99.7	-1.1	-.8	.6	1.0	-1.3	-2.1	.0	-.3

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Production, transportation, and material moving</b>													
2007 .....	98.2	97.6	98.1	97.9	-1.5	-0.6	0.5	-0.2	-0.7	-0.5	-0.6	-1.8	
2008 .....	97.2	95.4	95.9	100.0	-7	-1.9	.5	4.3	-1.0	-2.3	-2.2	2.1	
2009 .....	99.6	98.7	99.0	99.2	-4	-9	.3	.2	2.5	3.5	3.2	-8	
2010 .....	99.4	99.7	100.3	100.1	.2	.3	.6	-2	-2	1.0	1.3	.9	
2011 .....	98.8	99.0	98.7	99.6	-1.3	.2	-.3	.9	-6	-7	-1.6	-5	
2012 .....	98.3	98.7	98.4	99.5	-1.3	.4	-.3	1.1	-5	-3	-.3	-1	
2013 .....	98.7	98.7	98.8	99.6	-8	.0	.1	.8	.4	.0	.4	.1	
2014 .....	99.0	98.7	99.5	101.1	-6	-.3	.8	1.6	.3	.0	.7	1.5	
2015 .....	101.4	101.0	101.8	102.9	.3	-.4	.8	1.1	2.4	2.3	2.3	1.8	
2016 .....	103.1	102.5	103.0	103.6	.2	-.6	.5	.6	1.7	1.5	1.2	.7	
2017 .....	103.5	103.7	—	—	-.1	.2	—	—	.4	1.2	—	—	
<b>Excluding incentive paid occupations<sup>3</sup></b>													
2006 .....	98.9	98.0	98.6	99.6	-1.1	-.9	.6	1.0	—	—	—	-.4	
2007 .....	98.1	97.6	98.1	97.9	-1.5	-.5	.5	-.2	-.8	-.4	-.5	-1.7	
2008 .....	97.1	95.3	95.9	100.2	-.8	-1.9	.6	4.5	-1.0	-2.4	-2.2	2.3	
2009 .....	99.8	98.8	99.1	99.4	-.4	-1.0	.3	.3	2.8	3.7	3.3	-.8	
2010 .....	99.7	99.9	100.4	100.3	.3	.2	.5	-.1	-.1	1.1	1.3	.9	
2011 .....	99.1	99.2	98.8	99.8	-1.2	.1	-.4	1.0	-.6	-.7	-1.6	-.5	
2012 .....	98.3	98.8	98.4	99.5	-1.5	.5	-.4	1.1	-.8	-.4	-.4	-.3	
2013 .....	98.8	98.9	98.9	99.6	-.7	.1	.0	.7	.5	.1	.5	.1	
2014 .....	99.1	98.7	99.4	101.2	-.5	-.4	.7	1.8	.3	-.2	.5	1.6	
2015 .....	101.5	101.0	101.8	103.1	.3	-.5	.8	1.3	2.4	2.3	2.4	1.9	
2016 .....	103.3	102.7	103.2	103.7	.2	-.6	.5	.5	1.8	1.7	1.4	.6	
2017 .....	103.7	103.8	—	—	.0	.1	—	—	.4	1.1	—	—	
<b>Production</b>													
2001 .....	94.8	94.2	94.9	96.5	-.2	-.6	.7	1.7	.5	-.1	.4	1.6	
2002 .....	96.5	96.6	96.6	97.3	.0	.1	.0	.7	1.8	2.5	1.8	.8	
2003 .....	97.2	98.3	98.3	99.3	-.1	1.1	.0	1.0	.7	1.8	1.8	2.1	
2004 .....	100.1	100.0	100.9	101.1	.8	-.1	.9	.2	3.0	1.7	2.6	1.8	
2005 .....	100.3	100.3	98.6	100.0	-.8	.0	-1.7	1.4	.2	.3	-2.3	-1.1	
2006 .....	98.9	98.0	98.5	99.5	-1.1	-.9	.5	1.0	-1.4	-2.3	-.1	-.5	
2007 .....	97.8	97.1	97.4	97.4	-1.7	-.7	.3	.0	-1.1	-.9	-1.1	-2.1	
2008 .....	96.6	94.6	95.2	99.3	-.8	-2.1	.6	4.3	-1.2	-2.6	-2.3	2.0	
2009 .....	99.1	98.1	98.4	98.6	-.2	-1.0	.3	.2	2.6	3.7	3.4	-.7	
2010 .....	99.0	99.3	99.7	99.5	.4	.3	.4	-.2	-.1	1.2	1.3	.9	
2011 .....	98.4	98.7	98.3	99.2	-1.1	.3	-.4	.9	-.6	-.6	-1.4	-.3	
2012 .....	97.6	98.1	97.6	98.5	-1.6	.5	-.5	.9	-.8	-.6	-.7	-.7	
2013 .....	97.8	97.9	97.8	98.6	-.7	.1	-.1	.8	.2	-.2	.2	.1	
2014 .....	98.1	97.5	98.3	100.1	-.5	-.6	.8	1.8	.3	-.4	.5	1.5	
2015 .....	100.4	99.8	100.6	102.0	.3	-.6	.8	1.4	2.3	2.4	2.3	1.9	
2016 .....	102.0	101.4	101.9	102.3	.0	-.6	.5	.4	1.6	1.6	1.3	.3	
2017 .....	102.1	102.2	—	—	-.2	.1	—	—	.1	.8	—	—	
<b>Excluding incentive paid occupations<sup>3</sup></b>													
2006 .....	98.9	98.0	98.5	99.4	-1.1	-.9	.5	.9	—	—	—	-.6	
2007 .....	97.7	97.0	97.4	97.4	-1.7	-.7	.4	.0	-1.2	-1.0	-1.1	-2.0	
2008 .....	96.5	94.6	95.2	99.5	-.9	-2.0	.6	4.5	-1.2	-2.5	-2.3	2.2	
2009 .....	99.2	98.2	98.4	98.8	-.3	-1.0	.2	.4	2.8	3.8	3.4	-.7	
2010 .....	99.1	99.4	99.8	99.7	.3	.3	.4	-.1	-.1	1.2	1.4	.9	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Excluding incentive paid occupations<sup>3</sup></b>												
2011 .....	98.5	98.8	98.4	99.4	-1.2	0.3	-0.4	1.0	-0.6	-0.6	-1.4	-0.3
2012 .....	97.8	98.2	97.8	98.7	-1.6	.4	-.4	.9	-.7	-.6	-.6	-.7
2013 .....	97.9	98.0	97.9	98.7	-.8	.1	-.1	.8	.1	-.2	.1	.0
2014 .....	98.2	97.6	98.4	100.2	-.5	-.6	.8	1.8	.3	-.4	.5	1.5
2015 .....	100.5	99.9	100.8	102.1	.3	-.6	.9	1.3	2.3	2.4	2.4	1.9
2016 .....	102.2	101.6	102.1	102.5	.1	-.6	.5	-.4	1.7	1.7	1.3	.4
2017 .....	102.3	102.4	—	—	-.2	.1	—	—	.1	.8	—	—
<b>Transportation and material moving</b>												
2001 .....	95.8	95.8	96.7	98.5	-.3	.0	.9	1.9	.4	.3	1.2	2.5
2002 .....	98.6	98.7	98.9	99.4	.1	.1	.2	.5	2.9	3.0	2.3	.9
2003 .....	98.7	100.0	99.9	100.8	-.7	1.3	-.1	.9	.1	1.3	1.0	1.4
2004 .....	100.5	100.3	101.0	101.2	-.3	-.2	.7	.2	1.8	.3	1.1	.4
2005 .....	100.1	100.1	98.8	100.0	-1.1	.0	-1.3	1.2	-.4	-.2	-2.2	-1.2
2006 .....	98.9	98.2	98.9	100.1	-1.1	-.7	.7	1.2	-1.2	-1.9	.1	.1
2007 .....	98.8	98.3	99.0	98.7	-1.3	-.5	.7	-.3	-.1	.1	.1	-1.4
2008 .....	98.1	96.4	96.9	101.0	-.6	-1.7	.5	4.2	-.7	-1.9	-2.1	2.3
2009 .....	100.3	99.4	99.8	100.0	-.7	-.9	.4	.2	2.2	3.1	3.0	-1.0
2010 .....	99.9	100.4	101.1	101.0	-.1	.5	.7	-.1	-.4	1.0	1.3	1.0
2011 .....	99.5	99.4	99.2	100.2	-1.5	-.1	-.2	1.0	-.4	-1.0	-1.9	-.8
2012 .....	99.1	99.5	99.5	100.8	-1.1	.4	.0	1.3	-.4	.1	.3	.6
2013 .....	100.0	100.0	100.2	101.1	-.8	.0	.2	.9	.9	.5	.7	.3
2014 .....	100.3	100.2	101.1	102.5	-.8	-.1	.9	1.4	.3	.2	.9	1.4
2015 .....	102.9	102.6	103.4	104.3	.4	-.3	.8	.9	2.6	2.4	2.3	1.8
2016 .....	104.6	104.1	104.6	105.2	.3	-.5	.5	.6	1.7	1.5	1.2	.9
2017 .....	105.5	105.6	—	—	.3	.1	—	—	.9	1.4	—	—
<b>Service occupations</b>												
2001 .....	97.3	97.0	97.4	99.5	.0	-.3	.4	2.2	1.2	.4	1.0	2.3
2002 .....	99.3	99.2	99.5	100.1	-.2	-.1	.3	.6	2.1	2.3	2.2	.6
2003 .....	99.4	100.1	100.3	101.4	-.7	.7	.2	1.1	.1	.9	.8	1.3
2004 .....	100.8	100.3	100.7	101.0	-.6	-.5	.4	.3	1.4	.2	.4	-.4
2005 .....	100.3	100.2	98.5	100.0	-.7	-.1	-1.7	1.5	-.5	-.1	-2.2	-1.0
2006 .....	99.3	98.5	99.2	100.5	-.7	-.8	.7	1.3	-1.0	-1.7	.7	.5
2007 .....	100.1	99.4	100.4	100.3	-.4	-.7	1.0	-.1	.8	.9	1.2	-.2
2008 .....	99.4	97.8	98.4	102.8	-.9	-1.6	.6	4.5	-.7	-1.6	-2.0	2.5
2009 .....	102.4	101.2	101.8	101.9	-.4	-1.2	.6	.1	3.0	3.5	3.5	-.9
2010 .....	101.6	101.7	102.1	101.9	-.3	.1	.4	-.2	-.8	.5	.3	.0
2011 .....	100.9	100.0	99.7	100.7	-1.0	-.9	-.3	1.0	-.7	-1.7	-2.4	-1.2
2012 .....	99.5	99.8	99.4	100.6	-1.2	.3	-.4	1.2	-1.4	-.2	-.3	-.1
2013 .....	99.7	99.7	99.5	100.5	-.9	.0	-.2	1.0	.2	-.1	.1	-.1
2014 .....	99.2	98.7	99.6	101.5	-1.3	-.5	.9	1.9	-.5	-1.0	.1	1.0
2015 .....	101.6	100.7	101.4	102.5	.1	-.9	.7	1.1	2.4	2.0	1.8	1.0
2016 .....	102.8	102.4	103.1	103.7	.3	-.4	.7	.6	1.2	1.7	1.7	1.2
2017 .....	103.8	103.8	—	—	.1	.0	—	—	1.0	1.4	—	—
<b>Industry and occupational group</b>												
<b>Goods-producing industries<sup>6</sup></b>												
2001 .....	93.8	93.7	94.2	95.7	-.1	-.1	.5	1.6	1.1	.3	.6	1.9

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Industry and occupational group													
Goods-producing industries <sup>6</sup>													
2002 .....	95.8	95.9	95.9	96.8	0.1	0.1	0.0	0.9	2.1	2.3	1.8	1.1	
2003 .....	96.7	98.0	97.9	98.8	-.1	1.3	-.1	.9	.9	2.2	2.1	2.1	
2004 .....	99.2	99.0	100.0	100.2	.4	-.2	1.0	.2	2.6	1.0	2.1	1.4	
2005 .....	99.8	100.2	98.8	100.0	-.4	.4	-1.4	1.2	.6	1.2	-1.2	-.2	
2006 .....	98.8	98.3	98.9	99.9	-1.2	-.5	.6	1.0	-1.0	-1.9	.1	-.1	
2007 .....	98.6	98.1	98.6	98.4	-1.3	-.5	.5	-.2	-.2	-.2	-.3	-1.5	
2008 .....	97.8	96.0	96.5	100.6	-.6	-1.8	.5	4.2	-.8	-2.1	-2.1	2.2	
2009 .....	99.9	98.7	98.8	99.0	-.7	-1.2	.1	.2	2.1	2.8	2.4	-1.6	
2010 .....	99.2	99.6	100.0	99.7	.2	.4	.4	-.3	-.7	.9	1.2	.7	
2011 .....	98.6	98.7	98.4	99.3	-1.1	.1	-.3	.9	-.6	-.9	-1.6	-.4	
2012 .....	97.9	98.3	98.1	99.1	-1.4	.4	-.2	1.0	-.7	-.4	-.3	-.2	
2013 .....	98.4	98.6	98.7	99.4	-.7	.2	.1	.7	.5	.3	.6	.3	
2014 .....	98.7	98.4	99.1	100.8	-.7	-.3	.7	1.7	.3	-.2	.4	1.4	
2015 .....	100.9	100.5	101.3	102.5	.1	-.4	.8	1.2	2.2	2.1	2.2	1.7	
2016 .....	102.3	101.8	102.1	102.5	-.2	-.5	.3	-.4	1.4	1.3	.8	.0	
2017 .....	102.1	102.2	—	—	-.4	.1	—	—	-.2	.4	—	—	
Excluding sales occupations <sup>2</sup>													
2001 .....	94.0	93.9	94.4	95.9	-.2	-.1	.5	1.6	1.0	.3	.6	1.8	
2002 .....	95.9	96.1	96.1	96.9	.0	.2	.0	.8	2.0	2.3	1.8	1.0	
2003 .....	96.8	98.1	98.0	99.0	-.1	1.3	-.1	1.0	.9	2.1	2.0	2.2	
2004 .....	99.4	99.2	99.9	100.4	.4	-.2	.7	.5	2.7	1.1	1.9	1.4	
2005 .....	99.9	100.3	98.8	100.0	-.5	.4	-1.5	1.2	.5	1.1	-1.1	-.4	
2006 .....	98.9	98.2	98.9	99.9	-1.1	-.7	.7	1.0	-1.0	-2.1	.1	-.1	
Excluding incentive paid occupations <sup>3</sup>													
2006 .....	98.9	98.2	98.9	99.9	-1.1	-.7	.7	1.0	—	—	—	-.1	
2007 .....	98.6	98.2	98.7	98.5	-1.3	-.4	.5	-.2	-.3	.0	-.2	-1.4	
2008 .....	98.0	96.2	96.6	100.9	-.5	-1.8	.4	4.5	-.6	-2.0	-2.1	2.4	
2009 .....	100.2	99.0	99.0	99.3	-.7	-1.2	.0	.3	2.2	2.9	2.5	-1.6	
2010 .....	99.6	99.9	100.3	100.1	.3	.3	.4	-.2	-.6	.9	1.3	.8	
2011 .....	99.1	99.1	98.7	99.6	-1.0	.0	-.4	.9	-.5	-.8	-1.6	-.5	
2012 .....	98.2	98.6	98.3	99.4	-1.4	.4	-.3	1.1	-.9	-.5	-.4	-.2	
2013 .....	98.8	98.9	99.0	99.7	-.6	.1	.1	.7	.6	.3	.7	.3	
2014 .....	99.1	98.6	99.3	101.0	-.6	-.5	.7	1.7	.3	-.3	.3	1.3	
2015 .....	101.1	100.7	101.5	102.6	.1	-.4	.8	1.1	2.0	2.1	2.2	1.6	
2016 .....	102.6	102.0	102.3	102.8	.0	-.6	.3	.5	1.5	1.3	.8	.2	
2017 .....	102.5	102.6	—	—	-.3	.1	—	—	-.1	.6	—	—	
White-collar occupations <sup>2,4</sup>													
2001 .....	92.7	93.0	93.0	94.7	.2	.3	.0	1.8	1.2	.8	.6	2.4	
2002 .....	94.9	94.9	94.7	95.7	.2	.0	-.2	1.1	2.4	2.0	1.8	1.1	
2003 .....	96.1	97.3	96.9	97.6	.4	1.2	-.4	.7	1.3	2.5	2.3	2.0	
2004 .....	97.7	97.4	98.8	98.9	.1	-.3	1.4	.1	1.7	.1	2.0	1.3	
2005 .....	99.3	100.0	99.0	100.0	.4	.7	-1.0	1.0	1.6	2.7	.2	1.1	
2006 .....	98.6	98.2	98.7	99.7	-1.4	-.4	.5	1.0	-.7	-1.8	-.3	-.3	
Excluding sales occupations <sup>2</sup>													
2001 .....	93.3	93.5	93.6	95.1	.1	.2	.1	1.6	1.2	.8	.9	2.0	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Excluding sales occupations<sup>2</sup></b>													
2002 .....	95.2	95.4	95.2	95.9	0.1	0.2	-0.2	0.7	2.0	2.0	1.7	0.8	
2003 .....	96.4	97.5	97.2	98.1	.5	1.1	-.3	.9	1.3	2.2	2.1	2.3	
2004 .....	98.0	97.7	98.4	99.2	-.1	-.3	.7	.8	1.7	.2	1.2	1.1	
2005 .....	99.7	100.3	99.1	100.0	.5	.6	-1.2	.9	1.7	2.7	.7	.8	
2006 .....	98.9	97.9	98.7	99.7	-1.1	-1.0	.8	1.0	-.8	-2.4	-.4	-.3	
<b>Management, professional, and related</b>													
2001 .....	93.6	93.9	93.8	95.3	-.1	.3	-.1	1.6	1.2	.6	.6	1.7	
2002 .....	95.4	95.4	95.1	95.9	.1	.0	-.3	.8	1.9	1.6	1.4	.6	
2003 .....	96.6	97.4	97.2	98.0	.7	.8	-.2	.8	1.3	2.1	2.2	2.2	
2004 .....	97.7	97.4	97.9	98.9	-.3	-.3	.5	1.0	1.1	.0	.7	.9	
2005 .....	99.7	100.4	99.2	100.0	.8	.7	-1.2	.8	2.0	3.1	1.3	1.1	
2006 .....	98.7	97.7	98.6	99.5	-1.3	-1.0	.9	.9	-1.0	-2.7	-.6	-.5	
2007 .....	98.4	98.0	98.4	97.8	-1.1	-.4	.4	-.6	-.3	.3	-.2	-1.7	
2008 .....	97.8	95.9	96.0	99.7	.0	-1.9	.1	3.9	-6	-2.1	-2.4	1.9	
2009 .....	98.8	97.4	97.0	97.0	-.9	-1.4	-.4	.0	1.0	1.6	1.0	-2.7	
2010 .....	97.6	98.0	98.4	97.9	.6	.4	.4	-.5	-1.2	.6	1.4	.9	
2011 .....	97.6	97.7	97.2	98.0	-.3	.1	-.5	.8	.0	-.3	-1.2	.1	
2012 .....	97.2	97.6	97.2	98.2	-.8	.4	-.4	1.0	-.4	-.1	.0	.2	
2013 .....	97.9	98.2	98.2	98.7	-.3	.3	.0	.5	.7	.6	1.0	.5	
2014 .....	98.2	97.8	98.6	100.0	-.5	-.4	.8	1.4	.3	-.4	.4	1.3	
2015 .....	100.2	100.0	100.5	101.6	.2	-.2	.5	1.1	2.0	2.2	1.9	1.6	
2016 .....	101.5	100.9	101.0	101.3	-.1	-.6	.1	.3	1.3	.9	.5	-.3	
2017 .....	101.0	100.9	—	—	-.3	-.1	—	—	-.5	.0	—	—	
<b>Sales and office</b>													
2001 .....	90.8	90.9	91.3	93.4	.9	.1	.4	2.3	1.5	.8	.8	3.8	
2002 .....	93.7	93.7	93.6	95.3	.3	.0	-.1	1.8	3.2	3.1	2.5	2.0	
2003 .....	95.2	96.9	96.3	96.7	-.1	1.8	-.6	.4	1.6	3.4	2.9	1.5	
2004 .....	97.6	97.5	100.5	99.1	.9	-.1	3.1	-1.4	2.5	.6	4.4	2.5	
2005 .....	98.5	99.2	98.7	100.0	-.6	.7	-.5	1.3	.9	1.7	-1.8	.9	
2006 .....	98.4	99.6	99.1	100.3	-1.6	1.2	-.5	1.2	-.1	.4	.4	.3	
2007 .....	98.7	97.9	98.3	98.2	-1.6	-.8	.4	-.1	.3	-1.7	-.8	-2.1	
2008 .....	96.9	95.6	96.0	100.2	-1.3	-1.3	.4	4.4	-1.8	-2.3	-2.3	2.0	
2009 .....	99.3	97.9	98.0	98.3	-.9	-1.4	.1	.3	2.5	2.4	2.1	-1.9	
2010 .....	97.9	98.3	98.8	98.9	-.4	.4	.5	.1	-1.4	.4	.8	.6	
2011 .....	97.2	97.1	97.0	98.1	-1.7	-.1	-.1	1.1	-.7	-1.2	-1.8	-.8	
2012 .....	97.4	98.2	98.2	99.0	-.7	.8	.0	.8	.2	1.1	1.2	.9	
2013 .....	98.4	99.0	99.2	100.1	-.6	.6	.2	.9	1.0	.8	1.0	1.1	
2014 .....	98.6	99.1	99.7	101.6	-1.5	.5	.6	1.9	.2	.1	.5	1.5	
2015 .....	101.2	101.7	102.6	104.4	-.4	.5	.9	1.8	2.6	2.6	2.9	2.8	
2016 .....	103.4	103.2	103.3	103.8	-1.0	-.2	.1	.5	2.2	1.5	.7	-.6	
2017 .....	102.7	102.9	—	—	-1.1	.2	—	—	-.7	-.3	—	—	
<b>Blue-collar occupations<sup>2,5</sup></b>													
2001 .....	94.4	94.0	94.8	96.3	-.2	-.4	.9	1.6	1.0	.1	.5	1.8	
2002 .....	96.2	96.5	96.5	97.4	-.1	.3	.0	.9	1.9	2.7	1.8	1.1	
2003 .....	97.0	98.3	98.4	99.5	-.4	1.3	.1	1.1	.8	1.9	2.0	2.2	
2004 .....	100.1	99.9	100.6	100.9	.6	-.2	.7	.3	3.2	1.6	2.2	1.4	
2005 .....	100.1	100.3	98.7	100.0	-.8	.2	-1.6	1.3	.0	.4	-1.9	-.9	
2006 .....	98.9	98.3	99.0	100.0	-1.1	-.6	.7	1.0	-1.2	-2.0	.3	.0	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Natural resources, construction, and maintenance</b>												
2001 .....	94.5	94.4	95.2	96.4	-0.1	-0.1	0.8	1.3	1.9	1.0	1.2	1.9
2002 .....	96.2	96.5	96.7	97.5	-.2	.3	.2	.8	1.8	2.2	1.6	1.1
2003 .....	96.6	98.3	98.4	99.6	-.9	1.8	.1	1.2	.4	1.9	1.8	2.2
2004 .....	99.7	99.6	100.2	100.7	.1	-.1	.6	.5	3.2	1.3	1.8	1.1
2005 .....	99.7	100.1	98.6	100.0	-1.0	.4	-1.5	1.4	.0	.5	-1.6	-.7
2006 .....	99.1	98.8	99.6	100.7	-.9	-.3	.8	1.1	-.6	-1.3	1.0	.7
2007 .....	99.6	99.5	100.1	100.3	-1.1	-.1	.6	.2	.5	.7	.5	-.4
2008 .....	99.6	98.0	98.7	103.3	-.7	-1.6	.7	4.7	.0	-1.5	-1.4	3.0
2009 .....	102.2	101.2	101.5	101.8	-1.1	-1.0	.3	.3	2.6	3.3	2.8	-1.5
2010 .....	101.8	102.0	102.4	102.1	.0	.2	.4	-.3	-.4	.8	.9	.3
2011 .....	100.6	100.4	100.2	101.1	-1.5	-.2	-.2	.9	-1.2	-1.6	-2.1	-1.0
2012 .....	99.4	99.8	99.7	100.8	-1.7	.4	-.1	1.1	-1.2	-.6	-.5	-.3
2013 .....	100.0	100.0	100.5	101.2	-.8	.0	.5	.7	.6	.2	.8	.4
2014 .....	100.3	99.9	100.7	102.7	-.9	-.4	.8	2.0	.3	-.1	.2	1.5
2015 .....	102.3	101.9	102.8	103.8	-.4	-.4	.9	1.0	2.0	2.0	2.1	1.1
2016 .....	103.7	103.4	103.4	104.1	-.1	-.3	.0	.7	1.4	1.5	.6	.3
2017 .....	103.8	104.1	—	—	-.3	.3	—	—	.1	.7	—	—
<b>Production, transportation, and material moving</b>												
2001 .....	94.3	93.7	94.5	96.2	-.4	-.6	.9	1.8	.1	-.6	.1	1.6
2002 .....	96.3	96.4	96.3	97.3	.1	.1	-.1	1.0	2.1	2.9	1.9	1.1
2003 .....	97.3	98.4	98.4	99.5	.0	1.1	.0	1.1	1.0	2.1	2.2	2.3
2004 .....	100.4	100.1	101.0	101.2	.9	-.3	.9	.2	3.2	1.7	2.6	1.7
2005 .....	100.4	100.4	98.8	100.0	-.8	.0	-1.6	1.2	.0	.3	-2.2	-1.2
2006 .....	98.8	97.9	98.5	99.5	-1.2	-.9	.6	1.0	-1.6	-2.5	-.3	-.5
2007 .....	97.9	97.1	97.5	97.5	-1.6	-.8	.4	.0	-.9	-.8	-1.0	-2.0
2008 .....	96.6	94.7	95.2	99.4	-.9	-2.0	.5	4.4	-1.3	-2.5	-2.4	1.9
2009 .....	99.0	98.0	98.2	98.5	-.4	-1.0	.2	.3	2.5	3.5	3.2	-.9
2010 .....	98.9	99.2	99.6	99.4	.4	.3	.4	-.2	-.1	1.2	1.4	.9
2011 .....	98.3	98.5	98.1	99.1	-1.1	.2	-.4	1.0	-.6	-.7	-1.5	-.3
2012 .....	97.3	97.8	97.4	98.4	-1.8	.5	-.4	1.0	-1.0	-.7	-.7	-.7
2013 .....	97.6	97.7	97.6	98.5	-.8	.1	-.1	.9	.3	-.1	.2	.1
2014 .....	98.0	97.4	98.1	100.0	-.5	-.6	.7	1.9	.4	-.3	.5	1.5
2015 .....	100.2	99.6	100.3	101.7	.2	-.6	.7	1.4	2.2	2.3	2.2	1.7
2016 .....	101.6	101.0	101.6	102.0	-.1	-.6	.6	-.4	1.4	1.4	1.3	.3
2017 .....	101.7	101.8	—	—	-.3	.1	—	—	.1	.8	—	—
<b>Construction</b>												
2001 .....	95.0	95.2	95.8	97.3	-.4	.2	.6	1.6	2.0	1.3	1.3	2.0
2002 .....	96.8	96.8	97.0	98.0	-.5	.0	.2	1.0	1.9	1.7	1.3	.7
2003 .....	97.1	98.8	98.8	99.8	-.9	1.8	.0	1.0	.3	2.1	1.9	1.8
2004 .....	99.3	99.0	100.0	100.0	-.5	-.3	1.0	.0	2.3	.2	1.2	.2
2005 .....	99.2	99.7	98.7	100.0	-.8	.5	-1.0	1.3	-.1	.7	-1.3	.0
2006 .....	99.2	98.9	99.9	101.0	-.8	-.3	1.0	1.1	.0	-.8	1.2	1.0
2007 .....	100.3	100.0	100.9	100.9	-.7	-.3	.9	.0	1.1	1.1	1.0	-.1
2008 .....	100.4	99.0	99.5	103.8	-.5	-1.4	.5	4.3	.1	-1.0	-1.4	2.9
2009 .....	102.6	101.4	101.6	101.8	-1.2	-1.2	.2	.2	2.2	2.4	2.1	-1.9
2010 .....	101.3	101.4	101.6	101.2	-.5	.1	.2	-.4	-1.3	.0	.0	-.6
2011 .....	99.3	99.0	98.8	99.9	-1.9	-.3	-.2	1.1	-2.0	-2.4	-2.8	-1.3

See footnotes at end of table.



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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Construction</b>													
2012 .....	98.3	98.8	98.7	99.7	-1.6	0.5	-0.1	1.0	-1.0	-0.2	-0.1	-0.2	
2013 .....	98.9	99.1	99.5	100.2	-.8	.2	.4	.7	.6	.3	.8	.5	
2014 .....	98.8	98.3	99.3	101.1	-1.4	-.5	1.0	1.8	-.1	-.8	-.2	.9	
2015 .....	100.6	100.3	101.4	102.7	-.5	-.3	1.1	1.3	1.8	2.0	2.1	1.6	
2016 .....	102.1	101.8	101.8	102.5	-.6	-.3	.0	.7	1.5	1.5	.4	-.2	
2017 .....	102.2	102.3	—	—	-.3	.1	—	—	.1	.5	—	—	
<b>Manufacturing</b>													
2001 .....	93.5	93.3	93.7	95.3	.0	-.2	.4	1.7	.5	-.1	.3	1.9	
2002 .....	95.5	95.7	95.6	96.5	.2	.2	-.1	.9	2.1	2.6	2.0	1.3	
2003 .....	96.8	97.9	97.7	98.6	.3	1.1	-.2	.9	1.4	2.3	2.2	2.2	
2004 .....	99.4	99.2	100.2	100.2	.8	-.2	1.0	.0	2.7	1.3	2.6	1.6	
2005 .....	100.0	100.2	98.8	100.0	-.2	.2	-1.4	1.2	.6	1.0	-1.4	-.2	
2006 .....	98.6	98.0	98.4	99.3	-1.4	-.6	.4	.9	-1.4	-2.2	-.4	-.7	
2007 .....	97.7	97.1	97.4	97.2	-1.6	-.6	.3	-.2	-.9	-.9	-1.0	-2.1	
2008 .....	96.5	94.6	95.0	99.1	-.7	-2.0	.4	4.3	-1.2	-2.6	-2.5	2.0	
2009 .....	98.5	97.4	97.3	97.5	-.6	-1.1	-.1	.2	2.1	3.0	2.4	-1.6	
2010 .....	98.1	98.5	99.0	98.8	.6	.4	.5	-.2	-.4	1.1	1.7	1.3	
2011 .....	98.1	98.3	97.8	98.7	-.7	.2	-.5	.9	.0	-.2	-1.2	-.1	
2012 .....	97.3	97.8	97.5	98.5	-1.4	.5	-.3	1.0	-.8	-.5	-.3	-.2	
2013 .....	97.8	98.0	98.1	98.8	-.7	.2	.1	.7	.5	.2	.6	.3	
2014 .....	98.3	98.0	98.7	100.4	-.5	-.3	.7	1.7	.5	.0	.6	1.6	
2015 .....	100.7	100.3	101.0	102.2	.3	-.4	.7	1.2	2.4	2.3	2.3	1.8	
2016 .....	102.2	101.7	102.0	102.3	.0	-.5	.3	.3	1.5	1.4	1.0	.1	
2017 .....	102.0	102.1	—	—	-.3	.1	—	—	-.2	.4	—	—	
<b>White-collar occupations<sup>2,4</sup></b>													
2001 .....	92.9	93.1	93.1	94.5	.5	.2	.0	1.5	1.0	.4	.4	2.3	
2002 .....	95.0	95.2	95.1	95.8	.5	.2	-.1	.7	2.3	2.3	2.1	1.4	
2003 .....	96.3	97.5	97.1	97.7	.5	1.2	-.4	.6	1.4	2.4	2.1	2.0	
2004 .....	97.9	97.8	98.8	98.7	.2	-.1	1.0	-.1	1.7	.3	1.8	1.0	
2005 .....	99.4	100.0	98.9	100.0	.7	.6	-1.1	1.1	1.5	2.2	.1	1.3	
2006 .....	98.4	98.1	98.3	99.1	-1.6	-.3	.2	.8	-1.0	-1.9	-.6	-.9	
<b>Excluding sales occupations<sup>2</sup></b>													
2001 .....	93.3	93.5	93.3	94.6	.2	.2	-.2	1.4	1.1	.5	.4	1.6	
2002 .....	94.7	95.2	95.1	95.8	.1	.5	-.1	.7	1.5	1.8	1.9	1.3	
2003 .....	96.4	97.4	97.2	97.9	.6	1.0	-.2	.7	1.8	2.3	2.2	2.2	
2004 .....	98.1	97.8	98.7	98.8	.2	-.3	.9	.1	1.8	.4	1.5	.9	
2005 .....	99.4	100.1	98.8	100.0	.6	.7	-1.3	1.2	1.3	2.4	.1	1.2	
2006 .....	98.7	97.7	98.4	99.2	-1.3	-1.0	.7	.8	-.7	-2.4	-.4	-.8	
<b>Management, professional, and related</b>													
2001 .....	93.4	93.7	93.3	94.5	.1	.3	-.4	1.3	1.0	.4	.1	1.3	
2002 .....	94.8	95.3	95.1	95.7	.3	.5	-.2	.6	1.5	1.7	1.9	1.3	
2003 .....	96.5	97.4	97.1	97.8	.8	.9	-.3	.7	1.8	2.2	2.1	2.2	
2004 .....	97.8	97.5	98.3	98.4	.0	-.3	.8	.1	1.3	.1	1.2	.6	
2005 .....	99.4	100.0	98.8	100.0	1.0	.6	-1.2	1.2	1.6	2.6	.5	1.6	
2006 .....	98.5	97.5	98.3	98.9	-1.5	-1.0	.8	.6	-.9	-2.5	-.5	-1.1	
2007 .....	97.7	97.5	97.5	97.0	-1.2	-.2	.0	-.5	-.8	.0	-.8	-1.9	
2008 .....	96.7	94.6	94.8	98.7	-.3	-2.2	.2	4.1	-1.0	-3.0	-2.8	1.8	
2009 .....	97.8	96.5	96.0	96.1	-.9	-1.3	-.5	.1	1.1	2.0	1.3	-2.6	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Management, professional, and related</b>													
2010 .....	96.9	97.6	98.0	97.7	0.8	0.7	0.4	-0.3	-0.9	1.1	2.1	1.7	
2011 .....	97.7	97.7	97.2	97.9	.0	.0	-.5	.7	.8	.1	-.8	.2	
2012 .....	97.1	97.5	97.1	98.1	-.8	.4	-.4	1.0	-.6	-.2	-.1	.2	
2013 .....	97.7	97.9	98.2	98.6	-.4	.2	.3	.4	.6	.4	1.1	.5	
2014 .....	98.4	98.1	98.9	100.5	-.2	-.3	.8	1.6	.7	.2	.7	1.9	
2015 .....	101.0	100.8	101.1	102.0	.5	-.2	.3	.9	2.6	2.8	2.2	1.5	
2016 .....	102.3	101.8	101.9	102.1	.3	-.5	.1	-.2	1.3	1.0	.8	.1	
2017 .....	102.0	102.0	—	—	-.1	.0	—	—	-.3	.2	—	—	
<b>Sales and office</b>													
2001 .....	91.8	91.9	92.6	94.3	1.8	.1	.8	1.8	1.1	.7	1.3	4.5	
2002 .....	95.5	94.9	95.1	96.0	1.3	-.6	.2	.9	4.0	3.3	2.7	1.8	
2003 .....	95.9	97.8	96.9	97.3	-.1	2.0	-.9	.4	.4	3.1	1.9	1.4	
2004 .....	98.1	98.3	100.1	99.6	.8	.2	1.8	-.5	2.3	.5	3.3	2.4	
2005 .....	99.4	99.9	98.9	100.0	-.2	.5	-1.0	1.1	1.3	1.6	-1.2	.4	
2006 .....	98.0	99.8	98.2	99.5	-2.0	1.8	-1.6	1.3	-1.4	-.1	-.7	-.5	
2007 .....	98.1	97.4	97.7	97.7	-1.4	-.7	.3	.0	.1	-2.4	-.5	-1.8	
2008 .....	96.8	95.4	96.0	100.2	-.9	-1.4	.6	4.4	-1.3	-2.1	-1.7	2.6	
2009 .....	99.3	97.7	97.6	98.0	-.9	-1.6	-.1	.4	2.6	2.4	1.7	-2.2	
2010 .....	97.8	98.4	99.3	99.5	-.2	.6	.9	.2	-1.5	.7	1.7	1.5	
2011 .....	98.8	98.7	98.3	99.1	-.7	-.1	-.4	.8	1.0	.3	-1.0	-.4	
2012 .....	98.7	99.0	99.0	99.9	-.4	.3	.0	.9	-.1	.3	.7	.8	
2013 .....	99.0	99.7	99.9	101.0	-.9	.7	.2	1.1	.3	.7	.9	1.1	
2014 .....	99.9	100.4	100.5	102.2	-1.1	.5	.1	1.7	.9	.7	.6	1.2	
2015 .....	102.3	102.7	103.5	105.1	.1	.4	.8	1.5	2.4	2.3	3.0	2.8	
2016 .....	104.6	104.3	104.4	104.8	-.5	-.3	.1	.4	2.2	1.6	.9	-.3	
2017 .....	104.1	104.4	—	—	-.7	.3	—	—	-.5	.1	—	—	
<b>Blue-collar occupations<sup>2,5</sup></b>													
2001 .....	93.8	93.3	94.0	95.7	-.4	-.5	.8	1.8	.1	-.5	.1	1.6	
2002 .....	95.8	96.0	95.9	96.9	.1	.2	-.1	1.0	2.1	2.9	2.0	1.3	
2003 .....	97.1	98.1	98.1	99.2	.2	1.0	.0	1.1	1.4	2.2	2.3	2.4	
2004 .....	100.5	100.2	101.1	101.2	1.3	-.3	.9	.1	3.5	2.1	3.1	2.0	
2005 .....	100.4	100.4	98.7	100.0	-.8	.0	-1.7	1.3	-.1	.2	-2.4	-1.2	
2006 .....	98.7	97.8	98.4	99.4	-1.3	-.9	.6	1.0	-1.7	-2.6	-.3	-.6	
<b>Natural resources, construction, and maintenance</b>													
2001 .....	91.8	91.7	91.9	94.0	-.9	-.1	.2	2.3	.0	-.3	-.3	1.5	
2002 .....	94.0	94.1	94.1	95.3	.0	.1	.0	1.3	2.4	2.6	2.4	1.4	
2003 .....	95.7	96.6	96.6	98.0	.4	.9	.0	1.4	1.8	2.7	2.7	2.8	
2004 .....	100.1	99.8	100.8	101.2	2.1	-.3	1.0	.4	4.6	3.3	4.3	3.3	
2005 .....	100.1	100.4	98.5	100.0	-1.1	.3	-1.9	1.5	.0	.6	-2.3	-1.2	
2006 .....	98.6	97.8	98.4	99.6	-1.4	-.8	.6	1.2	-1.5	-2.6	-.1	-.4	
2007 .....	97.5	96.7	97.0	97.4	-2.1	-.8	.3	.4	-1.1	-1.1	-1.4	-2.2	
2008 .....	96.4	94.0	94.7	99.3	-1.0	-2.5	.7	4.9	-1.1	-2.8	-2.4	2.0	
2009 .....	98.6	97.7	97.8	98.1	-.7	-.9	.1	.3	2.3	3.9	3.3	-1.2	
2010 .....	99.1	99.4	99.9	99.6	1.0	.3	.5	-.3	.5	1.7	2.1	1.5	
2011 .....	98.6	99.4	99.1	99.6	-1.0	.8	-.3	.5	-.5	.0	-.8	.0	
2012 .....	97.6	98.2	98.6	99.8	-2.0	.6	.4	1.2	-1.0	-1.2	-.5	.2	
2013 .....	99.2	99.3	99.6	100.0	-.6	.1	.3	.4	1.6	1.1	1.0	.2	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Natural resources, construction, and maintenance</b>												
2014 .....	99.7	99.3	100.0	101.9	-0.3	-0.4	0.7	1.9	0.5	0.0	0.4	1.9
2015 .....	101.8	101.3	102.3	103.6	-1	-5	1.0	1.3	2.1	2.0	2.3	1.7
2016 .....	103.6	102.9	103.4	103.7	.0	-7	.5	.3	1.8	1.6	1.1	.1
2017 .....	102.8	103.1	—	—	-9	.3	—	—	-8	.2	—	—
<b>Production, transportation, and material moving</b>												
2001 .....	94.2	93.6	94.3	96.0	-3	-6	.7	1.8	.2	-6	.1	1.6
2002 .....	96.1	96.3	96.2	97.2	.1	.2	-1	1.0	2.0	2.9	2.0	1.2
2003 .....	97.3	98.3	98.4	99.4	.1	1.0	.1	1.0	1.2	2.1	2.3	2.3
2004 .....	100.5	100.2	101.2	101.3	1.1	-3	1.0	.1	3.3	1.9	2.8	1.9
2005 .....	100.5	100.4	98.7	100.0	-8	-1	-1.7	1.3	.0	.2	-2.5	-1.3
2006 .....	98.7	97.9	98.4	99.4	-1.3	-8	.5	1.0	-1.8	-2.5	-3	-6
2007 .....	97.7	96.9	97.3	97.2	-1.7	-8	.4	-1	-1.0	-1.0	-1.1	-2.2
2008 .....	96.3	94.4	94.9	99.1	-9	-2.0	.5	4.4	-1.4	-2.6	-2.5	2.0
2009 .....	98.7	97.8	97.9	98.2	-4	-9	.1	.3	2.5	3.6	3.2	-9
2010 .....	98.6	98.9	99.4	99.2	.4	.3	.5	-2	-1	1.1	1.5	1.0
2011 .....	98.1	98.4	97.9	98.9	-1.1	.3	-5	1.0	-5	-5	-1.5	-3
2012 .....	97.1	97.6	97.2	98.1	-1.8	.5	-4	.9	-1.0	-8	-7	-8
2013 .....	97.4	97.5	97.4	98.2	-7	.1	-1	.8	.3	-1	.2	.1
2014 .....	97.7	97.2	97.8	99.7	-5	-5	.6	1.9	.3	-3	.4	1.5
2015 .....	100.0	99.3	100.1	101.4	.3	-7	.8	1.3	2.4	2.2	2.4	1.7
2016 .....	101.4	100.8	101.3	101.7	.0	-6	.5	.4	1.4	1.5	1.2	.3
2017 .....	101.4	101.5	—	—	-3	.1	—	—	.0	.7	—	—
<b>Durable goods<sup>2</sup></b>												
2001 .....	92.7	92.6	93.2	94.8	-4	-1	.6	1.7	.3	-3	.4	1.8
2002 .....	94.8	95.0	94.8	95.9	.0	.2	-2	1.2	2.3	2.6	1.7	1.2
2003 .....	96.2	97.2	97.1	98.0	.3	1.0	-1	.9	1.5	2.3	2.4	2.2
2004 .....	99.0	98.9	100.0	100.1	1.0	-1	1.1	.1	2.9	1.7	3.0	2.1
2005 .....	99.9	100.3	98.8	100.0	-2	.4	-1.5	1.2	.9	1.4	-1.2	-1
2006 .....	98.3	97.9	98.1	98.9	-1.7	-4	.2	.8	-1.6	-2.4	-7	-1.1
<b>Aircraft manufacturing</b>												
2001 .....	74.8	74.4	74.2	76.3	1.5	-5	-3	2.8	2.3	.4	-3	3.5
2002 .....	77.3	77.5	77.0	78.7	1.3	.3	-6	2.2	3.3	4.2	3.8	3.1
2003 .....	82.1	82.6	82.2	81.4	4.3	.6	-5	-1.0	6.2	6.6	6.8	3.4
2004 .....	87.5	87.2	87.5	87.4	7.5	-3	.3	-1	6.6	5.6	6.4	7.4
2005 .....	99.7	99.4	97.5	100.0	14.1	-3	-1.9	2.6	13.9	14.0	11.4	14.4
2006 .....	89.5	88.5	91.1	90.9	-10.5	-1.1	2.9	-2	-10.2	-11.0	-6.6	-9.1
2007 .....	85.4	84.6	82.2	81.7	-6.1	-9	-2.8	-6	-4.6	-4.4	-9.8	-10.1
2008 .....	82.6	80.9	81.8	85.4	1.1	-2.1	1.1	4.4	-3.3	-4.4	-5	4.5
2009 .....	85.7	84.7	84.2	84.2	.4	-1.2	-6	.0	3.8	4.7	2.9	-1.4
2010 .....	84.5	84.4	89.5	89.1	.4	-1	6.0	-4	-1.4	-4	6.3	5.8
2011 .....	90.1	89.5	83.9	84.3	1.1	-7	-6.3	.5	6.6	6.0	-6.3	-5.4
2012 .....	85.1	85.2	88.6	89.3	.9	.1	4.0	.8	-5.5	-4.8	5.6	5.9
2013 .....	88.9	89.2	87.4	87.9	-4	.3	-2.0	.6	4.5	4.7	-1.4	-1.6
2014 .....	89.4	89.1	91.3	92.5	1.7	-3	2.5	1.3	.6	-1	4.5	5.2
2015 .....	92.8	91.9	91.1	91.6	.3	-1.0	-9	.5	3.8	3.1	-2	-1.0
2016 .....	93.6	92.8	91.3	92.0	2.2	-9	-1.6	.8	.9	1.0	.2	.4

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Aircraft manufacturing													
2017 .....	93.5	93.6	—	—	1.6	0.1	—	—	-0.1	0.9	—	—	
White-collar occupations <sup>2,4</sup>													
2001 .....	76.5	75.8	75.1	77.0	2.8	-9	-0.9	2.5	4.5	1.2	0.4	3.5	
2002 .....	78.2	78.1	77.3	78.0	1.6	-1	-1.0	.9	2.2	3.0	2.9	1.3	
2003 .....	82.6	82.5	81.9	82.2	5.9	-1	-7	.4	5.6	5.6	6.0	5.4	
2004 .....	88.6	87.8	87.8	87.7	7.8	-9	.0	-1	7.3	6.4	7.2	6.7	
2005 .....	100.7	100.4	98.4	100.0	14.8	-3	-2.0	1.6	13.7	14.4	12.1	14.0	
2006 .....	91.2	89.9	92.5	92.8	-8.8	-1.4	2.9	.3	-9.4	-10.5	-6.0	-7.2	
Blue-collar occupations <sup>2,5</sup>													
2001 .....	72.2	72.1	72.7	75.0	-.6	-1	.8	3.2	-.8	-.8	-1.2	3.3	
2002 .....	75.8	76.4	76.2	79.5	1.1	.8	-.3	4.3	5.0	6.0	4.8	6.0	
2003 .....	81.3	82.4	82.5	80.2	2.3	1.4	.1	-2.8	7.3	7.9	8.3	.9	
2004 .....	85.5	85.9	86.9	86.9	6.6	.5	1.2	.0	5.2	4.2	5.3	8.4	
2005 .....	98.2	97.7	96.1	100.0	13.0	-.5	-1.6	4.1	14.9	13.7	10.6	15.1	
2006 .....	87.0	86.4	89.0	88.0	-13.0	-.7	3.0	-1.1	-11.4	-11.6	-7.4	-12.0	
Nondurable goods <sup>2</sup>													
2001 .....	95.0	94.6	94.5	96.1	.7	-.4	-.1	1.7	.8	.1	-.1	1.9	
2002 .....	97.0	97.0	97.1	97.7	.9	.0	.1	.6	2.1	2.5	2.8	1.7	
2003 .....	97.8	99.2	98.9	99.9	.1	1.4	-.3	1.0	.8	2.3	1.9	2.3	
2004 .....	100.2	99.8	100.5	100.5	.3	-.4	.7	.0	2.5	.6	1.6	.6	
2005 .....	100.2	100.2	98.7	100.0	-.3	.0	-1.5	1.3	.0	.4	-1.8	-.5	
2006 .....	99.1	98.1	98.9	100.0	-.9	-1.0	.8	1.1	-1.1	-2.1	.2	.0	
Service-providing industries <sup>7</sup>													
2001 .....	95.3	95.3	96.2	97.8	.1	.0	.9	1.7	1.2	.8	1.5	2.7	
2002 .....	97.6	98.1	98.0	98.3	-.2	.5	-.1	.3	2.4	2.9	1.9	.5	
2003 .....	98.0	99.1	99.4	100.4	-.3	1.1	.3	1.0	.4	1.0	1.4	2.1	
2004 .....	99.9	99.7	100.3	100.6	-.5	-.2	.6	.3	1.9	.6	.9	.2	
2005 .....	100.1	100.0	98.5	100.0	-.5	-.1	-1.5	1.5	.2	.3	-1.8	-.6	
2006 .....	99.5	98.8	99.6	100.8	-.5	-.7	.8	1.2	-.6	-1.2	1.1	.8	
2007 .....	100.0	99.4	100.1	100.0	-.8	-.6	.7	-.1	.5	.6	.5	-.8	
2008 .....	99.2	97.5	98.2	102.4	-.8	-1.7	.7	4.3	-.8	-1.9	-1.9	2.4	
2009 .....	101.6	100.4	100.7	100.9	-.8	-1.2	.3	.2	2.4	3.0	2.5	-1.5	
2010 .....	100.9	101.3	101.4	101.4	.0	.4	.1	.0	-.7	.9	.7	.5	
2011 .....	100.2	99.9	99.8	100.6	-1.2	-.3	-.1	.8	-.7	-1.4	-1.6	-.8	
2012 .....	99.8	100.3	99.8	100.8	-.8	.5	-.5	1.0	-.4	.4	.0	.2	
2013 .....	100.1	100.4	100.5	101.3	-.7	.3	.1	.8	.3	.1	.7	.5	
2014 .....	100.3	100.4	101.1	102.9	-1.0	.1	.7	1.8	.2	.0	.6	1.6	
2015 .....	103.2	102.1	103.0	103.9	.3	-1.1	.9	.9	2.9	1.7	1.9	1.0	
2016 .....	104.0	103.5	103.8	104.1	.1	-.5	.3	.3	.8	1.4	.8	.2	
2017 .....	104.0	104.3	—	—	-.1	.3	—	—	.0	.8	—	—	
Excluding sales occupations <sup>2</sup>													
2001 .....	95.3	95.2	96.2	97.8	.3	-.1	1.1	1.7	1.7	1.2	1.9	2.9	
2002 .....	97.7	98.0	98.0	98.4	-.1	.3	.0	.4	2.5	2.9	1.9	.6	
2003 .....	98.2	99.2	99.4	100.5	-.2	1.0	.2	1.1	.5	1.2	1.4	2.1	
2004 .....	100.0	99.7	100.4	100.7	-.5	-.3	.7	.3	1.8	.5	1.0	.2	
2005 .....	100.2	100.2	98.5	100.0	-.5	.0	-1.7	1.5	.2	.5	-1.9	-.7	
2006 .....	99.6	98.9	99.8	101.0	-.4	-.7	.9	1.2	-.6	-1.3	1.3	1.0	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Excluding incentive paid occupations<sup>3</sup></b>												
2006 .....	99.6	98.8	99.6	100.9	-0.4	-0.8	0.8	1.3	—	—	—	0.9
2007 .....	100.0	99.5	100.3	100.2	-.9	-.5	.8	-.1	0.4	0.7	0.7	-.7
2008 .....	99.5	97.8	98.5	103.0	-.7	-1.7	.7	4.6	-.5	-1.7	-1.8	2.8
2009 .....	102.3	101.1	101.4	101.6	-.7	-1.2	.3	.2	2.8	3.4	2.9	-1.4
2010 .....	101.6	101.9	102.1	102.0	.0	.3	.2	-.1	-.7	.8	.7	.4
2011 .....	100.9	100.5	100.3	101.1	-1.1	-.4	-.2	.8	-.7	-1.4	-1.8	-.9
2012 .....	100.2	100.7	100.1	101.2	-.9	.5	-.6	1.1	-.7	.2	-.2	.1
2013 .....	100.5	100.7	100.8	101.5	-.7	.2	.1	.7	.3	.0	.7	.3
2014 .....	100.7	100.7	101.2	102.9	-.8	.0	.5	1.7	.2	.0	.4	1.4
2015 .....	103.1	102.3	103.1	104.1	.2	-.8	.8	1.0	2.4	1.6	1.9	1.2
2016 .....	104.3	103.6	104.0	104.4	.2	-.7	.4	-.4	1.2	1.3	.9	.3
2017 .....	104.4	104.6	—	—	.0	.2	—	—	.1	1.0	—	—
<b>White-collar occupations<sup>2,4</sup></b>												
2001 .....	95.0	95.1	95.9	97.5	.2	.1	.8	1.7	1.2	1.0	1.5	2.8
2002 .....	97.3	97.9	97.7	98.0	-.2	.6	-.2	.3	2.4	2.9	1.9	.5
2003 .....	97.8	98.9	99.3	100.3	-.2	1.1	.4	1.0	.5	1.0	1.6	2.3
2004 .....	99.7	99.5	100.3	100.5	-.6	-.2	.8	.2	1.9	.6	1.0	.2
2005 .....	100.1	100.0	98.4	100.0	-.4	-.1	-1.6	1.6	.4	.5	-1.9	-.5
2006 .....	99.5	98.8	99.7	100.9	-.5	-.7	.9	1.2	-.6	-1.2	1.3	.9
<b>Excluding sales occupations<sup>2</sup></b>												
2001 .....	94.9	94.9	95.9	97.4	.4	.0	1.1	1.6	1.9	1.5	2.0	3.1
2002 .....	97.4	97.7	97.6	98.0	.0	.3	-.1	.4	2.6	3.0	1.8	.6
2003 .....	98.0	99.0	99.3	100.4	.0	1.0	.3	1.1	.6	1.3	1.7	2.4
2004 .....	99.9	99.6	100.3	100.7	-.5	-.3	.7	.4	1.9	.6	1.0	.3
2005 .....	100.3	100.2	98.5	100.0	-.4	-.1	-1.7	1.5	.4	.6	-1.8	-.7
2006 .....	99.7	99.0	99.9	101.2	-.3	-.7	.9	1.3	-.6	-1.2	1.4	1.2
<b>Management, professional, and related</b>												
2001 .....	95.2	95.2	96.2	97.7	.5	.0	1.1	1.6	1.9	1.5	2.1	3.2
2002 .....	97.5	97.9	97.7	98.0	-.2	.4	-.2	.3	2.4	2.8	1.6	.3
2003 .....	98.2	99.2	99.5	100.6	.2	1.0	.3	1.1	.7	1.3	1.8	2.7
2004 .....	100.0	99.6	100.4	100.7	-.6	-.4	.8	.3	1.8	.4	.9	.1
2005 .....	100.4	100.3	98.5	100.0	-.3	-.1	-1.8	1.5	.4	.7	-1.9	-.7
2006 .....	99.8	99.1	100.1	101.3	-.2	-.7	1.0	1.2	-.6	-1.2	1.6	1.3
2007 .....	100.6	100.0	100.8	100.5	-.7	-.6	.8	-.3	.8	.9	.7	-.8
2008 .....	100.0	98.3	99.1	103.5	-.5	-1.7	.8	4.4	-.6	-1.7	-1.7	3.0
2009 .....	102.8	101.4	101.5	101.7	-.7	-1.4	.1	.2	2.8	3.2	2.4	-1.7
2010 .....	101.8	101.9	102.1	102.1	.1	.1	.2	.0	-1.0	.5	.6	.4
2011 .....	101.1	100.6	100.4	101.2	-1.0	-.5	-.2	.8	-.7	-1.3	-1.7	-.9
2012 .....	100.4	101.0	100.3	101.4	-.8	.6	-.7	1.1	-.7	.4	-.1	.2
2013 .....	100.6	101.1	101.3	102.1	-.8	.5	.2	.8	.2	.1	1.0	.7
2014 .....	101.0	101.2	102.0	103.6	-1.1	.2	.8	1.6	.4	.1	.7	1.5
2015 .....	103.7	102.9	103.8	104.7	.1	-.8	.9	.9	2.7	1.7	1.8	1.1
2016 .....	104.7	103.7	104.1	104.4	.0	-1.0	.4	-.3	1.0	.8	.3	-.3
2017 .....	104.2	104.6	—	—	-.2	.4	—	—	-.5	.9	—	—
<b>Sales and office</b>												
2001 .....	94.8	94.8	95.5	97.2	-.2	.0	.7	1.8	.2	.1	.6	2.3
2002 .....	97.0	97.9	97.7	98.0	-.2	.9	-.2	.3	2.3	3.3	2.3	.8
2003 .....	97.3	98.6	99.1	99.8	-.7	1.3	.5	.7	.3	.7	1.4	1.8

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Sales and office</b>													
2004 .....	99.3	99.4	100.1	100.2	-0.5	0.1	0.7	0.1	2.1	0.8	1.0	0.4	
2005 .....	99.6	99.7	98.3	100.0	-6	.1	-1.4	1.7	.3	.3	-1.8	-2	
2006 .....	99.1	98.4	99.2	100.4	-9	-7	.8	1.2	-5	-1.3	.9	.4	
2007 .....	99.4	98.9	99.5	99.6	-1.0	-5	.6	.1	.3	.5	.3	-8	
2008 .....	98.4	96.8	97.2	101.1	-1.2	-1.6	.4	4.0	-1.0	-2.1	-2.3	1.5	
2009 .....	99.9	98.9	99.3	99.7	-1.2	-1.0	.4	.4	1.5	2.2	2.2	-1.4	
2010 .....	99.4	100.2	100.3	100.3	-3	.8	.1	.0	-5	1.3	1.0	.6	
2011 .....	98.9	99.0	98.9	99.7	-1.4	.1	-1	.8	-5	-1.2	-1.4	-6	
2012 .....	98.8	99.5	98.9	99.8	-9	.7	-6	.9	-1	.5	.0	.1	
2013 .....	99.2	99.5	99.6	100.5	-6	.3	.1	.9	.4	.0	.7	.7	
2014 .....	99.4	99.6	100.2	102.2	-1.1	.2	.6	2.0	.2	1.1	.6	1.7	
2015 .....	103.0	101.2	102.2	103.0	.8	-1.7	1.0	.8	3.6	1.6	2.0	.8	
2016 .....	103.4	103.4	103.3	103.4	.4	.0	-1	.1	.4	2.2	1.1	.4	
2017 .....	103.5	103.5	—	—	.1	.0	—	—	.1	.1	—	—	
<b>Blue-collar occupations<sup>2,5</sup></b>													
2001 .....	95.3	95.2	96.6	97.9	.0	-1	1.5	1.3	1.1	.7	1.9	2.7	
2002 .....	97.7	98.2	98.6	98.7	-2	.5	.4	.1	2.5	3.2	2.1	.8	
2003 .....	98.1	99.5	99.4	100.2	-6	1.4	-1	.8	.4	1.3	.8	1.5	
2004 .....	99.8	100.0	100.5	100.7	-4	.2	.5	.2	1.7	.5	1.1	.5	
2005 .....	99.9	100.0	98.5	100.0	-8	.1	-1.5	1.5	.1	.0	-2.0	-7	
2006 .....	99.3	98.7	99.5	100.6	-7	-6	.8	1.1	-6	-1.3	1.0	.6	
<b>Natural resources, construction, and maintenance</b>													
2001 .....	93.6	93.3	95.7	96.4	.1	-3	2.6	.7	1.1	.3	2.4	3.1	
2002 .....	96.2	97.4	97.8	97.8	-2	1.2	.4	.0	2.8	4.4	2.2	1.5	
2003 .....	97.6	99.0	98.9	99.8	-2	1.4	-1	.9	1.5	1.6	1.1	2.0	
2004 .....	99.4	99.7	99.8	100.0	-4	.3	.1	.2	1.8	.7	.9	.2	
2005 .....	99.6	100.1	98.4	100.0	-4	.5	-1.7	1.6	.2	.4	-1.4	.0	
2006 .....	99.7	99.4	100.5	101.5	-3	-3	1.1	1.0	.1	-7	2.1	1.5	
2007 .....	99.6	98.7	99.7	99.5	-1.9	-9	1.0	-2	-1	-7	-8	-2.0	
2008 .....	98.4	96.5	97.0	101.5	-1.1	-1.9	.5	4.6	-1.2	-2.2	-2.7	2.0	
2009 .....	100.8	99.9	100.3	100.6	-7	-9	.4	.3	2.4	3.5	3.4	-9	
2010 .....	101.0	101.3	101.1	101.1	.4	.3	-2	.0	.2	1.4	.8	.5	
2011 .....	99.7	99.8	100.2	100.8	-1.4	.1	.4	.6	-1.3	-1.5	-9	-3	
2012 .....	100.5	101.2	100.7	101.3	-3	.7	-5	.6	.8	1.4	.5	.5	
2013 .....	100.8	100.9	101.2	101.8	-5	.1	.3	.6	.3	-3	.5	.5	
2014 .....	101.2	102.0	102.7	104.1	-6	.8	.7	1.4	.4	1.1	1.5	2.3	
2015 .....	104.0	103.0	103.5	104.2	-1	-1.0	.5	.7	2.8	1.0	.8	.1	
2016 .....	104.1	103.5	103.9	104.2	-1	-6	.4	.3	.1	.5	.4	.0	
2017 .....	103.6	104.4	—	—	-6	.8	—	—	-5	.9	—	—	
<b>Production, transportation, and material moving</b>													
2001 .....	96.5	96.4	97.2	98.9	.1	-1	.8	1.7	1.2	.9	1.6	2.6	
2002 .....	98.7	98.8	99.1	99.3	-2	.1	.3	.2	2.3	2.5	2.0	.4	
2003 .....	98.4	99.8	99.7	100.5	-9	1.4	-1	.8	-3	1.0	.6	1.2	
2004 .....	100.0	100.2	100.9	101.1	-5	.2	.7	.2	1.6	.4	1.2	.6	
2005 .....	100.1	100.0	98.6	100.0	-1.0	-1	-1.4	1.4	.1	-2	-2.3	-1.1	
2006 .....	99.1	98.2	98.9	100.0	-9	-9	.7	1.1	-1.0	-1.8	.3	.0	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Production, transportation, and material moving</b>													
2007 .....	98.6	98.2	98.8	98.6	-1.4	-0.4	0.6	-0.2	-0.5	0.0	-0.1	-1.4	
2008 .....	98.0	96.3	96.8	100.9	-6	-1.7	.5	4.2	-6	-1.9	-2.0	2.3	
2009 .....	100.4	99.5	100.0	100.2	-5	-9	.5	.2	2.4	3.3	3.3	-7	
2010 .....	100.0	100.5	101.1	101.0	-2	.5	.6	-1	-4	1.0	1.1	.8	
2011 .....	99.6	99.6	99.4	100.4	-1.4	.0	-.2	1.0	-.4	-.9	-1.7	-.6	
2012 .....	99.5	99.9	99.7	100.9	-.9	.4	-.2	1.2	-.1	.3	.3	.5	
2013 .....	100.1	100.1	100.4	101.2	-.8	.0	.3	.8	.6	.2	.7	.3	
2014 .....	100.4	100.3	101.2	102.7	-.8	-.1	.9	1.5	.3	.2	.8	1.5	
2015 .....	103.0	102.8	103.7	104.5	.3	-.2	.9	.8	2.6	2.5	2.5	1.8	
2016 .....	104.9	104.4	104.9	105.5	.4	-.5	.5	.6	1.8	1.6	1.2	1.0	
2017 .....	105.8	106.0	—	—	.3	.2	—	—	.9	1.5	—	—	
<b>Service occupations</b>													
2001 .....	97.4	97.0	97.4	99.6	.0	-.4	.4	2.3	1.4	.4	.9	2.3	
2002 .....	99.4	99.2	99.5	100.1	-.2	-.2	.3	.6	2.1	2.3	2.2	.5	
2003 .....	99.4	100.1	100.3	101.4	-.7	.7	.2	1.1	.0	.9	.8	1.3	
2004 .....	100.8	100.3	100.7	101.1	-.6	-.5	.4	.4	1.4	.2	.4	-.3	
2005 .....	100.3	100.2	98.5	100.0	-.8	-.1	-1.7	1.5	-.5	-.1	-2.2	-1.1	
2006 .....	99.3	98.5	99.2	100.5	-.7	-.8	.7	1.3	-1.0	-1.7	.7	.5	
2007 .....	100.2	99.4	100.5	100.3	-.3	-.8	1.1	-.2	.9	.9	1.3	-.2	
2008 .....	99.4	97.8	98.5	102.8	-.9	-1.6	.7	4.4	-.8	-1.6	-2.0	2.5	
2009 .....	102.4	101.3	101.8	101.9	-.4	-1.1	.5	.1	3.0	3.6	3.4	-.9	
2010 .....	101.6	101.7	102.0	101.9	-.3	.1	.3	-.1	-.8	.4	.2	.0	
2011 .....	100.9	100.0	99.7	100.6	-1.0	-.9	-.3	.9	-.7	-1.7	-2.3	-1.3	
2012 .....	99.5	99.8	99.4	100.6	-1.1	.3	-.4	1.2	-1.4	-.2	-.3	.0	
2013 .....	99.7	99.7	99.5	100.5	-.9	.0	-.2	1.0	.2	-.1	.1	-.1	
2014 .....	99.2	98.7	99.6	101.5	-1.3	-.5	.9	1.9	-.5	-1.0	.1	1.0	
2015 .....	101.7	100.7	101.4	102.5	.2	-1.0	.7	1.1	2.5	2.0	1.8	1.0	
2016 .....	102.8	102.4	103.1	103.7	.3	-.4	.7	.6	1.1	1.7	1.7	1.2	
2017 .....	103.8	103.8	—	—	.1	.0	—	—	1.0	1.4	—	—	
<b>Trade, transportation, and utilities</b>													
2001 .....	95.4	95.6	96.1	98.2	-.2	.2	.5	2.2	.6	.6	1.1	2.7	
2002 .....	97.8	99.0	98.7	98.9	-.4	1.2	-.3	.2	2.5	3.6	2.7	.7	
2003 .....	98.1	99.3	99.5	100.4	-.8	1.2	.2	.9	.3	.3	.8	1.5	
2004 .....	99.7	99.9	100.4	100.3	-.7	.2	.5	-.1	1.6	.6	.9	-.1	
2005 .....	99.8	99.7	98.4	100.0	-.5	-.1	-1.3	1.6	.1	-.2	-2.0	-.3	
2006 .....	99.3	98.4	99.3	100.5	-.7	-.9	.9	1.2	-.5	-1.3	.9	.5	
2007 .....	98.8	98.4	98.8	98.8	-1.7	-.4	.4	.0	-.5	.0	-.5	-1.7	
2008 .....	97.8	96.5	96.8	100.7	-1.0	-1.3	.3	4.0	-1.0	-1.9	-2.0	1.9	
2009 .....	99.7	98.7	99.0	99.2	-1.0	-1.0	.3	.2	1.9	2.3	2.3	-1.5	
2010 .....	99.4	100.1	100.1	100.0	.2	.7	.0	-.1	-.3	1.4	1.1	.8	
2011 .....	98.6	98.7	98.7	99.5	-1.4	.1	.0	.8	-.8	-1.4	-1.4	-.5	
2012 .....	98.8	99.5	98.9	99.7	-.7	.7	-.6	.8	.2	.8	.2	.2	
2013 .....	99.2	99.6	99.8	100.9	-.5	.4	.2	1.1	.4	.1	.9	1.2	
2014 .....	99.9	100.0	101.1	102.8	-1.0	.1	1.1	1.7	.7	.4	1.3	1.9	
2015 .....	102.7	102.3	103.5	104.0	-.1	-.4	1.2	.5	2.8	2.3	2.4	1.2	
2016 .....	104.7	104.3	104.5	104.8	.7	-.4	.2	.3	1.9	2.0	1.0	.8	
2017 .....	105.0	105.1	—	—	.2	.1	—	—	.3	.8	—	—	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Excluding incentive paid occupations<sup>3</sup></b>													
2006 .....	99.6	98.8	99.4	100.6	-0.4	-0.8	0.6	1.2	—	—	—	—	0.6
2007 .....	99.1	98.6	99.3	99.2	-1.5	-.5	.7	-.1	-0.5	-0.2	-0.1	-1.4	-1.4
2008 .....	98.5	96.9	97.5	101.8	-.7	-1.6	.6	4.4	-.6	-1.7	-1.8	2.6	2.6
2009 .....	101.1	100.1	100.3	100.6	-.7	-1.0	.2	.3	2.6	3.3	2.9	-1.2	-1.2
2010 .....	100.8	101.2	101.2	101.0	.2	.4	.0	-.2	-.3	1.1	.9	.4	.4
2011 .....	100.1	99.8	99.7	100.5	-.9	-.3	-.1	.8	-.7	-1.4	-1.5	-.5	-.5
2012 .....	99.6	100.2	99.5	100.4	-.9	.6	-.7	.9	-.5	.4	-.2	-.1	-.1
2013 .....	100.1	100.3	100.4	101.1	-.3	.2	.1	.7	.5	.1	.9	.7	.7
2014 .....	100.5	100.3	100.7	102.4	-.6	-.2	.4	1.7	.4	.0	.3	1.3	1.3
2015 .....	102.6	102.4	103.4	104.3	.2	-.2	1.0	.9	2.1	2.1	2.7	1.9	1.9
2016 .....	105.1	104.7	105.0	105.5	.8	-.4	.3	.5	2.4	2.2	1.5	1.2	1.2
2017 .....	105.6	105.8	—	—	.1	.2	—	—	.5	1.1	—	—	—
<b>Wholesale trade</b>													
2001 .....	94.4	95.4	95.5	96.4	-.7	1.1	.1	.9	.3	1.3	1.8	1.4	1.4
2002 .....	96.7	98.4	97.5	98.1	.3	1.8	-.9	.6	2.4	3.1	2.1	1.8	1.8
2003 .....	97.9	99.5	99.0	99.7	-.2	1.6	-.5	.7	1.2	1.1	1.5	1.6	1.6
2004 .....	99.1	98.9	99.9	99.3	-.6	-.2	1.0	-.6	1.2	-.6	.9	-.4	-.4
2005 .....	99.4	98.9	98.2	100.0	.1	-.5	-.7	1.8	.3	.0	-1.7	.7	.7
2006 .....	98.8	97.7	99.4	100.4	-1.2	-1.1	1.7	1.0	-.6	-1.2	1.2	.4	.4
2007 .....	99.3	98.7	98.4	98.7	-1.1	-.6	-.3	.3	.5	1.0	-1.0	-1.7	-1.7
2008 .....	97.4	96.4	96.4	100.0	-1.3	-1.0	.0	3.7	-1.9	-2.3	-2.0	1.3	1.3
2009 .....	99.1	97.5	97.3	97.5	-.9	-1.6	-.2	.2	1.7	1.1	.9	-2.5	-2.5
2010 .....	97.7	98.3	98.0	98.3	.2	.6	-.3	.3	-1.4	.8	.7	.8	.8
2011 .....	96.8	97.1	97.3	98.4	-1.5	.3	.2	1.1	-.9	-1.2	-.7	.1	.1
2012 .....	97.7	98.1	98.1	98.5	-.7	.4	.0	.4	.9	1.0	.8	.1	.1
2013 .....	97.6	98.4	98.9	100.6	-.9	.8	.5	1.7	-.1	.3	.8	2.1	2.1
2014 .....	99.4	100.0	101.8	103.3	-1.2	.6	1.8	1.5	1.8	1.6	2.9	2.7	2.7
2015 .....	102.7	101.3	103.1	102.7	-.6	-1.4	1.8	-.4	3.3	1.3	1.3	-.6	-.6
2016 .....	102.8	102.2	101.9	101.7	.1	-.6	-.3	-.2	.1	.9	-1.2	-1.0	-1.0
2017 .....	102.4	102.2	—	—	.7	-.2	—	—	-.4	.0	—	—	—
<b>Excluding sales occupations<sup>2</sup></b>													
2001 .....	97.1	97.2	97.6	98.5	.2	.1	.4	.9	2.0	1.8	2.0	1.7	1.7
2002 .....	98.6	99.2	99.2	100.0	.1	.6	.0	.8	1.5	2.1	1.6	1.5	1.5
2003 .....	98.8	100.0	99.9	100.6	-1.2	1.2	-.1	.7	.2	.8	.7	.6	.6
2004 .....	100.4	99.4	100.0	100.6	-.2	-1.0	.6	.6	1.6	-.6	.1	.0	.0
2005 .....	100.9	100.5	98.8	100.0	.3	-.4	-1.7	1.2	.5	1.1	-1.2	-.6	-.6
2006 .....	99.3	98.6	99.5	100.6	-.7	-.7	.9	1.1	-1.6	-1.9	.7	.6	.6
<b>Excluding incentive paid occupations<sup>3</sup></b>													
2006 .....	99.4	98.6	99.4	100.6	-.6	-.8	.8	1.2	—	—	—	.6	.6
2007 .....	99.7	99.0	99.6	99.5	-.9	-.7	.6	-.1	.3	.4	.2	-1.1	-1.1
2008 .....	99.0	97.2	98.0	102.2	-.5	-1.8	.8	4.3	-.7	-1.8	-1.6	2.7	2.7
2009 .....	101.4	100.2	100.3	100.7	-.8	-1.2	.1	.4	2.4	3.1	2.3	-1.5	-1.5
2010 .....	100.8	101.0	100.3	100.3	.1	.2	-.7	.0	-.6	.8	.0	-.4	-.4
2011 .....	99.6	99.8	99.9	100.8	-.7	.2	.1	.9	-1.2	-1.2	-.4	.5	.5
2012 .....	99.7	99.9	99.3	100.4	-1.1	.2	-.6	1.1	.1	.1	-.6	-.4	-.4
2013 .....	99.7	100.0	100.4	101.3	-.7	.3	.4	.9	.0	.1	1.1	.9	.9
2014 .....	100.6	100.6	100.9	102.7	-.7	.0	.3	1.8	.9	.6	.5	1.4	1.4
2015 .....	102.9	102.7	103.7	104.4	.2	-.2	1.0	.7	2.3	2.1	2.8	1.7	1.7

See footnotes at end of table.



