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Technical information: (202) 691-6199 • NCSinfo@bls.gov • www.bls.gov/ect
Media contact: (202) 691-5902 • PressOffice@bls.gov

(NOTE: Employment Cost Index data from June 2009 through September 2010 have been found to contain errors in several data series and will be corrected in the public database available on the BLS website. This news release will not be corrected. The primary errors are in wage and salary data for State and local government public administration. Additional series are subject to correction as well. For further information see: www.bls.gov/bls/eci_corrections_111910.htm.)

EMPLOYMENT COST INDEX – DECEMBER 2009

Compensation costs for civilian workers increased 0.5 percent, seasonally adjusted, for the 3-month period ending December 2009, the U.S. Bureau of Labor Statistics reported today. Both components of compensation—**wages and salaries** (which make up about 70 percent of compensation) and **benefits** (which make up the remaining 30 percent of compensation)—increased the same amount, 0.5 percent.

Chart 1. Employment Cost Index, 3-month percent change, seasonally adjusted, civilian workers, compensation, Dec. 2007-Dec. 2009

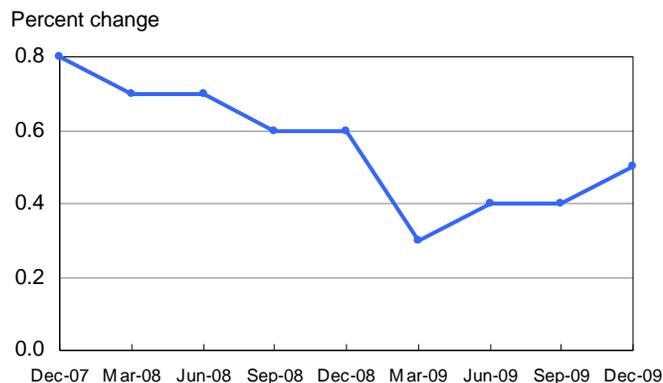
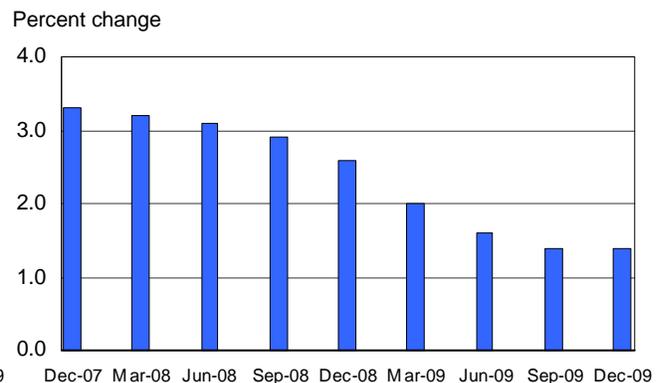


Chart 2. Employment Cost Index, 12-month percent change, not seasonally adjusted, private industry workers, wages and salaries, Dec. 2007-Dec. 2009



Civilian Worker Data

Compensation costs for civilian workers increased 1.5 percent for the 12-month period ending December 2009. This was smaller than the 2.6 percent increase for the 12-month period ending in December 2008. **Wages and salaries** also increased 1.5 percent for the current 12-month period, slowing from a 2.7 percent increase for the 12-month period ending in December 2008. **Benefit costs** rose 1.5 percent, compared with a 2.2 percent increase for the 12-month period ending December 2008.

Private Industry Worker Data

Compensation costs increased 1.2 percent, the same as last quarter's 12-month percent increase. These are the smallest percent changes published since the series began in 1979. The **wage and salary** series increased 1.4 percent for the current 12-month period, the same as the September 2009 12-month

percent increase. These are also the smallest published percent changes since the series began in 1975. The cost of **benefits** increased 1.0 percent for the 12-month period ending December 2009. This is the smallest published percent change since the series began in 1979. In September 2009, benefits increased 1.1 percent. Employer costs for **health benefits** increased 4.4 percent for the 12-month period ending December 2009. In December 2008, the 12-month percent change was 3.5 percent.

Among occupational groups, compensation cost increases for private industry workers for the 12-month period ending December 2009 ranged from 0.7 percent for management, professional, and related occupations to 1.9 percent for production, transportation, and material moving occupations.

Among industries, compensation cost increases for private industry workers for the current 12-month period ranged from 0.7 percent for construction and professional and business services to 2.0 percent for education and health services.

The Employment Cost Index for March 2010 is scheduled to be released on Friday, April 30, 2010, at 8:30 a.m. (EDT).

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

For detailed information on the Employment Cost Index, see *Chapter 8. National Compensation Measures* of the [BLS Handbook of Methods](http://www.bls.gov/opub/hom/pdf/homch8.pdf) at: www.bls.gov/opub/hom/pdf/homch8.pdf.

New seasonal factors for 2010, along with revised seasonally adjusted indexes for the past five years will be available Wednesday, April 28, 2010.

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

Table A. Major series of the Employment Cost Index

(Percent change)

| Category | 3-month, seasonally adjusted | | 12-month, not seasonally adjusted | | | | |
|-------------------------------------|------------------------------|-----------|-----------------------------------|-----------|-----------|-----------|-----------|
| | Sep. 2009 | Dec. 2009 | Dec. 2008 | Mar. 2009 | June 2009 | Sep. 2009 | Dec. 2009 |
| CIVILIAN WORKERS¹ | | | | | | | |
| Compensation ² | 0.4 | 0.5 | 2.6 | 2.1 | 1.8 | 1.5 | 1.5 |
| Wages and salaries | 0.4 | 0.5 | 2.7 | 2.2 | 1.8 | 1.5 | 1.5 |
| Benefits | 0.4 | 0.5 | 2.2 | 2.0 | 1.8 | 1.6 | 1.5 |
| PRIVATE INDUSTRY | | | | | | | |
| Compensation ² | 0.5 | 0.4 | 2.4 | 1.9 | 1.5 | 1.2 | 1.2 |
| Wages and salaries | 0.5 | 0.5 | 2.6 | 2.0 | 1.6 | 1.4 | 1.4 |
| Benefits | 0.3 | 0.4 | 2.0 | 1.6 | 1.3 | 1.1 | 1.0 |
| STATE AND LOCAL GOVERNMENT | | | | | | | |
| Compensation ² | 0.0 | 0.5 | 3.0 | 3.1 | 3.2 | 2.4 | 2.4 |
| Wages and salaries | -0.1 | 0.4 | 3.1 | 3.0 | 3.0 | 2.1 | 2.0 |
| Benefits | 0.3 | 0.9 | 2.9 | 3.4 | 3.6 | 3.2 | 3.2 |

¹ Includes private industry and state and local government.

² Includes wages and salaries and benefits.

TECHNICAL NOTE

The Employment Cost Index (ECI) is a measure of the change in the cost of labor, free from the influence of employment shifts among occupations and industries. The compensation series includes changes in wages and salaries and employer costs for employee benefits. The wage and salary series and the benefit cost series provide the changes for the two components of compensation.

Wages and salaries are defined as the hourly straight-time wage rate or, for workers not paid on an hourly basis, straight-time earnings divided by the corresponding hours. Straight-time wage and salary rates are total earnings before payroll deductions, excluding premium pay for overtime and for work on weekends and holidays, shift differentials, and nonproduction bonuses. Production bonuses, incentive earnings, commission payments, and cost-of-living adjustments are included in straight-time wage and salary rates.

Benefits covered by the ECI are: Paid leave—vacations, holidays, sick leave, and personal leave; supplemental pay—premium pay for work in addition to the regular work schedule (such as overtime, weekends, and holidays), shift differentials, and nonproduction bonuses (such as year-end, referral, and attendance bonuses); insurance benefits—life, health, short-term disability, and long-term disability; retirement and savings benefits—defined benefit and defined contribution plans; and legally required benefits—Social Security, Medicare, federal and state unemployment insurance, and workers' compensation.

The ECI provides data for the civilian economy, which includes the total private nonfarm economy excluding private households, and the public sector excluding the federal government. The private industry series and the state and local government series provide data for the two sectors separately.

Sample establishments are classified by industry categories based on the 2007 North American Industry Classification System (NAICS). All industries are classified into two sectors—goods-producing and service-providing. Within a sample establishment, specific job categories are selected and classified into about 800 occupational classifications according to the 2000 Standard Occupational Classification (SOC) system. Individual occupations are combined to represent one of ten intermediate aggregations, such as professional and related occupations, or one of five higher-level aggregations, such as management, professional, and related occupations. Both the NAICS and the SOC classification systems are defined by the U.S. Office of Management and Budget (OMB). For more detailed information on NAICS and SOC, including background definitions, see the BLS Web sites: www.bls.gov/bls/naics.htm and www.bls.gov/soc/home.htm.

To be included in the ECI, employees in occupations must receive cash payments from the establishment for services performed and the establishment must pay the employer's portion of Medicare taxes on that individual's wages. Major exclusions from the survey are the self-employed, individuals who set their own pay (for example, proprietors, owners, major stockholders, and partners in unincorporated firms), volunteers, unpaid workers, family members being paid token wages, individuals receiving long-term disability compensation, and U.S. citizens working overseas.

Data for the December 2009 reference period were collected from a probability sample of approximately 64,000 occupational observations selected from a sample of about 13,400 establishments in private industry and approximately 11,700 occupations from a sample of about 1,800 establishments in state and local governments. The state and local government sample, which is replaced less frequently than the private industry sample, was replaced in its entirety in September 2007. The private industry

sample is rotated over approximately 5 years, which makes the sample more representative of the economy and reduces respondent burden. Data are collected for the pay period including the 12th day of the survey months of March, June, September, and December. The sample is replaced on a cross-area, cross-industry basis.

Fixed employment weights are used each reference period to calculate the most aggregate series—civilian, private, and state and local government. These fixed weights are also used to derive all of the industry and occupational series indexes. Beginning with March 2006 estimates, 2002 fixed employment weights from the Bureau’s Occupational Employment Statistics survey were introduced.

For the series based on bargaining status, census region and division, and for series excluding incentive paid occupations, fixed employment data are not available. The employment weights are reallocated within these series for each reference period based on the current ECI sample. The nursing care facilities indexes in private industry are estimated using fixed-employment weights derived from staffing patterns estimated from the four-digit industry NAICS group 6231, nursing care facilities, a sub-industry of the larger industry group, nursing and residential care facilities (NAICS 623). The indexes for these series, consequently, are not strictly comparable with those for the aggregate, occupational, and industry series. A fuller explanation of the calculation of index numbers appears in chapter 8 of the BLS Handbook of Methods, at the web site www.bls.gov/opub/hom/pdf/homch8.pdf.

The series based on metropolitan areas are defined by the U.S. Office of Personnel Management. For definitions see: <http://www.census.gov/population/www/metroareas/metrodef.html>.

Beginning with the release of the March 2006 data, indexes were rebased to December 2005=100 from June 1989=100. The percentage changes shown in the current- and constant-dollar historical tables were calculated from the rebased indexes. Thus, changes may differ from those originally published because of rounding.

The ECI state and local government sample consists of 152 areas that represent the Nation's 361 metropolitan statistical areas and 573 micropolitan statistical areas as defined by OMB in December 2003 and the remaining portions of the 50 states. The private industry estimates started the conversion to December 2003 OMB areas definitions in the December 2008 reference period with replacement of one-fifth of the sample under the new area definitions.

