

# Employment Cost Index Historical Listing – Volume III

National Compensation Survey  
www.bls.gov/ect

Current Dollar, March 2001-March 2022 (December 2005=100)

**This PDF will no longer be updated**

The March 2022 reference period was the final update of the ECI Current Dollar historical listing. The latest update to these series is available via the BLS public database at [www.bls.gov/ect/#data](http://www.bls.gov/ect/#data).

*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.*

## Seasonally Adjusted

Table #		Page
	<b>Civilian, Private industry, and State and local government</b>	
1	Compensation; by occupational group and industry .....	3
2	Wages and salaries; by occupational group and industry .....	32
3	Benefits; by occupational group and industry .....	60

## Not Seasonally Adjusted

Table #		Page
	<b>Compensation</b>	
4	Civilian; by occupational group and industry .....	66
5	Private industry; by occupational group and industry .....	80
6	Private industry; by bargaining status, census region and division, and metropolitan area status.....	116
7	State and local government; by occupational group and industry .....	126
	<b>Wages and salaries</b>	
8	Civilian; by occupational group and industry .....	133
9	Private industry; by occupational group and industry .....	147
10	Private industry; by bargaining status, census region and division, and metropolitan area status.....	184
11	State and local government; by occupational group and industry .....	194
	<b>Benefits</b>	
12	Civilian, Private industry (by occupational group, industry, and bargaining status), and State and local government.....	201
	<b>Areas</b>	
13	Private industry (total compensation and wages and salaries).....	209

This is the third 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
- IV. Constant 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 revised seasonally adjusted estimates based on the annual revisions process. For more information regarding the seasonal adjustment revisions see [www.bls.gov/ncs/ect/ectsfact.htm](http://www.bls.gov/ncs/ect/ectsfact.htm). Additionally, Employment Cost Index estimate corrections are announced on the Bureau's errata page, [www.bls.gov/bls/erratabysubject.htm](http://www.bls.gov/bls/erratabysubject.htm), and are reflected in this listing.

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/ncs/home.htm](http://www.bls.gov/opub/hom/ncs/home.htm)), 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 1. Employment Cost Index for total compensation<sup>1</sup>, by occupational group and industry**

(Seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for 3-months ended-			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Civilian workers</b>								
<b>All workers<sup>2</sup></b>								
2001 .....	84.7	85.5	86.4	87.2	1.1	1.0	1.1	0.9
2002 .....	87.9	88.8	89.5	90.1	.8	1.0	.8	.7
2003 .....	91.2	92.0	92.9	93.6	1.2	.9	1.0	.8
2004 .....	94.6	95.5	96.4	97.1	1.1	1.0	.9	.7
2005 .....	98.0	98.6	99.3	100.1	.9	.6	.7	.8
2006 .....	100.7	101.6	102.6	103.4	.6	.9	1.0	.8
2007 .....	104.2	105.1	105.9	106.8	.8	.9	.8	.8
2008 .....	107.6	108.3	109.1	109.6	.7	.7	.7	.5
2009 .....	109.9	110.2	110.7	111.1	.3	.3	.5	.4
2010 .....	111.8	112.3	112.8	113.3	.6	.4	.4	.4
2011 .....	114.0	114.7	115.1	115.6	.6	.6	.3	.4
2012 .....	116.3	116.8	117.3	117.8	.6	.4	.4	.4
2013 .....	118.4	119.0	119.5	120.1	.5	.5	.4	.5
2014 .....	120.5	121.4	122.2	122.8	.3	.7	.7	.5
2015 .....	123.6	123.8	124.6	125.3	.7	.2	.6	.6
2016 .....	126.0	126.7	127.4	128.1	.6	.6	.6	.5
2017 .....	128.9	129.7	130.6	131.4	.6	.6	.7	.6
2018 .....	132.4	133.4	134.3	135.2	.8	.8	.7	.7
2019 .....	136.1	137.0	138.0	138.9	.7	.7	.7	.7
2020 .....	140.0	140.7	141.4	142.4	.8	.5	.5	.7
2021 .....	143.7	144.8	146.6	148.0	.9	.8	1.2	1.0
2022 .....	150.1	-	-	-	1.4	-	-	-
<b>Industry</b>								
<b>Goods-producing industries<sup>3</sup></b>								
2003 .....	90.6	91.4	92.1	92.8	1.6	.9	.8	.8
2004 .....	94.5	95.4	96.4	97.1	1.8	1.0	1.0	.7
2005 .....	98.0	98.9	99.7	100.2	.9	.9	.8	.5
2006 .....	100.3	101.2	101.9	102.7	.1	.9	.7	.8
2007 .....	102.9	103.8	104.4	105.2	.2	.9	.6	.8
2008 .....	106.1	106.7	107.2	107.7	.9	.6	.5	.5
2009 .....	107.9	108.1	108.4	108.9	.2	.2	.3	.5
2010 .....	109.8	110.2	111.0	111.2	.8	.4	.7	.2
2011 .....	112.1	113.2	113.4	114.0	.8	1.0	.2	.5
2012 .....	114.1	114.6	115.3	115.8	.1	.4	.6	.4
2013 .....	116.5	117.0	117.4	117.9	.6	.4	.3	.4
2014 .....	118.6	119.1	119.8	120.5	.6	.4	.6	.6
2015 .....	121.1	121.9	122.4	123.3	.5	.7	.4	.7
2016 .....	123.9	124.7	125.1	125.9	.5	.6	.3	.6
2017 .....	126.6	127.2	128.3	129.1	.6	.5	.9	.6
2018 .....	129.9	130.8	131.2	132.0	.6	.7	.3	.6
2019 .....	133.1	134.0	135.1	135.9	.8	.7	.8	.6
2020 .....	136.7	137.6	138.2	139.0	.6	.7	.4	.6
2021 .....	140.0	141.4	142.8	144.1	.7	1.0	1.0	.9
2022 .....	146.2	-	-	-	1.5	-	-	-
<b>Manufacturing</b>								
2003 .....	90.6	91.3	92.0	92.6	1.8	.8	.8	.7
2004 .....	94.6	95.6	96.7	97.1	2.2	1.1	1.2	.4
2005 .....	98.2	99.0	99.7	100.2	1.1	.8	.7	.5

See footnotes at end of table.

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

(Seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for 3-months ended—			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Industry</b>								
<b>Manufacturing</b>								
2006 .....	99.9	100.9	101.4	102.0	-0.3	1.0	0.5	0.6
2007 .....	101.9	102.8	103.2	104.0	-.1	.9	.4	.8
2008 .....	104.6	105.0	105.6	106.1	.6	.4	.6	.5
2009 .....	106.4	106.6	106.8	107.3	.3	.2	.2	.5
2010 .....	108.4	109.0	109.9	110.2	1.0	.6	.8	.3
2011 .....	111.3	112.6	112.8	113.3	1.0	1.2	.2	.4
2012 .....	113.4	113.9	114.6	115.1	.1	.4	.6	.4
2013 .....	115.7	116.2	116.7	117.2	.5	.4	.4	.4
2014 .....	118.0	118.6	119.3	120.0	.7	.5	.6	.6
2015 .....	120.8	121.6	122.1	123.0	.7	.7	.4	.7
2016 .....	123.6	124.4	125.1	125.7	.5	.6	.6	.5
2017 .....	126.3	127.0	128.4	129.1	.5	.6	1.1	.5
2018 .....	129.9	130.6	131.0	131.7	.6	.5	.3	.5
2019 .....	132.9	133.7	134.6	135.4	.9	.6	.7	.6
2020 .....	136.2	137.1	137.7	138.6	.6	.7	.4	.7
2021 .....	139.4	140.7	142.5	143.6	.6	.9	1.3	.8
2022 .....	146.2	—	—	—	1.8	—	—	—
<b>Service-providing industries<sup>4</sup></b>								
2003 .....	91.5	92.3	93.2	93.9	1.2	.9	1.0	.8
2004 .....	94.8	95.7	96.4	97.1	1.0	.9	.7	.7
2005 .....	98.0	98.6	99.3	100.1	.9	.6	.7	.8
2006 .....	100.9	101.7	102.7	103.6	.8	.8	1.0	.9
2007 .....	104.4	105.3	106.2	107.1	.8	.9	.9	.8
2008 .....	108.0	108.8	109.5	110.0	.8	.7	.6	.5
2009 .....	110.4	110.8	111.2	111.7	.4	.4	.4	.4
2010 .....	112.3	112.8	113.3	113.9	.5	.4	.4	.5
2011 .....	114.5	115.1	115.5	116.0	.5	.5	.3	.4
2012 .....	116.8	117.4	117.8	118.3	.7	.5	.3	.4
2013 .....	118.9	119.5	120.0	120.6	.5	.5	.4	.5
2014 .....	121.0	122.0	122.7	123.4	.3	.8	.6	.6
2015 .....	124.2	124.3	125.1	125.8	.6	.1	.6	.6
2016 .....	126.5	127.2	128.0	128.6	.6	.6	.6	.5
2017 .....	129.5	130.4	131.2	132.0	.7	.7	.6	.6
2018 .....	133.0	134.0	135.1	136.0	.8	.8	.8	.7
2019 .....	136.8	137.7	138.7	139.6	.6	.7	.7	.6
2020 .....	140.7	141.4	142.2	143.2	.8	.5	.6	.7
2021 .....	144.6	145.5	147.5	148.9	1.0	.6	1.4	.9
2022 .....	151.0	—	—	—	1.4	—	—	—
<b>Education and health services</b>								
2003 .....	90.8	91.7	92.4	93.0	1.0	1.0	.8	.6
2004 .....	94.0	94.8	95.6	96.3	1.1	.9	.8	.7
2005 .....	97.3	98.1	98.9	99.9	1.0	.8	.8	1.0
2006 .....	100.7	101.7	103.1	104.1	.8	1.0	1.4	1.0
2007 .....	105.0	105.9	106.9	107.9	.9	.9	.9	.9
2008 .....	108.7	109.6	110.4	111.0	.7	.8	.7	.5
2009 .....	111.8	112.4	112.8	113.4	.7	.5	.4	.5
2010 .....	113.7	114.2	114.6	115.1	.3	.4	.4	.4

See footnotes at end of table.

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

(Seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for 3-months ended—			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Education and health services</b>								
2011 .....	115.6	115.9	116.2	116.7	0.4	0.3	0.3	0.4
2012 .....	117.6	118.1	118.6	119.0	.8	.4	.4	.3
2013 .....	119.5	120.0	120.5	121.1	.4	.4	.4	.5
2014 .....	121.5	122.1	122.6	123.4	.3	.5	.4	.7
2015 .....	124.0	124.7	125.2	126.0	.5	.6	.4	.6
2016 .....	126.5	127.3	128.1	128.7	.4	.6	.6	.5
2017 .....	129.5	130.2	130.7	131.5	.6	.5	.4	.6
2018 .....	132.4	133.2	134.2	135.2	.7	.6	.8	.7
2019 .....	136.0	136.9	138.0	138.6	.6	.7	.8	.4
2020 .....	139.7	140.0	140.9	141.7	.8	.2	.6	.6
2021 .....	142.6	143.5	145.0	146.5	.6	.6	1.0	1.0
2022 .....	148.4	—	—	—	1.3	—	—	—
<b>Educational services</b>								
2003 .....	90.8	91.7	92.2	92.8	.8	1.0	.5	.7
2004 .....	93.8	94.5	95.0	95.9	1.1	.7	.5	.9
2005 .....	96.9	97.7	98.5	99.7	1.0	.8	.8	1.2
2006 .....	100.4	101.3	102.9	103.8	.7	.9	1.6	.9
2007 .....	104.7	105.6	106.7	107.7	.9	.9	1.0	.9
2008 .....	108.5	109.5	110.5	111.1	.7	.9	.9	.5
2009 .....	111.9	112.6	112.9	113.5	.7	.6	.3	.5
2010 .....	113.8	114.3	114.6	115.2	.3	.4	.3	.5
2011 .....	115.6	115.9	116.2	116.6	.3	.3	.3	.3
2012 .....	117.2	117.7	118.3	118.7	.5	.4	.5	.3
2013 .....	119.2	119.7	120.1	120.7	.4	.4	.3	.5
2014 .....	121.3	121.8	122.4	123.0	.5	.4	.5	.5
2015 .....	123.8	124.6	125.2	126.1	.7	.6	.5	.7
2016 .....	126.7	127.4	128.4	129.2	.5	.6	.8	.6
2017 .....	130.1	130.7	131.4	132.2	.7	.5	.5	.6
2018 .....	132.9	133.8	134.7	135.7	.5	.7	.7	.7
2019 .....	136.6	137.5	138.7	139.4	.7	.7	.9	.5
2020 .....	140.5	141.4	141.7	142.5	.8	.6	.2	.6
2021 .....	143.2	143.9	145.1	145.9	.5	.5	.8	.6
2022 .....	147.5	—	—	—	1.1	—	—	—
<b>Elementary and secondary schools</b>								
2003 .....	90.5	91.3	91.8	92.4	1.0	.9	.5	.7
2004 .....	93.3	94.1	94.8	95.7	1.0	.9	.7	.9
2005 .....	96.6	97.4	98.3	99.7	.9	.8	.9	1.4
2006 .....	100.3	101.2	102.9	103.9	.6	.9	1.7	1.0
2007 .....	104.9	105.7	106.7	107.6	1.0	.8	.9	.8
2008 .....	108.5	109.5	110.5	111.2	.8	.9	.9	.6
2009 .....	112.1	112.7	113.3	113.9	.8	.5	.5	.5
2010 .....	114.2	114.7	115.0	115.4	.3	.4	.3	.3
2011 .....	115.8	116.2	116.3	116.7	.3	.3	.1	.3
2012 .....	117.2	117.7	118.2	118.6	.4	.4	.4	.3
2013 .....	119.1	119.5	119.7	120.3	.4	.3	.2	.5
2014 .....	120.8	121.4	122.0	122.5	.4	.5	.5	.4
2015 .....	123.3	124.1	124.7	125.8	.7	.6	.5	.9
2016 .....	126.4	127.2	128.3	129.0	.5	.6	.9	.5
2017 .....	129.8	130.6	131.3	132.1	.6	.6	.5	.6

See footnotes at end of table.

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

(Seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for 3-months ended—			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Elementary and secondary schools</b>								
2018 .....	132.9	133.7	134.8	135.8	0.6	0.6	0.8	0.7
2019 .....	136.8	137.7	138.9	139.7	.7	.7	.9	.6
2020 .....	140.7	141.6	142.2	143.1	.7	.6	.4	.6
2021 .....	143.8	144.7	145.6	146.5	.5	.6	.6	.6
2022 .....	148.0	—	—	—	1.0	—	—	—
<b>Junior colleges, colleges, universities, and professional schools</b>								
2003 .....	91.8	92.6	93.1	93.8	.8	.9	.5	.8
2004 .....	94.7	95.4	95.6	96.3	1.0	.7	.2	.7
2005 .....	97.5	98.2	98.8	99.8	1.2	.7	.6	1.0
2006 .....	100.5	101.4	102.8	103.7	.7	.9	1.4	.9
2007 .....	104.4	105.4	106.7	107.9	.7	1.0	1.2	1.1
2008 .....	108.6	109.5	110.6	110.8	.6	.8	1.0	.2
2009 .....	111.6	112.5	111.9	112.6	.7	.8	-.5	.6
2010 .....	112.9	113.3	113.6	114.5	.3	.4	.3	.8
2011 .....	115.0	115.2	115.6	115.9	.4	.2	.3	.3
2012 .....	116.7	117.3	118.2	118.8	.7	.5	.8	.5
2013 .....	119.4	120.0	120.7	121.3	.5	.5	.6	.5
2014 .....	122.0	122.5	123.0	123.8	.6	.4	.4	.7
2015 .....	124.6	125.4	126.1	126.6	.6	.6	.6	.4
2016 .....	127.0	127.8	128.6	129.4	.3	.6	.6	.6
2017 .....	130.5	130.9	131.6	132.3	.9	.3	.5	.5
2018 .....	132.9	133.8	134.6	135.5	.5	.7	.6	.7
2019 .....	136.4	137.4	138.5	139.1	.7	.7	.8	.4
2020 .....	140.1	140.8	140.4	141.0	.7	.5	-.3	.4
2021 .....	141.5	142.1	143.7	144.6	.4	.4	1.1	.6
2022 .....	146.1	—	—	—	1.0	—	—	—
<b>Health care and social assistance</b>								
2003 .....	90.8	91.6	92.6	93.3	1.1	.9	1.1	.8
2004 .....	94.3	95.2	96.3	96.9	1.1	1.0	1.2	.6
2005 .....	97.8	98.5	99.3	100.1	.9	.7	.8	.8
2006 .....	101.0	102.1	103.4	104.4	.9	1.1	1.3	1.0
2007 .....	105.3	106.2	107.1	108.0	.9	.9	.8	.8
2008 .....	108.9	109.7	110.4	110.9	.8	.7	.6	.5
2009 .....	111.7	112.3	112.8	113.2	.7	.5	.4	.4
2010 .....	113.6	114.1	114.6	115.1	.4	.4	.4	.4
2011 .....	115.5	116.0	116.3	116.9	.3	.4	.3	.5
2012 .....	118.0	118.5	118.9	119.3	.9	.4	.3	.3
2013 .....	119.8	120.3	121.0	121.6	.4	.4	.6	.5
2014 .....	121.7	122.5	122.9	123.7	.1	.7	.3	.7
2015 .....	124.3	124.8	125.3	125.9	.5	.4	.4	.5
2016 .....	126.4	127.1	127.8	128.3	.4	.6	.6	.4
2017 .....	129.0	129.7	130.1	130.9	.5	.5	.3	.6
2018 .....	132.0	132.7	133.8	134.7	.8	.5	.8	.7
2019 .....	135.4	136.2	137.2	137.9	.5	.6	.7	.5
2020 .....	138.9	138.7	140.2	140.9	.7	-.1	1.1	.5
2021 .....	142.0	143.3	145.0	147.2	.8	.9	1.2	1.5
2022 .....	149.4	—	—	—	1.5	—	—	—

See footnotes at end of table.

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

(Seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for 3-months ended—			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Hospitals</b>								
2003 .....	89.7	90.4	91.5	92.5	1.1	0.8	1.2	1.1
2004 .....	93.4	94.4	95.4	96.2	1.0	1.1	1.1	.8
2005 .....	97.3	98.3	99.2	100.1	1.1	1.0	.9	.9
2006 .....	101.1	102.0	103.1	104.1	1.0	.9	1.1	1.0
2007 .....	105.0	105.8	106.7	107.5	.9	.8	.9	.7
2008 .....	108.3	109.3	110.1	110.9	.7	.9	.7	.7
2009 .....	111.6	112.3	112.8	113.4	.6	.6	.4	.5
2010 .....	114.0	114.7	115.2	115.9	.5	.6	.4	.6
2011 .....	116.5	116.9	117.3	117.8	.5	.3	.3	.4
2012 .....	118.4	118.9	119.3	119.8	.5	.4	.3	.4
2013 .....	120.3	120.8	121.5	122.0	.4	.4	.6	.4
2014 .....	122.2	122.9	123.3	123.8	.2	.6	.3	.4
2015 .....	124.4	125.0	125.5	126.2	.5	.5	.4	.6
2016 .....	126.7	127.6	128.3	129.1	.4	.7	.5	.6
2017 .....	129.8	130.4	131.1	131.7	.5	.5	.5	.5
2018 .....	132.3	133.1	133.8	135.0	.5	.6	.5	.9
2019 .....	135.8	136.7	137.7	138.5	.6	.7	.7	.6
2020 .....	139.2	140.3	141.0	141.6	.5	.8	.5	.4
2021 .....	142.9	144.0	145.5	147.7	.9	.8	1.0	1.5
2022 .....	149.8	—	—	—	1.4	—	—	—
<b>Nursing and residential care facilities</b>								
2003 .....	91.7	92.4	93.2	93.9	1.1	.8	.9	.8
2004 .....	94.9	95.4	96.1	96.7	1.1	.5	.7	.6
2005 .....	97.4	98.3	99.2	100.1	.7	.9	.9	.9
2006 .....	100.9	101.4	102.6	103.8	.8	.5	1.2	1.2
2007 .....	104.5	105.0	105.6	106.4	.7	.5	.6	.8
2008 .....	107.3	108.1	109.0	109.7	.8	.7	.8	.6
2009 .....	110.3	110.7	111.1	111.5	.5	.4	.4	.4
2010 .....	111.9	112.2	112.6	112.8	.4	.3	.4	.2
2011 .....	113.3	113.9	114.2	114.4	.4	.5	.3	.2
2012 .....	115.0	115.3	115.6	116.0	.5	.3	.3	.3
2013 .....	116.4	116.7	117.2	117.7	.3	.3	.4	.4
2014 .....	117.9	118.2	118.8	119.5	.2	.3	.5	.6
2015 .....	120.1	120.7	121.4	121.9	.5	.5	.6	.4
2016 .....	122.8	123.5	124.2	125.0	.7	.6	.6	.6
2017 .....	125.6	126.4	127.2	128.0	.5	.6	.6	.6
2018 .....	129.1	130.0	130.8	131.7	.9	.7	.6	.7
2019 .....	132.4	133.2	134.0	134.6	.5	.6	.6	.4
2020 .....	135.6	136.6	137.5	138.6	.7	.7	.7	.8
2021 .....	139.9	141.6	143.9	146.3	.9	1.2	1.6	1.7
2022 .....	148.8	—	—	—	1.7	—	—	—
<b>Public administration</b>								
2003 .....	89.3	90.2	91.4	92.1	1.0	1.0	1.3	.8
2004 .....	93.0	94.1	95.1	95.8	1.0	1.2	1.1	.7
2005 .....	97.0	97.8	98.9	100.0	1.3	.8	1.1	1.1
2006 .....	100.5	101.4	102.3	103.8	.5	.9	.9	1.5
2007 .....	105.6	106.9	107.9	109.1	1.7	1.2	.9	1.1
2008 .....	109.6	110.3	111.5	112.0	.5	.6	1.1	.4
2009 .....	112.9	113.7	114.0	114.6	.8	.7	.3	.5
2010 .....	115.0	115.6	116.5	116.9	.3	.5	.8	.3

See footnotes at end of table.

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

(Seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for 3-months ended—			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Public administration</b>								
2011 .....	117.4	117.8	117.9	118.2	0.4	0.3	0.1	0.3
2012 .....	119.0	119.7	120.3	120.7	.7	.6	.5	.3
2013 .....	121.4	121.8	122.6	123.5	.6	.3	.7	.7
2014 .....	124.1	125.2	125.7	126.5	.5	.9	.4	.6
2015 .....	126.9	127.6	128.4	129.2	.3	.6	.6	.6
2016 .....	130.0	130.7	131.6	132.2	.6	.5	.7	.5
2017 .....	133.3	134.1	134.7	135.8	.8	.6	.4	.8
2018 .....	136.2	137.2	138.3	139.3	.3	.7	.8	.7
2019 .....	140.5	141.4	142.5	143.5	.9	.6	.8	.7
2020 .....	144.7	145.6	146.3	147.1	.8	.6	.5	.5
2021 .....	147.6	148.6	149.7	150.8	.3	.7	.7	.7
2022 .....	153.1	—	—	—	1.5	—	—	—
<b>Private industry workers</b>								
<b>All workers</b>								
2001 .....	85.0	85.8	86.7	87.5	1.1	.9	1.1	1.0
2002 .....	88.2	89.1	89.6	90.2	.8	1.0	.6	.7
2003 .....	91.4	92.2	93.2	93.8	1.3	.9	1.1	.6
2004 .....	94.9	95.8	96.7	97.3	1.2	.9	.9	.6
2005 .....	98.2	98.8	99.5	100.2	.9	.6	.7	.7
2006 .....	100.8	101.6	102.5	103.3	.6	.8	.9	.8
2007 .....	103.9	104.8	105.6	106.5	.6	.9	.8	.9
2008 .....	107.2	108.0	108.6	109.1	.7	.7	.6	.5
2009 .....	109.3	109.5	109.9	110.4	.2	.2	.4	.5
2010 .....	111.1	111.6	112.1	112.6	.6	.5	.4	.4
2011 .....	113.3	114.2	114.6	115.1	.6	.8	.4	.4
2012 .....	115.7	116.3	116.8	117.2	.5	.5	.4	.3
2013 .....	117.9	118.5	119.0	119.6	.6	.5	.4	.5
2014 .....	119.9	120.9	121.7	122.4	.3	.8	.7	.6
2015 .....	123.2	123.2	124.0	124.6	.7	.0	.6	.5
2016 .....	125.3	126.1	126.7	127.4	.6	.6	.5	.6
2017 .....	128.2	129.0	130.0	130.7	.6	.6	.8	.5
2018 .....	131.8	132.8	133.7	134.6	.8	.8	.7	.7
2019 .....	135.4	136.3	137.3	138.1	.6	.7	.7	.6
2020 .....	139.3	139.9	140.7	141.7	.9	.4	.6	.7
2021 .....	143.2	144.3	146.3	147.9	1.1	.8	1.4	1.1
2022 .....	150.0	—	—	—	1.4	—	—	—
<b>Occupational group</b>								
<b>White-collar occupations<sup>5</sup></b>								
2001 .....	84.7	85.7	86.5	87.3	1.2	1.1	1.0	1.0
2002 .....	88.0	89.0	89.4	90.0	.8	1.1	.4	.7
2003 .....	91.3	92.0	93.1	93.8	1.4	.8	1.2	.8
2004 .....	94.6	95.5	96.4	97.2	.9	1.0	.9	.8
2005 .....	98.2	98.8	99.5	100.2	1.0	.6	.7	.7
2006 .....	100.8	101.7	102.6	103.5	.6	.9	.9	.9
<b>Management, professional, and related</b>								
2002 .....	88.2	89.0	89.4	90.0	.7	.9	.4	.7
2003 .....	91.5	92.2	93.2	94.1	1.7	.8	1.1	1.0
2004 .....	94.7	95.5	96.4	97.4	.6	.8	.9	1.0

See footnotes at end of table.



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

(Seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for 3-months ended—			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Management, professional, and related</b>								
2005 .....	98.4	99.0	99.6	100.3	1.0	0.6	0.6	0.7
2006 .....	101.0	101.8	102.9	103.8	.7	.8	1.1	.9
2007 .....	104.5	105.5	106.3	107.1	.7	1.0	.8	.8
2008 .....	108.0	108.8	109.6	110.2	.8	.7	.7	.5
2009 .....	110.2	110.4	110.6	111.0	.0	.2	.2	.4
2010 .....	111.7	112.1	112.7	113.3	.6	.4	.5	.5
2011 .....	114.0	114.7	115.1	115.7	.6	.6	.3	.5
2012 .....	116.3	117.0	117.3	118.0	.5	.6	.3	.6
2013 .....	118.5	119.3	119.9	120.4	.4	.7	.5	.4
2014 .....	120.7	121.9	122.7	123.1	.2	1.0	.7	.3
2015 .....	123.8	124.0	124.8	125.5	.6	.2	.6	.6
2016 .....	126.0	126.3	127.0	127.6	.4	.2	.6	.5
2017 .....	128.4	129.4	130.0	130.7	.6	.8	.5	.5
2018 .....	131.7	132.5	133.3	134.0	.8	.6	.6	.5
2019 .....	134.7	135.6	136.3	137.0	.5	.7	.5	.5
2020 .....	137.9	138.3	139.0	139.7	.7	.3	.5	.5
2021 .....	140.6	141.6	143.4	144.6	.6	.7	1.3	.8
2022 .....	146.5	—	—	—	1.3	—	—	—
<b>Management, business, and financial</b>								
2002 .....	89.3	90.5	90.6	90.8	.7	1.3	.1	.2
2003 .....	93.1	93.6	94.8	95.6	2.5	.5	1.3	.8
2004 .....	95.7	96.5	97.3	98.2	.1	.8	.8	.9
2005 .....	98.9	99.4	99.7	100.3	.7	.5	.3	.6
2006 .....	101.1	101.9	102.7	103.4	.8	.8	.8	.7
2007 .....	104.1	104.9	106.0	106.7	.7	.8	1.0	.7
2008 .....	107.7	108.6	109.3	109.9	.9	.8	.6	.5
2009 .....	109.4	109.5	109.7	110.3	-.5	.1	.2	.5
2010 .....	111.1	111.5	112.0	112.7	.7	.4	.4	.6
2011 .....	113.5	114.2	114.8	115.3	.7	.6	.5	.4
2012 .....	115.9	116.7	116.9	117.4	.5	.7	.2	.4
2013 .....	118.1	119.1	119.5	120.2	.6	.8	.3	.6
2014 .....	120.3	122.0	123.0	123.2	.1	1.4	.8	.2
2015 .....	124.0	124.1	125.2	126.0	.6	.1	.9	.6
2016 .....	126.5	126.7	127.6	128.6	.4	.2	.7	.8
2017 .....	129.5	130.5	131.2	131.9	.7	.8	.5	.5
2018 .....	133.2	133.8	134.6	135.4	1.0	.5	.6	.6
2019 .....	136.2	137.2	138.0	138.7	.6	.7	.6	.5
2020 .....	139.5	140.1	140.5	141.2	.6	.4	.3	.5
2021 .....	142.0	143.2	145.2	146.0	.6	.8	1.4	.6
2022 .....	147.9	—	—	—	1.3	—	—	—
<b>Professional and related</b>								
2002 .....	87.3	87.9	88.4	89.3	.7	.7	.6	1.0
2003 .....	90.2	91.0	92.0	92.8	1.0	.9	1.1	.9
2004 .....	94.0	94.8	95.7	96.7	1.3	.9	.9	1.0
2005 .....	97.9	98.7	99.5	100.2	1.2	.8	.8	.7
2006 .....	100.9	101.8	103.0	104.1	.7	.9	1.2	1.1
2007 .....	104.8	105.9	106.6	107.5	.7	1.0	.7	.8
2008 .....	108.2	109.0	109.8	110.4	.7	.7	.7	.5
2009 .....	110.9	111.1	111.3	111.6	.5	.2	.2	.3
2010 .....	112.1	112.6	113.2	113.8	.4	.4	.5	.5

See footnotes at end of table.

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

(Seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for 3-months ended—			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Professional and related</b>								
2011 .....	114.4	115.1	115.3	115.9	0.5	0.6	0.2	0.5
2012 .....	116.7	117.2	117.7	118.4	.7	.4	.4	.6
2013 .....	118.8	119.4	120.2	120.6	.3	.5	.7	.3
2014 .....	121.0	121.8	122.4	123.1	.3	.7	.5	.6
2015 .....	123.6	124.0	124.4	125.1	.4	.3	.3	.6
2016 .....	125.7	126.1	126.6	126.9	.5	.3	.4	.2
2017 .....	127.7	128.6	129.1	129.8	.6	.7	.4	.5
2018 .....	130.7	131.5	132.3	133.0	.7	.6	.6	.5
2019 .....	133.6	134.3	135.1	135.8	.5	.5	.6	.5
2020 .....	136.7	137.0	137.8	138.5	.7	.2	.6	.5
2021 .....	139.6	140.5	142.1	143.6	.8	.6	1.1	1.1
2022 .....	145.4	—	—	—	1.3	—	—	—
<b>Sales and office</b>								
2002 .....	87.8	88.9	89.3	90.1	.8	1.3	.4	.9
2003 .....	90.9	91.7	92.8	93.4	.9	.9	1.2	.6
2004 .....	94.5	95.5	96.5	97.0	1.2	1.1	1.0	.5
2005 .....	97.9	98.4	99.2	100.1	.9	.5	.8	.9
2006 .....	100.6	101.5	102.2	103.0	.5	.9	.7	.8
2007 .....	103.8	104.5	105.2	106.2	.8	.7	.7	1.0
2008 .....	106.8	107.4	107.8	108.0	.6	.6	.4	.2
2009 .....	108.1	108.2	108.8	109.3	.1	.1	.6	.5
2010 .....	109.9	110.6	111.1	111.7	.5	.6	.5	.5
2011 .....	112.2	113.2	113.7	114.3	.4	.9	.4	.5
2012 .....	115.1	115.7	116.2	116.5	.7	.5	.4	.3
2013 .....	117.3	117.7	118.4	119.2	.7	.3	.6	.7
2014 .....	119.3	120.3	121.1	122.1	.1	.8	.7	.8
2015 .....	123.3	122.6	123.5	124.3	1.0	-6	.7	.6
2016 .....	125.0	126.5	126.7	127.1	.6	1.2	.2	.3
2017 .....	128.1	128.6	129.9	130.3	.8	.4	1.0	.3
2018 .....	131.9	133.1	134.4	135.3	1.2	.9	1.0	.7
2019 .....	136.3	137.0	138.4	139.0	.7	.5	1.0	.4
2020 .....	140.5	141.4	141.9	143.4	1.1	.6	.4	1.1
2021 .....	146.0	146.5	148.4	150.0	1.8	.3	1.3	1.1
2022 .....	152.5	—	—	—	1.7	—	—	—
<b>Sales and related</b>								
2002 .....	87.9	89.5	89.3	90.0	.5	1.8	-2	.8
2003 .....	90.8	91.5	92.9	93.2	.9	.8	1.5	.3
2004 .....	94.2	95.3	96.5	96.4	1.1	1.2	1.3	-1
2005 .....	97.6	97.9	98.9	100.0	1.2	.3	1.0	1.1
2006 .....	100.2	101.0	101.4	102.3	.2	.8	.4	.9
2007 .....	102.9	103.5	104.0	105.1	.6	.6	.5	1.1
2008 .....	105.5	106.0	105.8	105.3	.4	.5	-2	-5
2009 .....	104.7	104.3	105.1	105.7	-6	-4	.8	.6
2010 .....	106.3	107.3	107.3	108.0	.6	.9	.0	.7
2011 .....	108.2	109.6	110.2	110.7	.2	1.3	.5	.5
2012 .....	111.8	112.4	112.9	112.9	1.0	.5	.4	.0
2013 .....	114.0	114.2	114.9	116.1	1.0	.2	.6	1.0
2014 .....	115.8	116.8	117.7	119.3	-3	.9	.8	1.4
2015 .....	121.4	119.0	119.9	120.5	1.8	-2.0	.8	.5

See footnotes at end of table.

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

(Seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for 3-months ended—			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Sales and related</b>								
2016 .....	120.8	123.2	122.6	122.3	0.2	2.0	-0.5	-0.2
2017 .....	123.6	124.0	125.7	125.6	1.1	.3	1.4	-.1
2018 .....	127.7	128.5	130.3	130.9	1.7	.6	1.4	.5
2019 .....	132.1	132.3	134.2	134.6	.9	.2	1.4	.3
2020 .....	136.8	137.6	137.8	139.7	1.6	.6	.1	1.4
2021 .....	144.3	143.7	145.7	147.1	3.3	-.4	1.4	1.0
2022 .....	150.0	—	—	—	2.0	—	—	—
<b>Office and administrative support</b>								
2002 .....	87.8	88.5	89.3	90.1	1.0	.8	.9	.9
2003 .....	90.9	91.9	92.7	93.5	.9	1.1	.9	.9
2004 .....	94.6	95.7	96.5	97.4	1.2	1.2	.8	.9
2005 .....	98.1	98.7	99.5	100.2	.7	.6	.8	.7
2006 .....	100.9	101.8	102.7	103.5	.7	.9	.9	.8
2007 .....	104.4	105.3	106.1	106.9	.9	.9	.8	.8
2008 .....	107.7	108.4	109.2	109.8	.7	.6	.7	.5
2009 .....	110.4	110.8	111.3	111.8	.5	.4	.5	.4
2010 .....	112.5	113.0	113.7	114.3	.6	.4	.6	.5
2011 .....	115.0	115.6	116.2	116.8	.6	.5	.5	.5
2012 .....	117.4	118.0	118.4	119.0	.5	.5	.3	.5
2013 .....	119.6	120.2	120.8	121.3	.5	.5	.5	.4
2014 .....	121.7	122.8	123.3	124.1	.3	.9	.4	.6
2015 .....	124.5	125.2	126.0	126.9	.3	.6	.6	.7
2016 .....	128.0	128.8	129.6	130.5	.9	.6	.6	.7
2017 .....	131.2	132.0	132.8	133.6	.5	.6	.6	.6
2018 .....	134.8	136.4	137.3	138.3	.9	1.2	.7	.7
2019 .....	139.3	140.3	141.4	142.1	.7	.7	.8	.5
2020 .....	143.1	144.0	144.7	145.9	.7	.6	.5	.8
2021 .....	147.0	148.3	150.1	151.9	.8	.9	1.2	1.2
2022 .....	154.1	—	—	—	1.4	—	—	—
<b>Blue-collar occupations<sup>6</sup></b>								
2001 .....	85.0	85.6	86.6	87.3	1.0	.6	1.3	.8
2002 .....	88.1	88.9	89.6	90.3	.9	.9	.8	.8
2003 .....	91.3	92.2	93.0	93.7	1.1	1.0	.9	.8
2004 .....	95.2	96.2	97.0	97.7	1.6	1.1	.8	.7
2005 .....	98.3	98.9	99.5	100.1	.6	.6	.6	.6
2006 .....	100.6	101.4	102.2	103.0	.5	.8	.8	.8
<b>Natural resources, construction, and maintenance</b>								
2002 .....	87.6	88.6	89.3	90.2	.7	1.1	.8	1.0
2003 .....	91.0	92.0	92.8	93.7	.9	1.1	.9	1.0
2004 .....	95.0	95.9	96.4	97.3	1.4	.9	.5	.9
2005 .....	98.0	98.7	99.4	100.2	.7	.7	.7	.8
2006 .....	100.9	102.0	102.9	103.7	.7	1.1	.9	.8
2007 .....	104.1	104.9	105.8	106.8	.4	.8	.9	.9
2008 .....	107.7	108.2	108.9	109.7	.8	.5	.6	.7
2009 .....	109.9	110.3	110.7	111.3	.2	.4	.4	.5
2010 .....	112.3	112.6	112.9	113.4	.9	.3	.3	.4
2011 .....	113.9	114.8	115.4	115.9	.4	.8	.5	.4
2012 .....	116.4	116.9	117.5	118.0	.4	.4	.5	.4
2013 .....	118.7	119.0	119.7	120.3	.6	.3	.6	.5

See footnotes at end of table.

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

(Seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for 3-months ended—			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Natural resources, construction, and maintenance</b>								
2014 .....	120.9	121.9	122.6	123.4	0.5	0.8	0.6	0.7
2015 .....	123.7	124.0	124.5	125.1	.2	.2	.4	.5
2016 .....	125.8	126.5	126.9	127.8	.6	.6	.3	.7
2017 .....	128.6	129.6	130.5	131.3	.6	.8	.7	.6
2018 .....	131.9	133.2	133.8	134.6	.5	1.0	.5	.6
2019 .....	135.4	136.0	137.2	138.0	.6	.4	.9	.6
2020 .....	139.4	139.7	140.5	141.4	1.0	.2	.6	.6
2021 .....	142.8	144.0	145.4	146.7	1.0	.8	1.0	.9
2022 .....	148.5	—	—	—	1.2	—	—	—
<b>Construction, extraction, farming, fishing, and forestry</b>								
2002 .....	87.6	88.2	88.9	89.9	.9	.7	.8	1.1
2003 .....	90.6	91.6	92.5	93.4	.8	1.1	1.0	1.0
2004 .....	94.9	95.7	96.3	97.4	1.6	.8	.6	1.1
2005 .....	97.9	98.5	99.4	100.1	.5	.6	.9	.7
2006 .....	100.9	102.0	103.0	103.8	.8	1.1	1.0	.8
2007 .....	104.5	105.6	106.4	107.5	.7	1.1	.8	1.0
2008 .....	108.8	109.6	110.2	110.9	1.2	.7	.5	.6
2009 .....	111.1	111.4	111.9	112.4	.2	.3	.4	.4
2010 .....	113.3	113.6	114.2	114.4	.8	.3	.5	.2
2011 .....	115.0	115.5	115.8	116.5	.5	.4	.3	.6
2012 .....	116.7	117.1	117.7	117.9	.2	.3	.5	.2
2013 .....	118.8	118.9	119.7	120.4	.8	.1	.7	.6
2014 .....	120.8	121.3	122.0	123.0	.3	.4	.6	.8
2015 .....	123.3	123.9	124.5	125.1	.2	.5	.5	.5
2016 .....	125.9	127.0	127.2	128.4	.6	.9	.2	.9
2017 .....	129.4	130.0	131.0	131.6	.8	.5	.8	.5
2018 .....	132.3	133.2	133.7	134.5	.5	.7	.4	.6
2019 .....	135.5	136.5	137.8	138.7	.7	.7	1.0	.7
2020 .....	140.3	139.6	140.4	141.3	1.2	-.5	.6	.6
2021 .....	142.5	144.0	145.4	146.7	.8	1.1	1.0	.9
2022 .....	148.4	—	—	—	1.2	—	—	—
<b>Installation, maintenance, and repair</b>								
2002 .....	87.6	89.0	89.9	90.5	.5	1.6	1.0	.7
2003 .....	91.5	92.4	93.1	94.0	1.1	1.0	.8	1.0
2004 .....	95.1	96.1	96.6	97.3	1.2	1.1	.5	.7
2005 .....	98.1	99.1	99.5	100.2	.8	1.0	.4	.7
2006 .....	100.9	101.9	102.9	103.7	.7	1.0	1.0	.8
2007 .....	103.5	104.0	105.1	106.0	-.2	.5	1.1	.9
2008 .....	106.3	106.6	107.4	108.3	.3	.3	.8	.8
2009 .....	108.5	108.9	109.3	110.0	.2	.4	.4	.6
2010 .....	111.1	111.4	111.4	112.1	1.0	.3	.0	.6
2011 .....	112.6	114.0	114.8	115.3	.4	1.2	.7	.4
2012 .....	116.0	116.7	117.3	118.1	.6	.6	.5	.7
2013 .....	118.6	119.1	119.7	120.2	.4	.4	.5	.4
2014 .....	121.0	122.5	123.3	123.8	.7	1.2	.7	.4
2015 .....	124.1	124.1	124.4	125.0	.2	.0	.2	.5
2016 .....	125.7	126.0	126.7	127.2	.6	.2	.6	.4
2017 .....	127.8	129.1	130.0	131.0	.5	1.0	.7	.8
2018 .....	131.5	133.3	133.8	134.7	.4	1.4	.4	.7

See footnotes at end of table.

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

(Seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for 3-months ended—			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Installation, maintenance, and repair</b>								
2019 .....	135.3	135.4	136.6	137.3	0.4	0.1	0.9	0.5
2020 .....	138.4	139.8	140.7	141.5	.8	1.0	.6	.6
2021 .....	143.1	144.0	145.3	146.8	1.1	.6	.9	1.0
2022 .....	148.6	—	—	—	1.2	—	—	—
<b>Production, transportation, and material moving</b>								
2002 .....	88.5	89.1	89.8	90.5	1.0	.7	.8	.8
2003 .....	91.6	92.4	93.2	93.7	1.2	.9	.9	.5
2004 .....	95.4	96.5	97.4	97.9	1.8	1.2	.9	.5
2005 .....	98.5	99.0	99.6	100.1	.6	.5	.6	.5
2006 .....	100.4	101.0	101.7	102.4	.3	.6	.7	.7
2007 .....	102.5	103.3	103.9	104.7	.1	.8	.6	.8
2008 .....	105.5	106.0	106.5	107.0	.8	.5	.5	.5
2009 .....	107.7	108.1	108.6	109.0	.7	.4	.5	.4
2010 .....	109.9	110.4	111.2	111.6	.8	.5	.7	.4
2011 .....	112.2	113.5	113.7	114.3	.5	1.2	.2	.5
2012 .....	114.5	115.0	115.6	116.1	.2	.4	.5	.4
2013 .....	116.7	117.1	117.5	118.1	.5	.3	.3	.5
2014 .....	118.8	119.5	120.2	120.8	.6	.6	.6	.5
2015 .....	121.6	122.4	123.0	123.9	.7	.7	.5	.7
2016 .....	124.6	125.5	126.3	127.2	.6	.7	.6	.7
2017 .....	128.2	129.0	130.4	131.2	.8	.6	1.1	.6
2018 .....	132.3	133.2	134.1	134.8	.8	.7	.7	.5
2019 .....	136.3	137.2	138.1	139.3	1.1	.7	.7	.9
2020 .....	140.5	141.7	142.6	143.9	.9	.9	.6	.9
2021 .....	145.0	146.8	148.9	150.9	.8	1.2	1.4	1.3
2022 .....	153.2	—	—	—	1.5	—	—	—
<b>Production</b>								
2002 .....	87.6	88.3	88.9	89.6	.8	.8	.7	.8
2003 .....	90.9	91.7	92.6	93.1	1.5	.9	1.0	.5
2004 .....	95.2	96.3	97.4	97.9	2.3	1.2	1.1	.5
2005 .....	98.5	99.1	99.6	100.1	.6	.6	.5	.5
2006 .....	100.3	100.9	101.6	102.2	.2	.6	.7	.6
2007 .....	102.0	102.7	103.2	104.1	-2	.7	.5	.9
2008 .....	104.7	105.2	105.8	106.3	.6	.5	.6	.5
2009 .....	107.1	107.5	107.9	108.4	.8	.4	.4	.5
2010 .....	109.4	110.0	110.6	110.9	.9	.5	.5	.3
2011 .....	111.6	113.2	113.3	113.9	.6	1.4	.1	.5
2012 .....	113.8	114.3	114.8	115.1	-.1	.4	.4	.3
2013 .....	115.6	116.1	116.3	116.8	.4	.4	.2	.4
2014 .....	117.7	118.1	118.8	119.5	.8	.3	.6	.6
2015 .....	120.4	121.0	121.7	122.6	.8	.5	.6	.7
2016 .....	123.4	124.2	125.0	125.6	.7	.6	.6	.5
2017 .....	126.4	127.2	128.6	129.3	.6	.6	1.1	.5
2018 .....	130.2	131.0	131.5	132.4	.7	.6	.4	.7
2019 .....	133.5	134.3	135.1	136.1	.8	.6	.6	.7
2020 .....	137.2	138.4	139.3	140.4	.8	.9	.7	.8
2021 .....	141.6	143.6	145.7	147.5	.9	1.4	1.5	1.2
2022 .....	149.8	—	—	—	1.6	—	—	—

See footnotes at end of table.

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

(Seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for 3-months ended—			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Transportation and material moving</b>								
2002 .....	89.7	90.3	91.0	91.6	1.1	0.7	0.8	0.7
2003 .....	92.5	93.4	94.0	94.6	1.0	1.0	.6	.6
2004 .....	95.8	96.7	97.4	98.0	1.3	.9	.7	.6
2005 .....	98.4	98.9	99.7	100.1	.4	.5	.8	.4
2006 .....	100.5	101.2	101.8	102.7	.4	.7	.6	.9
2007 .....	103.2	104.1	104.8	105.4	.5	.9	.7	.6
2008 .....	106.5	107.1	107.6	108.0	1.0	.6	.5	.4
2009 .....	108.5	108.9	109.4	109.8	.5	.4	.5	.4
2010 .....	110.5	111.1	112.0	112.6	.6	.5	.8	.5
2011 .....	113.1	114.0	114.2	114.9	.4	.8	.2	.6
2012 .....	115.6	116.0	116.8	117.7	.6	.3	.7	.8
2013 .....	118.3	118.6	119.1	119.9	.5	.3	.4	.7
2014 .....	120.4	121.3	122.2	122.6	.4	.7	.7	.3
2015 .....	123.4	124.4	124.9	125.6	.7	.8	.4	.6
2016 .....	126.4	127.4	128.2	129.4	.6	.8	.6	.9
2017 .....	130.5	131.4	132.8	133.6	.9	.7	1.1	.6
2018 .....	135.1	136.1	137.3	138.0	1.1	.7	.9	.5
2019 .....	139.8	140.7	141.9	143.2	1.3	.6	.9	.9
2020 .....	144.5	145.7	146.7	148.2	.9	.8	.7	1.0
2021 .....	149.1	150.8	153.0	155.1	.6	1.1	1.5	1.4
2022 .....	157.4	—	—	—	1.5	—	—	—
<b>Service occupations</b>								
2002 .....	90.3	90.7	91.6	92.1	.9	.4	1.0	.5
2003 .....	93.0	93.5	94.4	95.1	1.0	.5	1.0	.7
2004 .....	95.9	96.7	97.2	97.8	.8	.8	.5	.6
2005 .....	98.4	99.0	99.6	100.1	.6	.6	.6	.5
2006 .....	100.8	101.5	102.2	103.2	.7	.7	.7	1.0
2007 .....	104.4	105.2	106.3	107.2	1.2	.8	1.0	.8
2008 .....	107.8	108.7	109.4	109.9	.6	.8	.6	.5
2009 .....	110.6	111.0	111.6	112.0	.6	.4	.5	.4
2010 .....	112.3	112.6	113.3	113.6	.3	.3	.6	.3
2011 .....	114.5	114.7	115.0	115.5	.8	.2	.3	.4
2012 .....	116.0	116.5	116.8	117.4	.4	.4	.3	.5
2013 .....	117.8	118.3	118.4	119.1	.3	.4	.1	.6
2014 .....	119.0	119.6	120.5	121.2	-.1	.5	.8	.6
2015 .....	121.8	122.1	122.6	123.3	.5	.2	.4	.6
2016 .....	124.2	125.5	126.5	127.3	.7	1.0	.8	.6
2017 .....	128.4	129.2	130.0	131.1	.9	.6	.6	.8
2018 .....	132.4	133.4	134.6	135.8	1.0	.8	.9	.9
2019 .....	137.0	138.5	139.3	140.8	.9	1.1	.6	1.1
2020 .....	141.9	143.2	144.3	145.7	.8	.9	.8	1.0
2021 .....	147.6	150.1	153.0	156.0	1.3	1.7	1.9	2.0
2022 .....	159.0	—	—	—	1.9	—	—	—
<b>Industry</b>								
<b>Goods-producing industries<sup>3</sup></b>								
2001 .....	84.0	84.7	85.4	86.2	1.0	.8	.8	1.0
2002 .....	87.1	87.7	88.2	89.2	1.0	.7	.6	1.1
2003 .....	90.6	91.4	92.1	92.8	1.6	.9	.8	.8
2004 .....	94.5	95.4	96.4	97.1	1.8	1.0	1.0	.7
2005 .....	98.0	98.9	99.7	100.2	.9	.9	.8	.5

See footnotes at end of table.

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

(Seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for 3-months ended—			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Industry</b>								
<b>Goods-producing industries<sup>3</sup></b>								
2006 .....	100.3	101.2	101.9	102.7	0.1	0.9	0.7	0.8
2007 .....	102.9	103.8	104.4	105.2	.2	.9	.6	.8
2008 .....	106.0	106.7	107.2	107.7	.8	.7	.5	.5
2009 .....	107.9	108.1	108.3	108.8	.2	.2	.2	.5
2010 .....	109.7	110.2	110.9	111.2	.8	.5	.6	.3
2011 .....	112.0	113.2	113.3	113.9	.7	1.1	.1	.5
2012 .....	114.1	114.6	115.2	115.7	.2	.4	.5	.4
2013 .....	116.4	116.9	117.4	117.8	.6	.4	.4	.3
2014 .....	118.6	119.1	119.8	120.4	.7	.4	.6	.5
2015 .....	121.0	121.8	122.4	123.3	.5	.7	.5	.7
2016 .....	123.8	124.6	125.1	125.8	.4	.6	.4	.6
2017 .....	126.5	127.1	128.3	129.0	.6	.5	.9	.5
2018 .....	129.9	130.7	131.2	132.0	.7	.6	.4	.6
2019 .....	133.1	133.9	135.1	135.9	.8	.6	.9	.6
2020 .....	136.7	137.5	138.2	139.0	.6	.6	.5	.6
2021 .....	140.0	141.3	142.8	144.1	.7	.9	1.1	.9
2022 .....	146.2	—	—	—	1.5	—	—	—
<b>Construction</b>								
2001 .....	85.2	86.0	86.8	87.5	.9	.9	.9	.9
2002 .....	88.1	88.4	89.1	90.2	.7	.3	.8	1.2
2003 .....	91.0	92.1	92.9	93.6	.9	1.2	.9	.8
2004 .....	94.7	95.3	96.4	96.9	1.2	.6	1.2	.5
2005 .....	97.6	98.4	99.5	100.2	.7	.8	1.1	.7
2006 .....	100.8	101.8	102.8	103.8	.6	1.0	1.0	1.0
2007 .....	104.8	105.7	106.8	107.8	1.0	.9	1.0	.9
2008 .....	109.0	110.0	110.5	111.0	1.1	.9	.5	.5
2009 .....	111.0	111.1	111.3	111.7	.0	.1	.2	.4
2010 .....	112.2	112.3	112.7	112.8	.4	.1	.4	.1
2011 .....	113.0	113.6	113.8	114.5	.2	.5	.2	.6
2012 .....	114.8	115.3	115.8	116.3	.3	.4	.4	.4
2013 .....	117.2	117.6	118.1	118.5	.8	.3	.4	.3
2014 .....	118.8	119.1	119.9	120.6	.3	.3	.7	.6
2015 .....	120.9	121.7	122.4	123.4	.2	.7	.6	.8
2016 .....	123.8	124.6	124.7	125.8	.3	.6	.1	.9
2017 .....	126.8	127.2	128.1	128.9	.8	.3	.7	.6
2018 .....	129.9	131.0	131.6	132.5	.8	.8	.5	.7
2019 .....	133.6	134.5	136.2	137.1	.8	.7	1.3	.7
2020 .....	137.8	138.8	139.5	140.4	.5	.7	.5	.6
2021 .....	141.6	142.9	143.8	145.2	.9	.9	.6	1.0
2022 .....	146.4	—	—	—	.8	—	—	—
<b>Manufacturing</b>								
2001 .....	83.7	84.4	84.9	85.8	1.0	.8	.7	1.0
2002 .....	86.8	87.5	88.0	89.0	1.2	.8	.6	1.1
2003 .....	90.6	91.3	92.0	92.6	1.8	.8	.8	.7
2004 .....	94.6	95.6	96.7	97.1	2.2	1.1	1.2	.4
2005 .....	98.2	99.0	99.7	100.2	1.1	.8	.7	.5
2006 .....	99.9	100.9	101.4	102.0	-.3	1.0	.5	.6
2007 .....	101.9	102.8	103.2	104.0	-.1	.9	.4	.8

See footnotes at end of table.

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

(Seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for 3-months ended—			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Manufacturing</b>								
2008 .....	104.6	105.0	105.6	106.1	0.6	0.4	0.6	0.5
2009 .....	106.4	106.6	106.8	107.3	.3	.2	.2	.5
2010 .....	108.4	109.0	109.9	110.2	1.0	.6	.8	.3
2011 .....	111.3	112.6	112.8	113.3	1.0	1.2	.2	.4
2012 .....	113.4	113.9	114.6	115.1	.1	.4	.6	.4
2013 .....	115.7	116.2	116.7	117.2	.5	.4	.4	.4
2014 .....	118.0	118.6	119.3	120.0	.7	.5	.6	.6
2015 .....	120.8	121.6	122.1	123.0	.7	.7	.4	.7
2016 .....	123.6	124.4	125.1	125.7	.5	.6	.6	.5
2017 .....	126.3	127.0	128.4	129.1	.5	.6	1.1	.5
2018 .....	129.9	130.6	131.0	131.7	.6	.5	.3	.5
2019 .....	132.9	133.7	134.6	135.4	.9	.6	.7	.6
2020 .....	136.2	137.1	137.7	138.6	.6	.7	.4	.7
2021 .....	139.4	140.7	142.5	143.6	.6	.9	1.3	.8
2022 .....	146.2	—	—	—	1.8	—	—	—
<b>Aircraft manufacturing</b>								
2003 .....	75.5	76.8	78.2	77.3	3.0	1.7	1.8	-1.2
2004 .....	81.9	83.8	84.9	85.5	6.0	2.3	1.3	.7
2005 .....	97.7	98.0	98.5	100.4	14.3	.3	.5	1.9
2006 .....	90.6	91.1	94.0	93.6	-9.8	.6	3.2	-.4
2007 .....	88.8	89.5	87.1	87.6	-5.1	.8	-2.7	.6
2008 .....	89.3	89.8	91.0	91.7	1.9	.6	1.3	.8
2009 .....	92.2	92.7	92.5	92.8	.5	.5	-.2	.3
2010 .....	93.1	93.3	99.4	99.7	.3	.2	6.5	.3
2011 .....	102.0	102.6	96.8	97.1	2.3	.6	-5.7	.3
2012 .....	98.8	99.2	104.2	104.6	1.8	.4	5.0	.4
2013 .....	104.9	105.7	104.0	104.6	.3	.8	-1.6	.6
2014 .....	106.7	107.4	109.6	110.1	2.0	.7	2.0	.5
2015 .....	110.4	110.8	110.2	110.6	.3	.4	-.5	.4
2016 .....	112.5	113.2	112.2	113.4	1.7	.6	-.9	1.1
2017 .....	115.2	116.0	125.9	126.3	1.6	.7	8.5	.3
2018 .....	128.4	128.7	120.1	120.4	1.7	.2	-6.7	.2
2019 .....	121.3	121.7	122.0	122.4	.7	.3	.2	.3
2020 .....	120.7	122.2	123.3	123.8	-1.4	1.2	.9	.4
2021 .....	124.8	125.4	134.2	134.8	.8	.5	7.0	.4
2022 .....	137.7	—	—	—	2.2	—	—	—
<b>Durable goods</b>								
2001 .....	83.2	83.9	84.6	85.4	.8	.8	.8	.9
2002 .....	86.3	87.0	87.3	88.4	1.1	.8	.3	1.3
2003 .....	90.2	90.8	91.5	91.9	2.0	.7	.8	.4
2004 .....	94.4	95.3	96.5	96.9	2.7	1.0	1.3	.4
2005 .....	98.1	99.0	99.8	100.1	1.2	.9	.8	.3
2006 .....	99.6	100.8	101.2	101.7	-.5	1.2	.4	.5
<b>Nondurable goods</b>								
2001 .....	84.8	85.3	85.6	86.6	1.4	.7	.3	1.1
2002 .....	87.8	88.5	89.3	90.1	1.4	.8	.9	.9
2003 .....	91.3	92.3	93.1	93.9	1.3	1.1	.9	.9
2004 .....	95.2	96.0	97.0	97.5	1.4	.8	1.0	.5
2005 .....	98.2	98.9	99.7	100.2	.7	.7	.8	.5

See footnotes at end of table.



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

(Seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for 3-months ended—			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Nondurable goods</b>								
2006 .....	100.5	101.0	101.9	102.7	0.3	0.5	0.9	0.8
<b>Service-providing industries<sup>7</sup></b>								
2001 .....	85.3	86.1	87.1	87.9	1.1	1.0	1.1	1.0
2002 .....	88.6	89.6	90.1	90.5	.8	1.1	.6	.4
2003 .....	91.7	92.4	93.5	94.1	1.3	.8	1.2	.6
2004 .....	95.0	96.0	96.8	97.4	1.0	1.1	.8	.6
2005 .....	98.3	98.8	99.4	100.2	.9	.5	.6	.8
2006 .....	100.9	101.8	102.7	103.5	.7	.9	.9	.8
2007 .....	104.3	105.2	106.0	106.9	.8	.9	.8	.8
2008 .....	107.6	108.4	109.1	109.5	.7	.7	.6	.4
2009 .....	109.8	110.0	110.5	110.9	.3	.2	.5	.4
2010 .....	111.5	112.1	112.5	113.1	.5	.5	.4	.5
2011 .....	113.8	114.5	115.0	115.5	.6	.6	.4	.4
2012 .....	116.3	116.9	117.3	117.7	.7	.5	.3	.3
2013 .....	118.3	119.0	119.5	120.2	.5	.6	.4	.6
2014 .....	120.4	121.5	122.3	123.0	.2	.9	.7	.6
2015 .....	123.8	123.7	124.5	125.1	.7	-.1	.6	.5
2016 .....	125.8	126.6	127.3	127.9	.6	.6	.6	.5
2017 .....	128.8	129.6	130.5	131.2	.7	.6	.7	.5
2018 .....	132.4	133.4	134.5	135.4	.9	.8	.8	.7
2019 .....	136.2	137.0	138.0	138.8	.6	.6	.7	.6
2020 .....	140.0	140.7	141.5	142.5	.9	.5	.6	.7
2021 .....	144.2	145.2	147.4	149.0	1.2	.7	1.5	1.1
2022 .....	151.1	—	—	—	1.4	—	—	—
<b>Trade, transportation, and utilities</b>								
2001 .....	85.5	86.4	87.0	88.4	.9	1.1	.7	1.5
2002 .....	88.9	90.4	90.8	91.1	.6	1.7	.4	.3
2003 .....	91.9	92.6	93.6	94.1	.9	.8	1.1	.5
2004 .....	95.0	96.2	96.8	97.1	1.0	1.3	.6	.3
2005 .....	98.1	98.4	99.4	100.1	1.0	.3	1.0	.7
2006 .....	100.9	101.4	102.3	103.1	.8	.5	.9	.8
2007 .....	103.2	104.1	104.6	105.6	.1	.9	.5	1.0
2008 .....	106.2	107.2	107.5	107.6	.6	.9	.3	.1
2009 .....	107.9	108.0	108.5	109.0	.3	.1	.5	.5
2010 .....	109.9	110.7	111.0	111.6	.8	.7	.3	.5
2011 .....	112.1	113.0	113.7	114.3	.4	.8	.6	.5
2012 .....	115.2	115.8	116.2	116.6	.8	.5	.3	.3
2013 .....	117.4	118.0	118.7	119.7	.7	.5	.6	.8
2014 .....	120.0	121.0	122.3	122.9	.3	.8	1.1	.5
2015 .....	123.2	123.9	125.1	125.3	.2	.6	1.0	.2
2016 .....	126.6	127.6	128.0	128.9	1.0	.8	.3	.7
2017 .....	130.0	130.7	131.7	132.7	.9	.5	.8	.8
2018 .....	133.9	134.8	136.4	137.1	.9	.7	1.2	.5
2019 .....	138.2	139.0	140.1	140.9	.8	.6	.8	.6
2020 .....	142.0	143.2	143.9	145.2	.8	.8	.5	.9
2021 .....	146.5	148.2	150.2	152.7	.9	1.2	1.3	1.7
2022 .....	155.1	—	—	—	1.6	—	—	—
<b>Wholesale trade</b>								
2002 .....	87.9	89.9	89.7	90.4	1.4	2.3	-.2	.8

See footnotes at end of table.

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

(Seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for 3-months ended—			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Wholesale trade</b>								
2003 .....	91.7	92.8	93.1	93.4	1.4	1.2	0.3	0.3
2004 .....	94.3	95.3	96.4	96.1	1.0	1.1	1.2	-.3
2005 .....	97.7	97.7	99.2	100.1	1.7	.0	1.5	.9
2006 .....	100.3	100.7	102.4	103.0	.2	.4	1.7	.6
2007 .....	103.6	104.6	104.2	105.4	.6	1.0	-.4	1.2
2008 .....	105.6	107.2	107.1	106.9	.2	1.5	-.1	-.2
2009 .....	107.1	106.9	106.8	107.1	.2	-.2	-.1	.3
2010 .....	108.0	108.9	108.7	109.5	.8	.8	-.2	.7
2011 .....	109.9	111.3	112.2	112.9	.4	1.3	.8	.6
2012 .....	113.9	114.3	115.4	115.0	.9	.4	1.0	-.3
2013 .....	115.4	116.7	117.7	119.2	.3	1.1	.9	1.3
2014 .....	119.3	121.0	123.0	123.4	.1	1.4	1.7	.3
2015 .....	123.2	122.8	124.6	123.5	-.2	-.3	1.5	-.9
2016 .....	124.3	125.3	124.7	125.1	.6	.8	-.5	.3
2017 .....	126.7	127.3	128.0	129.0	1.3	.5	.5	.8
2018 .....	129.8	130.0	132.0	133.4	.6	.2	1.5	1.1
2019 .....	133.9	133.8	134.7	135.3	.4	-.1	.7	.4
2020 .....	136.4	137.7	137.8	138.4	.8	1.0	.1	.4
2021 .....	139.8	142.1	143.7	145.9	1.0	1.6	1.1	1.5
2022 .....	148.6	—	—	—	1.9	—	—	—
<b>Retail trade</b>								
2001 .....	86.2	86.8	87.7	89.7	1.1	.7	1.0	2.3
2002 .....	89.5	91.1	91.4	91.5	-.2	1.8	.3	.1
2003 .....	91.8	92.4	94.0	94.7	.3	.7	1.7	.7
2004 .....	95.3	96.2	96.6	97.2	.6	.9	.4	.6
2005 .....	98.1	98.8	99.5	100.0	.9	.7	.7	.5
2006 .....	100.7	101.1	101.8	102.6	.7	.4	.7	.8
2007 .....	103.1	103.9	105.0	106.1	.5	.8	1.1	1.0
2008 .....	106.8	107.6	108.1	108.1	.7	.7	.5	.0
2009 .....	108.5	108.6	109.5	110.1	.4	.1	.8	.5
2010 .....	111.1	111.7	111.9	112.2	.9	.5	.2	.3
2011 .....	112.5	113.2	113.9	114.6	.3	.6	.6	.6
2012 .....	115.0	115.5	115.2	115.7	.3	.4	-.3	.4
2013 .....	116.6	117.2	117.7	118.5	.8	.5	.4	.7
2014 .....	118.6	119.1	120.3	121.1	.1	.4	1.0	.7
2015 .....	121.6	122.8	123.9	124.8	.4	1.0	.9	.7
2016 .....	126.6	127.5	128.4	129.4	1.4	.7	.7	.8
2017 .....	130.5	131.1	132.2	133.1	.9	.5	.8	.7
2018 .....	134.4	135.9	137.1	137.6	1.0	1.1	.9	.4
2019 .....	138.6	140.0	141.1	141.8	.7	1.0	.8	.5
2020 .....	142.9	143.9	144.9	146.8	.8	.7	.7	1.3
2021 .....	148.4	150.1	152.6	155.9	1.1	1.1	1.7	2.2
2022 .....	158.7	—	—	—	1.8	—	—	—
<b>Transportation and warehousing</b>								
2003 .....	93.4	93.9	94.2	94.6	1.3	.5	.3	.4
2004 .....	96.1	97.6	98.2	98.7	1.6	1.6	.6	.5
2005 .....	98.4	98.6	99.5	100.1	-.3	.2	.9	.6
2006 .....	100.5	101.0	101.4	102.4	.4	.5	.4	1.0
2007 .....	102.9	103.9	104.3	104.7	.5	1.0	.4	.4
2008 .....	105.7	106.3	106.6	107.1	1.0	.6	.3	.5

See footnotes at end of table.

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

(Seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for 3-months ended—			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Transportation and warehousing</b>								
2009 .....	107.4	107.7	108.1	108.5	0.3	0.3	0.4	0.4
2010 .....	109.0	109.8	110.8	111.7	.5	.7	.9	.8
2011 .....	112.4	112.9	113.4	113.9	.6	.4	.4	.4
2012 .....	115.7	116.2	117.4	118.5	1.6	.4	1.0	.9
2013 .....	119.5	119.6	120.3	121.2	.8	.1	.6	.7
2014 .....	121.7	122.7	123.4	124.0	.4	.8	.6	.5
2015 .....	124.4	125.6	126.2	126.7	.3	1.0	.5	.4
2016 .....	128.1	129.0	129.7	131.1	1.1	.7	.5	1.1
2017 .....	131.7	132.7	134.0	134.9	.5	.8	1.0	.7
2018 .....	136.5	137.5	139.1	139.6	1.2	.7	1.2	.4
2019 .....	141.1	142.3	143.6	144.8	1.1	.9	.9	.8
2020 .....	146.1	147.5	148.1	149.6	.9	1.0	.4	1.0
2021 .....	150.2	151.2	152.8	154.4	.4	.7	1.1	1.0
2022 .....	155.8	—	—	—	.9	—	—	—
<b>Utilities</b>								
2003 .....	87.9	88.6	89.7	90.8	.2	.8	1.2	1.2
2004 .....	92.2	94.3	95.2	95.7	1.5	2.3	1.0	.5
2005 .....	98.1	98.7	99.5	100.6	2.5	.6	.8	1.1
2006 .....	107.7	108.7	110.1	111.1	7.1	.9	1.3	.9
2007 .....	102.8	104.2	104.9	106.2	-7.5	1.4	.7	1.2
2008 .....	106.5	107.6	108.0	109.5	.3	1.0	.4	1.4
2009 .....	109.6	110.4	111.0	112.7	.1	.7	.5	1.5
2010 .....	115.5	116.5	117.7	118.0	2.5	.9	1.0	.3
2011 .....	119.4	120.4	121.5	122.2	1.2	.8	.9	.6
2012 .....	122.9	124.7	125.3	126.3	.6	1.5	.5	.8
2013 .....	126.5	126.9	126.3	127.5	.2	.3	-.5	1.0
2014 .....	128.2	128.9	129.9	130.6	.5	.5	.8	.5
2015 .....	132.0	133.0	134.1	134.9	1.1	.8	.8	.6
2016 .....	135.6	136.4	137.4	138.4	.5	.6	.7	.7
2017 .....	139.1	139.8	141.0	141.9	.5	.5	.9	.6
2018 .....	143.3	143.9	145.0	145.7	1.0	.4	.8	.5
2019 .....	148.3	149.2	150.1	151.1	1.8	.6	.6	.7
2020 .....	151.5	152.8	153.5	154.6	.3	.9	.5	.7
2021 .....	155.5	156.4	158.0	159.1	.6	.6	1.0	.7
2022 .....	160.6	—	—	—	.9	—	—	—
<b>Information</b>								
2001 .....	85.8	86.9	87.7	88.6	1.5	1.3	1.0	1.0
2002 .....	89.3	89.7	90.6	91.6	.8	.4	1.0	1.1
2003 .....	91.9	93.1	94.2	94.9	.3	1.3	1.2	.7
2004 .....	96.2	96.1	96.7	97.2	1.4	-.1	.6	.5
2005 .....	98.2	99.1	99.5	100.3	1.0	.9	.4	.8
2006 .....	100.9	102.0	102.9	103.4	.6	1.1	.9	.5
2007 .....	104.4	105.4	105.7	106.3	1.0	1.0	.3	.6
2008 .....	106.1	106.0	107.1	107.5	-.2	-.1	1.0	.4
2009 .....	107.7	107.4	107.9	108.5	.2	-.3	.5	.6
2010 .....	108.9	109.7	110.1	110.2	.4	.7	.4	.1
2011 .....	111.6	112.1	112.3	112.7	1.3	.4	.2	.4
2012 .....	115.2	116.1	116.6	117.2	2.2	.8	.4	.5
2013 .....	117.8	118.3	118.9	118.0	.5	.4	.5	-.8
2014 .....	118.7	124.3	124.4	125.2	.6	4.7	.1	.6

See footnotes at end of table.

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

(Seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for 3-months ended—			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Information</b>								
2015 .....	126.3	121.6	122.6	123.2	0.9	-3.7	0.8	0.5
2016 .....	123.8	123.8	124.8	125.7	.5	.0	.8	.7
2017 .....	126.0	127.2	128.2	128.7	.2	1.0	.8	.4
2018 .....	129.3	133.3	134.5	134.9	.5	3.1	.9	.3
2019 .....	135.8	134.4	135.2	136.0	.7	-1.0	.6	.6
2020 .....	137.0	138.2	139.0	140.3	.7	.9	.6	.9
2021 .....	141.4	142.1	143.9	145.2	.8	.5	1.3	.9
2022 .....	147.0	—	—	—	1.2	—	—	—
<b>Financial activities</b>								
2001 .....	82.1	82.9	83.9	84.4	.4	1.0	1.2	.6
2002 .....	85.9	87.0	87.6	87.9	1.8	1.3	.7	.3
2003 .....	91.2	91.8	93.0	93.7	3.8	.7	1.3	.8
2004 .....	93.9	94.9	95.8	96.8	.2	1.1	.9	1.0
2005 .....	98.1	98.9	99.3	100.4	1.3	.8	.4	1.1
2006 .....	101.1	101.5	102.2	102.9	.7	.4	.7	.7
2007 .....	104.1	104.3	105.4	105.9	1.2	.2	1.1	.5
2008 .....	106.7	107.2	107.3	107.3	.8	.5	.1	.0
2009 .....	106.8	107.6	108.3	108.9	-5	.7	.7	.6
2010 .....	109.8	110.2	110.6	111.7	.8	.4	.4	1.0
2011 .....	112.9	113.5	114.2	114.5	1.1	.5	.6	.3
2012 .....	114.5	115.3	115.9	116.2	.0	.7	.5	.3
2013 .....	117.0	117.6	118.5	119.2	.7	.5	.8	.6
2014 .....	119.6	120.1	120.6	121.3	.3	.4	.4	.6
2015 .....	122.4	122.9	123.1	124.1	.9	.4	.2	.8
2016 .....	124.4	125.3	126.9	127.8	.2	.7	1.3	.7
2017 .....	128.0	129.2	129.9	130.3	.2	.9	.5	.3
2018 .....	132.1	133.4	133.8	134.8	1.4	1.0	.3	.7
2019 .....	135.6	136.2	138.0	138.8	.6	.4	1.3	.6
2020 .....	139.4	140.4	141.1	142.2	.4	.7	.5	.8
2021 .....	146.8	144.5	147.6	146.8	3.2	-1.6	2.1	-5
2022 .....	148.3	—	—	—	1.0	—	—	—
<b>Finance and insurance</b>								
2003 .....	92.5	93.2	94.3	95.3	5.1	.8	1.2	1.1
2004 .....	95.0	96.0	96.8	98.1	-3	1.1	.8	1.3
2005 .....	98.4	99.4	99.5	100.4	.3	1.0	.1	.9
2006 .....	101.4	102.0	102.6	103.3	1.0	.6	.6	.7
2007 .....	104.6	104.7	105.7	106.4	1.3	.1	1.0	.7
2008 .....	107.0	107.5	107.6	107.4	.6	.5	.1	-2
2009 .....	106.9	107.8	108.5	109.2	-5	.8	.6	.6
2010 .....	110.0	110.7	111.0	112.1	.7	.6	.3	1.0
2011 .....	113.4	113.9	114.6	114.8	1.2	.4	.6	.2
2012 .....	114.8	115.4	116.1	116.3	.0	.5	.6	.2
2013 .....	117.4	118.0	118.9	119.4	.9	.5	.8	.4
2014 .....	119.7	120.2	120.7	121.5	.3	.4	.4	.7
2015 .....	122.5	123.1	123.3	124.4	.8	.5	.2	.9
2016 .....	124.6	125.4	127.2	128.0	.2	.6	1.4	.6
2017 .....	128.2	129.4	130.1	130.6	.2	.9	.5	.4
2018 .....	132.4	133.9	134.2	135.1	1.4	1.1	.2	.7
2019 .....	135.9	136.6	138.5	139.4	.6	.5	1.4	.6
2020 .....	140.0	141.0	141.7	142.9	.4	.7	.5	.8

See footnotes at end of table.

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

(Seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for 3-months ended—			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Finance and insurance</b>								
2021 .....	148.4	145.4	148.8	147.4	3.8	-2.0	2.3	-0.9
2022 .....	148.7	—	—	—	.9	—	—	—
<b>Credit intermediation and related activities</b>								
2003 .....	94.9	95.3	96.6	97.8	10.0	.4	1.4	1.2
2004 .....	96.1	96.6	98.1	99.2	-1.7	.5	1.6	1.1
2005 .....	99.4	100.6	99.7	100.4	.2	1.2	-.9	.7
2006 .....	101.3	101.9	102.6	102.2	.9	.6	.7	-.4
2007 .....	104.0	102.9	103.8	104.7	1.8	-1.1	.9	.9
2008 .....	105.5	106.4	106.6	106.5	.8	.9	.2	-.1
2009 .....	106.6	107.2	107.6	108.4	.1	.6	.4	.7
2010 .....	109.0	109.7	110.2	111.5	.6	.6	.5	1.2
2011 .....	113.1	113.6	114.4	114.4	1.4	.4	.7	.0
2012 .....	114.5	114.9	115.4	116.0	.1	.3	.4	.5
2013 .....	117.0	117.4	118.0	118.3	.9	.3	.5	.3
2014 .....	118.5	119.2	119.8	120.7	.2	.6	.5	.8
2015 .....	121.5	122.2	122.7	123.4	.7	.6	.4	.6
2016 .....	124.2	124.6	126.3	127.3	.6	.3	1.4	.8
2017 .....	127.9	128.8	129.3	129.4	.5	.7	.4	.1
2018 .....	130.7	131.7	132.0	133.2	1.0	.8	.2	.9
2019 .....	134.3	134.8	136.6	138.0	.8	.4	1.3	1.0
2020 .....	138.6	139.7	140.2	141.5	.4	.8	.4	.9
2021 .....	141.4	144.4	152.1	150.0	-.1	2.1	5.3	-1.4
2022 .....	148.8	—	—	—	-.8	—	—	—
<b>Insurance carriers and related activities</b>								
2003 .....	90.0	91.0	91.8	92.5	2.3	1.1	.9	.8
2004 .....	93.3	94.5	95.8	96.9	.9	1.3	1.4	1.1
2005 .....	98.0	99.1	99.5	100.3	1.1	1.1	.4	.8
2006 .....	100.8	101.3	102.0	102.9	.5	.5	.7	.9
2007 .....	103.4	104.7	106.0	106.1	.5	1.3	1.2	.1
2008 .....	107.3	107.7	108.3	108.6	1.1	.4	.6	.3
2009 .....	109.1	109.4	110.1	110.4	.5	.3	.6	.3
2010 .....	111.3	111.9	112.1	112.6	.8	.5	.2	.4
2011 .....	113.7	114.4	114.8	115.6	1.0	.6	.3	.7
2012 .....	115.4	115.9	117.2	116.9	-.2	.4	1.1	-.3
2013 .....	117.4	118.8	120.4	121.2	.4	1.2	1.3	.7
2014 .....	121.7	122.2	122.1	122.9	.4	.4	-.1	.7
2015 .....	123.9	124.2	125.0	126.6	.8	.2	.6	1.3
2016 .....	127.1	127.7	129.4	129.9	.4	.5	1.3	.4
2017 .....	130.9	132.2	132.4	133.1	.8	1.0	.2	.5
2018 .....	134.1	135.8	135.8	136.3	.8	1.3	.0	.4
2019 .....	137.8	138.5	139.6	140.2	1.1	.5	.8	.4
2020 .....	140.6	141.9	142.6	143.6	.3	.9	.5	.7
2021 .....	144.6	145.1	146.4	147.7	.7	.3	.9	.9
2022 .....	150.1	—	—	—	1.6	—	—	—
<b>Real estate and rental and leasing</b>								
2005 .....	96.7	96.7	98.6	100.2	5.7	.0	2.0	1.6
2006 .....	99.6	99.3	100.2	101.1	-.6	-.3	.9	.9

See footnotes at end of table.

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

(Seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for 3-months ended—			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Real estate and rental and leasing</b>								
2007 .....	101.9	103.0	104.1	103.9	0.8	1.1	1.1	-0.2
2008 .....	105.3	105.7	106.4	106.9	1.3	.4	.7	.5
2009 .....	106.4	106.9	107.4	107.8	-5	.5	.5	.4
2010 .....	108.8	108.4	108.8	109.5	.9	-.4	.4	.6
2011 .....	110.7	111.3	112.5	113.0	1.1	.5	1.1	.4
2012 .....	113.5	114.6	115.0	115.3	.4	1.0	.3	.3
2013 .....	115.4	116.0	116.4	118.0	.1	.5	.3	1.4
2014 .....	119.1	119.5	120.3	120.2	.9	.3	.7	-.1
2015 .....	121.8	122.2	122.4	122.9	1.3	.3	.2	.4
2016 .....	123.8	124.8	125.8	126.9	.7	.8	.8	.9
2017 .....	126.9	128.2	129.1	129.4	.0	1.0	.7	.2
2018 .....	130.7	131.2	131.9	133.2	1.0	.4	.5	1.0
2019 .....	134.3	134.9	135.7	136.3	.8	.4	.6	.4
2020 .....	136.8	137.8	138.6	138.8	.4	.7	.6	.1
2021 .....	139.5	140.6	141.9	143.8	.5	.8	.9	1.3
2022 .....	146.7	—	—	—	2.0	—	—	—
<b>Professional and business services</b>								
2001 .....	87.6	88.4	89.5	90.0	1.7	.9	1.2	.6
2002 .....	90.2	90.8	91.1	91.0	.2	.7	.3	-.1
2003 .....	92.1	92.6	94.0	94.8	1.2	.5	1.5	.9
2004 .....	95.8	96.9	97.8	98.7	1.1	1.1	.9	.9
2005 .....	99.1	99.3	99.6	100.2	.4	.2	.3	.6
2006 .....	101.0	102.1	102.9	103.7	.8	1.1	.8	.8
2007 .....	104.6	105.8	106.9	107.7	.9	1.1	1.0	.7
2008 .....	108.9	109.8	110.8	111.7	1.1	.8	.9	.8
2009 .....	111.8	111.8	112.1	112.5	.1	.0	.3	.4
2010 .....	112.9	113.3	114.1	114.7	.4	.4	.7	.5
2011 .....	115.4	116.5	116.8	117.2	.6	1.0	.3	.3
2012 .....	117.8	118.3	118.7	119.5	.5	.4	.3	.7
2013 .....	119.9	120.6	120.9	121.4	.3	.6	.2	.4
2014 .....	121.6	122.9	123.8	124.5	.2	1.1	.7	.6
2015 .....	125.9	124.7	125.9	126.7	1.1	-1.0	1.0	.6
2016 .....	127.3	127.8	128.0	128.3	.5	.4	.2	.2
2017 .....	129.2	130.2	131.5	132.1	.7	.8	1.0	.5
2018 .....	133.1	133.7	134.8	135.4	.8	.5	.8	.4
2019 .....	136.1	137.3	138.2	138.8	.5	.9	.7	.4
2020 .....	140.5	140.8	141.3	142.4	1.2	.2	.4	.8
2021 .....	143.5	144.6	146.6	147.9	.8	.8	1.4	.9
2022 .....	149.9	—	—	—	1.4	—	—	—
<b>Professional, scientific, and technical services</b>								
2003 .....	92.1	92.8	94.0	95.0	.8	.8	1.3	1.1
2004 .....	96.0	97.0	98.1	99.0	1.1	1.0	1.1	.9
2005 .....	99.5	99.5	99.5	100.3	.5	.0	.0	.8
2006 .....	101.3	102.6	103.7	104.6	1.0	1.3	1.1	.9
2007 .....	105.8	107.4	108.5	109.3	1.1	1.5	1.0	.7
2008 .....	110.8	111.8	112.9	114.1	1.4	.9	1.0	1.1
2009 .....	114.1	114.0	114.4	114.7	.0	-.1	.4	.3
2010 .....	115.0	115.6	116.5	117.3	.3	.5	.8	.7
2011 .....	118.1	119.1	119.4	120.0	.7	.8	.3	.5
2012 .....	120.5	120.9	121.4	122.1	.4	.3	.4	.6

See footnotes at end of table.

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

(Seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for 3-months ended—			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Professional, scientific, and technical services</b>								
2013 .....	122.4	123.3	123.8	124.3	0.2	0.7	0.4	0.4
2014 .....	124.6	125.3	126.1	126.6	.2	.6	.6	.4
2015 .....	129.0	126.7	127.9	128.7	1.9	-1.8	.9	.6
2016 .....	129.5	130.2	130.1	130.6	.6	.5	-.1	.4
2017 .....	131.5	132.7	134.0	134.5	.7	.9	1.0	.4
2018 .....	135.6	135.8	137.3	137.8	.8	.1	1.1	.4
2019 .....	138.3	139.6	140.3	140.8	.4	.9	.5	.4
2020 .....	142.9	142.6	142.8	144.2	1.5	-.2	.1	1.0
2021 .....	144.9	146.0	148.3	149.3	.5	.8	1.6	.7
2022 .....	150.9	—	—	—	1.1	—	—	—
<b>Administrative and support and waste management and remediation services</b>								
2003 .....	92.3	92.5	94.3	94.8	1.2	.2	1.9	.5
2004 .....	95.9	97.3	97.9	98.7	1.2	1.5	.6	.8
2005 .....	99.2	99.6	99.8	100.1	.5	.4	.2	.3
2006 .....	100.7	101.7	102.1	102.9	.6	1.0	.4	.8
2007 .....	103.9	104.6	105.6	106.5	1.0	.7	1.0	.9
2008 .....	107.2	107.9	109.0	109.5	.7	.7	1.0	.5
2009 .....	109.9	110.1	110.1	110.7	.4	.2	.0	.5
2010 .....	111.1	110.8	111.6	112.0	.4	-.3	.7	.4
2011 .....	112.4	113.2	113.4	113.9	.4	.7	.2	.4
2012 .....	114.4	115.0	115.2	116.1	.4	.5	.2	.8
2013 .....	116.8	117.3	117.2	117.8	.6	.4	-.1	.5
2014 .....	117.1	120.0	121.2	122.0	-.6	2.5	1.0	.7
2015 .....	122.1	122.1	123.4	124.1	.1	.0	1.1	.6
2016 .....	124.5	125.0	125.4	124.6	.3	.4	.3	-.6
2017 .....	125.3	126.1	127.8	128.6	.6	.6	1.3	.6
2018 .....	129.3	130.4	131.2	132.0	.5	.9	.6	.6
2019 .....	133.1	134.2	135.1	135.8	.8	.8	.7	.5
2020 .....	137.3	138.2	139.0	140.4	1.1	.7	.6	1.0
2021 .....	142.1	143.6	145.6	147.6	1.2	1.1	1.4	1.4
2022 .....	150.4	—	—	—	1.9	—	—	—
<b>Education and health services</b>								
2001 .....	83.8	84.6	85.7	86.6	1.2	1.1	1.3	1.0
2002 .....	87.4	88.1	88.8	89.7	.9	.8	.8	1.0
2003 .....	90.6	91.5	92.4	93.1	1.0	1.0	1.0	.8
2004 .....	94.2	95.1	96.1	96.8	1.2	1.0	1.1	.7
2005 .....	97.7	98.5	99.3	100.1	.9	.8	.8	.8
2006 .....	101.0	101.9	103.1	104.2	.9	.9	1.2	1.1
2007 .....	105.0	105.8	106.8	107.8	.8	.8	.9	.9
2008 .....	108.6	109.5	110.2	110.7	.7	.8	.6	.5
2009 .....	111.5	112.0	112.5	112.9	.7	.4	.4	.4
2010 .....	113.3	113.8	114.2	114.7	.4	.4	.4	.4
2011 .....	115.1	115.6	115.9	116.5	.3	.4	.3	.5
2012 .....	117.6	118.1	118.5	118.9	.9	.4	.3	.3
2013 .....	119.4	119.9	120.6	121.2	.4	.4	.6	.5
2014 .....	121.4	122.0	122.5	123.3	.2	.5	.4	.7
2015 .....	123.9	124.4	124.8	125.4	.5	.4	.3	.5
2016 .....	125.9	126.6	127.2	127.8	.4	.6	.5	.5
2017 .....	128.5	129.2	129.6	130.3	.5	.5	.3	.5

See footnotes at end of table.

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

(Seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for 3-months ended—			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Education and health services</b>								
2018 .....	131.4	132.1	133.2	134.1	0.8	0.5	0.8	0.7
2019 .....	134.7	135.5	136.5	137.2	.4	.6	.7	.5
2020 .....	138.3	138.1	139.4	140.1	.8	-.1	.9	.5
2021 .....	141.2	142.2	144.1	146.0	.8	.7	1.3	1.3
2022 .....	148.2	—	—	—	1.5	—	—	—
<b>Educational services</b>								
2001 .....	83.4	84.1	84.9	85.7	1.5	.8	.9	1.0
2002 .....	86.4	87.0	88.4	89.5	.8	.7	1.6	1.2
2003 .....	90.3	91.1	91.7	92.5	.9	.9	.7	.9
2004 .....	93.7	94.6	95.1	96.3	1.3	1.0	.5	1.3
2005 .....	97.3	98.0	99.2	99.9	1.0	.7	1.2	.7
2006 .....	100.8	101.9	102.7	104.1	.9	1.1	.8	1.4
2007 .....	104.6	105.3	106.2	107.4	.5	.7	.9	1.1
2008 .....	108.2	109.5	110.9	111.3	.7	1.2	1.3	.4
2009 .....	112.0	112.4	112.8	113.1	.6	.4	.4	.3
2010 .....	113.4	113.7	114.3	114.9	.3	.3	.5	.5
2011 .....	115.4	116.0	116.4	117.2	.4	.5	.3	.7
2012 .....	117.8	118.2	118.5	118.9	.5	.3	.3	.3
2013 .....	119.5	120.3	120.9	121.5	.5	.7	.5	.5
2014 .....	121.8	122.3	123.1	123.8	.2	.4	.7	.6
2015 .....	124.5	124.8	125.3	125.8	.6	.2	.4	.4
2016 .....	126.4	127.1	127.4	128.4	.5	.6	.2	.8
2017 .....	129.2	129.7	130.1	131.0	.6	.4	.3	.7
2018 .....	131.7	132.6	133.4	134.2	.5	.7	.6	.6
2019 .....	134.8	135.6	136.9	137.5	.4	.6	1.0	.4
2020 .....	138.8	139.7	139.1	140.2	.9	.6	-.4	.8
2021 .....	140.7	141.2	143.1	143.8	.4	.4	1.3	.5
2022 .....	145.7	—	—	—	1.3	—	—	—
<b>Junior colleges, colleges, universities, and professional schools</b>								
2003 .....	90.7	91.6	92.2	93.0	.6	1.0	.7	.9
2004 .....	94.1	95.0	95.6	96.4	1.2	1.0	.6	.8
2005 .....	97.3	98.1	99.1	99.9	.9	.8	1.0	.8
2006 .....	101.0	102.0	103.0	104.3	1.1	1.0	1.0	1.3
2007 .....	104.6	105.5	106.5	107.6	.3	.9	.9	1.0
2008 .....	108.4	109.9	111.2	111.6	.7	1.4	1.2	.4
2009 .....	112.5	112.9	112.8	113.0	.8	.4	-.1	.2
2010 .....	113.3	113.7	114.3	114.9	.3	.4	.5	.5
2011 .....	115.4	115.8	116.1	116.8	.4	.3	.3	.6
2012 .....	117.9	118.3	118.9	119.4	.9	.3	.5	.4
2013 .....	120.1	121.0	121.9	122.4	.6	.7	.7	.4
2014 .....	122.7	123.3	123.9	124.6	.2	.5	.5	.6
2015 .....	125.3	125.8	126.3	126.9	.6	.4	.4	.5
2016 .....	127.3	128.0	128.5	129.5	.3	.5	.4	.8
2017 .....	130.2	130.7	131.7	132.4	.5	.4	.8	.5
2018 .....	133.2	134.2	135.1	136.0	.6	.8	.7	.7
2019 .....	136.9	137.7	138.5	139.3	.7	.6	.6	.6
2020 .....	140.6	141.2	140.1	140.6	.9	.4	-.8	.4
2021 .....	141.1	142.0	143.8	144.7	.4	.6	1.3	.6
2022 .....	146.0	—	—	—	.9	—	—	—

See footnotes at end of table.



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

(Seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for 3-months ended—			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Health care and social assistance</b>								
2001 .....	83.8	84.7	85.9	86.8	1.2	1.1	1.4	1.0
2002 .....	87.6	88.4	88.9	89.7	.9	.9	.6	.9
2003 .....	90.7	91.6	92.5	93.2	1.1	1.0	1.0	.8
2004 .....	94.3	95.1	96.3	96.9	1.2	.8	1.3	.6
2005 .....	97.8	98.6	99.3	100.1	.9	.8	.7	.8
2006 .....	101.0	101.9	103.2	104.2	.9	.9	1.3	1.0
2007 .....	105.1	105.9	106.9	107.8	.9	.8	.9	.8
2008 .....	108.7	109.4	110.1	110.6	.8	.6	.6	.5
2009 .....	111.4	111.9	112.5	112.8	.7	.4	.5	.3
2010 .....	113.3	113.8	114.2	114.7	.4	.4	.4	.4
2011 .....	115.0	115.5	115.8	116.4	.3	.4	.3	.5
2012 .....	117.6	118.1	118.5	118.9	1.0	.4	.3	.3
2013 .....	119.4	119.9	120.5	121.1	.4	.4	.5	.5
2014 .....	121.3	122.0	122.4	123.3	.2	.6	.3	.7
2015 .....	123.7	124.3	124.7	125.3	.3	.5	.3	.5
2016 .....	125.8	126.5	127.1	127.6	.4	.6	.5	.4
2017 .....	128.4	129.1	129.5	130.2	.6	.5	.3	.5
2018 .....	131.3	132.1	133.2	134.1	.8	.6	.8	.7
2019 .....	134.7	135.5	136.5	137.1	.4	.6	.7	.4
2020 .....	138.1	137.8	139.4	140.1	.7	-2	1.2	.5
2021 .....	141.3	142.5	144.3	146.5	.9	.8	1.3	1.5
2022 .....	148.7	—	—	—	1.5	—	—	—
<b>Hospitals</b>								
2003 .....	89.5	90.2	91.2	92.4	1.4	.8	1.1	1.3
2004 .....	93.2	94.3	95.3	96.2	.9	1.2	1.1	.9
2005 .....	97.3	98.3	99.2	100.1	1.1	1.0	.9	.9
2006 .....	101.1	102.1	103.1	104.0	1.0	1.0	1.0	.9
2007 .....	104.8	105.7	106.5	107.4	.8	.9	.8	.8
2008 .....	108.1	109.1	110.0	110.8	.7	.9	.8	.7
2009 .....	111.4	112.0	112.6	113.2	.5	.5	.5	.5
2010 .....	113.8	114.5	115.0	115.7	.5	.6	.4	.6
2011 .....	116.1	116.6	117.0	117.5	.3	.4	.3	.4
2012 .....	118.0	118.5	118.9	119.4	.4	.4	.3	.4
2013 .....	119.9	120.4	121.1	121.5	.4	.4	.6	.3
2014 .....	121.9	122.5	123.0	123.5	.3	.5	.4	.4
2015 .....	124.1	124.8	125.2	125.9	.5	.6	.3	.6
2016 .....	126.4	127.2	127.9	128.8	.4	.6	.6	.7
2017 .....	129.6	130.2	130.7	131.3	.6	.5	.4	.5
2018 .....	132.0	132.7	133.5	134.7	.5	.5	.6	.9
2019 .....	135.4	136.3	137.3	138.0	.5	.7	.7	.5
2020 .....	138.7	139.8	140.5	141.1	.5	.8	.5	.4
2021 .....	142.5	143.5	145.1	147.4	1.0	.7	1.1	1.6
2022 .....	149.6	—	—	—	1.5	—	—	—
<b>Nursing and residential care facilities</b>								
2003 .....	91.9	92.6	93.4	94.1	1.2	.8	.9	.7
2004 .....	95.1	95.7	96.3	96.9	1.1	.6	.6	.6
2005 .....	97.4	98.3	99.2	100.1	.5	.9	.9	.9
2006 .....	100.9	101.5	102.4	103.6	.8	.6	.9	1.2
2007 .....	104.2	104.8	105.6	106.3	.6	.6	.8	.7
2008 .....	107.1	107.8	108.7	109.4	.8	.7	.8	.6

See footnotes at end of table.

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

(Seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for 3-months ended—			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Nursing and residential care facilities</b>								
2009 .....	109.9	110.2	110.7	110.9	0.5	0.3	0.5	0.2
2010 .....	111.4	111.7	112.0	112.2	.5	.3	.3	.2
2011 .....	112.6	113.3	113.5	113.8	.4	.6	.2	.3
2012 .....	114.3	114.6	114.9	115.3	.4	.3	.3	.3
2013 .....	115.5	115.9	116.1	116.6	.2	.3	.2	.4
2014 .....	116.9	117.1	117.6	118.3	.3	.2	.4	.6
2015 .....	118.6	119.2	119.9	120.3	.3	.5	.6	.3
2016 .....	121.2	121.9	122.7	123.5	.7	.6	.7	.7
2017 .....	124.2	124.9	125.7	126.5	.6	.6	.6	.6
2018 .....	127.5	128.4	129.0	129.9	.8	.7	.5	.7
2019 .....	130.6	131.4	132.1	132.8	.5	.6	.5	.5
2020 .....	133.7	134.8	135.8	136.8	.7	.8	.7	.7
2021 .....	138.2	140.0	142.3	144.9	1.0	1.3	1.6	1.8
2022 .....	147.5	—	—	—	1.8	—	—	—
<b>Leisure and hospitality</b>								
2001 .....	87.1	87.4	88.9	89.4	.9	.3	1.7	.7
2002 .....	90.5	91.1	91.9	92.5	1.2	.7	.9	.7
2003 .....	93.6	94.4	95.7	95.5	1.2	.9	1.4	-.2
2004 .....	95.8	96.3	96.9	97.6	.3	.5	.6	.7
2005 .....	98.2	98.8	99.4	100.0	.6	.6	.6	.6
2006 .....	100.4	101.4	102.3	103.7	.4	1.0	.9	1.4
2007 .....	105.2	106.2	107.5	108.1	1.4	1.0	1.2	.6
2008 .....	108.9	109.5	110.5	111.4	.7	.6	.9	.8
2009 .....	112.1	112.2	112.6	112.7	.6	.1	.4	.1
2010 .....	113.3	113.6	113.8	114.1	.5	.3	.2	.3
2011 .....	114.5	114.7	115.0	115.2	.4	.2	.3	.2
2012 .....	115.5	116.1	116.0	116.5	.3	.5	-.1	.4
2013 .....	116.6	117.0	117.3	117.7	.1	.3	.3	.3
2014 .....	117.9	118.2	119.2	119.8	.2	.3	.8	.5
2015 .....	120.4	120.9	121.1	121.9	.5	.4	.2	.7
2016 .....	122.9	124.1	125.5	126.1	.8	1.0	1.1	.5
2017 .....	128.1	129.0	129.8	130.6	1.6	.7	.6	.6
2018 .....	132.3	132.9	134.2	136.0	1.3	.5	1.0	1.3
2019 .....	136.7	137.8	138.6	140.3	.5	.8	.6	1.2
2020 .....	141.7	142.8	144.3	145.0	1.0	.8	1.1	.5
2021 .....	147.3	150.7	154.2	156.7	1.6	2.3	2.3	1.6
2022 .....	159.7	—	—	—	1.9	—	—	—
<b>Accommodation and food services</b>								
2003 .....	94.7	95.4	96.0	96.3	1.4	.7	.6	.3
2004 .....	96.5	96.9	97.1	97.9	.2	.4	.2	.8
2005 .....	98.4	98.9	99.5	100.0	.5	.5	.6	.5
2006 .....	100.4	101.6	102.5	104.0	.4	1.2	.9	1.5
2007 .....	105.7	106.6	108.0	108.5	1.6	.9	1.3	.5
2008 .....	109.3	110.3	111.2	112.1	.7	.9	.8	.8
2009 .....	112.9	112.9	113.3	113.5	.7	.0	.4	.2
2010 .....	113.9	114.4	114.5	114.8	.4	.4	.1	.3
2011 .....	115.3	115.4	115.8	115.9	.4	.1	.3	.1
2012 .....	116.2	116.8	116.6	117.3	.3	.5	-.2	.6
2013 .....	117.2	117.6	117.9	118.3	-.1	.3	.3	.3
2014 .....	118.5	118.6	119.6	120.1	.2	.1	.8	.4

See footnotes at end of table.

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

(Seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for 3-months ended—			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Accommodation and food services</b>								
2015 .....	120.8	121.0	121.4	122.2	0.6	0.2	0.3	0.7
2016 .....	123.4	124.8	126.3	126.9	1.0	1.1	1.2	.5
2017 .....	129.0	129.9	130.6	131.5	1.7	.7	.5	.7
2018 .....	133.2	133.9	135.0	136.6	1.3	.5	.8	1.2
2019 .....	137.7	139.1	140.1	141.9	.8	1.0	.7	1.3
2020 .....	143.5	144.7	146.6	147.7	1.1	.8	1.3	.8
2021 .....	150.1	153.6	157.2	160.0	1.6	2.3	2.3	1.8
2022 .....	163.2	—	—	—	2.0	—	—	—
<b>Other services, except public administration</b>								
2001 .....	84.5	85.0	86.3	86.9	1.1	.5	1.5	.7
2002 .....	88.3	89.5	90.8	90.4	1.6	1.4	1.5	-.4
2003 .....	90.8	91.7	92.2	93.5	.4	1.0	.5	1.4
2004 .....	94.9	96.0	96.4	97.5	1.5	1.2	.4	1.1
2005 .....	98.0	98.4	99.8	100.3	.5	.4	1.4	.5
2006 .....	101.4	102.6	103.4	104.4	1.1	1.2	.8	1.0
2007 .....	105.6	106.0	107.0	107.9	1.1	.4	.9	.8
2008 .....	108.6	109.4	109.8	110.2	.6	.7	.4	.4
2009 .....	110.6	110.7	111.7	111.8	.4	.1	.9	.1
2010 .....	112.0	112.7	113.1	113.5	.2	.6	.4	.4
2011 .....	114.2	114.5	114.9	115.9	.6	.3	.3	.9
2012 .....	116.5	116.9	117.4	117.9	.5	.3	.4	.4
2013 .....	118.7	119.8	120.0	121.3	.7	.9	.2	1.1
2014 .....	121.0	121.4	122.1	122.0	-.2	.3	.6	-.1
2015 .....	123.4	124.1	124.8	125.2	1.1	.6	.6	.3
2016 .....	125.5	126.5	127.6	128.4	.2	.8	.9	.6
2017 .....	129.1	129.8	130.9	131.5	.5	.5	.8	.5
2018 .....	132.8	133.6	133.8	135.3	1.0	.6	.1	1.1
2019 .....	136.5	137.8	137.9	139.5	.9	1.0	.1	1.2
2020 .....	140.3	141.0	141.7	142.6	.6	.5	.5	.6
2021 .....	144.1	146.2	148.3	150.4	1.1	1.5	1.4	1.4
2022 .....	152.5	—	—	—	1.4	—	—	—
<b>State and local government workers</b>								
<b>All workers</b>								
2001 .....	83.6	84.5	85.5	86.1	1.1	1.1	1.2	.7
2002 .....	86.8	87.5	88.7	89.6	.8	.8	1.4	1.0
2003 .....	90.4	91.3	92.0	92.7	.9	1.0	.8	.8
2004 .....	93.5	94.4	95.1	95.9	.9	1.0	.7	.8
2005 .....	97.0	97.8	98.7	99.8	1.1	.8	.9	1.1
2006 .....	100.5	101.5	102.8	103.9	.7	1.0	1.3	1.1
2007 .....	105.1	106.2	107.2	108.3	1.2	1.0	.9	1.0
2008 .....	109.0	109.8	110.9	111.6	.6	.7	1.0	.6
2009 .....	112.4	113.2	113.5	114.1	.7	.7	.3	.5
2010 .....	114.5	115.1	115.5	116.1	.4	.5	.3	.5
2011 .....	116.7	117.0	117.3	117.7	.5	.3	.3	.3
2012 .....	118.3	118.9	119.5	119.9	.5	.5	.5	.3
2013 .....	120.5	121.0	121.4	122.2	.5	.4	.3	.7
2014 .....	122.8	123.5	124.1	124.7	.5	.6	.5	.5
2015 .....	125.4	126.2	126.9	127.8	.6	.6	.6	.7
2016 .....	128.5	129.2	130.2	130.9	.5	.5	.8	.5

See footnotes at end of table.

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

(Seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for 3-months ended—			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>State and local government workers</b>								
<b>All workers</b>								
2017 .....	131.8	132.5	133.3	134.2	0.7	0.5	0.6	0.7
2018 .....	134.9	135.8	136.8	137.8	.5	.7	.7	.7
2019 .....	138.8	139.8	140.9	141.8	.7	.7	.8	.6
2020 .....	142.8	143.7	144.3	145.0	.7	.6	.4	.5
2021 .....	145.7	146.6	147.6	148.7	.5	.6	.7	.7
2022 .....	150.4	—	—	—	1.1	—	—	—
<b>Education and health services</b>								
2003 .....	91.0	91.8	92.3	93.0	.9	.9	.5	.8
2004 .....	93.8	94.5	95.1	95.9	.9	.7	.6	.8
2005 .....	96.9	97.7	98.5	99.7	1.0	.8	.8	1.2
2006 .....	100.4	101.5	103.1	104.0	.7	1.1	1.6	.9
2007 .....	105.0	105.9	106.9	108.0	1.0	.9	.9	1.0
2008 .....	108.7	109.7	110.7	111.3	.6	.9	.9	.5
2009 .....	112.1	112.9	113.2	113.8	.7	.7	.3	.5
2010 .....	114.1	114.6	114.9	115.5	.3	.4	.3	.5
2011 .....	116.0	116.3	116.5	116.9	.4	.3	.2	.3
2012 .....	117.5	118.0	118.7	119.1	.5	.4	.6	.3
2013 .....	119.6	120.1	120.4	121.1	.4	.4	.2	.6
2014 .....	121.6	122.2	122.8	123.4	.4	.5	.5	.5
2015 .....	124.2	125.0	125.7	126.7	.6	.6	.6	.8
2016 .....	127.3	128.0	129.1	129.8	.5	.5	.9	.5
2017 .....	130.7	131.3	132.1	132.9	.7	.5	.6	.6
2018 .....	133.6	134.5	135.5	136.5	.5	.7	.7	.7
2019 .....	137.4	138.4	139.6	140.4	.7	.7	.9	.6
2020 .....	141.3	142.2	142.7	143.4	.6	.6	.4	.5
2021 .....	144.2	145.1	146.1	147.1	.6	.6	.7	.7
2022 .....	148.6	—	—	—	1.0	—	—	—
<b>Educational services</b>								
2003 .....	90.9	91.8	92.3	92.9	.8	1.0	.5	.7
2004 .....	93.8	94.5	95.0	95.8	1.0	.7	.5	.8
2005 .....	96.8	97.6	98.4	99.7	1.0	.8	.8	1.3
2006 .....	100.3	101.2	102.9	103.8	.6	.9	1.7	.9
2007 .....	104.7	105.6	106.8	107.8	.9	.9	1.1	.9
2008 .....	108.6	109.5	110.4	111.0	.7	.8	.8	.5
2009 .....	111.9	112.7	112.9	113.6	.8	.7	.2	.6
2010 .....	113.9	114.4	114.7	115.2	.3	.4	.3	.4
2011 .....	115.6	115.9	116.1	116.5	.3	.3	.2	.3
2012 .....	117.1	117.6	118.2	118.7	.5	.4	.5	.4
2013 .....	119.2	119.7	119.9	120.6	.4	.4	.2	.6
2014 .....	121.2	121.7	122.3	122.9	.5	.4	.5	.5
2015 .....	123.7	124.6	125.3	126.2	.7	.7	.6	.7
2016 .....	126.8	127.5	128.7	129.4	.5	.6	.9	.5
2017 .....	130.3	131.0	131.7	132.5	.7	.5	.5	.6
2018 .....	133.3	134.1	135.1	136.1	.6	.6	.7	.7
2019 .....	137.1	138.0	139.2	139.9	.7	.7	.9	.5
2020 .....	140.9	141.8	142.3	143.0	.7	.6	.4	.5
2021 .....	143.8	144.5	145.6	146.5	.6	.5	.8	.6
2022 .....	147.9	—	—	—	1.0	—	—	—

See footnotes at end of table.

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

(Seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for 3-months ended—			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Schools</b>								
2003 .....	90.9	91.8	92.3	92.9	0.9	1.0	0.5	0.7
2004 .....	93.8	94.5	95.0	95.8	1.0	.7	.5	.8
2005 .....	96.8	97.6	98.4	99.7	1.0	.8	.8	1.3
2006 .....	100.3	101.2	102.9	103.8	.6	.9	1.7	.9
2007 .....	104.7	105.6	106.8	107.8	.9	.9	1.1	.9
2008 .....	108.6	109.5	110.4	111.0	.7	.8	.8	.5
2009 .....	111.9	112.7	112.9	113.6	.8	.7	.2	.6
2010 .....	113.9	114.4	114.6	115.2	.3	.4	.2	.5
2011 .....	115.6	115.9	116.1	116.5	.3	.3	.2	.3
2012 .....	117.0	117.6	118.2	118.6	.4	.5	.5	.3
2013 .....	119.1	119.6	119.9	120.5	.4	.4	.3	.5
2014 .....	121.1	121.7	122.2	122.9	.5	.5	.4	.6
2015 .....	123.7	124.5	125.2	126.2	.7	.6	.6	.8
2016 .....	126.8	127.5	128.7	129.4	.5	.6	.9	.5
2017 .....	130.3	130.9	131.7	132.4	.7	.5	.6	.5
2018 .....	133.2	134.0	135.0	136.0	.6	.6	.7	.7
2019 .....	137.0	137.9	139.1	139.8	.7	.7	.9	.5
2020 .....	140.8	141.7	142.2	142.9	.7	.6	.4	.5
2021 .....	143.7	144.5	145.5	146.4	.6	.6	.7	.6
2022 .....	147.9	—	—	—	1.0	—	—	—
<b>Elementary and secondary schools</b>								
2003 .....	90.5	91.4	91.9	92.5	.9	1.0	.5	.7
2004 .....	93.4	94.1	94.8	95.6	1.0	.7	.7	.8
2005 .....	96.5	97.4	98.2	99.7	.9	.9	.8	1.5
2006 .....	100.3	101.2	103.0	103.9	.6	.9	1.8	.9
2007 .....	104.9	105.7	106.8	107.7	1.0	.8	1.0	.8
2008 .....	108.5	109.5	110.5	111.2	.7	.9	.9	.6
2009 .....	112.2	112.8	113.4	114.0	.9	.5	.5	.5
2010 .....	114.3	114.7	115.1	115.5	.3	.3	.3	.3
2011 .....	115.9	116.2	116.3	116.8	.3	.3	.1	.4
2012 .....	117.3	117.8	118.3	118.7	.4	.4	.4	.3
2013 .....	119.2	119.6	119.8	120.4	.4	.3	.2	.5
2014 .....	120.9	121.5	122.1	122.7	.4	.5	.5	.5
2015 .....	123.4	124.2	124.9	126.0	.6	.6	.6	.9
2016 .....	126.7	127.4	128.7	129.3	.6	.6	1.0	.5
2017 .....	130.1	130.9	131.7	132.5	.6	.6	.6	.6
2018 .....	133.3	134.1	135.2	136.2	.6	.6	.8	.7
2019 .....	137.2	138.1	139.3	140.1	.7	.7	.9	.6
2020 .....	141.1	142.0	142.7	143.5	.7	.6	.5	.6
2021 .....	144.4	145.2	146.1	147.0	.6	.6	.6	.6
2022 .....	148.4	—	—	—	1.0	—	—	—
<b>Health care and social assistance</b>								
2003 .....	91.4	92.0	92.8	93.7	.8	.7	.9	1.0
2004 .....	94.3	95.2	96.2	96.7	.6	1.0	1.1	.5
2005 .....	97.6	98.3	99.2	100.0	.9	.7	.9	.8
2006 .....	101.3	103.2	104.8	105.8	1.3	1.9	1.6	1.0
2007 .....	107.1	107.9	108.3	109.4	1.2	.7	.4	1.0
2008 .....	110.1	111.2	112.5	113.3	.6	1.0	1.2	.7
2009 .....	113.3	114.7	114.9	115.5	.0	1.2	.2	.5
2010 .....	115.8	116.4	117.1	117.9	.3	.5	.6	.7

See footnotes at end of table.

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

(Seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for 3-months ended—			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Health care and social assistance</b>								
2011 .....	119.0	119.3	119.9	120.2	0.9	0.3	0.5	0.3
2012 .....	121.0	121.5	121.9	122.3	.7	.4	.3	.3
2013 .....	123.0	123.6	124.5	125.1	.6	.5	.7	.5
2014 .....	124.8	125.7	126.4	126.9	-.2	.7	.6	.4
2015 .....	127.9	128.6	129.1	130.0	.8	.5	.4	.7
2016 .....	130.8	131.7	132.2	132.9	.6	.7	.4	.5
2017 .....	133.3	133.8	135.1	135.8	.3	.4	1.0	.5
2018 .....	136.6	137.5	138.3	139.3	.6	.7	.6	.7
2019 .....	140.5	141.4	142.6	143.5	.9	.6	.8	.6
2020 .....	144.6	145.5	145.9	146.7	.8	.6	.3	.5
2021 .....	147.6	149.1	150.3	152.1	.6	1.0	.8	1.2
2022 .....	153.7	—	—	—	1.1	—	—	—
<b>Hospitals</b>								
2003 .....	90.9	91.4	92.5	93.2	.6	.6	1.2	.8
2004 .....	93.9	94.8	95.9	96.6	.8	1.0	1.2	.7
2005 .....	97.6	98.4	99.2	100.0	1.0	.8	.8	.8
2006 .....	100.8	101.6	103.0	104.3	.8	.8	1.4	1.3
2007 .....	105.6	106.6	107.3	108.3	1.2	.9	.7	.9
2008 .....	109.1	109.9	110.7	111.4	.7	.7	.7	.6
2009 .....	112.3	113.5	113.8	114.4	.8	1.1	.3	.5
2010 .....	114.9	115.7	116.1	117.2	.4	.7	.3	.9
2011 .....	118.0	118.4	118.9	119.3	.7	.3	.4	.3
2012 .....	120.0	120.5	120.9	121.4	.6	.4	.3	.4
2013 .....	121.9	122.6	123.2	123.8	.4	.6	.5	.5
2014 .....	123.4	124.3	124.7	125.0	-.3	.7	.3	.2
2015 .....	125.6	126.2	126.8	127.4	.5	.5	.5	.5
2016 .....	128.3	129.2	129.8	130.4	.7	.7	.5	.5
2017 .....	130.8	131.4	132.6	133.3	.3	.5	.9	.5
2018 .....	133.7	134.6	135.3	136.4	.3	.7	.5	.8
2019 .....	137.7	138.5	139.7	140.7	1.0	.6	.9	.7
2020 .....	141.8	142.7	143.1	143.9	.8	.6	.3	.6
2021 .....	144.8	146.3	147.4	149.1	.6	1.0	.8	1.2
2022 .....	150.7	—	—	—	1.1	—	—	—
<b>Public administration</b>								
2003 .....	89.3	90.2	91.4	92.1	1.0	1.0	1.3	.8
2004 .....	93.0	94.1	95.1	95.8	1.0	1.2	1.1	.7
2005 .....	97.0	97.8	98.9	100.0	1.3	.8	1.1	1.1
2006 .....	100.5	101.4	102.3	103.8	.5	.9	.9	1.5
2007 .....	105.6	106.9	107.9	109.1	1.7	1.2	.9	1.1
2008 .....	109.6	110.3	111.5	112.0	.5	.6	1.1	.4
2009 .....	112.9	113.7	114.0	114.6	.8	.7	.3	.5
2010 .....	115.0	115.6	116.5	116.9	.3	.5	.8	.3
2011 .....	117.4	117.8	117.9	118.2	.4	.3	.1	.3
2012 .....	119.0	119.7	120.3	120.7	.7	.6	.5	.3
2013 .....	121.4	121.8	122.6	123.5	.6	.3	.7	.7
2014 .....	124.1	125.2	125.7	126.5	.5	.9	.4	.6
2015 .....	126.9	127.6	128.4	129.2	.3	.6	.6	.6
2016 .....	130.0	130.7	131.6	132.2	.6	.5	.7	.5
2017 .....	133.3	134.1	134.7	135.8	.8	.6	.4	.8

See footnotes at end of table.

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

(Seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for 3-months ended—			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Public administration								
2018 .....	136.2	137.2	138.3	139.3	0.3	0.7	0.8	0.7
2019 .....	140.5	141.4	142.5	143.5	.9	.6	.8	.7
2020 .....	144.7	145.6	146.3	147.1	.8	.6	.5	.5
2021 .....	147.6	148.6	149.7	150.8	.3	.7	.7	.7
2022 .....	153.1	—	—	—	1.5	—	—	—

<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> 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; other services, except public administration; and public administration.

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

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

(Seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for 3-months ended-			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Civilian workers</b>								
All workers <sup>1</sup>								
2001 .....	87.6	88.4	89.2	90.0	1.0	0.9	1.0	0.9
2002 .....	90.7	91.5	92.0	92.4	.8	.9	.5	.4
2003 .....	93.3	93.9	94.6	95.1	1.0	.6	.7	.5
2004 .....	95.7	96.3	97.0	97.5	.6	.6	.7	.5
2005 .....	98.2	98.7	99.3	100.1	.7	.5	.6	.8
2006 .....	100.7	101.5	102.5	103.3	.6	.8	1.0	.8
2007 .....	104.3	105.1	105.9	106.8	1.0	.8	.8	.8
2008 .....	107.6	108.5	109.2	109.7	.7	.8	.6	.5
2009 .....	110.0	110.4	110.8	111.2	.3	.4	.4	.4
2010 .....	111.7	112.1	112.5	113.0	.4	.4	.4	.4
2011 .....	113.4	113.9	114.3	114.7	.4	.4	.4	.3
2012 .....	115.3	115.8	116.2	116.6	.5	.4	.3	.3
2013 .....	117.2	117.7	118.2	118.8	.5	.4	.4	.5
2014 .....	119.1	119.8	120.7	121.3	.3	.6	.8	.5
2015 .....	122.1	122.4	123.1	123.8	.7	.2	.6	.6
2016 .....	124.5	125.4	126.0	126.7	.6	.7	.5	.6
2017 .....	127.5	128.3	129.2	130.0	.6	.6	.7	.6
2018 .....	131.0	131.9	133.0	133.9	.8	.7	.8	.7
2019 .....	134.8	135.7	136.9	137.8	.7	.7	.9	.7
2020 .....	139.1	139.6	140.3	141.4	.9	.4	.5	.8
2021 .....	142.9	144.1	146.2	147.7	1.1	.8	1.5	1.0
2022 .....	149.5	-	-	-	1.2	-	-	-
<b>Industry</b>								
Goods-producing industries <sup>2</sup>								
2003 .....	93.3	94.0	94.5	95.0	.6	.8	.5	.5
2004 .....	95.6	96.2	97.2	97.4	.6	.6	1.0	.2
2005 .....	97.9	98.6	99.4	100.1	.5	.7	.8	.7
2006 .....	100.7	101.7	102.2	103.0	.6	1.0	.5	.8
2007 .....	103.9	104.6	105.4	106.1	.9	.7	.8	.7
2008 .....	107.1	107.9	108.5	109.1	.9	.7	.6	.6
2009 .....	109.2	109.4	109.7	110.2	.1	.2	.3	.5
2010 .....	110.5	110.9	111.4	111.7	.3	.4	.5	.3
2011 .....	112.2	112.7	113.1	113.6	.4	.4	.4	.4
2012 .....	114.1	114.5	115.0	115.5	.4	.4	.4	.4
2013 .....	116.1	116.7	117.3	117.7	.5	.5	.5	.3
2014 .....	118.2	118.9	119.5	120.2	.4	.6	.5	.6
2015 .....	120.9	121.7	122.4	123.3	.6	.7	.6	.7
2016 .....	123.9	124.8	125.4	126.3	.5	.7	.5	.7
2017 .....	127.1	127.7	128.6	129.4	.6	.5	.7	.6
2018 .....	130.4	131.3	132.1	133.1	.8	.7	.6	.8
2019 .....	134.2	135.1	136.4	137.5	.8	.7	1.0	.8
2020 .....	138.5	139.3	140.1	140.9	.7	.6	.6	.6
2021 .....	142.0	143.7	145.0	146.6	.8	1.2	.9	1.1
2022 .....	148.4	-	-	-	1.2	-	-	-
Manufacturing								
2003 .....	93.8	94.4	94.8	95.3	.9	.6	.4	.5
2004 .....	95.7	96.4	97.4	97.6	.4	.7	1.0	.2
2005 .....	98.2	98.8	99.6	100.2	.6	.6	.8	.6

See footnotes at end of table.