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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Excluding incentive paid occupations<sup>3</sup></b>												
2016 .....	104.6	103.9	104.2	104.4	0.2	-0.7	0.3	0.2	1.7	1.2	0.5	0.0
2017 .....	104.3	104.8	—	—	-1	.5	—	—	-3	.9	—	—
<b>Retail trade</b>												
2001 .....	96.2	96.0	96.8	99.5	.2	-2	.8	2.8	.8	.5	1.0	3.6
2002 .....	98.4	99.8	99.4	99.3	-1.1	1.4	-4	-1	2.3	4.0	2.7	-2
2003 .....	98.0	99.0	99.9	100.9	-1.3	1.0	.9	1.0	-4	-8	.5	1.6
2004 .....	99.9	100.0	100.1	100.4	-1.0	.1	.1	.3	1.9	1.0	.2	-5
2005 .....	99.9	100.0	98.5	100.0	-5	.1	-1.5	1.5	.0	.0	-1.6	-4
2006 .....	99.1	98.1	98.9	100.1	-9	-1.0	.8	1.2	-8	-1.9	.4	.1
2007 .....	98.6	98.1	99.2	99.4	-1.5	-5	1.1	.2	-5	.0	.3	-7
2008 .....	98.3	96.8	97.3	101.2	-1.1	-1.5	.5	4.0	-3	-1.3	-1.9	1.8
2009 .....	100.2	99.2	99.9	100.2	-1.0	-1.0	.7	.3	1.9	2.5	2.7	-1.0
2010 .....	100.3	101.1	100.9	100.6	.1	.8	-2	-3	.1	1.9	1.0	.4
2011 .....	98.9	98.9	98.9	99.8	-1.7	.0	.0	.9	-1.4	-2.2	-2.0	-8
2012 .....	98.6	99.3	98.1	99.0	-1.2	.7	-1.2	.9	-3	.4	-8	-8
2013 .....	98.5	99.0	99.0	99.9	-5	.5	.0	.9	-1	-3	.9	.9
2014 .....	98.7	98.6	99.5	101.3	-1.2	-1	.9	1.8	.2	-4	.5	1.4
2015 .....	101.3	101.5	102.5	103.6	.0	.2	1.0	1.1	2.6	2.9	3.0	2.3
2016 .....	104.5	104.4	104.7	105.2	.9	-1	.3	.5	3.2	2.9	2.1	1.5
2017 .....	105.3	105.6	—	—	.1	.3	—	—	.8	1.1	—	—
<b>Excluding incentive paid occupations<sup>3</sup></b>												
2006 .....	99.3	98.5	99.0	100.1	-7	-8	.5	1.1	—	—	—	.1
2007 .....	99.0	98.5	99.6	99.6	-1.1	-5	1.1	.0	-3	.0	.6	-5
2008 .....	98.9	97.3	97.9	102.2	-7	-1.6	.6	4.4	-1	-1.2	-1.7	2.6
2009 .....	101.5	100.4	100.8	101.0	-7	-1.1	.4	.2	2.6	3.2	3.0	-1.2
2010 .....	101.0	101.4	101.6	101.3	.0	.4	.2	-3	-5	1.0	.8	.3
2011 .....	99.8	99.4	99.0	99.9	-1.5	-4	-4	.9	-1.2	-2.0	-2.6	-1.4
2012 .....	98.6	99.3	98.0	98.9	-1.3	.7	-1.3	.9	-1.2	-1	-1.0	-1.0
2013 .....	98.5	98.8	98.8	99.5	-4	.3	.0	.7	-1	-5	.8	.6
2014 .....	98.7	98.4	98.8	100.5	-8	-3	.4	1.7	.2	-4	.0	1.0
2015 .....	100.6	100.4	101.4	102.5	.1	-2	1.0	1.1	1.9	2.0	2.6	2.0
2016 .....	103.6	103.5	103.7	104.4	1.1	-1	.2	.7	3.0	3.1	2.3	1.9
2017 .....	104.6	104.7	—	—	.2	.1	—	—	1.0	1.2	—	—
<b>Transportation and warehousing</b>												
2001 .....	96.3	95.9	96.6	99.1	-4	-4	.7	2.6	.5	-3	.3	2.5
2002 .....	99.0	99.4	99.9	100.2	-1	.4	.5	.3	2.8	3.6	3.4	1.1
2003 .....	99.6	100.5	100.3	100.9	-6	.9	-2	.6	.6	1.1	.4	.7
2004 .....	100.9	101.2	102.0	101.9	.0	.3	.8	-1	1.3	.7	1.7	1.0
2005 .....	100.1	99.8	98.7	100.0	-1.8	-3	-1.1	1.3	-8	-1.4	-3.2	-1.9
2006 .....	98.9	98.0	98.6	99.7	-1.1	-9	.6	1.1	-1.2	-1.8	-1	-3
2007 .....	98.5	98.2	98.6	97.9	-1.2	-3	.4	-7	-4	.2	.0	-1.8
2008 .....	97.4	95.7	96.1	100.1	-5	-1.7	.4	4.2	-1.1	-2.5	-2.5	2.2
2009 .....	99.3	98.4	98.6	98.6	-8	-9	.2	.0	2.0	2.8	2.6	-1.5
2010 .....	98.5	99.3	99.9	100.0	-1	.8	.6	.1	-8	.9	1.3	1.4
2011 .....	99.0	98.6	98.5	99.1	-1.0	-4	-1	.6	.5	-7	-1.4	-9
2012 .....	99.3	99.8	100.0	101.2	.2	.5	.2	1.2	.3	1.2	1.5	2.1
2013 .....	101.1	100.9	101.3	102.0	-1	-2	.4	.7	1.8	1.1	1.3	.8
2014 .....	101.5	101.4	102.2	103.6	-5	-1	.8	1.4	.4	.5	.9	1.6

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Transportation and warehousing</b>													
2015 .....	103.8	103.7	104.5	105.1	0.2	-0.1	0.8	0.6	2.3	2.3	2.3	1.4	
2016 .....	106.0	105.4	105.9	106.5	.9	-.6	.5	.6	2.1	1.6	1.3	1.3	
2017 .....	106.5	106.7	—	—	.0	.2	—	—	.5	1.2	—	—	
<b>Utilities</b>													
2001 .....	90.6	91.0	90.6	92.1	.6	.4	-.4	1.7	1.9	1.7	.8	2.2	
2002 .....	92.2	93.7	94.3	94.8	.1	1.6	.6	.5	1.8	3.0	4.1	2.9	
2003 .....	93.9	95.5	95.3	96.3	-.9	1.7	-.2	1.0	1.8	1.9	1.1	1.6	
2004 .....	96.8	98.3	98.6	98.4	.5	1.5	.3	-.2	3.1	2.9	3.5	2.2	
2005 .....	99.9	100.4	98.5	100.0	1.5	.5	-1.9	1.5	3.2	2.1	-.1	1.6	
2006 .....	106.2	106.0	106.8	107.7	6.2	-.2	.8	.8	6.3	5.6	8.4	7.7	
2007 .....	98.5	98.9	99.1	98.9	-8.5	.4	.2	-.2	-7.3	-6.7	-7.2	-8.2	
2008 .....	98.2	97.2	97.3	102.0	-.7	-1.0	.1	4.8	-.3	-1.7	-1.8	3.1	
2009 .....	101.4	101.2	101.3	102.1	-.6	-.2	.1	.8	3.3	4.1	4.1	.1	
2010 .....	104.3	105.6	106.1	105.5	2.2	1.2	.5	-.6	2.9	4.3	4.7	3.3	
2011 .....	105.1	105.4	105.4	106.1	-.4	.3	.0	.7	.8	-.2	-.7	.6	
2012 .....	105.4	107.4	106.6	107.8	-.7	1.9	-.7	1.1	.3	1.9	1.1	1.6	
2013 .....	107.0	107.4	106.2	107.2	-.7	.4	-1.1	.9	1.5	.0	-.4	-.6	
2014 .....	106.9	106.8	107.4	108.9	-.3	-.1	.6	1.4	-.1	-.6	1.1	1.6	
2015 .....	110.1	110.0	111.0	111.7	1.1	-.1	.9	.6	3.0	3.0	3.4	2.6	
2016 .....	112.2	111.7	112.0	112.3	.4	-.4	.3	-.3	1.9	1.5	.9	.5	
2017 .....	112.5	112.6	—	—	.2	.1	—	—	.3	.8	—	—	
<b>Information</b>													
2001 .....	95.6	95.9	96.6	98.0	.8	.3	.7	1.4	2.1	1.8	2.0	3.4	
2002 .....	98.1	98.0	98.2	99.0	.1	-.1	.2	.8	2.6	2.2	1.7	1.0	
2003 .....	98.0	99.7	100.0	100.9	-1.0	1.7	.3	.9	-.1	1.7	1.8	1.9	
2004 .....	101.0	99.8	100.1	100.1	.1	-1.2	.3	.0	3.1	.1	.1	-.8	
2005 .....	100.1	100.4	98.5	100.0	.0	.3	-1.9	1.5	-.9	.6	-1.6	-.1	
2006 .....	99.4	99.0	99.9	100.6	-.6	-.4	.9	.7	-.7	-1.4	1.4	.6	
2007 .....	100.0	99.7	99.8	99.4	-.6	-.3	.1	-.4	.6	.7	-.1	-1.2	
2008 .....	97.8	95.5	96.4	100.5	-1.6	-2.4	.9	4.3	-2.2	-4.2	-3.4	1.1	
2009 .....	99.7	98.1	98.4	98.7	-.8	-1.6	.3	.3	1.9	2.7	2.1	-1.8	
2010 .....	98.5	99.2	99.3	98.8	-.2	.7	.1	-.5	-1.2	1.1	.9	.1	
2011 .....	98.3	97.9	97.5	98.1	-.5	-.4	-.4	.6	-.2	-1.3	-1.8	-.7	
2012 .....	98.8	99.8	99.1	100.2	.7	1.0	-.7	1.1	.5	1.9	1.6	2.1	
2013 .....	99.6	99.9	100.0	99.5	-.6	.3	.1	-.5	.8	.1	.9	-.7	
2014 .....	99.0	102.5	102.6	104.3	-.5	3.5	.1	1.7	-.6	2.6	2.6	4.8	
2015 .....	105.0	100.7	101.5	102.1	.7	-4.1	.8	.6	6.1	-1.8	-1.1	-2.1	
2016 .....	102.4	101.5	101.9	102.2	.3	-.9	.4	-.3	-2.5	.8	.4	.1	
2017 .....	101.8	102.5	—	—	-.4	.7	—	—	-.6	1.0	—	—	
<b>Financial activities</b>													
2001 .....	92.1	92.1	92.9	93.6	.3	.0	.9	.8	1.0	1.1	1.3	2.0	
2002 .....	94.9	95.7	95.5	95.6	1.4	.8	-.2	.1	3.0	3.9	2.8	2.1	
2003 .....	98.2	99.4	99.4	100.1	2.7	1.2	.0	.7	3.5	3.9	4.1	4.7	
2004 .....	99.0	99.0	99.5	100.1	-1.1	.0	.5	.6	.8	-.4	.1	.0	
2005 .....	100.2	100.6	98.2	100.0	.1	.4	-2.4	1.8	1.2	1.6	-1.3	-.1	
2006 .....	99.7	98.8	99.1	100.0	-.3	-.9	.3	.9	-.5	-1.8	.9	.0	
2007 .....	99.8	98.8	99.5	99.0	-.2	-1.0	.7	-.5	.1	.0	.4	-1.0	
2008 .....	98.4	96.5	96.6	100.2	-.6	-1.9	.1	3.7	-1.4	-2.3	-2.9	1.2	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Financial activities</b>													
2009 .....	98.8	98.4	98.7	99.0	-1.4	-0.4	0.3	0.3	0.4	2.0	2.2	-1.2	
2010 .....	99.3	99.8	99.7	100.0	.3	.5	-1	.3	.5	1.4	1.0	1.0	
2011 .....	99.4	99.2	99.1	99.6	-6	-2	-1	.5	.1	-6	-6	-4	
2012 .....	98.2	99.1	98.6	99.3	-1.4	.9	-1.5	.7	-1.2	-1	-5	-3	
2013 .....	98.8	99.4	99.6	100.4	-5	.6	.2	.8	.6	.3	1.0	1.1	
2014 .....	99.4	99.5	99.8	101.4	-1.0	.1	.3	1.6	.6	.1	.2	1.0	
2015 .....	101.8	101.7	101.9	103.0	.4	-1	.2	1.1	2.4	2.2	2.1	1.6	
2016 .....	102.7	102.6	103.5	103.8	-3	-1	.9	.3	.9	.9	1.6	.8	
2017 .....	103.2	104.1	—	—	-6	.9	—	—	.5	1.5	—	—	
<b>Excluding sales occupations<sup>2</sup></b>													
2001 .....	91.6	91.8	92.4	93.3	.7	.2	.7	1.0	2.0	2.0	2.1	2.5	
2002 .....	95.0	95.2	95.1	96.0	1.8	.2	-1	.9	3.7	3.7	2.9	2.9	
2003 .....	99.4	100.6	100.5	101.4	3.5	1.2	-1	.9	4.6	5.7	5.7	5.6	
2004 .....	100.0	99.9	100.4	100.7	-1.4	-1	.5	.3	.6	-7	-1	-7	
2005 .....	100.7	101.2	98.4	100.0	.0	.5	-2.8	1.6	.7	1.3	-2.0	-7	
2006 .....	100.1	99.0	99.5	100.1	.1	-1.1	.5	.6	-6	-2.2	1.1	.1	
<b>Excluding incentive paid occupations<sup>3</sup></b>													
2006 .....	99.7	98.6	99.2	100.2	-3	-1.1	.6	1.0	—	—	—	.2	
2007 .....	99.8	99.4	99.6	99.2	-4	-4	.2	-4	.1	.8	.4	-1.0	
2008 .....	99.0	97.3	97.6	101.9	-2	-1.7	.3	4.4	-8	-2.1	-2.0	2.7	
2009 .....	101.2	100.2	100.4	100.6	-7	-1.0	.2	.2	2.2	3.0	2.9	-1.3	
2010 .....	101.0	101.1	100.9	100.8	.4	.1	-2	-1	-2	.9	.5	.2	
2011 .....	100.5	100.2	99.9	100.8	-3	-3	-3	.9	-5	-9	-1.0	.0	
2012 .....	99.2	99.8	99.1	99.9	-1.6	.6	-7	.8	-1.3	-4	-8	-9	
2013 .....	99.4	99.8	100.0	100.7	-5	.4	.2	.7	.2	.0	.9	.8	
2014 .....	100.1	100.2	100.5	102.1	-6	.1	.3	1.6	.7	.4	.5	1.4	
2015 .....	102.7	102.4	102.9	103.8	.6	-3	.5	.9	2.6	2.2	2.4	1.7	
2016 .....	104.1	103.4	103.9	104.2	.3	-7	.5	.3	1.4	1.0	1.0	.4	
2017 .....	104.2	104.5	—	—	.0	.3	—	—	.1	1.1	—	—	
<b>Finance and insurance</b>													
2001 .....	91.6	91.6	92.4	92.9	.2	.0	.9	.5	1.1	1.3	1.2	1.6	
2002 .....	94.7	95.2	95.0	95.1	1.9	.5	-2	.1	3.4	3.9	2.8	2.4	
2003 .....	99.4	100.6	100.6	101.5	4.5	1.2	.0	.9	5.0	5.7	5.9	6.7	
2004 .....	100.2	100.1	100.4	101.1	-1.3	-1	.3	.7	.8	-5	-2	-4	
2005 .....	100.5	101.1	98.5	100.0	-6	.6	-2.6	1.5	.3	1.0	-1.9	-1.1	
2006 .....	100.0	99.3	99.5	100.4	.0	-7	.2	.9	-5	-1.8	1.0	.4	
2007 .....	100.2	99.1	99.7	99.4	-2	-1.1	.6	-3	.2	-2	.2	-1.0	
2008 .....	98.7	96.9	96.8	100.3	-7	-1.8	-1	3.6	-1.5	-2.2	-2.9	.9	
2009 .....	98.9	98.6	98.9	99.2	-1.4	-3	.3	.3	.2	1.8	2.2	-1.1	
2010 .....	99.4	100.2	100.0	100.4	.2	.8	-2	.4	.5	1.6	1.1	1.2	
2011 .....	99.8	99.7	99.5	99.8	-6	-1	-2	.3	.4	-5	-5	-6	
2012 .....	98.3	99.3	98.8	99.4	-1.5	1.0	-1.5	.6	-1.5	-4	-7	-4	
2013 .....	99.1	99.8	100.0	100.6	-3	.7	.2	.6	.8	.5	1.2	1.2	
2014 .....	99.5	99.6	99.9	101.5	-1.1	.1	.3	1.6	.4	-2	-1	.9	
2015 .....	101.9	101.8	102.0	103.2	.4	-1	.2	1.2	2.4	2.2	2.1	1.7	
2016 .....	102.7	102.8	103.7	104.0	-5	.1	.9	.3	.8	1.0	1.7	.8	
2017 .....	103.3	104.3	—	—	-7	1.0	—	—	.6	1.5	—	—	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Credit intermediation and related activities</b>													
2001 .....	88.2	88.2	89.5	89.6	1.4	0.0	1.5	0.1	2.1	1.7	3.1	3.0	
2002 .....	92.9	93.3	92.9	93.4	3.7	.4	-.4	.5	5.3	5.8	3.8	4.2	
2003 .....	102.0	103.3	103.1	104.2	9.2	1.3	-.2	1.1	9.8	10.7	11.0	11.6	
2004 .....	101.3	101.0	101.7	102.3	-2.8	-.3	.7	.6	-.7	-2.2	-1.4	-1.8	
2005 .....	101.4	102.5	98.5	100.0	-.9	1.1	-3.9	1.5	.1	1.5	-3.1	-2.2	
2006 .....	99.9	99.3	99.3	99.4	-.1	-.6	.0	.1	-1.5	-3.1	.8	-.6	
2007 .....	99.7	97.4	97.8	97.9	.3	-2.3	.4	.1	-.2	-1.9	-1.5	-1.5	
2008 .....	97.2	95.7	95.8	99.7	-.7	-1.5	.1	4.1	-2.5	-1.7	-2.0	1.8	
2009 .....	98.6	98.1	98.0	98.6	-1.1	-.5	-.1	.6	1.4	2.5	2.3	-1.1	
2010 .....	98.6	99.2	99.2	100.0	.0	.6	.0	.8	.0	1.1	1.2	1.4	
2011 .....	99.5	99.3	99.1	99.5	-.5	-.2	-.2	.4	.9	.1	-.1	-.5	
2012 .....	98.2	98.9	98.1	99.2	-1.3	.7	-.8	1.1	-1.3	-.4	-1.0	-.3	
2013 .....	98.9	99.3	99.2	99.6	-.3	.4	-.1	.4	.7	.4	1.1	.4	
2014 .....	98.6	98.8	99.1	100.8	-1.0	.2	.3	1.7	-.3	-1.0	-.1	1.2	
2015 .....	101.1	101.1	101.6	102.4	.3	.0	.5	.8	2.5	2.3	2.5	1.6	
2016 .....	102.5	102.1	103.1	103.3	.1	-.4	1.0	-.2	1.4	1.0	1.5	.9	
2017 .....	103.1	103.8	—	—	-.2	.7	—	—	.6	1.7	—	—	
<b>Excluding incentive paid occupations<sup>3</sup></b>													
2006 .....	99.8	99.0	99.6	100.7	-.2	-.8	.6	1.1	—	—	—	.7	
2007 .....	100.0	99.3	99.9	99.6	-.7	-.7	.6	-.3	.2	.3	.3	-1.1	
2008 .....	99.7	98.2	98.7	103.1	.1	-1.5	.5	4.5	-.3	-1.1	-1.2	3.5	
2009 .....	102.2	101.4	101.4	101.4	-.9	-.8	.0	.0	2.5	3.3	2.7	-1.6	
2010 .....	102.3	102.4	102.4	102.3	.9	.1	.0	-.1	.1	1.0	1.0	.9	
2011 .....	101.8	101.8	101.4	102.2	-.5	.0	-.4	.8	-.5	-.6	-1.0	-.1	
2012 .....	100.6	100.8	100.2	101.3	-1.6	.2	-.6	1.1	-1.2	-1.0	-1.2	-.9	
2013 .....	100.8	101.2	101.4	102.0	-.5	.4	.2	.6	.2	.4	1.2	.7	
2014 .....	101.5	101.9	102.2	104.0	-.5	.4	.3	1.8	.7	.7	.8	2.0	
2015 .....	104.5	104.1	104.5	105.4	.5	-.4	.4	.9	3.0	2.2	2.3	1.3	
2016 .....	105.9	105.3	106.0	106.2	.5	-.6	.7	-.2	1.3	1.2	1.4	.8	
2017 .....	106.5	106.9	—	—	.3	.4	—	—	.6	1.5	—	—	
<b>Insurance carriers and related activities</b>													
2001 .....	92.2	92.2	92.4	94.2	.2	.0	.2	1.9	2.3	2.1	.5	2.4	
2002 .....	94.6	95.3	95.4	95.7	.4	.7	.1	.3	2.6	3.4	3.2	1.6	
2003 .....	96.4	97.7	97.6	98.7	.7	1.3	-.1	1.1	1.9	2.5	2.3	3.1	
2004 .....	98.1	98.4	99.2	99.9	-.6	.3	.8	.7	1.8	.7	1.6	1.2	
2005 .....	99.8	100.6	98.4	100.0	-.1	.8	-2.2	1.6	1.7	2.2	-.8	.1	
2006 .....	99.3	98.5	98.9	100.0	-.7	-.8	.4	1.1	-.5	-2.1	.5	.0	
2007 .....	99.2	99.1	100.0	99.1	-.8	-.1	.9	-.9	-.1	.6	1.1	-.9	
2008 .....	99.0	97.1	97.4	101.3	-.1	-1.9	.3	4.0	-.2	-2.0	-2.6	2.2	
2009 .....	101.0	100.1	100.4	100.2	-.3	-.9	.3	-.2	2.0	3.1	3.1	-1.1	
2010 .....	100.7	101.3	101.1	100.7	.5	.6	-.2	-.4	-.3	1.2	.7	.5	
2011 .....	100.1	100.1	99.6	100.5	-.6	.0	-.5	.9	-.6	-1.2	-1.5	-.2	
2012 .....	98.9	99.7	99.7	99.9	-1.6	.8	.0	.2	-1.2	-.4	.1	-.6	
2013 .....	99.2	100.4	101.3	102.1	-.7	1.2	.9	.8	.3	.7	1.6	2.2	
2014 .....	101.2	101.3	101.1	102.7	-.9	.1	-.2	1.6	2.0	.9	-.2	.6	
2015 .....	103.1	102.8	103.4	105.0	.4	-.3	.6	1.5	1.9	1.5	2.3	2.2	
2016 .....	104.8	104.7	105.5	105.5	-.2	-.1	.8	.0	1.6	1.8	2.0	.5	
2017 .....	105.6	106.7	—	—	.1	1.0	—	—	.8	1.9	—	—	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Excluding sales occupations<sup>2</sup></b>													
2001 .....	92.6	93.0	93.0	94.7	0.1	0.4	0.0	1.8	1.1	1.5	1.0	2.4	
2002 .....	95.6	95.9	96.0	96.7	1.0	.3	.1	.7	3.2	3.1	3.2	2.1	
2003 .....	97.0	98.6	98.4	99.4	.3	1.6	-.2	1.0	1.5	2.8	2.5	2.8	
2004 .....	98.7	99.1	99.6	100.0	-.7	.4	.5	.4	1.8	.5	1.2	.6	
2005 .....	100.1	100.5	98.5	100.0	.1	.4	-2.0	1.5	1.4	1.4	-1.1	.0	
2006 .....	99.4	98.5	98.9	99.8	-.6	-.9	.4	.9	-.7	-2.0	.4	-.2	
<b>Excluding incentive paid occupations<sup>3</sup></b>													
2006 .....	99.3	98.5	98.9	99.8	-.7	-.8	.4	.9	—	—	—	-.2	
2007 .....	99.0	98.9	99.0	98.8	-.8	-.1	.1	-.2	-.3	.4	.1	-1.0	
2008 .....	98.6	97.1	97.2	101.6	-.2	-1.5	.1	4.5	-.4	-1.8	-1.8	2.8	
2009 .....	101.5	100.8	100.7	101.0	-.1	-.7	-.1	.3	2.9	3.8	3.6	-.6	
2010 .....	101.4	101.9	101.5	101.2	.4	.5	-.4	-.3	-.1	1.1	.8	.2	
2011 .....	100.8	100.6	100.1	100.9	-.4	-.2	-.5	.8	-.6	-1.3	-1.4	-.3	
2012 .....	99.1	100.2	99.5	100.3	-1.8	1.1	-.7	.8	-1.7	-.4	-.6	-.6	
2013 .....	99.8	100.5	100.6	101.2	-.5	.7	.1	.6	.7	.3	1.1	.9	
2014 .....	100.6	101.1	101.4	103.0	-.6	.5	.3	1.6	.8	.6	.8	1.8	
2015 .....	103.4	103.4	104.0	104.8	.4	.0	.6	.8	2.8	2.3	2.6	1.7	
2016 .....	104.8	104.3	104.6	104.7	.0	-.5	.3	.1	1.4	.9	.6	-.1	
2017 .....	104.8	105.1	—	—	.1	.3	—	—	.0	.8	—	—	
<b>Real estate and rental and leasing</b>													
2001 .....	91.7	91.9	93.2	95.2	-1.3	.2	1.4	2.1	-2.8	-3.2	.2	2.5	
2002 .....	94.6	96.4	96.3	95.2	-.6	1.9	-.1	-1.1	3.2	4.9	3.3	.0	
2003 .....	90.7	91.9	92.1	92.2	-4.7	1.3	.2	.1	-4.1	-4.7	-4.4	-3.2	
2004 .....	92.9	93.1	94.6	94.3	.8	.2	1.6	-.3	2.4	1.3	2.7	2.3	
2005 .....	98.6	97.9	97.6	100.0	4.6	-.7	-.3	2.5	6.1	5.2	3.2	6.0	
2006 .....	98.3	96.3	97.2	98.3	-1.7	-2.0	.9	1.1	-.3	-1.6	-.4	-1.7	
2007 .....	97.9	97.3	98.2	97.2	-.4	-.6	.9	-1.0	-.4	1.0	1.0	-1.1	
2008 .....	97.3	95.1	95.7	99.8	.1	-2.3	.6	4.3	-.6	-2.3	-2.5	2.7	
2009 .....	98.7	97.6	97.8	98.1	-1.1	-1.1	.2	.3	1.4	2.6	2.2	-1.7	
2010 .....	98.6	97.9	98.0	98.2	.5	-.7	.1	.2	-.1	.3	.2	.1	
2011 .....	97.5	97.1	97.6	98.5	-.7	-.4	.5	.9	-1.1	-.8	-.4	.3	
2012 .....	97.4	98.3	97.8	98.8	-1.1	.9	-.5	1.0	-.1	1.2	.2	.3	
2013 .....	97.6	97.8	97.9	99.6	-1.2	.2	.1	1.7	.2	-.5	.1	.8	
2014 .....	99.2	98.7	99.5	100.7	-.4	-.5	.8	1.2	1.6	.9	1.6	1.1	
2015 .....	101.7	100.9	101.2	102.0	1.0	-.8	.3	.8	2.5	2.2	1.7	1.3	
2016 .....	102.5	102.0	102.6	103.3	.5	-.5	.6	.7	.8	1.1	1.4	1.3	
2017 .....	102.6	103.1	—	—	-.7	.5	—	—	.1	1.1	—	—	
<b>Excluding incentive paid occupations<sup>3</sup></b>													
2006 .....	99.2	97.4	98.5	99.6	-.8	-1.8	1.1	1.1	—	—	—	-.4	
2007 .....	100.1	99.5	99.9	99.2	.5	-.6	.4	-.7	.9	2.2	1.4	-.4	
2008 .....	99.6	97.6	98.3	102.6	.4	-2.0	.7	4.4	-.5	-1.9	-1.6	3.4	
2009 .....	101.7	100.3	100.6	100.8	-.9	-1.4	.3	.2	2.1	2.8	2.3	-1.8	
2010 .....	100.6	100.5	100.9	100.8	-.2	-.1	.4	-.1	-1.1	.2	.3	.0	
2011 .....	100.3	99.6	100.0	100.9	-.5	-.7	.4	.9	-.3	-.9	-.9	.1	
2012 .....	99.8	101.1	100.4	101.2	-1.1	1.3	-.7	.8	-.5	1.5	.4	.3	
2013 .....	100.3	100.5	100.6	102.0	-.9	.2	.1	1.4	.5	-.6	.2	.8	
2014 .....	101.7	101.5	101.8	103.6	-.3	-.2	.3	1.8	1.4	1.0	1.2	1.6	
2015 .....	104.4	103.8	104.1	105.0	.8	-.6	.3	.9	2.7	2.3	2.3	1.4	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Excluding incentive paid occupations<sup>3</sup></b>												
2016 .....	105.4	104.9	105.4	105.8	0.4	-0.5	0.5	0.4	1.0	1.1	1.2	0.8
2017 .....	105.1	105.6	—	—	-0.7	.5	—	—	-0.3	.7	—	—
<b>Professional and business services</b>												
2001 .....	97.8	97.7	98.7	100.2	.5	-1	1.0	1.5	1.5	.8	1.5	3.0
2002 .....	99.3	99.4	99.0	99.0	-0.9	.1	-0.4	.0	1.5	1.7	.3	-1.2
2003 .....	98.4	99.4	100.0	101.2	-0.6	1.0	.6	1.2	-0.9	.0	1.0	2.2
2004 .....	100.7	100.7	101.4	101.8	-0.5	.0	.7	.4	2.3	1.3	1.4	.6
2005 .....	100.9	100.6	98.6	100.0	-0.9	-0.3	-2.0	1.4	.2	-1	-2.8	-1.8
2006 .....	99.6	99.2	99.8	100.9	-0.4	-0.4	.6	1.1	-1.3	-1.4	1.2	.9
2007 .....	100.3	100.0	100.9	100.8	-0.6	-0.3	.9	-0.1	.7	.8	1.1	-0.1
2008 .....	100.5	98.8	99.7	104.5	-0.3	-1.7	.9	4.8	.2	-1.2	-1.2	3.7
2009 .....	103.6	102.1	102.1	102.4	-0.9	-1.4	.0	.3	3.1	3.3	2.4	-2.0
2010 .....	102.2	102.4	102.7	102.9	-0.2	.2	.3	.2	-1.4	.3	.6	.5
2011 .....	101.7	101.7	101.2	102.1	-1.2	.0	-0.5	.9	-0.5	-0.7	-1.5	-0.8
2012 .....	101.2	101.6	100.9	102.3	-0.9	.4	-0.7	1.4	-0.5	-0.1	-0.3	.2
2013 .....	101.5	101.7	101.6	102.3	-0.8	.2	-0.1	.7	.3	.1	.7	.0
2014 .....	101.3	101.6	102.3	104.1	-1.0	.3	.7	1.8	-0.2	-0.1	.7	1.8
2015 .....	105.1	103.0	104.1	105.2	1.0	-2.0	1.1	1.1	3.8	1.4	1.8	1.1
2016 .....	105.4	104.5	104.4	104.3	.2	-0.9	-0.1	-0.1	.3	1.5	.3	-0.9
2017 .....	104.5	104.7	—	—	.2	.2	—	—	-0.9	.2	—	—
<b>Professional, scientific, and technical services</b>												
2001 .....	98.5	98.3	99.2	100.6	.1	-0.2	.9	1.4	.9	.1	.4	2.2
2002 .....	99.4	99.5	99.1	99.3	-1.2	.1	-0.4	.2	.9	1.2	-0.1	-1.3
2003 .....	98.5	99.5	100.0	101.3	-0.8	1.0	.5	1.3	-0.9	.0	.9	2.0
2004 .....	100.9	100.8	101.7	102.2	-0.4	-0.1	.9	.5	2.4	1.3	1.7	.9
2005 .....	101.5	100.8	98.5	100.0	-0.7	-0.7	-2.3	1.5	.6	.0	-3.1	-2.2
2006 .....	100.0	99.6	100.5	101.8	.0	-0.4	.9	1.3	-1.5	-1.2	2.0	1.8
2007 .....	101.6	101.5	102.4	102.2	-0.2	-0.1	.9	-0.2	1.6	1.9	1.9	.4
2008 .....	102.4	100.6	101.5	106.6	.2	-1.8	.9	5.0	.8	-0.9	-0.9	4.3
2009 .....	105.8	104.1	104.2	104.3	-0.8	-1.6	.1	.1	3.3	3.5	2.7	-2.2
2010 .....	104.1	104.4	104.9	105.2	-0.2	.3	.5	.3	-1.6	.3	.7	.9
2011 .....	104.1	103.9	103.5	104.5	-1.0	-0.2	-0.4	1.0	.0	-0.5	-1.3	-0.7
2012 .....	103.5	103.8	103.2	104.5	-1.0	.3	-0.6	1.3	-0.6	-0.1	-0.3	.0
2013 .....	103.7	104.0	104.0	104.7	-0.8	.3	.0	.7	.2	.2	.8	.2
2014 .....	104.0	103.6	104.1	105.9	-0.7	-0.4	.5	1.7	.3	-0.4	.1	1.1
2015 .....	107.8	104.6	105.7	106.7	1.8	-3.0	1.1	.9	3.7	1.0	1.5	.8
2016 .....	107.3	106.4	106.0	106.1	.6	-0.8	-0.4	.1	-0.5	1.7	.3	-0.6
2017 .....	106.5	106.7	—	—	.4	.2	—	—	-0.7	.3	—	—
<b>Administrative and support and waste management and remediation services</b>												
2001 .....	96.3	97.0	98.7	100.4	.2	.7	1.8	1.7	2.1	2.2	3.5	4.5
2002 .....	99.3	99.1	99.4	99.1	-1.1	-0.2	.3	-0.3	3.1	2.2	.7	-1.3
2003 .....	98.4	99.1	100.4	101.1	-0.7	.7	1.3	.7	-0.9	.0	1.0	2.0
2004 .....	100.5	101.1	101.6	101.9	-0.6	.6	.5	.3	2.1	2.0	1.2	.8
2005 .....	100.8	101.0	98.9	100.0	-1.1	.2	-2.1	1.1	.3	-0.1	-2.7	-1.9
2006 .....	99.0	98.8	99.1	100.3	-1.0	-0.2	.3	1.2	-1.8	-2.2	.2	.3

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Administrative and support and waste management and remediation services</b>													
2007 .....	99.5	98.9	99.7	99.7	-0.8	-0.6	0.8	0.0	0.5	0.1	0.6	-0.6	
2008 .....	98.8	97.1	98.0	102.4	-9	-1.7	.9	4.5	-7	-1.8	-1.7	2.7	
2009 .....	101.7	100.6	100.2	100.9	-7	-1.1	-4	.7	2.9	3.6	2.2	-1.5	
2010 .....	100.5	100.2	100.5	100.5	-4	-3	.3	.0	-1.2	-4	.3	-4	
2011 .....	98.9	98.9	98.3	99.3	-1.6	.0	-6	1.0	-1.6	-1.3	-2.2	-1.2	
2012 .....	98.1	98.8	97.9	99.4	-1.2	.7	-9	1.5	-8	-1	-4	.1	
2013 .....	98.8	98.9	98.5	99.4	-6	.1	-4	.9	.7	.1	.6	.0	
2014 .....	97.6	99.1	100.2	102.2	-1.8	1.5	1.1	2.0	-1.2	.2	1.7	2.8	
2015 .....	101.8	100.7	102.1	103.2	-4	-1.1	1.4	1.1	4.3	1.6	1.9	1.0	
2016 .....	102.9	102.1	102.3	101.5	-3	-8	.2	-8	1.1	1.4	.2	-1.6	
2017 .....	101.1	101.4	—	—	-4	.3	—	—	-1.7	-7	—	—	
<b>Education and health services</b>													
2001 .....	93.4	93.3	94.6	96.3	.1	-1	1.4	1.8	2.0	1.4	2.3	3.2	
2002 .....	96.1	96.2	96.6	97.4	-2	.1	.4	.8	2.9	3.1	2.1	1.1	
2003 .....	96.8	97.9	98.2	99.3	-6	1.1	.3	1.1	.7	1.8	1.7	2.0	
2004 .....	99.0	98.5	99.6	100.0	-3	-5	1.1	.4	2.3	.6	1.4	.7	
2005 .....	99.5	99.5	98.3	100.0	-5	.0	-1.2	1.7	.5	1.0	-1.3	.0	
2006 .....	99.5	98.8	100.1	101.5	-5	-7	1.3	1.4	.0	-7	1.8	1.5	
2007 .....	100.7	99.9	100.9	100.9	-8	-8	1.0	.0	1.2	1.1	.8	-6	
2008 .....	100.1	98.4	99.2	103.6	-8	-1.7	.8	4.4	-6	-1.5	-1.7	2.7	
2009 .....	103.2	102.1	102.6	102.8	-4	-1.1	.5	.2	3.1	3.8	3.4	-8	
2010 .....	102.5	102.6	103.0	103.0	-3	.1	.4	.0	-7	.5	.4	.2	
2011 .....	101.3	100.7	100.6	101.6	-1.7	-6	-1	1.0	-1.2	-1.9	-2.3	-1.4	
2012 .....	100.9	101.2	100.8	101.9	-7	.3	-4	1.1	-4	.5	.2	.3	
2013 .....	100.9	101.0	101.4	102.3	-1.0	.1	.4	.9	.0	-2	.6	.4	
2014 .....	101.1	100.7	101.3	103.4	-1.2	-4	.6	2.1	.2	-3	-1	1.1	
2015 .....	103.2	102.5	103.3	104.3	-2	-7	.8	1.0	2.1	1.8	2.0	.9	
2016 .....	104.0	103.4	103.7	104.2	-3	-6	.3	.5	.8	.9	.4	-1	
2017 .....	103.8	103.8	—	—	-4	.0	—	—	-2	.4	—	—	
<b>Educational services</b>													
2001 .....	93.0	92.4	94.1	95.6	.0	-6	1.8	1.6	2.3	1.8	1.7	2.8	
2002 .....	94.9	94.5	96.6	97.5	-7	-4	2.2	.9	2.0	2.3	2.7	2.0	
2003 .....	96.3	97.1	97.9	99.0	-1.2	.8	.8	1.1	1.5	2.8	1.3	1.5	
2004 .....	98.3	97.6	99.1	99.7	-7	-7	1.5	.6	2.1	.5	1.2	.7	
2005 .....	98.9	98.7	98.6	100.0	-8	-2	-1	1.4	.6	1.1	-5	.3	
2006 .....	99.2	98.5	100.1	101.6	-8	-7	1.6	1.5	.3	-2	1.5	1.6	
2007 .....	100.1	99.1	100.7	100.7	-1.5	-1.0	1.6	.0	.9	.6	.6	-9	
2008 .....	99.6	98.2	100.2	104.2	-1.1	-1.4	2.0	4.0	-5	-9	-5	3.5	
2009 .....	103.5	102.2	103.2	103.1	-7	-1.3	1.0	-1	3.9	4.1	3.0	-1.1	
2010 .....	102.4	102.3	103.4	103.3	-7	-1	1.1	-1	-1.1	.1	.2	.2	
2011 .....	101.5	100.8	101.3	102.3	-1.7	-7	.5	1.0	-9	-1.5	-2.0	-1.0	
2012 .....	100.9	101.1	101.1	102.0	-1.4	.2	.0	.9	-6	.3	-2	-3	
2013 .....	100.8	101.1	102.0	102.8	-1.2	.3	.9	.8	-1	.0	.9	.8	
2014 .....	101.3	100.7	102.1	103.9	-1.5	-6	1.4	1.8	.5	-4	.1	1.1	
2015 .....	103.6	102.6	103.9	104.8	-3	-1.0	1.3	.9	2.3	1.9	1.8	.9	
2016 .....	104.3	103.5	104.2	104.8	-5	-8	.7	.6	.7	.9	.3	.0	
2017 .....	104.1	103.9	—	—	-7	-2	—	—	-2	.4	—	—	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Junior colleges, colleges, universities, and professional schools</b>												
2001 .....	94.5	94.2	95.7	97.2	0.4	-0.3	1.6	1.6	1.9	1.8	2.1	3.3
2002 .....	96.4	95.8	97.3	98.3	-8	-6	1.6	1.0	2.0	1.7	1.7	1.1
2003 .....	96.8	97.6	98.4	99.5	-1.5	.8	.8	1.1	.4	1.9	1.1	1.2
2004 .....	98.7	98.1	99.5	99.8	-8	-6	1.4	.3	2.0	.5	1.1	.3
2005 .....	98.9	98.8	98.5	100.0	-9	-1	-3	1.5	.2	.7	-1.0	.2
2006 .....	99.4	98.5	100.3	101.8	-6	-9	1.8	1.5	.5	-3	1.8	1.8
2007 .....	100.2	99.2	100.9	100.9	-1.6	-1.0	1.7	.0	.8	.7	.6	-9
2008 .....	99.8	98.4	100.4	104.5	-1.1	-1.4	2.0	4.1	-4	-8	-5	3.6
2009 .....	104.0	102.6	103.2	103.0	-5	-1.3	.6	-2	4.2	4.3	2.8	-1.4
2010 .....	102.4	102.3	103.3	103.2	-6	-1	1.0	-1	-1.5	-3	.1	.2
2011 .....	101.6	100.6	101.1	102.0	-1.6	-1.0	.5	.9	-8	-1.7	-2.1	-1.2
2012 .....	101.0	101.2	101.4	102.4	-1.0	.2	.2	1.0	-6	.6	.3	.4
2013 .....	101.5	101.7	102.8	103.5	-9	.2	1.1	.7	.5	.5	1.4	1.1
2014 .....	102.1	101.5	102.7	104.6	-1.4	-6	1.2	1.9	.6	-2	-1	1.1
2015 .....	104.3	103.4	104.7	105.7	-3	-9	1.3	1.0	2.2	1.9	1.9	1.1
2016 .....	105.0	104.2	105.0	105.7	-7	-8	.8	.7	.7	.8	.3	.0
2017 .....	105.0	104.7	-	-	-7	-3	-	-	.0	.5	-	-
<b>Health care and social assistance<sup>8</sup></b>												
2001 .....	93.5	93.5	94.7	96.4	.1	.0	1.3	1.8	1.9	1.4	2.3	3.2
2002 .....	96.4	96.6	96.6	97.4	.0	.2	.0	.8	3.1	3.3	2.0	1.0
2003 .....	97.0	98.1	98.3	99.4	-4	1.1	.2	1.1	.6	1.6	1.8	2.1
2004 .....	99.1	98.7	99.8	100.0	-3	-4	1.1	.2	2.2	.6	1.5	.6
2005 .....	99.6	99.7	98.3	100.0	-4	.1	-1.4	1.7	.5	1.0	-1.5	.0
2006 .....	99.6	98.8	100.1	101.5	-4	-8	1.3	1.4	.0	-9	1.8	1.5
2007 .....	100.8	100.0	100.9	101.0	-7	-8	.9	.1	1.2	1.2	.8	-5
2008 .....	100.2	98.4	99.0	103.4	-8	-1.8	.6	4.4	-6	-1.6	-1.9	2.4
2009 .....	103.1	102.1	102.5	102.8	-3	-1.0	.4	.3	2.9	3.8	3.5	-6
2010 .....	102.5	102.7	102.9	102.9	-3	.2	.2	.0	-6	.6	.4	.1
2011 .....	101.3	100.7	100.5	101.5	-1.6	-6	-2	1.0	-1.2	-1.9	-2.3	-1.4
2012 .....	100.9	101.3	100.8	101.9	-6	.4	-5	1.1	-4	.6	.3	.4
2013 .....	101.0	101.0	101.3	102.2	-9	.0	.3	.9	.1	-3	.5	.3
2014 .....	101.1	100.7	101.2	103.3	-1.1	-4	.5	2.1	.1	-3	-1	1.1
2015 .....	103.2	102.5	103.2	104.2	-1	-7	.7	1.0	2.1	1.8	2.0	.9
2016 .....	104.0	103.3	103.6	104.0	-2	-7	.3	.4	.8	.8	.4	-2
2017 .....	103.7	103.8	-	-	-3	.1	-	-	-3	.5	-	-
<b>Hospitals</b>												
2001 .....	89.9	90.3	91.7	93.7	.4	.4	1.6	2.2	2.4	2.4	3.5	4.7
2002 .....	94.0	94.4	94.9	96.0	.3	.4	.5	1.2	4.6	4.5	3.5	2.5
2003 .....	95.7	96.6	96.9	98.5	-3	.9	.3	1.7	1.8	2.3	2.1	2.6
2004 .....	98.1	97.8	98.8	99.3	-4	-3	1.0	.5	2.5	1.2	2.0	.8
2005 .....	99.2	99.4	98.2	100.0	-1	.2	-1.2	1.8	1.1	1.6	-6	.7
2006 .....	99.7	99.0	100.1	101.3	-3	-7	1.1	1.2	.5	-4	1.9	1.3
2007 .....	100.6	99.7	100.6	100.5	-7	-9	.9	-1	.9	.7	.5	-8
2008 .....	99.7	98.1	99.0	103.6	-8	-1.6	.9	4.6	-9	-1.6	-1.6	3.1
2009 .....	103.2	102.2	102.6	103.1	-4	-1.0	.4	.5	3.5	4.2	3.6	-5
2010 .....	103.0	103.3	103.6	103.8	-1	.3	.3	.2	-2	1.1	1.0	.7
2011 .....	102.3	101.6	101.5	102.4	-1.4	-7	-1	.9	-7	-1.6	-2.0	-1.3
2012 .....	101.3	101.6	101.1	102.3	-1.1	.3	-5	1.2	-1.0	.0	-4	-1

See footnotes at end of table.



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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Hospitals</b>													
2013 .....	101.4	101.5	101.7	102.6	-0.9	0.1	0.2	0.9	0.1	-0.1	0.6	0.3	
2014 .....	101.6	101.2	101.6	103.5	-1.0	-.4	.4	1.9	.2	-.3	-.1	.9	
2015 .....	103.5	102.9	103.5	104.7	.0	-.6	.6	1.2	1.9	1.7	1.9	1.2	
2016 .....	104.5	104.0	104.2	104.9	-.2	-.5	.2	.7	1.0	1.1	.7	.2	
2017 .....	104.6	104.7	—	—	-.3	.1	—	—	.1	.7	—	—	
<b>Nursing and residential care facilities</b>													
2001 .....	93.8	93.3	95.7	97.4	.5	-.5	2.6	1.8	3.3	2.0	3.6	4.4	
2002 .....	97.4	97.9	98.0	98.7	.0	.5	.1	.7	3.8	4.9	2.4	1.3	
2003 .....	98.3	99.3	99.3	100.4	-.4	1.0	.0	1.1	.9	1.4	1.3	1.7	
2004 .....	100.0	99.3	99.8	100.1	-.4	-.7	.5	.3	1.7	.0	.5	-.3	
2005 .....	99.3	99.5	98.1	100.0	-.8	.2	-1.4	1.9	-.7	.2	-1.7	-.1	
2006 .....	99.5	98.4	99.3	101.0	-.5	-1.1	.9	1.7	.2	-1.1	1.2	1.0	
2007 .....	99.9	98.9	99.6	99.6	-1.1	-1.0	.7	.0	.4	.5	.3	-1.4	
2008 .....	98.7	97.0	97.8	102.3	-.9	-1.7	.8	4.6	-1.2	-1.9	-1.8	2.7	
2009 .....	101.7	100.5	100.8	101.0	-.6	-1.2	.3	.2	3.0	3.6	3.1	-1.3	
2010 .....	100.8	100.8	100.9	100.7	-.2	.0	.1	-.2	-.9	.3	.1	-.3	
2011 .....	99.3	98.8	98.5	99.1	-1.4	-.5	-.3	.6	-1.5	-2.0	-2.4	-1.6	
2012 .....	98.1	98.3	97.7	98.7	-1.0	.2	-.6	1.0	-1.2	-.5	-.8	-.4	
2013 .....	97.8	97.6	97.6	98.4	-.9	-.2	.0	.8	-.3	-.7	-.1	-.3	
2014 .....	97.4	96.7	97.2	99.1	-1.0	-.7	.5	2.0	-.4	-.9	-.4	.7	
2015 .....	98.9	98.3	99.2	100.1	-.2	-.6	.9	.9	1.5	1.7	2.1	1.0	
2016 .....	100.2	99.6	100.0	100.7	.1	-.6	.4	.7	1.3	1.3	.8	.6	
2017 .....	100.3	100.4	—	—	-.4	.1	—	—	.1	.8	—	—	
<b>Nursing care facilities<sup>3</sup></b>													
2006 .....	99.3	98.1	99.0	100.5	-.7	-1.2	.9	1.5	—	—	—	.5	
2007 .....	99.8	98.9	99.7	99.5	-.7	-.9	.8	-.2	.5	.8	.7	-1.0	
2008 .....	98.8	97.2	97.9	102.4	-.7	-1.6	.7	4.6	-1.0	-1.7	-1.8	2.9	
2009 .....	101.9	100.7	101.1	101.3	-.5	-1.2	.4	.2	3.1	3.6	3.3	-1.1	
2010 .....	101.2	101.3	101.4	101.1	-.1	.1	.1	-.3	-.7	.6	.3	-.2	
2011 .....	99.7	99.3	99.0	99.6	-1.4	-.4	-.3	.6	-1.5	-2.0	-2.4	-1.5	
2012 .....	98.4	98.5	97.9	98.7	-1.2	.1	-.6	.8	-1.3	-.8	-1.1	-.9	
2013 .....	97.7	97.7	97.6	98.3	-1.0	.0	-.1	.7	-.7	-.8	-.3	-.4	
2014 .....	97.3	96.7	97.3	99.1	-1.0	-.6	.6	1.8	-.4	-1.0	-.3	.8	
2015 .....	98.9	98.5	99.5	100.5	-.2	-.4	1.0	1.0	1.6	1.9	2.3	1.4	
2016 .....	100.3	99.6	100.1	100.7	-.2	-.7	.5	.6	1.4	1.1	.6	.2	
2017 .....	100.1	100.3	—	—	-.6	.2	—	—	-.2	.7	—	—	
<b>Leisure and hospitality</b>													
2001 .....	100.8	100.4	101.1	102.7	.0	-.4	.7	1.6	.5	-.4	.5	1.9	
2002 .....	102.2	102.1	102.1	102.7	-.5	-.1	.0	.6	1.4	1.7	1.0	.0	
2003 .....	101.7	102.2	101.7	102.8	-1.0	.5	-.5	1.1	-.5	.1	-.4	.1	
2004 .....	101.8	101.1	100.9	101.1	-1.0	-.7	-.2	.2	.1	-1.1	-.8	-1.7	
2005 .....	100.3	100.2	98.6	100.0	-.8	-.1	-1.6	1.4	-1.5	-.9	-2.3	-1.1	
2006 .....	99.0	98.2	99.3	101.1	-1.0	-.8	1.1	1.8	-1.3	-2.0	.7	1.1	
2007 .....	100.9	100.1	101.5	101.3	-.2	-.8	1.4	-.2	1.9	1.9	2.2	.2	
2008 .....	100.4	98.3	99.5	104.3	-.9	-2.1	1.2	4.8	-.5	-1.8	-2.0	3.0	
2009 .....	103.8	102.2	102.7	102.7	-.5	-1.5	.5	.0	3.4	4.0	3.2	-1.5	
2010 .....	102.6	102.4	102.6	102.4	-.1	-.2	.2	-.2	-1.2	.2	-.1	-.3	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Leisure and hospitality</b>												
2011 .....	100.9	99.9	99.8	100.4	-1.5	-1.0	-0.1	0.6	-1.7	-2.4	-2.7	-2.0
2012 .....	99.2	99.5	98.7	99.8	-1.2	.3	-.8	1.1	-1.7	-4	-1.1	-.6
2013 .....	98.6	98.5	98.6	99.3	-1.2	-.1	.1	.7	-.6	-1.0	-.1	-.5
2014 .....	98.3	97.6	98.6	100.3	-1.0	-.7	1.0	1.7	-.3	-.9	.0	1.0
2015 .....	100.4	99.8	100.1	101.3	.1	-.6	.3	1.2	2.1	2.3	1.5	1.0
2016 .....	101.8	101.4	102.2	102.6	.5	-.4	.8	-.4	1.4	1.6	2.1	1.3
2017 .....	103.7	103.7	—	—	1.1	.0	—	—	1.9	2.3	—	—
<b>Accommodation and food services</b>												
2001 .....	98.0	97.2	98.7	100.2	-.3	-.8	1.5	1.5	.1	-.8	.7	1.9
2002 .....	100.5	100.5	100.7	101.5	.3	.0	.2	.8	2.6	3.4	2.0	1.3
2003 .....	101.3	102.1	101.9	102.8	-.2	.8	-.2	.9	.8	1.6	1.2	1.3
2004 .....	101.5	100.6	100.7	101.3	-1.3	-.9	.1	.6	.2	-1.5	-1.2	-1.5
2005 .....	100.5	100.0	98.5	100.0	-.8	-.5	-1.5	1.5	-1.0	-.6	-2.2	-1.3
2006 .....	99.0	98.4	99.4	101.4	-1.0	-.6	1.0	2.0	-1.5	-1.6	.9	1.4
2007 .....	101.4	100.5	102.0	101.7	.0	-.9	1.5	-.3	2.4	2.1	2.6	.3
2008 .....	100.9	98.9	100.2	105.0	-.8	-2.0	1.3	4.8	-.5	-1.6	-1.8	3.2
2009 .....	104.6	102.8	103.4	103.5	-.4	-1.7	.6	.1	3.7	3.9	3.2	-1.4
2010 .....	103.1	103.0	103.3	103.1	-.4	-.1	.3	-.2	-1.4	.2	-.1	-.4
2011 .....	101.7	100.5	100.5	101.1	-1.4	-1.2	.0	.6	-1.4	-2.4	-2.7	-1.9
2012 .....	99.7	100.0	99.3	100.5	-1.4	.3	-.7	1.2	-2.0	-.5	-1.2	-.6
2013 .....	99.1	99.0	99.1	99.8	-1.4	-.1	.1	.7	-.6	-1.0	-.2	-.7
2014 .....	98.8	97.9	98.9	100.6	-1.0	-.9	1.0	1.7	-.3	-1.1	-.2	.8
2015 .....	100.7	99.8	100.3	101.6	.1	-.9	.5	1.3	1.9	1.9	1.4	1.0
2016 .....	102.2	101.9	102.9	103.2	.6	-.3	1.0	.3	1.5	2.1	2.6	1.6
2017 .....	104.4	104.4	—	—	1.2	.0	—	—	2.2	2.5	—	—
<b>Other services, except public administration</b>												
2001 .....	94.3	93.9	95.2	96.5	-.1	-.4	1.4	1.4	1.0	.4	1.5	2.2
2002 .....	97.1	97.9	98.6	98.1	.6	.8	.7	-.5	3.0	4.3	3.6	1.7
2003 .....	96.9	98.3	98.1	99.5	-1.2	1.4	-.2	1.4	-.2	.4	-.5	1.4
2004 .....	99.6	99.8	100.0	100.5	.1	.2	.2	.5	2.8	1.5	1.9	1.0
2005 .....	99.8	99.8	98.9	100.0	-.7	.0	-.9	1.1	.2	.0	-1.1	-.5
2006 .....	99.9	99.6	100.4	101.5	-.1	-.3	.8	1.1	.1	-.2	1.5	1.5
2007 .....	101.3	100.2	101.1	100.8	-.2	-1.1	.9	-.3	1.4	.6	.7	-.7
2008 .....	100.2	98.4	98.8	102.8	-.6	-1.8	.4	4.0	-1.1	-1.8	-2.3	2.0
2009 .....	102.5	101.1	101.9	101.6	-.3	-1.4	.8	-.3	2.3	2.7	3.1	-1.2
2010 .....	101.4	101.7	102.0	101.6	-.2	.3	.3	-.4	-1.1	.6	.1	.0
2011 .....	100.7	99.8	99.8	100.8	-.9	-.9	.0	1.0	-.7	-1.9	-2.2	-.8
2012 .....	100.0	100.3	100.0	100.8	-.8	.3	-.3	.8	-.7	.5	.2	.0
2013 .....	100.4	101.0	101.0	102.3	-.4	.6	.0	1.3	.4	.7	1.0	1.5
2014 .....	100.8	100.2	101.2	102.1	-1.5	-.6	1.0	.9	.4	-.8	.2	-.2
2015 .....	102.9	102.4	103.4	104.0	.8	-.5	1.0	.6	2.1	2.2	2.2	1.9

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Other services, except public administration													
2016 .....	103.7	103.3	104.2	104.5	-0.3	-0.4	0.9	0.3	0.8	0.9	0.8	0.5	
2017 .....	104.3	104.3	—	—	-2	.0	—	—	.6	1.0	—	—	

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

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

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

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

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

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

<sup>7</sup> Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; and other services, except public administration.

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

NOTE: Dashes indicate data not available.

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

(Not seasonally adjusted)

Bargaining status, census region and division, and metropolitan area status	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Bargaining status</b>												
Union												
2001 .....	91.5	91.6	92.4	94.4	-0.7	0.1	0.9	2.2	0.4	0.3	0.7	2.5
2002 .....	94.3	94.6	95.1	95.9	-.1	.3	.5	.8	3.1	3.3	2.9	1.6
2003 .....	95.6	97.1	97.4	98.5	-.3	1.6	.3	1.1	1.4	2.6	2.4	2.7
2004 .....	99.2	99.5	100.2	100.6	.7	.3	.7	.4	3.8	2.5	2.9	2.1
2005 .....	99.7	100.0	98.6	100.0	-.9	.3	-1.4	1.4	.5	.5	-1.6	-6
2006 .....	99.0	98.7	99.3	100.4	-1.0	-.3	.6	1.1	-.7	-1.3	.7	.4
2007 .....	98.4	98.1	98.5	98.5	-2.0	-.3	.4	.0	-6	-6	-.8	-1.9
2008 .....	97.6	95.9	96.6	101.1	-.9	-1.7	.7	4.7	-.8	-2.2	-1.9	2.6
2009 .....	100.9	100.2	100.7	101.2	-.2	-.7	.5	.5	3.4	4.5	4.2	.1
2010 .....	102.0	102.6	103.2	103.1	.8	.6	.6	-.1	1.1	2.4	2.5	1.9
2011 .....	101.8	102.1	101.8	102.8	-1.3	.3	-.3	1.0	-.2	-.5	-1.4	-.3
2012 .....	101.5	102.3	102.2	103.3	-1.3	.8	-.1	1.1	-.3	.2	.4	.5
2013 .....	102.7	102.9	102.9	103.5	-.6	.2	.0	.6	1.2	.6	.7	.2
2014 .....	102.9	103.2	104.0	106.2	-.6	.3	.8	2.1	.2	.3	1.1	2.6
2015 .....	106.2	105.1	105.8	107.1	.0	-1.0	.7	1.2	3.2	1.8	1.7	.8
2016 .....	107.1	106.1	106.3	106.5	.0	-.9	.2	.2	.8	1.0	.5	-.6
2017 .....	106.5	106.6	—	—	.0	.1	—	—	-.6	.5	—	—
Blue-collar occupations <sup>2,3</sup>												
2001 .....	91.8	91.8	92.7	94.5	-.8	.0	1.0	1.9	.7	.2	.7	2.2
2002 .....	94.3	94.9	95.3	96.2	-.2	.6	.4	.9	2.7	3.4	2.8	1.8
2003 .....	95.7	97.3	97.4	98.6	-.5	1.7	.1	1.2	1.5	2.5	2.2	2.5
2004 .....	99.5	99.7	100.5	100.8	.9	.2	.8	.3	4.0	2.5	3.2	2.2
2005 .....	99.7	100.0	98.6	100.0	-1.1	.3	-1.4	1.4	.2	.3	-1.9	-.8
2006 .....	98.7	98.4	99.0	100.0	-1.3	-.3	.6	1.0	-1.0	-1.6	.4	.0
Goods-producing industries <sup>4</sup>												
2001 .....	91.5	91.4	92.1	93.6	-.8	-.1	.8	1.6	.5	.1	.1	1.5
2002 .....	93.4	93.5	93.9	94.8	-.2	.1	.4	1.0	2.1	2.3	2.0	1.3
2003 .....	94.9	96.6	96.5	97.9	.1	1.8	-.1	1.5	1.6	3.3	2.8	3.3
2004 .....	99.3	99.5	100.3	100.5	1.4	.2	.8	.2	4.6	3.0	3.9	2.7
2005 .....	99.5	100.0	98.6	100.0	-1.0	.5	-1.4	1.4	.2	.5	-1.7	-.5
2006 .....	98.4	98.2	98.7	99.7	-1.6	-.2	.5	1.0	-1.1	-1.8	.1	-.3
2007 .....	97.2	97.1	97.3	97.4	-2.5	-.1	.2	.1	-1.2	-1.1	-1.4	-2.3
2008 .....	96.4	95.0	95.5	100.0	-1.0	-1.5	.5	4.7	-.8	-2.2	-1.8	2.7
2009 .....	99.9	99.4	99.8	100.2	-.1	-.5	.4	.4	3.6	4.6	4.5	.2
2010 .....	101.2	101.7	102.5	102.3	1.0	.5	.8	-.2	1.3	2.3	2.7	2.1
2011 .....	100.6	101.5	100.9	101.9	-1.7	.9	-.6	1.0	-.6	-.2	-1.6	-.4
2012 .....	99.3	100.0	100.1	101.1	-2.6	.7	.1	1.0	-1.3	-1.5	-.8	-.8
2013 .....	100.2	100.1	100.2	101.0	-.9	-.1	.1	.8	.9	.1	.1	-.1
2014 .....	100.5	99.8	100.8	102.6	-.5	-.7	1.0	1.8	.3	-.3	.6	1.6
2015 .....	102.5	102.1	103.0	104.3	-.1	-.4	.9	1.3	2.0	2.3	2.2	1.7
2016 .....	104.1	103.6	103.6	104.3	-.2	-.5	.0	.7	1.6	1.5	.6	.0
2017 .....	103.6	104.0	—	—	-.7	.4	—	—	-.5	.4	—	—
Manufacturing												
2001 .....	90.6	90.0	90.5	92.4	-.9	-.7	.6	2.1	-.5	-1.1	-1.0	1.1
2002 .....	92.5	92.7	92.8	94.1	.1	.2	.1	1.4	2.1	3.0	2.5	1.8
2003 .....	94.7	95.8	95.7	97.2	.6	1.2	-.1	1.6	2.4	3.3	3.1	3.3

See footnotes at end of table.