Seasonally adjusted data for selected ECI series began with the December 1990 ECI release. Seasonal adjustment removes the effects of events that follow a more or less regular pattern each year. These adjustments make nonseasonal patterns easier to identify. The seasonal adjustment factors are recalculated once per year. The March release contains data reflecting the newly updated seasonal adjustment factors. The historical data for the last five years are then revised based on the newly estimated factors. The seasonal factors for 2009 and revised seasonally adjusted indexes for the past 5 years are available at www.bls.gov/ect/ectsfact.htm or upon request.

Because the ECI is a sample survey, it is subject to sampling errors. Sampling errors are differences that occur between the results computed from a sample of observations and those computed from all observations in the population. The estimates derived from different samples selected using the same sample design may differ from one other. A measure of the variation among these differing estimates is the standard error. It can be used to measure the precision with which an estimate from a particular sample approximates the expected result of all possible samples. The chances are about 68 out of 100 that an estimate from the survey differs from a complete population figure by less than the standard error. The chances are about 90 out of 100 that this difference would be less than x.x times the

standard error. The statements of comparisons appearing in this publication are significant at a 1.6 standard error level or better, unless otherwise indicated. This means that for differences cited, the estimated difference is greater than 1.6 times the standard error of the difference.

The ECI uses standard errors to evaluate published series. To assist users in ascertaining the reliability of series, the standard errors for all estimates (excluding seasonally adjusted series) are available on the BLS Web site at www.bls.gov/ect/ectvar.htm shortly after the publication of the news release.

When determining data to be used in contract negotiations, it is important to note that differences by bargaining status may be due to factors other than union status, such as occupational and industry mix. An important consideration when choosing a series for escalation is the sampling error. For more information, see www.bls.gov/ect/escalator.htm.

More detailed information on the ECI is available from several sources. These include a chapter, "National Compensation Measures," (www.bls.gov/opub/hom/pdf/homch8.pdf) from the BLS Handbook of Methods, and several articles published in the Monthly Labor Review and Compensation and Working Conditions. The articles and other descriptive pieces are available at www.bls.gov/ect/#publications, by calling (202) 691-6199, or sending e-mail to NCSinfo@bls.gov.

Historical ECI data, using industry categories based on the Standard Industrial Classification (SIC) System and classifying jobs into occupational classifications according to the Census of Population, are available dating from the first publication of each series to December 2005 at: www.bls.gov/web/echistry.pdf. Data are also available for series based on the 2002 and 2007 North American Industry Classification Systems (NAICS) and the 2000 Standard Occupational Classification (SOC) beginning in March 2001, using December 2005=100 as the base period at: www.bls.gov/web/echistrynaics.pdf.

A new historical listing, providing continuous occupational and industry series using SIC-Census of Population and NAICS-SOC classifications is available at www.bls.gov/web/ecicois.pdf. It provides the official series from the beginning of the ECI in 1975 through the current quarter. For more information on the criteria used in defining continuous series, see the following article published in the Monthly Labor Review at www.bls.gov/opub/mlr/2006/04/art2full.pdf.

In addition, constant-dollar ECI series derived from the Consumer Price Index for All Urban Consumers (CPI-U) are available. The constant-dollar series are calculated by converting the CPI-U to the same base as the ECI. The ECI for each reference period is then divided by the converted CPI-U for the same reference period. The CPI-U U.S. City Average All Items is used to compute all series except for the regional estimates, which use corresponding CPI regional data.

Supplemental data from the ECI, providing 12-month percent changes in employer costs for health insurance in private industry, are also available at www.bls.gov/ect/sp/echealth.pdf.

The costs per hour worked of compensation components, based on data from the ECI, are published in a separate news release titled "Employer Costs for Employee Compensation" (ECEC). The next ECEC release is scheduled for 10:00 AM EST, Wednesday, March 10, 2010. Historical ECEC data are available in summary documents. Both the release and historical data are available at www.bls.gov/ect, by email to NCSinfo@bls.gov, or by calling (202) 691-6199. Since the ECEC is calculated with current employment weights rather than the fixed weights used in computing the ECI, year-to-year changes in the cost levels usually differ from those in the ECI.

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

(Seasonally adjusted)

| Occupational group and industry | Indexes (Dec. 2005 = 100) | | Percent changes for 3-months ended— | | | | | | | |
|---|---------------------------|-----------|-------------------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| | Sep. 2009 | Dec. 2009 | Mar. 2008 | June 2008 | Sep. 2008 | Dec. 2008 | Mar. 2009 | June 2009 | Sep. 2009 | Dec. 2009 |
| Civilian workers | | | | | | | | | | |
| All workers ² | 110.7 | 111.2 | 0.7 | 0.7 | 0.6 | 0.6 | 0.3 | 0.4 | 0.4 | 0.5 |
| Industry | | | | | | | | | | |
| Goods-producing industries ³ | 108.4 | 108.8 | .9 | .6 | .5 | .5 | .3 | .1 | .3 | .4 |
| Manufacturing | 106.8 | 107.2 | .7 | .5 | .5 | .4 | .4 | .2 | .2 | .4 |
| Service-providing industries ⁴ | 111.2 | 111.7 | .8 | .7 | .6 | .5 | .4 | .4 | .4 | .4 |
| Education and health services | 112.8 | 113.3 | .8 | .8 | .7 | .5 | .8 | .7 | .2 | .4 |
| Education services | 112.8 | 113.3 | .8 | 1.0 | .7 | .5 | .9 | .8 | -.1 | .4 |
| Elementary and secondary schools | 113.2 | 113.7 | .9 | 1.0 | .7 | .6 | .9 | .8 | .2 | .4 |
| Junior colleges, colleges, universities, and professional schools | 111.7 | 112.5 | .7 | .8 | .8 | .2 | .9 | .9 | -.9 | .7 |
| Health care and social assistance ⁵ | 112.7 | 113.3 | .6 | .8 | .5 | .5 | .6 | .6 | .4 | .5 |
| Hospitals | 112.8 | 113.5 | .7 | .9 | .7 | .7 | .6 | .7 | .4 | .6 |
| Nursing and residential care facilities | 111.3 | 111.6 | .8 | .9 | .7 | .6 | .5 | .6 | .4 | .3 |
| Public administration | 114.3 | 115.0 | .5 | .7 | .9 | .4 | .9 | 1.1 | .2 | .6 |
| Private industry workers | | | | | | | | | | |
| All workers | 110.0 | 110.4 | .7 | .7 | .6 | .5 | .2 | .2 | .5 | .4 |
| Occupational group | | | | | | | | | | |
| Management, professional, and related | 110.6 | 111.1 | .8 | .7 | .6 | .6 | .1 | .1 | .2 | .5 |
| Management, business, and financial | 109.6 | 110.5 | .8 | .7 | .7 | .6 | -.5 | .0 | .2 | .8 |
| Professional and related | 111.3 | 111.6 | .7 | .7 | .7 | .5 | .5 | .2 | .2 | .3 |
| Sales and office | 108.8 | 109.3 | .6 | .6 | .4 | .2 | .1 | .0 | .6 | .5 |
| Sales and related | 105.2 | 105.7 | .2 | .5 | -.1 | -.3 | -.8 | -.4 | .9 | .5 |
| Office and administrative support | 111.3 | 111.8 | .7 | .6 | .8 | .5 | .5 | .5 | .4 | .4 |
| Natural resources, construction, and maintenance | 110.7 | 111.3 | .8 | .5 | .7 | .6 | .3 | .2 | .5 | .5 |
| Construction, extraction, farming, fishing, and forestry | 111.9 | 112.5 | 1.1 | .6 | .6 | .7 | .1 | .1 | .6 | .5 |
| Installation, maintenance, and repair | 109.3 | 109.7 | .6 | .2 | .8 | .7 | .5 | .3 | .4 | .4 |
| Production, transportation, and material moving | 108.6 | 109.0 | .9 | .5 | .5 | .4 | .7 | .3 | .6 | .4 |
| Production | 108.0 | 108.3 | .7 | .5 | .6 | .4 | .8 | .4 | .5 | .3 |
| Transportation and material moving | 109.4 | 109.9 | .9 | .6 | .4 | .6 | .3 | .4 | .6 | .5 |
| Service occupations | 111.7 | 111.9 | .7 | .8 | .6 | .4 | .8 | .2 | .7 | .2 |
| Industry | | | | | | | | | | |
| Goods-producing industries ³ | 108.3 | 108.8 | .9 | .5 | .6 | .5 | .3 | .1 | .2 | .5 |
| Construction | 111.4 | 111.9 | 1.0 | .8 | .5 | .7 | -.2 | .0 | .4 | .4 |
| Manufacturing | 106.8 | 107.2 | .7 | .5 | .5 | .4 | .4 | .2 | .2 | .4 |
| Aircraft manufacturing | 92.4 | 92.2 | 2.9 | .6 | .9 | .1 | 1.6 | .5 | -.6 | -.2 |
| Service-providing industries ⁶ | 110.5 | 111.0 | .7 | .7 | .6 | .5 | .2 | .2 | .5 | .5 |
| Trade, transportation, and utilities | 108.5 | 108.9 | .6 | .9 | .3 | .1 | .3 | .1 | .5 | .4 |
| Wholesale trade | 106.7 | 107.1 | .2 | 1.5 | -.1 | -.2 | .2 | -.2 | -.2 | .4 |
| Retail trade | 109.6 | 110.0 | .7 | .7 | .5 | .0 | .4 | .2 | .8 | .4 |
| Transportation and warehousing | 108.1 | 108.5 | 1.0 | .6 | .3 | .6 | .2 | .3 | .4 | .4 |
| Utilities | 111.1 | 112.6 | .4 | 1.0 | .5 | 1.3 | .1 | .7 | .6 | 1.4 |
| Information | 107.9 | 108.5 | -.2 | -.2 | 1.1 | .5 | .2 | -.5 | .6 | .6 |
| Financial activities | 108.4 | 109.0 | .6 | .5 | .3 | .1 | -.7 | .8 | .7 | .6 |
| Finance and insurance | 108.6 | 109.4 | .2 | .6 | .3 | .0 | -.9 | 1.0 | .7 | .7 |
| Credit intermediation and related activities | 107.6 | 108.6 | .3 | .8 | .5 | .4 | -.6 | .8 | .4 | .9 |
| Insurance carriers and related activities | 110.2 | 110.4 | 1.1 | .3 | .7 | .3 | .5 | .3 | .7 | .2 |

See footnotes at end of table.