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

(Seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for 3-months ended—			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Industry</b>								
<b>Manufacturing</b>								
2006 .....	100.6	101.6	101.8	102.5	0.4	1.0	0.2	0.7
2007 .....	103.2	103.8	104.4	105.1	.7	.6	.6	.7
2008 .....	105.9	106.7	107.3	107.9	.8	.8	.6	.6
2009 .....	108.0	108.3	108.6	109.1	.1	.3	.3	.5
2010 .....	109.3	109.9	110.5	110.9	.2	.5	.5	.4
2011 .....	111.5	111.9	112.5	113.0	.5	.4	.5	.4
2012 .....	113.5	113.9	114.5	115.0	.4	.4	.5	.4
2013 .....	115.6	116.3	116.8	117.4	.5	.6	.4	.5
2014 .....	118.0	118.7	119.3	120.0	.5	.6	.5	.6
2015 .....	120.8	121.6	122.3	123.2	.7	.7	.6	.7
2016 .....	123.9	124.8	125.7	126.4	.6	.7	.7	.6
2017 .....	127.0	127.8	128.7	129.5	.5	.6	.7	.6
2018 .....	130.3	131.2	132.0	133.0	.6	.7	.6	.8
2019 .....	134.2	135.1	136.1	137.3	.9	.7	.7	.9
2020 .....	138.3	139.1	139.9	140.8	.7	.6	.6	.6
2021 .....	141.8	143.5	145.1	146.5	.7	1.2	1.1	1.0
2022 .....	148.7	—	—	—	1.5	—	—	—
<b>Service-providing industries<sup>3</sup></b>								
2003 .....	93.3	93.9	94.7	95.1	1.0	.6	.9	.4
2004 .....	95.7	96.4	97.1	97.6	.6	.7	.7	.5
2005 .....	98.2	98.7	99.3	100.1	.6	.5	.6	.8
2006 .....	100.7	101.5	102.6	103.4	.6	.8	1.1	.8
2007 .....	104.4	105.1	106.0	106.9	1.0	.7	.9	.8
2008 .....	107.7	108.6	109.3	109.8	.7	.8	.6	.5
2009 .....	110.2	110.6	111.0	111.5	.4	.4	.4	.5
2010 .....	111.9	112.4	112.8	113.3	.4	.4	.4	.4
2011 .....	113.7	114.1	114.6	115.0	.4	.4	.4	.3
2012 .....	115.6	116.1	116.5	116.9	.5	.4	.3	.3
2013 .....	117.4	117.9	118.4	119.0	.4	.4	.4	.5
2014 .....	119.3	120.1	120.9	121.5	.3	.7	.7	.5
2015 .....	122.4	122.6	123.3	123.9	.7	.2	.6	.5
2016 .....	124.7	125.5	126.2	126.8	.6	.6	.6	.5
2017 .....	127.7	128.5	129.3	130.1	.7	.6	.6	.6
2018 .....	131.2	132.0	133.2	134.1	.8	.6	.9	.7
2019 .....	134.9	135.9	137.0	137.9	.6	.7	.8	.7
2020 .....	139.2	139.7	140.4	141.5	.9	.4	.5	.8
2021 .....	143.1	144.2	146.5	148.0	1.1	.8	1.6	1.0
2022 .....	149.8	—	—	—	1.2	—	—	—
<b>Education and health services</b>								
2003 .....	92.7	93.4	93.8	94.3	.7	.8	.4	.5
2004 .....	95.1	95.7	96.3	96.9	.8	.6	.6	.6
2005 .....	97.7	98.4	98.9	99.9	.8	.7	.5	1.0
2006 .....	100.5	101.4	102.8	103.6	.6	.9	1.4	.8
2007 .....	104.5	105.2	106.3	107.3	.9	.7	1.0	.9
2008 .....	108.1	109.0	109.9	110.4	.7	.8	.8	.5
2009 .....	111.1	111.7	112.0	112.5	.6	.5	.3	.4
2010 .....	112.9	113.3	113.5	114.0	.4	.4	.2	.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—			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Education and health services</b>								
2011 .....	114.3	114.6	114.8	115.3	0.3	0.3	0.2	0.4
2012 .....	115.9	116.3	116.6	116.9	.5	.3	.3	.3
2013 .....	117.3	117.8	118.1	118.6	.3	.4	.3	.4
2014 .....	118.9	119.5	119.9	120.6	.3	.5	.3	.6
2015 .....	121.2	121.8	122.2	122.8	.5	.5	.3	.5
2016 .....	123.3	124.1	124.7	125.3	.4	.6	.5	.5
2017 .....	126.1	126.7	127.2	127.9	.6	.5	.4	.6
2018 .....	128.8	129.5	130.6	131.5	.7	.5	.8	.7
2019 .....	132.1	132.9	134.1	134.7	.5	.6	.9	.4
2020 .....	135.8	135.9	136.7	137.5	.8	.1	.6	.6
2021 .....	138.3	139.3	141.0	142.4	.6	.7	1.2	1.0
2022 .....	144.1	—	—	—	1.2	—	—	—
<b>Educational services</b>								
2003 .....	93.3	93.9	94.0	94.5	.6	.6	.1	.5
2004 .....	95.2	95.8	96.0	96.7	.7	.6	.2	.7
2005 .....	97.5	98.1	98.6	99.7	.8	.6	.5	1.1
2006 .....	100.3	101.1	102.5	103.3	.6	.8	1.4	.8
2007 .....	103.9	104.5	105.7	106.7	.6	.6	1.1	.9
2008 .....	107.5	108.4	109.5	110.0	.7	.8	1.0	.5
2009 .....	110.7	111.2	111.3	111.9	.6	.5	.1	.5
2010 .....	112.3	112.6	112.8	113.3	.4	.3	.2	.4
2011 .....	113.7	113.9	114.1	114.5	.4	.2	.2	.4
2012 .....	114.8	115.2	115.5	115.8	.3	.3	.3	.3
2013 .....	116.0	116.4	116.6	117.0	.2	.3	.2	.3
2014 .....	117.5	117.8	118.4	118.9	.4	.3	.5	.4
2015 .....	119.5	120.1	120.5	121.0	.5	.5	.3	.4
2016 .....	121.6	122.2	122.9	123.5	.5	.5	.6	.5
2017 .....	124.3	124.7	125.2	125.8	.6	.3	.4	.5
2018 .....	126.4	127.1	128.0	128.8	.5	.6	.7	.6
2019 .....	129.5	130.2	131.6	132.1	.5	.5	1.1	.4
2020 .....	133.0	133.8	133.8	134.5	.7	.6	.0	.5
2021 .....	135.1	135.7	136.9	137.6	.4	.4	.9	.5
2022 .....	138.7	—	—	—	.8	—	—	—
<b>Elementary and secondary schools</b>								
2003 .....	93.3	93.9	94.0	94.4	.5	.6	.1	.4
2004 .....	95.1	95.7	96.0	96.6	.7	.6	.3	.6
2005 .....	97.3	97.9	98.4	99.7	.7	.6	.5	1.3
2006 .....	100.2	100.9	102.4	103.1	.5	.7	1.5	.7
2007 .....	103.8	104.4	105.4	106.3	.7	.6	1.0	.9
2008 .....	107.2	108.1	109.3	109.9	.8	.8	1.1	.5
2009 .....	110.6	111.0	111.5	111.9	.6	.4	.5	.4
2010 .....	112.4	112.8	113.0	113.3	.4	.4	.2	.3
2011 .....	113.7	113.9	113.9	114.3	.4	.2	.0	.4
2012 .....	114.6	114.8	115.1	115.3	.3	.2	.3	.2
2013 .....	115.5	115.8	115.9	116.3	.2	.3	.1	.3
2014 .....	116.6	117.0	117.5	118.0	.3	.3	.4	.4
2015 .....	118.5	119.1	119.4	120.0	.4	.5	.3	.5
2016 .....	120.4	121.1	121.7	122.3	.3	.6	.5	.5
2017 .....	122.9	123.5	123.8	124.4	.5	.5	.2	.5

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—			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Elementary and secondary schools</b>								
2018 .....	125.1	125.8	126.7	127.5	0.6	0.6	0.7	0.6
2019 .....	128.2	128.9	130.4	131.0	.5	.5	1.2	.5
2020 .....	131.8	132.5	132.8	133.6	.6	.5	.2	.6
2021 .....	134.2	134.8	135.7	136.3	.4	.4	.7	.4
2022 .....	137.4	—	—	—	.8	—	—	—
<b>Junior colleges, colleges, universities, and professional schools</b>								
2003 .....	93.5	94.1	94.4	95.0	.5	.6	.3	.6
2004 .....	95.6	96.1	96.3	96.9	.6	.5	.2	.6
2005 .....	98.0	98.7	98.9	99.8	1.1	.7	.2	.9
2006 .....	100.6	101.4	102.6	103.4	.8	.8	1.2	.8
2007 .....	103.9	104.8	106.1	107.3	.5	.9	1.2	1.1
2008 .....	108.0	108.9	109.9	110.2	.7	.8	.9	.3
2009 .....	110.8	111.7	110.7	111.5	.5	.8	-.9	.7
2010 .....	111.8	112.0	112.2	112.9	.3	.2	.2	.6
2011 .....	113.3	113.6	113.8	114.1	.4	.3	.2	.3
2012 .....	114.8	115.2	115.9	116.4	.6	.3	.6	.4
2013 .....	116.8	117.4	117.8	118.3	.3	.5	.3	.4
2014 .....	118.8	119.2	119.7	120.3	.4	.3	.4	.5
2015 .....	121.0	121.8	122.3	122.7	.6	.7	.4	.3
2016 .....	123.2	123.9	124.6	125.3	.4	.6	.6	.6
2017 .....	126.4	126.7	127.3	128.0	.9	.2	.5	.5
2018 .....	128.5	129.1	130.0	130.9	.4	.5	.7	.7
2019 .....	131.7	132.5	133.4	134.1	.6	.6	.7	.5
2020 .....	134.9	135.5	134.9	135.4	.6	.4	-.4	.4
2021 .....	136.0	136.7	138.3	139.1	.4	.5	1.2	.6
2022 .....	140.1	—	—	—	.7	—	—	—
<b>Health care and social assistance</b>								
2003 .....	92.0	92.8	93.6	94.1	.8	.9	.9	.5
2004 .....	95.1	95.6	96.7	97.1	1.1	.5	1.2	.4
2005 .....	98.0	98.6	99.2	100.0	.9	.6	.6	.8
2006 .....	100.7	101.8	103.2	104.1	.7	1.1	1.4	.9
2007 .....	105.1	106.0	107.0	107.9	1.0	.9	.9	.8
2008 .....	108.9	109.6	110.4	110.9	.9	.6	.7	.5
2009 .....	111.7	112.3	112.8	113.1	.7	.5	.4	.3
2010 .....	113.6	114.0	114.3	114.7	.4	.4	.3	.3
2011 .....	114.9	115.4	115.7	116.2	.2	.4	.3	.4
2012 .....	117.1	117.5	117.9	118.3	.8	.3	.3	.3
2013 .....	118.8	119.3	119.8	120.4	.4	.4	.4	.5
2014 .....	120.6	121.3	121.7	122.6	.2	.6	.3	.7
2015 .....	123.1	123.7	124.2	124.8	.4	.5	.4	.5
2016 .....	125.4	126.1	126.8	127.3	.5	.6	.6	.4
2017 .....	128.1	129.0	129.4	130.2	.6	.7	.3	.6
2018 .....	131.4	132.2	133.4	134.4	.9	.6	.9	.7
2019 .....	135.0	135.8	136.9	137.6	.4	.6	.8	.5
2020 .....	138.8	138.2	139.9	140.6	.9	-.4	1.2	.5
2021 .....	141.7	143.2	145.3	147.6	.8	1.1	1.5	1.6
2022 .....	149.7	—	—	—	1.4	—	—	—

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—			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Hospitals</b>								
2003 .....	91.3	91.9	92.8	93.6	0.9	0.7	1.0	0.9
2004 .....	94.3	95.1	95.9	96.7	.7	.8	.8	.8
2005 .....	97.5	98.4	99.1	100.0	.8	.9	.7	.9
2006 .....	100.9	101.8	102.9	103.8	.9	.9	1.1	.9
2007 .....	104.8	105.7	106.6	107.4	1.0	.9	.9	.8
2008 .....	108.4	109.5	110.5	111.3	.9	1.0	.9	.7
2009 .....	112.0	112.6	113.1	113.6	.6	.5	.4	.4
2010 .....	114.0	114.6	114.9	115.4	.4	.5	.3	.4
2011 .....	115.8	116.2	116.7	117.1	.3	.3	.4	.3
2012 .....	117.6	118.0	118.3	118.8	.4	.3	.3	.4
2013 .....	119.3	119.8	120.2	120.7	.4	.4	.3	.4
2014 .....	121.1	121.5	121.9	122.5	.3	.3	.3	.5
2015 .....	123.0	123.7	124.3	124.9	.4	.6	.5	.5
2016 .....	125.6	126.5	127.1	128.0	.6	.7	.5	.7
2017 .....	128.7	129.4	130.2	130.8	.5	.5	.6	.5
2018 .....	131.5	132.3	133.0	134.2	.5	.6	.5	.9
2019 .....	134.9	135.7	136.7	137.5	.5	.6	.7	.6
2020 .....	138.4	139.3	140.0	140.6	.7	.7	.5	.4
2021 .....	141.9	143.4	145.2	147.6	.9	1.1	1.3	1.7
2022 .....	149.4	—	—	—	1.2	—	—	—
<b>Nursing and residential care facilities</b>								
2003 .....	93.1	93.7	94.2	94.7	.6	.6	.5	.5
2004 .....	95.4	95.7	96.2	96.9	.7	.3	.5	.7
2005 .....	97.6	98.4	99.1	100.0	.7	.8	.7	.9
2006 .....	100.7	101.2	102.2	103.3	.7	.5	1.0	1.1
2007 .....	104.1	104.7	105.8	106.4	.8	.6	1.1	.6
2008 .....	107.4	108.1	109.0	109.7	.9	.7	.8	.6
2009 .....	110.4	110.8	111.3	111.6	.6	.4	.5	.3
2010 .....	111.9	112.2	112.6	112.7	.3	.3	.4	.1
2011 .....	113.0	113.5	113.7	113.8	.3	.4	.2	.1
2012 .....	114.2	114.5	114.7	115.0	.4	.3	.2	.3
2013 .....	115.3	115.6	115.9	116.5	.3	.3	.3	.5
2014 .....	116.7	116.9	117.4	118.0	.2	.2	.4	.5
2015 .....	118.7	119.5	120.2	120.7	.6	.7	.6	.4
2016 .....	121.4	122.2	123.0	123.9	.6	.7	.7	.7
2017 .....	124.8	125.7	126.5	127.3	.7	.7	.6	.6
2018 .....	128.5	129.5	130.3	131.5	.9	.8	.6	.9
2019 .....	132.3	133.2	134.1	134.8	.6	.7	.7	.5
2020 .....	136.1	137.3	138.2	139.4	1.0	.9	.7	.9
2021 .....	140.9	142.8	145.5	148.3	1.1	1.3	1.9	1.9
2022 .....	150.8	—	—	—	1.7	—	—	—
<b>Public administration</b>								
2003 .....	93.2	93.9	94.5	95.0	1.1	.8	.6	.5
2004 .....	95.5	96.0	96.5	96.9	.5	.5	.5	.4
2005 .....	97.8	98.5	99.3	100.0	.9	.7	.8	.7
2006 .....	100.4	101.3	102.0	103.4	.4	.9	.7	1.4
2007 .....	104.4	105.3	106.4	107.4	1.0	.9	1.0	.9
2008 .....	108.1	108.7	109.9	110.4	.7	.6	1.1	.5
2009 .....	111.2	112.0	112.5	112.8	.7	.7	.4	.3
2010 .....	113.1	113.5	113.8	114.0	.3	.4	.3	.2

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—			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Public administration</b>								
2011 .....	114.3	114.6	114.8	115.0	0.3	0.3	0.2	0.2
2012 .....	115.5	115.9	116.1	116.3	.4	.3	.2	.2
2013 .....	116.6	116.8	117.3	117.9	.3	.2	.4	.5
2014 .....	118.3	119.0	119.6	120.2	.3	.6	.5	.5
2015 .....	120.7	121.3	122.0	122.3	.4	.5	.6	.2
2016 .....	122.9	123.6	124.3	124.9	.5	.6	.6	.5
2017 .....	125.8	126.3	126.9	127.7	.7	.4	.5	.6
2018 .....	128.2	129.0	129.8	130.7	.4	.6	.6	.7
2019 .....	131.6	132.5	133.3	134.1	.7	.7	.6	.6
2020 .....	135.0	135.8	135.8	136.4	.7	.6	.0	.4
2021 .....	137.1	137.8	139.7	140.7	.5	.5	1.4	.7
2022 .....	142.6	—	—	—	1.3	—	—	—
<b>Private industry workers</b>								
<b>All workers</b>								
2001 .....	87.6	88.4	89.2	90.0	.9	.9	.9	.9
2002 .....	90.7	91.6	92.0	92.3	.8	1.0	.4	.3
2003 .....	93.3	93.8	94.7	95.2	1.1	.5	1.0	.5
2004 .....	95.7	96.4	97.2	97.7	.5	.7	.8	.5
2005 .....	98.3	98.8	99.4	100.1	.6	.5	.6	.7
2006 .....	100.8	101.6	102.5	103.3	.7	.8	.9	.8
2007 .....	104.3	105.1	105.9	106.7	1.0	.8	.8	.8
2008 .....	107.6	108.4	109.0	109.5	.8	.7	.6	.5
2009 .....	109.8	110.1	110.5	111.0	.3	.3	.4	.5
2010 .....	111.4	111.9	112.3	112.9	.4	.4	.4	.5
2011 .....	113.2	113.7	114.2	114.7	.3	.4	.4	.4
2012 .....	115.3	115.8	116.3	116.7	.5	.4	.4	.3
2013 .....	117.4	118.0	118.4	119.1	.6	.5	.3	.6
2014 .....	119.4	120.2	121.1	121.8	.3	.7	.7	.6
2015 .....	122.6	122.8	123.6	124.3	.7	.2	.7	.6
2016 .....	125.1	126.0	126.6	127.3	.6	.7	.5	.6
2017 .....	128.2	129.0	129.9	130.8	.7	.6	.7	.7
2018 .....	131.9	132.8	134.0	134.9	.8	.7	.9	.7
2019 .....	135.8	136.8	138.0	138.9	.7	.7	.9	.7
2020 .....	140.3	140.8	141.6	142.8	1.0	.4	.6	.8
2021 .....	144.5	145.8	148.1	149.8	1.2	.9	1.6	1.1
2022 .....	151.7	—	—	—	1.3	—	—	—
<b>Occupational group</b>								
<b>White-collar occupations<sup>4</sup></b>								
2001 .....	87.0	87.9	88.7	89.4	1.0	1.1	.8	.9
2002 .....	90.3	91.2	91.4	91.9	1.0	1.0	.2	.5
2003 .....	93.0	93.6	94.5	95.1	1.2	.6	1.0	.6
2004 .....	95.7	96.3	97.1	97.7	.6	.6	.8	.6
2005 .....	98.3	98.8	99.4	100.2	.6	.5	.6	.8
2006 .....	100.8	101.8	102.6	103.5	.6	1.0	.8	.9
<b>Management, professional, and related</b>								
2002 .....	90.4	91.2	91.5	91.9	.9	.9	.3	.4
2003 .....	93.3	93.9	94.8	95.4	1.5	.6	1.0	.6
2004 .....	95.9	96.4	97.2	98.0	.5	.5	.8	.8

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—			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Management, professional, and related</b>								
2005 .....	98.6	99.1	99.5	100.2	0.6	0.5	0.4	0.7
2006 .....	101.0	101.9	102.9	103.8	.8	.9	1.0	.9
2007 .....	104.9	105.7	106.6	107.4	1.1	.8	.9	.8
2008 .....	108.4	109.2	110.1	110.7	.9	.7	.8	.5
2009 .....	110.9	111.1	111.3	111.8	.2	.2	.2	.4
2010 .....	112.3	112.8	113.4	113.9	.4	.4	.5	.4
2011 .....	114.4	114.8	115.2	115.7	.4	.3	.3	.4
2012 .....	116.3	116.9	117.2	117.8	.5	.5	.3	.5
2013 .....	118.5	119.3	119.7	120.3	.6	.7	.3	.5
2014 .....	120.6	121.7	122.5	122.8	.2	.9	.7	.2
2015 .....	123.5	124.1	125.0	125.7	.6	.5	.7	.6
2016 .....	126.5	126.8	127.6	128.2	.6	.2	.6	.5
2017 .....	129.0	130.0	130.4	131.2	.6	.8	.3	.6
2018 .....	132.3	133.0	133.9	134.7	.8	.5	.7	.6
2019 .....	135.4	136.3	137.1	137.9	.5	.7	.6	.6
2020 .....	139.0	139.3	139.9	140.6	.8	.2	.4	.5
2021 .....	141.6	142.8	144.8	145.9	.7	.8	1.4	.8
2022 .....	147.5	—	—	—	1.1	—	—	—
<b>Management, business, and financial</b>								
2002 .....	90.9	92.0	92.3	92.3	1.0	1.2	.3	.0
2003 .....	94.8	95.3	96.4	96.9	2.7	.5	1.2	.5
2004 .....	96.8	97.3	98.1	98.8	-.1	.5	.8	.7
2005 .....	99.1	99.5	99.5	100.3	.3	.4	.0	.8
2006 .....	101.2	102.0	102.8	103.4	.9	.8	.8	.6
2007 .....	104.6	105.3	106.3	106.9	1.2	.7	.9	.6
2008 .....	108.0	108.9	109.7	110.3	1.0	.8	.7	.5
2009 .....	110.1	110.1	110.4	111.1	-.2	.0	.3	.6
2010 .....	111.9	112.4	112.8	113.5	.7	.4	.4	.6
2011 .....	113.9	114.2	114.9	115.2	.4	.3	.6	.3
2012 .....	115.7	116.5	116.6	117.1	.4	.7	.1	.4
2013 .....	118.0	119.1	119.3	120.0	.8	.9	.2	.6
2014 .....	120.3	121.6	122.6	122.8	.3	1.1	.8	.2
2015 .....	123.5	124.1	125.5	126.4	.5	.5	1.1	.7
2016 .....	127.2	127.3	128.2	129.4	.6	.1	.7	.9
2017 .....	130.0	131.0	131.6	132.5	.5	.8	.5	.7
2018 .....	133.8	134.2	135.1	136.0	1.0	.3	.7	.7
2019 .....	136.9	137.8	138.7	139.4	.7	.7	.7	.5
2020 .....	140.5	141.0	141.2	141.9	.8	.4	.1	.5
2021 .....	142.8	144.2	146.7	147.3	.6	1.0	1.7	.4
2022 .....	148.7	—	—	—	.9	—	—	—
<b>Professional and related</b>								
2002 .....	90.1	90.5	90.9	91.5	.8	.4	.4	.7
2003 .....	92.1	92.7	93.5	94.3	.7	.7	.9	.9
2004 .....	95.3	95.7	96.6	97.3	1.1	.4	.9	.7
2005 .....	98.2	98.8	99.5	100.1	.9	.6	.7	.6
2006 .....	100.8	101.8	103.0	104.1	.7	1.0	1.2	1.1
2007 .....	105.0	106.0	106.9	107.7	.9	1.0	.8	.7
2008 .....	108.6	109.5	110.3	111.1	.8	.8	.7	.7
2009 .....	111.5	111.8	112.0	112.3	.4	.3	.2	.3
2010 .....	112.7	113.2	113.8	114.3	.4	.4	.5	.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—			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Professional and related</b>								
2011 .....	114.7	115.2	115.5	116.0	0.3	0.4	0.3	0.4
2012 .....	116.7	117.2	117.7	118.3	.6	.4	.4	.5
2013 .....	118.8	119.4	120.2	120.6	.4	.5	.7	.3
2014 .....	120.9	121.6	122.3	122.9	.2	.6	.6	.5
2015 .....	123.4	124.1	124.6	125.3	.4	.6	.4	.6
2016 .....	126.0	126.5	127.1	127.3	.6	.4	.5	.2
2017 .....	128.2	129.2	129.5	130.4	.7	.8	.2	.7
2018 .....	131.2	132.1	133.1	133.9	.6	.7	.8	.6
2019 .....	134.3	135.2	136.0	136.7	.3	.7	.6	.5
2020 .....	138.0	138.0	138.9	139.6	1.0	.0	.7	.5
2021 .....	140.7	141.8	143.5	145.0	.8	.8	1.2	1.0
2022 .....	146.7	—	—	—	1.1	—	—	—
<b>Sales and office</b>								
2002 .....	90.1	91.1	91.3	92.0	.9	1.1	.2	.8
2003 .....	92.5	93.2	94.1	94.5	.5	.8	1.0	.4
2004 .....	95.2	96.0	97.0	97.3	.7	.8	1.0	.3
2005 .....	98.0	98.4	99.2	100.1	.7	.4	.8	.9
2006 .....	100.6	101.5	102.2	103.0	.5	.9	.7	.8
2007 .....	104.0	104.7	105.2	106.2	1.0	.7	.5	1.0
2008 .....	106.9	107.5	107.9	108.0	.7	.6	.4	.1
2009 .....	108.1	108.2	108.9	109.5	.1	.1	.6	.6
2010 .....	109.8	110.5	110.8	111.5	.3	.6	.3	.6
2011 .....	111.8	112.5	113.1	113.7	.3	.6	.5	.5
2012 .....	114.5	115.0	115.7	115.9	.7	.4	.6	.2
2013 .....	116.7	117.1	117.7	118.6	.7	.3	.5	.8
2014 .....	118.6	119.5	120.3	121.5	.0	.8	.7	1.0
2015 .....	123.2	122.1	123.0	123.8	1.4	-9	.7	.7
2016 .....	124.4	126.2	126.2	126.4	.5	1.4	.0	.2
2017 .....	127.6	128.2	129.5	130.0	.9	.5	1.0	.4
2018 .....	131.7	132.8	134.3	135.1	1.3	.8	1.1	.6
2019 .....	136.4	137.1	138.8	139.4	1.0	.5	1.2	.4
2020 .....	141.4	142.1	142.6	144.2	1.4	.5	.4	1.1
2021 .....	147.5	148.2	150.4	152.0	2.3	.5	1.5	1.1
2022 .....	154.2	—	—	—	1.4	—	—	—
<b>Sales and related</b>								
2002 .....	89.5	90.9	90.7	91.2	.6	1.6	-2	.6
2003 .....	91.8	92.4	93.8	94.0	.7	.7	1.5	.2
2004 .....	94.8	95.6	96.9	96.8	.9	.8	1.4	-1
2005 .....	97.7	97.7	98.8	100.0	.9	.0	1.1	1.2
2006 .....	100.3	101.2	101.7	102.5	.3	.9	.5	.8
2007 .....	103.4	103.8	104.1	105.3	.9	.4	.3	1.2
2008 .....	105.9	106.4	106.2	105.5	.6	.5	-2	-7
2009 .....	104.9	104.5	105.5	106.1	-6	-4	1.0	.6
2010 .....	106.8	107.8	107.6	108.5	.7	.9	-2	.8
2011 .....	108.3	109.5	110.2	110.9	-2	1.1	.6	.6
2012 .....	112.0	112.5	113.4	113.3	1.0	.4	.8	-1
2013 .....	114.1	114.3	114.9	116.2	.7	.2	.5	1.1
2014 .....	115.7	116.9	118.0	119.7	-4	1.0	.9	1.4
2015 .....	122.8	119.6	120.5	121.0	2.6	-2.6	.8	.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—			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Sales and related</b>								
2016 .....	121.0	123.8	122.5	122.6	0.0	2.3	-1.1	0.1
2017 .....	123.7	124.2	125.6	126.3	.9	.4	1.1	.6
2018 .....	128.0	129.1	130.5	131.9	1.3	.9	1.1	1.1
2019 .....	132.6	133.5	134.8	136.2	.5	.7	1.0	1.0
2020 .....	138.3	139.7	138.8	141.9	1.6	1.0	-.7	2.2
<b>Office and administrative support</b>								
2002 .....	90.6	91.2	91.8	92.6	1.1	.7	.7	.9
2003 .....	93.0	93.8	94.4	94.9	.4	.9	.6	.5
2004 .....	95.6	96.3	97.1	97.8	.7	.7	.8	.7
2005 .....	98.2	98.9	99.4	100.2	.4	.7	.5	.8
2006 .....	100.9	101.8	102.6	103.5	.7	.9	.8	.9
2007 .....	104.5	105.3	106.0	106.8	1.0	.8	.7	.8
2008 .....	107.6	108.4	109.2	109.9	.7	.7	.7	.6
2009 .....	110.5	111.0	111.4	112.0	.5	.5	.4	.5
2010 .....	112.1	112.5	113.3	113.8	.1	.4	.7	.4
2011 .....	114.3	114.7	115.4	115.9	.4	.3	.6	.4
2012 .....	116.3	116.9	117.4	117.9	.3	.5	.4	.4
2013 .....	118.5	119.2	119.7	120.3	.5	.6	.4	.5
2014 .....	120.7	121.3	122.0	122.7	.3	.5	.6	.6
2015 .....	123.2	124.0	124.8	125.8	.4	.6	.6	.8
2016 .....	127.0	127.9	128.7	129.8	1.0	.7	.6	.9
2017 .....	130.5	131.3	132.2	133.2	.5	.6	.7	.8
2018 .....	134.3	135.8	136.8	137.9	.8	1.1	.7	.8
2019 .....	139.0	140.1	141.4	142.2	.8	.8	.9	.6
2020 .....	143.4	144.2	145.0	146.2	.8	.6	.6	.8
2021 .....	147.4	149.2	151.3	153.2	.8	1.2	1.4	1.3
2022 .....	155.1	—	—	—	1.2	—	—	—
<b>Blue-collar occupations<sup>5</sup></b>								
2001 .....	88.3	89.0	90.0	90.7	1.1	.8	1.1	.8
2002 .....	91.4	92.1	92.5	93.1	.8	.8	.4	.6
2003 .....	93.8	94.4	94.9	95.4	.8	.6	.5	.5
2004 .....	96.0	96.6	97.3	97.8	.6	.6	.7	.5
2005 .....	98.2	98.8	99.4	100.1	.4	.6	.6	.7
2006 .....	100.7	101.4	102.1	102.9	.6	.7	.7	.8
<b>Natural resources, construction, and maintenance</b>								
2002 .....	90.7	91.6	92.2	92.8	.6	1.0	.7	.7
2003 .....	93.4	94.0	94.6	95.3	.6	.6	.6	.7
2004 .....	95.9	96.5	97.0	97.6	.6	.6	.5	.6
2005 .....	98.0	98.6	99.3	100.1	.4	.6	.7	.8
2006 .....	100.8	101.8	102.7	103.4	.7	1.0	.9	.7
2007 .....	104.3	105.1	106.1	107.1	.9	.8	1.0	.9
2008 .....	108.2	108.9	109.7	110.5	1.0	.6	.7	.7
2009 .....	110.7	111.1	111.5	112.1	.2	.4	.4	.5
2010 .....	112.6	112.8	113.0	113.3	.4	.2	.2	.3
2011 .....	113.8	114.5	115.0	115.4	.4	.6	.4	.3
2012 .....	115.7	116.0	116.4	116.8	.3	.3	.3	.3
2013 .....	117.3	117.6	118.4	118.9	.4	.3	.7	.4
2014 .....	119.5	120.0	120.7	121.5	.5	.4	.6	.7
2015 .....	121.8	122.6	123.0	123.6	.2	.7	.3	.5

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—			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Natural resources, construction, and maintenance</b>								
2016 .....	124.5	125.4	125.8	126.8	0.7	0.7	0.3	0.8
2017 .....	127.7	128.6	129.6	130.5	.7	.7	.8	.7
2018 .....	131.1	131.9	132.5	133.4	.5	.6	.5	.7
2019 .....	134.2	135.3	136.6	137.5	.6	.8	1.0	.7
2020 .....	139.2	139.3	140.3	141.2	1.2	.1	.7	.6
2021 .....	142.9	144.2	145.7	147.2	1.2	.9	1.0	1.0
2022 .....	149.2	—	—	—	1.4	—	—	—
<b>Construction, extraction, farming, fishing, and forestry</b>								
2002 .....	90.7	91.2	91.7	92.5	.6	.6	.5	.9
2003 .....	92.8	93.6	94.5	95.0	.3	.9	1.0	.5
2004 .....	95.9	96.5	96.8	97.6	.9	.6	.3	.8
2005 .....	97.9	98.4	99.2	100.1	.3	.5	.8	.9
2006 .....	100.8	101.9	102.9	103.7	.7	1.1	1.0	.8
2007 .....	104.8	105.8	106.6	107.8	1.1	1.0	.8	1.1
2008 .....	109.3	110.1	110.7	111.5	1.4	.7	.5	.7
2009 .....	111.5	111.7	112.2	112.7	.0	.2	.4	.4
2010 .....	113.0	113.4	113.8	114.0	.3	.4	.4	.2
2011 .....	114.6	115.0	115.2	115.7	.5	.3	.2	.4
2012 .....	115.8	116.1	116.6	116.7	.1	.3	.4	.1
2013 .....	117.2	117.3	118.0	118.5	.4	.1	.6	.4
2014 .....	118.9	119.6	120.1	121.1	.3	.6	.4	.8
2015 .....	121.4	122.0	122.5	123.1	.2	.5	.4	.5
2016 .....	124.1	125.4	125.5	127.0	.8	1.0	.1	1.2
2017 .....	128.0	128.7	129.8	130.5	.8	.5	.9	.5
2018 .....	131.2	132.1	132.9	133.7	.5	.7	.6	.6
2019 .....	134.7	135.8	137.1	138.1	.7	.8	1.0	.7
2020 .....	140.2	139.2	140.1	141.1	1.5	-.7	.6	.7
2021 .....	142.4	144.3	145.9	147.3	.9	1.3	1.1	1.0
2022 .....	149.2	—	—	—	1.3	—	—	—
<b>Installation, maintenance, and repair</b>								
2002 .....	90.5	92.1	92.7	93.1	.2	1.8	.7	.4
2003 .....	93.9	94.5	94.9	95.7	.9	.6	.4	.8
2004 .....	96.1	96.7	97.1	97.5	.4	.6	.4	.4
2005 .....	98.0	99.0	99.3	100.1	.5	1.0	.3	.8
2006 .....	100.8	101.5	102.4	103.1	.7	.7	.9	.7
2007 .....	103.8	104.2	105.5	106.1	.7	.4	1.2	.6
2008 .....	106.9	107.6	108.4	109.3	.8	.7	.7	.8
2009 .....	109.8	110.2	110.6	111.3	.5	.4	.4	.6
2010 .....	112.2	112.1	111.9	112.6	.8	-.1	-.2	.6
2011 .....	112.7	113.9	114.8	115.1	.1	1.1	.8	.3
2012 .....	115.5	115.9	116.2	116.8	.3	.3	.3	.5
2013 .....	117.5	118.0	118.8	119.4	.6	.4	.7	.5
2014 .....	120.2	120.6	121.4	121.9	.7	.3	.7	.4
2015 .....	122.4	123.4	123.7	124.2	.4	.8	.2	.4
2016 .....	125.0	125.4	126.2	126.7	.6	.3	.6	.4
2017 .....	127.4	128.7	129.5	130.5	.6	1.0	.6	.8
2018 .....	131.1	131.7	132.2	133.1	.5	.5	.4	.7
2019 .....	133.8	134.8	136.2	136.9	.5	.7	1.0	.5
2020 .....	138.2	139.5	140.6	141.4	.9	.9	.8	.6

See footnotes at end of table.

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

(Seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for 3-months ended—			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Installation, maintenance, and repair</b>								
2021 .....	143.4	144.2	145.6	147.2	1.4	0.6	1.0	1.1
2022 .....	149.4	—	—	—	1.5	—	—	—
<b>Production, transportation, and material moving</b>								
2002 .....	91.9	92.4	92.8	93.3	1.0	.5	.4	.5
2003 .....	94.1	94.6	95.1	95.4	.9	.5	.5	.3
2004 .....	96.0	96.7	97.6	97.9	.6	.7	.9	.3
2005 .....	98.4	98.9	99.5	100.1	.5	.5	.6	.6
2006 .....	100.6	101.1	101.7	102.5	.5	.5	.6	.8
2007 .....	103.2	103.8	104.4	105.0	.7	.6	.6	.6
2008 .....	106.0	106.8	107.4	107.9	1.0	.8	.6	.5
2009 .....	108.3	108.8	109.3	109.7	.4	.5	.5	.4
2010 .....	109.9	110.3	111.0	111.3	.2	.4	.6	.3
2011 .....	111.6	112.0	112.4	112.9	.3	.4	.4	.4
2012 .....	113.7	114.0	114.6	115.2	.7	.3	.5	.5
2013 .....	115.8	116.2	116.6	117.3	.5	.3	.3	.6
2014 .....	118.0	118.7	119.5	120.0	.6	.6	.7	.4
2015 .....	120.7	121.5	122.1	123.0	.6	.7	.5	.7
2016 .....	123.8	124.9	125.8	126.8	.7	.9	.7	.8
2017 .....	127.9	128.8	130.1	130.9	.9	.7	1.0	.6
2018 .....	132.2	133.2	134.4	135.3	1.0	.8	.9	.7
2019 .....	137.0	137.9	139.1	140.6	1.3	.7	.9	1.1
2020 .....	142.0	143.1	144.2	145.6	1.0	.8	.8	1.0
2021 .....	147.0	149.4	151.6	154.0	1.0	1.6	1.5	1.6
2022 .....	156.1	—	—	—	1.4	—	—	—
<b>Production</b>								
2004 .....	95.6	96.4	97.4	97.6	.4	.8	1.0	.2
2005 .....	98.3	98.9	99.4	100.1	.7	.6	.5	.7
2006 .....	100.7	101.2	101.6	102.3	.6	.5	.4	.7
2007 .....	103.1	103.6	104.1	104.7	.8	.5	.5	.6
2008 .....	105.6	106.4	107.1	107.6	.9	.8	.7	.5
2009 .....	108.0	108.5	108.9	109.5	.4	.5	.4	.6
2010 .....	109.5	110.0	110.4	110.7	.0	.5	.4	.3
2011 .....	111.0	111.5	111.9	112.5	.3	.5	.4	.5
2012 .....	113.1	113.5	113.9	114.4	.5	.4	.4	.4
2013 .....	114.9	115.5	116.0	116.5	.4	.5	.4	.4
2014 .....	117.3	117.8	118.6	119.2	.7	.4	.7	.5
2015 .....	119.8	120.5	121.2	122.1	.5	.6	.6	.7
2016 .....	122.9	123.9	124.8	125.5	.7	.8	.7	.6
2017 .....	126.4	127.3	128.6	129.4	.7	.7	1.0	.6
2018 .....	130.3	131.3	132.2	133.2	.7	.8	.7	.8
2019 .....	134.3	135.3	136.2	137.6	.8	.7	.7	1.0
2020 .....	138.7	139.7	140.8	142.0	.8	.7	.8	.9
2021 .....	143.7	146.0	148.0	150.2	1.2	1.6	1.4	1.5
2022 .....	152.1	—	—	—	1.2	—	—	—
<b>Transportation and material moving</b>								
2002 .....	92.7	93.1	93.6	94.0	1.1	.4	.5	.4
2003 .....	94.7	95.3	95.5	95.9	.7	.6	.2	.4
2004 .....	96.5	97.1	97.8	98.3	.6	.6	.7	.5
2005 .....	98.6	99.0	99.6	100.0	.3	.4	.6	.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—			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Transportation and material moving</b>								
2006 .....	100.5	101.2	101.9	102.6	0.5	0.7	0.7	0.7
2007 .....	103.4	104.1	104.9	105.4	.8	.7	.8	.5
2008 .....	106.7	107.4	107.8	108.3	1.2	.7	.4	.5
2009 .....	108.7	109.2	109.7	110.1	.4	.5	.5	.4
2010 .....	110.4	110.8	111.6	112.2	.3	.4	.7	.5
2011 .....	112.4	112.9	113.0	113.6	.2	.4	.1	.5
2012 .....	114.5	114.8	115.5	116.4	.8	.3	.6	.8
2013 .....	116.9	117.0	117.5	118.3	.4	.1	.4	.7
2014 .....	118.9	119.9	120.8	121.1	.5	.8	.8	.2
2015 .....	121.8	122.8	123.2	124.1	.6	.8	.3	.7
2016 .....	125.0	126.3	127.0	128.4	.7	1.0	.6	1.1
2017 .....	129.5	130.5	132.0	132.8	.9	.8	1.1	.6
2018 .....	134.5	135.4	136.9	137.7	1.3	.7	1.1	.6
2019 .....	140.1	141.0	142.5	144.1	1.7	.6	1.1	1.1
2020 .....	145.8	147.0	148.1	149.7	1.2	.8	.7	1.1
2021 .....	150.9	153.3	155.8	158.5	.8	1.6	1.6	1.7
2022 .....	160.6	—	—	—	1.3	—	—	—
<b>Service occupations</b>								
2006 .....	100.6	101.3	101.9	103.0	.6	.7	.6	1.1
2007 .....	104.6	105.4	106.4	107.2	1.6	.8	.9	.8
2008 .....	107.8	108.9	109.6	110.2	.6	1.0	.6	.5
2009 .....	110.9	111.3	112.0	112.4	.6	.4	.6	.4
2010 .....	112.5	112.8	113.2	113.5	.1	.3	.4	.3
2011 .....	114.2	114.3	114.6	115.1	.6	.1	.3	.4
2012 .....	115.4	115.9	116.2	116.8	.3	.4	.3	.5
2013 .....	117.2	117.7	117.6	118.3	.3	.4	-.1	.6
2014 .....	118.4	119.0	120.1	120.8	.1	.5	.9	.6
2015 .....	121.5	121.6	122.2	122.9	.6	.1	.5	.6
2016 .....	123.8	125.2	126.4	127.3	.7	1.1	1.0	.7
2017 .....	128.4	129.3	130.2	131.5	.9	.7	.7	1.0
2018 .....	132.8	134.0	135.3	136.6	1.0	.9	1.0	1.0
2019 .....	138.1	139.7	140.6	142.4	1.1	1.2	.6	1.3
2020 .....	143.7	144.9	146.2	147.8	.9	.8	.9	1.1
2021 .....	149.9	153.0	156.2	159.7	1.4	2.1	2.1	2.2
2022 .....	162.7	—	—	—	1.9	—	—	—
<b>Industry</b>								
<b>Goods-producing industries<sup>2</sup></b>								
2001 .....	87.9	88.7	89.3	90.1	1.0	.9	.7	.9
2002 .....	90.8	91.3	91.8	92.7	.8	.6	.5	1.0
2003 .....	93.3	94.0	94.5	95.0	.6	.8	.5	.5
2004 .....	95.6	96.2	97.2	97.4	.6	.6	1.0	.2
2005 .....	97.9	98.6	99.4	100.2	.5	.7	.8	.8
2006 .....	100.7	101.7	102.2	103.0	.5	1.0	.5	.8
2007 .....	103.9	104.6	105.4	106.1	.9	.7	.8	.7
2008 .....	107.1	107.9	108.5	109.1	.9	.7	.6	.6
2009 .....	109.2	109.4	109.7	110.2	.1	.2	.3	.5
2010 .....	110.5	110.9	111.4	111.7	.3	.4	.5	.3
2011 .....	112.2	112.7	113.1	113.6	.4	.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—			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Industry								
Goods-producing industries <sup>2</sup>								
2012 .....	114.0	114.4	115.0	115.5	0.4	0.4	0.5	0.4
2013 .....	116.1	116.7	117.3	117.7	.5	.5	.5	.3
2014 .....	118.2	118.9	119.5	120.2	.4	.6	.5	.6
2015 .....	120.9	121.7	122.4	123.3	.6	.7	.6	.7
2016 .....	124.0	124.8	125.4	126.3	.6	.6	.5	.7
2017 .....	127.1	127.8	128.7	129.5	.6	.6	.7	.6
2018 .....	130.4	131.3	132.2	133.1	.7	.7	.7	.7
2019 .....	134.2	135.2	136.5	137.6	.8	.7	1.0	.8
2020 .....	138.6	139.4	140.1	141.0	.7	.6	.5	.6
2021 .....	142.1	143.8	145.1	146.7	.8	1.2	.9	1.1
2022 .....	148.5	—	—	—	1.2	—	—	—
Construction								
2001 .....	87.4	88.1	88.9	89.6	1.0	.8	.9	.8
2002 .....	90.0	90.6	91.2	92.2	.4	.7	.7	1.1
2003 .....	92.4	93.3	94.1	94.6	.2	1.0	.9	.5
2004 .....	95.5	95.8	96.8	97.0	1.0	.3	1.0	.2
2005 .....	97.4	98.3	99.2	100.1	.4	.9	.9	.9
2006 .....	100.7	102.0	102.8	103.8	.6	1.3	.8	1.0
2007 .....	105.0	105.9	106.9	107.9	1.2	.9	.9	.9
2008 .....	109.0	110.0	110.6	111.1	1.0	.9	.5	.5
2009 .....	111.3	111.4	111.6	111.9	.2	.1	.2	.3
2010 .....	112.2	112.3	112.6	112.6	.3	.1	.3	.0
2011 .....	112.9	113.3	113.4	114.0	.3	.4	.1	.5
2012 .....	114.1	114.5	115.0	115.4	.1	.4	.4	.3
2013 .....	116.0	116.5	117.1	117.3	.5	.4	.5	.2
2014 .....	117.5	117.9	118.8	119.5	.2	.3	.8	.6
2015 .....	119.9	120.7	121.5	122.7	.3	.7	.7	1.0
2016 .....	123.0	124.0	123.9	125.3	.2	.8	-.1	1.1
2017 .....	126.3	126.8	127.7	128.4	.8	.4	.7	.5
2018 .....	129.8	130.8	131.6	132.5	1.1	.8	.6	.7
2019 .....	133.6	134.5	136.5	137.5	.8	.7	1.5	.7
2020 .....	138.4	139.6	140.4	141.3	.7	.9	.6	.6
2021 .....	142.5	144.0	145.0	146.7	.8	1.1	.7	1.2
2022 .....	147.7	—	—	—	.7	—	—	—
Manufacturing								
2001 .....	88.2	89.0	89.5	90.3	1.1	.9	.6	.9
2002 .....	91.2	91.7	92.2	93.0	1.0	.5	.5	.9
2003 .....	93.8	94.4	94.8	95.3	.9	.6	.4	.5
2004 .....	95.7	96.4	97.4	97.6	.4	.7	1.0	.2
2005 .....	98.2	98.8	99.6	100.2	.6	.6	.8	.6
2006 .....	100.6	101.6	101.8	102.5	.4	1.0	.2	.7
2007 .....	103.2	103.8	104.4	105.1	.7	.6	.6	.7
2008 .....	105.9	106.7	107.3	107.9	.8	.8	.6	.6
2009 .....	108.0	108.3	108.6	109.1	.1	.3	.3	.5
2010 .....	109.3	109.9	110.5	110.9	.2	.5	.5	.4
2011 .....	111.5	111.9	112.5	113.0	.5	.4	.5	.4
2012 .....	113.5	113.9	114.5	115.0	.4	.4	.5	.4
2013 .....	115.6	116.3	116.8	117.4	.5	.6	.4	.5
2014 .....	118.0	118.7	119.3	120.0	.5	.6	.5	.6

See footnotes at end of table.

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

(Seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for 3-months ended—			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Manufacturing</b>								
2015 .....	120.8	121.6	122.3	123.2	0.7	0.7	0.6	0.7
2016 .....	123.9	124.8	125.7	126.4	.6	.7	.7	.6
2017 .....	127.0	127.8	128.7	129.5	.5	.6	.7	.6
2018 .....	130.3	131.2	132.0	133.0	.6	.7	.6	.8
2019 .....	134.2	135.1	136.1	137.3	.9	.7	.7	.9
2020 .....	138.3	139.1	139.9	140.8	.7	.6	.6	.6
2021 .....	141.8	143.5	145.1	146.5	.7	1.2	1.1	1.0
2022 .....	148.7	—	—	—	1.5	—	—	—
<b>Aircraft manufacturing</b>								
2003 .....	93.0	93.6	94.2	94.9	.9	.6	.6	.7
2004 .....	95.3	96.3	97.1	97.7	.4	1.0	.8	.6
2005 .....	98.3	98.8	99.7	100.7	.6	.5	.9	1.0
2006 .....	101.3	102.2	103.1	103.4	.6	.9	.9	.3
2007 .....	104.1	104.5	104.5	105.4	.7	.4	.0	.9
2008 .....	106.4	107.1	107.7	108.9	.9	.7	.6	1.1
2009 .....	109.8	110.7	111.6	112.3	.8	.8	.8	.6
2010 .....	113.0	113.6	114.6	115.2	.6	.5	.9	.5
2011 .....	115.5	116.6	117.4	118.1	.3	1.0	.7	.6
2012 .....	118.9	119.7	120.6	121.5	.7	.7	.8	.7
2013 .....	122.0	123.4	124.3	125.3	.4	1.1	.7	.8
2014 .....	126.3	127.1	127.8	128.6	.8	.6	.6	.6
2015 .....	129.8	130.6	131.5	132.2	.9	.6	.7	.5
2016 .....	132.9	133.9	134.6	135.6	.5	.8	.5	.7
2017 .....	136.7	137.6	138.6	139.3	.8	.7	.7	.5
2018 .....	140.4	140.8	141.3	142.4	.8	.3	.4	.8
2019 .....	143.2	143.7	144.2	145.0	.6	.3	.3	.6
2020 .....	145.0	146.9	148.2	149.1	.0	1.3	.9	.6
2021 .....	149.4	150.2	150.4	151.1	.2	.5	.1	.5
2022 .....	153.0	—	—	—	1.2	—	—	—
<b>Durable goods</b>								
2001 .....	87.9	88.7	89.5	90.3	.9	.9	.9	.9
2002 .....	91.1	91.9	92.2	93.2	.9	.9	.3	1.1
2003 .....	93.9	94.3	94.8	95.2	.8	.4	.5	.4
2004 .....	95.6	96.2	97.3	97.7	.4	.6	1.1	.4
2005 .....	98.2	98.8	99.5	100.2	.5	.6	.7	.7
2006 .....	100.7	101.8	101.8	102.5	.5	1.1	.0	.7
<b>Nondurable goods</b>								
2001 .....	88.7	89.6	89.5	90.3	1.3	1.0	-.1	.9
2002 .....	91.4	91.5	92.1	92.6	1.2	.1	.7	.5
2003 .....	93.6	94.4	94.7	95.4	1.1	.9	.3	.7
2004 .....	95.8	96.7	97.5	97.6	.4	.9	.8	.1
2005 .....	98.1	98.7	99.7	100.2	.5	.6	1.0	.5
2006 .....	100.5	101.1	101.8	102.6	.3	.6	.7	.8
<b>Service-providing industries<sup>6</sup></b>								
2001 .....	87.4	88.3	89.1	90.0	.9	.9	1.0	.9
2002 .....	90.7	91.6	92.0	92.2	.8	1.0	.4	.2
2003 .....	93.2	93.8	94.7	95.2	1.1	.6	1.0	.5
2004 .....	95.8	96.5	97.2	97.8	.6	.7	.7	.6
2005 .....	98.4	98.9	99.4	100.1	.6	.5	.5	.7

See footnotes at end of table.

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

(Seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for 3-months ended—			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Service-providing industries<sup>6</sup></b>								
2006 .....	100.8	101.6	102.6	103.4	0.7	0.8	1.0	0.8
2007 .....	104.4	105.2	106.1	106.9	1.0	.8	.9	.8
2008 .....	107.7	108.6	109.2	109.7	.7	.8	.6	.5
2009 .....	110.0	110.2	110.7	111.2	.3	.2	.5	.5
2010 .....	111.7	112.2	112.6	113.2	.4	.4	.4	.5
2011 .....	113.6	114.1	114.6	115.0	.4	.4	.4	.3
2012 .....	115.7	116.2	116.7	117.1	.6	.4	.4	.3
2013 .....	117.7	118.3	118.8	119.5	.5	.5	.4	.6
2014 .....	119.7	120.6	121.5	122.2	.2	.8	.7	.6
2015 .....	123.1	123.2	124.0	124.6	.7	.1	.6	.5
2016 .....	125.4	126.4	127.0	127.6	.6	.8	.5	.5
2017 .....	128.5	129.4	130.3	131.2	.7	.7	.7	.7
2018 .....	132.4	133.2	134.5	135.4	.9	.6	1.0	.7
2019 .....	136.3	137.2	138.4	139.3	.7	.7	.9	.7
2020 .....	140.8	141.3	142.1	143.3	1.1	.4	.6	.8
2021 .....	145.1	146.4	148.9	150.6	1.3	.9	1.7	1.1
2022 .....	152.5	—	—	—	1.3	—	—	—
<b>Trade, transportation, and utilities</b>								
2001 .....	88.3	89.2	89.6	90.9	.7	1.1	.4	1.5
2002 .....	91.4	92.9	92.9	93.2	.6	1.6	.0	.3
2003 .....	93.8	94.3	95.1	95.3	.6	.5	.8	.2
2004 .....	95.9	96.6	97.3	97.4	.6	.7	.7	.1
2005 .....	98.0	98.4	99.4	100.0	.6	.4	1.0	.6
2006 .....	100.5	100.9	102.0	102.7	.5	.4	1.1	.7
2007 .....	103.4	104.2	104.5	105.5	.7	.8	.3	1.0
2008 .....	106.0	107.2	107.4	107.5	.5	1.1	.2	.1
2009 .....	107.9	108.1	108.5	109.0	.4	.2	.4	.5
2010 .....	109.7	110.4	110.5	111.0	.6	.6	.1	.5
2011 .....	111.1	111.6	112.4	113.0	.1	.5	.7	.5
2012 .....	114.0	114.4	115.0	115.2	.9	.4	.5	.2
2013 .....	115.9	116.7	117.3	118.3	.6	.7	.5	.9
2014 .....	118.5	119.6	121.2	121.7	.2	.9	1.3	.4
2015 .....	122.0	122.6	123.9	124.1	.2	.5	1.1	.2
2016 .....	125.1	126.2	126.5	127.4	.8	.9	.2	.7
2017 .....	128.9	129.6	130.6	131.6	1.2	.5	.8	.8
2018 .....	132.8	133.6	135.3	136.1	.9	.6	1.3	.6
2019 .....	137.3	138.2	139.5	140.4	.9	.7	.9	.6
2020 .....	141.7	143.0	143.6	145.1	.9	.9	.4	1.0
2021 .....	146.6	148.7	150.9	153.8	1.0	1.4	1.5	1.9
2022 .....	155.9	—	—	—	1.4	—	—	—
<b>Wholesale trade</b>								
2016 .....	121.8	123.0	121.9	122.3	.3	1.0	-.9	.3
2017 .....	124.1	124.7	125.4	126.4	1.5	.5	.6	.8
2018 .....	127.0	126.9	129.3	130.8	.5	-.1	1.9	1.2
2019 .....	131.4	131.1	132.0	132.5	.5	-.2	.7	.4
2020 .....	133.8	135.2	135.2	135.7	1.0	1.0	.0	.4
2021 .....	137.0	139.7	141.6	144.0	1.0	2.0	1.4	1.7
2022 .....	146.3	—	—	—	1.6	—	—	—

See footnotes at end of table.

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

(Seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for 3-months ended—			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Retail trade</b>								
2001 .....	88.7	89.1	89.9	91.9	1.0	0.5	0.9	2.2
2002 .....	91.5	93.1	93.2	93.1	-.4	1.7	.1	-.1
2003 .....	93.2	93.7	95.3	95.4	.1	.5	1.7	.1
2004 .....	95.9	96.6	96.8	97.4	.5	.7	.2	.6
2005 .....	98.1	98.7	99.5	100.0	.7	.6	.8	.5
2006 .....	100.7	100.9	101.8	102.8	.7	.2	.9	1.0
2007 .....	103.3	104.1	104.9	106.1	.5	.8	.8	1.1
2008 .....	106.6	107.5	107.9	108.1	.5	.8	.4	.2
2009 .....	108.6	108.8	109.8	110.5	.5	.2	.9	.6
2010 .....	111.2	111.8	111.9	112.1	.6	.5	.1	.2
2011 .....	112.4	112.9	113.9	114.5	.3	.4	.9	.5
2012 .....	115.2	115.4	115.3	115.8	.6	.2	-.1	.4
2013 .....	116.5	117.2	117.5	118.3	.6	.6	.3	.7
2014 .....	118.4	119.1	120.4	121.3	.1	.6	1.1	.7
2015 .....	121.7	123.0	124.2	125.1	.3	1.1	1.0	.7
2016 .....	126.2	127.2	128.1	129.2	.9	.8	.7	.9
2017 .....	130.6	131.3	132.5	133.5	1.1	.5	.9	.8
2018 .....	134.8	136.1	137.4	137.7	1.0	1.0	1.0	.2
2019 .....	139.1	140.7	142.2	143.0	1.0	1.2	1.1	.6
2020 .....	144.3	145.5	146.4	148.6	.9	.8	.6	1.5
2021 .....	150.3	152.3	155.1	158.9	1.1	1.3	1.8	2.5
2022 .....	161.4	—	—	—	1.5	—	—	—
<b>Transportation and warehousing</b>								
2003 .....	95.6	95.8	95.9	96.1	.7	.2	.1	.2
2004 .....	96.9	97.6	98.4	98.8	.8	.7	.8	.4
2005 .....	98.4	98.9	99.6	100.1	-.4	.5	.7	.5
2006 .....	100.3	100.7	101.1	102.0	.2	.4	.4	.9
2007 .....	102.7	103.6	103.9	104.3	.7	.9	.3	.4
2008 .....	105.2	105.9	106.5	107.0	.9	.7	.6	.5
2009 .....	107.4	107.8	108.1	108.4	.4	.4	.3	.3
2010 .....	108.8	109.4	110.4	111.2	.4	.6	.9	.7
2011 .....	111.3	111.8	111.9	112.3	.1	.4	.1	.4
2012 .....	113.8	114.3	115.5	116.6	1.3	.4	1.0	1.0
2013 .....	117.5	117.5	118.1	119.0	.8	.0	.5	.8
2014 .....	119.7	120.6	121.5	122.1	.6	.8	.7	.5
2015 .....	122.4	123.5	124.0	124.6	.2	.9	.4	.5
2016 .....	126.0	127.3	127.9	129.6	1.1	1.0	.5	1.3
2017 .....	130.4	131.3	132.6	133.5	.6	.7	1.0	.7
2018 .....	135.1	136.4	138.3	138.7	1.2	1.0	1.4	.3
2019 .....	140.6	141.7	143.6	145.1	1.4	.8	1.3	1.0
2020 .....	146.6	148.1	148.8	150.6	1.0	1.0	.5	1.2
2021 .....	151.5	153.1	155.0	156.9	.6	1.1	1.2	1.2
2022 .....	158.0	—	—	—	.7	—	—	—
<b>Utilities</b>								
2003 .....	93.1	93.4	94.0	94.7	.8	.3	.6	.7
2004 .....	95.5	96.3	97.1	97.6	.8	.8	.8	.5
2005 .....	98.5	98.9	99.5	100.2	.9	.4	.6	.7
2006 .....	100.9	101.8	103.0	103.7	.7	.9	1.2	.7
2007 .....	104.4	105.2	106.1	107.1	.7	.8	.9	.9
2008 .....	108.0	109.0	109.3	109.9	.8	.9	.3	.5

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—			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Utilities</b>								
2009 .....	111.0	111.7	112.2	113.6	1.0	0.6	0.4	1.2
2010 .....	113.9	114.4	115.4	116.0	.3	.4	.9	.5
2011 .....	116.9	117.8	118.5	119.2	.8	.8	.6	.6
2012 .....	119.5	121.0	121.3	122.1	.3	1.3	.2	.7
2013 .....	122.9	123.9	124.8	125.7	.7	.8	.7	.7
2014 .....	126.5	127.3	128.3	128.8	.6	.6	.8	.4
2015 .....	129.7	130.5	131.3	132.0	.7	.6	.6	.5
2016 .....	132.6	133.2	134.5	135.6	.5	.5	1.0	.8
2017 .....	136.4	137.2	137.9	138.9	.6	.6	.5	.7
2018 .....	139.9	140.5	141.3	142.1	.7	.4	.6	.6
2019 .....	143.3	144.5	145.4	146.3	.8	.8	.6	.6
2020 .....	146.6	147.9	148.5	149.3	.2	.9	.4	.5
2021 .....	150.4	151.1	152.6	154.0	.7	.5	1.0	.9
2022 .....	155.3	—	—	—	.8	—	—	—
<b>Information</b>								
2001 .....	87.7	89.0	89.8	90.7	1.2	1.5	.9	.9
2002 .....	91.4	92.4	93.3	94.1	.8	1.1	1.0	.9
2003 .....	94.4	95.0	95.7	96.0	.3	.6	.7	.3
2004 .....	96.9	96.5	97.3	97.8	.9	-.4	.8	.5
2005 .....	98.4	99.1	99.3	100.2	.6	.7	.2	.9
2006 .....	101.0	101.5	102.5	102.6	.8	.5	1.0	.1
2007 .....	103.9	104.8	105.1	105.4	1.3	.9	.3	.3
2008 .....	105.4	106.2	107.2	107.6	.0	.8	.9	.4
2009 .....	107.9	108.0	108.6	109.2	.3	.1	.6	.6
2010 .....	109.6	110.2	110.7	110.7	.4	.5	.5	.0
2011 .....	112.1	112.1	112.4	112.8	1.3	.0	.3	.4
2012 .....	113.2	113.7	114.3	115.1	.4	.4	.5	.7
2013 .....	115.7	115.9	116.5	116.5	.5	.2	.5	.0
2014 .....	117.0	117.8	117.9	118.8	.4	.7	.1	.8
2015 .....	119.5	120.0	120.8	121.3	.6	.4	.7	.4
2016 .....	122.7	123.3	124.2	125.2	1.2	.5	.7	.8
2017 .....	125.2	126.4	127.3	127.7	.0	1.0	.7	.3
2018 .....	128.5	129.9	131.2	131.6	.6	1.1	1.0	.3
2019 .....	132.7	133.5	134.3	135.1	.8	.6	.6	.6
2020 .....	136.3	136.7	137.6	139.2	.9	.3	.7	1.2
2021 .....	140.5	141.4	143.4	144.5	.9	.6	1.4	.8
2022 .....	146.6	—	—	—	1.5	—	—	—
<b>Financial activities</b>								
2001 .....	84.9	85.3	86.2	86.5	.6	.5	1.0	.4
2002 .....	88.6	89.5	89.9	89.9	2.4	1.0	.4	.0
2003 .....	93.4	93.9	94.9	95.5	3.9	.5	1.1	.6
2004 .....	95.2	95.8	96.8	97.9	-.3	.6	1.0	1.1
2005 .....	98.6	99.3	99.4	100.4	.7	.7	.1	1.0
2006 .....	101.2	102.0	102.5	103.2	.8	.8	.5	.7
2007 .....	104.7	104.6	105.9	106.2	1.5	-.1	1.2	.3
2008 .....	107.3	107.5	107.6	107.4	1.0	.2	.1	-.2
2009 .....	106.8	107.7	108.4	109.2	-.6	.8	.6	.7
2010 .....	109.9	110.7	111.0	112.4	.6	.7	.3	1.3
2011 .....	113.1	113.1	114.0	114.1	.6	.0	.8	.1
2012 .....	114.5	115.4	116.1	116.3	.4	.8	.6	.2

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—			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Financial activities</b>								
2013 .....	117.2	118.0	118.6	119.4	0.8	0.7	0.5	0.7
2014 .....	120.0	120.3	120.9	121.6	.5	.3	.5	.6
2015 .....	122.7	123.2	123.4	124.4	.9	.4	.2	.8
2016 .....	124.8	125.9	127.6	128.6	.3	.9	1.4	.8
2017 .....	128.2	129.7	130.4	131.3	-.3	1.2	.5	.7
2018 .....	133.1	134.3	134.7	135.6	1.4	.9	.3	.7
2019 .....	136.4	136.8	138.7	139.8	.6	.3	1.4	.8
2020 .....	140.4	141.3	141.7	143.1	.4	.6	.3	1.0
2021 .....	149.5	146.4	150.6	148.7	4.5	-2.1	2.9	-1.3
2022 .....	149.5	—	—	—	.5	—	—	—
<b>Finance and insurance</b>								
2003 .....	95.6	96.1	97.1	97.9	6.3	.5	1.0	.8
2004 .....	97.1	97.5	98.2	99.7	-.8	.4	.7	1.5
2005 .....	99.0	100.1	99.7	100.5	-.7	1.1	-.4	.8
2006 .....	101.6	102.4	102.9	103.6	1.1	.8	.5	.7
2007 .....	105.4	105.2	106.5	106.9	1.7	-.2	1.2	.4
2008 .....	107.9	108.2	108.1	107.8	.9	.3	-.1	-.3
2009 .....	107.1	108.1	108.9	109.8	-.6	.9	.7	.8
2010 .....	110.3	111.5	111.8	113.4	.5	1.1	.3	1.4
2011 .....	114.0	113.9	114.7	114.8	.5	-.1	.7	.1
2012 .....	115.2	116.2	117.0	117.2	.3	.9	.7	.2
2013 .....	118.1	118.9	119.7	120.3	.8	.7	.7	.5
2014 .....	120.8	121.0	121.6	122.4	.4	.2	.5	.7
2015 .....	123.4	123.8	124.1	125.2	.8	.3	.2	.9
2016 .....	125.4	126.5	128.3	129.3	.2	.9	1.4	.8
2017 .....	129.0	130.3	131.0	132.1	-.2	1.0	.5	.8
2018 .....	133.9	135.3	135.6	136.5	1.4	1.0	.2	.7
2019 .....	137.1	137.6	139.8	140.8	.4	.4	1.6	.7
2020 .....	141.5	142.3	142.7	144.4	.5	.6	.3	1.2
2021 .....	152.0	147.9	152.7	149.9	5.3	-2.7	3.2	-1.8
2022 .....	150.1	—	—	—	.1	—	—	—
<b>Credit intermediation and related activities</b>								
2003 .....	98.0	98.3	99.4	100.4	12.6	.3	1.1	1.0
2004 .....	97.9	97.7	99.5	100.7	-2.5	-.2	1.8	1.2
2005 .....	99.8	101.6	99.8	100.4	-.9	1.8	-1.8	.6
2006 .....	101.5	102.3	102.9	102.1	1.1	.8	.6	-.8
2007 .....	104.5	102.7	103.7	104.4	2.4	-1.7	1.0	.7
2008 .....	105.2	105.7	106.1	106.0	.8	.5	.4	-.1
2009 .....	106.0	106.5	107.0	108.1	-.1	.5	.5	1.0
2010 .....	107.3	108.3	108.9	110.7	-.7	.9	.6	1.7
2011 .....	111.8	111.5	112.4	112.3	1.0	-.3	.8	-.1
2012 .....	113.0	114.0	114.4	115.0	.6	.9	.4	.5
2013 .....	116.1	116.6	116.8	117.2	1.0	.4	.2	.3
2014 .....	117.3	117.7	118.5	119.4	.1	.3	.7	.8
2015 .....	120.1	120.8	121.5	122.1	.6	.6	.6	.5
2016 .....	122.8	123.3	124.7	125.6	.6	.4	1.1	.7
2017 .....	126.2	127.2	127.7	128.6	.5	.8	.4	.7
2018 .....	130.0	130.9	131.1	132.4	1.1	.7	.2	1.0
2019 .....	133.6	133.7	135.7	137.2	.9	.1	1.5	1.1

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—			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Credit intermediation and related activities</b>								
2020 .....	137.9	138.3	139.1	140.7	0.5	0.3	0.6	1.2
2021 .....	140.4	144.9	155.9	152.3	-.2	3.2	7.6	-2.3
2022 .....	148.9	—	—	—	-2.3	—	—	—
<b>Insurance carriers and related activities</b>								
2004 .....	94.7	95.6	96.9	97.9	.3	1.0	1.4	1.0
2005 .....	98.5	99.4	99.6	100.2	.6	.9	.2	.6
2006 .....	101.1	101.6	102.2	103.3	.9	.5	.6	1.1
2007 .....	104.2	105.6	107.1	106.7	.9	1.3	1.4	-.4
2008 .....	108.0	108.3	108.8	109.1	1.2	.3	.5	.3
2009 .....	109.5	109.7	110.4	110.5	.4	.2	.6	.1
2010 .....	111.3	111.9	112.1	112.7	.7	.5	.2	.5
2011 .....	113.3	113.7	114.1	115.1	.5	.4	.4	.9
2012 .....	115.5	115.7	117.2	116.6	.3	.2	1.3	-.5
2013 .....	116.9	118.5	120.4	121.2	.3	1.4	1.6	.7
2014 .....	121.8	121.7	121.4	121.9	.5	-.1	-.2	.4
2015 .....	122.8	122.8	123.7	125.6	.7	.0	.7	1.5
2016 .....	126.4	127.2	129.4	129.9	.6	.6	1.7	.4
2017 .....	130.3	131.9	131.8	132.6	.3	1.2	-.1	.6
2018 .....	133.5	135.2	134.9	135.3	.7	1.3	-.2	.3
2019 .....	136.9	137.3	138.6	138.9	1.2	.3	.9	.2
2020 .....	139.5	140.6	141.4	142.7	.4	.8	.6	.9
2021 .....	143.8	144.4	145.7	146.9	.8	.4	.9	.8
2022 .....	148.8	—	—	—	1.3	—	—	—
<b>Professional and business services</b>								
2001 .....	89.3	90.2	91.4	91.9	1.1	1.1	1.3	.6
2002 .....	92.2	92.6	92.9	92.6	.3	.4	.3	-.3
2003 .....	93.5	93.8	95.2	95.9	1.0	.3	1.5	.7
2004 .....	96.6	97.6	98.4	99.2	.7	1.0	.8	.8
2005 .....	99.5	99.5	99.6	100.2	.3	.0	.1	.6
2006 .....	100.9	102.1	103.0	103.7	.7	1.2	.9	.7
2007 .....	104.7	105.7	106.7	107.6	1.0	1.0	.9	.8
2008 .....	109.0	110.0	111.0	112.0	1.3	.9	.9	.9
2009 .....	112.2	112.1	112.4	112.8	.2	-.1	.3	.4
2010 .....	113.2	113.5	114.4	115.1	.4	.3	.8	.6
2011 .....	115.5	116.5	116.8	117.1	.3	.9	.3	.3
2012 .....	117.6	118.2	118.6	119.3	.4	.5	.3	.6
2013 .....	119.9	120.3	120.6	121.1	.5	.3	.2	.4
2014 .....	121.1	122.5	123.4	124.1	.0	1.2	.7	.6
2015 .....	125.9	124.5	125.9	126.8	1.5	-1.1	1.1	.7
2016 .....	127.5	128.2	128.3	128.5	.6	.5	.1	.2
2017 .....	129.3	130.2	131.6	132.2	.6	.7	1.1	.5
2018 .....	133.3	133.9	135.2	135.9	.8	.5	1.0	.5
2019 .....	136.7	138.0	139.0	139.6	.6	1.0	.7	.4
2020 .....	142.0	142.1	142.5	143.6	1.7	.1	.3	.8
2021 .....	144.7	146.1	148.2	149.5	.8	1.0	1.4	.9
2022 .....	151.4	—	—	—	1.3	—	—	—

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—			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Professional, scientific, and technical services</b>								
2003 .....	93.3	93.9	95.1	96.0	0.5	0.6	1.3	0.9
2004 .....	96.8	97.7	98.6	99.5	.8	.9	.9	.9
2005 .....	99.9	99.6	99.6	100.2	.4	-3	.0	.6
2006 .....	101.2	102.6	103.7	104.6	1.0	1.4	1.1	.9
2007 .....	105.7	107.0	108.0	108.9	1.1	1.2	.9	.8
2008 .....	110.6	111.6	112.8	114.1	1.6	.9	1.1	1.2
2009 .....	114.2	113.9	114.3	114.6	.1	-3	.4	.3
2010 .....	115.0	115.5	116.5	117.3	.3	.4	.9	.7
2011 .....	117.9	119.2	119.5	119.7	.5	1.1	.3	.2
2012 .....	120.2	120.7	121.2	121.9	.4	.4	.4	.6
2013 .....	122.3	122.8	123.3	123.7	.3	.4	.4	.3
2014 .....	123.8	124.8	125.7	126.3	.1	.8	.7	.5
2015 .....	129.4	126.4	127.9	128.8	2.5	-2.3	1.2	.7
2016 .....	129.9	130.7	130.3	130.9	.9	.6	-3	.5
2017 .....	131.7	132.7	134.1	134.6	.6	.8	1.1	.4
2018 .....	135.7	136.0	137.8	138.4	.8	.2	1.3	.4
2019 .....	138.7	140.3	141.1	141.6	.2	1.2	.6	.4
2020 .....	144.7	144.2	144.1	145.3	2.2	-3	-1	.8
2021 .....	145.8	147.4	149.6	150.6	.3	1.1	1.5	.7
2022 .....	152.0	—	—	—	1.0	—	—	—
<b>Administrative and support and waste management and remediation services</b>								
2003 .....	93.7	93.7	95.3	96.0	1.1	.0	1.7	.7
2004 .....	96.6	97.8	98.4	99.2	.6	1.2	.6	.8
2005 .....	99.7	99.8	99.9	100.2	.5	.1	.1	.3
2006 .....	100.7	101.4	101.9	102.8	.5	.7	.5	.9
2007 .....	103.8	104.6	105.7	106.6	1.0	.8	1.1	.9
2008 .....	107.5	108.2	109.4	109.7	.8	.7	1.1	.3
2009 .....	110.2	110.6	110.5	111.4	.5	.4	-1	.8
2010 .....	111.4	111.2	111.9	112.2	.0	-2	.6	.3
2011 .....	112.4	113.0	113.3	113.6	.2	.5	.3	.3
2012 .....	114.2	114.8	115.2	116.2	.5	.5	.3	.9
2013 .....	117.1	117.3	117.2	118.0	.8	.2	-1	.7
2014 .....	117.5	119.7	120.8	121.7	-4	1.9	.9	.7
2015 .....	121.8	122.3	123.6	124.5	.1	.4	1.1	.7
2016 .....	125.4	125.6	125.9	125.3	.7	.2	.2	-5
2017 .....	126.3	126.8	128.4	129.7	.8	.4	1.3	1.0
<b>Education and health services</b>								
2001 .....	85.6	86.5	87.5	88.4	1.1	1.1	1.2	1.0
2002 .....	89.2	89.8	90.3	91.0	.9	.7	.6	.8
2003 .....	91.8	92.5	93.3	93.8	.9	.8	.9	.5
2004 .....	94.8	95.4	96.4	97.0	1.1	.6	1.0	.6
2005 .....	97.9	98.6	99.2	100.0	.9	.7	.6	.8
2006 .....	100.7	101.7	102.9	103.9	.7	1.0	1.2	1.0
2007 .....	104.8	105.7	106.7	107.7	.9	.9	.9	.9
2008 .....	108.6	109.4	110.1	110.6	.8	.7	.6	.5
2009 .....	111.4	111.9	112.4	112.8	.7	.4	.4	.4
2010 .....	113.2	113.6	114.0	114.4	.4	.4	.4	.4
2011 .....	114.7	115.2	115.5	116.1	.3	.4	.3	.5
2012 .....	116.9	117.4	117.7	118.1	.7	.4	.3	.3

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—			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Education and health services</b>								
2013 .....	118.7	119.2	119.7	120.3	0.5	0.4	0.4	0.5
2014 .....	120.6	121.2	121.7	122.6	.2	.5	.4	.7
2015 .....	123.1	123.6	124.1	124.6	.4	.4	.4	.4
2016 .....	125.2	126.1	126.7	127.3	.5	.7	.5	.5
2017 .....	128.1	128.9	129.2	130.1	.6	.6	.2	.7
2018 .....	131.3	132.0	133.3	134.2	.9	.5	1.0	.7
2019 .....	134.8	135.6	136.7	137.3	.4	.6	.8	.4
2020 .....	138.6	138.2	139.6	140.4	.9	-.3	1.0	.6
2021 .....	141.5	142.8	144.9	146.9	.8	.9	1.5	1.4
2022 .....	149.0	—	—	—	1.4	—	—	—
<b>Educational services</b>								
2001 .....	85.4	86.3	87.0	87.8	.9	1.0	.8	.9
2002 .....	88.4	88.8	90.0	90.9	.7	.5	1.4	1.0
2003 .....	91.6	92.3	92.7	93.3	.8	.8	.4	.6
2004 .....	94.1	94.8	95.4	96.6	.9	.7	.6	1.3
2005 .....	97.6	98.3	99.3	99.8	1.0	.7	1.0	.5
2006 .....	100.9	101.9	102.7	104.0	1.1	1.0	.8	1.3
2007 .....	104.3	105.0	105.9	107.2	.3	.7	.9	1.2
2008 .....	108.0	109.0	110.4	110.6	.7	.9	1.3	.2
2009 .....	111.2	111.6	111.8	112.5	.5	.4	.2	.6
2010 .....	112.7	113.1	113.7	114.3	.2	.4	.5	.5
2011 .....	114.9	115.3	115.8	116.6	.5	.3	.4	.7
2012 .....	117.3	117.5	117.7	118.1	.6	.2	.2	.3
2013 .....	118.6	119.3	119.9	120.3	.4	.6	.5	.3
2014 .....	120.5	121.0	121.8	122.4	.2	.4	.7	.5
2015 .....	123.1	123.4	123.7	124.3	.6	.2	.2	.5
2016 .....	125.0	125.9	126.1	127.2	.6	.7	.2	.9
2017 .....	127.9	128.4	128.9	129.8	.6	.4	.4	.7
2018 .....	130.4	131.2	132.1	132.7	.5	.6	.7	.5
2019 .....	133.3	134.1	135.5	136.1	.5	.6	1.0	.4
2020 .....	137.6	138.4	137.7	139.0	1.1	.6	-.5	.9
2021 .....	139.7	140.3	142.2	142.8	.5	.4	1.4	.4
2022 .....	144.5	—	—	—	1.2	—	—	—
<b>Junior colleges, colleges, universities, and professional schools</b>								
2003 .....	91.9	92.8	93.2	93.8	.2	1.0	.4	.6
2004 .....	94.6	95.3	96.0	96.6	.9	.7	.7	.6
2005 .....	97.4	98.3	99.1	99.8	.8	.9	.8	.7
2006 .....	101.0	101.9	103.0	104.2	1.2	.9	1.1	1.2
2007 .....	104.2	105.1	106.1	107.2	.0	.9	1.0	1.0
2008 .....	107.9	108.9	110.4	110.5	.7	.9	1.4	.1
2009 .....	111.3	111.8	111.5	112.2	.7	.4	-.3	.6
2010 .....	112.4	113.1	113.5	114.0	.2	.6	.4	.4
2011 .....	114.5	114.8	115.3	115.9	.4	.3	.4	.5
2012 .....	116.9	117.2	117.8	118.3	.9	.3	.5	.4
2013 .....	118.9	119.8	120.4	121.0	.5	.8	.5	.5
2014 .....	121.1	121.6	122.0	122.7	.1	.4	.3	.6
2015 .....	123.3	123.7	124.1	124.6	.5	.3	.3	.4
2016 .....	125.1	125.8	126.3	127.4	.4	.6	.4	.9
2017 .....	128.2	128.6	129.7	130.4	.6	.3	.9	.5

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—			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Junior colleges, colleges, universities, and professional schools								
2018 .....	131.1	131.9	132.9	133.7	0.5	0.6	0.8	0.6
2019 .....	134.5	135.3	136.1	136.9	.6	.6	.6	.6
2020 .....	138.2	138.7	137.4	137.9	.9	.4	-9	.4
2021 .....	138.6	139.8	141.4	142.1	.5	.9	1.1	.5
2022 .....	143.2	—	—	—	.8	—	—	—
Health care and social assistance								
2001 .....	85.6	86.5	87.6	88.5	1.1	1.1	1.2	1.0
2002 .....	89.3	90.0	90.4	91.1	.9	.8	.4	.8
2003 .....	91.8	92.6	93.5	93.9	.8	.9	1.0	.4
2004 .....	95.0	95.5	96.7	97.1	1.2	.5	1.3	.4
2005 .....	98.0	98.6	99.2	100.0	.9	.6	.6	.8
2006 .....	100.7	101.7	103.0	103.9	.7	1.0	1.3	.9
2007 .....	104.9	105.8	106.9	107.7	1.0	.9	1.0	.7
2008 .....	108.7	109.4	110.1	110.6	.9	.6	.6	.5
2009 .....	111.5	112.0	112.5	112.8	.8	.4	.4	.3
2010 .....	113.3	113.7	114.1	114.4	.4	.4	.4	.3
2011 .....	114.6	115.2	115.4	116.0	.2	.5	.2	.5
2012 .....	116.9	117.3	117.7	118.2	.8	.3	.3	.4
2013 .....	118.7	119.2	119.7	120.3	.4	.4	.4	.5
2014 .....	120.6	121.3	121.6	122.6	.2	.6	.2	.8
2015 .....	123.1	123.7	124.1	124.7	.4	.5	.3	.5
2016 .....	125.3	126.1	126.8	127.3	.5	.6	.6	.4
2017 .....	128.1	129.0	129.3	130.1	.6	.7	.2	.6
2018 .....	131.5	132.2	133.5	134.5	1.1	.5	1.0	.7
2019 .....	135.1	135.9	136.9	137.6	.4	.6	.7	.5
2020 .....	138.8	138.2	140.0	140.8	.9	-4	1.3	.6
2021 .....	141.9	143.3	145.4	147.8	.8	1.0	1.5	1.7
2022 .....	150.0	—	—	—	1.5	—	—	—
Hospitals								
2003 .....	90.9	91.6	92.5	93.2	1.0	.8	1.0	.8
2004 .....	94.1	94.8	95.7	96.5	1.0	.7	.9	.8
2005 .....	97.4	98.2	99.0	100.0	.9	.8	.8	1.0
2006 .....	100.9	101.9	102.8	103.7	.9	1.0	.9	.9
2007 .....	104.6	105.5	106.4	107.2	.9	.9	.9	.8
2008 .....	108.2	109.3	110.2	111.1	.9	1.0	.8	.8
2009 .....	111.8	112.4	112.8	113.4	.6	.5	.4	.5
2010 .....	113.7	114.4	114.7	115.2	.3	.6	.3	.4
2011 .....	115.6	116.0	116.6	117.1	.3	.3	.5	.4
2012 .....	117.4	117.8	118.3	118.8	.3	.3	.4	.4
2013 .....	119.2	119.8	120.3	120.7	.3	.5	.4	.3
2014 .....	121.2	121.7	122.1	122.7	.4	.4	.3	.5
2015 .....	123.2	124.0	124.5	125.2	.4	.6	.4	.6
2016 .....	125.8	126.7	127.5	128.3	.5	.7	.6	.6
2017 .....	129.1	129.8	130.4	131.1	.6	.5	.5	.5
2018 .....	131.8	132.6	133.3	134.7	.5	.6	.5	1.1
2019 .....	135.2	136.2	137.2	137.9	.4	.7	.7	.5
2020 .....	138.7	139.7	140.5	141.0	.6	.7	.6	.4
2021 .....	142.5	143.9	145.8	148.2	1.1	1.0	1.3	1.6
2022 .....	150.3	—	—	—	1.4	—	—	—

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—			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Nursing and residential care facilities</b>								
2010 .....	111.8	112.1	112.4	112.5	0.3	0.3	0.3	0.1
2011 .....	112.8	113.3	113.5	113.6	.3	.4	.2	.1
2012 .....	114.1	114.3	114.6	114.9	.4	.2	.3	.3
2013 .....	115.2	115.5	115.8	116.3	.3	.3	.3	.4
2014 .....	116.6	116.7	117.2	117.8	.3	.1	.4	.5
2015 .....	118.4	119.2	120.0	120.4	.5	.7	.7	.3
2016 .....	121.2	122.0	122.9	123.8	.7	.7	.7	.7
2017 .....	124.7	125.6	126.4	127.3	.7	.7	.6	.7
2018 .....	128.4	129.4	130.3	131.4	.9	.8	.7	.8
2019 .....	132.3	133.1	134.0	134.8	.7	.6	.7	.6
2020 .....	136.2	137.4	138.4	139.7	1.0	.9	.7	.9
2021 .....	141.2	143.2	146.0	148.9	1.1	1.4	2.0	2.0
2022 .....	151.6	—	—	—	1.8	—	—	—
<b>Leisure and hospitality</b>								
2001 .....	88.5	88.5	90.0	90.5	.9	.0	1.7	.6
2002 .....	91.4	91.9	92.5	92.9	1.0	.5	.7	.4
2003 .....	93.9	94.6	95.8	95.7	1.1	.7	1.3	-.1
2004 .....	95.7	96.2	96.5	97.2	.0	.5	.3	.7
2005 .....	97.6	98.5	99.3	100.0	.4	.9	.8	.7
2006 .....	100.5	101.5	102.2	103.7	.5	1.0	.7	1.5
2007 .....	105.5	106.6	108.0	108.7	1.7	1.0	1.3	.6
2008 .....	109.6	110.1	111.3	112.2	.8	.5	1.1	.8
2009 .....	113.0	113.1	113.6	113.8	.7	.1	.4	.2
2010 .....	114.4	114.6	114.7	115.0	.5	.2	.1	.3
2011 .....	115.1	115.2	115.7	115.8	.1	.1	.4	.1
2012 .....	116.0	116.7	116.6	117.1	.2	.6	-.1	.4
2013 .....	117.2	117.5	117.8	118.3	.1	.3	.3	.4
2014 .....	118.7	119.1	120.2	120.8	.3	.3	.9	.5
2015 .....	121.6	122.1	122.2	123.0	.7	.4	.1	.7
2016 .....	124.1	125.5	127.0	127.6	.9	1.1	1.2	.5
2017 .....	129.7	130.7	131.6	132.6	1.6	.8	.7	.8
2018 .....	134.2	135.2	136.6	138.7	1.2	.7	1.0	1.5
2019 .....	139.6	140.8	141.7	143.7	.6	.9	.6	1.4
2020 .....	145.2	146.4	148.0	148.9	1.0	.8	1.1	.6
2021 .....	151.4	155.3	159.2	162.1	1.7	2.6	2.5	1.8
2022 .....	165.1	—	—	—	1.9	—	—	—
<b>Accommodation and food services</b>								
2003 .....	95.0	95.5	96.0	96.3	1.3	.5	.5	.3
2004 .....	96.3	96.6	96.7	97.5	.0	.3	.1	.8
2005 .....	97.8	98.5	99.3	100.0	.3	.7	.8	.7
2006 .....	100.3	101.5	102.2	103.8	.3	1.2	.7	1.6
2007 .....	105.8	106.8	108.3	108.9	1.9	.9	1.4	.6
2008 .....	109.8	110.7	111.8	112.8	.8	.8	1.0	.9
2009 .....	113.5	113.6	114.1	114.3	.6	.1	.4	.2
2010 .....	114.5	115.0	115.0	115.2	.2	.4	.0	.2
2011 .....	115.6	115.8	116.3	116.5	.3	.2	.4	.2
2012 .....	116.5	117.3	117.1	117.8	.0	.7	-.2	.6
2013 .....	117.6	118.0	118.3	118.7	-.2	.3	.3	.3
2014 .....	119.1	119.4	120.5	121.1	.3	.3	.9	.5
2015 .....	121.8	122.1	122.5	123.4	.6	.2	.3	.7
2016 .....	124.6	126.2	127.8	128.4	1.0	1.3	1.3	.5
2017 .....	130.5	131.5	132.3	133.3	1.6	.8	.6	.8

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—			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Accommodation and food services</b>								
2018 .....	135.0	135.9	137.3	139.1	1.3	0.7	1.0	1.3
2019 .....	140.3	141.9	143.0	145.1	.9	1.1	.8	1.5
2020 .....	146.7	148.0	150.2	151.4	1.1	.9	1.5	.8
2021 .....	154.2	158.2	162.2	165.5	1.8	2.6	2.5	2.0
2022 .....	168.6	—	—	—	1.9	—	—	—
<b>Other services, except public administration</b>								
2003 .....	91.9	92.6	93.0	94.1	.1	.8	.4	1.2
2004 .....	95.2	96.1	96.5	97.3	1.2	.9	.4	.8
2005 .....	97.8	98.3	99.7	100.3	.5	.5	1.4	.6
2006 .....	101.3	102.5	103.2	104.1	1.0	1.2	.7	.9
2007 .....	105.6	106.0	107.2	108.2	1.4	.4	1.1	.9
2008 .....	109.1	109.9	110.2	110.7	.8	.7	.3	.5
2009 .....	111.3	111.4	112.3	112.4	.5	.1	.8	.1
2010 .....	112.1	112.7	113.2	113.5	-.3	.5	.4	.3
2011 .....	114.0	114.1	114.6	115.5	.4	.1	.4	.8
2012 .....	116.0	116.3	116.5	117.0	.4	.3	.2	.4
2013 .....	118.3	119.4	119.4	120.9	1.1	.9	.0	1.3
2014 .....	120.8	121.2	122.1	122.2	-.1	.3	.7	.1
2015 .....	123.5	124.1	124.9	125.5	1.1	.5	.6	.5
2016 .....	125.8	127.0	128.2	129.0	.2	1.0	.9	.6
2017 .....	129.5	130.2	131.3	132.1	.4	.5	.8	.6
2018 .....	133.2	134.0	134.1	135.7	.8	.6	.1	1.2
2019 .....	137.0	138.4	138.3	140.2	1.0	1.0	-.1	1.4
2020 .....	141.0	141.7	142.6	143.5	.6	.5	.6	.6
2021 .....	145.3	147.6	149.9	152.2	1.3	1.6	1.6	1.5
2022 .....	154.4	—	—	—	1.5	—	—	—
<b>State and local government workers</b>								
<b>All workers</b>								
2001 .....	87.6	88.4	89.4	90.0	1.0	.9	1.1	.7
2002 .....	90.5	91.2	92.1	92.8	.6	.8	1.0	.8
2003 .....	93.5	94.1	94.4	94.9	.8	.6	.3	.5
2004 .....	95.5	96.0	96.3	96.9	.6	.5	.3	.6
2005 .....	97.7	98.3	98.8	99.8	.8	.6	.5	1.0
2006 .....	100.4	101.2	102.4	103.4	.6	.8	1.2	1.0
2007 .....	104.2	105.0	106.0	107.0	.8	.8	1.0	.9
2008 .....	107.8	108.6	109.7	110.3	.7	.7	1.0	.5
2009 .....	111.0	111.7	111.9	112.4	.6	.6	.2	.4
2010 .....	112.8	113.2	113.3	113.8	.4	.4	.1	.4
2011 .....	114.1	114.4	114.5	114.8	.3	.3	.1	.3
2012 .....	115.2	115.6	115.8	116.1	.3	.3	.2	.3
2013 .....	116.4	116.7	116.9	117.4	.3	.3	.2	.4
2014 .....	117.8	118.2	118.8	119.4	.3	.3	.5	.5
2015 .....	120.0	120.6	121.0	121.5	.5	.5	.3	.4
2016 .....	122.1	122.7	123.4	124.0	.5	.5	.6	.5
2017 .....	124.8	125.3	125.9	126.5	.6	.4	.5	.5
2018 .....	127.1	127.8	128.7	129.5	.5	.6	.7	.6
2019 .....	130.3	131.0	132.2	132.9	.6	.5	.9	.5
2020 .....	133.7	134.5	134.6	135.3	.6	.6	.1	.5
2021 .....	135.9	136.7	137.9	138.8	.4	.6	.9	.7

See footnotes at end of table.

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

(Seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for 3-months ended—			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>State and local government workers</b>								
All workers								
2022 .....	140.1	—	—	—	0.9	—	—	—
Education and health services								
2003 .....	93.6	94.2	94.3	94.8	.5	0.6	0.1	0.5
2004 .....	95.5	96.0	96.2	96.7	.7	.5	.2	.5
2005 .....	97.6	98.2	98.5	99.8	.9	.6	.3	1.3
2006 .....	100.3	101.2	102.7	103.4	.5	.9	1.5	.7
2007 .....	104.1	104.7	105.9	106.9	.7	.6	1.1	.9
2008 .....	107.7	108.6	109.7	110.3	.7	.8	1.0	.5
2009 .....	110.8	111.5	111.6	112.2	.5	.6	.1	.5
2010 .....	112.6	112.9	113.0	113.5	.4	.3	.1	.4
2011 .....	113.9	114.1	114.2	114.5	.4	.2	.1	.3
2012 .....	114.8	115.2	115.5	115.8	.3	.3	.3	.3
2013 .....	116.0	116.3	116.5	116.9	.2	.3	.2	.3
2014 .....	117.3	117.7	118.2	118.7	.3	.3	.4	.4
2015 .....	119.3	120.0	120.4	120.9	.5	.6	.3	.4
2016 .....	121.4	122.0	122.8	123.3	.4	.5	.7	.4
2017 .....	124.0	124.5	125.0	125.6	.6	.4	.4	.5
2018 .....	126.3	126.9	127.8	128.6	.6	.5	.7	.6
2019 .....	129.3	130.0	131.3	132.0	.5	.5	1.0	.5
2020 .....	132.7	133.4	133.6	134.2	.5	.5	.1	.4
2021 .....	134.9	135.6	136.6	137.4	.5	.5	.7	.6
2022 .....	138.5	—	—	—	.8	—	—	—
Educational services								
2003 .....	93.6	94.1	94.3	94.8	.5	.5	.2	.5
2004 .....	95.4	95.9	96.1	96.7	.6	.5	.2	.6
2005 .....	97.5	98.1	98.5	99.7	.8	.6	.4	1.2
2006 .....	100.2	101.0	102.5	103.1	.5	.8	1.5	.6
2007 .....	103.8	104.4	105.6	106.6	.7	.6	1.1	.9
2008 .....	107.4	108.3	109.4	109.9	.8	.8	1.0	.5
2009 .....	110.6	111.1	111.2	111.8	.6	.5	.1	.5
2010 .....	112.2	112.6	112.7	113.1	.4	.4	.1	.4
2011 .....	113.5	113.7	113.7	114.1	.4	.2	.0	.4
2012 .....	114.4	114.7	115.1	115.3	.3	.3	.3	.2
2013 .....	115.6	115.9	116.0	116.4	.3	.3	.1	.3
2014 .....	116.9	117.2	117.8	118.3	.4	.3	.5	.4
2015 .....	118.8	119.5	119.9	120.4	.4	.6	.3	.4
2016 .....	120.9	121.5	122.3	122.8	.4	.5	.7	.4
2017 .....	123.6	124.1	124.5	125.1	.7	.4	.3	.5
2018 .....	125.7	126.3	127.2	128.0	.5	.5	.7	.6
2019 .....	128.8	129.5	130.8	131.4	.6	.5	1.0	.5
2020 .....	132.1	132.8	133.0	133.7	.5	.5	.2	.5
2021 .....	134.2	134.9	135.8	136.5	.4	.5	.7	.5
2022 .....	137.5	—	—	—	.7	—	—	—
Schools								
2003 .....	93.6	94.1	94.3	94.8	.6	.5	.2	.5
2004 .....	95.4	95.9	96.1	96.7	.6	.5	.2	.6
2005 .....	97.5	98.1	98.5	99.7	.8	.6	.4	1.2

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—			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Schools</b>								
2006 .....	100.2	101.0	102.5	103.1	0.5	0.8	1.5	0.6
2007 .....	103.8	104.4	105.6	106.6	.7	.6	1.1	.9
2008 .....	107.4	108.3	109.4	109.9	.8	.8	1.0	.5
2009 .....	110.6	111.2	111.2	111.8	.6	.5	.0	.5
2010 .....	112.2	112.6	112.7	113.1	.4	.4	.1	.4
2011 .....	113.5	113.7	113.7	114.0	.4	.2	.0	.3
2012 .....	114.4	114.7	115.0	115.3	.4	.3	.3	.3
2013 .....	115.5	115.9	116.0	116.4	.2	.3	.1	.3
2014 .....	116.9	117.2	117.7	118.2	.4	.3	.4	.4
2015 .....	118.8	119.5	119.9	120.4	.5	.6	.3	.4
2016 .....	120.9	121.5	122.3	122.8	.4	.5	.7	.4
2017 .....	123.5	124.0	124.5	125.0	.6	.4	.4	.4
2018 .....	125.6	126.3	127.2	128.0	.5	.6	.7	.6
2019 .....	128.7	129.4	130.8	131.4	.5	.5	1.1	.5
2020 .....	132.1	132.8	133.0	133.6	.5	.5	.2	.5
2021 .....	134.2	134.8	135.8	136.5	.4	.4	.7	.5
2022 .....	137.5	—	—	—	.7	—	—	—
<b>Elementary and secondary schools</b>								
2003 .....	93.4	94.0	94.1	94.5	.5	.6	.1	.4
2004 .....	95.3	95.8	96.0	96.6	.8	.5	.2	.6
2005 .....	97.3	97.8	98.4	99.7	.7	.5	.6	1.3
2006 .....	100.2	100.9	102.5	103.1	.5	.7	1.6	.6
2007 .....	103.8	104.4	105.5	106.4	.7	.6	1.1	.9
2008 .....	107.1	108.1	109.2	109.9	.7	.9	1.0	.6
2009 .....	110.5	111.0	111.5	112.0	.5	.5	.5	.4
2010 .....	112.5	112.9	113.0	113.4	.4	.4	.1	.4
2011 .....	113.7	113.9	113.9	114.2	.3	.2	.0	.3
2012 .....	114.6	114.8	115.0	115.2	.4	.2	.2	.2
2013 .....	115.4	115.7	115.8	116.2	.2	.3	.1	.3
2014 .....	116.5	116.8	117.4	117.9	.3	.3	.5	.4
2015 .....	118.4	119.0	119.3	119.8	.4	.5	.3	.4
2016 .....	120.3	120.9	121.7	122.1	.4	.5	.7	.3
2017 .....	122.8	123.4	123.9	124.4	.6	.5	.4	.4
2018 .....	125.1	125.8	126.7	127.4	.6	.6	.7	.6
2019 .....	128.1	128.8	130.3	130.9	.5	.5	1.2	.5
2020 .....	131.6	132.3	132.7	133.4	.5	.5	.3	.5
2021 .....	134.0	134.6	135.4	136.1	.4	.4	.6	.5
2022 .....	137.0	—	—	—	.7	—	—	—
<b>Health care and social assistance</b>								
2003 .....	93.7	94.3	94.7	95.4	.8	.6	.4	.7
2004 .....	95.8	96.3	97.0	97.4	.4	.5	.7	.4
2005 .....	98.0	98.6	99.1	100.0	.6	.6	.5	.9
2006 .....	101.0	103.2	104.6	105.5	1.0	2.2	1.4	.9
2007 .....	106.6	107.3	108.0	109.2	1.0	.7	.7	1.1
2008 .....	110.1	111.2	112.6	113.5	.8	1.0	1.3	.8
2009 .....	113.1	114.7	114.8	115.2	-.4	1.4	.1	.3
2010 .....	115.5	115.9	116.1	116.8	.3	.3	.2	.6
2011 .....	117.3	117.5	117.9	118.1	.4	.2	.3	.2
2012 .....	118.7	119.0	119.1	119.5	.5	.3	.1	.3

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—			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Health care and social assistance</b>								
2013 .....	119.9	120.1	120.7	121.1	0.3	0.2	0.5	0.3
2014 .....	121.0	121.6	122.1	122.5	-.1	.5	.4	.3
2015 .....	123.2	123.8	124.3	125.1	.6	.5	.4	.6
2016 .....	125.7	126.4	126.8	127.5	.5	.6	.3	.6
2017 .....	128.0	128.7	129.8	130.4	.4	.5	.9	.5
2018 .....	131.2	131.9	132.5	133.2	.6	.5	.5	.5
2019 .....	134.1	134.8	136.0	136.8	.7	.5	.9	.6
2020 .....	137.8	138.5	138.5	139.3	.7	.5	.0	.6
2021 .....	140.2	141.6	143.6	145.3	.6	1.0	1.4	1.2
2022 .....	146.5	—	—	—	.8	—	—	—
<b>Hospitals</b>								
2003 .....	93.1	93.8	94.4	95.1	.5	.8	.6	.7
2004 .....	95.6	96.2	97.0	97.6	.5	.6	.8	.6
2005 .....	98.3	98.8	99.3	99.9	.7	.5	.5	.6
2006 .....	100.8	101.6	103.0	104.4	.9	.8	1.4	1.4
2007 .....	105.6	106.7	107.5	108.6	1.1	1.0	.7	1.0
2008 .....	109.7	110.4	111.4	112.1	1.0	.6	.9	.6
2009 .....	112.7	114.0	114.2	114.8	.5	1.2	.2	.5
2010 .....	115.0	115.6	115.7	116.4	.2	.5	.1	.6
2011 .....	116.8	117.0	117.4	117.6	.3	.2	.3	.2
2012 .....	118.0	118.4	118.7	119.0	.3	.3	.3	.3
2013 .....	119.5	119.8	120.0	120.5	.4	.3	.2	.4
2014 .....	120.4	120.8	121.3	121.7	-.1	.3	.4	.3
2015 .....	122.0	122.7	123.2	123.8	.2	.6	.4	.5
2016 .....	124.4	125.3	125.7	126.5	.5	.7	.3	.6
2017 .....	127.0	127.7	128.8	129.5	.4	.6	.9	.5
2018 .....	130.1	130.7	131.2	131.9	.5	.5	.4	.5
2019 .....	133.0	133.4	134.6	135.7	.8	.3	.9	.8
2020 .....	136.7	137.5	137.6	138.3	.7	.6	.1	.5
2021 .....	139.2	140.7	142.7	144.4	.7	1.1	1.4	1.2
2022 .....	145.5	—	—	—	.8	—	—	—
<b>Public administration</b>								
2003 .....	93.2	93.9	94.5	95.0	1.1	.8	.6	.5
2004 .....	95.5	96.0	96.5	96.9	.5	.5	.5	.4
2005 .....	97.8	98.5	99.3	100.0	.9	.7	.8	.7
2006 .....	100.4	101.3	102.0	103.4	.4	.9	.7	1.4
2007 .....	104.4	105.3	106.4	107.4	1.0	.9	1.0	.9
2008 .....	108.1	108.7	109.9	110.4	.7	.6	1.1	.5
2009 .....	111.2	112.0	112.5	112.8	.7	.7	.4	.3
2010 .....	113.1	113.5	113.8	114.0	.3	.4	.3	.2
2011 .....	114.3	114.6	114.8	115.0	.3	.3	.2	.2
2012 .....	115.5	115.9	116.1	116.3	.4	.3	.2	.2
2013 .....	116.6	116.8	117.3	117.9	.3	.2	.4	.5
2014 .....	118.3	119.0	119.6	120.2	.3	.6	.5	.5
2015 .....	120.7	121.3	122.0	122.3	.4	.5	.6	.2
2016 .....	122.9	123.6	124.3	124.9	.5	.6	.6	.5
2017 .....	125.8	126.3	126.9	127.7	.7	.4	.5	.6
2018 .....	128.2	129.0	129.8	130.7	.4	.6	.6	.7
2019 .....	131.6	132.5	133.3	134.1	.7	.7	.6	.6
2020 .....	135.0	135.8	135.8	136.4	.7	.6	.0	.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—			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Public administration								
2021 .....	137.1	137.8	139.7	140.7	0.5	0.5	1.4	0.7
2022 .....	142.6	—	—	—	1.3	—	—	—

<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 mining, construction, and manufacturing.

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

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

(Seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for 3-months ended-			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Civilian workers</b>								
All workers <sup>1</sup>								
2001 .....	78.0	78.8	79.9	80.8	1.5	1.0	1.4	1.1
2002 .....	81.5	82.5	83.5	84.6	.9	1.2	1.2	1.3
2003 .....	86.3	87.5	88.9	90.0	2.0	1.4	1.6	1.2
2004 .....	92.1	93.7	94.8	95.9	2.3	1.7	1.2	1.2
2005 .....	97.5	98.4	99.4	100.2	1.7	.9	1.0	.8
2006 .....	100.8	101.7	102.7	103.7	.6	.9	1.0	1.0
2007 .....	104.0	105.2	106.0	107.0	.3	1.2	.8	.9
2008 .....	107.5	108.1	108.8	109.3	.5	.6	.6	.5
2009 .....	109.6	109.9	110.4	110.9	.3	.3	.5	.5
2010 .....	112.0	112.7	113.5	114.1	1.0	.6	.7	.5
2011 .....	115.4	116.8	117.1	117.7	1.1	1.2	.3	.5
2012 .....	118.5	119.3	119.9	120.5	.7	.7	.5	.5
2013 .....	121.3	121.9	122.6	123.2	.7	.5	.6	.5
2014 .....	123.8	125.1	125.7	126.4	.5	1.1	.5	.6
2015 .....	127.1	127.2	127.8	128.7	.6	.1	.5	.7
2016 .....	129.3	129.9	130.7	131.3	.5	.5	.6	.5
2017 .....	132.2	133.0	134.0	134.7	.7	.6	.8	.5
2018 .....	135.7	136.9	137.5	138.4	.7	.9	.4	.7
2019 .....	139.3	140.0	140.8	141.5	.7	.5	.6	.5
2020 .....	142.2	143.2	144.0	144.8	.5	.7	.6	.6
2021 .....	145.7	146.4	147.6	148.9	.6	.5	.8	.9
2022 .....	151.6	-	-	-	1.8	-	-	-
<b>Private industry workers</b>								
All workers								
2001 .....	78.8	79.5	80.6	81.5	1.5	.9	1.4	1.1
2002 .....	82.3	83.3	84.1	85.0	1.0	1.2	1.0	1.1
2003 .....	87.0	88.1	89.4	90.5	2.4	1.3	1.5	1.2
2004 .....	92.9	94.4	95.4	96.5	2.7	1.6	1.1	1.2
2005 .....	98.0	98.8	99.7	100.3	1.6	.8	.9	.6
2006 .....	100.8	101.6	102.5	103.4	.5	.8	.9	.9
2007 .....	103.1	104.2	105.0	105.9	-.3	1.1	.8	.9
2008 .....	106.4	106.9	107.5	107.9	.5	.5	.6	.4
2009 .....	108.1	108.2	108.6	109.1	.2	.1	.4	.5
2010 .....	110.3	110.9	111.6	112.1	1.1	.5	.6	.4
2011 .....	113.6	115.2	115.4	116.1	1.3	1.4	.2	.6
2012 .....	116.8	117.5	117.9	118.5	.6	.6	.3	.5
2013 .....	119.1	119.6	120.3	120.8	.5	.4	.6	.4
2014 .....	121.3	122.5	123.2	123.8	.4	1.0	.6	.5
2015 .....	124.5	124.2	124.8	125.3	.6	-.2	.5	.4
2016 .....	125.9	126.3	127.0	127.5	.5	.3	.6	.4
2017 .....	128.3	129.1	130.0	130.5	.6	.6	.7	.4
2018 .....	131.5	132.7	133.2	133.9	.8	.9	.4	.5
2019 .....	134.6	135.1	135.8	136.4	.5	.4	.5	.4
2020 .....	136.8	137.8	138.5	139.3	.3	.7	.5	.6
2021 .....	140.2	140.7	142.1	143.4	.6	.4	1.0	.9
2022 .....	146.1	-	-	-	1.9	-	-	-
<b>Occupational group</b>								
White-collar occupations <sup>2</sup>								
2001 .....	79.0	80.0	81.0	82.1	1.9	1.3	1.3	1.3

See footnotes at end of table.

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

(Seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for 3-months ended—			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Occupational group								
White-collar occupations <sup>2</sup>								
2002 .....	82.4	83.5	84.2	85.2	0.4	1.3	0.8	1.2
2003 .....	86.9	88.0	89.4	90.6	2.0	1.3	1.6	1.3
2004 .....	92.1	93.7	94.7	96.0	1.7	1.7	1.1	1.4
2005 .....	97.7	98.7	99.6	100.3	1.8	1.0	.9	.7
2006 .....	100.9	101.6	102.5	103.5	.6	.7	.9	1.0
Management, professional, and related								
2002 .....	82.7	83.7	84.2	85.2	.2	1.2	.6	1.2
2003 .....	87.1	88.0	89.5	90.7	2.2	1.0	1.7	1.3
2004 .....	91.9	93.4	94.5	95.9	1.3	1.6	1.2	1.5
2005 .....	97.9	98.8	99.8	100.4	2.1	.9	1.0	.6
2006 .....	101.0	101.7	102.8	103.8	.6	.7	1.1	1.0
2007 .....	103.5	104.8	105.5	106.4	-.3	1.3	.7	.9
2008 .....	107.1	107.8	108.5	109.0	.7	.7	.6	.5
2009 .....	108.5	108.7	108.9	109.2	-.5	.2	.2	.3
2010 .....	110.0	110.3	110.9	111.7	.7	.3	.5	.7
2011 .....	113.2	114.6	114.7	115.6	1.3	1.2	.1	.8
2012 .....	116.6	117.1	117.7	118.3	.9	.4	.5	.5
2013 .....	118.5	119.3	120.2	120.7	.2	.7	.8	.4
2014 .....	120.9	122.4	123.1	123.8	.2	1.2	.6	.6
2015 .....	124.6	123.9	124.3	124.9	.6	-.6	.3	.5
2016 .....	124.9	125.2	125.8	126.3	.0	.2	.5	.4
2017 .....	127.2	128.1	128.9	129.5	.7	.7	.6	.5
2018 .....	130.5	131.5	131.7	132.4	.8	.8	.2	.5
2019 .....	133.1	133.8	134.5	135.1	.5	.5	.5	.4
2020 .....	135.2	136.1	136.9	137.5	.1	.7	.6	.4
2021 .....	138.5	139.0	140.3	141.6	.7	.4	.9	.9
2022 .....	144.1	—	—	—	1.8	—	—	—
Sales and office								
2002 .....	81.8	83.2	84.2	85.1	.5	1.7	1.2	1.1
2003 .....	86.6	88.0	89.3	90.4	1.8	1.6	1.5	1.2
2004 .....	92.5	94.2	95.2	96.1	2.3	1.8	1.1	.9
2005 .....	97.5	98.4	99.3	100.2	1.5	.9	.9	.9
2006 .....	100.7	101.5	102.1	103.0	.5	.8	.6	.9
2007 .....	103.3	104.2	105.2	106.1	.3	.9	1.0	.9
2008 .....	106.5	106.9	107.6	108.0	.4	.4	.7	.4
2009 .....	108.0	108.0	108.6	108.9	.0	.0	.6	.3
2010 .....	110.1	110.9	111.6	112.1	1.1	.7	.6	.4
2011 .....	113.3	114.9	115.3	115.8	1.1	1.4	.3	.4
2012 .....	116.6	117.4	117.4	117.9	.7	.7	.0	.4
2013 .....	118.9	119.3	120.1	120.9	.8	.3	.7	.7
2014 .....	121.2	122.5	123.0	123.8	.2	1.1	.4	.7
2015 .....	123.7	123.9	124.6	125.5	-.1	.2	.6	.7
2016 .....	126.7	127.4	128.2	128.8	1.0	.6	.6	.5
2017 .....	129.3	129.9	130.7	131.1	.4	.5	.6	.3
2018 .....	132.4	133.9	134.7	135.6	1.0	1.1	.6	.7
2019 .....	136.3	136.9	137.5	138.0	.5	.4	.4	.4
2020 .....	138.5	139.5	140.1	141.1	.4	.7	.4	.7
2021 .....	142.1	142.2	143.5	145.0	.7	.1	.9	1.0
2022 .....	148.3	—	—	—	2.3	—	—	—

See footnotes at end of table.

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

(Seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for 3-months ended—			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Blue-collar occupations<sup>3</sup></b>								
2001 .....	78.4	78.6	79.8	80.5	0.8	0.2	1.5	0.9
2002 .....	81.6	82.5	83.6	84.7	1.4	1.1	1.3	1.3
2003 .....	86.4	87.9	89.1	90.3	2.0	1.7	1.4	1.3
2004 .....	93.8	95.4	96.4	97.5	3.9	1.7	1.0	1.1
2005 .....	98.4	99.1	99.8	100.2	.9	.7	.7	.4
2006 .....	100.4	101.4	102.3	103.1	.2	1.0	.9	.8
<b>Natural resources, construction, and maintenance</b>								
2002 .....	81.2	82.1	83.3	84.6	1.4	1.1	1.5	1.6
2003 .....	86.0	87.6	88.7	90.3	1.7	1.9	1.3	1.8
2004 .....	92.9	94.5	95.4	96.9	2.9	1.7	1.0	1.6
2005 .....	98.0	98.9	99.7	100.4	1.1	.9	.8	.7
2006 .....	101.1	102.4	103.4	104.4	.7	1.3	1.0	1.0
2007 .....	103.5	104.5	105.2	106.3	-.9	1.0	.7	1.0
2008 .....	106.6	106.7	107.4	108.0	.3	.1	.7	.6
2009 .....	108.3	108.5	109.1	109.8	.3	.2	.6	.6
2010 .....	111.6	112.1	112.8	113.5	1.6	.4	.6	.6
2011 .....	114.2	115.6	116.1	117.1	.6	1.2	.4	.9
2012 .....	117.9	118.8	119.9	120.6	.7	.8	.9	.6
2013 .....	121.6	122.0	122.6	123.2	.8	.3	.5	.5
2014 .....	124.0	126.0	126.7	127.4	.6	1.6	.6	.6
2015 .....	127.7	126.9	127.5	128.1	.2	-.6	.5	.5
2016 .....	128.6	128.9	129.4	130.1	.4	.2	.4	.5
2017 .....	130.6	131.5	132.3	133.1	.4	.7	.6	.6
2018 .....	133.5	136.1	136.4	137.1	.3	1.9	.2	.5
2019 .....	137.9	137.6	138.6	139.2	.6	-.2	.7	.4
2020 .....	139.8	140.6	141.1	141.8	.4	.6	.4	.5
2021 .....	142.7	143.7	144.7	145.8	.6	.7	.7	.8
2022 .....	147.0	—	—	—	.8	—	—	—
<b>Production, transportation, and material moving</b>								
2002 .....	81.8	82.7	83.7	84.8	1.0	1.1	1.2	1.3
2003 .....	86.7	88.1	89.4	90.4	2.2	1.6	1.5	1.1
2004 .....	94.4	96.0	97.1	98.0	4.4	1.7	1.1	.9
2005 .....	98.7	99.2	99.9	100.1	.7	.5	.7	.2
2006 .....	100.0	100.8	101.6	102.3	-.1	.8	.8	.7
2007 .....	101.1	102.3	102.7	103.9	-1.2	1.2	.4	1.2
2008 .....	104.4	104.4	104.8	105.3	.5	.0	.4	.5
2009 .....	106.4	106.7	107.1	107.5	1.0	.3	.4	.4
2010 .....	109.9	110.7	111.7	112.2	2.2	.7	.9	.4
2011 .....	113.5	116.4	116.3	117.1	1.2	2.6	-.1	.7
2012 .....	116.1	117.0	117.6	118.1	-.9	.8	.5	.4
2013 .....	118.7	119.0	119.1	119.7	.5	.3	.1	.5
2014 .....	120.5	120.9	121.6	122.3	.7	.3	.6	.6
2015 .....	123.5	124.2	124.9	125.6	1.0	.6	.6	.6
2016 .....	126.3	126.7	127.4	128.0	.6	.3	.6	.5
2017 .....	128.8	129.5	131.0	131.6	.6	.5	1.2	.5
2018 .....	132.6	133.3	133.5	133.9	.8	.5	.2	.3
2019 .....	134.9	135.7	136.1	136.7	.7	.6	.3	.4
2020 .....	137.5	138.9	139.5	140.5	.6	1.0	.4	.7
2021 .....	141.0	141.6	143.7	144.6	.4	.4	1.5	.6
2022 .....	147.6	—	—	—	2.1	—	—	—

See footnotes at end of table.

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

(Seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for 3-months ended—			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Service occupations</b>								
2002 .....	83.5	84.4	86.0	86.8	1.0	1.1	1.9	0.9
2003 .....	88.5	89.4	90.8	92.0	2.0	1.0	1.6	1.3
2004 .....	94.3	95.9	96.7	97.3	2.5	1.7	.8	.6
2005 .....	98.0	98.8	99.5	100.3	.7	.8	.7	.8
2006 .....	101.3	102.1	103.0	103.9	1.0	.8	.9	.9
2007 .....	104.0	105.0	106.0	107.0	.1	1.0	1.0	.9
2008 .....	107.4	108.3	108.7	109.2	.4	.8	.4	.5
2009 .....	109.5	109.8	110.4	110.9	.3	.3	.5	.5
2010 .....	111.5	112.3	113.3	113.8	.5	.7	.9	.4
2011 .....	115.2	115.9	116.0	116.7	1.2	.6	.1	.6
2012 .....	117.8	118.2	118.8	119.4	.9	.3	.5	.5
2013 .....	119.7	120.3	120.8	121.2	.3	.5	.4	.3
2014 .....	120.9	121.1	121.7	122.4	-.2	.2	.5	.6
2015 .....	122.9	123.3	123.9	124.5	.4	.3	.5	.5
2016 .....	125.2	126.0	126.6	127.3	.6	.6	.5	.6
2017 .....	128.1	128.6	129.3	129.9	.6	.4	.5	.5
2018 .....	131.1	131.5	132.4	132.9	.9	.3	.7	.4
2019 .....	133.4	134.5	134.9	135.6	.4	.8	.3	.5
2020 .....	136.2	137.4	138.1	138.9	.4	.9	.5	.6
2021 .....	140.0	140.8	142.7	144.0	.8	.6	1.3	.9
2022 .....	147.2	—	—	—	2.2	—	—	—
<b>Industry</b>								
<b>Goods-producing industries<sup>4</sup></b>								
2001 .....	76.5	77.0	77.8	78.7	.8	.7	1.0	1.1
2002 .....	79.9	80.6	81.2	82.5	1.5	.9	.7	1.6
2003 .....	85.2	86.5	87.5	88.4	3.3	1.5	1.2	1.0
2004 .....	92.4	93.8	95.0	96.5	4.5	1.5	1.3	1.6
2005 .....	98.3	99.5	100.3	100.2	1.9	1.2	.8	-.1
2006 .....	99.4	100.3	101.3	102.0	-.8	.9	1.0	.7
2007 .....	100.9	102.1	102.4	103.4	-1.1	1.2	.3	1.0
2008 .....	104.0	104.3	104.6	105.0	.6	.3	.3	.4
2009 .....	105.4	105.5	105.6	106.2	.4	.1	.1	.6
2010 .....	108.4	108.9	110.0	110.2	2.1	.5	1.0	.2
2011 .....	111.7	114.1	113.8	114.5	1.4	2.1	-.3	.6
2012 .....	114.2	114.8	115.7	116.1	-.3	.5	.8	.3
2013 .....	117.0	117.3	117.6	118.1	.8	.3	.3	.4
2014 .....	119.2	119.4	120.3	120.8	.9	.2	.8	.4
2015 .....	121.4	122.1	122.3	123.2	.5	.6	.2	.7
2016 .....	123.6	124.2	124.5	124.9	.3	.5	.2	.3
2017 .....	125.4	125.9	127.6	128.1	.4	.4	1.4	.4
2018 .....	128.9	129.6	129.2	129.7	.6	.5	-.3	.4
2019 .....	130.7	131.5	132.3	132.7	.8	.6	.6	.3
2020 .....	132.9	133.8	134.2	135.0	.2	.7	.3	.6
2021 .....	135.7	136.4	138.1	138.8	.5	.5	1.2	.5
2022 .....	141.7	—	—	—	2.1	—	—	—
<b>Manufacturing</b>								
2001 .....	75.4	75.8	76.4	77.4	.8	.5	.8	1.2
2002 .....	78.8	79.7	80.3	81.5	1.8	1.1	.8	1.5
2003 .....	84.7	85.7	86.8	87.5	3.9	1.2	1.3	.8
2004 .....	92.7	94.1	95.4	96.1	5.9	1.5	1.4	.7
2005 .....	98.2	99.4	100.1	100.1	2.2	1.2	.7	.0

See footnotes at end of table.

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

(Seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for 3-months ended—			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Manufacturing</b>								
2006 .....	98.6	99.6	100.7	101.1	-1.5	1.0	1.1	0.4
2007 .....	99.4	100.8	100.9	101.9	-1.7	1.4	.1	1.0
2008 .....	102.2	102.0	102.4	102.8	.3	-.2	.4	.4
2009 .....	103.4	103.4	103.4	104.0	.6	.0	.0	.6
2010 .....	106.6	107.4	108.7	108.9	2.5	.8	1.2	.2
2011 .....	111.0	113.9	113.4	114.0	1.9	2.6	-.4	.5
2012 .....	113.2	113.9	114.7	115.1	-.7	.6	.7	.3
2013 .....	115.7	116.1	116.4	116.7	.5	.3	.3	.3
2014 .....	118.1	118.2	119.3	119.9	1.2	.1	.9	.5
2015 .....	120.8	121.5	121.6	122.6	.8	.6	.1	.8
2016 .....	123.1	123.6	124.0	124.4	.4	.4	.3	.3
2017 .....	124.9	125.5	127.7	128.2	.4	.5	1.8	.4
2018 .....	129.0	129.6	128.9	129.3	.6	.5	-.5	.3
2019 .....	130.4	131.0	131.7	132.0	.9	.5	.5	.2
2020 .....	132.2	133.3	133.5	134.4	.2	.8	.2	.7
2021 .....	134.9	135.4	137.7	138.2	.4	.4	1.7	.4
2022 .....	141.6	—	—	—	2.5	—	—	—
<b>Aircraft manufacturing</b>								
2003 .....	56.8	58.8	61.0	58.7	5.6	3.5	3.7	-3.8
2004 .....	67.5	70.4	71.9	72.4	15.0	4.3	2.1	.7
2005 .....	94.6	97.2	98.0	100.7	30.7	2.7	.8	2.8
2006 .....	78.1	79.6	84.6	82.7	-22.4	1.9	6.3	-2.2
2007 .....	72.6	74.0	68.5	67.5	-12.2	1.9	-7.4	-1.5
2008 .....	71.8	72.0	72.9	71.9	6.4	.3	1.3	-1.4
2009 .....	74.1	74.2	71.8	70.6	3.0	.2	-3.3	-1.6
<b>Service-providing industries<sup>5</sup></b>								
2001 .....	79.7	80.5	81.7	82.6	1.8	1.0	1.5	1.1
2002 .....	83.2	84.4	85.2	86.0	.7	1.4	.9	.9
2003 .....	87.7	88.8	90.2	91.4	2.0	1.3	1.6	1.3
2004 .....	93.0	94.6	95.5	96.5	1.8	1.7	1.0	1.0
2005 .....	97.9	98.6	99.4	100.3	1.5	.7	.8	.9
2006 .....	101.3	102.2	103.0	104.0	1.0	.9	.8	1.0
2007 .....	104.0	105.1	106.0	106.9	.0	1.1	.9	.8
2008 .....	107.4	108.0	108.7	109.1	.5	.6	.6	.4
2009 .....	109.2	109.3	109.9	110.2	.1	.1	.5	.3
2010 .....	111.1	111.7	112.3	112.9	.8	.5	.5	.5
2011 .....	114.4	115.7	116.0	116.7	1.3	1.1	.3	.6
2012 .....	117.8	118.5	118.8	119.4	.9	.6	.3	.5
2013 .....	120.0	120.6	121.4	121.9	.5	.5	.7	.4
2014 .....	122.2	123.8	124.3	125.0	.2	1.3	.4	.6
2015 .....	125.7	125.1	125.8	126.3	.6	-.5	.6	.4
2016 .....	126.9	127.3	128.0	128.6	.5	.3	.5	.5
2017 .....	129.5	130.3	131.0	131.5	.7	.6	.5	.4
2018 .....	132.6	133.9	134.7	135.4	.8	1.0	.6	.5
2019 .....	136.1	136.5	137.2	137.8	.5	.3	.5	.4
2020 .....	138.3	139.3	140.1	140.9	.4	.7	.6	.6
2021 .....	141.9	142.3	143.6	145.1	.7	.3	.9	1.0
2022 .....	147.7	—	—	—	1.8	—	—	—

See footnotes at end of table.