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

(Not seasonally adjusted)

Bargaining status, census region and division, and metropolitan area status	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Manufacturing</b>													
2004 .....	100.4	100.3	101.0	101.1	3.3	-0.1	0.7	0.1	6.0	4.7	5.5	4.0	
2005 .....	100.1	100.2	98.7	100.0	-1.0	.1	-1.5	1.3	-3	-1	-2.3	-1.1	
2006 .....	97.8	97.1	97.5	98.3	-2.2	-.7	.4	.8	-2.3	-3.1	-1.2	-1.7	
2007 .....	95.0	94.5	94.4	94.7	-3.4	-.5	-.1	.3	-2.9	-2.7	-3.2	-3.7	
2008 .....	93.5	91.5	91.9	96.3	-1.3	-2.1	.4	4.8	-1.6	-3.2	-2.6	1.7	
2009 .....	96.6	95.7	96.0	96.4	.3	-.9	.3	.4	3.3	4.6	4.5	.1	
2010 .....	98.2	98.5	99.5	99.2	1.9	.3	1.0	-.3	1.7	2.9	3.6	2.9	
2011 .....	97.7	99.3	98.2	99.2	-1.5	1.6	-1.1	1.0	-.5	.8	-1.3	.0	
2012 .....	96.1	96.8	96.6	97.5	-3.1	.7	-.2	.9	-1.6	-2.5	-1.6	-1.7	
2013 .....	96.3	96.2	95.6	96.4	-1.2	-.1	-.6	.8	.2	-.6	-1.0	-1.1	
2014 .....	96.1	95.7	96.5	98.4	-.3	-.4	.8	2.0	-.2	-.5	.9	2.1	
2015 .....	98.5	97.8	98.7	100.2	.1	-.7	.9	1.5	2.5	2.2	2.3	1.8	
2016 .....	100.1	99.3	99.4	100.1	-.1	-.8	.1	.7	1.6	1.5	.7	-.1	
2017 .....	99.2	99.5	—	—	-.9	.3	—	—	-.9	.2	—	—	
<b>Blue-collar occupations<sup>2,3</sup></b>													
2001 .....	90.9	90.4	90.9	92.8	-.9	-.6	.6	2.1	-.5	-1.1	-1.0	1.2	
2002 .....	92.8	93.0	93.1	94.4	.0	.2	.1	1.4	2.1	2.9	2.4	1.7	
2003 .....	94.9	96.1	96.0	97.4	.5	1.3	-.1	1.5	2.3	3.3	3.1	3.2	
2004 .....	100.7	100.7	101.4	101.5	3.4	.0	.7	.1	6.1	4.8	5.6	4.2	
2005 .....	100.1	100.3	98.7	100.0	-1.4	.2	-1.6	1.3	-.6	-.4	-2.7	-1.5	
2006 .....	97.9	97.2	97.5	98.3	-2.1	-.7	.3	.8	-2.2	-3.1	-1.2	-1.7	
<b>Service-providing industries<sup>5</sup></b>													
2001 .....	91.6	91.8	92.7	95.2	-.4	.2	1.0	2.7	.5	.4	1.3	3.5	
2002 .....	95.1	95.6	96.1	96.9	-.1	.5	.5	.8	3.8	4.1	3.7	1.8	
2003 .....	96.2	97.6	98.1	99.1	-.7	1.5	.5	1.0	1.2	2.1	2.1	2.3	
2004 .....	99.1	99.4	100.1	100.7	.0	.3	.7	.6	3.0	1.8	2.0	1.6	
2005 .....	99.8	100.0	98.6	100.0	-.9	.2	-1.4	1.4	.7	.6	-1.5	-.7	
2006 .....	99.5	99.1	99.8	101.0	-.5	-.4	.7	1.2	-.3	-.9	1.2	1.0	
2007 .....	99.3	98.9	99.5	99.3	-1.7	-.4	.6	-.2	-.2	-.2	-.3	-1.7	
2008 .....	98.7	96.7	97.4	101.9	-.6	-2.0	.7	4.6	-.6	-2.2	-2.1	2.6	
2009 .....	101.7	100.9	101.4	102.0	-.2	-.8	.5	.6	3.0	4.3	4.1	.1	
2010 .....	102.6	103.4	103.8	103.7	.6	.8	.4	-.1	.9	2.5	2.4	1.7	
2011 .....	102.8	102.7	102.6	103.6	-.9	-.1	-.1	1.0	.2	-.7	-1.2	-.1	
2012 .....	103.3	104.2	103.9	105.1	-.3	.9	-.3	1.2	.5	1.5	1.3	1.4	
2013 .....	104.8	105.3	105.2	105.7	-.3	.5	-.1	.5	1.5	1.1	1.3	.6	
2014 .....	105.0	105.9	106.6	108.9	-.7	.9	.7	2.2	.2	.6	1.3	3.0	
2015 .....	109.0	107.6	108.2	109.4	.1	-1.3	.6	1.1	3.8	1.6	1.5	.5	
2016 .....	109.6	108.3	108.6	108.5	.2	-1.2	.3	-.1	.6	.7	.4	-.8	
2017 .....	108.8	108.8	—	—	.3	.0	—	—	-.7	.5	—	—	
<b>Nonunion</b>													
2001 .....	95.5	95.4	96.2	97.7	.2	-.1	.8	1.6	1.3	.7	1.4	2.5	
2002 .....	97.6	98.0	97.9	98.3	-.1	.4	-.1	.4	2.2	2.7	1.8	.6	
2003 .....	98.0	99.1	99.3	100.2	-.3	1.1	.2	.9	.4	1.1	1.4	1.9	
2004 .....	99.8	99.5	100.3	100.5	-.4	-.3	.8	.2	1.8	.4	1.0	.3	
2005 .....	100.1	100.1	98.5	100.0	-.4	.0	-1.6	1.5	.3	.6	-1.8	-.5	
2006 .....	99.3	98.6	99.5	100.6	-.7	-.7	.9	1.1	-.8	-1.5	1.0	.6	
2007 .....	99.8	99.2	99.9	99.8	-.8	-.6	.7	-.1	.5	.6	.4	-.8	

See footnotes at end of table.

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

(Not seasonally adjusted)

Bargaining status, census region and division, and metropolitan area status	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Nonunion</b>													
2008 .....	99.1	97.4	97.9	102.1	-0.7	-1.7	0.5	4.3	-0.7	-1.8	-2.0	2.3	
2009 .....	101.2	100.0	100.2	100.3	-9	-1.2	.2	.1	2.1	2.7	2.3	-1.8	
2010 .....	100.2	100.6	100.7	100.7	-1	.4	.1	.0	-1.0	.6	.5	.4	
2011 .....	99.5	99.2	99.1	99.9	-1.2	-.3	-.1	.8	-.7	-1.4	-1.6	-.8	
2012 .....	99.0	99.5	98.9	99.9	-.9	.5	-.6	1.0	-.5	.3	-.2	.0	
2013 .....	99.2	99.5	99.6	100.5	-.7	.3	.1	.9	.2	.0	.7	.6	
2014 .....	99.4	99.4	100.2	101.8	-1.1	.0	.8	1.6	.2	-.1	.6	1.3	
2015 .....	102.1	101.2	102.1	103.0	.3	-.9	.9	.9	2.7	1.8	1.9	1.2	
2016 .....	103.1	102.6	102.9	103.2	.1	-.5	.3	.3	1.0	1.4	.8	.2	
2017 .....	103.1	103.3	—	—	-.1	.2	—	—	.0	.7	—	—	
<b>Blue-collar occupations<sup>2,3</sup></b>													
2001 .....	96.3	95.9	97.1	98.3	.1	-.4	1.3	1.2	1.0	.3	1.4	2.2	
2002 .....	98.2	98.4	98.5	98.9	-.1	.2	.1	.4	2.0	2.6	1.4	.6	
2003 .....	98.4	99.6	99.6	100.5	-.5	1.2	.0	.9	.2	1.2	1.1	1.6	
2004 .....	100.2	100.1	100.6	100.8	-.3	-.1	.5	.2	1.8	.5	1.0	.3	
2005 .....	100.2	100.2	98.6	100.0	-.6	.0	-1.6	1.4	.0	.1	-2.0	-.8	
2006 .....	99.3	98.5	99.3	100.4	-.7	-.8	.8	1.1	-.9	-1.7	.7	.4	
<b>Goods-producing industries<sup>4</sup></b>													
2001 .....	94.6	94.5	95.0	96.6	.1	-.1	.5	1.7	1.2	.4	.8	2.2	
2002 .....	96.6	96.8	96.6	97.6	.0	.2	-.2	1.0	2.1	2.4	1.7	1.0	
2003 .....	97.4	98.5	98.4	99.2	-.2	1.1	-.1	.8	.8	1.8	1.9	1.6	
2004 .....	99.2	98.8	99.9	100.1	.0	-.4	1.1	.2	1.8	.3	1.5	.9	
2005 .....	99.9	100.2	98.9	100.0	-.2	.3	-1.3	1.1	.7	1.4	-1.0	-.1	
2006 .....	98.9	98.3	98.9	100.0	-1.1	-.6	.6	1.1	-1.0	-1.9	.0	.0	
2007 .....	99.0	98.4	99.0	98.7	-1.0	-.6	.6	-.3	.1	.1	.1	-1.3	
2008 .....	98.2	96.4	96.8	100.8	-.5	-1.8	.4	4.1	-.8	-2.0	-2.2	2.1	
2009 .....	99.8	98.5	98.5	98.6	-1.0	-1.3	.0	.1	1.6	2.2	1.8	-2.2	
2010 .....	98.6	98.9	99.2	98.9	.0	.3	.3	-.3	-1.2	.4	.7	.3	
2011 .....	98.0	97.9	97.6	98.4	-.9	-.1	-.3	.8	-.6	-1.0	-1.6	-.5	
2012 .....	97.4	97.8	97.5	98.5	-1.0	.4	-.3	1.0	-.6	-.1	-.1	.1	
2013 .....	97.9	98.1	98.3	99.0	-.6	.2	.2	.7	.5	.3	.8	.5	
2014 .....	98.2	97.9	98.6	100.3	-.8	-.3	.7	1.7	.3	-.2	.3	1.3	
2015 .....	100.4	100.0	100.8	101.9	.1	-.4	.8	1.1	2.2	2.1	2.2	1.6	
2016 .....	101.8	101.3	101.6	102.0	-.1	-.5	.3	.4	1.4	1.3	.8	.1	
2017 .....	101.7	101.7	—	—	-.3	.0	—	—	-.1	.4	—	—	
<b>Manufacturing</b>													
2001 .....	94.4	94.3	94.6	96.2	.2	-.1	.3	1.7	.9	.1	.5	2.1	
2002 .....	96.5	96.7	96.5	97.3	.3	.2	-.2	.8	2.2	2.5	2.0	1.1	
2003 .....	97.4	98.5	98.3	99.1	.1	1.1	-.2	.8	.9	1.9	1.9	1.8	
2004 .....	99.1	98.8	99.9	99.9	.0	-.3	1.1	.0	1.7	.3	1.6	.8	
2005 .....	100.0	100.2	98.8	100.0	.1	.2	-1.4	1.2	.9	1.4	-1.1	.1	
2006 .....	98.8	98.2	98.6	99.6	-1.2	-.6	.4	1.0	-1.2	-2.0	-.2	-.4	
2007 .....	98.5	97.9	98.3	98.0	-1.1	-.6	.4	-.3	-.3	-.3	-.3	-1.6	
2008 .....	97.4	95.5	95.9	100.0	-.6	-2.0	.4	4.3	-1.1	-2.5	-2.4	2.0	
2009 .....	99.1	97.9	97.8	97.9	-.9	-1.2	-.1	.1	1.7	2.5	2.0	-2.1	
2010 .....	98.1	98.6	99.0	98.8	.2	.5	.4	-.2	-1.0	.7	1.2	.9	
2011 .....	98.3	98.1	97.8	98.6	-.5	-.2	-.3	.8	.2	-.5	-1.2	-.2	

See footnotes at end of table.

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

(Not seasonally adjusted)

Bargaining status, census region and division, and metropolitan area status	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Manufacturing</b>													
2012 .....	97.7	98.1	97.8	98.8	-0.9	0.4	-0.3	1.0	-0.6	0.0	0.0	0.2	
2013 .....	98.3	98.6	98.8	99.5	-.5	.3	.2	.7	.6	.5	1.0	.7	
2014 .....	99.0	98.7	99.3	101.0	-.5	-.3	.6	1.7	.7	.1	.5	1.5	
2015 .....	101.4	101.1	101.7	102.8	.4	-.3	.6	1.1	2.4	2.4	2.4	1.8	
2016 .....	102.8	102.3	102.7	103.0	.0	-.5	.4	.3	1.4	1.2	1.0	.2	
2017 .....	102.8	102.9	—	—	-.2	.1	—	—	.0	.6	—	—	
<b>Blue-collar occupations<sup>2,3</sup></b>													
2001 .....	95.7	95.2	95.9	97.6	-.1	-.5	.7	1.8	.5	-.2	.6	1.9	
2002 .....	97.7	97.9	97.6	98.5	.1	.2	-.3	.9	2.1	2.8	1.8	.9	
2003 .....	98.4	99.3	99.5	100.3	-.1	.9	.2	.8	.7	1.4	1.9	1.8	
2004 .....	100.3	99.8	100.9	101.1	.0	-.5	1.1	.2	1.9	.5	1.4	.8	
2005 .....	100.6	100.5	98.7	100.0	-.5	-.1	-1.8	1.3	.3	.7	-2.2	-1.1	
2006 .....	99.2	98.3	99.0	100.1	-.8	-.9	.7	1.1	-1.4	-2.2	.3	.1	
<b>Service-providing industries<sup>5</sup></b>													
2001 .....	95.7	95.7	96.6	98.1	.2	.0	.9	1.6	1.3	.9	1.6	2.7	
2002 .....	97.9	98.4	98.2	98.5	-.2	.5	-.2	.3	2.3	2.8	1.7	.4	
2003 .....	98.2	99.3	99.6	100.5	-.3	1.1	.3	.9	.3	.9	1.4	2.0	
2004 .....	99.9	99.7	100.4	100.6	-.6	-.2	.7	.2	1.7	.4	.8	.1	
2005 .....	100.1	100.1	98.4	100.0	-.5	.0	-1.7	1.6	.2	.4	-2.0	-.6	
2006 .....	99.5	98.7	99.6	100.8	-.5	-.8	.9	1.2	-.6	-1.4	1.2	.8	
2007 .....	100.0	99.4	100.2	100.1	-.8	-.6	.8	-.1	.5	.7	.6	-.7	
2008 .....	99.3	97.6	98.2	102.4	-.8	-1.7	.6	4.3	-.7	-1.8	-2.0	2.3	
2009 .....	101.6	100.4	100.6	100.8	-.8	-1.2	.2	.2	2.3	2.9	2.4	-1.6	
2010 .....	100.7	101.0	101.2	101.2	-.1	.3	.2	.0	-.9	.6	.6	.4	
2011 .....	99.9	99.6	99.4	100.3	-1.3	-.3	-.2	.9	-.8	-1.4	-1.8	-.9	
2012 .....	99.4	99.9	99.3	100.3	-.9	.5	-.6	1.0	-.5	.3	-.1	.0	
2013 .....	99.6	99.9	100.0	100.9	-.7	.3	.1	.9	.2	.0	.7	.6	
2014 .....	99.8	99.8	100.6	102.3	-1.1	.0	.8	1.7	.2	-1.1	.6	1.4	
2015 .....	102.6	101.6	102.5	103.3	.3	-1.0	.9	.8	2.8	1.8	1.9	1.0	
2016 .....	103.5	103.0	103.3	103.6	.2	-.5	.3	.3	.9	1.4	.8	.3	
2017 .....	103.5	103.8	—	—	-.1	.3	—	—	.0	.8	—	—	
<b>Census region and division<sup>6</sup></b>													
<b>Northeast</b>													
2001 .....	95.9	96.2	97.3	98.4	-.4	.3	1.1	1.1	.8	.6	1.4	2.2	
2002 .....	98.0	98.5	98.0	98.5	-.4	.5	-.5	.5	2.2	2.4	.7	.1	
2003 .....	98.1	99.2	99.0	99.6	-.4	1.1	-.2	.6	.1	.7	1.0	1.1	
2004 .....	99.2	99.2	100.0	100.0	-.4	.1	.8	.0	1.1	.1	1.0	.4	
2005 .....	99.0	99.8	98.3	100.0	-1.0	.8	-1.5	1.7	-.2	.6	-1.7	.0	
2006 .....	99.1	98.1	99.0	100.3	-.9	-1.0	.9	1.3	.1	-1.7	.7	.3	
2007 .....	99.6	99.1	100.2	99.9	-.7	-.5	1.1	-.3	.5	1.0	1.2	-.4	
2008 .....	99.0	97.1	97.6	101.6	-.9	-1.9	.5	4.1	-.6	-2.0	-2.6	1.7	
2009 .....	101.0	100.2	100.1	100.2	-.6	-.8	-.1	.1	2.0	3.2	2.6	-1.4	
2010 .....	100.2	100.7	101.0	100.9	.0	.5	.3	-.1	-.8	.5	.9	.7	
2011 .....	100.0	99.7	99.4	100.2	-.9	-.3	-.3	.8	-.2	-1.0	-1.6	-.7	
2012 .....	99.3	99.8	99.3	99.9	-.9	.5	-.5	.6	-.7	.1	-.1	-.3	
2013 .....	99.7	100.3	100.0	100.6	-.2	.6	-.3	.6	.4	.5	.7	.7	

See footnotes at end of table.

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

(Not seasonally adjusted)

Bargaining status, census region and division, and metropolitan area status	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Census region and division<sup>6</sup></b>												
<b>Northeast</b>												
2014 .....	99.8	100.4	101.3	102.8	-0.8	0.6	0.9	1.5	0.1	0.1	1.3	2.2
2015 .....	104.1	102.4	103.4	104.3	1.3	-1.6	1.0	.9	4.3	2.0	2.1	1.5
2016 .....	105.2	104.4	104.6	104.9	.9	-.8	.2	.3	1.1	2.0	1.2	.6
2017 .....	105.3	105.7	—	—	.4	.4	—	—	.1	1.2	—	—
<b>New England</b>												
2006 .....	98.9	97.8	98.7	100.1	-1.1	-1.1	.9	1.4	—	—	—	.1
2007 .....	99.2	98.8	99.5	99.2	-.9	-.4	.7	-.3	.3	1.0	.8	-.9
2008 .....	98.2	96.2	96.7	101.7	-1.0	-2.0	.5	5.2	-1.0	-2.6	-2.8	2.5
2009 .....	101.0	100.2	100.5	100.7	-.7	-.8	.3	.2	2.9	4.2	3.9	-1.0
2010 .....	100.6	101.1	101.2	101.4	-.1	.5	.1	.2	-.4	.9	.7	.7
2011 .....	100.3	100.4	99.8	100.4	-1.1	.1	-.6	.6	-.3	-.7	-1.4	-1.0
2012 .....	99.6	100.1	99.7	100.5	-.8	.5	-.4	.8	-.7	-.3	-.1	.1
2013 .....	99.9	100.8	100.7	101.9	-.6	.9	-.1	1.2	.3	.7	1.0	1.4
2014 .....	100.6	101.7	103.4	104.1	-1.3	1.1	1.7	.7	.7	.9	2.7	2.2
2015 .....	108.5	103.3	105.4	106.1	4.2	-4.8	2.0	.7	7.9	1.6	1.9	1.9
2016 .....	108.4	107.4	106.3	106.8	2.2	-.9	-1.0	.5	-.1	4.0	.9	.7
2017 .....	107.3	107.9	—	—	.5	.6	—	—	-1.0	.5	—	—
<b>Middle Atlantic</b>												
2006 .....	99.1	98.3	99.2	100.4	-.9	-.8	.9	1.2	—	—	—	.4
2007 .....	99.7	99.3	100.5	100.2	-.7	-.4	1.2	-.3	.6	1.0	1.3	-.2
2008 .....	99.3	97.5	97.9	101.6	-.9	-1.8	.4	3.8	-.4	-1.8	-2.6	1.4
2009 .....	101.0	100.2	99.9	100.1	-.6	-.8	-.3	.2	1.7	2.8	2.0	-1.5
2010 .....	100.0	100.6	100.9	100.8	-.1	.6	.3	-.1	-1.0	.4	1.0	.7
2011 .....	99.9	99.5	99.2	100.2	-.9	-.4	-.3	1.0	-.1	-1.1	-1.7	-.6
2012 .....	99.2	99.8	99.2	99.7	-1.0	.6	-.6	.5	-.7	.3	.0	-.5
2013 .....	99.7	100.1	99.8	100.2	.0	.4	-.3	.4	.5	.3	.6	.5
2014 .....	99.5	99.9	100.6	102.3	-.7	.4	.7	1.7	-.2	-.2	.8	2.1
2015 .....	102.5	102.1	102.6	103.6	.2	-.4	.5	1.0	3.0	2.2	2.0	1.3
2016 .....	104.0	103.4	104.0	104.2	.4	-.6	.6	-.2	1.5	1.3	1.4	.6
2017 .....	104.5	104.9	—	—	.3	.4	—	—	.5	1.5	—	—
<b>South</b>												
2001 .....	96.3	96.3	97.2	99.0	.3	.0	1.0	1.8	1.6	.9	1.8	3.0
2002 .....	98.9	99.2	99.6	99.3	-.1	.3	.4	-.3	2.7	3.0	2.4	.3
2003 .....	98.5	99.4	99.8	100.5	-.8	1.0	.4	.7	-.4	.2	.2	1.2
2004 .....	100.6	100.0	100.9	101.4	.1	-.6	.9	.5	2.1	.6	1.1	.9
2005 .....	101.1	100.5	98.7	100.0	-.3	-.5	-1.8	1.3	.5	.5	-2.2	-1.4
2006 .....	99.6	98.4	99.8	101.0	-.4	-1.2	1.4	1.2	-1.5	-2.1	1.1	1.0
2007 .....	100.2	99.3	100.0	99.7	-.8	-.9	.7	-.3	.6	.9	.2	-1.3
2008 .....	99.2	97.2	97.6	102.1	-.5	-2.0	.4	4.6	-1.0	-2.1	-2.4	2.4
2009 .....	101.3	99.9	100.6	100.5	-.8	-1.4	.7	-.1	2.1	2.8	3.1	-1.6
2010 .....	100.3	100.8	100.9	100.9	-.2	.5	.1	.0	-1.0	.9	.3	.4
2011 .....	99.2	99.0	98.9	99.6	-1.7	-.2	-.1	.7	-1.1	-1.8	-2.0	-1.3
2012 .....	98.8	99.6	99.0	100.3	-.8	.8	-.6	1.3	-.4	.6	.1	.7
2013 .....	99.5	99.8	99.9	100.5	-.8	.3	.1	.6	.7	.2	.9	.2
2014 .....	99.7	99.6	100.3	102.1	-.8	-.1	.7	1.8	.2	-.2	.4	1.6

See footnotes at end of table.



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

(Not seasonally adjusted)

Bargaining status, census region and division, and metropolitan area status	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>South</b>													
2015 .....	102.1	101.5	102.3	103.2	0.0	-0.6	0.8	0.9	2.4	1.9	2.0	1.1	
2016 .....	102.9	102.4	102.5	102.4	-3	-5	.1	-1	.8	.9	.2	-8	
2017 .....	102.3	102.5	—	—	-1	.2	—	—	-6	.1	—	—	
<b>South Atlantic</b>													
2006 .....	99.8	98.7	100.1	101.3	-2	-1.1	1.4	1.2	—	—	—	1.3	
2007 .....	100.8	99.9	100.6	100.3	-5	-9	.7	-3	1.0	1.2	.5	-1.0	
2008 .....	99.8	97.6	98.1	102.5	-5	-2.2	.5	4.5	-1.0	-2.3	-2.5	2.2	
2009 .....	101.8	100.6	101.3	101.2	-7	-1.2	.7	-1	2.0	3.1	3.3	-1.3	
2010 .....	101.0	101.3	101.4	101.4	-2	.3	.1	.0	-8	.7	.1	.2	
2011 .....	99.6	99.3	99.3	99.9	-1.8	-.3	.0	.6	-1.4	-2.0	-2.1	-1.5	
2012 .....	99.1	100.0	99.5	100.8	-8	.9	-.5	1.3	-5	.7	.2	.9	
2013 .....	99.9	100.3	100.3	100.9	-9	.4	.0	.6	.8	.3	.8	.1	
2014 .....	100.2	100.2	100.8	102.7	-7	.0	.6	1.9	.3	-1	.5	1.8	
2015 .....	102.9	102.1	103.2	104.0	.2	-.8	1.1	.8	2.7	1.9	2.4	1.3	
2016 .....	103.7	103.6	103.5	103.7	-3	-1	-1	-.2	.8	1.5	.3	-3	
2017 .....	103.6	103.9	—	—	-1	.3	—	—	-1	.3	—	—	
<b>East South Central</b>													
2006 .....	99.2	97.7	98.5	99.9	-.8	-1.5	.8	1.4	—	—	—	-1	
2007 .....	99.3	97.8	98.8	98.5	-6	-1.5	1.0	-3	.1	.1	.3	-1.4	
2008 .....	97.9	96.0	96.6	100.9	-6	-1.9	.6	4.5	-1.4	-1.8	-2.2	2.4	
2009 .....	100.2	98.7	99.4	99.2	-7	-1.5	.7	-2	2.3	2.8	2.9	-1.7	
2010 .....	99.0	99.7	99.7	99.2	-2	.7	.0	-5	-1.2	1.0	.3	.0	
2011 .....	98.1	97.7	97.5	98.1	-1.1	-.4	-.2	.6	-.9	-2.0	-2.2	-1.1	
2012 .....	97.1	98.1	97.4	98.6	-1.0	1.0	-.7	1.2	-1.0	.4	-1	.5	
2013 .....	97.9	97.8	98.0	98.6	-.7	-.1	.2	.6	.8	-.3	.6	.0	
2014 .....	97.8	97.4	97.9	99.7	-.8	-.4	.5	1.8	-.1	-.4	-1	1.1	
2015 .....	100.0	99.4	100.2	101.4	.3	-.6	.8	1.2	2.2	2.1	2.3	1.7	
2016 .....	101.3	101.4	101.6	101.8	-1	.1	.2	-.2	1.3	2.0	1.4	.4	
2017 .....	101.8	101.7	—	—	.0	-.1	—	—	.5	.3	—	—	
<b>West South Central</b>													
2006 .....	99.3	98.2	99.7	100.9	-.7	-1.1	1.5	1.2	—	—	—	.9	
2007 .....	99.6	98.7	99.5	99.2	-1.3	-.9	.8	-3	.3	.5	-.2	-1.7	
2008 .....	98.7	96.9	97.1	101.8	-5	-1.8	.2	4.8	-.9	-1.8	-2.4	2.6	
2009 .....	100.9	99.4	100.0	99.7	-.9	-1.5	.6	-3	2.2	2.6	3.0	-2.1	
2010 .....	99.8	100.3	100.7	100.8	.1	.5	.4	.1	-1.1	.9	.7	1.1	
2011 .....	99.1	99.2	98.9	99.6	-1.7	.1	-.3	.7	-.7	-1.1	-1.8	-1.2	
2012 .....	98.9	99.5	98.8	100.2	-.7	.6	-.7	1.4	-.2	.3	-.1	.6	
2013 .....	99.4	99.9	99.9	100.6	-.8	.5	.0	.7	.5	.4	1.1	.4	
2014 .....	99.4	99.6	100.4	102.0	-1.2	.2	.8	1.6	.0	-.3	.5	1.4	
2015 .....	101.6	101.3	101.8	102.4	-.4	-.3	.5	.6	2.2	1.7	1.4	.4	
2016 .....	102.1	100.7	101.2	100.5	-.3	-1.4	.5	-.7	.5	-.6	-.6	-1.9	
2017 .....	100.1	100.3	—	—	-.4	.2	—	—	-2.0	-.4	—	—	
<b>Midwest</b>													
2001 .....	93.7	93.2	93.6	95.7	.3	-.5	.4	2.2	1.4	1.2	.7	2.5	
2002 .....	96.2	96.0	95.8	96.7	.5	-.2	-.2	1.0	2.6	3.0	2.4	1.1	
2003 .....	97.9	98.8	98.9	100.0	1.2	.9	.1	1.1	1.7	2.9	3.2	3.4	
2004 .....	99.6	99.2	99.8	100.0	-.4	-.4	.6	.2	1.7	.4	.9	.0	

See footnotes at end of table.

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

(Not seasonally adjusted)

Bargaining status, census region and division, and metropolitan area status	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Midwest</b>													
2005 .....	99.6	99.4	98.0	100.0	-0.4	-0.2	-1.4	2.0	0.0	0.2	-1.8	0.0	
2006 .....	99.5	99.4	100.2	101.1	-5	-1	.8	.9	-1	.0	2.2	1.1	
2007 .....	99.8	99.1	99.4	99.7	-1.3	-7	.3	.3	.3	-3	-8	-1.4	
2008 .....	98.7	97.1	97.4	102.2	-1.0	-1.6	.3	4.9	-1.1	-2.0	-2.0	2.5	
2009 .....	101.3	99.8	100.0	100.2	-9	-1.5	.2	.2	2.6	2.8	2.7	-2.0	
2010 .....	100.5	100.8	100.8	100.8	.3	.3	.0	.0	-8	1.0	.8	.6	
2011 .....	100.0	99.5	99.3	100.4	-8	-5	-2	1.1	-5	-1.3	-1.5	-4	
2012 .....	99.4	99.9	99.2	100.4	-1.0	.5	-7	1.2	-6	.4	-1	.0	
2013 .....	99.4	99.1	99.7	101.0	-1.0	-3	.6	1.3	.0	-8	.5	.6	
2014 .....	99.6	99.6	100.3	102.4	-1.4	.0	.7	2.1	.2	.5	.6	1.4	
2015 .....	102.8	101.9	102.9	104.3	.4	-9	1.0	1.4	3.2	2.3	2.6	1.9	
2016 .....	104.2	103.7	104.5	105.2	-1	-5	.8	.7	1.4	1.8	1.6	.9	
2017 .....	105.1	105.2	-	-	-1	.1	-	-	.9	1.4	-	-	
<b>East North Central</b>													
2006 .....	99.5	99.4	100.1	101.1	-5	-1	.7	1.0	-	-	-	1.1	
2007 .....	99.7	99.1	99.2	99.5	-1.4	-6	.1	.3	.2	-3	-9	-1.6	
2008 .....	98.3	96.7	96.9	101.7	-1.2	-1.6	.2	5.0	-1.4	-2.4	-2.3	2.2	
2009 .....	100.5	99.1	99.2	99.4	-1.2	-1.4	.1	.2	2.2	2.5	2.4	-2.3	
2010 .....	99.9	100.2	100.2	100.2	.5	.3	.0	.0	-6	1.1	1.0	.8	
2011 .....	99.4	99.0	98.9	99.8	-8	-4	-1	.9	-5	-1.2	-1.3	-4	
2012 .....	98.7	99.2	98.3	99.4	-1.1	.5	-9	1.1	-7	.2	-6	-4	
2013 .....	98.5	98.3	98.9	100.1	-9	-2	.6	1.2	-2	-9	.6	.7	
2014 .....	98.7	98.7	99.3	101.4	-1.4	.0	.6	2.1	.2	.4	.4	1.3	
2015 .....	102.0	101.1	101.8	103.2	.6	-9	.7	1.4	3.3	2.4	2.5	1.8	
2016 .....	103.0	102.4	103.0	103.8	-2	-6	.6	.8	1.0	1.3	1.2	.6	
2017 .....	103.8	104.0	-	-	.0	.2	-	-	.8	1.6	-	-	
<b>West North Central</b>													
2006 .....	99.4	99.2	100.2	101.0	-6	-2	1.0	.8	-	-	-	1.0	
2007 .....	100.0	99.3	100.0	100.3	-1.0	-7	.7	.3	.6	.1	-2	-7	
2008 .....	99.9	98.4	98.6	103.6	-4	-1.5	.2	5.1	-1	-9	-1.4	3.3	
2009 .....	103.2	101.8	102.1	102.1	-4	-1.4	.3	.0	3.3	3.5	3.5	-1.4	
2010 .....	102.1	102.2	102.5	102.6	.0	.1	.3	.1	-1.1	.4	.4	.5	
2011 .....	101.5	100.9	100.6	101.9	-1.1	-6	-3	1.3	-6	-1.3	-1.9	-7	
2012 .....	101.3	101.8	101.4	102.8	-6	.5	-4	1.4	-2	.9	.8	.9	
2013 .....	101.8	101.2	101.9	103.5	-1.0	-6	.7	1.6	.5	-6	.5	.7	
2014 .....	101.8	102.0	102.8	105.0	-1.6	.2	.8	2.1	.0	.8	.9	1.4	
2015 .....	104.9	104.0	105.6	107.2	-1	-9	1.5	1.5	3.0	2.0	2.7	2.1	
2016 .....	107.1	106.9	108.0	108.6	-1	-2	1.0	.6	2.1	2.8	2.3	1.3	
2017 .....	108.5	108.0	-	-	-1	-5	-	-	1.3	1.0	-	-	
<b>West</b>													
2001 .....	93.3	93.4	94.1	95.7	.0	.1	.8	1.7	.6	.0	1.0	2.6	
2002 .....	95.0	95.9	95.9	96.7	-7	1.0	.0	.9	1.8	2.7	2.0	1.1	
2003 .....	95.9	97.8	98.4	99.6	-8	2.0	.6	1.2	1.0	2.0	2.6	2.9	
2004 .....	99.1	99.4	100.0	100.3	-5	.3	.6	.3	3.4	1.7	1.6	.7	
2005 .....	99.8	100.3	98.8	100.0	-5	.5	-1.5	1.2	.7	.9	-1.2	-3	
2006 .....	98.8	98.7	98.7	99.9	-1.2	-1	.0	1.2	-1.0	-1.6	-1	-1	
2007 .....	98.9	98.6	99.3	99.2	-1.0	-3	.7	-1	.1	-1	.6	-7	

See footnotes at end of table.

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

(Not seasonally adjusted)

Bargaining status, census region and division, and metropolitan area status	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>West</b>													
2008 .....	98.6	97.2	98.4	101.9	-0.6	-1.4	1.2	3.6	-0.3	-1.4	-0.9	2.7	
2009 .....	101.1	100.1	100.1	100.9	-8	-1.0	.0	.8	2.5	3.0	1.7	-1.0	
2010 .....	100.8	101.1	101.4	101.3	-1	.3	.3	-1	-3	1.0	1.3	.4	
2011 .....	100.2	100.2	100.0	100.9	-1.1	.0	-.2	.9	-6	-9	-1.4	-.4	
2012 .....	99.7	100.0	99.8	100.7	-1.2	.3	-.2	.9	-5	-2	-.2	-.2	
2013 .....	99.9	100.3	100.6	101.3	-.8	.4	.3	.7	.2	.3	.8	.6	
2014 .....	100.5	100.1	100.8	102.5	-.8	-.4	.7	1.7	.6	-.2	.2	1.2	
2015 .....	101.9	101.3	102.0	103.0	-.6	-.6	.7	1.0	1.4	1.2	1.2	.5	
2016 .....	102.8	102.5	102.6	103.1	-.2	-.3	.1	.5	.9	1.2	.6	.1	
2017 .....	102.7	102.9	—	—	-.4	.2	—	—	-.1	.4	—	—	
<b>Mountain</b>													
2006 .....	99.2	98.7	98.9	100.0	-.8	-.5	.2	1.1	—	—	—	.0	
2007 .....	99.8	98.9	100.2	100.1	-.2	-.9	1.3	-.1	.6	.2	1.3	.1	
2008 .....	99.2	98.1	99.3	102.8	-.9	-1.1	1.2	3.5	-.6	-.8	-.9	2.7	
2009 .....	101.7	100.6	100.7	101.2	-1.1	-1.1	.1	.5	2.5	2.5	1.4	-1.6	
2010 .....	100.8	101.6	102.1	101.5	-.4	.8	.5	-.6	-.9	1.0	1.4	.3	
2011 .....	100.1	99.9	100.2	101.1	-1.4	-.2	.3	.9	-.7	-1.7	-1.9	-.4	
2012 .....	99.5	99.7	99.5	99.7	-1.6	.2	-.2	.2	-.6	-.2	-.7	-1.4	
2013 .....	99.0	100.0	100.1	101.0	-.7	1.0	.1	.9	-.5	.3	.6	1.3	
2014 .....	99.9	99.2	99.3	100.9	-1.1	-.7	.1	1.6	.9	-.8	-.8	-.1	
2015 .....	100.8	100.3	101.0	101.9	-.1	-.5	.7	.9	.9	1.1	1.7	1.0	
2016 .....	101.1	101.1	101.0	101.3	-.8	.0	-.1	.3	.3	.8	.0	-.6	
2017 .....	100.8	101.1	—	—	-.5	.3	—	—	-.3	.0	—	—	
<b>Pacific</b>													
2006 .....	98.6	98.7	98.6	99.9	-1.4	.1	-.1	1.3	—	—	—	-.1	
2007 .....	98.5	98.5	99.0	98.8	-1.4	.0	.5	-.2	-.1	-.2	.4	-1.1	
2008 .....	98.4	96.9	98.1	101.6	-.4	-1.5	1.2	3.6	-.1	-1.6	-.9	2.8	
2009 .....	100.9	99.9	99.9	100.8	-.7	-1.0	.0	.9	2.5	3.1	1.8	-.8	
2010 .....	100.9	100.9	101.2	101.2	.1	.0	.3	.0	.0	1.0	1.3	.4	
2011 .....	100.3	100.4	100.0	100.9	-.9	.1	-.4	.9	-.6	-.5	-1.2	-.3	
2012 .....	99.9	100.2	100.0	101.2	-1.0	.3	-.2	1.2	-.4	-.2	.0	.3	
2013 .....	100.3	100.5	100.8	101.5	-.9	.2	.3	.7	.4	.3	.8	.3	
2014 .....	100.8	100.5	101.4	103.2	-.7	-.3	.9	1.8	.5	.0	.6	1.7	
2015 .....	102.4	101.8	102.5	103.5	-.8	-.6	.7	1.0	1.6	1.3	1.1	.3	
2016 .....	103.6	103.1	103.4	103.9	.1	-.5	.3	.5	1.2	1.3	.9	.4	
2017 .....	103.5	103.7	—	—	-.4	.2	—	—	-.1	.6	—	—	
<b>Metropolitan area status</b>													
<b>Metropolitan areas<sup>7</sup></b>													
2006 .....	99.3	98.7	99.4	100.6	-.7	-.6	.7	1.2	—	—	—	.6	
2007 .....	99.6	99.0	99.7	99.6	-1.0	-.6	.7	-.1	.3	.3	.3	-1.0	
2008 .....	98.8	97.1	97.7	—	-.8	-1.7	.6	—	-.8	-1.9	-2.0	—	

See footnotes at end of table.

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

(Not seasonally adjusted)

Bargaining status, census region and division, and metropolitan area status	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Nonmetropolitan areas <sup>7</sup>													
2006 .....	99.3	98.4	99.5	100.7	-0.7	-0.9	1.1	1.2	—	—	—	—	0.7
2007 .....	99.8	99.2	99.9	99.8	-.9	-.6	.7	-.1	0.5	0.8	0.4	—	-.9
2008 .....	99.1	97.5	98.1	—	-.7	-1.6	.6	—	-.7	-1.7	-1.8	—	—

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

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

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

<sup>4</sup> Includes mining, construction, and manufacturing.

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

<sup>6</sup> 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.

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

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

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>State and local government workers</b>													
All workers													
2001 .....	93.4	92.9	94.7	96.0	-0.3	-0.5	1.9	1.4	0.4	0.3	1.7	2.5	
2002 .....	95.4	95.2	96.7	97.6	-6	-2	1.6	.9	2.1	2.5	2.1	1.7	
2003 .....	96.6	97.2	98.1	99.1	-1.0	.6	.9	1.0	1.3	2.1	1.4	1.5	
2004 .....	98.2	97.4	98.9	99.3	-9	-8	1.5	.4	1.7	.2	.8	.2	
2005 .....	98.7	98.4	98.1	100.0	-6	-3	-3	1.9	.5	1.0	-8	.7	
2006 .....	98.9	97.9	100.1	101.5	-1.1	-1.0	2.2	1.4	.2	-5	2.0	1.5	
2007 .....	100.7	99.8	101.6	101.6	-8	-9	1.8	.0	1.8	1.9	1.5	.1	
2008 .....	100.3	98.4	100.1	104.5	-1.3	-1.9	1.7	4.4	-4	-1.4	-1.5	2.9	
2009 .....	103.9	102.9	103.8	104.0	-6	-1.0	.9	.2	3.6	4.6	3.7	-5	
2010 .....	103.5	103.6	104.4	104.3	-5	.1	.8	-1	-4	.7	.6	.3	
2011 .....	102.7	101.8	102.0	102.6	-1.5	-9	.2	.6	-8	-1.7	-2.3	-1.6	
2012 .....	101.5	101.7	101.8	102.8	-1.1	.2	.1	1.0	-1.2	-1	-2	.2	
2013 .....	101.9	101.7	102.3	103.2	-9	-2	.6	.9	.4	.0	.5	.4	
2014 .....	102.3	101.6	102.7	104.5	-9	-7	1.1	1.8	.4	-1	.4	1.3	
2015 .....	104.5	103.8	105.1	106.3	.0	-7	1.3	1.1	2.2	2.2	2.3	1.7	
2016 .....	106.1	105.1	106.2	106.7	-2	-9	1.0	.5	1.5	1.3	1.0	.4	
2017 .....	106.3	106.0	—	—	-4	-3	—	—	.2	.9	—	—	
Occupational group													
White-collar occupations <sup>2,3</sup>													
2001 .....	93.7	93.3	95.2	96.4	-5	-4	2.0	1.3	.2	.3	1.6	2.3	
2002 .....	95.8	95.5	97.1	98.0	-6	-3	1.7	.9	2.2	2.4	2.0	1.7	
2003 .....	96.9	97.5	98.4	99.4	-1.1	.6	.9	1.0	1.1	2.1	1.3	1.4	
2004 .....	98.5	97.6	99.0	99.5	-9	-9	1.4	.5	1.7	.1	.6	.1	
2005 .....	98.8	98.5	98.0	100.0	-7	-3	-5	2.0	.3	.9	-1.0	.5	
2006 .....	98.9	97.9	100.2	101.4	-1.1	-1.0	2.3	1.2	.1	-6	2.2	1.4	
Management, professional, and related													
2001 .....	93.9	93.5	95.5	96.7	-5	-4	2.1	1.3	.2	.3	1.7	2.4	
2002 .....	96.0	95.6	97.3	98.2	-7	-4	1.8	.9	2.2	2.2	1.9	1.6	
2003 .....	97.0	97.6	98.4	99.4	-1.2	.6	.8	1.0	1.0	2.1	1.1	1.2	
2004 .....	98.5	97.6	99.0	99.4	-9	-9	1.4	.4	1.5	.0	.6	.0	
2005 .....	98.7	98.4	98.0	100.0	-7	-3	-4	2.0	.2	.8	-1.0	.6	
2006 .....	98.8	97.8	100.2	101.4	-1.2	-1.0	2.5	1.2	.1	-6	2.2	1.4	
2007 .....	100.5	99.6	101.5	101.4	-9	-9	1.9	-1	1.7	1.8	1.3	.0	
2008 .....	100.3	98.3	100.1	104.4	-1.1	-2.0	1.8	4.3	-2	-1.3	-1.4	3.0	
2009 .....	103.7	102.6	103.6	103.7	-7	-1.1	1.0	.1	3.4	4.4	3.5	-7	
2010 .....	103.1	103.1	103.9	103.7	-6	.0	.8	-2	-6	.5	.3	.0	
2011 .....	102.1	101.1	101.4	102.0	-1.5	-1.0	.3	.6	-1.0	-1.9	-2.4	-1.6	
2012 .....	100.9	101.1	101.2	102.1	-1.1	.2	.1	.9	-1.2	.0	-2	.1	
2013 .....	101.2	101.0	101.5	102.4	-9	-2	.5	.9	.3	-1	.3	.3	
2014 .....	101.4	100.8	101.9	103.7	-1.0	-6	1.1	1.8	.2	-2	.4	1.3	
2015 .....	103.6	102.9	104.2	105.5	-1	-7	1.3	1.2	2.2	2.1	2.3	1.7	
2016 .....	105.2	104.2	105.4	105.8	-3	-1.0	1.2	.4	1.5	1.3	1.2	.3	
2017 .....	105.4	105.1	—	—	-4	-3	—	—	.2	.9	—	—	
Professional and related													
2001 .....	93.8	93.3	95.4	96.5	-5	-5	2.3	1.2	.2	.1	1.7	2.3	
2002 .....	95.7	95.4	97.2	98.1	-8	-3	1.9	.9	2.0	2.3	1.9	1.7	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Professional and related</b>													
2003 .....	96.9	97.5	98.3	99.3	-1.2	0.6	0.8	1.0	1.3	2.2	1.1	1.2	
2004 .....	98.3	97.4	99.0	99.3	-1.0	-.9	1.6	.3	1.4	-.1	.7	.0	
2005 .....	98.5	98.3	97.9	100.0	-.8	-.2	-.4	2.1	.2	.9	-1.1	.7	
2006 .....	98.7	97.7	100.3	101.5	-1.3	-1.0	2.7	1.2	.2	-.6	2.5	1.5	
2007 .....	100.5	99.5	101.4	101.4	-1.0	-1.0	1.9	.0	1.8	1.8	1.1	-.1	
2008 .....	100.1	98.1	100.0	104.3	-1.3	-2.0	1.9	4.3	-.4	-1.4	-1.4	2.9	
2009 .....	103.5	102.5	103.5	103.8	-.8	-1.0	1.0	.3	3.4	4.5	3.5	-.5	
2010 .....	103.1	103.1	103.9	103.7	-.7	.0	.8	-.2	-.4	.6	.4	-.1	
2011 .....	102.0	101.0	101.3	101.9	-1.6	-1.0	.3	.6	-1.1	-2.0	-2.5	-1.7	
2012 .....	100.8	100.9	101.0	102.0	-1.1	.1	.1	1.0	-1.2	-.1	-.3	.1	
2013 .....	101.0	100.9	101.4	102.2	-1.0	-.1	.5	.8	.2	.0	.4	.2	
2014 .....	101.2	100.6	101.7	103.5	-1.0	-.6	1.1	1.8	.2	-.3	.3	1.3	
2015 .....	103.5	102.8	104.0	105.4	.0	-.7	1.2	1.3	2.3	2.2	2.3	1.8	
2016 .....	105.0	104.0	105.3	105.7	-.4	-1.0	1.2	-.4	1.4	1.2	1.2	.3	
2017 .....	105.2	104.9	—	—	-.5	-.3	—	—	.2	.9	—	—	
<b>Sales and office</b>													
2001 .....	92.4	91.9	93.3	94.8	-.3	-.5	1.5	1.6	.3	.1	1.2	2.3	
2002 .....	94.7	94.7	96.0	96.9	-.1	.0	1.4	.9	2.5	3.0	2.9	2.2	
2003 .....	95.9	96.7	98.1	99.1	-1.0	.8	1.4	1.0	1.3	2.1	2.2	2.3	
2004 .....	98.4	97.9	99.2	99.8	-.7	-.5	1.3	.6	2.6	1.2	1.1	.7	
2005 .....	99.3	98.7	98.3	100.0	-.5	-.6	-.4	1.7	.9	.8	-.9	.2	
2006 .....	99.4	98.4	100.2	101.5	-.6	-1.0	1.8	1.3	.1	-.3	1.9	1.5	
2007 .....	101.1	100.3	101.8	101.8	-.4	-.8	1.5	.0	1.7	1.9	1.6	.3	
2008 .....	100.3	98.3	99.8	104.2	-1.5	-2.0	1.5	4.4	-.8	-2.0	-2.0	2.4	
2009 .....	104.0	102.9	104.0	104.2	-.2	-1.1	1.1	.2	3.7	4.7	4.2	.0	
2010 .....	104.0	104.1	104.9	104.7	-.2	.1	.8	-.2	.0	1.2	.9	.5	
2011 .....	103.1	102.3	102.7	103.3	-1.5	-.8	.4	.6	-.9	-1.7	-2.1	-1.3	
2012 .....	102.0	102.4	102.7	103.6	-1.3	.4	.3	.9	-1.1	.1	.0	.3	
2013 .....	102.9	102.7	103.3	104.2	-.7	-.2	.6	.9	.9	.3	.6	.6	
2014 .....	103.5	102.9	104.1	106.0	-.7	-.6	1.2	1.8	.6	.2	.8	1.7	
2015 .....	106.0	105.2	106.5	107.5	.0	-.8	1.2	.9	2.4	2.2	2.3	1.4	
2016 .....	107.6	106.7	107.9	107.9	.1	-.8	1.1	.0	1.5	1.4	1.3	.4	
2017 .....	107.6	107.3	—	—	-.3	-.3	—	—	.0	.6	—	—	
<b>Office and administrative support</b>													
2001 .....	92.3	91.7	93.1	94.8	-.3	-.7	1.5	1.8	.3	.0	1.1	2.4	
2002 .....	94.7	94.7	96.0	96.7	-.1	.0	1.4	.7	2.6	3.3	3.1	2.0	
2003 .....	95.8	96.5	97.9	98.8	-.9	.7	1.5	.9	1.2	1.9	2.0	2.2	
2004 .....	98.2	97.8	99.1	99.7	-.6	-.4	1.3	.6	2.5	1.3	1.2	.9	
2005 .....	99.2	98.7	98.2	100.0	-.5	-.5	-.5	1.8	1.0	.9	-.9	.3	
2006 .....	99.4	98.5	100.3	101.6	-.6	-.9	1.8	1.3	.2	-.2	2.1	1.6	
2007 .....	101.3	100.5	102.1	102.0	-.3	-.8	1.6	-.1	1.9	2.0	1.8	.4	
2008 .....	100.7	98.7	100.2	104.6	-1.3	-2.0	1.5	4.4	-.6	-1.8	-1.9	2.5	
2009 .....	104.4	103.2	104.3	104.5	-.2	-1.1	1.1	.2	3.7	4.6	4.1	-.1	
2010 .....	104.3	104.4	105.2	105.0	-.2	.1	.8	-.2	-.1	1.2	.9	.5	
2011 .....	103.4	102.6	102.9	103.4	-1.5	-.8	.3	.5	-.9	-1.7	-2.2	-1.5	
2012 .....	102.2	102.6	102.8	103.7	-1.2	.4	.2	.9	-1.2	.0	-.1	.3	
2013 .....	103.0	102.8	103.3	104.2	-.7	-.2	.5	.9	.8	.2	.5	.5	
2014 .....	103.5	102.9	104.1	106.0	-.7	-.6	1.2	1.8	.5	.1	.8	1.7	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Office and administrative support</b>													
2015 .....	106.0	105.3	106.5	107.6	0.0	-0.7	1.1	1.0	2.4	2.3	2.3	1.5	
2016 .....	107.6	106.7	107.9	108.0	.0	-.8	1.1	.1	1.5	1.3	1.3	.4	
2017 .....	107.6	107.3	—	—	-.4	-.3	—	—	.0	.6	—	—	
<b>Blue-collar occupations<sup>3,4</sup></b>													
2001 .....	93.2	92.6	93.7	95.6	.1	-.6	1.2	2.0	.6	.5	1.5	2.7	
2002 .....	95.0	94.8	96.1	97.1	-.6	-.2	1.4	1.0	1.9	2.4	2.6	1.6	
2003 .....	96.4	97.0	97.4	98.6	-.7	.6	.4	1.2	1.5	2.3	1.4	1.5	
2004 .....	98.0	97.4	98.8	99.1	-.6	-.6	1.4	.3	1.7	.4	1.4	.5	
2005 .....	98.9	98.9	98.5	100.0	-.2	.0	-.4	1.5	.9	1.5	-.3	.9	
2006 .....	99.1	98.0	99.8	101.4	-.9	-1.1	1.8	1.6	.2	-.9	1.3	1.4	
<b>Service occupations</b>													
2001 .....	91.7	91.4	92.8	94.3	.2	-.3	1.5	1.6	1.0	1.2	2.2	3.1	
2002 .....	93.8	93.9	95.0	95.7	-.5	.1	1.2	.7	2.3	2.7	2.4	1.5	
2003 .....	94.9	95.6	96.7	97.8	-.8	.7	1.2	1.1	1.2	1.8	1.8	2.2	
2004 .....	96.9	96.2	98.3	98.7	-.9	-.7	2.2	.4	2.1	.6	1.7	.9	
2005 .....	98.0	97.8	98.1	100.0	-.7	-.2	.3	1.9	1.1	1.7	-.2	1.3	
2006 .....	99.1	98.1	100.0	101.9	-.9	-1.0	1.9	1.9	1.1	.3	1.9	1.9	
2007 .....	101.0	100.4	101.9	102.3	-.9	-.6	1.5	.4	1.9	2.3	1.9	.4	
2008 .....	101.1	98.9	100.6	105.2	-1.2	-2.2	1.7	4.6	.1	-1.5	-1.3	2.8	
2009 .....	104.9	103.8	104.5	105.1	-.3	-1.0	.7	.6	3.8	5.0	3.9	-.1	
2010 .....	104.7	104.9	105.9	105.9	-.4	.2	1.0	.0	-.2	1.1	1.3	.8	
2011 .....	104.4	103.4	103.4	104.2	-1.4	-1.0	.0	.8	-.3	-1.4	-2.4	-1.6	
2012 .....	103.0	103.2	103.4	104.3	-1.2	.2	.2	.9	-1.3	-.2	.0	.1	
2013 .....	103.5	103.3	104.0	105.0	-.8	-.2	.7	1.0	.5	.1	.6	.7	
2014 .....	104.0	103.6	104.6	106.5	-1.0	-.4	1.0	1.8	.5	.3	.6	1.4	
2015 .....	106.6	105.7	107.2	108.2	.1	-.8	1.4	.9	2.5	2.0	2.5	1.6	
2016 .....	108.2	107.3	108.3	108.8	.0	-.8	.9	.5	1.5	1.5	1.0	.6	
2017 .....	108.5	108.3	—	—	-.3	-.2	—	—	.3	.9	—	—	
<b>Industry</b>													
<b>Education and health services</b>													
2001 .....	94.2	93.7	95.9	97.1	-.6	-.5	2.3	1.3	.3	.3	1.7	2.4	
2002 .....	96.2	95.8	97.5	98.3	-.9	-.4	1.8	.8	2.1	2.2	1.7	1.2	
2003 .....	97.0	97.6	98.5	99.5	-1.3	.6	.9	1.0	.8	1.9	1.0	1.2	
2004 .....	98.4	97.4	99.0	99.4	-1.1	-1.0	1.6	.4	1.4	-.2	.5	-.1	
2005 .....	98.5	98.2	98.0	100.0	-.9	-.3	-.2	2.0	.1	.8	-1.0	.6	
2006 .....	98.8	97.8	100.5	101.7	-1.2	-1.0	2.8	1.2	.3	-.4	2.6	1.7	
2007 .....	100.5	99.4	101.5	101.3	-1.2	-1.1	2.1	-.2	1.7	1.6	1.0	-.4	
2008 .....	100.1	98.1	100.1	104.3	-1.2	-2.0	2.0	4.2	-.4	-1.3	-1.4	3.0	
2009 .....	103.6	102.5	103.6	103.8	-.7	-1.1	1.1	.2	3.5	4.5	3.5	-.5	
2010 .....	103.1	103.1	103.9	103.8	-.7	.0	.8	-.1	-.5	.6	.3	.0	
2011 .....	102.1	101.1	101.4	102.0	-1.6	-1.0	.3	.6	-1.0	-1.9	-2.4	-1.7	
2012 .....	100.8	100.9	101.2	102.1	-1.2	.1	.3	.9	-1.3	-.2	-.2	.1	
2013 .....	101.1	100.9	101.5	102.3	-1.0	-.2	.6	.8	.3	.0	.3	.2	
2014 .....	101.3	100.5	101.7	103.5	-1.0	-.8	1.2	1.8	.2	-.4	.2	1.2	
2015 .....	103.4	102.7	104.1	105.4	-.1	-.7	1.4	1.2	2.1	2.2	2.4	1.8	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Industry</b>												
<b>Education and health services</b>												
2016 .....	105.0	104.0	105.4	105.8	-0.4	-1.0	1.3	0.4	1.5	1.3	1.2	0.4
2017 .....	105.3	104.9	—	—	-5	-4	—	—	.3	.9	—	—
<b>Educational services</b>												
2001 .....	94.3	93.7	96.0	97.1	-6	-6	2.5	1.1	.2	.1	1.6	2.3
2002 .....	96.1	95.7	97.5	98.3	-1.0	-4	1.9	.8	1.9	2.1	1.6	1.2
2003 .....	97.0	97.6	98.5	99.4	-1.3	.6	.9	.9	.9	2.0	1.0	1.1
2004 .....	98.3	97.3	98.9	99.3	-1.1	-1.0	1.6	.4	1.3	-3	.4	-1
2005 .....	98.4	98.1	97.9	100.0	-9	-3	-2	2.1	.1	.8	-1.0	.7
2006 .....	98.7	97.5	100.4	101.5	-1.3	-1.2	3.0	1.1	.3	-6	2.6	1.5
2007 .....	100.2	99.1	101.3	101.2	-1.3	-1.1	2.2	-1	1.5	1.6	.9	-3
2008 .....	99.9	97.9	99.9	104.1	-1.3	-2.0	2.0	4.2	-3	-1.2	-1.4	2.9
2009 .....	103.4	102.3	103.4	103.6	-7	-1.1	1.1	.2	3.5	4.5	3.5	-5
2010 .....	102.9	102.8	103.7	103.5	-7	-1	.9	-2	-5	.5	.3	-1
2011 .....	101.8	100.7	101.1	101.6	-1.6	-1.1	.4	.5	-1.1	-2.0	-2.5	-1.8
2012 .....	100.4	100.5	100.8	101.8	-1.2	.1	.3	1.0	-1.4	-2	-3	.2
2013 .....	100.7	100.5	101.0	101.9	-1.1	-2	.5	.9	.3	.0	.2	.1
2014 .....	100.9	100.1	101.3	103.1	-1.0	-8	1.2	1.8	.2	-4	.3	1.2
2015 .....	103.0	102.3	103.8	105.0	-1	-7	1.5	1.2	2.1	2.2	2.5	1.8
2016 .....	104.6	103.6	105.1	105.5	-4	-1.0	1.4	.4	1.6	1.3	1.3	.5
2017 .....	105.0	104.6	—	—	-5	-4	—	—	.4	1.0	—	—
<b>Schools<sup>5</sup></b>												
2001 .....	94.3	93.7	96.0	97.1	-6	-6	2.5	1.1	.2	.1	1.6	2.3
2002 .....	96.1	95.7	97.5	98.3	-1.0	-4	1.9	.8	1.9	2.1	1.6	1.2
2003 .....	97.0	97.6	98.5	99.4	-1.3	.6	.9	.9	.9	2.0	1.0	1.1
2004 .....	98.3	97.3	98.9	99.4	-1.1	-1.0	1.6	.5	1.3	-3	.4	.0
2005 .....	98.4	98.1	97.9	100.0	-1.0	-3	-2	2.1	.1	.8	-1.0	.6
2006 .....	98.7	97.5	100.4	101.5	-1.3	-1.2	3.0	1.1	.3	-6	2.6	1.5
2007 .....	100.2	99.1	101.3	101.2	-1.3	-1.1	2.2	-1	1.5	1.6	.9	-3
2008 .....	99.9	97.9	99.9	104.1	-1.3	-2.0	2.0	4.2	-3	-1.2	-1.4	2.9
2009 .....	103.4	102.3	103.4	103.6	-7	-1.1	1.1	.2	3.5	4.5	3.5	-5
2010 .....	102.9	102.8	103.7	103.5	-7	-1	.9	-2	-5	.5	.3	-1
2011 .....	101.7	100.7	101.0	101.6	-1.7	-1.0	.3	.6	-1.2	-2.0	-2.6	-1.8
2012 .....	100.4	100.5	100.8	101.7	-1.2	.1	.3	.9	-1.3	-2	-2	.1
2013 .....	100.7	100.5	101.0	101.8	-1.0	-2	.5	.8	.3	.0	.2	.1
2014 .....	100.9	100.1	101.3	103.0	-9	-8	1.2	1.7	.2	-4	.3	1.2
2015 .....	103.0	102.3	103.8	105.0	.0	-7	1.5	1.2	2.1	2.2	2.5	1.9
2016 .....	104.6	103.6	105.0	105.5	-4	-1.0	1.4	.5	1.6	1.3	1.2	.5
2017 .....	104.9	104.6	—	—	-6	-3	—	—	.3	1.0	—	—
<b>Elementary and secondary schools</b>												
2001 .....	93.9	93.3	95.4	96.5	-9	-6	2.3	1.2	-1	-2	1.1	1.8
2002 .....	95.6	95.2	97.1	97.8	-9	-4	2.0	.7	1.8	2.0	1.8	1.3
2003 .....	96.5	97.0	98.1	99.0	-1.3	.5	1.1	.9	.9	1.9	1.0	1.2
2004 .....	97.9	96.9	98.7	99.2	-1.1	-1.0	1.9	.5	1.5	-1	.6	.2
2005 .....	98.1	97.8	97.8	100.0	-1.1	-3	.0	2.2	.2	.9	-9	.8

See footnotes at end of table.