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

(Seasonally adjusted)

| Occupational group and industry | Indexes (Dec. 2005 = 100) | | Percent changes for 3-months ended— | | | | | | | |
|--|---------------------------|-----------|-------------------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| | Sep. 2009 | Dec. 2009 | Mar. 2008 | June 2008 | Sep. 2008 | Dec. 2008 | Mar. 2009 | June 2009 | Sep. 2009 | Dec. 2009 |
| Industry | | | | | | | | | | |
| Professional and business services | 112.0 | 112.6 | 1.0 | 0.7 | 1.0 | 0.9 | 0.0 | 0.0 | 0.2 | 0.5 |
| Professional, scientific, and technical services | 114.4 | 114.8 | 1.3 | .8 | 1.1 | 1.2 | -.2 | -.2 | .4 | .3 |
| Administrative and support and waste management and remediation services | 109.9 | 110.9 | .8 | .6 | .9 | .6 | .4 | .2 | -.2 | .9 |
| Education and health services | 112.5 | 112.9 | .7 | .8 | .6 | .5 | .7 | .4 | .4 | .4 |
| Education services | 112.7 | 113.1 | .7 | 1.3 | 1.1 | .4 | .8 | .4 | .1 | .4 |
| Junior colleges, colleges, universities, and professional schools | 112.7 | 113.0 | .7 | 1.4 | 1.1 | .4 | .9 | .4 | -.3 | .3 |
| Health care and social assistance ⁵ | 112.4 | 112.9 | .7 | .6 | .5 | .5 | .7 | .4 | .4 | .4 |
| Hospitals | 112.5 | 113.3 | .7 | .9 | .8 | .8 | .5 | .6 | .4 | .7 |
| Nursing and residential care facilities | 110.7 | 110.9 | .8 | .7 | .8 | .6 | .5 | .3 | .5 | .2 |
| Leisure and hospitality | 112.6 | 112.7 | .7 | .5 | 1.1 | .7 | .7 | -.1 | .4 | .1 |
| Accommodation and food services | 113.4 | 113.6 | .8 | .6 | 1.1 | .7 | .8 | -.2 | .5 | .2 |
| Other services, except public administration | 111.7 | 111.9 | .6 | .6 | .5 | .5 | .4 | -.2 | 1.1 | .2 |
| State and local government workers | | | | | | | | | | |
| All workers | 113.5 | 114.1 | .7 | .8 | .8 | .6 | .8 | 1.0 | .0 | .5 |
| Industry | | | | | | | | | | |
| Education and health services | 113.0 | 113.6 | .7 | 1.0 | .7 | .5 | .8 | 1.0 | -.2 | .5 |
| Education services | 112.8 | 113.4 | .8 | .9 | .6 | .5 | 1.0 | .8 | -.1 | .5 |
| Schools | 112.8 | 113.3 | .8 | .9 | .6 | .5 | 1.0 | .8 | -.1 | .4 |
| Elementary and secondary schools | 113.3 | 113.7 | .8 | 1.1 | .6 | .6 | 1.0 | .7 | .3 | .4 |
| Health care and social assistance ⁵ | 115.0 | 115.9 | .5 | 1.2 | 1.0 | .9 | -.1 | 1.6 | -.1 | .8 |
| Hospitals | 113.8 | 114.6 | .8 | .8 | .5 | .6 | .9 | 1.3 | .0 | .7 |
| Public administration | 114.3 | 115.0 | .5 | .7 | .9 | .4 | .9 | 1.1 | .2 | .6 |

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

² Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See "Technical note" for further explanation.

³ Includes mining, construction, and manufacturing.

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

services, except public administration; and public administration.

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

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

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

(Seasonally adjusted)

| Occupational group and industry | Indexes (Dec. 2005 = 100) | | Percent changes for 3-months ended— | | | | | | | |
|--|---------------------------|-----------|-------------------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| | Sep. 2009 | Dec. 2009 | Mar. 2008 | June 2008 | Sep. 2008 | Dec. 2008 | Mar. 2009 | June 2009 | Sep. 2009 | Dec. 2009 |
| Civilian workers | | | | | | | | | | |
| All workers ¹ | 110.8 | 111.3 | 0.7 | 0.7 | 0.7 | 0.5 | 0.3 | 0.4 | 0.4 | 0.5 |
| Industry | | | | | | | | | | |
| Goods-producing industries ² | 109.8 | 110.3 | .8 | .7 | .6 | .6 | .1 | .1 | .4 | .5 |
| Manufacturing | 108.6 | 109.1 | .8 | .7 | .7 | .6 | .2 | .2 | .3 | .5 |
| Service-providing industries ³ | 111.0 | 111.5 | .7 | .8 | .6 | .5 | .4 | .5 | .3 | .5 |
| Education and health services | 111.9 | 112.4 | .8 | .9 | .7 | .5 | .6 | .7 | .0 | .4 |
| Education services | 111.2 | 111.7 | .8 | .9 | .9 | .4 | .7 | .7 | -.3 | .4 |
| Elementary and secondary schools | 111.4 | 111.7 | .9 | 1.0 | .8 | .5 | .6 | .7 | .1 | .3 |
| Junior colleges, colleges, universities, and professional schools | 110.6 | 111.4 | .7 | .8 | .7 | .3 | .7 | .9 | -1.2 | .7 |
| Health care and social assistance ⁴ | 112.7 | 113.2 | .9 | .6 | .6 | .5 | .7 | .5 | .4 | .4 |
| Hospitals | 113.1 | 113.7 | .8 | 1.0 | .8 | .8 | .6 | .6 | .4 | .5 |
| Nursing and residential care facilities | 111.4 | 111.8 | .9 | .7 | .8 | .6 | .5 | .5 | .5 | .4 |
| Public administration | 112.8 | 113.2 | .7 | .6 | 1.0 | .4 | .8 | 1.2 | .2 | .3 |
| Private industry workers | | | | | | | | | | |
| All workers | 110.5 | 111.0 | .8 | .7 | .6 | .5 | .2 | .2 | .5 | .5 |
| Occupational group | | | | | | | | | | |
| Management, professional, and related | 111.3 | 111.9 | .9 | .7 | .7 | .7 | .1 | .2 | .2 | .5 |
| Management, business, and financial | 110.3 | 111.3 | .9 | .7 | .7 | .8 | -.3 | .0 | .2 | .9 |
| Professional and related | 112.0 | 112.3 | .9 | .7 | .7 | .7 | .4 | .2 | .1 | .2 |
| Sales and office | 108.9 | 109.5 | .5 | .7 | .4 | .2 | .0 | .1 | .6 | .6 |
| Sales and related | 105.5 | 106.2 | .3 | .5 | -.1 | -.5 | -.9 | -.4 | 1.0 | .7 |
| Office and administrative support | 111.4 | 112.0 | .7 | .7 | .7 | .6 | .6 | .4 | .4 | .6 |
| Natural resources, construction, and maintenance | 111.5 | 112.1 | 1.0 | .6 | .7 | .8 | .1 | .3 | .5 | .5 |
| Construction, extraction, farming, fishing, and forestry | 112.3 | 112.8 | 1.3 | .6 | .7 | .7 | -.1 | .1 | .6 | .4 |
| Installation, maintenance, and repair | 110.5 | 111.2 | .8 | .7 | .7 | .9 | .5 | .4 | .3 | .7 |
| Production, transportation, and material moving | 109.3 | 109.8 | .9 | .7 | .7 | .5 | .4 | .4 | .6 | .5 |
| Production ⁵ | 108.9 | 109.5 | .8 | .7 | .8 | .5 | .4 | .3 | .5 | .5 |
| Transportation and material moving | 109.8 | 110.2 | 1.0 | .7 | .6 | .5 | .2 | .5 | .6 | .4 |
| Industry | | | | | | | | | | |
| Goods-producing industries ² | 109.8 | 110.3 | .8 | .7 | .6 | .6 | .1 | .1 | .4 | .5 |
| Construction | 111.6 | 112.1 | 1.1 | .7 | .5 | .7 | .0 | .0 | .3 | .4 |
| Manufacturing | 108.6 | 109.1 | .8 | .7 | .7 | .6 | .2 | .2 | .3 | .5 |
| Aircraft manufacturing | 111.8 | 112.4 | .9 | .7 | .8 | .9 | .8 | .7 | 1.1 | .5 |
| Service-providing industries ⁶ | 110.7 | 111.3 | .7 | .7 | .6 | .5 | .3 | .2 | .5 | .5 |
| Trade, transportation, and utilities | 108.6 | 109.0 | .5 | 1.1 | .2 | .1 | .4 | .2 | .5 | .4 |
| Retail trade | 109.9 | 110.3 | .6 | .9 | .4 | .0 | .5 | .3 | .9 | .4 |
| Transportation and warehousing | 108.0 | 108.5 | .9 | .7 | .6 | .5 | .4 | .4 | .2 | .4 |
| Utilities | 112.2 | 113.6 | .9 | .8 | .3 | .5 | 1.1 | .5 | .4 | 1.2 |
| Information | 108.6 | 109.3 | -.2 | .8 | 1.0 | .6 | .0 | .2 | .6 | .6 |
| Financial activities | 108.5 | 109.4 | .7 | .3 | .3 | .0 | -1.0 | .9 | .8 | .8 |
| Finance and insurance | 109.0 | 110.0 | .5 | .3 | .2 | .0 | -1.2 | 1.0 | .9 | .9 |
| Credit intermediation and related activities | 106.9 | 108.4 | .2 | .5 | .5 | .4 | -.5 | .4 | .6 | 1.4 |
| Insurance carriers and related activities ⁵ | 110.5 | 110.6 | 1.2 | .2 | .6 | .3 | .2 | .2 | .7 | .1 |
| Professional and business services | 112.3 | 113.0 | 1.2 | .8 | 1.0 | 1.0 | .1 | -.2 | .3 | .6 |
| Professional, scientific, and technical services | 114.3 | 114.7 | 1.5 | .8 | 1.2 | 1.2 | .0 | -.4 | .4 | .4 |

See footnotes at end of table.

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

(Seasonally adjusted)

| Occupational group and industry | Indexes (Dec. 2005 = 100) | | Percent changes for 3-months ended— | | | | | | | |
|--|---------------------------|-----------|-------------------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| | Sep. 2009 | Dec. 2009 | Mar. 2008 | June 2008 | Sep. 2008 | Dec. 2008 | Mar. 2009 | June 2009 | Sep. 2009 | Dec. 2009 |
| Industry | | | | | | | | | | |
| Administrative and support and waste management and remediation services | 110.3 | 111.6 | 0.7 | 0.6 | 1.1 | 0.5 | 0.4 | 0.2 | -0.2 | 1.1 |
| Education and health services | 112.3 | 112.8 | .8 | .7 | .6 | .5 | .7 | .5 | .3 | .4 |
| Education services | 111.7 | 112.4 | .7 | 1.0 | 1.1 | .3 | .6 | .4 | -.1 | .6 |
| Junior colleges, colleges, universities, and professional schools | 111.4 | 112.2 | .7 | .9 | 1.2 | .2 | .8 | .4 | -.5 | .7 |
| Health care and social assistance ⁴ | 112.5 | 112.9 | .8 | .6 | .5 | .5 | .8 | .4 | .4 | .4 |
| Hospitals | 112.8 | 113.4 | .9 | 1.0 | .8 | .8 | .6 | .5 | .3 | .6 |
| Leisure and hospitality | 113.7 | 113.8 | .7 | .4 | 1.3 | .8 | .7 | -.1 | .6 | .1 |
| Accommodation and food services | 114.2 | 114.3 | .8 | .6 | 1.2 | .8 | .7 | -.2 | .7 | .1 |
| Other services, except public administration | 112.4 | 112.5 | .7 | .5 | .5 | .5 | .5 | -.1 | 1.0 | .1 |
| State and local government workers | | | | | | | | | | |
| All workers | 112.0 | 112.4 | .8 | .8 | .9 | .5 | .7 | 1.0 | -.1 | .4 |
| Industry | | | | | | | | | | |
| Education and health services | 111.5 | 112.0 | .8 | .9 | .8 | .5 | .5 | .9 | -.3 | .4 |
| Education services | 111.1 | 111.6 | .8 | .9 | .8 | .5 | .6 | .8 | -.3 | .5 |
| Schools | 111.1 | 111.6 | .8 | .9 | .8 | .5 | .6 | .8 | -.3 | .5 |
| Elementary and secondary schools | 111.4 | 111.7 | .8 | 1.0 | .9 | .5 | .7 | .7 | .1 | .3 |
| Health care and social assistance ⁴ | 115.0 | 115.7 | .7 | 1.1 | 1.3 | .8 | -.4 | 1.8 | -.1 | .6 |
| Hospitals | 114.3 | 114.9 | 1.0 | .7 | .7 | .7 | .5 | 1.4 | .0 | .5 |
| Public administration | 112.8 | 113.2 | .7 | .6 | 1.0 | .4 | .8 | 1.2 | .2 | .3 |

¹ Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See "Technical note" for further explanation.