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

(Seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for 3-months ended—			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>State and local government workers</b>								
<b>All workers</b>								
2001 .....	75.2	76.3	77.4	78.0	1.4	1.5	1.5	0.8
2002 .....	78.8	79.9	81.4	82.9	1.0	1.4	1.9	1.8
2003 .....	84.1	85.4	86.9	88.0	1.4	1.5	1.8	1.3
2004 .....	89.5	91.1	92.5	93.9	1.7	1.8	1.5	1.5
2005 .....	95.6	96.8	98.4	99.9	1.8	1.3	1.7	1.5
2006 .....	100.8	102.0	103.5	105.1	.9	1.2	1.5	1.5
2007 .....	107.1	108.7	109.7	110.9	1.9	1.5	.9	1.1
2008 .....	111.4	112.4	113.3	114.1	.5	.9	.8	.7
2009 .....	115.3	116.2	116.8	117.7	1.1	.8	.5	.8
2010 .....	118.1	119.1	120.2	121.2	.3	.8	.9	.8
2011 .....	122.0	122.5	123.2	123.7	.7	.4	.6	.4
2012 .....	124.7	125.8	127.1	127.9	.8	.9	1.0	.6
2013 .....	129.1	129.9	130.9	132.1	.9	.6	.8	.9
2014 .....	133.0	134.2	134.8	135.8	.7	.9	.4	.7
2015 .....	136.7	137.8	138.9	140.5	.7	.8	.8	1.2
2016 .....	141.5	142.4	144.0	144.9	.7	.6	1.1	.6
2017 .....	146.0	147.0	148.3	149.6	.8	.7	.9	.9
2018 .....	150.3	151.6	152.9	154.3	.5	.9	.9	.9
2019 .....	155.8	157.1	158.2	159.4	1.0	.8	.7	.8
2020 .....	160.8	162.0	163.3	164.3	.9	.7	.8	.6
2021 .....	165.0	166.2	166.8	168.3	.4	.7	.4	.9
2022 .....	170.8	—	—	—	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> 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.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	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 .....	84.7	85.5	86.5	87.1	1.3	0.9	1.2	0.7	3.9	4.0	4.1	4.2
2002 .....	87.9	88.7	89.5	90.0	.9	.9	.9	.6	3.8	3.7	3.5	3.3
2003 .....	91.2	92.0	93.0	93.5	1.3	.9	1.1	.5	3.8	3.7	3.9	3.9
2004 .....	94.6	95.5	96.5	97.0	1.2	1.0	1.0	.5	3.7	3.8	3.8	3.7
2005 .....	98.0	98.6	99.4	100.0	1.0	.6	.8	.6	3.6	3.2	3.0	3.1
2006 .....	100.7	101.6	102.7	103.3	.7	.9	1.1	.6	2.8	3.0	3.3	3.3
2007 .....	104.2	105.0	106.1	106.7	.9	.8	1.0	.6	3.5	3.3	3.3	3.3
2008 .....	107.6	108.3	109.2	109.5	.8	.7	.8	.3	3.3	3.1	2.9	2.6
2009 .....	109.9	110.2	110.8	111.0	.4	.3	.5	.2	2.1	1.8	1.5	1.4
2010 .....	111.8	112.3	112.9	113.2	.7	.4	.5	.3	1.7	1.9	1.9	2.0
2011 .....	114.0	114.8	115.2	115.5	.7	.7	.3	.3	2.0	2.2	2.0	2.0
2012 .....	116.2	116.8	117.4	117.7	.6	.5	.5	.3	1.9	1.7	1.9	1.9
2013 .....	118.4	119.0	119.6	120.0	.6	.5	.5	.3	1.9	1.9	1.9	2.0
2014 .....	120.5	121.4	122.2	122.7	.4	.7	.7	.4	1.8	2.0	2.2	2.2
2015 .....	123.6	123.8	124.6	125.1	.7	.2	.6	.4	2.6	2.0	2.0	2.0
2016 .....	126.0	126.7	127.5	127.9	.7	.6	.6	.3	1.9	2.3	2.3	2.2
2017 .....	129.0	129.7	130.7	131.2	.9	.5	.8	.4	2.4	2.4	2.5	2.6
2018 .....	132.5	133.3	134.4	135.0	1.0	.6	.8	.4	2.7	2.8	2.8	2.9
2019 .....	136.2	136.9	138.1	138.7	.9	.5	.9	.4	2.8	2.7	2.8	2.7
2020 .....	140.0	140.6	141.4	142.2	.9	.4	.6	.6	2.8	2.7	2.4	2.5
2021 .....	143.7	144.7	146.7	147.9	1.1	.7	1.4	.8	2.6	2.9	3.7	4.0
2022 .....	150.2	—	—	—	1.6	—	—	—	4.5	—	—	—
Excluding sales occupations												
2001 .....	84.7	85.4	86.5	87.1	1.3	.8	1.3	.7	4.2	4.1	4.2	4.2
2002 .....	88.0	88.6	89.5	90.0	1.0	.7	1.0	.6	3.9	3.7	3.5	3.3
2003 .....	91.3	92.0	93.0	93.5	1.4	.8	1.1	.5	3.7	3.8	3.9	3.9
2004 .....	94.7	95.5	96.4	97.0	1.3	.8	.9	.6	3.7	3.8	3.7	3.7
2005 .....	98.0	98.6	99.5	100.0	1.0	.6	.9	.5	3.5	3.2	3.2	3.1
2006 .....	100.8	101.6	102.8	103.4	.8	.8	1.2	.6	2.9	3.0	3.3	3.4
Excluding incentive paid occupations <sup>3</sup>												
2006 .....	100.8	101.5	102.7	103.4	.8	.7	1.2	.7	—	—	—	3.4
2007 .....	104.2	105.1	106.2	106.8	.8	.9	1.0	.6	3.4	3.5	3.4	3.3
2008 .....	107.8	108.5	109.5	109.9	.9	.6	.9	.4	3.5	3.2	3.1	2.9
2009 .....	110.5	110.8	111.3	111.5	.5	.3	.5	.2	2.5	2.1	1.6	1.5
2010 .....	112.3	112.8	113.4	113.7	.7	.4	.5	.3	1.6	1.8	1.9	2.0
2011 .....	114.6	115.2	115.7	116.0	.8	.5	.4	.3	2.0	2.1	2.0	2.0
2012 .....	116.7	117.2	117.7	118.0	.6	.4	.4	.3	1.8	1.7	1.7	1.7
2013 .....	118.8	119.3	119.9	120.2	.7	.4	.5	.3	1.8	1.8	1.9	1.9
2014 .....	120.9	121.7	122.3	122.8	.6	.7	.5	.4	1.8	2.0	2.0	2.2
2015 .....	123.6	124.0	124.7	125.3	.7	.3	.6	.5	2.2	1.9	2.0	2.0
2016 .....	126.2	126.9	127.7	128.2	.7	.6	.6	.4	2.1	2.3	2.4	2.3
2017 .....	129.3	130.0	130.9	131.5	.9	.5	.7	.5	2.5	2.4	2.5	2.6
2018 .....	132.7	133.6	134.5	135.2	.9	.7	.7	.5	2.6	2.8	2.8	2.8
2019 .....	136.3	137.1	138.2	138.8	.8	.6	.8	.4	2.7	2.6	2.8	2.7
2020 .....	140.0	140.7	141.5	142.3	.9	.5	.6	.6	2.7	2.6	2.4	2.5
2021 .....	143.5	144.6	146.3	147.8	.8	.8	1.2	1.0	2.5	2.8	3.4	3.9
2022 .....	150.1	—	—	—	1.6	—	—	—	4.6	—	—	—

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 — 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>White-collar occupations<sup>4</sup></b>												
2001 .....	84.6	85.4	86.4	87.0	1.3	0.9	1.2	0.7	3.9	4.0	4.1	4.2
2002 .....	87.9	88.7	89.4	89.8	1.0	.9	.8	.4	3.9	3.9	3.5	3.2
2003 .....	91.2	91.9	93.0	93.4	1.6	.8	1.2	.4	3.8	3.6	4.0	4.0
2004 .....	94.5	95.3	96.3	96.8	1.2	.8	1.0	.5	3.6	3.7	3.5	3.6
2005 .....	97.9	98.5	99.4	100.0	1.1	.6	.9	.6	3.6	3.4	3.2	3.3
2006 .....	100.8	101.6	102.8	103.5	.8	.8	1.2	.7	3.0	3.1	3.4	3.5
<b>Excluding sales occupations</b>												
2001 .....	84.5	85.3	86.5	87.0	1.4	.9	1.4	.6	4.3	4.3	4.5	4.4
2002 .....	87.9	88.6	89.4	89.9	1.0	.8	.9	.6	4.0	3.9	3.4	3.3
2003 .....	91.3	91.9	93.0	93.5	1.6	.7	1.2	.5	3.9	3.7	4.0	4.0
2004 .....	94.5	95.3	96.2	96.9	1.1	.8	.9	.7	3.5	3.7	3.4	3.6
2005 .....	98.0	98.6	99.4	100.0	1.1	.6	.8	.6	3.7	3.5	3.3	3.2
2006 .....	100.9	101.7	103.0	103.6	.9	.8	1.3	.6	3.0	3.1	3.6	3.6
<b>Management, professional, and related</b>												
2001 .....	84.7	85.5	86.7	87.2	1.4	.9	1.4	.6	4.3	4.3	4.5	4.4
2002 .....	88.0	88.6	89.5	89.9	.9	.7	1.0	.4	3.9	3.6	3.2	3.1
2003 .....	91.4	91.9	93.1	93.6	1.7	.5	1.3	.5	3.9	3.7	4.0	4.1
2004 .....	94.5	95.2	96.2	96.8	1.0	.7	1.1	.6	3.4	3.6	3.3	3.4
2005 .....	98.0	98.5	99.4	100.0	1.2	.5	.9	.6	3.7	3.5	3.3	3.3
2006 .....	100.9	101.6	103.0	103.7	.9	.7	1.4	.7	3.0	3.1	3.6	3.7
2007 .....	104.7	105.5	106.7	107.2	1.0	.8	1.1	.5	3.8	3.8	3.6	3.4
2008 .....	108.3	109.0	110.1	110.4	1.0	.6	1.0	.3	3.4	3.3	3.2	3.0
2009 .....	110.9	111.0	111.5	111.6	.5	.1	.5	.1	2.4	1.8	1.3	1.1
2010 .....	112.4	112.8	113.4	113.7	.7	.4	.5	.3	1.4	1.6	1.7	1.9
2011 .....	114.7	115.2	115.6	115.8	.9	.4	.3	.2	2.0	2.1	1.9	1.8
2012 .....	116.8	117.3	117.8	118.1	.9	.4	.4	.3	1.8	1.8	1.9	2.0
2013 .....	118.8	119.5	120.2	120.5	.6	.6	.6	.2	1.7	1.9	2.0	2.0
2014 .....	121.0	122.0	122.9	123.2	.4	.8	.7	.2	1.9	2.1	2.2	2.2
2015 .....	123.9	124.3	125.2	125.7	.6	.3	.7	.4	2.4	1.9	1.9	2.0
2016 .....	126.4	126.8	127.7	128.1	.6	.3	.7	.3	2.0	2.0	2.0	1.9
2017 .....	129.1	129.9	130.7	131.2	.8	.6	.6	.4	2.1	2.4	2.3	2.4
2018 .....	132.2	132.9	133.9	134.5	.8	.5	.8	.4	2.4	2.3	2.4	2.5
2019 .....	135.4	136.2	137.3	137.8	.7	.6	.8	.4	2.4	2.5	2.5	2.5
2020 .....	138.8	139.2	140.0	140.5	.7	.3	.6	.4	2.5	2.2	2.0	2.0
2021 .....	141.5	142.3	144.2	145.0	.7	.6	1.3	.6	1.9	2.2	3.0	3.2
2022 .....	146.9	—	—	—	1.3	—	—	—	3.8	—	—	—
<b>Management, business, and financial</b>												
2001 .....	85.9	86.9	87.7	88.4	1.4	1.2	.9	.8	4.0	4.3	4.3	4.4
2002 .....	89.4	90.5	90.6	90.6	1.1	1.2	.1	.0	4.1	4.1	3.3	2.5
2003 .....	93.1	93.7	94.7	95.2	2.8	.6	1.1	.5	4.1	3.5	4.5	5.1
2004 .....	95.7	96.5	97.1	97.7	.5	.8	.6	.6	2.8	3.0	2.5	2.6
2005 .....	99.0	99.4	99.7	100.0	1.3	.4	.3	.3	3.4	3.0	2.7	2.4
2006 .....	101.3	101.9	102.7	103.2	1.3	.6	.8	.5	2.3	2.5	3.0	3.2
2007 .....	104.4	105.2	106.2	106.6	1.2	.8	1.0	.4	3.1	3.2	3.4	3.3
2008 .....	108.2	108.9	109.7	109.8	1.5	.6	.7	.1	3.6	3.5	3.3	3.0
2009 .....	110.0	110.1	110.2	110.4	.2	.1	.1	.2	1.7	1.1	.5	.5
2010 .....	111.6	112.1	112.3	112.7	1.1	.4	.2	.4	1.5	1.8	1.9	2.1

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 — 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>												
2011 .....	113.9	114.7	115.1	115.3	1.1	0.7	0.3	0.2	2.1	2.3	2.5	2.3
2012 .....	116.2	117.2	117.3	117.4	.8	.9	.1	.1	2.0	2.2	1.9	1.8
2013 .....	118.3	119.5	119.8	120.2	.8	1.0	.3	.3	1.8	2.0	2.1	2.4
2014 .....	120.7	122.3	123.2	123.3	.4	1.3	.7	.1	2.0	2.3	2.8	2.6
2015 .....	124.1	124.4	125.6	126.0	.6	.2	1.0	.3	2.8	1.7	1.9	2.2
2016 .....	126.7	127.0	128.0	128.7	.6	.2	.8	.5	2.1	2.1	1.9	2.1
2017 .....	129.7	130.8	131.6	131.9	.8	.8	.6	.2	2.4	3.0	2.8	2.5
2018 .....	133.4	134.1	135.0	135.5	1.1	.5	.7	.4	2.9	2.5	2.6	2.7
2019 .....	136.5	137.5	138.5	138.8	.7	.7	.7	.2	2.3	2.5	2.6	2.4
2020 .....	139.8	140.5	141.0	141.3	.7	.5	.4	.2	2.4	2.2	1.8	1.8
2021 .....	142.3	143.4	145.5	146.0	.7	.8	1.5	.3	1.8	2.1	3.2	3.3
2022 .....	148.0	—	—	—	1.4	—	—	—	4.0	—	—	—
<b>Professional and related</b>												
2001 .....	84.0	84.8	86.2	86.6	1.3	1.0	1.7	.5	4.3	4.4	4.7	4.5
2002 .....	87.2	87.6	88.8	89.5	.7	.5	1.4	.8	3.8	3.3	3.0	3.3
2003 .....	90.5	91.0	92.2	92.8	1.1	.6	1.3	.7	3.8	3.9	3.8	3.7
2004 .....	93.9	94.4	95.7	96.3	1.2	.5	1.4	.6	3.8	3.7	3.8	3.8
2005 .....	97.5	98.1	99.3	100.0	1.2	.6	1.2	.7	3.8	3.9	3.8	3.8
2006 .....	100.7	101.4	103.2	104.0	.7	.7	1.8	.8	3.3	3.4	3.9	4.0
2007 .....	104.9	105.7	107.0	107.6	.9	.8	1.2	.6	4.2	4.2	3.7	3.5
2008 .....	108.4	109.0	110.4	110.7	.7	.6	1.3	.3	3.3	3.1	3.2	2.9
2009 .....	111.3	111.6	112.2	112.3	.5	.3	.5	.1	2.7	2.4	1.6	1.4
2010 .....	112.9	113.2	114.1	114.3	.5	.3	.8	.2	1.4	1.4	1.7	1.8
2011 .....	115.1	115.4	115.9	116.2	.7	.3	.4	.3	1.9	1.9	1.6	1.7
2012 .....	117.1	117.4	118.1	118.5	.8	.3	.6	.3	1.7	1.7	1.9	2.0
2013 .....	119.1	119.6	120.3	120.7	.5	.4	.6	.3	1.7	1.9	1.9	1.9
2014 .....	121.2	121.8	122.7	123.1	.4	.5	.7	.3	1.8	1.8	2.0	2.0
2015 .....	123.9	124.3	125.0	125.6	.6	.3	.6	.5	2.2	2.1	1.9	2.0
2016 .....	126.2	126.7	127.6	127.8	.5	.4	.7	.2	1.9	1.9	2.1	1.8
2017 .....	128.7	129.4	130.2	130.8	.7	.5	.6	.5	2.0	2.1	2.0	2.3
2018 .....	131.6	132.3	133.4	134.0	.6	.5	.8	.4	2.3	2.2	2.5	2.4
2019 .....	134.8	135.5	136.6	137.2	.6	.5	.8	.4	2.4	2.4	2.4	2.4
2020 .....	138.3	138.5	139.5	140.1	.8	.1	.7	.4	2.6	2.2	2.1	2.1
2021 .....	141.1	141.7	143.4	144.5	.7	.4	1.2	.8	2.0	2.3	2.8	3.1
2022 .....	146.3	—	—	—	1.2	—	—	—	3.7	—	—	—
<b>Sales and office</b>												
2001 .....	84.3	85.2	86.0	86.7	1.2	1.1	.9	.8	3.3	3.4	3.4	4.1
2002 .....	87.7	88.8	89.4	89.7	1.2	1.3	.7	.3	4.0	4.2	4.0	3.5
2003 .....	90.7	91.7	92.9	93.1	1.1	1.1	1.3	.2	3.4	3.3	3.9	3.8
2004 .....	94.3	95.5	96.6	96.8	1.3	1.3	1.2	.2	4.0	4.1	4.0	4.0
2005 .....	97.7	98.4	99.3	100.0	.9	.7	.9	.7	3.6	3.0	2.8	3.3
2006 .....	100.5	101.6	102.4	103.0	.5	1.1	.8	.6	2.9	3.3	3.1	3.0
2007 .....	103.8	104.8	105.5	106.4	.8	1.0	.7	.9	3.3	3.1	3.0	3.3
2008 .....	106.8	107.7	108.2	108.3	.4	.8	.5	.1	2.9	2.8	2.6	1.8
2009 .....	108.4	108.7	109.3	109.7	.1	.3	.6	.4	1.5	.9	1.0	1.3
2010 .....	110.3	111.2	111.6	112.1	.5	.8	.4	.4	1.8	2.3	2.1	2.2
2011 .....	112.6	113.7	114.2	114.6	.4	1.0	.4	.4	2.1	2.2	2.3	2.2
2012 .....	115.4	116.2	116.7	116.7	.7	.7	.4	.0	2.5	2.2	2.2	1.8
2013 .....	117.6	118.3	118.8	119.4	.8	.6	.4	.5	1.9	1.8	1.8	2.3

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 — 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>													
2014 .....	119.7	120.9	121.6	122.3	0.3	1.0	0.6	0.6	1.8	2.2	2.4	2.4	
2015 .....	123.7	123.2	124.1	124.4	1.1	-.4	.7	.2	3.3	1.9	2.1	1.7	
2016 .....	125.6	127.0	127.3	127.4	1.0	1.1	.2	.1	1.5	3.1	2.6	2.4	
2017 .....	128.6	129.2	130.4	130.6	.9	.5	.9	.2	2.4	1.7	2.4	2.5	
2018 .....	132.4	133.6	134.9	135.5	1.4	.9	1.0	.4	3.0	3.4	3.5	3.8	
2019 .....	136.8	137.5	138.9	139.3	1.0	.5	1.0	.3	3.3	2.9	3.0	2.8	
2020 .....	141.1	141.9	142.4	143.7	1.3	.6	.4	.9	3.1	3.2	2.5	3.2	
2021 .....	146.4	146.8	148.7	150.1	1.9	.3	1.3	-.9	3.8	3.5	4.4	4.5	
2022 .....	152.7	—	—	—	1.7	—	—	—	4.3	—	—	—	
<b>Sales and related</b>													
2001 .....	84.9	86.0	86.3	87.2	.6	1.3	.3	1.0	1.4	2.0	1.5	3.3	
2002 .....	87.7	89.6	89.7	89.7	.6	2.2	.1	.0	3.3	4.2	3.9	2.9	
2003 .....	90.6	91.7	93.3	93.0	1.0	1.2	1.7	-.3	3.3	2.3	4.0	3.7	
2004 .....	94.0	95.4	96.8	96.3	1.1	1.5	1.5	-.5	3.8	4.0	3.8	3.5	
2005 .....	97.3	97.9	99.2	100.0	1.0	.6	1.3	.8	3.5	2.6	2.5	3.8	
2006 .....	99.9	101.1	101.7	102.3	-.1	1.2	.6	.6	2.7	3.3	2.5	2.3	
2007 .....	102.4	103.6	104.1	105.2	.1	1.2	.5	1.1	2.5	2.5	2.4	2.8	
2008 .....	105.0	106.1	106.0	105.5	-.2	1.0	-.1	-.5	2.5	2.4	1.8	.3	
2009 .....	104.3	104.5	105.4	105.8	-1.1	.2	.9	.4	-.7	-1.5	-1.5	-.3	
2010 .....	105.9	107.5	107.4	108.1	.1	1.5	-.1	.7	1.5	2.9	1.9	2.2	
2011 .....	107.9	109.8	110.4	110.8	-.2	1.8	.5	.4	1.9	2.1	2.8	2.5	
2012 .....	111.4	112.7	113.2	112.9	.5	1.2	.4	-.3	3.2	2.6	2.5	1.9	
2013 .....	113.7	114.6	115.2	116.0	.7	.8	.5	.7	2.1	1.7	1.8	2.7	
2014 .....	115.7	117.2	118.0	119.1	-.3	1.3	.7	.9	1.8	2.3	2.4	2.7	
2015 .....	121.4	119.3	120.2	120.2	1.9	-1.7	.8	.0	4.9	1.8	1.9	.9	
2016 .....	120.9	123.3	122.8	122.3	.6	2.0	-.4	-.4	-.4	3.4	2.2	1.7	
2017 .....	123.7	124.2	125.8	125.7	1.1	.4	1.3	-.1	2.3	.7	2.4	2.8	
2018 .....	127.8	128.6	130.5	131.0	1.7	.6	1.5	.4	3.3	3.5	3.7	4.2	
2019 .....	132.2	132.5	134.3	134.6	.9	.2	1.4	.2	3.4	3.0	2.9	2.7	
2020 .....	136.9	137.8	137.9	139.7	1.7	.7	.1	1.3	3.6	4.0	2.7	3.8	
2021 .....	144.3	143.8	145.8	147.2	3.3	-.3	1.4	1.0	5.4	4.4	5.7	5.4	
2022 .....	150.0	—	—	—	1.9	—	—	—	4.0	—	—	—	
<b>Office and administrative support</b>													
2001 .....	84.0	84.6	85.7	86.4	1.7	.7	1.3	.8	4.6	4.3	4.5	4.6	
2002 .....	87.6	88.3	89.2	89.7	1.4	.8	1.0	.6	4.3	4.4	4.1	3.8	
2003 .....	90.8	91.7	92.7	93.2	1.2	1.0	1.1	.5	3.7	3.9	3.9	3.9	
2004 .....	94.6	95.6	96.4	97.1	1.5	1.1	.8	.7	4.2	4.3	4.0	4.2	
2005 .....	98.0	98.7	99.4	100.0	.9	.7	.7	.6	3.6	3.2	3.1	3.0	
2006 .....	100.9	101.9	102.8	103.5	.9	1.0	.9	.7	3.0	3.2	3.4	3.5	
2007 .....	104.7	105.5	106.4	107.1	1.2	.8	.9	.7	3.8	3.5	3.5	3.5	
2008 .....	108.0	108.6	109.5	110.0	.8	.6	.8	.5	3.2	2.9	2.9	2.7	
2009 .....	110.8	111.3	111.8	112.1	.7	.5	.4	.3	2.6	2.5	2.1	1.9	
2010 .....	113.0	113.4	114.1	114.4	.8	.4	.6	.3	2.0	1.9	2.1	2.1	
2011 .....	115.4	116.1	116.6	116.8	.9	.6	.4	.2	2.1	2.4	2.2	2.1	
2012 .....	117.7	118.3	118.8	119.0	.8	.5	.4	.2	2.0	1.9	1.9	1.9	
2013 .....	120.0	120.6	121.1	121.4	.8	.5	.4	.2	2.0	1.9	1.9	2.0	
2014 .....	122.2	123.2	123.7	124.2	.7	.8	.4	.4	1.8	2.2	2.1	2.3	
2015 .....	125.0	125.7	126.4	127.0	.6	.6	.6	.5	2.3	2.0	2.2	2.3	
2016 .....	128.4	129.2	130.0	130.5	1.1	.6	.6	.4	2.7	2.8	2.8	2.8	

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 — 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>													
2017 .....	131.6	132.3	133.1	133.7	0.8	0.5	0.6	0.5	2.5	2.4	2.4	2.5	
2018 .....	135.2	136.6	137.6	138.3	1.1	1.0	.7	.5	2.7	3.3	3.4	3.4	
2019 .....	139.7	140.6	141.7	142.2	1.0	.6	.8	.4	3.3	2.9	3.0	2.8	
2020 .....	143.5	144.3	145.1	146.0	.9	.6	.6	.6	2.7	2.6	2.4	2.7	
2021 .....	147.3	148.5	150.3	151.6	.9	.8	1.2	.9	2.6	2.9	3.6	3.8	
2022 .....	154.2	—	—	—	1.7	—	—	—	4.7	—	—	—	
<b>Blue-collar occupations<sup>5</sup></b>													
2001 .....	84.7	85.3	86.4	87.0	1.1	.7	1.3	.7	3.8	3.5	3.7	3.8	
2002 .....	87.9	88.7	89.5	90.0	1.0	.9	.9	.6	3.8	4.0	3.6	3.4	
2003 .....	91.1	92.1	92.9	93.4	1.2	1.1	.9	.5	3.6	3.8	3.8	3.8	
2004 .....	95.0	96.1	96.9	97.4	1.7	1.2	.8	.5	4.3	4.3	4.3	4.3	
2005 .....	98.1	98.9	99.6	100.0	.7	.8	.7	.4	3.3	2.9	2.8	2.7	
2006 .....	100.6	101.5	102.3	102.9	.6	.9	.8	.6	2.5	2.6	2.7	2.9	
<b>Natural resources, construction, and maintenance</b>													
2001 .....	84.2	84.8	86.2	86.5	1.2	.7	1.7	.3	4.5	3.8	4.1	4.0	
2002 .....	87.3	88.3	89.2	89.7	.9	1.1	1.0	.6	3.7	4.1	3.5	3.7	
2003 .....	90.8	91.9	92.7	93.3	1.2	1.2	.9	.6	4.0	4.1	3.9	4.0	
2004 .....	94.7	95.9	96.4	97.0	1.5	1.3	.5	.6	4.3	4.4	4.0	4.0	
2005 .....	97.8	98.8	99.5	100.0	.8	1.0	.7	.5	3.3	3.0	3.2	3.1	
2006 .....	100.8	102.0	103.0	103.6	.8	1.2	1.0	.6	3.1	3.2	3.5	3.6	
2007 .....	104.1	105.1	106.1	106.8	.5	1.0	1.0	.7	3.3	3.0	3.0	3.1	
2008 .....	107.7	108.4	109.3	109.8	.8	.6	.8	.5	3.5	3.1	3.0	2.8	
2009 .....	110.1	110.6	111.2	111.5	.3	.5	.5	.3	2.2	2.0	1.7	1.5	
2010 .....	112.5	112.9	113.4	113.6	.9	.4	.4	.2	2.2	2.1	2.0	1.9	
2011 .....	114.2	115.2	115.8	116.1	.5	.9	.5	.3	1.5	2.0	2.1	2.2	
2012 .....	116.7	117.3	118.0	118.1	.5	.5	.6	.1	2.2	1.8	1.9	1.7	
2013 .....	118.9	119.3	120.2	120.4	.7	.3	.8	.2	1.9	1.7	1.9	1.9	
2014 .....	121.2	122.3	123.0	123.5	.7	.9	.6	.4	1.9	2.5	2.3	2.6	
2015 .....	123.9	124.4	125.0	125.4	.3	.4	.5	.3	2.2	1.7	1.6	1.5	
2016 .....	126.1	127.0	127.5	128.1	.6	.7	.4	.5	1.8	2.1	2.0	2.2	
2017 .....	128.9	130.1	131.0	131.6	.6	.9	.7	.5	2.2	2.4	2.7	2.7	
2018 .....	132.2	133.7	134.3	135.0	.5	1.1	.4	.5	2.6	2.8	2.5	2.6	
2019 .....	135.8	136.6	137.8	138.4	.6	.6	.9	.4	2.7	2.2	2.6	2.5	
2020 .....	139.7	140.3	141.0	141.7	.9	.4	.5	.5	2.9	2.7	2.3	2.4	
2021 .....	143.0	144.4	145.7	147.0	.9	1.0	.9	.9	2.4	2.9	3.3	3.7	
2022 .....	148.8	—	—	—	1.2	—	—	—	4.1	—	—	—	
<b>Construction, extraction, farming, fishing, and forestry</b>													
2001 .....	84.2	85.0	86.1	86.4	1.3	1.0	1.3	.3	5.1	4.6	4.4	4.0	
2002 .....	87.3	88.0	88.8	89.5	1.0	.8	.9	.8	3.7	3.5	3.1	3.6	
2003 .....	90.4	91.6	92.5	93.1	1.0	1.3	1.0	.6	3.6	4.1	4.2	4.0	
2004 .....	94.6	95.7	96.3	97.1	1.6	1.2	.6	.8	4.6	4.5	4.1	4.3	
2005 .....	97.6	98.5	99.4	100.0	.5	.9	.9	.6	3.2	2.9	3.2	3.0	
2006 .....	100.7	102.0	103.0	103.7	.7	1.3	1.0	.7	3.2	3.6	3.6	3.7	
2007 .....	104.3	105.7	106.5	107.4	.6	1.3	.8	.8	3.6	3.6	3.4	3.6	
2008 .....	108.5	109.6	110.3	110.8	1.0	1.0	.6	.5	4.0	3.7	3.6	3.2	
2009 .....	111.0	111.6	112.2	112.5	.2	.5	.5	.3	2.3	1.8	1.7	1.5	
2010 .....	113.1	113.7	114.4	114.5	.5	.5	.6	.1	1.9	1.9	2.0	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 — 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>												
2011 .....	114.9	115.6	116.1	116.5	0.3	0.6	0.4	0.3	1.6	1.7	1.5	1.7
2012 .....	116.7	117.2	118.0	118.0	.2	.4	.7	.0	1.6	1.4	1.6	1.3
2013 .....	118.7	119.1	120.0	120.5	.6	.3	.8	.4	1.7	1.6	1.7	2.1
2014 .....	120.9	121.6	122.3	123.1	.3	.6	.6	.7	1.9	2.1	1.9	2.2
2015 .....	123.3	124.2	124.8	125.3	.2	.7	.5	.4	2.0	2.1	2.0	1.8
2016 .....	126.1	127.4	127.6	128.6	.6	1.0	.2	.8	2.3	2.6	2.2	2.6
2017 .....	129.4	130.4	131.3	131.8	.6	.8	.7	.4	2.6	2.4	2.9	2.5
2018 .....	132.4	133.6	134.2	134.8	.5	.9	.4	.4	2.3	2.5	2.2	2.3
2019 .....	135.8	137.0	138.2	138.9	.7	.9	.9	.5	2.6	2.5	3.0	3.0
2020 .....	140.4	140.1	140.8	141.6	1.1	-2	.5	.6	3.4	2.3	1.9	1.9
2021 .....	142.7	144.5	145.7	146.9	.8	1.3	.8	.8	1.6	3.1	3.5	3.7
2022 .....	148.8	—	—	—	1.3	—	—	—	4.3	—	—	—
<b>Installation, maintenance, and repair</b>												
2001 .....	84.2	84.7	86.5	86.6	1.2	.6	2.1	.1	3.7	3.2	4.2	4.1
2002 .....	87.3	88.8	89.8	89.9	.8	1.7	1.1	.1	3.7	4.8	3.8	3.8
2003 .....	91.2	92.3	93.0	93.5	1.4	1.2	.8	.5	4.5	3.9	3.6	4.0
2004 .....	94.8	96.1	96.6	96.9	1.4	1.4	.5	.3	3.9	4.1	3.9	3.6
2005 .....	98.0	99.1	99.6	100.0	1.1	1.1	.5	.4	3.4	3.1	3.1	3.2
2006 .....	100.9	102.0	103.0	103.6	.9	1.1	1.0	.6	3.0	2.9	3.4	3.6
2007 .....	103.7	104.4	105.6	106.2	.1	.7	1.1	.6	2.8	2.4	2.5	2.5
2008 .....	106.7	107.0	108.0	108.6	.5	.3	.9	.6	2.9	2.5	2.3	2.3
2009 .....	109.1	109.5	110.0	110.4	.5	.4	.5	.4	2.2	2.3	1.9	1.7
2010 .....	111.6	112.0	112.2	112.6	1.1	.4	.2	.4	2.3	2.3	2.0	2.0
2011 .....	113.3	114.7	115.5	115.6	.6	1.2	.7	.1	1.5	2.4	2.9	2.7
2012 .....	116.6	117.3	118.0	118.3	.9	.6	.6	.3	2.9	2.3	2.2	2.3
2013 .....	119.1	119.7	120.4	120.4	.7	.5	.6	.0	2.1	2.0	2.0	1.8
2014 .....	121.5	123.0	123.8	123.9	.9	1.2	.7	.1	2.0	2.8	2.8	2.9
2015 .....	124.5	124.7	125.2	125.5	.5	.2	.4	.2	2.5	1.4	1.1	1.3
2016 .....	126.2	126.7	127.5	127.7	.6	.4	.6	.2	1.4	1.6	1.8	1.8
2017 .....	128.3	129.8	130.8	131.4	.5	1.2	.8	.5	1.7	2.4	2.6	2.9
2018 .....	132.0	133.8	134.5	135.1	.5	1.4	.5	.4	2.9	3.1	2.8	2.8
2019 .....	135.7	136.2	137.4	138.0	.4	.4	.9	.4	2.8	1.8	2.2	2.1
2020 .....	138.9	140.5	141.4	141.9	.7	1.2	.6	.4	2.4	3.2	2.9	2.8
2021 .....	143.4	144.4	145.8	147.1	1.1	.7	1.0	.9	3.2	2.8	3.1	3.7
2022 .....	148.8	—	—	—	1.2	—	—	—	3.8	—	—	—
<b>Production, transportation, and material moving</b>												
2001 .....	85.2	85.7	86.6	87.3	1.2	.6	1.1	.8	3.5	3.4	3.6	3.7
2002 .....	88.3	88.9	89.6	90.2	1.1	.7	.8	.7	3.6	3.7	3.5	3.3
2003 .....	91.4	92.3	93.0	93.5	1.3	1.0	.8	.5	3.5	3.8	3.8	3.7
2004 .....	95.3	96.3	97.3	97.7	1.9	1.0	1.0	.4	4.3	4.3	4.6	4.5
2005 .....	98.4	99.0	99.7	100.0	.7	.6	.7	.3	3.3	2.8	2.5	2.4
2006 .....	100.4	101.1	101.8	102.4	.4	.7	.7	.6	2.0	2.1	2.1	2.4
2007 .....	102.7	103.5	104.2	104.7	.3	.8	.7	.5	2.3	2.4	2.4	2.2
2008 .....	105.6	106.2	106.9	107.2	.9	.6	.7	.3	2.8	2.6	2.6	2.4
2009 .....	108.0	108.4	109.0	109.2	.7	.4	.6	.2	2.3	2.1	2.0	1.9
2010 .....	110.2	110.8	111.7	111.9	.9	.5	.8	.2	2.0	2.2	2.5	2.5
2011 .....	112.7	113.9	114.2	114.6	.7	1.1	.3	.4	2.3	2.8	2.2	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 — 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>													
2012 .....	114.9	115.4	116.1	116.5	0.3	0.4	0.6	0.3	2.0	1.3	1.7	1.7	
2013 .....	117.2	117.5	118.0	118.4	.6	.3	.4	.3	2.0	1.8	1.6	1.6	
2014 .....	119.3	119.8	120.7	121.0	.8	.4	.8	.2	1.8	2.0	2.3	2.2	
2015 .....	122.1	122.8	123.5	124.1	.9	.6	.6	.5	2.3	2.5	2.3	2.6	
2016 .....	125.1	125.9	126.8	127.5	.8	.6	.7	.6	2.5	2.5	2.7	2.7	
2017 .....	128.6	129.4	130.9	131.4	.9	.6	1.2	.4	2.8	2.8	3.2	3.1	
2018 .....	132.9	133.6	134.5	135.1	1.1	.5	.7	.4	3.3	3.2	2.8	2.8	
2019 .....	136.8	137.5	138.6	139.6	1.3	.5	.8	.7	2.9	2.9	3.0	3.3	
2020 .....	141.0	142.1	143.1	144.2	1.0	.8	.7	.8	3.1	3.3	3.2	3.3	
2021 .....	145.5	147.1	149.3	151.1	.9	1.1	1.5	1.2	3.2	3.5	4.3	4.8	
2022 .....	153.6	—	—	—	1.7	—	—	—	5.6	—	—	—	
<b>Production</b>													
2001 .....	84.8	85.2	86.0	86.6	1.1	.5	.9	.7	3.5	3.3	3.2	3.2	
2002 .....	87.6	88.2	88.8	89.4	1.2	.7	.7	.7	3.3	3.5	3.3	3.2	
2003 .....	90.9	91.7	92.5	93.0	1.7	.9	.9	.5	3.8	4.0	4.2	4.0	
2004 .....	95.3	96.3	97.3	97.7	2.5	1.0	1.0	.4	4.8	5.0	5.2	5.1	
2005 .....	98.5	99.1	99.6	100.0	.8	.6	.5	.4	3.4	2.9	2.4	2.4	
2006 .....	100.4	101.0	101.6	102.0	.4	.6	.6	.4	1.9	1.9	2.0	2.0	
2007 .....	102.1	102.8	103.3	104.1	.1	.7	.5	.8	1.7	1.8	1.7	2.1	
2008 .....	104.8	105.3	105.9	106.2	.7	.5	.6	.3	2.6	2.4	2.5	2.0	
2009 .....	107.2	107.6	108.1	108.3	.9	.4	.5	.2	2.3	2.2	2.1	2.0	
2010 .....	109.6	110.0	110.8	110.9	1.2	.4	.7	.1	2.2	2.2	2.5	2.4	
2011 .....	111.8	113.2	113.4	113.8	.8	1.3	.2	.4	2.0	2.9	2.3	2.6	
2012 .....	113.9	114.4	114.9	115.1	.1	.4	.4	.2	1.9	1.1	1.3	1.1	
2013 .....	115.8	116.2	116.5	116.9	.6	.3	.3	.3	1.7	1.6	1.4	1.6	
2014 .....	117.9	118.2	119.0	119.5	.9	.3	.7	.4	1.8	1.7	2.1	2.2	
2015 .....	120.5	121.1	121.8	122.6	.8	.5	.6	.7	2.2	2.5	2.4	2.6	
2016 .....	123.5	124.2	125.0	125.7	.7	.6	.6	.6	2.5	2.6	2.6	2.5	
2017 .....	126.7	127.4	128.8	129.4	.8	.6	1.1	.5	2.6	2.6	3.0	2.9	
2018 .....	130.5	131.3	131.8	132.5	.9	.6	.4	.5	3.0	3.1	2.3	2.4	
2019 .....	133.7	134.6	135.3	136.2	.9	.7	.5	.7	2.5	2.5	2.7	2.8	
2020 .....	137.5	138.7	139.5	140.5	1.0	.9	.6	.7	2.8	3.0	3.1	3.2	
2021 .....	141.9	143.9	145.8	147.5	1.0	1.4	1.3	1.2	3.2	3.7	4.5	5.0	
2022 .....	149.9	—	—	—	1.6	—	—	—	5.6	—	—	—	
<b>Transportation and material moving</b>													
2001 .....	85.6	86.4	87.4	88.2	1.1	.9	1.2	.9	3.5	3.6	4.0	4.1	
2002 .....	89.2	89.8	90.7	91.1	1.1	.7	1.0	.4	4.2	3.9	3.8	3.3	
2003 .....	92.1	93.0	93.7	94.2	1.1	1.0	.8	.5	3.3	3.6	3.3	3.4	
2004 .....	95.4	96.3	97.2	97.6	1.3	.9	.9	.4	3.6	3.5	3.7	3.6	
2005 .....	98.2	98.8	99.8	100.0	.6	.6	1.0	.2	2.9	2.6	2.7	2.5	
2006 .....	100.5	101.3	102.2	102.8	.5	.8	.9	.6	2.3	2.5	2.4	2.8	
2007 .....	103.4	104.4	105.3	105.6	.6	1.0	.9	.3	2.9	3.1	3.0	2.7	
2008 .....	106.6	107.3	108.1	108.4	.9	.7	.7	.3	3.1	2.8	2.7	2.7	
2009 .....	108.9	109.4	110.2	110.4	.5	.5	.7	.2	2.2	2.0	1.9	1.8	
2010 .....	111.1	111.9	112.9	113.3	.6	.7	.9	.4	2.0	2.3	2.5	2.6	
2011 .....	113.8	114.7	115.1	115.6	.4	.8	.3	.4	2.4	2.5	1.9	2.0	
2012 .....	116.2	116.7	117.6	118.2	.5	.4	.8	.5	2.1	1.7	2.2	2.2	
2013 .....	118.9	119.2	119.8	120.3	.6	.3	.5	.4	2.3	2.1	1.9	1.8	
2014 .....	121.0	121.9	122.8	122.9	.6	.7	.7	.1	1.8	2.3	2.5	2.2	

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 — 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 material moving</b>													
2015 .....	124.0	125.0	125.6	125.9	0.9	0.8	0.5	0.2	2.5	2.5	2.3	2.4	
2016 .....	127.1	128.0	128.9	129.6	1.0	.7	.7	.5	2.5	2.4	2.6	2.9	
2017 .....	131.1	131.9	133.4	133.9	1.2	.6	1.1	.4	3.1	3.0	3.5	3.3	
2018 .....	135.8	136.4	137.8	138.3	1.4	.4	1.0	.4	3.6	3.4	3.3	3.3	
2019 .....	140.4	141.0	142.4	143.5	1.5	.4	1.0	.8	3.4	3.4	3.3	3.8	
2020 .....	145.1	146.0	147.2	148.5	1.1	.6	.8	.9	3.3	3.5	3.4	3.5	
2021 .....	149.6	151.0	153.3	155.5	.7	.9	1.5	1.4	3.1	3.4	4.1	4.7	
2022 .....	158.0	—	—	—	1.6	—	—	—	5.6	—	—	—	
<b>Service occupations</b>													
2001 .....	85.5	86.1	86.9	87.9	1.3	.7	.9	1.2	4.1	3.9	4.1	4.1	
2002 .....	88.7	89.1	90.2	90.7	.9	.5	1.2	.6	3.7	3.5	3.8	3.2	
2003 .....	91.7	92.1	93.3	93.9	1.1	.4	1.3	.6	3.4	3.4	3.4	3.5	
2004 .....	94.8	95.4	96.5	97.0	1.0	.6	1.2	.5	3.4	3.6	3.4	3.3	
2005 .....	97.8	98.3	99.4	100.0	.8	.5	1.1	.6	3.2	3.0	3.0	3.1	
2006 .....	100.8	101.4	102.5	103.5	.8	.6	1.1	1.0	3.1	3.2	3.1	3.5	
2007 .....	104.8	105.5	106.9	107.7	1.3	.7	1.3	.7	4.0	4.0	4.3	4.1	
2008 .....	108.4	109.1	110.2	110.6	.6	.6	1.0	.4	3.4	3.4	3.1	2.7	
2009 .....	111.5	111.8	112.6	112.9	.8	.3	.7	.3	2.9	2.5	2.2	2.1	
2010 .....	113.4	113.7	114.6	114.9	.4	.3	.8	.3	1.7	1.7	1.8	1.8	
2011 .....	115.7	115.9	116.2	116.6	.7	.2	.3	.3	2.0	1.9	1.4	1.5	
2012 .....	117.3	117.6	118.2	118.7	.6	.3	.5	.4	1.4	1.5	1.7	1.8	
2013 .....	119.3	119.6	120.0	120.6	.5	.3	.3	.5	1.7	1.7	1.5	1.6	
2014 .....	120.9	121.3	122.3	122.9	.2	.3	.8	.5	1.3	1.4	1.9	1.9	
2015 .....	123.7	123.9	124.7	125.2	.7	.2	.6	.4	2.3	2.1	2.0	1.9	
2016 .....	126.3	127.2	128.4	129.1	.9	.7	.9	.5	2.1	2.7	3.0	3.1	
2017 .....	130.3	130.9	131.8	132.7	.9	.5	.7	.7	3.2	2.9	2.6	2.8	
2018 .....	134.2	134.9	136.2	137.2	1.1	.5	1.0	.7	3.0	3.1	3.3	3.4	
2019 .....	138.7	139.8	140.8	142.0	1.1	.8	.7	.9	3.4	3.6	3.4	3.5	
2020 .....	143.5	144.4	145.5	146.7	1.1	.6	.8	.8	3.5	3.3	3.3	3.3	
2021 .....	148.5	150.4	153.2	155.6	1.2	1.3	1.9	1.6	3.5	4.2	5.3	6.1	
2022 .....	158.7	—	—	—	2.0	—	—	—	6.9	—	—	—	
<b>Industry</b>													
<b>Goods-producing industries<sup>6</sup></b>													
2001 .....	83.9	84.7	85.3	86.0	1.1	1.0	.7	.8	4.0	3.5	3.3	3.6	
2002 .....	87.0	87.6	88.2	89.0	1.2	.7	.7	.9	3.7	3.4	3.4	3.5	
2003 .....	90.5	91.4	92.1	92.6	1.7	1.0	.8	.5	4.0	4.3	4.4	4.0	
2004 .....	94.5	95.4	96.5	96.9	2.1	1.0	1.2	.4	4.4	4.4	4.8	4.6	
2005 .....	98.0	99.0	99.8	100.0	1.1	1.0	.8	.2	3.7	3.8	3.4	3.2	
2006 .....	100.3	101.3	102.0	102.5	.3	1.0	.7	.5	2.3	2.3	2.2	2.5	
2007 .....	102.9	103.9	104.4	105.0	.4	1.0	.5	.6	2.6	2.6	2.4	2.4	
2008 .....	106.1	106.8	107.3	107.5	1.0	.7	.5	.2	3.1	2.8	2.8	2.4	
2009 .....	108.0	108.2	108.4	108.6	.5	.2	.2	.2	1.8	1.3	1.0	1.0	
2010 .....	109.8	110.3	111.0	111.1	1.1	.5	.6	.1	1.7	1.9	2.4	2.3	
2011 .....	112.1	113.2	113.5	113.9	.9	1.0	.3	.4	2.1	2.6	2.3	2.5	
2012 .....	114.1	114.7	115.4	115.6	.2	.5	.6	.2	1.8	1.3	1.7	1.5	
2013 .....	116.4	117.0	117.5	117.8	.7	.5	.4	.3	2.0	2.0	1.8	1.9	
2014 .....	118.6	119.2	119.9	120.4	.7	.5	.6	.4	1.9	1.9	2.0	2.2	
2015 .....	121.1	121.9	122.5	123.2	.6	.7	.5	.6	2.1	2.3	2.2	2.3	

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 — 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>Goods-producing industries<sup>6</sup></b>												
2016 .....	123.8	124.7	125.2	125.8	0.5	0.7	0.4	0.5	2.2	2.3	2.2	2.1
2017 .....	126.5	127.3	128.4	128.9	.6	.6	.9	.4	2.2	2.1	2.6	2.5
2018 .....	129.9	130.9	131.3	131.9	.8	.8	.3	.5	2.7	2.8	2.3	2.3
2019 .....	133.1	134.1	135.2	135.8	.9	.8	.8	.4	2.5	2.4	3.0	3.0
2020 .....	136.7	137.8	138.2	139.0	.7	.8	.3	.6	2.7	2.8	2.2	2.4
2021 .....	140.0	141.6	142.9	144.0	.7	1.1	.9	.8	2.4	2.8	3.4	3.6
2022 .....	146.2	—	—	—	1.5	—	—	—	4.4	—	—	—
<b>Manufacturing</b>												
2001 .....	83.7	84.4	84.8	85.5	1.2	.8	.5	.8	3.5	3.2	2.8	3.4
2002 .....	86.8	87.5	87.9	88.7	1.5	.8	.5	.9	3.7	3.7	3.7	3.7
2003 .....	90.6	91.3	92.0	92.4	2.1	.8	.8	.4	4.4	4.3	4.7	4.2
2004 .....	94.7	95.6	96.7	96.9	2.5	1.0	1.2	.2	4.5	4.7	5.1	4.9
2005 .....	98.2	99.1	99.8	100.0	1.3	.9	.7	.2	3.7	3.7	3.2	3.2
2006 .....	100.1	101.0	101.4	101.8	.1	.9	.4	.4	1.9	1.9	1.6	1.8
2007 .....	102.0	102.9	103.2	103.8	.2	.9	.3	.6	1.9	1.9	1.8	2.0
2008 .....	104.7	105.1	105.6	105.9	.9	.4	.5	.3	2.6	2.1	2.3	2.0
2009 .....	106.5	106.7	106.8	107.0	.6	.2	.1	.2	1.7	1.5	1.1	1.0
2010 .....	108.4	109.1	109.9	110.0	1.3	.6	.7	.1	1.8	2.2	2.9	2.8
2011 .....	111.4	112.7	112.8	113.1	1.3	1.2	.1	.3	2.8	3.3	2.6	2.8
2012 .....	113.4	114.0	114.6	114.9	.3	.5	.5	.3	1.8	1.2	1.6	1.6
2013 .....	115.7	116.3	116.7	117.0	.7	.5	.3	.3	2.0	2.0	1.8	1.8
2014 .....	118.1	118.7	119.3	119.8	.9	.5	.5	.4	2.1	2.1	2.2	2.4
2015 .....	120.8	121.7	122.1	122.8	.8	.7	.3	.6	2.3	2.5	2.3	2.5
2016 .....	123.7	124.5	125.1	125.5	.7	.6	.5	.3	2.4	2.3	2.5	2.2
2017 .....	126.4	127.1	128.4	128.9	.7	.6	1.0	.4	2.2	2.1	2.6	2.7
2018 .....	130.0	130.8	130.9	131.6	.9	.6	.1	.5	2.8	2.9	1.9	2.1
2019 .....	132.9	133.8	134.5	135.3	1.0	.7	.5	.6	2.2	2.3	2.8	2.8
2020 .....	136.2	137.2	137.6	138.5	.7	.7	.3	.7	2.5	2.5	2.3	2.4
2021 .....	139.4	140.8	142.5	143.5	.6	1.0	1.2	.7	2.3	2.6	3.6	3.6
2022 .....	146.2	—	—	—	1.9	—	—	—	4.9	—	—	—
<b>Service-providing industries<sup>7</sup></b>												
2001 .....	84.9	85.7	86.8	87.4	1.3	.9	1.3	.7	3.9	4.1	4.2	4.3
2002 .....	88.2	89.0	89.9	90.2	.9	.9	1.0	.3	3.9	3.9	3.6	3.2
2003 .....	91.4	92.1	93.3	93.7	1.3	.8	1.3	.4	3.6	3.5	3.8	3.9
2004 .....	94.7	95.5	96.5	97.0	1.1	.8	1.0	.5	3.6	3.7	3.4	3.5
2005 .....	97.9	98.5	99.3	100.0	.9	.6	.8	.7	3.4	3.1	2.9	3.1
2006 .....	100.9	101.6	102.9	103.5	.9	.7	1.3	.6	3.1	3.1	3.6	3.5
2007 .....	104.4	105.2	106.4	107.0	.9	.8	1.1	.6	3.5	3.5	3.4	3.4
2008 .....	107.8	108.5	109.5	109.8	.7	.6	.9	.3	3.3	3.1	2.9	2.6
2009 .....	110.3	110.6	111.2	111.5	.5	.3	.5	.3	2.3	1.9	1.6	1.5
2010 .....	112.1	112.6	113.3	113.6	.5	.4	.6	.3	1.6	1.8	1.9	1.9
2011 .....	114.3	115.0	115.5	115.8	.6	.6	.4	.3	2.0	2.1	1.9	1.9
2012 .....	116.6	117.2	117.8	118.0	.7	.5	.5	.2	2.0	1.9	2.0	1.9
2013 .....	118.7	119.3	119.9	120.4	.6	.5	.5	.4	1.8	1.8	1.8	2.0
2014 .....	120.8	121.8	122.7	123.1	.3	.8	.7	.3	1.8	2.1	2.3	2.2
2015 .....	124.1	124.2	125.0	125.4	.8	.1	.6	.3	2.7	2.0	1.9	1.9

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 — 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>												
2016 .....	126.3	127.1	127.9	128.3	0.7	0.6	0.6	0.3	1.8	2.3	2.3	2.3
2017 .....	129.4	130.2	131.1	131.6	.9	.6	.7	.4	2.5	2.4	2.5	2.6
2018 .....	132.9	133.8	135.0	135.6	1.0	.7	.9	.4	2.7	2.8	3.0	3.0
2019 .....	136.7	137.5	138.6	139.2	.8	.6	.8	.4	2.9	2.8	2.7	2.7
2020 .....	140.6	141.2	142.0	142.8	1.0	.4	.6	.6	2.9	2.7	2.5	2.6
2021 .....	144.4	145.3	147.3	148.7	1.1	.6	1.4	1.0	2.7	2.9	3.7	4.1
2022 .....	150.9	—	—	—	1.5	—	—	—	4.5	—	—	—
<b>Education and health services</b>												
2001 .....	84.0	84.6	86.3	86.8	1.0	.7	2.0	.6	4.0	4.1	4.6	4.3
2002 .....	87.4	87.7	89.3	90.0	.7	.3	1.8	.8	4.0	3.7	3.5	3.7
2003 .....	90.7	91.2	92.6	93.1	.8	.6	1.5	.5	3.8	4.0	3.7	3.4
2004 .....	93.9	94.3	95.8	96.4	.9	.4	1.6	.6	3.5	3.4	3.5	3.5
2005 .....	97.2	97.6	99.1	100.0	.8	.4	1.5	.9	3.5	3.5	3.4	3.7
2006 .....	100.6	101.3	103.5	104.2	.6	.7	2.2	.7	3.5	3.8	4.4	4.2
2007 .....	104.9	105.5	107.2	107.9	.7	.6	1.6	.7	4.3	4.1	3.6	3.6
2008 .....	108.6	109.2	110.8	111.1	.6	.6	1.5	.3	3.5	3.5	3.4	3.0
2009 .....	111.7	112.1	113.1	113.4	.5	.4	.9	.3	2.9	2.7	2.1	2.1
2010 .....	113.7	113.9	114.8	115.2	.3	.2	.8	.3	1.8	1.6	1.5	1.6
2011 .....	115.5	115.7	116.5	116.8	.3	.2	.7	.3	1.6	1.6	1.5	1.4
2012 .....	117.5	117.9	118.8	119.0	.6	.3	.8	.2	1.7	1.9	2.0	1.9
2013 .....	119.5	119.8	120.7	121.2	.4	.3	.8	.4	1.7	1.6	1.6	1.8
2014 .....	121.5	121.9	122.8	123.4	.2	.3	.7	.5	1.7	1.8	1.7	1.8
2015 .....	124.0	124.4	125.3	126.0	.5	.3	.7	.6	2.1	2.1	2.0	2.1
2016 .....	126.5	127.0	128.2	128.7	.4	.4	.9	.4	2.0	2.1	2.3	2.1
2017 .....	129.4	129.9	130.8	131.5	.5	.4	.7	.5	2.3	2.3	2.0	2.2
2018 .....	132.3	132.9	134.3	135.2	.6	.5	1.1	.7	2.2	2.3	2.7	2.8
2019 .....	135.8	136.5	138.0	138.7	.4	.5	1.1	.5	2.6	2.7	2.8	2.6
2020 .....	139.5	139.6	141.0	141.7	.6	.1	1.0	.5	2.7	2.3	2.2	2.2
2021 .....	142.4	143.1	145.1	146.5	.5	.5	1.4	1.0	2.1	2.5	2.9	3.4
2022 .....	148.2	—	—	—	1.2	—	—	—	4.1	—	—	—
<b>Educational services</b>												
2001 .....	84.3	84.6	86.7	87.0	.7	.4	2.5	.3	3.6	3.7	4.3	3.9
2002 .....	87.2	87.4	89.6	90.3	.2	.2	2.5	.8	3.4	3.3	3.3	3.8
2003 .....	90.7	91.0	92.6	93.1	.4	.3	1.8	.5	4.0	4.1	3.3	3.1
2004 .....	93.6	93.8	95.5	96.1	.5	.2	1.8	.6	3.2	3.1	3.1	3.2
2005 .....	96.7	97.0	99.0	100.0	.6	.3	2.1	1.0	3.3	3.4	3.7	4.1
2006 .....	100.2	100.7	103.4	104.1	.2	.5	2.7	.7	3.6	3.8	4.4	4.1
2007 .....	104.5	104.9	107.3	107.9	.4	.4	2.3	.6	4.3	4.2	3.8	3.7
2008 .....	108.3	108.9	111.1	111.3	.4	.6	2.0	.2	3.6	3.8	3.5	3.2
2009 .....	111.8	112.1	113.5	113.6	.4	.3	1.2	.1	3.2	2.9	2.2	2.1
2010 .....	113.7	113.8	115.1	115.3	.1	.1	1.1	.2	1.7	1.5	1.4	1.5
2011 .....	115.5	115.5	116.6	116.7	.2	.0	1.0	.1	1.6	1.5	1.3	1.2
2012 .....	117.1	117.3	118.6	118.8	.3	.2	1.1	.2	1.4	1.6	1.7	1.8
2013 .....	119.2	119.4	120.4	120.8	.3	.2	.8	.3	1.8	1.8	1.5	1.7
2014 .....	121.2	121.4	122.7	123.1	.3	.2	1.1	.3	1.7	1.7	1.9	1.9
2015 .....	123.7	124.1	125.5	126.2	.5	.3	1.1	.6	2.1	2.2	2.3	2.5
2016 .....	126.5	126.9	128.6	129.2	.2	.3	1.3	.5	2.3	2.3	2.5	2.4
2017 .....	129.8	130.0	131.6	132.2	.5	.2	1.2	.5	2.6	2.4	2.3	2.3
2018 .....	132.6	133.0	134.9	135.7	.3	.3	1.4	.6	2.2	2.3	2.5	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 — 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>													
2019 .....	136.2	136.7	138.9	139.4	0.4	0.4	1.6	0.4	2.7	2.8	3.0	2.7	
2020 .....	140.1	140.5	141.8	142.4	.5	.3	.9	.4	2.9	2.8	2.1	2.2	
2021 .....	142.7	143.0	145.2	145.9	.2	.2	1.5	.5	1.9	1.8	2.4	2.5	
2022 .....	147.0	—	—	—	.8	—	—	—	3.0	—	—	—	
<b>Elementary and secondary schools</b>													
2001 .....	83.8	84.1	86.2	86.5	.4	.4	2.5	.3	2.9	3.2	3.7	3.6	
2002 .....	86.7	86.9	89.2	89.9	.2	.2	2.6	.8	3.5	3.3	3.5	3.9	
2003 .....	90.2	90.5	92.3	92.7	.3	.3	2.0	.4	4.0	4.1	3.5	3.1	
2004 .....	93.2	93.3	95.3	96.0	.5	.1	2.1	.7	3.3	3.1	3.3	3.6	
2005 .....	96.4	96.7	98.9	100.0	.4	.3	2.3	1.1	3.4	3.6	3.8	4.2	
2006 .....	100.2	100.5	103.5	104.2	.2	.3	3.0	.7	3.9	3.9	4.7	4.2	
2007 .....	104.6	105.0	107.4	107.9	.4	.4	2.3	.5	4.4	4.5	3.8	3.6	
2008 .....	108.2	108.8	111.1	111.4	.3	.6	2.1	.3	3.4	3.6	3.4	3.2	
2009 .....	111.9	112.1	114.0	114.1	.4	.2	1.7	.1	3.4	3.0	2.6	2.4	
2010 .....	114.1	114.2	115.5	115.5	.0	.1	1.1	.0	2.0	1.9	1.3	1.2	
2011 .....	115.7	115.7	116.7	116.8	.2	.0	.9	.1	1.4	1.3	1.0	1.1	
2012 .....	117.1	117.3	118.6	118.7	.3	.2	1.1	.1	1.2	1.4	1.6	1.6	
2013 .....	119.0	119.2	120.0	120.4	.3	.2	.7	.3	1.6	1.6	1.2	1.4	
2014 .....	120.7	120.9	122.3	122.6	.2	.2	1.2	.2	1.4	1.4	1.9	1.8	
2015 .....	123.1	123.6	125.0	125.8	.4	.4	1.1	.6	2.0	2.2	2.2	2.6	
2016 .....	126.2	126.5	128.5	129.0	.3	.2	1.6	.4	2.5	2.3	2.8	2.5	
2017 .....	129.5	129.8	131.4	132.1	.4	.2	1.2	.5	2.6	2.6	2.3	2.4	
2018 .....	132.5	132.9	134.9	135.8	.3	.3	1.5	.7	2.3	2.4	2.7	2.8	
2019 .....	136.3	136.7	139.1	139.6	.4	.3	1.8	.4	2.9	2.9	3.1	2.8	
2020 .....	140.2	140.6	142.3	143.0	.4	.3	1.2	.5	2.9	2.9	2.3	2.4	
2021 .....	143.3	143.6	145.7	146.3	.2	.2	1.5	.4	2.2	2.1	2.4	2.3	
2022 .....	147.4	—	—	—	.8	—	—	—	2.9	—	—	—	
<b>Junior colleges, colleges, universities, and professional schools</b>													
2001 .....	85.3	85.7	88.0	88.3	1.4	.5	2.7	.3	4.7	4.9	5.6	5.0	
2002 .....	88.5	88.7	90.6	91.3	.2	.2	2.1	.8	3.8	3.5	3.0	3.4	
2003 .....	91.8	92.2	93.5	94.0	.5	.4	1.4	.5	3.7	3.9	3.2	3.0	
2004 .....	94.6	94.9	96.0	96.4	.6	.3	1.2	.4	3.1	2.9	2.7	2.6	
2005 .....	97.4	97.8	99.3	100.0	1.0	.4	1.5	.7	3.0	3.1	3.4	3.7	
2006 .....	100.4	100.9	103.3	103.8	.4	.5	2.4	.5	3.1	3.2	4.0	3.8	
2007 .....	104.3	104.9	107.1	108.0	.5	.6	2.1	.8	3.9	4.0	3.7	4.0	
2008 .....	108.5	109.0	111.1	110.9	.5	.5	1.9	-.2	4.0	3.9	3.7	2.7	
2009 .....	111.5	112.0	112.4	112.7	.5	.4	.4	.3	2.8	2.8	1.2	1.6	
2010 .....	112.8	112.9	114.0	114.6	.1	.1	1.0	.5	1.2	.8	1.4	1.7	
2011 .....	115.0	114.8	115.9	116.0	.3	-.2	1.0	.1	2.0	1.7	1.7	1.2	
2012 .....	116.7	116.9	118.5	118.8	.6	.2	1.4	.3	1.5	1.8	2.2	2.4	
2013 .....	119.4	119.7	121.0	121.4	.5	.3	1.1	.3	2.3	2.4	2.1	2.2	
2014 .....	122.0	122.1	123.3	123.9	.5	.1	1.0	.5	2.2	2.0	1.9	2.1	
2015 .....	124.5	125.0	126.4	126.7	.5	.4	1.1	.2	2.0	2.4	2.5	2.3	
2016 .....	127.0	127.4	128.8	129.5	.2	.3	1.1	.5	2.0	1.9	1.9	2.2	
2017 .....	130.4	130.4	131.8	132.4	.7	.0	1.1	.5	2.7	2.4	2.3	2.2	
2018 .....	132.8	133.3	134.7	135.7	.3	.4	1.1	.7	1.8	2.2	2.2	2.5	
2019 .....	136.3	136.9	138.6	139.3	.4	.4	1.2	.5	2.6	2.7	2.9	2.7	
2020 .....	139.9	140.3	140.6	141.1	.4	.3	.2	.4	2.6	2.5	1.4	1.3	

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 — 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>												
2021 .....	141.2	141.6	143.9	144.8	0.1	0.3	1.6	0.6	0.9	0.9	2.3	2.6
2022 .....	145.8	—	—	—	.7	—	—	—	3.3	—	—	—
<b>Health care and social assistance</b>												
2001 .....	83.7	84.6	85.8	86.6	1.3	1.1	1.4	.9	4.8	4.7	5.0	4.8
2002 .....	87.6	88.3	88.9	89.7	1.2	.8	.7	.9	4.7	4.4	3.6	3.6
2003 .....	90.8	91.5	92.5	93.1	1.2	.8	1.1	.6	3.7	3.6	4.0	3.8
2004 .....	94.4	95.1	96.3	96.7	1.4	.7	1.3	.4	4.0	3.9	4.1	3.9
2005 .....	97.8	98.5	99.3	100.0	1.1	.7	.8	.7	3.6	3.6	3.1	3.4
2006 .....	101.1	102.0	103.5	104.3	1.1	.9	1.5	.8	3.4	3.6	4.2	4.3
2007 .....	105.4	106.1	107.1	107.9	1.1	.7	.9	.7	4.3	4.0	3.5	3.5
2008 .....	108.9	109.6	110.4	110.8	.9	.6	.7	.4	3.3	3.3	3.1	2.7
2009 .....	111.7	112.2	112.8	113.1	.8	.4	.5	.3	2.6	2.4	2.2	2.1
2010 .....	113.7	114.1	114.6	115.0	.5	.4	.4	.3	1.8	1.7	1.6	1.7
2011 .....	115.5	115.9	116.4	116.8	.4	.3	.4	.3	1.6	1.6	1.6	1.6
2012 .....	118.0	118.5	118.9	119.3	1.0	.4	.3	.3	2.2	2.2	2.1	2.1
2013 .....	119.9	120.3	121.0	121.6	.5	.3	.6	.5	1.6	1.5	1.8	1.9
2014 .....	121.8	122.5	122.9	123.7	.2	.6	.3	.7	1.6	1.8	1.6	1.7
2015 .....	124.3	124.8	125.3	125.8	.5	.4	.4	.4	2.1	1.9	2.0	1.7
2016 .....	126.5	127.1	127.7	128.3	.6	.5	.5	.5	1.8	1.8	1.9	2.0
2017 .....	129.1	129.7	130.1	130.9	.6	.5	.3	.6	2.1	2.0	1.9	2.0
2018 .....	132.1	132.7	133.8	134.7	.9	.5	.8	.7	2.3	2.3	2.8	2.9
2019 .....	135.5	136.2	137.2	137.9	.6	.5	.7	.5	2.6	2.6	2.5	2.4
2020 .....	139.0	138.7	140.2	141.0	.8	-.2	1.1	.6	2.6	1.8	2.2	2.2
2021 .....	142.2	143.2	145.0	147.3	.9	.7	1.3	1.6	2.3	3.2	3.4	4.5
2022 .....	149.5	—	—	—	1.5	—	—	—	5.1	—	—	—
<b>Hospitals</b>												
2001 .....	81.0	82.2	83.6	84.6	1.5	1.5	1.7	1.2	4.9	5.4	6.0	6.0
2002 .....	85.8	86.6	87.7	88.7	1.4	.9	1.3	1.1	5.9	5.4	4.9	4.8
2003 .....	89.9	90.4	91.5	92.5	1.4	.6	1.2	1.1	4.8	4.4	4.3	4.3
2004 .....	93.5	94.3	95.5	96.2	1.1	.9	1.3	.7	4.0	4.3	4.4	4.0
2005 .....	97.5	98.2	99.3	100.0	1.4	.7	1.1	.7	4.3	4.1	4.0	4.0
2006 .....	101.2	101.9	103.2	104.0	1.2	.7	1.3	.8	3.8	3.8	3.9	4.0
2007 .....	105.1	105.7	106.7	107.5	1.1	.6	.9	.7	3.9	3.7	3.4	3.4
2008 .....	108.4	109.2	110.2	110.8	.8	.7	.9	.5	3.1	3.3	3.3	3.1
2009 .....	111.7	112.2	112.9	113.4	.8	.4	.6	.4	3.0	2.7	2.5	2.3
2010 .....	114.1	114.7	115.2	115.9	.6	.5	.4	.6	2.1	2.2	2.0	2.2
2011 .....	116.5	116.9	117.4	117.8	.5	.3	.4	.3	2.1	1.9	1.9	1.6
2012 .....	118.5	118.9	119.3	119.7	.6	.3	.3	.3	1.7	1.7	1.6	1.6
2013 .....	120.3	120.8	121.5	121.9	.5	.4	.6	.3	1.5	1.6	1.8	1.8
2014 .....	122.3	122.9	123.3	123.8	.3	.5	.3	.4	1.7	1.7	1.5	1.6
2015 .....	124.4	125.1	125.5	126.1	.5	.6	.3	.5	1.7	1.8	1.8	1.9
2016 .....	126.8	127.6	128.2	129.1	.6	.6	.5	.7	1.9	2.0	2.2	2.4
2017 .....	129.8	130.4	131.0	131.7	.5	.5	.5	.5	2.4	2.2	2.2	2.0
2018 .....	132.4	133.1	133.8	135.0	.5	.5	.5	.9	2.0	2.1	2.1	2.5
2019 .....	135.9	136.7	137.6	138.5	.7	.6	.7	.7	2.6	2.7	2.8	2.6
2020 .....	139.4	140.3	140.9	141.6	.6	.6	.4	.5	2.6	2.6	2.4	2.2
2021 .....	143.0	144.0	145.4	147.7	1.0	.7	1.0	1.6	2.6	2.6	3.2	4.3
2022 .....	150.0	—	—	—	1.6	—	—	—	4.9	—	—	—

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 — 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>Nursing and residential care facilities</b>													
2001 .....	83.9	84.3	86.5	87.2	1.8	0.5	2.6	0.8	6.2	5.2	6.4	5.8	
2002 .....	88.2	89.2	89.9	90.6	1.1	1.1	.8	.8	5.1	5.8	3.9	3.9	
2003 .....	91.8	92.4	93.2	93.8	1.3	.7	.9	.6	4.1	3.6	3.7	3.5	
2004 .....	95.0	95.4	96.1	96.6	1.3	.4	.7	.5	3.5	3.2	3.1	3.0	
2005 .....	97.5	98.3	99.2	100.0	.9	.8	.9	.8	2.6	3.0	3.2	3.5	
2006 .....	101.0	101.4	102.6	103.7	1.0	.4	1.2	1.1	3.6	3.2	3.4	3.7	
2007 .....	104.5	105.0	105.6	106.3	.8	.5	.6	.7	3.5	3.6	2.9	2.5	
2008 .....	107.3	108.2	109.0	109.6	.9	.8	.7	.6	2.7	3.0	3.2	3.1	
2009 .....	110.3	110.7	111.2	111.4	.6	.4	.5	.2	2.8	2.3	2.0	1.6	
2010 .....	111.9	112.2	112.7	112.7	.4	.3	.4	.0	1.5	1.4	1.3	1.2	
2011 .....	113.4	113.9	114.3	114.3	.6	.4	.4	.0	1.3	1.5	1.4	1.4	
2012 .....	115.0	115.3	115.7	115.9	.6	.3	.3	.2	1.4	1.2	1.2	1.4	
2013 .....	116.5	116.7	117.2	117.6	.5	.2	.4	.3	1.3	1.2	1.3	1.5	
2014 .....	118.0	118.2	118.8	119.4	.3	.2	.5	.5	1.3	1.3	1.4	1.5	
2015 .....	120.1	120.7	121.4	121.8	.6	.5	.6	.3	1.8	2.1	2.2	2.0	
2016 .....	122.8	123.4	124.1	124.9	.8	.5	.6	.6	2.2	2.2	2.2	2.5	
2017 .....	125.7	126.3	127.2	127.9	.6	.5	.7	.6	2.4	2.4	2.5	2.4	
2018 .....	129.1	129.9	130.7	131.6	.9	.6	.6	.7	2.7	2.9	2.8	2.9	
2019 .....	132.3	133.1	133.9	134.5	.5	.6	.6	.4	2.5	2.5	2.4	2.2	
2020 .....	135.6	136.4	137.4	138.5	.8	.6	.7	.8	2.5	2.5	2.6	3.0	
2021 .....	139.9	141.4	143.8	146.4	1.0	1.1	1.7	1.8	3.2	3.7	4.7	5.7	
2022 .....	148.8	—	—	—	1.6	—	—	—	6.4	—	—	—	
<b>Public administration</b>													
2001 .....	82.0	82.6	83.7	84.5	1.6	.7	1.3	1.0	3.4	3.9	4.6	4.7	
2002 .....	85.3	85.8	87.4	88.3	.9	.6	1.9	1.0	4.0	3.9	4.4	4.5	
2003 .....	89.4	89.9	91.4	92.0	1.2	.6	1.7	.7	4.8	4.8	4.6	4.2	
2004 .....	93.1	93.8	95.1	95.8	1.2	.8	1.4	.7	4.1	4.3	4.0	4.1	
2005 .....	97.1	97.5	99.0	100.0	1.4	.4	1.5	1.0	4.3	3.9	4.1	4.4	
2006 .....	100.6	101.2	102.4	103.8	.6	.6	1.2	1.4	3.6	3.8	3.4	3.8	
2007 .....	105.6	106.6	108.0	109.1	1.7	.9	1.3	1.0	5.0	5.3	5.5	5.1	
2008 .....	109.7	110.1	111.6	112.0	.5	.4	1.4	.4	3.9	3.3	3.3	2.7	
2009 .....	113.0	113.4	114.2	114.6	.9	.4	.7	.4	3.0	3.0	2.3	2.3	
2010 .....	115.1	115.4	116.6	116.8	.4	.3	1.0	.2	1.9	1.8	2.1	1.9	
2011 .....	117.5	117.6	118.1	118.2	.6	.1	.4	.1	2.1	1.9	1.3	1.2	
2012 .....	119.1	119.5	120.5	120.7	.8	.3	.8	.2	1.4	1.6	2.0	2.1	
2013 .....	121.4	121.6	122.7	123.4	.6	.2	.9	.6	1.9	1.8	1.8	2.2	
2014 .....	124.2	124.9	125.8	126.4	.6	.6	.7	.5	2.3	2.7	2.5	2.4	
2015 .....	126.9	127.4	128.5	129.1	.4	.4	.9	.5	2.2	2.0	2.1	2.1	
2016 .....	130.0	130.4	131.7	132.0	.7	.3	1.0	.2	2.4	2.4	2.5	2.2	
2017 .....	133.2	133.7	134.7	135.7	.9	.4	.7	.7	2.5	2.5	2.3	2.8	
2018 .....	136.2	136.7	138.3	139.2	.4	.4	1.2	.7	2.3	2.2	2.7	2.6	
2019 .....	140.4	140.9	142.5	143.4	.9	.4	1.1	.6	3.1	3.1	3.0	3.0	
2020 .....	144.6	145.0	146.2	146.8	.8	.3	.8	.4	3.0	2.9	2.6	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 — 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													
2021 .....	147.4	147.9	149.6	150.6	0.4	0.3	1.1	0.7	1.9	2.0	2.3	2.6	
2022 .....	152.9	—	—	—	1.5	—	—	—	3.7	—	—	—	

<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> 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.

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**

(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>												
All workers												
2001 .....	85.0	85.8	86.7	87.3	1.3	0.9	1.0	0.7	4.2	4.0	4.0	4.1
2002 .....	88.2	89.2	89.7	90.0	1.0	1.1	.6	.3	3.8	4.0	3.5	3.1
2003 .....	91.4	92.3	93.2	93.6	1.6	1.0	1.0	.4	3.6	3.5	3.9	4.0
2004 .....	94.9	95.9	96.7	97.2	1.4	1.1	.8	.5	3.8	3.9	3.8	3.8
2005 .....	98.2	98.9	99.5	100.0	1.0	.7	.6	.5	3.5	3.1	2.9	2.9
2006 .....	100.8	101.7	102.5	103.2	.8	.9	.8	.7	2.6	2.8	3.0	3.2
2007 .....	104.0	104.9	105.7	106.3	.8	.9	.8	.6	3.2	3.1	3.1	3.0
2008 .....	107.3	108.0	108.7	108.9	.9	.7	.6	.2	3.2	3.0	2.8	2.4
2009 .....	109.3	109.6	110.0	110.2	.4	.3	.4	.2	1.9	1.5	1.2	1.2
2010 .....	111.1	111.7	112.2	112.5	.8	.5	.4	.3	1.6	1.9	2.0	2.1
2011 .....	113.3	114.3	114.6	115.0	.7	.9	.3	.3	2.0	2.3	2.1	2.2
2012 .....	115.7	116.4	116.8	117.1	.6	.6	.3	.3	2.1	1.8	1.9	1.8
2013 .....	117.9	118.6	119.0	119.4	.7	.6	.3	.3	1.9	1.9	1.9	2.0
2014 .....	119.9	121.0	121.7	122.2	.4	.9	.6	.4	1.7	2.0	2.3	2.3
2015 .....	123.2	123.3	124.0	124.5	.8	.1	.6	.4	2.8	1.9	1.9	1.9
2016 .....	125.4	126.2	126.8	127.2	.7	.6	.5	.3	1.8	2.4	2.3	2.2
2017 .....	128.3	129.2	130.0	130.5	.9	.7	.6	.4	2.3	2.4	2.5	2.6
2018 .....	131.9	132.9	133.8	134.4	1.1	.8	.7	.4	2.8	2.9	2.9	3.0
2019 .....	135.6	136.4	137.4	138.0	.9	.6	.7	.4	2.8	2.6	2.7	2.7
2020 .....	139.4	140.1	140.7	141.6	1.0	.5	.4	.6	2.8	2.7	2.4	2.6
2021 .....	143.3	144.4	146.4	147.8	1.2	.8	1.4	1.0	2.8	3.1	4.1	4.4
2022 .....	150.2	—	—	—	1.6	—	—	—	4.8	—	—	—
Excluding sales occupations												
2001 .....	85.0	85.8	86.7	87.3	1.4	.9	1.0	.7	4.4	4.3	4.2	4.2
2002 .....	88.3	89.1	89.7	90.1	1.1	.9	.7	.4	3.9	3.8	3.5	3.2
2003 .....	91.5	92.3	93.2	93.7	1.6	.9	1.0	.5	3.6	3.6	3.9	4.0
2004 .....	95.1	96.0	96.7	97.3	1.5	.9	.7	.6	3.9	4.0	3.8	3.8
2005 .....	98.4	99.0	99.6	100.0	1.1	.6	.6	.4	3.5	3.1	3.0	2.8
2006 .....	100.9	101.8	102.6	103.3	.9	.9	.8	.7	2.5	2.8	3.0	3.3
Excluding incentive paid occupations <sup>2</sup>												
2006 .....	100.9	101.7	102.5	103.2	.9	.8	.8	.7	—	—	—	3.2
2007 .....	104.0	105.0	105.8	106.4	.8	1.0	.8	.6	3.1	3.2	3.2	3.1
2008 .....	107.6	108.3	109.0	109.5	1.1	.7	.6	.5	3.5	3.1	3.0	2.9
2009 .....	110.0	110.2	110.6	110.8	.5	.2	.4	.2	2.2	1.8	1.5	1.2
2010 .....	111.8	112.3	112.8	113.1	.9	.4	.4	.3	1.6	1.9	2.0	2.1
2011 .....	114.0	114.9	115.1	115.5	.8	.8	.2	.3	2.0	2.3	2.0	2.1
2012 .....	116.2	116.8	117.2	117.5	.6	.5	.3	.3	1.9	1.7	1.8	1.7
2013 .....	118.3	119.0	119.4	119.7	.7	.6	.3	.3	1.8	1.9	1.9	1.9
2014 .....	120.4	121.3	121.8	122.2	.6	.7	.4	.3	1.8	1.9	2.0	2.1
2015 .....	123.1	123.5	124.1	124.6	.7	.3	.5	.4	2.2	1.8	1.9	2.0
2016 .....	125.7	126.4	127.0	127.5	.9	.6	.5	.4	2.1	2.3	2.3	2.3
2017 .....	128.7	129.5	130.2	130.8	.9	.6	.5	.5	2.4	2.5	2.5	2.6
2018 .....	132.2	133.2	133.9	134.5	1.1	.8	.5	.4	2.7	2.9	2.8	2.8
2019 .....	135.7	136.6	137.5	138.1	.9	.7	.7	.4	2.6	2.6	2.7	2.7
2020 .....	139.4	140.1	140.8	141.6	.9	.5	.5	.6	2.7	2.6	2.4	2.5
2021 .....	143.0	144.3	145.9	147.6	1.0	.9	1.1	1.2	2.6	3.0	3.6	4.2
2022 .....	150.1	—	—	—	1.7	—	—	—	5.0	—	—	—

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 — 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.
Occupational group												
White-collar occupations <sup>3</sup>												
2001 .....	84.8	85.7	86.5	87.2	1.6	1.1	0.9	0.8	4.2	4.1	4.0	4.4
2002 .....	88.1	89.1	89.5	89.8	1.0	1.1	.4	.3	3.9	4.0	3.5	3.0
2003 .....	91.3	92.1	93.2	93.5	1.7	.9	1.2	.3	3.6	3.4	4.1	4.1
2004 .....	94.7	95.7	96.5	97.0	1.3	1.1	.8	.5	3.7	3.9	3.5	3.7
2005 .....	98.2	98.9	99.5	100.0	1.2	.7	.6	.5	3.7	3.3	3.1	3.1
2006 .....	100.9	101.8	102.7	103.3	.9	.9	.9	.6	2.7	2.9	3.2	3.3
Excluding sales occupations												
2001 .....	84.8	85.7	86.6	87.2	1.7	1.1	1.1	.7	4.8	4.8	4.6	4.6
2002 .....	88.2	89.0	89.4	89.8	1.1	.9	.4	.4	4.0	3.9	3.2	3.0
2003 .....	91.5	92.2	93.2	93.7	1.9	.8	1.1	.5	3.7	3.6	4.3	4.3
2004 .....	94.9	95.7	96.5	97.1	1.3	.8	.8	.6	3.7	3.8	3.5	3.6
2005 .....	98.4	99.0	99.6	100.0	1.3	.6	.6	.4	3.7	3.4	3.2	3.0
2006 .....	101.1	101.9	102.9	103.5	1.1	.8	1.0	.6	2.7	2.9	3.3	3.5
Management, professional, and related												
2001 .....	85.0	86.0	86.8	87.4	1.7	1.2	.9	.7	4.8	4.8	4.6	4.5
2002 .....	88.3	89.2	89.5	89.7	1.0	1.0	.3	.2	3.9	3.7	3.1	2.6
2003 .....	91.6	92.3	93.3	93.8	2.1	.8	1.1	.5	3.7	3.5	4.2	4.6
2004 .....	94.9	95.7	96.5	97.1	1.2	.8	.8	.6	3.6	3.7	3.4	3.5
2005 .....	98.5	99.1	99.6	100.0	1.4	.6	.5	.4	3.8	3.6	3.2	3.0
2006 .....	101.1	101.9	102.9	103.5	1.1	.8	1.0	.6	2.6	2.8	3.3	3.5
2007 .....	104.6	105.5	106.4	106.8	1.1	.9	.9	.4	3.5	3.5	3.4	3.2
2008 .....	108.1	108.9	109.6	109.9	1.2	.7	.6	.3	3.3	3.2	3.0	2.9
2009 .....	110.4	110.5	110.6	110.7	.5	.1	.1	.1	2.1	1.5	.9	.7
2010 .....	111.8	112.2	112.7	113.0	1.0	.4	.4	.3	1.3	1.5	1.9	2.1
2011 .....	114.1	114.8	115.1	115.4	1.0	.6	.3	.3	2.1	2.3	2.1	2.1
2012 .....	116.4	117.1	117.4	117.7	.9	.6	.3	.3	2.0	2.0	2.0	2.0
2013 .....	118.5	119.4	119.9	120.2	.7	.8	.4	.3	1.8	2.0	2.1	2.1
2014 .....	120.7	122.0	122.7	123.0	.4	1.1	.6	.2	1.9	2.2	2.3	2.3
2015 .....	123.8	124.2	124.9	125.3	.7	.3	.6	.3	2.6	1.8	1.8	1.9
2016 .....	126.0	126.5	127.1	127.4	.6	.4	.5	.2	1.8	1.9	1.8	1.7
2017 .....	128.5	129.5	130.0	130.5	.9	.8	.4	.4	2.0	2.4	2.3	2.4
2018 .....	131.8	132.6	133.3	133.8	1.0	.6	.5	.4	2.6	2.4	2.5	2.5
2019 .....	134.8	135.6	136.4	136.8	.7	.6	.6	.3	2.3	2.3	2.3	2.2
2020 .....	138.0	138.4	139.0	139.5	.9	.3	.4	.4	2.4	2.1	1.9	2.0
2021 .....	140.7	141.7	143.5	144.4	.9	.7	1.3	.6	2.0	2.4	3.2	3.5
2022 .....	146.6	—	—	—	1.5	—	—	—	4.2	—	—	—
Excluding incentive paid occupations <sup>2</sup>												
2006 .....	101.1	101.8	102.8	103.5	1.1	.7	1.0	.7	—	—	—	3.5
2007 .....	104.5	105.5	106.4	106.8	1.0	1.0	.9	.4	3.4	3.6	3.5	3.2
2008 .....	108.1	108.9	109.7	110.1	1.2	.7	.7	.4	3.4	3.2	3.1	3.1
2009 .....	110.5	110.5	110.8	110.8	.4	.0	.3	.0	2.2	1.5	1.0	.6
2010 .....	111.8	112.3	112.8	113.1	.9	.4	.4	.3	1.2	1.6	1.8	2.1
2011 .....	114.3	115.1	115.3	115.6	1.1	.7	.2	.3	2.2	2.5	2.2	2.2
2012 .....	116.5	117.1	117.4	117.7	.8	.5	.3	.3	1.9	1.7	1.8	1.8
2013 .....	118.6	119.4	119.9	120.1	.8	.7	.4	.2	1.8	2.0	2.1	2.0
2014 .....	120.8	121.8	122.3	122.6	.6	.8	.4	.2	1.9	2.0	2.0	2.1
2015 .....	123.5	123.9	124.3	124.7	.7	.3	.3	.3	2.2	1.7	1.6	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 — 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>												
2016 .....	125.6	126.0	126.6	126.9	0.7	0.3	0.5	0.2	1.7	1.7	1.9	1.8
2017 .....	128.0	128.9	129.4	129.9	.9	.7	.4	.4	1.9	2.3	2.2	2.4
2018 .....	131.2	132.0	132.6	133.1	1.0	.6	.5	.4	2.5	2.4	2.5	2.5
2019 .....	134.1	134.9	135.7	136.1	.8	.6	.6	.3	2.2	2.2	2.3	2.3
2020 .....	137.3	137.6	138.3	138.8	.9	.2	.5	.4	2.4	2.0	1.9	2.0
2021 .....	140.1	140.8	142.1	143.4	.9	.5	.9	.9	2.0	2.3	2.7	3.3
2022 .....	145.8	—	—	—	1.7	—	—	—	4.1	—	—	—
<b>Management, business, and financial</b>												
2001 .....	86.1	87.1	87.8	88.5	1.5	1.2	.8	.8	4.0	4.3	4.2	4.4
2002 .....	89.5	90.7	90.7	90.6	1.1	1.3	.0	-.1	3.9	4.1	3.3	2.4
2003 .....	93.3	93.9	94.9	95.4	3.0	.6	1.1	.5	4.2	3.5	4.6	5.3
2004 .....	95.9	96.8	97.3	97.9	.5	.9	.5	.6	2.8	3.1	2.5	2.6
2005 .....	99.1	99.6	99.7	100.0	1.2	.5	.1	.3	3.3	2.9	2.5	2.1
2006 .....	101.3	102.0	102.7	103.1	1.3	.7	.7	.4	2.2	2.4	3.0	3.1
2007 .....	104.3	105.1	106.0	106.3	1.2	.8	.9	.3	3.0	3.0	3.2	3.1
2008 .....	108.0	108.7	109.3	109.5	1.6	.6	.6	.2	3.5	3.4	3.1	3.0
2009 .....	109.6	109.7	109.7	109.9	.1	.1	.0	.2	1.5	.9	.4	.4
2010 .....	111.3	111.7	112.0	112.3	1.3	.4	.3	.3	1.6	1.8	2.1	2.2
2011 .....	113.6	114.5	114.8	115.0	1.2	.8	.3	.2	2.1	2.5	2.5	2.4
2012 .....	116.0	116.9	116.9	117.1	.9	.8	.0	.2	2.1	2.1	1.8	1.8
2013 .....	118.0	119.3	119.6	119.9	.8	1.1	.3	.3	1.7	2.1	2.3	2.4
2014 .....	120.3	122.1	123.0	123.0	.3	1.5	.7	.0	1.9	2.3	2.8	2.6
2015 .....	123.9	124.2	125.4	125.7	.7	.2	1.0	.2	3.0	1.7	2.0	2.2
2016 .....	126.5	126.8	127.7	128.4	.6	.2	.7	.5	2.1	2.1	1.8	2.1
2017 .....	129.5	130.6	131.3	131.7	.9	.8	.5	.3	2.4	3.0	2.8	2.6
2018 .....	133.2	133.9	134.7	135.2	1.1	.5	.6	.4	2.9	2.5	2.6	2.7
2019 .....	136.2	137.3	138.1	138.4	.7	.8	.6	.2	2.3	2.5	2.5	2.4
2020 .....	139.5	140.2	140.7	141.0	.8	.5	.4	.2	2.4	2.1	1.9	1.9
2021 .....	142.0	143.3	145.3	145.8	.7	.9	1.4	.3	1.8	2.2	3.3	3.4
2022 .....	147.9	—	—	—	1.4	—	—	—	4.2	—	—	—
<b>Excluding incentive paid occupations<sup>2</sup></b>												
2006 .....	101.2	101.9	102.6	103.1	1.2	.7	.7	.5	—	—	—	3.1
2007 .....	104.1	105.2	106.1	106.5	1.0	1.1	.9	.4	2.9	3.2	3.4	3.3
2008 .....	108.2	108.9	109.6	110.0	1.6	.6	.6	.4	3.9	3.5	3.3	3.3
2009 .....	110.2	110.1	110.2	110.3	.2	-.1	.1	.1	1.8	1.1	.5	.3
2010 .....	111.6	111.9	112.4	112.7	1.2	.3	.4	.3	1.3	1.6	2.0	2.2
2011 .....	114.1	114.9	115.1	115.4	1.2	.7	.2	.3	2.2	2.7	2.4	2.4
2012 .....	116.3	117.1	117.2	117.3	.8	.7	.1	.1	1.9	1.9	1.8	1.6
2013 .....	118.3	119.4	119.8	120.0	.9	.9	.3	.2	1.7	2.0	2.2	2.3
2014 .....	120.7	122.0	122.3	122.8	.6	1.1	.2	.4	2.0	2.2	2.1	2.3
2015 .....	123.9	124.1	124.7	125.0	.9	.2	.5	.2	2.7	1.7	2.0	1.8
2016 .....	125.9	126.4	127.1	127.8	.7	.4	.6	.6	1.6	1.9	1.9	2.2
2017 .....	129.0	130.0	130.5	130.9	.9	.8	.4	.3	2.5	2.8	2.7	2.4
2018 .....	132.5	133.3	133.7	134.2	1.2	.6	.3	.4	2.7	2.5	2.5	2.5
2019 .....	135.3	136.3	137.1	137.4	.8	.7	.6	.2	2.1	2.3	2.5	2.4
2020 .....	138.5	139.1	139.5	139.9	.8	.4	.3	.3	2.4	2.1	1.8	1.8
2021 .....	141.1	141.8	142.9	144.0	.9	.5	.8	.8	1.9	1.9	2.4	2.9
2022 .....	146.8	—	—	—	1.9	—	—	—	4.0	—	—	—

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 — 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>												
2001 .....	84.1	85.0	86.0	86.5	1.8	1.1	1.2	0.6	5.4	5.1	4.9	4.7
2002 .....	87.3	87.9	88.5	89.1	.9	.7	.7	.7	3.8	3.4	2.9	3.0
2003 .....	90.3	91.0	92.0	92.6	1.3	.8	1.1	.7	3.4	3.5	4.0	3.9
2004 .....	94.1	94.8	95.8	96.5	1.6	.7	1.1	.7	4.2	4.2	4.1	4.2
2005 .....	98.0	98.8	99.5	100.0	1.6	.8	.7	.5	4.1	4.2	3.9	3.6
2006 .....	101.0	101.8	103.1	103.9	1.0	.8	1.3	.8	3.1	3.0	3.6	3.9
2007 .....	104.9	105.9	106.7	107.3	1.0	1.0	.8	.6	3.9	4.0	3.5	3.3
2008 .....	108.3	109.0	109.9	110.3	.9	.6	.8	.4	3.2	2.9	3.0	2.8
2009 .....	111.0	111.1	111.4	111.4	.6	.1	.3	.0	2.5	1.9	1.4	1.0
2010 .....	112.2	112.6	113.3	113.5	.7	.4	.6	.2	1.1	1.4	1.7	1.9
2011 .....	114.6	115.1	115.4	115.7	1.0	.4	.3	.3	2.1	2.2	1.9	1.9
2012 .....	116.8	117.3	117.7	118.2	1.0	.4	.3	.4	1.9	1.9	2.0	2.2
2013 .....	118.9	119.5	120.2	120.5	.6	.5	.6	.2	1.8	1.9	2.1	1.9
2014 .....	121.0	121.9	122.5	122.9	.4	.7	.5	.3	1.8	2.0	1.9	2.0
2015 .....	123.7	124.1	124.5	124.9	.7	.3	.3	.3	2.2	1.8	1.6	1.6
2016 .....	125.7	126.2	126.7	126.7	.6	.4	.4	.0	1.6	1.7	1.8	1.4
2017 .....	127.8	128.7	129.1	129.6	.9	.7	.3	.4	1.7	2.0	1.9	2.3
2018 .....	130.8	131.6	132.3	132.8	.9	.6	.5	.4	2.3	2.3	2.5	2.5
2019 .....	133.7	134.4	135.1	135.6	.7	.5	.5	.4	2.2	2.1	2.1	2.1
2020 .....	136.8	137.0	137.8	138.4	.9	.1	.6	.4	2.3	1.9	2.0	2.1
2021 .....	139.7	140.5	142.2	143.4	.9	.6	1.2	.8	2.1	2.6	3.2	3.6
2022 .....	145.6	—	—	—	1.5	—	—	—	4.2	—	—	—
<b>Sales and office</b>												
2001 .....	84.5	85.4	86.1	86.9	1.2	1.1	.8	.9	3.3	3.4	3.2	4.1
2002 .....	87.8	89.0	89.5	89.8	1.0	1.4	.6	.3	3.9	4.2	3.9	3.3
2003 .....	90.8	91.9	93.0	93.1	1.1	1.2	1.2	.1	3.4	3.3	3.9	3.7
2004 .....	94.4	95.7	96.6	96.8	1.4	1.4	.9	.2	4.0	4.1	3.9	4.0
2005 .....	97.8	98.5	99.3	100.0	1.0	.7	.8	.7	3.6	2.9	2.8	3.3
2006 .....	100.5	101.6	102.3	102.9	.5	1.1	.7	.6	2.8	3.1	3.0	2.9
2007 .....	103.7	104.7	105.3	106.1	.8	1.0	.6	.8	3.2	3.1	2.9	3.1
2008 .....	106.6	107.5	107.9	107.9	.5	.8	.4	.0	2.8	2.7	2.5	1.7
2009 .....	107.9	108.3	108.8	109.2	.0	.4	.5	.4	1.2	.7	.8	1.2
2010 .....	109.8	110.8	111.1	111.6	.5	.9	.3	.5	1.8	2.3	2.1	2.2
2011 .....	112.1	113.3	113.8	114.2	.4	1.1	.4	.4	2.1	2.3	2.4	2.3
2012 .....	115.0	115.9	116.2	116.3	.7	.8	.3	.1	2.6	2.3	2.1	1.8
2013 .....	117.2	118.0	118.4	119.0	.8	.7	.3	.5	1.9	1.8	1.9	2.3
2014 .....	119.3	120.5	121.1	121.9	.3	1.0	.5	.7	1.8	2.1	2.3	2.4
2015 .....	123.4	122.8	123.6	123.9	1.2	-5	.7	.2	3.4	1.9	2.1	1.6
2016 .....	125.1	126.6	126.7	126.8	1.0	1.2	.1	.1	1.4	3.1	2.5	2.3
2017 .....	128.1	128.7	129.9	130.1	1.0	.5	.9	.2	2.4	1.7	2.5	2.6
2018 .....	132.0	133.2	134.4	135.0	1.5	.9	.9	.4	3.0	3.5	3.5	3.8
2019 .....	136.4	137.1	138.4	138.8	1.0	.5	.9	.3	3.3	2.9	3.0	2.8
2020 .....	140.6	141.5	141.9	143.2	1.3	.6	.3	.9	3.1	3.2	2.5	3.2
2021 .....	146.1	146.6	148.5	149.9	2.0	.3	1.3	.9	3.9	3.6	4.7	4.7
2022 .....	152.6	—	—	—	1.8	—	—	—	4.4	—	—	—
<b>Excluding incentive paid occupations<sup>2</sup></b>												
2006 .....	100.9	101.9	102.5	103.2	.9	1.0	.6	.7	—	—	—	3.2
2007 .....	104.2	105.2	106.0	106.7	1.0	1.0	.8	.7	3.3	3.2	3.4	3.4
2008 .....	107.8	108.5	109.2	109.7	1.0	.6	.6	.5	3.5	3.1	3.0	2.8
2009 .....	110.3	110.6	111.1	111.4	.5	.3	.5	.3	2.3	1.9	1.7	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 — 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>													
2010 .....	112.2	112.8	113.0	113.3	0.7	0.5	0.2	0.3	1.7	2.0	1.7	1.7	
2011 .....	114.3	115.0	115.4	115.8	.9	.6	.3	.3	1.9	2.0	2.1	2.2	
2012 .....	116.6	117.2	117.4	117.7	.7	.5	.2	.3	2.0	1.9	1.7	1.6	
2013 .....	118.7	119.3	119.8	119.9	.8	.5	.4	.1	1.8	1.8	2.0	1.9	
2014 .....	120.8	121.8	122.2	122.6	.8	.8	.3	.3	1.8	2.1	2.0	2.3	
2015 .....	123.3	124.1	124.8	125.4	.6	.6	.6	.5	2.1	1.9	2.1	2.3	
2016 .....	126.9	128.0	128.6	129.2	1.2	.9	.5	.5	2.9	3.1	3.0	3.0	
2017 .....	130.4	131.1	131.9	132.4	.9	.5	.6	.4	2.8	2.4	2.6	2.5	
2018 .....	134.1	135.7	136.5	137.1	1.3	1.2	.6	.4	2.8	3.5	3.5	3.5	
2019 .....	138.5	139.6	140.4	140.9	1.0	.8	.6	.4	3.3	2.9	2.9	2.8	
2020 .....	142.3	143.3	143.9	145.0	1.0	.7	.4	.8	2.7	2.7	2.5	2.9	
2021 .....	146.5	148.0	149.5	151.6	1.0	1.0	1.0	1.4	3.0	3.3	3.9	4.6	
2022 .....	154.4	—	—	—	1.8	—	—	—	5.4	—	—	—	
Sales and related													
2001 .....	84.9	86.0	86.3	87.2	.6	1.3	.3	1.0	1.3	2.0	1.5	3.3	
2002 .....	87.7	89.7	89.7	89.7	.6	2.3	.0	.0	3.3	4.3	3.9	2.9	
2003 .....	90.6	91.7	93.2	92.9	1.0	1.2	1.6	-3	3.3	2.2	3.9	3.6	
2004 .....	94.0	95.4	96.8	96.2	1.2	1.5	1.5	-6	3.8	4.0	3.9	3.6	
2005 .....	97.2	97.9	99.2	100.0	1.0	.7	1.3	.8	3.4	2.6	2.5	4.0	
2006 .....	99.9	101.1	101.7	102.3	-1	1.2	.6	.6	2.8	3.3	2.5	2.3	
2007 .....	102.4	103.6	104.2	105.2	.1	1.2	.6	1.0	2.5	2.5	2.5	2.8	
2008 .....	105.0	106.2	106.0	105.5	-2	1.1	-2	-5	2.5	2.5	1.7	.3	
2009 .....	104.3	104.5	105.3	105.8	-1.1	.2	.8	.5	-7	-1.6	-7	.3	
2010 .....	105.8	107.5	107.4	108.1	.0	1.6	-1	.7	1.4	2.9	2.0	2.2	
2011 .....	107.8	109.8	110.3	110.7	-3	1.9	.5	.4	1.9	2.1	2.7	2.4	
2012 .....	111.4	112.6	113.1	112.8	.6	1.1	.4	-3	3.3	2.6	2.5	1.9	
2013 .....	113.6	114.5	115.1	115.9	.7	.8	.5	.7	2.0	1.7	1.8	2.7	
2014 .....	115.6	117.1	117.9	119.0	-3	1.3	.7	.9	1.8	2.3	2.4	2.7	
2015 .....	121.3	119.2	120.1	120.1	1.9	-1.7	.8	.0	4.9	1.8	1.9	.9	
2016 .....	120.8	123.3	122.7	122.2	.6	2.1	-5	-4	-4	3.4	2.2	1.7	
2017 .....	123.6	124.1	125.7	125.5	1.1	.4	1.3	-2	2.3	.6	2.4	2.7	
2018 .....	127.7	128.5	130.4	130.8	1.8	.6	1.5	.3	3.3	3.5	3.7	4.2	
2019 .....	132.0	132.4	134.2	134.5	.9	.3	1.4	.2	3.4	3.0	2.9	2.8	
2020 .....	136.8	137.7	137.8	139.6	1.7	.7	.1	1.3	3.6	4.0	2.7	3.8	
2021 .....	144.3	143.7	145.7	147.1	3.4	-4	1.4	1.0	5.5	4.4	5.7	5.4	
2022 .....	149.9	—	—	—	1.9	—	—	—	3.9	—	—	—	
Excluding incentive paid occupations <sup>2</sup>													
2006 .....	100.9	101.9	102.2	102.9	.9	1.0	.3	.7	—	—	—	2.9	
2007 .....	103.6	104.7	105.6	106.5	.7	1.1	.9	.9	2.7	2.7	3.3	3.5	
2008 .....	107.9	108.5	109.1	109.7	1.3	.6	.6	.5	4.2	3.6	3.3	3.0	
2009 .....	109.9	110.0	110.6	111.0	.2	.1	.5	.4	1.9	1.4	1.4	1.2	
2010 .....	111.5	112.1	111.7	111.8	.5	.5	-4	.1	1.5	1.9	1.0	.7	
2011 .....	112.7	113.6	113.9	114.2	.8	.8	.3	.3	1.1	1.3	2.0	2.1	
2012 .....	114.8	115.4	115.3	115.5	.5	.5	-1	.2	1.9	1.6	1.2	1.1	
2013 .....	116.6	117.3	117.8	117.7	1.0	.6	.4	-1	1.6	1.6	2.2	1.9	
2014 .....	118.6	119.4	119.8	120.1	.8	.7	.3	.3	1.7	1.8	1.7	2.0	
2015 .....	120.7	121.6	122.6	123.0	.5	.7	.8	.3	1.8	1.8	2.3	2.4	
2016 .....	124.5	125.9	126.5	127.0	1.2	1.1	.5	.4	3.1	3.5	3.2	3.3	
2017 .....	128.4	129.2	130.0	130.5	1.1	.6	.6	.4	3.1	2.6	2.8	2.8	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	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>													
2018 .....	132.3	133.8	134.7	135.2	1.4	1.1	0.7	0.4	3.0	3.6	3.6	3.6	
2019 .....	136.7	137.8	138.4	139.0	1.1	.8	.4	.4	3.3	3.0	2.7	2.8	
2020 .....	140.4	141.8	142.2	143.9	1.0	1.0	.3	1.2	2.7	2.9	2.7	3.5	
2021 .....	145.3	147.2	148.2	151.5	1.0	1.3	.7	2.2	3.5	3.8	4.2	5.3	
2022 .....	154.7	—	—	—	2.1	—	—	—	6.5	—	—	—	
<b>Office and administrative support</b>													
2001 .....	84.2	84.9	85.9	86.6	1.7	.8	1.2	.8	4.9	4.6	4.5	4.6	
2002 .....	87.9	88.6	89.3	89.9	1.5	.8	.8	.7	4.4	4.4	4.0	3.8	
2003 .....	91.0	92.0	92.8	93.3	1.2	1.1	.9	.5	3.5	3.8	3.9	3.8	
2004 .....	94.7	95.8	96.5	97.2	1.5	1.2	.7	.7	4.1	4.1	4.0	4.2	
2005 .....	98.1	98.9	99.5	100.0	.9	.8	.6	.5	3.6	3.2	3.1	2.9	
2006 .....	100.9	101.9	102.7	103.4	.9	1.0	.8	.7	2.9	3.0	3.2	3.4	
2007 .....	104.5	105.4	106.0	106.7	1.1	.9	.6	.7	3.6	3.4	3.2	3.2	
2008 .....	107.8	108.5	109.2	109.6	1.0	.6	.6	.4	3.2	2.9	3.0	2.7	
2009 .....	110.5	110.9	111.3	111.6	.8	.4	.4	.3	2.5	2.2	1.9	1.8	
2010 .....	112.6	113.1	113.7	114.0	.9	.4	.5	.3	1.9	2.0	2.2	2.2	
2011 .....	115.1	115.8	116.2	116.5	1.0	.6	.3	.3	2.2	2.4	2.2	2.2	
2012 .....	117.5	118.1	118.4	118.7	.9	.5	.3	.3	2.1	2.0	1.9	1.9	
2013 .....	119.7	120.4	120.7	121.1	.8	.6	.2	.3	1.9	1.9	1.9	2.0	
2014 .....	121.8	122.9	123.3	123.8	.6	.9	.3	.4	1.8	2.1	2.2	2.2	
2015 .....	124.6	125.4	125.9	126.6	.6	.6	.4	.6	2.3	2.0	2.1	2.3	
2016 .....	128.1	129.0	129.6	130.2	1.2	.7	.5	.5	2.8	2.9	2.9	2.8	
2017 .....	131.4	132.1	132.8	133.3	.9	.5	.5	.4	2.6	2.4	2.5	2.4	
2018 .....	135.0	136.5	137.3	138.0	1.3	1.1	.6	.5	2.7	3.3	3.4	3.5	
2019 .....	139.5	140.5	141.4	141.9	1.1	.7	.6	.4	3.3	2.9	3.0	2.8	
2020 .....	143.3	144.1	144.8	145.6	1.0	.6	.5	.6	2.7	2.6	2.4	2.6	
2021 .....	147.1	148.4	150.2	151.7	1.0	.9	1.2	1.0	2.7	3.0	3.7	4.2	
2022 .....	154.3	—	—	—	1.7	—	—	—	4.9	—	—	—	
<b>Blue-collar occupations<sup>4</sup></b>													
2001 .....	84.8	85.5	86.6	87.1	1.1	.8	1.3	.6	3.9	3.6	3.8	3.8	
2002 .....	88.0	88.9	89.5	90.0	1.0	1.0	.7	.6	3.8	4.0	3.3	3.3	
2003 .....	91.2	92.2	93.0	93.5	1.3	1.1	.9	.5	3.6	3.7	3.9	3.9	
2004 .....	95.2	96.3	97.1	97.5	1.8	1.2	.8	.4	4.4	4.4	4.4	4.3	
2005 .....	98.2	99.0	99.6	100.0	.7	.8	.6	.4	3.2	2.8	2.6	2.6	
2006 .....	100.6	101.5	102.3	102.8	.6	.9	.8	.5	2.4	2.5	2.7	2.8	
<b>Natural resources, construction, and maintenance</b>													
2001 .....	84.3	85.0	86.4	86.6	1.2	.8	1.6	.2	4.6	4.0	4.2	4.0	
2002 .....	87.4	88.5	89.3	89.7	.9	1.3	.9	.4	3.7	4.1	3.4	3.6	
2003 .....	90.8	92.0	92.8	93.3	1.2	1.3	.9	.5	3.9	4.0	3.9	4.0	
2004 .....	94.8	96.1	96.5	97.1	1.6	1.4	.4	.6	4.4	4.5	4.0	4.1	
2005 .....	97.9	98.9	99.5	100.0	.8	1.0	.6	.5	3.3	2.9	3.1	3.0	
2006 .....	100.8	102.1	103.0	103.6	.8	1.3	.9	.6	3.0	3.2	3.5	3.6	
2007 .....	104.0	105.0	105.9	106.7	.4	1.0	.9	.8	3.2	2.8	2.8	3.0	
2008 .....	107.6	108.3	109.0	109.6	.8	.7	.6	.6	3.5	3.1	2.9	2.7	
2009 .....	109.9	110.3	110.8	111.2	.3	.4	.5	.4	2.1	1.8	1.7	1.5	
2010 .....	112.2	112.7	113.1	113.3	.9	.4	.4	.2	2.1	2.2	2.1	1.9	
2011 .....	113.8	114.9	115.5	115.8	.4	1.0	.5	.3	1.4	2.0	2.1	2.2	
2012 .....	116.3	117.0	117.7	117.8	.4	.6	.6	.1	2.2	1.8	1.9	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 — 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>												
2013 .....	118.6	119.1	119.9	120.1	0.7	0.4	0.7	0.2	2.0	1.8	1.9	2.0
2014 .....	120.8	122.0	122.8	123.2	.6	1.0	.7	.3	1.9	2.4	2.4	2.6
2015 .....	123.6	124.1	124.6	124.9	.3	.4	.4	.2	2.3	1.7	1.5	1.4
2016 .....	125.7	126.6	127.1	127.7	.6	.7	.4	.5	1.7	2.0	2.0	2.2
2017 .....	128.5	129.7	130.6	131.2	.6	.9	.7	.5	2.2	2.4	2.8	2.7
2018 .....	131.8	133.4	133.9	134.5	.5	1.2	.4	.4	2.6	2.9	2.5	2.5
2019 .....	135.3	136.2	137.3	137.9	.6	.7	.8	.4	2.7	2.1	2.5	2.5
2020 .....	139.3	139.9	140.6	141.3	1.0	.4	.5	.5	3.0	2.7	2.4	2.5
2021 .....	142.7	144.2	145.5	146.7	1.0	1.1	.9	.8	2.4	3.1	3.5	3.8
2022 .....	148.4	—	—	—	1.2	—	—	—	4.0	—	—	—
<b>Construction, extraction, farming, fishing, and forestry</b>												
2001 .....	84.2	85.1	86.2	86.4	1.2	1.1	1.3	.2	5.2	4.7	4.4	3.8
2002 .....	87.3	88.1	88.8	89.5	1.0	.9	.8	.8	3.7	3.5	3.0	3.6
2003 .....	90.3	91.6	92.5	93.1	.9	1.4	1.0	.6	3.4	4.0	4.2	4.0
2004 .....	94.7	95.8	96.4	97.2	1.7	1.2	.6	.8	4.9	4.6	4.2	4.4
2005 .....	97.7	98.7	99.5	100.0	.5	1.0	.8	.5	3.2	3.0	3.2	2.9
2006 .....	100.7	102.2	103.1	103.7	.7	1.5	.9	.6	3.1	3.5	3.6	3.7
2007 .....	104.4	105.7	106.5	107.4	.7	1.2	.8	.8	3.7	3.4	3.3	3.6
2008 .....	108.6	109.7	110.3	110.8	1.1	1.0	.5	.5	4.0	3.8	3.6	3.2
2009 .....	110.9	111.5	112.0	112.4	.1	.5	.4	.4	2.1	1.6	1.5	1.4
2010 .....	113.1	113.6	114.3	114.4	.6	.4	.6	.1	2.0	1.9	2.1	1.8
2011 .....	114.8	115.5	116.0	116.5	.3	.6	.4	.4	1.5	1.7	1.5	1.8
2012 .....	116.6	117.1	117.8	117.9	.1	.4	.6	.1	1.6	1.4	1.6	1.2
2013 .....	118.6	118.9	119.9	120.3	.6	.3	.8	.3	1.7	1.5	1.8	2.0
2014 .....	120.7	121.4	122.1	122.9	.3	.6	.6	.7	1.8	2.1	1.8	2.2
2015 .....	123.1	124.0	124.6	125.1	.2	.7	.5	.4	2.0	2.1	2.0	1.8
2016 .....	125.8	127.1	127.3	128.4	.6	1.0	.2	.9	2.2	2.5	2.2	2.6
2017 .....	129.2	130.2	131.1	131.6	.6	.8	.7	.4	2.7	2.4	3.0	2.5
2018 .....	132.2	133.4	133.8	134.4	.5	.9	.3	.4	2.3	2.5	2.1	2.1
2019 .....	135.5	136.7	137.9	138.6	.8	.9	.9	.5	2.5	2.5	3.1	3.1
2020 .....	140.2	139.9	140.4	141.2	1.2	-2	.4	.6	3.5	2.3	1.8	1.9
2021 .....	142.4	144.3	145.5	146.6	.8	1.3	.8	.8	1.6	3.1	3.6	3.8
2022 .....	148.4	—	—	—	1.2	—	—	—	4.2	—	—	—
<b>Installation, maintenance, and repair</b>												
2001 .....	84.4	84.9	86.8	86.8	1.2	.6	2.2	.0	3.7	3.2	4.3	4.1
2002 .....	87.4	89.1	90.0	90.1	.7	1.9	1.0	.1	3.6	4.9	3.7	3.8
2003 .....	91.4	92.5	93.1	93.6	1.4	1.2	.6	.5	4.6	3.8	3.4	3.9
2004 .....	95.0	96.3	96.7	97.0	1.5	1.4	.4	.3	3.9	4.1	3.9	3.6
2005 .....	98.1	99.3	99.6	100.0	1.1	1.2	.3	.4	3.3	3.1	3.0	3.1
2006 .....	100.9	102.1	103.0	103.4	.9	1.2	.9	.4	2.9	2.8	3.4	3.4
2007 .....	103.5	104.1	105.2	105.8	.1	.6	1.1	.6	2.6	2.0	2.1	2.3
2008 .....	106.3	106.6	107.4	108.1	.5	.3	.8	.7	2.7	2.4	2.1	2.2
2009 .....	108.6	108.9	109.4	109.8	.5	.3	.5	.4	2.2	2.2	1.9	1.6
2010 .....	111.1	111.5	111.6	111.9	1.2	.4	.1	.3	2.3	2.4	2.0	1.9
2011 .....	112.6	114.2	114.9	115.0	.6	1.4	.6	.1	1.4	2.4	3.0	2.8
2012 .....	116.1	116.8	117.5	117.8	1.0	.6	.6	.3	3.1	2.3	2.3	2.4
2013 .....	118.6	119.3	119.9	119.9	.7	.6	.5	.0	2.2	2.1	2.0	1.8
2014 .....	121.0	122.6	123.5	123.5	.9	1.3	.7	.0	2.0	2.8	3.0	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 — 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.	
Installation, maintenance, and repair													
2015 .....	124.1	124.2	124.6	124.8	0.5	0.1	0.3	0.2	2.6	1.3	0.9	1.1	
2016 .....	125.6	126.1	126.9	127.1	.6	.4	.6	.2	1.2	1.5	1.8	1.8	
2017 .....	127.7	129.2	130.2	130.9	.5	1.2	.8	.5	1.7	2.5	2.6	3.0	
2018 .....	131.3	133.4	133.9	134.6	.3	1.6	.4	.5	2.8	3.3	2.8	2.8	
2019 .....	135.1	135.6	136.7	137.3	.4	.4	.8	.4	2.9	1.6	2.1	2.0	
2020 .....	138.2	139.9	140.8	141.4	.7	1.2	.6	.4	2.3	3.2	3.0	3.0	
2021 .....	143.0	144.1	145.4	146.8	1.1	.8	.9	1.0	3.5	3.0	3.3	3.8	
2022 .....	148.5	—	—	—	1.2	—	—	—	3.8	—	—	—	
Production, transportation, and material moving													
2001 .....	85.3	85.8	86.7	87.4	1.1	.6	1.0	.8	3.5	3.2	3.5	3.6	
2002 .....	88.4	89.1	89.7	90.3	1.1	.8	.7	.7	3.6	3.8	3.5	3.3	
2003 .....	91.5	92.4	93.2	93.6	1.3	1.0	.9	.4	3.5	3.7	3.9	3.7	
2004 .....	95.5	96.5	97.4	97.8	2.0	1.0	.9	.4	4.4	4.4	4.5	4.5	
2005 .....	98.5	99.0	99.7	100.0	.7	.5	.7	.3	3.1	2.6	2.4	2.2	
2006 .....	100.4	101.1	101.7	102.3	.4	.7	.6	.6	1.9	2.1	2.0	2.3	
2007 .....	102.5	103.3	103.9	104.5	.2	.8	.6	.6	2.1	2.2	2.2	2.2	
2008 .....	105.5	106.0	106.6	106.9	1.0	.5	.6	.3	2.9	2.6	2.6	2.3	
2009 .....	107.7	108.1	108.6	108.9	.7	.4	.5	.3	2.1	2.0	1.9	1.9	
2010 .....	109.9	110.5	111.3	111.5	.9	.5	.7	.2	2.0	2.2	2.5	2.4	
2011 .....	112.2	113.5	113.8	114.2	.6	1.2	.3	.4	2.1	2.7	2.2	2.4	
2012 .....	114.5	115.1	115.7	116.0	.3	.5	.5	.3	2.0	1.4	1.7	1.6	
2013 .....	116.7	117.2	117.5	118.0	.6	.4	.3	.4	1.9	1.8	1.6	1.7	
2014 .....	118.9	119.5	120.3	120.6	.8	.5	.7	.2	1.9	2.0	2.4	2.2	
2015 .....	121.7	122.5	123.1	123.7	.9	.7	.5	.5	2.4	2.5	2.3	2.6	
2016 .....	124.7	125.6	126.4	127.0	.8	.7	.6	.5	2.5	2.5	2.7	2.7	
2017 .....	128.3	129.0	130.4	131.0	1.0	.5	1.1	.5	2.9	2.7	3.2	3.1	
2018 .....	132.5	133.2	134.1	134.7	1.1	.5	.7	.4	3.3	3.3	2.8	2.8	
2019 .....	136.4	137.2	138.1	139.2	1.3	.6	.7	.8	2.9	3.0	3.0	3.3	
2020 .....	140.6	141.7	142.7	143.8	1.0	.8	.7	.8	3.1	3.3	3.3	3.3	
2021 .....	145.1	146.8	149.0	150.9	.9	1.2	1.5	1.3	3.2	3.6	4.4	4.9	
2022 .....	153.4	—	—	—	1.7	—	—	—	5.7	—	—	—	
Excluding incentive paid occupations <sup>2</sup>													
2006 .....	100.4	101.1	101.7	102.2	.4	.7	.6	.5	—	—	—	2.2	
2007 .....	102.4	103.3	103.9	104.5	.2	.9	.6	.6	2.0	2.2	2.2	2.3	
2008 .....	105.4	105.9	106.6	107.0	.9	.5	.7	.4	2.9	2.5	2.6	2.4	
2009 .....	107.9	108.3	108.7	109.1	.8	.4	.4	.4	2.4	2.3	2.0	2.0	
2010 .....	110.2	110.7	111.5	111.7	1.0	.5	.7	.2	2.1	2.2	2.6	2.4	
2011 .....	112.6	113.8	113.9	114.5	.8	1.1	.1	.5	2.2	2.8	2.2	2.5	
2012 .....	114.6	115.2	115.7	116.1	.1	.5	.4	.3	1.8	1.2	1.6	1.4	
2013 .....	116.9	117.3	117.6	118.0	.7	.3	.3	.3	2.0	1.8	1.6	1.6	
2014 .....	119.0	119.6	120.3	120.7	.8	.5	.6	.3	1.8	2.0	2.3	2.3	
2015 .....	121.7	122.5	123.1	123.9	.8	.7	.5	.6	2.3	2.4	2.3	2.7	
2016 .....	125.0	125.7	126.6	127.2	.9	.6	.7	.5	2.7	2.6	2.8	2.7	
2017 .....	128.5	129.2	130.4	131.0	1.0	.5	.9	.5	2.8	2.8	3.0	3.0	
2018 .....	132.6	133.3	133.9	134.7	1.2	.5	.5	.6	3.2	3.2	2.7	2.8	
2019 .....	136.1	137.2	138.0	139.0	1.0	.8	.6	.7	2.6	2.9	3.1	3.2	
2020 .....	140.3	141.4	142.5	143.6	.9	.8	.8	.8	3.1	3.1	3.3	3.3	
2021 .....	144.8	146.5	148.6	150.6	.8	1.2	1.4	1.3	3.2	3.6	4.3	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 — 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> 2022 .....	153.0	—	—	—	1.6	—	—	—	—	5.7	—	—	—
<b>Production</b>													
2001 .....	84.9	85.2	86.0	86.7	1.1	0.4	0.9	0.8	3.5	3.1	3.1	3.2	
2002 .....	87.7	88.3	88.8	89.4	1.2	.7	.6	.7	3.3	3.6	3.3	3.1	
2003 .....	91.0	91.7	92.5	93.0	1.8	.8	.9	.5	3.8	3.9	4.2	4.0	
2004 .....	95.3	96.4	97.4	97.7	2.5	1.2	1.0	.3	4.7	5.1	5.3	5.1	
2005 .....	98.6	99.1	99.6	100.0	.9	.5	.5	.4	3.5	2.8	2.3	2.4	
2006 .....	100.4	101.0	101.6	102.0	.4	.6	.6	.4	1.8	1.9	2.0	2.0	
2007 .....	102.1	102.8	103.2	104.0	.1	.7	.4	.8	1.7	1.8	1.6	2.0	
2008 .....	104.8	105.2	105.8	106.1	.8	.4	.6	.3	2.6	2.3	2.5	2.0	
2009 .....	107.1	107.6	108.0	108.2	.9	.5	.4	.2	2.2	2.3	2.1	2.0	
2010 .....	109.5	110.0	110.7	110.8	1.2	.5	.6	.1	2.2	2.2	2.5	2.4	
2011 .....	111.7	113.2	113.4	113.8	.8	1.3	.2	.4	2.0	2.9	2.4	2.7	
2012 .....	113.8	114.4	114.8	115.0	.0	.5	.3	.2	1.9	1.1	1.2	1.1	
2013 .....	115.7	116.1	116.3	116.7	.6	.3	.2	.3	1.7	1.5	1.3	1.5	
2014 .....	117.8	118.1	118.8	119.4	.9	.3	.6	.5	1.8	1.7	2.1	2.3	
2015 .....	120.4	121.0	121.7	122.5	.8	.5	.6	.7	2.2	2.5	2.4	2.6	
2016 .....	123.4	124.2	125.0	125.5	.7	.6	.6	.4	2.5	2.6	2.7	2.4	
2017 .....	126.5	127.2	128.6	129.2	.8	.6	1.1	.5	2.5	2.4	2.9	2.9	
2018 .....	130.2	131.1	131.5	132.3	.8	.7	.3	.6	2.9	3.1	2.3	2.4	
2019 .....	133.5	134.4	135.1	136.0	.9	.7	.5	.7	2.5	2.5	2.7	2.8	
2020 .....	137.2	138.5	139.3	140.3	.9	.9	.6	.7	2.8	3.1	3.1	3.2	
2021 .....	141.7	143.7	145.7	147.3	1.0	1.4	1.4	1.1	3.3	3.8	4.6	5.0	
2022 .....	149.9	—	—	—	1.8	—	—	—	5.8	—	—	—	
Excluding incentive paid occupations <sup>2</sup>													
2006 .....	100.4	101.0	101.5	102.0	.4	.6	.5	.5	—	—	—	2.0	
2007 .....	102.0	102.8	103.2	103.9	.0	.8	.4	.7	1.6	1.8	1.7	1.9	
2008 .....	104.7	105.2	105.8	106.3	.8	.5	.6	.5	2.6	2.3	2.5	2.3	
2009 .....	107.2	107.7	108.0	108.4	.8	.5	.3	.4	2.4	2.4	2.1	2.0	
2010 .....	109.6	110.1	110.8	111.0	1.1	.5	.6	.2	2.2	2.2	2.6	2.4	
2011 .....	111.9	113.4	113.5	114.0	.8	1.3	.1	.4	2.1	3.0	2.4	2.7	
2012 .....	114.0	114.5	115.0	115.1	.0	.4	.4	.1	1.9	1.0	1.3	1.0	
2013 .....	115.8	116.3	116.5	116.9	.6	.4	.2	.3	1.6	1.6	1.3	1.6	
2014 .....	117.9	118.3	119.0	119.5	.9	.3	.6	.4	1.8	1.7	2.1	2.2	
2015 .....	120.6	121.2	121.8	122.7	.9	.5	.5	.7	2.3	2.5	2.4	2.7	
2016 .....	123.6	124.4	125.2	125.8	.7	.6	.6	.5	2.5	2.6	2.8	2.5	
2017 .....	126.7	127.5	128.8	129.5	.7	.6	1.0	.5	2.5	2.5	2.9	2.9	
2018 .....	130.5	131.4	131.8	132.6	.8	.7	.3	.6	3.0	3.1	2.3	2.4	
2019 .....	133.9	134.8	135.5	136.4	1.0	.7	.5	.7	2.6	2.6	2.8	2.9	
2020 .....	137.6	138.9	139.8	140.8	.9	.9	.6	.7	2.8	3.0	3.2	3.2	
2021 .....	142.1	144.1	146.1	147.9	.9	1.4	1.4	1.2	3.3	3.7	4.5	5.0	
2022 .....	150.4	—	—	—	1.7	—	—	—	5.8	—	—	—	
<b>Transportation and material moving</b>													
2001 .....	85.8	86.7	87.7	88.5	1.1	1.0	1.2	.9	3.4	3.6	3.9	4.2	
2002 .....	89.5	90.2	90.9	91.4	1.1	.8	.8	.6	4.3	4.0	3.6	3.3	
2003 .....	92.4	93.4	94.0	94.4	1.1	1.1	.6	.4	3.2	3.5	3.4	3.3	
2004 .....	95.7	96.7	97.5	97.9	1.4	1.0	.8	.4	3.6	3.5	3.7	3.7	
2005 .....	98.3	99.0	99.8	100.0	.4	.7	.8	.2	2.7	2.4	2.4	2.1	
2006 .....	100.4	101.2	102.0	102.6	.4	.8	.8	.6	2.1	2.2	2.2	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 — 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 material moving</b>													
2007 .....	103.1	104.1	104.9	105.3	0.5	1.0	0.8	0.4	2.7	2.9	2.8	2.6	
2008 .....	106.4	107.2	107.7	107.9	1.0	.8	.5	.2	3.2	3.0	2.7	2.5	
2009 .....	108.4	108.9	109.6	109.7	.5	.5	.6	.1	1.9	1.6	1.8	1.7	
2010 .....	110.4	111.2	112.2	112.5	.6	.7	.9	.3	1.8	2.1	2.4	2.6	
2011 .....	113.0	114.0	114.4	114.9	.4	.9	.4	.4	2.4	2.5	2.0	2.1	
2012 .....	115.5	116.0	117.0	117.6	.5	.4	.9	.5	2.2	1.8	2.3	2.3	
2013 .....	118.2	118.6	119.2	119.7	.5	.3	.5	.4	2.3	2.2	1.9	1.8	
2014 .....	120.4	121.4	122.3	122.4	.6	.8	.7	.1	1.9	2.4	2.6	2.3	
2015 .....	123.5	124.4	125.1	125.3	.9	.7	.6	.2	2.6	2.5	2.3	2.4	
2016 .....	126.6	127.5	128.4	129.1	1.0	.7	.7	.5	2.5	2.5	2.6	3.0	
2017 .....	130.6	131.4	133.0	133.4	1.2	.6	1.2	.3	3.2	3.1	3.6	3.3	
2018 .....	135.4	136.0	137.4	137.8	1.5	.4	1.0	.3	3.7	3.5	3.3	3.3	
2019 .....	140.1	140.7	142.0	143.2	1.7	.4	.9	.8	3.5	3.5	3.3	3.9	
2020 .....	144.8	145.7	146.9	148.2	1.1	.6	.8	.9	3.4	3.6	3.5	3.5	
2021 .....	149.3	150.8	153.2	155.3	.7	1.0	1.6	1.4	3.1	3.5	4.3	4.8	
2022 .....	157.7	—	—	—	1.5	—	—	—	5.6	—	—	—	
<b>Service occupations</b>													
2001 .....	87.1	87.7	88.2	89.4	1.2	.7	.6	1.4	4.2	3.7	3.6	3.8	
2002 .....	90.2	90.6	91.5	92.0	.9	.4	1.0	.5	3.6	3.3	3.7	2.9	
2003 .....	93.0	93.4	94.4	95.0	1.1	.4	1.1	.6	3.1	3.1	3.2	3.3	
2004 .....	95.9	96.7	97.2	97.7	.9	.8	.5	.5	3.1	3.5	3.0	2.8	
2005 .....	98.5	99.0	99.5	100.0	.8	.5	.5	.5	2.7	2.4	2.4	2.4	
2006 .....	100.8	101.5	102.3	103.1	.8	.7	.8	.8	2.3	2.5	2.8	3.1	
2007 .....	104.5	105.2	106.4	107.0	1.4	.7	1.1	.6	3.7	3.6	4.0	3.8	
2008 .....	107.8	108.7	109.4	109.8	.7	.8	.6	.4	3.2	3.3	2.8	2.6	
2009 .....	110.7	110.9	111.7	111.8	.8	.2	.7	.1	2.7	2.0	2.1	1.8	
2010 .....	112.4	112.7	113.3	113.5	.5	.3	.5	.2	1.5	1.6	1.4	1.5	
2011 .....	114.5	114.7	115.0	115.4	.9	.2	.3	.3	1.9	1.8	1.5	1.7	
2012 .....	116.0	116.4	116.8	117.4	.5	.3	.3	.5	1.3	1.5	1.6	1.7	
2013 .....	117.9	118.3	118.4	119.0	.4	.3	.1	.5	1.6	1.6	1.4	1.4	
2014 .....	119.2	119.6	120.5	121.1	.2	.3	.8	.5	1.1	1.1	1.8	1.8	
2015 .....	122.0	122.1	122.6	123.2	.7	.1	.4	.5	2.3	2.1	1.7	1.7	
2016 .....	124.4	125.5	126.5	127.2	1.0	.9	.8	.6	2.0	2.8	3.2	3.2	
2017 .....	128.6	129.2	130.0	130.9	1.1	.5	.6	.7	3.4	2.9	2.8	2.9	
2018 .....	132.7	133.5	134.5	135.6	1.4	.6	.7	.8	3.2	3.3	3.5	3.6	
2019 .....	137.2	138.5	139.2	140.6	1.2	.9	.5	1.0	3.4	3.7	3.5	3.7	
2020 .....	142.2	143.2	144.3	145.6	1.1	.7	.8	.9	3.6	3.4	3.7	3.6	
2021 .....	147.8	150.1	153.1	155.9	1.5	1.6	2.0	1.8	3.9	4.8	6.1	7.1	
2022 .....	159.4	—	—	—	2.2	—	—	—	7.8	—	—	—	
<b>Industry and occupational group</b>													
<b>Goods-producing industries<sup>5</sup></b>													
2001 .....	83.9	84.7	85.3	86.0	1.1	1.0	.7	.8	3.8	3.5	3.3	3.6	
2002 .....	87.0	87.7	88.2	89.0	1.2	.8	.6	.9	3.7	3.5	3.4	3.5	
2003 .....	90.5	91.5	92.1	92.6	1.7	1.1	.7	.5	4.0	4.3	4.4	4.0	
2004 .....	94.5	95.4	96.5	96.9	2.1	1.0	1.2	.4	4.4	4.3	4.8	4.6	
2005 .....	98.0	99.0	99.8	100.0	1.1	1.0	.8	.2	3.7	3.8	3.4	3.2	
2006 .....	100.3	101.3	102.0	102.5	.3	1.0	.7	.5	2.3	2.3	2.2	2.5	
2007 .....	102.9	103.9	104.4	105.0	.4	1.0	.5	.6	2.6	2.6	2.4	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 — 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>													
2008 .....	106.1	106.8	107.2	107.5	1.0	0.7	0.4	0.3	3.1	2.8	2.7	2.4	
2009 .....	107.9	108.2	108.4	108.6	.4	.3	.2	.2	1.7	1.3	1.1	1.0	
2010 .....	109.7	110.3	111.0	111.1	1.0	.5	.6	.1	1.7	1.9	2.4	2.3	
2011 .....	112.0	113.2	113.4	113.8	.8	1.1	.2	.4	2.1	2.6	2.2	2.4	
2012 .....	114.1	114.7	115.3	115.6	.3	.5	.5	.3	1.9	1.3	1.7	1.6	
2013 .....	116.4	117.0	117.5	117.7	.7	.5	.4	.2	2.0	2.0	1.9	1.8	
2014 .....	118.5	119.1	119.9	120.3	.7	.5	.7	.3	1.8	1.8	2.0	2.2	
2015 .....	121.0	121.9	122.5	123.2	.6	.7	.5	.6	2.1	2.4	2.2	2.4	
2016 .....	123.8	124.7	125.2	125.8	.5	.7	.4	.5	2.3	2.3	2.2	2.1	
2017 .....	126.5	127.3	128.4	128.9	.6	.6	.9	.4	2.2	2.1	2.6	2.5	
2018 .....	129.9	130.9	131.2	131.9	.8	.8	.2	.5	2.7	2.8	2.2	2.3	
2019 .....	133.1	134.1	135.1	135.8	.9	.8	.7	.5	2.5	2.4	3.0	3.0	
2020 .....	136.7	137.7	138.2	138.9	.7	.7	.4	.5	2.7	2.7	2.3	2.3	
2021 .....	139.9	141.5	142.8	144.0	.7	1.1	.9	.8	2.3	2.8	3.3	3.7	
2022 .....	146.2	—	—	—	1.5	—	—	—	4.5	—	—	—	
Excluding sales occupations													
2001 .....	84.2	84.9	85.5	86.1	1.1	.8	.7	.7	4.0	3.5	3.3	3.4	
2002 .....	87.1	87.8	88.4	89.1	1.2	.8	.7	.8	3.4	3.4	3.4	3.5	
2003 .....	90.6	91.5	92.2	92.8	1.7	1.0	.8	.7	4.0	4.2	4.3	4.2	
2004 .....	94.7	95.6	96.4	97.1	2.0	1.0	.8	.7	4.5	4.5	4.6	4.6	
2005 .....	98.2	99.1	99.8	100.0	1.1	.9	.7	.2	3.7	3.7	3.5	3.0	
2006 .....	100.4	101.2	102.0	102.5	.4	.8	.8	.5	2.2	2.1	2.2	2.5	
Excluding incentive paid occupations <sup>2</sup>													
2006 .....	100.4	101.3	102.0	102.5	.4	.9	.7	.5	—	—	—	2.5	
2007 .....	102.9	104.0	104.5	105.2	.4	1.1	.5	.7	2.5	2.7	2.5	2.6	
2008 .....	106.3	106.9	107.4	107.8	1.0	.6	.5	.4	3.3	2.8	2.8	2.5	
2009 .....	108.3	108.5	108.7	108.9	.5	.2	.2	.2	1.9	1.5	1.2	1.0	
2010 .....	110.2	110.6	111.3	111.4	1.2	.4	.6	.1	1.8	1.9	2.4	2.3	
2011 .....	112.5	113.7	113.8	114.2	1.0	1.1	.1	.4	2.1	2.8	2.2	2.5	
2012 .....	114.5	115.0	115.6	116.0	.3	.4	.5	.3	1.8	1.1	1.6	1.6	
2013 .....	116.8	117.3	117.8	118.1	.7	.4	.4	.3	2.0	2.0	1.9	1.8	
2014 .....	118.9	119.4	120.1	120.6	.7	.4	.6	.4	1.8	1.8	2.0	2.1	
2015 .....	121.4	122.2	122.7	123.3	.7	.7	.4	.5	2.1	2.3	2.2	2.2	
2016 .....	124.1	125.0	125.5	126.1	.6	.7	.4	.5	2.2	2.3	2.3	2.3	
2017 .....	126.9	127.7	128.7	129.3	.6	.6	.8	.5	2.3	2.2	2.5	2.5	
2018 .....	130.3	131.3	131.6	132.2	.8	.8	.2	.5	2.7	2.8	2.3	2.2	
2019 .....	133.4	134.5	135.3	135.9	.9	.8	.6	.4	2.4	2.4	2.8	2.8	
2020 .....	137.0	137.6	138.1	138.8	.8	.4	.4	.5	2.7	2.3	2.1	2.1	
2021 .....	140.0	141.5	142.9	144.0	.9	1.1	1.0	.8	2.2	2.8	3.5	3.7	
2022 .....	146.4	—	—	—	1.7	—	—	—	4.6	—	—	—	
White-collar occupations <sup>3</sup>													
2001 .....	83.0	84.1	84.3	85.0	1.5	1.3	.2	.8	4.1	4.0	3.4	3.9	
2002 .....	86.2	86.7	87.1	88.0	1.4	.6	.5	1.0	3.9	3.1	3.3	3.5	
2003 .....	90.0	90.8	91.2	91.4	2.3	.9	.4	.2	4.4	4.7	4.7	3.9	
2004 .....	93.0	93.9	95.3	95.7	1.8	1.0	1.5	.4	3.3	3.4	4.5	4.7	
2005 .....	97.6	98.8	100.0	100.0	2.0	1.2	1.2	.0	4.9	5.2	4.9	4.5	