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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Elementary and secondary schools</b>												
2006 .....	98.7	97.5	100.5	101.7	-1.3	-1.2	3.1	1.2	0.6	-0.3	2.8	1.7
2007 .....	100.3	99.1	101.4	101.2	-1.4	-1.2	2.3	-2	1.6	1.6	.9	-5
2008 .....	99.8	97.9	99.9	104.3	-1.4	-1.9	2.0	4.4	-5	-1.2	-1.5	3.1
2009 .....	103.6	102.3	103.9	104.0	-.7	-1.3	1.6	.1	3.8	4.5	4.0	-3
2010 .....	103.2	103.2	104.1	103.8	-.8	.0	.9	-3	-4	.9	.2	-2
2011 .....	101.9	101.0	101.3	101.9	-1.8	-.9	.3	.6	-1.3	-2.1	-2.7	-1.8
2012 .....	100.6	100.7	100.9	101.8	-1.3	.1	.2	.9	-1.3	-3	-4	-1
2013 .....	100.7	100.5	100.9	101.7	-1.1	-.2	.4	.8	.1	-.2	.0	-1
2014 .....	100.7	100.0	101.1	102.9	-1.0	-.7	1.1	1.8	.0	-.5	.2	1.2
2015 .....	102.8	102.0	103.5	104.9	-.1	-.8	1.5	1.4	2.1	2.0	2.4	1.9
2016 .....	104.5	103.5	105.0	105.4	-.4	-1.0	1.4	-.4	1.7	1.5	1.4	.5
2017 .....	104.8	104.5	—	—	-.6	-.3	—	—	.3	1.0	—	—
<b>Health care and social assistance<sup>6</sup></b>												
2001 .....	93.1	93.4	95.0	96.7	-.5	.3	1.7	1.8	.4	1.0	2.5	3.3
2002 .....	96.7	96.5	97.3	98.6	.0	-.2	.8	1.3	3.9	3.3	2.4	2.0
2003 .....	97.5	97.9	98.7	99.9	-1.1	.4	.8	1.2	.8	1.5	1.4	1.3
2004 .....	98.9	98.2	99.8	99.8	-1.0	-.7	1.6	.0	1.4	.3	1.1	-1
2005 .....	99.4	99.1	98.5	100.0	-.4	-.3	-.6	1.5	.5	.9	-1.3	.2
2006 .....	99.8	99.8	101.9	103.1	-.2	.0	2.1	1.2	.4	.7	3.5	3.1
2007 .....	102.6	101.7	102.5	102.4	-.5	-.9	.8	-.1	2.8	1.9	.6	-7
2008 .....	101.5	99.9	101.4	106.0	-.9	-1.6	1.5	4.5	-1.1	-1.8	-1.1	3.5
2009 .....	104.8	104.6	104.9	105.2	-1.1	-.2	.3	.3	3.3	4.7	3.5	-8
2010 .....	104.8	105.0	105.6	105.8	-.4	.2	.6	.2	.0	.4	.7	.6
2011 .....	104.8	103.9	104.0	104.8	-.9	-.9	.1	.8	.0	-1.0	-1.5	-9
2012 .....	103.9	104.1	103.7	104.8	-.9	.2	-.4	1.1	-.9	.2	-.3	.0
2013 .....	104.1	104.1	104.7	105.6	-.7	.0	.6	.9	.2	.0	1.0	.8
2014 .....	104.1	103.6	104.5	106.3	-1.4	-.5	.9	1.7	.0	-.5	-.2	.7
2015 .....	106.7	105.8	106.8	108.1	.4	-.8	.9	1.2	2.5	2.1	2.2	1.7
2016 .....	108.2	107.2	107.8	108.3	.1	-.9	.6	.5	1.4	1.3	.9	.2
2017 .....	107.6	107.2	—	—	-.6	-.4	—	—	-6	.0	—	—
<b>Hospitals</b>												
2001 .....	92.7	93.3	94.8	96.5	-1.1	.6	1.6	1.8	.1	1.1	1.9	3.0
2002 .....	96.4	96.4	97.1	98.5	-.1	.0	.7	1.4	4.0	3.3	2.4	2.1
2003 .....	97.2	97.6	98.6	99.7	-1.3	.4	1.0	1.1	.8	1.2	1.5	1.2
2004 .....	98.7	98.0	99.6	100.0	-1.0	-.7	1.6	.4	1.5	.4	1.0	.3
2005 .....	99.4	99.2	98.5	100.0	-.6	-.2	-.7	1.5	.7	1.2	-1.1	.0
2006 .....	99.3	98.3	100.1	101.8	-.7	-1.0	1.8	1.7	-.1	-.9	1.6	1.8
2007 .....	101.2	100.4	101.5	101.4	-.6	-.8	1.1	-.1	1.9	2.1	1.4	-.4
2008 .....	100.7	98.7	99.7	104.2	-.7	-2.0	1.0	4.5	-.5	-1.7	-1.8	2.8
2009 .....	104.0	103.4	103.8	104.2	-.2	-.6	.4	.4	3.3	4.8	4.1	.0
2010 .....	104.0	104.4	104.6	105.1	-.2	.4	.2	.5	.0	1.0	.8	.9
2011 .....	104.1	103.1	103.1	103.9	-1.0	-1.0	.0	.8	.1	-1.2	-1.4	-1.1
2012 .....	103.1	103.3	102.9	103.9	-.8	.2	-.4	1.0	-1.0	.2	-.2	.0
2013 .....	103.2	103.2	103.6	104.5	-.7	.0	.4	.9	.1	-.1	.7	.6
2014 .....	102.9	102.5	103.1	104.8	-1.5	-.4	.6	1.6	-.3	-.7	-.5	.3
2015 .....	104.8	103.9	104.9	106.0	.0	-.9	1.0	1.0	1.8	1.4	1.7	1.1
2016 .....	106.1	105.3	105.8	106.3	.1	-.8	.5	.5	1.2	1.3	.9	.3

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Hospitals													
2017 .....	105.7	105.3	—	—	-0.6	-0.4	—	—	-0.4	0.0	—	—	—
Public administration													
2001 .....	91.5	91.4	92.4	94.1	.2	-.1	1.1	1.8	.3	.8	1.9	3.1	
2002 .....	93.9	93.9	95.0	96.1	-.2	.0	1.2	1.2	2.6	2.7	2.8	2.1	
2003 .....	95.5	96.3	97.2	98.3	-.6	.8	.9	1.1	1.7	2.6	2.3	2.3	
2004 .....	97.8	97.3	98.6	99.1	-.5	-.5	1.3	.5	2.4	1.0	1.4	.8	
2005 .....	98.9	98.7	98.0	100.0	-.2	-.2	-.7	2.0	1.1	1.4	-.6	.9	
2006 .....	99.1	98.1	99.4	101.3	-.9	-1.0	1.3	1.9	.2	-.6	1.4	1.3	
2007 .....	101.2	100.7	102.0	102.3	-.1	-.5	1.3	.3	2.1	2.7	2.6	1.0	
2008 .....	101.1	99.0	100.4	104.9	-1.2	-2.1	1.4	4.5	-.1	-1.7	-1.6	2.5	
2009 .....	104.6	103.5	104.0	104.4	-.3	-1.1	.5	.4	3.5	4.5	3.6	-.5	
2010 .....	104.1	104.2	105.1	104.9	-.3	.1	.9	-.2	-.5	.7	1.1	.5	
2011 .....	103.5	102.5	102.4	103.0	-1.3	-1.0	-.1	.6	-.6	-1.6	-2.6	-1.8	
2012 .....	102.2	102.5	102.4	103.4	-.8	.3	-.1	1.0	-1.3	.0	.0	.4	
2013 .....	102.7	102.5	103.2	104.2	-.7	-.2	.7	1.0	.5	.0	.8	.8	
2014 .....	103.4	103.2	104.0	105.9	-.8	-.2	.8	1.8	.7	.7	.8	1.6	
2015 .....	105.7	105.0	106.3	107.4	-.2	-.7	1.2	1.0	2.2	1.7	2.2	1.4	
2016 .....	107.4	106.5	107.3	107.6	.0	-.8	.8	.3	1.6	1.4	.9	.2	
2017 .....	107.5	107.4	—	—	-.1	-.1	—	—	.1	.8	—	—	

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

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

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

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

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

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

NOTE: Dashes indicate data not available.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Civilian workers</b>												
All workers <sup>1</sup>												
2001 .....	97.8	97.7	98.6	100.2	-0.2	-0.1	0.9	1.6	0.7	0.4	0.9	2.2
2002 .....	99.8	100.0	100.1	100.5	-.4	.2	.1	.4	2.0	2.4	1.5	.3
2003 .....	99.7	100.6	100.7	101.5	-.8	.9	.1	.8	-.1	.6	.6	1.0
2004 .....	100.5	99.9	100.7	100.8	-1.0	-.6	.8	.1	.8	-.7	.0	-.7
2005 .....	99.9	99.8	98.4	100.0	-.9	-.1	-1.4	1.6	-.6	-.1	-2.3	-.8
2006 .....	99.2	98.5	99.5	100.7	-.8	-.7	1.0	1.2	-.7	-1.3	1.1	.7
2007 .....	99.9	99.2	100.1	100.0	-.8	-.7	.9	-.1	.7	.7	.6	-.7
2008 .....	99.2	97.5	98.3	102.6	-.8	-1.7	.8	4.4	-.7	-1.7	-1.8	2.6
2009 .....	101.8	100.7	101.0	101.3	-.8	-1.1	.3	.3	2.6	3.3	2.7	-1.3
2010 .....	101.0	101.2	101.5	101.4	-.3	.2	.3	-.1	-.8	.5	.5	.1
2011 .....	99.8	99.3	99.2	100.0	-1.6	-.5	-.1	.8	-1.2	-1.9	-2.3	-1.4
2012 .....	98.9	99.3	98.9	99.9	-1.1	.4	-.4	1.0	-.9	.0	-.3	-.1
2013 .....	99.0	99.2	99.4	100.2	-.9	.2	.2	.8	.1	-.1	.5	.3
2014 .....	99.2	99.0	99.8	101.6	-1.0	-.2	.8	1.8	.2	-2.2	.4	1.4
2015 .....	101.7	101.0	101.9	102.9	.1	-.7	.9	1.0	2.5	2.0	2.1	1.3
2016 .....	102.9	102.4	102.8	103.2	.0	-.5	.4	.4	1.2	1.4	.9	.3
2017 .....	103.0	103.1	—	—	-.2	.1	—	—	.1	.7	—	—
Excluding sales occupations <sup>2</sup>												
2001 .....	97.9	97.7	98.7	100.3	-.1	-.2	1.0	1.6	1.0	.6	1.2	2.3
2002 .....	100.0	100.1	100.2	100.7	-.3	.1	.1	.5	2.1	2.5	1.5	.4
2003 .....	99.9	100.7	100.8	101.7	-.8	.8	.1	.9	-.1	.6	.6	1.0
2004 .....	100.6	100.0	100.7	100.9	-1.1	-.6	.7	.2	.7	-.7	-.1	-.8
2005 .....	100.0	99.9	98.4	100.0	-.9	-.1	-1.5	1.6	-.6	-.1	-2.3	-.9
2006 .....	99.2	98.5	99.6	100.8	-.8	-.7	1.1	1.2	-.8	-1.4	1.2	.8
Excluding incentive paid occupations <sup>3</sup>												
2006 .....	99.2	98.4	99.4	100.7	-.8	-.8	1.0	1.3	—	—	—	.7
2007 .....	99.9	99.2	100.2	100.1	-.8	-.7	1.0	-.1	.7	.8	.8	-.6
2008 .....	99.4	97.7	98.6	103.1	-.7	-1.7	.9	4.6	-.5	-1.5	-1.6	3.0
2009 .....	102.4	101.2	101.6	101.8	-.7	-1.2	.4	.2	3.0	3.6	3.0	-1.3
2010 .....	101.5	101.7	101.9	101.9	-.3	.2	.2	.0	-.9	.5	.3	.1
2011 .....	100.4	99.7	99.6	100.4	-1.5	-.7	-.1	.8	-1.1	-2.0	-2.3	-1.5
2012 .....	99.2	99.5	99.1	100.1	-1.2	.3	-.4	1.0	-1.2	-.2	-.5	-.3
2013 .....	99.3	99.4	99.6	100.3	-.8	.1	.2	.7	.1	-.1	.5	.2
2014 .....	99.4	99.0	99.7	101.5	-.9	-.4	.7	1.8	.1	-.4	.1	1.2
2015 .....	101.5	100.9	101.8	102.9	.0	-.6	.9	1.1	2.1	1.9	2.1	1.4
2016 .....	102.9	102.3	102.8	103.2	.0	-.6	.5	.4	1.4	1.4	1.0	.3
2017 .....	103.1	103.2	—	—	-.1	.1	—	—	.2	.9	—	—
Occupational group												
White-collar occupations <sup>2,4</sup>												
2001 .....	97.3	97.2	98.2	99.7	-.3	-.1	1.0	1.5	.6	.3	.9	2.2
2002 .....	99.4	99.7	99.8	100.1	-.3	.3	.1	.3	2.2	2.6	1.6	.4
2003 .....	99.4	100.3	100.6	101.4	-.7	.9	.3	.8	.0	.6	.8	1.3
2004 .....	100.4	99.8	100.6	100.7	-1.0	-.6	.8	.1	1.0	-.5	.0	-.7
2005 .....	99.9	99.8	98.4	100.0	-.8	-.1	-1.4	1.6	-.5	.0	-2.2	-.7
2006 .....	99.2	98.5	99.7	100.8	-.8	-.7	1.2	1.1	-.7	-1.3	1.3	.8

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Excluding sales occupations<sup>2</sup></b>													
2001 .....	97.4	97.2	98.3	99.9	-0.1	-0.2	1.1	1.6	1.1	0.7	1.3	2.5	
2002 .....	99.6	99.7	99.9	100.3	-.3	.1	.2	.4	2.3	2.6	1.6	.4	
2003 .....	99.7	100.5	100.7	101.6	-.6	.8	.2	.9	.1	.8	.8	1.3	
2004 .....	100.5	99.8	100.6	100.9	-1.1	-.7	.8	.3	.8	-.7	-.1	-.7	
2005 .....	100.1	99.9	98.4	100.0	-.8	-.2	-1.5	1.6	-.4	.1	-2.2	-.9	
2006 .....	99.3	98.6	99.8	100.9	-.7	-.7	1.2	1.1	-.8	-1.3	1.4	.9	
<b>Management, professional, and related</b>													
2001 .....	97.4	97.3	98.4	99.9	-.2	-.1	1.1	1.5	1.0	.8	1.3	2.4	
2002 .....	99.5	99.6	99.9	100.3	-.4	.1	.3	.4	2.2	2.4	1.5	.4	
2003 .....	99.7	100.5	100.7	101.7	-.6	.8	.2	1.0	.2	.9	.8	1.4	
2004 .....	100.6	99.8	100.6	100.9	-1.1	-.8	.8	.3	.9	-.7	-.1	-.8	
2005 .....	100.1	99.9	98.4	100.0	-.8	-.2	-1.5	1.6	-.5	.1	-2.2	-.9	
2006 .....	99.3	98.6	99.9	101.0	-.7	-.7	1.3	1.1	-.8	-1.3	1.5	1.0	
2007 .....	100.3	99.5	100.6	100.4	-.7	-.8	1.1	-.2	1.0	.9	.7	-.6	
2008 .....	99.7	98.0	99.0	103.4	-.7	-1.7	1.0	4.4	-.6	-1.5	-1.6	3.0	
2009 .....	102.7	101.4	101.6	101.8	-.7	-1.3	.2	.2	3.0	3.5	2.6	-1.5	
2010 .....	101.7	101.9	102.1	102.1	-.1	.2	.2	.0	-1.0	.5	.5	.3	
2011 .....	100.6	99.9	99.8	100.5	-1.5	-.7	-.1	.7	-1.1	-2.0	-2.3	-1.6	
2012 .....	99.4	99.9	99.3	100.4	-1.1	.5	-.6	1.1	-1.2	.0	-.5	-.1	
2013 .....	99.5	99.8	100.0	100.8	-.9	.3	.2	.8	.1	-.1	.7	.4	
2014 .....	99.7	99.5	100.4	102.0	-1.1	-.2	.9	1.6	.2	-.3	.4	1.2	
2015 .....	101.9	101.4	102.4	103.5	-.1	-.5	1.0	1.1	2.2	1.9	2.0	1.5	
2016 .....	103.3	102.5	103.0	103.3	-.2	-.8	.5	.3	1.4	1.1	.6	-.2	
2017 .....	103.0	103.2	—	—	-.3	.2	—	—	-.3	.7	—	—	
<b>Management, business, and financial</b>													
2001 .....	97.5	97.6	98.4	100.1	-.2	.1	.8	1.7	.5	.5	1.2	2.5	
2002 .....	100.1	100.8	100.5	100.5	.0	.7	-.3	.0	2.7	3.3	2.1	.4	
2003 .....	101.2	102.2	102.3	103.2	.7	1.0	.1	.9	1.1	1.4	1.8	2.7	
2004 .....	101.5	101.0	101.4	101.7	-1.6	-.5	.4	.3	.3	-1.2	-.9	-1.5	
2005 .....	100.9	100.7	98.6	100.0	-.8	-.2	-2.1	1.4	-.6	-.3	-2.8	-1.7	
2006 .....	99.7	98.9	99.6	100.6	-.3	-.8	.7	1.0	-1.2	-1.8	1.0	.6	
2007 .....	100.3	99.5	100.4	100.0	-.3	-.8	.9	-.4	.6	.6	.8	-.6	
2008 .....	99.7	98.0	98.7	103.0	-.3	-1.7	.7	4.4	-.6	-1.5	-1.7	3.0	
2009 .....	102.2	100.8	100.7	101.1	-.8	-1.4	-.1	.4	2.5	2.9	2.0	-1.8	
2010 .....	101.3	101.7	101.6	101.7	.2	.4	-.1	.1	-.9	.9	.9	.6	
2011 .....	100.3	99.7	99.6	100.2	-1.4	-.6	-.1	.6	-1.0	-2.0	-2.0	-1.5	
2012 .....	99.2	99.9	99.1	100.1	-1.0	.7	-.8	1.0	-1.1	.2	-.5	-.1	
2013 .....	99.5	100.2	100.1	100.9	-.6	.7	-.1	.8	.3	.3	1.0	.8	
2014 .....	99.8	100.2	101.2	102.5	-1.1	.4	1.0	1.3	.3	.0	1.1	1.6	
2015 .....	102.5	102.0	103.6	104.6	.0	-.5	1.6	1.0	2.7	1.8	2.4	2.0	
2016 .....	104.6	103.5	104.2	104.9	.0	-1.1	.7	.7	2.0	1.5	.6	.3	
2017 .....	104.4	104.8	—	—	-.5	.4	—	—	-.2	1.3	—	—	
<b>Professional and related</b>													
2001 .....	97.3	97.1	98.4	99.8	-.2	-.2	1.3	1.4	1.4	.9	1.4	2.4	
2002 .....	99.2	99.0	99.6	100.2	-.6	-.2	.6	.6	2.0	2.0	1.2	.4	
2003 .....	98.9	99.6	99.9	100.9	-1.3	.7	.3	1.0	-.3	.6	.3	.7	
2004 .....	100.0	99.2	100.1	100.4	-.9	-.8	.9	.3	1.1	-.4	.2	-.5	
2005 .....	99.6	99.5	98.3	100.0	-.8	-.1	-1.2	1.7	-.4	.3	-1.8	-.4	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Professional and related</b>												
2006 .....	99.1	98.4	100.0	101.2	-0.9	-0.7	1.6	1.2	-0.5	-1.1	1.7	1.2
2007 .....	100.3	99.5	100.7	100.6	-9	-8	1.2	-1	1.2	1.1	.7	-6
2008 .....	99.8	98.0	99.2	103.6	-8	-1.8	1.2	4.4	-5	-1.5	-1.5	3.0
2009 .....	102.9	101.7	102.1	102.2	-7	-1.2	.4	.1	3.1	3.8	2.9	-1.4
2010 .....	101.9	102.0	102.4	102.3	-3	.1	.4	-1	-1.0	.3	.3	.1
2011 .....	100.8	100.0	99.9	100.6	-1.5	-8	-1	.7	-1.1	-2.0	-2.4	-1.7
2012 .....	99.6	99.8	99.4	100.6	-1.0	.2	-4	1.2	-1.2	-2	-5	.0
2013 .....	99.6	99.6	99.9	100.7	-1.0	.0	.3	.8	.0	-2	.5	.1
2014 .....	99.6	99.2	99.9	101.7	-1.1	-4	.7	1.8	.0	-4	.0	1.0
2015 .....	101.6	101.1	101.8	102.8	-1	-5	.7	1.0	2.0	1.9	1.9	1.1
2016 .....	102.7	101.9	102.4	102.5	-1	-8	.5	.1	1.1	.8	.6	-3
2017 .....	102.2	102.3	-	-	-3	.1	-	-	-5	.4	-	-
<b>Sales and office</b>												
2001 .....	97.1	97.1	97.6	99.3	-4	.0	.5	1.7	-3	-4	-2	1.8
2002 .....	99.1	99.7	99.5	99.9	-2	.6	-2	.4	2.1	2.7	1.9	.6
2003 .....	98.8	100.0	100.3	100.8	-1.1	1.2	.3	.5	-3	.3	.8	.9
2004 .....	99.9	99.7	100.7	100.5	-9	-2	1.0	-2	1.1	-3	.4	-3
2005 .....	99.6	99.6	98.3	100.0	-9	.0	-1.3	1.7	-3	-1	-2.4	-5
2006 .....	98.9	98.5	99.3	100.4	-1.1	-4	.8	1.1	-7	-1.1	1.0	.4
2007 .....	99.5	99.0	99.5	99.5	-9	-5	.5	.0	.6	.5	.2	-9
2008 .....	98.4	96.9	97.2	101.2	-1.1	-1.5	.3	4.1	-1.1	-2.1	-2.3	1.7
2009 .....	100.0	99.1	99.5	99.9	-1.2	-9	.4	.4	1.6	2.3	2.4	-1.3
2010 .....	99.4	100.1	100.1	100.3	-5	.7	.0	.2	-6	1.0	.6	.4
2011 .....	98.4	98.3	98.3	99.1	-1.9	-1	.0	.8	-1.0	-1.8	-1.8	-1.2
2012 .....	98.1	98.8	98.5	99.2	-1.0	.7	-3	.7	-3	.5	.2	.1
2013 .....	98.4	98.8	98.9	99.9	-8	.4	.1	1.0	.3	.0	.4	.7
2014 .....	98.6	98.7	99.4	101.5	-1.3	.1	.7	2.1	.2	-1	.5	1.6
2015 .....	102.4	100.7	101.7	102.6	.9	-1.7	1.0	.9	3.9	2.0	2.3	1.1
2016 .....	102.6	102.8	102.6	102.7	.0	.2	-2	.1	.2	2.1	.9	.1
2017 .....	102.9	102.8	-	-	.2	-1	-	-	.3	.0	-	-
<b>Sales and related</b>												
2001 .....	97.0	97.3	97.1	98.7	-9	.3	-2	1.6	-2.3	-1.8	-2.1	.8
2002 .....	98.2	99.6	99.0	98.9	-5	1.4	-6	-1	1.2	2.4	2.0	.2
2003 .....	97.8	99.1	100.2	100.2	-1.1	1.3	1.1	.0	-4	-5	1.2	1.3
2004 .....	99.2	99.3	100.9	99.9	-1.0	.1	1.6	-1.0	1.4	.2	.7	-3
2005 .....	99.1	99.0	98.2	100.0	-8	-1	-8	1.8	-1	-3	-2.7	.1
2006 .....	98.3	98.2	98.9	100.0	-1.7	-1	.7	1.1	-8	-8	.7	.0
2007 .....	98.4	98.2	98.5	98.8	-1.6	-2	.3	.3	.1	.0	-4	-1.2
2008 .....	96.9	95.8	95.6	98.9	-1.9	-1.1	-2	3.5	-1.5	-2.4	-2.9	.1
2009 .....	96.5	95.5	96.3	96.8	-2.4	-1.0	.8	.5	-4	-3	.7	-2.1
2010 .....	96.0	97.5	97.1	97.6	-8	1.6	-4	.5	-5	2.1	.8	.8
2011 .....	94.9	95.7	95.7	96.7	-2.8	.8	.0	1.0	-1.1	-1.8	-1.4	-9
2012 .....	95.6	96.7	96.7	97.0	-1.1	1.2	.0	.3	.7	1.0	1.0	.3
2013 .....	96.0	96.6	96.8	97.9	-1.0	.6	.2	1.1	.4	-1	.1	.9
2014 .....	96.1	96.7	97.6	100.0	-1.8	.6	.9	2.5	.1	.1	.8	2.1
2015 .....	102.2	98.6	99.9	100.4	2.2	-3.5	1.3	.5	6.3	2.0	2.4	.4
2016 .....	99.9	101.0	100.1	99.5	-5	1.1	-9	-6	-2.3	2.4	.2	-9
2017 .....	99.8	99.7	-	-	.3	-1	-	-	-1	-1.3	-	-

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Office and administrative support</b>												
2001 .....	97.2	97.0	98.0	99.6	-0.1	-0.2	1.0	1.6	1.2	0.6	1.3	2.4
2002 .....	99.8	99.8	99.9	100.6	.2	.0	.1	.7	2.7	2.9	1.9	1.0
2003 .....	99.5	100.5	100.4	101.2	-1.1	1.0	-1	.8	-3	.7	.5	.6
2004 .....	100.5	100.0	100.6	100.9	-7	-5	.6	.3	1.0	-5	.2	-3
2005 .....	100.0	100.0	98.4	100.0	-9	.0	-1.6	1.6	-5	.0	-2.2	-9
2006 .....	99.3	98.7	99.5	100.7	-7	-6	.8	1.2	-7	-1.3	1.1	.7
2007 .....	100.2	99.5	100.1	100.0	-5	-7	.6	-1	.9	.8	.6	-7
2008 .....	99.3	97.5	98.3	102.8	-7	-1.8	.8	4.6	-9	-2.0	-1.8	2.8
2009 .....	102.4	101.4	101.6	102.0	-4	-1.0	.2	.4	3.1	4.0	3.4	-8
2010 .....	101.5	101.7	102.1	102.0	-5	.2	.4	-1	-9	.3	.5	.0
2011 .....	100.7	100.0	100.0	100.8	-1.3	-7	.0	.8	-8	-1.7	-2.1	-1.2
2012 .....	99.7	100.1	99.7	100.7	-1.1	.4	-4	1.0	-1.0	.1	-3	-1
2013 .....	100.0	100.2	100.3	101.1	-7	.2	.1	.8	.3	.1	.6	.4
2014 .....	100.3	100.0	100.6	102.4	-8	-3	.6	1.8	.3	-2	.3	1.3
2015 .....	102.4	102.1	102.9	104.1	.0	-3	.8	1.2	2.1	2.1	2.3	1.7
2016 .....	104.5	103.9	104.4	105.0	.4	-6	.5	.6	2.1	1.8	1.5	.9
2017 .....	104.9	104.9	—	—	-1	.0	—	—	.4	1.0	—	—
<b>Blue-collar occupations<sup>2,5</sup></b>												
2001 .....	98.5	98.3	99.4	100.9	-1	-2	1.1	1.5	.9	.5	1.2	2.3
2002 .....	100.5	100.7	100.7	101.2	-4	.2	.0	.5	2.0	2.4	1.3	.3
2003 .....	100.1	101.1	100.9	101.7	-1.1	1.0	-2	.8	-4	.4	.2	.5
2004 .....	100.7	100.2	100.9	101.0	-1.0	-5	.7	.1	.6	-9	.0	-7
2005 .....	99.9	100.0	98.5	100.0	-1.1	.1	-1.5	1.5	-8	-2	-2.4	-1.0
2006 .....	99.1	98.4	99.2	100.3	-9	-7	.8	1.1	-8	-1.6	.7	.3
<b>Natural resources, construction, and maintenance</b>												
2001 .....	97.9	97.7	99.1	100.3	-2	-2	1.4	1.2	.9	.2	1.2	2.2
2002 .....	99.7	100.3	100.4	100.8	-6	.6	.1	.4	1.8	2.7	1.3	.5
2003 .....	99.7	100.8	100.7	101.6	-1.1	1.1	-1	.9	.0	.5	.3	.8
2004 .....	100.6	100.2	100.5	100.7	-1.0	-4	.3	.2	.9	-6	-2	-9
2005 .....	99.6	99.8	98.4	100.0	-1.1	.2	-1.4	1.6	-1.0	-4	-2.1	-7
2006 .....	99.2	98.7	99.7	100.9	-8	-5	1.0	1.2	-4	-1.1	1.3	.9
2007 .....	99.9	99.3	100.3	100.3	-1.0	-6	1.0	.0	.7	.6	.6	-6
2008 .....	99.6	98.0	98.8	103.5	-7	-1.6	.8	4.8	-3	-1.3	-1.5	3.2
2009 .....	102.5	101.4	101.8	102.2	-1.0	-1.1	.4	.4	2.9	3.5	3.0	-1.3
2010 .....	101.8	101.9	102.0	101.8	-4	.1	.1	-2	-7	.5	.2	-4
2011 .....	100.2	99.8	99.9	100.6	-1.6	-4	.1	.7	-1.6	-2.1	-2.1	-1.2
2012 .....	99.2	99.5	99.2	100.1	-1.4	.3	-3	.9	-1.0	-3	-7	-5
2013 .....	99.1	99.1	99.6	100.3	-1.0	.0	.5	.7	-1	-4	.4	.2
2014 .....	99.4	99.1	99.9	101.6	-9	-3	.8	1.7	.3	.0	.3	1.3
2015 .....	101.4	101.1	101.8	102.8	-2	-3	.7	1.0	2.0	2.0	1.9	1.2
2016 .....	102.7	102.4	102.6	103.2	-1	-3	.2	.6	1.3	1.3	.8	.4
2017 .....	102.9	103.3	—	—	-3	.4	—	—	.2	.9	—	—
<b>Construction, extraction, farming, fishing, and forestry</b>												
2001 .....	98.2	98.3	99.1	100.3	-2	.1	.8	1.2	1.4	.8	1.1	1.9
2002 .....	99.8	99.9	100.0	100.6	-5	.1	.1	.6	1.6	1.6	.9	.3
2003 .....	99.2	100.4	100.5	101.4	-1.4	1.2	.1	.9	-6	.5	.5	.8
2004 .....	100.6	100.1	100.4	100.7	-8	-5	.3	.3	1.4	-3	-1	-7

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Construction, extraction, farming, fishing, and forestry</b>													
2005 .....	99.6	99.6	98.3	100.0	-1.1	0.0	-1.3	1.7	-1.0	-0.5	-2.1	-0.7	
2006 .....	99.2	98.9	99.8	101.1	-.8	-.3	.9	1.3	-.4	-.7	1.5	1.1	
2007 .....	100.2	99.8	100.7	100.9	-.9	-.4	.9	.2	1.0	.9	.9	-.2	
2008 .....	100.5	98.9	99.6	104.2	-.4	-1.6	.7	4.6	.3	-.9	-1.1	3.3	
2009 .....	103.0	101.9	102.3	102.7	-1.2	-1.1	.4	.4	2.5	3.0	2.7	-1.4	
2010 .....	102.0	102.2	102.6	102.3	-.7	.2	.4	-.3	-1.0	.3	.3	-.4	
2011 .....	100.7	100.1	100.0	100.8	-1.6	-.6	-.1	.8	-1.3	-2.1	-2.5	-1.5	
2012 .....	99.2	99.4	99.2	99.9	-1.6	.2	-.2	.7	-1.5	-.7	-.8	-.9	
2013 .....	98.9	98.8	99.3	100.0	-1.0	-.1	.5	.7	-.3	-.6	.1	.1	
2014 .....	98.8	98.6	99.3	101.4	-1.2	-.2	.7	2.1	-.1	-.2	.0	1.4	
2015 .....	100.9	100.4	101.2	102.3	-.5	-.5	.8	1.1	2.1	1.8	1.9	.9	
2016 .....	102.3	102.3	102.2	103.2	.0	.0	-.1	1.0	1.4	1.9	1.0	.9	
2017 .....	103.0	103.3	—	—	-.2	.3	—	—	.7	1.0	—	—	
<b>Installation, maintenance, and repair</b>													
2001 .....	97.5	97.1	99.2	100.3	-.3	-.4	2.2	1.1	.2	-.5	1.4	2.6	
2002 .....	99.5	100.7	101.0	101.0	-.8	1.2	.3	.0	2.1	3.7	1.8	.7	
2003 .....	100.2	101.3	101.0	101.8	-.8	1.1	-.3	.8	.7	.6	.0	.8	
2004 .....	100.5	100.2	100.8	100.7	-1.3	-.3	.6	-.1	.3	-1.1	-.2	-1.1	
2005 .....	99.6	100.1	98.5	100.0	-1.1	.5	-1.6	1.5	-.9	-.1	-2.3	-.7	
2006 .....	99.1	98.5	99.5	100.5	-.9	-.6	1.0	1.0	-.5	-1.6	1.0	.5	
2007 .....	99.5	98.6	99.9	99.7	-1.0	-.9	1.3	-.2	.4	.1	.4	-.8	
2008 .....	98.6	96.9	97.9	102.6	-1.1	-1.7	1.0	4.8	-.9	-1.7	-2.0	2.9	
2009 .....	101.8	100.9	101.2	101.6	-.8	-.9	.3	.4	3.2	4.1	3.4	-1.0	
2010 .....	101.6	101.5	101.3	101.3	.0	-.1	-.2	.0	-.2	.6	.1	-.3	
2011 .....	99.6	99.5	99.9	100.5	-1.7	-.1	.4	.6	-2.0	-2.0	-1.4	-.8	
2012 .....	99.3	99.6	99.2	100.2	-1.2	.3	-.4	1.0	-.3	.1	-.7	-.3	
2013 .....	99.4	99.5	100.1	100.8	-.8	.1	.6	.7	.1	-.1	.9	.6	
2014 .....	100.1	99.6	100.5	102.0	-.7	-.5	.9	1.5	.7	.1	.4	1.2	
2015 .....	102.0	101.8	102.5	103.3	.0	-.2	.7	.8	1.9	2.2	2.0	1.3	
2016 .....	103.2	102.5	103.1	103.3	-.1	-.7	.6	-.2	1.2	.7	.6	.0	
2017 .....	102.7	103.4	—	—	-.6	.7	—	—	-.5	.9	—	—	
<b>Production, transportation, and material moving</b>													
2001 .....	99.0	98.8	99.5	101.3	.0	-.2	.7	1.8	1.0	.7	1.1	2.3	
2002 .....	101.0	101.0	100.9	101.5	-.3	.0	-.1	.6	2.0	2.2	1.4	.2	
2003 .....	100.4	101.3	101.1	101.9	-1.1	.9	-.2	.8	-.6	.3	.2	.4	
2004 .....	100.8	100.3	101.1	101.1	-1.1	-.5	.8	.0	.4	-1.0	.0	-.8	
2005 .....	100.1	100.1	98.6	100.0	-1.0	.0	-1.5	1.4	-.7	-.2	-2.5	-1.1	
2006 .....	99.1	98.1	98.8	99.9	-.9	-1.0	.7	1.1	-1.0	-2.0	.2	-.1	
2007 .....	98.9	98.1	98.8	98.5	-1.0	-.8	.7	-.3	-.2	.0	.0	-1.4	
2008 .....	97.8	96.1	96.9	101.1	-.7	-1.7	.8	4.3	-1.1	-2.0	-1.9	2.6	
2009 .....	100.3	99.4	99.9	100.1	-.8	-.9	.5	.2	2.6	3.4	3.1	-1.0	
2010 .....	99.5	99.8	100.3	100.1	-.6	.3	.5	-.2	-.8	.4	.4	.0	
2011 .....	98.5	97.9	97.7	98.6	-1.6	-.6	-.2	.9	-1.0	-1.9	-2.6	-1.5	
2012 .....	97.7	97.9	97.7	98.8	-.9	.2	-.2	1.1	-.8	.0	.0	.2	
2013 .....	98.0	98.0	98.2	99.0	-.8	.0	.2	.8	.3	.1	.5	.2	
2014 .....	98.4	98.1	98.9	100.5	-.6	-.3	.8	1.6	.4	.1	.7	1.5	
2015 .....	100.7	100.3	101.1	102.2	.2	-.4	.8	1.1	2.3	2.2	2.2	1.7	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Production, transportation, and material moving</b>													
2016 .....	102.4	102.0	102.6	103.3	0.2	-0.4	0.6	0.7	1.7	1.7	1.5	1.1	
2017 .....	103.3	103.5	—	—	.0	.2	—	—	.9	1.5	—	—	
<b>Production</b>													
2001 .....	98.7	98.4	99.0	100.8	.1	-.3	.6	1.8	1.0	.7	1.0	2.2	
2002 .....	100.4	100.4	100.2	100.9	-.4	.0	-.2	.7	1.7	2.0	1.2	.1	
2003 .....	99.9	100.8	100.7	101.5	-1.0	.9	-.1	.8	-.5	.4	.5	.6	
2004 .....	100.4	100.0	100.9	100.8	-1.1	-.4	.9	-.1	.5	-.8	.2	-.7	
2005 .....	100.0	100.1	98.5	100.0	-.8	.1	-1.6	1.5	-.4	.1	-2.4	-.8	
2006 .....	99.2	98.1	98.7	99.8	-.8	-1.1	.6	1.1	-.8	-2.0	.2	-.2	
2007 .....	98.8	97.9	98.4	98.1	-1.0	-.9	.5	-.3	-.4	-.2	-.3	-1.7	
2008 .....	97.4	95.8	96.5	100.6	-.7	-1.6	.7	4.2	-1.4	-2.1	-1.9	2.5	
2009 .....	100.1	99.1	99.4	99.7	-.5	-1.0	.3	.3	2.8	3.4	3.0	-.9	
2010 .....	99.2	99.4	99.6	99.4	-.5	.2	.2	-.2	-.9	.3	.2	-.3	
2011 .....	97.9	97.3	97.2	98.0	-1.5	-.6	-.1	.8	-1.3	-2.1	-2.4	-1.4	
2012 .....	97.2	97.4	97.0	97.9	-.8	.2	-.4	.9	-.7	.1	-.2	-.1	
2013 .....	97.3	97.5	97.6	98.4	-.6	.2	.1	.8	.1	.1	.6	.5	
2014 .....	97.8	97.3	98.1	99.9	-.6	-.5	.8	1.8	.5	-.2	.5	1.5	
2015 .....	100.0	99.5	100.3	101.6	.1	-.5	.8	1.3	2.2	2.3	2.2	1.7	
2016 .....	101.7	101.2	101.7	102.4	.1	-.5	.5	.7	1.7	1.7	1.4	.8	
2017 .....	102.3	102.5	—	—	-.1	.2	—	—	.6	1.3	—	—	
<b>Transportation and material moving</b>													
2001 .....	99.3	99.3	100.2	102.0	-.2	.0	.9	1.8	.9	.8	1.5	2.5	
2002 .....	101.8	101.7	101.7	102.2	-.2	-.1	.0	.5	2.5	2.4	1.5	.2	
2003 .....	101.1	102.0	101.5	102.3	-1.1	.9	-.5	.8	-.7	.3	-.2	.1	
2004 .....	101.2	100.6	101.4	101.5	-1.1	-.6	.8	.1	.1	-1.4	-.1	-.8	
2005 .....	100.2	100.1	98.7	100.0	-1.3	-.1	-1.4	1.3	-1.0	-.5	-2.7	-1.5	
2006 .....	99.0	98.1	99.0	100.2	-1.0	-.9	.9	1.2	-1.2	-2.0	.3	.2	
2007 .....	99.0	98.4	99.2	98.9	-1.2	-.6	.8	-.3	.0	.3	.2	-1.3	
2008 .....	98.2	96.5	97.3	101.6	-.7	-1.7	.8	4.4	-.8	-1.9	-1.9	2.7	
2009 .....	100.7	99.8	100.4	100.6	-.9	-.9	.6	.2	2.5	3.4	3.2	-1.0	
2010 .....	100.0	100.3	101.0	101.0	-.6	.3	.7	.0	-.7	.5	.6	.4	
2011 .....	99.2	98.6	98.4	99.3	-1.8	-.6	-.2	.9	-.8	-1.7	-2.6	-1.7	
2012 .....	98.3	98.6	98.5	99.8	-1.0	.3	-.1	1.3	-.9	.0	.1	.5	
2013 .....	98.9	98.7	98.9	99.8	-.9	-.2	.2	-.9	.6	.1	.4	.0	
2014 .....	99.0	98.9	99.9	101.3	-.8	-.1	1.0	1.4	.1	.2	1.0	1.5	
2015 .....	101.5	101.2	102.0	103.0	.2	-.3	.8	1.0	2.5	2.3	2.1	1.7	
2016 .....	103.3	103.0	103.6	104.2	.3	-.3	.6	.6	1.8	1.8	1.6	1.2	
2017 .....	104.5	104.6	—	—	.3	.1	—	—	1.2	1.6	—	—	
<b>Service Occupations</b>													
2001 .....	99.6	99.1	99.7	101.7	-.2	-.5	.6	2.0	1.0	.2	.7	1.9	
2002 .....	101.3	101.0	101.2	101.7	-.4	-.3	.2	.5	1.7	1.9	1.5	.0	
2003 .....	100.5	101.2	101.2	102.2	-1.2	.7	.0	1.0	-.8	.2	.0	.5	
2004 .....	100.9	100.1	100.6	101.0	-1.3	-.8	.5	.4	.4	-1.1	-.6	-1.2	
2005 .....	100.0	99.9	98.5	100.0	-1.0	-.1	-1.4	1.5	-.9	-.2	-2.1	-1.0	
2006 .....	99.0	98.1	99.1	100.6	-1.0	-.9	1.0	1.5	-1.0	-1.8	.6	.6	
2007 .....	100.2	99.4	100.5	100.5	-.4	-.8	1.1	.0	1.2	1.3	1.4	-.1	
2008 .....	99.6	97.8	98.8	103.3	-.9	-1.8	1.0	4.6	-.6	-1.6	-1.7	2.8	

See footnotes at end of table.



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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Service Occupations</b>												
2009 .....	102.9	101.8	102.4	102.6	-0.4	-1.1	0.6	0.2	3.3	4.1	3.6	-0.7
2010 .....	102.1	102.1	102.4	102.3	-.5	.0	.3	-.1	-8	.3	.0	-.3
2011 .....	100.9	99.9	99.7	100.7	-1.4	-1.0	-.2	1.0	-1.2	-2.2	-2.6	-1.6
2012 .....	99.3	99.5	99.1	100.2	-1.4	.2	-.4	1.1	-1.6	-.4	-.6	-.5
2013 .....	99.2	99.2	99.0	100.1	-1.0	.0	-.2	1.1	-.1	-.3	-.1	-.1
2014 .....	98.9	98.5	99.4	101.3	-1.2	-.4	.9	1.9	-.3	-.7	.4	1.2
2015 .....	101.4	100.4	101.3	102.4	.1	-1.0	.9	1.1	2.5	1.9	1.9	1.1
2016 .....	102.6	102.2	102.9	103.5	.2	-.4	.7	.6	1.2	1.8	1.6	1.1
2017 .....	103.6	103.6	—	—	.1	.0	—	—	1.0	1.4	—	—
<b>Industry</b>												
<b>Goods-producing industries<sup>6</sup></b>												
2001 .....	98.2	98.1	98.6	100.2	-.1	-.1	.5	1.6	1.0	.4	.7	1.9
2002 .....	99.9	100.0	99.9	100.7	-.3	.1	-.1	.8	1.7	1.9	1.3	.5
2003 .....	99.7	100.8	100.5	101.3	-1.0	1.1	-.3	.8	-.2	.8	.6	.6
2004 .....	100.4	99.8	100.8	100.5	-.9	-.6	1.0	-.3	.7	-1.0	.3	-.8
2005 .....	99.7	99.8	98.5	100.0	-.8	.1	-1.3	1.5	-.7	.0	-2.3	-.5
2006 .....	99.2	98.7	99.2	100.3	-.8	-.5	.5	1.1	-.5	-1.1	.7	.3
2007 .....	99.5	98.9	99.5	99.3	-.8	-.6	.6	-.2	.3	.2	.3	-1.0
2008 .....	98.7	97.1	97.7	102.0	-.6	-1.6	.6	4.4	-.8	-1.8	-1.8	2.7
2009 .....	101.1	99.9	100.1	100.3	-.9	-1.2	.2	.2	2.4	2.9	2.5	-1.7
2010 .....	99.9	100.1	100.5	100.2	-.4	.2	.4	-.3	-1.2	.2	.4	-.1
2011 .....	98.8	98.3	98.2	99.0	-1.4	-.5	-.1	.8	-1.1	-1.8	-2.3	-1.2
2012 .....	97.8	98.2	97.9	98.9	-1.2	.4	-.3	1.0	-1.0	-.1	-.3	-.1
2013 .....	98.1	98.4	98.6	99.3	-.8	.3	.2	.7	.3	.2	.7	.4
2014 .....	98.4	98.2	98.9	100.7	-.9	-.2	.7	1.8	.3	-.2	.3	1.4
2015 .....	100.7	100.4	101.3	102.5	.0	-.3	.9	1.2	2.3	2.2	2.4	1.8
2016 .....	102.4	102.0	102.3	102.8	-.1	-.4	.3	.5	1.7	1.6	1.0	.3
2017 .....	102.5	102.7	—	—	-.3	.2	—	—	.1	.7	—	—
<b>Manufacturing</b>												
2001 .....	98.6	98.5	98.8	100.4	.0	-.1	.3	1.6	.8	.3	.5	1.8
2002 .....	100.4	100.4	100.2	101.0	.0	.0	-.2	.8	1.8	1.9	1.4	.6
2003 .....	100.2	101.2	100.8	101.6	-.8	1.0	-.4	.8	-.2	.8	.6	.6
2004 .....	100.6	100.1	100.9	100.8	-1.0	-.5	.8	-.1	.4	-1.1	.1	-.8
2005 .....	100.0	100.1	98.6	100.0	-.8	.1	-1.5	1.4	-.6	.0	-2.3	-.8
2006 .....	99.2	98.6	98.8	99.8	-.8	-.6	.2	1.0	-.8	-1.5	.2	-.2
2007 .....	98.9	98.1	98.6	98.3	-.9	-.8	.5	-.3	-.3	-.5	-.2	-1.5
2008 .....	97.6	96.0	96.6	100.8	-.7	-1.6	.6	4.3	-1.3	-2.1	-2.0	2.5
2009 .....	100.0	98.9	99.0	99.2	-.8	-1.1	.1	.2	2.5	3.0	2.5	-1.6
2010 .....	98.9	99.3	99.6	99.4	-.3	.4	.3	-.2	-1.1	.4	.6	.2
2011 .....	98.2	97.7	97.6	98.3	-1.2	-.5	-.1	.7	-.7	-1.6	-2.0	-1.1
2012 .....	97.4	97.8	97.5	98.4	-.9	.4	-.3	.9	-.8	.1	-.1	.1
2013 .....	97.8	98.1	98.2	99.0	-.6	.3	.1	.8	.4	.3	.7	.6
2014 .....	98.3	98.2	98.7	100.4	-.7	-.1	.5	1.7	.5	.1	.5	1.4
2015 .....	100.7	100.4	101.2	102.3	.3	-.3	.8	1.1	2.4	2.2	2.5	1.9
2016 .....	102.4	102.0	102.4	102.9	.1	-.4	.4	.5	1.7	1.6	1.2	.6
2017 .....	102.6	102.8	—	—	-.3	.2	—	—	.2	.8	—	—

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Service-providing industries<sup>7</sup></b>												
2001 .....	97.7	97.6	98.6	100.1	-0.2	-0.1	1.0	1.5	0.6	0.4	1.0	2.2
2002 .....	99.8	100.0	100.2	100.5	-.3	.2	.2	.3	2.1	2.5	1.6	.4
2003 .....	99.7	100.5	100.8	101.6	-.8	.8	.3	.8	-.1	.5	.6	1.1
2004 .....	100.5	99.9	100.7	100.9	-1.1	-.6	.8	.2	.8	-.6	-.1	-.7
2005 .....	100.0	99.8	98.4	100.0	-.9	-.2	-1.4	1.6	-.5	-.1	-2.3	-.9
2006 .....	99.2	98.4	99.6	100.8	-.8	-.8	1.2	1.2	-.8	-1.4	1.2	.8
2007 .....	100.0	99.2	100.2	100.1	-.8	-.8	1.0	-.1	.8	.8	.6	-.7
2008 .....	99.2	97.6	98.4	102.7	-.9	-1.6	.8	4.4	-.8	-1.6	-1.8	2.6
2009 .....	101.9	100.8	101.2	101.5	-.8	-1.1	.4	.3	2.7	3.3	2.8	-1.2
2010 .....	101.2	101.5	101.7	101.7	-.3	.3	.2	.0	-.7	.7	.5	.2
2011 .....	100.1	99.5	99.4	100.2	-1.6	-.6	-.1	.8	-1.1	-2.0	-2.3	-1.5
2012 .....	99.1	99.5	99.1	100.1	-1.1	.4	-.4	1.0	-1.0	.0	-.3	-.1
2013 .....	99.2	99.4	99.5	100.4	-.9	.2	.1	.9	.1	-.1	.4	.3
2014 .....	99.3	99.1	100.0	101.8	-1.1	-.2	.9	1.8	.1	-.3	.5	1.4
2015 .....	101.9	101.1	102.0	103.0	.1	-.8	.9	1.0	2.6	2.0	2.0	1.2
2016 .....	103.0	102.5	102.9	103.2	.0	-.5	.4	.3	1.1	1.4	.9	.2
2017 .....	103.1	103.2	—	—	-.1	.1	—	—	.1	.7	—	—
<b>Education and health services</b>												
2001 .....	96.8	96.5	98.1	99.6	-.5	-.3	1.7	1.5	.9	.7	1.4	2.4
2002 .....	98.9	98.7	99.7	100.4	-.7	-.2	1.0	.7	2.2	2.3	1.6	.8
2003 .....	99.0	99.7	100.0	100.9	-1.4	.7	.3	.9	.1	1.0	.3	.5
2004 .....	99.8	98.9	100.1	100.3	-1.1	-.9	1.2	.2	.8	-.8	.1	-.6
2005 .....	99.4	99.1	98.1	100.0	-.9	-.3	-1.0	1.9	-.4	.2	-2.0	-.3
2006 .....	98.9	98.1	100.0	101.2	-1.1	-.8	1.9	1.2	-.5	-1.0	1.9	1.2
2007 .....	100.0	99.1	100.6	100.6	-1.2	-.9	1.5	.0	1.1	1.0	.6	-.6
2008 .....	99.6	97.7	99.1	103.5	-1.0	-1.9	1.4	4.4	-.4	-1.4	-1.5	2.9
2009 .....	102.7	101.7	102.3	102.6	-.8	-1.0	.6	.3	3.1	4.1	3.2	-.9
2010 .....	102.0	102.1	102.5	102.4	-.6	.1	.4	-.1	-.7	.4	.2	-.2
2011 .....	100.6	99.8	99.8	100.6	-1.8	-.8	.0	.8	-1.4	-2.3	-2.6	-1.8
2012 .....	99.4	99.5	99.3	100.3	-1.2	.1	-.2	1.0	-1.2	-.3	-.5	-.3
2013 .....	99.2	99.1	99.4	100.2	-1.1	-.1	.3	.8	-.2	-.4	.1	-.1
2014 .....	99.0	98.5	99.3	101.2	-1.2	-.5	.8	1.9	-.2	-.6	-.1	1.0
2015 .....	101.0	100.3	101.2	102.2	-.2	-.7	.9	1.0	2.0	1.8	1.9	1.0
2016 .....	101.9	101.1	101.8	102.2	-.3	-.8	.7	.4	.9	.8	.6	.0
2017 .....	101.7	101.7	—	—	-.5	.0	—	—	-.2	.6	—	—
<b>Educational services</b>												
2001 .....	97.8	97.1	99.2	100.4	-.7	-.7	2.2	1.2	.7	.4	1.1	1.9
2002 .....	99.4	98.9	100.6	101.2	-1.0	-.5	1.7	.6	1.6	1.9	1.4	.8
2003 .....	99.5	100.0	100.4	101.2	-1.7	.5	.4	.8	.1	1.1	-.2	.0
2004 .....	99.9	98.8	100.0	100.2	-1.3	-1.1	1.2	.2	.4	-1.2	-.4	-1.0
2005 .....	99.1	98.7	98.0	100.0	-1.1	-.4	-.7	2.0	-.8	-.1	-2.0	-.2
2006 .....	98.7	97.5	99.9	100.9	-1.3	-1.2	2.5	1.0	-.4	-1.2	1.9	.9
2007 .....	99.4	98.2	100.2	100.2	-1.5	-1.2	2.0	.0	.7	.7	.3	-.7
2008 .....	98.9	97.0	99.0	103.2	-1.3	-1.9	2.1	4.2	-.5	-1.2	-1.2	3.0
2009 .....	102.2	101.0	101.9	102.1	-1.0	-1.2	.9	.2	3.3	4.1	2.9	-1.1
2010 .....	101.4	101.4	102.0	101.8	-.7	.0	.6	-.2	-.8	.4	.1	-.3
2011 .....	100.0	99.1	99.2	99.9	-1.8	-.9	.1	.7	-1.4	-2.3	-2.7	-1.9
2012 .....	98.5	98.5	98.4	99.3	-1.4	.0	-.1	.9	-1.5	-.6	-.8	-.6
2013 .....	98.0	97.9	98.2	98.9	-1.3	-.1	.3	.7	-.5	-.6	-.2	-.4

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Educational services</b>													
2014 .....	97.7	97.0	98.1	99.8	-1.2	-0.7	1.1	1.7	-0.3	-0.9	-0.1	0.9	
2015 .....	99.5	98.8	99.9	100.8	-3	-7	1.1	.9	1.8	1.9	1.8	1.0	
2016 .....	100.3	99.5	100.4	100.8	-5	-8	.9	.4	.8	.7	.5	.0	
2017 .....	100.2	99.9	—	—	-6	-3	—	—	-1	.4	—	—	
<b>Elementary and secondary schools</b>													
2001 .....	97.8	97.1	99.1	100.3	-9	-7	2.1	1.2	.4	.2	.7	1.6	
2002 .....	99.3	98.8	100.7	101.2	-1.0	-5	1.9	.5	1.5	1.8	1.6	.9	
2003 .....	99.5	99.9	100.4	101.1	-1.7	.4	.5	.7	.2	1.1	-3	-1	
2004 .....	99.7	98.7	100.0	100.2	-1.4	-1.0	1.3	.2	.2	-1.2	-4	-9	
2005 .....	98.8	98.4	97.9	100.0	-1.4	-4	-5	2.1	-9	-3	-2.1	-2	
2006 .....	98.5	97.3	99.9	100.8	-1.5	-1.2	2.7	.9	-3	-1.1	2.0	.8	
2007 .....	99.3	98.0	100.0	99.9	-1.5	-1.3	2.0	-1	.8	.7	.1	-9	
2008 .....	98.6	96.7	98.8	103.1	-1.3	-1.9	2.2	4.4	-7	-1.3	-1.2	3.2	
2009 .....	102.1	100.8	102.0	102.1	-1.0	-1.3	1.2	.1	3.5	4.2	3.2	-1.0	
2010 .....	101.5	101.5	102.1	101.9	-6	.0	.6	-2	-6	.7	.1	-2	
2011 .....	100.0	99.0	99.1	99.7	-1.9	-1.0	.1	.6	-1.5	-2.5	-2.9	-2.2	
2012 .....	98.2	98.3	98.1	98.9	-1.5	.1	-2	.8	-1.8	-7	-1.0	-8	
2013 .....	97.6	97.4	97.6	98.3	-1.3	-2	.2	.7	-6	-9	-5	-6	
2014 .....	97.1	96.3	97.4	99.0	-1.2	-8	1.1	1.6	-5	-1.1	-2	.7	
2015 .....	98.7	97.9	99.0	99.9	-3	-8	1.1	.9	1.6	1.7	1.6	.9	
2016 .....	99.4	98.5	99.5	99.8	-5	-9	1.0	.3	.7	.6	.5	-1	
2017 .....	99.0	98.8	—	—	-8	-2	—	—	-4	.3	—	—	
<b>Junior colleges, colleges, universities, and professional schools</b>													
2001 .....	98.0	97.4	99.8	101.0	.0	-6	2.5	1.2	1.4	1.1	2.6	3.1	
2002 .....	99.8	99.4	100.7	101.4	-1.2	-4	1.3	.7	1.8	2.1	.9	.4	
2003 .....	99.8	100.3	100.7	101.7	-1.6	.5	.4	1.0	.0	.9	.0	.3	
2004 .....	100.3	99.2	100.1	100.4	-1.4	-1.1	.9	.3	.5	-1.1	-6	-1.3	
2005 .....	99.7	99.4	98.3	100.0	-7	-3	-1.1	1.7	-6	.2	-1.8	-4	
2006 .....	99.0	97.9	99.9	101.1	-1.0	-1.1	2.0	1.2	-7	-1.5	1.6	1.1	
2007 .....	99.5	98.5	100.6	100.7	-1.6	-1.0	2.1	.1	.5	.6	.7	-4	
2008 .....	99.5	97.5	99.3	103.3	-1.2	-2.0	1.8	4.0	.0	-1.0	-1.3	2.6	
2009 .....	102.5	101.5	101.3	101.8	-8	-1.0	-2	.5	3.0	4.1	2.0	-1.5	
2010 .....	101.0	100.8	101.4	101.4	-8	-2	.6	.0	-1.5	-7	.1	-4	
2011 .....	99.7	98.7	99.0	99.6	-1.7	-1.0	.3	.6	-1.3	-2.1	-2.4	-1.8	
2012 .....	98.4	98.5	98.9	99.9	-1.2	.1	.4	1.0	-1.3	-2	-1	.3	
2013 .....	98.7	98.6	99.3	100.0	-1.2	-1	.7	.7	.3	.1	.4	.1	
2014 .....	98.9	98.1	99.2	101.0	-1.1	-8	1.1	1.8	.2	-5	-1	1.0	
2015 .....	100.8	100.1	101.4	102.2	-2	-7	1.3	.8	1.9	2.0	2.2	1.2	
2016 .....	101.8	100.9	101.8	102.3	-4	-9	.9	.5	1.0	.8	.4	.1	
2017 .....	102.0	101.5	—	—	-3	-5	—	—	.2	.6	—	—	
<b>Health care and social assistance<sup>8</sup></b>													
2001 .....	95.5	95.6	96.7	98.6	-2	.1	1.2	2.0	1.4	1.1	1.9	3.0	
2002 .....	98.4	98.4	98.5	99.3	-2	.0	.1	.8	3.0	2.9	1.9	.7	
2003 .....	98.3	99.3	99.4	100.5	-1.0	1.0	.1	1.1	-1	.9	.9	1.2	
2004 .....	99.8	99.1	100.2	100.4	-7	-7	1.1	.2	1.5	-2	.8	-1	
2005 .....	99.7	99.7	98.2	100.0	-7	.0	-1.5	1.8	-1	.6	-2.0	-4	
2006 .....	99.2	98.7	100.1	101.5	-8	-5	1.4	1.4	-5	-1.0	1.9	1.5	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Health care and social assistance<sup>8</sup></b>												
2007 .....	100.7	100.0	101.1	101.1	-0.8	-0.7	1.1	0.0	1.5	1.3	1.0	-0.4
2008 .....	100.4	98.5	99.3	103.8	-.7	-1.9	.8	4.5	-.3	-1.5	-1.8	2.7
2009 .....	103.3	102.4	102.8	103.1	-.5	-.9	.4	.3	2.9	4.0	3.5	-.7
2010 .....	102.7	102.9	103.0	103.0	-.4	.2	.1	.0	-6	.5	.2	-.1
2011 .....	101.2	100.6	100.4	101.4	-1.7	-.6	-.2	1.0	-1.5	-2.2	-2.5	-1.6
2012 .....	100.4	100.8	100.3	101.4	-1.0	.4	-.5	1.1	-.8	.2	-.1	.0
2013 .....	100.4	100.5	100.7	101.7	-1.0	.1	.2	1.0	.0	-.3	.4	.3
2014 .....	100.5	100.2	100.6	102.8	-1.2	-.3	.4	2.2	.1	-.3	-.1	1.1
2015 .....	102.6	102.0	102.7	103.8	-.2	-.6	.7	1.1	2.1	1.8	2.1	1.0
2016 .....	103.6	103.0	103.4	103.8	-.2	-.6	.4	.4	1.0	1.0	.7	.0
2017 .....	103.4	103.6	—	—	-.4	.2	—	—	-2	.6	—	—
<b>Hospitals</b>												
2001 .....	92.7	93.2	94.5	96.7	-.2	.5	1.4	2.3	1.4	1.9	2.8	4.1
2002 .....	96.6	96.9	97.4	98.6	-.1	.3	.5	1.2	4.2	4.0	3.1	2.0
2003 .....	97.5	98.4	98.6	100.0	-1.1	.9	.2	1.4	.9	1.5	1.2	1.4
2004 .....	99.1	98.5	99.5	100.0	-.9	-.6	1.0	.5	1.6	.1	.9	.0
2005 .....	99.4	99.4	98.2	100.0	-.6	.0	-1.2	1.8	.3	.9	-1.3	.0
2006 .....	99.4	98.6	99.8	101.3	-.6	-.8	1.2	1.5	.0	-.8	1.6	1.3
2007 .....	100.4	99.7	100.7	100.7	-.9	-.7	1.0	.0	1.0	1.1	.9	-.6
2008 .....	100.0	98.4	99.4	104.2	-.7	-1.6	1.0	4.8	-.4	-1.3	-1.3	3.5
2009 .....	103.6	102.7	103.1	103.6	-.6	-.9	.4	.5	3.6	4.4	3.7	-.6
2010 .....	103.1	103.4	103.5	103.7	-.5	.3	.1	.2	-5	.7	.4	.1
2011 .....	102.0	101.3	101.3	102.2	-1.6	-.7	.0	.9	-1.1	-2.0	-2.1	-1.4
2012 .....	100.9	101.1	100.6	101.8	-1.3	.2	-.5	1.2	-1.1	-.2	-.7	-.4
2013 .....	100.8	100.9	101.1	101.9	-1.0	.1	.2	.8	-.1	-.2	.5	.1
2014 .....	100.8	100.3	100.8	102.7	-1.1	-.5	.5	1.9	.0	-.6	-.3	.8
2015 .....	102.5	102.0	102.8	104.0	-.2	-.5	.8	1.2	1.7	1.7	2.0	1.3
2016 .....	103.8	103.3	103.6	104.4	-.2	-.5	.3	.8	1.3	1.3	.8	.4
2017 .....	103.9	104.0	—	—	-.5	.1	—	—	.1	.7	—	—
<b>Nursing and residential care facilities</b>												
2001 .....	95.8	95.2	97.6	99.5	.4	-.6	2.5	1.9	2.7	1.6	3.3	4.3
2002 .....	99.4	99.7	99.8	100.6	-.1	.3	.1	.8	3.8	4.7	2.3	1.1
2003 .....	99.5	100.4	100.1	101.1	-1.1	.9	-.3	1.0	.1	.7	.3	.5
2004 .....	100.2	99.3	99.7	100.2	-.9	-.9	.4	.5	.7	-1.1	-.4	-.9
2005 .....	99.4	99.6	98.1	100.0	-.8	.2	-1.5	1.9	-.8	.3	-1.6	-.2
2006 .....	99.2	98.1	99.1	100.7	-.8	-1.1	1.0	1.6	-.2	-1.5	1.0	.7
2007 .....	99.7	98.9	99.8	99.7	-1.0	-.8	.9	-.1	.5	.8	.7	-1.0
2008 .....	99.0	97.2	98.1	102.7	-.7	-1.8	.9	4.7	-.7	-1.7	-1.7	3.0
2009 .....	102.1	101.1	101.4	101.7	-.6	-1.0	.3	.3	3.1	4.0	3.4	-1.0
2010 .....	101.2	101.3	101.4	101.1	-.5	.1	.1	-.3	-.9	.2	.0	-.6
2011 .....	99.5	98.9	98.6	99.2	-1.6	-.6	-.3	.6	-1.7	-2.4	-2.8	-1.9
2012 .....	98.0	98.1	97.6	98.5	-1.2	.1	-.5	.9	-1.5	-.8	-1.0	-.7
2013 .....	97.5	97.4	97.5	98.4	-1.0	-.1	.1	.9	-.5	-.7	-.1	-.1
2014 .....	97.2	96.5	97.1	98.9	-1.2	-.7	.6	1.9	-.3	-.9	-.4	.5
2015 .....	99.0	98.5	99.5	100.4	.1	-.5	1.0	.9	1.9	2.1	2.5	1.5
2016 .....	100.4	99.8	100.3	101.0	.0	-.6	.5	.7	1.4	1.3	.8	.6
2017 .....	100.8	101.0	—	—	-.2	.2	—	—	.4	1.2	—	—

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Public administration													
2001 .....	97.3	97.0	97.9	99.7	-0.2	-0.3	0.9	1.8	0.5	0.7	1.1	2.3	
2002 .....	99.1	99.1	99.5	100.4	-.6	.0	.4	.9	1.8	2.2	1.6	.7	
2003 .....	99.7	100.4	100.4	101.4	-.7	.7	.0	1.0	.6	1.3	.9	1.0	
2004 .....	100.4	99.4	100.0	100.3	-1.0	-1.0	.6	.3	.7	-1.0	-.4	-1.1	
2005 .....	99.7	99.4	98.3	100.0	-.6	-.3	-1.1	1.7	-.7	.0	-1.7	-.3	
2006 .....	99.0	98.0	99.0	101.0	-1.0	-1.0	1.0	2.0	-.7	-1.4	.7	1.0	
2007 .....	100.1	99.4	100.4	100.6	-.9	-.7	1.0	.2	1.1	1.4	1.4	-.4	
2008 .....	99.7	97.6	98.8	103.3	-.9	-2.1	1.2	4.6	-.4	-1.8	-1.6	2.7	
2009 .....	103.0	102.1	102.5	102.8	-.3	-.9	.4	.3	3.3	4.6	3.7	-.5	
2010 .....	102.3	102.4	102.6	102.4	-.5	.1	.2	-.2	-.7	.3	.1	-.4	
2011 .....	100.7	99.9	99.5	100.3	-1.7	-.8	-.4	.8	-1.6	-2.4	-3.0	-2.1	
2012 .....	99.2	99.3	98.7	99.7	-1.1	.1	-.6	1.0	-1.5	-.6	-.8	-.6	
2013 .....	98.6	98.4	98.6	99.6	-1.1	-.2	.2	1.0	-.6	-.9	-.1	-.1	
2014 .....	98.6	98.2	98.9	100.7	-1.0	-.4	.7	1.8	.0	-.2	.3	1.1	
2015 .....	100.7	99.9	100.9	101.8	.0	-.8	1.0	.9	2.1	1.7	2.0	1.1	
2016 .....	101.7	100.7	101.4	101.8	-.1	-1.0	.7	-.4	1.0	.8	.5	.0	
2017 .....	101.6	101.3	—	—	-.2	-.3	—	—	-.1	.6	—	—	

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

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

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

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

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

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

<sup>7</sup> Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; other services, except public administration; and public administration.