² Includes mining, construction, and manufacturing.

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

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

⁵ Seasonally adjusted indexes and 3-month percent changes for these series are being published for the first time with the 2009 seasonal adjustment revisions. Historical data for these series are published beginning with March 2004.

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

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

(Seasonally adjusted)

| Occupational group and industry | Indexes (Dec. 2005 = 100) | | Percent changes for 3-months ended- | | | | | | | |
|--|---------------------------|-----------|-------------------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| | Sep. 2009 | Dec. 2009 | Mar. 2008 | June 2008 | Sep. 2008 | Dec. 2008 | Mar. 2009 | June 2009 | Sep. 2009 | Dec. 2009 |
| Civilian workers | | | | | | | | | | |
| All workers ¹ | 110.4 | 110.9 | 0.6 | 0.6 | 0.6 | 0.5 | 0.5 | 0.3 | 0.4 | 0.5 |
| Private industry workers | | | | | | | | | | |
| All workers | 108.6 | 109.0 | .6 | .4 | .6 | .4 | .2 | .2 | .3 | .4 |
| Occupational group | | | | | | | | | | |
| Management, professional, and related | 108.9 | 109.2 | .7 | .7 | .6 | .4 | -.3 | .1 | .2 | .3 |
| Sales and office | 108.5 | 108.7 | .6 | .4 | .5 | .3 | .3 | -.1 | .5 | .2 |
| Natural resources, construction, and maintenance | 109.2 | 109.6 | .6 | .0 | .7 | .4 | .6 | .1 | .6 | .4 |
| Production, transportation, and material moving | 107.2 | 107.4 | .7 | .1 | .3 | .2 | 1.3 | .4 | .4 | .2 |
| Service occupations | 110.4 | 110.7 | .6 | .7 | .4 | .3 | .6 | .2 | .6 | .3 |
| Industry | | | | | | | | | | |
| Goods-producing industries ² | 105.6 | 106.0 | .6 | .3 | .2 | .4 | .5 | .2 | .0 | .4 |
| Manufacturing | 103.4 | 103.7 | .6 | -.1 | .2 | .2 | .8 | .2 | -.2 | .3 |
| Aircraft manufacturing | 71.8 | 70.7 | 6.4 | .3 | 1.3 | -1.4 | 3.0 | .2 | -3.3 | -1.5 |
| Service-providing industries ³ | 109.8 | 110.2 | .5 | .6 | .6 | .4 | .1 | .1 | .5 | .4 |
| State and local government workers | | | | | | | | | | |
| All workers | 116.8 | 117.8 | .5 | .9 | .6 | .7 | 1.1 | 1.0 | .3 | .9 |

¹ Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See "Technical note" for further explanation.

² Includes mining, construction, and manufacturing.

³ Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance;

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

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

(Not seasonally adjusted)

| Occupational group and industry | Indexes (Dec. 2005 = 100) | | | Percent changes for— | | | | | |
|---|---------------------------|-----------|-----------|----------------------|-----------|-----------|------------------|-----------|-----------|
| | Dec. 2008 | Sep. 2009 | Dec. 2009 | 3-months ended— | | | 12-months ended— | | |
| | | | | Dec. 2008 | Sep. 2009 | Dec. 2009 | Dec. 2008 | Sep. 2009 | Dec. 2009 |
| Civilian workers | | | | | | | | | |
| All workers ² | 109.5 | 110.8 | 111.1 | 0.3 | 0.5 | 0.3 | 2.6 | 1.5 | 1.5 |
| Excluding incentive paid occupations ³ | 109.9 | 111.3 | 111.6 | .4 | .5 | .3 | 2.9 | 1.6 | 1.5 |
| Occupational group | | | | | | | | | |
| Management, professional, and related | 110.4 | 111.5 | 111.7 | .3 | .4 | .2 | 3.0 | 1.3 | 1.2 |
| Management, business, and financial | 109.8 | 110.2 | 110.4 | .1 | .1 | .2 | 3.0 | .5 | .5 |
| Professional and related | 110.7 | 112.2 | 112.4 | .3 | .5 | .2 | 2.9 | 1.6 | 1.5 |
| Sales and office | 108.3 | 109.4 | 109.7 | .1 | .6 | .3 | 1.8 | 1.1 | 1.3 |
| Sales and related | 105.5 | 105.4 | 105.8 | -.5 | .9 | .4 | .3 | -.6 | .3 |
| Office and administrative support | 110.0 | 111.8 | 112.1 | .5 | .4 | .3 | 2.7 | 2.1 | 1.9 |
| Natural resources, construction, and maintenance | 109.8 | 111.2 | 111.6 | .5 | .5 | .4 | 2.8 | 1.7 | 1.6 |
| Construction, extraction, farming, fishing, and forestry | 110.8 | 112.2 | 112.5 | .5 | .5 | .3 | 3.2 | 1.7 | 1.5 |
| Installation, maintenance, and repair | 108.6 | 110.0 | 110.4 | .6 | .5 | .4 | 2.3 | 1.9 | 1.7 |
| Production, transportation, and material moving | 107.2 | 109.1 | 109.3 | .3 | .6 | .2 | 2.4 | 2.1 | 2.0 |
| Production | 106.2 | 108.1 | 108.4 | .3 | .4 | .3 | 2.0 | 2.1 | 2.1 |
| Transportation and material moving | 108.4 | 110.2 | 110.4 | .3 | .6 | .2 | 2.7 | 1.9 | 1.8 |
| Service occupations | 110.6 | 112.6 | 113.0 | .4 | .6 | .4 | 2.7 | 2.2 | 2.2 |
| Industry | | | | | | | | | |
| Goods-producing industries ⁴ | 107.5 | 108.5 | 108.7 | .2 | .3 | .2 | 2.4 | 1.1 | 1.1 |
| Manufacturing | 105.9 | 106.8 | 107.0 | .3 | .1 | .2 | 2.0 | 1.1 | 1.0 |
| Service-providing industries ⁵ | 109.8 | 111.3 | 111.5 | .3 | .6 | .2 | 2.6 | 1.6 | 1.5 |
| Education and health services | 111.1 | 113.2 | 113.4 | .3 | .9 | .2 | 3.0 | 2.2 | 2.1 |
| Education services | 111.3 | 113.5 | 113.6 | .2 | 1.2 | .1 | 3.2 | 2.2 | 2.1 |
| Elementary and secondary schools | 111.4 | 113.9 | 114.0 | .3 | 1.6 | .1 | 3.2 | 2.5 | 2.3 |
| Junior colleges, colleges, universities, and professional schools | 110.9 | 112.4 | 112.7 | -.2 | .3 | .3 | 2.7 | 1.2 | 1.6 |
| Health care and social assistance ⁶ | 110.8 | 112.8 | 113.2 | .4 | .5 | .4 | 2.7 | 2.2 | 2.2 |
| Hospitals | 110.8 | 112.9 | 113.4 | .5 | .5 | .4 | 3.1 | 2.5 | 2.3 |
| Nursing and residential care facilities | 109.6 | 111.3 | 111.5 | .6 | .5 | .2 | 3.1 | 2.1 | 1.7 |
| Public administration | 112.0 | 114.5 | 115.1 | .4 | .6 | .5 | 2.7 | 2.6 | 2.8 |

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

² Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See "Technical note" for further explanation.

³ The index for this series is not strictly comparable with other series in this table. See "Technical note" for further explanation.

⁴ Includes mining, construction, and manufacturing.

⁵ Includes the following industries: wholesale trade; retail trade;

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

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

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

(Not seasonally adjusted)