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 — 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.	
White-collar occupations <sup>3</sup>													
2006 .....	100.1	101.3	101.8	102.2	0.1	1.2	0.5	0.4	2.6	2.5	1.8	2.2	
Excluding sales occupations													
2001 .....	83.5	84.6	84.8	85.4	1.3	1.3	.2	.7	4.1	4.1	3.5	3.6	
2002 .....	86.5	87.2	87.5	88.2	1.3	.8	.3	.8	3.6	3.1	3.2	3.3	
2003 .....	90.3	91.0	91.5	91.8	2.4	.8	.5	.3	4.4	4.4	4.6	4.1	
2004 .....	93.3	94.2	94.9	96.0	1.6	1.0	.7	1.2	3.3	3.5	3.7	4.6	
2005 .....	97.9	99.1	100.1	100.0	2.0	1.2	1.0	-1	4.9	5.2	5.5	4.2	
2006 .....	100.4	100.9	101.8	102.2	.4	.5	.9	.4	2.6	1.8	1.7	2.2	
Management, professional, and related													
2001 .....	83.8	84.9	85.0	85.5	1.2	1.3	.1	.6	4.1	3.8	3.4	3.3	
2002 .....	86.7	87.2	87.5	88.1	1.4	.6	.3	.7	3.5	2.7	2.9	3.0	
2003 .....	90.4	91.0	91.5	91.7	2.6	.7	.5	.2	4.3	4.4	4.6	4.1	
2004 .....	93.0	93.8	94.5	95.6	1.4	.9	.7	1.2	2.9	3.1	3.3	4.3	
2005 .....	98.0	99.2	100.2	100.0	2.5	1.2	1.0	-2	5.4	5.8	6.0	4.6	
2006 .....	100.2	100.7	101.6	102.0	.2	.5	.9	.4	2.2	1.5	1.4	2.0	
2007 .....	102.7	103.8	104.3	104.4	.7	1.1	.5	.1	2.5	3.1	2.7	2.4	
2008 .....	106.1	106.6	106.7	106.6	1.6	.5	.1	-1	3.3	2.7	2.3	2.1	
2009 .....	106.8	106.7	106.5	106.4	.2	-1	-2	-1	.7	.1	-2	-2	
2010 .....	108.0	108.6	109.2	109.1	1.5	.6	.6	-1	1.1	1.8	2.5	2.5	
2011 .....	110.8	112.1	112.0	112.3	1.6	1.2	-1	.3	2.6	3.2	2.6	2.9	
2012 .....	113.2	113.8	114.3	114.6	.8	.5	.4	.3	2.2	1.5	2.1	2.0	
2013 .....	115.7	116.5	116.9	116.8	1.0	.7	.3	-1	2.2	2.4	2.3	1.9	
2014 .....	117.8	118.5	119.2	119.3	.9	.6	.6	.1	1.8	1.7	2.0	2.1	
2015 .....	120.3	121.2	121.5	122.1	.8	.7	.2	.5	2.1	2.3	1.9	2.3	
2016 .....	122.8	123.5	123.9	124.2	.6	.6	.3	.2	2.1	1.9	2.0	1.7	
2017 .....	125.1	125.6	126.6	127.1	.7	.4	.8	.4	1.9	1.7	2.2	2.3	
2018 .....	128.7	129.5	129.4	130.0	1.3	.6	-1	.5	2.9	3.1	2.2	2.3	
2019 .....	131.4	132.3	132.9	133.3	1.1	.7	.5	.3	2.1	2.2	2.7	2.5	
2020 .....	134.4	135.0	135.2	135.6	.8	.4	.1	.3	2.3	2.0	1.7	1.7	
2021 .....	136.6	137.7	138.5	139.3	.7	.8	.6	.6	1.6	2.0	2.4	2.7	
2022 .....	142.1	-	-	-	2.0	-	-	-	4.0	-	-	-	
Sales and office													
2001 .....	81.3	82.3	82.7	83.9	2.1	1.2	.5	1.5	4.5	4.2	3.4	5.4	
2002 .....	85.2	85.6	86.1	87.6	1.5	.5	.6	1.7	4.8	4.0	4.1	4.4	
2003 .....	89.1	90.5	90.6	90.6	1.7	1.6	.1	.0	4.6	5.7	5.2	3.4	
2004 .....	93.0	94.0	97.0	95.8	2.6	1.1	3.2	-1.2	4.4	3.9	7.1	5.7	
2005 .....	96.8	98.0	99.7	100.0	1.0	1.2	1.7	.3	4.1	4.3	2.8	4.4	
2006 .....	99.9	102.7	102.1	102.8	-1	2.8	-6	.7	3.2	4.8	2.4	2.8	
2007 .....	103.0	103.7	104.1	104.8	.2	.7	.4	.7	3.1	1.0	2.0	1.9	
2008 .....	105.1	106.3	106.7	107.1	.3	1.1	.4	.4	2.0	2.5	2.5	2.2	
2009 .....	107.3	107.4	107.5	107.8	.2	.1	.1	.3	2.1	1.0	.7	.7	
2010 .....	108.2	108.8	109.7	110.2	.4	.6	.8	.5	.8	1.3	2.0	2.2	
2011 .....	110.4	111.4	111.8	112.5	.2	.9	.4	.6	2.0	2.4	1.9	2.1	
2012 .....	113.5	114.5	115.4	115.5	.9	.9	.8	.1	2.8	2.8	3.2	2.7	
2013 .....	116.3	117.5	118.0	118.5	.7	1.0	.4	.4	2.5	2.6	2.3	2.6	
2014 .....	118.4	120.0	120.6	121.2	-1	1.4	.5	.5	1.8	2.1	2.2	2.3	
2015 .....	121.4	123.3	124.1	125.4	.2	1.6	.6	1.0	2.5	2.8	2.9	3.5	
2016 .....	125.1	126.4	126.8	127.3	-2	1.0	.3	.4	3.0	2.5	2.2	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 — 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>												
2017 .....	127.2	128.1	129.7	129.4	-0.1	0.7	1.2	-0.2	1.7	1.3	2.3	1.6
2018 .....	130.4	132.0	133.5	134.2	.8	1.2	1.1	.5	2.5	3.0	2.9	3.7
2019 .....	135.2	136.4	138.9	139.9	.7	.9	1.8	.7	3.7	3.3	4.0	4.2
2020 .....	137.2	142.5	142.6	143.4	-1.9	3.9	.1	.6	1.5	4.5	2.7	2.5
2021 .....	143.5	146.2	146.6	148.3	.1	1.9	.3	1.2	4.6	2.6	2.8	3.4
2022 .....	148.0	—	—	—	-2	—	—	—	3.1	—	—	—
<b>Blue-collar occupations<sup>4</sup></b>												
2001 .....	84.5	85.0	85.9	86.5	1.0	.6	1.1	.7	3.8	3.3	3.2	3.3
2002 .....	87.4	88.2	88.8	89.5	1.0	.9	.7	.8	3.4	3.8	3.4	3.5
2003 .....	90.8	91.8	92.6	93.2	1.5	1.1	.9	.6	3.9	4.1	4.3	4.1
2004 .....	95.3	96.3	97.1	97.6	2.3	1.0	.8	.5	5.0	4.9	4.9	4.7
2005 .....	98.3	99.1	99.7	100.0	.7	.8	.6	.3	3.1	2.9	2.7	2.5
2006 .....	100.4	101.4	102.1	102.6	.4	1.0	.7	.5	2.1	2.3	2.4	2.6
<b>Natural resources, construction, and maintenance</b>												
2001 .....	84.6	85.4	86.3	86.6	1.2	.9	1.1	.3	4.8	4.3	3.9	3.6
2002 .....	87.4	88.2	89.0	89.6	.9	.9	.9	.7	3.3	3.3	3.1	3.5
2003 .....	90.4	91.8	92.6	93.3	.9	1.5	.9	.8	3.4	4.1	4.0	4.1
2004 .....	94.9	96.0	96.7	97.3	1.7	1.2	.7	.6	5.0	4.6	4.4	4.3
2005 .....	97.9	98.9	99.6	100.0	.6	1.0	.7	.4	3.2	3.0	3.0	2.8
2006 .....	100.6	101.9	102.7	103.3	.6	1.3	.8	.6	2.8	3.0	3.1	3.3
2007 .....	104.0	105.3	106.1	107.0	.7	1.2	.8	.8	3.4	3.3	3.3	3.6
2008 .....	108.1	109.0	109.8	110.4	1.0	.8	.7	.5	3.9	3.5	3.5	3.2
2009 .....	110.4	110.9	111.3	111.7	.0	.5	.4	.4	2.1	1.7	1.4	1.2
2010 .....	112.6	113.0	113.6	113.7	.8	.4	.5	.1	2.0	1.9	2.1	1.8
2011 .....	114.2	115.2	115.6	115.9	.4	.9	.3	.3	1.4	1.9	1.8	1.9
2012 .....	115.8	116.3	117.3	117.6	-.1	.4	.9	.3	1.4	1.0	1.5	1.5
2013 .....	118.2	118.7	119.6	119.9	.5	.4	.8	.3	2.1	2.1	2.0	2.0
2014 .....	120.4	121.0	121.8	122.5	.4	.5	.7	.6	1.9	1.9	1.8	2.2
2015 .....	122.7	123.6	124.3	124.8	.2	.7	.6	.4	1.9	2.1	2.1	1.9
2016 .....	125.5	126.6	126.9	127.7	.6	.9	.2	.6	2.3	2.4	2.1	2.3
2017 .....	128.6	129.5	130.3	131.1	.7	.7	.6	.6	2.5	2.3	2.7	2.7
2018 .....	131.6	132.9	133.3	133.8	.4	1.0	.3	.4	2.3	2.6	2.3	2.1
2019 .....	134.7	136.1	137.3	137.8	.7	1.0	.9	.4	2.4	2.4	3.0	3.0
2020 .....	139.3	139.2	139.9	140.7	1.1	-1	.5	.6	3.4	2.3	1.9	2.1
2021 .....	141.9	143.5	144.9	146.0	.9	1.1	1.0	.8	1.9	3.1	3.6	3.8
2022 .....	147.7	—	—	—	1.2	—	—	—	4.1	—	—	—
<b>Production, transportation, and material moving</b>												
2001 .....	84.4	84.8	85.6	86.4	.8	.5	.9	.9	3.1	2.7	2.8	3.2
2002 .....	87.5	88.1	88.6	89.4	1.3	.7	.6	.9	3.7	3.9	3.5	3.5
2003 .....	91.1	91.8	92.6	93.2	1.9	.8	.9	.6	4.1	4.2	4.5	4.3
2004 .....	95.6	96.5	97.5	97.8	2.6	.9	1.0	.3	4.9	5.1	5.3	4.9
2005 .....	98.6	99.2	99.8	100.0	.8	.6	.6	.2	3.1	2.8	2.4	2.2
2006 .....	100.3	101.0	101.6	102.0	.3	.7	.6	.4	1.7	1.8	1.8	2.0
2007 .....	102.1	102.9	103.3	104.0	.1	.8	.4	.7	1.8	1.9	1.7	2.0
2008 .....	104.8	105.3	105.8	106.2	.8	.5	.5	.4	2.6	2.3	2.4	2.1
2009 .....	107.0	107.5	107.8	108.0	.8	.5	.3	.2	2.1	2.1	1.9	1.7
2010 .....	109.3	109.8	110.6	110.8	1.2	.5	.7	.2	2.1	2.1	2.6	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 — 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>												
2011 .....	111.6	113.0	113.1	113.6	0.7	1.3	0.1	0.4	2.1	2.9	2.3	2.5
2012 .....	113.4	114.0	114.6	114.8	-.2	.5	.5	.2	1.6	.9	1.3	1.1
2013 .....	115.5	115.9	116.1	116.6	.6	.3	.2	.4	1.9	1.7	1.3	1.6
2014 .....	117.6	118.0	118.7	119.3	.9	.3	.6	.5	1.8	1.8	2.2	2.3
2015 .....	120.2	120.7	121.3	122.2	.8	.4	.5	.7	2.2	2.3	2.2	2.4
2016 .....	123.0	123.7	124.6	125.1	.7	.6	.7	.4	2.3	2.5	2.7	2.4
2017 .....	126.0	126.7	128.1	128.7	.7	.6	1.1	.5	2.4	2.4	2.8	2.9
2018 .....	129.5	130.1	130.5	131.2	.6	.5	.3	.5	2.8	2.7	1.9	1.9
2019 .....	132.5	133.4	134.2	135.2	1.0	.7	.6	.7	2.3	2.5	2.8	3.0
2020 .....	136.4	137.5	138.2	139.2	.9	.8	.5	.7	2.9	3.1	3.0	3.0
2021 .....	140.4	142.1	144.1	145.6	.9	1.2	1.4	1.0	2.9	3.3	4.3	4.6
2022 .....	148.2	—	—	—	1.8	—	—	—	5.6	—	—	—
<b>Construction</b>												
2001 .....	85.1	86.1	86.8	87.4	.9	1.2	.8	.7	5.1	4.6	4.0	3.7
2002 .....	88.0	88.5	89.2	90.1	.7	.6	.8	1.0	3.4	2.8	2.8	3.1
2003 .....	90.9	92.2	93.0	93.5	.9	1.4	.9	.5	3.3	4.2	4.3	3.8
2004 .....	94.5	95.4	96.5	96.7	1.1	1.0	1.2	.2	4.0	3.5	3.8	3.4
2005 .....	97.4	98.5	99.7	100.0	.7	1.1	1.2	.3	3.1	3.2	3.3	3.4
2006 .....	100.7	101.9	103.0	103.6	.7	1.2	1.1	.6	3.4	3.5	3.3	3.6
2007 .....	104.7	105.9	106.9	107.6	1.1	1.1	.9	.7	4.0	3.9	3.8	3.9
2008 .....	108.9	110.1	110.6	110.9	1.2	1.1	.5	.3	4.0	4.0	3.5	3.1
2009 .....	110.9	111.2	111.5	111.7	.0	.3	.3	.2	1.8	1.0	.8	.7
2010 .....	112.1	112.3	112.8	112.7	.4	.2	.4	-.1	1.1	1.0	1.2	.9
2011 .....	112.8	113.6	113.9	114.5	.1	.7	.3	.5	.6	1.2	1.0	1.6
2012 .....	114.6	115.2	116.0	116.3	.1	.5	.7	.3	1.6	1.4	1.8	1.6
2013 .....	117.0	117.6	118.4	118.6	.6	.5	.7	.2	2.1	2.1	2.1	2.0
2014 .....	118.6	119.1	120.1	120.7	.0	.4	.8	.5	1.4	1.3	1.4	1.8
2015 .....	120.7	121.6	122.6	123.4	.0	.7	.8	.7	1.8	2.1	2.1	2.2
2016 .....	123.5	124.6	124.9	125.8	.1	.9	.2	.7	2.3	2.5	1.9	1.9
2017 .....	126.6	127.3	128.3	128.8	.6	.6	.8	.4	2.5	2.2	2.7	2.4
2018 .....	129.7	131.1	131.8	132.4	.7	1.1	.5	.5	2.4	3.0	2.7	2.8
2019 .....	133.4	134.7	136.4	137.0	.8	1.0	1.3	.4	2.9	2.7	3.5	3.5
2020 .....	137.6	139.1	139.7	140.3	.4	1.1	.4	.4	3.1	3.3	2.4	2.4
2021 .....	141.3	143.3	143.9	145.2	.7	1.4	.4	.9	2.7	3.0	3.0	3.5
2022 .....	146.1	—	—	—	.6	—	—	—	3.4	—	—	—
<b>Manufacturing</b>												
2001 .....	83.7	84.4	84.8	85.5	1.2	.8	.5	.8	3.5	3.2	2.8	3.4
2002 .....	86.8	87.5	87.9	88.7	1.5	.8	.5	.9	3.7	3.7	3.7	3.7
2003 .....	90.6	91.3	92.0	92.4	2.1	.8	.8	.4	4.4	4.3	4.7	4.2
2004 .....	94.7	95.6	96.7	96.9	2.5	1.0	1.2	.2	4.5	4.7	5.1	4.9
2005 .....	98.2	99.1	99.8	100.0	1.3	.9	.7	.2	3.7	3.7	3.2	3.2
2006 .....	100.1	101.0	101.4	101.8	.1	.9	.4	.4	1.9	1.9	1.6	1.8
2007 .....	102.0	102.9	103.2	103.8	.2	.9	.3	.6	1.9	1.9	1.8	2.0
2008 .....	104.7	105.1	105.6	105.9	.9	.4	.5	.3	2.6	2.1	2.3	2.0
2009 .....	106.5	106.7	106.8	107.0	.6	.2	.1	.2	1.7	1.5	1.1	1.0
2010 .....	108.4	109.1	109.9	110.0	1.3	.6	.7	.1	1.8	2.2	2.9	2.8
2011 .....	111.4	112.7	112.8	113.1	1.3	1.2	.1	.3	2.8	3.3	2.6	2.8
2012 .....	113.4	114.0	114.6	114.9	.3	.5	.5	.3	1.8	1.2	1.6	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 — 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>Manufacturing</b>													
2013 .....	115.7	116.3	116.7	117.0	0.7	0.5	0.3	0.3	2.0	2.0	1.8	1.8	
2014 .....	118.1	118.7	119.3	119.8	.9	.5	.5	.4	2.1	2.1	2.2	2.4	
2015 .....	120.8	121.7	122.1	122.8	.8	.7	.3	.6	2.3	2.5	2.3	2.5	
2016 .....	123.7	124.5	125.1	125.5	.7	.6	.5	.3	2.4	2.3	2.5	2.2	
2017 .....	126.4	127.1	128.4	128.9	.7	.6	1.0	.4	2.2	2.1	2.6	2.7	
2018 .....	130.0	130.8	130.9	131.6	.9	.6	.1	.5	2.8	2.9	1.9	2.1	
2019 .....	132.9	133.8	134.5	135.3	1.0	.7	.5	.6	2.2	2.3	2.8	2.8	
2020 .....	136.2	137.2	137.6	138.5	.7	.7	.3	.7	2.5	2.5	2.3	2.4	
2021 .....	139.4	140.8	142.5	143.5	.6	1.0	1.2	.7	2.3	2.6	3.6	3.6	
2022 .....	146.2	—	—	—	1.9	—	—	—	4.9	—	—	—	
<b>White-collar occupations<sup>3</sup></b>													
2001 .....	83.2	84.2	84.4	84.8	1.8	1.2	.2	.5	4.0	3.7	3.2	3.8	
2002 .....	86.3	87.0	87.5	88.1	1.8	.8	.6	.7	3.7	3.3	3.7	3.9	
2003 .....	90.2	91.0	91.3	91.5	2.4	.9	.3	.2	4.5	4.6	4.3	3.9	
2004 .....	93.2	94.2	95.3	95.5	1.9	1.1	1.2	.2	3.3	3.5	4.4	4.4	
2005 .....	97.6	98.8	99.9	100.0	2.2	1.2	1.1	.1	4.7	4.9	4.8	4.7	
2006 .....	99.9	101.2	101.3	101.6	-.1	1.3	.1	.3	2.4	2.4	1.4	1.6	
<b>Excluding sales occupations</b>													
2001 .....	83.6	84.5	84.5	84.9	1.6	1.1	.0	.5	4.1	3.7	3.0	3.2	
2002 .....	86.1	87.0	87.5	88.1	1.4	1.0	.6	.7	3.0	3.0	3.6	3.8	
2003 .....	90.2	90.9	91.4	91.7	2.4	.8	.6	.3	4.8	4.5	4.5	4.1	
2004 .....	93.4	94.3	95.2	95.5	1.9	1.0	1.0	.3	3.5	3.7	4.2	4.1	
2005 .....	97.7	98.9	99.8	100.0	2.3	1.2	.9	.2	4.6	4.9	4.8	4.7	
2006 .....	100.2	100.7	101.5	101.7	.2	.5	.8	.2	2.6	1.8	1.7	1.7	
<b>Management, professional, and related</b>													
2001 .....	83.6	84.7	84.6	84.9	1.3	1.3	-.1	.4	4.0	3.5	2.8	2.9	
2002 .....	86.1	87.1	87.5	88.0	1.4	1.2	.5	.6	3.0	2.8	3.4	3.7	
2003 .....	90.3	90.9	91.4	91.6	2.6	.7	.6	.2	4.9	4.4	4.5	4.1	
2004 .....	93.1	94.0	94.8	95.1	1.6	1.0	.9	.3	3.1	3.4	3.7	3.8	
2005 .....	97.6	98.9	99.8	100.0	2.6	1.3	.9	.2	4.8	5.2	5.3	5.2	
2006 .....	100.0	100.5	101.3	101.4	.0	.5	.8	.1	2.5	1.6	1.5	1.4	
2007 .....	102.0	103.3	103.3	103.5	.6	1.3	.0	.2	2.0	2.8	2.0	2.1	
2008 .....	104.9	105.2	105.4	105.4	1.4	.3	.2	.0	2.8	1.8	2.0	1.8	
2009 .....	105.7	105.7	105.4	105.5	.3	.0	-.3	.1	.8	.5	.0	.1	
2010 .....	107.2	108.0	108.8	108.8	1.6	.7	.7	.0	1.4	2.2	3.2	3.1	
2011 .....	110.9	112.0	112.0	112.2	1.9	1.0	.0	.2	3.5	3.7	2.9	3.1	
2012 .....	113.2	113.7	114.1	114.4	.9	.4	.4	.3	2.1	1.5	1.9	2.0	
2013 .....	115.6	116.2	116.8	116.7	1.0	.5	.5	-.1	2.1	2.2	2.4	2.0	
2014 .....	118.2	118.8	119.6	119.9	1.3	.5	.7	.3	2.2	2.2	2.4	2.7	
2015 .....	121.1	122.2	122.2	122.6	1.0	.9	.0	.3	2.5	2.9	2.2	2.3	
2016 .....	123.8	124.6	125.0	125.3	1.0	.6	.3	.2	2.2	2.0	2.3	2.2	
2017 .....	126.4	127.0	128.1	128.5	.9	.5	.9	.3	2.1	1.9	2.5	2.6	
2018 .....	130.0	130.9	130.5	131.1	1.2	.7	-.3	.5	2.8	3.1	1.9	2.0	
2019 .....	132.6	133.3	133.9	134.4	1.1	.5	.5	.4	2.0	1.8	2.6	2.5	
2020 .....	135.4	136.1	136.3	136.9	.7	.5	.1	.4	2.1	2.1	1.8	1.9	
2021 .....	137.7	138.7	139.8	140.5	.6	.7	.8	.5	1.7	1.9	2.6	2.6	
2022 .....	143.4	—	—	—	2.1	—	—	—	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 — 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>													
2001 .....	82.2	83.1	83.9	84.7	3.0	1.1	1.0	1.0	4.1	3.9	4.0	6.1	
2002 .....	86.8	86.8	87.5	88.2	2.5	.0	.8	.8	5.6	4.5	4.3	4.1	
2003 .....	89.8	91.3	91.1	91.1	1.8	1.7	-2	.0	3.5	5.2	4.1	3.3	
2004 .....	93.4	94.7	96.6	96.3	2.5	1.4	2.0	-3	4.0	3.7	6.0	5.7	
2005 .....	97.6	98.7	99.9	100.0	1.3	1.1	1.2	.1	4.5	4.2	3.4	3.8	
2006 .....	99.5	102.8	101.3	102.1	-.5	3.3	-1.5	.8	1.9	4.2	1.4	2.1	
2007 .....	102.4	103.2	103.5	104.3	.3	.8	.3	.8	2.9	.4	2.2	2.2	
2008 .....	105.0	106.1	106.7	107.0	.7	1.0	.6	.3	2.5	2.8	3.1	2.6	
2009 .....	107.3	107.0	107.2	107.5	.3	-.3	.2	.3	2.2	.8	.5	.5	
2010 .....	108.1	109.0	110.3	110.8	.6	.8	1.2	.5	.7	1.9	2.9	3.1	
2011 .....	112.2	113.2	113.3	113.7	1.3	.9	.1	.4	3.8	3.9	2.7	2.6	
2012 .....	115.1	115.4	116.5	116.6	1.2	.3	1.0	.1	2.6	1.9	2.8	2.6	
2013 .....	117.1	118.3	118.8	119.6	.4	1.0	.4	.7	1.7	2.5	2.0	2.6	
2014 .....	119.9	121.6	121.6	122.0	.3	1.4	.0	.3	2.4	2.8	2.4	2.0	
2015 .....	122.7	124.5	125.2	126.3	.6	1.5	.6	.9	2.3	2.4	3.0	3.5	
2016 .....	126.5	127.7	128.1	128.5	.2	.9	.3	.3	3.1	2.6	2.3	1.7	
2017 .....	129.0	130.0	130.9	131.3	.4	.8	.7	.3	2.0	1.8	2.2	2.2	
2018 .....	132.4	133.5	134.7	135.4	.8	.8	.9	.5	2.6	2.7	2.9	3.1	
2019 .....	136.8	138.1	138.8	139.9	1.0	1.0	.5	.8	3.3	3.4	3.0	3.3	
2020 .....	139.6	140.1	139.9	140.6	-.2	.4	-.1	.5	2.0	1.4	.8	.5	
2021 .....	141.9	143.5	145.0	145.7	.9	1.1	1.0	.5	1.6	2.4	3.6	3.6	
2022 .....	148.8	—	—	—	2.1	—	—	—	4.9	—	—	—	
<b>Blue-collar occupations<sup>4</sup></b>													
2001 .....	84.0	84.4	85.2	86.0	.8	.5	.9	.9	3.1	2.7	2.8	3.2	
2002 .....	87.1	87.8	88.2	89.1	1.3	.8	.5	1.0	3.7	4.0	3.5	3.6	
2003 .....	90.8	91.6	92.3	92.9	1.9	.9	.8	.7	4.2	4.3	4.6	4.3	
2004 .....	95.7	96.6	97.6	97.9	3.0	.9	1.0	.3	5.4	5.5	5.7	5.4	
2005 .....	98.6	99.3	99.7	100.0	.7	.7	.4	.3	3.0	2.8	2.2	2.1	
2006 .....	100.2	100.9	101.5	101.9	.2	.7	.6	.4	1.6	1.6	1.8	1.9	
<b>Natural resources, construction, and maintenance</b>													
2001 .....	82.2	82.9	83.2	84.4	.4	.9	.4	1.4	2.9	2.9	2.2	3.1	
2002 .....	85.4	86.0	86.5	87.6	1.2	.7	.6	1.3	3.9	3.7	4.0	3.8	
2003 .....	89.6	90.2	90.9	91.8	2.3	.7	.8	1.0	4.9	4.9	5.1	4.8	
2004 .....	95.3	96.2	97.3	97.9	3.8	.9	1.1	.6	6.4	6.7	7.0	6.6	
2005 .....	98.3	99.2	99.5	100.0	.4	.9	.3	.5	3.1	3.1	2.3	2.1	
2006 .....	100.1	100.8	101.5	102.1	.1	.7	.7	.6	1.8	1.6	2.0	2.1	
2007 .....	101.7	102.4	102.8	103.9	-.4	.7	.4	1.1	1.6	1.6	1.3	1.8	
2008 .....	104.6	104.5	105.3	106.0	.7	-.1	.8	.7	2.9	2.1	2.4	2.0	
2009 .....	106.6	107.1	107.4	107.7	.6	.5	.3	.3	1.9	2.5	2.0	1.6	
2010 .....	109.5	110.1	110.9	110.9	1.7	.5	.7	.0	2.7	2.8	3.3	3.0	
2011 .....	112.0	114.0	114.3	114.2	1.0	1.8	.3	-.1	2.3	3.5	3.1	3.0	
2012 .....	113.7	114.5	116.0	116.4	-.4	.7	1.3	.3	1.5	.4	1.5	1.9	
2013 .....	117.3	117.9	118.5	118.5	.8	.5	.5	.0	3.2	3.0	2.2	1.8	
2014 .....	119.8	120.2	121.0	121.6	1.1	.3	.7	.5	2.1	2.0	2.1	2.6	
2015 .....	122.2	122.9	123.7	124.5	.5	.6	.7	.6	2.0	2.2	2.2	2.4	
2016 .....	125.3	126.1	126.9	127.2	.6	.6	.6	.2	2.5	2.6	2.6	2.2	
2017 .....	127.3	128.3	129.6	130.7	.1	.8	1.0	.8	1.6	1.7	2.1	2.8	
2018 .....	130.8	131.8	131.7	132.1	.1	.8	-.1	.3	2.7	2.7	1.6	1.1	
2019 .....	132.8	133.9	134.6	135.2	.5	.8	.5	.4	1.5	1.6	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 — 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>													
2020 .....	136.4	137.6	138.2	139.4	0.9	0.9	0.4	0.9	2.7	2.8	2.7	3.1	
2021 .....	140.3	141.5	143.3	144.2	.6	.9	1.3	.6	2.9	2.8	3.7	3.4	
2022 .....	145.7	—	—	—	1.0	—	—	—	3.8	—	—	—	
<b>Production, transportation, and material moving</b>													
2001 .....	84.3	84.7	85.5	86.2	.8	.5	.9	.8	3.1	2.7	2.8	3.1	
2002 .....	87.3	88.1	88.5	89.4	1.3	.9	.5	1.0	3.6	4.0	3.5	3.7	
2003 .....	91.1	91.8	92.6	93.1	1.9	.8	.9	.5	4.4	4.2	4.6	4.1	
2004 .....	95.7	96.6	97.6	97.9	2.8	.9	1.0	.3	5.0	5.2	5.4	5.2	
2005 .....	98.7	99.3	99.8	100.0	.8	.6	.5	.2	3.1	2.8	2.3	2.1	
2006 .....	100.2	100.9	101.5	101.9	.2	.7	.6	.4	1.5	1.6	1.7	1.9	
2007 .....	101.9	102.6	103.1	103.8	.0	.7	.5	.7	1.7	1.7	1.6	1.9	
2008 .....	104.5	105.0	105.5	105.8	.7	.5	.5	.3	2.6	2.3	2.3	1.9	
2009 .....	106.7	107.2	107.5	107.7	.9	.5	.3	.2	2.1	2.1	1.9	1.8	
2010 .....	109.1	109.6	110.3	110.5	1.3	.5	.6	.2	2.2	2.2	2.6	2.6	
2011 .....	111.4	112.8	112.9	113.4	.8	1.3	.1	.4	2.1	2.9	2.4	2.6	
2012 .....	113.1	113.8	114.3	114.5	-.3	.6	.4	.2	1.5	.9	1.2	1.0	
2013 .....	115.2	115.7	115.9	116.3	.6	.4	.2	.3	1.9	1.7	1.4	1.6	
2014 .....	117.3	117.7	118.3	118.9	.9	.3	.5	.5	1.8	1.7	2.1	2.2	
2015 .....	119.9	120.4	121.0	121.9	.8	.4	.5	.7	2.2	2.3	2.3	2.5	
2016 .....	122.7	123.4	124.2	124.8	.7	.6	.6	.5	2.3	2.5	2.6	2.4	
2017 .....	125.6	126.3	127.8	128.3	.6	.6	1.2	.4	2.4	2.4	2.9	2.8	
2018 .....	129.2	129.8	130.1	130.8	.7	.5	.2	.5	2.9	2.8	1.8	1.9	
2019 .....	132.2	133.0	133.9	134.9	1.1	.6	.7	.7	2.3	2.5	2.9	3.1	
2020 .....	136.0	137.2	137.9	138.9	.8	.9	.5	.7	2.9	3.2	3.0	3.0	
2021 .....	140.1	141.8	143.8	145.2	.9	1.2	1.4	1.0	3.0	3.4	4.3	4.5	
2022 .....	147.9	—	—	—	1.9	—	—	—	5.6	—	—	—	
<b>Durable goods</b>													
2001 .....	83.0	83.7	84.5	85.1	.9	.8	1.0	.7	3.2	3.0	3.2	3.4	
2002 .....	86.1	86.9	87.2	88.1	1.2	.9	.3	1.0	3.7	3.8	3.2	3.5	
2003 .....	90.1	90.7	91.4	91.7	2.3	.7	.8	.3	4.6	4.4	4.8	4.1	
2004 .....	94.3	95.3	96.5	96.8	2.8	1.1	1.3	.3	4.7	5.1	5.6	5.6	
2005 .....	98.1	99.1	99.8	100.0	1.3	1.0	.7	.2	4.0	4.0	3.4	3.3	
2006 .....	99.8	100.9	101.1	101.4	-.2	1.1	.2	.3	1.7	1.8	1.3	1.4	
<b>Aircraft manufacturing</b>													
2001 .....	67.0	67.3	67.2	68.5	2.8	.4	-.1	1.9	5.3	3.7	2.4	5.1	
2002 .....	70.2	70.8	70.8	72.3	2.5	.9	.0	2.1	4.8	5.2	5.4	5.5	
2003 .....	76.9	77.1	77.4	76.3	6.4	.3	.4	-1.4	9.5	8.9	9.3	5.5	
2004 .....	83.3	84.0	84.4	84.5	9.2	.8	.5	.1	8.3	8.9	9.0	10.7	
2005 .....	98.0	98.2	98.5	100.0	16.0	.2	.3	1.5	17.6	16.9	16.7	18.3	
2006 .....	90.9	91.3	93.9	93.2	-9.1	.4	2.8	-.7	-7.2	-7.0	-4.7	-6.8	
2007 .....	89.2	89.6	87.1	87.2	-4.3	.4	-2.8	.1	-1.9	-1.9	-7.2	-6.4	
2008 .....	89.7	89.9	90.9	91.3	2.9	.2	1.1	.4	.6	.3	4.4	4.7	
2009 .....	92.6	92.9	92.4	92.4	1.4	.3	-.5	.0	3.2	3.3	1.7	1.2	
2010 .....	93.4	93.4	99.4	99.3	1.1	.0	6.4	-.1	.9	.5	7.6	7.5	
2011 .....	102.3	102.7	96.8	96.7	3.0	.4	-5.7	-.1	9.5	10.0	-2.6	-2.6	
2012 .....	99.2	99.4	104.2	104.2	2.6	.2	4.8	.0	-3.0	-3.2	7.6	7.8	
2013 .....	105.2	105.8	104.0	104.1	1.0	.6	-1.7	.1	6.0	6.4	-2	-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 — 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>Aircraft manufacturing</b>													
2014 .....	107.4	107.9	110.4	110.3	3.2	0.5	2.3	-0.1	2.1	2.0	6.2	6.0	
2015 .....	111.3	111.4	110.2	110.1	.9	.1	-1.1	-1	3.6	3.2	-2	-2	
2016 .....	113.3	113.7	112.0	112.9	2.9	.4	-1.5	.8	1.8	2.1	1.6	2.5	
2017 .....	115.9	116.5	128.9	128.9	2.7	.5	10.6	.0	2.3	2.5	15.1	14.2	
2018 .....	132.1	132.3	120.6	120.3	2.5	.2	-8.8	-2	14.0	13.6	-6.4	-6.7	
2019 .....	122.1	122.4	122.4	122.3	1.5	.2	.0	-1	-7.6	-7.5	1.5	1.7	
2020 .....	120.7	122.3	123.0	123.1	-1.3	1.3	.6	.1	-1.1	-1	.5	.7	
2021 .....	125.0	125.5	136.8	136.9	1.5	.4	9.0	.1	3.6	2.6	11.2	11.2	
2022 .....	141.0	—	—	—	3.0	—	—	—	12.8	—	—	—	
<b>White-collar occupations<sup>3</sup></b>													
2001 .....	68.5	68.6	68.0	69.1	4.1	.1	-9	1.6	7.5	4.6	3.0	5.0	
2002 .....	71.0	71.3	71.1	71.7	2.7	.4	-3	.8	3.6	3.9	4.6	3.8	
2003 .....	77.3	77.0	77.1	76.9	7.8	-4	.1	-3	8.9	8.0	8.4	7.3	
2004 .....	84.3	84.7	84.8	84.8	9.6	.5	.1	.0	9.1	10.0	10.0	10.3	
2005 .....	99.0	99.2	99.4	100.0	16.7	.2	.2	.6	17.4	17.1	17.2	17.9	
2006 .....	92.5	92.7	95.3	95.2	-7.5	.2	2.8	-1	-6.6	-6.6	-4.1	-4.8	
<b>Blue-collar occupations<sup>4</sup></b>													
2001 .....	64.6	65.2	65.9	67.3	.6	.9	1.1	2.1	2.1	2.4	1.4	4.8	
2002 .....	68.9	69.9	70.1	73.1	2.4	1.5	.3	4.3	6.7	7.2	6.4	8.6	
2003 .....	76.1	76.9	77.6	75.1	4.1	1.1	.9	-3.2	10.4	10.0	10.7	2.7	
2004 .....	81.5	82.8	83.9	84.0	8.5	1.6	1.3	.1	7.1	7.7	8.1	11.9	
2005 .....	96.4	96.6	97.0	100.0	14.8	.2	.4	3.1	18.3	16.7	15.6	19.0	
2006 .....	88.4	89.1	91.7	90.3	-11.6	.8	2.9	-1.5	-8.3	-7.8	-5.5	-9.7	
<b>Nondurable goods</b>													
2001 .....	85.0	85.6	85.6	86.3	1.9	.7	.0	.8	3.8	3.4	2.5	3.5	
2002 .....	88.1	88.7	89.3	89.8	2.1	.7	.7	.6	3.6	3.6	4.3	4.1	
2003 .....	91.6	92.6	93.1	93.6	2.0	1.1	.5	.5	4.0	4.4	4.3	4.2	
2004 .....	95.4	96.2	97.0	97.2	1.9	.8	.8	.2	4.1	3.9	4.2	3.8	
2005 .....	98.4	99.0	99.7	100.0	1.2	.6	.7	.3	3.1	2.9	2.8	2.9	
2006 .....	100.6	101.1	101.9	102.5	.6	.5	.8	.6	2.2	2.1	2.2	2.5	
<b>Service-providing industries<sup>6</sup></b>													
2001 .....	85.4	86.2	87.1	87.8	1.5	.9	1.0	.8	4.3	4.1	4.1	4.4	
2002 .....	88.7	89.7	90.2	90.4	1.0	1.1	.6	.2	3.9	4.1	3.6	3.0	
2003 .....	91.7	92.5	93.6	94.0	1.4	.9	1.2	.4	3.4	3.1	3.8	4.0	
2004 .....	95.1	96.1	96.8	97.3	1.2	1.1	.7	.5	3.7	3.9	3.4	3.5	
2005 .....	98.3	98.9	99.5	100.0	1.0	.6	.6	.5	3.4	2.9	2.8	2.8	
2006 .....	101.0	101.8	102.7	103.4	1.0	.8	.9	.7	2.7	2.9	3.2	3.4	
2007 .....	104.3	105.2	106.1	106.7	.9	.9	.9	.6	3.3	3.3	3.3	3.2	
2008 .....	107.7	108.5	109.1	109.4	.9	.7	.6	.3	3.3	3.1	2.8	2.5	
2009 .....	109.8	110.1	110.5	110.8	.4	.3	.4	.3	1.9	1.5	1.3	1.3	
2010 .....	111.6	112.1	112.6	113.0	.7	.4	.4	.4	1.6	1.8	1.9	2.0	
2011 .....	113.8	114.6	115.0	115.3	.7	.7	.3	.3	2.0	2.2	2.1	2.0	
2012 .....	116.3	117.0	117.3	117.6	.9	.6	.3	.3	2.2	2.1	2.0	2.0	
2013 .....	118.4	119.1	119.6	120.0	.7	.6	.4	.3	1.8	1.8	2.0	2.0	
2014 .....	120.4	121.6	122.3	122.8	.3	1.0	.6	.4	1.7	2.1	2.3	2.3	
2015 .....	123.8	123.8	124.5	124.9	.8	.0	.6	.3	2.8	1.8	1.8	1.7	
2016 .....	125.9	126.7	127.3	127.7	.8	.6	.5	.3	1.7	2.3	2.2	2.2	
2017 .....	128.9	129.8	130.6	131.0	.9	.7	.6	.3	2.4	2.4	2.6	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 — 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>6</sup></b>												
2018 .....	132.6	133.5	134.6	135.2	1.2	0.7	0.8	0.4	2.9	2.9	3.1	3.2
2019 .....	136.3	137.1	138.1	138.7	.8	.6	.7	.4	2.8	2.7	2.6	2.6
2020 .....	140.2	140.8	141.5	142.4	1.1	.4	.5	.6	2.9	2.7	2.5	2.7
2021 .....	144.3	145.3	147.4	148.9	1.3	.7	1.4	1.0	2.9	3.2	4.2	4.6
2022 .....	151.3	—	—	—	1.6	—	—	—	4.9	—	—	—
<b>Excluding sales occupations</b>												
2001 .....	85.3	86.1	87.2	87.8	1.5	.9	1.3	.7	4.7	4.5	4.6	4.5
2002 .....	88.8	89.6	90.2	90.4	1.1	.9	.7	.2	4.1	4.1	3.4	3.0
2003 .....	91.9	92.6	93.6	94.1	1.7	.8	1.1	.5	3.5	3.3	3.8	4.1
2004 .....	95.2	96.1	96.9	97.4	1.2	.9	.8	.5	3.6	3.8	3.5	3.5
2005 .....	98.4	99.0	99.5	100.0	1.0	.6	.5	.5	3.4	3.0	2.7	2.7
2006 .....	101.1	102.0	102.9	103.5	1.1	.9	.9	.6	2.7	3.0	3.4	3.5
<b>Excluding incentive paid occupations<sup>2</sup></b>												
2006 .....	101.1	101.9	102.7	103.5	1.1	.8	.8	.8	—	—	—	3.5
2007 .....	104.4	105.4	106.3	106.9	.9	1.0	.9	.6	3.3	3.4	3.5	3.3
2008 .....	108.0	108.7	109.5	110.1	1.0	.6	.7	.5	3.4	3.1	3.0	3.0
2009 .....	110.6	110.8	111.3	111.5	.5	.2	.5	.2	2.4	1.9	1.6	1.3
2010 .....	112.4	112.8	113.3	113.6	.8	.4	.4	.3	1.6	1.8	1.8	1.9
2011 .....	114.6	115.3	115.6	116.0	.9	.6	.3	.3	2.0	2.2	2.0	2.1
2012 .....	116.8	117.4	117.7	118.1	.7	.5	.3	.3	1.9	1.8	1.8	1.8
2013 .....	118.9	119.5	120.0	120.2	.7	.5	.4	.2	1.8	1.8	2.0	1.8
2014 .....	120.9	121.9	122.4	122.8	.6	.8	.4	.3	1.7	2.0	2.0	2.2
2015 .....	123.7	124.1	124.7	125.1	.7	.3	.5	.3	2.3	1.8	1.9	1.9
2016 .....	126.2	126.9	127.6	128.0	.9	.6	.6	.3	2.0	2.3	2.3	2.3
2017 .....	129.3	130.2	130.8	131.3	1.0	.7	.5	.4	2.5	2.6	2.5	2.6
2018 .....	132.9	133.9	134.7	135.3	1.2	.8	.6	.4	2.8	2.8	3.0	3.0
2019 .....	136.5	137.4	138.2	138.8	.9	.7	.6	.4	2.7	2.6	2.6	2.6
2020 .....	140.2	140.9	141.7	142.5	1.0	.5	.6	.6	2.7	2.5	2.5	2.7
2021 .....	144.0	145.1	146.9	148.7	1.1	.8	1.2	1.2	2.7	3.0	3.7	4.4
2022 .....	151.2	—	—	—	1.7	—	—	—	5.0	—	—	—
<b>White-collar occupations<sup>3</sup></b>												
2001 .....	85.1	86.0	86.9	87.5	1.6	1.1	1.0	.7	4.2	4.2	4.2	4.4
2002 .....	88.4	89.5	89.9	90.1	1.0	1.2	.4	.2	3.9	4.1	3.5	3.0
2003 .....	91.5	92.3	93.5	93.9	1.6	.9	1.3	.4	3.5	3.1	4.0	4.2
2004 .....	95.0	95.9	96.7	97.2	1.2	.9	.8	.5	3.8	3.9	3.4	3.5
2005 .....	98.3	98.9	99.4	100.0	1.1	.6	.5	.6	3.5	3.1	2.8	2.9
2006 .....	101.0	101.9	102.8	103.5	1.0	.9	.9	.7	2.7	3.0	3.4	3.5
<b>Excluding sales occupations</b>												
2001 .....	85.0	85.8	86.9	87.5	1.8	.9	1.3	.7	4.9	4.8	4.8	4.8
2002 .....	88.5	89.3	89.8	90.1	1.1	.9	.6	.3	4.1	4.1	3.3	3.0
2003 .....	91.7	92.4	93.4	94.0	1.8	.8	1.1	.6	3.6	3.5	4.0	4.3
2004 .....	95.1	96.0	96.8	97.3	1.2	.9	.8	.5	3.7	3.9	3.6	3.5
2005 .....	98.5	99.0	99.5	100.0	1.2	.5	.5	.5	3.6	3.1	2.8	2.8
2006 .....	101.2	102.1	103.0	103.7	1.2	.9	.9	.7	2.7	3.1	3.5	3.7
<b>Management, professional, and related</b>												
2001 .....	85.2	86.1	87.1	87.7	1.8	1.1	1.2	.7	4.8	4.9	4.7	4.8
2002 .....	88.6	89.5	89.8	90.1	1.0	1.0	.3	.3	4.0	3.9	3.1	2.7
2003 .....	91.9	92.6	93.6	94.2	2.0	.8	1.1	.6	3.7	3.5	4.2	4.6

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 — 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>													
2004 .....	95.2	96.0	96.8	97.4	1.1	0.8	0.8	0.6	3.6	3.7	3.4	3.4	
2005 .....	98.6	99.1	99.5	100.0	1.2	.5	.4	.5	3.6	3.2	2.8	2.7	
2006 .....	101.3	102.2	103.2	103.8	1.3	.9	1.0	.6	2.7	3.1	3.7	3.8	
2007 .....	105.0	105.9	106.8	107.3	1.2	.9	.8	.5	3.7	3.6	3.5	3.4	
2008 .....	108.5	109.3	110.2	110.6	1.1	.7	.8	.4	3.3	3.2	3.2	3.1	
2009 .....	111.1	111.2	111.4	111.6	.5	.1	.2	.2	2.4	1.7	1.1	.9	
2010 .....	112.5	112.9	113.4	113.7	.8	.4	.4	.3	1.3	1.5	1.8	1.9	
2011 .....	114.8	115.4	115.7	116.0	1.0	.5	.3	.3	2.0	2.2	2.0	2.0	
2012 .....	117.0	117.7	118.0	118.3	.9	.6	.3	.3	1.9	2.0	2.0	2.0	
2013 .....	119.0	120.0	120.5	120.9	.6	.8	.4	.3	1.7	2.0	2.1	2.2	
2014 .....	121.3	122.6	123.3	123.7	.3	1.1	.6	.3	1.9	2.2	2.3	2.3	
2015 .....	124.5	124.7	125.5	125.9	.6	.2	.6	.3	2.6	1.7	1.8	1.8	
2016 .....	126.6	127.0	127.7	128.0	.6	.3	.6	.2	1.7	1.8	1.8	1.7	
2017 .....	129.1	130.2	130.7	131.1	.9	.9	.4	.3	2.0	2.5	2.3	2.4	
2018 .....	132.4	133.2	134.1	134.6	1.0	.6	.7	.4	2.6	2.3	2.6	2.7	
2019 .....	135.4	136.3	137.1	137.5	.6	.7	.6	.3	2.3	2.3	2.2	2.2	
2020 .....	138.6	139.0	139.8	140.2	.8	.3	.6	.3	2.4	2.0	2.0	2.0	
2021 .....	141.5	142.4	144.4	145.4	.9	.6	1.4	.7	2.1	2.4	3.3	3.7	
2022 .....	147.4	—	—	—	1.4	—	—	—	4.2	—	—	—	
<b>Sales and office</b>													
2001 .....	84.9	85.8	86.5	87.2	1.1	1.1	.8	.8	3.2	3.4	3.2	3.8	
2002 .....	88.1	89.5	89.9	90.1	1.0	1.6	.4	.2	3.8	4.3	3.9	3.3	
2003 .....	91.1	92.0	93.2	93.4	1.1	1.0	1.3	.2	3.4	2.8	3.7	3.7	
2004 .....	94.6	95.9	96.6	96.9	1.3	1.4	.7	.3	3.8	4.2	3.6	3.7	
2005 .....	97.9	98.5	99.3	100.0	1.0	.6	.8	.7	3.5	2.7	2.8	3.2	
2006 .....	100.6	101.5	102.3	102.9	.6	.9	.8	.6	2.8	3.0	3.0	2.9	
2007 .....	103.7	104.8	105.4	106.3	.8	1.1	.6	.9	3.1	3.3	3.0	3.3	
2008 .....	106.8	107.7	108.0	108.0	.5	.8	.3	.0	3.0	2.8	2.5	1.6	
2009 .....	108.0	108.4	109.0	109.4	.0	.4	.6	.4	1.1	.6	.9	1.3	
2010 .....	110.0	111.0	111.3	111.8	.5	.9	.3	.4	1.9	2.4	2.1	2.2	
2011 .....	112.3	113.6	114.0	114.3	.4	1.2	.4	.3	2.1	2.3	2.4	2.2	
2012 .....	115.1	116.0	116.3	116.4	.7	.8	.3	.1	2.5	2.1	2.0	1.8	
2013 .....	117.3	118.0	118.5	119.0	.8	.6	.4	.4	1.9	1.7	1.9	2.2	
2014 .....	119.4	120.6	121.2	121.9	.3	1.0	.5	.6	1.8	2.2	2.3	2.4	
2015 .....	123.6	122.7	123.5	123.8	1.4	-.7	.7	.2	3.5	1.7	1.9	1.6	
2016 .....	125.1	126.7	126.7	126.8	1.1	1.3	.0	.1	1.2	3.3	2.6	2.4	
2017 .....	128.2	128.8	129.9	130.1	1.1	.5	.9	.2	2.5	1.7	2.5	2.6	
2018 .....	132.1	133.3	134.5	135.1	1.5	.9	.9	.4	3.0	3.5	3.5	3.8	
2019 .....	136.5	137.2	138.4	138.7	1.0	.5	.9	.2	3.3	2.9	2.9	2.7	
2020 .....	141.0	141.4	141.8	143.2	1.7	.3	.3	1.0	3.3	3.1	2.5	3.2	
2021 .....	146.4	146.6	148.7	150.1	2.2	.1	1.4	.9	3.8	3.7	4.9	4.8	
2022 .....	153.1	—	—	—	2.0	—	—	—	4.6	—	—	—	
<b>Blue-collar occupations<sup>4</sup></b>													
2001 .....	85.4	86.1	87.5	87.9	1.4	.8	1.6	.5	4.1	4.0	4.5	4.4	
2002 .....	88.8	89.8	90.6	90.8	1.0	1.1	.9	.2	4.0	4.3	3.5	3.3	
2003 .....	91.8	92.9	93.5	93.9	1.1	1.2	.6	.4	3.4	3.5	3.2	3.4	
2004 .....	95.0	96.4	97.0	97.4	1.2	1.5	.6	.4	3.5	3.8	3.7	3.7	
2005 .....	98.1	98.9	99.5	100.0	.7	.8	.6	.5	3.3	2.6	2.6	2.7	
2006 .....	100.8	101.7	102.6	103.1	.8	.9	.9	.5	2.8	2.8	3.1	3.1	

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 — 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 .....	83.8	84.4	86.7	86.5	1.3	0.7	2.7	-0.2	4.1	3.6	5.1	4.6
2002 .....	87.4	89.0	89.9	89.9	1.0	1.8	1.0	.0	4.3	5.5	3.7	3.9
2003 .....	91.3	92.4	93.1	93.5	1.6	1.2	.8	.4	4.5	3.8	3.6	4.0
2004 .....	94.6	96.1	96.3	96.7	1.2	1.6	.2	.4	3.6	4.0	3.4	3.4
2005 .....	97.9	99.0	99.4	100.0	1.2	1.1	.4	.6	3.5	3.0	3.2	3.4
2006 .....	101.2	102.5	103.6	104.0	1.2	1.3	1.1	.4	3.4	3.5	4.2	4.0
2007 .....	104.0	104.5	105.7	106.2	.0	.5	1.1	.5	2.8	2.0	2.0	2.1
2008 .....	106.7	107.3	107.8	108.4	.5	.6	.5	.6	2.6	2.7	2.0	2.1
2009 .....	109.0	109.5	110.1	110.4	.6	.5	.5	.3	2.2	2.1	2.1	1.8
2010 .....	111.7	112.2	112.2	112.6	1.2	.4	.0	.4	2.5	2.5	1.9	2.0
2011 .....	113.2	114.4	115.5	115.6	.5	1.1	1.0	.1	1.3	2.0	2.9	2.7
2012 .....	117.2	118.0	118.4	118.2	1.4	.7	.3	-2	3.5	3.1	2.5	2.2
2013 .....	119.3	119.7	120.4	120.5	.9	.3	.6	.1	1.8	1.4	1.7	1.9
2014 .....	121.5	123.5	124.3	124.2	.8	1.6	.6	-1	1.8	3.2	3.2	3.1
2015 .....	124.8	124.8	125.1	125.3	.5	.0	.2	.2	2.7	1.1	.6	.9
2016 .....	125.9	126.7	127.4	127.8	.5	.6	.6	.3	.9	1.5	1.8	2.0
2017 .....	128.3	130.0	131.1	131.4	.4	1.3	.8	.2	1.9	2.6	2.9	2.8
2018 .....	132.0	134.1	134.8	135.5	.5	1.6	.5	.5	2.9	3.2	2.8	3.1
2019 .....	136.2	136.4	137.4	138.2	.5	.1	.7	.6	3.2	1.7	1.9	2.0
2020 .....	139.3	140.9	141.8	142.4	.8	1.1	.6	.4	2.3	3.3	3.2	3.0
2021 .....	143.9	145.2	146.4	147.8	1.1	.9	.8	1.0	3.3	3.1	3.2	3.8
2022 .....	149.6	-	-	-	1.2	-	-	-	4.0	-	-	-
<b>Production, transportation, and material moving</b>												
2001 .....	86.4	87.2	88.0	88.8	1.4	.9	.9	.9	4.1	4.3	4.1	4.2
2002 .....	89.7	90.3	91.1	91.3	1.0	.7	.9	.2	3.8	3.6	3.5	2.8
2003 .....	92.1	93.1	93.8	94.1	.9	1.1	.8	.3	2.7	3.1	3.0	3.1
2004 .....	95.3	96.5	97.4	97.7	1.3	1.3	.9	.3	3.5	3.7	3.8	3.8
2005 .....	98.3	98.8	99.6	100.0	.6	.5	.8	.4	3.1	2.4	2.3	2.4
2006 .....	100.6	101.3	101.9	102.6	.6	.7	.6	.7	2.3	2.5	2.3	2.6
2007 .....	103.0	104.0	104.7	105.2	.4	1.0	.7	.5	2.4	2.7	2.7	2.5
2008 .....	106.4	107.0	107.6	107.8	1.1	.6	.6	.2	3.3	2.9	2.8	2.5
2009 .....	108.5	109.0	109.7	109.9	.6	.5	.6	.2	2.0	1.9	2.0	1.9
2010 .....	110.6	111.3	112.3	112.5	.6	.6	.9	.2	1.9	2.1	2.4	2.4
2011 .....	113.1	114.2	114.6	115.1	.5	1.0	.4	.4	2.3	2.6	2.0	2.3
2012 .....	116.0	116.4	117.2	117.7	.8	.3	.7	.4	2.6	1.9	2.3	2.3
2013 .....	118.5	118.8	119.4	119.8	.7	.3	.5	.3	2.2	2.1	1.9	1.8
2014 .....	120.5	121.5	122.4	122.5	.6	.8	.7	.1	1.7	2.3	2.5	2.3
2015 .....	123.6	124.7	125.4	125.6	.9	.9	.6	.2	2.6	2.6	2.5	2.5
2016 .....	127.0	127.9	128.7	129.5	1.1	.7	.6	.6	2.8	2.6	2.6	3.1
2017 .....	131.0	131.9	133.3	133.8	1.2	.7	1.1	.4	3.1	3.1	3.6	3.3
2018 .....	135.9	136.8	138.2	138.7	1.6	.7	1.0	.4	3.7	3.7	3.7	3.7
2019 .....	140.9	141.5	142.6	143.8	1.6	.4	.8	.8	3.7	3.4	3.2	3.7
2020 .....	145.3	146.4	147.7	149.0	1.0	.8	.9	.9	3.1	3.5	3.6	3.6
2021 .....	150.3	152.1	154.4	156.7	.9	1.2	1.5	1.5	3.4	3.9	4.5	5.2
2022 .....	159.1	-	-	-	1.5	-	-	-	5.9	-	-	-
<b>Service occupations</b>												
2001 .....	87.2	87.8	88.3	89.4	1.3	.7	.6	1.2	4.3	3.8	3.8	3.8
2002 .....	90.3	90.7	91.6	92.0	1.0	.4	1.0	.4	3.6	3.3	3.7	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 — 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>												
2003 .....	93.1	93.5	94.4	95.0	1.2	0.4	1.0	0.6	3.1	3.1	3.1	3.3
2004 .....	95.9	96.7	97.2	97.7	.9	.8	.5	.5	3.0	3.4	3.0	2.8
2005 .....	98.5	99.0	99.5	100.0	.8	.5	.5	.5	2.7	2.4	2.4	2.4
2006 .....	100.9	101.5	102.3	103.1	.9	.6	.8	.8	2.4	2.5	2.8	3.1
2007 .....	104.5	105.3	106.4	107.1	1.4	.8	1.0	.7	3.6	3.7	4.0	3.9
2008 .....	107.9	108.7	109.5	109.8	.7	.7	.7	.3	3.3	3.2	2.9	2.5
2009 .....	110.7	111.0	111.7	111.9	.8	.3	.6	.2	2.6	2.1	2.0	1.9
2010 .....	112.4	112.7	113.3	113.5	.4	.3	.5	.2	1.5	1.5	1.4	1.4
2011 .....	114.5	114.7	114.9	115.4	.9	.2	.2	.4	1.9	1.8	1.4	1.7
2012 .....	116.0	116.4	116.8	117.4	.5	.3	.3	.5	1.3	1.5	1.7	1.7
2013 .....	117.9	118.3	118.4	119.0	.4	.3	.1	.5	1.6	1.6	1.4	1.4
2014 .....	119.1	119.5	120.4	121.1	.1	.3	.8	.6	1.0	1.0	1.7	1.8
2015 .....	122.0	122.1	122.6	123.2	.7	.1	.4	.5	2.4	2.2	1.8	1.7
2016 .....	124.4	125.4	126.5	127.2	1.0	.8	.9	.6	2.0	2.7	3.2	3.2
2017 .....	128.6	129.2	130.0	130.9	1.1	.5	.6	.7	3.4	3.0	2.8	2.9
2018 .....	132.6	133.4	134.5	135.6	1.3	.6	.8	.8	3.1	3.3	3.5	3.6
2019 .....	137.2	138.4	139.2	140.6	1.2	.9	.6	1.0	3.5	3.7	3.5	3.7
2020 .....	142.1	143.1	144.3	145.6	1.1	.7	.8	.9	3.6	3.4	3.7	3.6
2021 .....	147.8	150.1	153.1	155.9	1.5	1.6	2.0	1.8	4.0	4.9	6.1	7.1
2022 .....	159.4	—	—	—	2.2	—	—	—	7.8	—	—	—
<b>Trade, transportation, and utilities</b>												
2001 .....	85.5	86.4	87.0	88.2	1.2	1.1	.7	1.4	3.6	3.8	3.7	4.4
2002 .....	88.8	90.5	90.8	90.9	.7	1.9	.3	.1	3.9	4.7	4.4	3.1
2003 .....	91.9	92.7	93.6	94.0	1.1	.9	1.0	.4	3.5	2.4	3.1	3.4
2004 .....	95.0	96.3	96.9	97.0	1.1	1.4	.6	.1	3.4	3.9	3.5	3.2
2005 .....	98.1	98.5	99.4	100.0	1.1	.4	.9	.6	3.3	2.3	2.6	3.1
2006 .....	100.8	101.4	102.4	103.0	.8	.6	1.0	.6	2.8	2.9	3.0	3.0
2007 .....	103.1	104.2	104.7	105.5	.1	1.1	.5	.8	2.3	2.8	2.2	2.4
2008 .....	106.1	107.3	107.6	107.5	.6	1.1	.3	-.1	2.9	3.0	2.8	1.9
2009 .....	107.8	108.1	108.6	108.8	.3	.3	.5	.2	1.6	.7	.9	1.2
2010 .....	109.9	110.9	111.1	111.4	1.0	.9	.2	.3	1.9	2.6	2.3	2.4
2011 .....	112.0	113.2	113.8	114.1	.5	1.1	.5	.3	1.9	2.1	2.4	2.4
2012 .....	115.2	116.0	116.3	116.4	1.0	.7	.3	.1	2.9	2.5	2.2	2.0
2013 .....	117.3	118.2	118.7	119.5	.8	.8	.4	.7	1.8	1.9	2.1	2.7
2014 .....	120.0	121.2	122.3	122.6	.4	1.0	.9	.2	2.3	2.5	3.0	2.6
2015 .....	123.2	124.1	125.2	125.0	.5	.7	.9	-.2	2.7	2.4	2.4	2.0
2016 .....	126.7	127.8	128.2	128.5	1.4	.9	.3	.2	2.8	3.0	2.4	2.8
2017 .....	130.1	130.9	131.9	132.3	1.2	.6	.8	.3	2.7	2.4	2.9	3.0
2018 .....	134.0	135.0	136.5	136.8	1.3	.7	1.1	.2	3.0	3.1	3.5	3.4
2019 .....	138.4	139.2	140.1	140.7	1.2	.6	.6	.4	3.3	3.1	2.6	2.9
2020 .....	142.2	143.3	143.8	145.1	1.1	.8	.3	.9	2.7	2.9	2.6	3.1
2021 .....	146.7	148.3	150.1	152.6	1.1	1.1	1.2	1.7	3.2	3.5	4.4	5.2
2022 .....	155.3	—	—	—	1.8	—	—	—	5.9	—	—	—
<b>Excluding incentive paid occupations<sup>2</sup></b>												
2006 .....	101.1	101.9	102.5	103.1	1.1	.8	.6	.6	—	—	—	3.1
2007 .....	103.4	104.4	105.2	105.9	.3	1.0	.8	.7	2.3	2.5	2.6	2.7
2008 .....	106.9	107.8	108.4	108.7	.9	.8	.6	.3	3.4	3.3	3.0	2.6
2009 .....	109.3	109.7	110.1	110.3	.6	.4	.4	.2	2.2	1.8	1.6	1.5
2010 .....	111.4	112.1	112.3	112.5	1.0	.6	.2	.2	1.9	2.2	2.0	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 — 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 .....	113.7	114.5	114.9	115.3	1.1	0.7	0.3	0.3	2.1	2.1	2.3	2.5
2012 .....	116.1	116.8	116.9	117.2	.7	.6	.1	.3	2.1	2.0	1.7	1.6
2013 .....	118.4	119.0	119.4	119.7	1.0	.5	.3	.3	2.0	1.9	2.1	2.1
2014 .....	120.6	121.5	121.8	122.2	.8	.7	.2	.3	1.9	2.1	2.0	2.1
2015 .....	123.2	124.2	125.0	125.4	.8	.8	.6	.3	2.2	2.2	2.6	2.6
2016 .....	127.2	128.2	128.8	129.4	1.4	.8	.5	.5	3.2	3.2	3.0	3.2
2017 .....	130.8	131.7	132.3	132.9	1.1	.7	.5	.5	2.8	2.7	2.7	2.7
2018 .....	134.5	135.9	136.8	137.3	1.2	1.0	.7	.4	2.8	3.2	3.4	3.3
2019 .....	138.7	140.0	140.7	141.4	1.0	.9	.5	.5	3.1	3.0	2.9	3.0
2020 .....	142.9	144.1	144.5	146.0	1.1	.8	.3	1.0	3.0	2.9	2.7	3.3
2021 .....	147.3	148.5	150.2	152.6	.9	.8	1.1	1.6	3.1	3.1	3.9	4.5
2022 .....	155.2	—	—	—	1.7	—	—	—	5.4	—	—	—
Wholesale trade												
2001 .....	84.5	86.2	86.5	86.6	.6	2.0	.3	.1	3.3	4.4	4.5	3.1
2002 .....	87.8	89.9	89.6	90.2	1.4	2.4	-.3	.7	3.9	4.3	3.6	4.2
2003 .....	91.6	92.8	93.1	93.3	1.6	1.3	.3	.2	4.3	3.2	3.9	3.4
2004 .....	94.3	95.3	96.4	96.0	1.1	1.1	1.2	-.4	2.9	2.7	3.5	2.9
2005 .....	97.7	97.7	99.2	100.0	1.8	.0	1.5	.8	3.6	2.5	2.9	4.2
2006 .....	100.3	100.8	102.4	102.9	.3	.5	1.6	.5	2.7	3.2	3.2	2.9
2007 .....	103.7	104.6	104.2	105.3	.8	.9	-.4	1.1	3.4	3.8	1.8	2.3
2008 .....	105.7	107.2	107.1	106.8	.4	1.4	-.1	-.3	1.9	2.5	2.8	1.4
2009 .....	107.1	106.9	106.8	107.0	.3	-.2	-.1	.2	1.3	-.3	-.3	.2
2010 .....	108.0	108.9	108.7	109.5	.9	.8	-.2	.7	.8	1.9	1.8	2.3
2011 .....	109.9	111.4	112.2	112.8	.4	1.4	.7	.5	1.8	2.3	3.2	3.0
2012 .....	113.9	114.4	115.4	114.9	1.0	.4	.9	-.4	3.6	2.7	2.9	1.9
2013 .....	115.4	116.8	117.7	119.2	.4	1.2	.8	1.3	1.3	2.1	2.0	3.7
2014 .....	119.3	121.1	123.1	123.3	.1	1.5	1.7	.2	3.4	3.7	4.6	3.4
2015 .....	123.2	122.8	124.6	123.4	-.1	-.3	1.5	-1.0	3.3	1.4	1.2	.1
2016 .....	124.4	125.2	125.0	124.8	.8	.6	-.2	-.2	1.0	2.0	.3	1.1
2017 .....	126.8	127.3	128.2	128.6	1.6	.4	.7	.3	1.9	1.7	2.6	3.0
2018 .....	130.0	130.0	132.2	133.0	1.1	.0	1.7	.6	2.5	2.1	3.1	3.4
2019 .....	134.2	133.8	134.8	134.9	.9	-.3	.7	.1	3.2	2.9	2.0	1.4
2020 .....	136.6	137.7	138.0	138.1	1.3	.8	.2	.1	1.8	2.9	2.4	2.4
2021 .....	139.9	142.3	143.9	145.6	1.3	1.7	1.1	1.2	2.4	3.3	4.3	5.4
2022 .....	148.8	—	—	—	2.2	—	—	—	6.4	—	—	—
Excluding sales occupations												
2001 .....	86.9	87.9	88.5	88.4	1.4	1.2	.7	-.1	5.0	5.0	4.7	3.2
2002 .....	89.6	90.7	91.2	91.9	1.4	1.2	.6	.8	3.1	3.2	3.1	4.0
2003 .....	92.4	93.4	94.1	94.2	.5	1.1	.7	.1	3.1	3.0	3.2	2.5
2004 .....	95.6	95.8	96.5	97.3	1.5	.2	.7	.8	3.5	2.6	2.6	3.3
2005 .....	99.1	99.4	99.8	100.0	1.8	.3	.4	.2	3.7	3.8	3.4	2.8
2006 .....	100.9	101.6	102.6	103.2	.9	.7	1.0	.6	1.8	2.2	2.8	3.2
Excluding incentive paid occupations <sup>2</sup>												
2006 .....	101.0	101.6	102.5	103.2	1.0	.6	.9	.7	—	—	—	3.2
2007 .....	104.1	104.9	105.5	106.2	.9	.8	.6	.7	3.1	3.2	2.9	2.9
2008 .....	107.4	108.0	108.9	109.1	1.1	.6	.8	.2	3.2	3.0	3.2	2.7
2009 .....	109.6	109.9	110.1	110.5	.5	.3	.2	.4	2.0	1.8	1.1	1.3
2010 .....	111.5	111.8	111.3	111.7	.9	.3	-.4	.4	1.7	1.7	1.1	1.1

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 — 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 .....	113.1	114.5	115.2	115.5	1.3	1.2	0.6	0.3	1.4	2.4	3.5	3.4
2012 .....	116.2	116.5	116.8	117.1	.6	.3	.3	.3	2.7	1.7	1.4	1.4
2013 .....	118.0	118.6	119.4	120.0	.8	.5	.7	.5	1.5	1.8	2.2	2.5
2014 .....	120.8	121.8	122.1	122.5	.7	.8	.2	.3	2.4	2.7	2.3	2.1
2015 .....	123.5	124.5	125.4	125.4	.8	.8	.7	.0	2.2	2.2	2.7	2.4
2016 .....	126.5	127.3	127.8	128.1	.9	.6	.4	.2	2.4	2.2	1.9	2.2
2017 .....	129.2	130.4	130.9	131.6	.9	.9	.4	.5	2.1	2.4	2.4	2.7
2018 .....	133.0	134.3	135.1	135.4	1.1	1.0	.6	.2	2.9	3.0	3.2	2.9
2019 .....	136.6	137.5	138.2	139.0	.9	.7	.5	.6	2.7	2.4	2.3	2.7
2020 .....	140.3	141.1	141.2	142.1	.9	.6	.1	.6	2.7	2.6	2.2	2.2
2021 .....	143.5	144.7	146.1	148.2	1.0	.8	1.0	1.4	2.3	2.6	3.5	4.3
2022 .....	150.9	—	—	—	1.8	—	—	—	5.2	—	—	—
Retail trade												
2001 .....	86.1	86.9	87.7	89.3	1.5	.9	.9	1.8	3.7	3.9	3.8	5.3
2002 .....	89.4	91.2	91.4	91.2	.1	2.0	.2	-2	3.8	4.9	4.2	2.1
2003 .....	91.8	92.4	94.0	94.5	.7	.7	1.7	.5	2.7	1.3	2.8	3.6
2004 .....	95.2	96.3	96.6	97.1	.7	1.2	.3	.5	3.7	4.2	2.8	2.8
2005 .....	98.1	98.8	99.5	100.0	1.0	.7	.7	.5	3.0	2.6	3.0	3.0
2006 .....	100.6	101.2	101.9	102.7	.6	.6	.7	.8	2.5	2.4	2.4	2.7
2007 .....	102.9	103.9	105.1	106.1	.2	1.0	1.2	1.0	2.3	2.7	3.1	3.3
2008 .....	106.6	107.6	108.2	108.1	.5	.9	.6	-1	3.6	3.6	2.9	1.9
2009 .....	108.3	108.8	109.7	110.0	.2	.5	.8	.3	1.6	1.1	1.4	1.8
2010 .....	110.9	111.9	112.0	112.0	.8	.9	.1	.0	2.4	2.8	2.1	1.8
2011 .....	112.4	113.5	114.0	114.4	.4	1.0	.4	.4	1.4	1.4	1.8	2.1
2012 .....	114.9	115.8	115.3	115.5	.4	.8	-4	.2	2.2	2.0	1.1	1.0
2013 .....	116.5	117.4	117.7	118.3	.9	.8	.3	.5	1.4	1.4	2.1	2.4
2014 .....	118.5	119.4	120.3	120.9	.2	.8	.8	.5	1.7	1.7	2.2	2.2
2015 .....	121.5	123.1	124.0	124.5	.5	1.3	.7	.4	2.5	3.1	3.1	3.0
2016 .....	126.5	127.9	128.5	129.1	1.6	1.1	.5	.5	4.1	3.9	3.6	3.7
2017 .....	130.4	131.4	132.3	132.8	1.0	.8	.7	.4	3.1	2.7	3.0	2.9
2018 .....	134.3	136.2	137.1	137.3	1.1	1.4	.7	.1	3.0	3.7	3.6	3.4
2019 .....	138.6	140.3	140.9	141.7	.9	1.2	.4	.6	3.2	3.0	2.8	3.2
2020 .....	142.9	144.2	144.7	146.7	.8	.9	.3	1.4	3.1	2.8	2.7	3.5
2021 .....	148.4	150.3	152.3	156.0	1.2	1.3	1.3	2.4	3.8	4.2	5.3	6.3
2022 .....	158.8	—	—	—	1.8	—	—	—	7.0	—	—	—
Excluding incentive paid occupations <sup>2</sup>												
2006 .....	100.8	101.6	102.1	102.6	.8	.8	.5	.5	—	—	—	2.6
2007 .....	103.3	104.3	105.5	106.3	.7	1.0	1.2	.8	2.5	2.7	3.3	3.6
2008 .....	107.3	108.1	108.9	109.2	.9	.7	.7	.3	3.9	3.6	3.2	2.7
2009 .....	109.7	110.0	110.6	110.8	.5	.3	.5	.2	2.2	1.8	1.6	1.5
2010 .....	111.7	112.3	112.7	112.8	.8	.5	.4	.1	1.8	2.1	1.9	1.8
2011 .....	113.3	114.0	114.1	114.6	.4	.6	.1	.4	1.4	1.5	1.2	1.6
2012 .....	115.0	115.8	115.3	115.3	.3	.7	-4	.0	1.5	1.6	1.1	.6
2013 .....	116.5	117.2	117.6	117.8	1.0	.6	.3	.2	1.3	1.2	2.0	2.2
2014 .....	118.5	119.1	119.5	119.9	.6	.5	.3	.3	1.7	1.6	1.6	1.8
2015 .....	120.7	121.8	122.6	123.2	.7	.9	.7	.5	1.9	2.3	2.6	2.8
2016 .....	125.4	126.7	127.2	128.1	1.8	1.0	.4	.7	3.9	4.0	3.8	4.0
2017 .....	129.6	130.3	131.0	131.5	1.2	.5	.5	.4	3.3	2.8	3.0	2.7
2018 .....	132.9	134.6	135.6	136.2	1.1	1.3	.7	.4	2.5	3.3	3.5	3.6

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 — 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>													
2019 .....	137.7	139.0	139.5	140.2	1.1	0.9	0.4	0.5	3.6	3.3	2.9	2.9	
2020 .....	141.8	143.3	143.8	145.8	1.1	1.1	.3	1.4	3.0	3.1	3.1	4.0	
2021 .....	147.4	148.9	150.8	153.9	1.1	1.0	1.3	2.1	3.9	3.9	4.9	5.6	
2022 .....	157.0	—	—	—	2.0	—	—	—	6.5	—	—	—	
Transportation and warehousing													
2001 .....	86.2	86.7	87.6	89.0	.8	.6	1.0	1.6	3.5	2.8	3.1	4.1	
2002 .....	90.0	90.9	91.9	92.1	1.1	1.0	1.1	.2	4.4	4.8	4.9	3.5	
2003 .....	93.3	93.8	94.4	94.5	1.3	.5	.6	.1	3.7	3.2	2.7	2.6	
2004 .....	96.0	97.6	98.4	98.5	1.6	1.7	.8	.1	2.9	4.1	4.2	4.2	
2005 .....	98.4	98.6	99.7	100.0	-.1	.2	1.1	.3	2.5	1.0	1.3	1.5	
2006 .....	100.4	101.0	101.6	102.2	.4	.6	.6	.6	2.0	2.4	1.9	2.2	
2007 .....	102.8	104.0	104.5	104.5	.6	1.2	.5	.0	2.4	3.0	2.9	2.3	
2008 .....	105.6	106.4	106.8	106.9	1.1	.8	.4	.1	2.7	2.3	2.2	2.3	
2009 .....	107.4	107.9	108.3	108.2	.5	.5	.4	-.1	1.7	1.4	1.4	1.2	
2010 .....	109.0	110.0	110.9	111.3	.7	.9	.8	.4	1.5	1.9	2.4	2.9	
2011 .....	112.5	113.1	113.6	113.6	1.1	.5	.4	.0	3.2	2.8	2.4	2.1	
2012 .....	115.7	116.4	117.6	118.1	1.8	.6	1.0	.4	2.8	2.9	3.5	4.0	
2013 .....	119.5	119.7	120.5	120.8	1.2	.2	.7	.2	3.3	2.8	2.5	2.3	
2014 .....	121.8	122.8	123.6	123.6	.8	.8	.7	.0	1.9	2.6	2.6	2.3	
2015 .....	124.6	125.7	126.4	126.3	.8	.9	.6	-.1	2.3	2.4	2.3	2.2	
2016 .....	128.3	129.1	129.9	130.7	1.6	.6	.6	.6	3.0	2.7	2.8	3.5	
2017 .....	132.0	132.8	134.2	134.6	1.0	.6	1.1	.3	2.9	2.9	3.3	3.0	
2018 .....	136.8	137.5	139.3	139.3	1.6	.5	1.3	.0	3.6	3.5	3.8	3.5	
2019 .....	141.5	142.2	143.8	144.8	1.6	.5	1.1	.7	3.4	3.4	3.2	3.9	
2020 .....	146.5	147.4	148.2	149.6	1.2	.6	.5	.9	3.5	3.7	3.1	3.3	
2021 .....	150.5	151.1	153.0	154.7	.6	.4	1.3	1.1	2.7	2.5	3.2	3.4	
2022 .....	156.3	—	—	—	1.0	—	—	—	3.9	—	—	—	
Utilities													
2001 .....	81.1	82.3	82.1	82.7	1.9	1.5	-.2	.7	4.8	5.0	3.5	3.9	
2002 .....	83.8	85.6	86.7	87.2	1.3	2.1	1.3	.6	3.3	4.0	5.6	5.4	
2003 .....	87.9	89.1	89.7	90.2	.8	1.4	.7	.6	4.9	4.1	3.5	3.4	
2004 .....	92.2	94.8	95.2	95.1	2.2	2.8	.4	-.1	4.9	6.4	6.1	5.4	
2005 .....	98.1	99.3	99.5	100.0	3.2	1.2	.2	.5	6.4	4.7	4.5	5.2	
2006 .....	107.8	109.3	110.1	110.4	7.8	1.4	.7	.3	9.9	10.1	10.7	10.4	
2007 .....	102.8	104.7	105.0	105.6	-6.9	1.8	.3	.6	-4.6	-4.2	-4.6	-4.3	
2008 .....	106.5	108.1	108.1	108.9	.9	1.5	.0	.7	3.6	3.2	3.0	3.1	
2009 .....	109.6	110.9	111.2	112.0	.6	1.2	.3	.7	2.9	2.6	2.9	2.8	
2010 .....	115.3	117.0	117.8	117.5	2.9	1.5	.7	-.3	5.2	5.5	5.9	4.9	
2011 .....	119.3	120.9	121.5	121.6	1.5	1.3	.5	.1	3.5	3.3	3.1	3.5	
2012 .....	122.9	125.2	125.4	125.7	1.1	1.9	.2	.2	3.0	3.6	3.2	3.4	
2013 .....	126.5	127.4	126.3	126.9	.6	.7	-.9	.5	2.9	1.8	.7	1.0	
2014 .....	128.3	129.3	129.9	130.0	1.1	.8	.5	.1	1.4	1.5	2.9	2.4	
2015 .....	132.1	133.3	134.2	134.3	1.6	.9	.7	.1	3.0	3.1	3.3	3.3	
2016 .....	135.8	136.8	137.3	137.8	1.1	.7	.4	.4	2.8	2.6	2.3	2.6	
2017 .....	139.3	140.2	140.9	141.2	1.1	.6	.5	.2	2.6	2.5	2.6	2.5	
2018 .....	143.5	144.3	144.8	145.0	1.6	.6	.3	.1	3.0	2.9	2.8	2.7	
2019 .....	148.5	149.6	149.9	150.4	2.4	.7	.2	.3	3.5	3.7	3.5	3.7	
2020 .....	151.8	153.2	153.3	154.0	.9	.9	.1	.5	2.2	2.4	2.3	2.4	
2021 .....	155.7	156.8	157.8	158.5	1.1	.7	.6	.4	2.6	2.3	2.9	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 — 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>Utilities</b>													
2022 .....	160.8	—	—	—	1.5	—	—	—	3.3	—	—	—	—
<b>Information</b>													
2001 .....	85.6	86.7	87.5	88.0	2.0	1.3	0.9	0.6	5.2	5.0	4.8	4.9	
2002 .....	89.2	89.6	90.4	91.0	1.4	.4	.9	.7	4.2	3.3	3.3	3.4	
2003 .....	91.7	93.1	94.1	94.5	.8	1.5	1.1	.4	2.8	3.9	4.1	3.8	
2004 .....	96.2	96.2	96.6	96.8	1.8	.0	.4	.2	4.9	3.3	2.7	2.4	
2005 .....	98.3	99.2	99.5	100.0	1.5	.9	.3	.5	2.2	3.1	3.0	3.3	
2006 .....	100.9	102.1	103.0	103.2	.9	1.2	.9	.2	2.6	2.9	3.5	3.2	
2007 .....	104.3	105.6	105.8	106.1	1.1	1.2	.2	.3	3.4	3.4	2.7	2.8	
2008 .....	106.1	106.2	107.2	107.4	.0	.1	.9	.2	1.7	.6	1.3	1.2	
2009 .....	107.7	107.5	108.0	108.3	.3	-2	.5	.3	1.5	1.2	.7	.8	
2010 .....	109.0	109.8	110.2	110.0	.6	.7	.4	-2	1.2	2.1	2.0	1.6	
2011 .....	111.6	112.3	112.4	112.5	1.5	.6	.1	.1	2.4	2.3	2.0	2.3	
2012 .....	115.2	116.4	116.6	116.9	2.4	1.0	.2	.3	3.2	3.7	3.7	3.9	
2013 .....	117.8	118.6	119.0	117.8	.8	.7	.3	-1.0	2.3	1.9	2.1	.8	
2014 .....	118.8	124.1	124.1	124.4	.8	4.5	.0	.2	.8	4.6	4.3	5.6	
2015 .....	126.0	122.1	122.7	122.7	1.3	-3.1	.5	.0	6.1	-1.6	-1.1	-1.4	
2016 .....	123.9	124.3	125.0	125.4	1.0	.3	.6	.3	-1.7	1.8	1.9	2.2	
2017 .....	126.1	127.6	128.3	128.4	.6	1.2	.5	.1	1.8	2.7	2.6	2.4	
2018 .....	129.4	133.4	134.4	134.3	.8	3.1	.7	-1	2.6	4.5	4.8	4.6	
2019 .....	135.6	134.8	135.3	135.7	1.0	-6	.4	.3	4.8	1.0	.7	1.0	
2020 .....	137.1	138.5	139.0	139.9	1.0	1.0	.4	.6	1.1	2.7	2.7	3.1	
2021 .....	141.4	142.4	143.9	144.7	1.1	.7	1.1	.6	3.1	2.8	3.5	3.4	
2022 .....	147.1	—	—	—	1.7	—	—	—	4.0	—	—	—	
<b>Financial activities</b>													
2001 .....	82.5	83.3	84.1	84.0	1.7	1.0	1.0	-1	4.0	4.4	4.0	3.6	
2002 .....	86.3	87.5	87.8	87.8	2.7	1.4	.3	.0	4.6	5.0	4.4	4.5	
2003 .....	91.9	92.8	93.6	93.8	4.7	1.0	.9	.2	6.5	6.1	6.6	6.8	
2004 .....	94.3	95.5	96.1	96.8	.5	1.3	.6	.7	2.6	2.9	2.7	3.2	
2005 .....	98.4	99.4	99.2	100.0	1.7	1.0	-2	.8	4.3	4.1	3.2	3.3	
2006 .....	101.2	101.8	102.1	102.5	1.2	.6	.3	.4	2.8	2.4	2.9	2.5	
2007 .....	104.2	104.6	105.4	105.6	1.7	.4	.8	.2	3.0	2.8	3.2	3.0	
2008 .....	106.8	107.3	107.4	107.1	1.1	.5	.1	-3	2.5	2.6	1.9	1.4	
2009 .....	106.8	107.9	108.3	108.6	-3	1.0	.4	.3	.0	.6	.8	1.4	
2010 .....	109.8	110.5	110.6	111.4	1.1	.6	.1	.7	2.8	2.4	2.1	2.6	
2011 .....	112.9	113.8	114.3	114.2	1.3	.8	.4	-1	2.8	3.0	3.3	2.5	
2012 .....	114.4	115.6	116.0	115.9	.2	1.0	.3	-1	1.3	1.6	1.5	1.5	
2013 .....	116.9	118.0	118.5	118.9	.9	.9	.4	.3	2.2	2.1	2.2	2.6	
2014 .....	119.4	120.5	120.7	121.0	.4	.9	.2	.2	2.1	2.1	1.9	1.8	
2015 .....	122.2	123.3	123.2	123.8	1.0	.9	-1	.5	2.3	2.3	2.1	2.3	
2016 .....	124.2	125.7	127.0	127.4	.3	1.2	1.0	.3	1.6	1.9	3.1	2.9	
2017 .....	127.8	129.6	129.9	129.9	.3	1.4	.2	.0	2.9	3.1	2.3	2.0	
2018 .....	132.0	133.8	133.9	134.2	1.6	1.4	.1	.2	3.3	3.2	3.1	3.3	
2019 .....	135.6	136.7	138.0	138.2	1.0	.8	1.0	.1	2.7	2.2	3.1	3.0	
2020 .....	139.4	140.9	141.2	141.4	.9	1.1	.2	.1	2.8	3.1	2.3	2.3	
2021 .....	146.8	145.0	147.6	146.0	3.8	-1.2	1.8	-1.1	5.3	2.9	4.5	3.3	
2022 .....	148.5	—	—	—	1.7	—	—	—	1.2	—	—	—	
<b>Excluding sales occupations</b>													
2001 .....	82.0	83.0	83.8	83.8	2.0	1.2	1.0	.0	5.0	5.3	4.9	4.2	

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 — 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</b>													
2002 .....	86.3	87.1	87.5	88.2	3.0	0.9	0.5	0.8	5.2	4.9	4.4	5.3	
2003 .....	93.0	93.9	94.6	94.9	5.4	1.0	.7	.3	7.8	7.8	8.1	7.6	
2004 .....	95.2	96.3	96.9	97.4	.3	1.2	.6	.5	2.4	2.6	2.4	2.6	
2005 .....	99.0	100.0	99.4	100.0	1.6	1.0	-.6	.6	4.0	3.8	2.6	2.7	
2006 .....	101.7	102.0	102.6	102.7	1.7	.3	.6	.1	2.7	2.0	3.2	2.7	
<b>Excluding incentive paid occupations<sup>2</sup></b>													
2006 .....	101.2	101.7	102.3	102.8	1.2	.5	.6	.5	—	—	—	2.8	
2007 .....	104.2	105.2	105.6	105.9	1.4	1.0	.4	.3	3.0	3.4	3.2	3.0	
2008 .....	107.4	108.2	108.6	108.8	1.4	.7	.4	.2	3.1	2.9	2.8	2.7	
2009 .....	109.4	109.8	110.1	110.4	.6	.4	.3	.3	1.9	1.5	1.4	1.5	
2010 .....	111.7	111.9	112.0	112.3	1.2	.2	.1	.3	2.1	1.9	1.7	1.7	
2011 .....	114.1	114.9	115.2	115.5	1.6	.7	.3	.3	2.1	2.7	2.9	2.8	
2012 .....	115.6	116.4	116.5	116.6	.1	.7	.1	.1	1.3	1.3	1.1	1.0	
2013 .....	117.6	118.4	118.9	119.3	.9	.7	.4	.3	1.7	1.7	2.1	2.3	
2014 .....	120.2	121.4	121.5	121.8	.8	1.0	.1	.2	2.2	2.5	2.2	2.1	
2015 .....	123.2	124.2	124.4	124.7	1.1	.8	.2	.2	2.5	2.3	2.4	2.4	
2016 .....	125.9	126.7	127.5	127.8	1.0	.6	.6	.2	2.2	2.0	2.5	2.5	
2017 .....	129.0	130.1	130.6	130.5	.9	.9	.4	-.1	2.5	2.7	2.4	2.1	
2018 .....	132.5	133.9	134.3	134.8	1.5	1.1	.3	.4	2.7	2.9	2.8	3.3	
2019 .....	136.4	137.4	138.0	138.4	1.2	.7	.4	.3	2.9	2.6	2.8	2.7	
2020 .....	139.6	140.8	141.5	141.5	.9	.9	.5	.0	2.3	2.5	2.5	2.2	
2021 .....	142.8	143.9	144.8	146.0	.9	.8	.6	.8	2.3	2.2	2.3	3.2	
2022 .....	149.3	—	—	—	2.3	—	—	—	4.6	—	—	—	
<b>Finance and insurance</b>													
2001 .....	82.0	82.9	83.7	83.4	1.5	1.1	1.0	-.4	4.1	4.7	3.8	3.2	
2002 .....	86.0	87.0	87.3	87.4	3.1	1.2	.3	.1	4.9	4.9	4.3	4.8	
2003 .....	93.1	93.9	94.7	95.1	6.5	.9	.9	.4	8.3	7.9	8.5	8.8	
2004 .....	95.4	96.5	96.9	97.8	.3	1.2	.4	.9	2.5	2.8	2.3	2.8	
2005 .....	98.7	100.0	99.5	100.0	.9	1.3	-.5	.5	3.5	3.6	2.7	2.2	
2006 .....	101.5	102.4	102.6	102.9	1.5	.9	.2	.3	2.8	2.4	3.1	2.9	
2007 .....	104.6	104.9	105.7	106.1	1.7	.3	.8	.4	3.1	2.4	3.0	3.1	
2008 .....	107.0	107.7	107.6	107.2	.8	.7	-.1	-.4	2.3	2.7	1.8	1.0	
2009 .....	106.9	108.1	108.6	108.8	-.3	1.1	.5	.2	-.1	.4	.9	1.5	
2010 .....	110.0	111.0	111.0	111.8	1.1	.9	.0	.7	2.9	2.7	2.2	2.8	
2011 .....	113.3	114.3	114.7	114.5	1.3	.9	.3	-.2	3.0	3.0	3.3	2.4	
2012 .....	114.6	115.8	116.2	116.0	.1	1.0	.3	-.2	1.1	1.3	1.3	1.3	
2013 .....	117.2	118.4	119.0	119.1	1.0	1.0	.5	.1	2.3	2.2	2.4	2.7	
2014 .....	119.5	120.7	120.8	121.1	.3	1.0	.1	.2	2.0	1.9	1.5	1.7	
2015 .....	122.2	123.5	123.4	124.1	.9	1.1	-.1	.6	2.3	2.3	2.2	2.5	
2016 .....	124.3	125.9	127.3	127.6	.2	1.3	1.1	.2	1.7	1.9	3.2	2.8	
2017 .....	128.0	129.9	130.1	130.1	.3	1.5	.2	.0	3.0	3.2	2.2	2.0	
2018 .....	132.2	134.3	134.3	134.5	1.6	1.6	.0	.1	3.3	3.4	3.2	3.4	
2019 .....	135.9	137.1	138.5	138.6	1.0	.9	1.0	.1	2.8	2.1	3.1	3.0	
2020 .....	140.0	141.6	141.7	142.0	1.0	1.1	.1	.2	3.0	3.3	2.3	2.5	
2021 .....	148.4	146.0	148.8	146.5	4.5	-1.6	1.9	-1.5	6.0	3.1	5.0	3.2	
2022 .....	148.8	—	—	—	1.6	—	—	—	.3	—	—	—	
<b>Credit intermediation and related activities</b>													
2001 .....	79.0	79.8	81.1	80.4	2.7	1.0	1.6	-.9	5.1	5.1	5.9	4.6	

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 — 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>												
2002 .....	84.4	85.3	85.5	85.8	5.0	1.1	0.2	0.4	6.8	6.9	5.4	6.7
2003 .....	95.5	96.4	97.0	97.6	11.3	.9	.6	.6	13.2	13.0	13.5	13.8
2004 .....	96.5	97.4	98.1	99.0	-1.1	.9	.7	.9	1.0	1.0	1.1	1.4
2005 .....	99.6	101.3	99.5	100.0	.6	1.7	-1.8	.5	3.2	4.0	1.4	1.0
2006 .....	101.4	102.3	102.4	102.0	1.4	.9	.1	-4	1.8	1.0	2.9	2.0
2007 .....	104.0	103.1	103.6	104.5	2.0	-9	.5	.9	2.6	.8	1.2	2.5
2008 .....	105.5	106.4	106.5	106.5	1.0	.9	.1	.0	1.4	3.2	2.8	1.9
2009 .....	106.6	107.6	107.5	108.2	.1	.9	-1	.7	1.0	1.1	.9	1.6
2010 .....	109.1	109.9	110.1	111.4	.8	.7	.2	1.2	2.3	2.1	2.4	3.0
2011 .....	113.0	113.9	114.3	114.1	1.4	.8	.4	-2	3.6	3.6	3.8	2.4
2012 .....	114.4	115.3	115.3	115.7	.3	.8	.0	.3	1.2	1.2	.9	1.4
2013 .....	116.9	117.8	118.0	118.0	1.0	.8	.2	.0	2.2	2.2	2.3	2.0
2014 .....	118.4	119.6	119.8	120.3	.3	1.0	.2	.4	1.3	1.5	1.5	1.9
2015 .....	121.3	122.6	122.8	123.1	.8	1.1	.2	.2	2.4	2.5	2.5	2.3
2016 .....	124.0	125.0	126.5	126.8	.7	.8	1.2	.2	2.2	2.0	3.0	3.0
2017 .....	127.8	129.2	129.5	128.8	.8	1.1	.2	-5	3.1	3.4	2.4	1.6
2018 .....	130.6	132.3	132.3	132.5	1.4	1.3	.0	.2	2.2	2.4	2.2	2.9
2019 .....	134.2	135.4	137.0	137.1	1.3	.9	1.2	.1	2.8	2.3	3.6	3.5
2020 .....	138.4	140.4	140.7	140.5	.9	1.4	.2	-1	3.1	3.7	2.7	2.5
2021 .....	141.2	145.2	152.8	148.8	.5	2.8	5.2	-2.6	2.0	3.4	8.6	5.9
2022 .....	148.5	-	-	-	-2	-	-	-	5.2	-	-	-
<b>Excluding incentive paid occupations<sup>2</sup></b>												
2006 .....	101.3	102.0	102.7	103.2	1.3	.7	.7	.5	-	-	-	3.2
2007 .....	104.4	105.2	105.9	106.3	1.2	.8	.7	.4	3.1	3.1	3.1	3.0
2008 .....	108.2	109.2	109.7	110.1	1.8	.9	.5	.4	3.6	3.8	3.6	3.6
2009 .....	110.4	111.1	111.3	111.3	.3	.6	.2	.0	2.0	1.7	1.5	1.1
2010 .....	113.1	113.5	113.6	113.9	1.6	.4	.1	.3	2.4	2.2	2.1	2.3
2011 .....	115.5	116.7	116.9	117.2	1.4	1.0	.2	.3	2.1	2.8	2.9	2.9
2012 .....	117.3	117.6	117.8	118.1	.1	.3	.2	.3	1.6	.8	.8	.8
2013 .....	119.2	120.1	120.6	120.7	.9	.8	.4	.1	1.6	2.1	2.4	2.2
2014 .....	121.9	123.4	123.6	124.1	1.0	1.2	.2	.4	2.3	2.7	2.5	2.8
2015 .....	125.4	126.2	126.3	126.7	1.0	.6	.1	.3	2.9	2.3	2.2	2.1
2016 .....	128.2	128.9	130.0	130.2	1.2	.5	.9	.2	2.2	2.1	2.9	2.8
2017 .....	132.0	133.1	133.4	132.8	1.4	.8	.2	-4	3.0	3.3	2.6	2.0
2018 .....	134.8	136.3	136.7	136.9	1.5	1.1	.3	.1	2.1	2.4	2.5	3.1
2019 .....	138.8	139.9	140.9	141.0	1.4	.8	.7	.1	3.0	2.6	3.1	3.0
2020 .....	142.5	144.2	144.0	144.2	1.1	1.2	-1	.1	2.7	3.1	2.2	2.3
2021 .....	145.7	146.5	147.5	148.4	1.0	.5	.7	.6	2.2	1.6	2.4	2.9
2022 .....	152.0	-	-	-	2.4	-	-	-	4.3	-	-	-
<b>Insurance carriers and related activities</b>												
2001 .....	82.5	83.4	83.7	84.6	1.5	1.1	.4	1.1	5.2	5.4	3.2	4.1
2002 .....	85.9	87.2	87.7	88.0	1.5	1.5	.6	.3	4.1	4.6	4.8	4.0
2003 .....	90.3	91.2	91.9	92.4	2.6	1.0	.8	.5	5.1	4.6	4.8	5.0
2004 .....	93.4	94.9	95.8	96.6	1.1	1.6	.9	.8	3.4	4.1	4.2	4.5
2005 .....	98.0	99.4	99.4	100.0	1.4	1.4	.0	.6	4.9	4.7	3.8	3.5
2006 .....	100.9	101.6	102.0	102.6	.9	.7	.4	.6	3.0	2.2	2.6	2.6
2007 .....	103.5	105.0	106.0	105.7	.9	1.4	1.0	-3	2.6	3.3	3.9	3.0
2008 .....	107.4	107.9	108.3	108.2	1.6	.5	.4	-1	3.8	2.8	2.2	2.4
2009 .....	109.1	109.7	110.2	110.0	.8	.5	.5	-2	1.6	1.7	1.8	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 — 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>Insurance carriers and related activities</b>													
2010 .....	111.3	112.2	112.2	112.2	1.2	0.8	0.0	0.0	2.0	2.3	1.8	2.0	
2011 .....	113.7	114.8	114.9	115.2	1.3	1.0	.1	.3	2.2	2.3	2.4	2.7	
2012 .....	115.3	116.3	117.3	116.5	.1	.9	.9	-.7	1.4	1.3	2.1	1.1	
2013 .....	117.3	119.2	120.5	120.9	.7	1.6	1.1	.3	1.7	2.5	2.7	3.8	
2014 .....	121.5	122.6	122.2	122.6	.5	.9	-.3	.3	3.6	2.9	1.4	1.4	
2015 .....	123.7	124.7	125.0	126.1	.9	.8	.2	.9	1.8	1.7	2.3	2.9	
2016 .....	126.9	128.2	129.5	129.5	.6	1.0	1.0	.0	2.6	2.8	3.6	2.7	
2017 .....	130.8	132.8	132.5	132.6	1.0	1.5	-.2	.1	3.1	3.6	2.3	2.4	
2018 .....	134.1	136.3	135.9	135.7	1.1	1.6	-.3	-.1	2.5	2.6	2.6	2.3	
2019 .....	137.8	139.1	139.6	139.6	1.5	.9	.4	.0	2.8	2.1	2.7	2.9	
2020 .....	140.6	142.5	142.7	143.0	.7	1.4	.1	.2	2.0	2.4	2.2	2.4	
2021 .....	144.6	145.6	146.4	147.1	1.1	.7	.5	.5	2.8	2.2	2.6	2.9	
2022 .....	150.1	—	—	—	2.0	—	—	—	3.8	—	—	—	
<b>Excluding sales occupations</b>													
2001 .....	82.9	84.1	84.3	85.1	1.3	1.4	.2	.9	4.0	4.7	3.7	4.0	
2002 .....	86.9	87.7	88.3	88.9	2.1	.9	.7	.7	4.8	4.3	4.7	4.5	
2003 .....	90.8	92.0	92.6	93.1	2.1	1.3	.7	.5	4.5	4.9	4.9	4.7	
2004 .....	94.0	95.5	96.1	96.7	1.0	1.6	.6	.6	3.5	3.8	3.8	3.9	
2005 .....	98.3	99.3	99.5	100.0	1.7	1.0	.2	.5	4.6	4.0	3.5	3.4	
2006 .....	100.9	101.5	101.9	102.3	.9	.6	.4	.4	2.6	2.2	2.4	2.3	
<b>Excluding incentive paid occupations<sup>2</sup></b>													
2006 .....	100.8	101.6	102.0	102.4	.8	.8	.4	.4	—	—	—	2.4	
2007 .....	103.4	104.8	104.9	105.4	1.0	1.4	.1	.5	2.6	3.1	2.8	2.9	
2008 .....	106.9	107.9	108.1	108.5	1.4	.9	.2	.4	3.4	3.0	3.1	2.9	
2009 .....	109.7	110.4	110.5	110.8	1.1	.6	.1	.3	2.6	2.3	2.2	2.1	
2010 .....	112.1	112.9	112.7	112.7	1.2	.7	-.2	.0	2.2	2.3	2.0	1.7	
2011 .....	114.5	115.4	115.4	115.7	1.6	.8	.0	.3	2.1	2.2	2.4	2.7	
2012 .....	115.6	116.9	117.0	117.0	-.1	1.1	.1	.0	1.0	1.3	1.4	1.1	
2013 .....	118.1	119.2	119.7	119.9	.9	.9	.4	.2	2.2	2.0	2.3	2.5	
2014 .....	120.8	122.4	122.7	122.8	.8	1.3	.2	.1	2.3	2.7	2.5	2.4	
2015 .....	124.1	125.3	125.8	125.9	1.1	1.0	.4	.1	2.7	2.4	2.5	2.5	
2016 .....	126.8	127.7	128.3	128.4	.7	.7	.5	.1	2.2	1.9	2.0	2.0	
2017 .....	129.8	130.9	131.3	131.5	1.1	.8	.3	.2	2.4	2.5	2.3	2.4	
2018 .....	133.0	134.5	135.0	135.2	1.1	1.1	.4	.1	2.5	2.8	2.8	2.8	
2019 .....	136.9	138.4	138.4	138.8	1.3	1.1	.0	.3	2.9	2.9	2.5	2.7	
2020 .....	139.9	141.8	141.9	142.0	.8	1.4	.1	.1	2.2	2.5	2.5	2.3	
2021 .....	143.2	144.2	144.8	145.8	.8	.7	.4	.7	2.4	1.7	2.0	2.7	
2022 .....	148.8	—	—	—	2.1	—	—	—	3.9	—	—	—	
<b>Real estate and rental and leasing</b>													
2001 .....	82.1	83.1	84.4	85.5	-.1	1.2	1.6	1.3	.1	-.1	2.8	4.0	
2002 .....	85.9	88.2	88.5	87.5	.5	2.7	.3	-1.1	4.6	6.1	4.9	2.3	
2003 .....	84.9	85.8	86.7	86.3	-3.0	1.1	1.0	-.5	-1.2	-2.7	-2.0	-1.4	
2004 .....	88.5	89.8	91.3	91.2	2.5	1.5	1.7	-.1	4.2	4.7	5.3	5.7	
2005 .....	96.9	96.7	98.6	100.0	6.3	-.2	2.0	1.4	9.5	7.7	8.0	9.6	
2006 .....	99.8	99.3	100.2	100.8	-.2	-.5	.9	.6	3.0	2.7	1.6	.8	
2007 .....	102.2	103.0	104.1	103.7	1.4	.8	1.1	-.4	2.4	3.7	3.9	2.9	
2008 .....	105.5	105.7	106.4	106.6	1.7	.2	.7	.2	3.2	2.6	2.2	2.8	
2009 .....	106.6	106.9	107.4	107.7	.0	.3	.5	.3	1.0	1.1	.9	1.0	
2010 .....	109.0	108.4	108.8	109.4	1.2	-.6	.4	.6	2.3	1.4	1.3	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 — 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>Real estate and rental and leasing</b>												
2011 .....	110.8	111.4	112.5	112.9	1.3	0.5	1.0	0.4	1.7	2.8	3.4	3.2
2012 .....	113.5	114.6	115.0	115.2	.5	1.0	.3	.2	2.4	2.9	2.2	2.0
2013 .....	115.4	116.0	116.4	118.0	.2	.5	.3	1.4	1.7	1.2	1.2	2.4
2014 .....	119.1	119.6	120.3	120.2	.9	.4	.6	-.1	3.2	3.1	3.4	1.9
2015 .....	122.0	122.3	122.4	122.6	1.5	.2	.1	.2	2.4	2.3	1.7	2.0
2016 .....	124.0	124.9	125.9	126.7	1.1	.7	.8	.6	1.6	2.1	2.9	3.3
2017 .....	127.1	128.3	129.2	129.3	.3	.9	.7	.1	2.5	2.7	2.6	2.1
2018 .....	130.9	131.3	132.1	133.1	1.2	.3	.6	.8	3.0	2.3	2.2	2.9
2019 .....	134.5	134.9	135.9	136.3	1.1	.3	.7	.3	2.8	2.7	2.9	2.4
2020 .....	137.0	137.9	138.8	138.8	.5	.7	.7	.0	1.9	2.2	2.1	1.8
2021 .....	139.7	140.6	142.2	143.9	.6	.6	1.1	1.2	2.0	2.0	2.4	3.7
2022 .....	146.9	—	—	—	2.1	—	—	—	5.2	—	—	—
<b>Excluding incentive paid occupations<sup>2</sup></b>												
2006 .....	100.7	100.5	101.6	102.1	.7	-.2	1.1	.5	—	—	—	2.1
2007 .....	104.4	105.3	105.8	105.9	2.3	.9	.5	.1	3.7	4.8	4.1	3.7
2008 .....	108.1	108.5	109.3	109.6	2.1	.4	.7	.3	3.5	3.0	3.3	3.5
2009 .....	109.9	110.0	110.4	110.6	.3	.1	.4	.2	1.7	1.4	1.0	.9
2010 .....	111.3	111.3	111.9	112.3	.6	.0	.5	.4	1.3	1.2	1.4	1.5
2011 .....	113.9	114.3	115.2	115.7	1.4	.4	.8	.4	2.3	2.7	2.9	3.0
2012 .....	116.4	117.9	118.1	118.1	.6	1.3	.2	.0	2.2	3.1	2.5	2.1
2013 .....	118.6	119.3	119.7	120.8	.4	.6	.3	.9	1.9	1.2	1.4	2.3
2014 .....	122.1	122.9	123.2	123.6	1.1	.7	.2	.3	3.0	3.0	2.9	2.3
2015 .....	125.2	125.9	125.9	126.2	1.3	.6	.0	.2	2.5	2.4	2.2	2.1
2016 .....	127.5	128.4	129.3	129.8	1.0	.7	.7	.4	1.8	2.0	2.7	2.9
2017 .....	130.2	131.4	132.2	132.3	.3	.9	.6	.1	2.1	2.3	2.2	1.9
2018 .....	134.0	134.7	135.5	136.7	1.3	.5	.6	.9	2.9	2.5	2.5	3.3
2019 .....	138.1	138.7	139.4	140.1	1.0	.4	.5	.5	3.1	3.0	2.9	2.5
2020 .....	140.9	141.8	142.7	142.7	.6	.6	.6	.0	2.0	2.2	2.4	1.9
2021 .....	143.9	144.9	146.5	148.1	.8	.7	1.1	1.1	2.1	2.2	2.7	3.8
2022 .....	151.0	—	—	—	2.0	—	—	—	4.9	—	—	—
<b>Professional and business services</b>												
2001 .....	87.6	88.4	89.4	90.0	1.7	.9	1.1	.7	4.4	4.2	4.2	4.5
2002 .....	90.2	90.8	91.1	91.0	.2	.7	.3	-.1	3.0	2.7	1.9	1.1
2003 .....	92.1	92.7	94.1	94.7	1.2	.7	1.5	.6	2.1	2.1	3.3	4.1
2004 .....	95.9	97.0	97.9	98.5	1.3	1.1	.9	.6	4.1	4.6	4.0	4.0
2005 .....	99.1	99.5	99.6	100.0	.6	.4	.1	.4	3.3	2.6	1.7	1.5
2006 .....	101.1	102.2	102.9	103.5	1.1	1.1	.7	.6	2.0	2.7	3.3	3.5
2007 .....	104.7	105.9	106.9	107.5	1.2	1.1	.9	.6	3.6	3.6	3.9	3.9
2008 .....	109.0	109.9	110.8	111.6	1.4	.8	.8	.7	4.1	3.8	3.6	3.8
2009 .....	111.9	111.9	112.0	112.4	.3	.0	.1	.4	2.7	1.8	1.1	.7
2010 .....	113.0	113.4	114.0	114.6	.5	.4	.5	.5	1.0	1.3	1.8	2.0
2011 .....	115.5	116.6	116.7	117.1	.8	1.0	.1	.3	2.2	2.8	2.4	2.2
2012 .....	117.9	118.5	118.7	119.3	.7	.5	.2	.5	2.1	1.6	1.7	1.9
2013 .....	120.0	120.7	120.9	121.2	.6	.6	.2	.2	1.8	1.9	1.9	1.6
2014 .....	121.7	123.1	123.8	124.2	.4	1.2	.6	.3	1.4	2.0	2.4	2.5
2015 .....	126.1	124.9	125.9	126.5	1.5	-1.0	.8	.5	3.6	1.5	1.7	1.9
2016 .....	127.5	128.0	128.0	128.0	.8	.4	.0	.0	1.1	2.5	1.7	1.2
2017 .....	129.4	130.3	131.5	131.9	1.1	.7	.9	.3	1.5	1.8	2.7	3.0
2018 .....	133.3	133.8	134.8	135.2	1.1	.4	.7	.3	3.0	2.7	2.5	2.5