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

NOTE: Dashes indicate data not available.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Private industry workers</b>												
<b>All workers</b>												
2001 .....	97.8	97.8	98.5	100.1	-0.1	0.0	0.7	1.6	0.7	0.4	0.9	2.2
2002 .....	99.9	100.2	100.0	100.4	-.2	.3	-.2	.4	2.1	2.5	1.5	.3
2003 .....	99.7	100.7	100.8	101.6	-.7	1.0	.1	.8	-2	.5	.8	1.2
2004 .....	100.6	100.1	100.8	100.9	-1.0	-.5	.7	.1	.9	-.6	.0	-.7
2005 .....	100.1	100.1	98.5	100.0	-.8	.0	-1.6	1.5	-.5	.0	-2.3	-.9
2006 .....	99.2	98.6	99.5	100.6	-.8	-.6	.9	1.1	-.9	-1.5	1.0	.6
2007 .....	99.9	99.3	100.0	99.9	-.7	-.6	.7	-.1	.7	.7	.5	-.7
2008 .....	99.1	97.5	98.2	102.4	-.8	-1.6	.7	4.3	-.8	-1.8	-1.8	2.5
2009 .....	101.6	100.5	100.7	101.0	-.8	-1.1	.2	.3	2.5	3.1	2.5	-1.4
2010 .....	100.7	101.1	101.3	101.2	-.3	.4	.2	-.1	-.9	.6	.6	.2
2011 .....	99.7	99.2	99.1	99.9	-1.5	-.5	-.1	.8	-1.0	-1.9	-2.2	-1.3
2012 .....	98.9	99.4	99.0	100.0	-1.0	.5	-.4	1.0	-.8	.2	-.1	.1
2013 .....	99.2	99.5	99.6	100.5	-.8	.3	.1	.9	.3	.1	.6	.5
2014 .....	99.4	99.4	100.2	101.9	-1.1	.0	.8	1.7	.2	-1.1	.6	1.4
2015 .....	102.2	101.4	102.3	103.3	.3	-.8	.9	1.0	2.8	2.0	2.1	1.4
2016 .....	103.4	103.0	103.3	103.6	.1	-.4	.3	.3	1.2	1.6	1.0	.3
2017 .....	103.5	103.7	—	—	-.1	.2	—	—	.1	.7	—	—
<b>Excluding sales occupations<sup>1</sup></b>												
2001 .....	97.9	97.8	98.6	100.3	.0	-.1	.8	1.7	1.1	.6	1.2	2.5
2002 .....	100.1	100.3	100.2	100.6	-.2	.2	-.1	.4	2.2	2.6	1.6	.3
2003 .....	99.9	100.9	100.8	101.7	-.7	1.0	-.1	.9	-2	.6	.6	1.1
2004 .....	100.7	100.2	100.8	101.1	-1.0	-.5	.6	.3	.8	-.7	.0	-.6
2005 .....	100.2	100.2	98.5	100.0	-.9	.0	-1.7	1.5	-.5	.0	-2.3	-1.1
2006 .....	99.4	98.7	99.5	100.7	-.6	-.7	.8	1.2	-.8	-1.5	1.0	.7
<b>Excluding incentive paid occupations<sup>2</sup></b>												
2006 .....	99.3	98.6	99.4	100.6	-.7	-.7	.8	1.2	—	—	—	.6
2007 .....	99.9	99.4	100.2	100.0	-.7	-.5	.8	-.2	.6	.8	.8	-.6
2008 .....	99.4	97.8	98.5	103.1	-.6	-1.6	.7	4.7	-.5	-1.6	-1.7	3.1
2009 .....	102.3	101.1	101.4	101.7	-.8	-1.2	.3	.3	2.9	3.4	2.9	-1.4
2010 .....	101.4	101.7	101.9	101.8	-.3	.3	.2	-.1	-.9	.6	.5	.1
2011 .....	100.4	99.8	99.6	100.4	-1.4	-.6	-.2	.8	-1.0	-1.9	-2.3	-1.4
2012 .....	99.3	99.7	99.2	100.3	-1.1	.4	-.5	1.1	-1.1	-.1	-.4	-.1
2013 .....	99.6	99.8	99.9	100.6	-.7	.2	.1	.7	.3	.1	.7	.3
2014 .....	99.7	99.5	100.1	101.8	-.9	-.2	.6	1.7	.1	-.3	.2	1.2
2015 .....	101.8	101.4	102.2	103.3	.0	-.4	.8	1.1	2.1	1.9	2.1	1.5
2016 .....	103.5	102.9	103.3	103.8	.2	-.6	.4	.5	1.7	1.5	1.1	.5
2017 .....	103.7	103.9	—	—	-.1	.2	—	—	.2	1.0	—	—
<b>Occupational group</b>												
<b>White-collar occupations<sup>1,3</sup></b>												
2001 .....	97.2	97.2	97.9	99.5	-.1	.0	.7	1.6	.7	.3	.8	2.3
2002 .....	99.3	99.8	99.5	99.8	-.2	.5	-.3	.3	2.2	2.7	1.6	.3
2003 .....	99.3	100.4	100.6	101.3	-.5	1.1	.2	.7	.0	.6	1.1	1.5
2004 .....	100.4	100.0	100.8	100.9	-.9	-.4	.8	.1	1.1	-.4	.2	-.4
2005 .....	100.1	100.1	98.5	100.0	-.8	.0	-1.6	1.5	-.3	.1	-2.3	-.9
2006 .....	99.3	98.8	99.6	100.8	-.7	-.5	.8	1.2	-.8	-1.3	1.1	.8

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Occupational group</b>												
<b>Excluding sales occupations<sup>1</sup></b>												
2001 .....	97.2	97.2	98.1	99.7	0.0	0.0	0.9	1.6	1.4	0.8	1.4	2.6
2002 .....	99.6	99.9	99.7	100.0	-.1	.3	-.2	.3	2.5	2.8	1.6	.3
2003 .....	99.6	100.6	100.7	101.6	-.4	1.0	.1	.9	.0	.7	1.0	1.6
2004 .....	100.7	100.1	100.8	101.1	-.9	-.6	.7	.3	1.1	-.5	.1	-.5
2005 .....	100.3	100.3	98.5	100.0	-.8	.0	-1.8	1.5	-.4	.2	-2.3	-1.1
2006 .....	99.5	98.9	99.8	100.9	-.5	-.6	.9	1.1	-.8	-1.4	1.3	.9
<b>Management, professional, and related</b>												
2001 .....	97.2	97.3	98.1	99.7	-.1	.1	.8	1.6	1.2	.9	1.4	2.5
2002 .....	99.5	99.9	99.6	99.8	-.2	.4	-.3	.2	2.4	2.7	1.5	.1
2003 .....	99.7	100.7	100.8	101.8	-.1	1.0	.1	1.0	.2	.8	1.2	2.0
2004 .....	100.8	100.1	100.8	101.1	-1.0	-.7	.7	.3	1.1	-.6	.0	-.7
2005 .....	100.4	100.3	98.6	100.0	-.7	-.1	-1.7	1.4	-.4	.2	-2.2	-1.1
2006 .....	99.6	98.9	99.9	101.0	-.4	-.7	1.0	1.1	-.8	-1.4	1.3	1.0
2007 .....	100.6	99.9	100.7	100.4	-.4	-.7	.8	-.3	1.0	1.0	.8	-.6
2008 .....	100.0	98.3	99.0	103.4	-.4	-1.7	.7	4.4	-.6	-1.6	-1.7	3.0
2009 .....	102.8	101.4	101.4	101.6	-.6	-1.4	.0	.2	2.8	3.2	2.4	-1.7
2010 .....	101.7	102.0	102.2	102.1	.1	.3	.2	-.1	-1.1	.6	.8	.5
2011 .....	100.8	100.2	100.0	100.7	-1.3	-.6	-.2	.7	-.9	-1.8	-2.2	-1.4
2012 .....	99.8	100.3	99.7	100.8	-.9	.5	-.6	1.1	-1.0	.1	-.3	.1
2013 .....	100.1	100.6	100.7	101.5	-.7	.5	.1	.8	.3	.3	1.0	.7
2014 .....	100.4	100.5	101.3	102.9	-1.1	.1	.8	1.6	.3	-.1	.6	1.4
2015 .....	102.8	102.4	103.5	104.5	-.1	-.4	1.1	1.0	2.4	1.9	2.2	1.6
2016 .....	104.5	103.6	104.1	104.4	.0	-.9	.5	.3	1.7	1.2	.6	-.1
2017 .....	104.1	104.5	—	—	-.3	.4	—	—	-.4	.9	—	—
<b>Excluding incentive paid occupations<sup>2</sup></b>												
2006 .....	99.5	98.8	99.8	101.0	-.5	-.7	1.0	1.2	—	—	—	1.0
2007 .....	100.4	99.9	100.7	100.4	-.6	-.5	.8	-.3	.9	1.1	.9	-.6
2008 .....	100.0	98.3	99.1	103.7	-.4	-1.7	.8	4.6	-.4	-1.6	-1.6	3.3
2009 .....	102.9	101.5	101.6	101.8	-.8	-1.4	.1	.2	2.9	3.3	2.5	-1.8
2010 .....	101.7	102.0	102.3	102.3	-.1	.3	.3	.0	-1.2	.5	.7	.5
2011 .....	100.9	100.4	100.2	100.9	-1.4	-.5	-.2	.7	-.8	-1.6	-2.1	-1.4
2012 .....	99.8	100.3	99.7	100.8	-1.1	.5	-.6	1.1	-1.1	-.1	-.5	-.1
2013 .....	100.1	100.5	100.6	101.3	-.7	.4	.1	.7	.3	.2	.9	.5
2014 .....	100.4	100.2	100.7	102.4	-.9	-.2	.5	1.7	.3	-.3	.1	1.1
2015 .....	102.4	102.0	102.8	103.8	.0	-.4	.8	1.0	2.0	1.8	2.1	1.4
2016 .....	103.8	103.0	103.4	103.7	.0	-.8	.4	.3	1.4	1.0	.6	-.1
2017 .....	103.5	103.7	—	—	-.2	.2	—	—	-.3	.7	—	—
<b>Management, business, and financial</b>												
2001 .....	97.5	97.6	98.3	100.0	-.1	.1	.7	1.7	.6	.4	1.2	2.5
2002 .....	100.0	100.9	100.4	100.2	.0	.9	-.5	-.2	2.6	3.4	2.1	.2
2003 .....	101.3	102.3	102.4	103.3	1.1	1.0	.1	.9	1.3	1.4	2.0	3.1
2004 .....	101.7	101.2	101.6	101.9	-1.5	-.5	.4	.3	.4	-1.1	-.8	-1.4
2005 .....	101.0	100.8	98.5	100.0	-.9	-.2	-2.3	1.5	-.7	-.4	-3.1	-1.9
2006 .....	99.7	99.1	99.7	100.5	-.3	-.6	.6	.8	-1.3	-1.7	1.2	.5
2007 .....	100.3	99.6	100.4	99.9	-.2	-.7	.8	-.5	.6	.5	.7	-.6
2008 .....	99.7	98.1	98.6	102.9	-.2	-1.6	.5	4.4	-.6	-1.5	-1.8	3.0

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Management, business, and financial</b>													
2009 .....	102.0	100.7	100.6	101.0	-0.9	-1.3	-0.1	0.4	2.3	2.7	2.0	-1.8	
2010 .....	101.3	101.7	101.6	101.7	.3	.4	-1	.1	-7	1.0	1.0	.7	
2011 .....	100.3	99.7	99.6	100.3	-1.4	-6	-1	.7	-1.0	-2.0	-2.0	-1.4	
2012 .....	99.3	100.1	99.2	100.2	-1.0	.8	-9	1.0	-1.0	.4	-4	-1	
2013 .....	99.7	100.5	100.3	101.1	-5	.8	-2	.8	.4	.4	1.1	.9	
2014 .....	100.1	100.5	101.5	102.9	-1.0	.4	1.0	1.4	.4	.0	1.2	1.8	
2015 .....	102.8	102.4	104.0	105.0	-1	-4	1.6	1.0	2.7	1.9	2.5	2.0	
2016 .....	105.0	104.0	104.7	105.3	.0	-1.0	.7	.6	2.1	1.6	.7	.3	
2017 .....	104.9	105.3	—	—	-4	.4	—	—	-1	1.2	—	—	
<b>Excluding incentive paid occupations<sup>2</sup></b>													
2006 .....	99.6	98.9	99.5	100.6	-4	-7	.6	1.1	—	—	—	.6	
2007 .....	100.2	99.8	100.6	100.2	-4	-4	.8	-4	.6	.9	1.1	-4	
2008 .....	99.9	98.3	99.0	103.6	-3	-1.6	.7	4.6	-3	-1.5	-1.6	3.4	
2009 .....	102.7	101.2	101.2	101.4	-9	-1.5	.0	.2	2.8	3.0	2.2	-2.1	
2010 .....	101.7	101.9	102.2	102.1	.3	.2	.3	-1	-1.0	.7	1.0	.7	
2011 .....	100.8	100.2	100.0	100.7	-1.3	-6	-2	.7	-9	-1.7	-2.2	-1.4	
2012 .....	99.6	100.2	99.4	100.3	-1.1	.6	-8	.9	-1.2	.0	-6	-4	
2013 .....	99.9	100.5	100.5	101.1	-4	.6	.0	.6	.3	.3	1.1	.8	
2014 .....	100.3	100.1	100.6	102.3	-8	-2	.5	1.7	.4	-4	.1	1.2	
2015 .....	102.5	102.0	102.9	103.9	.2	-5	.9	1.0	2.2	1.9	2.3	1.6	
2016 .....	104.1	103.2	103.7	104.4	.2	-9	.5	.7	1.6	1.2	.8	.5	
2017 .....	104.1	104.3	—	—	-3	.2	—	—	.0	1.1	—	—	
<b>Professional and related</b>													
2001 .....	97.0	97.1	97.9	99.5	.0	.1	.8	1.6	1.9	1.4	1.6	2.6	
2002 .....	99.1	99.0	99.0	99.5	-4	-1	.0	.5	2.2	2.0	1.1	.0	
2003 .....	98.4	99.3	99.5	100.5	-1.1	.9	.2	1.0	-7	.3	.5	1.0	
2004 .....	100.1	99.3	100.2	100.5	-4	-8	.9	.3	1.7	.0	.7	.0	
2005 .....	99.9	100.0	98.6	100.0	-6	.1	-1.4	1.4	-2	.7	-1.6	-5	
2006 .....	99.4	98.8	100.0	101.4	-6	-6	1.2	1.4	-5	-1.2	1.4	1.4	
2007 .....	100.7	100.1	101.0	100.8	-7	-6	.9	-2	1.3	1.3	1.0	-6	
2008 .....	100.2	98.5	99.3	103.8	-6	-1.7	.8	4.5	-5	-1.6	-1.7	3.0	
2009 .....	103.3	102.0	102.1	102.2	-5	-1.3	.1	.1	3.1	3.6	2.8	-1.5	
2010 .....	102.0	102.2	102.6	102.5	-2	.2	.4	-1	-1.3	.2	.5	.3	
2011 .....	101.1	100.5	100.3	101.0	-1.4	-6	-2	.7	-9	-1.7	-2.2	-1.5	
2012 .....	100.1	100.5	100.1	101.4	-9	.4	-4	1.3	-1.0	.0	-2	.4	
2013 .....	100.4	100.7	101.0	101.8	-1.0	.3	.3	.8	.3	.2	.9	.4	
2014 .....	100.7	100.5	101.1	102.9	-1.1	-2	.6	1.8	.3	-2	.1	1.1	
2015 .....	102.8	102.5	103.1	104.2	-1	-3	.6	1.1	2.1	2.0	2.0	1.3	
2016 .....	104.1	103.4	103.7	103.7	-1	-7	.3	.0	1.3	.9	.6	-5	
2017 .....	103.5	103.8	—	—	-2	.3	—	—	-6	.4	—	—	
<b>Sales and office</b>													
2001 .....	97.1	97.1	97.6	99.2	-3	.0	.5	1.6	-3	-4	-2	1.8	
2002 .....	99.1	99.8	99.5	99.8	-1	.7	-3	.3	2.1	2.8	1.9	.6	
2003 .....	98.7	99.9	100.3	100.7	-1.1	1.2	.4	.4	-4	.1	.8	.9	
2004 .....	99.9	99.7	100.7	100.5	-8	-2	1.0	-2	1.2	-2	.4	-2	
2005 .....	99.6	99.6	98.3	100.0	-9	.0	-1.3	1.7	-3	-1	-2.4	-5	
2006 .....	98.9	98.6	99.3	100.4	-1.1	-3	.7	1.1	-7	-1.0	1.0	.4	
2007 .....	99.4	99.0	99.4	99.5	-1.0	-4	.4	.1	.5	.4	.1	-9	

See footnotes at end of table.



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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Sales and office</b>													
2008 .....	98.3	96.9	97.1	101.1	-1.2	-1.4	0.2	4.1	-1.1	-2.1	-2.3	1.6	
2009 .....	99.8	98.9	99.3	99.7	-1.3	-.9	.4	.4	1.5	2.1	2.3	-1.4	
2010 .....	99.1	99.9	99.9	100.1	-.6	.8	.0	.2	-.7	1.0	.6	.4	
2011 .....	98.3	98.2	98.2	99.1	-1.8	-.1	.0	.9	-.8	-1.7	-1.7	-1.0	
2012 .....	98.1	98.8	98.5	99.2	-1.0	.7	-.3	.7	-.2	.6	.3	.1	
2013 .....	98.5	98.9	99.0	100.0	-.7	.4	.1	1.0	.4	.1	.5	.8	
2014 .....	98.7	98.8	99.5	101.6	-1.3	.1	.7	2.1	.2	-.1	.5	1.6	
2015 .....	102.7	100.8	101.9	102.8	1.1	-1.9	1.1	.9	4.1	2.0	2.4	1.2	
2016 .....	102.8	103.1	102.8	102.9	.0	.3	-.3	.1	.1	2.3	.9	.1	
2017 .....	103.1	103.0	—	—	.2	-.1	—	—	.3	-.1	—	—	
<b>Excluding incentive paid occupations<sup>2</sup></b>													
2006 .....	99.3	98.7	99.3	100.5	-.7	-.6	.6	1.2	—	—	—	.5	
2007 .....	99.8	99.3	100.1	100.0	-.7	-.5	.8	-.1	.5	.6	.8	-.5	
2008 .....	99.5	97.8	98.5	103.0	-.5	-1.7	.7	4.6	-.3	-1.5	-1.6	3.0	
2009 .....	102.4	101.3	101.6	101.9	-.6	-1.1	.3	.3	2.9	3.6	3.1	-1.1	
2010 .....	101.6	101.8	101.8	101.7	-.3	.2	.0	-.1	-.8	.5	.2	-.2	
2011 .....	100.4	99.8	99.7	100.5	-1.3	-.6	-.1	.8	-1.2	-2.0	-2.1	-1.2	
2012 .....	99.4	99.9	99.3	100.4	-1.1	.5	-.6	1.1	-1.0	.1	-.4	-.1	
2013 .....	99.7	100.0	100.0	100.6	-.7	.3	.0	.6	.3	.1	.7	.2	
2014 .....	99.9	99.6	100.2	101.9	-.7	-.3	.6	1.7	.2	-.4	.2	1.3	
2015 .....	102.0	101.7	102.6	103.8	.1	-.3	.9	1.2	2.1	2.1	2.4	1.9	
2016 .....	104.1	103.8	104.2	104.8	.3	-.3	.4	.6	2.1	2.1	1.6	1.0	
2017 .....	104.9	105.0	—	—	.1	.1	—	—	.8	1.2	—	—	
<b>Sales and related</b>													
2001 .....	97.0	97.3	97.1	98.7	-.9	.3	-.2	1.6	-2.3	-1.8	-2.1	.8	
2002 .....	98.2	99.6	99.0	98.9	-.5	1.4	-.6	-.1	1.2	2.4	2.0	.2	
2003 .....	97.8	99.1	100.2	100.1	-1.1	1.3	1.1	-.1	-.4	-.5	1.2	1.2	
2004 .....	99.1	99.3	100.9	99.9	-1.0	.2	1.6	-1.0	1.3	.2	.7	-.2	
2005 .....	99.0	99.0	98.2	100.0	-.9	.0	-.8	1.8	-.1	-.3	-2.7	.1	
2006 .....	98.3	98.2	98.9	100.0	-1.7	-.1	.7	1.1	-.7	-.8	.7	.0	
2007 .....	98.5	98.2	98.5	98.8	-1.5	-.3	.3	.3	.2	.0	-.4	-1.2	
2008 .....	97.0	95.9	95.7	98.9	-1.8	-1.1	-.2	3.3	-1.5	-2.3	-2.8	.1	
2009 .....	96.5	95.5	96.3	96.8	-2.4	-1.0	.8	.5	-.5	-.4	.6	-2.1	
2010 .....	96.0	97.5	97.1	97.6	-.8	1.6	-.4	.5	-.5	2.1	.8	.8	
2011 .....	94.9	95.7	95.7	96.7	-2.8	.8	.0	1.0	-1.1	-1.8	-1.4	-.9	
2012 .....	95.6	96.7	96.7	97.0	-1.1	1.2	.0	.3	.7	1.0	1.0	.3	
2013 .....	96.0	96.6	96.8	98.0	-1.0	.6	.2	1.2	.4	-.1	.1	1.0	
2014 .....	96.2	96.7	97.7	100.1	-1.8	.5	1.0	2.5	.2	.1	.9	2.1	
2015 .....	102.2	98.7	99.9	100.5	2.1	-3.4	1.2	.6	6.2	2.1	2.3	.4	
2016 .....	100.0	101.1	100.1	99.6	-.5	1.1	-1.0	-.5	-2.2	2.4	.2	-.9	
2017 .....	99.9	99.7	—	—	.3	-.2	—	—	-.1	-1.4	—	—	
<b>Excluding incentive paid occupations<sup>2</sup></b>													
2006 .....	99.4	98.7	99.1	100.3	-.6	-.7	.4	1.2	—	—	—	.3	
2007 .....	99.3	99.0	99.8	99.9	-1.0	-.3	.8	.1	-.1	.3	.7	-.4	
2008 .....	99.8	98.1	98.7	103.3	-.1	-1.7	.6	4.7	.5	-.9	-1.1	3.4	
2009 .....	102.4	101.2	101.8	102.1	-.9	-1.2	.6	.3	2.6	3.2	3.1	-1.2	
2010 .....	101.8	102.1	101.3	101.2	-.3	.3	-.8	-.1	-.6	.9	-.5	-.9	
2011 .....	99.7	99.1	99.0	99.9	-1.5	-.6	-.1	.9	-2.1	-2.9	-2.3	-1.3	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Excluding incentive paid occupations<sup>2</sup></b>													
2012 .....	98.6	99.1	98.4	99.4	-1.3	0.5	-0.7	1.0	-1.1	0.0	-0.6	-0.5	
2013 .....	98.6	99.0	99.0	99.3	-.8	.4	.0	.3	.0	-.1	.6	-.1	
2014 .....	98.5	98.4	98.9	100.6	-.8	-.1	.5	1.7	-.1	-.6	-.1	1.3	
2015 .....	100.8	100.5	101.6	102.6	.2	-.3	1.1	1.0	2.3	2.1	2.7	2.0	
2016 .....	102.6	102.6	103.0	103.5	.0	.0	.4	.5	1.8	2.1	1.4	.9	
2017 .....	103.8	104.0	—	—	.3	.2	—	—	1.2	1.4	—	—	
<b>Office and administrative support</b>													
2001 .....	97.2	97.0	98.0	99.6	.1	-.2	1.0	1.6	1.5	.8	1.4	2.6	
2002 .....	99.8	99.9	99.8	100.5	.2	.1	-.1	.7	2.7	3.0	1.8	.9	
2003 .....	99.5	100.5	100.3	101.2	-1.0	1.0	-.2	.9	-.3	.6	.5	.7	
2004 .....	100.4	100.0	100.6	101.0	-.8	-.4	.6	.4	.9	-.5	.3	-.2	
2005 .....	100.0	100.1	98.4	100.0	-1.0	.1	-1.7	1.6	-.4	.1	-2.2	-1.0	
2006 .....	99.3	98.8	99.5	100.7	-.7	-.5	.7	1.2	-.7	-1.3	1.1	.7	
2007 .....	100.1	99.5	100.1	100.0	-.6	-.6	.6	-.1	.8	.7	.6	-.7	
2008 .....	99.3	97.6	98.2	102.7	-.7	-1.7	.6	4.6	-.8	-1.9	-1.9	2.7	
2009 .....	102.3	101.4	101.5	101.9	-.4	-.9	.1	.4	3.0	3.9	3.4	-.8	
2010 .....	101.5	101.7	102.1	102.0	-.4	.2	.4	-.1	-.8	.3	.6	.1	
2011 .....	100.8	100.1	100.1	100.9	-1.2	-.7	.0	.8	-.7	-1.6	-2.0	-1.1	
2012 .....	99.9	100.3	99.8	100.9	-1.0	.4	-.5	1.1	-.9	.2	-.3	.0	
2013 .....	100.3	100.6	100.6	101.4	-.6	.3	.0	.8	.4	.3	.8	.5	
2014 .....	100.6	100.3	100.9	102.7	-.8	-.3	.6	1.8	.3	-.3	.3	1.3	
2015 .....	102.7	102.5	103.3	104.5	.0	-.2	.8	1.2	2.1	2.2	2.4	1.8	
2016 .....	105.0	104.5	104.9	105.6	.5	-.5	.4	.7	2.2	2.0	1.5	1.1	
2017 .....	105.5	105.6	—	—	-.1	.1	—	—	.5	1.1	—	—	
<b>Blue-collar occupations<sup>1,4</sup></b>													
2001 .....	98.5	98.4	99.4	100.9	-.1	-.1	1.0	1.5	.9	.5	1.2	2.3	
2002 .....	100.5	100.7	100.7	101.2	-.4	.2	.0	.5	2.0	2.3	1.3	.3	
2003 .....	100.1	101.1	100.9	101.8	-1.1	1.0	-.2	.9	-.4	.4	.2	.6	
2004 .....	100.7	100.3	100.9	101.0	-1.1	-.4	.6	.1	.6	-.8	.0	-.8	
2005 .....	99.9	100.0	98.5	100.0	-1.1	.1	-1.5	1.5	-.8	-.3	-2.4	-1.0	
2006 .....	99.1	98.4	99.2	100.3	-.9	-.7	.8	1.1	-.8	-1.6	.7	.3	
<b>Natural resources, construction, and maintenance</b>													
2001 .....	97.9	97.8	99.2	100.3	-.1	-.1	1.4	1.1	1.0	.3	1.3	2.3	
2002 .....	99.7	100.3	100.4	100.8	-.6	.6	.1	.4	1.8	2.6	1.2	.5	
2003 .....	99.6	100.8	100.7	101.6	-1.2	1.2	-.1	.9	-.1	.5	.3	.8	
2004 .....	100.6	100.3	100.6	100.8	-1.0	-.3	.3	.2	1.0	-.5	-.1	-.8	
2005 .....	99.6	99.9	98.4	100.0	-1.2	.3	-1.5	1.6	-1.0	-.4	-2.2	-.8	
2006 .....	99.2	98.8	99.7	100.8	-.8	-.4	.9	1.1	-.4	-1.1	1.3	.8	
2007 .....	99.9	99.2	100.2	100.3	-.9	-.7	1.0	.1	.7	.4	.5	-.5	
2008 .....	99.6	98.0	98.7	103.5	-.7	-1.6	.7	4.9	-.3	-1.2	-1.5	3.2	
2009 .....	102.4	101.3	101.7	102.1	-1.1	-1.1	.4	.4	2.8	3.4	3.0	-1.4	
2010 .....	101.8	101.8	101.9	101.7	-.3	.0	.1	-.2	-.6	.5	.2	-.4	
2011 .....	100.1	99.8	99.9	100.6	-1.6	-.3	.1	.7	-1.7	-2.0	-2.0	-1.1	
2012 .....	99.2	99.5	99.2	100.0	-1.4	.3	-.3	.8	-.9	-.3	-.7	-.6	
2013 .....	99.1	99.1	99.6	100.3	-.9	.0	.5	.7	-.1	-.4	.4	.3	
2014 .....	99.4	99.1	99.9	101.7	-.9	-.3	.8	1.8	.3	.0	.3	1.4	
2015 .....	101.4	101.2	101.9	102.8	-.3	-.2	.7	.9	2.0	2.1	2.0	1.1	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Natural resources, construction, and maintenance</b>												
2016 .....	102.7	102.4	102.7	103.3	-0.1	-0.3	0.3	0.6	1.3	1.2	0.8	0.5
2017 .....	102.9	103.4	—	—	-0.4	.5	—	—	.2	1.0	—	—
<b>Construction, extraction, farming, fishing, and forestry</b>												
2001 .....	98.1	98.2	99.1	100.2	-2	.1	.9	1.1	1.6	.9	1.2	1.9
2002 .....	99.7	99.9	99.9	100.6	-5	.2	.0	.7	1.6	1.7	.8	.4
2003 .....	99.1	100.4	100.5	101.4	-1.5	1.3	.1	.9	-6	.5	.6	.8
2004 .....	100.6	100.2	100.4	100.8	-8	-4	.2	.4	1.5	-2	-1	-6
2005 .....	99.6	99.6	98.3	100.0	-1.2	.0	-1.3	1.7	-1.0	-6	-2.1	-8
2006 .....	99.2	99.0	99.9	101.1	-8	-2	.9	1.2	-4	-6	1.6	1.1
2007 .....	100.3	99.9	100.7	101.0	-8	-4	.8	.3	1.1	.9	.8	-1
2008 .....	100.6	99.0	99.7	104.4	-4	-1.6	.7	4.7	.3	-9	-1.0	3.4
2009 .....	103.1	102.0	102.4	102.7	-1.2	-1.1	.4	.3	2.5	3.0	2.7	-1.6
2010 .....	102.1	102.3	102.6	102.4	-6	.2	.3	-2	-1.0	.3	.2	-3
2011 .....	100.8	100.2	100.1	100.9	-1.6	-6	-1	.8	-1.3	-2.1	-2.4	-1.5
2012 .....	99.3	99.5	99.3	100.1	-1.6	.2	-2	.8	-1.5	-7	-8	-8
2013 .....	99.0	98.9	99.4	100.0	-1.1	-1	.5	.6	-3	-6	.1	-1
2014 .....	98.8	98.7	99.4	101.5	-1.2	-1	.7	2.1	-2	-2	.0	1.5
2015 .....	101.0	100.6	101.4	102.4	-5	-4	.8	1.0	2.2	1.9	2.0	.9
2016 .....	102.4	102.5	102.4	103.4	.0	.1	-1	1.0	1.4	1.9	1.0	1.0
2017 .....	103.2	103.5	—	—	-2	.3	—	—	.8	1.0	—	—
<b>Installation, maintenance, and repair</b>												
2001 .....	97.6	97.2	99.4	100.4	-2	-4	2.3	1.0	.3	-5	1.6	2.7
2002 .....	99.5	100.9	101.1	101.0	-9	1.4	.2	-1	1.9	3.8	1.7	.6
2003 .....	100.3	101.3	101.1	101.9	-7	1.0	-2	.8	.8	.4	.0	.9
2004 .....	100.7	100.4	100.9	100.8	-1.2	-3	.5	-1	.4	-9	-2	-1.1
2005 .....	99.6	100.2	98.5	100.0	-1.2	.6	-1.7	1.5	-1.1	-2	-2.4	-8
2006 .....	99.1	98.6	99.5	100.4	-9	-5	.9	.9	-5	-1.6	1.0	.4
2007 .....	99.3	98.4	99.6	99.4	-1.1	-9	1.2	-2	.2	-2	.1	-1.0
2008 .....	98.4	96.8	97.6	102.4	-1.0	-1.6	.8	4.9	-9	-1.6	-2.0	3.0
2009 .....	101.5	100.5	100.9	101.3	-9	-1.0	.4	.4	3.2	3.8	3.4	-1.1
2010 .....	101.4	101.2	101.0	101.0	.1	-2	-2	.0	-1	.7	.1	-3
2011 .....	99.3	99.3	99.7	100.2	-1.7	.0	.4	.5	-2.1	-1.9	-1.3	-8
2012 .....	99.1	99.4	99.0	100.0	-1.1	.3	-4	1.0	-2	.1	-7	-2
2013 .....	99.3	99.4	100.0	100.7	-7	.1	.6	.7	.2	.0	1.0	.7
2014 .....	100.0	99.5	100.5	102.0	-7	-5	1.0	1.5	.7	.1	.5	1.3
2015 .....	101.9	101.8	102.5	103.3	-1	-1	.7	.8	1.9	2.3	2.0	1.3
2016 .....	103.1	102.5	103.0	103.2	-2	-6	.5	.2	1.2	.7	.5	-1
2017 .....	102.7	103.4	—	—	-5	.7	—	—	-4	.9	—	—
<b>Production, transportation, and material moving</b>												
2001 .....	99.0	98.9	99.5	101.3	-1	-1	.6	1.8	.9	.7	1.0	2.2
2002 .....	101.1	101.0	101.0	101.5	-2	-1	.0	.5	2.1	2.1	1.5	.2
2003 .....	100.5	101.3	101.1	101.9	-1.0	.8	-2	.8	-6	.3	.1	.4
2004 .....	100.8	100.3	101.2	101.2	-1.1	-5	.9	.0	.3	-1.0	.1	-7
2005 .....	100.1	100.1	98.6	100.0	-1.1	.0	-1.5	1.4	-7	-2	-2.6	-1.2
2006 .....	99.0	98.1	98.8	99.9	-1.0	-9	.7	1.1	-1.1	-2.0	.2	-1

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Production, transportation, and material moving</b>													
2007 .....	98.8	98.1	98.7	98.3	-1.1	-0.7	0.6	-0.4	-0.2	0.0	-0.1	-1.6	
2008 .....	97.7	96.1	96.7	100.9	-6	-1.6	.6	4.3	-1.1	-2.0	-2.0	2.6	
2009 .....	100.2	99.3	99.7	99.9	-7	-9	.4	.2	2.6	3.3	3.1	-1.0	
2010 .....	99.3	99.6	100.1	99.9	-6	.3	.5	-2	-9	.3	.4	.0	
2011 .....	98.3	97.7	97.6	98.4	-1.6	-6	-1	.8	-1.0	-1.9	-2.5	-1.5	
2012 .....	97.6	97.8	97.5	98.6	-8	.2	-3	1.1	-7	.1	-1	.2	
2013 .....	97.9	97.9	98.1	99.0	-7	.0	.2	.9	.3	.1	.6	.4	
2014 .....	98.3	98.0	98.9	100.5	-7	-3	.9	1.6	.4	.1	.8	1.5	
2015 .....	100.6	100.2	101.1	102.2	.1	-4	.9	1.1	2.3	2.2	2.2	1.7	
2016 .....	102.4	102.0	102.6	103.2	.2	-4	.6	.6	1.8	1.8	1.5	1.0	
2017 .....	103.3	103.4	—	—	.1	.1	—	—	.9	1.4	—	—	
<b>Excluding incentive paid occupations<sup>2</sup></b>													
2006 .....	99.1	98.1	98.6	99.7	-9	-1.0	.5	1.1	—	—	—	-3	
2007 .....	98.8	98.0	98.7	98.3	-9	-8	.7	-4	-3	-1	.1	-1.4	
2008 .....	97.7	96.0	96.7	101.1	-6	-1.7	.7	4.6	-1.1	-2.0	-2.0	2.8	
2009 .....	100.5	99.5	99.9	100.2	-6	-1.0	.4	.3	2.9	3.6	3.3	-9	
2010 .....	99.7	99.9	100.3	100.1	-5	.2	.4	-2	-8	.4	.4	-1	
2011 .....	98.6	97.9	97.7	98.6	-1.5	-7	-2	.9	-1.1	-2.0	-2.6	-1.5	
2012 .....	97.7	97.9	97.6	98.7	-9	.2	-3	1.1	-9	.0	-1	.1	
2013 .....	98.1	98.1	98.2	99.0	-6	.0	.1	.8	.4	.2	.6	.3	
2014 .....	98.5	98.2	98.9	100.6	-5	-3	.7	1.7	.4	.1	.7	1.6	
2015 .....	100.8	100.3	101.1	102.5	.2	-5	.8	1.4	2.3	2.1	2.2	1.9	
2016 .....	102.7	102.2	102.8	103.4	.2	-5	.6	.6	1.9	1.9	1.7	.9	
2017 .....	103.6	103.7	—	—	.2	.1	—	—	.9	1.5	—	—	
<b>Production</b>													
2001 .....	98.8	98.5	99.0	100.8	.1	-3	.5	1.8	1.0	.6	.9	2.1	
2002 .....	100.5	100.5	100.3	100.9	-3	.0	-2	.6	1.7	2.0	1.3	.1	
2003 .....	100.0	100.8	100.7	101.5	-9	.8	-1	.8	-5	.3	.4	.6	
2004 .....	100.4	100.1	101.0	100.8	-1.1	-3	.9	-2	.4	-7	.3	-7	
2005 .....	100.0	100.1	98.5	100.0	-8	.1	-1.6	1.5	-4	.0	-2.5	-8	
2006 .....	99.1	98.1	98.7	99.7	-9	-1.0	.6	1.0	-9	-2.0	.2	-3	
2007 .....	98.8	97.8	98.4	98.0	-9	-1.0	.6	-4	-3	-3	-3	-1.7	
2008 .....	97.3	95.7	96.4	100.5	-7	-1.6	.7	4.3	-1.5	-2.1	-2.0	2.6	
2009 .....	100.0	99.0	99.3	99.6	-5	-1.0	.3	.3	2.8	3.4	3.0	-9	
2010 .....	99.1	99.3	99.6	99.3	-5	.2	.3	-3	-9	.3	.3	-3	
2011 .....	97.8	97.2	97.1	97.9	-1.5	-6	-1	.8	-1.3	-2.1	-2.5	-1.4	
2012 .....	97.2	97.3	96.9	97.9	-7	.1	-4	1.0	-6	.1	-2	.0	
2013 .....	97.2	97.4	97.5	98.3	-7	.2	.1	.8	.0	.1	.6	.4	
2014 .....	97.8	97.3	98.0	99.8	-5	-5	.7	1.8	.6	-1	.5	1.5	
2015 .....	99.9	99.4	100.3	101.5	.1	-5	.9	1.2	2.1	2.2	2.3	1.7	
2016 .....	101.7	101.2	101.7	102.2	.2	-5	.5	.5	1.8	1.8	1.4	.7	
2017 .....	102.1	102.4	—	—	-1	.3	—	—	.4	1.2	—	—	
<b>Excluding incentive paid occupations<sup>2</sup></b>													
2006 .....	99.1	98.2	98.6	99.6	-9	-9	.4	1.0	—	—	—	-4	
2007 .....	98.7	97.8	98.3	98.0	-9	-9	.5	-3	-4	-4	-3	-1.6	
2008 .....	97.3	95.6	96.4	100.7	-7	-1.7	.8	4.5	-1.4	-2.2	-1.9	2.8	
2009 .....	100.1	99.1	99.4	99.7	-6	-1.0	.3	.3	2.9	3.7	3.1	-1.0	
2010 .....	99.2	99.4	99.7	99.5	-5	.2	.3	-2	-9	.3	.3	-2	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Excluding incentive paid occupations <sup>2</sup>													
2011 .....	98.0	97.3	97.2	98.1	-1.5	-0.7	-0.1	0.9	-1.2	-2.1	-2.5	-1.4	
2012 .....	97.3	97.5	97.1	98.0	-.8	.2	-.4	.9	-.7	.2	-.1	-.1	
2013 .....	97.3	97.5	97.6	98.4	-.7	.2	.1	.8	.0	.0	.5	.4	
2014 .....	97.9	97.4	98.1	99.9	-.5	-.5	.7	1.8	.6	-.1	.5	1.5	
2015 .....	100.0	99.5	100.4	101.7	.1	-.5	.9	1.3	2.1	2.2	2.3	1.8	
2016 .....	101.8	101.3	101.9	102.4	.1	-.5	.6	.5	1.8	1.8	1.5	.7	
2017 .....	102.4	102.6	—	—	.0	.2	—	—	.6	1.3	—	—	
Transportation and material moving													
2001 .....	99.4	99.4	100.2	102.1	-.2	.0	.8	1.9	1.0	.8	1.3	2.5	
2002 .....	102.0	101.8	101.8	102.3	-.1	-.2	.0	.5	2.6	2.4	1.6	.2	
2003 .....	101.2	102.1	101.6	102.3	-1.1	.9	-.5	.7	-.8	.3	-.2	.0	
2004 .....	101.2	100.7	101.5	101.6	-1.1	-.5	.8	.1	.0	-1.4	-.1	-.7	
2005 .....	100.2	100.1	98.7	100.0	-1.4	-.1	-1.4	1.3	-1.0	-.6	-2.8	-1.6	
2006 .....	98.9	98.1	98.9	100.1	-1.1	-.8	.8	1.2	-1.3	-2.0	.2	.1	
2007 .....	98.9	98.4	99.1	98.8	-1.2	-.5	.7	-.3	.0	.3	.2	-1.3	
2008 .....	98.2	96.6	97.1	101.4	-.6	-1.6	.5	4.4	-.7	-1.8	-2.0	2.6	
2009 .....	100.4	99.6	100.1	100.3	-1.0	-.8	.5	.2	2.2	3.1	3.1	-1.1	
2010 .....	99.6	100.0	100.8	100.8	-.7	.4	.8	.0	-.8	.4	.7	.5	
2011 .....	98.8	98.3	98.2	99.0	-2.0	-.5	-.1	.8	-.8	-1.7	-2.6	-1.8	
2012 .....	98.1	98.4	98.4	99.7	-.9	.3	.0	1.3	-.7	.1	.2	.7	
2013 .....	98.8	98.6	98.9	99.8	-.9	-.2	.3	.9	.7	.2	.5	.1	
2014 .....	99.0	99.0	100.0	101.4	-.8	.0	1.0	1.4	.2	.4	1.1	1.6	
2015 .....	101.6	101.3	102.1	103.0	.2	-.3	.8	.9	2.6	2.3	2.1	1.6	
2016 .....	103.4	103.1	103.7	104.4	.4	-.3	.6	.7	1.8	1.8	1.6	1.4	
2017 .....	104.7	104.8	—	—	.3	.1	—	—	1.3	1.6	—	—	
Service occupations													
2001 .....	100.2	99.7	100.0	102.1	-.1	-.5	.3	2.1	.8	-.2	.4	1.8	
2002 .....	101.8	101.5	101.6	102.1	-.3	-.3	.1	.5	1.6	1.8	1.6	.0	
2003 .....	101.0	101.6	101.6	102.6	-1.1	.6	.0	1.0	-.8	.1	.0	.5	
2004 .....	101.2	100.6	100.9	101.3	-1.4	-.6	.3	.4	.2	-1.0	-.7	-1.3	
2005 .....	100.3	100.2	98.6	100.0	-1.0	-.1	-1.6	1.4	-.9	-.4	-2.3	-1.3	
2006 .....	99.1	98.3	99.0	100.3	-.9	-.8	.7	1.3	-1.2	-1.9	.4	.3	
2007 .....	100.2	99.4	100.5	100.4	-.1	-.8	1.1	-.1	1.1	1.1	1.5	.1	
2008 .....	99.5	97.8	98.7	103.1	-.9	-1.7	.9	4.5	-.7	-1.6	-1.8	2.7	
2009 .....	102.7	101.5	102.2	102.3	-.4	-1.2	.7	.1	3.2	3.8	3.5	-.8	
2010 .....	101.8	101.8	102.1	101.9	-.5	.0	.3	-.2	-.9	.3	-.1	-.4	
2011 .....	100.6	99.6	99.4	100.4	-1.3	-1.0	-.2	1.0	-1.2	-2.2	-2.6	-1.5	
2012 .....	99.0	99.3	98.9	100.1	-1.4	.3	-.4	1.2	-1.6	-.3	-.5	-.3	
2013 .....	99.1	99.1	98.9	99.9	-1.0	.0	-.2	1.0	.1	-.2	.0	-.2	
2014 .....	98.7	98.3	99.3	101.2	-1.2	-.4	1.0	1.9	-.4	-.8	.4	1.3	
2015 .....	101.3	100.3	101.1	102.2	.1	-1.0	.8	1.1	2.6	2.0	1.8	1.0	
2016 .....	102.5	102.3	103.0	103.6	.3	-.2	.7	.6	1.2	2.0	1.9	1.4	
2017 .....	103.8	103.9	—	—	.2	.1	—	—	1.3	1.6	—	—	
Industry and occupational group													
Goods-producing industries <sup>5</sup>													
2001 .....	98.2	98.2	98.6	100.2	-.1	.0	.4	1.6	1.0	.5	.7	1.9	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Industry and occupational group												
Goods-producing industries <sup>5</sup>												
2002 .....	99.9	100.0	99.9	100.7	-0.3	0.1	-0.1	0.8	1.7	1.8	1.3	0.5
2003 .....	99.7	100.8	100.5	101.3	-1.0	1.1	-3	.8	-2	.8	.6	.6
2004 .....	100.4	99.8	100.8	100.5	-9	-6	1.0	-3	.7	-1.0	.3	-8
2005 .....	99.7	99.8	98.5	100.0	-8	.1	-1.3	1.5	-7	.0	-2.3	-5
2006 .....	99.2	98.8	99.2	100.3	-8	-4	.4	1.1	-5	-1.0	.7	.3
2007 .....	99.5	98.9	99.5	99.3	-8	-6	.6	-2	.3	.1	.3	-1.0
2008 .....	98.7	97.1	97.7	102.0	-6	-1.6	.6	4.4	-8	-1.8	-1.8	2.7
2009 .....	101.1	99.9	100.1	100.3	-9	-1.2	.2	.2	2.4	2.9	2.5	-1.7
2010 .....	99.9	100.1	100.5	100.2	-4	.2	.4	-3	-1.2	.2	.4	-1
2011 .....	98.8	98.3	98.1	99.0	-1.4	-5	-2	.9	-1.1	-1.8	-2.4	-1.2
2012 .....	97.8	98.2	97.9	98.9	-1.2	.4	-3	1.0	-1.0	-1	-2	-1
2013 .....	98.1	98.4	98.6	99.3	-8	.3	.2	.7	.3	-2	.7	.4
2014 .....	98.4	98.2	98.9	100.7	-9	-2	.7	1.8	.3	-2	.3	1.4
2015 .....	100.7	100.4	101.3	102.5	.0	-3	.9	1.2	2.3	2.2	2.4	1.8
2016 .....	102.4	102.0	102.3	102.8	-1	-4	.3	.5	1.7	1.6	1.0	.3
2017 .....	102.6	102.7	-	-	-2	.1	-	-	.2	.7	-	-
Excluding sales occupations <sup>1</sup>												
2001 .....	98.5	98.5	99.0	100.5	-2	.0	.5	1.5	1.0	.5	.8	1.8
2002 .....	100.1	100.3	100.2	101.0	-4	.2	-1	.8	1.6	1.8	1.2	.5
2003 .....	99.9	100.9	100.7	101.6	-1.1	1.0	-2	.9	-2	.6	.5	.6
2004 .....	100.6	100.0	100.6	100.7	-1.0	-6	.6	.1	.7	-9	-1	-9
2005 .....	99.8	99.9	98.5	100.0	-9	.1	-1.4	1.5	-8	-1	-2.1	-7
2006 .....	99.3	98.6	99.2	100.3	-7	-7	.6	1.1	-5	-1.3	.7	.3
Excluding incentive paid occupations <sup>2</sup>												
2006 .....	99.3	98.6	99.3	100.4	-7	-7	.7	1.1	-	-	-	.4
2007 .....	99.6	99.1	99.7	99.5	-8	-5	.6	-2	.3	.5	.4	-9
2008 .....	99.0	97.3	97.9	102.4	-5	-1.7	.6	4.6	-6	-1.8	-1.8	2.9
2009 .....	101.5	100.3	100.4	100.7	-9	-1.2	.1	.3	2.5	3.1	2.6	-1.7
2010 .....	100.4	100.6	100.9	100.6	-3	.2	.3	-3	-1.1	.3	.5	-1
2011 .....	99.4	98.8	98.6	99.4	-1.2	-6	-2	.8	-1.0	-1.8	-2.3	-1.2
2012 .....	98.3	98.6	98.2	99.3	-1.1	.3	-4	1.1	-1.1	-2	-4	-1
2013 .....	98.6	98.8	99.0	99.7	-7	.2	.2	.7	.3	-2	.8	.4
2014 .....	98.9	98.6	99.2	100.9	-8	-3	.6	1.7	.3	-2	.2	1.2
2015 .....	101.1	100.7	101.5	102.7	.2	-4	.8	1.2	2.2	2.1	2.3	1.8
2016 .....	102.8	102.3	102.6	103.2	.1	-5	.3	.6	1.7	1.6	1.1	.5
2017 .....	103.0	103.1	-	-	-2	.1	-	-	.2	.8	-	-
White-collar occupations <sup>1,3</sup>												
2001 .....	97.7	97.8	97.8	99.5	-1	.1	.0	1.7	.9	.2	.3	1.7
2002 .....	99.4	99.5	99.2	100.2	-1	.1	-3	1.0	1.7	1.7	1.4	.7
2003 .....	99.4	100.6	100.0	100.7	-8	1.2	-6	.7	.0	1.1	.8	.5
2004 .....	99.9	99.5	100.9	100.2	-8	-4	1.4	-7	.5	-1.1	.9	-5
2005 .....	99.4	99.6	98.7	100.0	-8	.2	-9	1.3	-5	.1	-2.2	-2
2006 .....	99.2	99.1	99.3	100.3	-8	-1	.2	1.0	-2	-5	.6	.3
Excluding sales occupations <sup>1</sup>												
2001 .....	98.7	98.7	98.8	100.4	-3	.0	.1	1.6	1.0	.3	.5	1.4

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Excluding sales occupations<sup>1</sup></b>													
2002 .....	100.0	100.4	100.1	100.8	-0.4	0.4	-0.3	0.7	1.3	1.7	1.3	0.4	
2003 .....	99.9	101.0	100.6	101.5	-.9	1.1	-.4	.9	-.1	.6	.5	.7	
2004 .....	100.4	100.0	100.4	100.5	-1.1	-.4	.4	.1	.5	-1.0	-.2	-1.0	
2005 .....	99.7	99.9	98.6	100.0	-.8	.2	-1.3	1.4	-.7	-.1	-1.8	-.5	
2006 .....	99.6	98.7	99.4	100.4	-.4	-.9	.7	1.0	-.1	-1.2	.8	.4	
<b>Management, professional, and related</b>													
2001 .....	99.6	99.6	99.5	101.1	-.4	.0	-.1	1.6	.8	.1	.3	1.1	
2002 .....	100.8	101.1	100.8	101.3	-.3	.3	-.3	.5	1.2	1.5	1.3	.2	
2003 .....	100.5	101.4	101.0	101.8	-.8	.9	-.4	.8	-.3	.3	.2	.5	
2004 .....	100.6	100.2	100.5	100.5	-1.2	-.4	.3	.0	.1	-1.2	-.5	-1.3	
2005 .....	99.8	99.9	98.7	100.0	-.7	.1	-1.2	1.3	-.8	-.3	-1.8	-.5	
2006 .....	99.5	98.7	99.3	100.3	-.5	-.8	.6	1.0	-.3	-1.2	.6	.3	
2007 .....	100.0	99.5	100.0	99.4	-.3	-.5	.5	-.6	.5	.8	.7	-.9	
2008 .....	99.3	97.5	97.8	101.9	-.1	-1.8	.3	4.2	-.7	-2.0	-2.2	2.5	
2009 .....	101.1	99.7	99.7	99.7	-.8	-1.4	.0	.0	1.8	2.3	1.9	-2.2	
2010 .....	99.9	100.3	100.5	100.1	.2	.4	.2	-.4	-1.2	.6	.8	.4	
2011 .....	99.0	98.7	98.4	99.1	-1.1	-.3	-.3	.7	-.9	-1.6	-2.1	-1.0	
2012 .....	98.2	98.8	98.4	99.4	-.9	.6	-.4	1.0	-.8	.1	.0	.3	
2013 .....	99.0	99.5	99.5	99.9	-.4	.5	.0	.4	.8	.7	1.1	.5	
2014 .....	99.0	98.8	99.4	100.9	-.9	-.2	.6	1.5	.0	-.7	-.1	1.0	
2015 .....	101.5	101.3	102.1	103.2	.6	-.2	.8	1.1	2.5	2.5	2.7	2.3	
2016 .....	103.2	102.6	102.9	103.3	.0	-.6	.3	-.4	1.7	1.3	.8	.1	
2017 .....	103.1	103.1	—	—	-.2	.0	—	—	-.1	.5	—	—	
<b>Sales and office</b>													
2001 .....	93.8	94.0	94.3	96.3	.5	.2	.3	2.1	1.3	.3	.4	3.2	
2002 .....	96.5	96.2	96.0	97.8	.2	-.3	-.2	1.9	2.9	2.3	1.8	1.6	
2003 .....	97.2	99.0	98.0	98.5	-.6	1.9	-1.0	.5	.7	2.9	2.1	.7	
2004 .....	98.4	98.1	101.8	99.5	-.1	-.3	3.8	-2.3	1.2	-.9	3.9	1.0	
2005 .....	98.6	99.0	98.7	100.0	-.9	.4	-.3	1.3	.2	.9	-3.0	.5	
2006 .....	98.3	100.3	99.1	100.5	-1.7	2.0	-1.2	1.4	-.3	1.3	.4	.5	
2007 .....	99.0	98.3	98.9	98.8	-1.5	-.7	.6	-.1	.7	-2.0	-.2	-1.7	
2008 .....	97.5	96.4	96.7	101.0	-1.3	-1.1	.3	4.4	-1.5	-1.9	-2.2	2.2	
2009 .....	100.0	98.8	98.8	99.1	-1.0	-1.2	.0	.3	2.6	2.5	2.2	-1.9	
2010 .....	98.0	98.3	99.0	99.2	-1.1	.3	.7	.2	-2.0	-.5	.2	.1	
2011 .....	96.9	96.7	96.7	97.9	-2.3	-.2	.0	1.2	-1.1	-1.6	-2.3	-1.3	
2012 .....	97.1	97.9	97.9	98.6	-.8	.8	.0	.7	.2	1.2	1.2	.7	
2013 .....	97.7	98.7	98.9	99.9	-.9	1.0	.2	1.0	.6	.8	1.0	1.3	
2014 .....	98.4	99.1	99.8	101.7	-1.5	.7	.7	1.9	.7	.4	.9	1.8	
2015 .....	101.1	101.8	102.8	104.5	-.6	.7	1.0	1.7	2.7	2.7	3.0	2.8	
2016 .....	103.3	103.3	103.4	103.9	-1.1	.0	.1	.5	2.2	1.5	.6	-.6	
2017 .....	102.8	103.0	—	—	-1.1	.2	—	—	-.5	-.3	—	—	
<b>Blue-collar occupations<sup>1,4</sup></b>													
2001 .....	98.5	98.4	99.1	100.6	-.1	-.1	.7	1.5	1.1	.6	.9	2.0	
2002 .....	100.2	100.3	100.3	101.1	-.4	.1	.0	.8	1.7	1.9	1.2	.5	
2003 .....	99.8	100.9	100.8	101.7	-1.3	1.1	-.1	.9	-.4	.6	.5	.6	
2004 .....	100.7	100.1	100.7	100.8	-1.0	-.6	.6	.1	.9	-.8	-.1	-.9	
2005 .....	99.8	100.0	98.4	100.0	-1.0	.2	-1.6	1.6	-.9	-.1	-2.3	-.8	
2006 .....	99.2	98.5	99.2	100.3	-.8	-.7	.7	1.1	-.6	-1.5	.8	.3	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Natural resources, construction, and maintenance</b>												
2001 .....	98.4	98.4	99.1	100.3	-0.1	0.0	0.7	1.2	1.4	0.7	1.0	1.8
2002 .....	99.7	100.0	100.1	100.8	-.6	.3	.1	.7	1.3	1.6	1.0	.5
2003 .....	99.2	100.6	100.6	101.6	-1.6	1.4	.0	1.0	-5	.6	.5	.8
2004 .....	100.7	100.1	100.5	100.7	-.9	-.6	.4	.2	1.5	-5	-.1	-.9
2005 .....	99.6	99.8	98.4	100.0	-1.1	.2	-1.4	1.6	-1.1	-.3	-2.1	-.7
2006 .....	99.2	98.8	99.6	100.8	-.8	-.4	.8	1.2	-.4	-1.0	1.2	.8
2007 .....	100.1	99.7	100.6	100.8	-.7	-.4	.9	.2	.9	.9	1.0	.0
2008 .....	100.3	98.6	99.4	104.2	-.5	-1.7	.8	4.8	.2	-1.1	-1.2	3.4
2009 .....	102.8	101.6	101.9	102.4	-1.3	-1.2	.3	.5	2.5	3.0	2.5	-1.7
2010 .....	101.8	101.9	102.2	101.9	-.6	.1	.3	-.3	-1.0	.3	.3	-.5
2011 .....	100.4	99.9	99.8	100.5	-1.5	-.5	-.1	.7	-1.4	-2.0	-2.3	-1.4
2012 .....	98.9	99.1	99.0	100.0	-1.6	.2	-.1	1.0	-1.5	-.8	-.8	-.5
2013 .....	98.8	98.9	99.4	100.0	-1.2	.1	.5	.6	-.1	-.2	.4	.0
2014 .....	99.0	98.7	99.5	101.5	-1.0	-.3	.8	2.0	.2	-.2	.1	1.5
2015 .....	101.1	100.7	101.6	102.6	-.4	-.4	.9	1.0	2.1	2.0	2.1	1.1
2016 .....	102.6	102.4	102.4	103.2	.0	-.2	.0	.8	1.5	1.7	.8	.6
2017 .....	103.1	103.4	—	—	-.1	.3	—	—	.5	1.0	—	—
<b>Production, transportation, and material moving</b>												
2001 .....	98.5	98.4	99.1	100.8	-.2	-.1	.7	1.7	.7	.4	.9	2.1
2002 .....	100.6	100.6	100.4	101.3	-.2	.0	-.2	.9	2.1	2.2	1.3	.5
2003 .....	100.3	101.2	101.0	101.8	-1.0	.9	-.2	.8	-.3	.6	.6	.5
2004 .....	100.7	100.0	100.9	100.8	-1.1	-.7	.9	-.1	.4	-1.2	-.1	-1.0
2005 .....	100.0	100.1	98.5	100.0	-.8	.1	-1.6	1.5	-.7	.1	-2.4	-.8
2006 .....	99.2	98.3	98.8	99.9	-.8	-.9	.5	1.1	-.8	-1.8	.3	-.1
2007 .....	98.9	98.0	98.6	98.2	-1.0	-.9	.6	-.4	-.3	-.3	-.2	-1.7
2008 .....	97.4	95.9	96.5	100.7	-.8	-1.5	.6	4.4	-1.5	-2.1	-2.1	2.5
2009 .....	99.9	99.0	99.2	99.4	-.8	-.9	.2	.2	2.6	3.2	2.8	-1.3
2010 .....	98.9	99.2	99.4	99.2	-.5	.3	.2	-.2	-1.0	.2	.2	-.2
2011 .....	97.8	97.2	97.0	97.9	-1.4	-.6	-.2	.9	-1.1	-2.0	-2.4	-1.3
2012 .....	96.9	97.1	96.7	97.7	-1.0	.2	-.4	1.0	-.9	-.1	-.3	-.2
2013 .....	97.0	97.2	97.3	98.2	-.7	.2	.1	.9	.1	.1	.6	.5
2014 .....	97.6	97.2	97.8	99.6	-.6	-.4	.6	1.8	.6	.0	.5	1.4
2015 .....	99.7	99.2	100.0	101.3	.1	-.5	.8	1.3	2.2	2.1	2.2	1.7
2016 .....	101.3	100.9	101.4	102.0	.0	-.4	.5	.6	1.6	1.7	1.4	.7
2017 .....	101.8	101.9	—	—	-.2	.1	—	—	.5	1.0	—	—
<b>Construction</b>												
2001 .....	97.5	97.5	98.1	99.8	-.3	.0	.6	1.7	1.6	.7	.9	2.0
2002 .....	98.9	99.2	99.2	100.2	-.9	.3	.0	1.0	1.4	1.7	1.1	.4
2003 .....	98.7	100.1	100.1	100.9	-1.5	1.4	.0	.8	-.2	.9	.9	.7
2004 .....	100.2	99.5	100.6	100.2	-.7	-.7	1.1	-.4	1.5	-.6	.5	-.7
2005 .....	99.1	99.4	98.4	100.0	-1.1	.3	-1.0	1.6	-1.1	-.1	-2.2	-.2
2006 .....	99.1	98.9	99.8	101.1	-.9	-.2	.9	1.3	.0	-.5	1.4	1.1
2007 .....	100.5	100.1	101.0	101.0	-.6	-.4	.9	.0	1.4	1.2	1.2	-.1
2008 .....	100.5	98.9	99.5	104.0	-.5	-1.6	.6	4.5	.0	-1.2	-1.5	3.0
2009 .....	102.9	101.6	101.7	102.0	-1.1	-1.3	.1	.3	2.4	2.7	2.2	-1.9
2010 .....	101.3	101.3	101.6	101.2	-.7	.0	.3	-.4	-1.6	-.3	-.1	-.8
2011 .....	99.3	98.7	98.6	99.5	-1.9	-.6	-.1	.9	-2.0	-2.6	-3.0	-1.7

See footnotes at end of table.



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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Construction</b>													
2012 .....	97.7	98.1	98.0	99.0	-1.8	0.4	-0.1	1.0	-1.6	-0.6	-0.6	-0.5	
2013 .....	97.9	98.1	98.6	99.1	-1.1	.2	.5	.5	.2	.0	.6	.1	
2014 .....	97.7	97.3	98.4	100.2	-1.4	-4	1.1	1.8	-2	-8	-2	1.1	
2015 .....	99.8	99.5	100.7	102.1	-4	-3	1.2	1.4	2.1	2.3	2.3	1.9	
2016 .....	101.5	101.2	101.2	102.1	-6	-3	.0	.9	1.7	1.7	.5	.0	
2017 .....	101.8	101.9	—	—	-3	.1	—	—	.3	.7	—	—	
<b>Manufacturing</b>													
2001 .....	98.6	98.5	98.8	100.4	.0	-1	.3	1.6	.8	.3	.5	1.8	
2002 .....	100.4	100.4	100.2	101.0	.0	.0	-2	.8	1.8	1.9	1.4	.6	
2003 .....	100.2	101.2	100.8	101.6	-8	1.0	-4	.8	-2	.8	.6	.6	
2004 .....	100.6	100.1	100.9	100.8	-1.0	-5	.8	-1	.4	-1.1	.1	-8	
2005 .....	100.0	100.1	98.6	100.0	-8	.1	-1.5	1.4	-6	.0	-2.3	-8	
2006 .....	99.2	98.6	98.8	99.8	-8	-6	.2	1.0	-8	-1.5	.2	-2	
2007 .....	98.9	98.1	98.6	98.3	-9	-8	.5	-3	-3	-5	-2	-1.5	
2008 .....	97.6	96.0	96.6	100.8	-7	-1.6	.6	4.3	-1.3	-2.1	-2.0	2.5	
2009 .....	100.0	98.9	99.0	99.2	-8	-1.1	.1	.2	2.5	3.0	2.5	-1.6	
2010 .....	98.9	99.3	99.6	99.4	-3	.4	.3	-2	-1.1	.4	.6	.2	
2011 .....	98.2	97.7	97.6	98.3	-1.2	-5	-1	.7	-7	-1.6	-2.0	-1.1	
2012 .....	97.4	97.8	97.5	98.4	-9	.4	-3	.9	-8	.1	-1	.1	
2013 .....	97.8	98.1	98.2	99.0	-6	.3	.1	.8	.4	.3	.7	.6	
2014 .....	98.3	98.2	98.7	100.4	-7	-1	.5	1.7	.5	.1	.5	1.4	
2015 .....	100.7	100.4	101.2	102.3	.3	-3	.8	1.1	2.4	2.2	2.5	1.9	
2016 .....	102.4	102.0	102.4	102.9	.1	-4	.4	.5	1.7	1.6	1.2	.6	
2017 .....	102.6	102.8	—	—	-3	.2	—	—	.2	.8	—	—	
<b>White-collar occupations<sup>1,3</sup></b>													
2001 .....	98.8	98.7	98.7	100.0	.1	-1	.0	1.3	.7	-1	.0	1.3	
2002 .....	100.2	100.2	100.0	100.6	.2	.0	-2	.6	1.4	1.5	1.3	.6	
2003 .....	100.0	101.2	100.5	101.3	-6	1.2	-7	.8	-2	1.0	.5	.7	
2004 .....	100.3	100.1	101.0	100.7	-1.0	-2	.9	-3	.3	-1.1	.5	-6	
2005 .....	99.9	100.0	98.9	100.0	-8	.1	-1.1	1.1	-4	-1	-2.1	-7	
2006 .....	99.1	99.1	98.8	99.7	-9	.0	-3	.9	-8	-9	-1	-3	
<b>Excluding sales occupations<sup>1</sup></b>													
2001 .....	99.6	99.5	99.3	100.5	-3	-1	-2	1.2	.8	.0	-1	.6	
2002 .....	100.2	100.6	100.4	101.0	-3	.4	-2	.6	.6	1.1	1.1	.5	
2003 .....	100.3	101.3	100.9	101.8	-7	1.0	-4	.9	.1	.7	.5	.8	
2004 .....	100.6	100.4	100.9	100.8	-1.2	-2	.5	-1	.3	-9	.0	-1.0	
2005 .....	99.9	100.1	98.8	100.0	-9	.2	-1.3	1.2	-7	-3	-2.1	-8	
2006 .....	99.6	98.6	99.2	100.0	-4	-1.0	.6	.8	-3	-1.5	.4	.0	
<b>Management, professional, and related</b>													
2001 .....	100.4	100.3	99.9	101.1	-5	-1	-4	1.2	.7	-2	-5	.2	
2002 .....	100.8	101.2	100.9	101.4	-3	.4	-3	.5	.4	.9	1.0	.3	
2003 .....	100.8	101.6	101.2	102.1	-6	.8	-4	.9	.0	.4	.3	.7	
2004 .....	100.8	100.5	100.9	100.8	-1.3	-3	.4	-1	.0	-1.1	-3	-1.3	
2005 .....	100.0	100.1	98.9	100.0	-8	.1	-1.2	1.1	-8	-4	-2.0	-8	
2006 .....	99.6	98.5	99.1	99.8	-4	-1.1	.6	.7	-4	-1.6	.2	-2	
2007 .....	99.4	98.7	99.1	98.6	-4	-7	.4	-5	-2	.2	.0	-1.2	
2008 .....	98.4	96.4	96.8	101.0	-2	-2.0	.4	4.3	-1.0	-2.3	-2.3	2.4	
2009 .....	100.3	99.0	98.9	99.1	-7	-1.3	-1	.2	1.9	2.7	2.2	-1.9	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Management, professional, and related</b>													
2010 .....	99.5	100.0	100.2	99.8	0.4	0.5	0.2	-0.4	-0.8	1.0	1.3	0.7	
2011 .....	98.9	98.4	98.3	98.9	-9	-5	-1	.6	-6	-1.6	-1.9	-9	
2012 .....	98.1	98.7	98.2	99.2	-8	.6	-5	1.0	-8	.3	-1	.3	
2013 .....	98.8	99.2	99.2	99.7	-4	.4	.0	.5	.7	.5	1.0	.5	
2014 .....	99.2	99.1	99.6	101.3	-5	-1	.5	1.7	.4	-1	.4	1.6	
2015 .....	101.9	101.8	102.4	103.2	.6	-1	.6	.8	2.7	2.7	2.8	1.9	
2016 .....	103.6	103.2	103.5	103.8	.4	-4	.3	.3	1.7	1.4	1.1	.6	
2017 .....	103.5	103.6	—	—	-3	.1	—	—	-1	.4	—	—	
<b>Sales and office</b>													
2001 .....	95.2	95.3	96.0	97.4	1.6	.1	.7	1.5	1.0	.1	1.1	3.9	
2002 .....	98.9	98.0	98.0	98.9	1.5	-9	.0	.9	3.9	2.8	2.1	1.5	
2003 .....	98.3	100.3	99.0	99.5	-6	2.0	-1.3	.5	-6	2.3	1.0	.6	
2004 .....	99.3	99.3	101.3	100.5	-2	.0	2.0	-8	1.0	-1.0	2.3	1.0	
2005 .....	99.7	99.8	99.0	100.0	-8	.1	-8	1.0	.4	.5	-2.3	-5	
2006 .....	98.0	100.6	98.0	99.5	-2.0	2.7	-2.6	1.5	-1.7	.8	-1.0	-5	
2007 .....	98.1	97.4	98.0	98.1	-1.4	-7	.6	.1	.1	-3.2	.0	-1.4	
2008 .....	97.2	96.1	96.8	101.2	-9	-1.1	.7	4.5	-9	-1.3	-1.2	3.2	
2009 .....	100.1	98.7	98.6	99.0	-1.1	-1.4	-1	.4	3.0	2.7	1.9	-2.2	
2010 .....	97.9	98.5	99.4	99.7	-1.1	.6	.9	.3	-2.2	-2	.8	.7	
2011 .....	98.5	98.4	98.1	99.0	-1.2	-1	-3	.9	.6	-1	-1.3	-7	
2012 .....	98.6	98.8	98.7	99.4	-4	.2	-1	.7	.1	.4	.6	.4	
2013 .....	98.4	99.1	99.3	100.5	-1.0	.7	.2	1.2	-2	.3	.6	1.1	
2014 .....	99.2	100.0	100.1	101.7	-1.3	.8	.1	1.6	.8	.9	.8	1.2	
2015 .....	101.6	102.2	103.1	104.5	-1	.6	.9	1.4	2.4	2.2	3.0	2.8	
2016 .....	104.1	103.9	104.0	104.4	-4	-2	.1	.4	2.5	1.7	.9	-1	
2017 .....	103.9	104.3	—	—	-5	.4	—	—	-2	.4	—	—	
<b>Blue-collar occupations<sup>1,4</sup></b>													
2001 .....	98.4	98.4	99.0	100.7	-1	.0	.6	1.7	.8	.6	1.0	2.2	
2002 .....	100.5	100.5	100.4	101.3	-2	.0	-1	.9	2.1	2.1	1.4	.6	
2003 .....	100.4	101.2	101.0	101.8	-9	.8	-2	.8	-1	.7	.6	.5	
2004 .....	100.7	100.0	100.9	100.8	-1.1	-7	.9	-1	.3	-1.2	-1	-1.0	
2005 .....	100.0	100.1	98.4	100.0	-8	.1	-1.7	1.6	-7	.1	-2.5	-8	
2006 .....	99.2	98.3	98.8	99.9	-8	-9	.5	1.1	-8	-1.8	.4	-1	
<b>Natural resources, construction, and maintenance</b>													
2001 .....	97.6	97.8	98.1	100.3	-2	.2	.3	2.2	1.2	1.0	1.0	2.6	
2002 .....	99.8	99.6	99.8	100.8	-5	-2	.2	1.0	2.3	1.8	1.7	.5	
2003 .....	100.2	100.9	100.4	101.6	-6	.7	-5	1.2	.4	1.3	.6	.8	
2004 .....	100.5	99.8	100.3	100.5	-1.1	-7	.5	.2	.3	-1.1	-1	-1.1	
2005 .....	99.6	99.8	98.1	100.0	-9	.2	-1.7	1.9	-9	.0	-2.2	-5	
2006 .....	99.4	98.6	99.2	100.4	-6	-8	.6	1.2	-2	-1.2	1.1	.4	
2007 .....	99.4	98.5	99.1	99.2	-1.0	-9	.6	.1	.0	-1	-1	-1.2	
2008 .....	98.4	96.3	97.3	102.0	-8	-2.1	1.0	4.8	-1.0	-2.2	-1.8	2.8	
2009 .....	100.7	99.7	99.9	100.1	-1.3	-1.0	.2	.2	2.3	3.5	2.7	-1.9	
2010 .....	99.8	100.1	100.3	100.0	-3	.3	.2	-3	-9	.4	.4	-1	
2011 .....	98.8	98.4	98.7	99.0	-1.2	-4	.3	.3	-1.0	-1.7	-1.6	-1.0	
2012 .....	97.9	98.1	98.3	99.5	-1.1	.2	.2	1.2	-9	-3	-4	.5	
2013 .....	98.9	99.0	99.7	100.0	-6	.1	.7	.3	1.0	.9	1.4	.5	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Natural resources, construction, and maintenance</b>												
2014 .....	99.5	99.3	100.1	101.9	-0.5	-0.2	0.8	1.8	0.6	0.3	0.4	1.9
2015 .....	101.8	101.3	102.4	103.6	-1	-0.5	1.1	1.2	2.3	2.0	2.3	1.7
2016 .....	103.4	103.0	103.6	103.9	-0.2	-0.4	.6	.3	1.6	1.7	1.2	.3
2017 .....	103.3	103.5	—	—	-0.6	.2	—	—	-0.1	.5	—	—
<b>Production, transportation, and material moving</b>												
2001 .....	98.6	98.5	99.1	100.8	-1	-1	.6	1.7	.8	.6	1.0	2.1
2002 .....	100.6	100.7	100.5	101.3	-0.2	.1	-0.2	.8	2.0	2.2	1.4	.5
2003 .....	100.4	101.2	101.0	101.8	-0.9	.8	-0.2	.8	-0.2	.5	.5	.5
2004 .....	100.7	100.1	101.0	100.9	-1.1	-0.6	.9	-1	.3	-1.1	.0	-0.9
2005 .....	100.1	100.2	98.5	100.0	-0.8	.1	-1.7	1.5	-0.6	.1	-2.5	-0.9
2006 .....	99.1	98.2	98.8	99.8	-0.9	-0.9	.6	1.0	-1.0	-2.0	.3	-0.2
2007 .....	98.8	97.8	98.4	98.0	-1.0	-1.0	.6	-0.4	-0.3	-0.4	-0.4	-1.8
2008 .....	97.2	95.6	96.3	100.4	-0.8	-1.6	.7	4.3	-1.6	-2.2	-2.1	2.4
2009 .....	99.7	98.8	99.0	99.2	-0.7	-0.9	.2	.2	2.6	3.3	2.8	-1.2
2010 .....	98.7	99.0	99.2	99.0	-0.5	.3	.2	-0.2	-1.0	.2	.2	-0.2
2011 .....	97.6	96.9	96.8	97.7	-1.4	-0.7	-0.1	.9	-1.1	-2.1	-2.4	-1.3
2012 .....	96.7	96.9	96.5	97.5	-1.0	.2	-0.4	1.0	-0.9	.0	-0.3	-0.2
2013 .....	96.8	97.0	97.1	98.0	-0.7	.2	.1	.9	.1	.1	.6	.5
2014 .....	97.4	97.0	97.6	99.4	-0.6	-0.4	.6	1.8	.6	.0	.5	1.4
2015 .....	99.5	98.9	99.8	101.0	.1	-0.6	.9	1.2	2.2	2.0	2.3	1.6
2016 .....	101.1	100.6	101.2	101.7	.1	-0.5	.6	.5	1.6	1.7	1.4	.7
2017 .....	101.5	101.7	—	—	-0.2	.2	—	—	.4	1.1	—	—
<b>Durable goods<sup>1</sup></b>												
2001 .....	98.2	98.2	98.9	100.5	-0.2	.0	.7	1.6	.9	.5	1.0	2.1
2002 .....	100.2	100.5	100.3	101.3	-0.3	.3	-0.2	1.0	2.0	2.3	1.4	.8
2003 .....	100.3	101.1	100.9	101.5	-1.0	.8	-0.2	.6	.1	.6	.6	.2
2004 .....	100.4	99.9	100.9	100.8	-1.1	-0.5	1.0	-0.1	.1	-1.2	.0	-0.7
2005 .....	100.0	100.1	98.6	100.0	-0.8	.1	-1.5	1.4	-0.4	.2	-2.3	-0.8
2006 .....	99.2	98.9	98.9	99.7	-0.8	-0.3	.0	.8	-0.8	-1.2	.3	-0.3
<b>Aircraft manufacturing</b>												
2001 .....	97.0	96.5	97.3	99.1	.5	-0.5	.8	1.8	2.6	1.0	1.6	2.7
2002 .....	99.9	100.0	99.3	99.7	.8	.1	-0.7	.4	3.0	3.6	2.1	.6
2003 .....	99.7	100.5	100.0	100.6	.0	.8	-0.5	.6	-0.2	.5	.7	.9
2004 .....	100.6	100.1	100.5	100.4	.0	-0.5	.4	-0.1	.9	-0.4	.5	-0.2
2005 .....	100.6	100.3	98.5	100.0	.2	-0.3	-1.8	1.5	.0	.2	-2.0	-0.4
2006 .....	100.4	99.5	99.8	100.1	.4	-0.9	.3	.3	-0.2	-0.8	1.3	.1
2007 .....	100.3	99.0	98.6	98.0	.2	-1.3	-0.4	-0.6	-0.1	-0.5	-1.2	-2.1
2008 .....	98.7	96.6	96.8	101.2	.7	-2.1	.2	4.5	-1.6	-2.4	-1.8	3.3
2009 .....	102.3	101.2	101.6	101.6	1.1	-1.1	.4	.0	3.6	4.8	5.0	.4
2010 .....	102.8	102.8	103.2	102.7	1.2	.0	.4	-0.5	.5	1.6	1.6	1.1
2011 .....	102.4	101.8	101.9	102.3	-0.3	-0.6	.1	.4	-0.4	-1.0	-1.3	-0.4
2012 .....	102.6	102.8	102.6	103.4	.3	.2	-0.2	.8	.2	1.0	.7	1.1
2013 .....	103.7	104.2	104.5	105.0	.3	.5	.3	.5	1.1	1.4	1.9	1.5
2014 .....	105.8	105.2	105.7	107.0	.8	-0.6	.5	1.2	2.0	1.0	1.1	1.9
2015 .....	108.8	107.9	108.7	109.2	1.7	-0.8	.7	.5	2.8	2.6	2.8	2.1
2016 .....	110.4	109.5	109.7	109.8	1.1	-0.8	.2	.1	1.5	1.5	.9	.5