| Occupational group and industry | Indexes (Dec. 2005 = 100) | | | Percent changes for— | | | | | |
|--|---------------------------|-----------|-----------|----------------------|-----------|-----------|------------------|-----------|-----------|
| | Dec. 2008 | Sep. 2009 | Dec. 2009 | 3-months ended— | | | 12-months ended— | | |
| | | | | Dec. 2008 | Sep. 2009 | Dec. 2009 | Dec. 2008 | Sep. 2009 | Dec. 2009 |
| Private industry workers | | | | | | | | | |
| All workers | 108.9 | 110.0 | 110.2 | 0.2 | 0.4 | 0.2 | 2.4 | 1.2 | 1.2 |
| Excluding incentive paid occupations ² | 109.5 | 110.6 | 110.9 | .5 | .4 | .3 | 2.9 | 1.5 | 1.3 |
| Occupational group | | | | | | | | | |
| Management, professional, and related | 109.9 | 110.6 | 110.7 | .3 | .1 | .1 | 2.9 | .9 | .7 |
| Excluding incentive paid occupations ² | 110.1 | 110.8 | 110.8 | .4 | .3 | .0 | 3.1 | 1.0 | .6 |
| Management, business, and financial | 109.5 | 109.7 | 109.9 | .2 | .0 | .2 | 3.0 | .4 | .4 |
| Excluding incentive paid occupations ² | 110.0 | 110.2 | 110.3 | .4 | .1 | .1 | 3.3 | .5 | .3 |
| Professional and related | 110.3 | 111.4 | 111.4 | .4 | .3 | .0 | 2.8 | 1.4 | 1.0 |
| Sales and office | 107.9 | 108.8 | 109.2 | .0 | .5 | .4 | 1.7 | .8 | 1.2 |
| Excluding incentive paid occupations ² | 109.7 | 111.1 | 111.4 | .5 | .5 | .3 | 2.8 | 1.7 | 1.5 |
| Sales and related | 105.5 | 105.3 | 105.8 | -.5 | .8 | .5 | .3 | -.7 | .3 |
| Excluding incentive paid occupations ² | 109.7 | 110.6 | 111.0 | .5 | .5 | .4 | 3.0 | 1.4 | 1.2 |
| Office and administrative support | 109.6 | 111.3 | 111.6 | .4 | .4 | .3 | 2.7 | 1.9 | 1.8 |
| Natural resources, construction, and maintenance | 109.6 | 110.9 | 111.2 | .6 | .5 | .3 | 2.7 | 1.7 | 1.5 |
| Construction, extraction, farming, fishing, and forestry | 110.8 | 112.0 | 112.4 | .5 | .4 | .4 | 3.2 | 1.5 | 1.4 |
| Installation, maintenance, and repair | 108.1 | 109.4 | 109.8 | .7 | .5 | .4 | 2.2 | 1.9 | 1.6 |
| Production, transportation, and material moving | 106.9 | 108.6 | 108.9 | .3 | .5 | .3 | 2.3 | 1.9 | 1.9 |
| Excluding incentive paid occupations ² | 107.0 | 108.8 | 109.1 | .4 | .5 | .3 | 2.4 | 2.1 | 2.0 |
| Production | 106.1 | 108.0 | 108.3 | .3 | .4 | .3 | 2.0 | 2.1 | 2.1 |
| Excluding incentive paid occupations ² | 106.3 | 108.0 | 108.4 | .5 | .3 | .4 | 2.3 | 2.1 | 2.0 |
| Transportation and material moving | 107.9 | 109.6 | 109.7 | .2 | .6 | .1 | 2.5 | 1.8 | 1.7 |
| Service occupations | 109.8 | 111.7 | 111.8 | .4 | .7 | .1 | 2.6 | 2.1 | 1.8 |
| Industry and occupational group | | | | | | | | | |
| Goods-producing industries ³ | 107.5 | 108.4 | 108.6 | .3 | .2 | .2 | 2.4 | 1.1 | 1.0 |
| Excluding incentive paid occupations ² | 107.8 | 108.7 | 108.9 | .4 | .2 | .2 | 2.5 | 1.2 | 1.0 |
| Management, professional, and related | 106.6 | 106.5 | 106.4 | -.1 | -.2 | -.1 | 2.1 | -.2 | -.2 |
| Sales and office | 107.1 | 107.5 | 107.8 | .4 | .1 | .3 | 2.2 | .7 | .7 |
| Natural resources, construction, and maintenance | 110.4 | 111.3 | 111.7 | .5 | .4 | .4 | 3.2 | 1.4 | 1.2 |
| Production, transportation, and material moving | 106.2 | 107.8 | 108.0 | .4 | .3 | .2 | 2.1 | 1.9 | 1.7 |
| Construction | 110.9 | 111.5 | 111.7 | .3 | .3 | .2 | 3.1 | .8 | .7 |
| Manufacturing | 105.9 | 106.8 | 107.0 | .3 | .1 | .2 | 2.0 | 1.1 | 1.0 |
| Management, professional, and related | 105.4 | 105.4 | 105.5 | .0 | -.3 | .1 | 1.8 | .0 | .1 |
| Sales and office | 107.0 | 107.2 | 107.5 | .3 | .1 | .3 | 2.6 | .5 | .5 |
| Natural resources, construction, and maintenance | 106.0 | 107.4 | 107.7 | .7 | .3 | .3 | 2.0 | 2.0 | 1.6 |
| Production, transportation, and material moving | 105.8 | 107.5 | 107.8 | .3 | .3 | .3 | 1.9 | 1.9 | 1.9 |
| Aircraft manufacturing | 91.3 | 92.4 | 92.4 | .4 | -.5 | .0 | 4.7 | 1.7 | 1.2 |

See footnotes at end of table.

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

(Not seasonally adjusted)

| Occupational group and industry | Indexes (Dec. 2005 = 100) | | | Percent changes for— | | | | | |
|--|---------------------------|-----------|-----------|----------------------|-----------|-----------|------------------|-----------|-----------|
| | Dec. 2008 | Sep. 2009 | Dec. 2009 | 3-months ended— | | | 12-months ended— | | |
| | | | | Dec. 2008 | Sep. 2009 | Dec. 2009 | Dec. 2008 | Sep. 2009 | Dec. 2009 |
| Service-providing industries ⁴ | 109.4 | 110.5 | 110.8 | 0.3 | 0.4 | 0.3 | 2.5 | 1.3 | 1.3 |
| Excluding incentive paid occupations ² | 110.1 | 111.3 | 111.5 | .5 | .5 | .2 | 3.0 | 1.6 | 1.3 |
| Management, professional, and related | 110.6 | 111.4 | 111.6 | .4 | .2 | .2 | 3.1 | 1.1 | .9 |
| Sales and office | 108.0 | 109.0 | 109.4 | .0 | .6 | .4 | 1.6 | .9 | 1.3 |
| Natural resources, construction, and maintenance | 108.4 | 110.1 | 110.4 | .6 | .5 | .3 | 2.1 | 2.1 | 1.8 |
| Production, transportation, and material moving | 107.8 | 109.7 | 109.9 | .2 | .6 | .2 | 2.5 | 2.0 | 1.9 |
| Service occupations | 109.8 | 111.7 | 111.9 | .3 | .6 | .2 | 2.5 | 2.0 | 1.9 |
| Trade, transportation, and utilities | 107.5 | 108.6 | 108.8 | -.1 | .5 | .2 | 1.9 | .9 | 1.2 |
| Excluding incentive paid occupations ² | 108.7 | 110.1 | 110.4 | .3 | .4 | .3 | 2.6 | 1.6 | 1.6 |
| Wholesale trade | 106.8 | 106.8 | 107.0 | -.3 | -.1 | .2 | 1.4 | -.3 | .2 |
| Excluding incentive paid occupations ² | 109.1 | 110.1 | 110.5 | .2 | .2 | .4 | 2.7 | 1.1 | 1.3 |
| Retail trade | 108.1 | 109.7 | 110.0 | -.1 | .8 | .3 | 1.9 | 1.4 | 1.8 |
| Excluding incentive paid occupations ² | 109.2 | 110.6 | 110.8 | .3 | .5 | .2 | 2.7 | 1.6 | 1.5 |
| Transportation and warehousing | 106.9 | 108.3 | 108.2 | .1 | .4 | -.1 | 2.3 | 1.4 | 1.2 |
| Utilities | 108.9 | 111.2 | 112.0 | .7 | .3 | .7 | 3.1 | 2.9 | 2.8 |
| Information | 107.4 | 108.0 | 108.3 | .2 | .5 | .3 | 1.2 | .7 | .8 |
| Financial activities | 107.1 | 108.3 | 108.6 | -.3 | .4 | .3 | 1.4 | .8 | 1.4 |
| Excluding incentive paid occupations ² | 108.8 | 110.1 | 110.4 | .2 | .3 | .3 | 2.7 | 1.4 | 1.5 |
| Finance and insurance | 107.2 | 108.6 | 108.8 | -.4 | .5 | .2 | 1.0 | .9 | 1.5 |
| Credit intermediation and related activities | 106.5 | 107.5 | 108.2 | .0 | -.1 | .7 | 1.9 | .9 | 1.6 |
| Excluding incentive paid occupations ² | 110.1 | 111.3 | 111.3 | .4 | .2 | .0 | 3.6 | 1.5 | 1.1 |
| Insurance carriers and related activities | 108.2 | 110.2 | 110.0 | -.1 | .5 | -.2 | 2.4 | 1.8 | 1.7 |
| Excluding incentive paid occupations ² | 108.5 | 110.5 | 110.8 | .4 | .1 | .3 | 2.9 | 2.2 | 2.1 |
| Real estate and rental and leasing | 106.6 | 107.4 | 107.7 | .2 | .5 | .3 | 2.8 | .9 | 1.0 |
| Excluding incentive paid occupations ² | 109.6 | 110.4 | 110.6 | .3 | .4 | .2 | 3.5 | 1.0 | .9 |
| Professional and business services | 111.6 | 112.1 | 112.4 | .7 | .2 | .3 | 3.8 | 1.2 | .7 |
| Professional, scientific, and technical services | 113.9 | 114.3 | 114.5 | 1.0 | .2 | .2 | 4.4 | 1.3 | .5 |
| Administrative and support and waste management and remediation services | 109.4 | 110.0 | 110.7 | .4 | -.2 | .6 | 2.8 | .9 | 1.2 |
| Education and health services | 110.6 | 112.6 | 112.8 | .3 | .6 | .2 | 2.7 | 2.1 | 2.0 |
| Education services | 111.3 | 113.2 | 113.2 | -.1 | 1.1 | .0 | 3.5 | 1.6 | 1.7 |
| Junior colleges, colleges, universities, and professional schools | 111.6 | 113.2 | 113.1 | .0 | .6 | -.1 | 3.6 | 1.4 | 1.3 |
| Health care and social assistance ⁵ | 110.5 | 112.5 | 112.8 | .4 | .5 | .3 | 2.5 | 2.2 | 2.1 |
| Hospitals | 110.7 | 112.6 | 113.2 | .5 | .5 | .5 | 3.2 | 2.3 | 2.3 |
| Nursing and residential care facilities | 109.3 | 110.7 | 110.9 | .6 | .5 | .2 | 2.9 | 1.8 | 1.5 |
| Nursing care facilities ² | 109.4 | 110.9 | 111.2 | .5 | .5 | .3 | 3.0 | 1.8 | 1.6 |
| Leisure and hospitality | 111.4 | 112.7 | 112.7 | .7 | .6 | .0 | 3.1 | 1.9 | 1.2 |
| Accommodation and food services | 112.1 | 113.4 | 113.5 | .6 | .7 | .1 | 3.2 | 1.8 | 1.2 |
| Other services, except public administration | 109.9 | 111.8 | 111.5 | .0 | .9 | -.3 | 2.1 | 1.7 | 1.5 |

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

² The index for this series is not strictly comparable with other series in this table. See "Technical note" for further explanation.

³ Includes mining, construction, and manufacturing.

⁴ Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional, scientific, and technical

services; management of companies and enterprises; administrative and support and waste management and remediation services; education services; health care and social assistance; arts, entertainment, and recreation; accommodation and food services; and other services, except public administration.