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 — 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 business services</b>													
2019 .....	136.3	137.4	138.3	138.7	0.8	0.8	0.7	0.3	2.3	2.7	2.6	2.6	
2020 .....	140.7	140.9	141.4	142.4	1.4	.1	.4	.7	3.2	2.5	2.2	2.7	
2021 .....	143.7	144.6	146.7	147.9	.9	.6	1.5	.8	2.1	2.6	3.7	3.9	
2022 .....	150.2	—	—	—	1.6	—	—	—	4.5	—	—	—	
<b>Professional, scientific, and technical services</b>													
2001 .....	88.2	88.9	89.9	90.3	1.4	.8	1.1	.4	3.9	3.4	3.1	3.8	
2002 .....	90.3	91.0	91.2	91.2	.0	.8	.2	.0	2.4	2.4	1.4	1.0	
2003 .....	92.2	92.9	94.1	94.8	1.1	.8	1.3	.7	2.1	2.1	3.2	3.9	
2004 .....	96.1	97.1	98.2	98.8	1.4	1.0	1.1	.6	4.2	4.5	4.4	4.2	
2005 .....	99.7	99.6	99.5	100.0	.9	-1	-1	.5	3.7	2.6	1.3	1.2	
2006 .....	101.5	102.7	103.6	104.4	1.5	1.2	.9	.8	1.8	3.1	4.1	4.4	
2007 .....	106.0	107.5	108.4	109.1	1.5	1.4	.8	.6	4.4	4.7	4.6	4.5	
2008 .....	111.1	111.9	112.8	113.9	1.8	.7	.8	1.0	4.8	4.1	4.1	4.4	
2009 .....	114.3	114.1	114.3	114.5	.4	-2	.2	.2	2.9	2.0	1.3	.5	
2010 .....	115.2	115.7	116.4	117.2	.6	.4	.6	.7	.8	1.4	1.8	2.4	
2011 .....	118.2	119.2	119.3	119.8	.9	.8	.1	.4	2.6	3.0	2.5	2.2	
2012 .....	120.7	121.0	121.3	121.9	.8	.2	.2	.5	2.1	1.5	1.7	1.8	
2013 .....	122.6	123.4	123.7	124.0	.6	.7	.2	.2	1.6	2.0	2.0	1.7	
2014 .....	124.8	125.5	126.0	126.3	.6	.6	.4	.2	1.8	1.7	1.9	1.9	
2015 .....	129.3	126.9	127.8	128.3	2.4	-1.9	.7	.4	3.6	1.1	1.4	1.6	
2016 .....	129.8	130.3	130.0	130.2	1.2	.4	-2	.2	.4	2.7	1.7	1.5	
2017 .....	131.9	132.8	134.0	134.1	1.3	.7	.9	.1	1.6	1.9	3.1	3.0	
2018 .....	135.9	135.8	137.3	137.5	1.3	-1	1.1	.1	3.0	2.3	2.5	2.5	
2019 .....	138.6	139.5	140.4	140.5	.8	.6	.6	.1	2.0	2.7	2.3	2.2	
2020 .....	143.2	142.5	142.9	144.0	1.9	-5	.3	.8	3.3	2.2	1.8	2.5	
2021 .....	145.2	145.9	148.4	149.2	.8	.5	1.7	.5	1.4	2.4	3.8	3.6	
2022 .....	151.1	—	—	—	1.3	—	—	—	4.1	—	—	—	
<b>Administrative and support and waste management and remediation services</b>													
2001 .....	86.2	87.7	89.5	90.1	1.5	1.7	2.1	.7	5.0	5.5	6.3	6.1	
2002 .....	90.2	90.6	91.4	91.1	.1	.4	.9	-3	4.6	3.3	2.1	1.1	
2003 .....	92.1	92.5	94.5	94.7	1.1	.4	2.2	.2	2.1	2.1	3.4	4.0	
2004 .....	95.7	97.4	98.1	98.6	1.1	1.8	.7	.5	3.9	5.3	3.8	4.1	
2005 .....	99.0	99.8	99.9	100.0	.4	.8	.1	.1	3.4	2.5	1.8	1.4	
2006 .....	100.5	101.9	102.1	102.8	.5	1.4	.2	.7	1.5	2.1	2.2	2.8	
2007 .....	103.8	104.8	105.6	106.4	1.0	1.0	.8	.8	3.3	2.8	3.4	3.5	
2008 .....	107.1	108.0	109.0	109.4	.7	.8	.9	.4	3.2	3.1	3.2	2.8	
2009 .....	109.9	110.2	110.0	110.7	.5	.3	-2	.6	2.6	2.0	.9	1.2	
2010 .....	111.1	111.0	111.5	111.9	.4	-1	.5	.4	1.1	.7	1.4	1.1	
2011 .....	112.3	113.4	113.3	113.9	.4	1.0	-1	.5	1.1	2.2	1.6	1.8	
2012 .....	114.3	115.2	115.2	116.0	.4	.8	.0	.7	1.8	1.6	1.7	1.8	
2013 .....	116.8	117.4	117.2	117.7	.7	.5	-2	.4	2.2	1.9	1.7	1.5	
2014 .....	117.1	120.1	121.2	122.0	-5	2.6	.9	.7	.3	2.3	3.4	3.7	
2015 .....	122.1	122.1	123.4	124.0	.1	.0	1.1	.5	4.3	1.7	1.8	1.6	
2016 .....	124.6	125.0	125.4	124.6	.5	.3	.3	-6	2.0	2.4	1.6	.5	
2017 .....	125.3	126.2	127.8	128.5	.6	.7	1.3	.5	.6	1.0	1.9	3.1	
2018 .....	129.3	130.5	131.2	132.0	.6	.9	.5	.6	3.2	3.4	2.7	2.7	
2019 .....	133.1	134.2	135.0	135.8	.8	.8	.6	.6	2.9	2.8	2.9	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 — 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>													
2020 .....	137.3	138.3	139.0	140.3	1.1	0.7	0.5	0.9	3.2	3.1	3.0	3.3	
2021 .....	142.1	143.6	145.6	147.5	1.3	1.1	1.4	1.3	3.5	3.8	4.7	5.1	
2022 .....	150.4	—	—	—	2.0	—	—	—	5.8	—	—	—	
<b>Education and health services</b>													
2001 .....	83.6	84.4	85.7	86.4	1.3	1.0	1.5	.8	4.9	4.7	4.9	4.7	
2002 .....	87.3	87.9	88.9	89.6	1.0	.7	1.1	.8	4.4	4.1	3.7	3.7	
2003 .....	90.6	91.4	92.4	93.0	1.1	.9	1.1	.6	3.8	4.0	3.9	3.8	
2004 .....	94.3	94.9	96.1	96.7	1.4	.6	1.3	.6	4.1	3.8	4.0	4.0	
2005 .....	97.7	98.4	99.3	100.0	1.0	.7	.9	.7	3.6	3.7	3.3	3.4	
2006 .....	101.0	101.8	103.2	104.1	1.0	.8	1.4	.9	3.4	3.5	3.9	4.1	
2007 .....	105.1	105.7	106.9	107.7	1.0	.6	1.1	.7	4.1	3.8	3.6	3.5	
2008 .....	108.6	109.4	110.3	110.6	.8	.7	.8	.3	3.3	3.5	3.2	2.7	
2009 .....	111.5	111.9	112.6	112.8	.8	.4	.6	.2	2.7	2.3	2.1	2.0	
2010 .....	113.3	113.7	114.3	114.7	.4	.4	.5	.3	1.6	1.6	1.5	1.7	
2011 .....	115.1	115.5	116.0	116.5	.3	.3	.4	.4	1.6	1.6	1.5	1.6	
2012 .....	117.6	118.0	118.6	118.9	.9	.3	.5	.3	2.2	2.2	2.2	2.1	
2013 .....	119.4	119.9	120.6	121.2	.4	.4	.6	.5	1.5	1.6	1.7	1.9	
2014 .....	121.4	122.0	122.6	123.3	.2	.5	.5	.6	1.7	1.8	1.7	1.7	
2015 .....	123.8	124.3	124.9	125.4	.4	.4	.5	.4	2.0	1.9	1.9	1.7	
2016 .....	125.9	126.6	127.2	127.8	.4	.6	.5	.5	1.7	1.9	1.8	1.9	
2017 .....	128.5	129.2	129.6	130.4	.5	.5	.3	.6	2.1	2.1	1.9	2.0	
2018 .....	131.4	132.1	133.3	134.1	.8	.5	.9	.6	2.3	2.2	2.9	2.8	
2019 .....	134.7	135.5	136.6	137.2	.4	.6	.8	.4	2.5	2.6	2.5	2.3	
2020 .....	138.3	138.1	139.5	140.2	.8	-.1	1.0	.5	2.7	1.9	2.1	2.2	
2021 .....	141.3	142.2	144.2	146.1	.8	.6	1.4	1.3	2.2	3.0	3.4	4.2	
2022 .....	148.3	—	—	—	1.5	—	—	—	5.0	—	—	—	
<b>Educational services</b>													
2001 .....	83.2	83.6	85.3	85.8	1.2	.5	2.0	.6	5.3	5.0	4.5	4.4	
2002 .....	86.2	86.4	88.8	89.7	.5	.2	2.8	1.0	3.6	3.3	4.1	4.5	
2003 .....	90.1	90.6	92.1	92.7	.4	.6	1.7	.7	4.5	4.9	3.7	3.3	
2004 .....	93.6	94.1	95.6	96.4	1.0	.5	1.6	.8	3.9	3.9	3.8	4.0	
2005 .....	97.1	97.5	99.6	100.0	.7	.4	2.2	.4	3.7	3.6	4.2	3.7	
2006 .....	100.7	101.5	103.2	104.2	.7	.8	1.7	1.0	3.7	4.1	3.6	4.2	
2007 .....	104.5	104.9	106.7	107.5	.3	.4	1.7	.7	3.8	3.3	3.4	3.2	
2008 .....	108.1	109.1	111.4	111.3	.6	.9	2.1	-.1	3.4	4.0	4.4	3.5	
2009 .....	111.9	112.0	113.2	113.2	.5	.1	1.1	.0	3.5	2.7	1.6	1.7	
2010 .....	113.2	113.3	114.7	115.0	.0	.1	1.2	.3	1.2	1.2	1.3	1.6	
2011 .....	115.2	115.6	116.8	117.3	.2	.3	1.0	.4	1.8	2.0	1.8	2.0	
2012 .....	117.6	117.8	118.9	119.0	.3	.2	.9	.1	2.1	1.9	1.8	1.4	
2013 .....	119.3	119.9	121.3	121.7	.3	.5	1.2	.3	1.4	1.8	2.0	2.3	
2014 .....	121.6	121.9	123.5	123.9	-.1	.2	1.3	.3	1.9	1.7	1.8	1.8	
2015 .....	124.3	124.5	125.6	126.0	.3	.2	.9	.3	2.2	2.1	1.7	1.7	
2016 .....	126.1	126.8	127.8	128.6	.1	.6	.8	.6	1.4	1.8	1.8	2.1	
2017 .....	129.0	129.3	130.5	131.1	.3	.2	.9	.5	2.3	2.0	2.1	1.9	
2018 .....	131.5	132.1	133.8	134.4	.3	.5	1.3	.4	1.9	2.2	2.5	2.5	
2019 .....	134.6	135.2	137.3	137.6	.1	.4	1.6	.2	2.4	2.3	2.6	2.4	
2020 .....	138.6	139.2	139.6	140.4	.7	.4	.3	.6	3.0	3.0	1.7	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 — 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>												
2021 .....	140.5	140.7	143.6	144.0	0.1	0.1	2.1	0.3	1.4	1.1	2.9	2.6
2022 .....	145.4	—	—	—	1.0	—	—	—	3.5	—	—	—
<b>Junior colleges, colleges, universities, and professional schools</b>												
2001 .....	84.6	85.2	86.7	87.3	1.7	.7	1.8	.7	5.0	5.2	4.8	4.9
2002 .....	87.6	87.6	89.5	90.4	.3	.0	2.2	1.0	3.5	2.8	3.2	3.6
2003 .....	90.6	91.1	92.6	93.2	.2	.6	1.6	.6	3.4	4.0	3.5	3.1
2004 .....	94.0	94.6	96.0	96.5	.9	.6	1.5	.5	3.8	3.8	3.7	3.5
2005 .....	97.2	97.6	99.5	100.0	.7	.4	1.9	.5	3.4	3.2	3.6	3.6
2006 .....	100.9	101.6	103.5	104.4	.9	.7	1.9	.9	3.8	4.1	4.0	4.4
2007 .....	104.5	105.1	106.9	107.7	.1	.6	1.7	.7	3.6	3.4	3.3	3.2
2008 .....	108.3	109.5	111.6	111.6	.6	1.1	1.9	.0	3.6	4.2	4.4	3.6
2009 .....	112.4	112.5	113.2	113.1	.7	.1	.6	-1	3.8	2.7	1.4	1.3
2010 .....	113.2	113.3	114.7	115.0	.1	.1	1.2	.3	.7	.7	1.3	1.7
2011 .....	115.3	115.4	116.5	116.9	.3	.1	1.0	.3	1.9	1.9	1.6	1.7
2012 .....	117.8	118.0	119.3	119.5	.8	.2	1.1	.2	2.2	2.3	2.4	2.2
2013 .....	120.0	120.6	122.3	122.6	.4	.5	1.4	.2	1.9	2.2	2.5	2.6
2014 .....	122.6	123.0	124.3	124.8	.0	.3	1.1	.4	2.2	2.0	1.6	1.8
2015 .....	125.1	125.4	126.6	127.0	.2	.2	1.0	.3	2.0	2.0	1.9	1.8
2016 .....	127.1	127.6	128.8	129.6	.1	.4	.9	.6	1.6	1.8	1.7	2.0
2017 .....	130.0	130.3	132.0	132.5	.3	.2	1.3	.4	2.3	2.1	2.5	2.2
2018 .....	133.0	133.8	135.5	136.2	.4	.6	1.3	.5	2.3	2.7	2.7	2.8
2019 .....	136.8	137.3	138.9	139.5	.4	.4	1.2	.4	2.9	2.6	2.5	2.4
2020 .....	140.4	140.7	140.4	140.8	.6	.2	-2	.3	2.6	2.5	1.1	.9
2021 .....	141.0	141.6	144.1	144.9	.1	.4	1.8	.6	.4	.6	2.6	2.9
2022 .....	145.8	—	—	—	.6	—	—	—	3.4	—	—	—
<b>Health care and social assistance</b>												
2001 .....	83.7	84.6	85.8	86.5	1.3	1.1	1.4	.8	4.9	4.7	5.0	4.7
2002 .....	87.6	88.3	88.9	89.5	1.3	.8	.7	.7	4.7	4.4	3.6	3.5
2003 .....	90.8	91.5	92.5	93.1	1.5	.8	1.1	.6	3.7	3.6	4.0	4.0
2004 .....	94.4	95.1	96.3	96.7	1.4	.7	1.3	.4	4.0	3.9	4.1	3.9
2005 .....	97.8	98.5	99.3	100.0	1.1	.7	.8	.7	3.6	3.6	3.1	3.4
2006 .....	101.1	101.9	103.2	104.1	1.1	.8	1.3	.9	3.4	3.5	3.9	4.1
2007 .....	105.2	105.9	106.9	107.8	1.1	.7	.9	.8	4.1	3.9	3.6	3.6
2008 .....	108.8	109.4	110.1	110.5	.9	.6	.6	.4	3.4	3.3	3.0	2.5
2009 .....	111.5	111.9	112.5	112.8	.9	.4	.5	.3	2.5	2.3	2.2	2.1
2010 .....	113.3	113.7	114.2	114.6	.4	.4	.4	.4	1.6	1.6	1.5	1.6
2011 .....	115.0	115.5	115.8	116.4	.3	.4	.3	.5	1.5	1.6	1.4	1.6
2012 .....	117.6	118.1	118.5	118.9	1.0	.4	.3	.3	2.3	2.3	2.3	2.1
2013 .....	119.4	119.9	120.5	121.1	.4	.4	.5	.5	1.5	1.5	1.7	1.9
2014 .....	121.4	122.0	122.4	123.2	.2	.5	.3	.7	1.7	1.8	1.6	1.7
2015 .....	123.8	124.3	124.7	125.3	.5	.4	.3	.5	2.0	1.9	1.9	1.7
2016 .....	125.9	126.5	127.1	127.6	.5	.5	.5	.4	1.7	1.8	1.9	1.8
2017 .....	128.5	129.2	129.5	130.2	.7	.5	.2	.5	2.1	2.1	1.9	2.0
2018 .....	131.4	132.1	133.2	134.1	.9	.5	.8	.7	2.3	2.2	2.9	3.0
2019 .....	134.8	135.6	136.4	137.1	.5	.6	.6	.5	2.6	2.6	2.4	2.2
2020 .....	138.3	137.9	139.4	140.2	.9	-3	1.1	.6	2.6	1.7	2.2	2.3
2021 .....	141.4	142.5	144.3	146.6	.9	.8	1.3	1.6	2.2	3.3	3.5	4.6
2022 .....	148.9	—	—	—	1.6	—	—	—	5.3	—	—	—

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 — 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>													
2001 .....	80.5	81.7	83.1	84.1	1.8	1.5	1.7	1.2	5.4	5.7	6.3	6.3	
2002 .....	85.4	86.3	87.3	88.3	1.5	1.1	1.2	1.1	6.1	5.6	5.1	5.0	
2003 .....	89.6	90.2	91.2	92.3	1.5	.7	1.1	1.2	4.9	4.5	4.5	4.5	
2004 .....	93.4	94.2	95.3	96.0	1.2	.9	1.2	.7	4.2	4.4	4.5	4.0	
2005 .....	97.5	98.2	99.2	100.0	1.6	.7	1.0	.8	4.4	4.2	4.1	4.2	
2006 .....	101.3	102.0	103.2	103.9	1.3	.7	1.2	.7	3.9	3.9	4.0	3.9	
2007 .....	105.0	105.6	106.5	107.3	1.1	.6	.9	.8	3.7	3.5	3.2	3.3	
2008 .....	108.2	109.1	110.1	110.7	.8	.8	.9	.5	3.0	3.3	3.4	3.2	
2009 .....	111.5	112.0	112.6	113.2	.7	.4	.5	.5	3.0	2.7	2.3	2.3	
2010 .....	113.9	114.5	115.0	115.6	.6	.5	.4	.5	2.2	2.2	2.1	2.1	
2011 .....	116.2	116.6	117.0	117.5	.5	.3	.3	.4	2.0	1.8	1.7	1.6	
2012 .....	118.1	118.5	118.9	119.4	.5	.3	.3	.4	1.6	1.6	1.6	1.6	
2013 .....	119.9	120.4	121.0	121.5	.4	.4	.5	.4	1.5	1.6	1.8	1.8	
2014 .....	122.0	122.6	122.9	123.5	.4	.5	.2	.5	1.8	1.8	1.6	1.6	
2015 .....	124.1	124.8	125.2	125.8	.5	.6	.3	.5	1.7	1.8	1.9	1.9	
2016 .....	126.4	127.3	127.8	128.7	.5	.7	.4	.7	1.9	2.0	2.1	2.3	
2017 .....	129.6	130.3	130.7	131.3	.7	.5	.3	.5	2.5	2.4	2.3	2.0	
2018 .....	132.1	132.8	133.4	134.7	.6	.5	.5	1.0	1.9	1.9	2.1	2.6	
2019 .....	135.5	136.4	137.1	138.0	.6	.7	.5	.7	2.6	2.7	2.8	2.4	
2020 .....	138.8	139.8	140.4	141.1	.6	.7	.4	.5	2.4	2.5	2.4	2.2	
2021 .....	142.6	143.6	145.0	147.4	1.1	.7	1.0	1.7	2.7	2.7	3.3	4.5	
2022 .....	149.8	—	—	—	1.6	—	—	—	5.0	—	—	—	
<b>Nursing and residential care facilities</b>													
2001 .....	84.0	84.4	86.7	87.5	1.8	.5	2.7	.9	6.3	5.2	6.4	6.1	
2002 .....	88.5	89.5	90.1	90.8	1.1	1.1	.7	.8	5.4	6.0	3.9	3.8	
2003 .....	92.0	92.7	93.4	94.0	1.3	.8	.8	.6	4.0	3.6	3.7	3.5	
2004 .....	95.2	95.7	96.3	96.8	1.3	.5	.6	.5	3.5	3.2	3.1	3.0	
2005 .....	97.5	98.3	99.1	100.0	.7	.8	.8	.9	2.4	2.7	2.9	3.3	
2006 .....	101.0	101.4	102.4	103.5	1.0	.4	1.0	1.1	3.6	3.2	3.3	3.5	
2007 .....	104.3	104.8	105.5	106.2	.8	.5	.7	.7	3.3	3.4	3.0	2.6	
2008 .....	107.1	107.8	108.7	109.3	.8	.7	.8	.6	2.7	2.9	3.0	2.9	
2009 .....	109.9	110.2	110.7	110.9	.5	.3	.5	.2	2.6	2.2	1.8	1.5	
2010 .....	111.5	111.7	112.0	112.1	.5	.2	.3	.1	1.5	1.4	1.2	1.1	
2011 .....	112.7	113.3	113.6	113.7	.5	.5	.3	.1	1.1	1.4	1.4	1.4	
2012 .....	114.4	114.6	114.9	115.2	.6	.2	.3	.3	1.5	1.1	1.1	1.3	
2013 .....	115.6	115.8	116.2	116.5	.3	.2	.3	.3	1.0	1.0	1.1	1.1	
2014 .....	116.9	117.1	117.6	118.2	.3	.2	.4	.5	1.1	1.1	1.2	1.5	
2015 .....	118.6	119.2	119.9	120.2	.3	.5	.6	.3	1.5	1.8	2.0	1.7	
2016 .....	121.2	121.9	122.7	123.5	.8	.6	.7	.7	2.2	2.3	2.3	2.7	
2017 .....	124.3	124.9	125.7	126.5	.6	.5	.6	.6	2.6	2.5	2.4	2.4	
2018 .....	127.6	128.3	129.0	129.9	.9	.5	.5	.7	2.7	2.7	2.6	2.7	
2019 .....	130.7	131.4	132.2	132.8	.6	.5	.6	.5	2.4	2.4	2.5	2.2	
2020 .....	133.8	134.7	135.8	136.8	.8	.7	.8	.7	2.4	2.5	2.7	3.0	
2021 .....	138.3	139.9	142.4	145.0	1.1	1.2	1.8	1.8	3.4	3.9	4.9	6.0	
2022 .....	147.6	—	—	—	1.8	—	—	—	6.7	—	—	—	
<b>Nursing care facilities<sup>2</sup></b>													
2006 .....	100.8	101.2	102.0	103.1	.8	.4	.8	1.1	—	—	—	3.1	
2007 .....	104.2	104.7	105.6	106.2	1.1	.5	.9	.6	3.4	3.5	3.5	3.0	
2008 .....	107.2	108.0	108.9	109.4	.9	.7	.8	.5	2.9	3.2	3.1	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 — 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>Nursing care facilities<sup>2</sup></b>													
2009 .....	110.1	110.3	110.9	111.2	0.6	0.2	0.5	0.3	2.7	2.1	1.8	1.6	
2010 .....	111.9	112.2	112.6	112.6	.6	.3	.4	.0	1.6	1.7	1.5	1.3	
2011 .....	113.2	113.9	114.1	114.2	.5	.6	.2	.1	1.2	1.5	1.3	1.4	
2012 .....	114.7	114.9	115.1	115.2	.4	.2	.2	.1	1.3	.9	.9	.9	
2013 .....	115.6	116.0	116.1	116.4	.3	.3	.1	.3	.8	1.0	.9	1.0	
2014 .....	116.8	117.1	117.7	118.3	.3	.3	.5	.5	1.0	.9	1.4	1.6	
2015 .....	118.7	119.5	120.3	120.8	.3	.7	.7	.4	1.6	2.0	2.2	2.1	
2016 .....	121.4	122.0	122.7	123.6	.5	.5	.6	.7	2.3	2.1	2.0	2.3	
2017 .....	124.0	124.8	125.6	126.3	.3	.6	.6	.6	2.1	2.3	2.4	2.2	
2018 .....	127.1	127.8	128.6	129.7	.6	.6	.6	.9	2.5	2.4	2.4	2.7	
2019 .....	130.2	130.9	131.4	132.1	.4	.5	.4	.5	2.4	2.4	2.2	1.9	
2020 .....	133.1	134.0	134.9	136.1	.8	.7	.7	.9	2.2	2.4	2.7	3.0	
2021 .....	137.7	139.3	141.8	144.1	1.2	1.2	1.8	1.6	3.5	4.0	5.1	5.9	
2022 .....	146.6	—	—	—	1.7	—	—	—	6.5	—	—	—	
<b>Leisure and hospitality</b>													
2001 .....	90.2	90.8	91.6	92.2	1.2	.7	.9	.7	3.4	2.8	3.2	3.5	
2002 .....	92.8	93.3	93.9	94.4	.7	.5	.6	.5	2.9	2.8	2.5	2.4	
2003 .....	95.2	95.4	95.7	96.3	.8	.2	.3	.6	2.6	2.3	1.9	2.0	
2004 .....	97.0	97.4	97.4	97.7	.7	.4	.0	.3	1.9	2.1	1.8	1.5	
2005 .....	98.5	99.1	99.6	100.0	.8	.6	.5	.4	1.5	1.7	2.3	2.4	
2006 .....	100.6	101.3	102.4	103.7	.6	.7	1.1	1.3	2.1	2.2	2.8	3.7	
2007 .....	105.3	106.0	107.5	108.1	1.5	.7	1.4	.6	4.7	4.6	5.0	4.2	
2008 .....	109.0	109.3	110.6	111.4	.8	.3	1.2	.7	3.5	3.1	2.9	3.1	
2009 .....	112.2	112.0	112.7	112.7	.7	-2	.6	.0	2.9	2.5	1.9	1.2	
2010 .....	113.4	113.4	113.9	114.1	.6	.0	.4	.2	1.1	1.2	1.1	1.2	
2011 .....	114.5	114.6	115.1	115.2	.4	.1	.4	.1	1.0	1.1	1.1	1.0	
2012 .....	115.6	116.0	116.0	116.5	.3	.3	.0	.4	1.0	1.2	.8	1.1	
2013 .....	116.6	116.9	117.3	117.6	.1	.3	.3	.3	.9	.8	1.1	.9	
2014 .....	118.1	118.2	119.2	119.6	.4	.1	.8	.3	1.3	1.1	1.6	1.7	
2015 .....	120.5	121.0	121.0	121.8	.8	.4	.0	.7	2.0	2.4	1.5	1.8	
2016 .....	123.2	124.2	125.3	125.8	1.1	.8	.9	.4	2.2	2.6	3.6	3.3	
2017 .....	128.5	129.0	129.6	130.3	2.1	.4	.5	.5	4.3	3.9	3.4	3.6	
2018 .....	132.6	133.0	134.0	135.7	1.8	.3	.8	1.3	3.2	3.1	3.4	4.1	
2019 .....	137.0	137.8	138.4	140.0	1.0	.6	.4	1.2	3.3	3.6	3.3	3.2	
2020 .....	141.9	142.8	144.1	144.7	1.4	.6	.9	.4	3.6	3.6	4.1	3.4	
2021 .....	147.4	150.6	154.1	156.3	1.9	2.2	2.3	1.4	3.9	5.5	6.9	8.0	
2022 .....	159.8	—	—	—	2.2	—	—	—	8.4	—	—	—	
<b>Accommodation and food services</b>													
2001 .....	87.7	88.0	89.4	90.0	.8	.3	1.6	.7	2.9	2.4	3.4	3.4	
2002 .....	91.3	91.9	92.6	93.3	1.4	.7	.8	.8	4.1	4.4	3.6	3.7	
2003 .....	94.8	95.3	95.9	96.3	1.6	.5	.6	.4	3.8	3.7	3.6	3.2	
2004 .....	96.7	96.9	97.2	97.9	.4	.2	.3	.7	2.0	1.7	1.4	1.7	
2005 .....	98.7	98.9	99.5	100.0	.8	.2	.6	.5	2.1	2.1	2.4	2.1	
2006 .....	100.5	101.4	102.5	104.0	.5	.9	1.1	1.5	1.8	2.5	3.0	4.0	
2007 .....	105.8	106.4	108.1	108.6	1.7	.6	1.6	.5	5.3	4.9	5.5	4.4	
2008 .....	109.5	110.0	111.4	112.1	.8	.5	1.3	.6	3.5	3.4	3.1	3.2	
2009 .....	113.0	112.6	113.4	113.5	.8	-4	.7	.1	3.2	2.4	1.8	1.2	
2010 .....	114.0	114.1	114.6	114.8	.4	.1	.4	.2	.9	1.3	1.1	1.1	
2011 .....	115.4	115.3	115.9	116.0	.5	-1	.5	.1	1.2	1.1	1.1	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 — 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>Accommodation and food services</b>													
2012 .....	116.3	116.7	116.7	117.3	0.3	0.3	0.0	0.5	0.8	1.2	0.7	1.1	
2013 .....	117.2	117.5	117.9	118.2	-.1	.3	.3	.3	.8	.7	1.0	.8	
2014 .....	118.6	118.5	119.6	120.0	.3	-.1	.9	.3	1.2	.9	1.4	1.5	
2015 .....	120.8	121.0	121.3	122.1	.7	.2	.2	.7	1.9	2.1	1.4	1.7	
2016 .....	123.7	124.8	126.2	126.6	1.3	.9	1.1	.3	2.4	3.1	4.0	3.7	
2017 .....	129.3	130.0	130.4	131.2	2.1	.5	.3	.6	4.5	4.2	3.3	3.6	
2018 .....	133.5	134.0	134.8	136.3	1.8	.4	.6	1.1	3.2	3.1	3.4	3.9	
2019 .....	138.0	139.2	140.0	141.6	1.2	.9	.6	1.1	3.4	3.9	3.9	3.9	
2020 .....	143.7	144.7	146.5	147.3	1.5	.7	1.2	.5	4.1	4.0	4.6	4.0	
2021 .....	150.2	153.6	157.1	159.6	2.0	2.3	2.3	1.6	4.5	6.2	7.2	8.4	
2022 .....	163.4	—	—	—	2.4	—	—	—	8.8	—	—	—	
<b>Other services, except public administration</b>													
2001 .....	84.4	84.9	86.2	86.7	1.1	.6	1.5	.6	3.9	3.7	4.1	3.8	
2002 .....	88.2	89.5	90.7	90.2	1.7	1.5	1.3	-.6	4.5	5.4	5.2	4.0	
2003 .....	90.7	91.8	92.3	93.1	.6	1.2	.5	.9	2.8	2.6	1.8	3.2	
2004 .....	94.8	96.2	96.5	97.2	1.8	1.5	.3	.7	4.5	4.8	4.6	4.4	
2005 .....	98.0	98.6	99.9	100.0	.8	.6	1.3	.1	3.4	2.5	3.5	2.9	
2006 .....	101.4	102.7	103.6	104.0	1.4	1.3	.9	.4	3.5	4.2	3.7	4.0	
2007 .....	105.7	106.1	107.1	107.6	1.6	.4	.9	.5	4.2	3.3	3.4	3.5	
2008 .....	108.7	109.4	109.9	109.9	1.0	.6	.5	.0	2.8	3.1	2.6	2.1	
2009 .....	110.8	110.8	111.8	111.5	.8	.0	.9	-.3	1.9	1.3	1.7	1.5	
2010 .....	112.1	112.7	113.3	113.2	.5	.5	.5	-.1	1.2	1.7	1.3	1.5	
2011 .....	114.4	114.5	115.0	115.6	1.1	.1	.4	.5	2.1	1.6	1.5	2.1	
2012 .....	116.6	116.9	117.6	117.7	.9	.3	.6	.1	1.9	2.1	2.3	1.8	
2013 .....	118.8	119.8	120.2	121.1	.9	.8	.3	.7	1.9	2.5	2.2	2.9	
2014 .....	121.1	121.4	122.3	121.8	.0	.2	.7	-.4	1.9	1.3	1.7	.6	
2015 .....	123.4	124.1	125.0	125.0	1.3	.6	.7	.0	1.9	2.2	2.2	2.6	
2016 .....	125.5	126.5	127.9	128.2	.4	.8	1.1	.2	1.7	1.9	2.3	2.6	
2017 .....	129.2	129.9	131.1	131.3	.8	.5	.9	.2	2.9	2.7	2.5	2.4	
2018 .....	132.9	133.7	134.0	135.0	1.2	.6	.2	.7	2.9	2.9	2.2	2.8	
2019 .....	136.6	137.9	138.0	139.2	1.2	1.0	.1	.9	2.8	3.1	3.0	3.1	
2020 .....	140.4	141.1	141.8	142.3	.9	.5	.5	.4	2.8	2.3	2.8	2.2	
2021 .....	144.3	146.3	148.4	150.1	1.4	1.4	1.4	1.1	2.8	3.7	4.7	5.5	
2022 .....	152.6	—	—	—	1.7	—	—	—	5.8	—	—	—	

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

<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.

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**

(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>												
<b>Union</b>												
2001 .....	82.0	82.9	83.7	84.8	0.7	1.1	1.0	1.3	3.5	3.6	3.3	4.2
2002 .....	85.7	86.5	87.5	88.2	1.1	.9	1.2	.8	4.5	4.3	4.5	4.0
2003 .....	89.5	90.7	91.6	92.3	1.5	1.3	1.0	.8	4.4	4.9	4.7	4.6
2004 .....	94.5	95.9	96.7	97.3	2.4	1.5	.8	.6	5.6	5.7	5.6	5.4
2005 .....	97.9	98.8	99.6	100.0	.6	.9	.8	.4	3.6	3.0	3.0	2.8
2006 .....	100.5	101.8	102.4	103.0	.5	1.3	.6	.6	2.7	3.0	2.8	3.0
2007 .....	102.7	103.9	104.4	105.1	-.3	1.2	.5	.7	2.2	2.1	2.0	2.0
2008 .....	105.9	106.7	107.4	108.0	.8	.8	.7	.6	3.1	2.7	2.9	2.8
2009 .....	109.1	109.8	110.5	111.1	1.0	.6	.6	.5	3.0	2.9	2.9	2.9
2010 .....	112.8	113.7	114.6	114.8	1.5	.8	.8	.2	3.4	3.6	3.7	3.3
2011 .....	115.6	117.1	117.4	117.9	.7	1.3	.3	.4	2.5	3.0	2.4	2.7
2012 .....	118.3	119.3	120.2	120.5	.3	.8	.8	.2	2.3	1.9	2.4	2.2
2013 .....	121.5	122.1	122.5	122.6	.8	.5	.3	.1	2.7	2.3	1.9	1.7
2014 .....	123.5	125.0	125.8	126.7	.7	1.2	.6	.7	1.6	2.4	2.7	3.3
2015 .....	127.4	127.5	128.0	128.7	.6	.1	.4	.5	3.2	2.0	1.7	1.6
2016 .....	129.6	130.0	130.4	130.6	.7	.3	.3	.2	1.7	2.0	1.9	1.5
2017 .....	131.9	132.7	133.7	134.5	1.0	.6	.8	.6	1.8	2.1	2.5	3.0
2018 .....	135.4	137.4	137.8	138.8	.7	1.5	.3	.7	2.7	3.5	3.1	3.2
2019 .....	140.0	140.8	141.4	142.3	.9	.6	.4	.6	3.4	2.5	2.6	2.5
2020 .....	143.1	144.7	145.6	146.3	.6	1.1	.6	.5	2.2	2.8	3.0	2.8
2021 .....	147.5	148.4	150.1	151.2	.8	.6	1.1	.7	3.1	2.6	3.1	3.3
2022 .....	152.6	—	—	—	.9	—	—	—	3.5	—	—	—
<b>Blue-collar occupations<sup>2</sup></b>												
2001 .....	82.2	83.1	84.0	84.9	.6	1.1	1.1	1.1	3.5	3.5	3.3	3.9
2002 .....	85.7	86.7	87.7	88.4	.9	1.2	1.2	.8	4.3	4.3	4.4	4.1
2003 .....	89.6	90.8	91.6	92.3	1.4	1.3	.9	.8	4.6	4.7	4.4	4.4
2004 .....	94.7	96.1	97.0	97.5	2.6	1.5	.9	.5	5.7	5.8	5.9	5.6
2005 .....	97.9	98.9	99.6	100.0	.4	1.0	.7	.4	3.4	2.9	2.7	2.6
2006 .....	100.2	101.5	102.0	102.5	.2	1.3	.5	.5	2.3	2.6	2.4	2.5
<b>Goods-producing industries<sup>3</sup></b>												
2001 .....	81.9	82.7	83.4	84.0	.4	1.0	.8	.7	3.4	3.4	2.7	2.9
2002 .....	84.8	85.5	86.4	87.1	1.0	.8	1.1	.8	3.5	3.4	3.6	3.7
2003 .....	88.9	90.2	90.9	91.7	2.1	1.5	.8	.9	4.8	5.5	5.2	5.3
2004 .....	94.6	95.9	96.7	97.2	3.2	1.4	.8	.5	6.4	6.3	6.4	6.0
2005 .....	97.7	98.8	99.6	100.0	.5	1.1	.8	.4	3.3	3.0	3.0	2.9
2006 .....	99.9	101.2	101.8	102.2	-.1	1.3	.6	.4	2.3	2.4	2.2	2.2
2007 .....	101.5	102.8	103.1	104.0	-.7	1.3	.3	.9	1.6	1.6	1.3	1.8
2008 .....	104.6	105.6	106.2	106.9	.6	1.0	.6	.7	3.1	2.7	3.0	2.8
2009 .....	108.0	108.9	109.5	110.0	1.0	.8	.6	.5	3.3	3.1	3.1	2.9
2010 .....	111.9	112.6	113.8	113.9	1.7	.6	1.1	.1	3.6	3.4	3.9	3.5
2011 .....	114.3	116.4	116.3	116.9	.4	1.8	-.1	.5	2.1	3.4	2.2	2.6
2012 .....	115.8	116.6	117.7	118.0	-.9	.7	.9	.3	1.3	.2	1.2	.9
2013 .....	118.6	118.8	119.2	119.6	.5	.2	.3	.3	2.4	1.9	1.3	1.4
2014 .....	120.6	120.9	121.9	122.4	.8	.2	.8	.4	1.7	1.8	2.3	2.3
2015 .....	123.0	123.9	124.5	125.4	.5	.7	.5	.7	2.0	2.5	2.1	2.5
2016 .....	125.9	126.8	127.1	128.0	.4	.7	.2	.7	2.4	2.3	2.1	2.1
2017 .....	128.4	129.4	131.2	131.8	.3	.8	1.4	.5	2.0	2.1	3.2	3.0
2018 .....	132.3	133.3	132.7	133.2	.4	.8	-.5	.4	3.0	3.0	1.1	1.1
2019 .....	134.1	135.4	136.3	137.0	.7	1.0	.7	.5	1.4	1.6	2.7	2.9

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 — 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>Goods-producing industries<sup>3</sup></b>												
2020 .....	137.6	139.1	140.1	140.8	0.4	1.1	0.7	0.5	2.6	2.7	2.8	2.8
2021 .....	141.8	143.1	145.3	146.2	.7	.9	1.5	.6	3.1	2.9	3.7	3.8
2022 .....	147.5	—	—	—	.9	—	—	—	4.0	—	—	—
<b>Manufacturing</b>												
2001 .....	81.1	81.4	82.0	83.0	.4	.4	.7	1.2	2.4	2.1	1.6	2.7
2002 .....	84.1	84.7	85.4	86.5	1.3	.7	.8	1.3	3.7	4.1	4.1	4.2
2003 .....	88.6	89.5	90.1	91.0	2.4	1.0	.7	1.0	5.4	5.7	5.5	5.2
2004 .....	95.6	96.7	97.5	97.8	5.1	1.2	.8	.3	7.9	8.0	8.2	7.5
2005 .....	98.3	99.1	99.7	100.0	.5	.8	.6	.3	2.8	2.5	2.3	2.2
2006 .....	99.3	100.1	100.5	100.8	-.7	.8	.4	.3	1.0	1.0	.8	.8
2007 .....	99.2	100.0	100.0	101.0	-1.6	.8	.0	1.0	-.1	-.1	-.5	-.2
2008 .....	101.4	101.7	102.1	102.8	.4	.3	.4	.7	2.2	1.7	2.1	1.8
2009 .....	104.4	104.8	105.3	105.8	1.6	.4	.5	.5	3.0	3.0	3.1	2.9
2010 .....	108.6	109.1	110.5	110.5	2.6	.5	1.3	.0	4.0	4.1	4.9	4.4
2011 .....	110.9	113.8	113.2	113.8	.4	2.6	-.5	.5	2.1	4.3	2.4	3.0
2012 .....	112.1	112.8	113.6	113.7	-1.5	.6	.7	.1	1.1	-.9	.4	-.1
2013 .....	113.9	114.1	113.8	114.2	.2	.2	-.3	.4	1.6	1.2	.2	.4
2014 .....	115.4	115.9	116.8	117.4	1.1	.4	.8	.5	1.3	1.6	2.6	2.8
2015 .....	118.1	118.6	119.3	120.4	.6	.4	.6	.9	2.3	2.3	2.1	2.6
2016 .....	121.1	121.7	121.9	122.8	.6	.5	.2	.7	2.5	2.6	2.2	2.0
2017 .....	122.9	123.9	126.8	127.2	.1	.8	2.3	.3	1.5	1.8	4.0	3.6
2018 .....	127.8	128.2	126.5	126.9	.5	.3	-1.3	.3	4.0	3.5	-.2	-.2
2019 .....	127.7	128.3	129.1	129.8	.6	.5	.6	.5	-.1	.1	2.1	2.3
2020 .....	130.5	132.7	133.5	134.7	.5	1.7	.6	.9	2.2	3.4	3.4	3.8
2021 .....	135.4	136.2	139.5	140.7	.5	.6	2.4	-.9	3.8	2.6	4.5	4.5
2022 .....	142.3	—	—	—	1.1	—	—	—	5.1	—	—	—
<b>Blue-collar occupations<sup>2</sup></b>												
2001 .....	81.4	81.7	82.4	83.3	.4	.4	.9	1.1	2.4	2.1	1.7	2.7
2002 .....	84.3	85.0	85.6	86.8	1.2	.8	.7	1.4	3.6	4.0	3.9	4.2
2003 .....	88.8	89.7	90.3	91.3	2.3	1.0	.7	1.1	5.3	5.5	5.5	5.2
2004 .....	95.9	97.0	97.8	98.2	5.0	1.1	.8	.4	8.0	8.1	8.3	7.6
2005 .....	98.3	99.1	99.7	100.0	.1	.8	.6	.3	2.5	2.2	1.9	1.8
2006 .....	99.4	100.2	100.5	100.7	-.6	.8	.3	.2	1.1	1.1	.8	.7
<b>Service-providing industries<sup>4</sup></b>												
2001 .....	82.0	83.0	84.0	85.5	.9	1.2	1.2	1.8	3.4	3.6	4.0	5.2
2002 .....	86.4	87.3	88.4	89.1	1.1	1.0	1.3	.8	5.4	5.2	5.2	4.2
2003 .....	90.1	91.1	92.3	92.8	1.1	1.1	1.3	.5	4.3	4.4	4.4	4.2
2004 .....	94.4	95.8	96.6	97.3	1.7	1.5	.8	.7	4.8	5.2	4.7	4.8
2005 .....	98.1	98.8	99.6	100.0	.8	.7	.8	.4	3.9	3.1	3.1	2.8
2006 .....	101.0	102.2	102.9	103.6	1.0	1.2	.7	.7	3.0	3.4	3.3	3.6
2007 .....	103.7	104.7	105.4	106.0	.1	1.0	.7	.6	2.7	2.4	2.4	2.3
2008 .....	107.0	107.5	108.3	108.8	.9	.5	.7	.5	3.2	2.7	2.8	2.6
2009 .....	109.9	110.6	111.3	111.9	1.0	.6	.6	.5	2.7	2.9	2.8	2.8
2010 .....	113.4	114.5	115.2	115.5	1.3	1.0	.6	.3	3.2	3.5	3.5	3.2
2011 .....	116.8	117.7	118.3	118.8	1.1	.8	.5	.4	3.0	2.8	2.7	2.9
2012 .....	120.4	121.5	122.2	122.6	1.3	.9	.6	.3	3.1	3.2	3.3	3.2
2013 .....	123.9	124.9	125.2	125.2	1.1	.8	.2	.0	2.9	2.8	2.5	2.1
2014 .....	126.0	128.3	129.0	130.0	.6	1.8	.5	.8	1.7	2.7	3.0	3.8
2015 .....	130.8	130.4	130.8	131.4	.6	-.3	.3	.5	3.8	1.6	1.4	1.1

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 — 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>Service-providing industries<sup>4</sup></b>												
2016 .....	132.7	132.7	133.2	133.1	1.0	0.0	0.4	-0.1	1.5	1.8	1.8	1.3
2017 .....	134.8	135.5	136.1	137.1	1.3	.5	.4	.7	1.6	2.1	2.2	3.0
2018 .....	138.2	140.7	141.6	142.8	.8	1.8	.6	.8	2.5	3.8	4.0	4.2
2019 .....	144.1	144.7	145.2	146.2	.9	.4	.3	.7	4.3	2.8	2.5	2.4
2020 .....	147.2	148.8	149.6	150.2	.7	1.1	.5	.4	2.2	2.8	3.0	2.7
2021 .....	151.6	152.4	153.8	155.0	.9	.5	.9	.8	3.0	2.4	2.8	3.2
2022 .....	156.5	—	—	—	1.0	—	—	—	3.2	—	—	—
<b>Nonunion</b>												
2001 .....	85.5	86.3	87.2	87.8	1.4	.9	1.0	.7	4.1	4.0	4.1	4.2
2002 .....	88.7	89.6	90.0	90.3	1.0	1.0	.4	.3	3.7	3.8	3.2	2.8
2003 .....	91.8	92.5	93.5	93.9	1.7	.8	1.1	.4	3.5	3.2	3.9	4.0
2004 .....	95.0	95.9	96.7	97.2	1.2	.9	.8	.5	3.5	3.7	3.4	3.5
2005 .....	98.3	98.9	99.5	100.0	1.1	.6	.6	.5	3.5	3.1	2.9	2.9
2006 .....	100.9	101.7	102.6	103.2	.9	.8	.9	.6	2.6	2.8	3.1	3.2
2007 .....	104.2	105.1	105.9	106.5	1.0	.9	.8	.6	3.3	3.3	3.2	3.2
2008 .....	107.5	108.3	108.9	109.1	.9	.7	.6	.2	3.2	3.0	2.8	2.4
2009 .....	109.4	109.6	109.9	110.1	.3	.2	.3	.2	1.8	1.2	.9	.9
2010 .....	110.9	111.4	111.8	112.1	.7	.5	.4	.3	1.4	1.6	1.7	1.8
2011 .....	113.0	113.8	114.2	114.5	.8	.7	.4	.3	1.9	2.2	2.1	2.1
2012 .....	115.3	116.0	116.3	116.6	.7	.6	.3	.3	2.0	1.9	1.8	1.8
2013 .....	117.3	118.0	118.5	119.0	.6	.6	.4	.4	1.7	1.7	1.9	2.1
2014 .....	119.4	120.4	121.1	121.5	.3	.8	.6	.3	1.8	2.0	2.2	2.1
2015 .....	122.5	122.7	123.4	123.8	.8	.2	.6	.3	2.6	1.9	1.9	1.9
2016 .....	124.7	125.7	126.3	126.6	.7	.8	.5	.2	1.8	2.4	2.4	2.3
2017 .....	127.8	128.6	129.5	129.9	.9	.6	.7	.3	2.5	2.3	2.5	2.6
2018 .....	131.4	132.2	133.2	133.7	1.2	.6	.8	.4	2.8	2.8	2.9	2.9
2019 .....	134.9	135.8	136.8	137.3	.9	.7	.7	.4	2.7	2.7	2.7	2.7
2020 .....	138.8	139.4	140.1	140.9	1.1	.4	.5	.6	2.9	2.7	2.4	2.6
2021 .....	142.7	143.8	145.8	147.2	1.3	.8	1.4	1.0	2.8	3.2	4.1	4.5
2022 .....	149.7	—	—	—	1.7	—	—	—	4.9	—	—	—
<b>Blue-collar occupations<sup>2</sup></b>												
2001 .....	86.2	86.8	88.0	88.2	1.3	.7	1.4	.2	4.0	3.7	4.1	3.6
2002 .....	89.2	90.0	90.6	90.9	1.1	.9	.7	.3	3.5	3.7	3.0	3.1
2003 .....	92.1	93.0	93.7	94.1	1.3	1.0	.8	.4	3.3	3.3	3.4	3.5
2004 .....	95.5	96.5	97.1	97.5	1.5	1.0	.6	.4	3.7	3.8	3.6	3.6
2005 .....	98.4	99.1	99.6	100.0	.9	.7	.5	.4	3.0	2.7	2.6	2.6
2006 .....	100.8	101.6	102.4	103.0	.8	.8	.8	.6	2.4	2.5	2.8	3.0
<b>Goods-producing industries<sup>3</sup></b>												
2001 .....	84.7	85.5	86.0	86.7	1.4	.9	.6	.8	4.1	3.6	3.5	3.8
2002 .....	87.8	88.5	88.8	89.7	1.3	.8	.3	1.0	3.7	3.5	3.3	3.5
2003 .....	91.1	91.9	92.6	92.9	1.6	.9	.8	.3	3.8	3.8	4.3	3.6
2004 .....	94.5	95.2	96.4	96.8	1.7	.7	1.3	.4	3.7	3.6	4.1	4.2
2005 .....	98.1	99.0	99.9	100.0	1.3	.9	.9	.1	3.8	4.0	3.6	3.3
2006 .....	100.5	101.4	102.0	102.5	.5	.9	.6	.5	2.4	2.4	2.1	2.5
2007 .....	103.3	104.2	104.8	105.4	.8	.9	.6	.6	2.8	2.8	2.7	2.8
2008 .....	106.5	107.1	107.6	107.7	1.0	.6	.5	.1	3.1	2.8	2.7	2.2
2009 .....	107.9	108.0	108.0	108.2	.2	.1	.0	.2	1.3	.8	.4	.5
2010 .....	109.1	109.5	110.1	110.2	.8	.4	.5	.1	1.1	1.4	1.9	1.8

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 — 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>Goods-producing industries<sup>3</sup></b>													
2011 .....	111.3	112.2	112.5	112.9	1.0	0.8	0.3	0.4	2.0	2.5	2.2	2.5	
2012 .....	113.5	114.1	114.6	114.9	.5	.5	.4	.3	2.0	1.7	1.9	1.8	
2013 .....	115.7	116.4	116.9	117.2	.7	.6	.4	.3	1.9	2.0	2.0	2.0	
2014 .....	117.9	118.6	119.2	119.7	.6	.6	.5	.4	1.9	1.9	2.0	2.1	
2015 .....	120.4	121.3	121.8	122.5	.6	.7	.4	.6	2.1	2.3	2.2	2.3	
2016 .....	123.2	124.1	124.6	125.1	.6	.7	.4	.4	2.3	2.3	2.3	2.1	
2017 .....	125.9	126.6	127.6	128.1	.6	.6	.8	.4	2.2	2.0	2.4	2.4	
2018 .....	129.2	130.2	130.7	131.4	.9	.8	.4	.5	2.6	2.8	2.4	2.6	
2019 .....	132.6	133.6	134.7	135.4	.9	.8	.8	.5	2.6	2.6	3.1	3.0	
2020 .....	136.3	137.2	137.6	138.3	.7	.7	.3	.5	2.8	2.7	2.2	2.1	
2021 .....	139.3	141.0	142.1	143.3	.7	1.2	.8	.8	2.2	2.8	3.3	3.6	
2022 .....	145.7	—	—	—	1.7	—	—	—	4.6	—	—	—	
<b>Manufacturing</b>													
2001 .....	84.5	85.3	85.8	86.3	1.4	.9	.6	.6	3.7	3.4	3.4	3.6	
2002 .....	87.6	88.4	88.7	89.4	1.5	.9	.3	.8	3.7	3.6	3.4	3.6	
2003 .....	91.2	91.9	92.6	92.8	2.0	.8	.8	.2	4.1	4.0	4.4	3.8	
2004 .....	94.4	95.3	96.4	96.6	1.7	1.0	1.2	.2	3.5	3.7	4.1	4.1	
2005 .....	98.2	99.1	99.8	100.0	1.7	.9	.7	.2	4.0	4.0	3.5	3.5	
2006 .....	100.3	101.3	101.7	102.1	.3	1.0	.4	.4	2.1	2.2	1.9	2.1	
2007 .....	102.8	103.7	104.1	104.6	.7	.9	.4	.5	2.5	2.4	2.4	2.4	
2008 .....	105.6	106.2	106.6	106.8	1.0	.6	.4	.2	2.7	2.4	2.4	2.1	
2009 .....	107.1	107.3	107.3	107.5	.3	.2	.0	.2	1.4	1.0	.7	.7	
2010 .....	108.5	109.2	109.9	110.0	.9	.6	.6	.1	1.3	1.8	2.4	2.3	
2011 .....	111.6	112.5	112.8	113.0	1.5	.8	.3	.2	2.9	3.0	2.6	2.7	
2012 .....	113.9	114.4	115.0	115.3	.8	.4	.5	.3	2.1	1.7	2.0	2.0	
2013 .....	116.3	117.0	117.5	117.8	.9	.6	.4	.3	2.1	2.3	2.2	2.2	
2014 .....	118.8	119.5	120.1	120.6	.8	.6	.5	.4	2.1	2.1	2.2	2.4	
2015 .....	121.6	122.5	122.9	123.5	.8	.7	.3	.5	2.4	2.5	2.3	2.4	
2016 .....	124.4	125.3	126.0	126.3	.7	.7	.6	.2	2.3	2.3	2.5	2.3	
2017 .....	127.3	128.0	129.0	129.5	.8	.5	.8	.4	2.3	2.2	2.4	2.5	
2018 .....	130.7	131.5	132.0	132.7	.9	.6	.4	.5	2.7	2.7	2.3	2.5	
2019 .....	134.2	135.1	135.8	136.6	1.1	.7	.5	.6	2.7	2.7	2.9	2.9	
2020 .....	137.6	138.4	138.7	139.5	.7	.6	.2	.6	2.5	2.4	2.1	2.1	
2021 .....	140.5	142.0	143.4	144.4	.7	1.1	1.0	.7	2.1	2.6	3.4	3.5	
2022 .....	147.3	—	—	—	2.0	—	—	—	4.8	—	—	—	
<b>Blue-collar occupations<sup>2</sup></b>													
2001 .....	85.7	86.1	86.9	87.6	1.2	.5	.9	.8	3.5	3.0	3.3	3.4	
2002 .....	88.8	89.5	89.8	90.6	1.4	.8	.3	.9	3.6	3.9	3.3	3.4	
2003 .....	92.1	92.7	93.6	94.0	1.7	.7	1.0	.4	3.7	3.6	4.2	3.8	
2004 .....	95.5	96.2	97.4	97.7	1.6	.7	1.2	.3	3.7	3.8	4.1	3.9	
2005 .....	98.8	99.4	99.7	100.0	1.1	.6	.3	.3	3.5	3.3	2.4	2.4	
2006 .....	100.7	101.3	102.1	102.7	.7	.6	.8	.6	1.9	1.9	2.4	2.7	
<b>Service-providing industries<sup>4</sup></b>													
2001 .....	85.7	86.5	87.5	88.0	1.4	.9	1.2	.6	4.3	4.1	4.2	4.1	
2002 .....	88.9	89.9	90.4	90.5	1.0	1.1	.6	.1	3.7	3.9	3.3	2.8	
2003 .....	91.9	92.7	93.7	94.1	1.5	.9	1.1	.4	3.4	3.1	3.7	4.0	
2004 .....	95.2	96.1	96.9	97.3	1.2	.9	.8	.4	3.6	3.7	3.4	3.4	
2005 .....	98.3	98.9	99.4	100.0	1.0	.6	.5	.6	3.3	2.9	2.6	2.8	

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 — 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>Service-providing industries<sup>4</sup></b>												
2006 .....	101.0	101.8	102.7	103.4	1.0	0.8	0.9	0.7	2.7	2.9	3.3	3.4
2007 .....	104.4	105.3	106.2	106.8	1.0	.9	.9	.6	3.4	3.4	3.4	3.3
2008 .....	107.7	108.6	109.2	109.4	.8	.8	.6	.2	3.2	3.1	2.8	2.4
2009 .....	109.8	110.0	110.4	110.6	.4	.2	.4	.2	1.9	1.3	1.1	1.1
2010 .....	111.3	111.9	112.3	112.7	.6	.5	.4	.4	1.4	1.7	1.7	1.9
2011 .....	113.5	114.3	114.7	115.0	.7	.7	.3	.3	2.0	2.1	2.1	2.0
2012 .....	115.8	116.5	116.8	117.1	.7	.6	.3	.3	2.0	1.9	1.8	1.8
2013 .....	117.8	118.5	119.0	119.4	.6	.6	.4	.3	1.7	1.7	1.9	2.0
2014 .....	119.8	120.9	121.6	122.0	.3	.9	.6	.3	1.7	2.0	2.2	2.2
2015 .....	123.1	123.1	123.9	124.2	.9	.0	.6	.2	2.8	1.8	1.9	1.8
2016 .....	125.2	126.1	126.7	127.1	.8	.7	.5	.3	1.7	2.4	2.3	2.3
2017 .....	128.2	129.2	130.0	130.4	.9	.8	.6	.3	2.4	2.5	2.6	2.6
2018 .....	132.0	132.8	133.8	134.4	1.2	.6	.8	.4	3.0	2.8	2.9	3.1
2019 .....	135.5	136.4	137.3	137.9	.8	.7	.7	.4	2.7	2.7	2.6	2.6
2020 .....	139.5	140.0	140.7	141.6	1.2	.4	.5	.6	3.0	2.6	2.5	2.7
2021 .....	143.6	144.6	146.8	148.2	1.4	.7	1.5	1.0	2.9	3.3	4.3	4.7
2022 .....	150.7	—	—	—	1.7	—	—	—	4.9	—	—	—
<b>Census region and division<sup>5</sup></b>												
<b>Northeast</b>												
2001 .....	84.3	85.3	86.2	86.7	1.0	1.2	1.1	.6	3.8	4.3	4.0	3.8
2002 .....	87.7	88.6	88.9	89.3	1.2	1.0	.3	.4	4.0	3.9	3.1	3.0
2003 .....	90.6	91.4	92.4	92.9	1.5	.9	1.1	.5	3.3	3.2	3.9	4.0
2004 .....	94.2	95.5	96.3	96.6	1.4	1.4	.8	.3	4.0	4.5	4.2	4.0
2005 .....	97.6	98.5	99.2	100.0	1.0	.9	.7	.8	3.6	3.1	3.0	3.5
2006 .....	100.9	101.8	102.5	103.3	.9	.9	.7	.8	3.4	3.4	3.3	3.3
2007 .....	104.0	105.1	106.2	106.8	.7	1.1	1.0	.6	3.1	3.2	3.6	3.4
2008 .....	107.4	108.1	108.7	109.5	.6	.7	.6	.7	3.3	2.9	2.4	2.5
2009 .....	109.8	110.2	110.7	111.0	.3	.4	.5	.3	2.2	1.9	1.8	1.4
2010 .....	111.8	112.7	113.1	113.6	.7	.8	.4	.4	1.8	2.3	2.2	2.3
2011 .....	114.4	115.3	115.7	116.1	.7	.8	.3	.3	2.3	2.3	2.3	2.2
2012 .....	116.5	117.1	117.6	117.8	.3	.5	.4	.2	1.8	1.6	1.6	1.5
2013 .....	118.7	119.4	119.7	120.1	.8	.6	.3	.3	1.9	2.0	1.8	2.0
2014 .....	120.5	121.8	122.7	123.2	.3	1.1	.7	.4	1.5	2.0	2.5	2.6
2015 .....	125.3	124.3	125.1	125.6	1.7	-8	.6	.4	4.0	2.1	2.0	1.9
2016 .....	127.3	127.7	128.2	128.7	1.4	.3	.4	.4	1.6	2.7	2.5	2.5
2017 .....	130.2	131.2	131.8	132.0	1.2	.8	.5	.2	2.3	2.7	2.8	2.6
2018 .....	133.7	134.7	135.9	136.5	1.3	.7	.9	.4	2.7	2.7	3.1	3.4
2019 .....	138.1	139.0	140.0	140.7	1.2	.7	.7	.5	3.3	3.2	3.0	3.1
2020 .....	141.7	142.6	143.1	144.0	.7	.6	.4	.6	2.6	2.6	2.2	2.3
2021 .....	146.1	146.4	148.4	149.6	1.5	.2	1.4	.8	3.1	2.7	3.7	3.9
2022 .....	152.2	—	—	—	1.7	—	—	—	4.2	—	—	—
<b>New England</b>												
2006 .....	100.7	101.4	102.1	103.1	.7	.7	.7	1.0	—	—	—	3.1
2007 .....	103.6	104.8	105.4	106.1	.5	1.2	.6	.7	2.9	3.4	3.2	2.9
2008 .....	106.7	107.1	107.8	109.5	.6	.4	.7	1.6	3.0	2.2	2.3	3.2
2009 .....	109.9	110.2	111.2	111.5	.4	.3	.9	.3	3.0	2.9	3.2	1.8
2010 .....	112.3	113.1	113.4	114.1	.7	.7	.3	.6	2.2	2.6	2.0	2.3

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 — 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>New England</b>												
2011 .....	114.8	116.0	116.2	116.3	0.6	1.0	0.2	0.1	2.2	2.6	2.5	1.9
2012 .....	116.9	117.4	118.0	118.5	.5	.4	.5	.4	1.8	1.2	1.5	1.9
2013 .....	118.9	120.0	120.5	121.6	.3	.9	.4	.9	1.7	2.2	2.1	2.6
2014 .....	121.5	123.4	125.2	124.8	-.1	1.6	1.5	-.3	2.2	2.8	3.9	2.6
2015 .....	130.6	125.3	127.6	127.7	4.6	-4.1	1.8	.1	7.5	1.5	1.9	2.3
2016 .....	131.2	131.3	130.2	131.1	2.7	.1	-.8	.7	.5	4.8	2.0	2.7
2017 .....	132.7	133.8	134.9	135.3	1.2	.8	.8	.3	1.1	1.9	3.6	3.2
2018 .....	136.5	136.6	139.7	139.9	.9	.1	2.3	.1	2.9	2.1	3.6	3.4
2019 .....	141.1	142.0	143.4	144.0	.9	.6	1.0	.4	3.4	4.0	2.6	2.9
2020 .....	144.9	145.7	146.5	147.0	.6	.6	.5	.3	2.7	2.6	2.2	2.1
2021 .....	149.0	150.4	152.2	153.4	1.4	.9	1.2	.8	2.8	3.2	3.9	4.4
2022 .....	156.5	—	—	—	2.0	—	—	—	5.0	—	—	—
<b>Middle Atlantic</b>												
2006 .....	100.9	101.9	102.6	103.3	.9	1.0	.7	.7	—	—	—	3.3
2007 .....	104.2	105.3	106.5	107.1	.9	1.1	1.1	.6	3.3	3.3	3.8	3.7
2008 .....	107.8	108.6	109.1	109.5	.7	.7	.5	.4	3.5	3.1	2.4	2.2
2009 .....	109.8	110.2	110.6	110.8	.3	.4	.4	.2	1.9	1.5	1.4	1.2
2010 .....	111.6	112.5	113.0	113.4	.7	.8	.4	.4	1.6	2.1	2.2	2.3
2011 .....	114.3	115.1	115.5	116.0	.8	.7	.3	.4	2.4	2.3	2.2	2.3
2012 .....	116.4	117.0	117.4	117.6	.3	.5	.3	.2	1.8	1.7	1.6	1.4
2013 .....	118.6	119.2	119.5	119.6	.9	.5	.3	.1	1.9	1.9	1.8	1.7
2014 .....	120.1	121.2	121.8	122.6	.4	.9	.5	.7	1.3	1.7	1.9	2.5
2015 .....	123.4	123.9	124.2	124.8	.7	.4	.2	.5	2.7	2.2	2.0	1.8
2016 .....	125.9	126.3	127.4	127.8	.9	.3	.9	.3	2.0	1.9	2.6	2.4
2017 .....	129.3	130.2	130.7	130.9	1.2	.7	.4	.2	2.7	3.1	2.6	2.4
2018 .....	132.7	134.0	134.5	135.4	1.4	1.0	.4	.7	2.6	2.9	2.9	3.4
2019 .....	137.1	138.0	138.8	139.5	1.3	.7	.6	.5	3.3	3.0	3.2	3.0
2020 .....	140.6	141.5	141.9	142.9	.8	.6	.3	.7	2.6	2.5	2.2	2.4
2021 .....	145.1	145.1	147.1	148.3	1.5	.0	1.4	.8	3.2	2.5	3.7	3.8
2022 .....	150.7	—	—	—	1.6	—	—	—	3.9	—	—	—
<b>South</b>												
2001 .....	86.4	87.2	88.1	88.7	1.5	.9	1.0	.7	4.0	3.7	4.1	4.2
2002 .....	89.5	90.5	91.2	91.2	.9	1.1	.8	.0	3.6	3.8	3.5	2.8
2003 .....	92.0	92.7	93.6	93.9	.9	.8	1.0	.3	2.8	2.4	2.6	3.0
2004 .....	95.2	96.2	97.1	97.7	1.4	1.1	.9	.6	3.5	3.8	3.7	4.0
2005 .....	98.9	99.3	99.7	100.0	1.2	.4	.4	.3	3.9	3.2	2.7	2.4
2006 .....	101.0	101.6	102.8	103.5	1.0	.6	1.2	.7	2.1	2.3	3.1	3.5
2007 .....	104.3	105.3	106.1	106.7	.8	1.0	.8	.6	3.3	3.6	3.2	3.1
2008 .....	107.8	108.5	109.1	109.3	1.0	.6	.6	.2	3.4	3.0	2.8	2.4
2009 .....	109.8	110.1	110.6	110.7	.5	.3	.5	.1	1.9	1.5	1.4	1.3
2010 .....	111.5	112.0	112.5	112.8	.7	.4	.4	.3	1.5	1.7	1.7	1.9
2011 .....	113.4	114.3	114.7	115.0	.5	.8	.3	.3	1.7	2.1	2.0	2.0
2012 .....	116.0	116.8	117.2	117.7	.9	.7	.3	.4	2.3	2.2	2.2	2.3
2013 .....	118.6	119.3	119.7	120.1	.8	.6	.3	.3	2.2	2.1	2.1	2.0
2014 .....	120.6	121.7	122.3	122.7	.4	.9	.5	.3	1.7	2.0	2.2	2.2
2015 .....	123.2	123.9	124.3	124.6	.4	.6	.3	.2	2.2	1.8	1.6	1.5
2016 .....	125.1	125.9	126.2	126.2	.4	.6	.2	.0	1.5	1.6	1.5	1.3
2017 .....	127.1	127.9	128.7	129.2	.7	.6	.6	.4	1.6	1.6	2.0	2.4
2018 .....	130.4	131.4	132.0	132.5	.9	.8	.5	.4	2.6	2.7	2.6	2.6

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 — 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>													
2019 .....	133.3	134.2	135.3	135.8	0.6	0.7	0.8	0.4	2.2	2.1	2.5	2.5	
2020 .....	136.7	138.0	138.4	139.3	.7	1.0	.3	.7	2.6	2.8	2.3	2.6	
2021 .....	141.0	142.3	144.6	145.6	1.2	.9	1.6	.7	3.1	3.1	4.5	4.5	
2022 .....	147.5	—	—	—	1.3	—	—	—	4.6	—	—	—	
<b>South Atlantic</b>													
2006 .....	101.2	101.9	103.1	103.8	1.2	.7	1.2	.7	—	—	—	3.8	
2007 .....	104.9	106.0	106.8	107.3	1.1	1.0	.8	.5	3.7	4.0	3.6	3.4	
2008 .....	108.5	109.1	109.7	109.8	1.1	.6	.5	.1	3.4	2.9	2.7	2.3	
2009 .....	110.3	110.7	111.3	111.5	.5	.4	.5	.2	1.7	1.5	1.5	1.5	
2010 .....	112.2	112.6	113.0	113.3	.6	.4	.4	.3	1.7	1.7	1.5	1.6	
2011 .....	113.8	114.6	115.1	115.4	.4	.7	.4	.3	1.4	1.8	1.9	1.9	
2012 .....	116.4	117.3	117.8	118.3	.9	.8	.4	.4	2.3	2.4	2.3	2.5	
2013 .....	119.1	119.8	120.2	120.6	.7	.6	.3	.3	2.3	2.1	2.0	1.9	
2014 .....	121.3	122.4	122.9	123.4	.6	.9	.4	.4	1.8	2.2	2.2	2.3	
2015 .....	124.2	124.6	125.3	125.6	.6	.3	.6	.2	2.4	1.8	2.0	1.8	
2016 .....	126.0	127.4	127.4	127.8	.3	1.1	.0	.3	1.4	2.2	1.7	1.8	
2017 .....	128.7	129.7	130.4	131.1	.7	.8	.5	.5	2.1	1.8	2.4	2.6	
2018 .....	132.3	133.5	134.0	134.8	.9	.9	.4	.6	2.8	2.9	2.8	2.8	
2019 .....	135.6	136.5	137.5	138.0	.6	.7	.7	.4	2.5	2.2	2.6	2.4	
2020 .....	138.7	140.3	140.7	141.8	.5	1.2	.3	.8	2.3	2.8	2.3	2.8	
2021 .....	143.7	144.6	146.3	147.5	1.3	.6	1.2	.8	3.6	3.1	4.0	4.0	
2022 .....	149.4	—	—	—	1.3	—	—	—	4.0	—	—	—	
<b>East South Central</b>													
2006 .....	100.7	100.9	101.5	102.3	.7	.2	.6	.8	—	—	—	2.3	
2007 .....	103.3	103.8	104.8	105.4	1.0	.5	1.0	.6	2.6	2.9	3.3	3.0	
2008 .....	106.5	107.2	108.0	108.0	1.0	.7	.7	.0	3.1	3.3	3.1	2.5	
2009 .....	108.5	108.7	109.2	109.3	.5	.2	.5	.1	1.9	1.4	1.1	1.2	
2010 .....	110.0	110.8	111.0	110.9	.6	.7	.2	-.1	1.4	1.9	1.6	1.5	
2011 .....	112.1	112.7	113.0	113.2	1.1	.5	.3	.2	1.9	1.7	1.8	2.1	
2012 .....	114.0	115.1	115.3	115.8	.7	1.0	.2	.4	1.7	2.1	2.0	2.3	
2013 .....	116.8	116.9	117.5	117.8	.9	.1	.5	.3	2.5	1.6	1.9	1.7	
2014 .....	118.4	119.1	119.3	119.8	.5	.6	.2	.4	1.4	1.9	1.5	1.7	
2015 .....	120.7	121.3	121.7	122.4	.8	.5	.3	.6	1.9	1.8	2.0	2.2	
2016 .....	123.1	124.7	125.1	125.5	.6	1.3	.3	.3	2.0	2.8	2.8	2.5	
2017 .....	126.5	127.0	128.8	128.4	.8	.4	1.4	-.3	2.8	1.8	3.0	2.3	
2018 .....	130.0	130.2	131.1	131.3	1.2	.2	.7	.2	2.8	2.5	1.8	2.3	
2019 .....	132.1	132.9	134.9	135.5	.6	.6	1.5	.4	1.6	2.1	2.9	3.2	
2020 .....	136.2	136.9	137.1	137.4	.5	.5	.1	.2	3.1	3.0	1.6	1.4	
2021 .....	139.4	140.8	143.5	145.6	1.5	1.0	1.9	1.5	2.3	2.8	4.7	6.0	
2022 .....	148.2	—	—	—	1.8	—	—	—	6.3	—	—	—	
<b>West South Central</b>													
2006 .....	100.7	101.4	102.7	103.4	.7	.7	1.3	.7	—	—	—	3.4	
2007 .....	103.7	104.8	105.6	106.1	.3	1.1	.8	.5	3.0	3.4	2.8	2.6	
2008 .....	107.3	108.2	108.7	109.0	1.1	.8	.5	.3	3.5	3.2	2.9	2.7	
2009 .....	109.4	109.5	109.9	109.9	.4	.1	.4	.0	2.0	1.2	1.1	.8	
2010 .....	110.8	111.4	112.2	112.7	.8	.5	.7	.4	1.3	1.7	2.1	2.5	
2011 .....	113.2	114.4	114.7	115.0	.4	1.1	.3	.3	2.2	2.7	2.2	2.0	
2012 .....	116.2	116.8	117.0	117.6	1.0	.5	.2	.5	2.7	2.1	2.0	2.3	
2013 .....	118.5	119.3	119.8	120.2	.8	.7	.4	.3	2.0	2.1	2.4	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 — 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 South Central</b>													
2014 .....	120.3	121.7	122.4	122.6	0.1	1.2	0.6	0.2	1.5	2.0	2.2	2.0	
2015 .....	122.6	123.7	123.6	123.6	.0	.9	-.1	.0	1.9	1.6	1.0	.8	
2016 .....	124.1	123.9	124.6	123.8	.4	-.2	.6	-.6	1.2	.2	.8	.2	
2017 .....	124.4	125.3	125.9	126.4	.5	.7	.5	.4	.2	1.1	1.0	2.1	
2018 .....	127.4	128.3	129.0	129.2	.8	.7	.5	.2	2.4	2.4	2.5	2.2	
2019 .....	130.0	130.9	131.8	132.3	.6	.7	.7	.4	2.0	2.0	2.2	2.4	
2020 .....	133.7	134.7	135.1	135.9	1.1	.7	.3	.6	2.8	2.9	2.5	2.7	
2021 .....	137.0	138.9	142.1	142.5	.8	1.4	2.3	.3	2.5	3.1	5.2	4.9	
2022 .....	144.0	—	—	—	1.1	—	—	—	5.1	—	—	—	
<b>Midwest</b>													
2001 .....	84.8	85.4	86.1	86.7	1.2	.7	.8	.7	4.2	3.6	3.4	3.5	
2002 .....	88.0	88.7	89.0	89.5	1.5	.8	.3	.6	3.8	3.9	3.4	3.2	
2003 .....	92.1	92.8	93.6	94.0	2.9	.8	.9	.4	4.7	4.6	5.2	5.0	
2004 .....	95.0	95.9	96.6	96.9	1.1	.9	.7	.3	3.1	3.3	3.2	3.1	
2005 .....	97.8	98.4	99.5	100.0	.9	.6	1.1	.5	2.9	2.6	3.0	3.2	
2006 .....	100.7	101.7	102.3	102.8	.7	1.0	.6	.5	3.0	3.4	2.8	2.8	
2007 .....	103.3	104.2	104.6	105.3	.5	.9	.4	.7	2.6	2.5	2.2	2.4	
2008 .....	106.0	107.0	107.4	107.6	.7	.9	.4	.2	2.6	2.7	2.7	2.2	
2009 .....	107.9	108.1	108.4	108.6	.3	.2	.3	.2	1.8	1.0	.9	.9	
2010 .....	109.9	110.4	111.0	111.3	1.2	.5	.5	.3	1.9	2.1	2.4	2.5	
2011 .....	112.2	113.3	113.6	113.9	.8	1.0	.3	.3	2.1	2.6	2.3	2.3	
2012 .....	114.7	115.3	115.6	115.9	.7	.5	.3	.3	2.2	1.8	1.8	1.8	
2013 .....	116.4	117.0	117.4	117.8	.4	.5	.3	.3	1.5	1.5	1.6	1.6	
2014 .....	118.4	119.5	120.0	120.3	.5	.9	.4	.2	1.7	2.1	2.2	2.1	
2015 .....	121.2	121.4	122.1	122.5	.7	.2	.6	.3	2.4	1.6	1.7	1.8	
2016 .....	123.4	124.5	125.3	125.7	.7	.9	.6	.3	1.8	2.6	2.6	2.6	
2017 .....	126.8	127.4	128.0	128.5	.9	.5	.5	.4	2.8	2.3	2.2	2.2	
2018 .....	129.8	130.6	131.6	132.3	1.0	.6	.8	.5	2.4	2.5	2.8	3.0	
2019 .....	133.5	134.1	135.0	135.7	.9	.4	.7	.5	2.9	2.7	2.6	2.6	
2020 .....	137.5	137.6	138.2	139.1	1.3	.1	.4	.7	3.0	2.6	2.4	2.5	
2021 .....	140.7	141.8	143.5	145.5	1.2	.8	1.2	1.4	2.3	3.1	3.8	4.6	
2022 .....	147.9	—	—	—	1.6	—	—	—	5.1	—	—	—	
<b>East North Central</b>													
2006 .....	100.7	101.7	102.3	102.8	.7	1.0	.6	.5	—	—	—	2.8	
2007 .....	103.2	104.1	104.4	105.0	.4	.9	.3	.6	2.5	2.4	2.1	2.1	
2008 .....	105.5	106.5	106.9	107.0	.5	.9	.4	.1	2.2	2.3	2.4	1.9	
2009 .....	107.0	107.3	107.5	107.8	.0	.3	.2	.3	1.4	.8	.6	.7	
2010 .....	109.2	109.8	110.3	110.5	1.3	.5	.5	.2	2.1	2.3	2.6	2.5	
2011 .....	111.6	112.7	113.1	113.2	1.0	1.0	.4	.1	2.2	2.6	2.5	2.4	
2012 .....	113.9	114.5	114.6	114.8	.6	.5	.1	.2	2.1	1.6	1.3	1.4	
2013 .....	115.4	116.0	116.4	116.7	.5	.5	.3	.3	1.3	1.3	1.6	1.7	
2014 .....	117.3	118.4	118.8	119.1	.5	.9	.3	.3	1.6	2.1	2.1	2.1	
2015 .....	120.2	120.4	120.8	121.1	.9	.2	.3	.2	2.5	1.7	1.7	1.7	
2016 .....	121.9	123.0	123.6	124.1	.7	.9	.5	.4	1.4	2.2	2.3	2.5	
2017 .....	125.2	126.0	126.5	127.0	.9	.6	.4	.4	2.7	2.4	2.3	2.3	
2018 .....	128.4	129.0	130.2	130.9	1.1	.5	.9	.5	2.6	2.4	2.9	3.1	
2019 .....	132.3	132.7	133.5	134.1	1.1	.3	.6	.4	3.0	2.9	2.5	2.4	
2020 .....	136.4	136.1	136.7	137.6	1.7	-.2	.4	.7	3.1	2.6	2.4	2.6	
2021 .....	139.1	140.1	141.9	143.8	1.1	.7	1.3	1.3	2.0	2.9	3.8	4.5	

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 — 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.	
East North Central													
2022 .....	146.3	—	—	—	1.7	—	—	—	5.2	—	—	—	—
West North Central													
2006 .....	100.6	101.5	102.4	102.7	.6	0.9	0.9	0.3	—	—	—	2.7	
2007 .....	103.5	104.3	105.3	105.9	.8	.8	1.0	.6	2.9	2.8	2.8	3.1	
2008 .....	107.3	108.4	108.8	109.0	1.3	1.0	.4	.2	3.7	3.9	3.3	2.9	
2009 .....	109.9	110.2	110.6	110.7	.8	.3	.4	.1	2.4	1.7	1.7	1.6	
2010 .....	111.6	112.0	112.8	113.2	.8	.4	.7	.4	1.5	1.6	2.0	2.3	
2011 .....	113.9	114.8	115.0	115.6	.6	.8	.2	.5	2.1	2.5	2.0	2.1	
2012 .....	116.9	117.5	118.2	118.7	1.1	.5	.6	.4	2.6	2.4	2.8	2.7	
2013 .....	119.1	119.4	119.9	120.6	.3	.3	.4	.6	1.9	1.6	1.4	1.6	
2014 .....	121.0	122.3	123.0	123.3	.3	1.1	.6	.2	1.6	2.4	2.6	2.2	
2015 .....	123.7	123.8	125.3	125.8	.3	.1	1.2	.4	2.2	1.2	1.9	2.0	
2016 .....	126.9	128.4	129.5	129.8	.9	1.2	.9	.2	2.6	3.7	3.4	3.2	
2017 .....	130.8	130.9	131.7	132.1	.8	.1	.6	.3	3.1	1.9	1.7	1.8	
2018 .....	133.3	134.4	135.2	135.8	.9	.8	.6	.4	1.9	2.7	2.7	2.8	
2019 .....	136.6	137.6	138.7	139.4	.6	.7	.8	.5	2.5	2.4	2.6	2.7	
2020 .....	140.1	141.3	142.0	142.9	.5	.9	.5	.6	2.6	2.7	2.4	2.5	
2021 .....	144.6	145.8	147.3	149.6	1.2	.8	1.0	1.6	3.2	3.2	3.7	4.7	
2022 .....	151.9	—	—	—	1.5	—	—	—	5.0	—	—	—	
West													
2001 .....	84.1	85.0	85.9	86.9	1.8	1.1	1.1	1.2	4.5	4.4	4.4	5.2	
2002 .....	87.4	88.5	89.1	89.8	.6	1.3	.7	.8	3.9	4.1	3.7	3.3	
2003 .....	90.9	92.0	93.2	93.8	1.2	1.2	1.3	.6	4.0	4.0	4.6	4.5	
2004 .....	95.3	96.2	96.9	97.4	1.6	.9	.7	.5	4.8	4.6	4.0	3.8	
2005 .....	98.4	99.3	99.7	100.0	1.0	.9	.4	.3	3.3	3.2	2.9	2.7	
2006 .....	100.6	101.8	102.5	103.0	.6	1.2	.7	.5	2.2	2.5	2.8	3.0	
2007 .....	104.2	104.9	105.7	106.5	1.2	.7	.8	.8	3.6	3.0	3.1	3.4	
2008 .....	107.8	108.4	109.3	109.4	1.2	.6	.8	.1	3.5	3.3	3.4	2.7	
2009 .....	109.9	110.0	110.3	110.6	.5	.1	.3	.3	1.9	1.5	.9	1.1	
2010 .....	111.3	111.7	112.3	112.5	.6	.4	.5	.2	1.3	1.5	1.8	1.7	
2011 .....	113.5	114.3	114.6	115.1	.9	.7	.3	.4	2.0	2.3	2.0	2.3	
2012 .....	115.7	116.3	116.8	116.8	.5	.5	.4	.0	1.9	1.7	1.9	1.5	
2013 .....	117.6	118.5	119.2	119.6	.7	.8	.6	.3	1.6	1.9	2.1	2.4	
2014 .....	120.1	120.9	121.9	122.5	.4	.7	.8	.5	2.1	2.0	2.3	2.4	
2015 .....	123.1	123.8	124.6	125.3	.5	.6	.6	.6	2.5	2.4	2.2	2.3	
2016 .....	126.2	127.2	127.9	128.6	.7	.8	.6	.5	2.5	2.7	2.6	2.6	
2017 .....	129.9	131.0	132.3	132.9	1.0	.8	1.0	.5	2.9	3.0	3.4	3.3	
2018 .....	134.6	135.7	136.6	137.2	1.3	.8	.7	.4	3.6	3.6	3.3	3.2	
2019 .....	138.5	139.5	140.4	140.9	.9	.7	.6	.4	2.9	2.8	2.8	2.7	
2020 .....	142.9	143.1	144.4	145.1	1.4	.1	.9	.5	3.2	2.6	2.8	3.0	
2021 .....	146.8	148.3	150.1	151.4	1.2	1.0	1.2	.9	2.7	3.6	3.9	4.3	
2022 .....	154.3	—	—	—	1.9	—	—	—	5.1	—	—	—	
Mountain													
2006 .....	101.0	101.8	102.7	103.1	1.0	.8	.9	.4	—	—	—	3.1	
2007 .....	105.2	105.2	106.6	107.5	2.0	.0	1.3	.8	4.2	3.3	3.8	4.3	
2008 .....	108.4	109.4	110.3	110.4	.8	.9	.8	.1	3.0	4.0	3.5	2.7	
2009 .....	110.5	110.6	110.9	111.0	.1	.1	.3	.1	1.9	1.1	.5	.5	
2010 .....	111.3	112.3	113.0	112.8	.3	.9	.6	-.2	.7	1.5	1.9	1.6	
2011 .....	113.4	113.9	114.8	115.3	.5	.4	.8	.4	1.9	1.4	1.6	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 — 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>Mountain</b>													
2012 .....	115.4	116.0	116.5	115.7	0.1	0.5	0.4	-0.7	1.8	1.8	1.5	0.3	
2013 .....	116.6	118.1	118.7	119.2	.8	1.3	.5	.4	1.0	1.8	1.9	3.0	
2014 .....	119.5	119.8	120.1	120.6	.3	.3	.3	.4	2.5	1.4	1.2	1.2	
2015 .....	121.9	122.5	123.4	124.0	1.1	.5	.7	.5	2.0	2.3	2.7	2.8	
2016 .....	124.1	125.4	125.8	126.4	.1	1.0	.3	.5	1.8	2.4	1.9	1.9	
2017 .....	127.5	128.7	129.4	130.0	.9	.9	.5	.5	2.7	2.6	2.9	2.8	
2018 .....	131.7	132.5	133.2	134.1	1.3	.6	.5	.7	3.3	3.0	2.9	3.2	
2019 .....	135.3	136.6	137.8	138.0	.9	1.0	.9	.1	2.7	3.1	3.5	2.9	
2020 .....	139.5	140.5	141.4	142.0	1.1	.7	.6	.4	3.1	2.9	2.6	2.9	
2021 .....	143.8	145.9	147.4	149.3	1.3	1.5	1.0	1.3	3.1	3.8	4.2	5.1	
2022 .....	152.2	—	—	—	1.9	—	—	—	5.8	—	—	—	
<b>Pacific</b>													
2006 .....	100.5	101.8	102.5	103.0	.5	1.3	.7	.5	—	—	—	3.0	
2007 .....	103.9	104.8	105.4	106.1	.9	.9	.6	.7	3.4	2.9	2.8	3.0	
2008 .....	107.6	108.1	108.9	109.1	1.4	.5	.7	.2	3.6	3.1	3.3	2.8	
2009 .....	109.7	109.9	110.1	110.5	.5	.2	.2	.4	2.0	1.7	1.1	1.3	
2010 .....	111.4	111.5	112.0	112.4	.8	.1	.4	.4	1.5	1.5	1.7	1.7	
2011 .....	113.6	114.5	114.6	115.1	1.1	.8	.1	.4	2.0	2.7	2.3	2.4	
2012 .....	115.9	116.5	117.0	117.4	.7	.5	.4	.3	2.0	1.7	2.1	2.0	
2013 .....	118.1	118.7	119.5	119.9	.6	.5	.7	.3	1.9	1.9	2.1	2.1	
2014 .....	120.5	121.4	122.7	123.3	.5	.7	1.1	.5	2.0	2.3	2.7	2.8	
2015 .....	123.7	124.4	125.2	125.9	.3	.6	.6	.6	2.7	2.5	2.0	2.1	
2016 .....	127.1	128.0	128.8	129.6	1.0	.7	.6	.6	2.7	2.9	2.9	2.9	
2017 .....	130.9	132.0	133.6	134.2	1.0	.8	1.2	.4	3.0	3.1	3.7	3.5	
2018 .....	135.9	137.1	138.0	138.5	1.3	.9	.7	.4	3.8	3.9	3.3	3.2	
2019 .....	139.9	140.7	141.6	142.2	1.0	.6	.6	.4	2.9	2.6	2.6	2.7	
2020 .....	144.3	144.3	145.7	146.4	1.5	.0	1.0	.5	3.1	2.6	2.9	3.0	
2021 .....	148.1	149.5	151.3	152.4	1.2	.9	1.2	.7	2.6	3.6	3.8	4.1	
2022 .....	155.3	—	—	—	1.9	—	—	—	4.9	—	—	—	
<b>Metropolitan area status</b>													
<b>Metropolitan areas</b>													
2006 .....	100.8	101.7	102.5	103.1	.8	.9	.8	.6	—	—	—	3.1	
2007 .....	103.9	104.9	105.7	106.3	.8	1.0	.8	.6	3.1	3.1	3.1	3.1	
2008 .....	107.2	108.0	108.6	—	.8	.7	.6	—	3.2	3.0	2.7	—	
<b>Nonmetropolitan areas</b>													
2006 .....	100.8	101.5	102.6	103.3	.8	.7	1.1	.7	—	—	—	3.3	
2007 .....	104.1	105.0	105.8	106.5	.8	.9	.8	.7	3.3	3.4	3.1	3.1	
2008 .....	107.5	108.4	109.1	—	.9	.8	.6	—	3.3	3.2	3.1	—	

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

<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.

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

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	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 .....	83.6	84.1	85.8	86.2	1.0	0.6	2.0	0.5	3.3	3.7	4.4	4.1
2002 .....	86.7	87.0	89.0	89.7	.6	.3	2.3	.8	3.7	3.4	3.7	4.1
2003 .....	90.4	90.7	92.3	92.8	.8	.3	1.8	.5	4.3	4.3	3.7	3.5
2004 .....	93.5	93.9	95.4	96.1	.8	.4	1.6	.7	3.4	3.5	3.4	3.6
2005 .....	96.9	97.2	99.1	100.0	.8	.3	2.0	.9	3.6	3.5	3.9	4.1
2006 .....	100.5	100.9	103.2	104.1	.5	.4	2.3	.9	3.7	3.8	4.1	4.1
2007 .....	105.1	105.7	107.6	108.4	1.0	.6	1.8	.7	4.6	4.8	4.3	4.1
2008 .....	108.9	109.4	111.3	111.6	.5	.5	1.7	.3	3.6	3.5	3.4	3.0
2009 .....	112.3	112.8	113.9	114.2	.6	.4	1.0	.3	3.1	3.1	2.3	2.3
2010 .....	114.5	114.7	115.9	116.2	.3	.2	1.0	.3	2.0	1.7	1.8	1.8
2011 .....	116.6	116.7	117.6	117.7	.3	.1	.8	.1	1.8	1.7	1.5	1.3
2012 .....	118.3	118.6	119.7	119.9	.5	.3	.9	.2	1.5	1.6	1.8	1.9
2013 .....	120.5	120.7	121.7	122.2	.5	.2	.8	.4	1.9	1.8	1.7	1.9
2014 .....	122.8	123.1	124.2	124.7	.5	.2	.9	.4	1.9	2.0	2.1	2.0
2015 .....	125.4	125.8	127.0	127.8	.6	.3	1.0	.6	2.1	2.2	2.3	2.5
2016 .....	128.4	128.7	130.3	130.9	.5	.2	1.2	.5	2.4	2.3	2.6	2.4
2017 .....	131.7	132.0	133.4	134.2	.6	.2	1.1	.6	2.6	2.6	2.4	2.5
2018 .....	134.6	135.1	136.8	137.7	.3	.4	1.3	.7	2.2	2.3	2.5	2.6
2019 .....	138.6	139.1	141.0	141.7	.7	.4	1.4	.5	3.0	3.0	3.1	2.9
2020 .....	142.5	142.9	144.3	144.9	.6	.3	1.0	.4	2.8	2.7	2.3	2.3
2021 .....	145.4	145.8	147.6	148.6	.3	.3	1.2	.7	2.0	2.0	2.3	2.6
2022 .....	150.0	—	—	—	.9	—	—	—	3.2	—	—	—
Occupational group												
White-collar occupations <sup>2</sup>												
2001 .....	83.9	84.4	86.2	86.6	.8	.6	2.1	.5	3.2	3.6	4.2	4.1
2002 .....	87.0	87.3	89.3	90.1	.5	.3	2.3	.9	3.7	3.4	3.6	4.0
2003 .....	90.7	91.0	92.6	93.1	.7	.3	1.8	.5	4.3	4.2	3.7	3.3
2004 .....	93.8	94.1	95.6	96.2	.8	.3	1.6	.6	3.4	3.4	3.2	3.3
2005 .....	97.0	97.3	99.0	100.0	.8	.3	1.7	1.0	3.4	3.4	3.6	4.0
2006 .....	100.4	100.9	103.3	104.0	.4	.5	2.4	.7	3.5	3.7	4.3	4.0
Management, professional, and related												
2001 .....	84.1	84.6	86.5	86.8	.8	.6	2.2	.3	3.2	3.5	4.3	4.1
2002 .....	87.2	87.4	89.5	90.3	.5	.2	2.4	.9	3.7	3.3	3.5	4.0
2003 .....	90.8	91.1	92.6	93.1	.6	.3	1.6	.5	4.1	4.2	3.5	3.1
2004 .....	93.8	94.0	95.5	96.2	.8	.2	1.6	.7	3.3	3.2	3.1	3.3
2005 .....	97.0	97.3	99.0	100.0	.8	.3	1.7	1.0	3.4	3.5	3.7	4.0
2006 .....	100.3	100.8	103.3	104.0	.3	.5	2.5	.7	3.4	3.6	4.3	4.0
2007 .....	104.9	105.4	107.5	108.3	.9	.5	2.0	.7	4.6	4.6	4.1	4.1
2008 .....	108.8	109.3	111.3	111.6	.5	.5	1.8	.3	3.7	3.7	3.5	3.0
2009 .....	112.0	112.5	113.6	113.8	.4	.4	1.0	.2	2.9	2.9	2.1	2.0
2010 .....	114.0	114.2	115.3	115.5	.2	.2	1.0	.2	1.8	1.5	1.5	1.5
2011 .....	115.9	116.0	116.9	116.9	.3	.1	.8	.0	1.7	1.6	1.4	1.2
2012 .....	117.6	117.9	119.0	119.2	.6	.3	.9	.2	1.5	1.6	1.8	2.0
2013 .....	119.7	119.9	120.8	121.2	.4	.2	.8	.3	1.8	1.7	1.5	1.7
2014 .....	121.8	122.1	123.3	123.7	.5	.2	1.0	.3	1.8	1.8	2.1	2.1
2015 .....	124.3	124.8	126.0	126.8	.5	.4	1.0	.6	2.1	2.2	2.2	2.5
2016 .....	127.3	127.6	129.3	129.8	.4	.2	1.3	.4	2.4	2.2	2.6	2.4

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 — 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>													
2017 .....	130.6	130.8	132.3	133.0	0.6	0.2	1.1	0.5	2.6	2.5	2.3	2.5	
2018 .....	133.4	133.8	135.5	136.4	.3	.3	1.3	.7	2.1	2.3	2.4	2.6	
2019 .....	137.1	137.6	139.6	140.3	.5	.4	1.5	.5	2.8	2.8	3.0	2.9	
2020 .....	141.0	141.4	142.7	143.2	.5	.3	.9	.4	2.8	2.8	2.2	2.1	
2021 .....	143.7	143.9	145.8	146.6	.3	.1	1.3	.5	1.9	1.8	2.2	2.4	
2022 .....	147.7	—	—	—	.8	—	—	—	2.8	—	—	—	
<b>Professional and related</b>													
2001 .....	84.0	84.4	86.4	86.7	.7	.5	2.4	.3	3.2	3.4	4.3	4.0	
2002 .....	87.0	87.2	89.4	90.2	.3	.2	2.5	.9	3.6	3.3	3.5	4.0	
2003 .....	90.7	91.0	92.5	93.0	.6	.3	1.6	.5	4.3	4.4	3.5	3.1	
2004 .....	93.6	93.9	95.5	96.1	.6	.3	1.7	.6	3.2	3.2	3.2	3.3	
2005 .....	96.8	97.1	98.9	100.0	.7	.3	1.9	1.1	3.4	3.4	3.6	4.1	
2006 .....	100.2	100.8	103.4	104.0	.2	.6	2.6	.6	3.5	3.8	4.6	4.0	
2007 .....	104.8	105.3	107.5	108.2	.8	.5	2.1	.7	4.6	4.5	4.0	4.0	
2008 .....	108.6	109.1	111.1	111.4	.4	.5	1.8	.3	3.6	3.6	3.3	3.0	
2009 .....	111.9	112.4	113.6	113.9	.4	.4	1.1	.3	3.0	3.0	2.3	2.2	
2010 .....	114.0	114.2	115.3	115.5	.1	.2	1.0	.2	1.9	1.6	1.5	1.4	
2011 .....	115.9	115.9	116.8	116.9	.3	.0	.8	.1	1.7	1.5	1.3	1.2	
2012 .....	117.5	117.7	118.8	119.0	.5	.2	.9	.2	1.4	1.6	1.7	1.8	
2013 .....	119.5	119.7	120.6	121.0	.4	.2	.8	.3	1.7	1.7	1.5	1.7	
2014 .....	121.6	121.8	123.0	123.5	.5	.2	1.0	.4	1.8	1.8	2.0	2.1	
2015 .....	124.2	124.6	125.8	126.7	.6	.3	1.0	.7	2.1	2.3	2.3	2.6	
2016 .....	127.1	127.4	129.1	129.7	.3	.2	1.3	.5	2.3	2.2	2.6	2.4	
2017 .....	130.4	130.6	132.1	132.8	.5	.2	1.1	.5	2.6	2.5	2.3	2.4	
2018 .....	133.2	133.6	135.2	136.1	.3	.3	1.2	.7	2.1	2.3	2.3	2.5	
2019 .....	136.8	137.4	139.4	140.1	.5	.4	1.5	.5	2.7	2.8	3.1	2.9	
2020 .....	140.8	141.2	142.6	143.1	.5	.3	1.0	.4	2.9	2.8	2.3	2.1	
2021 .....	143.6	143.9	145.7	146.5	.3	.2	1.3	.5	2.0	1.9	2.2	2.4	
2022 .....	147.6	—	—	—	.8	—	—	—	2.8	—	—	—	
<b>Sales and office</b>													
2001 .....	82.8	83.1	84.5	85.2	1.0	.4	1.7	.8	3.2	3.4	3.8	3.9	
2002 .....	86.1	86.5	88.3	89.1	1.1	.5	2.1	.9	4.0	4.1	4.5	4.6	
2003 .....	89.8	90.3	92.4	92.8	.8	.6	2.3	.4	4.3	4.4	4.6	4.2	
2004 .....	93.7	94.4	95.7	96.5	1.0	.7	1.4	.8	4.3	4.5	3.6	4.0	
2005 .....	97.5	97.6	99.3	100.0	1.0	.1	1.7	.7	4.1	3.4	3.8	3.6	
2006 .....	100.9	101.5	103.3	104.1	.9	.6	1.8	.8	3.5	4.0	4.0	4.1	
2007 .....	105.6	106.2	107.9	108.6	1.4	.6	1.6	.6	4.7	4.6	4.5	4.3	
2008 .....	108.8	109.3	111.0	111.3	.2	.5	1.6	.3	3.0	2.9	2.9	2.5	
2009 .....	112.4	112.8	114.1	114.4	1.0	.4	1.2	.3	3.3	3.2	2.8	2.8	
2010 .....	115.0	115.2	116.4	116.6	.5	.2	1.0	.2	2.3	2.1	2.0	1.9	
2011 .....	117.1	117.3	118.4	118.4	.4	.2	.9	.0	1.8	1.8	1.7	1.5	
2012 .....	118.9	119.4	120.7	120.9	.4	.4	1.1	.2	1.5	1.8	1.9	2.1	
2013 .....	121.7	121.9	122.9	123.4	.7	.2	.8	.4	2.4	2.1	1.8	2.1	
2014 .....	124.3	124.7	125.9	126.4	.7	.3	1.0	.4	2.1	2.3	2.4	2.4	
2015 .....	127.2	127.6	128.7	129.2	.6	.3	.9	.4	2.3	2.3	2.2	2.2	
2016 .....	130.2	130.6	132.3	132.4	.8	.3	1.3	.1	2.4	2.4	2.8	2.5	
2017 .....	133.2	133.6	134.8	135.7	.6	.3	.9	.7	2.3	2.3	1.9	2.5	
2018 .....	136.3	137.1	139.1	140.0	.4	.6	1.5	.6	2.3	2.6	3.2	3.2	
2019 .....	140.9	141.5	143.4	144.0	.6	.4	1.3	.4	3.4	3.2	3.1	2.9	
2020 .....	145.1	145.6	147.1	148.0	.8	.3	1.0	.6	3.0	2.9	2.6	2.8	

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 — 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>												
2021 .....	148.4	149.0	150.6	151.4	0.3	0.4	1.1	0.5	2.3	2.3	2.4	2.3
2022 .....	153.3	—	—	—	1.3	—	—	—	3.3	—	—	—
<b>Office and administrative support</b>												
2001 .....	82.6	82.9	84.4	85.1	.9	.4	1.8	.8	3.2	3.2	3.9	3.9
2002 .....	86.0	86.5	88.2	88.9	1.1	.6	2.0	.8	4.1	4.3	4.5	4.5
2003 .....	89.6	90.0	92.1	92.6	.8	.4	2.3	.5	4.2	4.0	4.4	4.2
2004 .....	93.5	94.2	95.6	96.4	1.0	.7	1.5	.8	4.4	4.7	3.8	4.1
2005 .....	97.4	97.5	99.2	100.0	1.0	.1	1.7	.8	4.2	3.5	3.8	3.7
2006 .....	101.0	101.6	103.5	104.2	1.0	.6	1.9	.7	3.7	4.2	4.3	4.2
2007 .....	105.7	106.4	108.2	108.9	1.4	.7	1.7	.6	4.7	4.7	4.5	4.5
2008 .....	109.3	109.8	111.4	111.8	.4	.5	1.5	.4	3.4	3.2	3.0	2.7
2009 .....	112.8	113.1	114.4	114.7	.9	.3	1.1	.3	3.2	3.0	2.7	2.6
2010 .....	115.3	115.6	116.8	116.9	.5	.3	1.0	.1	2.2	2.2	2.1	1.9
2011 .....	117.5	117.7	118.7	118.6	.5	.2	.8	-.1	1.9	1.8	1.6	1.5
2012 .....	119.1	119.6	120.8	121.0	.4	.4	1.0	.2	1.4	1.6	1.8	2.0
2013 .....	121.8	121.9	123.0	123.4	.7	.1	.9	.3	2.3	1.9	1.8	2.0
2014 .....	124.3	124.7	125.9	126.5	.7	.3	1.0	.5	2.1	2.3	2.4	2.5
2015 .....	127.2	127.6	128.8	129.3	.6	.3	.9	.4	2.3	2.3	2.3	2.2
2016 .....	130.2	130.7	132.4	132.4	.7	.4	1.3	.0	2.4	2.4	2.8	2.4
2017 .....	133.3	133.6	134.9	135.7	.7	.2	1.0	.6	2.4	2.2	1.9	2.5
2018 .....	136.3	137.1	139.2	140.1	.4	.6	1.5	.6	2.3	2.6	3.2	3.2
2019 .....	141.0	141.6	143.5	144.1	.6	.4	1.3	.4	3.4	3.3	3.1	2.9
2020 .....	145.2	145.7	147.2	148.1	.8	.3	1.0	.6	3.0	2.9	2.6	2.8
2021 .....	148.5	149.1	150.7	151.4	.3	.4	1.1	.5	2.3	2.3	2.4	2.2
2022 .....	153.4	—	—	—	1.3	—	—	—	3.3	—	—	—
<b>Blue-collar occupations<sup>3</sup></b>												
2001 .....	83.5	83.7	84.9	85.8	1.5	.2	1.4	1.1	3.6	3.7	4.2	4.3
2002 .....	86.3	86.6	88.4	89.3	.6	.3	2.1	1.0	3.4	3.5	4.1	4.1
2003 .....	90.3	90.5	91.7	92.4	1.1	.2	1.3	.8	4.6	4.5	3.7	3.5
2004 .....	93.3	93.9	95.3	95.8	1.0	.6	1.5	.5	3.3	3.8	3.9	3.7
2005 .....	97.2	97.7	99.5	100.0	1.5	.5	1.8	.5	4.2	4.0	4.4	4.4
2006 .....	100.6	101.0	102.9	104.0	.6	.4	1.9	1.1	3.5	3.4	3.4	4.0
<b>Service occupations</b>												
2001 .....	82.1	82.6	84.1	84.7	1.5	.6	1.8	.7	3.9	4.4	5.0	4.7
2002 .....	85.2	85.8	87.4	88.0	.6	.7	1.9	.7	3.8	3.9	3.9	3.9
2003 .....	88.8	89.3	91.0	91.6	.9	.6	1.9	.7	4.2	4.1	4.1	4.1
2004 .....	92.3	92.7	94.9	95.5	.8	.4	2.4	.6	3.9	3.8	4.3	4.3
2005 .....	96.2	96.7	99.1	100.0	.7	.5	2.5	.9	4.2	4.3	4.4	4.7
2006 .....	100.6	101.2	103.1	104.5	.6	.6	1.9	1.4	4.6	4.7	4.0	4.5
2007 .....	105.4	106.3	108.0	109.1	.9	.9	1.6	1.0	4.8	5.0	4.8	4.4
2008 .....	109.7	110.0	111.9	112.4	.5	.3	1.7	.4	4.1	3.5	3.6	3.0
2009 .....	113.4	113.8	114.7	115.3	.9	.4	.8	.5	3.4	3.5	2.5	2.6
2010 .....	115.8	116.2	117.6	118.0	.4	.3	1.2	.3	2.1	2.1	2.5	2.3
2011 .....	118.5	118.6	119.2	119.5	.4	.1	.5	.3	2.3	2.1	1.4	1.3
2012 .....	120.1	120.4	121.5	121.7	.5	.2	.9	.2	1.4	1.5	1.9	1.8
2013 .....	122.4	122.6	123.7	124.3	.6	.2	.9	.5	1.9	1.8	1.8	2.1
2014 .....	124.9	125.5	126.6	127.1	.5	.5	.9	.4	2.0	2.4	2.3	2.3
2015 .....	127.8	128.2	129.6	130.0	.6	.3	1.1	.3	2.3	2.2	2.4	2.3

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 — 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>												
2016 .....	130.9	131.4	132.9	133.5	0.7	0.4	1.1	0.5	2.4	2.5	2.5	2.7
2017 .....	134.4	134.8	136.1	137.0	.7	.3	1.0	.7	2.7	2.6	2.4	2.6
2018 .....	137.6	138.2	139.9	140.8	.4	.4	1.2	.6	2.4	2.5	2.8	2.8
2019 .....	142.1	142.6	144.3	145.1	.9	.4	1.2	.6	3.3	3.2	3.1	3.1
2020 .....	146.3	146.9	148.2	149.1	.8	.4	.9	.6	3.0	3.0	2.7	2.8
2021 .....	149.6	150.5	152.7	154.1	.3	.6	1.5	.9	2.3	2.5	3.0	3.4
2022 .....	156.2	—	—	—	1.4	—	—	—	4.4	—	—	—
<b>Industry</b>												
<b>Education and health services</b>												
2001 .....	84.3	84.7	86.9	87.1	.6	.5	2.6	.2	3.2	3.4	4.4	3.9
2002 .....	87.4	87.6	89.7	90.4	.3	.2	2.4	.8	3.7	3.4	3.2	3.8
2003 .....	90.8	91.1	92.7	93.2	.4	.3	1.8	.5	3.9	4.0	3.3	3.1
2004 .....	93.7	93.8	95.5	96.1	.5	.1	1.8	.6	3.2	3.0	3.0	3.1
2005 .....	96.7	97.0	99.0	100.0	.6	.3	2.1	1.0	3.2	3.4	3.7	4.1
2006 .....	100.3	100.8	103.7	104.3	.3	.5	2.9	.6	3.7	3.9	4.7	4.3
2007 .....	104.8	105.3	107.5	108.2	.5	.5	2.1	.7	4.5	4.5	3.7	3.7
2008 .....	108.6	109.1	111.2	111.5	.4	.5	1.9	.3	3.6	3.6	3.4	3.0
2009 .....	111.9	112.4	113.7	113.9	.4	.4	1.2	.2	3.0	3.0	2.2	2.2
2010 .....	114.0	114.2	115.4	115.6	.1	.2	1.1	.2	1.9	1.6	1.5	1.5
2011 .....	115.9	115.9	116.9	117.0	.3	.0	.9	.1	1.7	1.5	1.3	1.2
2012 .....	117.5	117.7	119.0	119.1	.4	.2	1.1	.1	1.4	1.6	1.8	1.8
2013 .....	119.6	119.8	120.7	121.1	.4	.2	.8	.3	1.8	1.8	1.4	1.7
2014 .....	121.6	121.8	123.0	123.4	.4	.2	1.0	.3	1.7	1.7	1.9	1.9
2015 .....	124.1	124.5	125.9	126.7	.6	.3	1.1	.6	2.1	2.2	2.4	2.7
2016 .....	127.1	127.4	129.3	129.8	.3	.2	1.5	.4	2.4	2.3	2.7	2.4
2017 .....	130.4	130.6	132.2	132.9	.5	.2	1.2	.5	2.6	2.5	2.2	2.4
2018 .....	133.3	133.7	135.6	136.5	.3	.3	1.4	.7	2.2	2.4	2.6	2.7
2019 .....	137.1	137.6	139.7	140.3	.4	.4	1.5	.4	2.9	2.9	3.0	2.8
2020 .....	140.9	141.3	142.7	143.4	.4	.3	1.0	.5	2.8	2.7	2.1	2.2
2021 .....	143.8	144.1	146.2	147.0	.3	.2	1.5	.5	2.1	2.0	2.5	2.5
2022 .....	148.1	—	—	—	.7	—	—	—	3.0	—	—	—
<b>Educational services</b>												
2001 .....	84.4	84.7	86.9	87.2	.6	.4	2.6	.3	3.2	3.3	4.2	3.9
2002 .....	87.3	87.5	89.7	90.4	.1	.2	2.5	.8	3.4	3.3	3.2	3.7
2003 .....	90.8	91.1	92.7	93.1	.4	.3	1.8	.4	4.0	4.1	3.3	3.0
2004 .....	93.6	93.8	95.4	96.1	.5	.2	1.7	.7	3.1	3.0	2.9	3.2
2005 .....	96.6	96.9	98.9	100.0	.5	.3	2.1	1.1	3.2	3.3	3.7	4.1
2006 .....	100.2	100.5	103.5	104.1	.2	.3	3.0	.6	3.7	3.7	4.7	4.1
2007 .....	104.6	105.0	107.4	108.0	.5	.4	2.3	.6	4.4	4.5	3.8	3.7
2008 .....	108.4	108.8	111.0	111.2	.4	.4	2.0	.2	3.6	3.6	3.4	3.0
2009 .....	111.8	112.1	113.5	113.7	.5	.3	1.2	.2	3.1	3.0	2.3	2.2
2010 .....	113.8	113.9	115.1	115.3	.1	.1	1.1	.2	1.8	1.6	1.4	1.4
2011 .....	115.5	115.5	116.5	116.6	.2	.0	.9	.1	1.5	1.4	1.2	1.1
2012 .....	117.0	117.2	118.6	118.7	.3	.2	1.2	.1	1.3	1.5	1.8	1.8
2013 .....	119.1	119.3	120.2	120.6	.3	.2	.8	.3	1.8	1.8	1.3	1.6
2014 .....	121.1	121.3	122.5	123.0	.4	.2	1.0	.4	1.7	1.7	1.9	2.0
2015 .....	123.6	124.1	125.5	126.3	.5	.4	1.1	.6	2.1	2.3	2.4	2.7

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 — 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>												
2016 .....	126.6	126.9	128.9	129.4	0.2	0.2	1.6	0.4	2.4	2.3	2.7	2.5
2017 .....	130.1	130.3	131.9	132.5	.5	.2	1.2	.5	2.8	2.7	2.3	2.4
2018 .....	132.9	133.3	135.2	136.1	.3	.3	1.4	.7	2.2	2.3	2.5	2.7
2019 .....	136.7	137.2	139.3	139.9	.4	.4	1.5	.4	2.9	2.9	3.0	2.8
2020 .....	140.4	140.9	142.4	142.9	.4	.4	1.1	.4	2.7	2.7	2.2	2.1
2021 .....	143.3	143.6	145.6	146.4	.3	.2	1.4	.5	2.1	1.9	2.2	2.4
2022 .....	147.4	—	—	—	.7	—	—	—	2.9	—	—	—
<b>Schools</b>												
2001 .....	84.4	84.7	87.0	87.2	.6	.4	2.7	.2	3.2	3.3	4.3	3.9
2002 .....	87.3	87.5	89.7	90.4	.1	.2	2.5	.8	3.4	3.3	3.1	3.7
2003 .....	90.8	91.1	92.7	93.1	.4	.3	1.8	.4	4.0	4.1	3.3	3.0
2004 .....	93.6	93.8	95.5	96.1	.5	.2	1.8	.6	3.1	3.0	3.0	3.2
2005 .....	96.6	96.9	98.9	100.0	.5	.3	2.1	1.1	3.2	3.3	3.6	4.1
2006 .....	100.2	100.5	103.5	104.1	.2	.3	3.0	.6	3.7	3.7	4.7	4.1
2007 .....	104.6	104.9	107.4	108.0	.5	.3	2.4	.6	4.4	4.4	3.8	3.7
2008 .....	108.4	108.8	111.0	111.2	.4	.4	2.0	.2	3.6	3.7	3.4	3.0
2009 .....	111.8	112.1	113.5	113.7	.5	.3	1.2	.2	3.1	3.0	2.3	2.2
2010 .....	113.8	113.9	115.1	115.3	.1	.1	1.1	.2	1.8	1.6	1.4	1.4
2011 .....	115.5	115.5	116.5	116.5	.2	.0	.9	.0	1.5	1.4	1.2	1.0
2012 .....	117.0	117.2	118.5	118.7	.4	.2	1.1	.2	1.3	1.5	1.7	1.9
2013 .....	119.1	119.2	120.2	120.6	.3	.1	.8	.3	1.8	1.7	1.4	1.6
2014 .....	121.1	121.2	122.5	123.0	.4	.1	1.1	.4	1.7	1.7	1.9	2.0
2015 .....	123.6	124.0	125.4	126.2	.5	.3	1.1	.6	2.1	2.3	2.4	2.6
2016 .....	126.6	126.9	128.8	129.4	.3	.2	1.5	.5	2.4	2.3	2.7	2.5
2017 .....	130.0	130.2	131.8	132.4	.5	.2	1.2	.5	2.7	2.6	2.3	2.3
2018 .....	132.9	133.2	135.1	136.0	.4	.2	1.4	.7	2.2	2.3	2.5	2.7
2019 .....	136.6	137.1	139.2	139.8	.4	.4	1.5	.4	2.8	2.9	3.0	2.8
2020 .....	140.3	140.8	142.3	142.9	.4	.4	1.1	.4	2.7	2.7	2.2	2.2
2021 .....	143.2	143.5	145.6	146.3	.2	.2	1.5	.5	2.1	1.9	2.3	2.4
2022 .....	147.3	—	—	—	.7	—	—	—	2.9	—	—	—
<b>Elementary and secondary schools</b>												
2001 .....	84.1	84.3	86.5	86.7	.4	.2	2.6	.2	2.8	2.9	3.7	3.5
2002 .....	86.8	87.0	89.3	89.9	.1	.2	2.6	.7	3.2	3.2	3.2	3.7
2003 .....	90.3	90.6	92.4	92.7	.4	.3	2.0	.3	4.0	4.1	3.5	3.1
2004 .....	93.2	93.4	95.3	96.0	.5	.2	2.0	.7	3.2	3.1	3.1	3.6
2005 .....	96.4	96.6	98.8	100.0	.4	.2	2.3	1.2	3.4	3.4	3.7	4.2
2006 .....	100.2	100.5	103.6	104.2	.2	.3	3.1	.6	3.9	4.0	4.9	4.2
2007 .....	104.7	105.0	107.4	108.0	.5	.3	2.3	.6	4.5	4.5	3.7	3.6
2008 .....	108.3	108.8	111.1	111.4	.3	.5	2.1	.3	3.4	3.6	3.4	3.1
2009 .....	112.0	112.2	114.0	114.1	.5	.2	1.6	.1	3.4	3.1	2.6	2.4
2010 .....	114.1	114.3	115.6	115.6	.0	.2	1.1	.0	1.9	1.9	1.4	1.3
2011 .....	115.8	115.8	116.8	116.9	.2	.0	.9	.1	1.5	1.3	1.0	1.1
2012 .....	117.2	117.4	118.7	118.7	.3	.2	1.1	.0	1.2	1.4	1.6	1.5
2013 .....	119.1	119.2	120.1	120.5	.3	.1	.8	.3	1.6	1.5	1.2	1.5
2014 .....	120.9	121.1	122.3	122.8	.3	.2	1.0	.4	1.5	1.6	1.8	1.9
2015 .....	123.3	123.7	125.1	126.1	.4	.3	1.1	.8	2.0	2.1	2.3	2.7
2016 .....	126.4	126.7	128.8	129.3	.2	.2	1.7	.4	2.5	2.4	3.0	2.5
2017 .....	129.8	130.1	131.8	132.5	.4	.2	1.3	.5	2.7	2.7	2.3	2.5
2018 .....	132.9	133.3	135.3	136.2	.3	.3	1.5	.7	2.4	2.5	2.7	2.8

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 — 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>													
2019 .....	136.7	137.2	139.5	140.0	0.4	0.4	1.7	0.4	2.9	2.9	3.1	2.8	
2020 .....	140.6	141.0	142.8	143.4	.4	.3	1.3	.4	2.9	2.8	2.4	2.4	
2021 .....	143.8	144.1	146.2	146.8	.3	.2	1.5	.4	2.3	2.2	2.4	2.4	
2022 .....	147.8	—	—	—	.7	—	—	—	2.8	—	—	—	
<b>Health care and social assistance</b>													
2001 .....	83.4	84.5	86.0	86.8	.8	1.3	1.8	.9	3.3	4.3	5.1	5.0	
2002 .....	87.8	88.2	89.5	90.6	1.2	.5	1.5	1.2	5.3	4.4	4.1	4.4	
2003 .....	91.2	91.4	92.9	93.5	.7	.2	1.6	.6	3.9	3.6	3.8	3.2	
2004 .....	94.2	94.7	96.3	96.5	.7	.5	1.7	.2	3.3	3.6	3.7	3.2	
2005 .....	97.6	98.0	99.5	100.0	1.1	.4	1.5	.5	3.6	3.5	3.3	3.6	
2006 .....	101.3	102.9	105.1	105.7	1.3	1.6	2.1	.6	3.8	5.0	5.6	5.7	
2007 .....	107.1	107.6	108.6	109.3	1.3	.5	.9	.6	5.7	4.6	3.3	3.4	
2008 .....	110.1	111.1	112.7	113.2	.7	.9	1.4	.4	2.8	3.3	3.8	3.6	
2009 .....	113.3	114.6	115.1	115.4	.1	1.1	.4	.3	2.9	3.2	2.1	1.9	
2010 .....	115.9	116.3	117.2	117.9	.4	.3	.8	.6	2.3	1.5	1.8	2.2	
2011 .....	119.0	119.2	119.9	120.1	.9	.2	.6	.2	2.7	2.5	2.3	1.9	
2012 .....	121.1	121.4	121.9	122.2	.8	.2	.4	.2	1.8	1.8	1.7	1.7	
2013 .....	123.1	123.5	124.6	125.0	.7	.3	.9	.3	1.7	1.7	2.2	2.3	
2014 .....	125.0	125.5	126.4	126.8	.0	.4	.7	.3	1.5	1.6	1.4	1.4	
2015 .....	128.0	128.3	129.1	129.9	.9	.2	.6	.6	2.4	2.2	2.1	2.4	
2016 .....	130.9	131.3	132.2	132.8	.8	.3	.7	.5	2.3	2.3	2.4	2.2	
2017 .....	133.3	133.5	135.0	135.8	.4	.2	1.1	.6	1.8	1.7	2.1	2.3	
2018 .....	136.6	137.1	138.2	139.3	.6	.4	.8	.8	2.5	2.7	2.4	2.6	
2019 .....	140.5	140.9	142.5	143.5	.9	.3	1.1	.7	2.9	2.8	3.1	3.0	
2020 .....	144.6	144.9	145.7	146.7	.8	.2	.6	.7	2.9	2.8	2.2	2.2	
2021 .....	147.6	148.5	150.2	152.1	.6	.6	1.1	1.3	2.1	2.5	3.1	3.7	
2022 .....	153.7	—	—	—	1.1	—	—	—	4.1	—	—	—	
<b>Hospitals</b>													
2001 .....	83.0	84.4	85.9	86.6	.1	1.7	1.8	.8	3.0	4.3	4.6	4.5	
2002 .....	87.6	88.1	89.3	90.6	1.2	.6	1.4	1.5	5.5	4.4	4.0	4.6	
2003 .....	91.0	91.1	92.8	93.4	.4	.1	1.9	.6	3.9	3.4	3.9	3.1	
2004 .....	93.9	94.4	96.1	96.7	.5	.5	1.8	.6	3.2	3.6	3.6	3.5	
2005 .....	97.6	98.0	99.5	100.0	.9	.4	1.5	.5	3.9	3.8	3.5	3.4	
2006 .....	100.9	101.3	103.3	104.3	.9	.4	2.0	1.0	3.4	3.4	3.8	4.3	
2007 .....	105.6	106.3	107.5	108.2	1.2	.7	1.1	.7	4.7	4.9	4.1	3.7	
2008 .....	109.2	109.7	110.8	111.3	.9	.5	1.0	.5	3.4	3.2	3.1	2.9	
2009 .....	112.4	113.4	113.9	114.3	1.0	.9	.4	.4	2.9	3.4	2.8	2.7	
2010 .....	115.1	115.6	116.1	117.0	.7	.4	.4	.8	2.4	1.9	1.9	2.4	
2011 .....	118.2	118.3	118.9	119.2	1.0	.1	.5	.3	2.7	2.3	2.4	1.9	
2012 .....	120.1	120.5	121.0	121.2	.8	.3	.4	.2	1.6	1.9	1.8	1.7	
2013 .....	122.1	122.5	123.2	123.7	.7	.3	.6	.4	1.7	1.7	1.8	2.1	
2014 .....	123.5	124.1	124.7	125.0	-.2	.5	.5	.2	1.1	1.3	1.2	1.1	
2015 .....	125.7	126.0	126.9	127.4	.6	.2	.7	.4	1.8	1.5	1.8	1.9	
2016 .....	128.3	129.0	129.8	130.5	.7	.5	.6	.5	2.1	2.4	2.3	2.4	
2017 .....	130.9	131.1	132.6	133.4	.3	.2	1.1	.6	2.0	1.6	2.2	2.2	
2018 .....	133.9	134.2	135.2	136.5	.4	.2	.7	1.0	2.3	2.4	2.0	2.3	
2019 .....	137.9	138.1	139.6	140.8	1.0	.1	1.1	.9	3.0	2.9	3.3	3.2	
2020 .....	141.9	142.3	143.0	143.9	.8	.3	.5	.6	2.9	3.0	2.4	2.2	
2021 .....	144.9	145.8	147.3	149.2	.7	.6	1.0	1.3	2.1	2.5	3.0	3.7	

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 — 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 2022 .....	150.8	—	—	—	1.1	—	—	—	—	4.1	—	—	—
Public administration													
2001 .....	82.0	82.6	83.7	84.5	1.6	0.7	1.3	1.0	3.4	3.9	4.6	4.7	
2002 .....	85.3	85.8	87.4	88.3	.9	.6	1.9	1.0	4.0	3.9	4.4	4.5	
2003 .....	89.4	89.9	91.4	92.0	1.2	.6	1.7	.7	4.8	4.8	4.6	4.2	
2004 .....	93.1	93.8	95.1	95.8	1.2	.8	1.4	.7	4.1	4.3	4.0	4.1	
2005 .....	97.1	97.5	99.0	100.0	1.4	.4	1.5	1.0	4.3	3.9	4.1	4.4	
2006 .....	100.6	101.2	102.4	103.8	.6	.6	1.2	1.4	3.6	3.8	3.4	3.8	
2007 .....	105.6	106.6	108.0	109.1	1.7	.9	1.3	1.0	5.0	5.3	5.5	5.1	
2008 .....	109.7	110.1	111.6	112.0	.5	.4	1.4	.4	3.9	3.3	3.3	2.7	
2009 .....	113.0	113.4	114.2	114.6	.9	.4	.7	.4	3.0	3.0	2.3	2.3	
2010 .....	115.1	115.4	116.6	116.8	.4	.3	1.0	.2	1.9	1.8	2.1	1.9	
2011 .....	117.5	117.6	118.1	118.2	.6	.1	.4	.1	2.1	1.9	1.3	1.2	
2012 .....	119.1	119.5	120.5	120.7	.8	.3	.8	.2	1.4	1.6	2.0	2.1	
2013 .....	121.4	121.6	122.7	123.4	.6	.2	.9	.6	1.9	1.8	1.8	2.2	
2014 .....	124.2	124.9	125.8	126.4	.6	.6	.7	.5	2.3	2.7	2.5	2.4	
2015 .....	126.9	127.4	128.5	129.1	.4	.4	.9	.5	2.2	2.0	2.1	2.1	
2016 .....	130.0	130.4	131.7	132.0	.7	.3	1.0	.2	2.4	2.4	2.5	2.2	
2017 .....	133.2	133.7	134.7	135.7	.9	.4	.7	.7	2.5	2.5	2.3	2.8	
2018 .....	136.2	136.7	138.3	139.2	.4	.4	1.2	.7	2.3	2.2	2.7	2.6	
2019 .....	140.4	140.9	142.5	143.4	.9	.4	1.1	.6	3.1	3.1	3.0	3.0	
2020 .....	144.6	145.0	146.2	146.8	.8	.3	.8	.4	3.0	2.9	2.6	2.4	
2021 .....	147.4	147.9	149.6	150.6	.4	.3	1.1	.7	1.9	2.0	2.3	2.6	
2022 .....	152.9	—	—	—	1.5	—	—	—	3.7	—	—	—	

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

NOTE: Dashes indicate data not available.