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Aircraft manufacturing													
2017 .....	110.9	110.9	—	—	1.0	0.0	—	—	0.5	1.3	—	—	
White-collar occupations <sup>1,3</sup>													
2001 .....	97.4	96.6	96.8	98.4	1.5	-.8	0.2	1.7	2.6	-.1	0.4	2.5	
2002 .....	99.8	99.4	98.5	98.7	1.4	-.4	-.9	.2	2.5	2.9	1.8	.3	
2003 .....	99.7	99.8	99.0	99.7	1.0	.1	-.8	.7	-.1	.4	.5	1.0	
2004 .....	100.7	100.0	99.9	99.7	1.0	-.7	-.1	-.2	1.0	.2	.9	.0	
2005 .....	100.9	100.4	98.4	100.0	1.2	-.5	-2.0	1.6	.2	.4	-1.5	.3	
2006 .....	101.5	100.3	100.5	100.9	1.5	-1.2	.2	.4	.6	-.1	2.1	.9	
Blue-collar occupations <sup>1,4</sup>													
2001 .....	96.2	96.2	97.8	99.9	-.7	.0	1.7	2.1	2.8	3.0	3.3	3.1	
2002 .....	99.9	100.7	100.4	101.0	.0	.8	-.3	.6	3.8	4.7	2.7	1.1	
2003 .....	99.4	101.2	101.2	101.7	-1.6	1.8	.0	.5	-.5	.5	.8	.7	
2004 .....	100.1	100.1	101.4	101.4	-1.6	.0	1.3	.0	.7	-1.1	.2	-.3	
2005 .....	100.1	100.1	98.6	100.0	-1.3	.0	-1.5	1.4	.0	.0	-2.8	-1.4	
2006 .....	98.4	98.1	98.7	98.8	-1.6	-.3	.6	.1	-1.7	-2.0	.1	-1.2	
Nondurable goods <sup>1</sup>													
2001 .....	99.2	99.1	98.8	100.3	.4	-.1	-.3	1.5	.5	-.1	-.2	1.5	
2002 .....	100.7	100.3	100.1	100.5	.4	-.4	-.2	.4	1.5	1.2	1.3	.2	
2003 .....	100.1	101.3	100.6	101.7	-.4	1.2	-.7	1.1	-.6	1.0	.5	1.2	
2004 .....	100.9	100.4	101.0	100.7	-.8	-.5	.6	-.3	.8	-.9	.4	-1.0	
2005 .....	100.0	100.0	98.7	100.0	-.7	.0	-1.3	1.3	-.9	-.4	-2.3	-.7	
2006 .....	99.1	98.2	98.7	99.9	-.9	-.9	.5	1.2	-.9	-1.8	.0	-.1	
Service-providing industries <sup>6</sup>													
2001 .....	97.7	97.6	98.4	100.1	-.1	-.1	.8	1.7	.7	.3	.9	2.4	
2002 .....	99.8	100.3	100.1	100.2	-.3	.5	-.2	.1	2.1	2.8	1.7	.1	
2003 .....	99.6	100.6	100.8	101.6	-.6	1.0	.2	.8	-.2	.3	.7	1.4	
2004 .....	100.6	100.2	100.9	101.1	-1.0	-.4	.7	.2	1.0	-.4	.1	-.5	
2005 .....	100.2	100.1	98.5	100.0	-.9	-.1	-1.6	1.5	-.4	-.1	-2.4	-1.1	
2006 .....	99.3	98.6	99.5	100.7	-.7	-.7	.9	1.2	-.9	-1.5	1.0	.7	
2007 .....	100.0	99.4	100.2	100.0	-.7	-.6	.8	-.2	.7	.8	.7	-.7	
2008 .....	99.3	97.7	98.3	102.6	-.7	-1.6	.6	4.4	-.7	-1.7	-1.9	2.6	
2009 .....	101.8	100.6	101.0	101.2	-.8	-1.2	.4	.2	2.5	3.0	2.7	-1.4	
2010 .....	101.0	101.4	101.5	101.6	-.2	.4	.1	.1	-.8	.8	.5	.4	
2011 .....	100.0	99.5	99.4	100.2	-1.6	-.5	-.1	.8	-1.0	-1.9	-2.1	-1.4	
2012 .....	99.2	99.8	99.3	100.3	-1.0	.6	-.5	1.0	-.8	.3	-.1	.1	
2013 .....	99.5	99.8	99.9	100.8	-.8	.3	.1	.9	.3	.0	.6	.5	
2014 .....	99.7	99.7	100.5	102.3	-1.1	.0	.8	1.8	.2	-.1	.6	1.5	
2015 .....	102.6	101.7	102.6	103.6	.3	-.9	.9	1.0	2.9	2.0	2.1	1.3	
2016 .....	103.7	103.3	103.6	103.9	.1	-.4	.3	.3	1.1	1.6	1.0	.3	
2017 .....	103.8	104.1	—	—	-.1	.3	—	—	.1	.8	—	—	
Excluding sales occupations <sup>1</sup>													
2001 .....	97.7	97.6	98.5	100.2	.0	-.1	.9	1.7	1.2	.7	1.3	2.6	
2002 .....	100.1	100.3	100.2	100.4	-.1	.2	-.1	.2	2.5	2.8	1.7	.2	
2003 .....	99.9	100.8	100.9	101.8	-.5	.9	.1	.9	-.2	.5	.7	1.4	
2004 .....	100.8	100.3	100.9	101.2	-1.0	-.5	.6	.3	.9	-.5	.0	-.6	
2005 .....	100.3	100.3	98.5	100.0	-.9	.0	-1.8	1.5	-.5	.0	-2.4	-1.2	
2006 .....	99.4	98.7	99.6	100.8	-.6	-.7	.9	1.2	-.9	-1.6	1.1	.8	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Excluding incentive paid occupations<sup>2</sup></b>												
2006 .....	99.3	98.6	99.4	100.7	-0.7	-0.7	0.8	1.3	—	—	—	0.7
2007 .....	100.0	99.5	100.3	100.2	-.7	-.5	.8	-.1	0.7	0.9	0.9	-.5
2008 .....	99.6	97.9	98.7	103.3	-.6	-1.7	.8	4.7	-.4	-1.6	-1.6	3.1
2009 .....	102.6	101.4	101.7	102.0	-.7	-1.2	.3	.3	3.0	3.6	3.0	-1.3
2010 .....	101.8	102.0	102.2	102.2	-.2	.2	.2	.0	-.8	.6	.5	.2
2011 .....	100.7	100.1	99.9	100.8	-1.5	-.6	-.2	.9	-1.1	-1.9	-2.3	-1.4
2012 .....	99.6	100.0	99.5	100.6	-1.2	.4	-.5	1.1	-1.1	-.1	-.4	-.2
2013 .....	99.9	100.1	100.2	100.9	-.7	.2	.1	.7	.3	.1	.7	.3
2014 .....	100.0	99.8	100.4	102.1	-.9	-.2	.6	1.7	.1	-.3	.2	1.2
2015 .....	102.1	101.6	102.5	103.5	.0	-.5	.9	1.0	2.1	1.8	2.1	1.4
2016 .....	103.7	103.1	103.5	104.0	.2	-.6	.4	.5	1.6	1.5	1.0	.5
2017 .....	104.0	104.2	—	—	.0	.2	—	—	.3	1.1	—	—
<b>White-collar occupations<sup>1,3</sup></b>												
2001 .....	97.1	97.2	97.9	99.5	-.2	.1	.7	1.6	.6	.5	.8	2.3
2002 .....	99.3	99.9	99.6	99.7	-.2	.6	-.3	.1	2.3	2.8	1.7	.2
2003 .....	99.3	100.3	100.7	101.4	-.4	1.0	.4	.7	.0	.4	1.1	1.7
2004 .....	100.5	100.0	100.8	101.0	-.9	-.5	.8	.2	1.2	-.3	.1	-.4
2005 .....	100.2	100.1	98.4	100.0	-.8	-.1	-1.7	1.6	-.3	.1	-2.4	-1.0
2006 .....	99.3	98.7	99.7	100.9	-.7	-.6	1.0	1.2	-.9	-1.4	1.3	.9
<b>Excluding sales occupations<sup>1</sup></b>												
2001 .....	97.0	97.0	97.9	99.6	.1	.0	.9	1.7	1.5	1.0	1.6	2.8
2002 .....	99.5	99.8	99.6	99.9	-.1	.3	-.2	.3	2.6	2.9	1.7	.3
2003 .....	99.6	100.6	100.7	101.6	-.3	1.0	.1	.9	.1	.8	1.1	1.7
2004 .....	100.7	100.1	100.8	101.2	-.9	-.6	.7	.4	1.1	-.5	.1	-.4
2005 .....	100.4	100.4	98.5	100.0	-.8	.0	-1.9	1.5	-.3	.3	-2.3	-1.2
2006 .....	99.5	98.9	99.9	101.0	-.5	-.6	1.0	1.1	-.9	-1.5	1.4	1.0
<b>Management, professional, and related</b>												
2001 .....	96.8	96.9	97.9	99.5	.0	.1	1.0	1.6	1.4	1.0	1.7	2.8
2002 .....	99.3	99.7	99.4	99.5	-.2	.4	-.3	.1	2.6	2.9	1.5	.0
2003 .....	99.6	100.5	100.7	101.7	.1	.9	.2	1.0	.3	.8	1.3	2.2
2004 .....	100.8	100.1	100.9	101.2	-.9	-.7	.8	.3	1.2	-.4	-.2	-.5
2005 .....	100.5	100.4	98.6	100.0	-.7	-.1	-1.8	1.4	-.3	.3	-2.3	-1.2
2006 .....	99.6	99.0	100.0	101.1	-.4	-.6	1.0	1.1	-.9	-1.4	1.4	1.1
2007 .....	100.6	100.0	100.8	100.6	-.5	-.6	.8	-.2	1.0	.8	-.5	-.5
2008 .....	100.1	98.4	99.2	103.7	-.5	-1.7	.8	4.5	-.5	-1.6	-1.6	3.1
2009 .....	103.0	101.7	101.8	102.0	-.7	-1.3	.1	.2	2.9	3.4	2.6	-1.6
2010 .....	102.0	102.3	102.5	102.5	.0	.3	.2	.0	-1.0	.6	.7	.5
2011 .....	101.1	100.4	100.3	101.0	-1.4	-.7	-.1	.7	-.9	-1.9	-2.1	-1.5
2012 .....	100.0	100.6	100.0	101.1	-1.0	.6	-.6	1.1	-1.1	.2	-.3	.1
2013 .....	100.3	100.8	100.9	101.8	-.8	.5	.1	.9	.3	.2	.9	.7
2014 .....	100.7	100.8	101.6	103.2	-1.1	.1	.8	1.6	.4	.0	.7	1.4
2015 .....	103.1	102.6	103.7	104.7	-.1	-.5	1.1	1.0	2.4	1.8	2.1	1.5
2016 .....	104.7	103.8	104.3	104.6	.0	-.9	.5	.3	1.6	1.2	.6	-.1
2017 .....	104.3	104.7	—	—	-.3	.4	—	—	-.4	.9	—	—
<b>Sales and office</b>												
2001 .....	97.5	97.5	98.0	99.6	-.4	.0	.5	1.6	-.4	-.5	-.2	1.7
2002 .....	99.4	100.2	99.9	100.0	-.2	.8	-.3	.1	1.9	2.8	1.9	.4
2003 .....	98.9	100.0	100.5	101.0	-1.1	1.1	.5	.5	-.5	-.2	.6	1.0

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Sales and office</b>												
2004 .....	100.0	99.9	100.6	100.6	-1.0	-0.1	0.7	0.0	1.1	-0.1	0.1	-0.4
2005 .....	99.7	99.7	98.3	100.0	-.9	.0	-1.4	1.7	-3	-2	-2.3	-6
2006 .....	99.0	98.4	99.3	100.4	-1.0	-.6	.9	1.1	-.7	-1.3	1.0	.4
2007 .....	99.5	99.0	99.5	99.6	-.9	-.5	.5	.1	.5	.6	.2	-.8
2008 .....	98.4	96.9	97.2	101.1	-1.2	-1.5	.3	4.0	-1.1	-2.1	-2.3	1.5
2009 .....	99.8	98.9	99.4	99.8	-1.3	-.9	.5	.4	1.4	2.1	2.3	-1.3
2010 .....	99.3	100.1	100.0	100.2	-.5	.8	-.1	.2	-5	1.2	.6	.4
2011 .....	98.4	98.4	98.4	99.2	-1.8	.0	.0	.8	-.9	-1.7	-1.6	-1.0
2012 .....	98.2	98.9	98.6	99.3	-1.0	.7	-.3	.7	-.2	.5	.2	.1
2013 .....	98.6	98.9	99.0	100.0	-.7	.3	.1	1.0	.4	.0	.4	.7
2014 .....	98.7	98.8	99.5	101.6	-1.3	.1	.7	2.1	.1	-1.3	.5	1.6
2015 .....	102.8	100.8	101.8	102.6	1.2	-1.9	1.0	.8	4.2	2.0	2.3	1.0
2016 .....	102.8	103.1	102.8	102.8	.2	.3	-.3	.0	.0	2.3	1.0	.2
2017 .....	103.1	103.0	—	—	.3	-.1	—	—	.3	-.1	—	—
<b>Blue-collar occupations<sup>1,4</sup></b>												
2001 .....	98.6	98.4	99.8	101.3	.0	-.2	1.4	1.5	.8	.5	1.5	2.7
2002 .....	100.9	101.3	101.3	101.4	-.4	.4	.0	.1	2.3	2.9	1.5	.1
2003 .....	100.4	101.4	101.1	101.9	-1.0	1.0	-.3	.8	-5	.1	-.2	.5
2004 .....	100.7	100.6	101.2	101.3	-1.2	-.1	.6	.1	.3	-.8	.1	-.6
2005 .....	100.0	100.1	98.5	100.0	-1.3	.1	-1.6	1.5	-.7	-.5	-2.7	-1.3
2006 .....	99.0	98.2	99.1	100.2	-1.0	-.8	.9	1.1	-1.0	-1.9	.6	.2
<b>Natural resources, construction, and maintenance</b>												
2001 .....	97.1	96.9	99.4	100.3	-.2	-.2	2.6	.9	.3	-.3	2.1	3.1
2002 .....	99.6	100.9	100.9	100.7	-.7	1.3	.0	-.2	2.6	4.1	1.5	.4
2003 .....	100.1	101.1	101.0	101.7	-.6	1.0	-.1	.7	.5	.2	.1	1.0
2004 .....	100.5	100.5	100.8	100.9	-1.2	.0	.3	.1	.4	-.6	-.2	-.8
2005 .....	99.6	100.1	98.4	100.0	-1.3	.5	-1.7	1.6	-.9	-.4	-2.4	-.9
2006 .....	99.2	98.7	99.9	100.8	-.8	-.5	1.2	.9	-.4	-1.4	1.5	.8
2007 .....	99.6	98.5	99.8	99.6	-1.2	-1.1	1.3	-.2	.4	-.2	-.1	-1.2
2008 .....	98.6	97.1	97.7	102.3	-1.0	-1.5	.6	4.7	-1.0	-1.4	-2.1	2.7
2009 .....	101.7	100.8	101.3	101.7	-.6	-.9	.5	.4	3.1	3.8	3.7	-.6
2010 .....	101.7	101.7	101.4	101.5	.0	.0	-.3	.1	.0	.9	.1	-.2
2011 .....	99.7	99.6	100.2	100.7	-1.8	-.1	.6	.5	-2.0	-2.1	-1.2	-.8
2012 .....	99.7	100.1	99.5	100.1	-1.0	.4	-.6	.6	.0	.5	-.7	-.6
2013 .....	99.6	99.5	100.0	100.8	-.5	-.1	.5	.8	-.1	-.6	.5	.7
2014 .....	100.0	99.7	100.6	102.0	-.8	-.3	.9	1.4	.4	.2	.6	1.2
2015 .....	101.9	101.9	102.3	103.1	-.1	.0	.4	.8	1.9	2.2	1.7	1.1
2016 .....	102.9	102.6	103.1	103.4	-.2	-.3	.5	.3	1.0	.7	.8	.3
2017 .....	102.7	103.6	—	—	-.7	.9	—	—	-.2	1.0	—	—
<b>Production, transportation, and material moving</b>												
2001 .....	99.6	99.4	100.1	101.9	.1	-.2	.7	1.8	1.2	1.0	1.3	2.4
2002 .....	101.7	101.6	101.6	101.8	-.2	-.1	.0	.2	2.1	2.2	1.5	-.1
2003 .....	100.6	101.6	101.2	102.0	-1.2	1.0	-.4	.8	-1.1	.0	-.4	-.2
2004 .....	100.9	100.7	101.5	101.6	-1.1	-.2	.8	.1	.3	-.9	.3	-.4
2005 .....	100.2	100.1	98.7	100.0	-1.4	-.1	-1.4	1.3	-.7	-.6	-2.8	-1.6
2006 .....	98.9	97.9	98.7	99.9	-1.1	-1.0	.8	1.2	-1.3	-2.2	.0	-.1

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Production, transportation, and material moving</b>												
2007 .....	98.7	98.2	98.8	98.5	-1.2	-0.5	0.6	-0.3	-0.2	0.3	0.1	-1.4
2008 .....	98.0	96.3	97.0	101.2	-5	-1.7	.7	4.3	-7	-1.9	-1.8	2.7
2009 .....	100.5	99.7	100.2	100.5	-7	-8	.5	.3	2.6	3.5	3.3	-7
2010 .....	99.8	100.1	100.8	100.7	-7	.3	.7	-1	-7	.4	.6	.2
2011 .....	98.8	98.3	98.2	99.0	-1.9	-5	-1	.8	-1.0	-1.8	-2.6	-1.7
2012 .....	98.4	98.6	98.6	99.8	-6	.2	.0	1.2	-4	.3	.4	.8
2013 .....	98.9	98.8	99.1	99.9	-9	-1	.3	.8	.5	.2	.5	.1
2014 .....	99.1	99.1	100.2	101.5	-8	.0	1.1	1.3	.2	.3	1.1	1.6
2015 .....	101.7	101.4	102.3	103.2	.2	-3	.9	.9	2.6	2.3	2.1	1.7
2016 .....	103.6	103.4	103.9	104.6	.4	-2	.5	.7	1.9	2.0	1.6	1.4
2017 .....	105.0	105.1	—	—	.4	.1	—	—	1.4	1.6	—	—
<b>Service occupations</b>												
2001 .....	100.3	99.8	100.1	102.2	-1	-5	.3	2.1	.8	-2	.4	1.8
2002 .....	101.9	101.6	101.7	102.2	-3	-3	.1	.5	1.6	1.8	1.6	.0
2003 .....	101.0	101.6	101.7	102.6	-1.2	.6	.1	.9	-9	.0	.0	.4
2004 .....	101.3	100.6	100.9	101.3	-1.3	-7	.3	.4	.3	-1.0	-8	-1.3
2005 .....	100.4	100.2	98.6	100.0	-9	-2	-1.6	1.4	-9	-4	-2.3	-1.3
2006 .....	99.1	98.2	99.0	100.3	-9	-9	.8	1.3	-1.3	-2.0	.4	.3
2007 .....	100.2	99.4	100.6	100.4	-1	-8	1.2	-2	1.1	1.2	1.6	.1
2008 .....	99.5	97.8	98.7	103.1	-9	-1.7	.9	4.5	-7	-1.6	-1.9	2.7
2009 .....	102.7	101.5	102.2	102.3	-4	-1.2	.7	.1	3.2	3.8	3.5	-8
2010 .....	101.8	101.8	102.1	101.9	-5	.0	.3	-2	-9	.3	-1	-4
2011 .....	100.6	99.6	99.4	100.4	-1.3	-1.0	-2	1.0	-1.2	-2.2	-2.6	-1.5
2012 .....	99.0	99.3	98.8	100.1	-1.4	.3	-5	1.3	-1.6	-3	-6	-3
2013 .....	99.1	99.1	98.9	99.9	-1.0	.0	-2	1.0	.1	-2	.1	-2
2014 .....	98.7	98.3	99.2	101.2	-1.2	-4	.9	2.0	-4	-8	.3	1.3
2015 .....	101.3	100.3	101.1	102.2	.1	-1.0	.8	1.1	2.6	2.0	1.9	1.0
2016 .....	102.5	102.2	103.0	103.6	.3	-3	.8	.6	1.2	1.9	1.9	1.4
2017 .....	103.8	103.9	—	—	.2	.1	—	—	1.3	1.7	—	—
<b>Trade, transportation, and utilities</b>												
2001 .....	98.6	98.7	99.0	101.2	-4	.1	.3	2.2	.3	.3	.5	2.2
2002 .....	100.6	101.7	101.1	101.3	-6	1.1	-6	.2	2.0	3.0	2.1	.1
2003 .....	100.1	101.1	101.1	101.7	-1.2	1.0	.0	.6	-5	-6	.0	.4
2004 .....	100.6	100.3	100.9	100.7	-1.1	-3	.6	-2	.5	-8	-2	-1.0
2005 .....	99.7	99.6	98.5	100.0	-1.0	-1	-1.1	1.5	-9	-7	-2.4	-7
2006 .....	98.8	97.9	99.0	100.1	-1.2	-9	1.1	1.1	-9	-1.7	.5	.1
2007 .....	98.9	98.5	98.8	98.8	-1.2	-4	.3	.0	.1	.6	-2	-1.3
2008 .....	97.6	96.4	96.7	100.6	-1.2	-1.2	.3	4.0	-1.3	-2.1	-2.1	1.8
2009 .....	99.7	98.7	99.0	99.3	-9	-1.0	.3	.3	2.2	2.4	2.4	-1.3
2010 .....	99.1	99.8	99.7	99.6	-2	.7	-1	-1	-6	1.1	.7	.3
2011 .....	97.7	97.4	97.6	98.5	-1.9	-3	.2	.9	-1.4	-2.4	-2.1	-1.1
2012 .....	97.7	98.2	97.9	98.7	-8	.5	-3	.8	.0	.8	.3	.2
2013 .....	97.9	98.4	98.7	99.8	-8	.5	.3	1.1	.2	.2	.8	1.1
2014 .....	98.6	98.9	100.3	101.9	-1.2	.3	1.4	1.6	.7	.5	1.6	2.1
2015 .....	101.7	101.2	102.6	103.1	-2	-5	1.4	.5	3.1	2.3	2.3	1.2
2016 .....	103.4	103.1	103.3	103.6	.3	-3	.2	.3	1.7	1.9	.7	.5
2017 .....	104.1	104.2	—	—	.5	.1	—	—	.7	1.1	—	—

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Excluding incentive paid occupations<sup>2</sup></b>													
2006 .....	99.2	98.3	99.0	100.1	-0.8	-0.9	0.7	1.1	—	—	—	—	0.1
2007 .....	99.2	98.8	99.4	99.3	-.9	-.4	.6	-.1	0.0	0.5	0.4	-.8	-.8
2008 .....	98.4	96.9	97.6	102.0	-.9	-1.5	.7	4.5	-.8	-1.9	-1.8	2.7	2.7
2009 .....	101.4	100.4	100.7	101.0	-.6	-1.0	.3	.3	3.0	3.6	3.2	-1.0	-1.0
2010 .....	100.7	101.0	100.9	100.8	-.3	.3	-.1	-.1	-.7	.6	.2	-.2	-.2
2011 .....	99.4	98.7	98.6	99.5	-1.4	-.7	-.1	.9	-1.3	-2.3	-2.3	-1.3	-1.3
2012 .....	98.4	98.9	98.3	99.3	-1.1	.5	-.6	1.0	-1.0	.2	-.3	-.2	-.2
2013 .....	98.8	99.0	99.2	99.8	-.5	.2	.2	.6	.4	.1	.9	.5	.5
2014 .....	99.0	98.9	99.5	101.1	-.8	-.1	.6	1.6	.2	-.1	.3	1.3	1.3
2015 .....	101.2	100.9	101.9	103.0	.1	-.3	1.0	1.1	2.2	2.0	2.4	1.9	1.9
2016 .....	103.4	103.1	103.5	104.1	.4	-.3	.4	.6	2.2	2.2	1.6	1.1	1.1
2017 .....	104.3	104.6	—	—	.2	.3	—	—	.9	1.5	—	—	—
<b>Wholesale trade</b>													
2001 .....	97.6	98.7	98.2	99.0	-1.2	1.1	-.5	.8	-.4	.5	.5	.2	.2
2002 .....	99.2	100.9	99.7	100.2	.2	1.7	-1.2	.5	1.6	2.2	1.5	1.2	1.2
2003 .....	99.9	101.1	100.2	101.0	-.3	1.2	-.9	.8	.7	.2	.5	.8	.8
2004 .....	99.9	99.6	100.8	99.4	-1.1	-.3	1.2	-1.4	.0	-1.5	.6	-1.6	-1.6
2005 .....	99.3	98.5	98.0	100.0	-.1	-.8	-.5	2.0	-.6	-1.1	-2.8	.6	.6
2006 .....	98.7	97.7	99.6	100.4	-1.3	-1.0	1.9	.8	-.6	-.8	1.6	.4	.4
2007 .....	99.5	98.9	98.2	98.6	-.9	-.6	-.7	.4	.8	1.2	-1.4	-1.8	-1.8
2008 .....	97.0	96.5	96.0	99.6	-1.6	-.5	-.5	3.8	-2.5	-2.4	-2.2	1.0	1.0
2009 .....	98.8	97.2	96.8	96.9	-.8	-1.6	-.4	.1	1.9	.7	.8	-2.7	-2.7
2010 .....	96.8	97.6	97.0	97.4	-.1	.8	-.6	.4	-2.0	.4	.2	.5	.5
2011 .....	95.0	94.6	94.9	96.1	-2.5	-.4	.3	1.3	-1.9	-3.1	-2.2	-1.3	-1.3
2012 .....	95.8	96.0	96.3	96.3	-.3	.2	.3	.0	.8	1.5	1.5	.2	.2
2013 .....	95.3	96.3	96.8	98.6	-1.0	1.0	.5	1.9	-.5	.3	.5	2.4	2.4
2014 .....	97.1	98.0	100.2	101.5	-1.5	.9	2.2	1.3	1.9	1.8	3.5	2.9	2.9
2015 .....	100.9	99.1	101.1	100.8	-.6	-1.8	2.0	-.3	3.9	1.1	.9	-.7	-.7
2016 .....	100.7	100.3	99.7	99.3	-.1	-.4	-.6	-.4	-.2	1.2	-1.4	-1.5	-1.5
2017 .....	100.3	100.0	—	—	1.0	-.3	—	—	-.4	-.3	—	—	—
<b>Excluding sales occupations<sup>1</sup></b>													
2001 .....	100.9	100.9	101.1	101.8	.0	.0	.2	.7	1.6	1.3	1.2	.9	.9
2002 .....	101.8	102.2	102.0	102.9	.0	.4	-.2	.9	.9	1.3	.9	1.1	1.1
2003 .....	101.1	102.1	101.6	102.5	-1.7	1.0	-.5	.9	-.7	-.1	-.4	-.4	-.4
2004 .....	101.7	100.4	101.0	101.1	-.8	-1.3	.6	.1	-.6	-1.7	-.6	-1.4	-1.4
2005 .....	101.1	100.5	98.6	100.0	.0	-.6	-1.9	1.4	-.6	.1	-2.4	-1.1	-1.1
2006 .....	99.4	98.8	99.8	101.0	-.6	-.6	1.0	1.2	-1.7	-1.7	1.2	1.0	1.0
<b>Excluding incentive paid occupations<sup>2</sup></b>													
2006 .....	99.6	98.8	99.6	100.8	-.4	-.8	.8	1.2	—	—	—	.8	.8
2007 .....	100.0	99.3	99.9	99.7	-.8	-.7	.6	-.2	.4	.5	.3	-1.1	-1.1
2008 .....	99.0	97.4	98.1	102.3	-.7	-1.6	.7	4.3	-1.0	-1.9	-1.8	2.6	2.6
2009 .....	101.7	100.5	100.6	100.9	-.6	-1.2	.1	.3	2.7	3.2	2.5	-1.4	-1.4
2010 .....	100.6	100.7	99.7	99.6	-.3	.1	-1.0	-.1	-1.1	.2	-.9	-1.3	-1.3
2011 .....	98.1	97.5	97.6	98.4	-1.5	-.6	.1	.8	-2.5	-3.2	-2.1	-1.2	-1.2
2012 .....	97.5	97.5	97.0	98.1	-.9	.0	-.5	1.1	-.6	.0	-.6	-.3	-.3
2013 .....	97.3	97.5	97.8	98.6	-.8	.2	.3	.8	-.2	.0	.8	.5	.5
2014 .....	97.8	97.8	98.1	99.7	-.8	.0	.3	1.6	.5	.3	.3	1.1	1.1
2015 .....	99.9	99.5	100.4	101.5	.2	-.4	.9	1.1	2.1	1.7	2.3	1.8	1.8

See footnotes at end of table.



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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Excluding incentive paid occupations <sup>2</sup>												
2016 .....	101.6	101.1	101.3	101.5	0.1	-0.5	0.2	0.2	1.7	1.6	0.9	0.0
2017 .....	101.5	102.0	—	—	.0	.5	—	—	-1	.9	—	—
Retail trade												
2001 .....	99.1	98.7	99.3	102.0	.1	-.4	.6	2.7	.6	.2	.5	3.0
2002 .....	100.7	101.9	101.3	101.1	-1.3	1.2	-.6	-.2	1.6	3.2	2.0	-.9
2003 .....	99.6	100.5	101.3	101.8	-1.5	.9	.8	.5	-1.1	-1.4	.0	.7
2004 .....	100.6	100.4	100.4	100.8	-1.2	-.2	.0	.4	1.0	-.1	-.9	-1.0
2005 .....	99.8	100.0	98.6	100.0	-1.0	.2	-1.4	1.4	-.8	-.4	-1.8	-.8
2006 .....	99.0	97.9	98.9	100.2	-1.0	-1.1	1.0	1.3	-.8	-2.1	.3	.2
2007 .....	98.8	98.4	99.2	99.4	-1.4	-.4	.8	.2	-.2	.5	.3	-.8
2008 .....	98.1	96.7	97.3	101.2	-1.3	-1.4	.6	4.0	-.7	-1.7	-1.9	1.8
2009 .....	100.2	99.4	100.2	100.6	-1.0	-.8	.8	.4	2.1	2.8	3.0	-.6
2010 .....	100.4	101.1	100.9	100.6	-.2	.7	-.2	-.3	.2	1.7	.7	.0
2011 .....	98.8	98.6	98.9	99.7	-1.8	-.2	.3	.8	-1.6	-2.5	-2.0	-.9
2012 .....	98.6	99.2	98.2	99.1	-1.1	.6	-1.0	.9	-.2	.6	-.7	-.6
2013 .....	98.4	98.9	98.9	99.8	-.7	.5	.0	.9	-.2	-.3	.7	.7
2014 .....	98.4	98.5	99.6	101.5	-1.4	.1	1.1	1.9	.0	-.4	.7	1.7
2015 .....	101.3	101.7	102.8	103.9	-.2	.4	1.1	1.1	2.9	3.2	3.2	2.4
2016 .....	104.1	104.1	104.6	105.1	.2	.0	.5	.5	2.8	2.4	1.8	1.2
2017 .....	105.3	105.7	—	—	.2	.4	—	—	1.2	1.5	—	—
Excluding incentive paid occupations <sup>2</sup>												
2006 .....	99.2	98.3	99.0	100.1	-.8	-.9	.7	1.1	—	—	—	.1
2007 .....	99.1	98.8	99.6	99.6	-1.0	-.3	.8	.0	-.1	.5	.6	-.5
2008 .....	98.7	97.2	97.9	102.3	-.9	-1.5	.7	4.5	-.4	-1.6	-1.7	2.7
2009 .....	101.6	100.7	101.2	101.4	-.7	-.9	.5	.2	2.9	3.6	3.4	-.9
2010 .....	101.1	101.4	101.5	101.3	-.3	.3	.1	-.2	-.5	.7	.3	-.1
2011 .....	99.8	99.1	98.9	99.9	-1.5	-.7	-.2	1.0	-1.3	-2.3	-2.6	-1.4
2012 .....	98.6	99.1	98.2	99.0	-1.3	.5	-.9	.8	-1.2	.0	-.7	-.9
2013 .....	98.4	98.7	98.7	99.3	-.6	.3	.0	.6	-.2	-.4	.5	.3
2014 .....	98.3	98.1	98.7	100.5	-1.0	-.2	.6	1.8	-.1	-.6	.0	1.2
2015 .....	100.4	100.3	101.4	102.6	-.1	-.1	1.1	1.2	2.1	2.2	2.7	2.1
2016 .....	102.8	102.8	103.1	104.0	.2	.0	.3	-.9	2.4	2.5	1.7	1.4
2017 .....	104.3	104.5	—	—	.3	.2	—	—	1.5	1.7	—	—
Transportation and warehousing												
2001 .....	99.2	99.1	99.7	102.5	-.5	-.1	.6	2.8	.8	.3	.6	2.8
2002 .....	102.6	102.7	103.0	103.3	.1	.1	.3	.3	3.4	3.6	3.3	.8
2003 .....	102.0	102.7	102.1	102.6	-1.3	.7	-.6	.5	-.6	.0	-.9	-.7
2004 .....	101.7	101.3	102.1	102.1	-.9	-.4	.8	.0	-.3	-1.4	.0	-.5
2005 .....	100.0	100.0	98.9	100.0	-2.1	.0	-1.1	1.1	-1.7	-1.3	-3.1	-2.1
2006 .....	98.6	97.7	98.4	99.4	-1.4	-.9	.7	1.0	-1.4	-2.3	-.5	-.6
2007 .....	98.2	97.9	98.3	97.6	-1.2	-.3	.4	-.7	-.4	.2	-.1	-1.8
2008 .....	96.8	95.3	96.0	100.1	-.8	-1.5	.7	4.3	-1.4	-2.7	-2.3	2.6
2009 .....	99.2	98.5	98.7	98.7	-.9	-.7	.2	.0	2.5	3.4	2.8	-1.4
2010 .....	98.3	98.9	99.6	99.7	-.4	.6	.7	.1	-.9	.4	.9	1.0
2011 .....	98.0	97.5	97.3	97.8	-1.7	-.5	-.2	.5	-.3	-1.4	-2.3	-1.9
2012 .....	97.5	98.1	98.4	99.7	-.3	.6	.3	1.3	-.5	.6	1.1	1.9
2013 .....	99.4	99.0	99.5	100.2	-.3	-.4	.5	.7	1.9	.9	1.1	.5
2014 .....	99.7	99.6	100.7	102.0	-.5	-.1	1.1	1.3	.3	.6	1.2	1.8

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Transportation and warehousing</b>													
2015 .....	102.1	101.8	102.8	103.4	0.1	-0.3	1.0	0.6	2.4	2.2	2.1	1.4	
2016 .....	104.2	103.9	104.5	105.2	.8	-.3	.6	.7	2.1	2.1	1.7	1.7	
2017 .....	105.4	105.5	—	—	.2	.1	—	—	1.2	1.5	—	—	
<b>Utilities</b>													
2001 .....	97.2	97.4	97.5	99.3	-.1	.2	.1	1.8	.7	.5	.6	2.1	
2002 .....	98.8	99.9	99.8	100.3	-.5	1.1	-.1	.5	1.6	2.6	2.4	1.0	
2003 .....	99.3	100.3	99.9	101.0	-1.0	1.0	-.4	1.1	.5	.4	.1	.7	
2004 .....	100.2	100.2	100.6	100.8	-.8	.0	.4	.2	.9	-.1	.7	-.2	
2005 .....	100.1	100.3	98.5	100.0	-.7	.2	-1.8	1.5	-.1	.1	-2.1	-.8	
2006 .....	99.3	99.0	99.9	101.0	-.7	-.3	.9	1.1	-.8	-1.3	1.4	1.0	
2007 .....	99.9	99.6	100.2	100.1	-1.1	-.3	.6	-.1	.6	.6	.3	-.9	
2008 .....	99.6	98.3	98.3	102.6	-.5	-1.3	.0	4.4	-.3	-1.3	-1.9	2.5	
2009 .....	102.7	102.2	102.2	103.3	.1	-.5	.0	1.1	3.1	4.0	4.0	.7	
2010 .....	103.0	103.5	104.0	103.8	-.3	.5	.5	-.2	.3	1.3	1.8	.5	
2011 .....	102.9	102.9	102.8	103.6	-.9	.0	-.1	.8	-.1	-.6	-1.2	-.2	
2012 .....	102.6	104.1	103.1	104.3	-1.0	1.5	-1.0	1.2	-.3	1.2	.3	.7	
2013 .....	104.0	104.7	105.0	105.7	-.3	.7	.3	.7	1.4	.6	1.8	1.3	
2014 .....	105.5	105.3	106.1	107.6	-.2	-.2	.8	1.4	1.4	.6	1.0	1.8	
2015 .....	108.2	107.9	108.7	109.3	.6	-.3	.7	.6	2.6	2.5	2.5	1.6	
2016 .....	109.8	109.0	109.6	110.0	.5	-.7	.6	-.4	1.5	1.0	.8	.6	
2017 .....	110.3	110.6	—	—	.3	.3	—	—	.5	1.5	—	—	
<b>Information</b>													
2001 .....	97.9	98.2	99.0	100.7	.1	.3	.8	1.7	1.0	1.0	1.7	3.0	
2002 .....	100.5	101.0	101.3	102.1	-.2	.5	.3	.8	2.7	2.9	2.3	1.4	
2003 .....	100.7	101.7	101.7	102.3	-1.4	1.0	.0	.6	.2	.7	.4	.2	
2004 .....	101.8	100.3	100.9	101.0	-.5	-1.5	.6	.1	1.1	-1.4	-.8	-1.3	
2005 .....	100.2	100.4	98.3	100.0	-.8	.2	-2.1	1.7	-1.6	.1	-2.6	-1.0	
2006 .....	99.5	98.6	99.5	99.9	-.5	-.9	.9	.4	-.7	-1.8	1.2	-.1	
2007 .....	99.4	99.1	99.3	98.6	-.5	-.3	.2	-.7	-.1	.5	-.2	-1.3	
2008 .....	97.0	95.6	96.5	100.6	-1.6	-1.4	.9	4.2	-2.4	-3.5	-2.8	2.0	
2009 .....	99.7	98.7	99.1	99.4	-.9	-1.0	.4	.3	2.8	3.2	2.7	-1.2	
2010 .....	99.1	99.6	99.8	99.2	-.3	.5	.2	-.6	-.6	.9	.7	-.2	
2011 .....	98.6	97.9	97.6	98.2	-.6	-.7	-.3	.6	-.5	-1.7	-2.2	-1.0	
2012 .....	97.1	97.7	97.3	98.4	-1.1	.6	-.4	1.1	-1.5	-.2	-.3	.2	
2013 .....	97.8	98.0	98.0	98.1	-.6	.2	.0	.1	.7	.3	.7	-.3	
2014 .....	97.4	97.5	97.6	99.3	-.7	.1	.1	1.7	-.4	-.5	-.4	1.2	
2015 .....	99.5	99.2	100.0	100.7	.2	-.3	.8	.7	2.2	1.7	2.5	1.4	
2016 .....	101.3	100.9	101.4	101.8	.6	-.4	.5	-.4	1.8	1.7	1.4	1.1	
2017 .....	100.9	101.7	—	—	-.9	.8	—	—	-.4	.8	—	—	
<b>Financial activities</b>													
2001 .....	94.5	94.1	94.8	95.4	.4	-.4	.7	.6	.4	.3	.4	1.4	
2002 .....	97.3	97.9	97.5	97.4	2.0	.6	-.4	-.1	3.0	4.0	2.8	2.1	
2003 .....	100.3	101.5	101.4	101.9	3.0	1.2	-.1	.5	3.1	3.7	4.0	4.6	
2004 .....	100.1	99.9	100.4	101.1	-1.8	-.2	.5	.7	-.2	-1.6	-1.0	-.8	
2005 .....	100.4	101.0	98.4	100.0	-.7	.6	-2.6	1.6	.3	1.1	-2.0	-1.1	
2006 .....	99.7	99.2	99.4	100.3	-.3	-.5	.2	.9	-.7	-1.8	1.0	.3	
2007 .....	100.3	99.0	100.0	99.2	.0	-1.3	1.0	-.8	.6	-.2	.6	-1.1	
2008 .....	98.8	96.8	96.9	100.3	-.4	-2.0	.1	3.5	-1.5	-2.2	-3.1	1.1	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Financial activities</b>													
2009 .....	98.8	98.5	98.9	99.2	-1.5	-0.3	0.4	0.3	0.0	1.8	2.1	-1.1	
2010 .....	99.3	100.2	100.1	100.6	.1	.9	-1	.5	.5	1.7	1.2	1.4	
2011 .....	99.5	98.9	98.9	99.3	-1.1	-.6	.0	.4	.2	-1.3	-1.2	-1.3	
2012 .....	98.1	99.3	98.9	99.5	-1.2	1.2	-.4	.6	-1.4	.4	.0	.2	
2013 .....	98.9	99.7	99.8	100.6	-.6	.8	.1	.8	.8	.4	.9	1.1	
2014 .....	99.8	99.7	100.1	101.7	-.8	-.1	.4	1.6	.9	.0	.3	1.1	
2015 .....	102.1	101.9	102.1	103.3	.4	-.2	.2	1.2	2.3	2.2	2.0	1.6	
2016 .....	103.0	103.2	104.0	104.5	-.3	.2	.8	.5	.9	1.3	1.9	1.2	
2017 .....	103.5	104.5	—	—	-1.0	1.0	—	—	.5	1.3	—	—	
<b>Excluding sales occupations<sup>1</sup></b>													
2001 .....	93.7	93.5	94.1	95.0	.4	-.2	.6	1.0	1.5	1.2	1.3	1.8	
2002 .....	97.2	97.3	97.0	97.9	2.3	.1	-.3	.9	3.7	4.1	3.1	3.1	
2003 .....	101.9	103.1	102.8	103.5	4.1	1.2	-.3	.7	4.8	6.0	6.0	5.7	
2004 .....	101.5	101.0	101.5	101.9	-1.9	-.5	.5	.4	-4	-2.0	-1.3	-1.5	
2005 .....	101.2	101.8	98.5	100.0	-.7	.6	-3.2	1.5	-3	.8	-3.0	-1.9	
2006 .....	100.3	99.6	100.0	100.4	.3	-.7	.4	.4	-9	-2.2	1.5	.4	
<b>Excluding incentive paid occupations<sup>2</sup></b>													
2006 .....	99.6	98.9	99.6	100.5	-.4	-.7	.7	.9	—	—	—	.5	
2007 .....	100.2	99.8	100.1	99.6	-.3	-.4	.3	-.5	.6	.9	.5	-.9	
2008 .....	99.6	97.9	98.2	102.4	.0	-1.7	.3	4.3	-6	-1.9	-1.9	2.8	
2009 .....	101.8	100.7	100.9	101.2	-.6	-1.1	.2	.3	2.2	2.9	2.7	-1.2	
2010 .....	101.4	101.8	101.7	101.6	.2	.4	-.1	-.1	-4	1.1	.8	.4	
2011 .....	100.6	99.9	99.7	100.4	-1.0	-.7	-.2	.7	-.8	-1.9	-2.0	-1.2	
2012 .....	99.2	100.0	99.3	100.0	-1.2	.8	-.7	.7	-1.4	.1	-.4	-.4	
2013 .....	99.4	100.0	99.9	100.7	-.6	.6	-.1	.8	.2	.0	.6	.7	
2014 .....	100.3	100.2	100.5	102.1	-.4	-.1	.3	1.6	.9	.2	.6	1.4	
2015 .....	102.7	102.4	102.9	103.8	.6	-.3	.5	.9	2.4	2.2	2.4	1.7	
2016 .....	104.3	103.8	104.1	104.5	.5	-.5	.3	.4	1.6	1.4	1.2	.7	
2017 .....	104.2	104.6	—	—	-.3	.4	—	—	-.1	.8	—	—	
<b>Finance and insurance</b>													
2001 .....	94.4	94.2	94.7	95.1	.3	-.2	.5	.4	.7	1.0	.3	1.1	
2002 .....	97.5	97.7	97.3	97.3	2.5	.2	-.4	.0	3.3	3.7	2.7	2.3	
2003 .....	102.4	103.6	103.3	104.2	5.2	1.2	-.3	.9	5.0	6.0	6.2	7.1	
2004 .....	102.0	101.5	101.9	102.6	-2.1	-.5	.4	.7	-4	-2.0	-1.4	-1.5	
2005 .....	100.9	101.9	98.7	100.0	-1.7	1.0	-3.1	1.3	-1.1	.4	-3.1	-2.5	
2006 .....	100.1	99.8	99.8	100.6	.1	-.3	.0	.8	-.8	-2.1	1.1	.6	
2007 .....	101.0	99.6	100.5	99.9	.4	-1.4	.9	-.6	.9	-.2	.7	-.7	
2008 .....	99.5	97.5	97.4	100.7	-.4	-2.0	-.1	3.4	-1.5	-2.1	-3.1	.8	
2009 .....	99.1	99.0	99.4	99.7	-1.6	-.1	.4	.3	-.4	1.5	2.1	-1.0	
2010 .....	99.7	101.0	100.9	101.5	.0	1.3	-.1	.6	.6	2.0	1.5	1.8	
2011 .....	100.3	99.7	99.6	99.8	-1.2	-.6	-.1	.2	.6	-1.3	-1.3	-1.7	
2012 .....	98.7	100.0	99.6	100.1	-1.1	1.3	-.4	.5	-1.6	.3	.0	.3	
2013 .....	99.7	100.6	100.7	101.3	-.4	.9	.1	.6	1.0	.6	1.1	1.2	
2014 .....	100.3	100.3	100.6	102.3	-1.0	.0	.3	1.7	.6	-.3	-.1	1.0	
2015 .....	102.5	102.5	102.7	103.9	.2	.0	.2	1.2	2.2	2.2	2.1	1.6	
2016 .....	103.5	103.7	104.7	105.0	-.4	.2	1.0	.3	1.0	1.2	1.9	1.1	
2017 .....	103.9	105.1	—	—	-1.0	1.2	—	—	.4	1.4	—	—	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Credit intermediation and related activities</b>													
2001 .....	88.6	88.4	89.5	89.3	1.0	-0.2	1.2	-0.2	1.6	1.3	2.2	1.8	
2002 .....	93.7	93.9	93.3	94.1	4.9	.2	-6	.9	5.8	6.2	4.2	5.4	
2003 .....	104.7	106.2	105.5	106.5	11.3	1.4	-7	.9	11.7	13.1	13.1	13.2	
2004 .....	102.8	102.1	102.9	103.6	-3.5	-7	.8	.7	-1.8	-3.9	-2.5	-2.7	
2005 .....	101.7	103.4	98.6	100.0	-1.8	1.7	-4.6	1.4	-1.1	1.3	-4.2	-3.5	
2006 .....	99.9	99.8	99.7	99.2	-1	-1	-1	-5	-1.8	-3.5	1.1	-8	
2007 .....	100.2	97.3	97.7	97.6	1.0	-2.9	.4	-1	.3	-2.5	-2.0	-1.6	
2008 .....	97.0	95.3	95.2	99.0	-6	-1.8	-1	4.0	-3.2	-2.1	-2.6	1.4	
2009 .....	98.2	97.5	97.3	98.2	-8	-7	-2	.9	1.2	2.3	2.2	-8	
2010 .....	97.1	98.1	98.0	99.1	-1.1	1.0	-1	1.1	-1.1	.6	.7	.9	
2011 .....	98.4	97.5	97.4	97.7	-7	-9	-1	.3	1.3	-6	-6	-1.4	
2012 .....	96.9	98.1	97.2	98.3	-8	1.2	-9	1.1	-1.5	.6	-2	.6	
2013 .....	98.0	98.6	98.2	98.7	-3	.6	-4	.5	1.1	.5	1.0	.4	
2014 .....	97.7	97.5	98.0	99.8	-1.0	-2	.5	1.8	-3	-1.1	-2	1.1	
2015 .....	100.0	99.9	100.5	101.3	.2	-1	.6	.8	2.4	2.5	2.6	1.5	
2016 .....	101.4	101.1	101.7	102.0	.1	-3	.6	.3	1.4	1.2	1.2	.7	
2017 .....	101.8	102.5	-	-	-2	.7	-	-	.4	1.4	-	-	
<b>Excluding incentive paid occupations<sup>2</sup></b>													
2006 .....	99.8	99.2	99.8	100.7	-2	-6	.6	.9	-	-	-	.7	
2007 .....	100.5	99.7	100.4	100.0	-2	-8	.7	-4	.7	.5	.6	-7	
2008 .....	100.2	98.5	98.9	103.3	.2	-1.7	.4	4.4	-3	-1.2	-1.5	3.3	
2009 .....	102.8	101.5	101.7	101.8	-5	-1.3	.2	.1	2.6	3.0	2.8	-1.5	
2010 .....	101.5	102.0	101.9	101.8	-3	.5	-1	-1	-1.3	.5	.2	.0	
2011 .....	101.0	100.0	99.8	100.4	-8	-1.0	-2	.6	-5	-2.0	-2.1	-1.4	
2012 .....	99.7	100.4	99.8	100.8	-7	.7	-6	1.0	-1.3	.4	.0	.4	
2013 .....	100.3	100.9	100.8	101.4	-5	.6	-1	.6	.6	.5	1.0	.6	
2014 .....	100.9	100.8	101.2	103.1	-5	-1	.4	1.9	.6	-1	.4	1.7	
2015 .....	103.5	102.9	103.4	104.3	.4	-6	.5	.9	2.6	2.1	2.2	1.2	
2016 .....	105.0	104.4	104.6	104.9	.7	-6	.2	.3	1.4	1.5	1.2	.6	
2017 .....	105.2	105.6	-	-	.3	.4	-	-	.2	1.1	-	-	
<b>Insurance carriers and related activities</b>													
2001 .....	97.2	96.8	96.8	98.7	-2	-4	.0	2.0	2.1	1.6	-7	1.3	
2002 .....	98.8	99.2	99.2	98.9	.1	.4	.0	-3	1.6	2.5	2.5	.2	
2003 .....	98.8	99.9	99.7	100.6	-1	1.1	-2	.9	.0	.7	.5	1.7	
2004 .....	99.3	99.4	100.4	101.1	-1.3	.1	1.0	.7	.5	-5	.7	.5	
2005 .....	100.2	100.8	98.7	100.0	-9	.6	-2.1	1.3	.9	1.4	-1.7	-1.1	
2006 .....	99.5	98.8	99.2	100.4	-5	-7	.4	1.2	-7	-2.0	.5	.4	
2007 .....	99.8	99.9	101.2	99.7	-6	.1	1.3	-1.5	.3	1.1	2.0	-7	
2008 .....	99.5	97.6	98.1	101.8	-2	-1.9	.5	3.8	-3	-2.3	-3.1	2.1	
2009 .....	101.2	100.4	100.8	100.4	-6	-8	.4	-4	1.7	2.9	2.8	-1.4	
2010 .....	100.5	101.3	101.2	100.9	.1	.8	-1	-3	-7	.9	.4	.5	
2011 .....	99.6	99.4	99.1	100.1	-1.3	-2	-3	1.0	-9	-1.9	-2.1	-8	
2012 .....	98.9	99.5	99.9	99.7	-1.2	.6	.4	-2	-7	.1	.8	-4	
2013 .....	98.7	100.2	101.3	102.1	-1.0	1.5	1.1	.8	-2	.7	1.4	2.4	
2014 .....	101.2	100.9	100.5	101.9	-9	-3	-4	1.4	2.5	.7	-8	-2	
2015 .....	102.2	101.7	102.4	104.2	.3	-5	.7	1.8	1.0	.8	1.9	2.3	
2016 .....	104.3	104.4	105.5	105.5	.1	.1	1.1	.0	2.1	2.7	3.0	1.2	
2017 .....	105.1	106.4	-	-	-4	1.2	-	-	.8	1.9	-	-	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Excluding sales occupations<sup>1</sup></b>													
2001 .....	97.5	97.5	97.5	99.3	-0.2	0.0	0.0	1.8	0.7	0.7	0.3	1.6	
2002 .....	100.0	100.0	100.1	100.2	.7	.0	.1	.1	2.6	2.6	2.7	.9	
2003 .....	99.5	100.9	100.6	101.3	-7	1.4	-3	.7	-5	.9	.5	1.1	
2004 .....	100.2	100.3	100.8	101.2	-1.1	.1	.5	.4	.7	-6	.2	-1	
2005 .....	100.5	100.8	98.7	100.0	-7	.3	-2.1	1.3	.3	.5	-2.1	-1.2	
2006 .....	99.6	98.8	99.1	100.1	-4	-8	.3	1.0	-9	-2.0	.4	.1	
<b>Excluding incentive paid occupations<sup>2</sup></b>													
2006 .....	99.4	98.8	99.1	100.1	-6	-6	.3	1.0	-	-	-	.1	
2007 .....	99.6	99.5	99.7	99.2	-5	-1	.2	-5	.2	.7	.6	-9	
2008 .....	98.7	97.4	97.7	102.0	-5	-1.3	.3	4.4	-9	-2.1	-2.0	2.8	
2009 .....	101.7	100.9	100.9	101.1	-3	-8	.0	.2	3.0	3.6	3.3	-9	
2010 .....	101.1	101.8	101.5	101.3	.0	.7	-3	-2	-6	.9	.6	.2	
2011 .....	100.1	99.7	99.4	100.2	-1.2	-4	-3	.8	-1.0	-2.1	-2.1	-1.1	
2012 .....	98.8	99.8	99.1	99.8	-1.4	1.0	-7	.7	-1.3	.1	-3	-4	
2013 .....	99.1	99.8	99.8	100.5	-7	.7	.0	.7	.3	.0	.7	.7	
2014 .....	99.8	100.1	100.5	101.7	-7	.3	.4	1.2	.7	.3	.7	1.2	
2015 .....	102.1	101.9	102.7	103.4	.4	-2	.8	.7	2.3	1.8	2.2	1.7	
2016 .....	103.7	103.3	103.7	103.9	.3	-4	.4	.2	1.6	1.4	1.0	.5	
2017 .....	103.6	103.8	-	-	-3	.2	-	-	-1	.5	-	-	
<b>Real estate and rental and leasing</b>													
2001 .....	93.7	93.0	94.4	96.3	-1.4	-7	1.5	2.0	-4.2	-5.6	-1.0	1.4	
2002 .....	95.7	98.0	97.4	96.0	-6	2.4	-6	-1.4	2.1	5.4	3.2	-3	
2003 .....	89.9	90.8	91.2	91.0	-6.4	1.0	.4	-2	-6.1	-7.3	-6.4	-5.2	
2004 .....	91.7	92.4	94.0	93.7	.8	.8	1.7	-3	2.0	1.8	3.1	3.0	
2005 .....	98.5	97.4	97.3	100.0	5.1	-1.1	-1	2.8	7.4	5.4	3.5	6.7	
2006 .....	98.3	96.9	97.8	98.9	-1.7	-1.4	.9	1.1	-2	-5	.5	-1.1	
2007 .....	97.4	96.7	97.8	96.6	-1.5	-7	1.1	-1.2	-9	-2	.0	-2.3	
2008 .....	96.3	94.1	94.8	98.9	-3	-2.3	.7	4.3	-1.1	-2.7	-3.1	2.4	
2009 .....	97.7	96.6	96.9	97.3	-1.2	-1.1	.3	.4	1.5	2.7	2.2	-1.6	
2010 .....	97.6	96.8	96.9	97.0	.3	-8	.1	.1	-1	.2	.0	-3	
2011 .....	96.1	95.5	96.1	96.9	-9	-6	.6	.8	-1.5	-1.3	-8	-1	
2012 .....	95.6	96.2	95.7	96.8	-1.3	.6	-5	1.1	-5	.7	-4	-1	
2013 .....	95.6	96.0	96.0	97.8	-1.2	.4	.0	1.9	.0	-2	.3	1.0	
2014 .....	97.5	96.9	97.7	99.1	-3	-6	.8	1.4	2.0	.9	1.8	1.3	
2015 .....	100.1	99.3	99.7	100.5	1.0	-8	.4	.8	2.7	2.5	2.0	1.4	
2016 .....	101.1	100.8	101.4	102.2	.6	-3	.6	.8	1.0	1.5	1.7	1.7	
2017 .....	101.4	101.9	-	-	-8	.5	-	-	.3	1.1	-	-	
<b>Excluding incentive paid occupations<sup>2</sup></b>													
2006 .....	99.3	98.4	99.4	100.5	-7	-9	1.0	1.1	-	-	-	.5	
2007 .....	100.0	99.3	99.8	99.1	-5	-7	.5	-7	.7	.9	.4	-1.4	
2008 .....	99.0	97.0	97.8	102.1	-1	-2.0	.8	4.4	-1.0	-2.3	-2.0	3.0	
2009 .....	101.2	99.7	100.0	100.4	-9	-1.5	.3	.4	2.2	2.8	2.2	-1.7	
2010 .....	99.7	99.6	100.0	99.8	-7	-1	.4	-2	-1.5	-1	.0	-6	
2011 .....	99.2	98.3	98.7	99.5	-6	-9	.4	.8	-5	-1.3	-1.3	-3	
2012 .....	98.3	99.2	98.5	99.4	-1.2	.9	-7	.9	-9	.9	-2	-1	
2013 .....	98.6	99.0	99.0	100.4	-8	.4	.0	1.4	.3	-2	.5	1.0	
2014 .....	100.3	100.0	100.4	102.3	-1	-3	.4	1.9	1.7	1.0	1.4	1.9	
2015 .....	103.0	102.5	102.8	103.7	.7	-5	.3	.9	2.7	2.5	2.4	1.4	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Excluding incentive paid occupations <sup>2</sup>												
2016 .....	104.2	103.8	104.4	104.9	0.5	-0.4	0.6	0.5	1.2	1.3	1.6	1.2
2017 .....	104.0	104.5	—	—	-0.9	.5	—	—	-2	.7	—	—
Professional and business services												
2001 .....	99.6	99.8	100.8	102.3	-2	.2	1.0	1.5	.7	.3	1.0	2.5
2002 .....	101.4	101.4	101.0	100.7	-9	.0	-4	-3	1.8	1.6	.2	-1.6
2003 .....	99.7	100.7	101.3	102.3	-1.0	1.0	.6	1.0	-1.7	-7	.3	1.6
2004 .....	101.5	101.4	102.0	102.4	-8	-1	.6	.4	1.8	.7	.7	.1
2005 .....	101.3	100.8	98.7	100.0	-1.1	-5	-2.1	1.3	-2	-6	-3.2	-2.3
2006 .....	99.4	99.2	99.9	101.0	-6	-2	.7	1.1	-1.9	-1.6	1.2	1.0
2007 .....	100.4	100.0	100.7	100.7	-6	-4	.7	.0	1.0	.8	.8	-3
2008 .....	100.5	99.0	99.8	104.7	-2	-1.5	.8	4.9	.1	-1.0	-9	4.0
2009 .....	103.9	102.4	102.3	102.7	-8	-1.4	-1	.4	3.4	3.4	2.5	-1.9
2010 .....	102.4	102.6	103.0	103.2	-3	.2	.4	.2	-1.4	.2	.7	.5
2011 .....	101.8	101.6	101.2	102.0	-1.4	-2	-4	.8	-6	-1.0	-1.7	-1.2
2012 .....	100.9	101.5	100.8	102.2	-1.1	.6	-7	1.4	-9	-1	-4	.2
2013 .....	101.4	101.5	101.3	102.2	-8	.1	-2	.9	.5	.0	.5	.0
2014 .....	100.9	101.2	102.0	103.9	-1.3	.3	.8	1.9	-5	-3	.7	1.7
2015 .....	105.0	102.8	104.1	105.3	1.1	-2.1	1.3	1.2	4.1	1.6	2.1	1.3
2016 .....	105.6	104.8	104.6	104.6	.3	-8	-2	.0	.6	1.9	.5	-7
2017 .....	104.6	104.6	—	—	.0	.0	—	—	-9	-2	—	—
Professional, scientific, and technical services												
2001 .....	100.9	100.6	101.6	102.9	-1	-3	1.0	1.3	.8	-2	.1	1.9
2002 .....	101.8	101.7	101.2	100.9	-1.1	-1	-5	-3	.9	1.1	-4	-1.9
2003 .....	99.6	100.6	101.2	102.4	-1.3	1.0	.6	1.2	-2.2	-1.1	.0	1.5
2004 .....	101.7	101.5	102.3	102.7	-7	-2	.8	.4	2.1	.9	1.1	.3
2005 .....	101.8	100.9	98.6	100.0	-9	-9	-2.3	1.4	.1	-6	-3.6	-2.6
2006 .....	99.8	99.6	100.6	101.8	-2	-2	1.0	1.2	-2.0	-1.3	2.0	1.8
2007 .....	101.5	101.1	101.9	101.9	-3	-4	.8	.0	1.7	1.5	1.3	.1
2008 .....	102.2	100.5	101.4	106.7	.3	-1.7	.9	5.2	.7	-6	-5	4.7
2009 .....	105.8	104.0	104.1	104.2	-8	-1.7	.1	.1	3.5	3.5	2.7	-2.3
2010 .....	104.2	104.4	104.9	105.3	.0	.2	.5	.4	-1.5	.4	.8	1.1
2011 .....	104.0	103.9	103.5	104.3	-1.2	-1	-4	.8	-2	-5	-1.3	-9
2012 .....	103.3	103.6	103.0	104.4	-1.0	.3	-6	1.4	-7	-3	-5	.1
2013 .....	103.5	103.6	103.5	104.3	-9	.1	-1	.8	.2	.0	.5	-1
2014 .....	103.3	103.2	103.9	105.6	-1.0	-1	.7	1.6	-2	-4	.4	1.2
2015 .....	108.1	104.4	105.7	106.9	2.4	-3.4	1.2	1.1	4.6	1.2	1.7	1.2
2016 .....	107.6	106.8	106.2	106.3	.7	-7	-6	.1	-5	2.3	.5	-6
2017 .....	106.6	106.6	—	—	.3	.0	—	—	-9	-2	—	—
Administrative and support and waste management and remediation services												
2001 .....	98.1	98.9	100.6	102.3	.0	.8	1.7	1.7	1.7	1.7	3.0	4.3
2002 .....	101.3	101.1	101.3	100.8	-1.0	-2	.2	-5	3.3	2.2	.7	-1.5
2003 .....	99.8	100.4	101.6	102.4	-1.0	.6	1.2	.8	-1.5	-7	.3	1.6
2004 .....	101.2	101.7	102.2	102.4	-1.2	.5	.5	.2	1.4	1.3	.6	.0
2005 .....	101.2	101.3	99.0	100.0	-1.2	.1	-2.3	1.0	.0	-4	-3.1	-2.3
2006 .....	99.0	98.7	98.9	100.1	-1.0	-3	.2	1.2	-2.2	-2.6	-1	.1