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

Table 6. Employment Cost Index for total compensation¹, for private industry workers, by bargaining status and census region and division

(Not seasonally adjusted)

| Bargaining status and census region and division | Indexes (Dec. 2005 = 100) | | | Percent changes for— | | | | | |
|--|---------------------------|-----------|-----------|----------------------|-----------|-----------|------------------|-----------|-----------|
| | Dec. 2008 | Sep. 2009 | Dec. 2009 | 3-months ended— | | | 12-months ended— | | |
| | | | | Dec. 2008 | Sep. 2009 | Dec. 2009 | Dec. 2008 | Sep. 2009 | Dec. 2009 |
| Bargaining status | | | | | | | | | |
| Union | 108.0 | 110.5 | 111.1 | 0.6 | 0.6 | 0.5 | 2.8 | 2.9 | 2.9 |
| Goods-producing industries ² | 106.9 | 109.5 | 110.0 | .7 | .6 | .5 | 2.8 | 3.1 | 2.9 |
| Manufacturing | 102.8 | 105.4 | 105.8 | .7 | .6 | .4 | 1.8 | 3.2 | 2.9 |
| Service-providing industries ³ | 108.8 | 111.3 | 111.9 | .5 | .6 | .5 | 2.6 | 2.8 | 2.8 |
| Nonunion | 109.1 | 109.9 | 110.1 | .2 | .3 | .2 | 2.4 | .9 | .9 |
| Goods-producing industries ² | 107.7 | 108.0 | 108.2 | .1 | .0 | .2 | 2.2 | .4 | .5 |
| Manufacturing | 106.8 | 107.3 | 107.5 | .2 | .0 | .2 | 2.1 | .7 | .7 |
| Service-providing industries ³ | 109.4 | 110.4 | 110.6 | .2 | .4 | .2 | 2.4 | 1.1 | 1.1 |
| Census region and division⁴ | | | | | | | | | |
| Northeast | 109.5 | 110.7 | 111.0 | .7 | .5 | .3 | 2.5 | 1.8 | 1.4 |
| New England | 109.5 | 111.2 | 111.5 | 1.6 | .9 | .3 | 3.2 | 3.2 | 1.8 |
| Middle Atlantic | 109.5 | 110.6 | 110.8 | .4 | .4 | .2 | 2.2 | 1.4 | 1.2 |
| South | 109.3 | 110.6 | 110.7 | .2 | .5 | .1 | 2.4 | 1.4 | 1.3 |
| South Atlantic | 109.8 | 111.3 | 111.5 | .1 | .5 | .2 | 2.3 | 1.5 | 1.5 |
| East South Central | 108.0 | 109.2 | 109.3 | .0 | .5 | .1 | 2.5 | 1.1 | 1.2 |
| West South Central | 109.0 | 109.9 | 109.9 | .3 | .4 | .0 | 2.7 | 1.1 | .8 |
| Midwest | 107.6 | 108.4 | 108.6 | .2 | .3 | .2 | 2.2 | .9 | .9 |
| East North Central | 107.0 | 107.5 | 107.8 | .1 | .2 | .3 | 1.9 | .6 | .7 |
| West North Central | 109.0 | 110.6 | 110.7 | .2 | .4 | .1 | 2.9 | 1.7 | 1.6 |
| West | 109.4 | 110.3 | 110.7 | .1 | .2 | .4 | 2.7 | .9 | 1.2 |
| Mountain | 110.4 | 110.9 | 111.0 | .1 | .3 | .1 | 2.7 | .5 | .5 |
| Pacific | 109.1 | 110.1 | 110.5 | .2 | .2 | .4 | 2.8 | 1.1 | 1.3 |

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

² Includes mining, construction, and manufacturing.

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

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

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

NOTE: The indexes for these series are not strictly comparable to those for the aggregate, occupation, and industry series. (See "Technical note" for further information.)

Table 7. Employment Cost Index for total compensation¹, for State and local government workers, by occupational group and industry

(Not seasonally adjusted)

| Occupational group and industry | Indexes (Dec. 2005 = 100) | | | Percent changes for— | | | | | |
|--|---------------------------|-----------|-----------|----------------------|-----------|-----------|------------------|-----------|-----------|
| | Dec. 2008 | Sep. 2009 | Dec. 2009 | 3-months ended— | | | 12-months ended— | | |
| | | | | Dec. 2008 | Sep. 2009 | Dec. 2009 | Dec. 2008 | Sep. 2009 | Dec. 2009 |
| State and local government workers | | | | | | | | | |
| All workers | 111.6 | 114.0 | 114.3 | 0.3 | 1.0 | 0.3 | 3.0 | 2.4 | 2.4 |
| Occupational group | | | | | | | | | |
| Management, professional, and related | 111.6 | 113.7 | 113.9 | .3 | 1.0 | .2 | 3.0 | 2.2 | 2.1 |
| Professional and related | 111.4 | 113.7 | 114.0 | .3 | 1.2 | .3 | 3.0 | 2.3 | 2.3 |
| Sales and office | 111.3 | 114.3 | 114.7 | .3 | 1.2 | .3 | 2.5 | 3.0 | 3.1 |
| Office and administrative support | 111.8 | 114.7 | 115.0 | .4 | 1.2 | .3 | 2.7 | 3.0 | 2.9 |
| Service occupations | 112.4 | 114.9 | 115.6 | .4 | .8 | .6 | 3.0 | 2.7 | 2.8 |
| Industry | | | | | | | | | |
| Education and health services | 111.5 | 113.7 | 114.0 | .3 | 1.2 | .3 | 3.0 | 2.2 | 2.2 |
| Education services | 111.2 | 113.5 | 113.7 | .2 | 1.2 | .2 | 3.0 | 2.3 | 2.2 |
| Schools ² | 111.2 | 113.5 | 113.7 | .2 | 1.2 | .2 | 3.0 | 2.3 | 2.2 |
| Elementary and secondary schools | 111.4 | 114.0 | 114.1 | .3 | 1.6 | .1 | 3.1 | 2.6 | 2.4 |
| Health care and social assistance ³ | 113.2 | 115.3 | 115.8 | .4 | .4 | .4 | 3.6 | 2.3 | 2.3 |
| Hospitals | 111.3 | 114.0 | 114.5 | .5 | .4 | .4 | 2.9 | 2.9 | 2.9 |
| Public administration | 112.0 | 114.5 | 115.1 | .4 | .6 | .5 | 2.7 | 2.6 | 2.8 |

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

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

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

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

(Not seasonally adjusted)

| Occupational group and industry | Indexes (Dec. 2005 = 100) | | | Percent changes for— | | | | | |
|---|---------------------------|-----------|-----------|----------------------|-----------|-----------|------------------|-----------|-----------|
| | Dec. 2008 | Sep. 2009 | Dec. 2009 | 3-months ended— | | | 12-months ended— | | |
| | | | | Dec. 2008 | Sep. 2009 | Dec. 2009 | Dec. 2008 | Sep. 2009 | Dec. 2009 |
| Civilian workers | | | | | | | | | |
| All workers ¹ | 109.6 | 110.9 | 111.2 | 0.3 | 0.5 | 0.3 | 2.7 | 1.5 | 1.5 |
| Excluding incentive paid occupations ² | 110.2 | 111.5 | 111.8 | .5 | .5 | .3 | 3.2 | 1.7 | 1.5 |
| Occupational group | | | | | | | | | |
| Management, professional, and related | 110.5 | 111.5 | 111.8 | .4 | .3 | .3 | 3.2 | 1.3 | 1.2 |
| Management, business, and financial | 110.1 | 110.6 | 110.9 | .3 | .1 | .3 | 3.2 | .7 | .7 |
| Professional and related | 110.7 | 112.1 | 112.2 | .4 | .5 | .1 | 3.1 | 1.6 | 1.4 |
| Sales and office | 108.1 | 109.2 | 109.7 | .0 | .6 | .5 | 1.8 | 1.0 | 1.5 |
| Sales and related | 105.6 | 105.7 | 106.2 | -.7 | 1.0 | .5 | .1 | -.6 | .6 |
| Office and administrative support | 109.8 | 111.6 | 111.9 | .5 | .4 | .3 | 2.8 | 2.1 | 1.9 |
| Natural resources, construction, and maintenance | 110.6 | 111.7 | 112.1 | .6 | .4 | .4 | 3.3 | 1.6 | 1.4 |
| Construction, extraction, farming, fishing, and forestry | 111.3 | 112.3 | 112.7 | .5 | .4 | .4 | 3.3 | 1.4 | 1.3 |
| Installation, maintenance, and repair | 109.6 | 111.1 | 111.5 | .7 | .5 | .4 | 3.0 | 2.1 | 1.7 |
| Production, transportation, and material moving | 108.0 | 109.6 | 109.9 | .3 | .6 | .3 | 2.8 | 1.8 | 1.8 |
| Production | 107.5 | 109.2 | 109.4 | .3 | .5 | .2 | 2.7 | 1.9 | 1.8 |
| Transportation and material moving | 108.5 | 110.2 | 110.4 | .3 | .6 | .2 | 2.8 | 1.8 | 1.8 |
| Service occupations | 110.3 | 112.4 | 112.7 | .4 | .7 | .3 | 2.8 | 2.3 | 2.2 |
| Industry | | | | | | | | | |
| Goods-producing industries ³ | 109.0 | 109.8 | 110.1 | .4 | .3 | .3 | 2.8 | 1.1 | 1.0 |
| Manufacturing | 107.7 | 108.6 | 108.9 | .3 | .2 | .3 | 2.7 | 1.1 | 1.1 |
| Service-providing industries ⁴ | 109.7 | 111.1 | 111.4 | .3 | .5 | .3 | 2.7 | 1.6 | 1.5 |
| Education and health services | 110.5 | 112.3 | 112.6 | .3 | .8 | .3 | 2.9 | 1.9 | 1.9 |
| Education services | 110.2 | 111.8 | 112.0 | .2 | 1.0 | .2 | 3.1 | 1.6 | 1.6 |
| Elementary and secondary schools | 110.1 | 112.0 | 112.1 | .2 | 1.4 | .1 | 3.3 | 1.9 | 1.8 |
| Junior colleges, colleges, universities, and professional schools | 110.3 | 111.2 | 111.7 | -.1 | .0 | .4 | 2.6 | .7 | 1.3 |
| Health care and social assistance ⁵ | 110.9 | 112.8 | 113.2 | .5 | .5 | .4 | 2.8 | 2.2 | 2.1 |
| Hospitals | 111.3 | 113.2 | 113.7 | .7 | .5 | .4 | 3.6 | 2.4 | 2.2 |
| Nursing and residential care facilities | 109.7 | 111.4 | 111.7 | .5 | .5 | .3 | 3.1 | 2.1 | 1.8 |
| Public administration | 110.4 | 112.8 | 113.3 | .5 | .4 | .4 | 2.8 | 2.6 | 2.6 |

¹ Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See "Technical note" for further explanation.

² The index for this series is not strictly comparable with other series in this table. See "Technical note" for further explanation.

³ Includes mining, construction, and manufacturing.

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

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

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

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

(Not seasonally adjusted)