**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—							
	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 .....	87.6	88.3	89.3	89.9	1.0	0.8	1.1	0.7	3.7	3.6	3.6	3.7
2002 .....	90.7	91.4	92.1	92.4	.9	.8	.8	.3	3.5	3.5	3.1	2.8
2003 .....	93.3	93.9	94.8	95.1	1.0	.6	1.0	.3	2.9	2.7	2.9	2.9
2004 .....	95.7	96.3	97.2	97.5	.6	.6	.9	.3	2.6	2.6	2.5	2.5
2005 .....	98.1	98.7	99.4	100.0	.6	.6	.7	.6	2.5	2.5	2.3	2.6
2006 .....	100.7	101.5	102.6	103.2	.7	.8	1.1	.6	2.7	2.8	3.2	3.2
2007 .....	104.3	105.0	106.0	106.7	1.1	.7	1.0	.7	3.6	3.4	3.3	3.4
2008 .....	107.6	108.4	109.3	109.6	.8	.7	.8	.3	3.2	3.2	3.1	2.7
2009 .....	110.0	110.3	110.9	111.2	.4	.3	.5	.3	2.2	1.8	1.5	1.5
2010 .....	111.6	112.1	112.6	113.0	.4	.4	.4	.4	1.5	1.6	1.5	1.6
2011 .....	113.4	113.9	114.4	114.6	.4	.4	.4	.2	1.6	1.6	1.6	1.4
2012 .....	115.3	115.8	116.3	116.5	.6	.4	.4	.2	1.7	1.7	1.7	1.7
2013 .....	117.1	117.8	118.2	118.7	.5	.6	.3	.4	1.6	1.7	1.6	1.9
2014 .....	119.0	119.9	120.7	121.2	.3	.8	.7	.4	1.6	1.8	2.1	2.1
2015 .....	122.1	122.4	123.2	123.7	.7	.2	.7	.4	2.6	2.1	2.1	2.1
2016 .....	124.5	125.4	126.1	126.6	.6	.7	.6	.4	2.0	2.5	2.4	2.3
2017 .....	127.6	128.3	129.3	129.8	.8	.5	.8	.4	2.5	2.3	2.5	2.5
2018 .....	131.1	131.9	133.1	133.8	1.0	.6	.9	.5	2.7	2.8	2.9	3.1
2019 .....	134.9	135.7	137.0	137.7	.8	.6	1.0	.5	2.9	2.9	2.9	2.9
2020 .....	139.1	139.6	140.4	141.3	1.0	.4	.6	.6	3.1	2.9	2.5	2.6
2021 .....	142.9	144.1	146.3	147.7	1.1	.8	1.5	1.0	2.7	3.2	4.2	4.5
2022 .....	149.6	—	—	—	1.3	—	—	—	4.7	—	—	—
Excluding sales occupations												
2001 .....	87.6	88.4	89.5	90.1	1.0	.9	1.2	.7	3.9	4.0	3.9	3.9
2002 .....	90.8	91.5	92.2	92.5	.8	.8	.8	.3	3.7	3.5	3.0	2.7
2003 .....	93.5	94.0	94.8	95.2	1.1	.5	.9	.4	3.0	2.7	2.8	2.9
2004 .....	95.8	96.4	97.1	97.6	.6	.6	.7	.5	2.5	2.6	2.4	2.5
2005 .....	98.2	98.8	99.4	100.0	.6	.6	.6	.6	2.5	2.5	2.4	2.5
2006 .....	100.8	101.5	102.6	103.3	.8	.7	1.1	.7	2.6	2.7	3.2	3.3
Excluding incentive paid occupations <sup>2</sup>												
2006 .....	100.7	101.5	102.5	103.2	.7	.8	1.0	.7	—	—	—	3.2
2007 .....	104.2	105.1	106.2	106.8	1.0	.9	1.0	.6	3.5	3.5	3.6	3.5
2008 .....	107.8	108.6	109.6	110.2	.9	.7	.9	.5	3.5	3.3	3.2	3.2
2009 .....	110.7	110.9	111.5	111.8	.5	.2	.5	.3	2.7	2.1	1.7	1.5
2010 .....	112.3	112.6	113.2	113.4	.4	.3	.5	.2	1.4	1.5	1.5	1.4
2011 .....	114.0	114.4	114.8	115.1	.5	.4	.3	.3	1.5	1.6	1.4	1.5
2012 .....	115.6	116.0	116.5	116.8	.4	.3	.4	.3	1.4	1.4	1.5	1.5
2013 .....	117.5	118.0	118.5	118.8	.6	.4	.4	.3	1.6	1.7	1.7	1.7
2014 .....	119.3	120.0	120.6	121.0	.4	.6	.5	.3	1.5	1.7	1.8	1.9
2015 .....	121.7	122.4	123.1	123.6	.6	.6	.6	.4	2.0	2.0	2.1	2.1
2016 .....	124.5	125.3	126.1	126.7	.7	.6	.6	.5	2.3	2.4	2.4	2.5
2017 .....	127.7	128.4	129.2	129.9	.8	.5	.6	.5	2.6	2.5	2.5	2.5
2018 .....	131.1	131.9	132.9	133.6	.9	.6	.8	.5	2.7	2.7	2.9	2.8
2019 .....	134.7	135.6	136.8	137.5	.8	.7	.9	.5	2.7	2.8	2.9	2.9
2020 .....	138.8	139.3	140.1	140.9	.9	.4	.6	.6	3.0	2.7	2.4	2.5
2021 .....	142.2	143.5	145.3	147.0	.9	.9	1.3	1.2	2.4	3.0	3.7	4.3
2022 .....	149.1	—	—	—	1.4	—	—	—	4.9	—	—	—

See footnotes at end of table.

**Table 8. Employment Cost Index for wages and salaries, for civilian workers, by occupational group and industry — 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>White-collar occupations<sup>3</sup></b>												
2001 .....	87.1	88.0	88.9	89.5	0.9	1.0	1.0	0.7	3.6	3.7	3.5	3.7
2002 .....	90.3	91.1	91.8	92.0	.9	.9	.8	.2	3.7	3.5	3.3	2.8
2003 .....	93.1	93.7	94.7	94.9	1.2	.6	1.1	.2	3.1	2.9	3.2	3.2
2004 .....	95.6	96.2	97.1	97.4	.7	.6	.9	.3	2.7	2.7	2.5	2.6
2005 .....	98.1	98.6	99.4	100.0	.7	.5	.8	.6	2.6	2.5	2.4	2.7
2006 .....	100.7	101.6	102.8	103.4	.7	.9	1.2	.6	2.7	3.0	3.4	3.4
<b>Excluding sales occupations</b>												
2001 .....	87.2	87.9	89.1	89.7	1.2	.8	1.4	.7	4.1	4.0	4.1	4.1
2002 .....	90.5	91.1	91.9	92.2	.9	.7	.9	.3	3.8	3.6	3.1	2.8
2003 .....	93.3	93.8	94.7	95.1	1.2	.5	1.0	.4	3.1	3.0	3.0	3.1
2004 .....	95.7	96.2	97.1	97.5	.6	.5	.9	.4	2.6	2.6	2.5	2.5
2005 .....	98.3	98.8	99.4	100.0	.8	.5	.6	.6	2.7	2.7	2.4	2.6
2006 .....	100.8	101.7	102.9	103.5	.8	.9	1.2	.6	2.5	2.9	3.5	3.5
<b>Management, professional, and related</b>												
2001 .....	87.2	88.0	89.2	89.7	1.0	.9	1.4	.6	4.1	4.0	4.1	3.9
2002 .....	90.4	91.1	91.9	92.2	.8	.8	.9	.3	3.7	3.5	3.0	2.8
2003 .....	93.3	93.8	94.8	95.2	1.2	.5	1.1	.4	3.2	3.0	3.2	3.3
2004 .....	95.8	96.2	97.1	97.5	.6	.4	.9	.4	2.7	2.6	2.4	2.4
2005 .....	98.3	98.8	99.4	100.0	.8	.5	.6	.6	2.6	2.7	2.4	2.6
2006 .....	100.8	101.6	102.9	103.6	.8	.8	1.3	.7	2.5	2.8	3.5	3.6
2007 .....	104.7	105.4	106.6	107.1	1.1	.7	1.1	.5	3.9	3.7	3.6	3.4
2008 .....	108.2	109.0	110.1	110.5	1.0	.7	1.0	.4	3.3	3.4	3.3	3.2
2009 .....	111.0	111.1	111.5	111.7	.5	.1	.4	.2	2.6	1.9	1.3	1.1
2010 .....	112.4	112.8	113.4	113.7	.6	.4	.5	.3	1.3	1.5	1.7	1.8
2011 .....	114.2	114.6	115.0	115.2	.4	.4	.3	.2	1.6	1.6	1.4	1.3
2012 .....	115.9	116.4	116.8	117.1	.6	.4	.3	.3	1.5	1.6	1.6	1.6
2013 .....	117.7	118.5	118.9	119.3	.5	.7	.3	.3	1.6	1.8	1.8	1.9
2014 .....	119.7	120.5	121.4	121.7	.3	.7	.7	.2	1.7	1.7	2.1	2.0
2015 .....	122.3	123.0	123.9	124.3	.5	.6	.7	.3	2.2	2.1	2.1	2.1
2016 .....	125.0	125.5	126.4	126.8	.6	.4	.7	.3	2.2	2.0	2.0	2.0
2017 .....	127.6	128.4	129.1	129.6	.6	.6	.5	.4	2.1	2.3	2.1	2.2
2018 .....	130.6	131.2	132.4	133.0	.8	.5	.9	.5	2.4	2.2	2.6	2.6
2019 .....	133.7	134.5	135.7	136.1	.5	.6	.9	.3	2.4	2.5	2.5	2.3
2020 .....	137.3	137.6	138.3	138.7	.9	.2	.5	.3	2.7	2.3	1.9	1.9
2021 .....	139.7	140.6	142.7	143.4	.7	.6	1.5	.5	1.7	2.2	3.2	3.4
2022 .....	144.9	—	—	—	1.0	—	—	—	3.7	—	—	—
<b>Management, business, and financial</b>												
2001 .....	87.3	88.3	89.2	89.9	1.0	1.1	1.0	.8	3.4	3.8	4.0	4.1
2002 .....	90.9	92.2	92.4	92.3	1.1	1.4	.2	-.1	4.1	4.4	3.6	2.7
2003 .....	94.8	95.4	96.2	96.6	2.7	.6	.8	.4	4.3	3.5	4.1	4.7
2004 .....	96.7	97.4	97.9	98.4	.1	.7	.5	.5	2.0	2.1	1.8	1.9
2005 .....	99.1	99.5	99.6	100.0	.7	.4	.1	.4	2.5	2.2	1.7	1.6
2006 .....	101.2	102.0	102.7	103.1	1.2	.8	.7	.4	2.1	2.5	3.1	3.1
2007 .....	104.7	105.4	106.4	106.7	1.6	.7	.9	.3	3.5	3.3	3.6	3.5
2008 .....	108.2	109.0	109.8	110.1	1.4	.7	.7	.3	3.3	3.4	3.2	3.2
2009 .....	110.4	110.5	110.6	110.9	.3	.1	.1	.3	2.0	1.4	.7	.7
2010 .....	112.1	112.6	112.8	113.2	1.1	.4	.2	.4	1.5	1.9	2.0	2.1

See footnotes at end of table.

**Table 8. Employment Cost Index for wages and salaries, for civilian workers, by occupational group and industry — 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>												
2011 .....	113.9	114.3	114.8	114.9	0.6	0.4	0.4	0.1	1.6	1.5	1.8	1.5
2012 .....	115.6	116.5	116.6	116.8	.6	.8	.1	.2	1.5	1.9	1.6	1.7
2013 .....	117.7	118.9	119.1	119.5	.8	1.0	.2	.3	1.8	2.1	2.1	2.3
2014 .....	119.9	121.3	122.4	122.3	.3	1.2	.9	-.1	1.9	2.0	2.8	2.3
2015 .....	123.0	123.7	125.2	125.7	.6	.6	1.2	.4	2.6	2.0	2.3	2.8
2016 .....	126.5	126.8	127.9	128.7	.6	.2	.9	.6	2.8	2.5	2.2	2.4
2017 .....	129.3	130.4	131.2	131.7	.5	.9	.6	.4	2.2	2.8	2.6	2.3
2018 .....	133.0	133.5	134.6	135.2	1.0	.4	.8	.4	2.9	2.4	2.6	2.7
2019 .....	136.1	137.2	138.2	138.6	.7	.8	.7	.3	2.3	2.8	2.7	2.5
2020 .....	139.7	140.3	140.7	141.0	.8	.4	.3	.2	2.6	2.3	1.8	1.7
2021 .....	141.9	143.3	145.8	146.1	.6	1.0	1.7	.2	1.6	2.1	3.6	3.6
2022 .....	147.6	—	—	—	1.0	—	—	—	4.0	—	—	—
<b>Professional and related</b>												
2001 .....	87.1	87.9	89.2	89.6	1.0	.9	1.5	.4	4.3	4.3	4.2	3.9
2002 .....	90.1	90.5	91.6	92.1	.6	.4	1.2	.5	3.4	3.0	2.7	2.8
2003 .....	92.6	93.0	94.0	94.4	.5	.4	1.1	.4	2.8	2.8	2.6	2.5
2004 .....	95.3	95.6	96.6	97.1	1.0	.3	1.0	.5	2.9	2.8	2.8	2.9
2005 .....	97.8	98.3	99.3	100.0	.7	.5	1.0	.7	2.6	2.8	2.8	3.0
2006 .....	100.6	101.4	103.1	103.8	.6	.8	1.7	.7	2.9	3.2	3.8	3.8
2007 .....	104.7	105.3	106.7	107.4	.9	.6	1.3	.7	4.1	3.8	3.5	3.5
2008 .....	108.3	109.0	110.3	110.7	.8	.6	1.2	.4	3.4	3.5	3.4	3.1
2009 .....	111.2	111.5	112.1	112.2	.5	.3	.5	.1	2.7	2.3	1.6	1.4
2010 .....	112.7	112.9	113.7	113.9	.4	.2	.7	.2	1.3	1.3	1.4	1.5
2011 .....	114.4	114.7	115.2	115.4	.4	.3	.4	.2	1.5	1.6	1.3	1.3
2012 .....	116.0	116.4	116.9	117.4	.5	.3	.4	.4	1.4	1.5	1.5	1.7
2013 .....	117.7	118.2	118.9	119.2	.3	.4	.6	.3	1.5	1.5	1.7	1.5
2014 .....	119.5	120.1	120.9	121.3	.3	.5	.7	.3	1.5	1.6	1.7	1.8
2015 .....	121.9	122.6	123.1	123.6	.5	.6	.4	.4	2.0	2.1	1.8	1.9
2016 .....	124.2	124.8	125.6	125.7	.5	.5	.6	.1	1.9	1.8	2.0	1.7
2017 .....	126.6	127.3	128.0	128.5	.7	.6	.5	.4	1.9	2.0	1.9	2.2
2018 .....	129.3	130.0	131.2	131.7	.6	.5	.9	.4	2.1	2.1	2.5	2.5
2019 .....	132.4	133.1	134.3	134.8	.5	.5	.9	.4	2.4	2.4	2.4	2.4
2020 .....	136.0	136.1	137.0	137.5	.9	.1	.7	.4	2.7	2.3	2.0	2.0
2021 .....	138.4	139.1	141.0	142.0	.7	.5	1.4	.7	1.8	2.2	2.9	3.3
2022 .....	143.5	—	—	—	1.1	—	—	—	3.7	—	—	—
<b>Sales and office</b>												
2001 .....	87.0	87.8	88.5	89.1	.9	.9	.8	.7	2.7	2.8	2.5	3.4
2002 .....	90.1	91.2	91.5	91.8	1.1	1.2	.3	.3	3.6	3.9	3.4	3.0
2003 .....	92.5	93.3	94.4	94.4	.8	.9	1.2	.0	2.7	2.3	3.2	2.8
2004 .....	95.2	96.1	97.2	97.2	.8	.9	1.1	.0	2.9	3.0	3.0	3.0
2005 .....	97.8	98.4	99.3	100.0	.6	.6	.9	.7	2.7	2.4	2.2	2.9
2006 .....	100.4	101.6	102.4	103.0	.4	1.2	.8	.6	2.7	3.3	3.1	3.0
2007 .....	103.8	104.8	105.4	106.2	.8	1.0	.6	.8	3.4	3.1	2.9	3.1
2008 .....	106.7	107.7	108.1	108.1	.5	.9	.4	.0	2.8	2.8	2.6	1.8
2009 .....	108.1	108.6	109.2	109.6	.0	.5	.6	.4	1.3	.8	1.0	1.4
2010 .....	109.9	110.8	111.1	111.7	.3	.8	.3	.5	1.7	2.0	1.7	1.9
2011 .....	111.7	112.7	113.3	113.7	.0	.9	.5	.4	1.6	1.7	2.0	1.8
2012 .....	114.3	115.1	115.8	115.8	.5	.7	.6	.0	2.3	2.1	2.2	1.8
2013 .....	116.4	117.2	117.7	118.3	.5	.7	.4	.5	1.8	1.8	1.6	2.2

See footnotes at end of table.

**Table 8. Employment Cost Index for wages and salaries, for civilian workers, by occupational group and industry — 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>												
2014 .....	118.4	119.5	120.3	121.1	0.1	0.9	0.7	0.7	1.7	2.0	2.2	2.4
2015 .....	122.9	122.1	123.0	123.4	1.5	-.7	.7	.3	3.8	2.2	2.2	1.9
2016 .....	124.2	125.9	125.9	126.0	.6	1.4	.0	.1	1.1	3.1	2.4	2.1
2017 .....	127.4	127.9	129.2	129.5	1.1	.4	1.0	.2	2.6	1.6	2.6	2.8
2018 .....	131.4	132.4	133.9	134.5	1.5	.8	1.1	.4	3.1	3.5	3.6	3.9
2019 .....	136.0	136.6	138.3	138.7	1.1	.4	1.2	.3	3.5	3.2	3.3	3.1
2020 .....	140.8	141.5	142.0	143.4	1.5	.5	.4	1.0	3.5	3.6	2.7	3.4
2021 .....	146.8	147.3	149.5	150.9	2.4	.3	1.5	-.9	4.3	4.1	5.3	5.2
2022 .....	153.2	—	—	—	1.5	—	—	—	4.4	—	—	—
<b>Sales and related</b>												
2001 .....	86.8	88.0	88.0	88.6	.3	1.4	.0	.7	.6	1.4	.5	2.4
2002 .....	89.2	91.0	91.0	90.9	.7	2.0	.0	-.1	2.8	3.4	3.4	2.6
2003 .....	91.6	92.5	94.3	93.8	.8	1.0	1.9	-.5	2.7	1.6	3.6	3.2
2004 .....	94.4	95.8	97.4	96.6	.6	1.5	1.7	-.8	3.1	3.6	3.3	3.0
2005 .....	97.3	97.8	99.2	100.0	.7	.5	1.4	.8	3.1	2.1	1.8	3.5
2006 .....	99.8	101.3	102.0	102.5	-.2	1.5	.7	.5	2.6	3.6	2.8	2.5
2007 .....	102.7	103.9	104.3	105.5	.2	1.2	.4	1.2	2.9	2.6	2.3	2.9
2008 .....	105.2	106.6	106.3	105.6	-.3	1.3	-.3	-.7	2.4	2.6	1.9	.1
2009 .....	104.3	104.7	105.7	106.2	-1.2	.4	1.0	.5	-.9	-1.8	-.6	-.6
2010 .....	106.2	108.0	107.7	108.6	.0	1.7	-.3	.8	1.8	3.2	1.9	2.3
2011 .....	107.8	109.7	110.3	110.8	-.7	1.8	.5	.5	1.5	1.6	2.4	2.0
2012 .....	111.4	112.7	113.7	113.1	.5	1.2	.9	-.5	3.3	2.7	3.1	2.1
2013 .....	113.5	114.6	115.2	116.0	.4	1.0	.5	.7	1.9	1.7	1.3	2.6
2014 .....	115.4	117.1	118.1	119.3	-.5	1.5	.9	1.0	1.7	2.2	2.5	2.8
2015 .....	122.6	119.6	120.7	120.7	2.8	-2.4	.9	.0	6.2	2.1	2.2	1.2
2016 .....	120.9	123.7	122.7	122.1	.2	2.3	-.8	-.5	-1.4	3.4	1.7	1.2
2017 .....	123.7	124.0	126.0	125.8	1.3	.2	1.6	-.2	2.3	.2	2.7	3.0
2018 .....	128.2	128.7	130.9	131.4	1.9	.4	1.7	.4	3.6	3.8	3.9	4.5
2019 .....	132.8	133.0	135.2	135.7	1.1	.2	1.7	.4	3.6	3.3	3.3	3.3
2020 .....	138.5	139.2	139.2	141.4	2.1	.5	.0	1.6	4.3	4.7	3.0	4.2
2021 .....	147.0	146.4	148.8	150.0	4.0	-.4	1.6	.8	6.1	5.2	6.9	6.1
2022 .....	152.4	—	—	—	1.6	—	—	—	3.7	—	—	—
<b>Office and administrative support</b>												
2001 .....	87.1	87.7	88.8	89.5	1.3	.7	1.3	.8	4.3	3.9	4.0	4.1
2002 .....	90.7	91.3	91.9	92.4	1.3	.7	.7	.5	4.1	4.1	3.5	3.2
2003 .....	93.1	93.8	94.5	94.8	.8	.8	.7	.3	2.6	2.7	2.8	2.6
2004 .....	95.7	96.4	97.1	97.6	.9	.7	.7	.5	2.8	2.8	2.8	3.0
2005 .....	98.2	98.8	99.4	100.0	.6	.6	.6	.6	2.6	2.5	2.4	2.5
2006 .....	100.8	101.8	102.6	103.3	.8	1.0	.8	.7	2.6	3.0	3.2	3.3
2007 .....	104.5	105.3	106.1	106.8	1.2	.8	.8	.7	3.7	3.4	3.4	3.4
2008 .....	107.8	108.5	109.3	109.8	.9	.6	.7	.5	3.2	3.0	3.0	2.8
2009 .....	110.6	111.1	111.5	111.9	.7	.5	.4	.4	2.6	2.4	2.0	1.9
2010 .....	112.3	112.7	113.3	113.6	.4	.4	.5	.3	1.5	1.4	1.6	1.5
2011 .....	114.3	114.7	115.3	115.5	.6	.3	.5	.2	1.8	1.8	1.8	1.7
2012 .....	116.2	116.7	117.2	117.5	.6	.4	.4	.3	1.7	1.7	1.6	1.7
2013 .....	118.3	118.9	119.3	119.7	.7	.5	.3	.3	1.8	1.9	1.8	1.9
2014 .....	120.4	121.0	121.6	122.2	.6	.5	.5	.5	1.8	1.8	1.9	2.1
2015 .....	122.9	123.8	124.4	125.1	.6	.7	.5	.6	2.1	2.3	2.3	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 — 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>												
2016 .....	126.4	127.3	128.1	128.8	1.0	0.7	0.6	0.5	2.8	2.8	3.0	3.0
2017 .....	130.0	130.6	131.4	132.0	.9	.5	.6	.5	2.8	2.6	2.6	2.5
2018 .....	133.5	134.8	135.8	136.6	1.1	1.0	.7	.6	2.7	3.2	3.3	3.5
2019 .....	138.0	139.0	140.3	140.8	1.0	.7	.9	.4	3.4	3.1	3.3	3.1
2020 .....	142.3	142.9	143.8	144.7	1.1	.4	.6	.6	3.1	2.8	2.5	2.8
2021 .....	146.2	147.6	149.6	151.2	1.0	1.0	1.4	1.1	2.7	3.3	4.0	4.5
2022 .....	153.4	—	—	—	1.5	—	—	—	4.9	—	—	—
<b>Blue-collar occupations<sup>4</sup></b>												
2001 .....	88.2	88.9	90.0	90.6	1.1	.8	1.2	.7	3.9	3.7	3.9	3.9
2002 .....	91.3	92.0	92.6	93.0	.8	.8	.7	.4	3.5	3.5	2.9	2.6
2003 .....	93.7	94.4	95.0	95.3	.8	.7	.6	.3	2.6	2.6	2.6	2.5
2004 .....	95.9	96.6	97.4	97.6	.6	.7	.8	.2	2.3	2.3	2.5	2.4
2005 .....	98.1	98.8	99.5	100.0	.5	.7	.7	.5	2.3	2.3	2.2	2.5
2006 .....	100.6	101.4	102.3	102.9	.6	.8	.9	.6	2.5	2.6	2.8	2.9
<b>Natural resources, construction, and maintenance</b>												
2001 .....	87.6	88.4	89.8	90.1	1.0	.9	1.6	.3	3.8	3.5	3.9	3.9
2002 .....	90.6	91.7	92.3	92.6	.6	1.2	.7	.3	3.4	3.7	2.8	2.8
2003 .....	93.3	94.1	94.8	95.1	.8	.9	.7	.3	3.0	2.6	2.7	2.7
2004 .....	95.8	96.6	97.0	97.4	.7	.8	.4	.4	2.7	2.7	2.3	2.4
2005 .....	97.8	98.7	99.4	100.0	.4	.9	.7	.6	2.1	2.2	2.5	2.7
2006 .....	100.7	101.8	102.7	103.4	.7	1.1	.9	.7	3.0	3.1	3.3	3.4
2007 .....	104.3	105.1	106.3	107.1	.9	.8	1.1	.8	3.6	3.2	3.5	3.6
2008 .....	108.1	109.0	109.9	110.6	.9	.8	.8	.6	3.6	3.7	3.4	3.3
2009 .....	110.7	111.2	111.7	112.1	.1	.5	.4	.4	2.4	2.0	1.6	1.4
2010 .....	112.6	112.9	113.2	113.4	.4	.3	.3	.2	1.7	1.5	1.3	1.2
2011 .....	113.8	114.5	115.2	115.4	.4	.6	.6	.2	1.1	1.4	1.8	1.8
2012 .....	115.7	116.0	116.6	116.7	.3	.3	.5	.1	1.7	1.3	1.2	1.1
2013 .....	117.2	117.6	118.5	118.8	.4	.3	.8	.3	1.3	1.4	1.6	1.8
2014 .....	119.3	120.0	120.8	121.3	.4	.6	.7	.4	1.8	2.0	1.9	2.1
2015 .....	121.6	122.6	123.1	123.5	.2	.8	.4	.3	1.9	2.2	1.9	1.8
2016 .....	124.3	125.4	125.9	126.6	.6	.9	.4	.6	2.2	2.3	2.3	2.5
2017 .....	127.4	128.6	129.6	130.3	.6	.9	.8	.5	2.5	2.6	2.9	2.9
2018 .....	130.8	131.8	132.5	133.2	.4	.8	.5	.5	2.7	2.5	2.2	2.2
2019 .....	133.9	135.2	136.4	137.2	.5	1.0	.9	.6	2.4	2.6	2.9	3.0
2020 .....	138.7	139.2	140.0	140.8	1.1	.4	.6	.6	3.6	3.0	2.6	2.6
2021 .....	142.3	143.8	145.3	146.7	1.1	1.1	1.0	1.0	2.6	3.3	3.8	4.2
2022 .....	148.6	—	—	—	1.3	—	—	—	4.4	—	—	—
<b>Construction, extraction, farming, fishing, and forestry</b>												
2001 .....	87.9	88.9	89.8	90.1	1.0	1.1	1.0	.3	4.4	4.1	3.8	3.6
2002 .....	90.7	91.3	91.9	92.5	.7	.7	.7	.7	3.2	2.7	2.3	2.7
2003 .....	92.8	93.7	94.6	94.9	.3	1.0	1.0	.3	2.3	2.6	2.9	2.6
2004 .....	95.8	96.5	96.8	97.4	.9	.7	.3	.6	3.2	3.0	2.3	2.6
2005 .....	97.8	98.4	99.3	100.0	.4	.6	.9	.7	2.1	2.0	2.6	2.7
2006 .....	100.7	101.9	102.9	103.7	.7	1.2	1.0	.8	3.0	3.6	3.6	3.7
2007 .....	104.6	105.7	106.6	107.7	.9	1.1	.9	1.0	3.9	3.7	3.6	3.9
2008 .....	109.0	109.9	110.7	111.3	1.2	.8	.7	.5	4.2	4.0	3.8	3.3
2009 .....	111.4	111.7	112.3	112.7	.1	.3	.5	.4	2.2	1.6	1.4	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 — 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>													
2010 .....	112.8	113.2	113.8	113.9	0.1	0.4	0.5	0.1	1.3	1.3	1.3	1.1	
2011 .....	114.4	114.8	115.3	115.6	.4	.3	.4	.3	1.4	1.4	1.3	1.5	
2012 .....	115.6	115.9	116.6	116.6	.0	.3	.6	.0	1.0	1.0	1.1	.9	
2013 .....	117.0	117.2	118.1	118.4	.3	.2	.8	.3	1.2	1.1	1.3	1.5	
2014 .....	118.6	119.4	120.1	121.0	.2	.7	.6	.7	1.4	1.9	1.7	2.2	
2015 .....	121.0	121.8	122.4	122.9	.0	.7	.5	.4	2.0	2.0	1.9	1.6	
2016 .....	123.8	125.3	125.4	126.6	.7	1.2	.1	1.0	2.3	2.9	2.5	3.0	
2017 .....	127.7	128.6	129.6	130.2	.9	.7	.8	.5	3.2	2.6	3.3	2.8	
2018 .....	130.8	132.0	132.6	133.4	.5	.9	.5	.6	2.4	2.6	2.3	2.5	
2019 .....	134.4	135.6	136.7	137.6	.7	.9	.8	.7	2.8	2.7	3.1	3.1	
2020 .....	139.6	139.0	139.6	140.5	1.5	-.4	.4	.6	3.9	2.5	2.1	2.1	
2021 .....	141.8	143.9	145.3	146.7	.9	1.5	1.0	1.0	1.6	3.5	4.1	4.4	
2022 .....	148.7	—	—	—	1.4	—	—	—	4.9	—	—	—	
<b>Installation, maintenance, and repair</b>													
2001 .....	87.3	87.8	89.9	90.0	1.0	.6	2.4	.1	3.2	2.7	4.2	4.2	
2002 .....	90.4	92.1	92.9	92.8	.4	1.9	.9	-.1	3.6	4.9	3.3	3.1	
2003 .....	93.8	94.5	95.1	95.4	1.1	.7	.6	.3	3.8	2.6	2.4	2.8	
2004 .....	95.7	96.6	97.3	97.4	.3	.9	.7	.1	2.0	2.2	2.3	2.1	
2005 .....	97.8	99.0	99.5	100.0	.4	1.2	.5	.5	2.2	2.5	2.3	2.7	
2006 .....	100.6	101.6	102.6	103.1	.6	1.0	1.0	.5	2.9	2.6	3.1	3.1	
2007 .....	103.8	104.4	105.8	106.4	.7	.6	1.3	.6	3.2	2.8	3.1	3.2	
2008 .....	107.0	107.8	108.8	109.6	.6	.7	.9	.7	3.1	3.3	2.8	3.0	
2009 .....	110.0	110.5	111.1	111.5	.4	.5	.5	.4	2.8	2.5	2.1	1.7	
2010 .....	112.3	112.4	112.5	112.8	.7	.1	.1	.3	2.1	1.7	1.3	1.2	
2011 .....	113.1	114.1	115.2	115.2	.3	.9	1.0	.0	.7	1.5	2.4	2.1	
2012 .....	115.7	116.1	116.6	116.9	.4	.3	.4	.3	2.3	1.8	1.2	1.5	
2013 .....	117.6	118.1	119.1	119.3	.6	.4	.8	.2	1.6	1.7	2.1	2.1	
2014 .....	120.1	120.6	121.6	121.7	.7	.4	.8	.1	2.1	2.1	2.1	2.0	
2015 .....	122.3	123.5	123.9	124.2	.5	1.0	.3	.2	1.8	2.4	1.9	2.1	
2016 .....	124.8	125.5	126.4	126.7	.5	.6	.7	.2	2.0	1.6	2.0	2.0	
2017 .....	127.3	128.7	129.8	130.5	.5	1.1	.9	.5	2.0	2.5	2.7	3.0	
2018 .....	130.8	131.8	132.4	133.2	.2	.8	.5	.6	2.7	2.4	2.0	2.1	
2019 .....	133.5	134.8	136.2	136.9	.2	1.0	1.0	.5	2.1	2.3	2.9	2.8	
2020 .....	137.9	139.4	140.5	141.2	.7	1.1	.8	.5	3.3	3.4	3.2	3.1	
2021 .....	142.8	143.8	145.3	146.9	1.1	.7	1.0	1.1	3.6	3.2	3.4	4.0	
2022 .....	148.7	—	—	—	1.2	—	—	—	4.1	—	—	—	
<b>Production, transportation, and material moving</b>													
2001 .....	88.6	89.4	90.2	91.0	1.3	.9	.9	.9	3.9	4.1	3.9	4.0	
2002 .....	91.8	92.3	92.8	93.3	.9	.5	.5	.5	3.6	3.2	2.9	2.5	
2003 .....	94.0	94.6	95.1	95.4	.8	.6	.5	.3	2.4	2.5	2.5	2.3	
2004 .....	95.9	96.7	97.6	97.8	.5	.8	.9	.2	2.0	2.2	2.6	2.5	
2005 .....	98.3	98.9	99.6	100.0	.5	.6	.7	.4	2.5	2.3	2.0	2.2	
2006 .....	100.6	101.2	101.9	102.5	.6	.6	.7	.6	2.3	2.3	2.3	2.5	
2007 .....	103.2	103.9	104.7	105.1	.7	.7	.8	.4	2.6	2.7	2.7	2.5	
2008 .....	106.1	106.9	107.7	108.0	1.0	.8	.7	.3	2.8	2.9	2.9	2.8	
2009 .....	108.5	109.0	109.6	109.8	.5	.5	.6	.2	2.3	2.0	1.8	1.7	
2010 .....	110.1	110.5	111.3	111.5	.3	.4	.7	.2	1.5	1.4	1.6	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 — 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>												
2011 .....	111.8	112.2	112.7	113.1	0.3	0.4	0.4	0.4	1.5	1.5	1.3	1.4
2012 .....	113.9	114.2	114.9	115.2	.7	.3	.6	.3	1.9	1.8	2.0	1.9
2013 .....	115.9	116.3	116.8	117.3	.6	.3	.4	.4	1.8	1.8	1.7	1.8
2014 .....	118.1	118.8	119.7	119.9	.7	.6	.8	.2	1.9	2.1	2.5	2.2
2015 .....	120.8	121.6	122.2	122.8	.8	.7	.5	.5	2.3	2.4	2.1	2.4
2016 .....	123.9	124.9	125.8	126.7	.9	.8	.7	.7	2.6	2.7	2.9	3.2
2017 .....	128.0	128.8	130.2	130.8	1.0	.6	1.1	.5	3.3	3.1	3.5	3.2
2018 .....	132.3	133.2	134.4	135.1	1.1	.7	.9	.5	3.4	3.4	3.2	3.3
2019 .....	137.0	137.7	139.0	140.3	1.4	.5	.9	.9	3.6	3.4	3.4	3.8
2020 .....	141.9	142.9	144.1	145.3	1.1	.7	.8	.8	3.6	3.8	3.7	3.6
2021 .....	146.9	149.1	151.3	153.6	1.1	1.5	1.5	1.5	3.5	4.3	5.0	5.7
2022 .....	155.8	—	—	—	1.4	—	—	—	6.1	—	—	—
<b>Production</b>												
2001 .....	88.4	89.0	89.7	90.5	1.4	.7	.8	.9	4.0	4.0	3.7	3.8
2002 .....	91.2	91.8	92.2	92.7	.8	.7	.4	.5	3.2	3.1	2.8	2.4
2003 .....	93.5	94.1	94.8	95.1	.9	.6	.7	.3	2.5	2.5	2.8	2.6
2004 .....	95.6	96.4	97.4	97.5	.5	.8	1.0	.1	2.2	2.4	2.7	2.5
2005 .....	98.2	98.9	99.5	100.0	.7	.7	.6	.5	2.7	2.6	2.2	2.6
2006 .....	100.7	101.2	101.8	102.3	.7	.5	.6	.5	2.5	2.3	2.3	2.3
2007 .....	103.2	103.6	104.3	104.7	.9	.4	.7	.4	2.5	2.4	2.5	2.3
2008 .....	105.7	106.5	107.2	107.5	1.0	.8	.7	.3	2.4	2.8	2.8	2.7
2009 .....	108.2	108.6	109.1	109.3	.7	.4	.5	.2	2.4	2.0	1.8	1.7
2010 .....	109.7	110.1	110.6	110.6	.4	.4	.5	.0	1.4	1.4	1.4	1.2
2011 .....	111.2	111.6	112.1	112.4	.5	.4	.4	.3	1.4	1.4	1.4	1.6
2012 .....	113.3	113.6	114.0	114.3	.8	.3	.4	.3	1.9	1.8	1.7	1.7
2013 .....	115.1	115.6	116.1	116.5	.7	.4	.4	.3	1.6	1.8	1.8	1.9
2014 .....	117.5	117.9	118.7	119.2	.9	.3	.7	.4	2.1	2.0	2.2	2.3
2015 .....	120.0	120.6	121.3	122.1	.7	.5	.6	.7	2.1	2.3	2.2	2.4
2016 .....	123.0	123.9	124.8	125.7	.7	.7	.7	.7	2.5	2.7	2.9	2.9
2017 .....	126.8	127.6	128.8	129.5	.9	.6	.9	.5	3.1	3.0	3.2	3.0
2018 .....	130.6	131.6	132.4	133.3	.8	.8	.6	.7	3.0	3.1	2.8	2.9
2019 .....	134.6	135.5	136.3	137.5	1.0	.7	.6	.9	3.1	3.0	2.9	3.2
2020 .....	138.9	140.0	141.0	141.9	1.0	.8	.7	.6	3.2	3.3	3.4	3.2
2021 .....	143.7	146.3	148.0	150.1	1.3	1.8	1.2	1.4	3.5	4.5	5.0	5.8
2022 .....	152.1	—	—	—	1.3	—	—	—	5.8	—	—	—
<b>Transportation and material moving</b>												
2001 .....	88.9	89.8	90.7	91.6	1.1	1.0	1.0	1.0	3.9	4.1	4.1	4.2
2002 .....	92.5	92.9	93.6	93.9	1.0	.4	.8	.3	4.0	3.5	3.2	2.5
2003 .....	94.6	95.2	95.5	95.8	.7	.6	.3	.3	2.3	2.5	2.0	2.0
2004 .....	96.3	97.0	97.9	98.2	.5	.7	.9	.3	1.8	1.9	2.5	2.5
2005 .....	98.4	98.9	99.7	100.0	.2	.5	.8	.3	2.2	2.0	1.8	1.8
2006 .....	100.5	101.2	102.1	102.7	.5	.7	.9	.6	2.1	2.3	2.4	2.7
2007 .....	103.3	104.2	105.1	105.5	.6	.9	.9	.4	2.8	3.0	2.9	2.7
2008 .....	106.6	107.3	108.2	108.5	1.0	.7	.8	.3	3.2	3.0	2.9	2.8
2009 .....	108.8	109.4	110.2	110.4	.3	.6	.7	.2	2.1	2.0	1.8	1.8
2010 .....	110.6	111.1	112.1	112.5	.2	.5	.9	.4	1.7	1.6	1.7	1.9

See footnotes at end of table.

**Table 8. Employment Cost Index for wages and salaries, for civilian workers, by occupational group and industry — 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 material moving</b>												
2011 .....	112.6	113.1	113.4	113.8	0.1	0.4	0.3	0.4	1.8	1.8	1.2	1.2
2012 .....	114.6	115.0	115.9	116.4	.7	.3	.8	.4	1.8	1.7	2.2	2.3
2013 .....	116.9	117.1	117.7	118.2	.4	.2	.5	.4	2.0	1.8	1.6	1.5
2014 .....	118.9	119.8	120.9	120.9	.6	.8	.9	.0	1.7	2.3	2.7	2.3
2015 .....	121.8	122.7	123.4	123.7	.7	.7	.6	.2	2.4	2.4	2.1	2.3
2016 .....	125.0	126.1	127.1	127.9	1.1	.9	.8	.6	2.6	2.8	3.0	3.4
2017 .....	129.5	130.2	131.8	132.3	1.3	.5	1.2	.4	3.6	3.3	3.7	3.4
2018 .....	134.3	135.0	136.6	137.1	1.5	.5	1.2	.4	3.7	3.7	3.6	3.6
2019 .....	139.7	140.2	142.0	143.4	1.9	.4	1.3	1.0	4.0	3.9	4.0	4.6
2020 .....	145.3	146.0	147.5	149.0	1.3	.5	1.0	1.0	4.0	4.1	3.9	3.9
2021 .....	150.3	152.2	154.9	157.5	.9	1.3	1.8	1.7	3.4	4.2	5.0	5.7
2022 .....	159.9	—	—	—	1.5	—	—	—	6.4	—	—	—
<b>Service occupations</b>												
2001 .....	89.2	89.6	90.4	91.3	1.1	.4	.9	1.0	4.0	3.5	3.4	3.5
2002 .....	92.0	92.4	93.1	93.5	.8	.4	.8	.4	3.1	3.1	3.0	2.4
2003 .....	94.1	94.5	95.3	95.7	.6	.4	.8	.4	2.3	2.3	2.4	2.4
2004 .....	96.1	96.5	97.1	97.6	.4	.4	.6	.5	2.1	2.1	1.9	2.0
2005 .....	98.2	98.7	99.5	100.0	.6	.5	.8	.5	2.2	2.3	2.5	2.5
2006 .....	100.5	101.2	102.2	103.2	.5	.7	1.0	1.0	2.3	2.5	2.7	3.2
2007 .....	104.6	105.3	106.5	107.3	1.4	.7	1.1	.8	4.1	4.1	4.2	4.0
2008 .....	108.0	108.7	109.9	110.3	.7	.6	1.1	.4	3.3	3.2	3.2	2.8
2009 .....	111.2	111.5	112.4	112.6	.8	.3	.8	.2	3.0	2.6	2.3	2.1
2010 .....	112.9	113.1	113.7	113.9	.3	.2	.5	.2	1.5	1.4	1.2	1.2
2011 .....	114.5	114.6	115.0	115.4	.5	.1	.3	.3	1.4	1.3	1.1	1.3
2012 .....	115.7	116.0	116.5	117.0	.3	.3	.4	.4	1.0	1.2	1.3	1.4
2013 .....	117.3	117.6	117.8	118.5	.3	.3	.2	.6	1.4	1.4	1.1	1.3
2014 .....	118.8	119.2	120.3	120.9	.3	.3	.9	.5	1.3	1.4	2.1	2.0
2015 .....	121.7	121.8	122.5	123.0	.7	.1	.6	.4	2.4	2.2	1.8	1.7
2016 .....	124.1	125.1	126.3	127.0	.9	.8	1.0	.6	2.0	2.7	3.1	3.3
2017 .....	128.3	128.9	129.8	130.8	1.0	.5	.7	.8	3.4	3.0	2.8	3.0
2018 .....	132.4	133.2	134.4	135.6	1.2	.6	.9	.9	3.2	3.3	3.5	3.7
2019 .....	137.2	138.3	139.4	140.8	1.2	.8	.8	1.0	3.6	3.8	3.7	3.8
2020 .....	142.3	143.2	144.4	145.7	1.1	.6	.8	.9	3.7	3.5	3.6	3.5
2021 .....	147.8	150.0	153.2	156.1	1.4	1.5	2.1	1.9	3.9	4.7	6.1	7.1
2022 .....	159.2	—	—	—	2.0	—	—	—	7.7	—	—	—
<b>Industry</b>												
<b>Goods-producing industries<sup>5</sup></b>												
2001 .....	87.9	88.8	89.3	90.0	1.2	1.0	.6	.8	4.0	3.7	3.4	3.6
2002 .....	90.7	91.4	91.9	92.6	.8	.8	.5	.8	3.2	2.9	2.9	2.9
2003 .....	93.3	94.1	94.6	94.9	.8	.9	.5	.3	2.9	3.0	2.9	2.5
2004 .....	95.6	96.2	97.2	97.2	.7	.6	1.0	.0	2.5	2.2	2.7	2.4
2005 .....	97.9	98.7	99.5	100.0	.7	.8	.8	.5	2.4	2.6	2.4	2.9
2006 .....	100.7	101.8	102.3	102.9	.7	1.1	.5	.6	2.9	3.1	2.8	2.9
2007 .....	103.9	104.7	105.4	106.0	1.0	.8	.7	.6	3.2	2.8	3.0	3.0
2008 .....	107.1	108.0	108.6	109.0	1.0	.8	.6	.4	3.1	3.2	3.0	2.8
2009 .....	109.2	109.5	109.8	110.1	.2	.3	.3	.3	2.0	1.4	1.1	1.0
2010 .....	110.5	110.9	111.5	111.6	.4	.4	.5	.1	1.2	1.3	1.5	1.4

See footnotes at end of table.

**Table 8. Employment Cost Index for wages and salaries, for civilian workers, by occupational group and industry — 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>Goods-producing industries<sup>5</sup></b>												
2011 .....	112.2	112.7	113.2	113.5	0.5	0.4	0.4	0.3	1.5	1.6	1.5	1.7
2012 .....	114.0	114.5	115.1	115.4	.4	.4	.5	.3	1.6	1.6	1.7	1.7
2013 .....	116.1	116.8	117.4	117.6	.6	.6	.5	.2	1.8	2.0	2.0	1.9
2014 .....	118.2	119.0	119.6	120.1	.5	.7	.5	.4	1.8	1.9	1.9	2.1
2015 .....	120.8	121.8	122.5	123.2	.6	.8	.6	.6	2.2	2.4	2.4	2.6
2016 .....	123.9	124.9	125.5	126.1	.6	.8	.5	.5	2.6	2.5	2.4	2.4
2017 .....	127.0	127.8	128.7	129.3	.7	.6	.7	.5	2.5	2.3	2.5	2.5
2018 .....	130.4	131.4	132.2	132.9	.9	.8	.6	.5	2.7	2.8	2.7	2.8
2019 .....	134.1	135.3	136.5	137.4	.9	.9	.9	.7	2.8	3.0	3.3	3.4
2020 .....	138.4	139.6	140.1	140.9	.7	.9	.4	.6	3.2	3.2	2.6	2.5
2021 .....	141.9	143.9	145.0	146.5	.7	1.4	.8	1.0	2.5	3.1	3.5	4.0
2022 .....	148.3	—	—	—	1.2	—	—	—	4.5	—	—	—
<b>Manufacturing</b>												
2001 .....	88.3	89.1	89.6	90.2	1.4	.9	.6	.7	3.8	3.6	3.3	3.6
2002 .....	91.2	91.8	92.2	92.8	1.1	.7	.4	.7	3.3	3.0	2.9	2.9
2003 .....	93.8	94.5	94.8	95.1	1.1	.7	.3	.3	2.9	2.9	2.8	2.5
2004 .....	95.7	96.5	97.4	97.4	.6	.8	.9	.0	2.0	2.1	2.7	2.4
2005 .....	98.2	98.9	99.6	100.0	.8	.7	.7	.4	2.6	2.5	2.3	2.7
2006 .....	100.7	101.7	101.9	102.3	.7	1.0	.2	.4	2.5	2.8	2.3	2.3
2007 .....	103.3	103.9	104.5	104.9	1.0	.6	.6	.4	2.6	2.2	2.6	2.5
2008 .....	105.9	106.7	107.4	107.7	1.0	.8	.7	.3	2.5	2.7	2.8	2.7
2009 .....	108.1	108.4	108.6	108.9	.4	.3	.2	.3	2.1	1.6	1.1	1.1
2010 .....	109.4	110.0	110.6	110.7	.5	.5	.5	.1	1.2	1.5	1.8	1.7
2011 .....	111.5	112.0	112.5	112.7	.7	.4	.4	.2	1.9	1.8	1.7	1.8
2012 .....	113.6	114.0	114.6	114.8	.8	.4	.5	.2	1.9	1.8	1.9	1.9
2013 .....	115.7	116.4	116.9	117.2	.8	.6	.4	.3	1.8	2.1	2.0	2.1
2014 .....	118.0	118.9	119.4	119.8	.7	.8	.4	.3	2.0	2.1	2.1	2.2
2015 .....	120.8	121.8	122.3	123.0	.8	.8	.4	.6	2.4	2.4	2.4	2.7
2016 .....	124.0	124.9	125.7	126.2	.8	.7	.6	.4	2.6	2.5	2.8	2.6
2017 .....	127.1	127.9	128.7	129.3	.7	.6	.6	.5	2.5	2.4	2.4	2.5
2018 .....	130.4	131.3	132.0	132.9	.9	.7	.5	.7	2.6	2.7	2.6	2.8
2019 .....	134.2	135.2	136.1	137.1	1.0	.7	.7	.7	2.9	3.0	3.1	3.2
2020 .....	138.4	139.3	139.8	140.7	.9	.7	.4	.6	3.1	3.0	2.7	2.6
2021 .....	141.8	143.6	145.0	146.4	.8	1.3	1.0	1.0	2.5	3.1	3.7	4.1
2022 .....	148.7	—	—	—	1.6	—	—	—	4.9	—	—	—
<b>Service-providing industries<sup>6</sup></b>												
2001 .....	87.5	88.2	89.3	89.9	1.0	.8	1.2	.7	3.6	3.6	3.7	3.8
2002 .....	90.7	91.4	92.1	92.3	.9	.8	.8	.2	3.7	3.6	3.1	2.7
2003 .....	93.3	93.9	94.8	95.1	1.1	.6	1.0	.3	2.9	2.7	2.9	3.0
2004 .....	95.7	96.3	97.2	97.5	.6	.6	.9	.3	2.6	2.6	2.5	2.5
2005 .....	98.2	98.7	99.4	100.0	.7	.5	.7	.6	2.6	2.5	2.3	2.6
2006 .....	100.7	101.5	102.7	103.3	.7	.8	1.2	.6	2.5	2.8	3.3	3.3
2007 .....	104.3	105.1	106.2	106.8	1.0	.8	1.0	.6	3.6	3.5	3.4	3.4
2008 .....	107.7	108.5	109.4	109.7	.8	.7	.8	.3	3.3	3.2	3.0	2.7
2009 .....	110.2	110.5	111.1	111.4	.5	.3	.5	.3	2.3	1.8	1.6	1.5
2010 .....	111.9	112.4	112.9	113.2	.4	.4	.4	.3	1.5	1.7	1.6	1.6

See footnotes at end of table.

**Table 8. Employment Cost Index for wages and salaries, for civilian workers, by occupational group and industry — 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>6</sup></b>												
2011 .....	113.6	114.1	114.6	114.9	0.4	0.4	0.4	0.3	1.5	1.5	1.5	1.5
2012 .....	115.5	116.1	116.5	116.8	.5	.5	.3	.3	1.7	1.8	1.7	1.7
2013 .....	117.3	117.9	118.4	118.9	.4	.5	.4	.4	1.6	1.6	1.6	1.8
2014 .....	119.2	120.1	121.0	121.4	.3	.8	.7	.3	1.6	1.9	2.2	2.1
2015 .....	122.3	122.6	123.4	123.8	.7	.2	.7	.3	2.6	2.1	2.0	2.0
2016 .....	124.6	125.5	126.2	126.6	.6	.7	.6	.3	1.9	2.4	2.3	2.3
2017 .....	127.7	128.5	129.4	129.9	.9	.6	.7	.4	2.5	2.4	2.5	2.6
2018 .....	131.2	131.9	133.2	133.9	1.0	.5	1.0	.5	2.7	2.6	2.9	3.1
2019 .....	135.0	135.8	137.1	137.7	.8	.6	1.0	.4	2.9	3.0	2.9	2.8
2020 .....	139.2	139.6	140.5	141.3	1.1	.3	.6	.6	3.1	2.8	2.5	2.6
2021 .....	143.1	144.1	146.5	147.9	1.3	.7	1.7	1.0	2.8	3.2	4.3	4.7
2022 .....	149.9	—	—	—	1.4	—	—	—	4.8	—	—	—
<b>Education and health services</b>												
2001 .....	86.7	87.2	88.9	89.5	.8	.6	1.9	.7	4.0	3.9	4.2	4.1
2002 .....	89.9	90.2	91.7	92.3	.4	.3	1.7	.7	3.7	3.4	3.1	3.1
2003 .....	92.6	93.0	94.1	94.5	.3	.4	1.2	.4	3.0	3.1	2.6	2.4
2004 .....	95.1	95.3	96.6	97.0	.6	.2	1.4	.4	2.7	2.5	2.7	2.6
2005 .....	97.6	98.0	99.1	100.0	.6	.4	1.1	.9	2.6	2.8	2.6	3.1
2006 .....	100.4	101.1	103.1	103.8	.4	.7	2.0	.7	2.9	3.2	4.0	3.8
2007 .....	104.4	104.9	106.6	107.4	.6	.5	1.6	.8	4.0	3.8	3.4	3.5
2008 .....	108.0	108.7	110.2	110.5	.6	.6	1.4	.3	3.4	3.6	3.4	2.9
2009 .....	111.0	111.4	112.3	112.5	.5	.4	.8	.2	2.8	2.5	1.9	1.8
2010 .....	112.8	113.0	113.7	114.0	.3	.2	.6	.3	1.6	1.4	1.2	1.3
2011 .....	114.2	114.4	115.0	115.3	.2	.2	.5	.3	1.2	1.2	1.1	1.1
2012 .....	115.8	116.1	116.7	117.0	.4	.3	.5	.3	1.4	1.5	1.5	1.5
2013 .....	117.3	117.6	118.3	118.7	.3	.3	.6	.3	1.3	1.3	1.4	1.5
2014 .....	118.9	119.3	120.1	120.7	.2	.3	.7	.5	1.4	1.4	1.5	1.7
2015 .....	121.1	121.6	122.4	122.9	.3	.4	.7	.4	1.9	1.9	1.9	1.8
2016 .....	123.3	123.9	124.9	125.4	.3	.5	.8	.4	1.8	1.9	2.0	2.0
2017 .....	126.0	126.5	127.4	128.0	.5	.4	.7	.5	2.2	2.1	2.0	2.1
2018 .....	128.7	129.3	130.8	131.6	.5	.5	1.2	.6	2.1	2.2	2.7	2.8
2019 .....	132.1	132.6	134.3	134.9	.4	.4	1.3	.4	2.6	2.6	2.7	2.5
2020 .....	135.7	135.6	136.9	137.6	.6	-1	1.0	.5	2.7	2.3	1.9	2.0
2021 .....	138.2	139.0	141.2	142.6	.4	.6	1.6	1.0	1.8	2.5	3.1	3.6
2022 .....	144.0	—	—	—	1.0	—	—	—	4.2	—	—	—
<b>Educational services</b>												
2001 .....	87.5	87.9	89.9	90.2	.5	.5	2.3	.3	3.6	3.8	3.8	3.6
2002 .....	90.3	90.4	92.5	93.0	.1	.1	2.3	.5	3.2	2.8	2.9	3.1
2003 .....	93.2	93.3	94.5	94.8	.2	.1	1.3	.3	3.2	3.2	2.2	1.9
2004 .....	95.1	95.2	96.5	96.9	.3	.1	1.4	.4	2.0	2.0	2.1	2.2
2005 .....	97.4	97.6	99.0	100.0	.5	.2	1.4	1.0	2.4	2.5	2.6	3.2
2006 .....	100.2	100.5	103.0	103.5	.2	.3	2.5	.5	2.9	3.0	4.0	3.5
2007 .....	103.7	104.0	106.2	106.9	.2	.3	2.1	.7	3.5	3.5	3.1	3.3
2008 .....	107.3	107.9	110.0	110.2	.4	.6	1.9	.2	3.5	3.8	3.6	3.1
2009 .....	110.5	110.7	111.8	112.0	.3	.2	1.0	.2	3.0	2.6	1.6	1.6
2010 .....	112.2	112.3	113.2	113.4	.2	.1	.8	.2	1.5	1.4	1.3	1.2
2011 .....	113.6	113.6	114.4	114.6	.2	.0	.7	.2	1.2	1.2	1.1	1.1
2012 .....	114.8	114.9	115.7	115.9	.2	.1	.7	.2	1.1	1.1	1.1	1.1
2013 .....	116.0	116.1	116.9	117.2	.1	.1	.7	.3	1.0	1.0	1.0	1.1

See footnotes at end of table.

**Table 8. Employment Cost Index for wages and salaries, for civilian workers, by occupational group and industry — 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 .....	117.4	117.5	118.7	119.1	0.2	0.1	1.0	0.3	1.2	1.2	1.5	1.6	
2015 .....	119.4	119.8	120.8	121.2	.3	.3	.8	.3	1.7	2.0	1.8	1.8	
2016 .....	121.4	121.8	123.2	123.7	.2	.3	1.1	.4	1.7	1.7	2.0	2.1	
2017 .....	124.1	124.3	125.6	126.0	.3	.2	1.0	.3	2.2	2.1	1.9	1.9	
2018 .....	126.3	126.7	128.4	129.0	.2	.3	1.3	.5	1.8	1.9	2.2	2.4	
2019 .....	129.3	129.7	132.0	132.4	.2	.3	1.8	.3	2.4	2.4	2.8	2.6	
2020 .....	132.8	133.2	134.3	134.8	.3	.3	.8	.4	2.7	2.7	1.7	1.8	
2021 .....	134.9	135.2	137.4	137.8	.1	.2	1.6	.3	1.6	1.5	2.3	2.2	
2022 .....	138.5	—	—	—	.5	—	—	—	2.7	—	—	—	
<b>Elementary and secondary schools</b>													
2001 .....	87.5	87.8	89.8	90.0	.2	.3	2.3	.2	3.2	3.4	3.3	3.1	
2002 .....	90.2	90.4	92.6	93.1	.2	.2	2.4	.5	3.1	3.0	3.1	3.4	
2003 .....	93.1	93.2	94.5	94.7	.0	.1	1.4	.2	3.2	3.1	2.1	1.7	
2004 .....	95.0	95.1	96.5	96.9	.3	.1	1.5	.4	2.0	2.0	2.1	2.3	
2005 .....	97.1	97.3	98.9	100.0	.2	.2	1.6	1.1	2.2	2.3	2.5	3.2	
2006 .....	100.0	100.3	102.9	103.4	.0	.3	2.6	.5	3.0	3.1	4.0	3.4	
2007 .....	103.6	103.8	106.0	106.6	.2	.2	2.1	.6	3.6	3.5	3.0	3.1	
2008 .....	107.0	107.5	109.9	110.1	.4	.5	2.2	.2	3.3	3.6	3.7	3.3	
2009 .....	110.4	110.5	112.0	112.1	.3	.1	1.4	.1	3.2	2.8	1.9	1.8	
2010 .....	112.3	112.5	113.4	113.4	.2	.2	.8	.0	1.7	1.8	1.2	1.2	
2011 .....	113.6	113.6	114.2	114.4	.2	.0	.5	.2	1.2	1.0	.7	.9	
2012 .....	114.5	114.6	115.3	115.4	.1	.1	.6	.1	.8	.9	1.0	.9	
2013 .....	115.4	115.6	116.1	116.4	.0	.2	.4	.3	.8	.9	.7	.9	
2014 .....	116.5	116.7	117.8	118.1	.1	.2	.9	.3	1.0	1.0	1.5	1.5	
2015 .....	118.4	118.7	119.7	120.1	.3	.3	.8	.3	1.6	1.7	1.6	1.7	
2016 .....	120.3	120.7	122.1	122.4	.2	.3	1.2	.2	1.6	1.7	2.0	1.9	
2017 .....	122.7	123.0	124.3	124.6	.2	.2	1.1	.2	2.0	1.9	1.8	1.8	
2018 .....	124.9	125.3	127.2	127.7	.2	.3	1.5	.4	1.8	1.9	2.3	2.5	
2019 .....	128.0	128.3	130.9	131.2	.2	.2	2.0	.2	2.5	2.4	2.9	2.7	
2020 .....	131.6	132.0	133.4	133.8	.3	.3	1.1	.3	2.8	2.9	1.9	2.0	
2021 .....	133.9	134.3	136.3	136.5	.1	.3	1.5	.1	1.7	1.7	2.2	2.0	
2022 .....	137.2	—	—	—	.5	—	—	—	2.5	—	—	—	
<b>Junior colleges, colleges, universities, and professional schools</b>													
2001 .....	87.7	88.1	90.4	90.7	1.2	.5	2.6	.3	4.4	4.4	5.2	4.6	
2002 .....	90.7	90.9	92.6	93.2	.0	.2	1.9	.6	3.4	3.2	2.4	2.8	
2003 .....	93.4	93.6	94.7	95.2	.2	.2	1.2	.5	3.0	3.0	2.3	2.1	
2004 .....	95.5	95.6	96.6	97.1	.3	.1	1.0	.5	2.2	2.1	2.0	2.0	
2005 .....	98.0	98.2	99.3	100.0	.9	.2	1.1	.7	2.6	2.7	2.8	3.0	
2006 .....	100.5	100.9	103.0	103.6	.5	.4	2.1	.6	2.6	2.7	3.7	3.6	
2007 .....	103.9	104.3	106.6	107.5	.3	.4	2.2	.8	3.4	3.4	3.5	3.8	
2008 .....	107.9	108.4	110.4	110.3	.4	.5	1.8	-.1	3.8	3.9	3.6	2.6	
2009 .....	110.7	111.2	111.2	111.7	.4	.5	.0	.4	2.6	2.6	.7	1.3	
2010 .....	111.7	111.6	112.5	113.0	.0	-.1	.8	.4	.9	.4	1.2	1.2	
2011 .....	113.2	113.2	114.1	114.2	.2	.0	.8	.1	1.3	1.4	1.4	1.1	
2012 .....	114.7	114.8	116.2	116.5	.4	.1	1.2	.3	1.3	1.4	1.8	2.0	
2013 .....	116.8	117.0	118.1	118.5	.3	.2	.9	.3	1.8	1.9	1.6	1.7	
2014 .....	118.8	118.8	119.9	120.5	.3	.0	.9	.5	1.7	1.5	1.5	1.7	
2015 .....	120.9	121.4	122.6	122.9	.3	.4	1.0	.2	1.8	2.2	2.3	2.0	

See footnotes at end of table.

**Table 8. Employment Cost Index for wages and salaries, for civilian workers, by occupational group and industry — 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>												
2016 .....	123.1	123.6	124.9	125.5	0.2	0.4	1.1	0.5	1.8	1.8	1.9	2.1
2017 .....	126.3	126.3	127.6	128.2	.6	.0	1.0	.5	2.6	2.2	2.2	2.2
2018 .....	128.4	128.7	130.2	131.1	.2	.2	1.2	.7	1.7	1.9	2.0	2.3
2019 .....	131.6	132.1	133.7	134.3	.4	.4	1.2	.4	2.5	2.6	2.7	2.4
2020 .....	134.7	135.1	135.2	135.6	.3	.3	.1	.3	2.4	2.3	1.1	1.0
2021 .....	135.8	136.2	138.6	139.3	.1	.3	1.8	.5	.8	.8	2.5	2.7
2022 .....	140.0	—	—	—	.5	—	—	—	3.1	—	—	—
<b>Health care and social assistance</b>												
2001 .....	85.5	86.4	87.6	88.5	1.1	1.1	1.4	1.0	4.3	4.3	4.7	4.6
2002 .....	89.4	90.0	90.6	91.3	1.0	.7	.7	.8	4.6	4.2	3.4	3.2
2003 .....	92.0	92.6	93.6	94.1	.8	.7	1.1	.5	2.9	2.9	3.3	3.1
2004 .....	95.0	95.5	96.7	97.1	1.0	.5	1.3	.4	3.3	3.1	3.3	3.2
2005 .....	98.0	98.5	99.2	100.0	.9	.5	.7	.8	3.2	3.1	2.6	3.0
2006 .....	100.8	101.8	103.2	104.1	.8	1.0	1.4	.9	2.9	3.4	4.0	4.1
2007 .....	105.1	105.9	107.1	107.9	1.0	.8	1.1	.7	4.3	4.0	3.8	3.7
2008 .....	108.9	109.6	110.4	110.9	.9	.6	.7	.5	3.6	3.5	3.1	2.8
2009 .....	111.7	112.2	112.8	113.1	.7	.4	.5	.3	2.6	2.4	2.2	2.0
2010 .....	113.6	113.9	114.3	114.7	.4	.3	.4	.3	1.7	1.5	1.3	1.4
2011 .....	114.9	115.4	115.8	116.2	.2	.4	.3	.3	1.1	1.3	1.3	1.3
2012 .....	117.1	117.5	117.9	118.3	.8	.3	.3	.3	1.9	1.8	1.8	1.8
2013 .....	118.8	119.3	119.8	120.4	.4	.4	.4	.5	1.5	1.5	1.6	1.8
2014 .....	120.6	121.3	121.7	122.6	.2	.6	.3	.7	1.5	1.7	1.6	1.8
2015 .....	123.1	123.7	124.2	124.8	.4	.5	.4	.5	2.1	2.0	2.1	1.8
2016 .....	125.4	126.1	126.8	127.4	.5	.6	.6	.5	1.9	1.9	2.1	2.1
2017 .....	128.2	129.0	129.4	130.2	.6	.6	.3	.6	2.2	2.3	2.1	2.2
2018 .....	131.5	132.2	133.4	134.4	1.0	.5	.9	.7	2.6	2.5	3.1	3.2
2019 .....	135.1	135.8	136.8	137.7	.5	.5	.7	.7	2.7	2.7	2.5	2.5
2020 .....	138.9	138.2	139.8	140.7	.9	-.5	1.2	.6	2.8	1.8	2.2	2.2
2021 .....	141.9	143.2	145.3	147.8	.9	.9	1.5	1.7	2.2	3.6	3.9	5.0
2022 .....	149.9	—	—	—	1.4	—	—	—	5.6	—	—	—
<b>Hospitals</b>												
2001 .....	83.0	84.3	85.6	86.8	1.1	1.6	1.5	1.4	4.4	5.1	5.5	5.7
2002 .....	87.7	88.6	89.6	90.6	1.0	1.0	1.1	1.1	5.7	5.1	4.7	4.4
2003 .....	91.3	91.8	92.8	93.7	.8	.5	1.1	1.0	4.1	3.6	3.6	3.4
2004 .....	94.4	94.9	96.0	96.7	.7	.5	1.2	.7	3.4	3.4	3.4	3.2
2005 .....	97.6	98.2	99.2	100.0	.9	.6	1.0	.8	3.4	3.5	3.3	3.4
2006 .....	100.9	101.7	102.9	103.8	.9	.8	1.2	.9	3.4	3.6	3.7	3.8
2007 .....	104.8	105.6	106.7	107.4	1.0	.8	1.0	.7	3.9	3.8	3.7	3.5
2008 .....	108.4	109.4	110.5	111.3	.9	.9	1.0	.7	3.4	3.6	3.6	3.6
2009 .....	112.0	112.6	113.2	113.6	.6	.5	.5	.4	3.3	2.9	2.4	2.1
2010 .....	114.0	114.5	114.9	115.4	.4	.4	.3	.4	1.8	1.7	1.5	1.6
2011 .....	115.8	116.2	116.7	117.2	.3	.3	.4	.4	1.6	1.5	1.6	1.6
2012 .....	117.6	117.9	118.3	118.8	.3	.3	.3	.4	1.6	1.5	1.4	1.4
2013 .....	119.3	119.8	120.2	120.7	.4	.4	.3	.4	1.4	1.6	1.6	1.6
2014 .....	121.1	121.5	121.9	122.5	.3	.3	.3	.5	1.5	1.4	1.4	1.5
2015 .....	123.0	123.7	124.3	124.9	.4	.6	.5	.5	1.6	1.8	2.0	2.0
2016 .....	125.6	126.5	127.1	128.0	.6	.7	.5	.7	2.1	2.3	2.3	2.5
2017 .....	128.8	129.4	130.1	130.9	.6	.5	.5	.6	2.5	2.3	2.4	2.3

See footnotes at end of table.



**Table 8. Employment Cost Index for wages and salaries, for civilian workers, by occupational group and industry — 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>												
2018 .....	131.5	132.3	132.8	134.2	0.5	0.6	0.4	1.1	2.1	2.2	2.1	2.5
2019 .....	134.9	135.7	136.6	137.6	.5	.6	.7	.7	2.6	2.6	2.9	2.5
2020 .....	138.5	139.2	139.8	140.6	.7	.5	.4	.6	2.7	2.6	2.3	2.2
2021 .....	142.0	143.3	145.0	147.7	1.0	.9	1.2	1.9	2.5	2.9	3.7	5.0
2022 .....	149.6	—	—	—	1.3	—	—	—	5.4	—	—	—
<b>Nursing and residential care facilities</b>												
2001 .....	85.7	86.1	88.4	89.3	1.7	.5	2.7	1.0	5.7	4.9	6.0	5.9
2002 .....	90.3	91.1	91.8	92.5	1.1	.9	.8	.8	5.4	5.8	3.8	3.6
2003 .....	93.1	93.7	94.2	94.7	.6	.6	.5	.5	3.1	2.9	2.6	2.4
2004 .....	95.4	95.7	96.2	96.9	.7	.3	.5	.7	2.5	2.1	2.1	2.3
2005 .....	97.7	98.4	99.1	100.0	.8	.7	.7	.9	2.4	2.8	3.0	3.2
2006 .....	100.7	101.2	102.2	103.3	.7	.5	1.0	1.1	3.1	2.8	3.1	3.3
2007 .....	104.1	104.7	105.8	106.4	.8	.6	1.1	.6	3.4	3.5	3.5	3.0
2008 .....	107.4	108.1	109.1	109.7	.9	.7	.9	.5	3.2	3.2	3.1	3.1
2009 .....	110.3	110.8	111.3	111.6	.5	.5	.5	.3	2.7	2.5	2.0	1.7
2010 .....	111.9	112.2	112.6	112.6	.3	.3	.4	.0	1.5	1.3	1.2	.9
2011 .....	113.0	113.5	113.7	113.8	.4	.4	.2	.1	1.0	1.2	1.0	1.1
2012 .....	114.2	114.4	114.7	115.0	.4	.2	.3	.3	1.1	.8	.9	1.1
2013 .....	115.3	115.6	116.0	116.5	.3	.3	.3	.4	1.0	1.0	1.1	1.3
2014 .....	116.7	116.9	117.4	118.0	.2	.2	.4	.5	1.2	1.1	1.2	1.3
2015 .....	118.8	119.4	120.2	120.7	.7	.5	.7	.4	1.8	2.1	2.4	2.3
2016 .....	121.5	122.2	123.0	123.9	.7	.6	.7	.7	2.3	2.3	2.3	2.7
2017 .....	124.8	125.7	126.5	127.3	.7	.7	.6	.6	2.7	2.9	2.8	2.7
2018 .....	128.5	129.4	130.3	131.4	.9	.7	.7	.8	3.0	2.9	3.0	3.2
2019 .....	132.4	133.2	134.1	134.8	.8	.6	.7	.5	3.0	2.9	2.9	2.6
2020 .....	136.2	137.2	138.2	139.4	1.0	.7	.7	.9	2.9	3.0	3.1	3.4
2021 .....	140.9	142.7	145.5	148.4	1.1	1.3	2.0	2.0	3.5	4.0	5.3	6.5
2022 .....	150.9	—	—	—	1.7	—	—	—	7.1	—	—	—
<b>Public administration</b>												
2001 .....	87.1	87.7	88.7	89.5	1.0	.7	1.1	.9	3.4	3.9	3.9	3.8
2002 .....	90.0	90.6	91.5	92.2	.6	.7	1.0	.8	3.3	3.3	3.2	3.0
2003 .....	93.3	93.7	94.5	95.0	1.2	.4	.9	.5	3.7	3.4	3.3	3.0
2004 .....	95.6	95.8	96.5	97.0	.6	.2	.7	.5	2.5	2.2	2.1	2.1
2005 .....	97.9	98.3	99.3	100.0	.9	.4	1.0	.7	2.4	2.6	2.9	3.1
2006 .....	100.5	101.1	102.0	103.5	.5	.6	.9	1.5	2.7	2.8	2.7	3.5
2007 .....	104.5	105.2	106.4	107.4	1.0	.7	1.1	.9	4.0	4.1	4.3	3.8
2008 .....	108.2	108.6	109.9	110.4	.7	.4	1.2	.5	3.5	3.2	3.3	2.8
2009 .....	111.3	111.9	112.5	112.8	.8	.5	.5	.3	2.9	3.0	2.4	2.2
2010 .....	113.2	113.4	113.8	114.0	.4	.2	.4	.2	1.7	1.3	1.2	1.1
2011 .....	114.4	114.5	114.8	115.0	.4	.1	.3	.2	1.1	1.0	.9	.9
2012 .....	115.6	115.8	116.1	116.3	.5	.2	.3	.2	1.0	1.1	1.1	1.1
2013 .....	116.7	116.7	117.3	117.9	.3	.0	.5	.5	1.0	.8	1.0	1.4
2014 .....	118.4	118.9	119.6	120.2	.4	.4	.6	.5	1.5	1.9	2.0	2.0
2015 .....	120.8	121.1	122.0	122.3	.5	.2	.7	.2	2.0	1.9	2.0	1.7
2016 .....	123.0	123.4	124.4	124.9	.6	.3	.8	.4	1.8	1.9	2.0	2.1
2017 .....	125.9	126.1	127.0	127.7	.8	.2	.7	.6	2.4	2.2	2.1	2.2
2018 .....	128.3	128.7	129.9	130.8	.5	.3	.9	.7	1.9	2.1	2.3	2.4
2019 .....	131.7	132.2	133.4	134.2	.7	.4	.9	.6	2.7	2.7	2.7	2.6
2020 .....	135.1	135.5	135.9	136.5	.7	.3	.3	.4	2.6	2.5	1.9	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 — 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													
2021 .....	137.2	137.5	139.8	140.8	0.5	0.2	1.7	0.7	1.6	1.5	2.9	3.2	
2022 .....	142.7	—	—	—	1.3	—	—	—	4.0	—	—	—	

1 Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government.  
 2 The index for this series is not strictly comparable with other series in this table.  
 3 Includes the following occupational groups: management, business, and financial; professional and related; sales and related; and office and administrative support.  
 4 Includes the following occupational groups: farming, fishing, and forestry; construction and extraction; installation, maintenance, and repair; production; and transportation and material moving.  
 5 Includes mining, construction, and manufacturing.  
 6 Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; other services, except public administration; and public administration.

NOTE: Dashes indicate data not available.

**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—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Private industry workers</b>												
All workers												
2001 .....	87.6	88.4	89.2	89.9	1.2	0.9	0.9	0.8	3.8	3.6	3.5	3.8
2002 .....	90.7	91.6	92.0	92.2	.9	1.0	.4	.2	3.5	3.6	3.1	2.6
2003 .....	93.3	94.0	94.8	95.1	1.2	.8	.9	.3	2.9	2.6	3.0	3.1
2004 .....	95.7	96.5	97.3	97.6	.6	.8	.8	.3	2.6	2.7	2.6	2.6
2005 .....	98.3	98.9	99.5	100.0	.7	.6	.6	.5	2.7	2.5	2.3	2.5
2006 .....	100.7	101.7	102.5	103.2	.7	1.0	.8	.7	2.4	2.8	3.0	3.2
2007 .....	104.3	105.1	106.0	106.6	1.1	.8	.9	.6	3.6	3.3	3.4	3.3
2008 .....	107.6	108.4	109.1	109.4	.9	.7	.6	.3	3.2	3.1	2.9	2.6
2009 .....	109.8	110.1	110.6	110.8	.4	.3	.5	.2	2.0	1.6	1.4	1.3
2010 .....	111.4	111.9	112.4	112.8	.5	.4	.4	.4	1.5	1.6	1.6	1.8
2011 .....	113.2	113.8	114.3	114.6	.4	.5	.4	.3	1.6	1.7	1.7	1.6
2012 .....	115.3	115.9	116.4	116.6	.6	.5	.4	.2	1.9	1.8	1.8	1.7
2013 .....	117.3	118.1	118.5	119.0	.6	.7	.3	.4	1.7	1.9	1.8	2.1
2014 .....	119.3	120.3	121.2	121.6	.3	.8	.7	.3	1.7	1.9	2.3	2.2
2015 .....	122.6	122.9	123.7	124.2	.8	.2	.7	.4	2.8	2.2	2.1	2.1
2016 .....	125.1	126.1	126.7	127.1	.7	.8	.5	.3	2.0	2.6	2.4	2.3
2017 .....	128.3	129.1	130.0	130.6	.9	.6	.7	.5	2.6	2.4	2.6	2.8
2018 .....	132.0	132.9	134.0	134.7	1.1	.7	.8	.5	2.9	2.9	3.1	3.1
2019 .....	135.9	136.9	138.0	138.7	.9	.7	.8	.5	3.0	3.0	3.0	3.0
2020 .....	140.4	140.9	141.7	142.6	1.2	.4	.6	.6	3.3	2.9	2.7	2.8
2021 .....	144.6	145.9	148.2	149.7	1.4	.9	1.6	1.0	3.0	3.5	4.6	5.0
2022 .....	151.8	—	—	—	1.4	—	—	—	5.0	—	—	—
Excluding sales occupations												
2001 .....	87.6	88.5	89.4	90.0	1.2	1.0	1.0	.7	4.0	4.0	4.0	3.9
2002 .....	90.9	91.7	92.1	92.4	1.0	.9	.4	.3	3.8	3.6	3.0	2.7
2003 .....	93.5	94.2	94.9	95.3	1.2	.7	.7	.4	2.9	2.7	3.0	3.1
2004 .....	95.9	96.6	97.3	97.7	.6	.7	.7	.4	2.6	2.5	2.5	2.5
2005 .....	98.4	99.0	99.5	100.0	.7	.6	.5	.5	2.6	2.5	2.3	2.4
2006 .....	100.9	101.7	102.6	103.2	.9	.8	.9	.6	2.5	2.7	3.1	3.2
Excluding incentive paid occupations <sup>1</sup>												
2006 .....	100.8	101.7	102.5	103.2	.8	.9	.8	.7	—	—	—	3.2
2007 .....	104.3	105.2	106.1	106.7	1.1	.9	.9	.6	3.5	3.4	3.5	3.4
2008 .....	107.9	108.7	109.5	110.1	1.1	.7	.7	.5	3.5	3.3	3.2	3.2
2009 .....	110.6	110.8	111.3	111.6	.5	.2	.5	.3	2.5	1.9	1.6	1.4
2010 .....	112.2	112.6	113.1	113.4	.5	.4	.4	.3	1.4	1.6	1.6	1.6
2011 .....	114.0	114.4	114.8	115.2	.5	.4	.3	.3	1.6	1.6	1.5	1.6
2012 .....	115.7	116.2	116.6	117.0	.4	.4	.3	.3	1.5	1.6	1.6	1.6
2013 .....	117.8	118.4	118.9	119.1	.7	.5	.4	.2	1.8	1.9	2.0	1.8
2014 .....	119.7	120.5	121.1	121.5	.5	.7	.5	.3	1.6	1.8	1.9	2.0
2015 .....	122.2	122.9	123.6	124.2	.6	.6	.6	.5	2.1	2.0	2.1	2.2
2016 .....	125.2	126.0	126.7	127.3	.8	.6	.6	.5	2.5	2.5	2.5	2.5
2017 .....	128.5	129.3	130.0	130.7	.9	.6	.5	.5	2.6	2.6	2.6	2.7
2018 .....	132.1	133.0	133.9	134.6	1.1	.7	.7	.5	2.8	2.9	3.0	3.0
2019 .....	135.8	136.9	137.8	138.6	.9	.8	.7	.6	2.8	2.9	2.9	3.0
2020 .....	140.1	140.6	141.5	142.4	1.1	.4	.6	.6	3.2	2.7	2.7	2.7
2021 .....	143.9	145.3	147.1	149.0	1.1	1.0	1.2	1.3	2.7	3.3	4.0	4.6
2022 .....	151.4	—	—	—	1.6	—	—	—	5.2	—	—	—

See footnotes at end of table.

**Table 9. Employment Cost Index for wages and salaries, for private industry workers, by occupational group and industry — 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>White-collar occupations<sup>2</sup></b>												
2001 .....	87.0	87.9	88.7	89.3	1.0	1.0	0.9	0.7	3.6	3.7	3.5	3.7
2002 .....	90.3	91.2	91.6	91.7	1.1	1.0	.4	.1	3.8	3.8	3.3	2.7
2003 .....	92.9	93.7	94.7	94.9	1.3	.9	1.1	.2	2.9	2.7	3.4	3.5
2004 .....	95.6	96.4	97.3	97.5	.7	.8	.9	.2	2.9	2.9	2.7	2.7
2005 .....	98.3	98.9	99.5	100.0	.8	.6	.6	.5	2.8	2.6	2.3	2.6
2006 .....	100.8	101.8	102.7	103.3	.8	1.0	.9	.6	2.5	2.9	3.2	3.3
<b>Excluding sales occupations</b>												
2001 .....	87.0	87.9	88.8	89.5	1.2	1.0	1.0	.8	4.2	4.1	4.1	4.1
2002 .....	90.5	91.3	91.7	91.9	1.1	.9	.4	.2	4.0	3.9	3.3	2.7
2003 .....	93.3	93.9	94.7	95.1	1.5	.6	.9	.4	3.1	2.8	3.3	3.5
2004 .....	95.9	96.5	97.2	97.7	.8	.6	.7	.5	2.8	2.8	2.6	2.7
2005 .....	98.5	99.1	99.5	100.0	.8	.6	.4	.5	2.7	2.7	2.4	2.4
2006 .....	101.0	102.0	102.9	103.5	1.0	1.0	.9	.6	2.5	2.9	3.4	3.5
<b>Management, professional, and related</b>												
2001 .....	87.0	88.0	88.9	89.5	1.2	1.1	1.0	.7	4.2	4.1	4.1	4.1
2002 .....	90.4	91.3	91.6	91.7	1.0	1.0	.3	.1	3.9	3.7	3.0	2.5
2003 .....	93.3	94.0	94.8	95.3	1.7	.8	.9	.5	3.2	3.0	3.5	3.9
2004 .....	96.0	96.5	97.3	97.8	.7	.5	.8	.5	2.9	2.7	2.6	2.6
2005 .....	98.6	99.2	99.6	100.0	.8	.6	.4	.4	2.7	2.8	2.4	2.2
2006 .....	101.1	102.0	103.0	103.6	1.1	.9	1.0	.6	2.5	2.8	3.4	3.6
2007 .....	104.9	105.8	106.7	107.2	1.3	.9	.9	.5	3.8	3.7	3.6	3.5
2008 .....	108.5	109.3	110.1	110.5	1.2	.7	.7	.4	3.4	3.3	3.2	3.1
2009 .....	111.1	111.1	111.3	111.5	.5	.0	.2	.2	2.4	1.6	1.1	.9
2010 .....	112.5	112.9	113.4	113.7	.9	.4	.4	.3	1.3	1.6	1.9	2.0
2011 .....	114.4	114.9	115.3	115.5	.6	.4	.3	.2	1.7	1.8	1.7	1.6
2012 .....	116.3	117.0	117.3	117.7	.7	.6	.3	.3	1.7	1.8	1.7	1.9
2013 .....	118.4	119.4	119.8	120.2	.6	.8	.3	.3	1.8	2.1	2.1	2.1
2014 .....	120.6	121.7	122.5	122.8	.3	.9	.7	.2	1.9	1.9	2.3	2.2
2015 .....	123.4	124.2	125.1	125.6	.5	.6	.7	.4	2.3	2.1	2.1	2.3
2016 .....	126.4	126.9	127.7	128.1	.6	.4	.6	.3	2.4	2.2	2.1	2.0
2017 .....	129.0	130.0	130.5	131.1	.7	.8	.4	.5	2.1	2.4	2.2	2.3
2018 .....	132.3	133.0	134.1	134.6	.9	.5	.8	.4	2.6	2.3	2.8	2.7
2019 .....	135.4	136.4	137.2	137.7	.6	.7	.6	.4	2.3	2.6	2.3	2.3
2020 .....	139.1	139.3	140.0	140.4	1.0	.1	.5	.3	2.7	2.1	2.0	2.0
2021 .....	141.6	142.8	144.9	145.8	.9	.8	1.5	.6	1.8	2.5	3.5	3.8
2022 .....	147.6	—	—	—	1.2	—	—	—	4.2	—	—	—
<b>Excluding incentive paid occupations<sup>1</sup></b>												
2006 .....	101.0	101.9	102.9	103.6	1.0	.9	1.0	.7	—	—	—	3.6
2007 .....	104.8	105.8	106.7	107.2	1.2	1.0	.9	.5	3.8	3.8	3.7	3.5
2008 .....	108.5	109.3	110.2	110.7	1.2	.7	.8	.5	3.5	3.3	3.3	3.3
2009 .....	111.2	111.2	111.5	111.7	.5	.0	.3	.2	2.5	1.7	1.2	.9
2010 .....	112.5	113.0	113.6	113.9	.7	.4	.5	.3	1.2	1.6	1.9	2.0
2011 .....	114.6	115.1	115.5	115.8	.6	.4	.3	.3	1.9	1.9	1.7	1.7
2012 .....	116.4	116.9	117.2	117.6	.5	.4	.3	.3	1.6	1.6	1.5	1.6
2013 .....	118.4	119.3	119.7	120.0	.7	.8	.3	.3	1.7	2.1	2.1	2.0
2014 .....	120.5	121.3	121.8	122.1	.4	.7	.4	.2	1.8	1.7	1.8	1.7
2015 .....	122.9	123.6	124.2	124.7	.7	.6	.5	.4	2.0	1.9	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 — 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>1</sup></b>												
2016 .....	125.6	126.1	126.8	127.2	0.7	0.4	0.6	0.3	2.2	2.0	2.1	2.0
2017 .....	128.2	129.1	129.5	130.1	.8	.7	.3	.5	2.1	2.4	2.1	2.3
2018 .....	131.3	132.0	132.8	133.4	.9	.5	.6	.5	2.4	2.2	2.5	2.5
2019 .....	134.3	135.2	136.0	136.5	.7	.7	.6	.4	2.3	2.4	2.4	2.3
2020 .....	137.9	138.0	138.7	139.2	1.0	.1	.5	.4	2.7	2.1	2.0	2.0
2021 .....	140.5	141.3	142.7	144.1	.9	.6	1.0	1.0	1.9	2.4	2.9	3.5
2022 .....	146.2	—	—	—	1.5	—	—	—	4.1	—	—	—
<b>Management, business, and financial</b>												
2001 .....	87.3	88.3	89.1	89.8	1.2	1.1	.9	.8	3.6	3.8	4.0	4.1
2002 .....	90.8	92.2	92.4	92.1	1.1	1.5	.2	-.3	4.0	4.4	3.7	2.6
2003 .....	94.8	95.5	96.4	96.7	2.9	.7	.9	.3	4.4	3.6	4.3	5.0
2004 .....	96.8	97.5	98.1	98.5	.1	.7	.6	.4	2.1	2.1	1.8	1.9
2005 .....	99.2	99.7	99.5	100.0	.7	.5	-.2	.5	2.5	2.3	1.4	1.5
2006 .....	101.3	102.2	102.8	103.1	1.3	.9	.6	.3	2.1	2.5	3.3	3.1
2007 .....	104.7	105.5	106.3	106.6	1.6	.8	.8	.3	3.4	3.2	3.4	3.4
2008 .....	108.2	109.0	109.7	110.0	1.5	.7	.6	.3	3.3	3.3	3.2	3.2
2009 .....	110.3	110.3	110.4	110.8	.3	.0	.1	.4	1.9	1.2	.6	.7
2010 .....	112.0	112.6	112.8	113.2	1.1	.5	.2	.4	1.5	2.1	2.2	2.2
2011 .....	113.9	114.4	114.9	115.0	.6	.4	.4	.1	1.7	1.6	1.9	1.6
2012 .....	115.7	116.7	116.7	116.9	.6	.9	.0	.2	1.6	2.0	1.6	1.7
2013 .....	117.9	119.3	119.4	119.8	.9	1.2	.1	-.3	1.9	2.2	2.3	2.5
2014 .....	120.2	121.7	122.8	122.7	.3	1.2	.9	-.1	2.0	2.0	2.8	2.4
2015 .....	123.4	124.2	125.7	126.2	.6	.6	1.2	.4	2.7	2.1	2.4	2.9
2016 .....	127.1	127.3	128.4	129.2	.7	.2	.9	.6	3.0	2.5	2.1	2.4
2017 .....	129.9	131.0	131.8	132.3	.5	.8	.6	.4	2.2	2.9	2.6	2.4
2018 .....	133.7	134.2	135.3	135.8	1.1	.4	.8	.4	2.9	2.4	2.7	2.6
2019 .....	136.8	137.9	138.9	139.2	.7	.8	.7	.2	2.3	2.8	2.7	2.5
2020 .....	140.4	141.1	141.4	141.7	.9	.5	.2	.2	2.6	2.3	1.8	1.8
2021 .....	142.7	144.3	146.9	147.1	.7	1.1	1.8	.1	1.6	2.3	3.9	3.8
2022 .....	148.6	—	—	—	1.0	—	—	—	4.1	—	—	—
<b>Excluding incentive paid occupations<sup>1</sup></b>												
2006 .....	101.1	102.0	102.6	103.2	1.1	.9	.6	.6	—	—	—	3.2
2007 .....	104.6	105.7	106.6	106.9	1.4	1.1	.9	.3	3.5	3.6	3.9	3.6
2008 .....	108.4	109.3	110.1	110.7	1.4	.8	.7	.5	3.6	3.4	3.3	3.6
2009 .....	111.0	110.9	111.1	111.2	.3	-.1	.2	.1	2.4	1.5	.9	.5
2010 .....	112.4	112.8	113.4	113.7	1.1	.4	.5	.3	1.3	1.7	2.1	2.2
2011 .....	114.5	114.9	115.2	115.4	.7	.3	.3	.2	1.9	1.9	1.6	1.5
2012 .....	116.1	116.8	116.9	117.0	.6	.6	.1	.1	1.4	1.7	1.5	1.4
2013 .....	118.2	119.2	119.5	119.7	1.0	.8	.3	.2	1.8	2.1	2.2	2.3
2014 .....	120.4	121.2	121.6	122.0	.6	.7	.3	.3	1.9	1.7	1.8	1.9
2015 .....	123.0	123.6	124.4	124.8	.8	.5	.6	.3	2.2	2.0	2.3	2.3
2016 .....	125.9	126.4	127.2	128.0	.9	.4	.6	.6	2.4	2.3	2.3	2.6
2017 .....	128.9	129.8	130.3	130.8	.7	.7	.4	.4	2.4	2.7	2.4	2.2
2018 .....	132.3	132.8	133.5	134.0	1.1	.4	.5	.4	2.6	2.3	2.5	2.4
2019 .....	135.1	136.2	137.0	137.4	.8	.8	.6	.3	2.1	2.6	2.6	2.5
2020 .....	138.5	139.0	139.3	139.8	.8	.4	.2	.4	2.5	2.1	1.7	1.7
2021 .....	140.9	141.7	142.8	144.0	.8	.6	.8	.8	1.7	1.9	2.5	3.0
2022 .....	146.4	—	—	—	1.7	—	—	—	3.9	—	—	—

See footnotes at end of table.

**Table 9. Employment Cost Index for wages and salaries, for private industry workers, by occupational group and industry — 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>												
2001 .....	86.9	87.8	88.7	89.3	1.3	1.0	1.0	0.7	5.0	4.6	4.2	4.1
2002 .....	90.1	90.5	91.0	91.4	.9	.4	.6	.4	3.7	3.1	2.6	2.4
2003 .....	92.1	92.7	93.6	94.2	.8	.7	1.0	.6	2.2	2.4	2.9	3.1
2004 .....	95.3	95.7	96.7	97.2	1.2	.4	1.0	.5	3.5	3.2	3.3	3.2
2005 .....	98.2	98.8	99.6	100.0	1.0	.6	.8	.4	3.0	3.2	3.0	2.9
2006 .....	100.9	101.8	103.1	104.0	.9	.9	1.3	.9	2.7	3.0	3.5	4.0
2007 .....	105.1	106.0	107.0	107.6	1.1	.9	.9	.6	4.2	4.1	3.8	3.5
2008 .....	108.7	109.5	110.4	110.9	1.0	.7	.8	.5	3.4	3.3	3.2	3.1
2009 .....	111.6	111.8	112.1	112.1	.6	.2	.3	.0	2.7	2.1	1.5	1.1
2010 .....	112.8	113.2	113.9	114.1	.6	.4	.6	.2	1.1	1.3	1.6	1.8
2011 .....	114.8	115.2	115.6	115.9	.6	.3	.3	.3	1.8	1.8	1.5	1.6
2012 .....	116.7	117.2	117.7	118.2	.7	.4	.4	.4	1.7	1.7	1.8	2.0
2013 .....	118.8	119.5	120.2	120.5	.5	.6	.6	.2	1.8	2.0	2.1	1.9
2014 .....	120.9	121.7	122.3	122.8	.3	.7	.5	.4	1.8	1.8	1.7	1.9
2015 .....	123.4	124.2	124.7	125.2	.5	.6	.4	.4	2.1	2.1	2.0	2.0
2016 .....	126.0	126.6	127.2	127.2	.6	.5	.5	.0	2.1	1.9	2.0	1.6
2017 .....	128.2	129.3	129.6	130.2	.8	.9	.2	.5	1.7	2.1	1.9	2.4
2018 .....	131.3	132.1	133.2	133.7	.8	.6	.8	.4	2.4	2.2	2.8	2.7
2019 .....	134.4	135.2	136.0	136.6	.5	.6	.6	.4	2.4	2.3	2.1	2.2
2020 .....	138.1	138.0	138.9	139.5	1.1	-.1	.7	.4	2.8	2.1	2.1	2.1
2021 .....	140.8	141.7	143.5	144.9	.9	.6	1.3	1.0	2.0	2.7	3.3	3.9
2022 .....	146.8	—	—	—	1.3	—	—	—	4.3	—	—	—
<b>Sales and office</b>												
2001 .....	86.9	87.8	88.4	89.1	.9	1.0	.7	.8	2.6	2.8	2.4	3.5
2002 .....	90.0	91.2	91.5	91.7	1.0	1.3	.3	.2	3.6	3.9	3.5	2.9
2003 .....	92.4	93.3	94.4	94.3	.8	1.0	1.2	-.1	2.7	2.3	3.2	2.8
2004 .....	95.1	96.1	97.2	97.2	.8	1.1	1.1	.0	2.9	3.0	3.0	3.1
2005 .....	97.8	98.5	99.3	100.0	.6	.7	.8	.7	2.8	2.5	2.2	2.9
2006 .....	100.4	101.6	102.4	103.0	.4	1.2	.8	.6	2.7	3.1	3.1	3.0
2007 .....	103.8	104.8	105.3	106.2	.8	1.0	.5	.9	3.4	3.1	2.8	3.1
2008 .....	106.7	107.7	108.0	108.0	.5	.9	.3	.0	2.8	2.8	2.6	1.7
2009 .....	107.9	108.3	109.0	109.4	-.1	.4	.6	.4	1.1	.6	.9	1.3
2010 .....	109.6	110.7	110.9	111.5	.2	1.0	.2	.5	1.6	2.2	1.7	1.9
2011 .....	111.6	112.7	113.2	113.6	.1	1.0	.4	.4	1.8	1.8	2.1	1.9
2012 .....	114.3	115.2	115.8	115.8	.6	.8	.5	.0	2.4	2.2	2.3	1.9
2013 .....	116.5	117.3	117.8	118.4	.6	.7	.4	.5	1.9	1.8	1.7	2.2
2014 .....	118.5	119.6	120.4	121.3	.1	.9	.7	.7	1.7	2.0	2.2	2.4
2015 .....	123.2	122.3	123.1	123.5	1.6	-.7	.7	.3	4.0	2.3	2.2	1.8
2016 .....	124.4	126.2	126.1	126.2	.7	1.4	-.1	.1	1.0	3.2	2.4	2.2
2017 .....	127.7	128.2	129.5	129.8	1.2	.4	1.0	.2	2.7	1.6	2.7	2.9
2018 .....	131.8	132.8	134.3	135.0	1.5	.8	1.1	.5	3.2	3.6	3.7	4.0
2019 .....	136.4	137.1	138.8	139.2	1.0	.5	1.2	.3	3.5	3.2	3.4	3.1
2020 .....	141.5	142.1	142.6	144.1	1.7	.4	.4	1.1	3.7	3.6	2.7	3.5
2021 .....	147.7	148.2	150.4	151.9	2.5	.3	1.5	1.0	4.4	4.3	5.5	5.4
2022 .....	154.3	—	—	—	1.6	—	—	—	4.5	—	—	—
<b>Excluding incentive paid occupations<sup>1</sup></b>												
2006 .....	100.8	101.8	102.4	103.1	.8	1.0	.6	.7	—	—	—	3.1
2007 .....	104.2	105.2	106.0	106.7	1.1	1.0	.8	.7	3.4	3.3	3.5	3.5
2008 .....	108.0	108.7	109.5	110.0	1.2	.6	.7	.5	3.6	3.3	3.3	3.1
2009 .....	110.6	111.0	111.5	111.9	.5	.4	.5	.4	2.4	2.1	1.8	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 — 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>1</sup>													
2010 .....	112.4	112.8	113.0	113.3	0.4	0.4	0.2	0.3	1.6	1.6	1.3	1.3	
2011 .....	114.0	114.4	114.9	115.3	.6	.4	.4	.3	1.4	1.4	1.7	1.8	
2012 .....	115.9	116.5	116.8	117.1	.5	.5	.3	.3	1.7	1.8	1.7	1.6	
2013 .....	117.9	118.6	119.0	119.2	.7	.6	.3	.2	1.7	1.8	1.9	1.8	
2014 .....	119.9	120.6	121.1	121.6	.6	.6	.4	.4	1.7	1.7	1.8	2.0	
2015 .....	122.4	123.3	124.1	124.8	.7	.7	.6	.6	2.1	2.2	2.5	2.6	
2016 .....	126.0	127.2	127.8	128.5	1.0	1.0	.5	.5	2.9	3.2	3.0	3.0	
2017 .....	129.9	130.6	131.5	132.2	1.1	.5	.7	.5	3.1	2.7	2.9	2.9	
2018 .....	133.9	135.3	136.3	136.9	1.3	1.0	.7	.4	3.1	3.6	3.7	3.6	
2019 .....	138.5	139.5	140.6	141.2	1.2	.7	.8	.4	3.4	3.1	3.2	3.1	
2020 .....	142.8	143.7	144.4	145.7	1.1	.6	.5	.9	3.1	3.0	2.7	3.2	
2021 .....	147.3	149.0	150.8	153.2	1.1	1.2	1.2	1.6	3.2	3.7	4.4	5.1	
2022 .....	155.7	—	—	—	1.6	—	—	—	5.7	—	—	—	
Sales and related													
2001 .....	86.8	88.0	87.9	88.6	.3	1.4	-.1	.8	.5	1.4	.3	2.4	
2002 .....	89.2	91.0	91.0	90.9	.7	2.0	.0	-.1	2.8	3.4	3.5	2.6	
2003 .....	91.5	92.5	94.3	93.8	.7	1.1	1.9	-.5	2.6	1.6	3.6	3.2	
2004 .....	94.4	95.7	97.4	96.6	.6	1.4	1.8	-.8	3.2	3.5	3.3	3.0	
2005 .....	97.3	97.8	99.2	100.0	.7	.5	1.4	.8	3.1	2.2	1.8	3.5	
2006 .....	99.8	101.3	102.0	102.6	-.2	1.5	.7	.6	2.6	3.6	2.8	2.6	
2007 .....	102.8	104.0	104.4	105.5	.2	1.2	.4	1.1	3.0	2.7	2.4	2.8	
2008 .....	105.3	106.6	106.4	105.7	-.2	1.2	-.2	-.7	2.4	2.5	1.9	.2	
2009 .....	104.3	104.7	105.7	106.2	-1.3	.4	1.0	.5	-.9	-1.8	-.7	.5	
2010 .....	106.2	108.0	107.8	108.7	.0	1.7	-.2	.8	1.8	3.2	2.0	2.4	
2011 .....	107.8	109.8	110.4	110.9	-.8	1.9	.5	.5	1.5	1.7	2.4	2.0	
2012 .....	111.5	112.8	113.7	113.2	.5	1.2	.8	-.4	3.4	2.7	3.0	2.1	
2013 .....	113.6	114.6	115.2	116.0	.4	.9	.5	.7	1.9	1.6	1.3	2.5	
2014 .....	115.5	117.1	118.2	119.4	-.4	1.4	.9	1.0	1.7	2.2	2.6	2.9	
2015 .....	122.7	119.7	120.8	120.7	2.8	-2.4	.9	-.1	6.2	2.2	2.2	1.1	
2016 .....	121.0	123.8	122.8	122.2	.2	2.3	-.8	-.5	-1.4	3.4	1.7	1.2	
2017 .....	123.8	124.1	126.0	125.9	1.3	.2	1.5	-.1	2.3	.2	2.6	3.0	
2018 .....	128.2	128.8	131.0	131.5	1.8	.5	1.7	.4	3.6	3.8	4.0	4.4	
2019 .....	132.9	133.1	135.3	135.8	1.1	.2	1.7	.4	3.7	3.3	3.3	3.3	
2020 .....	138.6	139.3	139.3	141.5	2.1	.5	.0	1.6	4.3	4.7	3.0	4.2	
2021 .....	147.2	146.5	148.9	150.1	4.0	-.5	1.6	.8	6.2	5.2	6.9	6.1	
2022 .....	152.6	—	—	—	1.7	—	—	—	3.7	—	—	—	
Excluding incentive paid occupations <sup>1</sup>													
2006 .....	100.9	101.8	102.2	102.8	.9	.9	.4	.6	—	—	—	2.8	
2007 .....	103.7	104.8	105.7	106.6	.9	1.1	.9	.9	2.8	2.9	3.4	3.7	
2008 .....	108.3	109.1	109.7	110.4	1.6	.7	.5	.6	4.4	4.1	3.8	3.6	
2009 .....	110.6	110.9	111.7	112.1	.2	.3	.7	.4	2.1	1.6	1.8	1.5	
2010 .....	112.6	113.1	112.5	112.7	.4	.4	-.5	.2	1.8	2.0	.7	.5	
2011 .....	113.2	113.7	114.1	114.5	.4	.4	.4	.4	.5	.5	1.4	1.6	
2012 .....	114.9	115.5	115.7	116.0	.3	.5	.2	.3	1.5	1.6	1.4	1.3	
2013 .....	116.6	117.4	117.8	117.6	.5	.7	.3	-.2	1.5	1.6	1.8	1.4	
2014 .....	118.3	119.2	119.6	120.0	.6	.8	.3	.3	1.5	1.5	1.5	2.0	
2015 .....	120.9	121.8	122.9	123.3	.8	.7	.9	.3	2.2	2.2	2.8	2.8	
2016 .....	124.2	125.7	126.4	127.0	.7	1.2	.6	.5	2.7	3.2	2.8	3.0	
2017 .....	128.5	129.5	130.5	131.0	1.2	.8	.8	.4	3.5	3.0	3.2	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—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Excluding incentive paid occupations<sup>1</sup></b>												
2018 .....	132.9	134.3	135.3	135.8	1.5	1.1	0.7	0.4	3.4	3.7	3.7	3.7
2019 .....	137.5	138.7	139.5	140.2	1.3	.9	.6	.5	3.5	3.3	3.1	3.2
2020 .....	141.9	143.2	143.6	145.7	1.2	.9	.3	1.5	3.2	3.2	2.9	3.9
2021 .....	147.1	149.3	150.5	154.1	1.0	1.5	.8	2.4	3.7	4.3	4.8	5.8
2022 .....	157.0	—	—	—	1.9	—	—	—	6.7	—	—	—
<b>Office and administrative support</b>												
2001 .....	87.0	87.7	88.8	89.4	1.4	.8	1.3	.7	4.4	4.0	4.1	4.2
2002 .....	90.7	91.3	91.8	92.4	1.5	.7	.5	.7	4.3	4.1	3.4	3.4
2003 .....	93.1	93.9	94.4	94.7	.8	.9	.5	.3	2.6	2.8	2.8	2.5
2004 .....	95.6	96.4	97.1	97.6	1.0	.8	.7	.5	2.7	2.7	2.9	3.1
2005 .....	98.2	99.0	99.4	100.0	.6	.8	.4	.6	2.7	2.7	2.4	2.5
2006 .....	100.9	101.9	102.6	103.3	.9	1.0	.7	.7	2.7	2.9	3.2	3.3
2007 .....	104.5	105.4	106.0	106.7	1.2	.9	.6	.7	3.6	3.4	3.3	3.3
2008 .....	107.7	108.5	109.2	109.7	.9	.7	.6	.5	3.1	2.9	3.0	2.8
2009 .....	110.6	111.1	111.4	111.8	.8	.5	.3	.4	2.7	2.4	2.0	1.9
2010 .....	112.2	112.6	113.3	113.6	.4	.4	.6	.3	1.4	1.4	1.7	1.6
2011 .....	114.4	114.8	115.4	115.7	.7	.3	.5	.3	2.0	2.0	1.9	1.8
2012 .....	116.4	117.0	117.4	117.7	.6	.5	.3	.3	1.7	1.9	1.7	1.7
2013 .....	118.6	119.3	119.7	120.1	.8	.6	.3	.3	1.9	2.0	2.0	2.0
2014 .....	120.8	121.5	122.0	122.5	.6	.6	.4	.4	1.9	1.8	1.9	2.0
2015 .....	123.3	124.2	124.8	125.6	.7	.7	.5	.6	2.1	2.2	2.3	2.5
2016 .....	127.1	128.0	128.7	129.5	1.2	.7	.5	.6	3.1	3.1	3.1	3.1
2017 .....	130.7	131.4	132.2	132.9	.9	.5	.6	.5	2.8	2.7	2.7	2.6
2018 .....	134.5	135.9	136.8	137.6	1.2	1.0	.7	.6	2.9	3.4	3.5	3.5
2019 .....	139.2	140.2	141.4	141.9	1.2	.7	.9	.4	3.5	3.2	3.4	3.1
2020 .....	143.6	144.2	145.0	146.0	1.2	.4	.6	.7	3.2	2.9	2.5	2.9
2021 .....	147.6	149.2	151.3	153.0	1.1	1.1	1.4	1.1	2.8	3.5	4.3	4.8
2022 .....	155.3	—	—	—	1.5	—	—	—	5.2	—	—	—
<b>Blue-collar occupations<sup>3</sup></b>												
2001 .....	88.2	89.0	90.1	90.6	1.1	.9	1.2	.6	3.9	3.9	3.9	3.9
2002 .....	91.3	92.1	92.6	93.0	.8	.9	.5	.4	3.5	3.5	2.8	2.6
2003 .....	93.7	94.4	95.0	95.3	.8	.7	.6	.3	2.6	2.5	2.6	2.5
2004 .....	95.9	96.7	97.4	97.7	.6	.8	.7	.3	2.3	2.4	2.5	2.5
2005 .....	98.1	98.8	99.5	100.0	.4	.7	.7	.5	2.3	2.2	2.2	2.4
2006 .....	100.6	101.5	102.2	102.8	.6	.9	.7	.6	2.5	2.7	2.7	2.8
<b>Natural resources, construction, and maintenance</b>												
2001 .....	87.6	88.4	89.9	90.0	1.0	.9	1.7	.1	3.9	3.5	4.1	3.8
2002 .....	90.5	91.7	92.3	92.6	.6	1.3	.7	.3	3.3	3.7	2.7	2.9
2003 .....	93.2	94.1	94.8	95.2	.6	1.0	.7	.4	3.0	2.6	2.7	2.8
2004 .....	95.8	96.7	97.1	97.5	.6	.9	.4	.4	2.8	2.8	2.4	2.4
2005 .....	97.8	98.7	99.4	100.0	.3	.9	.7	.6	2.1	2.1	2.4	2.6
2006 .....	100.7	101.8	102.8	103.4	.7	1.1	1.0	.6	3.0	3.1	3.4	3.4
2007 .....	104.2	105.1	106.2	107.1	.8	.9	1.0	.8	3.5	3.2	3.3	3.6
2008 .....	108.1	109.0	109.8	110.5	.9	.8	.7	.6	3.7	3.7	3.4	3.2
2009 .....	110.6	111.0	111.6	112.0	.1	.4	.5	.4	2.3	1.8	1.6	1.4
2010 .....	112.5	112.8	113.1	113.3	.4	.3	.3	.2	1.7	1.6	1.3	1.2
2011 .....	113.7	114.4	115.2	115.4	.4	.6	.7	.2	1.1	1.4	1.9	1.9
2012 .....	115.6	116.0	116.6	116.7	.2	.3	.5	.1	1.7	1.4	1.2	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 — 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>												
2013 .....	117.2	117.6	118.5	118.8	0.4	0.3	0.8	0.3	1.4	1.4	1.6	1.8
2014 .....	119.3	120.0	120.9	121.4	.4	.6	.8	.4	1.8	2.0	2.0	2.2
2015 .....	121.7	122.7	123.2	123.5	.2	.8	.4	.2	2.0	2.3	1.9	1.7
2016 .....	124.3	125.5	126.0	126.7	.6	1.0	.4	.6	2.1	2.3	2.3	2.6
2017 .....	127.5	128.8	129.8	130.4	.6	1.0	.8	.5	2.6	2.6	3.0	2.9
2018 .....	130.9	132.0	132.6	133.4	.4	.8	.5	.6	2.7	2.5	2.2	2.3
2019 .....	134.1	135.4	136.6	137.4	.5	1.0	.9	.6	2.4	2.6	3.0	3.0
2020 .....	139.0	139.5	140.3	141.2	1.2	.4	.6	.6	3.7	3.0	2.7	2.8
2021 .....	142.7	144.3	145.8	147.2	1.1	1.1	1.0	1.0	2.7	3.4	3.9	4.2
2022 .....	149.0	—	—	—	1.2	—	—	—	4.4	—	—	—
<b>Construction, extraction, farming, fishing, and forestry</b>												
2001 .....	87.8	88.9	89.8	90.0	1.0	1.3	1.0	.2	4.5	4.3	3.9	3.6
2002 .....	90.6	91.3	91.9	92.4	.7	.8	.7	.5	3.2	2.7	2.3	2.7
2003 .....	92.7	93.7	94.6	94.9	.3	1.1	1.0	.3	2.3	2.6	2.9	2.7
2004 .....	95.8	96.6	96.9	97.5	.9	.8	.3	.6	3.3	3.1	2.4	2.7
2005 .....	97.8	98.5	99.3	100.0	.3	.7	.8	.7	2.1	2.0	2.5	2.6
2006 .....	100.7	102.0	103.0	103.7	.7	1.3	1.0	.7	3.0	3.6	3.7	3.7
2007 .....	104.7	105.8	106.7	107.8	1.0	1.1	.9	1.0	4.0	3.7	3.6	4.0
2008 .....	109.2	110.1	110.8	111.5	1.3	.8	.6	.6	4.3	4.1	3.8	3.4
2009 .....	111.4	111.7	112.3	112.7	-.1	.3	.5	.4	2.0	1.5	1.4	1.1
2010 .....	112.9	113.3	113.9	114.0	.2	.4	.5	.1	1.3	1.4	1.4	1.2
2011 .....	114.5	114.9	115.4	115.7	.4	.3	.4	.3	1.4	1.4	1.3	1.5
2012 .....	115.7	116.0	116.8	116.7	.0	.3	.7	-.1	1.0	1.0	1.2	.9
2013 .....	117.1	117.3	118.2	118.5	.3	.2	.8	.3	1.2	1.1	1.2	1.5
2014 .....	118.7	119.6	120.3	121.1	.2	.8	.6	.7	1.4	2.0	1.8	2.2
2015 .....	121.2	122.0	122.6	123.1	.1	.7	.5	.4	2.1	2.0	1.9	1.7
2016 .....	124.0	125.5	125.6	126.9	.7	1.2	.1	1.0	2.3	2.9	2.4	3.1
2017 .....	127.9	128.8	129.9	130.4	.8	.7	.9	.4	3.1	2.6	3.4	2.8
2018 .....	131.1	132.3	132.9	133.6	.5	.9	.5	.5	2.5	2.7	2.3	2.5
2019 .....	134.6	136.0	137.1	138.0	.7	1.0	.8	.7	2.7	2.8	3.2	3.3
2020 .....	140.1	139.4	140.1	141.0	1.5	-.5	.5	.6	4.1	2.5	2.2	2.2
2021 .....	142.3	144.5	145.9	147.2	.9	1.5	1.0	.9	1.6	3.7	4.1	4.4
2022 .....	149.1	—	—	—	1.3	—	—	—	4.8	—	—	—
<b>Installation, maintenance, and repair</b>												
2001 .....	87.4	87.9	90.1	90.1	1.2	.6	2.5	.0	3.2	2.7	4.4	4.3
2002 .....	90.4	92.2	92.9	92.9	.3	2.0	.8	.0	3.4	4.9	3.1	3.1
2003 .....	93.8	94.6	95.1	95.5	1.0	.9	.5	.4	3.8	2.6	2.4	2.8
2004 .....	95.9	96.8	97.3	97.4	.4	.9	.5	.1	2.2	2.3	2.3	2.0
2005 .....	97.8	99.1	99.5	100.0	.4	1.3	.4	.5	2.0	2.4	2.3	2.7
2006 .....	100.7	101.6	102.6	103.0	.7	.9	1.0	.4	3.0	2.5	3.1	3.0
2007 .....	103.7	104.2	105.6	106.1	.7	.5	1.3	.5	3.0	2.6	2.9	3.0
2008 .....	106.8	107.6	108.5	109.3	.7	.7	.8	.7	3.0	3.3	2.7	3.0
2009 .....	109.7	110.2	110.7	111.2	.4	.5	.5	.5	2.7	2.4	2.0	1.7
2010 .....	112.1	112.1	112.1	112.5	.8	.0	.0	.4	2.2	1.7	1.3	1.2
2011 .....	112.7	113.9	115.0	115.0	.2	1.1	1.0	.0	.5	1.6	2.6	2.2
2012 .....	115.5	115.9	116.4	116.7	.4	.3	.4	.3	2.5	1.8	1.2	1.5
2013 .....	117.5	118.0	119.0	119.2	.7	.4	.8	.2	1.7	1.8	2.2	2.1
2014 .....	120.1	120.6	121.6	121.7	.8	.4	.8	.1	2.2	2.2	2.2	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 — 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>Installation, maintenance, and repair</b>													
2015 .....	122.3	123.4	123.9	124.1	0.5	0.9	0.4	0.2	1.8	2.3	1.9	2.0	
2016 .....	124.8	125.5	126.4	126.6	.6	.6	.7	.2	2.0	1.7	2.0	2.0	
2017 .....	127.2	128.8	129.7	130.5	.5	1.3	.7	.6	1.9	2.6	2.6	3.1	
2018 .....	130.8	131.8	132.4	133.1	.2	.8	.5	.5	2.8	2.3	2.1	2.0	
2019 .....	133.5	134.9	136.3	136.9	.3	1.0	1.0	.4	2.1	2.4	2.9	2.9	
2020 .....	137.9	139.6	140.7	141.4	.7	1.2	.8	.5	3.3	3.5	3.2	3.3	
2021 .....	143.1	144.3	145.7	147.2	1.2	.8	1.0	1.0	3.8	3.4	3.6	4.1	
2022 .....	149.1	—	—	—	1.3	—	—	—	4.2	—	—	—	
<b>Production, transportation, and material moving</b>													
2001 .....	88.7	89.4	90.2	91.0	1.3	.8	.9	.9	4.0	4.0	3.8	3.9	
2002 .....	91.9	92.4	92.8	93.3	1.0	.5	.4	.5	3.6	3.4	2.9	2.5	
2003 .....	94.0	94.6	95.1	95.4	.8	.6	.5	.3	2.3	2.4	2.5	2.3	
2004 .....	96.0	96.7	97.6	97.8	.6	.7	.9	.2	2.1	2.2	2.6	2.5	
2005 .....	98.3	98.9	99.6	100.0	.5	.6	.7	.4	2.4	2.3	2.0	2.2	
2006 .....	100.6	101.2	101.8	102.4	.6	.6	.6	.6	2.3	2.3	2.2	2.4	
2007 .....	103.1	103.8	104.5	105.0	.7	.7	.7	.5	2.5	2.6	2.7	2.5	
2008 .....	106.0	106.8	107.5	107.8	1.0	.8	.7	.3	2.8	2.9	2.9	2.7	
2009 .....	108.3	108.8	109.4	109.6	.5	.5	.6	.2	2.2	1.9	1.8	1.7	
2010 .....	109.8	110.3	111.1	111.3	.2	.5	.7	.2	1.4	1.4	1.6	1.6	
2011 .....	111.6	112.0	112.5	112.8	.3	.4	.4	.3	1.6	1.5	1.3	1.3	
2012 .....	113.7	114.0	114.7	115.1	.8	.3	.6	.3	1.9	1.8	2.0	2.0	
2013 .....	115.8	116.2	116.7	117.2	.6	.3	.4	.4	1.8	1.9	1.7	1.8	
2014 .....	118.0	118.7	119.6	119.9	.7	.6	.8	.3	1.9	2.2	2.5	2.3	
2015 .....	120.8	121.5	122.2	122.8	.8	.6	.6	.5	2.4	2.4	2.2	2.4	
2016 .....	123.9	124.9	125.9	126.6	.9	.8	.8	.6	2.6	2.8	3.0	3.1	
2017 .....	128.0	128.8	130.1	130.7	1.1	.6	1.0	.5	3.3	3.1	3.3	3.2	
2018 .....	132.3	133.2	134.4	135.1	1.2	.7	.9	.5	3.4	3.4	3.3	3.4	
2019 .....	137.1	137.9	139.1	140.5	1.5	.6	.9	1.0	3.6	3.5	3.5	4.0	
2020 .....	142.1	143.0	144.2	145.5	1.1	.6	.8	.9	3.6	3.7	3.7	3.6	
2021 .....	147.1	149.4	151.6	153.9	1.1	1.6	1.5	1.5	3.5	4.5	5.1	5.8	
2022 .....	156.2	—	—	—	1.5	—	—	—	6.2	—	—	—	
<b>Excluding incentive paid occupations<sup>1</sup></b>													
2006 .....	100.6	101.1	101.7	102.2	.6	.5	.6	.5	—	—	—	2.2	
2007 .....	103.1	103.8	104.6	105.0	.9	.7	.8	.4	2.5	2.7	2.9	2.7	
2008 .....	106.0	106.7	107.5	108.0	1.0	.7	.7	.5	2.8	2.8	2.8	2.9	
2009 .....	108.6	109.0	109.6	109.9	.6	.4	.6	.3	2.5	2.2	2.0	1.8	
2010 .....	110.3	110.6	111.3	111.5	.4	.3	.6	.2	1.6	1.5	1.6	1.5	
2011 .....	112.0	112.3	112.7	113.1	.4	.3	.4	.4	1.5	1.5	1.3	1.4	
2012 .....	113.9	114.2	114.8	115.2	.7	.3	.5	.3	1.7	1.7	1.9	1.9	
2013 .....	116.0	116.4	116.9	117.3	.7	.3	.4	.3	1.8	1.9	1.8	1.8	
2014 .....	118.3	118.9	119.7	120.0	.9	.5	.7	.3	2.0	2.1	2.4	2.3	
2015 .....	120.9	121.6	122.3	123.1	.8	.6	.6	.7	2.2	2.3	2.2	2.6	
2016 .....	124.3	125.2	126.1	126.9	1.0	.7	.7	.6	2.8	3.0	3.1	3.1	
2017 .....	128.3	129.1	130.2	130.8	1.1	.6	.9	.5	3.2	3.1	3.3	3.1	
2018 .....	132.5	133.4	134.2	135.2	1.3	.7	.6	.7	3.3	3.3	3.1	3.4	
2019 .....	136.7	137.9	139.0	140.3	1.1	.9	.8	.9	3.2	3.4	3.6	3.8	
2020 .....	141.7	142.7	144.0	145.2	1.0	.7	.9	.8	3.7	3.5	3.6	3.5	
2021 .....	146.7	149.0	151.2	153.6	1.0	1.6	1.5	1.6	3.5	4.4	5.0	5.8	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Excluding incentive paid occupations <sup>1</sup>													
2022 .....	155.8	—	—	—	1.4	—	—	—	—	6.2	—	—	—
<b>Production</b>													
2001 .....	88.4	89.1	89.7	90.5	1.3	0.8	0.7	0.9	3.9	4.0	3.6	3.7	
2002 .....	91.3	91.8	92.3	92.8	.9	.5	.5	.5	3.3	3.0	2.9	2.5	
2003 .....	93.6	94.1	94.8	95.1	.9	.5	.7	.3	2.5	2.5	2.7	2.5	
2004 .....	95.6	96.5	97.4	97.5	.5	.9	.9	.1	2.1	2.6	2.7	2.5	
2005 .....	98.3	98.9	99.5	100.0	.8	.6	.6	.5	2.8	2.5	2.2	2.6	
2006 .....	100.7	101.2	101.7	102.2	.7	.5	.5	.5	2.4	2.3	2.2	2.2	
2007 .....	103.1	103.6	104.2	104.6	.9	.5	.6	.4	2.4	2.4	2.5	2.3	
2008 .....	105.6	106.4	107.2	107.4	1.0	.8	.8	.2	2.4	2.7	2.9	2.7	
2009 .....	108.1	108.5	109.0	109.3	.7	.4	.5	.3	2.4	2.0	1.7	1.8	
2010 .....	109.6	110.0	110.5	110.5	.3	.4	.5	.0	1.4	1.4	1.4	1.1	
2011 .....	111.1	111.5	112.0	112.3	.5	.4	.4	.3	1.4	1.4	1.4	1.6	
2012 .....	113.2	113.5	113.9	114.2	.8	.3	.4	.3	1.9	1.8	1.7	1.7	
2013 .....	115.0	115.5	116.0	116.4	.7	.4	.4	.3	1.6	1.8	1.8	1.9	
2014 .....	117.4	117.8	118.6	119.1	.9	.3	.7	.4	2.1	2.0	2.2	2.3	
2015 .....	119.9	120.5	121.2	122.0	.7	.5	.6	.7	2.1	2.3	2.2	2.4	
2016 .....	123.0	123.9	124.8	125.4	.8	.7	.7	.5	2.6	2.8	3.0	2.8	
2017 .....	126.5	127.4	128.6	129.3	.9	.7	.9	.5	2.8	2.8	3.0	3.1	
2018 .....	130.4	131.4	132.2	133.1	.9	.8	.6	.7	3.1	3.1	2.8	2.9	
2019 .....	134.4	135.4	136.2	137.4	1.0	.7	.6	.9	3.1	3.0	3.0	3.2	
2020 .....	138.7	139.9	140.8	141.8	.9	.9	.6	.7	3.2	3.3	3.4	3.2	
2021 .....	143.7	146.2	148.0	150.0	1.3	1.7	1.2	1.4	3.6	4.5	5.1	5.8	
2022 .....	152.1	—	—	—	1.4	—	—	—	5.8	—	—	—	
Excluding incentive paid occupations <sup>1</sup>													
2006 .....	100.6	101.2	101.7	102.2	.6	.6	.5	.5	—	—	—	2.2	
2007 .....	103.0	103.6	104.1	104.6	.8	.6	.5	.5	2.4	2.4	2.4	2.3	
2008 .....	105.5	106.3	107.2	107.6	.9	.8	.8	.4	2.4	2.6	3.0	2.9	
2009 .....	108.2	108.6	109.1	109.4	.6	.4	.5	.3	2.6	2.2	1.8	1.7	
2010 .....	109.7	110.1	110.7	110.8	.3	.4	.5	.1	1.4	1.4	1.5	1.3	
2011 .....	111.3	111.6	112.0	112.4	.5	.3	.4	.4	1.5	1.4	1.2	1.4	
2012 .....	113.4	113.7	114.1	114.3	.9	.3	.4	.2	1.9	1.9	1.9	1.7	
2013 .....	115.1	115.7	116.1	116.5	.7	.5	.3	.3	1.5	1.8	1.8	1.9	
2014 .....	117.5	118.0	118.7	119.2	.9	.4	.6	.4	2.1	2.0	2.2	2.3	
2015 .....	120.0	120.7	121.4	122.2	.7	.6	.6	.7	2.1	2.3	2.3	2.5	
2016 .....	123.2	124.1	125.0	125.6	.8	.7	.7	.5	2.7	2.8	3.0	2.8	
2017 .....	126.8	127.6	128.8	129.5	1.0	.6	.9	.5	2.9	2.8	3.0	3.1	
2018 .....	130.7	131.7	132.5	133.4	.9	.8	.6	.7	3.1	3.2	2.9	3.0	
2019 .....	134.8	135.7	136.6	137.8	1.0	.7	.7	.9	3.1	3.0	3.1	3.3	
2020 .....	139.0	140.2	141.4	142.3	.9	.9	.9	.6	3.1	3.3	3.5	3.3	
2021 .....	144.1	146.7	148.5	150.6	1.3	1.8	1.2	1.4	3.7	4.6	5.0	5.8	
2022 .....	152.7	—	—	—	1.4	—	—	—	6.0	—	—	—	
<b>Transportation and material moving</b>													
2001 .....	89.0	89.9	90.8	91.6	1.1	1.0	1.0	.9	4.0	4.1	4.0	4.1	
2002 .....	92.6	93.1	93.6	94.0	1.1	.5	.5	.4	4.0	3.6	3.1	2.6	
2003 .....	94.7	95.3	95.6	95.8	.7	.6	.3	.2	2.3	2.4	2.1	1.9	
2004 .....	96.4	97.1	97.9	98.2	.6	.7	.8	.3	1.8	1.9	2.4	2.5	
2005 .....	98.5	98.9	99.7	100.0	.3	.4	.8	.3	2.2	1.9	1.8	1.8	
2006 .....	100.4	101.2	102.0	102.6	.4	.8	.8	.6	1.9	2.3	2.3	2.6	