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Administrative and support and waste management and remediation services</b>													
2007 .....	99.4	99.0	99.7	99.8	-0.7	-0.4	0.7	0.1	0.4	0.3	0.8	-0.3	
2008 .....	99.0	97.4	98.4	102.7	-8	-1.6	1.0	4.4	-4	-1.6	-1.3	2.9	
2009 .....	102.0	101.0	100.6	101.5	-7	-1.0	-4	.9	3.0	3.7	2.2	-1.2	
2010 .....	100.7	100.5	100.7	100.8	-8	-2	.2	.1	-1.3	-5	.1	-7	
2011 .....	98.9	98.7	98.2	99.1	-1.9	-2	-5	.9	-1.8	-1.8	-2.5	-1.7	
2012 .....	97.8	98.7	98.0	99.6	-1.3	.9	-7	1.6	-1.1	.0	-2	.5	
2013 .....	98.9	99.1	98.5	99.7	-7	.2	-6	1.2	1.1	.4	.5	.1	
2014 .....	97.7	98.9	99.9	102.0	-2.0	1.2	1.0	2.1	-1.2	-2	1.4	2.3	
2015 .....	101.3	101.0	102.4	103.6	-7	-3	1.4	1.2	3.7	2.1	2.5	1.6	
2016 .....	103.4	102.6	102.9	102.1	-2	-8	.3	-8	2.1	1.6	.5	-1.4	
2017 .....	101.7	102.0	—	—	-4	.3	—	—	-1.6	-6	—	—	
<b>Education and health services</b>													
2001 .....	95.4	95.4	96.6	98.4	-2	.0	1.3	1.9	1.5	1.1	1.8	2.9	
2002 .....	98.0	98.0	98.3	99.1	-4	.0	.3	.8	2.7	2.7	1.8	.7	
2003 .....	98.0	99.0	99.2	100.2	-1.1	1.0	.2	1.0	.0	1.0	.9	1.1	
2004 .....	99.5	98.8	100.0	100.3	-7	-7	1.2	.3	1.5	-2	.8	.1	
2005 .....	99.6	99.6	98.3	100.0	-7	.0	-1.3	1.7	.1	.8	-1.7	-3	
2006 .....	99.2	98.5	99.9	101.4	-8	-7	1.4	1.5	-4	-1.1	1.6	1.4	
2007 .....	100.4	99.7	100.9	100.9	-1.0	-7	1.2	.0	1.2	1.2	1.0	-5	
2008 .....	100.1	98.3	99.2	103.6	-8	-1.8	.9	4.4	-3	-1.4	-1.7	2.7	
2009 .....	103.1	102.0	102.5	102.8	-5	-1.1	.5	.3	3.0	3.8	3.3	-8	
2010 .....	102.4	102.5	102.8	102.8	-4	.1	.3	.0	-7	.5	.3	.0	
2011 .....	100.9	100.3	100.3	101.3	-1.8	-6	.0	1.0	-1.5	-2.1	-2.4	-1.5	
2012 .....	100.3	100.6	100.2	101.3	-1.0	.3	-4	1.1	-6	.3	-1	.0	
2013 .....	100.3	100.4	100.7	101.6	-1.0	.1	.3	.9	.0	-2	.5	.3	
2014 .....	100.4	100.0	100.6	102.7	-1.2	-4	.6	2.1	.1	-4	-1	1.1	
2015 .....	102.5	101.9	102.7	103.8	-2	-6	.8	1.1	2.1	1.9	2.1	1.1	
2016 .....	103.5	102.9	103.3	103.8	-3	-6	.4	.5	1.0	1.0	.6	.0	
2017 .....	103.4	103.5	—	—	-4	.1	—	—	-1	.6	—	—	
<b>Educational services</b>													
2001 .....	95.2	94.8	96.6	98.0	-8	-4	1.9	1.4	1.3	1.1	1.2	2.1	
2002 .....	97.2	96.6	98.4	99.2	-8	-6	1.9	.8	2.1	1.9	1.9	1.2	
2003 .....	97.7	98.4	99.0	99.9	-1.5	.7	.6	.9	.5	1.9	.6	.7	
2004 .....	98.7	97.8	99.5	100.1	-1.2	-9	1.7	.6	1.0	-6	.5	.2	
2005 .....	99.2	98.9	98.7	100.0	-9	-3	-2	1.3	.5	1.1	-8	-1	
2006 .....	99.2	98.3	100.0	101.6	-8	-9	1.7	1.6	.0	-6	1.3	1.6	
2007 .....	99.9	98.8	100.4	100.6	-1.7	-1.1	1.6	.2	.7	.5	.4	-1.0	
2008 .....	99.4	97.6	99.7	103.7	-1.2	-1.8	2.2	4.0	-5	-1.2	-7	3.1	
2009 .....	102.8	101.5	102.3	102.6	-9	-1.3	.8	.3	3.4	4.0	2.6	-1.1	
2010 .....	101.7	101.7	102.9	102.8	-9	.0	1.2	-1	-1.1	.2	.6	.2	
2011 .....	101.0	100.2	100.8	101.9	-1.8	-8	.6	1.1	-7	-1.5	-2.0	-9	
2012 .....	100.4	100.4	100.5	101.4	-1.5	.0	.1	.9	-6	.2	-3	-5	
2013 .....	100.1	100.2	101.1	101.8	-1.3	.1	.9	.7	-3	-2	.6	.4	
2014 .....	100.2	99.6	101.0	102.8	-1.6	-6	1.4	1.8	.1	-6	-1	1.0	
2015 .....	102.4	101.4	102.7	103.6	-4	-1.0	1.3	.9	2.2	1.8	1.7	.8	
2016 .....	103.1	102.5	103.1	103.9	-5	-6	.6	.8	.7	1.1	.4	.3	
2017 .....	103.1	102.8	—	—	-8	-3	—	—	.0	.3	—	—	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Junior colleges, colleges, universities, and professional schools</b>												
2001 .....	96.5	96.4	98.0	99.6	-0.6	-0.1	1.7	1.6	0.6	0.9	1.2	2.6
2002 .....	98.6	97.7	99.2	100.0	-1.0	-.9	1.5	.8	2.2	1.3	1.2	.4
2003 .....	98.1	98.9	99.5	100.4	-1.9	.8	.6	.9	-5	1.2	.3	.4
2004 .....	99.3	98.3	100.0	100.1	-1.1	-1.0	1.7	.1	1.2	-6	.5	-3
2005 .....	99.1	99.0	98.5	100.0	-1.0	-.1	-.5	1.5	-2	.7	-1.5	-.1
2006 .....	99.4	98.3	100.2	101.8	-.6	-1.1	1.9	1.6	.3	-.7	1.7	1.8
2007 .....	99.8	98.8	100.5	100.6	-2.0	-1.0	1.7	.1	.4	.5	.3	-1.2
2008 .....	99.4	97.5	99.7	103.6	-1.2	-1.9	2.3	3.9	-.4	-1.3	-.8	3.0
2009 .....	102.9	101.5	102.0	102.4	-.7	-1.4	.5	.4	3.5	4.1	2.3	-1.2
2010 .....	101.6	101.6	102.6	102.5	-.8	.0	1.0	-.1	-1.3	.1	.6	.1
2011 .....	100.8	99.7	100.4	101.2	-1.7	-1.1	.7	.8	-.8	-1.9	-2.1	-1.3
2012 .....	100.2	100.2	100.5	101.6	-1.0	.0	.3	1.1	-.6	.5	.1	.4
2013 .....	100.5	100.6	101.6	102.3	-1.1	.1	1.0	.7	.3	.4	1.1	.7
2014 .....	100.7	100.1	101.2	103.1	-1.6	-.6	1.1	1.9	.2	-.5	-.4	.8
2015 .....	102.6	101.7	102.9	103.9	-.5	-.9	1.2	1.0	1.9	1.6	1.7	.8
2016 .....	103.2	102.4	103.3	104.1	-.7	-.8	.9	.8	.6	.7	.4	.2
2017 .....	103.3	103.0	—	—	-.8	-.3	—	—	.1	.6	—	—
<b>Health care and social assistance<sup>7</sup></b>												
2001 .....	95.4	95.5	96.6	98.5	-.2	.1	1.2	2.0	1.5	1.1	1.9	3.0
2002 .....	98.2	98.3	98.3	99.1	-.3	.1	.0	.8	2.9	2.9	1.8	.6
2003 .....	98.1	99.1	99.3	100.3	-1.0	1.0	.2	1.0	-.1	.8	1.0	1.2
2004 .....	99.7	99.0	100.1	100.4	-.6	-.7	1.1	.3	1.6	-.1	.8	.1
2005 .....	99.7	99.7	98.2	100.0	-.7	.0	-1.5	1.8	.0	.7	-1.9	-.4
2006 .....	99.2	98.6	99.9	101.3	-.8	-.6	1.3	1.4	-.5	-1.1	1.7	1.3
2007 .....	100.5	99.9	101.0	101.0	-.8	-.6	1.1	.0	1.3	1.3	1.1	-.3
2008 .....	100.2	98.4	99.0	103.5	-.8	-1.8	.6	4.5	-.3	-1.5	-2.0	2.5
2009 .....	103.2	102.1	102.5	102.8	-.3	-1.1	.4	.3	3.0	3.8	3.5	-.7
2010 .....	102.5	102.6	102.8	102.8	-.3	.1	.2	.0	-.7	.5	.3	.0
2011 .....	100.9	100.4	100.2	101.2	-1.8	-.5	-.2	1.0	-1.6	-2.1	-2.5	-1.6
2012 .....	100.3	100.6	100.1	101.3	-.9	.3	-.5	1.2	-.6	.2	-.1	.1
2013 .....	100.3	100.4	100.6	101.6	-1.0	.1	.2	1.0	.0	-.2	.5	.3
2014 .....	100.4	100.1	100.6	102.8	-1.2	-.3	.5	2.2	.1	-.3	.0	1.2
2015 .....	102.6	102.0	102.7	103.8	-.2	-.6	.7	1.1	2.2	1.9	2.1	1.0
2016 .....	103.6	103.0	103.3	103.8	-.2	-.6	.3	.5	1.0	1.0	.6	.0
2017 .....	103.4	103.7	—	—	-.4	.3	—	—	-2	.7	—	—
<b>Hospitals</b>												
2001 .....	92.2	92.7	94.0	96.2	.0	.5	1.4	2.3	1.9	2.1	3.2	4.3
2002 .....	96.0	96.4	96.9	98.0	-.2	.4	.5	1.1	4.1	4.0	3.1	1.9
2003 .....	97.1	98.0	98.2	99.6	-.9	.9	.2	1.4	1.1	1.7	1.3	1.6
2004 .....	98.8	98.3	99.2	99.8	-.8	-.5	.9	.6	1.8	.3	1.0	.2
2005 .....	99.2	99.3	98.1	100.0	-.6	.1	-1.2	1.9	.4	1.0	-1.1	.2
2006 .....	99.4	98.7	99.8	101.1	-.6	-.7	1.1	1.3	.2	-.6	1.7	1.1
2007 .....	100.3	99.5	100.5	100.4	-.8	-.8	1.0	-.1	.9	.8	.7	-.7
2008 .....	99.7	98.2	99.3	104.0	-.7	-1.5	1.1	4.7	-.6	-1.3	-1.2	3.6
2009 .....	103.4	102.4	102.9	103.3	-.6	-1.0	.5	.4	3.7	4.3	3.6	-.7
2010 .....	102.8	103.2	103.4	103.5	-.5	.4	.2	.1	-.6	.8	.5	.2
2011 .....	101.8	101.2	101.2	102.1	-1.6	-.6	.0	.9	-1.0	-1.9	-2.1	-1.4
2012 .....	100.7	101.0	100.6	101.8	-1.4	.3	-.4	1.2	-1.1	-.2	-.6	-.3

See footnotes at end of table.



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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Hospitals</b>													
2013 .....	100.8	100.9	101.1	101.9	-1.0	0.1	0.2	0.8	0.1	-0.1	0.5	0.1	
2014 .....	101.0	100.5	100.9	102.8	-9	-5	.4	1.9	.2	-4	-2	.9	
2015 .....	102.7	102.2	103.0	104.1	-1	-5	.8	1.1	1.7	1.7	2.1	1.3	
2016 .....	104.0	103.5	103.8	104.6	-1	-5	.3	.8	1.3	1.3	.8	.5	
2017 .....	104.2	104.3	—	—	-4	.1	—	—	.2	.8	—	—	
<b>Nursing and residential care facilities</b>													
2001 .....	95.5	94.9	97.4	99.3	.4	-6	2.6	2.0	2.8	1.6	3.3	4.4	
2002 .....	99.2	99.6	99.7	100.5	-1	.4	.1	.8	3.9	5.0	2.4	1.2	
2003 .....	99.4	100.4	100.2	101.1	-1.1	1.0	-2	.9	.2	.8	.5	.6	
2004 .....	100.3	99.4	99.9	100.4	-8	-9	.5	.5	.9	-1.0	-3	-7	
2005 .....	99.5	99.5	98.1	100.0	-9	.0	-1.4	1.9	-8	.1	-1.8	-4	
2006 .....	99.2	98.2	99.1	100.8	-8	-1.0	.9	1.7	-3	-1.3	1.0	.8	
2007 .....	99.8	99.0	99.9	99.8	-1.0	-8	.9	-1	.6	.8	.8	-1.0	
2008 .....	99.0	97.2	98.0	102.7	-8	-1.8	.8	4.8	-8	-1.8	-1.9	2.9	
2009 .....	102.1	100.9	101.3	101.6	-6	-1.2	.4	.3	3.1	3.8	3.4	-1.1	
2010 .....	101.1	101.1	101.3	101.0	-5	.0	.2	-3	-1.0	.2	.0	-6	
2011 .....	99.3	98.8	98.5	99.1	-1.7	-5	-3	.6	-1.8	-2.3	-2.8	-1.9	
2012 .....	97.9	98.0	97.5	98.5	-1.2	.1	-5	1.0	-1.4	-8	-1.0	-6	
2013 .....	97.4	97.4	97.3	98.2	-1.1	.0	-1	.9	-5	-6	-2	-3	
2014 .....	97.1	96.4	96.9	98.7	-1.1	-7	.5	1.9	-3	-1.0	-4	.5	
2015 .....	98.7	98.3	99.2	100.2	.0	-4	.9	1.0	1.6	2.0	2.4	1.5	
2016 .....	100.2	99.6	100.2	100.9	.0	-6	.6	.7	1.5	1.3	1.0	.7	
2017 .....	100.7	100.9	—	—	-2	.2	—	—	.5	1.3	—	—	
<b>Nursing care facilities<sup>2</sup></b>													
2006 .....	99.2	98.2	99.0	100.6	-8	-1.0	.8	1.6	—	—	—	.6	
2007 .....	99.9	99.0	100.0	99.7	-7	-9	1.0	-3	.7	.8	1.0	-9	
2008 .....	98.9	97.2	98.1	102.6	-8	-1.7	.9	4.6	-1.0	-1.8	-1.9	2.9	
2009 .....	102.0	100.8	101.3	101.6	-6	-1.2	.5	.3	3.1	3.7	3.3	-1.0	
2010 .....	101.3	101.4	101.6	101.2	-3	.1	.2	-4	-7	.6	.3	-4	
2011 .....	99.6	99.2	98.8	99.3	-1.6	-4	-4	.5	-1.7	-2.2	-2.8	-1.9	
2012 .....	98.1	98.2	97.6	98.4	-1.2	.1	-6	.8	-1.5	-1.0	-1.2	-9	
2013 .....	97.4	97.3	97.3	98.1	-1.0	-1	.0	.8	-7	-9	-3	-3	
2014 .....	97.0	96.3	97.0	98.8	-1.1	-7	.7	1.9	-4	-1.0	-3	.7	
2015 .....	98.7	98.4	99.5	100.6	-1	-3	1.1	1.1	1.8	2.2	2.6	1.8	
2016 .....	100.3	99.7	100.4	101.0	-3	-6	.7	.6	1.6	1.3	.9	.4	
2017 .....	100.5	100.8	—	—	-5	.3	—	—	.2	1.1	—	—	
<b>Leisure and hospitality</b>													
2001 .....	102.2	101.8	102.5	103.9	-3	-4	.7	1.4	.0	-9	.2	1.4	
2002 .....	103.4	103.3	103.1	103.6	-5	-1	-2	.5	1.2	1.5	.6	-3	
2003 .....	102.4	102.8	102.3	103.4	-1.2	.4	-5	1.1	-1.0	-5	-8	-2	
2004 .....	102.0	101.0	100.8	100.9	-1.4	-1.0	-2	.1	-4	-1.8	-1.5	-2.4	
2005 .....	100.1	100.0	98.5	100.0	-8	-1	-1.5	1.5	-1.9	-1.0	-2.3	-9	
2006 .....	99.1	98.2	99.2	101.1	-9	-9	1.0	1.9	-1.0	-1.8	.7	1.1	
2007 .....	101.2	100.4	102.0	101.9	.1	-8	1.6	-1	2.1	2.2	2.8	.8	
2008 .....	101.1	98.8	100.2	105.1	-8	-2.3	1.4	4.9	-1	-1.6	-1.8	3.1	
2009 .....	104.7	102.9	103.6	103.7	-4	-1.7	.7	.1	3.6	4.1	3.4	-1.3	
2010 .....	103.5	103.2	103.4	103.3	-2	-3	.2	-1	-1.1	.3	-2	-4	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Leisure and hospitality</b>												
2011 .....	101.4	100.3	100.4	101.0	-1.8	-1.1	0.1	0.6	-2.0	-2.8	-2.9	-2.2
2012 .....	99.6	100.0	99.2	100.3	-1.4	.4	-.8	1.1	-1.8	-.3	-1.2	-.7
2013 .....	99.1	99.0	99.0	99.8	-1.2	-.1	.0	.8	-.5	-1.0	-.2	-.5
2014 .....	99.0	98.3	99.4	101.1	-.8	-.7	1.1	1.7	-.1	-.7	.4	1.3
2015 .....	101.4	100.7	101.0	102.3	.3	-.7	.3	1.3	2.4	2.4	1.6	1.2
2016 .....	102.8	102.5	103.4	103.8	.5	-.3	.9	.4	1.4	1.8	2.4	1.5
2017 .....	105.1	105.0	—	—	1.3	-.1	—	—	2.2	2.4	—	—
<b>Accommodation and food services</b>												
2001 .....	99.6	98.5	100.1	101.7	-.7	-1.1	1.6	1.6	-.2	-1.5	.4	1.4
2002 .....	101.6	101.3	101.5	102.1	-.1	-.3	.2	.6	2.0	2.8	1.4	.4
2003 .....	101.6	102.2	102.0	102.8	-.5	.6	-.2	.8	.0	.9	.5	.7
2004 .....	101.2	100.1	100.2	100.8	-1.6	-1.1	.1	.6	-.4	-2.1	-1.8	-1.9
2005 .....	99.6	99.4	98.3	100.0	-1.2	-.2	-1.1	1.7	-1.6	-.7	-1.9	-.8
2006 .....	99.0	98.2	99.1	101.2	-1.0	-.8	.9	2.1	-.6	-1.2	.8	1.2
2007 .....	101.6	100.6	102.4	102.1	.4	-1.0	1.8	-.3	2.6	2.4	3.3	.9
2008 .....	101.4	99.3	100.7	105.6	-.7	-2.1	1.4	4.9	-.2	-1.3	-1.7	3.4
2009 .....	105.2	103.3	104.1	104.2	-.4	-1.8	.8	.1	3.7	4.0	3.4	-1.3
2010 .....	103.7	103.5	103.7	103.5	-.5	-.2	.2	-.2	-1.4	.2	-.4	-.7
2011 .....	101.9	100.8	100.9	101.6	-1.5	-1.1	.1	.7	-1.7	-2.6	-2.7	-1.8
2012 .....	100.1	100.5	99.7	100.9	-1.5	.4	-.8	1.2	-1.8	-.3	-1.2	-.7
2013 .....	99.5	99.4	99.5	100.2	-1.4	-.1	.1	.7	-.6	-1.1	-.2	-.7
2014 .....	99.3	98.5	99.6	101.4	-.9	-.8	1.1	1.8	-.2	-.9	.1	1.2
2015 .....	101.7	100.7	101.3	102.5	.3	-1.0	.6	1.2	2.4	2.2	1.7	1.1
2016 .....	103.2	103.0	104.1	104.5	.7	-.2	1.1	.4	1.5	2.3	2.8	2.0
2017 .....	105.7	105.7	—	—	1.1	.0	—	—	2.4	2.6	—	—
<b>Other services, except public administration</b>												
2001 .....	95.7	95.0	96.3	97.8	-.1	-.7	1.4	1.6	.4	-.1	.8	2.1
2002 .....	98.4	99.3	100.3	99.7	.6	.9	1.0	-.6	2.8	4.5	4.2	1.9
2003 .....	98.1	99.3	99.0	100.3	-1.6	1.2	-.3	1.3	-.3	.0	-1.3	.6
2004 .....	99.8	99.9	100.2	100.4	-.5	.1	.3	.2	1.7	.6	1.2	.1
2005 .....	99.5	99.5	98.8	100.0	-.9	.0	-.7	1.2	-.3	-.4	-1.4	-.4
2006 .....	99.8	99.5	100.3	101.3	-.2	-.3	.8	1.0	.3	.0	1.5	1.3
2007 .....	101.3	100.2	101.3	101.1	.0	-1.1	1.1	-.2	1.5	.7	1.0	-.2
2008 .....	100.6	98.8	99.3	103.3	-.5	-1.8	.5	4.0	-.7	-1.4	-2.0	2.2
2009 .....	103.1	101.7	102.5	102.2	-.2	-1.4	.8	-.3	2.5	2.9	3.2	-1.1
2010 .....	101.5	101.7	102.2	101.6	-.7	.2	.5	-.6	-1.6	.0	-.3	-.6
2011 .....	100.6	99.5	99.5	100.5	-1.0	-1.1	.0	1.0	-.9	-2.2	-2.6	-1.1
2012 .....	99.6	99.7	99.3	100.0	-.9	.1	-.4	.7	-1.0	.2	-.2	-.5
2013 .....	100.1	100.6	100.6	102.0	.1	.5	.0	1.4	.5	.9	1.3	2.0
2014 .....	100.6	100.0	101.1	102.1	-1.4	-.6	1.1	1.0	.5	-.6	.5	.1
2015 .....	102.9	102.4	103.4	104.2	.8	-.5	1.0	.8	2.3	2.4	2.3	2.1

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Other services, except public administration													
2016 .....	103.9	103.7	104.7	104.9	-0.3	-0.2	1.0	0.2	1.0	1.3	1.3	0.7	
2017 .....	104.5	104.6	—	—	-0.4	.1	—	—	.6	.9	—	—	

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

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

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

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

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

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

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

NOTE: Dashes indicate data not available.

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

(Not seasonally adjusted)

Bargaining status, census region and division, and metropolitan area status	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Bargaining status</b>												
Union												
2001 .....	96.6	96.6	97.4	99.8	-0.6	0.0	0.8	2.5	0.6	0.4	0.8	2.7
2002 .....	99.3	99.6	99.9	100.7	-.5	.3	.3	.8	2.8	3.1	2.6	.9
2003 .....	99.4	100.5	100.3	101.3	-1.3	1.1	-.2	1.0	.1	.9	.4	.6
2004 .....	100.4	100.0	100.7	100.9	-.9	-.4	.7	.2	1.0	-.5	.4	-.4
2005 .....	99.6	99.9	98.5	100.0	-1.3	.3	-1.4	1.5	-.8	-.1	-2.2	-.9
2006 .....	98.8	98.1	98.7	99.7	-1.2	-.7	.6	1.0	-.8	-1.8	.2	-.3
2007 .....	98.5	97.9	98.6	98.1	-1.2	-.6	.7	-.5	-.3	-.2	-.1	-1.6
2008 .....	97.3	96.0	96.7	101.2	-.8	-1.3	.7	4.7	-1.2	-1.9	-1.9	3.2
2009 .....	100.6	100.0	100.5	101.0	-.6	-.6	.5	.5	3.4	4.2	3.9	-.2
2010 .....	100.8	101.2	101.5	101.4	-.2	.4	.3	-.1	.2	1.2	1.0	.4
2011 .....	100.1	99.4	99.4	100.2	-1.3	-.7	.0	.8	-.7	-1.8	-2.1	-1.2
2012 .....	99.2	99.7	99.4	100.6	-1.0	.5	-.3	1.2	-.9	.3	.0	.4
2013 .....	100.1	100.3	100.5	101.1	-.5	.2	.2	.6	.9	.6	1.1	.5
2014 .....	100.4	100.1	101.0	103.2	-.7	-.3	.9	2.2	.3	-.2	.5	2.1
2015 .....	103.1	102.7	103.2	104.4	-.1	-.4	.5	1.2	2.7	2.6	2.2	1.2
2016 .....	104.4	103.5	103.7	103.8	.0	-.9	.2	.1	1.3	.8	.5	-.6
2017 .....	103.8	103.8	—	—	.0	.0	—	—	-.6	.3	—	—
Blue-collar occupations <sup>1,2</sup>												
2001 .....	97.3	97.4	98.2	100.4	-.6	.1	.8	2.2	.9	.7	.9	2.6
2002 .....	99.8	100.2	100.4	101.2	-.6	.4	.2	.8	2.6	2.9	2.2	.8
2003 .....	99.7	100.9	100.7	101.7	-1.5	1.2	-.2	1.0	-.1	.7	.3	.5
2004 .....	100.6	100.2	101.0	101.0	-1.1	-.4	.8	.0	.9	-.7	.3	-.7
2005 .....	99.6	99.8	98.4	100.0	-1.4	.2	-1.4	1.6	-1.0	-.4	-2.6	-1.0
2006 .....	98.7	98.0	98.5	99.4	-1.3	-.7	.5	.9	-.9	-1.8	.1	-.6
Goods-producing industries <sup>3</sup>												
2001 .....	97.4	97.5	98.1	99.7	-.5	.1	.6	1.6	1.0	.8	.8	1.8
2002 .....	99.1	99.4	99.7	100.5	-.6	.3	.3	.8	1.7	1.9	1.6	.8
2003 .....	99.3	100.8	100.4	101.4	-1.2	1.5	-.4	1.0	.2	1.4	.7	.9
2004 .....	100.2	99.9	100.5	100.4	-1.2	-.3	.6	-.1	.9	-.9	.1	-1.0
2005 .....	99.3	99.6	98.2	100.0	-1.1	.3	-1.4	1.8	-.9	-.3	-2.3	-.4
2006 .....	99.0	98.5	98.8	99.8	-1.0	-.5	.3	1.0	-.3	-1.1	.6	-.2
2007 .....	98.4	97.9	98.4	97.7	-1.4	-.5	.5	-.7	-.6	-.6	-.4	-2.1
2008 .....	96.9	95.7	96.3	100.8	-.8	-1.2	.6	4.7	-1.5	-2.2	-2.1	3.2
2009 .....	100.1	99.3	99.7	100.1	-.7	-.8	.4	.4	3.3	3.8	3.5	-.7
2010 .....	99.7	100.0	100.1	99.8	-.4	.3	.1	-.3	-.4	.7	.4	-.3
2011 .....	98.4	97.8	97.8	98.5	-1.4	-.6	.0	.7	-1.3	-2.2	-2.3	-1.3
2012 .....	97.4	97.6	97.3	98.5	-1.1	.2	-.3	1.2	-1.0	-.2	-.5	.0
2013 .....	97.8	97.7	98.1	98.8	-.7	-.1	.4	.7	.4	.1	.8	.3
2014 .....	98.0	97.6	98.4	100.1	-.8	-.4	.8	1.7	.2	-.1	.3	1.3
2015 .....	100.0	99.5	100.2	101.4	-.1	-.5	.7	1.2	2.0	1.9	1.8	1.3
2016 .....	101.1	100.7	100.8	101.6	-.3	-.4	.1	.8	1.1	1.2	.6	.2
2017 .....	101.1	101.3	—	—	-.5	.2	—	—	.0	.6	—	—
Manufacturing												
2001 .....	97.5	97.4	98.0	99.9	-.4	-.1	.6	1.9	.8	.7	.8	2.0
2002 .....	99.4	99.3	99.6	100.7	-.5	-.1	.3	1.1	1.9	2.0	1.6	.8
2003 .....	99.7	100.9	100.5	101.4	-1.0	1.2	-.4	.9	.3	1.6	.9	.7

See footnotes at end of table.

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

(Not seasonally adjusted)

Bargaining status, census region and division, and metropolitan area status	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Manufacturing</b>													
2004 .....	100.3	99.8	100.5	100.4	-1.1	-0.5	0.7	-0.1	0.6	-1.1	0.0	-1.0	
2005 .....	99.3	99.5	98.0	100.0	-1.1	.2	-1.5	2.0	-1.0	-.3	-2.5	-.4	
2006 .....	99.1	98.2	98.3	99.2	-.9	-.9	.1	.9	-.2	-1.3	.3	-.8	
2007 .....	97.7	96.8	97.2	96.1	-1.5	-.9	.4	-1.1	-1.4	-1.4	-1.1	-3.1	
2008 .....	95.3	93.9	94.4	98.8	-.8	-1.5	.5	4.7	-2.5	-3.0	-2.9	2.8	
2009 .....	98.1	97.1	97.5	97.8	-.7	-1.0	.4	.3	2.9	3.4	3.3	-1.0	
2010 .....	97.5	97.7	97.8	97.6	-.3	.2	.1	-.2	-.6	.6	.3	-.2	
2011 .....	96.3	95.7	95.9	96.5	-1.3	-.6	.2	.6	-1.2	-2.0	-1.9	-1.1	
2012 .....	95.7	95.9	95.3	96.4	-.8	.2	-.6	1.2	-.6	.2	-.6	-.1	
2013 .....	95.9	96.0	96.2	97.0	-.5	.1	.2	.8	.2	.1	.9	.6	
2014 .....	96.3	96.0	96.4	98.0	-.7	-.3	.4	1.7	.4	.0	.2	1.0	
2015 .....	98.2	97.7	98.3	99.5	.2	-.5	.6	1.2	2.0	1.8	2.0	1.5	
2016 .....	99.3	98.7	98.9	99.7	-.2	-.6	.2	.8	1.1	1.0	.6	.2	
2017 .....	99.1	99.3	—	—	-.6	.2	—	—	-.2	.6	—	—	
<b>Blue-collar occupations<sup>1,2</sup></b>													
2001 .....	97.6	97.4	98.0	100.0	-.3	-.2	.6	2.0	.9	.7	.8	2.1	
2002 .....	99.3	99.3	99.6	100.7	-.7	.0	.3	1.1	1.7	2.0	1.6	.7	
2003 .....	99.7	100.9	100.5	101.5	-1.0	1.2	-.4	1.0	.4	1.6	.9	.8	
2004 .....	100.3	99.8	100.6	100.4	-1.2	-.5	.8	-.2	.6	-1.1	.1	-1.1	
2005 .....	99.3	99.5	98.0	100.0	-1.1	.2	-1.5	2.0	-1.0	-.3	-2.6	-.4	
2006 .....	99.1	98.1	98.2	99.0	-.9	-1.0	.1	.8	-.2	-1.4	.2	-1.0	
<b>Service-providing industries<sup>4</sup></b>													
2001 .....	96.0	95.9	96.9	99.8	-.6	-.1	1.0	3.0	.3	.1	.8	3.3	
2002 .....	99.4	99.8	100.0	100.9	-.4	.4	.2	.9	3.5	4.1	3.2	1.1	
2003 .....	99.4	100.3	100.3	101.2	-1.5	.9	.0	.9	.0	.5	.3	.3	
2004 .....	100.5	100.1	100.8	101.3	-.7	-.4	.7	.5	1.1	-.2	.5	.1	
2005 .....	99.9	100.1	98.7	100.0	-1.4	.2	-1.4	1.3	-.6	.0	-2.1	-1.3	
2006 .....	98.6	97.8	98.6	99.7	-1.4	-.8	.8	1.1	-1.3	-2.3	-.1	-.3	
2007 .....	98.6	98.0	98.7	98.3	-1.1	-.6	.7	-.4	.0	.2	.1	-1.4	
2008 .....	97.5	96.2	96.9	101.4	-.8	-1.3	.7	4.6	-1.1	-1.8	-1.8	3.2	
2009 .....	101.0	100.4	101.0	101.7	-.4	-.6	.6	.7	3.6	4.4	4.2	.3	
2010 .....	101.7	102.1	102.5	102.5	.0	.4	.4	.0	.7	1.7	1.5	.8	
2011 .....	101.2	100.5	100.5	101.4	-1.3	-.7	.0	.9	-.5	-1.6	-2.0	-1.1	
2012 .....	100.4	101.1	101.0	102.1	-1.0	.7	-.1	1.1	-.8	.6	.5	.7	
2013 .....	101.8	102.2	102.3	102.9	-.3	.4	.1	.6	1.4	1.1	1.3	.8	
2014 .....	102.1	101.9	102.8	105.3	-.8	-.2	.9	2.4	.3	-.3	.5	2.3	
2015 .....	105.3	104.9	105.3	106.5	.0	-.4	.4	1.1	3.1	2.9	2.4	1.1	
2016 .....	106.7	105.5	105.8	105.5	.2	-1.1	.3	-.3	1.3	.6	.5	-.9	
2017 .....	105.7	105.6	—	—	.2	-.1	—	—	-.9	.1	—	—	
<b>Nonunion</b>													
2001 .....	98.0	97.9	98.6	100.1	.0	-.1	.7	1.5	.8	.3	.8	2.1	
2002 .....	99.9	100.3	100.1	100.3	-.2	.4	-.2	.2	1.9	2.5	1.5	.2	
2003 .....	99.7	100.7	100.8	101.6	-.6	1.0	.1	.8	-.2	.4	.7	1.3	
2004 .....	100.6	100.1	100.9	100.9	-1.0	-.5	.8	.0	.9	-.6	.1	-.7	
2005 .....	100.1	100.1	98.5	100.0	-.8	.0	-1.6	1.5	-.5	.0	-2.4	-.9	
2006 .....	99.3	98.7	99.6	100.7	-.7	-.6	.9	1.1	-.8	-1.4	1.1	.7	
2007 .....	100.1	99.5	100.2	100.1	-.6	-.6	.7	-.1	.8	.8	.6	-.6	

See footnotes at end of table.

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

(Not seasonally adjusted)

Bargaining status, census region and division, and metropolitan area status	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Nonunion</b>													
2008 .....	99.4	97.8	98.4	102.6	-0.7	-1.6	0.6	4.3	-0.7	-1.7	-1.8	2.5	
2009 .....	101.7	100.5	100.8	101.0	-9	-1.2	.3	.2	2.3	2.8	2.4	-1.6	
2010 .....	100.7	101.1	101.3	101.2	-3	.4	.2	-1	-1.0	.6	.5	.2	
2011 .....	99.7	99.2	99.1	99.9	-1.5	-.5	-.1	.8	-1.0	-1.9	-2.2	-1.3	
2012 .....	98.9	99.4	98.9	99.9	-1.0	.5	-.5	1.0	-.8	.2	-.2	.0	
2013 .....	99.1	99.4	99.5	100.4	-.8	.3	.1	.9	.2	.0	.6	.5	
2014 .....	99.3	99.3	100.1	101.8	-1.1	.0	.8	1.7	.2	-1	.6	1.4	
2015 .....	102.1	101.2	102.2	103.2	.3	-.9	1.0	1.0	2.8	1.9	2.1	1.4	
2016 .....	103.3	102.9	103.2	103.6	.1	-.4	.3	-.4	1.2	1.7	1.0	.4	
2017 .....	103.5	103.7	—	—	-1	.2	—	—	.2	.8	—	—	
<b>Blue-collar occupations<sup>1,2</sup></b>													
2001 .....	99.1	98.9	99.9	101.1	.2	-.2	1.0	1.2	1.0	.5	1.3	2.2	
2002 .....	100.8	101.0	100.8	101.2	-.3	.2	-.2	.4	1.7	2.1	.9	.1	
2003 .....	100.3	101.2	101.1	101.8	-.9	.9	-.1	.7	-.5	.2	.3	.6	
2004 .....	100.8	100.3	100.9	101.0	-1.0	-.5	.6	.1	.5	-.9	-.2	-.8	
2005 .....	100.1	100.1	98.5	100.0	-.9	.0	-1.6	1.5	-.7	-.2	-2.4	-1.0	
2006 .....	99.3	98.6	99.5	100.7	-.7	-.7	.9	1.2	-.8	-1.5	1.0	.7	
<b>Goods-producing industries<sup>3</sup></b>													
2001 .....	98.4	98.4	98.7	100.4	.0	.0	.3	1.7	1.0	.4	.6	2.0	
2002 .....	100.1	100.2	99.9	100.8	-.3	.1	-.3	.9	1.7	1.8	1.2	.4	
2003 .....	99.8	100.8	100.6	101.3	-1.0	1.0	-.2	.7	-.3	.6	.7	.5	
2004 .....	100.4	99.8	100.9	100.6	-.9	-.6	1.1	-.3	.6	-1.0	.3	-.7	
2005 .....	99.8	99.9	98.6	100.0	-.8	.1	-1.3	1.4	-.6	.1	-2.3	-.6	
2006 .....	99.2	98.8	99.3	100.5	-.8	-.4	.5	1.2	-.6	-1.1	.7	.5	
2007 .....	99.9	99.2	99.8	99.7	-.6	-.7	.6	-.1	.7	.4	.5	-.8	
2008 .....	99.2	97.5	98.1	102.3	-.5	-1.7	.6	4.3	-.7	-1.7	-1.7	2.6	
2009 .....	101.3	100.1	100.2	100.3	-1.0	-1.2	.1	.1	2.1	2.7	2.1	-2.0	
2010 .....	100.0	100.2	100.6	100.3	-.3	.2	.4	-.3	-1.3	.1	.4	.0	
2011 .....	98.9	98.4	98.3	99.1	-1.4	-.5	-.1	.8	-1.1	-1.8	-2.3	-1.2	
2012 .....	97.9	98.4	98.1	99.0	-1.2	.5	-.3	.9	-1.0	.0	-.2	-.1	
2013 .....	98.3	98.6	98.8	99.5	-.7	.3	.2	.7	.4	.2	.7	.5	
2014 .....	98.6	98.4	99.0	100.8	-.9	-.2	.6	1.8	.3	-.2	.2	1.3	
2015 .....	100.9	100.7	101.6	102.8	.1	-.2	.9	1.2	2.3	2.3	2.6	2.0	
2016 .....	102.8	102.3	102.7	103.2	.0	-.5	.4	.5	1.9	1.6	1.1	.4	
2017 .....	103.0	103.1	—	—	-.2	.1	—	—	.2	.8	—	—	
<b>Manufacturing</b>													
2001 .....	98.9	98.8	99.1	100.6	.1	-.1	.3	1.5	.9	.2	.5	1.8	
2002 .....	100.7	100.7	100.4	101.1	.1	.0	-.3	.7	1.8	1.9	1.3	.5	
2003 .....	100.4	101.3	100.9	101.6	-.7	.9	-.4	.7	-.3	.6	.5	.5	
2004 .....	100.6	100.1	101.1	100.9	-1.0	-.5	1.0	-.2	.2	-1.2	.2	-.7	
2005 .....	100.1	100.2	98.8	100.0	-.8	.1	-1.4	1.2	-.5	.1	-2.3	-.9	
2006 .....	99.2	98.7	99.0	100.0	-.8	-.5	.3	1.0	-.9	-1.5	.2	.0	
2007 .....	99.3	98.4	99.0	98.8	-.7	-.9	.6	-.2	.1	-.3	.0	-1.2	
2008 .....	98.2	96.5	97.1	101.3	-.6	-1.7	.6	4.3	-1.1	-1.9	-1.9	2.5	
2009 .....	100.5	99.4	99.4	99.6	-.8	-1.1	.0	.2	2.3	3.0	2.4	-1.7	
2010 .....	99.3	99.7	100.1	99.9	-.3	.4	.4	-.2	-1.2	.3	.7	.3	
2011 .....	98.7	98.2	98.0	98.8	-1.2	-.5	-.2	.8	-.6	-1.5	-2.1	-1.1	

See footnotes at end of table.

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

(Not seasonally adjusted)

Bargaining status, census region and division, and metropolitan area status	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Manufacturing</b>													
2012 .....	97.9	98.3	98.0	98.9	-0.9	0.4	-0.3	0.9	-0.8	0.1	0.0	0.1	
2013 .....	98.3	98.7	98.8	99.5	-.6	.4	.1	.7	.4	.4	.8	.6	
2014 .....	98.8	98.7	99.2	101.0	-.7	-.1	.5	1.8	.5	.0	.4	1.5	
2015 .....	101.3	101.1	101.9	103.0	.3	-.2	.8	1.1	2.5	2.4	2.7	2.0	
2016 .....	103.2	102.8	103.2	103.6	.2	-.4	.4	.4	1.9	1.7	1.3	.6	
2017 .....	103.4	103.5	—	—	-.2	.1	—	—	.2	.7	—	—	
<b>Blue-collar occupations<sup>1,2</sup></b>													
2001 .....	98.9	98.9	99.5	101.2	.0	.0	.6	1.7	.8	.5	1.0	2.3	
2002 .....	101.1	101.2	100.8	101.6	-.1	.1	-.4	.8	2.2	2.3	1.3	.4	
2003 .....	100.8	101.3	101.2	102.0	-.8	.5	-.1	.8	-.3	.1	.4	.4	
2004 .....	100.9	100.1	101.1	101.1	-1.1	-.8	1.0	.0	.1	-1.2	-.1	-.9	
2005 .....	100.4	100.4	98.7	100.0	-.7	.0	-1.7	1.3	-.5	.3	-2.4	-1.1	
2006 .....	99.2	98.4	99.2	100.3	-.8	-.8	.8	1.1	-1.2	-2.0	.5	.3	
<b>Service-providing industries<sup>4</sup></b>													
2001 .....	97.8	97.8	98.6	100.1	-.1	.0	.8	1.5	.6	.4	.9	2.2	
2002 .....	99.9	100.3	100.1	100.2	-.2	.4	-.2	.1	2.1	2.6	1.5	.1	
2003 .....	99.7	100.7	100.9	101.7	-.5	1.0	.2	.8	-.2	.4	.8	1.5	
2004 .....	100.6	100.2	100.9	101.0	-1.1	-.4	.7	.1	.9	-.5	.0	-.7	
2005 .....	100.2	100.1	98.5	100.0	-.8	-.1	-1.6	1.5	-.4	-.1	-2.4	-1.0	
2006 .....	99.3	98.7	99.6	100.8	-.7	-.6	.9	1.2	-.9	-1.4	1.1	.8	
2007 .....	100.2	99.5	100.3	100.2	-.6	-.7	.8	-.1	.9	.8	.7	-.6	
2008 .....	99.5	97.8	98.4	102.7	-.7	-1.7	.6	4.4	-.7	-1.7	-1.9	2.5	
2009 .....	101.8	100.7	101.0	101.2	-.9	-1.1	.3	.2	2.3	3.0	2.6	-1.5	
2010 .....	100.9	101.3	101.4	101.5	-.3	.4	.1	.1	-.9	.6	.4	.3	
2011 .....	99.9	99.4	99.3	100.1	-1.6	-.5	-.1	.8	-1.0	-1.9	-2.1	-1.4	
2012 .....	99.1	99.6	99.1	100.1	-1.0	.5	-.5	1.0	-.8	.2	-.2	.0	
2013 .....	99.3	99.6	99.7	100.6	-.8	.3	.1	.9	.2	.0	.6	.5	
2014 .....	99.5	99.5	100.3	102.0	-1.1	.0	.8	1.7	.2	-.1	.6	1.4	
2015 .....	102.3	101.4	102.4	103.3	.3	-.9	1.0	.9	2.8	1.9	2.1	1.3	
2016 .....	103.4	103.1	103.4	103.7	.1	-.3	.3	.3	1.1	1.7	1.0	.4	
2017 .....	103.6	103.9	—	—	-.1	.3	—	—	.2	.8	—	—	
<b>Census region and division<sup>5</sup></b>													
<b>Northeast</b>													
2001 .....	98.7	99.0	100.0	101.2	-.4	.3	1.0	1.2	.7	.4	1.1	2.1	
2002 .....	100.8	101.2	100.5	100.9	-.4	.4	-.7	.4	2.1	2.3	.5	-.3	
2003 .....	100.1	101.0	100.8	101.3	-.8	.9	-.2	.5	-.7	-.2	.3	.4	
2004 .....	100.3	100.1	100.8	100.7	-1.0	-.2	.7	-.1	.2	-.9	.0	-.6	
2005 .....	99.2	99.9	98.4	100.0	-1.5	.7	-1.5	1.6	-1.1	-.2	-2.4	-.7	
2006 .....	99.0	98.1	99.0	100.1	-1.0	-.9	.9	1.1	-.2	-1.8	.6	.1	
2007 .....	99.6	99.0	100.2	99.7	-.5	-.6	1.2	-.5	.6	.9	1.2	-.4	
2008 .....	99.0	97.2	97.6	101.8	-.7	-1.8	.4	4.3	-.6	-1.8	-2.6	2.1	
2009 .....	101.1	100.2	100.1	100.3	-.7	-.9	-.1	.2	2.1	3.1	2.6	-1.5	
2010 .....	100.1	100.7	100.8	100.8	-.2	.6	.1	.0	-1.0	.5	.7	.5	
2011 .....	99.4	99.1	98.7	99.6	-1.4	-.3	-.4	.9	-.7	-1.6	-2.1	-1.2	
2012 .....	98.7	99.2	98.6	99.2	-.9	.5	-.6	.6	-.7	.1	-.1	-.4	
2013 .....	98.9	99.5	99.1	99.8	-.3	.6	-.4	.7	.2	.3	.5	.6	

See footnotes at end of table.

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

(Not seasonally adjusted)

Bargaining status, census region and division, and metropolitan area status	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Census region and division<sup>5</sup></b>												
<b>Northeast</b>												
2014 .....	98.9	99.4	100.5	101.9	-0.9	0.5	1.1	1.4	0.0	-0.1	1.4	2.1
2015 .....	103.6	101.5	102.6	103.6	1.7	-2.0	1.1	1.0	4.8	2.1	2.1	1.7
2016 .....	104.9	104.1	104.2	104.6	1.3	-.8	.1	.4	1.3	2.6	1.6	1.0
2017 .....	104.9	105.4	—	—	.3	.5	—	—	.0	1.2	—	—
<b>New England</b>												
2006 .....	98.9	97.9	98.8	100.1	-1.1	-1.0	.9	1.3	—	—	—	.1
2007 .....	99.2	98.9	99.7	99.5	-.9	-.3	.8	-.2	.3	1.0	.9	-.6
2008 .....	98.7	96.7	97.2	102.4	-.8	-2.0	.5	5.3	-.5	-2.2	-2.5	2.9
2009 .....	101.6	100.6	101.0	101.2	-.8	-1.0	.4	.2	2.9	4.0	3.9	-1.2
2010 .....	100.9	101.4	101.4	101.6	-.3	.5	.0	.2	-.7	.8	.4	.4
2011 .....	100.1	100.3	99.6	100.2	-1.5	.2	-.7	.6	-.8	-1.1	-1.8	-1.4
2012 .....	99.4	99.9	99.5	100.2	-.8	.5	-.4	.7	-.7	-.4	-.1	.0
2013 .....	99.7	100.7	100.6	102.0	-.5	1.0	-.1	1.4	.3	.8	1.1	1.8
2014 .....	100.6	101.8	104.0	104.5	-1.4	1.2	2.2	.5	.9	1.1	3.4	2.5
2015 .....	110.7	103.4	106.1	106.7	5.9	-6.6	2.6	.6	10.0	1.6	2.0	2.1
2016 .....	109.9	108.6	107.0	107.7	3.0	-1.2	-1.5	.7	-.7	5.0	.8	.9
2017 .....	108.4	108.9	—	—	.6	.5	—	—	-1.4	.3	—	—
<b>Middle Atlantic</b>												
2006 .....	99.0	98.1	99.1	100.2	-1.0	-.9	1.0	1.1	—	—	—	.2
2007 .....	99.7	99.1	100.4	99.9	-.5	-.6	1.3	-.5	.7	1.0	1.3	-.3
2008 .....	99.1	97.4	97.8	101.5	-.8	-1.7	.4	3.8	-.6	-1.7	-2.6	1.6
2009 .....	100.9	100.1	99.8	99.9	-.6	-.8	-.3	.1	1.8	2.8	2.0	-1.6
2010 .....	99.7	100.4	100.7	100.5	-.2	.7	.3	-.2	-1.2	.3	.9	.6
2011 .....	99.1	98.6	98.3	99.4	-1.4	-.5	-.3	1.1	-.6	-1.8	-2.4	-1.1
2012 .....	98.4	98.9	98.3	98.8	-1.0	.5	-.6	.5	-.7	.3	.0	-.6
2013 .....	98.5	99.0	98.5	98.9	-.3	.5	-.5	.4	.1	.1	.2	.1
2014 .....	98.2	98.4	99.2	100.9	-.7	.2	.8	1.7	-.3	-.6	.7	2.0
2015 .....	101.0	100.8	101.3	102.4	.1	-.2	.5	1.1	2.9	2.4	2.1	1.5
2016 .....	103.0	102.4	103.1	103.4	.6	-.6	.7	.3	2.0	1.6	1.8	1.0
2017 .....	103.5	104.0	—	—	.1	.5	—	—	.5	1.6	—	—
<b>South</b>												
2001 .....	99.1	99.0	99.8	101.6	.1	-.1	.9	1.8	1.1	.4	1.3	2.5
2002 .....	101.4	101.5	101.9	101.5	-.2	.1	.4	-.4	2.3	2.5	2.1	-.1
2003 .....	100.1	100.9	101.2	101.8	-1.4	.8	.3	.5	-1.3	-.6	-.7	.2
2004 .....	101.2	100.5	101.3	101.7	-.6	-.7	.8	.4	1.1	-.4	.1	-.1
2005 .....	101.1	100.5	98.7	100.0	-.6	-.6	-1.8	1.3	-.1	.0	-2.6	-1.7
2006 .....	99.6	98.4	99.9	101.1	-.4	-1.2	1.5	1.2	-1.5	-2.1	1.2	1.1
2007 .....	100.5	99.6	100.4	100.0	-.6	-.9	.8	-.4	.9	1.2	.5	-1.1
2008 .....	99.5	97.6	98.1	102.7	-.5	-1.9	.5	4.7	-1.0	-2.0	-2.3	2.7
2009 .....	101.8	100.6	101.3	101.2	-.9	-1.2	.7	-.1	2.3	3.1	3.3	-1.5
2010 .....	100.7	101.1	101.4	101.4	-.5	.4	.3	.0	-1.1	.5	.1	.2
2011 .....	99.5	99.1	99.2	99.8	-1.9	-.4	.1	.6	-1.2	-2.0	-2.2	-1.6
2012 .....	98.8	99.5	99.1	100.4	-1.0	.7	-.4	1.3	-.7	.4	-.1	.6
2013 .....	99.6	99.9	99.9	100.6	-.8	.3	.0	.7	.8	.4	.8	.2
2014 .....	99.7	99.6	100.4	102.2	-.9	-.1	.8	1.8	.1	-.3	.5	1.6

See footnotes at end of table.



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

(Not seasonally adjusted)

Bargaining status, census region and division, and metropolitan area status	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>South</b>													
2015 .....	102.2	101.7	102.7	103.5	0.0	-0.5	1.0	0.8	2.5	2.1	2.3	1.3	
2016 .....	103.2	102.8	103.0	102.9	-3	-4	.2	-1	1.0	1.1	.3	-6	
2017 .....	102.8	103.0	—	—	-1	.2	—	—	-4	.2	—	—	
<b>South Atlantic</b>													
2006 .....	99.9	98.7	100.2	101.4	-1	-1.2	1.5	1.2	—	—	—	1.4	
2007 .....	100.9	100.0	100.8	100.4	-5	-9	.8	-4	1.0	1.3	.6	-1.0	
2008 .....	99.9	98.0	98.5	103.0	-5	-1.9	.5	4.6	-1.0	-2.0	-2.3	2.6	
2009 .....	102.3	101.1	101.8	101.8	-7	-1.2	.7	.0	2.4	3.2	3.4	-1.2	
2010 .....	101.3	101.6	101.7	101.7	-5	.3	.1	.0	-1.0	.5	-1	-1	
2011 .....	99.8	99.4	99.5	100.1	-1.9	-.4	.1	.6	-1.5	-2.2	-2.2	-1.6	
2012 .....	99.1	100.0	99.7	101.0	-1.0	.9	-.3	1.3	-.7	.6	.2	.9	
2013 .....	100.0	100.4	100.3	101.0	-1.0	.4	-.1	.7	.9	.4	.6	.0	
2014 .....	100.2	100.1	100.8	102.7	-.8	-.1	.7	1.9	.2	-.3	.5	1.7	
2015 .....	102.8	102.2	103.4	104.3	.1	-.6	1.2	.9	2.6	2.1	2.6	1.6	
2016 .....	104.0	104.1	103.9	104.1	-.3	.1	-.2	-.2	1.2	1.9	.5	-.2	
2017 .....	104.0	104.3	—	—	-1	.3	—	—	.0	.2	—	—	
<b>East South Central</b>													
2006 .....	99.3	98.3	99.1	100.6	-.7	-1.0	.8	1.5	—	—	—	.6	
2007 .....	100.1	98.5	99.5	99.3	-5	-1.6	1.0	-.2	.8	.2	.4	-1.3	
2008 .....	98.6	96.6	97.4	101.8	-.7	-2.0	.8	4.5	-1.5	-1.9	-2.1	2.5	
2009 .....	100.7	99.4	100.2	100.0	-1.1	-1.3	.8	-.2	2.1	2.9	2.9	-1.8	
2010 .....	99.7	100.3	100.2	99.8	-.3	.6	-.1	-.4	-1.0	.9	.0	-.2	
2011 .....	98.5	97.9	97.9	98.3	-1.3	-.6	.0	.4	-1.2	-2.4	-2.3	-1.5	
2012 .....	97.1	97.9	97.1	98.3	-1.2	.8	-.8	1.2	-1.4	.0	-.8	.0	
2013 .....	97.6	97.4	97.5	98.2	-.7	-.2	.1	.7	.5	-.5	.4	-.1	
2014 .....	97.3	97.0	97.5	99.3	-.9	-.3	.5	1.8	-.3	-.4	.0	1.1	
2015 .....	99.6	99.3	100.2	101.4	.3	-.3	.9	1.2	2.4	2.4	2.8	2.1	
2016 .....	101.2	101.4	101.7	101.9	-.2	.2	.3	-.2	1.6	2.1	1.5	.5	
2017 .....	102.0	101.9	—	—	.1	-.1	—	—	.8	.5	—	—	
<b>West South Central</b>													
2006 .....	99.2	98.0	99.7	101.0	-.8	-1.2	1.7	1.3	—	—	—	1.0	
2007 .....	100.0	99.2	100.0	99.6	-1.0	-.8	.8	-.4	.8	1.2	.3	-1.4	
2008 .....	99.2	97.4	97.8	102.6	-.4	-1.8	.4	4.9	-.8	-1.8	-2.2	3.0	
2009 .....	101.6	100.1	100.8	100.6	-1.0	-1.5	.7	-.2	2.4	2.8	3.1	-1.9	
2010 .....	100.2	100.7	101.3	101.5	-.4	.5	.6	.2	-1.4	.6	.5	.9	
2011 .....	99.5	99.3	99.2	99.8	-2.0	-.2	-.1	.6	-.7	-1.4	-2.1	-1.7	
2012 .....	98.8	99.4	98.9	100.3	-1.0	.6	-.5	1.4	-.7	.1	-.3	.5	
2013 .....	99.6	100.0	100.1	101.0	-.7	.4	.1	.9	.8	.6	1.2	.7	
2014 .....	99.8	99.8	100.8	102.4	-1.2	.0	1.0	1.6	.2	-.2	.7	1.4	
2015 .....	102.1	102.0	102.4	103.0	-.3	-.1	.4	.6	2.3	2.2	1.6	.6	
2016 .....	102.7	101.2	101.9	101.1	-.3	-1.5	.7	-.8	.6	-.8	-.5	-1.8	
2017 .....	100.9	101.1	—	—	-.2	.2	—	—	-1.8	-.1	—	—	
<b>Midwest</b>													
2001 .....	95.9	95.6	96.0	98.1	-.1	-.3	.4	2.2	.9	1.0	.4	2.2	
2002 .....	98.7	98.5	98.3	99.1	.6	-.2	-.2	.8	2.9	3.0	2.4	1.0	
2003 .....	100.1	100.8	100.7	101.6	1.0	.7	-.1	.9	1.4	2.3	2.4	2.5	
2004 .....	100.2	99.5	100.1	100.2	-1.4	-.7	.6	.1	.1	-1.3	-.6	-1.4	

See footnotes at end of table.

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

(Not seasonally adjusted)

Bargaining status, census region and division, and metropolitan area status	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Midwest</b>													
2005 .....	99.6	99.2	97.9	100.0	-0.6	-0.4	-1.3	2.1	-0.6	-0.3	-2.1	-0.2	
2006 .....	99.2	99.1	99.9	100.9	-8	-1	.8	1.0	-4	-1	2.0	.9	
2007 .....	100.1	99.4	99.7	100.0	-8	-7	.3	.3	.9	.3	-2	-9	
2008 .....	99.0	97.6	97.8	102.7	-1.0	-1.4	.2	5.0	-1.1	-1.8	-1.9	2.7	
2009 .....	101.8	100.3	100.5	100.7	-9	-1.5	.2	.2	2.8	2.8	2.8	-1.9	
2010 .....	100.5	100.8	100.8	100.8	-2	.3	.0	.0	-1.3	.5	.3	.1	
2011 .....	99.6	98.6	98.5	99.5	-1.2	-1.0	-1	1.0	-9	-2.2	-2.3	-1.3	
2012 .....	98.6	99.0	98.4	99.6	-9	.4	-6	1.2	-1.0	.4	-1	.1	
2013 .....	98.7	98.3	99.1	100.5	-9	-4	.8	1.4	.1	-7	.7	.9	
2014 .....	98.8	98.6	99.4	101.4	-1.7	-2	.8	2.0	.1	.3	.3	.9	
2015 .....	101.6	101.2	102.3	103.7	.2	-4	1.1	1.4	2.8	2.6	2.9	2.3	
2016 .....	103.4	103.1	104.0	104.8	-3	-3	.9	.8	1.8	1.9	1.7	1.1	
2017 .....	104.8	104.7	-	-	.0	-1	-	-	1.4	1.6	-	-	
<b>East North Central</b>													
2006 .....	99.1	99.1	99.8	100.8	-9	.0	.7	1.0	-	-	-	.8	
2007 .....	100.0	99.4	99.5	99.8	-8	-6	.1	.3	.9	.3	-3	-1.0	
2008 .....	98.5	97.1	97.3	102.1	-1.3	-1.4	.2	4.9	-1.5	-2.3	-2.2	2.3	
2009 .....	101.0	99.5	99.7	99.9	-1.1	-1.5	.2	.2	2.5	2.5	2.5	-2.2	
2010 .....	99.8	100.1	100.0	100.0	-1	.3	-1	.0	-1.2	.6	.3	.1	
2011 .....	98.8	97.8	97.8	98.6	-1.2	-1.0	.0	.8	-1.0	-2.3	-2.2	-1.4	
2012 .....	97.7	98.0	97.3	98.3	-9	.3	-7	1.0	-1.1	.2	-5	-3	
2013 .....	97.4	97.2	97.9	99.2	-9	-2	.7	1.3	-3	-8	.6	.9	
2014 .....	97.6	97.3	98.0	100.0	-1.6	-3	.7	2.0	.2	.1	.1	.8	
2015 .....	100.5	100.2	100.9	102.3	.5	-3	.7	1.4	3.0	3.0	3.0	2.3	
2016 .....	102.1	101.7	102.3	103.2	-2	-4	.6	.9	1.6	1.5	1.4	.9	
2017 .....	103.2	103.4	-	-	.0	.2	-	-	1.1	1.7	-	-	
<b>West North Central</b>													
2006 .....	99.4	99.2	100.3	101.0	-6	-2	1.1	.7	-	-	-	1.0	
2007 .....	100.3	99.4	100.3	100.7	-7	-9	.9	.4	.9	.2	.0	-3	
2008 .....	100.4	98.9	99.3	104.2	-3	-1.5	.4	4.9	.1	-5	-1.0	3.5	
2009 .....	103.9	102.4	102.6	102.8	-3	-1.4	.2	.2	3.5	3.5	3.3	-1.3	
2010 .....	102.4	102.6	102.8	102.9	-4	.2	.2	.1	-1.4	.2	.2	.1	
2011 .....	101.5	100.6	100.4	101.8	-1.4	-9	-2	1.4	-9	-1.9	-2.3	-1.1	
2012 .....	101.0	101.5	101.2	102.7	-8	.5	-3	1.5	-5	.9	.8	.9	
2013 .....	101.6	101.1	101.8	103.5	-1.1	-5	.7	1.7	.6	-4	.6	.8	
2014 .....	101.6	101.7	102.6	104.8	-1.8	.1	.9	2.1	.0	.6	.8	1.3	
2015 .....	104.4	103.7	105.5	107.1	-4	-7	1.7	1.5	2.8	2.0	2.8	2.2	
2016 .....	106.8	106.7	107.8	108.6	-3	-1	1.0	.7	2.3	2.9	2.2	1.4	
2017 .....	108.6	107.9	-	-	.0	-6	-	-	1.7	1.1	-	-	
<b>West</b>													
2001 .....	97.0	97.0	97.7	99.3	-2	.0	.7	1.6	.2	-3	.5	2.2	
2002 .....	98.3	99.1	99.0	99.6	-1.0	.8	-1	.6	1.3	2.2	1.3	.3	
2003 .....	98.2	99.8	100.3	101.4	-1.4	1.6	.5	1.1	-1	.7	1.4	1.8	
2004 .....	100.3	100.3	100.9	100.9	-1.1	.0	.5	.0	2.1	.5	.5	-5	
2005 .....	99.8	100.3	98.7	100.0	-1.1	.5	-1.6	1.3	-5	.0	-2.2	-9	
2006 .....	98.9	98.9	98.9	100.1	-1.1	.0	.0	1.2	-9	-1.4	.2	.1	
2007 .....	99.4	99.1	99.8	99.7	-7	-3	.7	-1	.5	.2	.9	-4	

See footnotes at end of table.

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

(Not seasonally adjusted)

Bargaining status, census region and division, and metropolitan area status	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>West</b>													
2008 .....	99.1	97.7	99.0	102.6	-0.6	-1.4	1.3	3.6	-0.3	-1.4	-0.8	2.9	
2009 .....	101.7	100.8	100.9	101.8	-9	-9	.1	.9	2.6	3.2	1.9	-8	
2010 .....	101.5	101.6	102.0	101.8	-3	.1	.4	-2	-2	.8	1.1	.0	
2011 .....	100.3	100.0	100.0	100.8	-1.5	-3	.0	.8	-1.2	-1.6	-2.0	-1.0	
2012 .....	99.4	99.8	99.5	100.3	-1.4	.4	-3	.8	-9	-2	-5	-5	
2013 .....	99.4	100.0	100.2	101.0	-9	.6	.2	.8	.0	.2	.7	.7	
2014 .....	100.0	99.7	100.4	102.2	-1.0	-3	.7	1.8	.6	-3	.2	1.2	
2015 .....	101.4	101.0	101.9	102.9	-8	-4	.9	1.0	1.4	1.3	1.5	.7	
2016 .....	102.6	102.3	102.6	103.2	-3	-3	.3	.6	1.2	1.3	.7	.3	
2017 .....	102.7	102.9	—	—	-5	.2	—	—	.1	.6	—	—	
<b>Mountain</b>													
2006 .....	98.7	98.6	98.9	100.1	-1.3	-1	.3	1.2	—	—	—	.1	
2007 .....	99.9	99.2	100.3	100.4	-2	-7	1.1	.1	1.2	.6	1.4	.3	
2008 .....	99.6	98.5	99.8	103.4	-8	-1.1	1.3	3.6	-3	-7	-5	3.0	
2009 .....	102.2	101.3	101.6	102.1	-1.2	-9	.3	.5	2.6	2.8	1.8	-1.3	
2010 .....	101.7	102.4	103.1	102.4	-4	.7	.7	-7	-5	1.1	1.5	.3	
2011 .....	100.4	100.0	100.4	101.0	-2.0	-4	.4	.6	-1.3	-2.3	-2.6	-1.4	
2012 .....	99.3	99.5	99.4	99.3	-1.7	.2	-1	-1	-1.1	-5	-1.0	-1.7	
2013 .....	98.5	99.7	99.8	100.6	-8	1.2	.1	.8	-8	.2	.4	1.3	
2014 .....	99.5	99.7	99.9	101.6	-1.1	.2	.2	1.7	1.0	.0	.1	1.0	
2015 .....	101.3	100.7	101.6	102.6	-3	-6	.9	1.0	1.8	1.0	1.7	1.0	
2016 .....	101.4	101.5	101.4	101.8	-1.2	.1	-1	.4	.1	.8	-2	-8	
2017 .....	101.2	101.6	—	—	-6	.4	—	—	-2	.1	—	—	
<b>Pacific</b>													
2006 .....	98.9	99.1	98.9	100.1	-1.1	.2	-2	1.2	—	—	—	.1	
2007 .....	99.3	99.0	99.6	99.5	-8	-3	.6	-1	.4	-1	.7	-6	
2008 .....	98.9	97.4	98.7	102.3	-6	-1.5	1.3	3.6	-4	-1.6	-9	2.8	
2009 .....	101.5	100.6	100.7	101.7	-8	-9	.1	1.0	2.6	3.3	2.0	-6	
2010 .....	101.4	101.4	101.6	101.6	-3	.0	.2	.0	-1	.8	.9	-1	
2011 .....	100.3	100.1	99.8	100.8	-1.3	-2	-3	1.0	-1.1	-1.3	-1.8	-8	
2012 .....	99.6	99.9	99.7	100.8	-1.2	.3	-2	1.1	-7	-2	-1	.0	
2013 .....	99.8	100.2	100.5	101.2	-1.0	.4	.3	.7	.2	.3	.8	.4	
2014 .....	100.2	99.7	100.7	102.5	-1.0	-5	1.0	1.8	.4	-5	.2	1.3	
2015 .....	101.5	101.2	102.0	103.0	-1.0	-3	.8	1.0	1.3	1.5	1.3	.5	
2016 .....	103.1	102.8	103.2	103.8	.1	-3	.4	.6	1.6	1.6	1.2	.8	
2017 .....	103.3	103.5	—	—	-5	.2	—	—	.2	.7	—	—	
<b>Metropolitan area status</b>													
<b>Metropolitan areas<sup>6</sup></b>													
2006 .....	99.2	98.6	99.5	100.6	-8	-6	.9	1.1	—	—	—	.6	
2007 .....	99.9	99.3	100.0	99.8	-7	-6	.7	-2	.7	.7	.5	-8	
2008 .....	99.1	97.5	98.1	—	-7	-1.6	.6	—	-8	-1.8	-1.9	—	

See footnotes at end of table.