| Occupational group and industry | Indexes (Dec. 2005 = 100) | | | Percent changes for— | | | | | |
|--|---------------------------|-----------|-----------|----------------------|-----------|-----------|------------------|-----------|-----------|
| | Dec. 2008 | Sep. 2009 | Dec. 2009 | 3-months ended— | | | 12-months ended— | | |
| | | | | Dec. 2008 | Sep. 2009 | Dec. 2009 | Dec. 2008 | Sep. 2009 | Dec. 2009 |
| Private industry workers | | | | | | | | | |
| All workers | 109.4 | 110.6 | 110.9 | 0.3 | 0.5 | 0.3 | 2.6 | 1.4 | 1.4 |
| Excluding incentive paid occupations ¹ | 110.1 | 111.3 | 111.6 | .5 | .5 | .3 | 3.2 | 1.6 | 1.4 |
| Occupational group | | | | | | | | | |
| Management, professional, and related | 110.5 | 111.3 | 111.5 | .4 | .2 | .2 | 3.1 | 1.1 | .9 |
| Excluding incentive paid occupations ¹ | 110.7 | 111.5 | 111.7 | .5 | .3 | .2 | 3.3 | 1.2 | .9 |
| Management, business, and financial | 110.0 | 110.4 | 110.8 | .3 | .1 | .4 | 3.2 | .6 | .7 |
| Excluding incentive paid occupations ¹ | 110.7 | 111.1 | 111.2 | .5 | .2 | .1 | 3.6 | .9 | .5 |
| Professional and related | 110.9 | 112.1 | 112.1 | .5 | .3 | .0 | 3.1 | 1.5 | 1.1 |
| Sales and office | 108.0 | 109.0 | 109.4 | .0 | .6 | .4 | 1.7 | .9 | 1.3 |
| Excluding incentive paid occupations ¹ | 110.0 | 111.5 | 111.9 | .5 | .5 | .4 | 3.1 | 1.8 | 1.7 |
| Sales and related | 105.7 | 105.7 | 106.2 | -.7 | 1.0 | .5 | .2 | -.7 | .5 |
| Excluding incentive paid occupations ¹ | 110.4 | 111.7 | 112.1 | .6 | .7 | .4 | 3.6 | 1.8 | 1.5 |
| Office and administrative support | 109.7 | 111.4 | 111.8 | .5 | .3 | .4 | 2.8 | 2.0 | 1.9 |
| Natural resources, construction, and maintenance | 110.5 | 111.6 | 112.0 | .6 | .5 | .4 | 3.2 | 1.6 | 1.4 |
| Construction, extraction, farming, fishing, and forestry | 111.5 | 112.3 | 112.7 | .6 | .5 | .4 | 3.4 | 1.4 | 1.1 |
| Installation, maintenance, and repair | 109.3 | 110.7 | 111.2 | .7 | .5 | .5 | 3.0 | 2.0 | 1.7 |
| Production, transportation, and material moving | 107.8 | 109.4 | 109.6 | .3 | .6 | .2 | 2.7 | 1.8 | 1.7 |
| Excluding incentive paid occupations ¹ | 108.0 | 109.6 | 109.9 | .5 | .6 | .3 | 2.9 | 2.0 | 1.8 |
| Production | 107.4 | 109.0 | 109.3 | .2 | .5 | .3 | 2.7 | 1.7 | 1.8 |
| Excluding incentive paid occupations ¹ | 107.6 | 109.1 | 109.4 | .4 | .5 | .3 | 2.9 | 1.8 | 1.7 |
| Transportation and material moving | 108.3 | 109.9 | 110.1 | .3 | .6 | .2 | 2.8 | 1.8 | 1.7 |
| Service occupations | 110.1 | 112.1 | 112.3 | .4 | .8 | .2 | 2.8 | 2.2 | 2.0 |
| Industry and occupational group | | | | | | | | | |
| Goods-producing industries ² | 109.0 | 109.8 | 110.0 | .4 | .3 | .2 | 2.8 | 1.1 | .9 |
| Excluding incentive paid occupations ¹ | 109.4 | 110.2 | 110.5 | .5 | .3 | .3 | 3.0 | 1.2 | 1.0 |
| Management, professional, and related | 108.8 | 109.4 | 109.4 | .1 | .1 | .0 | 2.6 | .6 | .6 |
| Sales and office | 107.9 | 108.4 | 108.8 | .3 | .1 | .4 | 2.3 | .7 | .8 |
| Natural resources, construction, and maintenance | 111.3 | 111.9 | 112.3 | .7 | .4 | .4 | 3.4 | 1.3 | .9 |
| Production, transportation, and material moving | 107.6 | 108.9 | 109.1 | .3 | .4 | .2 | 2.7 | 1.5 | 1.4 |
| Construction | 111.1 | 111.7 | 111.9 | .5 | .3 | .2 | 3.1 | 1.0 | .7 |
| Manufacturing | 107.7 | 108.6 | 108.9 | .3 | .2 | .3 | 2.7 | 1.1 | 1.1 |
| Management, professional, and related | 107.8 | 108.6 | 108.7 | .2 | .1 | .1 | 2.4 | .9 | .8 |
| Sales and office | 108.1 | 108.3 | 108.7 | .5 | .1 | .4 | 3.2 | .7 | .6 |
| Natural resources, construction, and maintenance | 109.0 | 109.7 | 109.9 | .8 | .5 | .2 | 2.9 | 1.5 | .8 |
| Production, transportation, and material moving | 107.3 | 108.6 | 108.9 | .2 | .4 | .3 | 2.7 | 1.4 | 1.5 |
| Aircraft manufacturing | 108.1 | 111.5 | 111.5 | .5 | .5 | .0 | 3.3 | 3.6 | 3.1 |

See footnotes at end of table.

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

(Not seasonally adjusted)

| Occupational group and industry | Indexes (Dec. 2005 = 100) | | | Percent changes for— | | | | | |
|--|---------------------------|-----------|-----------|----------------------|-----------|-----------|------------------|-----------|-----------|
| | Dec. 2008 | Sep. 2009 | Dec. 2009 | 3-months ended— | | | 12-months ended— | | |
| | | | | Dec. 2008 | Sep. 2009 | Dec. 2009 | Dec. 2008 | Sep. 2009 | Dec. 2009 |
| Service-providing industries ³ | 109.6 | 110.8 | 111.1 | 0.3 | 0.5 | 0.3 | 2.6 | 1.4 | 1.4 |
| Excluding incentive paid occupations ¹ | 110.3 | 111.7 | 111.9 | .5 | .5 | .2 | 3.2 | 1.8 | 1.5 |
| Management, professional, and related | 110.8 | 111.7 | 111.9 | .5 | .2 | .2 | 3.2 | 1.3 | 1.0 |
| Sales and office | 108.0 | 109.0 | 109.5 | .0 | .6 | .5 | 1.6 | .9 | 1.4 |
| Natural resources, construction, and maintenance | 109.3 | 111.2 | 111.6 | .6 | .6 | .4 | 2.8 | 2.4 | 2.1 |
| Production, transportation, and material moving | 108.1 | 110.0 | 110.2 | .3 | .6 | .2 | 2.8 | 2.0 | 1.9 |
| Service occupations | 110.1 | 112.2 | 112.3 | .4 | .8 | .1 | 2.7 | 2.3 | 2.0 |
| Trade, transportation, and utilities | 107.4 | 108.7 | 108.9 | -.1 | .5 | .2 | 1.8 | 1.1 | 1.4 |
| Excluding incentive paid occupations ¹ | 108.9 | 110.5 | 110.8 | .4 | .5 | .3 | 2.7 | 1.8 | 1.7 |
| Wholesale trade | 106.4 | 106.2 | 106.4 | -.4 | -.3 | .2 | 1.1 | -.6 | .0 |
| Excluding incentive paid occupations ¹ | 109.3 | 110.4 | 110.7 | .2 | .3 | .3 | 2.6 | 1.2 | 1.3 |
| Retail trade | 108.1 | 110.0 | 110.4 | .0 | 1.0 | .4 | 1.9 | 1.8 | 2.1 |
| Excluding incentive paid occupations ¹ | 109.3 | 111.0 | 111.2 | .4 | .6 | .2 | 2.8 | 1.9 | 1.7 |
| Transportation and warehousing | 106.9 | 108.3 | 108.3 | .2 | .4 | .0 | 2.6 | 1.5 | 1.3 |
| Utilities | 109.6 | 112.2 | 113.3 | .3 | .2 | 1.0 | 2.6 | 2.7 | 3.4 |
| Information | 107.5 | 108.7 | 109.1 | .2 | .6 | .4 | 2.1 | 1.3 | 1.5 |
| Financial activities | 107.2 | 108.5 | 108.9 | -.5 | .6 | .4 | 1.2 | .7 | 1.6 |
| Excluding incentive paid occupations ¹ | 109.4 | 110.7 | 111.0 | .2 | .4 | .3 | 2.9 | 1.4 | 1.5 |
| Finance and insurance | 107.6 | 109.0 | 109.4 | -.6 | .5 | .4 | .9 | .7 | 1.7 |
| Credit intermediation and related activities | 105.8 | 106.8 | 107.8 | -.1 | .0 | .9 | 1.5 | .8 | 1.9 |
| Excluding incentive paid occupations ¹ | 110.4 | 111.6 | 111.7 | .4 | .3 | .1 | 3.5 | 1.5 | 1.2 |
| Insurance carriers and related activities | 108.8 | 110.6 | 110.2 | -.2 | .5 | -.4 | 2.3 | 1.5 | 1.3 |
| Excluding incentive paid occupations ¹ | 108.9 | 110.7 | 111.0 | .3 | .1 | .3 | 2.8 | 1.9 | 1.9 |
| Real estate and rental and leasing | 105.7 | 106.3 | 106.8 | .4 | .5 | .5 | 2.5 | .9 | 1.0 |
| Excluding incentive paid occupations ¹ | 109.0 | 109.7 | 110.2 | .3 | .5 | .5 | 3.0 | .9 | 1.1 |
| Professional and business services | 111.9 | 112.3 | 112.7 | .8 | .1 | .4 | 4.1 | 1.2 | .7 |
| Professional, scientific, and technical services | 113.9 | 114.2 | 114.4 | 1.1 | .2 | .2 | 4.8 | 1.3 | .4 |
| Administrative and support and waste management and remediation services | 109.7 | 110.4 | 111.4 | .3 | -.3 | .9 | 3.0 | .9 | 1.5 |
| Education and health services | 110.6 | 112.5 | 112.8 | .4 | .6 | .3 | 2.7 | 2.1 | 2.0 |
| Education services | 110.8 | 112.2 | 112.6 | .0 | .9 | .4 | 3.2 | 1.3 | 1.6 |
| Junior colleges, colleges, universities, and professional schools | 110.7 | 111.9 | 112.4 | -.1 | .5 | .4 | 3.1 | 1.0 | 1.5 |
| Health care and social assistance ⁴ | 110.6 | 112.5 | 112.8 | .5 | .5 | .3 | 2.6 | 2.2 | 2.0 |
| Hospitals | 111.1 | 112.9 | 113.4 | .7 | .5 | .4 | 3.6 | 2.4 | 2.1 |
| Nursing and residential care facilities | 109.7 | 111.2 | 111.5 | .6 | .5 | .3 | 3.0 | 2.0 | 1.6 |
| Nursing care facilities ¹ | 109.5 | 111.2 | 111.5 | .5 | .6 | .3 | 2.9 | 2.0 | 1.8 |
| Leisure and hospitality | 112.3 | 113.7 | 113.8 | .8 | .8 | .1 | 3.2 | 2.1 | 1.3 |
| Accommodation and food services | 112.8 | 114.2 | 114.3 | .8 | .9 | .1 | 3.5 | 2.1 | 1.3 |
| Other services, except public administration | 110.4 | 112.5 | 112.1 | .0 | 1.0 | -.4 | 2.3 | 1.9 | 1.5 |

¹ The index for this series is not strictly comparable with other series in this table. See "Technical note" for further explanation.

² Includes mining, construction, and manufacturing.

³ Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional, scientific, and technical services; management of companies and enterprises; administrative and

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

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

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

(Not seasonally adjusted)

| Bargaining status and census region and division | Indexes (Dec. 2005 = 100) | | | Percent changes for— | | | | | |
|--|---------------------------|-----------|-----------|----------------------|-----------|-----------|------------------|-----------|-----------|
| | Dec. 2008 | Sep. 2009 | Dec. 2009 | 3-months ended— | | | 12-months ended— | | |
| | | | | Dec. 2008 | Sep. 2009 | Dec. 2009 | Dec. 2008 | Sep. 2009 | Dec. 2009 |
| Bargaining status | | | | | | | | | |
| Union | 108.1 | 110.2 | 110.9 | 0.7 | 0.5 | 0.6 | 3.2 | 2.6 | 2.6 |
| Goods-producing industries ¹ | 107.7 | 109.5 | 109.8 | .6 | .6 | .3 | 3.3 | 2.2 | 1.9 |
| Manufacturing | 105.5 | 107.0 | 107.3 | .6 | .6 | .3 | 2.8 | 2.0 | 1.7 |
| Service-providing industries ² | 108.3 | 110.8 | 111.6 | .6 | .6 | .7 | 3.2 | 2.9 | 3.0 |
| Nonunion | 109.6 | 110.6 | 110.9 | .2 | .4 | .3 | 2.5 | 1.1 | 1.2 |
| Goods-producing industries ¹ | 109.3 | 109.9 | 110.1 | .3 | .2 | .2 | 2.7 | .8 | .7 |
| Manufacturing | 108.2 | 109.1 | 109.3 | .2 | .2 | .2 | 2.6 | 1.0 | 1.0 |
| Service-providing industries ² | 109.7 | 110.8 | 111.0 | .3 | .5 | .2 | 2.5 | 1.3 | 1.2 |
| Census region and division³ | | | | | | | | | |
| Northeast | 109.6 | 110.8 | 111.1 | .8 | .5 | .3 | 2.8 | 1.9 | 1.4 |
| New England | 110.3 | 111.7 | 112.1 | 1.8 | 1.0 | .4 | 3.8 | 3.1 | 1.6 |
| Middle Atlantic | 109.4 | 110.4 | 110.7 | .4 | .3 | .3 | 2.5 | 1.3 | 1.2 |
| South | 110.0 | 111.3 | 111.5 | .2 | .5 | .2 | 2.8 | 1.4 | 1.4 |
| South Atlantic | 110.3 | 111.9 | 112.2 | .1 | .5 | .3 | 2.6 | 1.5 | 1.7 |
| East South Central | 109.0 | 110.1 | 110.2 | .0 | .5 | .1 | 2.5 | 1.0 | 1.1 |
| West South Central | 109.8 | 110.8 | 110.9 | .4 | .5 | .1 | 3.0 | 1.3 | 1.0 |
| Midwest | 108.0 | 108.9 | 109.2 | .1 | .3 | .3 | 2.3 | .9 | 1.1 |
| East North Central | 107.4 | 108.0 | 108.3 | .1 | .3 | .3 | 2.0 | .7 | .8 |
| West North Central | 109.7 | 111.2 | 111.4 | .2 | .4 | .2 | 3.2 | 1.6 | 1.5 |
| West | 110.1 | 111.2 | 111.6 | .2 | .4 | .4 | 2.9 | 1.2 | 1.4 |
| Mountain | 111.0 | 111.9 | 111.9 | .2 | .4 | .0 | 3.0 | 1.0 | .8 |
| Pacific | 109.8 | 111.0 | 111.5 | .2 | .4 | .5 | 2.8 | 1.3 | 1.5 |

¹ Includes mining, construction, and manufacturing.

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

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

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

NOTE: The indexes for these series are not strictly comparable to those for the aggregate, occupation, and industry series. (See "Technical note" for further information.)

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

(Not seasonally adjusted)

| Occupational group and industry | Indexes (Dec. 2005 = 100) | | | Percent changes for— | | | | | |
|--|---------------------------|-----------|-----------|----------------------|-----------|-----------|------------------|-----------|-----------|
| | Dec. 2008 | Sep. 2009 | Dec. 2009 | 3-months ended— | | | 12-months ended— | | |
| | | | | Dec. 2008 | Sep. 2009 | Dec. 2009 | Dec. 2008 | Sep. 2009 | Dec. 2009 |
| State and local government workers | | | | | | | | | |
| All workers | 110.4 | 112.4 | 112.6 | 0.3 | 0.8 | 0.2 | 3.1 | 2.1 | 2.0 |
| Occupational group | | | | | | | | | |
| Management, professional, and related | 110.4 | 112.1 | 112.3 | .3 | .8 | .2 | 3.2 | 1.8 | 1.7 |
| Professional and related | 110.3 | 112.1 | 112.3 | .2 | .9 | .2 | 3.1 | 1.8 | 1.8 |
| Sales and office | 109.7 | 112.1 | 112.4 | .4 | .8 | .3 | 2.5 | 2.6 | 2.5 |
| Office and administrative support | 110.1 | 112.6 | 112.9 | .4 | .9 | .3 | 2.6 | 2.6 | 2.5 |
| Service occupations | 110.9 | 113.3 | 113.8 | .5 | .5 | .4 | 3.0 | 2.6 | 2.6 |
| Industry | | | | | | | | | |
| Education and health services | 110.5 | 112.1 | 112.3 | .3 | .9 | .2 | 3.2 | 1.7 | 1.6 |
| Education services | 110.1 | 111.7 | 111.9 | .2 | .9 | .2 | 3.1 | 1.6 | 1.6 |
| Schools ¹ | 110.1 | 111.7 | 111.9 | .2 | .9 | .2 | 3.1 | 1.6 | 1.6 |
| Elementary and secondary schools | 110.1 | 112.0 | 112.1 | .3 | 1.4 | .1 | 3.3 | 2.0 | 1.8 |
| Health care and social assistance ² | 113.4 | 115.2 | 115.6 | .5 | .3 | .3 | 3.8 | 2.1 | 1.9 |
| Hospitals | 112.1 | 114.4 | 114.9 | .6 | .4 | .4 | 3.2 | 2.7 | 2.5 |
| Public administration | 110.4 | 112.8 | 113.3 | .5 | .4 | .4 | 2.8 | 2.6 | 2.6 |

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

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

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

(Not seasonally adjusted)

| Occupational group, industry, and bargaining status | Indexes (Dec. 2005 = 100) | | | Percent changes for— | | | | | |
|--|---------------------------|-----------|-----------|----------------------|-----------|-----------|------------------|-----------|-----------|
| | Dec. 2008 | Sep. 2009 | Dec. 2009 | 3-months ended— | | | 12-months ended— | | |
| | | | | Dec. 2008 | Sep. 2009 | Dec. 2009 | Dec. 2008 | Sep. 2009 | Dec. 2009 |
| Civilian workers | | | | | | | | | |
| All workers ¹ | 109.1 | 110.6 | 110.7 | 0.2 | 0.5 | 0.1 | 2.2 | 1.6 | 1.5 |
| Private industry workers | | | | | | | | | |
| All workers | 107.7 | 108.7 | 108.8 | .2 | .3 | .1 | 2.0 | 1.1 | 1.0 |
| Occupational group | | | | | | | | | |
| Management, professional, and related | 108.5 | 108.9 | 108.8 | .0 | .1 | -.1 | 2.4 | .4 | .3 |
| Sales and office | 107.8 | 108.5 | 108.7 | .2 | .4 | .2 | 1.7 | .8 | .8 |
| Natural resources, construction, and maintenance | 107.7 | 109.3 | 109.5 | .2 | .5 | .2 | 1.7 | 1.7 | 1.7 |
| Production, transportation, and material moving | 105.1 | 107.1 | 107.4 | .3 | .3 | .3 | 1.4 | 2.2 | 2.2 |
| Service occupations | 108.8 | 110.4 | 110.5 | .1 | .4 | .1 | 2.0 | 1.6 | 1.6 |
| Industry | | | | | | | | | |
| Goods-producing industries ² | 104.7 | 105.7 | 105.8 | .1 | .0 | .1 | 1.5 | 1.1 | 1.1 |
| Manufacturing | 102.5 | 103.4 | 103.6 | .2 | -.2 | .2 | .8 | 1.1 | 1.1 |
| Aircraft manufacturing | 73.3 | 72.0 | 72.1 | .3 | -2.0 | .1 | 6.9 | -1.5 | -1.6 |
| Service-providing industries ³ | 108.9 | 109.9 | 109.9 | .2 | .4 | .0 | 2.2 | 1.1 | .9 |
| Bargaining status | | | | | | | | | |
| Union | 107.8 | 110.9 | 111.4 | .6 | .5 | .5 | 1.9 | 3.5 | 3.3 |
| Nonunion | 107.6 | 108.2 | 108.2 | .0 | .2 | .0 | 1.9 | .6 | .6 |
| State and local government workers | | | | | | | | | |
| All workers | 114.2 | 117.5 | 117.9 | .3 | 1.5 | .3 | 2.9 | 3.2 | 3.2 |

¹ Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See "Technical note" for further explanation.

² Includes mining, construction, and manufacturing.

³ Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and

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

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

(Not seasonally adjusted)

| Census region and metropolitan area ² | Percent changes for 12-months ended— | | | | | |
|---|--------------------------------------|-----------|-----------|--------------------|-----------|-----------|
| | Total compensation | | | Wages and salaries | | |
| | Dec. 2008 | Sep. 2009 | Dec. 2009 | Dec. 2008 | Sep. 2009 | Dec. 2009 |
| Northeast | | | | | | |
| Boston-Worcester-Manchester, MA-NH CSA | 4.0 | 3.2 | 1.5 | 4.5 | 3.6 | 1.4 |
| New York-Newark-Bridgeport, NY-NJ-CT-PA CSA | 1.9 | 1.1 | 1.3 | 1.8 | 1.2 | 1.4 |
| Philadelphia-Camden-Vineland, PA-NJ-DE-MD CSA | 4.0 | 1.6 | 1.4 | 4.1 | 1.4 | 1.2 |
| South | | | | | | |
| Atlanta-Sandy Springs-Gainesville, GA-AL CSA | 2.1 | .7 | .4 | 2.1 | .2 | .0 |
| Dallas-Fort Worth, TX CSA | 2.6 | 1.3 | .6 | 3.2 | 1.4 | .5 |
| Houston-Baytown-Huntsville, TX CSA | 2.5 | 1.0 | .6 | 3.0 | 1.2 | .8 |
| Miami-Fort Lauderdale-Pompano Beach, FL MSA | 2.1 | 1.2 | .5 | 4.0 | 1.4 | 1.0 |
| Washington-Baltimore-Northern Virginia, DC-MD-VA-WV CSA | 3.1 | 1.6 | 1.6 | 3.0 | 2.0 | 2.0 |
| Midwest | | | | | | |
| Chicago-Naperville-Michigan City, IL-IN-WI CSA ... | 2.5 | .4 | .6 | 2.1 | .2 | .5 |
| Detroit-Warren-Flint, MI CSA | 1.7 | 1.2 | 1.1 | 1.9 | 1.0 | 1.1 |
| Minneapolis-St. Paul-St. Cloud, MN-WI CSA | 2.5 | -2 | .3 | 2.7 | .4 | 1.1 |
| West | | | | | | |
| Los Angeles-Long Beach-Riverside, CA CSA | 2.3 | 1.2 | 1.3 | 2.4 | 1.8 | 1.6 |
| Phoenix-Mesa-Scottsdale, AZ MSA | 3.5 | -2.2 | -2.4 | 3.5 | -2.1 | -2.5 |
| San Jose-San Francisco-Oakland, CA CSA | 2.7 | .8 | 1.4 | 2.3 | .5 | 1.1 |
| Seattle-Tacoma-Olympia, WA CSA ³ | — | 1.2 | 1.4 | — | 2.0 | 2.2 |

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

² See Technical Note for metropolitan area

definitions.

³ Data for these series are published beginning with the 12-months ended September 2009.