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—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Transportation and material moving</b>													
2007 .....	103.2	104.1	105.0	105.4	0.6	0.9	0.9	0.4	2.8	2.9	2.9	2.7	
2008 .....	106.5	107.4	108.0	108.3	1.0	.8	.6	.3	3.2	3.2	2.9	2.8	
2009 .....	108.5	109.2	109.9	110.1	.2	.6	.6	.2	1.9	1.7	1.8	1.7	
2010 .....	110.2	110.8	111.8	112.2	.1	.5	.9	.4	1.6	1.5	1.7	1.9	
2011 .....	112.2	112.8	113.2	113.6	.0	.5	.4	.4	1.8	1.8	1.3	1.2	
2012 .....	114.4	114.8	115.7	116.3	.7	.3	.8	.5	2.0	1.8	2.2	2.4	
2013 .....	116.9	117.0	117.7	118.2	.5	.1	.6	.4	2.2	1.9	1.7	1.6	
2014 .....	118.9	119.9	121.0	120.9	.6	.8	.9	-.1	1.7	2.5	2.8	2.3	
2015 .....	121.9	122.8	123.4	123.8	.8	.7	.5	.3	2.5	2.4	2.0	2.4	
2016 .....	125.1	126.3	127.2	128.1	1.1	1.0	.7	.7	2.6	2.9	3.1	3.5	
2017 .....	129.7	130.4	132.1	132.6	1.2	.5	1.3	.4	3.7	3.2	3.9	3.5	
2018 .....	134.7	135.3	137.0	137.5	1.6	.4	1.3	.4	3.9	3.8	3.7	3.7	
2019 .....	140.3	140.8	142.6	144.0	2.0	.4	1.3	1.0	4.2	4.1	4.1	4.7	
2020 .....	146.0	146.8	148.2	149.7	1.4	.5	1.0	1.0	4.1	4.3	3.9	4.0	
2021 .....	151.1	153.1	155.8	158.5	.9	1.3	1.8	1.7	3.5	4.3	5.1	5.9	
2022 .....	160.8	—	—	—	1.5	—	—	—	6.4	—	—	—	
<b>Service occupations</b>													
2001 .....	89.7	90.2	90.6	91.7	1.1	.6	.4	1.2	3.8	3.1	3.1	3.4	
2002 .....	92.5	92.8	93.4	93.9	.9	.3	.6	.5	3.1	2.9	3.1	2.4	
2003 .....	94.5	94.8	95.6	96.1	.6	.3	.8	.5	2.2	2.2	2.4	2.3	
2004 .....	96.4	96.9	97.4	97.9	.3	.5	.5	.5	2.0	2.2	1.9	1.9	
2005 .....	98.6	99.0	99.6	100.0	.7	.4	.6	.4	2.3	2.2	2.3	2.1	
2006 .....	100.6	101.3	102.0	102.9	.6	.7	.7	.9	2.0	2.3	2.4	2.9	
2007 .....	104.6	105.3	106.5	107.1	1.7	.7	1.1	.6	4.0	3.9	4.4	4.1	
2008 .....	107.9	108.8	109.7	110.1	.7	.8	.8	.4	3.2	3.3	3.0	2.8	
2009 .....	111.0	111.2	112.1	112.3	.8	.2	.8	.2	2.9	2.2	2.2	2.0	
2010 .....	112.6	112.7	113.3	113.5	.3	.1	.5	.2	1.4	1.3	1.1	1.1	
2011 .....	114.2	114.2	114.6	115.1	.6	.0	.4	.4	1.4	1.3	1.1	1.4	
2012 .....	115.4	115.8	116.2	116.8	.3	.3	.3	.5	1.1	1.4	1.4	1.5	
2013 .....	117.2	117.6	117.6	118.3	.3	.3	.0	.6	1.6	1.6	1.2	1.3	
2014 .....	118.5	119.0	120.1	120.7	.2	.4	.9	.5	1.1	1.2	2.1	2.0	
2015 .....	121.6	121.6	122.2	122.8	.7	.0	.5	.5	2.6	2.2	1.7	1.7	
2016 .....	124.0	125.2	126.4	127.1	1.0	1.0	1.0	.6	2.0	3.0	3.4	3.5	
2017 .....	128.6	129.3	130.2	131.3	1.2	.5	.7	.8	3.7	3.3	3.0	3.3	
2018 .....	133.0	134.0	135.2	136.4	1.3	.8	.9	.9	3.4	3.6	3.8	3.9	
2019 .....	138.3	139.7	140.5	142.2	1.4	1.0	.6	1.2	4.0	4.3	3.9	4.3	
2020 .....	143.9	144.9	146.2	147.6	1.2	.7	.9	1.0	4.0	3.7	4.1	3.8	
2021 .....	150.1	152.9	156.2	159.5	1.7	1.9	2.2	2.1	4.3	5.5	6.8	8.1	
2022 .....	163.0	—	—	—	2.2	—	—	—	8.6	—	—	—	
<b>Industry and occupational group</b>													
<b>Goods-producing industries<sup>4</sup></b>													
2001 .....	87.9	88.8	89.3	90.0	1.2	1.0	.6	.8	4.0	3.7	3.4	3.6	
2002 .....	90.7	91.4	91.9	92.6	.8	.8	.5	.8	3.2	2.9	2.9	2.9	
2003 .....	93.3	94.1	94.6	94.9	.8	.9	.5	.3	2.9	3.0	2.9	2.5	
2004 .....	95.6	96.2	97.2	97.2	.7	.6	1.0	.0	2.5	2.2	2.7	2.4	
2005 .....	97.9	98.7	99.5	100.0	.7	.8	.8	.5	2.4	2.6	2.4	2.9	
2006 .....	100.7	101.8	102.3	102.9	.7	1.1	.5	.6	2.9	3.1	2.8	2.9	
2007 .....	103.9	104.7	105.4	106.0	1.0	.8	.7	.6	3.2	2.8	3.0	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 — 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>4</sup>												
2008 .....	107.1	108.0	108.6	109.0	1.0	0.8	0.6	0.4	3.1	3.2	3.0	2.8
2009 .....	109.2	109.5	109.8	110.0	.2	.3	.3	.2	2.0	1.4	1.1	.9
2010 .....	110.5	110.9	111.5	111.6	.5	.4	.5	.1	1.2	1.3	1.5	1.5
2011 .....	112.2	112.7	113.2	113.5	.5	.4	.4	.3	1.5	1.6	1.5	1.7
2012 .....	114.0	114.5	115.1	115.4	.4	.4	.5	.3	1.6	1.6	1.7	1.7
2013 .....	116.1	116.8	117.4	117.6	.6	.6	.5	.2	1.8	2.0	2.0	1.9
2014 .....	118.2	119.0	119.6	120.1	.5	.7	.5	.4	1.8	1.9	1.9	2.1
2015 .....	120.8	121.8	122.5	123.2	.6	.8	.6	.6	2.2	2.4	2.4	2.6
2016 .....	123.9	124.9	125.5	126.2	.6	.8	.5	.6	2.6	2.5	2.4	2.4
2017 .....	127.1	127.9	128.8	129.3	.7	.6	.7	.4	2.6	2.4	2.6	2.5
2018 .....	130.4	131.4	132.2	133.0	.9	.8	.6	.6	2.6	2.7	2.6	2.9
2019 .....	134.2	135.3	136.5	137.5	.9	.8	.9	.7	2.9	3.0	3.3	3.4
2020 .....	138.5	139.6	140.2	141.0	.7	.8	.4	.6	3.2	3.2	2.7	2.5
2021 .....	142.0	144.0	145.1	146.6	.7	1.4	.8	1.0	2.5	3.2	3.5	4.0
2022 .....	148.3	—	—	—	1.2	—	—	—	4.4	—	—	—
Excluding sales occupations												
2001 .....	88.2	89.1	89.7	90.2	1.0	1.0	.7	.6	4.0	3.8	3.6	3.3
2002 .....	91.0	91.7	92.2	92.8	.9	.8	.5	.7	3.2	2.9	2.8	2.9
2003 .....	93.5	94.2	94.8	95.2	.8	.7	.6	.4	2.7	2.7	2.8	2.6
2004 .....	95.8	96.4	97.1	97.3	.6	.6	.7	.2	2.5	2.3	2.4	2.2
2005 .....	98.0	98.8	99.5	100.0	.7	.8	.7	.5	2.3	2.5	2.5	2.8
2006 .....	100.8	101.7	102.3	102.9	.8	.9	.6	.6	2.9	2.9	2.8	2.9
Excluding incentive paid occupations <sup>1</sup>												
2006 .....	100.8	101.7	102.3	102.9	.8	.9	.6	.6	—	—	—	2.9
2007 .....	104.0	104.9	105.6	106.2	1.1	.9	.7	.6	3.2	3.1	3.2	3.2
2008 .....	107.4	108.2	108.9	109.4	1.1	.7	.6	.5	3.3	3.1	3.1	3.0
2009 .....	109.7	109.9	110.2	110.5	.3	.2	.3	.3	2.1	1.6	1.2	1.0
2010 .....	111.0	111.4	111.9	112.1	.5	.4	.4	.2	1.2	1.4	1.5	1.4
2011 .....	112.8	113.3	113.7	114.0	.6	.4	.4	.3	1.6	1.7	1.6	1.7
2012 .....	114.5	114.9	115.5	115.9	.4	.3	.5	.3	1.5	1.4	1.6	1.7
2013 .....	116.6	117.2	117.8	118.0	.6	.5	.5	.2	1.8	2.0	2.0	1.8
2014 .....	118.7	119.4	120.0	120.4	.6	.6	.5	.3	1.8	1.9	1.9	2.0
2015 .....	121.3	122.1	122.8	123.4	.7	.7	.6	.5	2.2	2.3	2.3	2.5
2016 .....	124.3	125.3	125.8	126.6	.7	.8	.4	.6	2.5	2.6	2.4	2.6
2017 .....	127.6	128.4	129.2	129.8	.8	.6	.6	.5	2.7	2.5	2.7	2.5
2018 .....	130.9	131.9	132.6	133.3	.8	.8	.5	.5	2.6	2.7	2.6	2.7
2019 .....	134.6	135.8	136.7	137.5	1.0	.9	.7	.6	2.8	3.0	3.1	3.2
2020 .....	138.9	139.3	139.9	140.7	1.0	.3	.4	.6	3.2	2.6	2.3	2.3
2021 .....	142.0	143.9	145.1	146.5	.9	1.3	.8	1.0	2.2	3.3	3.7	4.1
2022 .....	148.6	—	—	—	1.4	—	—	—	4.6	—	—	—
White-collar occupations <sup>2</sup>												
2001 .....	87.5	88.5	88.6	89.4	1.2	1.1	.1	.9	3.9	3.5	2.9	3.4
2002 .....	90.3	91.0	91.3	92.1	1.0	.8	.3	.9	3.2	2.8	3.0	3.0
2003 .....	93.1	93.9	94.2	94.3	1.1	.9	.3	.1	3.1	3.2	3.2	2.4
2004 .....	95.1	95.9	97.4	96.9	.8	.8	1.6	-.5	2.1	2.1	3.4	2.8
2005 .....	97.6	98.5	99.7	100.0	.7	.9	1.2	.3	2.6	2.7	2.4	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 — 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.	
White-collar occupations <sup>2</sup>													
2006 .....	100.7	102.2	102.3	102.9	0.7	1.5	0.1	0.6	3.2	3.8	2.6	2.9	
Excluding sales occupations													
2001 .....	88.4	89.3	89.5	90.1	1.0	1.0	.2	.7	4.0	3.6	3.2	3.0	
2002 .....	90.9	91.8	92.1	92.7	.9	1.0	.3	.7	2.8	2.8	2.9	2.9	
2003 .....	93.5	94.2	94.7	95.0	.9	.7	.5	.3	2.9	2.6	2.8	2.5	
2004 .....	95.6	96.4	96.9	97.2	.6	.8	.5	.3	2.2	2.3	2.3	2.3	
2005 .....	97.9	98.7	99.6	100.0	.7	.8	.9	.4	2.4	2.4	2.8	2.9	
2006 .....	101.1	101.8	102.5	102.9	1.1	.7	.7	.4	3.3	3.1	2.9	2.9	
Management, professional, and related													
2001 .....	89.2	90.1	90.1	90.8	.9	1.0	.0	.8	3.8	3.4	2.9	2.7	
2002 .....	91.5	92.4	92.7	93.2	.8	1.0	.3	.5	2.6	2.6	2.9	2.6	
2003 .....	94.1	94.6	95.1	95.4	1.0	.5	.5	.3	2.8	2.4	2.6	2.4	
2004 .....	95.8	96.6	97.0	97.2	.4	.8	.4	.2	1.8	2.1	2.0	1.9	
2005 .....	98.0	98.8	99.7	100.0	.8	.8	.9	.3	2.3	2.3	2.8	2.9	
2006 .....	101.1	101.7	102.4	102.8	1.1	.6	.7	.4	3.2	2.9	2.7	2.8	
2007 .....	104.4	105.3	105.9	106.0	1.6	.9	.6	.1	3.3	3.5	3.4	3.1	
2008 .....	107.7	108.4	108.7	108.8	1.6	.6	.3	.1	3.2	2.9	2.6	2.6	
2009 .....	109.3	109.3	109.4	109.4	.5	.0	.1	.0	1.5	.8	.6	.6	
2010 .....	110.5	111.0	111.6	111.4	1.0	.5	.5	-.2	1.1	1.6	2.0	1.8	
2011 .....	112.5	113.2	113.5	113.7	1.0	.6	.3	.2	1.8	2.0	1.7	2.1	
2012 .....	114.4	115.2	115.7	115.9	.6	.7	.4	.2	1.7	1.8	1.9	1.9	
2013 .....	117.1	118.1	118.4	118.3	1.0	.9	.3	-.1	2.4	2.5	2.3	2.1	
2014 .....	118.9	119.7	120.3	120.4	.5	.7	.5	.1	1.5	1.4	1.6	1.8	
2015 .....	121.7	122.8	123.4	124.1	1.1	.9	.5	.6	2.4	2.6	2.6	3.1	
2016 .....	124.9	125.7	126.3	126.7	.6	.6	.5	.3	2.6	2.4	2.4	2.1	
2017 .....	127.7	128.3	128.5	129.0	.8	.5	.2	.4	2.2	2.1	1.7	1.8	
2018 .....	130.7	131.4	132.1	132.7	1.3	.5	.5	.5	2.3	2.4	2.8	2.9	
2019 .....	134.1	135.1	135.8	136.4	1.1	.7	.5	.4	2.6	2.8	2.8	2.8	
2020 .....	138.1	138.6	138.8	139.2	1.2	.4	.1	.3	3.0	2.6	2.2	2.1	
2021 .....	139.9	141.3	141.7	142.7	.5	1.0	.3	.7	1.3	1.9	2.1	2.5	
2022 .....	145.1	—	—	—	1.7	—	—	—	3.7	—	—	—	
Sales and office													
2001 .....	84.0	85.0	85.4	86.5	1.8	1.2	.5	1.3	4.3	3.5	3.0	4.8	
2002 .....	87.7	88.0	88.3	89.9	1.4	.3	.3	1.8	4.4	3.5	3.4	3.9	
2003 .....	90.9	92.4	92.2	92.2	1.1	1.7	-.2	.0	3.6	5.0	4.4	2.6	
2004 .....	93.7	94.6	98.3	96.2	1.6	1.0	3.9	-2.1	3.1	2.4	6.6	4.3	
2005 .....	96.8	97.9	99.7	100.0	.6	1.1	1.8	.3	3.3	3.5	1.4	4.0	
2006 .....	99.8	103.4	102.2	103.1	-.2	3.6	-1.2	.9	3.1	5.6	2.5	3.1	
2007 .....	103.4	104.1	104.7	105.5	.3	.7	.6	.8	3.6	.7	2.4	2.3	
2008 .....	105.8	107.2	107.6	107.9	.3	1.3	.4	.3	2.3	3.0	2.8	2.3	
2009 .....	108.1	108.3	108.4	108.7	.2	.2	.1	.3	2.2	1.0	.7	.7	
2010 .....	108.4	108.9	109.9	110.5	-.3	.5	.9	.5	.3	.6	1.4	1.7	
2011 .....	110.0	110.9	111.5	112.3	-.5	.8	.5	.7	1.5	1.8	1.5	1.6	
2012 .....	113.2	114.1	115.1	115.1	.8	.8	.9	.0	2.9	2.9	3.2	2.5	
2013 .....	115.5	117.1	117.7	118.2	.3	1.4	.5	.4	2.0	2.6	2.3	2.7	
2014 .....	118.1	120.0	120.7	121.3	-.1	1.6	.6	.5	2.3	2.5	2.5	2.6	
2015 .....	121.2	123.4	124.4	125.5	-.1	1.8	.8	.9	2.6	2.8	3.1	3.5	
2016 .....	125.1	126.5	126.8	127.5	-.3	1.1	.2	.6	3.2	2.5	1.9	1.6	

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—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Sales and office</b>												
2017 .....	127.3	128.2	130.2	129.9	-0.2	0.7	1.6	-0.2	1.8	1.3	2.7	1.9
2018 .....	130.8	132.6	134.3	135.3	.7	1.4	1.3	.7	2.7	3.4	3.1	4.2
2019 .....	136.4	137.6	140.9	142.2	.8	.9	2.4	.9	4.3	3.8	4.9	5.1
2020 .....	138.5	145.7	145.9	146.9	-2.6	5.2	.1	.7	1.5	5.9	3.5	3.3
2021 .....	146.7	150.1	150.3	152.4	-.1	2.3	.1	1.4	5.9	3.0	3.0	3.7
2022 .....	150.5	—	—	—	-1.2	—	—	—	2.6	—	—	—
<b>Blue-collar occupations<sup>3</sup></b>												
2001 .....	88.2	89.0	89.8	90.3	1.1	.9	.9	.6	4.0	3.9	3.7	3.6
2002 .....	91.0	91.7	92.2	92.9	.8	.8	.5	.8	3.2	3.0	2.7	2.9
2003 .....	93.5	94.2	94.9	95.2	.6	.7	.7	.3	2.7	2.7	2.9	2.5
2004 .....	95.9	96.5	97.2	97.4	.7	.6	.7	.2	2.6	2.4	2.4	2.3
2005 .....	98.1	98.8	99.4	100.0	.7	.7	.6	.6	2.3	2.4	2.3	2.7
2006 .....	100.7	101.6	102.2	102.9	.7	.9	.6	.7	2.7	2.8	2.8	2.9
<b>Natural resources, construction, and maintenance</b>												
2001 .....	88.1	89.0	89.8	90.1	1.1	1.0	.9	.3	4.5	4.0	3.7	3.4
2002 .....	90.6	91.4	92.1	92.6	.6	.9	.8	.5	2.8	2.7	2.6	2.8
2003 .....	92.9	93.9	94.7	95.1	.3	1.1	.9	.4	2.5	2.7	2.8	2.7
2004 .....	95.9	96.5	97.0	97.4	.8	.6	.5	.4	3.2	2.8	2.4	2.4
2005 .....	97.9	98.6	99.4	100.0	.5	.7	.8	.6	2.1	2.2	2.5	2.7
2006 .....	100.7	101.9	102.7	103.4	.7	1.2	.8	.7	2.9	3.3	3.3	3.4
2007 .....	104.4	105.6	106.5	107.6	1.0	1.1	.9	1.0	3.7	3.6	3.7	4.1
2008 .....	108.8	109.6	110.5	111.3	1.1	.7	.8	.7	4.2	3.8	3.8	3.4
2009 .....	111.1	111.4	111.9	112.3	-.2	.3	.4	.4	2.1	1.6	1.3	.9
2010 .....	112.6	112.9	113.5	113.5	.3	.3	.5	.0	1.4	1.3	1.4	1.1
2011 .....	114.0	114.6	115.0	115.3	.4	.5	.3	.3	1.2	1.5	1.3	1.6
2012 .....	115.3	115.5	116.4	116.7	.0	.2	.8	.3	1.1	.8	1.2	1.2
2013 .....	116.9	117.3	118.3	118.4	.2	.3	.9	.1	1.4	1.6	1.6	1.5
2014 .....	118.8	119.5	120.3	121.1	.3	.6	.7	.7	1.6	1.9	1.7	2.3
2015 .....	121.3	122.1	122.8	123.3	.2	.7	.6	.4	2.1	2.2	2.1	1.8
2016 .....	124.2	125.4	125.6	126.6	.7	1.0	.2	.8	2.4	2.7	2.3	2.7
2017 .....	127.8	128.7	129.5	130.4	.9	.7	.6	.7	2.9	2.6	3.1	3.0
2018 .....	131.0	132.4	132.9	133.6	.5	1.1	.4	.5	2.5	2.9	2.6	2.5
2019 .....	134.4	135.9	137.2	138.0	.6	1.1	1.0	.6	2.6	2.6	3.2	3.3
2020 .....	139.8	139.4	140.1	141.0	1.3	-.3	.5	.6	4.0	2.6	2.1	2.2
2021 .....	142.4	144.2	145.7	147.0	1.0	1.3	1.0	.9	1.9	3.4	4.0	4.3
2022 .....	148.7	—	—	—	1.2	—	—	—	4.4	—	—	—
<b>Production, transportation, and material moving</b>												
2001 .....	88.2	89.0	89.8	90.5	1.1	.9	.9	.8	3.6	3.7	3.7	3.8
2002 .....	91.4	91.9	92.3	93.1	1.0	.5	.4	.9	3.6	3.3	2.8	2.9
2003 .....	93.9	94.4	95.0	95.3	.9	.5	.6	.3	2.7	2.7	2.9	2.4
2004 .....	95.9	96.4	97.4	97.5	.6	.5	1.0	.1	2.1	2.1	2.5	2.3
2005 .....	98.2	98.9	99.5	100.0	.7	.7	.6	.5	2.4	2.6	2.2	2.6
2006 .....	100.7	101.3	101.9	102.4	.7	.6	.6	.5	2.5	2.4	2.4	2.4
2007 .....	103.2	103.7	104.4	104.8	.8	.5	.7	.4	2.5	2.4	2.5	2.3
2008 .....	105.7	106.6	107.3	107.6	.9	.9	.7	.3	2.4	2.8	2.8	2.7
2009 .....	108.0	108.5	108.9	109.1	.4	.5	.4	.2	2.2	1.8	1.5	1.4
2010 .....	109.4	109.9	110.4	110.5	.3	.5	.5	.1	1.3	1.3	1.4	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 — 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>												
2011 .....	111.1	111.4	111.9	112.2	0.5	0.3	0.4	0.3	1.6	1.4	1.4	1.5
2012 .....	112.9	113.2	113.7	114.0	.6	.3	.4	.3	1.6	1.6	1.6	1.6
2013 .....	114.8	115.3	115.8	116.3	.7	.4	.4	.4	1.7	1.9	1.8	2.0
2014 .....	117.2	117.7	118.3	118.8	.8	.4	.5	.4	2.1	2.1	2.2	2.1
2015 .....	119.7	120.2	120.9	121.7	.8	.4	.6	.7	2.1	2.1	2.2	2.4
2016 .....	122.6	123.5	124.4	125.1	.7	.7	.7	.6	2.4	2.7	2.9	2.8
2017 .....	126.1	126.9	128.1	128.8	.8	.6	.9	.5	2.9	2.8	3.0	3.0
2018 .....	129.8	130.5	131.3	132.2	.8	.5	.6	.7	2.9	2.8	2.5	2.6
2019 .....	133.5	134.5	135.4	136.7	1.0	.7	.7	1.0	2.9	3.1	3.1	3.4
2020 .....	138.1	139.0	139.9	140.8	1.0	.7	.6	.6	3.4	3.3	3.3	3.0
2021 .....	142.4	144.8	146.7	148.6	1.1	1.7	1.3	1.3	3.1	4.2	4.9	5.5
2022 .....	150.8	—	—	—	1.5	—	—	—	5.9	—	—	—
<b>Construction</b>												
2001 .....	87.3	88.2	88.9	89.6	1.0	1.0	.8	.8	4.6	4.0	3.6	3.7
2002 .....	89.9	90.7	91.3	92.1	.3	.9	.7	.9	3.0	2.8	2.7	2.8
2003 .....	92.3	93.4	94.2	94.5	.2	1.2	.9	.3	2.7	3.0	3.2	2.6
2004 .....	95.4	95.9	97.0	96.9	1.0	.5	1.1	-.1	3.4	2.7	3.0	2.5
2005 .....	97.3	98.3	99.4	100.0	.4	1.0	1.1	.6	2.0	2.5	2.5	3.2
2006 .....	100.6	102.0	102.9	103.7	.6	1.4	.9	.8	3.4	3.8	3.5	3.7
2007 .....	104.9	106.0	107.0	107.8	1.2	1.0	.9	.7	4.3	3.9	4.0	4.0
2008 .....	109.0	110.0	110.6	111.1	1.1	.9	.5	.5	3.9	3.8	3.4	3.1
2009 .....	111.2	111.4	111.7	111.9	.1	.2	.3	.2	2.0	1.3	1.0	.7
2010 .....	112.1	112.2	112.8	112.7	.2	.1	.5	-.1	.8	.7	1.0	.7
2011 .....	112.7	113.2	113.6	114.1	.0	.4	.4	.4	.5	.9	.7	1.2
2012 .....	113.9	114.4	115.2	115.5	-.2	.4	.7	.3	1.1	1.1	1.4	1.2
2013 .....	115.8	116.4	117.3	117.4	.3	.5	.8	.1	1.7	1.7	1.8	1.6
2014 .....	117.3	117.8	119.0	119.6	-.1	.4	1.0	.5	1.3	1.2	1.4	1.9
2015 .....	119.7	120.6	121.8	122.7	.1	.8	1.0	.7	2.0	2.4	2.4	2.6
2016 .....	122.8	123.9	124.2	125.3	.1	.9	.2	.9	2.6	2.7	2.0	2.1
2017 .....	126.1	126.8	127.9	128.4	.6	.6	.9	.4	2.7	2.3	3.0	2.5
2018 .....	129.5	130.9	131.8	132.4	.9	1.1	.7	.5	2.7	3.2	3.0	3.1
2019 .....	133.3	134.7	136.7	137.4	.7	1.1	1.5	.5	2.9	2.9	3.7	3.8
2020 .....	138.0	139.9	140.5	141.2	.4	1.4	.4	.5	3.5	3.9	2.8	2.8
2021 .....	142.1	144.4	145.1	146.6	.6	1.6	.5	1.0	3.0	3.2	3.3	3.8
2022 .....	147.2	—	—	—	.4	—	—	—	3.6	—	—	—
<b>Manufacturing</b>												
2001 .....	88.3	89.1	89.6	90.2	1.4	.9	.6	.7	3.8	3.6	3.3	3.6
2002 .....	91.2	91.8	92.2	92.8	1.1	.7	.4	.7	3.3	3.0	2.9	2.9
2003 .....	93.8	94.5	94.8	95.1	1.1	.7	.3	.3	2.9	2.9	2.8	2.5
2004 .....	95.7	96.5	97.4	97.4	.6	.8	.9	.0	2.0	2.1	2.7	2.4
2005 .....	98.2	98.9	99.6	100.0	.8	.7	.7	.4	2.6	2.5	2.3	2.7
2006 .....	100.7	101.7	101.9	102.3	.7	1.0	.2	.4	2.5	2.8	2.3	2.3
2007 .....	103.3	103.9	104.5	104.9	1.0	.6	.6	.4	2.6	2.2	2.6	2.5
2008 .....	105.9	106.7	107.4	107.7	1.0	.8	.7	.3	2.5	2.7	2.8	2.7
2009 .....	108.1	108.4	108.6	108.9	.4	.3	.2	.3	2.1	1.6	1.1	1.1
2010 .....	109.4	110.0	110.6	110.7	.5	.5	.5	.1	1.2	1.5	1.8	1.7
2011 .....	111.5	112.0	112.5	112.7	.7	.4	.4	.2	1.9	1.8	1.7	1.8
2012 .....	113.6	114.0	114.6	114.8	.8	.4	.5	.2	1.9	1.8	1.9	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 — 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>Manufacturing</b>													
2013 .....	115.7	116.4	116.9	117.2	0.8	0.6	0.4	0.3	1.8	2.1	2.0	2.1	
2014 .....	118.0	118.9	119.4	119.8	.7	.8	.4	.3	2.0	2.1	2.1	2.2	
2015 .....	120.8	121.8	122.3	123.0	.8	.8	.4	.6	2.4	2.4	2.4	2.7	
2016 .....	124.0	124.9	125.7	126.2	.8	.7	.6	.4	2.6	2.5	2.8	2.6	
2017 .....	127.1	127.9	128.7	129.3	.7	.6	.6	.5	2.5	2.4	2.4	2.5	
2018 .....	130.4	131.3	132.0	132.9	.9	.7	.5	.7	2.6	2.7	2.6	2.8	
2019 .....	134.2	135.2	136.1	137.1	1.0	.7	.7	.7	2.9	3.0	3.1	3.2	
2020 .....	138.4	139.3	139.8	140.7	.9	.7	.4	.6	3.1	3.0	2.7	2.6	
2021 .....	141.8	143.6	145.0	146.4	.8	1.3	1.0	1.0	2.5	3.1	3.7	4.1	
2022 .....	148.7	—	—	—	1.6	—	—	—	4.9	—	—	—	
<b>White-collar occupations<sup>2</sup></b>													
2001 .....	88.5	89.3	89.4	89.7	1.5	.9	.1	.3	3.8	3.1	2.6	2.9	
2002 .....	91.1	91.6	92.0	92.5	1.6	.5	.4	.5	2.9	2.6	2.9	3.1	
2003 .....	93.6	94.5	94.6	94.8	1.2	1.0	.1	.2	2.7	3.2	2.8	2.5	
2004 .....	95.6	96.5	97.5	97.4	.8	.9	1.0	-.1	2.1	2.1	3.1	2.7	
2005 .....	98.1	98.9	99.9	100.0	.7	.8	1.0	.1	2.6	2.5	2.5	2.7	
2006 .....	100.6	102.2	101.9	102.2	.6	1.6	-.3	.3	2.5	3.3	2.0	2.2	
<b>Excluding sales occupations</b>													
2001 .....	89.2	90.0	89.9	90.3	1.0	.9	-.1	.4	3.7	3.2	2.5	2.3	
2002 .....	91.0	91.9	92.4	92.9	.8	1.0	.5	.5	2.0	2.1	2.8	2.9	
2003 .....	93.9	94.6	94.9	95.3	1.1	.7	.3	.4	3.2	2.9	2.7	2.6	
2004 .....	95.8	96.8	97.4	97.5	.5	1.0	.6	.1	2.0	2.3	2.6	2.3	
2005 .....	98.1	99.0	99.8	100.0	.6	.9	.8	.2	2.4	2.3	2.5	2.6	
2006 .....	101.1	101.7	102.3	102.5	1.1	.6	.6	.2	3.1	2.7	2.5	2.5	
<b>Management, professional, and related</b>													
2001 .....	89.9	90.7	90.5	90.8	.8	.9	-.2	.3	3.6	3.1	2.1	1.8	
2002 .....	91.6	92.5	92.8	93.2	.9	1.0	.3	.4	1.9	2.0	2.5	2.6	
2003 .....	94.3	94.9	95.3	95.6	1.2	.6	.4	.3	2.9	2.6	2.7	2.6	
2004 .....	96.0	96.9	97.4	97.5	.4	.9	.5	.1	1.8	2.1	2.2	2.0	
2005 .....	98.2	98.9	99.9	100.0	.7	.7	1.0	.1	2.3	2.1	2.6	2.6	
2006 .....	101.1	101.5	102.2	102.3	1.1	.4	.7	.1	3.0	2.6	2.3	2.3	
2007 .....	103.8	104.6	105.0	105.3	1.5	.8	.4	.3	2.7	3.1	2.7	2.9	
2008 .....	106.7	107.2	107.6	107.8	1.3	.5	.4	.2	2.8	2.5	2.5	2.4	
2009 .....	108.4	108.5	108.6	108.7	.6	.1	.1	.1	1.6	1.2	.9	.8	
2010 .....	110.0	110.7	111.2	111.2	1.2	.6	.5	.0	1.5	2.0	2.4	2.3	
2011 .....	112.3	112.9	113.3	113.4	1.0	.5	.4	.1	2.1	2.0	1.9	2.0	
2012 .....	114.3	115.1	115.5	115.8	.8	.7	.3	.3	1.8	1.9	1.9	2.1	
2013 .....	116.9	117.7	118.1	118.0	.9	.7	.3	-.1	2.3	2.3	2.3	1.9	
2014 .....	119.1	120.0	120.4	120.8	.9	.8	.3	.3	1.9	2.0	1.9	2.4	
2015 .....	122.2	123.4	123.8	124.1	1.2	1.0	.3	.2	2.6	2.8	2.8	2.7	
2016 .....	125.4	126.4	127.0	127.3	1.0	.8	.5	.2	2.6	2.4	2.6	2.6	
2017 .....	128.3	129.0	129.2	129.6	.8	.5	.2	.3	2.3	2.1	1.7	1.8	
2018 .....	130.9	131.9	132.4	133.1	1.0	.8	.4	.5	2.0	2.2	2.5	2.7	
2019 .....	134.6	135.4	136.2	136.8	1.1	.6	.6	.4	2.8	2.7	2.9	2.8	
2020 .....	138.6	139.2	139.5	140.2	1.3	.4	.2	.5	3.0	2.8	2.4	2.5	
2021 .....	140.6	141.9	142.5	143.4	.3	.9	.4	.6	1.4	1.9	2.2	2.3	
2022 .....	145.9	—	—	—	1.7	—	—	—	3.8	—	—	—	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Sales and office</b>												
2001 .....	85.3	86.2	87.0	87.4	3.0	1.1	0.9	0.5	3.9	3.4	3.7	5.6
2002 .....	89.9	89.6	90.1	90.9	2.9	-.3	.6	.9	5.4	3.9	3.6	4.0
2003 .....	92.0	93.6	93.1	93.2	1.2	1.7	-.5	.1	2.3	4.5	3.3	2.5
2004 .....	94.5	95.7	97.8	97.2	1.4	1.3	2.2	-.6	2.7	2.2	5.0	4.3
2005 .....	97.9	98.6	100.0	100.0	.7	.7	1.4	.0	3.6	3.0	2.2	2.9
2006 .....	99.5	103.8	101.1	102.0	-.5	4.3	-2.6	.9	1.6	5.3	1.1	2.0
2007 .....	102.4	103.2	103.9	104.7	.4	.8	.7	.8	2.9	-.6	2.8	2.6
2008 .....	105.5	106.9	107.6	108.1	.8	1.3	.7	.5	3.0	3.6	3.6	3.2
2009 .....	108.2	108.2	108.2	108.6	.1	.0	.0	.4	2.6	1.2	.6	.5
2010 .....	108.3	109.0	110.4	111.1	-.3	.6	1.3	.6	.1	.7	2.0	2.3
2011 .....	111.9	112.8	113.1	113.5	.7	.8	.3	.4	3.3	3.5	2.4	2.2
2012 .....	114.9	115.2	116.1	116.0	1.2	.3	.8	-.1	2.7	2.1	2.7	2.2
2013 .....	116.3	117.6	118.1	119.0	.3	1.1	.4	.8	1.2	2.1	1.7	2.6
2014 .....	119.1	121.2	121.0	121.3	.1	1.8	-.2	.2	2.4	3.1	2.5	1.9
2015 .....	121.9	123.9	124.6	125.6	.5	1.6	.6	.8	2.4	2.2	3.0	3.5
2016 .....	126.0	127.3	127.6	128.1	.3	1.0	.2	.4	3.4	2.7	2.4	2.0
2017 .....	128.7	129.8	130.8	131.6	.5	.9	.8	.6	2.1	2.0	2.5	2.7
2018 .....	132.6	133.8	135.0	136.0	.8	.9	.9	.7	3.0	3.1	3.2	3.3
2019 .....	137.5	138.8	139.6	141.1	1.1	.9	.6	1.1	3.7	3.7	3.4	3.7
2020 .....	140.7	141.2	141.0	142.1	-.3	.4	-.1	.8	2.3	1.7	1.0	.7
2021 .....	143.6	145.5	147.1	147.9	1.1	1.3	1.1	.5	2.1	3.0	4.3	4.1
2022 .....	150.7	—	—	—	1.9	—	—	—	4.9	—	—	—
<b>Blue-collar occupations<sup>3</sup></b>												
2001 .....	88.1	89.0	89.7	90.5	1.1	1.0	.8	.9	3.8	3.9	3.7	3.9
2002 .....	91.3	91.9	92.3	93.1	.9	.7	.4	.9	3.6	3.3	2.9	2.9
2003 .....	94.0	94.4	95.0	95.3	1.0	.4	.6	.3	3.0	2.7	2.9	2.4
2004 .....	95.9	96.4	97.4	97.5	.6	.5	1.0	.1	2.0	2.1	2.5	2.3
2005 .....	98.3	98.9	99.4	100.0	.8	.6	.5	.6	2.5	2.6	2.1	2.6
2006 .....	100.7	101.3	101.9	102.4	.7	.6	.6	.5	2.4	2.4	2.5	2.4
<b>Natural resources, construction, and maintenance</b>												
2001 .....	87.4	88.4	88.9	90.0	1.0	1.1	.6	1.2	4.3	4.2	3.7	4.0
2002 .....	90.7	91.0	91.8	92.7	.8	.3	.9	1.0	3.8	2.9	3.3	3.0
2003 .....	93.8	94.2	94.5	95.2	1.2	.4	.3	.7	3.4	3.5	2.9	2.7
2004 .....	95.7	96.2	96.8	97.1	.5	.5	.6	.3	2.0	2.1	2.4	2.0
2005 .....	97.8	98.6	99.1	100.0	.7	.8	.5	.9	2.2	2.5	2.4	3.0
2006 .....	100.9	101.7	102.3	103.0	.9	.8	.6	.7	3.2	3.1	3.2	3.0
2007 .....	103.8	104.3	105.0	105.9	.8	.5	.7	.9	2.9	2.6	2.6	2.8
2008 .....	106.8	107.1	108.1	109.0	.8	.3	.9	.8	2.9	2.7	3.0	2.9
2009 .....	108.8	109.2	109.7	109.9	-.2	.4	.5	.2	1.9	2.0	1.5	.8
2010 .....	110.4	110.9	111.4	111.4	.5	.5	.5	.0	1.5	1.6	1.5	1.4
2011 .....	112.2	112.9	113.8	113.5	.7	.6	.8	-.3	1.6	1.8	2.2	1.9
2012 .....	114.1	114.4	115.6	116.0	.5	.3	1.0	.3	1.7	1.3	1.6	2.2
2013 .....	116.9	117.5	118.6	118.4	.8	.5	.9	-.2	2.5	2.7	2.6	2.1
2014 .....	119.4	120.3	121.1	121.6	.8	.8	.7	.4	2.1	2.4	2.1	2.7
2015 .....	122.1	122.9	123.8	124.5	.4	.7	.7	.6	2.3	2.2	2.2	2.4
2016 .....	125.1	126.1	127.1	127.5	.5	.8	.8	.3	2.5	2.6	2.7	2.4
2017 .....	128.0	128.8	129.8	131.0	.4	.6	.8	.9	2.3	2.1	2.1	2.7
2018 .....	131.3	132.4	132.9	133.6	.2	.8	.4	.5	2.6	2.8	2.4	2.0
2019 .....	134.4	135.6	136.5	137.6	.6	.9	.7	.8	2.4	2.4	2.7	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 — 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>													
2020 .....	138.9	140.0	140.9	142.1	0.9	0.8	0.6	0.9	3.3	3.2	3.2	3.3	
2021 .....	143.3	144.9	146.5	147.6	.8	1.1	1.1	.8	3.2	3.5	4.0	3.9	
2022 .....	148.6	—	—	—	.7	—	—	—	3.7	—	—	—	
<b>Production, transportation, and material moving</b>													
2001 .....	88.2	89.1	89.8	90.5	1.1	1.0	.8	.8	3.8	3.8	3.7	3.8	
2002 .....	91.4	92.0	92.4	93.2	1.0	.7	.4	.9	3.6	3.3	2.9	3.0	
2003 .....	94.0	94.5	95.1	95.4	.9	.5	.6	.3	2.8	2.7	2.9	2.4	
2004 .....	95.9	96.5	97.4	97.5	.5	.6	.9	.1	2.0	2.1	2.4	2.2	
2005 .....	98.3	99.0	99.5	100.0	.8	.7	.5	.5	2.5	2.6	2.2	2.6	
2006 .....	100.7	101.3	101.8	102.3	.7	.6	.5	.5	2.4	2.3	2.3	2.3	
2007 .....	103.1	103.6	104.2	104.5	.8	.5	.6	.3	2.4	2.3	2.4	2.2	
2008 .....	105.4	106.3	107.1	107.3	.9	.9	.8	.2	2.2	2.6	2.8	2.7	
2009 .....	107.7	108.2	108.6	108.9	.4	.5	.4	.3	2.2	1.8	1.4	1.5	
2010 .....	109.2	109.6	110.1	110.2	.3	.4	.5	.1	1.4	1.3	1.4	1.2	
2011 .....	110.8	111.2	111.7	112.0	.5	.4	.4	.3	1.5	1.5	1.5	1.6	
2012 .....	112.7	113.0	113.5	113.7	.6	.3	.4	.2	1.7	1.6	1.6	1.5	
2013 .....	114.6	115.1	115.5	116.1	.8	.4	.3	.5	1.7	1.9	1.8	2.1	
2014 .....	117.0	117.5	118.0	118.6	.8	.4	.4	.5	2.1	2.1	2.2	2.2	
2015 .....	119.4	119.9	120.6	121.4	.7	.4	.6	.7	2.1	2.0	2.2	2.4	
2016 .....	122.4	123.2	124.1	124.8	.8	.7	.7	.6	2.5	2.8	2.9	2.8	
2017 .....	125.8	126.6	127.8	128.5	.8	.6	.9	.5	2.8	2.8	3.0	3.0	
2018 .....	129.5	130.2	130.9	131.9	.8	.5	.5	.8	2.9	2.8	2.4	2.6	
2019 .....	133.2	134.2	135.2	136.5	1.0	.8	.7	1.0	2.9	3.1	3.3	3.5	
2020 .....	137.7	138.9	139.7	140.7	.9	.9	.6	.7	3.4	3.5	3.3	3.1	
2021 .....	142.3	144.6	146.5	148.4	1.1	1.6	1.3	1.3	3.3	4.1	4.9	5.5	
2022 .....	150.6	—	—	—	1.5	—	—	—	5.8	—	—	—	
<b>Durable goods</b>													
2001 .....	87.9	88.8	89.6	90.2	1.0	1.0	.9	.7	3.9	3.7	3.7	3.7	
2002 .....	91.1	91.8	92.3	93.1	1.0	.8	.5	.9	3.6	3.4	3.0	3.2	
2003 .....	93.9	94.4	94.9	95.1	.9	.5	.5	.2	3.1	2.8	2.8	2.1	
2004 .....	95.6	96.3	97.4	97.5	.5	.7	1.1	.1	1.8	2.0	2.6	2.5	
2005 .....	98.2	98.9	99.6	100.0	.7	.7	.7	.4	2.7	2.7	2.3	2.6	
2006 .....	100.7	101.9	101.9	102.3	.7	1.2	.0	.4	2.5	3.0	2.3	2.3	
<b>Aircraft manufacturing</b>													
2001 .....	86.8	87.3	88.1	88.9	1.8	.6	.9	.9	5.6	4.3	4.1	4.2	
2002 .....	90.8	91.4	91.4	91.7	2.1	.7	.0	.3	4.6	4.7	3.7	3.1	
2003 .....	93.3	93.8	94.1	94.2	1.7	.5	.3	.1	2.8	2.6	3.0	2.7	
2004 .....	95.8	96.5	97.0	97.0	1.7	.7	.5	.0	2.7	2.9	3.1	3.0	
2005 .....	98.8	99.1	99.5	100.0	1.9	.3	.4	.5	3.1	2.7	2.6	3.1	
2006 .....	101.9	102.5	102.9	102.7	1.9	.6	.4	-.2	3.1	3.4	3.4	2.7	
2007 .....	104.7	104.8	104.4	104.6	1.9	.1	-.4	.2	2.7	2.2	1.5	1.9	
2008 .....	107.0	107.4	107.6	108.1	2.3	.4	.2	.5	2.2	2.5	3.1	3.3	
2009 .....	110.5	111.0	111.5	111.5	2.2	.5	.5	.0	3.3	3.4	3.6	3.1	
2010 .....	113.7	113.9	114.5	114.4	2.0	.2	.5	-.1	2.9	2.6	2.7	2.6	
2011 .....	116.2	116.8	117.4	117.3	1.6	.5	.5	-.1	2.2	2.5	2.5	2.5	
2012 .....	119.6	119.9	120.6	120.6	2.0	.3	.6	.0	2.9	2.7	2.7	2.8	
2013 .....	122.7	123.7	124.3	124.4	1.7	.8	.5	.1	2.6	3.2	3.1	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 — 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>Aircraft manufacturing</b>													
2014 .....	127.0	127.4	127.8	127.7	2.1	0.3	0.3	-0.1	3.5	3.0	2.8	2.7	
2015 .....	130.5	130.9	131.4	131.3	2.2	.3	.4	-1	2.8	2.7	2.8	2.8	
2016 .....	133.6	134.2	134.5	134.7	1.8	.4	.2	.1	2.4	2.5	2.4	2.6	
2017 .....	137.4	138.0	138.5	138.4	2.0	.4	.4	-1	2.8	2.8	3.0	2.7	
2018 .....	141.1	141.2	141.2	141.5	2.0	.1	.0	.2	2.7	2.3	1.9	2.2	
2019 .....	143.8	144.1	144.1	144.1	1.6	.2	.0	.0	1.9	2.1	2.1	1.8	
2020 .....	145.5	147.3	148.1	148.2	1.0	1.2	.5	.1	1.2	2.2	2.8	2.8	
2021 .....	149.9	150.7	150.3	150.2	1.1	.5	-3	-1	3.0	2.3	1.5	1.3	
2022 .....	153.5	—	—	—	2.2	—	—	—	2.4	—	—	—	
<b>White-collar occupations<sup>2</sup></b>													
2001 .....	87.2	87.4	87.7	88.3	2.7	.2	.3	.7	5.6	3.2	3.2	4.0	
2002 .....	90.7	90.9	90.6	90.7	2.7	.2	-3	.1	4.0	4.0	3.3	2.7	
2003 .....	93.3	93.2	93.2	93.3	2.9	-1	.0	.1	2.9	2.5	2.9	2.9	
2004 .....	95.9	96.3	96.4	96.4	2.8	.4	.1	.0	2.8	3.3	3.4	3.3	
2005 .....	99.1	99.2	99.4	100.0	2.8	.1	.2	.6	3.3	3.0	3.1	3.7	
2006 .....	103.1	103.4	103.6	103.4	3.1	.3	.2	-2	4.0	4.2	4.2	3.4	
<b>Blue-collar occupations<sup>3</sup></b>													
2001 .....	86.1	87.0	88.6	89.7	.5	1.0	1.8	1.2	5.8	6.4	6.0	4.7	
2002 .....	90.7	92.0	92.4	92.9	1.1	1.4	.4	.5	5.3	5.7	4.3	3.6	
2003 .....	93.1	94.4	95.2	95.3	.2	1.4	.8	.1	2.6	2.6	3.0	2.6	
2004 .....	95.3	96.5	97.8	98.0	.0	1.3	1.3	.2	2.4	2.2	2.7	2.8	
2005 .....	98.3	98.9	99.6	100.0	.3	.6	.7	.4	3.1	2.5	1.8	2.0	
2006 .....	99.9	101.1	101.8	101.4	-1	1.2	.7	-4	1.6	2.2	2.2	1.4	
<b>Nondurable goods</b>													
2001 .....	88.8	89.7	89.5	90.1	1.6	1.0	-2	.7	3.4	3.2	2.4	3.1	
2002 .....	91.5	91.6	92.1	92.4	1.6	.1	.5	.3	3.0	2.1	2.9	2.6	
2003 .....	93.7	94.5	94.7	95.2	1.4	.9	.2	.5	2.4	3.2	2.8	3.0	
2004 .....	96.0	96.8	97.5	97.4	.8	.8	.7	-1	2.5	2.4	3.0	2.3	
2005 .....	98.2	98.8	99.7	100.0	.8	.6	.9	.3	2.3	2.1	2.3	2.7	
2006 .....	100.6	101.2	101.8	102.4	.6	.6	.6	.6	2.4	2.4	2.1	2.4	
<b>Service-providing industries<sup>5</sup></b>													
2001 .....	87.4	88.3	89.2	89.8	1.0	1.0	1.0	.7	3.6	3.6	3.6	3.8	
2002 .....	90.7	91.7	92.0	92.1	1.0	1.1	.3	.1	3.8	3.9	3.1	2.6	
2003 .....	93.3	93.9	94.9	95.2	1.3	.6	1.1	.3	2.9	2.4	3.2	3.4	
2004 .....	95.8	96.6	97.3	97.7	.6	.8	.7	.4	2.7	2.9	2.5	2.6	
2005 .....	98.4	99.0	99.5	100.0	.7	.6	.5	.5	2.7	2.5	2.3	2.4	
2006 .....	100.8	101.7	102.6	103.3	.8	.9	.9	.7	2.4	2.7	3.1	3.3	
2007 .....	104.4	105.3	106.1	106.8	1.1	.9	.8	.7	3.6	3.5	3.4	3.4	
2008 .....	107.7	108.6	109.3	109.6	.8	.8	.6	.3	3.2	3.1	3.0	2.6	
2009 .....	110.0	110.3	110.8	111.1	.4	.3	.5	.3	2.1	1.6	1.4	1.4	
2010 .....	111.7	112.3	112.7	113.1	.5	.5	.4	.4	1.5	1.8	1.7	1.8	
2011 .....	113.5	114.1	114.6	114.9	.4	.5	.4	.3	1.6	1.6	1.7	1.6	
2012 .....	115.6	116.3	116.7	117.0	.6	.6	.3	.3	1.9	1.9	1.8	1.8	
2013 .....	117.7	118.4	118.9	119.4	.6	.6	.4	.4	1.8	1.8	1.9	2.1	
2014 .....	119.7	120.7	121.6	122.1	.3	.8	.7	.4	1.7	1.9	2.3	2.3	
2015 .....	123.1	123.3	124.1	124.5	.8	.2	.6	.3	2.8	2.2	2.1	2.0	
2016 .....	125.5	126.5	127.1	127.4	.8	.8	.5	.2	1.9	2.6	2.4	2.3	
2017 .....	128.6	129.5	130.4	131.0	.9	.7	.7	.5	2.5	2.4	2.6	2.8	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Service-providing industries<sup>5</sup></b>													
2018 .....	132.5	133.3	134.5	135.2	1.1	0.6	0.9	0.5	3.0	2.9	3.1	3.2	
2019 .....	136.4	137.3	138.4	139.1	.9	.7	.8	.5	2.9	3.0	2.9	2.9	
2020 .....	140.9	141.3	142.1	143.1	1.3	.3	.6	.7	3.3	2.9	2.7	2.9	
2021 .....	145.3	146.5	149.0	150.5	1.5	.8	1.7	1.0	3.1	3.7	4.9	5.2	
2022 .....	152.8	—	—	—	1.5	—	—	—	5.2	—	—	—	
<b>Excluding sales occupations</b>													
2001 .....	87.4	88.3	89.3	90.0	1.2	1.0	1.1	.8	4.2	4.0	4.1	4.2	
2002 .....	90.9	91.7	92.1	92.3	1.0	.9	.4	.2	4.0	3.9	3.1	2.6	
2003 .....	93.5	94.1	94.9	95.3	1.3	.6	.9	.4	2.9	2.6	3.0	3.3	
2004 .....	96.0	96.7	97.4	97.9	.7	.7	.7	.5	2.7	2.8	2.6	2.7	
2005 .....	98.5	99.1	99.5	100.0	.6	.6	.4	.5	2.6	2.5	2.2	2.1	
2006 .....	100.9	101.8	102.7	103.4	.9	.9	.9	.7	2.4	2.7	3.2	3.4	
<b>Excluding incentive paid occupations<sup>1</sup></b>													
2006 .....	100.9	101.7	102.5	103.3	.9	.8	.8	.8	—	—	—	3.3	
2007 .....	104.4	105.3	106.3	106.9	1.1	.9	.9	.6	3.5	3.5	3.7	3.5	
2008 .....	108.0	108.9	109.7	110.3	1.0	.8	.7	.5	3.4	3.4	3.2	3.2	
2009 .....	110.9	111.1	111.7	111.9	.5	.2	.5	.2	2.7	2.0	1.8	1.5	
2010 .....	112.5	113.0	113.4	113.8	.5	.4	.4	.4	1.4	1.7	1.5	1.7	
2011 .....	114.4	114.8	115.2	115.5	.5	.3	.3	.3	1.7	1.6	1.6	1.5	
2012 .....	116.1	116.6	117.0	117.4	.5	.4	.3	.3	1.5	1.6	1.6	1.6	
2013 .....	118.1	118.7	119.2	119.5	.6	.5	.4	.3	1.7	1.8	1.9	1.8	
2014 .....	120.0	120.8	121.4	121.8	.4	.7	.5	.3	1.6	1.8	1.8	1.9	
2015 .....	122.5	123.2	123.9	124.4	.6	.6	.6	.4	2.1	2.0	2.1	2.1	
2016 .....	125.5	126.3	127.0	127.6	.9	.6	.6	.5	2.4	2.5	2.5	2.6	
2017 .....	128.8	129.6	130.3	131.0	.9	.6	.5	.5	2.6	2.6	2.6	2.7	
2018 .....	132.5	133.4	134.3	135.0	1.1	.7	.7	.5	2.9	2.9	3.1	3.1	
2019 .....	136.2	137.2	138.2	138.9	.9	.7	.7	.5	2.8	2.8	2.9	2.9	
2020 .....	140.5	141.0	141.9	142.9	1.2	.4	.6	.7	3.2	2.8	2.7	2.9	
2021 .....	144.4	145.8	147.7	149.8	1.0	1.0	1.3	1.4	2.8	3.4	4.1	4.8	
2022 .....	152.2	—	—	—	1.6	—	—	—	5.4	—	—	—	
<b>White-collar occupations<sup>2</sup></b>													
2001 .....	86.9	87.9	88.7	89.3	1.0	1.2	.9	.7	3.6	3.7	3.5	3.8	
2002 .....	90.2	91.3	91.6	91.7	1.0	1.2	.3	.1	3.8	3.9	3.3	2.7	
2003 .....	92.9	93.6	94.7	95.0	1.3	.8	1.2	.3	3.0	2.5	3.4	3.6	
2004 .....	95.7	96.4	97.2	97.6	.7	.7	.8	.4	3.0	3.0	2.6	2.7	
2005 .....	98.4	98.9	99.4	100.0	.8	.5	.5	.6	2.8	2.6	2.3	2.5	
2006 .....	100.8	101.8	102.8	103.4	.8	1.0	1.0	.6	2.4	2.9	3.4	3.4	
<b>Excluding sales occupations</b>													
2001 .....	86.8	87.7	88.7	89.4	1.3	1.0	1.1	.8	4.3	4.3	4.2	4.3	
2002 .....	90.4	91.2	91.6	91.8	1.1	.9	.4	.2	4.1	4.0	3.3	2.7	
2003 .....	93.2	93.9	94.7	95.2	1.5	.8	.9	.5	3.1	3.0	3.4	3.7	
2004 .....	95.9	96.5	97.3	97.8	.7	.6	.8	.5	2.9	2.8	2.7	2.7	
2005 .....	98.6	99.2	99.5	100.0	.8	.6	.3	.5	2.8	2.8	2.3	2.2	
2006 .....	101.0	102.0	103.0	103.6	1.0	1.0	1.0	.6	2.4	2.8	3.5	3.6	
<b>Management, professional, and related</b>													
2001 .....	86.7	87.7	88.7	89.3	1.3	1.2	1.1	.7	4.3	4.4	4.4	4.3	
2002 .....	90.2	91.1	91.4	91.5	1.0	1.0	.3	.1	4.0	3.9	3.0	2.5	
2003 .....	93.2	93.8	94.8	95.3	1.9	.6	1.1	.5	3.3	3.0	3.7	4.2	

See footnotes at end of table.

**Table 9. Employment Cost Index for wages and salaries, for private industry workers, by occupational group and industry — 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>													
2004 .....	96.0	96.5	97.4	97.9	0.7	0.5	0.9	0.5	3.0	2.9	2.7	2.7	
2005 .....	98.7	99.2	99.6	100.0	.8	.5	.4	.4	2.8	2.8	2.3	2.1	
2006 .....	101.1	102.0	103.1	103.7	1.1	.9	1.1	.6	2.4	2.8	3.5	3.7	
2007 .....	105.0	105.9	106.8	107.4	1.3	.9	.8	.6	3.9	3.8	3.6	3.6	
2008 .....	108.6	109.4	110.3	110.8	1.1	.7	.8	.5	3.4	3.3	3.3	3.2	
2009 .....	111.4	111.5	111.7	111.9	.5	.1	.2	.2	2.6	1.9	1.3	1.0	
2010 .....	112.8	113.2	113.7	114.1	.8	.4	.4	.4	1.3	1.5	1.8	2.0	
2011 .....	114.8	115.2	115.6	115.8	.6	.3	.3	.2	1.8	1.8	1.7	1.5	
2012 .....	116.6	117.3	117.5	118.0	.7	.6	.2	.4	1.6	1.8	1.6	1.9	
2013 .....	118.6	119.6	120.1	120.5	.5	.8	.4	.3	1.7	2.0	2.2	2.1	
2014 .....	120.9	122.0	122.9	123.2	.3	.9	.7	.2	1.9	2.0	2.3	2.2	
2015 .....	123.7	124.5	125.4	125.9	.4	.6	.7	.4	2.3	2.0	2.0	2.2	
2016 .....	126.7	127.1	127.9	128.3	.6	.3	.6	.3	2.4	2.1	2.0	1.9	
2017 .....	129.2	130.3	130.9	131.4	.7	.9	.5	.4	2.0	2.5	2.3	2.4	
2018 .....	132.6	133.3	134.4	134.9	.9	.5	.8	.4	2.6	2.3	2.7	2.7	
2019 .....	135.6	136.6	137.5	137.9	.5	.7	.7	.3	2.3	2.5	2.3	2.2	
2020 .....	139.3	139.5	140.2	140.7	1.0	.1	.5	.4	2.7	2.1	2.0	2.0	
2021 .....	141.9	143.1	145.4	146.3	.9	.8	1.6	.6	1.9	2.6	3.7	4.0	
2022 .....	148.0	—	—	—	1.2	—	—	—	4.3	—	—	—	
<b>Sales and office</b>													
2001 .....	87.3	88.2	88.8	89.4	.8	1.0	.7	.7	2.5	2.8	2.4	3.2	
2002 .....	90.3	91.6	91.9	91.9	1.0	1.4	.3	.0	3.4	3.9	3.5	2.8	
2003 .....	92.6	93.4	94.6	94.6	.8	.9	1.3	.0	2.5	2.0	2.9	2.9	
2004 .....	95.2	96.3	97.1	97.3	.6	1.2	.8	.2	2.8	3.1	2.6	2.9	
2005 .....	97.9	98.5	99.3	100.0	.6	.6	.8	.7	2.8	2.3	2.3	2.8	
2006 .....	100.5	101.4	102.4	102.9	.5	.9	1.0	.5	2.7	2.9	3.1	2.9	
2007 .....	103.8	104.9	105.4	106.3	.9	1.1	.5	.9	3.3	3.5	2.9	3.3	
2008 .....	106.8	107.7	108.0	108.0	.5	.8	.3	.0	2.9	2.7	2.5	1.6	
2009 .....	107.9	108.3	109.0	109.5	-.1	.4	.6	.5	1.0	.6	.9	1.4	
2010 .....	109.8	110.9	111.0	111.6	.3	1.0	.1	.5	1.8	2.4	1.8	1.9	
2011 .....	111.7	112.9	113.4	113.8	.1	1.1	.4	.4	1.7	1.8	2.2	2.0	
2012 .....	114.4	115.3	115.9	115.9	.5	.8	.5	.0	2.4	2.1	2.2	1.8	
2013 .....	116.6	117.4	117.8	118.4	.6	.7	.3	.5	1.9	1.8	1.6	2.2	
2014 .....	118.5	119.6	120.4	121.3	.1	.9	.7	.7	1.6	1.9	2.2	2.4	
2015 .....	123.4	122.2	123.0	123.3	1.7	-1.0	.7	.2	4.1	2.2	2.2	1.6	
2016 .....	124.3	126.2	126.1	126.1	.8	1.5	-.1	.0	.7	3.3	2.5	2.3	
2017 .....	127.7	128.2	129.4	129.8	1.3	.4	.9	.3	2.7	1.6	2.6	2.9	
2018 .....	131.9	132.8	134.3	134.9	1.6	.7	1.1	.4	3.3	3.6	3.8	3.9	
2019 .....	136.5	137.0	138.6	139.0	1.2	.4	1.2	.3	3.5	3.2	3.2	3.0	
2020 .....	141.7	141.8	142.3	143.8	1.9	.1	.4	1.1	3.8	3.5	2.7	3.5	
2021 .....	147.8	148.0	150.4	151.8	2.8	.1	1.6	.9	4.3	4.4	5.7	5.6	
2022 .....	154.7	—	—	—	1.9	—	—	—	4.7	—	—	—	
<b>Blue-collar occupations<sup>3</sup></b>													
2001 .....	88.3	89.0	90.4	90.9	1.3	.8	1.6	.6	3.8	3.7	4.3	4.2	
2002 .....	91.7	92.6	93.2	93.2	.9	1.0	.6	.0	3.9	4.0	3.1	2.5	
2003 .....	94.0	94.6	95.1	95.4	.9	.6	.5	.3	2.5	2.2	2.0	2.4	
2004 .....	95.9	97.0	97.7	98.0	.5	1.1	.7	.3	2.0	2.5	2.7	2.7	
2005 .....	98.2	98.9	99.6	100.0	.2	.7	.7	.4	2.4	2.0	1.9	2.0	
2006 .....	100.5	101.3	102.2	102.8	.5	.8	.9	.6	2.3	2.4	2.6	2.8	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	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 .....	86.9	87.6	90.1	90.0	1.0	0.8	2.9	-0.1	3.2	2.8	4.8	4.7
2002 .....	90.5	92.2	92.8	92.6	.6	1.9	.7	-.2	4.1	5.3	3.0	2.9
2003 .....	93.7	94.4	95.0	95.2	1.2	.7	.6	.2	3.5	2.4	2.4	2.8
2004 .....	95.7	96.8	97.3	97.6	.5	1.1	.5	.3	2.1	2.5	2.4	2.5
2005 .....	97.8	98.9	99.4	100.0	.2	1.1	.5	.6	2.2	2.2	2.2	2.5
2006 .....	100.7	101.8	103.0	103.4	.7	1.1	1.2	.4	3.0	2.9	3.6	3.4
2007 .....	103.9	104.3	105.7	106.3	.5	.4	1.3	.6	3.2	2.5	2.6	2.8
2008 .....	106.9	108.0	108.6	109.3	.6	1.0	.6	.6	2.9	3.5	2.7	2.8
2009 .....	109.9	110.5	111.2	111.6	.5	.5	.6	.4	2.8	2.3	2.4	2.1
2010 .....	112.5	112.7	112.6	113.0	.8	.2	-.1	.4	2.4	2.0	1.3	1.3
2011 .....	113.2	114.2	115.5	115.5	.2	.9	1.1	.0	.6	1.3	2.6	2.2
2012 .....	116.2	116.7	117.0	116.8	.6	.4	.3	-.2	2.7	2.2	1.3	1.1
2013 .....	117.8	118.1	118.9	119.3	.9	.3	.7	.3	1.4	1.2	1.6	2.1
2014 .....	120.1	120.7	121.7	121.7	.7	.5	.8	.0	2.0	2.2	2.4	2.0
2015 .....	122.2	123.5	123.7	123.9	.4	1.1	.2	.2	1.7	2.3	1.6	1.8
2016 .....	124.6	125.7	126.5	126.8	.6	.9	.6	.2	2.0	1.8	2.3	2.3
2017 .....	127.2	128.9	130.2	130.5	.3	1.3	1.0	.2	2.1	2.5	2.9	2.9
2018 .....	130.9	131.6	132.3	133.1	.3	.5	.5	.6	2.9	2.1	1.6	2.0
2019 .....	133.6	134.7	135.9	136.7	.4	.8	.9	.6	2.1	2.4	2.7	2.7
2020 .....	138.0	139.6	140.7	141.4	1.0	1.2	.8	.5	3.3	3.6	3.5	3.4
2021 .....	143.2	144.5	146.0	147.5	1.3	.9	1.0	1.0	3.8	3.5	3.8	4.3
2022 .....	149.6	-	-	-	1.4	-	-	-	4.5	-	-	-
<b>Production, transportation, and material moving</b>												
2001 .....	89.2	89.9	90.7	91.5	1.4	.8	.9	.9	4.2	4.3	4.0	4.0
2002 .....	92.4	92.9	93.4	93.5	1.0	.5	.5	.1	3.6	3.3	3.0	2.2
2003 .....	94.2	94.8	95.2	95.5	.7	.6	.4	.3	1.9	2.0	1.9	2.1
2004 .....	96.1	97.1	97.9	98.2	.6	1.0	.8	.3	2.0	2.4	2.8	2.8
2005 .....	98.5	98.9	99.7	100.0	.3	.4	.8	.3	2.5	1.9	1.8	1.8
2006 .....	100.4	101.0	101.7	102.4	.4	.6	.7	.7	1.9	2.1	2.0	2.4
2007 .....	103.0	104.0	104.6	105.2	.6	1.0	.6	.6	2.6	3.0	2.9	2.7
2008 .....	106.3	107.1	107.8	108.1	1.0	.8	.7	.3	3.2	3.0	3.1	2.8
2009 .....	108.6	109.3	110.0	110.2	.5	.6	.6	.2	2.2	2.1	2.0	1.9
2010 .....	110.4	110.9	111.9	112.2	.2	.5	.9	.3	1.7	1.5	1.7	1.8
2011 .....	112.2	112.7	113.2	113.6	.0	.4	.4	.4	1.6	1.6	1.2	1.2
2012 .....	114.7	115.0	115.9	116.4	1.0	.3	.8	.4	2.2	2.0	2.4	2.5
2013 .....	117.0	117.3	117.9	118.3	.5	.3	.5	.3	2.0	2.0	1.7	1.6
2014 .....	119.0	120.0	121.1	121.1	.6	.8	.9	.0	1.7	2.3	2.7	2.4
2015 .....	122.1	123.0	123.7	124.1	.8	.7	.6	.3	2.6	2.5	2.1	2.5
2016 .....	125.4	126.6	127.5	128.3	1.0	1.0	.7	.6	2.7	2.9	3.1	3.4
2017 .....	130.0	130.8	132.3	132.9	1.3	.6	1.1	.5	3.7	3.3	3.8	3.6
2018 .....	135.0	136.0	137.6	138.1	1.6	.7	1.2	.4	3.8	4.0	4.0	3.9
2019 .....	140.8	141.4	142.9	144.3	2.0	.4	1.1	1.0	4.3	4.0	3.9	4.5
2020 .....	146.1	147.1	148.6	150.1	1.2	.7	1.0	1.0	3.8	4.0	4.0	4.0
2021 .....	151.8	154.0	156.5	159.3	1.1	1.4	1.6	1.8	3.9	4.7	5.3	6.1
2022 .....	161.5	-	-	-	1.4	-	-	-	6.4	-	-	-
<b>Service occupations</b>												
2001 .....	89.8	90.2	90.7	91.8	1.1	.4	.6	1.2	3.8	3.0	3.1	3.4
2002 .....	92.6	92.9	93.5	93.9	.9	.3	.6	.4	3.1	3.0	3.1	2.3

See footnotes at end of table.

**Table 9. Employment Cost Index for wages and salaries, for private industry workers, by occupational group and industry — 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>													
2003 .....	94.5	94.9	95.7	96.1	0.6	0.4	0.8	0.4	2.1	2.2	2.4	2.3	
2004 .....	96.4	97.0	97.4	98.0	.3	.6	.4	.6	2.0	2.2	1.8	2.0	
2005 .....	98.6	99.1	99.6	100.0	.6	.5	.5	.4	2.3	2.2	2.3	2.0	
2006 .....	100.6	101.3	102.0	102.9	.6	.7	.7	.9	2.0	2.2	2.4	2.9	
2007 .....	104.6	105.3	106.6	107.2	1.7	.7	1.2	.6	4.0	3.9	4.5	4.2	
2008 .....	108.0	108.8	109.7	110.1	.7	.7	.8	.4	3.3	3.3	2.9	2.7	
2009 .....	111.0	111.3	112.2	112.3	.8	.3	.8	.1	2.8	2.3	2.3	2.0	
2010 .....	112.6	112.8	113.3	113.5	.3	.2	.4	.2	1.4	1.3	1.0	1.1	
2011 .....	114.2	114.2	114.6	115.1	.6	.0	.4	.4	1.4	1.2	1.1	1.4	
2012 .....	115.4	115.8	116.2	116.8	.3	.3	.3	.5	1.1	1.4	1.4	1.5	
2013 .....	117.2	117.6	117.6	118.3	.3	.3	.0	.6	1.6	1.6	1.2	1.3	
2014 .....	118.5	119.0	120.0	120.7	.2	.4	.8	.6	1.1	1.2	2.0	2.0	
2015 .....	121.6	121.6	122.2	122.8	.7	.0	.5	.5	2.6	2.2	1.8	1.7	
2016 .....	124.0	125.2	126.4	127.1	1.0	1.0	1.0	.6	2.0	3.0	3.4	3.5	
2017 .....	128.6	129.3	130.2	131.2	1.2	.5	.7	.8	3.7	3.3	3.0	3.2	
2018 .....	133.0	133.9	135.1	136.4	1.4	.7	.9	1.0	3.4	3.6	3.8	4.0	
2019 .....	138.2	139.6	140.5	142.1	1.3	1.0	.6	1.1	3.9	4.3	4.0	4.2	
2020 .....	143.9	144.9	146.2	147.6	1.3	.7	.9	1.0	4.1	3.8	4.1	3.9	
2021 .....	150.1	152.9	156.2	159.5	1.7	1.9	2.2	2.1	4.3	5.5	6.8	8.1	
2022 .....	163.0	—	—	—	2.2	—	—	—	8.6	—	—	—	
<b>Trade, transportation, and utilities</b>													
2001 .....	88.3	89.3	89.7	90.8	.9	1.1	.4	1.2	3.3	3.6	3.2	3.8	
2002 .....	91.4	93.0	93.0	93.1	.7	1.8	.0	.1	3.5	4.1	3.7	2.5	
2003 .....	93.7	94.4	95.2	95.3	.6	.7	.8	.1	2.5	1.5	2.4	2.4	
2004 .....	95.8	96.7	97.3	97.3	.5	.9	.6	.0	2.2	2.4	2.2	2.1	
2005 .....	97.9	98.4	99.5	100.0	.6	.5	1.1	.5	2.2	1.8	2.3	2.8	
2006 .....	100.4	100.9	102.1	102.7	.4	.5	1.2	.6	2.6	2.5	2.6	2.7	
2007 .....	103.2	104.3	104.6	105.5	.5	1.1	.3	.9	2.8	3.4	2.4	2.7	
2008 .....	105.9	107.2	107.5	107.4	.4	1.2	.3	-.1	2.6	2.8	2.8	1.8	
2009 .....	107.8	108.2	108.7	108.9	.4	.4	.5	.2	1.8	.9	1.1	1.4	
2010 .....	109.5	110.5	110.6	111.0	.6	.9	.1	.4	1.6	2.1	1.7	1.9	
2011 .....	110.9	111.7	112.5	112.9	-.1	.7	.7	.4	1.3	1.1	1.7	1.7	
2012 .....	113.9	114.5	115.1	115.1	.9	.5	.5	.0	2.7	2.5	2.3	1.9	
2013 .....	115.8	116.8	117.4	118.2	.6	.9	.5	.7	1.7	2.0	2.0	2.7	
2014 .....	118.4	119.8	121.3	121.5	.2	1.2	1.3	.2	2.2	2.6	3.3	2.8	
2015 .....	122.0	122.7	124.0	123.9	.4	.6	1.1	-.1	3.0	2.4	2.2	2.0	
2016 .....	125.1	126.3	126.7	127.1	1.0	1.0	.3	.3	2.5	2.9	2.2	2.6	
2017 .....	128.9	129.6	130.8	131.2	1.4	.5	.9	.3	3.0	2.6	3.2	3.2	
2018 .....	132.9	133.6	135.4	135.7	1.3	.5	1.3	.2	3.1	3.1	3.5	3.4	
2019 .....	137.4	138.2	139.5	140.2	1.3	.6	.9	.5	3.4	3.4	3.0	3.3	
2020 .....	141.9	143.0	143.5	144.9	1.2	.8	.3	1.0	3.3	3.5	2.9	3.4	
2021 .....	146.7	148.7	150.8	153.7	1.2	1.4	1.4	1.9	3.4	4.0	5.1	6.1	
2022 .....	156.0	—	—	—	1.5	—	—	—	6.3	—	—	—	
<b>Excluding incentive paid occupations<sup>1</sup></b>													
2006 .....	100.7	101.4	102.1	102.7	.7	.7	.7	.6	—	—	—	2.7	
2007 .....	103.6	104.6	105.4	106.0	.9	1.0	.8	.6	2.9	3.2	3.2	3.2	
2008 .....	106.8	107.8	108.5	108.9	.8	.9	.6	.4	3.1	3.1	2.9	2.7	
2009 .....	109.5	110.0	110.5	110.8	.6	.5	.5	.3	2.5	2.0	1.8	1.7	
2010 .....	111.4	111.8	112.0	112.2	.5	.4	.2	.2	1.7	1.6	1.4	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 — 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>1</sup>												
2011 .....	112.8	113.2	113.7	114.1	0.5	0.4	0.4	0.4	1.3	1.3	1.5	1.7
2012 .....	114.7	115.3	115.6	115.8	.5	.5	.3	.2	1.7	1.9	1.7	1.5
2013 .....	116.9	117.4	118.0	118.2	.9	.4	.5	.2	1.9	1.8	2.1	2.1
2014 .....	118.9	119.8	120.3	120.7	.6	.8	.4	.3	1.7	2.0	1.9	2.1
2015 .....	121.4	122.4	123.2	123.8	.6	.8	.7	.5	2.1	2.2	2.4	2.6
2016 .....	125.1	126.3	126.9	127.7	1.1	1.0	.5	.6	3.0	3.2	3.0	3.2
2017 .....	129.3	130.2	130.8	131.4	1.3	.7	.5	.5	3.4	3.1	3.1	2.9
2018 .....	133.0	134.2	135.3	135.7	1.2	.9	.8	.3	2.9	3.1	3.4	3.3
2019 .....	137.2	138.6	139.7	140.5	1.1	1.0	.8	.6	3.2	3.3	3.3	3.5
2020 .....	142.2	143.3	143.8	145.5	1.2	.8	.3	1.2	3.6	3.4	2.9	3.6
2021 .....	147.0	148.4	150.3	153.1	1.0	1.0	1.3	1.9	3.4	3.6	4.5	5.2
2022 .....	155.4	—	—	—	1.5	—	—	—	5.7	—	—	—
Wholesale trade												
2001 .....	87.4	89.3	88.9	88.9	.0	2.2	-4	.0	2.6	3.8	3.1	1.7
2002 .....	90.1	92.2	91.7	92.1	1.3	2.3	-5	.4	3.1	3.2	3.1	3.6
2003 .....	93.5	94.4	94.3	94.6	1.5	1.0	-1	.3	3.8	2.4	2.8	2.7
2004 .....	95.1	96.0	97.3	96.1	.5	.9	1.4	-1.2	1.7	1.7	3.2	1.6
2005 .....	97.5	97.4	99.0	100.0	1.5	-1	1.6	1.0	2.5	1.5	1.7	4.1
2006 .....	100.2	100.7	102.7	103.0	.2	.5	2.0	.3	2.8	3.4	3.7	3.0
2007 .....	103.8	104.8	104.0	105.2	.8	1.0	-8	1.2	3.6	4.1	1.3	2.1
2008 .....	105.2	107.2	106.8	106.4	.0	1.9	-4	-4	1.3	2.3	2.7	1.1
2009 .....	106.8	106.5	106.2	106.4	.4	-3	-3	.2	1.5	-7	-6	.0
2010 .....	107.1	108.1	107.7	108.5	.7	.9	-4	.7	.3	1.5	1.4	2.0
2011 .....	107.8	108.5	109.5	110.2	-6	.6	.9	.6	.7	.4	1.7	1.6
2012 .....	111.6	111.9	113.2	112.4	1.3	.3	1.2	-7	3.5	3.1	3.4	2.0
2013 .....	112.7	114.2	115.1	116.7	.3	1.3	.8	1.4	1.0	2.1	1.7	3.8
2014 .....	116.6	118.7	121.2	121.1	-1	1.8	2.1	-1	3.5	3.9	5.3	3.8
2015 .....	121.0	120.1	122.3	121.1	-1	-7	1.8	-1.0	3.8	1.2	.9	.0
2016 .....	121.9	122.8	122.3	121.9	.7	.7	-4	-3	.7	2.2	.0	.7
2017 .....	124.3	124.5	125.7	126.0	2.0	.2	1.0	.2	2.0	1.4	2.8	3.4
2018 .....	127.3	126.7	129.5	130.4	1.0	-5	2.2	.7	2.4	1.8	3.0	3.5
2019 .....	131.7	131.0	132.2	132.1	1.0	-5	.9	-1	3.5	3.4	2.1	1.3
2020 .....	134.1	135.1	135.4	135.3	1.5	.7	.2	-1	1.8	3.1	2.4	2.4
2021 .....	137.2	139.7	141.8	143.6	1.4	1.8	1.5	1.3	2.3	3.4	4.7	6.1
2022 .....	146.5	—	—	—	2.0	—	—	—	6.8	—	—	—
Excluding sales occupations												
2001 .....	90.3	91.3	91.6	91.4	1.2	1.1	.3	-2	4.6	4.6	3.9	2.5
2002 .....	92.5	93.4	93.8	94.6	1.2	1.0	.4	.9	2.4	2.3	2.4	3.5
2003 .....	94.7	95.3	95.7	96.0	.1	.6	.4	.3	2.4	2.0	2.0	1.5
2004 .....	96.9	96.8	97.5	97.8	.9	-1	.7	.3	2.3	1.6	1.9	1.9
2005 .....	99.3	99.3	99.6	100.0	1.5	.0	.3	.4	2.5	2.6	2.2	2.2
2006 .....	100.9	101.8	102.9	103.5	.9	.9	1.1	.6	1.6	2.5	3.3	3.5
Excluding incentive paid occupations <sup>1</sup>												
2006 .....	101.1	101.8	102.7	103.3	1.1	.7	.9	.6	—	—	—	3.3
2007 .....	104.4	105.2	105.8	106.5	1.1	.8	.6	.7	3.3	3.3	3.0	3.1
2008 .....	107.4	108.3	109.1	109.3	.8	.8	.7	.2	2.9	2.9	3.1	2.6
2009 .....	109.9	110.1	110.4	110.7	.5	.2	.3	.3	2.3	1.7	1.2	1.3
2010 .....	111.2	111.5	110.7	111.0	.5	.3	-7	.3	1.2	1.3	.3	.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 — 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>1</sup>												
2011 .....	111.4	111.8	112.5	112.8	0.4	0.4	0.6	0.3	0.2	0.3	1.6	1.6
2012 .....	113.6	113.7	114.0	114.4	.7	.1	.3	.4	2.0	1.7	1.3	1.4
2013 .....	115.1	115.7	116.4	116.8	.6	.5	.6	.3	1.3	1.8	2.1	2.1
2014 .....	117.5	118.4	118.7	118.9	.6	.8	.3	.2	2.1	2.3	2.0	1.8
2015 .....	119.8	120.7	121.4	122.0	.8	.8	.6	.5	2.0	1.9	2.3	2.6
2016 .....	122.9	123.8	124.3	124.6	.7	.7	.4	.2	2.6	2.6	2.4	2.1
2017 .....	125.8	127.0	127.6	128.2	1.0	1.0	.5	.5	2.4	2.6	2.7	2.9
2018 .....	129.5	130.7	131.6	131.8	1.0	.9	.7	.2	2.9	2.9	3.1	2.8
2019 .....	133.2	134.0	134.8	135.6	1.1	.6	.6	.6	2.9	2.5	2.4	2.9
2020 .....	137.1	137.7	137.9	138.8	1.1	.4	.1	.7	2.9	2.8	2.3	2.4
2021 .....	140.1	141.4	143.0	145.3	.9	.9	1.1	1.6	2.2	2.7	3.7	4.7
2022 .....	147.7	—	—	—	1.7	—	—	—	5.4	—	—	—
Retail trade												
2001 .....	88.7	89.3	90.0	91.6	1.4	.7	.8	1.8	3.5	3.5	3.2	4.7
2002 .....	91.5	93.2	93.2	93.0	-1	1.9	.0	-2	3.2	4.4	3.6	1.5
2003 .....	93.2	93.8	95.3	95.3	.2	.6	1.6	.0	1.9	.6	2.3	2.5
2004 .....	95.8	96.7	96.9	97.4	.5	.9	.2	.5	2.8	3.1	1.7	2.2
2005 .....	98.0	98.8	99.6	100.0	.6	.8	.8	.4	2.3	2.2	2.8	2.7
2006 .....	100.5	100.9	101.9	102.8	.5	.4	1.0	.9	2.6	2.1	2.3	2.8
2007 .....	103.1	104.2	105.1	106.1	.3	1.1	.9	1.0	2.6	3.3	3.1	3.2
2008 .....	106.4	107.6	108.1	108.1	.3	1.1	.5	.0	3.2	3.3	2.9	1.9
2009 .....	108.3	108.9	110.0	110.4	.2	.6	1.0	.4	1.8	1.2	1.8	2.1
2010 .....	111.0	112.0	112.0	112.0	.5	.9	.0	.0	2.5	2.8	1.8	1.4
2011 .....	112.2	113.1	114.0	114.4	.2	.8	.8	.4	1.1	1.0	1.8	2.1
2012 .....	114.9	115.6	115.4	115.7	.4	.6	-2	.3	2.4	2.2	1.2	1.1
2013 .....	116.3	117.4	117.6	118.2	.5	.9	.2	.5	1.2	1.6	1.9	2.2
2014 .....	118.2	119.3	120.5	121.1	.0	.9	1.0	.5	1.6	1.6	2.5	2.5
2015 .....	121.5	123.3	124.3	124.9	.3	1.5	.8	.5	2.8	3.4	3.2	3.1
2016 .....	126.0	127.5	128.3	128.9	.9	1.2	.6	.5	3.7	3.4	3.2	3.2
2017 .....	130.5	131.6	132.6	133.2	1.2	.8	.8	.5	3.6	3.2	3.4	3.3
2018 .....	134.7	136.4	137.4	137.5	1.1	1.3	.7	.1	3.2	3.6	3.6	3.2
2019 .....	139.1	140.9	142.1	142.9	1.2	1.3	.9	.6	3.3	3.3	3.4	3.9
2020 .....	144.3	145.7	146.2	148.6	1.0	1.0	.3	1.6	3.7	3.4	2.9	4.0
2021 .....	150.3	152.5	154.8	159.0	1.1	1.5	1.5	2.7	4.2	4.7	5.9	7.0
2022 .....	161.4	—	—	—	1.5	—	—	—	7.4	—	—	—
Excluding incentive paid occupations <sup>1</sup>												
2006 .....	100.7	101.4	102.0	102.6	.7	.7	.6	.6	—	—	—	2.6
2007 .....	103.5	104.6	105.5	106.3	.9	1.1	.9	.8	2.8	3.2	3.4	3.6
2008 .....	107.1	108.0	108.9	109.3	.8	.8	.8	.4	3.5	3.3	3.2	2.8
2009 .....	109.8	110.3	111.0	111.2	.5	.5	.6	.2	2.5	2.1	1.9	1.7
2010 .....	111.8	112.3	112.7	112.8	.5	.4	.4	.1	1.8	1.8	1.5	1.4
2011 .....	113.3	113.7	114.1	114.5	.4	.4	.4	.4	1.3	1.2	1.2	1.5
2012 .....	114.9	115.6	115.4	115.5	.3	.6	-2	.1	1.4	1.7	1.1	.9
2013 .....	116.3	117.1	117.5	117.6	.7	.7	.3	.1	1.2	1.3	1.8	1.8
2014 .....	118.1	118.9	119.4	119.9	.4	.7	.4	.4	1.5	1.5	1.6	2.0
2015 .....	120.5	121.7	122.6	123.3	.5	1.0	.7	.6	2.0	2.4	2.7	2.8
2016 .....	124.4	125.9	126.5	127.5	.9	1.2	.5	.8	3.2	3.5	3.2	3.4
2017 .....	129.3	130.1	130.8	131.4	1.4	.6	.5	.5	3.9	3.3	3.4	3.1
2018 .....	132.8	134.2	135.3	135.9	1.1	1.1	.8	.4	2.7	3.2	3.4	3.4

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Excluding incentive paid occupations<sup>1</sup></b>													
2019 .....	137.7	139.1	140.2	141.0	1.3	1.0	0.8	0.6	3.7	3.7	3.6	3.8	
2020 .....	142.8	144.4	144.9	147.2	1.3	1.1	.3	1.6	3.7	3.8	3.4	4.4	
2021 .....	148.8	150.6	152.8	156.3	1.1	1.2	1.5	2.3	4.2	4.3	5.5	6.2	
2022 .....	159.0	—	—	—	1.7	—	—	—	6.9	—	—	—	
<b>Transportation and warehousing</b>													
2001 .....	88.8	89.6	90.4	92.0	.8	.9	.9	1.8	3.7	3.6	3.3	4.4	
2002 .....	93.2	93.9	94.7	94.9	1.3	.8	.9	.2	5.0	4.8	4.8	3.2	
2003 .....	95.4	95.8	96.1	96.1	.5	.4	.3	.0	2.4	2.0	1.5	1.3	
2004 .....	96.8	97.6	98.5	98.7	.7	.8	.9	.2	1.5	1.9	2.5	2.7	
2005 .....	98.2	98.8	99.9	100.0	-.5	.6	1.1	.1	1.4	1.2	1.4	1.3	
2006 .....	100.1	100.7	101.4	101.9	.1	.6	.7	.5	1.9	1.9	1.5	1.9	
2007 .....	102.5	103.7	104.1	104.2	.6	1.2	.4	.1	2.4	3.0	2.7	2.3	
2008 .....	105.0	106.0	106.7	106.9	.8	1.0	.7	.2	2.4	2.2	2.5	2.6	
2009 .....	107.2	107.9	108.3	108.3	.3	.7	.4	.0	2.1	1.8	1.5	1.3	
2010 .....	108.7	109.5	110.6	111.0	.4	.7	1.0	.4	1.4	1.5	2.1	2.5	
2011 .....	111.2	111.8	112.2	112.1	.2	.5	.4	-.1	2.3	2.1	1.4	1.0	
2012 .....	113.7	114.4	115.8	116.3	1.4	.6	1.2	.4	2.2	2.3	3.2	3.7	
2013 .....	117.5	117.5	118.4	118.7	1.0	.0	.8	.3	3.3	2.7	2.2	2.1	
2014 .....	119.7	120.7	121.8	121.7	.8	.8	.9	-.1	1.9	2.7	2.9	2.5	
2015 .....	122.5	123.5	124.3	124.2	.7	.8	.6	-.1	2.3	2.3	2.1	2.1	
2016 .....	126.1	127.3	128.2	129.1	1.5	1.0	.7	.7	2.9	3.1	3.1	3.9	
2017 .....	130.6	131.3	132.8	133.1	1.2	.5	1.1	.2	3.6	3.1	3.6	3.1	
2018 .....	135.4	136.3	138.5	138.4	1.7	.7	1.6	-.1	3.7	3.8	4.3	4.0	
2019 .....	140.9	141.5	143.7	144.9	1.8	.4	1.6	.8	4.1	3.8	3.8	4.7	
2020 .....	146.9	147.8	148.8	150.5	1.4	.6	.7	1.1	4.3	4.5	3.5	3.9	
2021 .....	151.8	152.8	155.0	157.0	.9	.7	1.4	1.3	3.3	3.4	4.2	4.3	
2022 .....	158.3	—	—	—	.8	—	—	—	4.3	—	—	—	
<b>Utilities</b>													
2001 .....	87.0	88.1	88.3	89.1	1.0	1.3	.2	.9	3.7	3.8	3.2	3.5	
2002 .....	89.8	91.4	91.8	92.2	.8	1.8	.4	.4	3.2	3.7	4.0	3.5	
2003 .....	93.0	93.6	94.0	94.5	.9	.6	.4	.5	3.6	2.4	2.4	2.5	
2004 .....	95.4	96.6	97.1	97.4	1.0	1.3	.5	.3	2.6	3.2	3.3	3.1	
2005 .....	98.4	99.2	99.5	100.0	1.0	.8	.3	.5	3.1	2.7	2.5	2.7	
2006 .....	100.8	102.1	103.0	103.5	.8	1.3	.9	.5	2.4	2.9	3.5	3.5	
2007 .....	104.3	105.5	106.1	106.8	.8	1.2	.6	.7	3.5	3.3	3.0	3.2	
2008 .....	108.0	109.3	109.3	109.6	1.1	1.2	.0	.3	3.5	3.6	3.0	2.6	
2009 .....	111.0	112.0	112.2	113.3	1.3	.9	.2	1.0	2.8	2.5	2.7	3.4	
2010 .....	113.9	114.7	115.4	115.6	.5	.7	.6	.2	2.6	2.4	2.9	2.0	
2011 .....	116.9	118.1	118.5	118.8	1.1	1.0	.3	.3	2.6	3.0	2.7	2.8	
2012 .....	119.6	121.3	121.3	121.7	.7	1.4	.0	.3	2.3	2.7	2.4	2.4	
2013 .....	123.0	124.2	124.9	125.2	1.1	1.0	.6	.2	2.8	2.4	3.0	2.9	
2014 .....	126.6	127.6	128.3	128.3	1.1	.8	.5	.0	2.9	2.7	2.7	2.5	
2015 .....	129.9	130.8	131.4	131.4	1.2	.7	.5	.0	2.6	2.5	2.4	2.4	
2016 .....	132.8	133.5	134.5	135.0	1.1	.5	.7	.4	2.2	2.1	2.4	2.7	
2017 .....	136.7	137.6	137.9	138.2	1.3	.7	.2	.2	2.9	3.1	2.5	2.4	
2018 .....	140.2	141.0	141.2	141.4	1.4	.6	.1	.1	2.6	2.5	2.4	2.3	
2019 .....	143.6	145.0	145.3	145.6	1.6	1.0	.2	.2	2.4	2.8	2.9	3.0	
2020 .....	146.9	148.4	148.4	148.7	.9	1.0	.0	.2	2.3	2.3	2.1	2.1	
2021 .....	150.7	151.5	152.5	153.4	1.3	.5	.7	.6	2.6	2.1	2.8	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 — 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>Utilities</b>													
2022 .....	155.6	—	—	—	1.4	—	—	—	3.3	—	—	—	—
<b>Information</b>													
2001 .....	87.6	88.9	89.7	90.4	1.3	1.5	0.9	0.8	3.9	4.5	4.4	4.5	4.5
2002 .....	91.3	92.3	93.2	93.9	1.0	1.1	1.0	.8	4.2	3.8	3.9	3.9	3.9
2003 .....	94.3	94.9	95.7	95.8	.4	.6	.8	.1	3.3	2.8	2.7	2.0	2.0
2004 .....	97.0	96.7	97.4	97.6	1.3	-.3	.7	.2	2.9	1.9	1.8	1.9	1.9
2005 .....	98.4	99.2	99.3	100.0	.8	.8	.1	.7	1.4	2.6	2.0	2.5	2.5
2006 .....	101.0	101.7	102.6	102.4	1.0	.7	.9	-.2	2.6	2.5	3.3	2.4	2.4
2007 .....	103.8	104.9	105.2	105.3	1.4	1.1	.3	.1	2.8	3.1	2.5	2.8	2.8
2008 .....	105.3	106.3	107.3	107.5	.0	.9	.9	.2	1.4	1.3	2.0	2.1	2.1
2009 .....	107.8	108.1	108.7	109.1	.3	.3	.6	.4	2.4	1.7	1.3	1.5	1.5
2010 .....	109.6	110.3	110.8	110.5	.5	.6	.5	-.3	1.7	2.0	1.9	1.3	1.3
2011 .....	112.0	112.3	112.5	112.6	1.4	.3	.2	.1	2.2	1.8	1.5	1.9	1.9
2012 .....	113.1	114.0	114.4	114.8	.4	.8	.4	.3	1.0	1.5	1.7	2.0	2.0
2013 .....	115.6	116.2	116.6	116.2	.7	.5	.3	-.3	2.2	1.9	1.9	1.2	1.2
2014 .....	116.9	118.1	118.0	118.5	.6	1.0	-.1	.4	1.1	1.6	1.2	2.0	2.0
2015 .....	119.4	120.3	120.9	121.0	.8	.8	.5	.1	2.1	1.9	2.5	2.1	2.1
2016 .....	122.6	123.6	124.4	124.9	1.3	.8	.6	.4	2.7	2.7	2.9	3.2	3.2
2017 .....	125.0	126.6	127.4	127.5	.1	1.3	.6	.1	2.0	2.4	2.4	2.1	2.1
2018 .....	128.4	130.2	131.3	131.3	.7	1.4	.8	.0	2.7	2.8	3.1	3.0	3.0
2019 .....	132.6	133.7	134.4	134.8	1.0	.8	.5	.3	3.3	2.7	2.4	2.7	2.7
2020 .....	136.3	136.9	137.6	138.9	1.1	.4	.5	.9	2.8	2.4	2.4	3.0	3.0
2021 .....	140.6	141.7	143.3	144.3	1.2	.8	1.1	.7	3.2	3.5	4.1	3.9	3.9
2022 .....	146.7	—	—	—	1.7	—	—	—	4.3	—	—	—	—
<b>Financial activities</b>													
2001 .....	84.6	85.1	85.9	85.7	1.7	.6	.9	-.2	3.3	3.5	3.1	3.0	3.0
2002 .....	88.4	89.5	89.7	89.5	3.2	1.2	.2	-.2	4.5	5.2	4.4	4.4	4.4
2003 .....	93.8	94.8	95.4	95.5	4.8	1.1	.6	.1	6.1	5.9	6.4	6.7	6.7
2004 .....	95.3	96.3	96.9	97.8	-.2	1.0	.6	.9	1.6	1.6	1.6	2.4	2.4
2005 .....	98.7	99.8	99.4	100.0	.9	1.1	-.4	.6	3.6	3.6	2.6	2.2	2.2
2006 .....	101.3	102.3	102.5	102.8	1.3	1.0	.2	.3	2.6	2.5	3.1	2.8	2.8
2007 .....	104.7	104.9	106.0	105.9	1.8	.2	1.0	-.1	3.4	2.5	3.4	3.0	3.0
2008 .....	107.2	107.7	107.2	107.2	1.2	.5	.0	-.5	2.4	2.7	1.6	1.2	1.2
2009 .....	106.8	107.9	108.5	108.9	-.4	1.0	.6	.4	-.4	.2	.7	1.6	1.6
2010 .....	109.8	111.0	111.1	112.0	.8	1.1	.1	.8	2.8	2.9	2.4	2.8	2.8
2011 .....	112.9	113.4	114.0	113.8	.8	.4	.5	-.2	2.8	2.2	2.6	1.6	1.6
2012 .....	114.3	115.8	116.3	116.0	.4	1.3	.4	-.3	1.2	2.1	2.0	1.9	1.9
2013 .....	117.0	118.3	118.7	119.2	.9	1.1	.3	.4	2.4	2.2	2.1	2.8	2.8
2014 .....	119.8	120.7	121.0	121.3	.5	.8	.2	.2	2.4	2.0	1.9	1.8	1.8
2015 .....	122.4	123.6	123.4	124.1	.9	1.0	-.2	.6	2.2	2.4	2.0	2.3	2.3
2016 .....	124.6	126.3	127.6	128.2	.4	1.4	1.0	.5	1.8	2.2	3.4	3.3	3.3
2017 .....	128.2	130.1	130.5	130.9	.0	1.5	.3	.3	2.9	3.0	2.3	2.1	2.1
2018 .....	133.0	134.7	134.7	135.0	1.6	1.3	.0	.2	3.7	3.5	3.2	3.1	3.1
2019 .....	136.4	137.3	138.7	139.0	1.0	.7	1.0	.2	2.6	1.9	3.0	3.0	3.0
2020 .....	140.6	141.8	141.7	142.2	1.2	.9	-.1	.4	3.1	3.3	2.2	2.3	2.3
2021 .....	149.5	147.1	150.6	147.8	5.1	-1.6	2.4	-1.9	6.3	3.7	6.3	3.9	3.9
2022 .....	149.8	—	—	—	1.4	—	—	—	.2	—	—	—	—
<b>Excluding sales occupations</b>													
2001 .....	83.9	84.6	85.3	85.3	1.7	.8	.8	.0	4.5	4.4	4.0	3.4	3.4

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
<b>Excluding sales occupations</b>													
2002 .....	88.3	88.9	89.2	90.0	3.5	0.7	0.3	0.9	5.2	5.1	4.6	5.5	
2003 .....	95.4	96.3	96.7	97.0	6.0	.9	.4	.3	8.0	8.3	8.4	7.8	
2004 .....	96.6	97.4	98.0	98.5	-4	.8	.6	.5	1.3	1.1	1.3	1.5	
2005 .....	99.4	100.6	99.5	100.0	.9	1.2	-1.1	.5	2.9	3.3	1.5	1.5	
2006 .....	101.9	102.6	103.1	103.0	1.9	.7	.5	-1	2.5	2.0	3.6	3.0	
<b>Excluding incentive paid occupations<sup>1</sup></b>													
2006 .....	101.2	102.0	102.6	103.1	1.2	.8	.6	.5	—	—	—	3.1	
2007 .....	104.6	105.6	106.1	106.3	1.5	1.0	.5	.2	3.4	3.5	3.4	3.1	
2008 .....	108.1	108.8	109.2	109.4	1.7	.6	.4	.2	3.3	3.0	2.9	2.9	
2009 .....	110.1	110.3	110.7	111.0	.6	.2	.4	.3	1.9	1.4	1.4	1.5	
2010 .....	112.2	112.7	112.8	113.1	1.1	.4	.1	.3	1.9	2.2	1.9	1.9	
2011 .....	114.3	114.5	114.9	115.2	1.1	.2	.3	.3	1.9	1.6	1.9	1.9	
2012 .....	115.6	116.6	116.7	116.7	.3	.9	.1	.0	1.1	1.8	1.6	1.3	
2013 .....	117.6	118.6	118.9	119.3	.8	.9	.3	.3	1.7	1.7	1.9	2.2	
2014 .....	120.4	121.3	121.6	121.9	.9	.7	.2	.2	2.4	2.3	2.3	2.2	
2015 .....	123.3	124.2	124.5	124.7	1.1	.7	.2	.2	2.4	2.4	2.4	2.3	
2016 .....	126.2	127.1	127.7	128.2	1.2	.7	.5	.4	2.4	2.3	2.6	2.8	
2017 .....	129.1	130.2	130.7	130.9	.7	.9	.4	.2	2.3	2.4	2.3	2.1	
2018 .....	133.0	134.0	134.5	135.0	1.6	.8	.4	.4	3.0	2.9	2.9	3.1	
2019 .....	136.7	137.4	137.9	138.3	1.3	.5	.4	.3	2.8	2.5	2.5	2.4	
2020 .....	139.8	140.6	140.9	141.1	1.1	.6	.2	.1	2.3	2.3	2.2	2.0	
2021 .....	142.6	143.6	144.7	146.0	1.1	.7	.8	.9	2.0	2.1	2.7	3.5	
2022 .....	149.2	—	—	—	2.2	—	—	—	4.6	—	—	—	
<b>Finance and insurance</b>													
2001 .....	84.5	85.2	85.8	85.4	1.6	.8	.7	-5	3.7	4.3	2.9	2.6	
2002 .....	88.6	89.3	89.5	89.4	3.7	.8	.2	-1	4.9	4.8	4.3	4.7	
2003 .....	95.8	96.7	97.3	97.5	7.2	.9	.6	.2	8.1	8.3	8.7	9.1	
2004 .....	97.1	97.9	98.3	99.2	-4	.8	.4	.9	1.4	1.2	1.0	1.7	
2005 .....	99.1	100.7	99.7	100.0	-1	1.6	-1.0	.3	2.1	2.9	1.4	.8	
2006 .....	101.6	102.8	102.9	103.2	1.6	1.2	.1	.3	2.5	2.1	3.2	3.2	
2007 .....	105.4	105.5	106.5	106.6	2.1	.1	.9	.1	3.7	2.6	3.5	3.3	
2008 .....	107.9	108.4	108.2	107.6	1.2	.5	-2	-6	2.4	2.7	1.6	.9	
2009 .....	107.1	108.5	109.0	109.4	-5	1.3	.5	.4	-7	.1	.7	1.7	
2010 .....	110.2	111.9	112.0	113.0	.7	1.5	.1	.9	2.9	3.1	2.8	3.3	
2011 .....	113.9	114.3	114.8	114.5	.8	.4	.4	-3	3.4	2.1	2.5	1.3	
2012 .....	115.0	116.6	117.2	116.8	.4	1.4	.5	-3	1.0	2.0	2.1	2.0	
2013 .....	117.9	119.4	119.8	120.0	.9	1.3	.3	.2	2.5	2.4	2.2	2.7	
2014 .....	120.5	121.5	121.7	122.0	.4	.8	.2	.2	2.2	1.8	1.6	1.7	
2015 .....	123.0	124.3	124.2	124.9	.8	1.1	-1	.6	2.1	2.3	2.1	2.4	
2016 .....	125.2	127.0	128.4	128.8	.2	1.4	1.1	.3	1.8	2.2	3.4	3.1	
2017 .....	128.8	130.9	131.1	131.6	.0	1.6	.2	.4	2.9	3.1	2.1	2.2	
2018 .....	133.8	135.9	135.6	135.8	1.7	1.6	-2	.1	3.9	3.8	3.4	3.2	
2019 .....	137.2	138.2	139.7	139.9	1.0	.7	1.1	.1	2.5	1.7	3.0	3.0	
2020 .....	141.7	143.1	142.6	143.3	1.3	1.0	-3	.5	3.3	3.5	2.1	2.4	
2021 .....	152.1	148.8	152.8	148.8	6.1	-2.2	2.7	-2.6	7.3	4.0	7.2	3.8	
2022 .....	150.5	—	—	—	1.1	—	—	—	-1.1	—	—	—	
<b>Credit intermediation and related activities</b>													
2001 .....	79.3	80.0	81.1	80.2	2.3	.9	1.4	-1.1	4.5	4.6	4.9	3.5	

See footnotes at end of table.

**Table 9. Employment Cost Index for wages and salaries, for private industry workers, by occupational group and industry — 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>												
2002 .....	85.1	85.9	85.8	86.5	6.1	0.9	-0.1	0.8	7.3	7.4	5.8	7.9
2003 .....	98.0	99.1	99.3	99.8	13.3	1.1	.2	.5	15.2	15.4	15.7	15.4
2004 .....	97.9	98.4	99.3	100.2	-1.9	.5	.9	.9	-1	-7	.0	.4
2005 .....	99.8	102.2	99.6	100.0	-4	2.4	-2.5	.4	1.9	3.9	.3	-2
2006 .....	101.5	102.9	102.7	101.7	1.5	1.4	-2	-1.0	1.7	.7	3.1	1.7
2007 .....	104.5	103.0	103.5	104.2	2.8	-1.4	.5	.7	3.0	.1	.8	2.5
2008 .....	105.2	106.0	105.9	105.8	1.0	.8	-1	-1	.7	2.9	2.3	1.5
2009 .....	106.1	106.8	106.8	107.8	.3	.7	.0	.9	.9	.8	.8	1.9
2010 .....	107.4	108.6	108.8	110.4	-4	1.1	.2	1.5	1.2	1.7	1.9	2.4
2011 .....	111.8	111.8	112.3	112.0	1.3	.0	.4	-3	4.1	2.9	3.2	1.4
2012 .....	113.0	114.4	114.3	114.7	.9	1.2	-1	.3	1.1	2.3	1.8	2.4
2013 .....	116.0	117.0	116.8	116.9	1.1	.9	-2	.1	2.7	2.3	2.2	1.9
2014 .....	117.3	118.1	118.5	119.0	.3	.7	.3	.4	1.1	.9	1.5	1.8
2015 .....	120.0	121.2	121.5	121.8	.8	1.0	.2	.2	2.3	2.6	2.5	2.4
2016 .....	122.7	123.8	124.8	125.2	.7	.9	.8	.3	2.3	2.1	2.7	2.8
2017 .....	126.1	127.6	127.9	128.0	.7	1.2	.2	.1	2.8	3.1	2.5	2.2
2018 .....	129.9	131.4	131.4	131.6	1.5	1.2	.0	.2	3.0	3.0	2.7	2.8
2019 .....	133.5	134.4	136.1	136.1	1.4	.7	1.3	.0	2.8	2.3	3.6	3.4
2020 .....	137.7	139.1	139.7	139.4	1.2	1.0	.4	-2	3.1	3.5	2.6	2.4
2021 .....	140.1	145.9	156.7	150.7	.5	4.1	7.4	-3.8	1.7	4.9	12.2	8.1
2022 .....	148.6	-	-	-	-1.4	-	-	-	6.1	-	-	-
<b>Excluding incentive paid occupations<sup>1</sup></b>												
2006 .....	101.3	102.3	102.9	103.2	1.3	1.0	.6	.3	-	-	-	3.2
2007 .....	104.9	105.6	106.3	106.7	1.6	.7	.7	.4	3.6	3.2	3.3	3.4
2008 .....	108.7	109.5	110.0	110.4	1.9	.7	.5	.4	3.6	3.7	3.5	3.5
2009 .....	111.1	111.3	111.6	111.7	.6	.2	.3	.1	2.2	1.6	1.5	1.2
2010 .....	112.3	113.0	113.2	113.4	.5	.6	.2	.2	1.1	1.5	1.4	1.5
2011 .....	114.7	114.7	115.1	115.2	1.1	.0	.3	.1	2.1	1.5	1.7	1.6
2012 .....	116.2	117.0	117.3	117.6	.9	.7	.3	.3	1.3	2.0	1.9	2.1
2013 .....	118.6	119.7	119.9	120.1	.9	.9	.2	.2	2.1	2.3	2.2	2.1
2014 .....	121.2	122.1	122.4	123.0	.9	.7	.2	.5	2.2	2.0	2.1	2.4
2015 .....	124.2	124.8	125.0	125.3	1.0	.5	.2	.2	2.5	2.2	2.1	1.9
2016 .....	127.0	127.8	128.3	128.7	1.4	.6	.4	.3	2.3	2.4	2.6	2.7
2017 .....	130.4	131.4	131.8	132.0	1.3	.8	.3	.2	2.7	2.8	2.7	2.6
2018 .....	134.1	135.3	135.8	135.9	1.6	.9	.4	.1	2.8	3.0	3.0	3.0
2019 .....	138.2	138.9	139.7	139.7	1.7	.5	.6	.0	3.1	2.7	2.9	2.8
2020 .....	141.5	142.1	142.0	142.4	1.3	.4	-1	.3	2.4	2.3	1.6	1.9
2021 .....	144.1	145.3	146.4	147.5	1.2	.8	.8	.8	1.8	2.3	3.1	3.6
2022 .....	151.0	-	-	-	2.4	-	-	-	4.8	-	-	-
<b>Insurance carriers and related activities</b>												
2001 .....	87.0	87.6	87.7	88.6	.9	.7	.1	1.0	5.1	4.9	2.0	2.8
2002 .....	89.7	90.7	91.2	91.0	1.2	1.1	.6	-2	3.1	3.5	4.0	2.7
2003 .....	92.5	93.3	93.9	94.2	1.6	.9	.6	.3	3.1	2.9	3.0	3.5
2004 .....	94.6	95.8	96.9	97.7	.4	1.3	1.1	.8	2.3	2.7	3.2	3.7
2005 .....	98.4	99.6	99.7	100.0	.7	1.2	.1	.3	4.0	4.0	2.9	2.4
2006 .....	101.0	101.9	102.3	103.0	1.0	.9	.4	.7	2.6	2.3	2.6	3.0
2007 .....	104.1	105.8	107.2	106.4	1.1	1.6	1.3	-7	3.1	3.8	4.8	3.3
2008 .....	107.9	108.5	109.0	108.8	1.4	.6	.5	-2	3.7	2.6	1.7	2.3
2009 .....	109.4	110.0	110.6	110.2	.6	.5	.5	-4	1.4	1.4	1.5	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 — 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>Insurance carriers and related activities</b>													
2010 .....	111.2	112.2	112.3	112.4	0.9	0.9	0.1	0.1	1.6	2.0	1.5	2.0	
2011 .....	113.1	114.0	114.3	114.8	.6	.8	.3	.4	1.7	1.6	1.8	2.1	
2012 .....	115.3	116.0	117.4	116.3	.4	.6	1.2	-9	1.9	1.8	2.7	1.3	
2013 .....	116.7	118.9	120.5	120.9	.3	1.9	1.3	.3	1.2	2.5	2.6	4.0	
2014 .....	121.5	122.2	121.5	121.6	.5	.6	-6	.1	4.1	2.8	.8	.6	
2015 .....	122.6	123.3	123.8	125.2	.8	.6	.4	1.1	.9	.9	1.9	3.0	
2016 .....	126.2	127.8	129.4	129.4	.8	1.3	1.3	.0	2.9	3.6	4.5	3.4	
2017 .....	130.2	132.4	131.8	132.1	.6	1.7	-5	.2	3.2	3.6	1.9	2.1	
2018 .....	133.5	135.8	134.9	134.7	1.1	1.7	-7	-1	2.5	2.6	2.4	2.0	
2019 .....	136.9	137.9	138.6	138.3	1.6	.7	.5	-2	2.5	1.5	2.7	2.7	
2020 .....	139.6	141.1	141.4	142.1	.9	1.1	.2	.5	2.0	2.3	2.0	2.7	
2021 .....	143.9	144.9	145.7	146.3	1.3	.7	.6	.4	3.1	2.7	3.0	3.0	
2022 .....	148.9	-	-	-	1.8	-	-	-	3.5	-	-	-	
<b>Excluding sales occupations</b>													
2001 .....	87.3	88.2	88.3	89.1	1.0	1.0	.1	.9	3.7	4.0	2.9	3.1	
2002 .....	90.9	91.4	92.0	92.1	2.0	.6	.7	.1	4.1	3.6	4.2	3.4	
2003 .....	93.2	94.2	94.7	94.9	1.2	1.1	.5	.2	2.5	3.1	2.9	3.0	
2004 .....	95.4	96.7	97.3	97.9	.5	1.4	.6	.6	2.4	2.7	2.7	3.2	
2005 .....	98.8	99.6	99.8	100.0	.9	.8	.2	.2	3.6	3.0	2.6	2.1	
2006 .....	101.1	101.9	102.2	102.6	1.1	.8	.3	.4	2.3	2.3	2.4	2.6	
<b>Excluding incentive paid occupations<sup>1</sup></b>													
2006 .....	100.9	101.8	102.2	102.6	.9	.9	.4	.4	-	-	-	2.6	
2007 .....	103.9	105.4	105.6	105.9	1.3	1.4	.2	.3	3.0	3.5	3.3	3.2	
2008 .....	107.1	108.3	108.6	108.9	1.1	1.1	.3	.3	3.1	2.8	2.8	2.8	
2009 .....	109.9	110.6	110.7	111.0	.9	.6	.1	.3	2.6	2.1	1.9	1.9	
2010 .....	111.8	112.7	112.7	112.8	.7	.8	.0	.1	1.7	1.9	1.8	1.6	
2011 .....	113.7	114.4	114.6	114.9	.8	.6	.2	.3	1.7	1.5	1.7	1.9	
2012 .....	115.1	116.4	116.6	116.5	.2	1.1	.2	-1	1.2	1.7	1.7	1.4	
2013 .....	117.2	118.4	118.7	119.0	.6	1.0	.3	.3	1.8	1.7	1.8	2.1	
2014 .....	119.9	121.2	121.5	121.3	.8	1.1	.2	-2	2.3	2.4	2.4	1.9	
2015 .....	122.5	123.6	124.2	124.3	1.0	.9	.5	.1	2.2	2.0	2.2	2.5	
2016 .....	125.4	126.5	127.2	127.4	.9	.9	.6	.2	2.4	2.3	2.4	2.5	
2017 .....	128.4	129.2	129.6	129.8	.8	.6	.3	.2	2.4	2.1	1.9	1.9	
2018 .....	131.3	132.4	133.0	133.2	1.2	.8	.5	.2	2.3	2.5	2.6	2.6	
2019 .....	134.9	136.0	135.9	136.3	1.3	.8	-1	.3	2.7	2.7	2.2	2.3	
2020 .....	137.9	139.2	139.5	139.8	1.2	.9	.2	.2	2.2	2.4	2.6	2.6	
2021 .....	141.1	142.1	142.6	143.6	.9	.7	.4	.7	2.3	2.1	2.2	2.7	
2022 .....	146.2	-	-	-	1.8	-	-	-	3.6	-	-	-	
<b>Real estate and rental and leasing</b>													
2001 .....	83.9	84.1	85.5	86.5	-1	.2	1.7	1.2	-1.4	-2.5	1.5	3.0	
2002 .....	86.9	89.6	89.6	88.3	.5	3.1	.0	-1.5	3.6	6.5	4.8	2.1	
2003 .....	84.2	84.8	85.8	85.2	-4.6	.7	1.2	-7	-3.1	-5.4	-4.2	-3.5	
2004 .....	87.3	89.0	90.7	90.7	2.5	1.9	1.9	.0	3.7	5.0	5.7	6.5	
2005 .....	96.8	96.2	98.3	100.0	6.7	-6	2.2	1.7	10.9	8.1	8.4	10.3	
2006 .....	99.8	99.9	100.8	101.4	-2	.1	.9	.6	3.1	3.8	2.5	1.4	
2007 .....	101.6	102.4	103.6	103.1	.2	.8	1.2	-5	1.8	2.5	2.8	1.7	
2008 .....	104.5	104.7	105.3	105.7	1.4	.2	.6	.4	2.9	2.2	1.6	2.5	
2009 .....	105.6	105.8	106.3	106.8	-1	.2	.5	.5	1.1	1.1	.9	1.0	
2010 .....	108.0	107.2	107.5	108.1	1.1	-7	.3	.6	2.3	1.3	1.1	1.2	

See footnotes at end of table.

**Table 9. Employment Cost Index for wages and salaries, for private industry workers, by occupational group and industry — 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>Real estate and rental and leasing</b>												
2011 .....	109.2	109.6	110.8	111.1	1.0	0.4	1.1	0.3	1.1	2.2	3.1	2.8
2012 .....	111.5	112.2	112.5	112.9	.4	.6	.3	.4	2.1	2.4	1.5	1.6
2013 .....	113.1	113.9	114.2	115.8	.2	.7	.3	1.4	1.4	1.5	1.5	2.6
2014 .....	117.0	117.4	118.2	118.3	1.0	.3	.7	.1	3.4	3.1	3.5	2.2
2015 .....	120.1	120.5	120.5	120.8	1.5	.3	.0	.2	2.6	2.6	1.9	2.1
2016 .....	122.3	123.4	124.4	125.4	1.2	.9	.8	.8	1.8	2.4	3.2	3.8
2017 .....	125.6	126.8	128.0	128.2	.2	1.0	.9	.2	2.7	2.8	2.9	2.2
2018 .....	129.8	130.1	131.0	131.9	1.2	.2	.7	.7	3.3	2.6	2.3	2.9
2019 .....	133.4	133.4	134.6	135.2	1.1	.0	.9	.4	2.8	2.5	2.7	2.5
2020 .....	136.1	136.8	137.7	137.8	.7	.5	.7	.1	2.0	2.5	2.3	1.9
2021 .....	138.9	140.1	141.8	143.9	.8	.9	1.2	1.5	2.1	2.4	3.0	4.4
2022 .....	147.2	—	—	—	2.3	—	—	—	6.0	—	—	—
<b>Excluding incentive paid occupations<sup>1</sup></b>												
2006 .....	100.9	101.5	102.5	103.0	.9	.6	1.0	.5	—	—	—	3.0
2007 .....	104.3	105.2	105.8	105.8	1.3	.9	.6	.0	3.4	3.6	3.2	2.7
2008 .....	107.4	107.8	108.7	109.0	1.5	.4	.8	.3	3.0	2.5	2.7	3.0
2009 .....	109.4	109.2	109.7	110.2	.4	-2	.5	.5	1.9	1.3	.9	1.1
2010 .....	110.3	110.3	111.0	111.2	.1	.0	.6	.2	.8	1.0	1.2	.9
2011 .....	112.6	112.7	113.8	114.1	1.3	.1	1.0	.3	2.1	2.2	2.5	2.6
2012 .....	114.6	115.7	115.8	115.9	.4	1.0	.1	.1	1.8	2.7	1.8	1.6
2013 .....	116.6	117.5	117.8	118.9	.6	.8	.3	.9	1.7	1.6	1.7	2.6
2014 .....	120.4	121.2	121.4	122.0	1.3	.7	.2	.5	3.3	3.1	3.1	2.6
2015 .....	123.6	124.4	124.3	124.6	1.3	.6	-1	.2	2.7	2.6	2.4	2.1
2016 .....	126.1	127.2	128.1	128.6	1.2	.9	.7	.4	2.0	2.3	3.1	3.2
2017 .....	128.9	130.1	131.0	131.3	.2	.9	.7	.2	2.2	2.3	2.3	2.1
2018 .....	133.0	133.7	134.6	135.7	1.3	.5	.7	.8	3.2	2.8	2.7	3.4
2019 .....	137.3	137.4	138.3	139.3	1.2	.1	.7	.7	3.2	2.8	2.7	2.7
2020 .....	140.3	140.9	141.9	142.0	.7	.4	.7	.1	2.2	2.5	2.6	1.9
2021 .....	143.5	144.9	146.6	148.6	1.1	1.0	1.2	1.4	2.3	2.8	3.3	4.6
2022 .....	151.9	—	—	—	2.2	—	—	—	5.9	—	—	—
<b>Professional and business services</b>												
2001 .....	89.2	90.3	91.3	91.9	1.0	1.2	1.1	.7	3.7	3.6	3.6	4.1
2002 .....	92.2	92.7	92.9	92.6	.3	.5	.2	-3	3.4	2.7	1.8	.8
2003 .....	93.4	94.0	95.4	95.8	.9	.6	1.5	.4	1.3	1.4	2.7	3.5
2004 .....	96.6	97.7	98.5	99.0	.8	1.1	.8	.5	3.4	3.9	3.2	3.3
2005 .....	99.5	99.7	99.7	100.0	.5	.2	.0	.3	3.0	2.0	1.2	1.0
2006 .....	101.0	102.3	103.0	103.5	1.0	1.3	.7	.5	1.5	2.6	3.3	3.5
2007 .....	104.8	105.9	106.7	107.5	1.3	1.0	.8	.7	3.8	3.5	3.6	3.9
2008 .....	109.1	110.0	111.0	111.9	1.5	.8	.9	.8	4.1	3.9	4.0	4.1
2009 .....	112.3	112.2	112.3	112.7	.4	-1	.1	.4	2.9	2.0	1.2	.7
2010 .....	113.3	113.6	114.3	115.0	.5	.3	.6	.6	.9	1.2	1.8	2.0
2011 .....	115.6	116.6	116.7	117.0	.5	.9	.1	.3	2.0	2.6	2.1	1.7
2012 .....	117.6	118.3	118.5	119.3	.5	.6	.2	.7	1.7	1.5	1.5	2.0
2013 .....	119.9	120.5	120.5	121.0	.5	.5	.0	.4	2.0	1.9	1.7	1.4
2014 .....	121.2	122.6	123.4	123.9	.2	1.2	.7	.4	1.1	1.7	2.4	2.4
2015 .....	126.0	124.6	125.9	126.6	1.7	-1.1	1.0	.6	4.0	1.6	2.0	2.2
2016 .....	127.7	128.3	128.3	128.3	.9	.5	.0	.0	1.3	3.0	1.9	1.3
2017 .....	129.5	130.2	131.6	132.0	.9	.5	1.1	.3	1.4	1.5	2.6	2.9
2018 .....	133.5	133.9	135.2	135.8	1.1	.3	1.0	.4	3.1	2.8	2.7	2.9

See footnotes at end of table.