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

(Not seasonally adjusted)

Bargaining status, census region and division, and metropolitan area status	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Nonmetropolitan areas <sup>6</sup>													
2006 .....	99.4	98.5	99.5	100.9	-0.6	-0.9	1.0	1.4	—	—	—	—	0.9
2007 .....	100.0	99.3	100.2	100.3	-.9	-.7	.9	.1	0.6	0.8	0.7	—	-.6
2008 .....	99.6	97.9	98.8	—	-.7	-1.7	.9	—	-.4	-1.4	-1.4	—	—

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

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

<sup>3</sup> Includes mining, construction, and manufacturing.

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

<sup>5</sup> 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.

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

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

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>State and local government workers</b>													
All workers													
2001 .....	97.8	97.3	99.0	100.4	-0.5	-0.5	1.7	1.4	0.5	0.5	1.2	2.1	
2002 .....	99.6	99.3	100.5	101.1	-0.8	-0.3	1.2	0.6	1.8	2.1	1.5	0.7	
2003 .....	99.8	100.3	100.6	101.5	-1.3	0.5	0.3	0.9	0.2	1.0	0.1	0.4	
2004 .....	100.2	99.1	100.1	100.3	-1.3	-1.1	1.0	0.2	0.4	-1.2	-0.5	-1.2	
2005 .....	99.4	99.0	98.1	100.0	-0.9	-0.4	-0.9	1.9	-0.8	-0.1	-2.0	-0.3	
2006 .....	98.8	97.8	99.7	101.0	-1.2	-1.0	1.9	1.3	-0.6	-1.2	1.6	1.0	
2007 .....	99.8	98.7	100.4	100.4	-1.2	-1.1	1.7	0.0	1.0	0.9	0.7	-0.6	
2008 .....	99.3	97.3	99.0	103.4	-1.1	-2.0	1.7	4.4	-0.5	-1.4	-1.4	3.0	
2009 .....	102.6	101.6	102.3	102.5	-0.8	-1.0	0.7	0.2	3.3	4.4	3.3	-0.9	
2010 .....	101.9	101.9	102.3	102.2	-0.6	0.0	0.4	-0.1	-0.7	0.3	0.0	-0.3	
2011 .....	100.5	99.5	99.5	100.2	-1.7	-1.0	0.0	0.7	-1.4	-2.4	-2.7	-2.0	
2012 .....	98.9	98.9	98.6	99.6	-1.3	0.0	-0.3	1.0	-1.6	-0.6	-0.9	-0.6	
2013 .....	98.4	98.2	98.4	99.2	-1.2	-0.2	0.2	0.8	-0.5	-0.7	-0.2	-0.4	
2014 .....	98.1	97.5	98.4	100.1	-1.1	-0.6	0.9	1.7	-0.3	-0.7	0.0	0.9	
2015 .....	100.0	99.2	100.2	101.2	-0.1	-0.8	1.0	1.0	1.9	1.7	1.8	1.1	
2016 .....	100.9	99.9	100.8	101.2	-0.3	-1.0	0.9	0.4	0.9	0.7	0.6	0.0	
2017 .....	100.7	100.4	—	—	-0.5	-0.3	—	—	-0.2	0.5	—	—	
Occupational group													
White-collar occupations <sup>1,2</sup>													
2001 .....	97.8	97.3	99.1	100.3	-0.5	-0.5	1.8	1.2	0.5	0.4	1.2	2.0	
2002 .....	99.5	99.2	100.5	101.3	-0.8	-0.3	1.3	0.8	1.7	2.0	1.4	1.0	
2003 .....	99.8	100.3	100.6	101.5	-1.5	0.5	0.3	0.9	0.3	1.1	0.1	0.2	
2004 .....	100.2	99.2	100.1	100.4	-1.3	-1.0	0.9	0.3	0.4	-1.1	-0.5	-1.1	
2005 .....	99.4	99.0	98.0	100.0	-1.0	-0.4	-1.0	2.0	-0.8	-0.2	-2.1	-0.4	
2006 .....	98.8	97.7	99.7	100.9	-1.2	-1.1	2.0	1.2	-0.6	-1.3	1.7	0.9	
Management, professional, and related													
2001 .....	97.8	97.3	99.1	100.4	-0.5	-0.5	1.8	1.3	0.5	0.5	1.2	2.1	
2002 .....	99.5	99.1	100.6	101.3	-0.9	-0.4	1.5	0.7	1.7	1.8	1.5	0.9	
2003 .....	99.8	100.2	100.6	101.4	-1.5	0.4	0.4	0.8	0.3	1.1	0.0	0.1	
2004 .....	100.1	99.1	100.1	100.3	-1.3	-1.0	1.0	0.2	0.3	-1.1	-0.5	-1.1	
2005 .....	99.3	98.9	98.0	100.0	-1.0	-0.4	-0.9	2.0	-0.8	-0.2	-2.1	-0.3	
2006 .....	98.7	97.7	99.8	100.9	-1.3	-1.0	2.1	1.1	-0.6	-1.2	1.8	0.9	
2007 .....	99.6	98.5	100.3	100.3	-1.3	-1.1	1.8	0.0	0.9	0.8	0.5	-0.6	
2008 .....	99.2	97.3	99.1	103.4	-1.1	-1.9	1.8	4.3	-0.4	-1.2	-1.2	3.1	
2009 .....	102.4	101.4	102.1	102.3	-1.0	-1.0	0.7	0.2	3.2	4.2	3.0	-1.1	
2010 .....	101.7	101.6	102.1	101.9	-0.6	-0.1	0.5	-0.2	-0.7	0.2	0.0	-0.4	
2011 .....	100.2	99.2	99.2	99.9	-1.7	-1.0	0.0	0.7	-1.5	-2.4	-2.8	-2.0	
2012 .....	98.6	98.7	98.4	99.3	-1.3	0.1	-0.3	0.9	-1.6	-0.5	-0.8	-0.6	
2013 .....	98.1	97.9	98.1	98.9	-1.2	-0.2	0.2	0.8	-0.5	-0.8	-0.3	-0.4	
2014 .....	97.8	97.1	98.0	99.7	-1.1	-0.7	0.9	1.7	-0.3	-0.8	-0.1	0.8	
2015 .....	99.5	98.8	99.8	100.7	-0.2	-0.7	1.0	0.9	1.7	1.8	1.8	1.0	
2016 .....	100.3	99.4	100.3	100.6	-0.4	-0.9	0.9	0.3	0.8	0.6	0.5	-0.1	
2017 .....	100.1	99.8	—	—	-0.5	-0.3	—	—	-0.2	0.4	—	—	
Professional and related													
2001 .....	97.7	97.2	99.1	100.3	-0.6	-0.5	2.0	1.2	0.5	0.4	1.2	2.0	
2002 .....	99.3	99.0	100.5	101.2	-1.0	-0.3	1.5	0.7	1.6	1.9	1.4	0.9	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Professional and related</b>												
2003 .....	99.7	100.1	100.5	101.3	-1.5	0.4	0.4	0.8	0.4	1.1	0.0	0.1
2004 .....	100.0	99.0	100.1	100.2	-1.3	-1.0	1.1	.1	.3	-1.1	-4	-1.1
2005 .....	99.1	98.8	97.9	100.0	-1.1	-.3	-.9	2.1	-.9	-.2	-2.2	-.2
2006 .....	98.7	97.7	99.9	101.0	-1.3	-1.0	2.3	1.1	-.4	-1.1	2.0	1.0
2007 .....	99.5	98.4	100.3	100.3	-1.5	-1.1	1.9	.0	.8	.7	.4	-.7
2008 .....	99.1	97.2	99.0	103.3	-1.2	-1.9	1.9	4.3	-.4	-1.2	-1.3	3.0
2009 .....	102.3	101.3	102.1	102.3	-1.0	-1.0	.8	.2	3.2	4.2	3.1	-1.0
2010 .....	101.7	101.6	102.1	102.0	-.6	-.1	.5	-.1	-.6	.3	.0	-.3
2011 .....	100.2	99.2	99.3	99.9	-1.8	-1.0	.1	.6	-1.5	-2.4	-2.7	-2.1
2012 .....	98.6	98.6	98.4	99.3	-1.3	.0	-.2	.9	-1.6	-.6	-.9	-.6
2013 .....	98.1	97.9	98.1	98.9	-1.2	-.2	.2	.8	-.5	-.7	-.3	-.4
2014 .....	97.7	97.0	98.0	99.6	-1.2	-.7	1.0	1.6	-.4	-.9	-.1	.7
2015 .....	99.5	98.8	99.7	100.7	-.1	-.7	.9	1.0	1.8	1.9	1.7	1.1
2016 .....	100.2	99.3	100.2	100.5	-.5	-.9	.9	.3	.7	.5	.5	-.2
2017 .....	100.0	99.7	—	—	-.5	-.3	—	—	-.2	.4	—	—
<b>Sales and office</b>												
2001 .....	97.6	97.0	98.3	99.8	-.7	-.6	1.3	1.5	.1	-.1	.7	1.5
2002 .....	99.5	99.4	100.4	101.1	-.3	-.1	1.0	.7	1.9	2.5	2.1	1.3
2003 .....	99.9	100.5	101.1	101.9	-1.2	.6	.6	.8	.4	1.1	.7	.8
2004 .....	100.8	99.8	100.8	101.0	-1.1	-1.0	1.0	.2	.9	-.7	-.3	-.9
2005 .....	99.8	99.2	98.4	100.0	-1.2	-.6	-.8	1.6	-1.0	-.6	-2.4	-1.0
2006 .....	99.1	98.2	99.5	100.6	-.9	-.9	1.3	1.1	-.7	-1.0	1.1	.6
2007 .....	100.1	99.0	100.3	100.3	-.5	-1.1	1.3	.0	1.0	.8	.8	-.3
2008 .....	98.9	97.0	98.3	102.6	-1.4	-1.9	1.3	4.4	-1.2	-2.0	-2.0	2.3
2009 .....	102.2	101.2	102.0	102.2	-.4	-1.0	.8	.2	3.3	4.3	3.8	-.4
2010 .....	101.8	101.6	101.9	101.6	-.4	-.2	.3	-.3	-.4	.4	-.1	-.6
2011 .....	99.9	99.1	99.1	99.6	-1.7	-.8	.0	.5	-1.9	-2.5	-2.7	-2.0
2012 .....	98.2	98.4	98.2	99.1	-1.4	.2	-.2	.9	-1.7	-.7	-.9	-.5
2013 .....	98.0	97.7	97.8	98.6	-1.1	-.3	.1	.8	-.2	-.7	-.4	-.5
2014 .....	97.8	97.1	98.1	100.0	-.8	-.7	1.0	1.9	-.2	-.6	.3	1.4
2015 .....	99.9	99.1	100.1	101.1	-.1	-.8	1.0	1.0	2.1	2.1	2.0	1.1
2016 .....	100.8	99.8	100.8	100.9	-.3	-1.0	1.0	.1	.9	.7	.7	-.2
2017 .....	100.6	100.2	—	—	-.3	-.4	—	—	-.2	.4	—	—
<b>Office and administrative support</b>												
2001 .....	97.7	97.0	98.3	99.9	-.7	-.7	1.3	1.6	.1	-.3	.7	1.5
2002 .....	99.6	99.5	100.5	100.9	-.3	-.1	1.0	.4	1.9	2.6	2.2	1.0
2003 .....	99.8	100.4	101.0	101.8	-1.1	.6	.6	.8	.2	.9	.5	.9
2004 .....	100.7	99.7	100.7	100.8	-1.1	-1.0	1.0	.1	.9	-.7	-.3	-1.0
2005 .....	99.7	99.1	98.3	100.0	-1.1	-.6	-.8	1.7	-1.0	-.6	-2.4	-.8
2006 .....	99.2	98.3	99.6	100.8	-.8	-.9	1.3	1.2	-.5	-.8	1.3	.8
2007 .....	100.3	99.1	100.5	100.5	-.5	-1.2	1.4	.0	1.1	.8	.9	-.3
2008 .....	99.4	97.4	98.7	103.1	-1.1	-2.0	1.3	4.5	-.9	-1.7	-1.8	2.6
2009 .....	102.7	101.6	102.4	102.6	-.4	-1.1	.8	.2	3.3	4.3	3.7	-.5
2010 .....	102.2	102.1	102.3	102.0	-.4	-.1	.2	-.3	-.5	.5	-.1	-.6
2011 .....	100.3	99.5	99.5	99.9	-1.7	-.8	.0	.4	-1.9	-2.5	-2.7	-2.1
2012 .....	98.6	98.7	98.5	99.4	-1.3	.1	-.2	.9	-1.7	-.8	-1.0	-.5
2013 .....	98.3	98.0	98.1	98.9	-1.1	-.3	.1	.8	-.3	-.7	-.4	-.5
2014 .....	98.1	97.4	98.4	100.3	-.8	-.7	1.0	1.9	-.2	-.6	.3	1.4

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Office and administrative support</b>													
2015 .....	100.2	99.4	100.5	101.4	-0.1	-0.8	1.1	0.9	2.1	2.1	2.1	1.1	
2016 .....	101.1	100.1	101.1	101.2	-3	-1.0	1.0	.1	.9	.7	.6	-2	
2017 .....	100.9	100.5	—	—	-3	-4	—	—	-2	.4	—	—	
<b>Blue-collar occupations<sup>2,3</sup></b>													
2001 .....	98.0	97.4	98.7	100.7	-4	-6	1.3	2.0	.3	.2	1.1	2.3	
2002 .....	100.0	99.7	100.5	101.0	-7	-3	.8	.5	2.0	2.4	1.8	.3	
2003 .....	100.1	100.7	100.7	101.6	-9	.6	.0	.9	.1	1.0	.2	.6	
2004 .....	100.2	99.3	100.2	100.4	-1.4	-9	.9	.2	.1	-1.4	-5	-1.2	
2005 .....	99.7	99.4	98.5	100.0	-7	-3	-9	1.5	-5	.1	-1.7	-4	
2006 .....	99.2	98.0	99.6	101.0	-8	-1.2	1.6	1.4	-5	-1.4	1.1	1.0	
<b>Service occupations</b>													
2001 .....	98.1	97.6	99.1	100.6	-3	-5	1.5	1.5	1.4	1.6	1.6	2.2	
2002 .....	99.9	99.8	100.1	100.5	-7	-1	.3	.4	1.8	2.3	1.0	-1	
2003 .....	99.4	100.3	100.2	101.3	-1.1	.9	-1	1.1	-5	.5	.1	.8	
2004 .....	100.0	99.0	99.9	100.1	-1.3	-1.0	.9	.2	.6	-1.3	-3	-1.2	
2005 .....	99.1	98.9	98.3	100.0	-1.0	-2	-6	1.7	-9	-1	-1.6	-1	
2006 .....	98.8	97.8	99.4	101.3	-1.2	-1.0	1.6	1.9	-3	-1.1	1.1	1.3	
2007 .....	100.1	99.4	100.6	100.9	-1.2	-7	1.2	.3	1.3	1.6	1.2	-4	
2008 .....	99.9	97.7	99.3	103.8	-1.0	-2.2	1.6	4.5	-2	-1.7	-1.3	2.9	
2009 .....	103.6	102.6	103.0	103.4	-2	-1.0	.4	.4	3.7	5.0	3.7	-4	
2010 .....	103.1	103.1	103.5	103.4	-3	.0	.4	-1	-5	.5	.5	.0	
2011 .....	101.7	100.7	100.6	101.4	-1.6	-1.0	-1	.8	-1.4	-2.3	-2.8	-1.9	
2012 .....	100.0	100.1	99.7	100.6	-1.4	.1	-4	.9	-1.7	-6	-9	-8	
2013 .....	99.6	99.3	99.5	100.5	-1.0	-3	.2	1.0	-4	-8	-2	-1	
2014 .....	99.5	99.0	99.9	101.7	-1.0	-5	.9	1.8	-1	-3	.4	1.2	
2015 .....	101.6	100.7	101.8	102.8	-1	-9	1.1	1.0	2.1	1.7	1.9	1.1	
2016 .....	102.7	101.8	102.5	103.1	-1	-9	.7	.6	1.1	1.1	.7	.3	
2017 .....	102.7	102.4	—	—	-4	-3	—	—	.0	.6	—	—	
<b>Industry</b>													
<b>Education and health services</b>													
2001 .....	98.0	97.4	99.5	100.7	-7	-6	2.2	1.2	.5	.4	1.2	2.0	
2002 .....	99.8	99.4	100.9	101.5	-9	-4	1.5	.6	1.8	2.1	1.4	.8	
2003 .....	99.8	100.3	100.6	101.5	-1.7	.5	.3	.9	.0	.9	-3	.0	
2004 .....	100.1	99.0	100.1	100.3	-1.4	-1.1	1.1	.2	.3	-1.3	-5	-1.2	
2005 .....	99.2	98.8	98.0	100.0	-1.1	-4	-8	2.0	-9	-2	-2.1	-3	
2006 .....	98.7	97.6	100.0	101.0	-1.3	-1.1	2.5	1.0	-5	-1.2	2.0	1.0	
2007 .....	99.6	98.4	100.4	100.3	-1.4	-1.2	2.0	-1	.9	.8	.4	-7	
2008 .....	99.1	97.2	99.1	103.4	-1.2	-1.9	2.0	4.3	-5	-1.2	-1.3	3.1	
2009 .....	102.4	101.3	102.1	102.3	-1.0	-1.1	.8	.2	3.3	4.2	3.0	-1.1	
2010 .....	101.7	101.6	102.1	102.0	-6	-1	.5	-1	-7	.3	.0	-3	
2011 .....	100.2	99.2	99.3	99.9	-1.8	-1.0	.1	.6	-1.5	-2.4	-2.7	-2.1	
2012 .....	98.5	98.5	98.4	99.3	-1.4	.0	-1	.9	-1.7	-7	-9	-6	
2013 .....	98.1	97.8	98.1	98.8	-1.2	-3	.3	.7	-4	-7	-3	-5	
2014 .....	97.7	96.9	97.9	99.6	-1.1	-8	1.0	1.7	-4	-9	-2	.8	
2015 .....	99.4	98.7	99.8	100.7	-2	-7	1.1	.9	1.7	1.9	1.9	1.1	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Industry</b>													
<b>Education and health services</b>													
2016 .....	100.3	99.4	100.3	100.6	-0.4	-0.9	0.9	0.3	0.9	0.7	0.5	-0.1	
2017 .....	100.0	99.7	—	—	-0.6	-0.3	—	—	-0.3	.3	—	—	
<b>Educational services</b>													
2001 .....	98.2	97.5	99.7	100.8	-0.7	-0.7	2.3	1.1	.5	.3	1.2	1.9	
2002 .....	99.8	99.4	101.0	101.5	-1.0	-0.4	1.6	.5	1.6	1.9	1.3	.7	
2003 .....	99.8	100.3	100.6	101.5	-1.7	.5	.3	.9	.0	.9	-0.4	.0	
2004 .....	100.1	98.9	100.1	100.3	-1.4	-1.2	1.2	.2	.3	-1.4	-0.5	-1.2	
2005 .....	99.1	98.7	97.9	100.0	-1.2	-0.4	-0.8	2.1	-1.0	-0.2	-2.2	-0.3	
2006 .....	98.6	97.4	99.9	100.8	-1.4	-1.2	2.6	.9	-0.5	-1.3	2.0	.8	
2007 .....	99.3	98.1	100.2	100.1	-1.5	-1.2	2.1	-0.1	.7	.7	.3	-0.7	
2008 .....	98.8	96.9	98.9	103.1	-1.3	-1.9	2.1	4.2	-0.5	-1.2	-1.3	3.0	
2009 .....	102.1	101.0	101.8	102.0	-1.0	-1.1	.8	.2	3.3	4.2	2.9	-1.1	
2010 .....	101.4	101.3	101.8	101.7	-0.6	-0.1	.5	-0.1	-0.7	.3	.0	-0.3	
2011 .....	99.8	98.9	98.9	99.5	-1.9	-0.9	.0	.6	-1.6	-2.4	-2.8	-2.2	
2012 .....	98.1	98.1	98.1	98.9	-1.4	.0	.0	.8	-1.7	-0.8	-0.8	-0.6	
2013 .....	97.7	97.4	97.7	98.4	-1.2	-0.3	.3	.7	-0.4	-0.7	-0.4	-0.5	
2014 .....	97.3	96.5	97.6	99.2	-1.1	-0.8	1.1	1.6	-0.4	-0.9	-0.1	.8	
2015 .....	99.0	98.3	99.4	100.3	-0.2	-0.7	1.1	.9	1.7	1.9	1.8	1.1	
2016 .....	99.8	98.9	100.0	100.2	-0.5	-0.9	1.1	.2	.8	.6	.6	-0.1	
2017 .....	99.6	99.3	—	—	-0.6	-0.3	—	—	-0.2	.4	—	—	
<b>Schools<sup>4</sup></b>													
2001 .....	98.2	97.6	99.7	100.8	-0.7	-0.6	2.2	1.1	.5	.4	1.2	1.9	
2002 .....	99.8	99.4	101.0	101.5	-1.0	-0.4	1.6	.5	1.6	1.8	1.3	.7	
2003 .....	99.8	100.3	100.7	101.5	-1.7	.5	.4	.8	.0	.9	-0.3	.0	
2004 .....	100.1	98.9	100.1	100.3	-1.4	-1.2	1.2	.2	.3	-1.4	-0.6	-1.2	
2005 .....	99.1	98.7	97.9	100.0	-1.2	-0.4	-0.8	2.1	-1.0	-0.2	-2.2	-0.3	
2006 .....	98.6	97.4	99.9	100.8	-1.4	-1.2	2.6	.9	-0.5	-1.3	2.0	.8	
2007 .....	99.3	98.1	100.2	100.1	-1.5	-1.2	2.1	-0.1	.7	.7	.3	-0.7	
2008 .....	98.8	96.9	98.9	103.1	-1.3	-1.9	2.1	4.2	-0.5	-1.2	-1.3	3.0	
2009 .....	102.1	101.0	101.8	102.0	-1.0	-1.1	.8	.2	3.3	4.2	2.9	-1.1	
2010 .....	101.4	101.3	101.8	101.7	-0.6	-0.1	.5	-0.1	-0.7	.3	.0	-0.3	
2011 .....	99.8	98.9	98.9	99.5	-1.9	-0.9	.0	.6	-1.6	-2.4	-2.8	-2.2	
2012 .....	98.1	98.1	98.0	98.9	-1.4	.0	-0.1	.9	-1.7	-0.8	-0.9	-0.6	
2013 .....	97.6	97.4	97.7	98.4	-1.3	-0.2	.3	.7	-0.5	-0.7	-0.3	-0.5	
2014 .....	97.3	96.5	97.5	99.2	-1.1	-0.8	1.0	1.7	-0.3	-0.9	-0.2	.8	
2015 .....	99.0	98.3	99.4	100.3	-0.2	-0.7	1.1	.9	1.7	1.9	1.9	1.1	
2016 .....	99.8	98.9	99.9	100.2	-0.5	-0.9	1.0	.3	.8	.6	.5	-0.1	
2017 .....	99.6	99.3	—	—	-0.6	-0.3	—	—	-0.2	.4	—	—	
<b>Elementary and secondary schools</b>													
2001 .....	98.1	97.5	99.4	100.6	-1.0	-0.6	1.9	1.2	.2	.1	.6	1.5	
2002 .....	99.6	99.1	100.9	101.4	-1.0	-0.5	1.8	.5	1.5	1.6	1.5	.8	
2003 .....	99.6	100.0	100.5	101.2	-1.8	.4	.5	.7	.0	.9	-0.4	-0.2	
2004 .....	99.8	98.7	100.0	100.2	-1.4	-1.1	1.3	.2	.2	-1.3	-0.5	-1.0	
2005 .....	98.8	98.4	97.9	100.0	-1.4	-0.4	-0.5	2.1	-1.0	-0.3	-2.1	-0.2	

See footnotes at end of table.



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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Elementary and secondary schools</b>												
2006 .....	98.5	97.3	99.9	100.8	-1.5	-1.2	2.7	0.9	-0.3	-1.1	2.0	0.8
2007 .....	99.3	98.0	100.0	99.9	-1.5	-1.3	2.0	-1	.8	.7	.1	-9
2008 .....	98.5	96.7	98.8	103.1	-1.4	-1.8	2.2	4.4	-8	-1.3	-1.2	3.2
2009 .....	102.1	100.8	102.1	102.2	-1.0	-1.3	1.3	.1	3.7	4.2	3.3	-9
2010 .....	101.6	101.6	102.2	101.9	-.6	.0	.6	-.3	-.5	.8	.1	-.3
2011 .....	100.0	99.1	99.1	99.7	-1.9	-.9	.0	.6	-1.6	-2.5	-3.0	-2.2
2012 .....	98.2	98.3	98.0	98.8	-1.5	.1	-.3	.8	-1.8	-.8	-1.1	-.9
2013 .....	97.5	97.3	97.5	98.2	-1.3	-.2	.2	.7	-.7	-1.0	-.5	-.6
2014 .....	97.0	96.2	97.3	98.9	-1.2	-.8	1.1	1.6	-.5	-1.1	-.2	.7
2015 .....	98.6	97.9	98.9	99.9	-.3	-.7	1.0	1.0	1.6	1.8	1.6	1.0
2016 .....	99.3	98.4	99.5	99.7	-.6	-.9	1.1	.2	.7	.5	.6	-.2
2017 .....	99.0	98.8	—	—	-.7	-.2	—	—	-.3	.4	—	—
<b>Health care and social assistance<sup>5</sup></b>												
2001 .....	96.1	96.3	97.8	99.7	-.5	.2	1.6	1.9	.5	1.0	2.2	3.2
2002 .....	99.8	99.6	100.2	101.2	.1	-.2	.6	1.0	3.9	3.4	2.5	1.5
2003 .....	99.9	100.6	100.6	101.8	-1.3	.7	.0	1.2	.1	1.0	.4	.6
2004 .....	100.5	99.6	100.6	100.7	-1.3	-.9	1.0	.1	.6	-1.0	.0	-1.1
2005 .....	99.9	99.6	98.4	100.0	-.8	-.3	-1.2	1.6	-.6	.0	-2.2	-.7
2006 .....	99.5	99.9	101.7	102.9	-.5	.4	1.8	1.2	-.4	.3	3.4	2.9
2007 .....	102.1	101.2	102.2	102.3	-.8	-.9	1.0	.1	2.6	1.3	.5	-.6
2008 .....	101.5	99.8	101.5	106.2	-.8	-1.7	1.7	4.6	-.6	-1.4	-.7	3.8
2009 .....	104.7	104.6	104.8	105.0	-1.4	-.1	.2	.2	3.2	4.8	3.3	-1.1
2010 .....	104.5	104.6	104.7	104.9	-.5	.1	.1	.2	-.2	.0	-.1	-.1
2011 .....	103.3	102.4	102.3	103.0	-1.5	-.9	-.1	.7	-1.1	-2.1	-2.3	-1.8
2012 .....	101.9	102.0	101.3	102.4	-1.1	.1	-.7	1.1	-1.4	-.4	-1.0	-.6
2013 .....	101.4	101.2	101.4	102.2	-1.0	-.2	.2	.8	-.5	-.8	.1	-.2
2014 .....	100.9	100.3	100.9	102.7	-1.3	-.6	.6	1.8	-.5	-.9	-.5	.5
2015 .....	102.8	102.0	102.8	104.2	.1	-.8	.8	1.4	1.9	1.7	1.9	1.5
2016 .....	104.0	103.1	103.4	104.0	-.2	-.9	.3	.6	1.2	1.1	.6	-.2
2017 .....	103.4	103.2	—	—	-.6	-.2	—	—	-.6	.1	—	—
<b>Hospitals</b>												
2001 .....	95.3	95.8	97.1	98.9	-.9	.5	1.4	1.9	.1	1.2	1.9	2.8
2002 .....	99.0	99.1	99.7	100.9	.1	.1	.6	1.2	3.9	3.4	2.7	2.0
2003 .....	99.5	100.2	100.4	101.7	-1.4	.7	.2	1.3	.5	1.1	.7	.8
2004 .....	100.4	99.5	100.6	101.0	-1.3	-.9	1.1	.4	.9	-.7	.2	-.7
2005 .....	100.0	99.7	98.4	100.0	-1.0	-.3	-1.3	1.6	-.4	.2	-2.2	-1.0
2006 .....	99.4	98.3	100.0	101.8	-.6	-1.1	1.7	1.8	-.6	-1.4	1.6	1.8
2007 .....	101.2	100.6	101.5	101.7	-.6	-.6	.9	.2	1.8	2.3	1.5	-.1
2008 .....	101.2	99.2	100.2	104.9	-.5	-2.0	1.0	4.7	.0	-1.4	-1.3	3.1
2009 .....	104.4	103.9	104.1	104.5	-.5	-.5	.2	.4	3.2	4.7	3.9	-.4
2010 .....	104.2	104.3	104.2	104.4	-.3	.1	-.1	.2	-.2	.4	.1	-.1
2011 .....	103.0	101.9	101.7	102.4	-1.3	-1.1	-.2	.7	-1.2	-2.3	-2.4	-1.9
2012 .....	101.4	101.5	100.9	102.0	-1.0	.1	-.6	1.1	-1.6	-.4	-.8	-.4
2013 .....	101.2	100.9	100.9	101.8	-.8	-.3	.0	.9	-.2	-.6	.0	-.2
2014 .....	100.4	99.7	100.3	102.0	-1.4	-.7	.6	1.7	-.8	-1.2	-.6	.2
2015 .....	101.8	101.0	101.9	103.1	-.2	-.8	.9	1.2	1.4	1.3	1.6	1.1
2016 .....	102.9	102.2	102.5	103.2	-.2	-.7	.3	.7	1.1	1.2	.6	.1

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Hospitals 2017 .....	102.6	102.4	—	—	-0.6	-0.2	—	—	—	-0.3	0.2	—	—
Public administration													
2001 .....	97.3	97.0	97.9	99.7	-.2	-.3	0.9	1.8	.5	.7	1.1	2.3	
2002 .....	99.1	99.1	99.5	100.4	-.6	.0	.4	.9	1.8	2.2	1.6	.7	
2003 .....	99.7	100.4	100.4	101.4	-.7	.7	.0	1.0	.6	1.3	.9	1.0	
2004 .....	100.4	99.4	100.0	100.3	-1.0	-1.0	.6	.3	.7	-1.0	-.4	-1.1	
2005 .....	99.7	99.4	98.3	100.0	-.6	-.3	-1.1	1.7	-.7	.0	-1.7	-.3	
2006 .....	99.0	98.0	99.0	101.0	-1.0	-1.0	1.0	2.0	-.7	-1.4	.7	1.0	
2007 .....	100.1	99.4	100.4	100.6	-.9	-.7	1.0	.2	1.1	1.4	1.4	-.4	
2008 .....	99.7	97.6	98.8	103.3	-.9	-2.1	1.2	4.6	-.4	-1.8	-1.6	2.7	
2009 .....	103.0	102.1	102.5	102.8	-.3	-.9	.4	.3	3.3	4.6	3.7	-.5	
2010 .....	102.3	102.4	102.6	102.4	-.5	.1	.2	-.2	-.7	.3	.1	-.4	
2011 .....	100.7	99.9	99.5	100.3	-1.7	-.8	-.4	.8	-1.6	-2.4	-3.0	-2.1	
2012 .....	99.2	99.3	98.7	99.7	-1.1	.1	-.6	1.0	-1.5	-.6	-.8	-.6	
2013 .....	98.6	98.4	98.6	99.6	-1.1	-.2	.2	1.0	-.6	-.9	-.1	-.1	
2014 .....	98.6	98.2	98.9	100.7	-1.0	-.4	.7	1.8	.0	-.2	.3	1.1	
2015 .....	100.7	99.9	100.9	101.8	.0	-.8	1.0	.9	2.1	1.7	2.0	1.1	
2016 .....	101.7	100.7	101.4	101.8	-.1	-1.0	.7	.4	1.0	.8	.5	.0	
2017 .....	101.6	101.3	—	—	-.2	-.3	—	—	-.1	.6	—	—	

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

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

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

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

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

NOTE: Dashes indicate data not available.

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

(Not seasonally adjusted)

Occupational group, industry, and bargaining status	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Civilian workers</b>												
All workers <sup>1</sup>												
2001 .....	87.2	87.1	88.3	89.7	0.6	-0.1	1.4	1.6	1.6	1.3	2.4	3.5
2002 .....	89.8	90.2	90.9	91.7	.1	.4	.8	.9	3.0	3.6	2.9	2.2
2003 .....	92.3	93.7	94.5	95.8	.7	1.5	.9	1.4	2.8	3.9	4.0	4.5
2004 .....	96.9	97.1	98.3	99.0	1.1	.2	1.2	.7	5.0	3.6	4.0	3.3
2005 .....	99.3	99.5	98.5	100.0	.3	.2	-1.0	1.5	2.5	2.5	.2	1.0
2006 .....	99.4	98.6	99.8	101.0	-6	-8	1.2	1.2	.1	-9	1.3	1.0
2007 .....	99.7	99.3	100.2	100.1	-1.3	-4	.9	-1	.3	.7	.4	-9
2008 .....	99.2	97.2	98.0	102.1	-9	-2.0	.8	4.2	-5	-2.1	-2.2	2.0
2009 .....	101.5	100.3	100.7	100.9	-6	-1.2	.4	.2	2.3	3.2	2.8	-1.2
2010 .....	101.3	101.7	102.4	102.2	.4	.4	.7	-2	-2	1.4	1.7	1.3
2011 .....	101.7	101.9	101.6	102.5	-5	.2	-3	.9	.4	.2	-8	.3
2012 .....	101.7	102.3	102.1	103.1	-8	.6	-2	1.0	.0	.4	.5	.6
2013 .....	102.6	102.8	103.1	103.9	-5	.2	.3	.8	.9	.5	1.0	.8
2014 .....	103.2	103.3	104.0	105.7	-7	.1	.7	1.6	.6	.5	.9	1.7
2015 .....	106.0	104.9	105.8	106.8	.3	-1.0	.9	.9	2.7	1.5	1.7	1.0
2016 .....	106.9	106.0	106.6	106.8	.1	-8	.6	.2	.8	1.0	.8	.0
2017 .....	106.7	106.8	—	—	-1	.1	—	—	-2	.8	—	—
<b>Private industry workers</b>												
All workers												
2001 .....	88.1	88.0	89.0	90.5	.7	-1	1.1	1.7	2.2	1.6	2.3	3.4
2002 .....	90.6	91.2	91.4	92.2	.1	.7	.2	.9	2.8	3.6	2.7	1.9
2003 .....	93.0	94.5	95.0	96.3	.9	1.6	.5	1.4	2.6	3.6	3.9	4.4
2004 .....	97.7	98.1	98.8	99.5	1.5	.4	.7	.7	5.1	3.8	4.0	3.3
2005 .....	99.9	100.1	98.7	100.0	.4	.2	-1.4	1.3	2.3	2.0	-1	.5
2006 .....	99.4	98.7	99.4	100.6	-6	-7	.7	1.2	-5	-1.4	.7	.6
2007 .....	98.9	98.5	99.1	99.0	-1.7	-4	.6	-1	-5	-2	-3	-1.6
2008 .....	98.2	96.3	96.7	100.8	-8	-1.9	.4	4.2	-7	-2.2	-2.4	1.8
2009 .....	100.1	98.9	99.0	99.1	-7	-1.2	.1	.1	1.9	2.7	2.4	-1.7
2010 .....	99.9	100.3	100.6	100.5	.8	.4	.3	-1	-2	1.4	1.6	1.4
2011 .....	100.1	100.6	100.1	101.0	-4	.5	-5	.9	.2	.3	-5	.5
2012 .....	100.3	100.9	100.3	101.3	-7	.6	-6	1.0	.2	.3	.2	.3
2013 .....	100.8	101.0	101.1	101.8	-5	.2	.1	.7	.5	.1	.8	.5
2014 .....	101.1	101.3	101.8	103.5	-7	.2	.5	1.7	.3	.3	.7	1.7
2015 .....	103.8	102.6	103.2	104.1	.3	-1.2	.6	.9	2.7	1.3	1.4	.6
2016 .....	104.1	103.3	103.5	103.7	.0	-8	.2	.2	.3	.7	.3	-4
2017 .....	103.6	103.8	—	—	-1	.2	—	—	-5	.5	—	—
<b>Occupational group</b>												
White-collar occupations <sup>2,3</sup>												
2001 .....	88.3	88.5	89.3	90.9	1.3	.2	.9	1.8	2.8	2.4	3.0	4.2
2002 .....	90.9	91.5	91.5	92.1	.0	.7	.0	.7	2.9	3.4	2.5	1.3
2003 .....	93.1	94.4	94.9	96.2	1.1	1.4	.5	1.4	2.4	3.2	3.7	4.5
2004 .....	97.0	97.4	98.1	98.8	.8	.4	.7	.7	4.2	3.2	3.4	2.7
2005 .....	99.7	99.9	98.6	100.0	.9	.2	-1.3	1.4	2.8	2.6	.5	1.2
2006 .....	99.6	98.6	99.4	100.7	-4	-1.0	.8	1.3	-1	-1.3	.8	.7

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group, industry, and bargaining status	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Management, professional, and related</b>													
2001 .....	89.1	89.3	90.0	91.3	1.7	0.2	0.8	1.4	3.1	2.9	3.1	4.2	
2002 .....	91.3	91.7	91.4	92.1	.0	.4	-.3	.8	2.5	2.7	1.6	.9	
2003 .....	93.4	94.4	95.0	96.2	1.4	1.1	.6	1.3	2.3	2.9	3.9	4.5	
2004 .....	96.8	97.0	97.8	98.7	.6	.2	.8	.9	3.6	2.8	2.9	2.6	
2005 .....	100.0	100.1	98.8	100.0	1.3	.1	-1.3	1.2	3.3	3.2	1.0	1.3	
2006 .....	99.8	98.7	99.7	100.9	-.2	-1.1	1.0	1.2	-.2	-1.4	.9	.9	
2007 .....	99.5	99.0	99.6	99.3	-1.4	-.5	.6	-.3	-.3	.3	-.1	-1.6	
2008 .....	98.9	97.0	97.6	101.6	-.4	-1.9	.6	4.1	-.6	-2.0	-2.0	2.3	
2009 .....	100.6	99.3	99.2	99.2	-1.0	-1.3	-.1	.0	1.7	2.4	1.6	-2.4	
2010 .....	99.6	99.8	100.0	99.8	.4	.2	.2	-.2	-1.0	.5	.8	.6	
2011 .....	99.9	100.1	99.5	100.5	.1	.2	-.6	1.0	.3	.3	-.5	.7	
2012 .....	100.2	100.7	100.1	101.1	-.3	.5	-.6	1.0	.3	.6	.6	.6	
2013 .....	100.3	100.7	101.0	101.5	-.8	.4	.3	.5	.1	.0	.9	.4	
2014 .....	100.9	101.2	101.8	103.5	-.6	.3	.6	1.7	.6	.5	.8	2.0	
2015 .....	104.0	102.3	102.8	103.6	.5	-1.6	.5	.8	3.1	1.1	1.0	.1	
2016 .....	103.4	102.4	102.6	102.7	-.2	-1.0	.2	.1	-.6	.1	-.2	-.9	
2017 .....	102.8	103.1	—	—	.1	.3	—	—	-.6	.7	—	—	
<b>Sales and office</b>													
2001 .....	87.2	87.2	88.4	90.3	.8	.0	1.4	2.1	2.3	1.9	3.0	4.4	
2002 .....	90.3	91.3	91.5	92.2	.0	1.1	.2	.8	3.6	4.7	3.5	2.1	
2003 .....	92.7	94.5	94.9	96.1	.5	1.9	.4	1.3	2.7	3.5	3.7	4.2	
2004 .....	97.3	98.0	98.6	99.0	1.2	.7	.6	.4	5.0	3.7	3.9	3.0	
2005 .....	99.4	99.7	98.3	100.0	.4	.3	-1.4	1.7	2.2	1.7	-.3	1.0	
2006 .....	99.3	98.5	99.0	100.3	-.7	-.8	.5	1.3	-.1	-1.2	.7	.3	
2007 .....	99.0	98.5	99.3	99.3	-1.3	-.5	.8	.0	-.3	.0	.3	-1.0	
2008 .....	98.2	96.3	96.7	100.9	-1.1	-1.9	.4	4.3	-.8	-2.2	-2.6	1.6	
2009 .....	100.0	98.7	98.9	99.1	-.9	-1.3	.2	.2	1.8	2.5	2.3	-1.8	
2010 .....	99.7	100.3	100.6	100.4	.6	.6	.3	-.2	-.3	1.6	1.7	1.3	
2011 .....	99.9	100.3	100.0	100.7	-.5	.4	-.3	.7	.2	.0	-.6	.3	
2012 .....	100.1	100.9	99.8	100.8	-.6	.8	-1.1	1.0	.2	.6	-.2	.1	
2013 .....	100.7	100.8	100.9	101.7	-.1	.1	.1	.8	.6	-.1	1.1	.9	
2014 .....	101.0	101.4	101.7	103.4	-.7	.4	.3	1.7	.3	.6	.8	1.7	
2015 .....	103.2	102.3	103.1	104.0	-.2	-.9	.8	.9	2.2	.9	1.4	.6	
2016 .....	104.8	104.2	104.6	104.6	.8	-.6	.4	.0	1.6	1.9	1.5	.6	
2017 .....	104.4	104.6	—	—	-.2	.2	—	—	-.4	.4	—	—	
<b>Blue-collar occupations<sup>3,4</sup></b>													
2001 .....	87.5	87.0	88.2	89.4	-.3	-.6	1.4	1.4	.9	-.1	.9	1.8	
2002 .....	89.9	90.4	90.9	91.8	.6	.6	.6	1.0	2.7	3.9	3.1	2.7	
2003 .....	92.4	94.4	94.8	96.1	.7	2.2	.4	1.4	2.8	4.4	4.3	4.7	
2004 .....	98.5	99.2	99.9	100.5	2.5	.7	.7	.6	6.6	5.1	5.4	4.6	
2005 .....	100.2	100.5	98.9	100.0	-.3	.3	-1.6	1.1	1.7	1.3	-1.0	-.5	
2006 .....	99.0	98.6	99.3	100.2	-1.0	-.4	.7	.9	-1.2	-1.9	.4	.2	
<b>Natural resources, construction, and maintenance</b>													
2001 .....	86.8	86.5	87.9	88.8	.1	-.3	1.6	1.0	2.8	1.5	2.1	2.4	
2002 .....	89.4	90.1	90.8	91.5	.7	.8	.8	.8	3.0	4.2	3.3	3.0	
2003 .....	91.9	94.2	94.4	95.9	.4	2.5	.2	1.6	2.8	4.6	4.0	4.8	
2004 .....	97.5	98.4	98.9	99.7	1.7	.9	.5	.8	6.1	4.5	4.8	4.0	
2005 .....	99.7	100.5	98.8	100.0	.0	.8	-1.7	1.2	2.3	2.1	-.1	.3	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group, industry, and bargaining status	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Natural resources, construction, and maintenance</b>												
2006 .....	99.6	99.7	100.4	101.4	-0.4	0.1	0.7	1.0	-0.1	-0.8	1.6	1.4
2007 .....	99.1	99.0	99.4	99.3	-2.3	-1	.4	-1	-5	-7	-1.0	-2.1
2008 .....	98.2	96.2	96.7	100.8	-1.1	-2.0	.5	4.2	-9	-2.8	-2.7	1.5
2009 .....	100.1	99.3	99.5	99.8	-7	-8	.2	.3	1.9	3.2	2.9	-1.0
2010 .....	100.9	101.5	101.8	101.6	1.1	.6	.3	-2	.8	2.2	2.3	1.8
2011 .....	100.5	101.0	100.8	101.8	-1.1	.5	-2	1.0	-4	-5	-1.0	.2
2012 .....	101.1	102.1	102.0	103.0	-7	1.0	-1	1.0	.6	1.1	1.2	1.2
2013 .....	102.8	103.0	103.1	103.8	-2	.2	.1	.7	1.7	.9	1.1	.8
2014 .....	103.2	104.3	104.8	106.6	-6	1.1	.5	1.7	.4	1.3	1.6	2.7
2015 .....	106.4	104.8	105.6	106.4	-2	-1.5	.8	.8	3.1	.5	.8	-2
2016 .....	106.2	105.4	105.5	105.9	-2	-8	.1	.4	-2	.6	-1	-5
2017 .....	105.3	105.8	—	—	-6	.5	—	—	-8	.4	—	—
<b>Production, transportation, and material moving</b>												
2001 .....	88.1	87.3	88.4	89.9	-.5	-.9	1.3	1.7	-3	-1.4	.0	1.6
2002 .....	90.2	90.7	91.1	91.9	.3	.6	.4	.9	2.4	3.9	3.1	2.2
2003 .....	92.8	94.6	95.0	96.3	1.0	1.9	.4	1.4	2.9	4.3	4.3	4.8
2004 .....	99.2	99.7	100.6	101.1	3.0	.5	.9	.5	6.9	5.4	5.9	5.0
2005 .....	100.5	100.4	99.0	100.0	-6	-1	-1.4	1.0	1.3	.7	-1.6	-1.1
2006 .....	98.6	97.9	98.5	99.5	-1.4	-7	.6	1.0	-1.9	-2.5	-5	-5
2007 .....	97.0	96.7	97.0	97.2	-2.5	-3	.3	.2	-1.6	-1.2	-1.5	-2.3
2008 .....	96.2	94.0	94.3	98.3	-1.0	-2.3	.3	4.2	-8	-2.8	-2.8	1.1
2009 .....	98.5	97.4	97.6	97.9	.2	-1.1	.2	.3	2.4	3.6	3.5	-4
2010 .....	99.4	100.0	100.7	100.6	1.5	.6	.7	-1	.9	2.7	3.2	2.8
2011 .....	100.0	101.5	100.9	102.0	-6	1.5	-6	1.1	.6	1.5	.2	1.4
2012 .....	99.6	100.4	100.1	101.1	-2.4	.8	-3	1.0	-4	-1.1	-8	-9
2013 .....	100.3	100.4	100.1	100.9	-8	.1	-3	.8	.7	.0	.0	-2
2014 .....	100.4	99.9	100.6	102.4	-5	-5	.7	1.8	.1	-5	.5	1.5
2015 .....	103.0	102.5	103.3	104.3	.6	-5	.8	1.0	2.6	2.6	2.7	1.9
2016 .....	104.4	103.5	103.9	104.2	.1	-9	.4	.3	1.4	1.0	.6	-1
2017 .....	104.0	104.1	—	—	-2	.1	—	—	-4	.6	—	—
<b>Service occupations</b>												
2001 .....	89.0	89.0	89.7	91.9	.5	.0	.8	2.5	3.0	2.4	2.9	3.7
2002 .....	92.1	92.3	93.4	94.1	.2	.2	1.2	.7	3.5	3.7	4.1	2.4
2003 .....	94.8	95.8	96.4	97.9	.7	1.1	.6	1.6	2.9	3.8	3.2	4.0
2004 .....	99.4	99.4	100.2	100.3	1.5	.0	.8	.1	4.9	3.8	3.9	2.5
2005 .....	100.1	100.1	98.5	100.0	-2	.0	-1.6	1.5	.7	.7	-1.7	-3
2006 .....	100.0	99.1	99.9	101.0	.0	-.9	.8	1.1	-1	-1.0	1.4	1.0
2007 .....	99.8	99.3	100.0	100.0	-1.2	-.5	.7	.0	-2	.2	.1	-1.0
2008 .....	99.1	97.6	97.7	101.9	-.9	-1.5	.1	4.3	-7	-1.7	-2.3	1.9
2009 .....	101.5	100.4	100.6	100.7	-4	-1.1	.2	.1	2.4	2.9	3.0	-1.2
2010 .....	101.0	101.6	102.0	101.9	.3	.6	.4	-1	-5	1.2	1.4	1.2
2011 .....	101.7	101.2	100.5	101.5	-2	-.5	-.7	1.0	.7	-4	-1.5	-4
2012 .....	101.3	101.4	100.9	102.1	-2	.1	-.5	1.2	-4	.2	.4	.6
2013 .....	101.5	101.5	101.4	102.1	-6	.0	-1	.7	.2	.1	.5	.0
2014 .....	100.9	100.0	100.6	102.4	-1.2	-.9	.6	1.8	-6	-1.5	-.8	.3
2015 .....	102.6	101.7	102.4	103.4	.2	-.9	.7	1.0	1.7	1.7	1.8	1.0

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group, industry, and bargaining status	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Service occupations</b>												
2016 .....	103.7	102.9	103.2	103.6	0.3	-0.8	0.3	0.4	1.1	1.2	0.8	0.2
2017 .....	103.6	103.3	—	—	.0	-.3	—	—	-.1	.4	—	—
<b>Industry</b>												
<b>Goods-producing industries<sup>5</sup></b>												
2001 .....	85.5	85.2	85.9	87.4	-.1	-.4	.8	1.7	.9	.0	.5	2.1
2002 .....	88.1	88.2	88.3	89.5	.8	.1	.1	1.4	3.0	3.5	2.8	2.4
2003 .....	91.1	92.7	93.0	94.2	1.8	1.8	.3	1.3	3.4	5.1	5.3	5.3
2004 .....	97.1	97.4	98.5	99.6	3.1	.3	1.1	1.1	6.6	5.1	5.9	5.7
2005 .....	100.1	100.8	99.3	100.0	.5	.7	-1.5	.7	3.1	3.5	.8	.4
2006 .....	98.1	97.4	98.3	99.1	-1.9	-.7	.9	.8	-2.0	-3.4	-1.0	-.9
2007 .....	96.7	96.5	96.7	96.7	-2.4	-.2	.2	.0	-1.4	-.9	-1.6	-2.4
2008 .....	95.9	93.9	94.1	98.0	-.8	-2.1	.2	4.1	-.8	-2.7	-2.7	1.3
2009 .....	97.5	96.4	96.3	96.4	-.5	-1.1	-.1	.1	1.7	2.7	2.3	-1.6
2010 .....	98.0	98.4	99.1	98.8	1.7	.4	.7	-.3	.5	2.1	2.9	2.5
2011 .....	98.4	99.5	98.8	99.8	-.4	1.1	-.7	1.0	.4	1.1	-.3	1.0
2012 .....	97.9	98.6	98.4	99.4	-1.9	.7	-.2	1.0	-.5	-.9	-.4	-.4
2013 .....	98.9	98.9	98.9	99.7	-.5	.0	.0	.8	1.0	.3	.5	.3
2014 .....	99.3	98.6	99.5	101.2	-.4	-.7	.9	1.7	.4	-.3	.6	1.5
2015 .....	101.2	100.7	101.2	102.5	.0	-.5	.5	1.3	1.9	2.1	1.7	1.3
2016 .....	102.1	101.5	101.6	101.8	-.4	-.6	.1	-.2	.9	.8	.4	-.7
2017 .....	101.2	101.3	—	—	-.6	.1	—	—	-.9	-.2	—	—
<b>Manufacturing</b>												
2001 .....	84.3	83.8	84.3	85.9	-.1	-.6	.6	1.9	-.2	-1.1	-.5	1.8
2002 .....	86.8	87.2	87.2	88.4	1.0	.5	.0	1.4	3.0	4.1	3.4	2.9
2003 .....	90.5	91.9	92.2	93.3	2.4	1.5	.3	1.2	4.3	5.4	5.7	5.5
2004 .....	97.4	97.6	98.8	99.3	4.4	.2	1.2	.5	7.6	6.2	7.2	6.4
2005 .....	100.0	100.6	99.0	100.0	.7	.6	-1.6	1.0	2.7	3.1	.2	.7
2006 .....	97.5	96.7	97.5	98.3	-2.5	-.8	.8	.8	-2.5	-3.9	-1.5	-1.7
2007 .....	95.4	95.3	95.1	95.3	-3.0	-.1	-.2	.2	-2.2	-1.4	-2.5	-3.1
2008 .....	94.3	91.9	92.0	95.9	-1.0	-2.5	.1	4.2	-1.2	-3.6	-3.3	.6
2009 .....	95.7	94.5	94.2	94.4	-.2	-1.3	-.3	.2	1.5	2.8	2.4	-1.6
2010 .....	96.4	97.0	97.9	97.7	2.1	.6	.9	-.2	.7	2.6	3.9	3.5
2011 .....	97.8	99.4	98.3	99.3	.1	1.6	-1.1	1.0	1.5	2.5	.4	1.6
2012 .....	97.1	97.7	97.6	98.6	-2.2	.6	-.1	1.0	-.7	-1.7	-.7	-.7
2013 .....	97.9	97.9	97.8	98.4	-.7	.0	-.1	.6	.8	.2	.2	-.2
2014 .....	98.4	97.7	98.6	100.4	.0	-.7	.9	1.8	.5	-.2	.8	2.0
2015 .....	100.8	100.2	100.6	101.9	.4	-.6	.4	1.3	2.4	2.6	2.0	1.5
2016 .....	101.8	101.0	101.1	101.3	-.1	-.8	.1	-.2	1.0	.8	.5	-.6
2017 .....	100.9	100.9	—	—	-.4	.0	—	—	-.9	-.1	—	—
<b>Aircraft manufacturing</b>												
2001 .....	51.3	50.9	49.7	52.0	3.4	-.8	-2.4	4.6	2.0	-.8	-3.7	4.8
2002 .....	53.2	53.5	53.2	56.3	2.3	.6	-.6	5.8	3.7	5.1	7.0	8.3
2003 .....	63.4	63.5	63.3	61.1	12.6	.2	-.3	-3.5	19.2	18.7	19.0	8.5
2004 .....	73.5	73.4	73.7	73.5	20.3	-.1	.4	-.3	15.9	15.6	16.4	20.3
2005 .....	98.8	98.4	96.4	100.0	34.4	-.4	-2.0	3.7	34.4	34.1	30.8	36.1
2006 .....	78.0	76.9	81.8	81.1	-22.0	-1.4	6.4	-.9	-21.1	-21.8	-15.1	-18.9

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group, industry, and bargaining status	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Aircraft manufacturing</b>													
2007 .....	69.6	69.3	64.7	64.3	-14.2	-0.4	-6.6	-0.6	-10.8	-9.9	-20.9	-20.7	
2008 .....	65.6	64.1	65.8	68.7	2.0	-2.3	2.7	4.4	-5.7	-7.5	1.7	6.8	
2009 .....	67.9	67.1	65.6	65.7	-1.2	-1.2	-2.2	.2	3.5	4.7	-.3	-4.4	
2010 .....	65.0	64.7	75.0	74.7	-1.1	-.5	15.9	-.4	-4.3	-3.6	14.3	13.7	
2011 .....	77.0	76.4	64.8	65.1	3.1	-.8	-15.2	.5	18.5	18.1	-13.6	-12.9	
2012 .....	66.3	66.4	73.7	74.2	1.8	.2	11.0	.7	-13.9	-13.1	13.7	14.0	
2013 .....	73.2	73.2	69.2	69.6	-1.3	.0	-5.5	.6	10.4	10.2	-6.1	-6.2	
2014 .....	71.9	71.9	75.8	76.9	3.3	.0	5.4	1.5	-1.8	-1.8	9.5	10.5	
2015 .....	75.7	74.7	72.4	72.7	-1.6	-1.3	-3.1	.4	5.3	3.9	-4.5	-5.5	
2016 .....	75.7	75.0	71.7	73.1	4.1	-.9	-4.4	2.0	.0	.4	-1.0	.6	
2017 .....	75.0	75.1	—	—	2.6	.1	—	—	-.9	.1	—	—	
<b>White-collar occupations<sup>2,3</sup></b>													
2001 .....	52.6	52.0	50.2	52.5	6.3	-1.1	-3.5	4.6	9.1	4.0	.2	6.1	
2002 .....	53.4	53.5	53.1	54.2	1.7	.2	-.7	2.1	1.5	2.9	5.8	3.2	
2003 .....	62.9	62.7	62.2	62.1	16.1	-.3	-.8	-.2	17.8	17.2	17.1	14.6	
2004 .....	74.7	74.0	74.0	73.8	20.3	-.9	.0	-.3	18.8	18.0	19.0	18.8	
2005 .....	100.6	100.4	98.4	100.0	36.3	-.2	-2.0	1.6	34.7	35.7	33.0	35.5	
2006 .....	79.4	78.2	83.4	83.7	-20.6	-1.5	6.6	.4	-21.1	-22.1	-15.2	-16.3	
<b>Blue-collar occupations<sup>3,4</sup></b>													
2001 .....	49.4	49.3	48.9	51.3	-.4	-.2	-.8	4.9	-7.0	-7.2	-8.8	3.4	
2002 .....	52.9	53.4	53.2	59.1	3.1	.9	-.4	11.1	7.1	8.3	8.8	15.2	
2003 .....	64.0	64.6	64.7	59.6	8.3	.9	.2	-7.9	21.0	21.0	21.6	.8	
2004 .....	71.7	72.4	73.2	73.1	20.3	1.0	1.1	-.1	12.0	12.1	13.1	22.7	
2005 .....	96.3	95.5	93.7	100.0	31.7	-.8	-1.9	6.7	34.3	31.9	28.0	36.8	
2006 .....	76.0	75.0	79.5	77.5	-24.0	-1.3	6.0	-2.5	-21.1	-21.5	-15.2	-22.5	
<b>Service-providing industries<sup>6</sup></b>													
2001 .....	89.3	89.2	90.3	91.8	1.2	-.1	1.2	1.7	2.9	2.3	3.1	4.1	
2002 .....	91.7	92.5	92.7	93.3	-.1	.9	.2	.6	2.7	3.7	2.7	1.6	
2003 .....	93.8	95.3	95.8	97.2	.5	1.6	.5	1.5	2.3	3.0	3.3	4.2	
2004 .....	97.9	98.4	99.0	99.4	.7	.5	.6	.4	4.4	3.3	3.3	2.3	
2005 .....	99.8	99.9	98.4	100.0	.4	.1	-1.5	1.6	1.9	1.5	-.6	.6	
2006 .....	100.0	99.2	99.9	101.1	.0	-.8	.7	1.2	.2	-.7	1.5	1.1	
2007 .....	99.8	99.3	100.0	99.9	-1.3	-.5	.7	-.1	-.2	.1	.1	-1.2	
2008 .....	99.1	97.2	97.8	101.9	-.8	-1.9	.6	4.2	-.7	-2.1	-2.2	2.0	
2009 .....	101.1	99.9	100.1	100.2	-.8	-1.2	.2	.1	2.0	2.8	2.4	-1.7	
2010 .....	100.6	101.0	101.2	101.1	.4	.4	.2	-.1	-.5	1.1	1.1	.9	
2011 .....	100.8	101.0	100.6	101.5	-.3	.2	-.4	.9	.2	.0	-.6	.4	
2012 .....	101.2	101.8	101.1	102.1	-.3	.6	-.7	1.0	.4	.8	.5	.6	
2013 .....	101.5	101.8	102.0	102.6	-.6	.3	.2	.6	.3	.0	.9	.5	
2014 .....	101.9	102.3	102.7	104.5	-.7	.4	.4	1.8	.4	.5	.7	1.9	
2015 .....	104.8	103.3	104.0	104.8	.3	-1.4	.7	.8	2.8	1.0	1.3	.3	
2016 .....	105.0	104.1	104.4	104.6	.2	-.9	.3	-.2	.2	.8	.4	-.2	
2017 .....	104.6	104.9	—	—	.0	.3	—	—	-.4	.8	—	—	
<b>Bargaining status</b>													
<b>Union</b>													
2001 .....	83.6	83.7	84.5	86.0	-.6	.1	1.0	1.8	.4	.0	.5	2.3	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group, industry, and bargaining status	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Bargaining status</b>												
<b>Union</b>												
2002 .....	86.5	86.7	87.5	88.4	0.6	0.2	0.9	1.0	3.5	3.6	3.6	2.8
2003 .....	89.6	91.8	92.7	94.1	1.4	2.5	1.0	1.5	3.6	5.9	5.9	6.4
2004 .....	97.5	98.6	99.4	100.1	3.6	1.1	.8	.7	8.8	7.4	7.2	6.4
2005 .....	99.7	100.1	98.8	100.0	-.4	.4	-1.3	1.2	2.3	1.5	-.6	-.1
2006 .....	99.3	99.6	100.3	101.6	-.7	.3	.7	1.3	-.4	-.5	1.5	1.6
2007 .....	98.1	98.3	98.5	99.1	-3.4	.2	.2	.6	-1.2	-1.3	-1.8	-2.5
2008 .....	98.2	95.9	96.4	100.9	-.9	-2.3	.5	4.7	.1	-2.4	-2.1	1.8
2009 .....	101.3	100.6	101.1	101.5	.4	-.7	.5	.4	3.2	4.9	4.9	.6
2010 .....	103.8	104.9	106.0	105.9	2.3	1.1	1.0	-.1	2.5	4.3	4.8	4.3
2011 .....	104.8	106.6	105.8	107.1	-1.0	1.7	-.8	1.2	1.0	1.6	-.2	1.1
2012 .....	105.4	106.6	106.7	107.7	-1.6	1.1	.1	.9	.6	.0	.9	.6
2013 .....	107.0	107.3	106.9	107.5	-.6	.3	-.4	.6	1.5	.7	.2	-.2
2014 .....	107.0	108.4	109.0	111.1	-.5	1.3	.6	1.9	.0	1.0	2.0	3.3
2015 .....	111.2	109.1	110.2	111.4	.1	-1.9	1.0	1.1	3.9	.6	1.1	.3
2016 .....	111.6	110.5	110.5	110.9	.2	-1.0	.0	-.4	.4	1.3	.3	-.4
2017 .....	110.9	111.2	—	—	.0	.3	—	—	-.6	.6	—	—
<b>Nonunion</b>												
2001 .....	89.2	89.1	90.0	91.5	1.0	-.1	1.0	1.7	2.6	2.1	2.6	3.6
2002 .....	91.6	92.3	92.3	93.0	.1	.8	.0	.8	2.7	3.6	2.6	1.6
2003 .....	93.8	95.1	95.5	96.8	.9	1.4	.4	1.4	2.4	3.0	3.5	4.1
2004 .....	97.7	98.0	98.7	99.3	.9	.3	.7	.6	4.2	3.0	3.4	2.6
2005 .....	100.0	100.1	98.6	100.0	.7	.1	-1.5	1.4	2.4	2.1	-.1	.7
2006 .....	99.5	98.5	99.2	100.3	-.5	-1.0	.7	1.1	-.5	-1.6	.6	.3
2007 .....	99.1	98.5	99.2	98.9	-1.2	-.6	.7	-.3	-.4	.0	.0	-1.4
2008 .....	98.2	96.3	96.8	100.8	-.7	-1.9	.5	4.1	-.9	-2.2	-2.4	1.9
2009 .....	99.8	98.5	98.6	98.6	-1.0	-1.3	.1	.0	1.6	2.3	1.9	-2.2
2010 .....	99.0	99.3	99.5	99.3	.4	.3	.2	-.2	-.8	.8	.9	.7
2011 .....	99.1	99.3	98.9	99.8	-.2	.2	-.4	.9	.1	.0	-.6	.5
2012 .....	99.2	99.7	99.0	100.0	-.6	.5	-.7	1.0	.1	.4	.1	.2
2013 .....	99.5	99.7	99.9	100.6	-.5	.2	.2	.7	.3	.0	.9	.6
2014 .....	99.8	99.8	100.3	102.0	-.8	.0	.5	1.7	.3	.1	.4	1.4
2015 .....	102.3	101.2	101.8	102.6	.3	-1.1	.6	.8	2.5	1.4	1.5	.6
2016 .....	102.6	101.9	102.1	102.3	.0	-.7	.2	-.2	.3	.7	.3	-.3
2017 .....	102.2	102.4	—	—	-.1	.2	—	—	-.4	.5	—	—
<b>State and local government workers</b>												
<b>All workers</b>												
2001 .....	84.1	83.8	85.7	87.0	.1	-.4	2.3	1.5	-.1	.1	2.8	3.6
2002 .....	86.8	86.7	88.9	90.3	-.2	-.1	2.5	1.6	3.2	3.5	3.7	3.8
2003 .....	89.9	90.7	92.8	94.1	-.4	.9	2.3	1.4	3.6	4.6	4.4	4.2
2004 .....	94.0	93.7	96.4	97.3	-.1	-.3	2.9	.9	4.6	3.3	3.9	3.4
2005 .....	97.3	97.2	98.0	100.0	.0	-.1	.8	2.0	3.5	3.7	1.7	2.8
2006 .....	99.2	98.2	101.0	102.6	-.8	-1.0	2.9	1.6	2.0	1.0	3.1	2.6
2007 .....	102.5	102.0	104.1	104.0	-.1	-.5	2.1	-.1	3.3	3.9	3.1	1.4
2008 .....	102.6	100.5	102.5	106.9	-1.3	-2.0	2.0	4.3	.1	-1.5	-1.5	2.8
2009 .....	106.6	105.5	106.9	107.3	-.3	-1.0	1.3	.4	3.9	5.0	4.3	.4
2010 .....	106.8	107.1	108.8	108.7	-.5	.3	1.6	-.1	.2	1.5	1.8	1.3

See footnotes at end of table.



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

(Not seasonally adjusted)

Occupational group, industry, and bargaining status	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>State and local government workers</b>													
All workers													
2011 .....	107.4	106.5	107.3	107.8	-1.2	-0.8	0.8	0.5	0.6	-0.6	-1.4	-0.8	
2012 .....	107.0	107.6	108.5	109.6	-.7	.6	.8	1.0	-.4	1.0	1.1	1.7	
2013 .....	109.2	109.2	110.4	111.5	-.4	.0	1.1	1.0	2.1	1.5	1.8	1.7	
2014 .....	110.9	110.4	111.8	113.8	-.5	-.5	1.3	1.8	1.6	1.1	1.3	2.1	
2015 .....	114.0	113.3	115.2	117.0	.2	-.6	1.7	1.6	2.8	2.6	3.0	2.8	
2016 .....	117.0	115.9	117.6	118.2	.0	-.9	1.5	.5	2.6	2.3	2.1	1.0	
2017 .....	117.9	117.6	—	—	-.3	-.3	—	—	.8	1.5	—	—	

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

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

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

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

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

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

NOTE: Dashes indicate data not available.