**Table 9. Employment Cost Index for wages and salaries, for private industry workers, by occupational group and industry — 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 business services</b>													
2019 .....	136.9	137.9	139.0	139.5	0.8	0.7	0.8	0.4	2.5	3.0	2.8	2.7	
2020 .....	142.2	142.0	142.6	143.6	1.9	-1	.4	.7	3.9	3.0	2.6	2.9	
2021 .....	144.9	146.0	148.3	149.5	.9	.8	1.6	.8	1.9	2.8	4.0	4.1	
2022 .....	151.6	-	-	-	1.4	-	-	-	4.6	-	-	-	
<b>Professional, scientific, and technical services</b>													
2001 .....	90.3	91.0	92.0	92.4	1.1	.8	1.1	.4	3.7	3.1	2.7	3.5	
2002 .....	92.5	92.9	93.0	92.7	.1	.4	.1	-3	2.4	2.1	1.1	.3	
2003 .....	93.2	93.9	95.3	95.9	.5	.8	1.5	.6	.8	1.1	2.5	3.5	
2004 .....	96.8	97.8	98.7	99.3	.9	1.0	.9	.6	3.9	4.2	3.6	3.5	
2005 .....	100.0	99.7	99.6	100.0	.7	-3	-1	.4	3.3	1.9	.9	.7	
2006 .....	101.3	102.7	103.7	104.3	1.3	1.4	1.0	.6	1.3	3.0	4.1	4.3	
2007 .....	105.9	107.1	107.9	108.7	1.5	1.1	.7	.7	4.5	4.3	4.1	4.2	
2008 .....	110.8	111.7	112.7	113.9	1.9	.8	.9	1.1	4.6	4.3	4.4	4.8	
2009 .....	114.4	114.0	114.2	114.4	.4	-3	.2	.2	3.2	2.1	1.3	.4	
2010 .....	115.2	115.6	116.4	117.2	.7	.3	.7	.7	.7	1.4	1.9	2.4	
2011 .....	118.1	119.2	119.4	119.6	.8	.9	.2	.2	2.5	3.1	2.6	2.0	
2012 .....	120.4	120.8	121.1	121.8	.7	.3	.2	.6	1.9	1.3	1.4	1.8	
2013 .....	122.4	123.0	123.2	123.5	.5	.5	.2	.2	1.7	1.8	1.7	1.4	
2014 .....	124.0	125.0	125.6	126.0	.4	.8	.5	.3	1.3	1.6	1.9	2.0	
2015 .....	129.7	126.6	127.8	128.4	2.9	-2.4	.9	.5	4.6	1.3	1.8	1.9	
2016 .....	130.2	130.8	130.2	130.4	1.4	.5	-5	.2	.4	3.3	1.9	1.6	
2017 .....	132.1	132.7	134.1	134.2	1.3	.5	1.1	.1	1.5	1.5	3.0	2.9	
2018 .....	136.1	135.9	137.9	138.1	1.4	-1	1.5	.1	3.0	2.4	2.8	2.9	
2019 .....	139.1	140.1	141.2	141.4	.7	.7	.8	.1	2.2	3.1	2.4	2.4	
2020 .....	145.0	143.9	144.3	145.2	2.5	-8	.3	.6	4.2	2.7	2.2	2.7	
2021 .....	146.1	147.1	149.8	150.5	.6	.7	1.8	.5	.8	2.2	3.8	3.7	
2022 .....	152.3	-	-	-	1.2	-	-	-	4.2	-	-	-	
<b>Administrative and support and waste management and remediation services</b>													
2001 .....	87.8	89.4	91.1	91.8	1.2	1.8	1.9	.8	4.5	5.1	5.7	5.8	
2002 .....	92.0	92.4	93.2	92.6	.2	.4	.9	-6	4.8	3.4	2.3	.9	
2003 .....	93.4	93.8	95.6	95.9	.9	.4	1.9	.3	1.5	1.5	2.6	3.6	
2004 .....	96.3	98.0	98.6	99.0	.4	1.8	.6	.4	3.1	4.5	3.1	3.2	
2005 .....	99.4	100.1	100.0	100.0	.4	.7	-1	.0	3.2	2.1	1.4	1.0	
2006 .....	100.5	101.7	102.0	102.7	.5	1.2	.3	.7	1.1	1.6	2.0	2.7	
2007 .....	103.7	104.8	105.7	106.5	1.0	1.1	.9	.8	3.2	3.0	3.6	3.7	
2008 .....	107.4	108.3	109.4	109.7	.8	.8	1.0	.3	3.6	3.3	3.5	3.0	
2009 .....	110.2	110.7	110.4	111.4	.5	.5	-3	.9	2.6	2.2	.9	1.5	
2010 .....	111.3	111.3	111.8	112.2	-1	.0	.4	.4	1.0	.5	1.3	.7	
2011 .....	112.3	113.2	113.2	113.7	.1	.8	.0	.4	.9	1.7	1.3	1.3	
2012 .....	114.1	115.0	115.2	116.2	.4	.8	.2	.9	1.6	1.6	1.8	2.2	
2013 .....	116.9	117.5	117.2	118.0	.6	.5	-3	.7	2.5	2.2	1.7	1.5	
2014 .....	117.3	119.8	120.9	121.7	-6	2.1	.9	.7	.3	2.0	3.2	3.1	
2015 .....	121.5	122.4	123.8	124.5	-2	.7	1.1	.6	3.6	2.2	2.4	2.3	
2016 .....	125.1	125.7	126.2	125.3	.5	.5	.4	-7	3.0	2.7	1.9	.6	
2017 .....	126.0	126.9	128.7	129.6	.6	.7	1.4	.7	.7	1.0	2.0	3.4	
2018 .....	130.3	131.5	132.4	133.4	.5	.9	.7	.8	3.4	3.6	2.9	2.9	
2019 .....	134.8	135.9	136.9	137.7	1.0	.8	.7	.6	3.5	3.3	3.4	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 — 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>													
2020 .....	139.6	140.6	141.5	142.9	1.4	0.7	0.6	1.0	3.6	3.5	3.4	3.8	
2021 .....	144.8	146.6	148.9	151.1	1.3	1.2	1.6	1.5	3.7	4.3	5.2	5.7	
2022 .....	154.0	—	—	—	1.9	—	—	—	6.4	—	—	—	
<b>Education and health services</b>													
2001 .....	85.4	86.2	87.5	88.3	.9	.9	1.5	.9	4.4	4.2	4.4	4.4	
2002 .....	89.1	89.6	90.4	91.1	.9	.6	.9	.8	4.3	3.9	3.3	3.2	
2003 .....	91.7	92.4	93.4	93.9	.7	.8	1.1	.5	2.9	3.1	3.3	3.1	
2004 .....	94.8	95.2	96.5	97.0	1.0	.4	1.4	.5	3.4	3.0	3.3	3.3	
2005 .....	97.9	98.4	99.3	100.0	.9	.5	.9	.7	3.3	3.4	2.9	3.1	
2006 .....	100.7	101.6	103.0	104.0	.7	.9	1.4	1.0	2.9	3.3	3.7	4.0	
2007 .....	104.8	105.6	106.9	107.7	.8	.8	1.2	.7	4.1	3.9	3.8	3.6	
2008 .....	108.6	109.2	110.2	110.6	.8	.6	.9	.4	3.6	3.4	3.1	2.7	
2009 .....	111.4	111.8	112.5	112.8	.7	.4	.6	.3	2.6	2.4	2.1	2.0	
2010 .....	113.2	113.5	114.1	114.5	.4	.3	.5	.4	1.6	1.5	1.4	1.5	
2011 .....	114.6	115.1	115.6	116.1	.1	.4	.4	.4	1.2	1.4	1.3	1.4	
2012 .....	116.9	117.3	117.8	118.2	.7	.3	.4	.3	2.0	1.9	1.9	1.8	
2013 .....	118.6	119.1	119.8	120.4	.3	.4	.6	.5	1.5	1.5	1.7	1.9	
2014 .....	120.5	121.2	121.7	122.6	.1	.6	.4	.7	1.6	1.8	1.6	1.8	
2015 .....	123.0	123.6	124.1	124.7	.3	.5	.4	.5	2.1	2.0	2.0	1.7	
2016 .....	125.2	126.0	126.7	127.3	.4	.6	.6	.5	1.8	1.9	2.1	2.1	
2017 .....	128.1	128.8	129.3	130.1	.6	.5	.4	.6	2.3	2.2	2.1	2.2	
2018 .....	131.2	132.0	133.3	134.2	.8	.6	1.0	.7	2.4	2.5	3.1	3.2	
2019 .....	134.8	135.5	136.7	137.4	.4	.5	.9	.5	2.7	2.7	2.6	2.4	
2020 .....	138.6	138.1	139.7	140.6	.9	-.4	1.2	.6	2.8	1.9	2.2	2.3	
2021 .....	141.5	142.7	145.0	147.1	.6	.8	1.6	1.4	2.1	3.3	3.8	4.6	
2022 .....	149.1	—	—	—	1.4	—	—	—	5.4	—	—	—	
<b>Educational services</b>													
2001 .....	85.3	85.8	87.5	88.0	.5	.6	2.0	.6	4.3	4.4	3.8	3.7	
2002 .....	88.3	88.3	90.5	91.2	.3	.0	2.5	.8	3.5	2.9	3.4	3.6	
2003 .....	91.4	91.8	93.2	93.5	.2	.4	1.5	.3	3.5	4.0	3.0	2.5	
2004 .....	94.0	94.3	96.0	96.8	.5	.3	1.8	.8	2.8	2.7	3.0	3.5	
2005 .....	97.4	97.8	99.7	100.0	.6	.4	1.9	.3	3.6	3.7	3.9	3.3	
2006 .....	100.7	101.4	103.1	104.1	.7	.7	1.7	1.0	3.4	3.7	3.4	4.1	
2007 .....	104.2	104.6	106.4	107.4	.1	.4	1.7	.9	3.5	3.2	3.2	3.2	
2008 .....	107.9	108.6	110.8	110.8	.5	.6	2.0	.0	3.6	3.8	4.1	3.2	
2009 .....	111.1	111.2	112.2	112.6	.3	.1	.9	.4	3.0	2.4	1.3	1.6	
2010 .....	112.5	112.6	114.2	114.5	-.1	.1	1.4	.3	1.3	1.3	1.8	1.7	
2011 .....	114.7	114.9	116.2	116.8	.2	.2	1.1	.5	2.0	2.0	1.8	2.0	
2012 .....	117.1	117.1	118.1	118.3	.3	.0	.9	.2	2.1	1.9	1.6	1.3	
2013 .....	118.3	118.9	120.3	120.6	.0	.5	1.2	.2	1.0	1.5	1.9	1.9	
2014 .....	120.3	120.7	122.2	122.6	-.2	.3	1.2	.3	1.7	1.5	1.6	1.7	
2015 .....	122.9	123.0	124.1	124.5	.2	.1	.9	.3	2.2	1.9	1.6	1.5	
2016 .....	124.7	125.5	126.5	127.4	.2	.6	.8	.7	1.5	2.0	1.9	2.3	
2017 .....	127.7	128.0	129.4	130.0	.2	.2	1.1	.5	2.4	2.0	2.3	2.0	
2018 .....	130.1	130.7	132.6	133.0	.1	.5	1.5	.3	1.9	2.1	2.5	2.3	
2019 .....	133.0	133.6	136.1	136.4	.0	.5	1.9	.2	2.2	2.2	2.6	2.6	
2020 .....	137.2	137.8	138.3	139.3	.6	.4	.4	.7	3.2	3.1	1.6	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 — 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>												
2021 .....	139.4	139.7	142.8	143.0	0.1	0.2	2.2	0.1	1.6	1.4	3.3	2.7
2022 .....	144.1	—	—	—	.8	—	—	—	3.4	—	—	—
<b>Junior colleges, colleges, universities, and professional schools</b>												
2001 .....	86.4	87.2	88.8	89.4	.7	.9	1.8	.7	3.6	4.2	3.9	4.2
2002 .....	89.6	89.4	91.2	91.9	.2	-2	2.0	.8	3.7	2.5	2.7	2.8
2003 .....	91.8	92.3	93.6	94.0	-1	.5	1.4	.4	2.5	3.2	2.6	2.3
2004 .....	94.5	94.8	96.4	96.8	.5	.3	1.7	.4	2.9	2.7	3.0	3.0
2005 .....	97.3	97.8	99.5	100.0	.5	.5	1.7	.5	3.0	3.2	3.2	3.3
2006 .....	100.9	101.4	103.4	104.4	.9	.5	2.0	1.0	3.7	3.7	3.9	4.4
2007 .....	104.1	104.6	106.5	107.4	-3	.5	1.8	.8	3.2	3.2	3.0	2.9
2008 .....	107.8	108.4	110.8	110.7	.4	.6	2.2	-1	3.6	3.6	4.0	3.1
2009 .....	111.2	111.3	111.9	112.4	.5	.1	.5	.4	3.2	2.7	1.0	1.5
2010 .....	112.3	112.6	113.9	114.2	-1	.3	1.2	.3	1.0	1.2	1.8	1.6
2011 .....	114.4	114.4	115.7	116.1	.2	.0	1.1	.3	1.9	1.6	1.6	1.7
2012 .....	116.8	116.8	118.2	118.5	.6	.0	1.2	.3	2.1	2.1	2.2	2.1
2013 .....	118.8	119.4	120.8	121.2	.3	.5	1.2	.3	1.7	2.2	2.2	2.3
2014 .....	120.9	121.2	122.4	123.0	-2	.2	1.0	.5	1.8	1.5	1.3	1.5
2015 .....	123.1	123.3	124.5	124.9	.1	.2	1.0	.3	1.8	1.7	1.7	1.5
2016 .....	124.9	125.4	126.7	127.7	.0	.4	1.0	.8	1.5	1.7	1.8	2.2
2017 .....	128.0	128.2	130.1	130.7	.2	.2	1.5	.5	2.5	2.2	2.7	2.3
2018 .....	130.9	131.5	133.3	134.0	.2	.5	1.4	.5	2.3	2.6	2.5	2.5
2019 .....	134.3	134.8	136.5	137.2	.2	.4	1.3	.5	2.6	2.5	2.4	2.4
2020 .....	138.0	138.2	137.8	138.2	.6	.1	-3	.3	2.8	2.5	1.0	.7
2021 .....	138.4	139.3	141.8	142.4	.1	.7	1.8	.4	.3	.8	2.9	3.0
2022 .....	143.0	—	—	—	.4	—	—	—	3.3	—	—	—
<b>Health care and social assistance</b>												
2001 .....	85.4	86.4	87.5	88.4	1.1	1.2	1.3	1.0	4.4	4.3	4.7	4.6
2002 .....	89.2	89.8	90.4	91.0	.9	.7	.7	.7	4.4	3.9	3.3	2.9
2003 .....	91.8	92.5	93.4	93.9	.9	.8	1.0	.5	2.9	3.0	3.3	3.2
2004 .....	94.9	95.4	96.6	97.1	1.1	.5	1.3	.5	3.4	3.1	3.4	3.4
2005 .....	97.9	98.6	99.2	100.0	.8	.7	.6	.8	3.2	3.4	2.7	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 — 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</b>												
2006 .....	100.7	101.6	103.0	103.9	0.7	0.9	1.4	0.9	2.9	3.0	3.8	3.9
2007 .....	104.9	105.8	107.0	107.8	1.0	.9	1.1	.7	4.2	4.1	3.9	3.8
2008 .....	108.7	109.4	110.1	110.6	.8	.6	.6	.5	3.6	3.4	2.9	2.6
2009 .....	111.5	111.9	112.5	112.8	.8	.4	.5	.3	2.6	2.3	2.2	2.0
2010 .....	113.3	113.7	114.1	114.4	.4	.4	.4	.3	1.6	1.6	1.4	1.4
2011 .....	114.6	115.1	115.5	116.0	.2	.4	.3	.4	1.1	1.2	1.2	1.4
2012 .....	116.9	117.3	117.7	118.2	.8	.3	.3	.4	2.0	1.9	1.9	1.9
2013 .....	118.6	119.2	119.7	120.3	.3	.5	.4	.5	1.5	1.6	1.7	1.8
2014 .....	120.6	121.3	121.6	122.6	.2	.6	.2	.8	1.7	1.8	1.6	1.9
2015 .....	123.1	123.7	124.1	124.7	.4	.5	.3	.5	2.1	2.0	2.1	1.7
2016 .....	125.3	126.1	126.8	127.3	.5	.6	.6	.4	1.8	1.9	2.2	2.1
2017 .....	128.1	129.0	129.3	130.2	.6	.7	.2	.7	2.2	2.3	2.0	2.3
2018 .....	131.5	132.3	133.5	134.5	1.0	.6	.9	.7	2.7	2.6	3.2	3.3
2019 .....	135.2	135.9	136.9	137.7	.5	.5	.7	.6	2.8	2.7	2.5	2.4
2020 .....	138.9	138.2	140.0	140.8	.9	-.5	1.3	.6	2.7	1.7	2.3	2.3
2021 .....	142.0	143.3	145.4	148.0	.9	.9	1.5	1.8	2.2	3.7	3.9	5.1
2022 .....	150.2	—	—	—	1.5	—	—	—	5.8	—	—	—
<b>Hospitals</b>												
2001 .....	82.5	83.8	85.1	86.3	1.2	1.6	1.6	1.4	4.7	5.3	5.7	5.9
2002 .....	87.2	88.1	89.1	90.1	1.0	1.0	1.1	1.1	5.7	5.1	4.7	4.4
2003 .....	90.9	91.5	92.5	93.3	.9	.7	1.1	.9	4.2	3.9	3.8	3.6
2004 .....	94.1	94.7	95.7	96.5	.9	.6	1.1	.8	3.5	3.5	3.5	3.4
2005 .....	97.4	98.1	99.1	100.0	.9	.7	1.0	.9	3.5	3.6	3.6	3.6
2006 .....	100.9	101.8	102.9	103.7	.9	.9	1.1	.8	3.6	3.8	3.8	3.7
2007 .....	104.6	105.4	106.5	107.2	.9	.8	1.0	.7	3.7	3.5	3.5	3.4
2008 .....	108.2	109.2	110.3	111.1	.9	.9	1.0	.7	3.4	3.6	3.6	3.6
2009 .....	111.8	112.3	112.9	113.4	.6	.4	.5	.4	3.3	2.8	2.4	2.1
2010 .....	113.7	114.3	114.7	115.2	.3	.5	.3	.4	1.7	1.8	1.6	1.6
2011 .....	115.6	116.0	116.6	117.1	.3	.3	.5	.4	1.7	1.5	1.7	1.6
2012 .....	117.4	117.8	118.3	118.8	.3	.3	.4	.4	1.6	1.6	1.5	1.5
2013 .....	119.2	119.8	120.3	120.7	.3	.5	.4	.3	1.5	1.7	1.7	1.6
2014 .....	121.2	121.7	122.1	122.7	.4	.4	.3	.5	1.7	1.6	1.5	1.7
2015 .....	123.2	124.0	124.5	125.2	.4	.6	.4	.6	1.7	1.9	2.0	2.0
2016 .....	125.8	126.8	127.4	128.3	.5	.8	.5	.7	2.1	2.3	2.3	2.5
2017 .....	129.1	129.9	130.3	131.1	.6	.6	.3	.6	2.6	2.4	2.3	2.2
2018 .....	131.8	132.7	133.2	134.7	.5	.7	.4	1.1	2.1	2.2	2.2	2.7
2019 .....	135.3	136.2	137.0	137.9	.4	.7	.6	.7	2.7	2.6	2.9	2.4
2020 .....	138.8	139.7	140.3	141.1	.7	.6	.4	.6	2.6	2.6	2.4	2.3
2021 .....	142.6	143.9	145.6	148.3	1.1	.9	1.2	1.9	2.7	3.0	3.8	5.1
2022 .....	150.4	—	—	—	1.4	—	—	—	5.5	—	—	—
<b>Nursing and residential care facilities</b>												
2001 .....	85.5	85.8	88.2	89.2	1.7	.4	2.8	1.1	5.8	4.9	6.0	6.1
2002 .....	90.1	91.0	91.7	92.4	1.0	1.0	.8	.8	5.4	6.1	4.0	3.6
2003 .....	93.1	93.7	94.3	94.7	.8	.6	.6	.4	3.3	3.0	2.8	2.5
2004 .....	95.5	95.8	96.4	97.0	.8	.3	.6	.6	2.6	2.2	2.2	2.4
2005 .....	97.7	98.4	99.1	100.0	.7	.7	.7	.9	2.3	2.7	2.8	3.1
2006 .....	100.7	101.3	102.2	103.4	.7	.6	.9	1.2	3.1	2.9	3.1	3.4
2007 .....	104.2	104.8	105.9	106.5	.8	.6	1.0	.6	3.5	3.5	3.6	3.0
2008 .....	107.4	108.1	109.0	109.7	.8	.7	.8	.6	3.1	3.1	2.9	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 — 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>Nursing and residential care facilities</b>													
2009 .....	110.3	110.6	111.2	111.5	0.5	0.3	0.5	0.3	2.7	2.3	2.0	1.6	
2010 .....	111.8	112.0	112.4	112.5	.3	.2	.4	.1	1.4	1.3	1.1	.9	
2011 .....	112.8	113.3	113.6	113.6	.3	.4	.3	.0	.9	1.2	1.1	1.0	
2012 .....	114.1	114.3	114.6	114.9	.4	.2	.3	.3	1.2	.9	.9	1.1	
2013 .....	115.2	115.5	115.8	116.3	.3	.3	.3	.4	1.0	1.0	1.0	1.2	
2014 .....	116.6	116.7	117.2	117.8	.3	.1	.4	.5	1.2	1.0	1.2	1.3	
2015 .....	118.4	119.2	120.0	120.4	.5	.7	.7	.3	1.5	2.1	2.4	2.2	
2016 .....	121.2	122.0	122.9	123.8	.7	.7	.7	.7	2.4	2.3	2.4	2.8	
2017 .....	124.8	125.6	126.4	127.3	.8	.6	.6	.7	3.0	3.0	2.8	2.8	
2018 .....	128.5	129.4	130.3	131.4	.9	.7	.7	.8	3.0	3.0	3.1	3.2	
2019 .....	132.4	133.1	134.0	134.8	.8	.5	.7	.6	3.0	2.9	2.8	2.6	
2020 .....	136.3	137.3	138.4	139.7	1.1	.7	.8	.9	2.9	3.2	3.3	3.6	
2021 .....	141.3	143.1	146.0	148.9	1.1	1.3	2.0	2.0	3.7	4.2	5.5	6.6	
2022 .....	151.7	—	—	—	1.9	—	—	—	7.4	—	—	—	
<b>Nursing care facilities<sup>1</sup></b>													
2006 .....	100.7	101.2	102.1	103.1	.7	.5	.9	1.0	—	—	—	3.1	
2007 .....	104.2	104.8	106.0	106.4	1.1	.6	1.1	.4	3.5	3.6	3.8	3.2	
2008 .....	107.4	108.1	109.0	109.5	.9	.7	.8	.5	3.1	3.1	2.8	2.9	
2009 .....	110.2	110.5	111.2	111.5	.6	.3	.6	.3	2.6	2.2	2.0	1.8	
2010 .....	112.0	112.3	112.7	112.7	.4	.3	.4	.0	1.6	1.6	1.3	1.1	
2011 .....	113.1	113.7	113.9	113.9	.4	.5	.2	.0	1.0	1.2	1.1	1.1	
2012 .....	114.3	114.5	114.7	114.8	.4	.2	.2	.1	1.1	.7	.7	.8	
2013 .....	115.2	115.5	115.7	116.2	.3	.3	.2	.4	.8	.9	.9	1.2	
2014 .....	116.4	116.7	117.3	117.9	.2	.3	.5	.5	1.0	1.0	1.4	1.5	
2015 .....	118.5	119.4	120.3	120.9	.5	.8	.8	.5	1.8	2.3	2.6	2.5	
2016 .....	121.4	122.1	123.1	123.9	.4	.6	.8	.6	2.4	2.3	2.3	2.5	
2017 .....	124.5	125.4	126.2	127.0	.5	.7	.6	.6	2.6	2.7	2.5	2.5	
2018 .....	127.9	128.7	129.6	131.0	.7	.6	.7	1.1	2.7	2.6	2.7	3.1	
2019 .....	131.6	132.4	132.9	133.8	.5	.6	.4	.7	2.9	2.9	2.5	2.1	
2020 .....	135.2	136.3	137.3	138.7	1.0	.8	.7	1.0	2.7	2.9	3.3	3.7	
2021 .....	140.4	142.3	145.1	147.5	1.2	1.4	2.0	1.7	3.8	4.4	5.7	6.3	
2022 .....	150.2	—	—	—	1.8	—	—	—	7.0	—	—	—	
<b>Leisure and hospitality</b>													
2001 .....	91.5	92.1	92.8	93.3	1.0	.7	.8	.5	2.9	2.3	2.8	3.0	
2002 .....	94.0	94.4	94.8	95.2	.8	.4	.4	.4	2.7	2.5	2.2	2.0	
2003 .....	95.8	95.9	96.2	96.8	.6	.1	.3	.6	1.9	1.6	1.5	1.7	
2004 .....	97.1	97.4	97.2	97.6	.3	.3	-.2	.4	1.4	1.6	1.0	.8	
2005 .....	98.3	98.8	99.5	100.0	.7	.5	.7	.5	1.2	1.4	2.4	2.5	
2006 .....	100.6	101.3	102.3	103.7	.6	.7	1.0	1.4	2.3	2.5	2.8	3.7	
2007 .....	105.7	106.4	108.1	108.8	1.9	.7	1.6	.6	5.1	5.0	5.7	4.9	
2008 .....	109.7	109.9	111.4	112.3	.8	.2	1.4	.8	3.8	3.3	3.1	3.2	
2009 .....	113.1	112.8	113.7	113.8	.7	-.3	.8	.1	3.1	2.6	2.1	1.3	
2010 .....	114.5	114.3	114.8	115.0	.6	-.2	.4	.2	1.2	1.3	1.0	1.1	
2011 .....	115.2	115.1	115.8	115.8	.2	-.1	.6	.0	.6	.7	.9	.7	
2012 .....	116.1	116.6	116.7	117.1	.3	.4	.1	.3	.8	1.3	.8	1.1	
2013 .....	117.2	117.4	117.8	118.2	.1	.2	.3	.3	.9	.7	.9	.9	
2014 .....	118.9	119.1	120.2	120.7	.6	.2	.9	.4	1.5	1.4	2.0	2.1	
2015 .....	121.7	122.1	122.2	122.9	.8	.3	.1	.6	2.4	2.5	1.7	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 — 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>												
2016 .....	124.4	125.6	126.9	127.4	1.2	1.0	1.0	0.4	2.2	2.9	3.8	3.7
2017 .....	130.1	130.7	131.4	132.3	2.1	.5	.5	.7	4.6	4.1	3.5	3.8
2018 .....	134.7	135.2	136.4	138.4	1.8	.4	.9	1.5	3.5	3.4	3.8	4.6
2019 .....	140.0	140.9	141.6	143.4	1.2	.6	.5	1.3	3.9	4.2	3.8	3.6
2020 .....	145.5	146.4	147.9	148.5	1.5	.6	1.0	.4	3.9	3.9	4.4	3.6
2021 .....	151.7	155.3	159.1	161.7	2.2	2.4	2.4	1.6	4.3	6.1	7.6	8.9
2022 .....	165.3	—	—	—	2.2	—	—	—	9.0	—	—	—
<b>Accommodation and food services</b>												
2001 .....	89.1	89.1	90.7	91.4	.6	.0	1.8	.8	2.6	1.7	3.1	3.2
2002 .....	92.3	92.6	93.4	93.9	1.0	.3	.9	.5	3.6	3.9	3.0	2.7
2003 .....	95.1	95.4	96.0	96.3	1.3	.3	.6	.3	3.0	3.0	2.8	2.6
2004 .....	96.4	96.5	96.7	97.5	.1	.1	.2	.8	1.4	1.2	.7	1.2
2005 .....	97.9	98.3	99.3	100.0	.4	.4	1.0	.7	1.6	1.9	2.7	2.6
2006 .....	100.5	101.3	102.2	103.8	.5	.8	.9	1.6	2.7	3.1	2.9	3.8
2007 .....	106.0	106.5	108.4	109.0	2.1	.5	1.8	.6	5.5	5.1	6.1	5.0
2008 .....	110.0	110.4	111.9	112.8	.9	.4	1.4	.8	3.8	3.7	3.2	3.5
2009 .....	113.7	113.2	114.2	114.3	.8	-.4	.9	.1	3.4	2.5	2.1	1.3
2010 .....	114.7	114.6	115.1	115.3	.3	-.1	.4	.2	.9	1.2	.8	.9
2011 .....	115.7	115.6	116.4	116.5	.3	-.1	.7	.1	.9	.9	1.1	1.0
2012 .....	116.6	117.1	117.2	117.8	.1	.4	.1	.5	.8	1.3	.7	1.1
2013 .....	117.7	117.9	118.4	118.7	-.1	.2	.4	.3	.9	.7	1.0	.8
2014 .....	119.2	119.3	120.5	121.0	.4	.1	1.0	.4	1.3	1.2	1.8	1.9
2015 .....	122.0	122.1	122.5	123.2	.8	.1	.3	.6	2.3	2.3	1.7	1.8
2016 .....	124.9	126.2	127.7	128.2	1.4	1.0	1.2	.4	2.4	3.4	4.2	4.1
2017 .....	130.9	131.6	132.1	133.0	2.1	.5	.4	.7	4.8	4.3	3.4	3.7
2018 .....	135.4	136.0	137.1	138.8	1.8	.4	.8	1.2	3.4	3.3	3.8	4.4
2019 .....	140.7	142.0	142.9	144.8	1.4	.9	.6	1.3	3.9	4.4	4.2	4.3
2020 .....	147.0	148.1	150.1	151.1	1.5	.7	1.4	.7	4.5	4.3	5.0	4.4
2021 .....	154.4	158.3	162.2	165.1	2.2	2.5	2.5	1.8	5.0	6.9	8.1	9.3
2022 .....	168.9	—	—	—	2.3	—	—	—	9.4	—	—	—
<b>Other services, except public administration</b>												
2001 .....	85.7	85.9	87.2	87.8	1.2	.2	1.5	.7	3.4	3.1	3.4	3.7
2002 .....	89.4	90.8	92.2	91.6	1.8	1.6	1.5	-.7	4.3	5.7	5.7	4.3
2003 .....	91.9	92.7	93.1	93.9	.3	.9	.4	.9	2.8	2.1	1.0	2.5
2004 .....	95.1	96.3	96.6	97.1	1.3	1.3	.3	.5	3.5	3.9	3.8	3.4
2005 .....	97.8	98.4	99.8	100.0	.7	.6	1.4	.2	2.8	2.2	3.3	3.0
2006 .....	101.3	102.6	103.4	103.8	1.3	1.3	.8	.4	3.6	4.3	3.6	3.8
2007 .....	105.7	106.1	107.3	107.9	1.8	.4	1.1	.6	4.3	3.4	3.8	3.9
2008 .....	109.2	109.9	110.4	110.4	1.2	.6	.5	.0	3.3	3.6	2.9	2.3
2009 .....	111.4	111.4	112.5	112.1	.9	.0	1.0	-.4	2.0	1.4	1.9	1.5
2010 .....	112.3	112.7	113.4	113.2	.2	.4	.6	-.2	.8	1.2	.8	1.0
2011 .....	114.2	114.1	114.8	115.2	.9	-.1	.6	.3	1.7	1.2	1.2	1.8
2012 .....	116.1	116.3	116.7	116.7	.8	.2	.3	.0	1.7	1.9	1.7	1.3
2013 .....	118.3	119.4	119.7	120.7	1.4	.9	.3	.8	1.9	2.7	2.6	3.4
2014 .....	120.8	121.2	122.3	121.9	.1	.3	.9	-.3	2.1	1.5	2.2	1.0
2015 .....	123.5	124.2	125.1	125.2	1.3	.6	.7	.1	2.2	2.5	2.3	2.7
2016 .....	125.8	127.0	128.4	128.7	.5	1.0	1.1	.2	1.9	2.3	2.6	2.8
2017 .....	129.5	130.2	131.5	131.8	.6	.5	1.0	.2	2.9	2.5	2.4	2.4

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Other services, except public administration													
2018 .....	133.2	134.1	134.3	135.4	1.1	0.7	0.1	0.8	2.9	3.0	2.1	2.7	
2019 .....	137.0	138.5	138.5	139.9	1.2	1.1	.0	1.0	2.9	3.3	3.1	3.3	
2020 .....	141.0	141.8	142.8	143.2	.8	.6	.7	.3	2.9	2.4	3.1	2.4	
2021 .....	145.4	147.7	150.1	151.9	1.5	1.6	1.6	1.2	3.1	4.2	5.1	6.1	
2022 .....	154.5	—	—	—	1.7	—	—	—	6.3	—	—	—	

<sup>1</sup> The index for this series is not strictly comparable with other series in this table.

<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> 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.

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**

(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>												
<b>Union</b>												
2001 .....	86.5	87.4	88.3	89.6	0.7	1.0	1.0	1.5	3.6	3.7	3.5	4.3
2002 .....	90.2	91.1	91.9	92.6	.7	1.0	.9	.8	4.3	4.2	4.1	3.3
2003 .....	93.0	93.8	94.4	94.9	.4	.9	.6	.5	3.1	3.0	2.7	2.5
2004 .....	95.6	96.4	97.1	97.6	.7	.8	.7	.5	2.8	2.8	2.9	2.8
2005 .....	97.9	98.7	99.5	100.0	.3	.8	.8	.5	2.4	2.4	2.5	2.5
2006 .....	100.3	101.2	101.7	102.3	.3	.9	.5	.6	2.5	2.5	2.2	2.3
2007 .....	102.8	103.7	104.4	104.7	.5	.9	.7	.3	2.5	2.5	2.7	2.3
2008 .....	105.5	106.7	107.4	108.1	.8	1.1	.7	.7	2.6	2.9	2.9	3.2
2009 .....	108.8	109.6	110.2	110.9	.6	.7	.5	.6	3.1	2.7	2.6	2.6
2010 .....	111.5	112.1	112.7	112.9	.5	.5	.5	.2	2.5	2.3	2.3	1.8
2011 .....	113.6	114.0	114.6	114.9	.6	.4	.5	.3	1.9	1.7	1.7	1.8
2012 .....	115.6	116.2	116.9	117.4	.6	.5	.6	.4	1.8	1.9	2.0	2.2
2013 .....	118.4	119.0	119.6	119.8	.9	.5	.5	.2	2.4	2.4	2.3	2.0
2014 .....	120.5	121.2	122.1	123.1	.6	.6	.7	.8	1.8	1.8	2.1	2.8
2015 .....	123.7	124.5	124.8	125.5	.5	.6	.2	.6	2.7	2.7	2.2	1.9
2016 .....	126.4	126.8	127.2	127.3	.7	.3	.3	.1	2.2	1.8	1.9	1.4
2017 .....	128.6	129.2	129.9	130.9	1.0	.5	.5	.8	1.7	1.9	2.1	2.8
2018 .....	131.6	132.7	133.5	134.6	.5	.8	.6	.8	2.3	2.7	2.8	2.8
2019 .....	135.7	137.0	138.1	139.2	.8	1.0	.8	.8	3.1	3.2	3.4	3.4
2020 .....	140.2	141.2	142.2	143.0	.7	.7	.7	.6	3.3	3.1	3.0	2.7
2021 .....	144.5	145.9	147.2	148.6	1.0	1.0	.9	1.0	3.1	3.3	3.5	3.9
2022 .....	149.8	—	—	—	.8	—	—	—	3.7	—	—	—
<b>Blue-collar occupations<sup>1</sup></b>												
2001 .....	87.1	88.1	89.0	90.1	.6	1.1	1.0	1.2	3.9	4.0	3.6	4.0
2002 .....	90.6	91.6	92.4	93.0	.6	1.1	.9	.6	4.0	4.0	3.8	3.2
2003 .....	93.3	94.2	94.7	95.3	.3	1.0	.5	.6	3.0	2.8	2.5	2.5
2004 .....	95.8	96.6	97.4	97.7	.5	.8	.8	.3	2.7	2.5	2.9	2.5
2005 .....	97.8	98.7	99.4	100.0	.1	.9	.7	.6	2.1	2.2	2.1	2.4
2006 .....	100.2	101.1	101.5	101.9	.2	.9	.4	.4	2.5	2.4	2.1	1.9
<b>Goods-producing industries<sup>2</sup></b>												
2001 .....	87.2	88.2	88.9	89.5	.8	1.1	.8	.7	3.9	4.1	3.5	3.5
2002 .....	90.0	90.9	91.7	92.4	.6	1.0	.9	.8	3.2	3.1	3.1	3.2
2003 .....	92.9	94.0	94.5	95.0	.5	1.2	.5	.5	3.2	3.4	3.1	2.8
2004 .....	95.4	96.3	96.9	97.1	.4	.9	.6	.2	2.7	2.4	2.5	2.2
2005 .....	97.5	98.5	99.2	100.0	.4	1.0	.7	.8	2.2	2.3	2.4	3.0
2006 .....	100.5	101.6	101.9	102.3	.5	1.1	.3	.4	3.1	3.1	2.7	2.3
2007 .....	102.7	103.6	104.3	104.3	.4	.9	.7	.0	2.2	2.0	2.4	2.0
2008 .....	105.2	106.4	107.1	107.7	.9	1.1	.7	.6	2.4	2.7	2.7	3.3
2009 .....	108.2	108.8	109.5	109.8	.5	.6	.6	.3	2.9	2.3	2.2	1.9
2010 .....	110.2	110.7	111.1	111.2	.4	.5	.4	.1	1.8	1.7	1.5	1.3
2011 .....	111.7	112.1	112.8	112.9	.4	.4	.6	.1	1.4	1.3	1.5	1.5
2012 .....	113.5	113.8	114.4	115.0	.5	.3	.5	.5	1.6	1.5	1.4	1.9
2013 .....	115.7	115.9	116.8	117.0	.6	.2	.8	.2	1.9	1.8	2.1	1.7
2014 .....	117.7	118.2	119.0	119.5	.6	.4	.7	.4	1.7	2.0	1.9	2.1
2015 .....	119.9	120.7	121.2	121.9	.3	.7	.4	.6	1.9	2.1	1.8	2.0
2016 .....	122.3	123.3	123.7	124.7	.3	.8	.3	.8	2.0	2.2	2.1	2.3
2017 .....	125.2	126.1	126.8	127.6	.4	.7	.6	.6	2.4	2.3	2.5	2.3
2018 .....	127.9	129.1	129.6	130.2	.2	.9	.4	.5	2.2	2.4	2.2	2.0
2019 .....	130.9	132.3	133.1	134.1	.5	1.1	.6	.8	2.3	2.5	2.7	3.0

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 — 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>Goods-producing industries<sup>2</sup></b>													
2020 .....	134.8	135.8	136.9	137.5	0.5	0.7	0.8	0.4	3.0	2.6	2.9	2.5	
2021 .....	138.6	140.4	141.5	142.6	.8	1.3	.8	.8	2.8	3.4	3.4	3.7	
2022 .....	143.5	—	—	—	.6	—	—	—	3.5	—	—	—	
<b>Manufacturing</b>													
2001 .....	87.3	88.1	88.8	89.7	.9	.9	.8	1.0	3.8	4.0	3.5	3.7	
2002 .....	90.3	90.8	91.6	92.5	.7	.6	.9	1.0	3.4	3.1	3.2	3.1	
2003 .....	93.3	94.2	94.5	95.0	.9	1.0	.3	.5	3.3	3.7	3.2	2.7	
2004 .....	95.5	96.2	97.0	97.1	.5	.7	.8	.1	2.4	2.1	2.6	2.2	
2005 .....	97.6	98.3	99.0	100.0	.5	.7	.7	1.0	2.2	2.2	2.1	3.0	
2006 .....	100.6	101.2	101.4	101.7	.6	.6	.2	.3	3.1	3.0	2.4	1.7	
2007 .....	102.0	102.5	102.9	102.6	.3	.5	.4	-.3	1.4	1.3	1.5	.9	
2008 .....	103.4	104.4	104.9	105.5	.8	1.0	.5	.6	1.4	1.9	1.9	2.8	
2009 .....	106.0	106.4	107.0	107.3	.5	.4	.6	.3	2.5	1.9	2.0	1.7	
2010 .....	107.8	108.2	108.6	108.7	.5	.4	.4	.1	1.7	1.7	1.5	1.3	
2011 .....	109.4	109.8	110.6	110.7	.6	.4	.7	.1	1.5	1.5	1.8	1.8	
2012 .....	111.5	111.8	112.1	112.5	.7	.3	.3	.4	1.9	1.8	1.4	1.6	
2013 .....	113.5	113.9	114.4	114.8	.9	.4	.4	.3	1.8	1.9	2.1	2.0	
2014 .....	115.6	116.2	116.7	116.9	.7	.5	.4	.2	1.9	2.0	2.0	1.8	
2015 .....	117.8	118.5	118.8	119.6	.8	.6	.3	.7	1.9	2.0	1.8	2.3	
2016 .....	120.2	120.8	121.4	122.3	.5	.5	.5	.7	2.0	1.9	2.2	2.3	
2017 .....	122.7	123.6	124.5	125.2	.3	.7	.7	.6	2.1	2.3	2.6	2.4	
2018 .....	125.7	126.3	126.9	127.5	.4	.5	.5	.5	2.4	2.2	1.9	1.8	
2019 .....	128.0	128.6	129.6	130.9	.4	.5	.8	1.0	1.8	1.8	2.1	2.7	
2020 .....	131.9	133.5	134.7	135.5	.8	1.2	.9	.6	3.0	3.8	3.9	3.5	
2021 .....	136.7	138.5	139.9	141.4	.9	1.3	1.0	1.1	3.6	3.7	3.9	4.4	
2022 .....	142.3	—	—	—	.6	—	—	—	4.1	—	—	—	
<b>Blue-collar occupations<sup>1</sup></b>													
2001 .....	87.4	88.1	88.8	89.7	1.0	.8	.8	1.0	3.9	4.0	3.5	3.7	
2002 .....	90.2	90.8	91.6	92.6	.6	.7	.9	1.1	3.2	3.1	3.2	3.2	
2003 .....	93.3	94.2	94.6	95.0	.8	1.0	.4	.4	3.4	3.7	3.3	2.6	
2004 .....	95.5	96.2	97.0	97.1	.5	.7	.8	.1	2.4	2.1	2.5	2.2	
2005 .....	97.6	98.4	99.0	100.0	.5	.8	.6	1.0	2.2	2.3	2.1	3.0	
2006 .....	100.6	101.2	101.2	101.5	.6	.6	.0	.3	3.1	2.8	2.2	1.5	
<b>Service-providing industries<sup>3</sup></b>													
2001 .....	85.9	86.8	87.8	89.6	.6	1.0	1.2	2.1	3.2	3.5	3.5	4.9	
2002 .....	90.3	91.2	92.0	92.7	.8	1.0	.9	.8	5.1	5.1	4.8	3.5	
2003 .....	93.1	93.6	94.4	94.8	.4	.5	.9	.4	3.1	2.6	2.6	2.3	
2004 .....	95.7	96.5	97.3	98.0	.9	.8	.8	.7	2.8	3.1	3.1	3.4	
2005 .....	98.2	99.0	99.7	100.0	.2	.8	.7	.3	2.6	2.6	2.5	2.0	
2006 .....	100.1	100.9	101.6	102.2	.1	.8	.7	.6	1.9	1.9	1.9	2.2	
2007 .....	102.9	103.8	104.6	104.9	.7	.9	.8	.3	2.8	2.9	3.0	2.6	
2008 .....	105.8	106.9	107.7	108.3	.9	1.0	.7	.6	2.8	3.0	3.0	3.2	
2009 .....	109.2	110.1	110.8	111.6	.8	.8	.6	.7	3.2	3.0	2.9	3.0	
2010 .....	112.4	113.1	113.8	114.2	.7	.6	.6	.4	2.9	2.7	2.7	2.3	
2011 .....	115.0	115.3	115.8	116.3	.7	.3	.4	.4	2.3	1.9	1.8	1.8	
2012 .....	117.0	117.9	118.7	119.1	.6	.8	.7	.3	1.7	2.3	2.5	2.4	
2013 .....	120.4	121.3	121.7	121.8	1.1	.7	.3	.1	2.9	2.9	2.5	2.3	
2014 .....	122.6	123.4	124.4	125.6	.7	.7	.8	1.0	1.8	1.7	2.2	3.1	
2015 .....	126.3	127.2	127.3	128.0	.6	.7	.1	.5	3.0	3.1	2.3	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 — 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>Service-providing industries<sup>3</sup></b>												
2016 .....	129.1	129.2	129.8	129.4	0.9	0.1	0.5	-0.3	2.2	1.6	2.0	1.1
2017 .....	131.0	131.5	132.2	133.3	1.2	.4	.5	.8	1.5	1.8	1.8	3.0
2018 .....	134.2	135.3	136.2	137.5	.7	.8	.7	1.0	2.4	2.9	3.0	3.2
2019 .....	138.9	140.1	141.4	142.5	1.0	.9	.9	.8	3.5	3.5	3.8	3.6
2020 .....	143.7	144.7	145.6	146.6	.8	.7	.6	.7	3.5	3.3	3.0	2.9
2021 .....	148.3	149.4	150.9	152.4	1.2	.7	1.0	1.0	3.2	3.2	3.6	4.0
2022 .....	153.8	—	—	—	.9	—	—	—	3.7	—	—	—
<b>Nonunion</b>												
2001 .....	87.7	88.6	89.3	89.9	1.2	1.0	.8	.7	3.7	3.6	3.5	3.7
2002 .....	90.8	91.7	92.0	92.2	1.0	1.0	.3	.2	3.5	3.5	3.0	2.6
2003 .....	93.3	94.0	94.9	95.1	1.2	.8	1.0	.2	2.8	2.5	3.2	3.1
2004 .....	95.8	96.5	97.3	97.6	.7	.7	.8	.3	2.7	2.7	2.5	2.6
2005 .....	98.3	98.9	99.5	100.0	.7	.6	.6	.5	2.6	2.5	2.3	2.5
2006 .....	100.8	101.8	102.7	103.3	.8	1.0	.9	.6	2.5	2.9	3.2	3.3
2007 .....	104.5	105.3	106.2	106.9	1.2	.8	.9	.7	3.7	3.4	3.4	3.5
2008 .....	107.9	108.7	109.4	109.6	.9	.7	.6	.2	3.3	3.2	3.0	2.5
2009 .....	110.0	110.2	110.6	110.9	.4	.2	.4	.3	1.9	1.4	1.1	1.2
2010 .....	111.4	111.9	112.4	112.7	.5	.4	.4	.3	1.3	1.5	1.6	1.6
2011 .....	113.2	113.8	114.3	114.6	.4	.5	.4	.3	1.6	1.7	1.7	1.7
2012 .....	115.2	115.9	116.3	116.5	.5	.6	.3	.2	1.8	1.8	1.7	1.7
2013 .....	117.2	117.9	118.4	118.9	.6	.6	.4	.4	1.7	1.7	1.8	2.1
2014 .....	119.2	120.2	121.0	121.5	.3	.8	.7	.4	1.7	2.0	2.2	2.2
2015 .....	122.4	122.7	123.6	124.0	.7	.2	.7	.3	2.7	2.1	2.1	2.1
2016 .....	125.0	126.0	126.6	127.1	.8	.8	.5	.4	2.1	2.7	2.4	2.5
2017 .....	128.2	129.1	130.0	130.6	.9	.7	.7	.5	2.6	2.5	2.7	2.8
2018 .....	132.1	132.9	134.1	134.7	1.1	.6	.9	.4	3.0	2.9	3.2	3.1
2019 .....	136.0	136.9	138.0	138.7	1.0	.7	.8	.5	3.0	3.0	2.9	3.0
2020 .....	140.4	140.9	141.6	142.6	1.2	.4	.5	.7	3.2	2.9	2.6	2.8
2021 .....	144.6	145.9	148.3	149.8	1.4	.9	1.6	1.0	3.0	3.5	4.7	5.0
2022 .....	152.0	—	—	—	1.5	—	—	—	5.1	—	—	—
<b>Blue-collar occupations<sup>1</sup></b>												
2001 .....	88.7	89.4	90.5	90.8	1.4	.8	1.2	.3	3.9	3.7	4.0	3.8
2002 .....	91.6	92.3	92.8	93.0	.9	.8	.5	.2	3.3	3.2	2.5	2.4
2003 .....	93.9	94.5	95.1	95.3	1.0	.6	.6	.2	2.5	2.4	2.5	2.5
2004 .....	96.0	96.7	97.4	97.7	.7	.7	.7	.3	2.2	2.3	2.4	2.5
2005 .....	98.3	98.9	99.5	100.0	.6	.6	.6	.5	2.4	2.3	2.2	2.4
2006 .....	100.8	101.6	102.6	103.3	.8	.8	1.0	.7	2.5	2.7	3.1	3.3
<b>Goods-producing industries<sup>2</sup></b>												
2001 .....	88.1	89.0	89.5	90.1	1.3	1.0	.6	.7	4.0	3.6	3.3	3.6
2002 .....	91.0	91.6	91.9	92.7	1.0	.7	.3	.9	3.3	2.9	2.7	2.9
2003 .....	93.4	94.1	94.6	94.9	.8	.7	.5	.3	2.6	2.7	2.9	2.4
2004 .....	95.6	96.2	97.3	97.3	.7	.6	1.1	.0	2.4	2.2	2.9	2.5
2005 .....	98.0	98.7	99.6	100.0	.7	.7	.9	.4	2.5	2.6	2.4	2.8
2006 .....	100.7	101.9	102.4	103.0	.7	1.2	.5	.6	2.8	3.2	2.8	3.0
2007 .....	104.2	105.0	105.8	106.4	1.2	.8	.8	.6	3.5	3.0	3.3	3.3
2008 .....	107.7	108.4	109.0	109.3	1.2	.6	.6	.3	3.4	3.2	3.0	2.7
2009 .....	109.5	109.7	109.9	110.1	.2	.2	.2	.2	1.7	1.2	.8	.7
2010 .....	110.6	111.0	111.6	111.7	.5	.4	.5	.1	1.0	1.2	1.5	1.5

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 — 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>Goods-producing industries<sup>2</sup></b>												
2011 .....	112.3	112.9	113.3	113.7	0.5	0.5	0.4	0.4	1.5	1.7	1.5	1.8
2012 .....	114.2	114.7	115.3	115.5	.4	.4	.5	.2	1.7	1.6	1.8	1.6
2013 .....	116.2	117.0	117.5	117.8	.6	.7	.4	.3	1.8	2.0	1.9	2.0
2014 .....	118.3	119.2	119.8	120.3	.4	.8	.5	.4	1.8	1.9	2.0	2.1
2015 .....	121.1	122.1	122.8	123.5	.7	.8	.6	.6	2.4	2.4	2.5	2.7
2016 .....	124.3	125.3	125.9	126.6	.6	.8	.5	.6	2.6	2.6	2.5	2.5
2017 .....	127.5	128.3	129.3	129.8	.7	.6	.8	.4	2.6	2.4	2.7	2.5
2018 .....	131.0	132.0	132.8	133.6	.9	.8	.6	.6	2.7	2.9	2.7	2.9
2019 .....	134.9	136.0	137.3	138.2	1.0	.8	1.0	.7	3.0	3.0	3.4	3.4
2020 .....	139.3	140.5	140.9	141.8	.8	.9	.3	.6	3.3	3.3	2.6	2.6
2021 .....	142.8	144.9	146.0	147.5	.7	1.5	.8	1.0	2.5	3.1	3.6	4.0
2022 .....	149.4	—	—	—	1.3	—	—	—	4.6	—	—	—
<b>Manufacturing</b>												
2001 .....	88.5	89.4	89.8	90.3	1.4	1.0	.4	.6	3.8	3.5	3.2	3.4
2002 .....	91.4	92.0	92.4	92.9	1.2	.7	.4	.5	3.3	2.9	2.9	2.9
2003 .....	93.9	94.5	94.9	95.2	1.1	.6	.4	.3	2.7	2.7	2.7	2.5
2004 .....	95.8	96.5	97.5	97.5	.6	.7	1.0	.0	2.0	2.1	2.7	2.4
2005 .....	98.4	99.0	99.8	100.0	.9	.6	.8	.2	2.7	2.6	2.4	2.6
2006 .....	100.7	101.8	102.0	102.5	.7	1.1	.2	.5	2.3	2.8	2.2	2.5
2007 .....	103.6	104.2	104.9	105.5	1.1	.6	.7	.6	2.9	2.4	2.8	2.9
2008 .....	106.6	107.3	108.0	108.2	1.0	.7	.7	.2	2.9	3.0	3.0	2.6
2009 .....	108.6	108.9	109.1	109.3	.4	.3	.2	.2	1.9	1.5	1.0	1.0
2010 .....	109.8	110.5	111.1	111.2	.5	.6	.5	.1	1.1	1.5	1.8	1.7
2011 .....	112.1	112.6	113.0	113.3	.8	.4	.4	.3	2.1	1.9	1.7	1.9
2012 .....	114.1	114.6	115.2	115.4	.7	.4	.5	.2	1.8	1.8	1.9	1.9
2013 .....	116.2	117.1	117.5	117.8	.7	.8	.3	.3	1.8	2.2	2.0	2.1
2014 .....	118.7	119.6	120.0	120.5	.8	.8	.3	.4	2.2	2.1	2.1	2.3
2015 .....	121.5	122.5	123.2	123.8	.8	.8	.6	.5	2.4	2.4	2.7	2.7
2016 .....	124.8	125.9	126.6	127.1	.8	.9	.6	.4	2.7	2.8	2.8	2.7
2017 .....	128.1	128.9	129.7	130.3	.8	.6	.6	.5	2.6	2.4	2.4	2.5
2018 .....	131.4	132.4	133.1	134.0	.8	.8	.5	.7	2.6	2.7	2.6	2.8
2019 .....	135.5	136.5	137.4	138.4	1.1	.7	.7	.7	3.1	3.1	3.2	3.3
2020 .....	139.7	140.5	140.9	141.8	.9	.6	.3	.6	3.1	2.9	2.5	2.5
2021 .....	142.9	144.8	146.2	147.5	.8	1.3	1.0	.9	2.3	3.1	3.8	4.0
2022 .....	150.0	—	—	—	1.7	—	—	—	5.0	—	—	—
<b>Blue-collar occupations<sup>1</sup></b>												
2001 .....	88.5	89.4	90.1	90.8	1.3	1.0	.8	.8	3.8	3.7	3.7	3.9
2002 .....	91.8	92.5	92.7	93.4	1.1	.8	.2	.8	3.7	3.5	2.9	2.9
2003 .....	94.3	94.6	95.2	95.5	1.0	.3	.6	.3	2.7	2.3	2.7	2.2
2004 .....	96.1	96.5	97.5	97.7	.6	.4	1.0	.2	1.9	2.0	2.4	2.3
2005 .....	98.6	99.2	99.7	100.0	.9	.6	.5	.3	2.6	2.8	2.3	2.4
2006 .....	100.8	101.4	102.3	102.9	.8	.6	.9	.6	2.2	2.2	2.6	2.9
<b>Service-providing industries<sup>3</sup></b>												
2001 .....	87.6	88.5	89.3	89.9	1.2	1.0	.9	.7	3.7	3.8	3.6	3.8
2002 .....	90.8	91.7	92.0	92.1	1.0	1.0	.3	.1	3.7	3.6	3.0	2.4
2003 .....	93.3	94.0	94.9	95.2	1.3	.8	1.0	.3	2.8	2.5	3.2	3.4
2004 .....	95.8	96.6	97.3	97.7	.6	.8	.7	.4	2.7	2.8	2.5	2.6
2005 .....	98.4	99.0	99.5	100.0	.7	.6	.5	.5	2.7	2.5	2.3	2.4

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 — 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>Service-providing industries<sup>3</sup></b>												
2006 .....	100.8	101.7	102.7	103.4	0.8	0.9	1.0	0.7	2.4	2.7	3.2	3.4
2007 .....	104.6	105.4	106.3	107.0	1.2	.8	.9	.7	3.8	3.6	3.5	3.5
2008 .....	107.9	108.8	109.4	109.7	.8	.8	.6	.3	3.2	3.2	2.9	2.5
2009 .....	110.1	110.3	110.8	111.0	.4	.2	.5	.2	2.0	1.4	1.3	1.2
2010 .....	111.6	112.2	112.6	113.0	.5	.5	.4	.4	1.4	1.7	1.6	1.8
2011 .....	113.4	114.0	114.5	114.8	.4	.5	.4	.3	1.6	1.6	1.7	1.6
2012 .....	115.5	116.2	116.5	116.8	.6	.6	.3	.3	1.9	1.9	1.7	1.7
2013 .....	117.4	118.2	118.6	119.2	.5	.7	.3	.5	1.6	1.7	1.8	2.1
2014 .....	119.4	120.5	121.3	121.7	.2	.9	.7	.3	1.7	1.9	2.3	2.1
2015 .....	122.8	122.9	123.8	124.2	.9	.1	.7	.3	2.8	2.0	2.1	2.1
2016 .....	125.1	126.2	126.8	127.3	.7	.9	.5	.4	1.9	2.7	2.4	2.5
2017 .....	128.4	129.3	130.3	130.8	.9	.7	.8	.4	2.6	2.5	2.8	2.7
2018 .....	132.4	133.1	134.4	135.0	1.2	.5	1.0	.4	3.1	2.9	3.1	3.2
2019 .....	136.2	137.1	138.2	138.8	.9	.7	.8	.4	2.9	3.0	2.8	2.8
2020 .....	140.7	141.0	141.8	142.8	1.4	.2	.6	.7	3.3	2.8	2.6	2.9
2021 .....	145.0	146.2	148.8	150.3	1.5	.8	1.8	1.0	3.1	3.7	4.9	5.3
2022 .....	152.6	—	—	—	1.5	—	—	—	5.2	—	—	—
<b>Census region and division<sup>4</sup></b>												
<b>Northeast</b>												
2001 .....	86.8	87.8	88.6	89.2	1.0	1.2	.9	.7	3.7	4.0	3.6	3.8
2002 .....	90.2	91.0	91.1	91.5	1.1	.9	.1	.4	3.9	3.6	2.8	2.6
2003 .....	92.4	93.2	94.1	94.5	1.0	.9	1.0	.4	2.4	2.4	3.3	3.3
2004 .....	95.3	96.3	97.1	97.2	.8	1.0	.8	.1	3.1	3.3	3.2	2.9
2005 .....	97.8	98.6	99.2	100.0	.6	.8	.6	.8	2.6	2.4	2.2	2.9
2006 .....	100.8	101.7	102.5	103.1	.8	.9	.8	.6	3.1	3.1	3.3	3.1
2007 .....	104.0	105.0	106.1	106.6	.9	1.0	1.0	.5	3.2	3.2	3.5	3.4
2008 .....	107.5	108.2	108.7	109.6	.8	.7	.5	.8	3.4	3.0	2.5	2.8
2009 .....	109.9	110.3	110.8	111.1	.3	.4	.5	.3	2.2	1.9	1.9	1.4
2010 .....	111.7	112.6	112.9	113.4	.5	.8	.3	.4	1.6	2.1	1.9	2.1
2011 .....	113.7	114.6	114.9	115.3	.3	.8	.3	.3	1.8	1.8	1.8	1.7
2012 .....	115.8	116.4	116.7	117.0	.4	.5	.3	.3	1.8	1.6	1.6	1.5
2013 .....	117.6	118.4	118.7	119.1	.5	.7	.3	.3	1.6	1.7	1.7	1.8
2014 .....	119.4	120.6	121.7	122.2	.3	1.0	.9	.4	1.5	1.9	2.5	2.6
2015 .....	124.7	123.2	124.2	124.7	2.0	-1.2	.8	.4	4.4	2.2	2.1	2.0
2016 .....	126.9	127.2	127.7	128.3	1.8	.2	.4	.5	1.8	3.2	2.8	2.9
2017 .....	129.7	130.7	131.5	131.7	1.1	.8	.6	.2	2.2	2.8	3.0	2.7
2018 .....	133.4	133.9	135.3	136.0	1.3	.4	1.0	.5	2.9	2.4	2.9	3.3
2019 .....	137.6	138.8	139.8	140.7	1.2	.9	.7	.6	3.1	3.7	3.3	3.5
2020 .....	141.9	142.7	143.1	144.1	.9	.6	.3	.7	3.1	2.8	2.4	2.4
2021 .....	146.7	147.2	149.5	150.7	1.8	.3	1.6	.8	3.4	3.2	4.5	4.6
2022 .....	153.1	—	—	—	1.6	—	—	—	4.4	—	—	—
<b>New England</b>												
2006 .....	100.7	101.5	102.3	103.1	.7	.8	.8	.8	—	—	—	3.1
2007 .....	103.6	104.8	105.7	106.3	.5	1.2	.9	.6	2.9	3.3	3.3	3.1
2008 .....	107.1	107.6	108.3	110.3	.8	.5	.7	1.8	3.4	2.7	2.5	3.8
2009 .....	110.5	110.6	111.7	112.1	.2	.1	1.0	.4	3.2	2.8	3.1	1.6
2010 .....	112.6	113.4	113.5	114.3	.4	.7	.1	.7	1.9	2.5	1.6	2.0

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 — 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>New England</b>												
2011 .....	114.5	115.9	116.0	116.0	0.2	1.2	0.1	0.0	1.7	2.2	2.2	1.5
2012 .....	116.6	117.2	117.8	118.2	.5	.5	.5	.3	1.8	1.1	1.6	1.9
2013 .....	118.6	119.8	120.5	121.8	.3	1.0	.6	1.1	1.7	2.2	2.3	3.0
2014 .....	121.4	123.5	126.0	125.3	-.3	1.7	2.0	-.6	2.4	3.1	4.6	2.9
2015 .....	133.1	125.5	128.5	128.4	6.2	-5.7	2.4	-.1	9.6	1.6	2.0	2.5
2016 .....	132.9	132.8	131.1	132.1	3.5	-.1	-1.3	.8	-.2	5.8	2.0	2.9
2017 .....	134.1	135.2	136.4	136.8	1.5	.8	.9	.3	.9	1.8	4.0	3.6
2018 .....	138.0	137.4	141.3	141.5	.9	-.4	2.8	.1	2.9	1.6	3.6	3.4
2019 .....	142.8	143.7	145.4	146.1	.9	.6	1.2	.5	3.5	4.6	2.9	3.3
2020 .....	147.1	147.8	148.7	149.0	.7	.5	.6	.2	3.0	2.9	2.3	2.0
2021 .....	151.5	153.3	155.4	156.3	1.7	1.2	1.4	.6	3.0	3.7	4.5	4.9
2022 .....	159.4	—	—	—	2.0	—	—	—	5.2	—	—	—
<b>Middle Atlantic</b>												
2006 .....	100.8	101.7	102.5	103.1	.8	.9	.8	.6	—	—	—	3.1
2007 .....	104.2	105.1	106.4	106.7	1.1	.9	1.2	.3	3.4	3.3	3.8	3.5
2008 .....	107.6	108.4	109.0	109.4	.8	.7	.6	.4	3.3	3.1	2.4	2.5
2009 .....	109.7	110.1	110.4	110.7	.3	.4	.3	.3	2.0	1.6	1.3	1.2
2010 .....	111.3	112.3	112.7	113.1	.5	.9	.4	.4	1.5	2.0	2.1	2.2
2011 .....	113.4	114.0	114.5	115.0	.3	.5	.4	.4	1.9	1.5	1.6	1.7
2012 .....	115.4	116.1	116.4	116.5	.3	.6	.3	.1	1.8	1.8	1.7	1.3
2013 .....	117.3	117.9	118.0	118.1	.7	.5	.1	.1	1.6	1.6	1.4	1.4
2014 .....	118.6	119.4	120.1	120.9	.4	.7	.6	.7	1.1	1.3	1.8	2.4
2015 .....	121.6	122.3	122.6	123.3	.6	.6	.2	.6	2.5	2.4	2.1	2.0
2016 .....	124.6	125.2	126.3	126.9	1.1	.5	.9	.5	2.5	2.4	3.0	2.9
2017 .....	128.0	129.1	129.6	129.8	.9	.9	.4	.2	2.7	3.1	2.6	2.3
2018 .....	131.7	132.5	133.1	134.0	1.5	.6	.5	.7	2.9	2.6	2.7	3.2
2019 .....	135.7	136.9	137.8	138.7	1.3	.9	.7	.7	3.0	3.3	3.5	3.5
2020 .....	140.0	140.8	141.1	142.3	.9	.6	.2	.9	3.2	2.8	2.4	2.6
2021 .....	144.9	145.0	147.4	148.7	1.8	.1	1.7	.9	3.5	3.0	4.5	4.5
2022 .....	150.8	—	—	—	1.4	—	—	—	4.1	—	—	—
<b>South</b>												
2001 .....	88.9	89.7	90.5	91.0	1.3	.9	.9	.6	3.5	3.2	3.7	3.6
2002 .....	91.8	92.7	93.3	93.2	.9	1.0	.6	.1	3.3	3.3	3.1	2.4
2003 .....	93.5	94.1	94.9	95.0	.3	.6	.9	.1	1.9	1.5	1.7	1.9
2004 .....	95.8	96.7	97.5	98.0	.8	.9	.8	.5	2.5	2.8	2.7	3.2
2005 .....	98.9	99.3	99.7	100.0	.9	.4	.4	.3	3.2	2.7	2.3	2.0
2006 .....	101.0	101.6	102.9	103.6	1.0	.6	1.3	.7	2.1	2.3	3.2	3.6
2007 .....	104.6	105.6	106.5	107.0	1.0	1.0	.9	.5	3.6	3.9	3.5	3.3
2008 .....	108.1	109.1	109.8	110.0	1.0	.9	.6	.2	3.3	3.3	3.1	2.8
2009 .....	110.4	110.7	111.3	111.5	.4	.3	.5	.2	2.1	1.5	1.4	1.4
2010 .....	111.9	112.4	112.9	113.4	.4	.4	.4	.4	1.4	1.5	1.4	1.7
2011 .....	113.7	114.4	115.0	115.2	.3	.6	.5	.2	1.6	1.8	1.9	1.6
2012 .....	116.0	116.7	117.3	117.8	.7	.6	.5	.4	2.0	2.0	2.0	2.3
2013 .....	118.7	119.3	119.7	120.2	.8	.5	.3	.4	2.3	2.2	2.0	2.0
2014 .....	120.7	121.7	122.4	122.8	.4	.8	.6	.3	1.7	2.0	2.3	2.2
2015 .....	123.3	124.2	124.7	125.0	.4	.7	.4	.2	2.2	2.1	1.9	1.8
2016 .....	125.4	126.5	126.8	126.7	.3	.9	.2	-.1	1.7	1.9	1.7	1.4
2017 .....	127.7	128.6	129.5	130.1	.8	.7	.7	.5	1.8	1.7	2.1	2.7
2018 .....	131.3	132.3	133.0	133.6	.9	.8	.5	.5	2.8	2.9	2.7	2.7

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 — 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>													
2019 .....	134.4	135.5	136.7	137.3	0.6	0.8	0.9	0.4	2.4	2.4	2.8	2.8	
2020 .....	138.4	139.7	140.1	141.2	.8	.9	.3	.8	3.0	3.1	2.5	2.8	
2021 .....	143.1	144.7	147.4	148.4	1.3	1.1	1.9	.7	3.4	3.6	5.2	5.1	
2022 .....	149.9	—	—	—	1.0	—	—	—	4.8	—	—	—	
<b>South Atlantic</b>													
2006 .....	101.3	101.9	103.2	103.9	1.3	.6	1.3	.7	—	—	—	3.9	
2007 .....	105.0	106.1	106.9	107.5	1.1	1.0	.8	.6	3.7	4.1	3.6	3.5	
2008 .....	108.6	109.5	110.2	110.3	1.0	.8	.6	.1	3.4	3.2	3.1	2.6	
2009 .....	110.8	111.3	111.9	112.2	.5	.5	.5	.3	2.0	1.6	1.5	1.7	
2010 .....	112.5	112.9	113.3	113.7	.3	.4	.4	.4	1.5	1.4	1.3	1.3	
2011 .....	114.0	114.6	115.4	115.6	.3	.5	.7	.2	1.3	1.5	1.9	1.7	
2012 .....	116.4	117.3	118.0	118.5	.7	.8	.6	.4	2.1	2.4	2.3	2.5	
2013 .....	119.2	120.0	120.2	120.7	.6	.7	.2	.4	2.4	2.3	1.9	1.9	
2014 .....	121.3	122.3	122.9	123.4	.5	.8	.5	.4	1.8	1.9	2.2	2.2	
2015 .....	124.1	124.7	125.6	126.0	.6	.5	.7	.3	2.3	2.0	2.2	2.1	
2016 .....	126.4	128.0	127.9	128.3	.3	1.3	-.1	.3	1.9	2.6	1.8	1.8	
2017 .....	129.2	130.3	131.1	132.0	.7	.9	.6	.7	2.2	1.8	2.5	2.9	
2018 .....	133.3	134.5	135.1	135.9	1.0	.9	.4	.6	3.2	3.2	3.1	3.0	
2019 .....	136.7	137.9	139.1	139.7	.6	.9	.9	.4	2.6	2.5	3.0	2.8	
2020 .....	140.4	142.2	142.7	144.0	.5	1.3	.4	.9	2.7	3.1	2.6	3.1	
2021 .....	146.3	147.4	149.3	150.6	1.6	.8	1.3	.9	4.2	3.7	4.6	4.6	
2022 .....	151.9	—	—	—	.9	—	—	—	3.8	—	—	—	
<b>East South Central</b>													
2006 .....	100.7	101.5	102.1	103.1	.7	.8	.6	1.0	—	—	—	3.1	
2007 .....	104.2	104.5	105.6	106.3	1.1	.3	1.1	.7	3.5	3.0	3.4	3.1	
2008 .....	107.2	107.9	109.0	109.0	.8	.7	1.0	.0	2.9	3.3	3.2	2.5	
2009 .....	109.2	109.5	110.1	110.2	.2	.3	.5	.1	1.9	1.5	1.0	1.1	
2010 .....	110.8	111.4	111.6	111.5	.5	.5	.2	-.1	1.5	1.7	1.4	1.2	
2011 .....	112.6	112.9	113.4	113.5	1.0	.3	.4	.1	1.6	1.3	1.6	1.8	
2012 .....	114.1	114.8	114.9	115.4	.5	.6	.1	.4	1.3	1.7	1.3	1.7	
2013 .....	116.3	116.4	116.8	117.3	.8	.1	.3	.4	1.9	1.4	1.7	1.6	
2014 .....	117.8	118.5	118.8	119.4	.4	.6	.3	.5	1.3	1.8	1.7	1.8	
2015 .....	120.2	121.2	121.7	122.5	.7	.8	.4	.7	2.0	2.3	2.4	2.6	
2016 .....	123.0	124.7	125.2	125.5	.4	1.4	.4	.2	2.3	2.9	2.9	2.4	
2017 .....	126.7	127.2	129.1	128.6	1.0	.4	1.5	-.4	3.0	2.0	3.1	2.5	
2018 .....	130.3	130.6	131.5	131.7	1.3	.2	.7	.2	2.8	2.7	1.9	2.4	
2019 .....	132.4	133.4	135.6	136.3	.5	.8	1.6	.5	1.6	2.1	3.1	3.5	
2020 .....	137.1	137.8	138.0	138.4	.6	.5	.1	.3	3.5	3.3	1.8	1.5	
2021 .....	140.5	142.1	144.5	146.8	1.5	1.1	1.7	1.6	2.5	3.1	4.7	6.1	
2022 .....	149.3	—	—	—	1.7	—	—	—	6.3	—	—	—	
<b>West South Central</b>													
2006 .....	100.6	101.2	102.7	103.4	.6	.6	1.5	.7	—	—	—	3.4	
2007 .....	104.1	105.3	106.1	106.6	.7	1.2	.8	.5	3.5	4.1	3.3	3.1	
2008 .....	107.8	108.8	109.4	109.8	1.1	.9	.6	.4	3.6	3.3	3.1	3.0	
2009 .....	110.1	110.2	110.8	110.9	.3	.1	.5	.1	2.1	1.3	1.3	1.0	
2010 .....	111.3	111.9	112.8	113.5	.4	.5	.8	.6	1.1	1.5	1.8	2.3	
2011 .....	113.7	114.5	115.0	115.2	.2	.7	.4	.2	2.2	2.3	2.0	1.5	
2012 .....	116.1	116.6	117.1	117.7	.8	.4	.4	.5	2.1	1.8	1.8	2.2	
2013 .....	118.7	119.5	120.0	120.6	.8	.7	.4	.5	2.2	2.5	2.5	2.5	

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 — 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 South Central</b>													
2014 .....	120.8	121.9	122.9	123.1	0.2	0.9	0.8	0.2	1.8	2.0	2.4	2.1	
2015 .....	123.2	124.5	124.4	124.3	.1	1.1	-.1	-.1	2.0	2.1	1.2	1.0	
2016 .....	124.8	124.5	125.5	124.5	.4	-.2	.8	-.8	1.3	.0	.9	.2	
2017 .....	125.4	126.3	127.1	127.5	.7	.7	.6	.3	.5	1.4	1.3	2.4	
2018 .....	128.5	129.4	130.2	130.4	.8	.7	.6	.2	2.5	2.5	2.4	2.3	
2019 .....	131.3	132.2	133.2	133.7	.7	.7	.8	.4	2.2	2.2	2.3	2.5	
2020 .....	135.4	136.2	136.5	137.6	1.3	.6	.2	.8	3.1	3.0	2.5	2.9	
2021 .....	138.7	141.2	145.4	145.6	.8	1.8	3.0	.1	2.4	3.7	6.5	5.8	
2022 .....	146.8	—	—	—	.8	—	—	—	5.8	—	—	—	
<b>Midwest</b>													
2001 .....	86.8	87.6	88.3	88.9	.8	.9	.8	.7	3.7	3.4	3.0	3.3	
2002 .....	90.3	91.0	91.3	91.7	1.6	.8	.3	.4	4.0	3.9	3.4	3.1	
2003 .....	94.2	94.7	95.2	95.5	2.7	.5	.5	.3	4.3	4.1	4.3	4.1	
2004 .....	95.6	96.1	96.9	97.1	.1	.5	.8	.2	1.5	1.5	1.8	1.7	
2005 .....	97.8	98.2	99.4	100.0	.7	.4	1.2	.6	2.3	2.2	2.6	3.0	
2006 .....	100.4	101.4	102.0	102.6	.4	1.0	.6	.6	2.7	3.3	2.6	2.6	
2007 .....	103.6	104.4	105.0	105.6	1.0	.8	.6	.6	3.2	3.0	2.9	2.9	
2008 .....	106.3	107.5	107.9	108.0	.7	1.1	.4	.1	2.6	3.0	2.8	2.3	
2009 .....	108.4	108.6	108.9	109.2	.4	.2	.3	.3	2.0	1.0	.9	1.1	
2010 .....	109.9	110.4	110.9	111.2	.6	.5	.5	.3	1.4	1.7	1.8	1.8	
2011 .....	111.8	112.2	112.7	112.9	.5	.4	.4	.2	1.7	1.6	1.6	1.5	
2012 .....	113.8	114.3	114.7	115.0	.8	.4	.3	.3	1.8	1.9	1.8	1.9	
2013 .....	115.5	116.0	116.6	117.1	.4	.4	.5	.4	1.5	1.5	1.7	1.8	
2014 .....	117.4	118.3	118.9	119.1	.3	.8	.5	.2	1.6	2.0	2.0	1.7	
2015 .....	119.8	120.6	121.4	121.8	.6	.7	.7	.3	2.0	1.9	2.1	2.3	
2016 .....	122.5	123.9	124.8	125.3	.6	1.1	.7	.4	2.3	2.7	2.8	2.9	
2017 .....	126.4	126.9	127.5	128.1	.9	.4	.5	.5	3.2	2.4	2.2	2.2	
2018 .....	129.4	130.1	131.4	132.3	1.0	.5	1.0	.7	2.4	2.5	3.1	3.3	
2019 .....	133.5	134.0	135.0	136.0	.9	.4	.7	.7	3.2	3.0	2.7	2.8	
2020 .....	138.2	137.9	138.7	139.6	1.6	-.2	.6	.6	3.5	2.9	2.7	2.6	
2021 .....	141.2	142.5	144.4	146.7	1.1	.9	1.3	1.6	2.2	3.3	4.1	5.1	
2022 .....	149.0	—	—	—	1.6	—	—	—	5.5	—	—	—	
<b>East North Central</b>													
2006 .....	100.3	101.4	101.9	102.5	.3	1.1	.5	.6	—	—	—	2.5	
2007 .....	103.6	104.4	104.7	105.3	1.1	.8	.3	.6	3.3	3.0	2.7	2.7	
2008 .....	105.8	107.0	107.3	107.4	.5	1.1	.3	.1	2.1	2.5	2.5	2.0	
2009 .....	107.5	107.7	108.0	108.3	.1	.2	.3	.3	1.6	.7	.7	.8	
2010 .....	109.1	109.7	110.1	110.3	.7	.5	.4	.2	1.5	1.9	1.9	1.8	
2011 .....	110.9	111.3	111.8	111.9	.5	.4	.4	.1	1.6	1.5	1.5	1.5	
2012 .....	112.7	113.1	113.4	113.5	.7	.4	.3	.1	1.6	1.6	1.4	1.4	
2013 .....	114.1	114.7	115.3	115.7	.5	.5	.5	.3	1.2	1.4	1.7	1.9	
2014 .....	116.0	116.8	117.2	117.5	.3	.7	.3	.3	1.7	1.8	1.6	1.6	
2015 .....	118.4	119.4	119.8	120.1	.8	.8	.3	.3	2.1	2.2	2.2	2.2	
2016 .....	120.8	122.1	122.8	123.4	.6	1.1	.6	.5	2.0	2.3	2.5	2.7	
2017 .....	124.5	125.3	125.9	126.5	.9	.6	.5	.5	3.1	2.6	2.5	2.5	
2018 .....	127.9	128.3	129.7	130.7	1.1	.3	1.1	.8	2.7	2.4	3.0	3.3	
2019 .....	132.1	132.4	133.4	134.3	1.1	.2	.8	.7	3.3	3.2	2.9	2.8	
2020 .....	137.2	136.3	137.0	138.0	2.2	-.7	.5	.7	3.9	2.9	2.7	2.8	
2021 .....	139.5	140.7	142.7	145.0	1.1	.9	1.4	1.6	1.7	3.2	4.2	5.1	

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 — 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.	
East North Central													
2022 .....	147.3	—	—	—	1.6	—	—	—	5.6	—	—	—	—
West North Central													
2006 .....	100.6	101.5	102.4	102.7	.6	0.9	0.9	0.3	—	—	—	2.7	—
2007 .....	103.8	104.5	105.6	106.3	1.1	.7	1.1	.7	3.2	3.0	3.1	3.5	—
2008 .....	107.9	108.9	109.5	109.7	1.5	.9	.6	.2	3.9	4.2	3.7	3.2	—
2009 .....	110.7	110.8	111.2	111.4	.9	.1	.4	.2	2.6	1.7	1.6	1.5	—
2010 .....	111.9	112.4	113.1	113.5	.4	.4	.6	.4	1.1	1.4	1.7	1.9	—
2011 .....	114.0	114.5	114.9	115.4	.4	.4	.3	.4	1.9	1.9	1.6	1.7	—
2012 .....	116.5	117.1	118.0	118.5	1.0	.5	.8	.4	2.2	2.3	2.7	2.7	—
2013 .....	119.0	119.2	119.8	120.7	.4	.2	.5	.8	2.1	1.8	1.5	1.9	—
2014 .....	120.7	122.0	122.8	123.1	.0	1.1	.7	.2	1.4	2.3	2.5	2.0	—
2015 .....	123.1	123.5	125.3	125.8	.0	.3	1.5	.4	2.0	1.2	2.0	2.2	—
2016 .....	126.5	128.2	129.4	129.8	.6	1.3	.9	.3	2.8	3.8	3.3	3.2	—
2017 .....	131.0	130.7	131.6	132.1	.9	-.2	.7	.4	3.6	2.0	1.7	1.8	—
2018 .....	133.2	134.4	135.4	136.1	.8	.9	.7	.5	1.7	2.8	2.9	3.0	—
2019 .....	136.9	137.9	139.1	140.0	.6	.7	.9	.6	2.8	2.6	2.7	2.9	—
2020 .....	140.8	142.0	142.8	143.7	.6	.9	.6	.6	2.8	3.0	2.7	2.6	—
2021 .....	145.5	146.9	148.5	151.0	1.3	1.0	1.1	1.7	3.3	3.5	4.0	5.1	—
2022 .....	153.1	—	—	—	1.4	—	—	—	5.2	—	—	—	—
West													
2001 .....	87.4	88.3	89.2	90.2	1.5	1.0	1.0	1.1	4.0	4.0	4.0	4.8	—
2002 .....	90.4	91.5	92.0	92.4	.2	1.2	.5	.4	3.4	3.6	3.1	2.4	—
2003 .....	93.0	93.9	95.1	95.5	.6	1.0	1.3	.4	2.9	2.6	3.4	3.4	—
2004 .....	96.4	97.0	97.7	98.0	.9	.6	.7	.3	3.7	3.3	2.7	2.6	—
2005 .....	98.4	99.3	99.6	100.0	.4	.9	.3	.4	2.1	2.4	1.9	2.0	—
2006 .....	100.7	102.1	102.7	103.2	.7	1.4	.6	.5	2.3	2.8	3.1	3.2	—
2007 .....	104.8	105.4	106.2	107.0	1.6	.6	.8	.8	4.1	3.2	3.4	3.7	—
2008 .....	108.3	108.9	109.9	110.1	1.2	.6	.9	.2	3.3	3.3	3.5	2.9	—
2009 .....	110.5	110.8	111.2	111.6	.4	.3	.4	.4	2.0	1.7	1.2	1.4	—
2010 .....	112.0	112.4	112.9	113.0	.4	.4	.4	.1	1.4	1.4	1.5	1.3	—
2011 .....	113.6	114.1	114.5	114.9	.5	.4	.4	.3	1.4	1.5	1.4	1.7	—
2012 .....	115.4	116.1	116.5	116.4	.4	.6	.3	-.1	1.6	1.8	1.7	1.3	—
2013 .....	117.1	118.1	118.8	119.2	.6	.9	.6	.3	1.5	1.7	2.0	2.4	—
2014 .....	119.5	120.4	121.5	122.2	.3	.8	.9	.6	2.0	1.9	2.3	2.5	—
2015 .....	122.6	123.4	124.4	125.2	.3	.7	.8	.6	2.6	2.5	2.4	2.5	—
2016 .....	125.8	127.0	127.9	128.7	.5	1.0	.7	.6	2.6	2.9	2.8	2.8	—
2017 .....	129.8	130.9	132.2	132.9	.9	.8	1.0	.5	3.2	3.1	3.4	3.3	—
2018 .....	134.6	135.8	137.1	137.8	1.3	.9	1.0	.5	3.7	3.7	3.7	3.7	—
2019 .....	139.3	140.2	141.4	141.9	1.1	.6	.9	.4	3.5	3.2	3.1	3.0	—
2020 .....	144.3	144.3	145.8	146.5	1.7	.0	1.0	.5	3.6	2.9	3.1	3.2	—
2021 .....	148.4	150.2	152.1	153.6	1.3	1.2	1.3	1.0	2.8	4.1	4.3	4.8	—
2022 .....	156.3	—	—	—	1.8	—	—	—	5.3	—	—	—	—
Mountain													
2006 .....	100.6	101.7	102.8	103.2	.6	1.1	1.1	.4	—	—	—	3.2	—
2007 .....	105.3	105.5	106.7	107.8	2.0	.2	1.1	1.0	4.7	3.7	3.8	4.5	—
2008 .....	108.9	109.9	110.8	111.0	1.0	.9	.8	.2	3.4	4.2	3.8	3.0	—
2009 .....	111.1	111.4	111.9	111.9	.1	.3	.4	.0	2.0	1.4	1.0	.8	—
2010 .....	112.3	113.2	114.1	113.7	.4	.8	.8	-.4	1.1	1.6	2.0	1.6	—
2011 .....	113.7	114.1	115.0	115.2	.0	.4	.8	.2	1.2	.8	.8	1.3	—

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 — 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>Mountain</b>													
2012 .....	115.2	115.7	116.3	115.2	0.0	0.4	0.5	-0.9	1.3	1.4	1.1	0.0	
2013 .....	116.0	117.8	118.3	118.8	.7	1.6	.4	.4	.7	1.8	1.7	3.1	
2014 .....	119.0	120.5	120.8	121.5	.2	1.3	.2	.6	2.6	2.3	2.1	2.3	
2015 .....	122.5	123.0	124.1	124.9	.8	.4	.9	.6	2.9	2.1	2.7	2.8	
2016 .....	124.4	125.9	126.4	127.0	-.4	1.2	.4	.5	1.6	2.4	1.9	1.7	
2017 .....	128.0	129.3	130.0	130.8	.8	1.0	.5	.6	2.9	2.7	2.8	3.0	
2018 .....	132.5	133.4	134.2	135.2	1.3	.7	.6	.7	3.5	3.2	3.2	3.4	
2019 .....	136.3	137.5	139.0	139.1	.8	.9	1.1	.1	2.9	3.1	3.6	2.9	
2020 .....	140.8	141.8	142.8	143.5	1.2	.7	.7	.5	3.3	3.1	2.7	3.2	
2021 .....	145.3	147.6	149.4	151.9	1.3	1.6	1.2	1.7	3.2	4.1	4.6	5.9	
2022 .....	154.6	—	—	—	1.8	—	—	—	6.4	—	—	—	
<b>Pacific</b>													
2006 .....	100.8	102.2	102.7	103.3	.8	1.4	.5	.6	—	—	—	3.3	
2007 .....	104.6	105.3	106.0	106.8	1.3	.7	.7	.8	3.8	3.0	3.2	3.4	
2008 .....	108.1	108.6	109.6	109.8	1.2	.5	.9	.2	3.3	3.1	3.4	2.8	
2009 .....	110.3	110.6	110.9	111.5	.5	.3	.3	.5	2.0	1.8	1.2	1.5	
2010 .....	112.0	112.1	112.4	112.8	.4	.1	.3	.4	1.5	1.4	1.4	1.2	
2011 .....	113.6	114.1	114.4	114.9	.7	.4	.3	.4	1.4	1.8	1.8	1.9	
2012 .....	115.5	116.3	116.7	117.0	.5	.7	.3	.3	1.7	1.9	2.0	1.8	
2013 .....	117.6	118.3	119.1	119.5	.5	.6	.7	.3	1.8	1.7	2.1	2.1	
2014 .....	119.8	120.5	121.8	122.5	.3	.6	1.1	.6	1.9	1.9	2.3	2.5	
2015 .....	122.7	123.7	124.6	125.4	.2	.8	.7	.6	2.4	2.7	2.3	2.4	
2016 .....	126.5	127.5	128.6	129.5	.9	.8	.9	.7	3.1	3.1	3.2	3.3	
2017 .....	130.7	131.7	133.2	133.8	.9	.8	1.1	.5	3.3	3.3	3.6	3.3	
2018 .....	135.5	136.8	138.4	138.9	1.3	1.0	1.2	.4	3.7	3.9	3.9	3.8	
2019 .....	140.7	141.4	142.5	143.2	1.3	.5	.8	.5	3.8	3.4	3.0	3.1	
2020 .....	145.8	145.5	147.1	147.8	1.8	-.2	1.1	.5	3.6	2.9	3.2	3.2	
2021 .....	149.8	151.5	153.3	154.5	1.4	1.1	1.2	.8	2.7	4.1	4.2	4.5	
2022 .....	157.2	—	—	—	1.7	—	—	—	4.9	—	—	—	
<b>Metropolitan area status</b>													
<b>Metropolitan areas</b>													
2006 .....	100.7	101.7	102.5	103.1	.7	1.0	.8	.6	—	—	—	3.1	
2007 .....	104.3	105.1	105.9	106.5	1.2	.8	.8	.6	3.6	3.3	3.3	3.3	
2008 .....	107.5	108.4	109.0	—	.9	.8	.6	—	3.1	3.1	2.9	—	
<b>Nonmetropolitan areas</b>													
2006 .....	100.9	101.6	102.6	103.5	.9	.7	1.0	.9	—	—	—	3.5	
2007 .....	104.4	105.2	106.2	107.0	.9	.8	1.0	.8	3.5	3.5	3.5	3.4	
2008 .....	108.1	108.9	109.9	—	1.0	.7	.9	—	3.5	3.5	3.5	—	

<sup>1</sup> Includes the following occupational groups: farming, fishing, and forestry; construction and extraction; installation, maintenance, and repair; production; and transportation and material moving.

<sup>2</sup> Includes mining, construction, and manufacturing.

<sup>3</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>4</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.

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

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	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 .....	87.6	88.0	89.7	90.2	0.8	0.5	1.9	0.6	3.5	3.8	3.9	3.8
2002 .....	90.5	90.8	92.4	93.0	.3	.3	1.8	.6	3.3	3.2	3.0	3.1
2003 .....	93.4	93.6	94.6	95.0	.4	.2	1.1	.4	3.2	3.1	2.4	2.2
2004 .....	95.4	95.6	96.6	97.0	.4	.2	1.0	.4	2.1	2.1	2.1	2.1
2005 .....	97.6	97.8	99.1	100.0	.6	.2	1.3	.9	2.3	2.3	2.6	3.1
2006 .....	100.3	100.8	102.8	103.5	.3	.5	2.0	.7	2.8	3.1	3.7	3.5
2007 .....	104.1	104.6	106.4	107.1	.6	.5	1.7	.7	3.8	3.8	3.5	3.5
2008 .....	107.7	108.2	110.1	110.4	.6	.5	1.8	.3	3.5	3.4	3.5	3.1
2009 .....	110.9	111.4	112.2	112.5	.5	.5	.7	.3	3.0	3.0	1.9	1.9
2010 .....	112.7	112.9	113.6	113.8	.2	.2	.6	.2	1.6	1.3	1.2	1.2
2011 .....	114.1	114.2	114.7	114.9	.3	.1	.4	.2	1.2	1.2	1.0	1.0
2012 .....	115.2	115.4	116.0	116.2	.3	.2	.5	.2	1.0	1.1	1.1	1.1
2013 .....	116.4	116.5	117.1	117.5	.2	.1	.5	.3	1.0	1.0	.9	1.1
2014 .....	117.8	118.0	119.0	119.4	.3	.2	.8	.3	1.2	1.3	1.6	1.6
2015 .....	119.9	120.3	121.2	121.6	.4	.3	.7	.3	1.8	1.9	1.8	1.8
2016 .....	122.0	122.4	123.6	124.1	.3	.3	1.0	.4	1.8	1.7	2.0	2.1
2017 .....	124.7	125.0	126.1	126.7	.5	.2	.9	.5	2.2	2.1	2.0	2.1
2018 .....	127.0	127.4	129.0	129.7	.2	.3	1.3	.5	1.8	1.9	2.3	2.4
2019 .....	130.2	130.6	132.5	133.0	.4	.3	1.5	.4	2.5	2.5	2.7	2.5
2020 .....	133.7	134.0	134.9	135.4	.5	.2	.7	.4	2.7	2.6	1.8	1.8
2021 .....	135.8	136.2	138.2	139.0	.3	.3	1.5	.6	1.6	1.6	2.4	2.7
2022 .....	140.0	—	—	—	.7	—	—	—	3.1	—	—	—
Occupational group												
White-collar occupations <sup>1</sup>												
2001 .....	87.5	88.0	89.7	90.1	.7	.6	1.9	.4	3.3	3.7	3.8	3.7
2002 .....	90.4	90.6	92.5	93.1	.3	.2	2.1	.6	3.3	3.0	3.1	3.3
2003 .....	93.4	93.6	94.7	95.0	.3	.2	1.2	.3	3.3	3.3	2.4	2.0
2004 .....	95.4	95.6	96.6	97.0	.4	.2	1.0	.4	2.1	2.1	2.0	2.1
2005 .....	97.6	97.8	99.0	100.0	.6	.2	1.2	1.0	2.3	2.3	2.5	3.1
2006 .....	100.3	100.7	102.8	103.5	.3	.4	2.1	.7	2.8	3.0	3.8	3.5
Management, professional, and related												
2001 .....	87.5	88.0	89.8	90.2	.7	.6	2.0	.4	3.4	3.8	3.9	3.8
2002 .....	90.4	90.6	92.5	93.1	.2	.2	2.1	.6	3.3	3.0	3.0	3.2
2003 .....	93.4	93.6	94.6	95.0	.3	.2	1.1	.4	3.3	3.3	2.3	2.0
2004 .....	95.3	95.5	96.6	97.0	.3	.2	1.2	.4	2.0	2.0	2.1	2.1
2005 .....	97.5	97.8	99.0	100.0	.5	.3	1.2	1.0	2.3	2.4	2.5	3.1
2006 .....	100.2	100.7	102.9	103.5	.2	.5	2.2	.6	2.8	3.0	3.9	3.5
2007 .....	104.0	104.3	106.3	107.0	.5	.3	1.9	.7	3.8	3.6	3.3	3.4
2008 .....	107.6	108.2	110.1	110.4	.6	.6	1.8	.3	3.5	3.7	3.6	3.2
2009 .....	110.7	111.1	112.0	112.2	.3	.4	.8	.2	2.9	2.7	1.7	1.6
2010 .....	112.4	112.6	113.3	113.5	.2	.2	.6	.2	1.5	1.4	1.2	1.2
2011 .....	113.8	113.8	114.4	114.5	.3	.0	.5	.1	1.2	1.1	1.0	.9
2012 .....	114.9	115.0	115.7	115.9	.3	.1	.6	.2	1.0	1.1	1.1	1.2
2013 .....	116.0	116.1	116.7	117.1	.1	.1	.5	.3	1.0	1.0	.9	1.0
2014 .....	117.4	117.6	118.5	118.9	.3	.2	.8	.3	1.2	1.3	1.5	1.5
2015 .....	119.4	119.8	120.6	121.1	.4	.3	.7	.4	1.7	1.9	1.8	1.9
2016 .....	121.4	121.8	123.0	123.4	.2	.3	1.0	.3	1.7	1.7	2.0	1.9

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 — 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>													
2017 .....	124.0	124.3	125.4	125.9	0.5	0.2	0.9	0.4	2.1	2.1	2.0	2.0	
2018 .....	126.2	126.5	128.1	128.7	.2	.2	1.3	.5	1.8	1.8	2.2	2.2	
2019 .....	129.2	129.7	131.6	132.2	.4	.4	1.5	.5	2.4	2.5	2.7	2.7	
2020 .....	132.6	133.0	133.9	134.3	.3	.3	.7	.3	2.6	2.5	1.7	1.6	
2021 .....	134.6	134.9	136.8	137.3	.2	.2	1.4	.4	1.5	1.4	2.2	2.2	
2022 .....	138.0	—	—	—	.5	—	—	—	2.5	—	—	—	
<b>Professional and related</b>													
2001 .....	87.5	87.9	89.8	90.1	.7	.5	2.2	.3	3.4	3.7	3.9	3.7	
2002 .....	90.2	90.5	92.4	93.0	.1	.3	2.1	.6	3.1	3.0	2.9	3.2	
2003 .....	93.3	93.4	94.5	94.9	.3	.1	1.2	.4	3.4	3.2	2.3	2.0	
2004 .....	95.3	95.4	96.6	96.9	.4	.1	1.3	.3	2.1	2.1	2.2	2.1	
2005 .....	97.4	97.7	98.9	100.0	.5	.3	1.2	1.1	2.2	2.4	2.4	3.2	
2006 .....	100.2	100.7	103.0	103.6	.2	.5	2.3	.6	2.9	3.1	4.1	3.6	
2007 .....	103.9	104.2	106.3	107.0	.3	.3	2.0	.7	3.7	3.5	3.2	3.3	
2008 .....	107.5	108.1	110.1	110.3	.5	.6	1.9	.2	3.5	3.7	3.6	3.1	
2009 .....	110.6	111.0	112.0	112.3	.3	.4	.9	.3	2.9	2.7	1.7	1.8	
2010 .....	112.4	112.6	113.3	113.6	.1	.2	.6	.3	1.6	1.4	1.2	1.2	
2011 .....	113.8	113.8	114.5	114.6	.2	.0	.6	.1	1.2	1.1	1.1	.9	
2012 .....	114.9	115.0	115.6	115.9	.3	.1	.5	.3	1.0	1.1	1.0	1.1	
2013 .....	116.0	116.1	116.8	117.1	.1	.1	.6	.3	1.0	1.0	1.0	1.0	
2014 .....	117.4	117.5	118.5	118.9	.3	.1	.9	.3	1.2	1.2	1.5	1.5	
2015 .....	119.3	119.8	120.5	121.0	.3	.4	.6	.4	1.6	2.0	1.7	1.8	
2016 .....	121.2	121.7	122.9	123.3	.2	.4	1.0	.3	1.6	1.6	2.0	1.9	
2017 .....	123.8	124.1	125.2	125.7	.4	.2	.9	.4	2.1	2.0	1.9	1.9	
2018 .....	126.0	126.3	127.8	128.5	.2	.2	1.2	.5	1.8	1.8	2.1	2.2	
2019 .....	129.0	129.4	131.4	131.9	.4	.3	1.5	.4	2.4	2.5	2.8	2.6	
2020 .....	132.4	132.8	133.8	134.2	.4	.3	.8	.3	2.6	2.6	1.8	1.7	
2021 .....	134.5	134.7	136.7	137.1	.2	.1	1.5	.3	1.6	1.4	2.2	2.2	
2022 .....	137.8	—	—	—	.5	—	—	—	2.5	—	—	—	
<b>Sales and office</b>													
2001 .....	87.4	87.8	89.1	89.6	.6	.5	1.5	.6	3.1	3.2	3.4	3.1	
2002 .....	90.4	90.8	92.3	92.9	.9	.4	1.7	.7	3.4	3.4	3.6	3.7	
2003 .....	93.5	93.8	95.1	95.4	.6	.3	1.4	.3	3.4	3.3	3.0	2.7	
2004 .....	96.0	96.2	97.3	97.6	.6	.2	1.1	.3	2.7	2.6	2.3	2.3	
2005 .....	98.1	98.0	99.4	100.0	.5	-.1	1.4	.6	2.2	1.9	2.2	2.5	
2006 .....	100.6	101.2	102.6	103.2	.6	.6	1.4	.6	2.5	3.3	3.2	3.2	
2007 .....	104.5	104.8	106.3	107.0	1.3	.3	1.4	.7	3.9	3.6	3.6	3.7	
2008 .....	107.4	107.9	109.3	109.7	.4	.5	1.3	.4	2.8	3.0	2.8	2.5	
2009 .....	110.5	111.0	111.9	112.1	.7	.5	.8	.2	2.9	2.9	2.4	2.2	
2010 .....	112.5	112.5	113.1	113.2	.4	.0	.5	.1	1.8	1.4	1.1	1.0	
2011 .....	113.5	113.7	114.2	114.2	.3	.2	.4	.0	.9	1.1	1.0	.9	
2012 .....	114.5	114.7	115.5	115.6	.3	.2	.7	.1	.9	.9	1.1	1.2	
2013 .....	115.9	115.9	116.4	116.8	.3	.0	.4	.3	1.2	1.0	.8	1.0	
2014 .....	117.4	117.6	118.7	119.3	.5	.2	.9	.5	1.3	1.5	2.0	2.1	
2015 .....	119.8	120.1	121.1	121.5	.4	.3	.8	.3	2.0	2.1	2.0	1.8	
2016 .....	122.0	122.2	123.6	123.8	.4	.2	1.1	.2	1.8	1.7	2.1	1.9	
2017 .....	124.6	124.7	125.5	126.2	.6	.1	.6	.6	2.1	2.0	1.5	1.9	
2018 .....	126.6	127.3	128.9	129.7	.3	.6	1.3	.6	1.6	2.1	2.7	2.8	
2019 .....	130.2	130.7	132.4	132.9	.4	.4	1.3	.4	2.8	2.7	2.7	2.5	
2020 .....	133.6	134.0	134.9	135.7	.5	.3	.7	.6	2.6	2.5	1.9	2.1	

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 — 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>												
2021 .....	136.3	136.9	138.6	139.3	0.4	0.4	1.2	0.5	2.0	2.2	2.7	2.7
2022 .....	140.6	—	—	—	.9	—	—	—	3.2	—	—	—
<b>Office and administrative support</b>												
2001 .....	87.4	87.8	89.1	89.7	.5	.5	1.5	.7	2.9	3.1	3.4	3.1
2002 .....	90.5	91.0	92.4	92.8	.9	.6	1.5	.4	3.5	3.6	3.7	3.5
2003 .....	93.4	93.7	95.0	95.3	.6	.3	1.4	.3	3.2	3.0	2.8	2.7
2004 .....	95.9	96.1	97.1	97.5	.6	.2	1.0	.4	2.7	2.6	2.2	2.3
2005 .....	98.0	97.9	99.3	100.0	.5	-.1	1.4	.7	2.2	1.9	2.3	2.6
2006 .....	100.7	101.4	102.7	103.4	.7	.7	1.3	.7	2.8	3.6	3.4	3.4
2007 .....	104.7	105.0	106.5	107.3	1.3	.3	1.4	.8	4.0	3.6	3.7	3.8
2008 .....	107.8	108.3	109.7	110.1	.5	.5	1.3	.4	3.0	3.1	3.0	2.6
2009 .....	111.0	111.4	112.3	112.5	.8	.4	.8	.2	3.0	2.9	2.4	2.2
2010 .....	113.0	113.0	113.5	113.6	.4	.0	.4	.1	1.8	1.4	1.1	1.0
2011 .....	113.9	114.1	114.7	114.6	.3	.2	.5	-.1	.8	1.0	1.1	.9
2012 .....	114.9	115.1	115.8	115.9	.3	.2	.6	.1	.9	.9	1.0	1.1
2013 .....	116.3	116.3	116.7	117.1	.3	.0	.3	.3	1.2	1.0	.8	1.0
2014 .....	117.7	118.0	119.1	119.7	.5	.3	.9	.5	1.2	1.5	2.1	2.2
2015 .....	120.2	120.5	121.5	121.9	.4	.2	.8	.3	2.1	2.1	2.0	1.8
2016 .....	122.4	122.6	124.0	124.2	.4	.2	1.1	.2	1.8	1.7	2.1	1.9
2017 .....	125.0	125.1	125.9	126.6	.6	.1	.6	.6	2.1	2.0	1.5	1.9
2018 .....	127.0	127.7	129.3	130.1	.3	.6	1.3	.6	1.6	2.1	2.7	2.8
2019 .....	130.6	131.2	132.9	133.3	.4	.5	1.3	.3	2.8	2.7	2.8	2.5
2020 .....	134.1	134.5	135.4	136.2	.6	.3	.7	.6	2.7	2.5	1.9	2.2
2021 .....	136.7	137.4	139.1	139.7	.4	.5	1.2	.4	1.9	2.2	2.7	2.6
2022 .....	141.0	—	—	—	.9	—	—	—	3.1	—	—	—
<b>Blue-collar occupations<sup>2</sup></b>												
2001 .....	87.8	88.1	89.4	90.4	.9	.3	1.5	1.1	3.3	3.4	3.8	3.9
2002 .....	90.9	91.2	92.4	92.8	.6	.3	1.3	.4	3.5	3.5	3.4	2.7
2003 .....	93.7	94.0	94.8	95.1	1.0	.3	.9	.3	3.1	3.1	2.6	2.5
2004 .....	95.4	95.7	96.7	97.1	.3	.3	1.0	.4	1.8	1.8	2.0	2.1
2005 .....	97.9	98.3	99.5	100.0	.8	.4	1.2	.5	2.6	2.7	2.9	3.0
2006 .....	100.7	101.0	102.6	103.6	.7	.3	1.6	1.0	2.9	2.7	3.1	3.6
<b>Service occupations</b>												
2001 .....	87.8	88.3	89.7	90.3	.9	.6	1.6	.7	4.4	4.9	4.2	3.8
2002 .....	90.8	91.2	92.1	92.4	.6	.4	1.0	.3	3.4	3.3	2.7	2.3
2003 .....	93.1	93.6	94.3	94.9	.8	.5	.7	.6	2.5	2.6	2.4	2.7
2004 .....	95.3	95.4	96.4	96.8	.4	.1	1.0	.4	2.4	1.9	2.2	2.0
2005 .....	97.3	97.7	99.3	100.0	.5	.4	1.6	.7	2.1	2.4	3.0	3.3
2006 .....	100.3	100.8	102.4	103.9	.3	.5	1.6	1.5	3.1	3.2	3.1	3.9
2007 .....	104.5	105.2	106.5	107.7	.6	.7	1.2	1.1	4.2	4.4	4.0	3.7
2008 .....	108.3	108.6	110.4	110.9	.6	.3	1.7	.5	3.6	3.2	3.7	3.0
2009 .....	112.0	112.4	113.1	113.5	1.0	.4	.6	.4	3.4	3.5	2.4	2.3
2010 .....	114.0	114.2	114.9	115.1	.4	.2	.6	.2	1.8	1.6	1.6	1.4
2011 .....	115.4	115.5	115.9	116.3	.3	.1	.3	.3	1.2	1.1	.9	1.0
2012 .....	116.6	116.7	117.3	117.4	.3	.1	.5	.1	1.0	1.0	1.2	.9
2013 .....	117.8	117.8	118.4	119.0	.3	.0	.5	.5	1.0	.9	.9	1.4
2014 .....	119.4	119.9	120.8	121.4	.3	.4	.8	.5	1.4	1.8	2.0	2.0
2015 .....	121.9	122.1	123.1	123.6	.4	.2	.8	.4	2.1	1.8	1.9	1.8

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 — 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>												
2016 .....	124.3	124.6	125.8	126.5	0.6	0.2	1.0	0.6	2.0	2.0	2.2	2.3
2017 .....	127.2	127.5	128.6	129.3	.6	.2	.9	.5	2.3	2.3	2.2	2.2
2018 .....	130.0	130.4	131.7	132.6	.5	.3	1.0	.7	2.2	2.3	2.4	2.6
2019 .....	133.5	133.9	135.6	136.1	.7	.3	1.3	.4	2.7	2.7	3.0	2.6
2020 .....	137.0	137.6	138.4	139.2	.7	.4	.6	.6	2.6	2.8	2.1	2.3
2021 .....	139.8	140.5	143.2	144.9	.4	.5	1.9	1.2	2.0	2.1	3.5	4.1
2022 .....	146.7	—	—	—	1.2	—	—	—	4.9	—	—	—
<b>Industry</b>												
<b>Education and health services</b>												
2001 .....	87.8	88.1	90.2	90.4	.6	.3	2.4	.2	3.5	3.6	4.0	3.6
2002 .....	90.6	90.8	92.8	93.3	.2	.2	2.2	.5	3.2	3.1	2.9	3.2
2003 .....	93.5	93.6	94.7	95.0	.2	.1	1.2	.3	3.2	3.1	2.0	1.8
2004 .....	95.3	95.4	96.6	97.0	.3	.1	1.3	.4	1.9	1.9	2.0	2.1
2005 .....	97.4	97.6	99.0	100.0	.4	.2	1.4	1.0	2.2	2.3	2.5	3.1
2006 .....	100.2	100.7	103.1	103.6	.2	.5	2.4	.5	2.9	3.2	4.1	3.6
2007 .....	104.0	104.2	106.3	107.1	.4	.2	2.0	.8	3.8	3.5	3.1	3.4
2008 .....	107.5	108.1	110.2	110.5	.4	.6	1.9	.3	3.4	3.7	3.7	3.2
2009 .....	110.7	111.1	112.0	112.3	.2	.4	.8	.3	3.0	2.8	1.6	1.6
2010 .....	112.5	112.6	113.4	113.6	.2	.1	.7	.2	1.6	1.4	1.2	1.2
2011 .....	113.8	113.8	114.4	114.6	.2	.0	.5	.2	1.2	1.1	.9	.9
2012 .....	114.8	114.9	115.7	115.8	.2	.1	.7	.1	.9	1.0	1.1	1.0
2013 .....	116.0	116.1	116.7	117.0	.2	.1	.5	.3	1.0	1.0	.9	1.0
2014 .....	117.3	117.4	118.4	118.8	.3	.1	.9	.3	1.1	1.1	1.5	1.5
2015 .....	119.2	119.7	120.6	121.0	.3	.4	.8	.3	1.6	2.0	1.9	1.9
2016 .....	121.3	121.7	123.1	123.4	.2	.3	1.2	.2	1.8	1.7	2.1	2.0
2017 .....	123.9	124.2	125.4	125.8	.4	.2	1.0	.3	2.1	2.1	1.9	1.9
2018 .....	126.1	126.5	128.2	128.8	.2	.3	1.3	.5	1.8	1.9	2.2	2.4
2019 .....	129.2	129.6	131.7	132.2	.3	.3	1.6	.4	2.5	2.5	2.7	2.6
2020 .....	132.6	133.0	134.0	134.5	.3	.3	.8	.4	2.6	2.6	1.7	1.7
2021 .....	134.7	135.1	137.1	137.7	.1	.3	1.5	.4	1.6	1.6	2.3	2.4
2022 .....	138.3	—	—	—	.4	—	—	—	2.7	—	—	—
<b>Educational services</b>												
2001 .....	87.9	88.2	90.3	90.5	.5	.3	2.4	.2	3.4	3.6	3.9	3.4
2002 .....	90.6	90.8	92.9	93.3	.1	.2	2.3	.4	3.1	2.9	2.9	3.1
2003 .....	93.4	93.6	94.7	95.0	.1	.2	1.2	.3	3.1	3.1	1.9	1.8
2004 .....	95.3	95.4	96.6	96.9	.3	.1	1.3	.3	2.0	1.9	2.0	2.0
2005 .....	97.3	97.5	98.9	100.0	.4	.2	1.4	1.1	2.1	2.2	2.4	3.2
2006 .....	100.1	100.4	103.0	103.4	.1	.3	2.6	.4	2.9	3.0	4.1	3.4
2007 .....	103.7	103.9	106.1	106.8	.3	.2	2.1	.7	3.6	3.5	3.0	3.3
2008 .....	107.2	107.7	109.9	110.1	.4	.5	2.0	.2	3.4	3.7	3.6	3.1
2009 .....	110.4	110.7	111.7	111.9	.3	.3	.9	.2	3.0	2.8	1.6	1.6
2010 .....	112.1	112.2	113.0	113.2	.2	.1	.7	.2	1.5	1.4	1.2	1.2
2011 .....	113.4	113.4	114.0	114.1	.2	.0	.5	.1	1.2	1.1	.9	.8
2012 .....	114.3	114.4	115.3	115.4	.2	.1	.8	.1	.8	.9	1.1	1.1
2013 .....	115.5	115.6	116.3	116.5	.1	.1	.6	.2	1.0	1.0	.9	1.0
2014 .....	116.8	116.9	118.0	118.4	.3	.1	.9	.3	1.1	1.1	1.5	1.6
2015 .....	118.8	119.2	120.2	120.6	.3	.3	.8	.3	1.7	2.0	1.9	1.9

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 — 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>												
2016 .....	120.8	121.2	122.6	122.9	0.2	0.3	1.2	0.2	1.7	1.7	2.0	1.9
2017 .....	123.4	123.6	124.9	125.2	.4	.2	1.1	.2	2.2	2.0	1.9	1.9
2018 .....	125.5	125.9	127.6	128.2	.2	.3	1.4	.5	1.7	1.9	2.2	2.4
2019 .....	128.6	129.0	131.3	131.6	.3	.3	1.8	.2	2.5	2.5	2.9	2.7
2020 .....	131.9	132.3	133.5	133.9	.2	.3	.9	.3	2.6	2.6	1.7	1.7
2021 .....	134.1	134.3	136.3	136.7	.1	.1	1.5	.3	1.7	1.5	2.1	2.1
2022 .....	137.3	—	—	—	.4	—	—	—	2.4	—	—	—
<b>Schools</b>												
2001 .....	87.9	88.2	90.3	90.5	.5	.3	2.4	.2	3.4	3.6	3.9	3.4
2002 .....	90.6	90.8	92.9	93.3	.1	.2	2.3	.4	3.1	2.9	2.9	3.1
2003 .....	93.4	93.6	94.7	95.0	.1	.2	1.2	.3	3.1	3.1	1.9	1.8
2004 .....	95.3	95.4	96.6	96.9	.3	.1	1.3	.3	2.0	1.9	2.0	2.0
2005 .....	97.3	97.5	98.9	100.0	.4	.2	1.4	1.1	2.1	2.2	2.4	3.2
2006 .....	100.1	100.4	103.0	103.4	.1	.3	2.6	.4	2.9	3.0	4.1	3.4
2007 .....	103.6	103.9	106.1	106.8	.2	.3	2.1	.7	3.5	3.5	3.0	3.3
2008 .....	107.2	107.7	109.9	110.1	.4	.5	2.0	.2	3.5	3.7	3.6	3.1
2009 .....	110.4	110.7	111.7	111.9	.3	.3	.9	.2	3.0	2.8	1.6	1.6
2010 .....	112.1	112.2	113.0	113.2	.2	.1	.7	.2	1.5	1.4	1.2	1.2
2011 .....	113.4	113.4	114.0	114.1	.2	.0	.5	.1	1.2	1.1	.9	.8
2012 .....	114.3	114.4	115.3	115.4	.2	.1	.8	.1	.8	.9	1.1	1.1
2013 .....	115.5	115.6	116.2	116.5	.1	.1	.5	.3	1.0	1.0	.8	1.0
2014 .....	116.8	116.9	118.0	118.4	.3	.1	.9	.3	1.1	1.1	1.5	1.6
2015 .....	118.7	119.2	120.2	120.5	.3	.4	.8	.2	1.6	2.0	1.9	1.8
2016 .....	120.8	121.1	122.6	122.9	.2	.2	1.2	.2	1.8	1.6	2.0	2.0
2017 .....	123.4	123.6	124.8	125.2	.4	.2	1.0	.3	2.2	2.1	1.8	1.9
2018 .....	125.5	125.9	127.6	128.2	.2	.3	1.4	.5	1.7	1.9	2.2	2.4
2019 .....	128.6	129.0	131.2	131.6	.3	.3	1.7	.3	2.5	2.5	2.8	2.7
2020 .....	131.9	132.3	133.5	133.9	.2	.3	.9	.3	2.6	2.6	1.8	1.7
2021 .....	134.0	134.3	136.3	136.7	.1	.2	1.5	.3	1.6	1.5	2.1	2.1
2022 .....	137.3	—	—	—	.4	—	—	—	2.5	—	—	—
<b>Elementary and secondary schools</b>												
2001 .....	87.8	88.2	90.0	90.3	.2	.5	2.0	.3	3.1	3.4	3.2	3.1
2002 .....	90.5	90.6	92.8	93.2	.2	.1	2.4	.4	3.1	2.7	3.1	3.2
2003 .....	93.2	93.4	94.6	94.8	.0	.2	1.3	.2	3.0	3.1	1.9	1.7
2004 .....	95.1	95.2	96.5	96.9	.3	.1	1.4	.4	2.0	1.9	2.0	2.2
2005 .....	97.1	97.2	98.9	100.0	.2	.1	1.7	1.1	2.1	2.1	2.5	3.2
2006 .....	100.0	100.3	103.0	103.4	.0	.3	2.7	.4	3.0	3.2	4.1	3.4
2007 .....	103.6	103.8	106.0	106.6	.2	.2	2.1	.6	3.6	3.5	2.9	3.1
2008 .....	106.9	107.5	109.8	110.1	.3	.6	2.1	.3	3.2	3.6	3.6	3.3
2009 .....	110.3	110.5	112.0	112.1	.2	.2	1.4	.1	3.2	2.8	2.0	1.8
2010 .....	112.3	112.5	113.4	113.5	.2	.2	.8	.1	1.8	1.8	1.2	1.2
2011 .....	113.6	113.6	114.2	114.3	.1	.0	.5	.1	1.2	1.0	.7	.7
2012 .....	114.5	114.6	115.2	115.3	.2	.1	.5	.1	.8	.9	.9	.9
2013 .....	115.3	115.4	116.0	116.3	.0	.1	.5	.3	.7	.7	.7	.9
2014 .....	116.4	116.5	117.7	118.0	.1	.1	1.0	.3	1.0	1.0	1.5	1.5
2015 .....	118.3	118.7	119.6	120.0	.3	.3	.8	.3	1.6	1.9	1.6	1.7
2016 .....	120.2	120.5	122.1	122.3	.2	.2	1.3	.2	1.6	1.5	2.1	1.9
2017 .....	122.6	123.0	124.3	124.6	.2	.3	1.1	.2	2.0	2.1	1.8	1.9
2018 .....	124.9	125.3	127.2	127.6	.2	.3	1.5	.3	1.9	1.9	2.3	2.4

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 — 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>													
2019 .....	127.9	128.3	130.8	131.1	0.2	0.3	1.9	0.2	2.4	2.4	2.8	2.7	
2020 .....	131.4	131.8	133.3	133.6	.2	.3	1.1	.2	2.7	2.7	1.9	1.9	
2021 .....	133.8	134.1	136.0	136.3	.1	.2	1.4	.2	1.8	1.7	2.0	2.0	
2022 .....	136.8	—	—	—	.4	—	—	—	2.2	—	—	—	
<b>Health care and social assistance</b>													
2001 .....	86.1	87.1	88.6	89.5	.8	1.2	1.7	1.0	3.5	4.4	4.9	4.8	
2002 .....	90.7	91.1	92.2	93.0	1.3	.4	1.2	.9	5.3	4.6	4.1	3.9	
2003 .....	93.5	93.9	94.7	95.3	.5	.4	.9	.6	3.1	3.1	2.7	2.5	
2004 .....	95.7	96.0	97.1	97.3	.4	.3	1.1	.2	2.4	2.2	2.5	2.1	
2005 .....	98.1	98.5	99.4	100.0	.8	.4	.9	.6	2.5	2.6	2.4	2.8	
2006 .....	101.0	103.0	104.8	105.5	1.0	2.0	1.7	.7	3.0	4.6	5.4	5.5	
2007 .....	106.6	107.2	108.2	109.2	1.0	.6	.9	.9	5.5	4.1	3.2	3.5	
2008 .....	110.1	111.0	112.8	113.4	.8	.8	1.6	.5	3.3	3.5	4.3	3.8	
2009 .....	113.1	114.6	115.0	115.2	-.3	1.3	.3	.2	2.7	3.2	2.0	1.6	
2010 .....	115.5	115.8	116.2	116.8	.3	.3	.3	.5	2.1	1.0	1.0	1.4	
2011 .....	117.3	117.4	117.9	118.1	.4	.1	.4	.2	1.6	1.4	1.5	1.1	
2012 .....	118.8	118.9	119.1	119.4	.6	.1	.2	.3	1.3	1.3	1.0	1.1	
2013 .....	120.0	120.1	120.6	121.1	.5	.1	.4	.4	1.0	1.0	1.3	1.4	
2014 .....	121.1	121.4	122.1	122.5	.0	.2	.6	.3	.9	1.1	1.2	1.2	
2015 .....	123.3	123.6	124.3	125.2	.7	.2	.6	.7	1.8	1.8	1.8	2.2	
2016 .....	125.8	126.2	126.8	127.6	.5	.3	.5	.6	2.0	2.1	2.0	1.9	
2017 .....	128.1	128.5	129.7	130.6	.4	.3	.9	.7	1.8	1.8	2.3	2.4	
2018 .....	131.3	131.6	132.5	133.4	.5	.2	.7	.7	2.5	2.4	2.2	2.1	
2019 .....	134.3	134.5	135.9	137.1	.7	.1	1.0	.9	2.3	2.2	2.6	2.8	
2020 .....	137.9	138.2	138.5	139.6	.6	.2	.2	.8	2.7	2.8	1.9	1.8	
2021 .....	140.4	141.2	143.5	145.6	.6	.6	1.6	1.5	1.8	2.2	3.6	4.3	
2022 .....	146.7	—	—	—	.8	—	—	—	4.5	—	—	—	
<b>Hospitals</b>													
2001 .....	85.3	86.6	88.0	88.8	.2	1.5	1.6	.9	3.0	4.3	4.5	4.3	
2002 .....	90.0	90.6	91.7	92.8	1.4	.7	1.2	1.2	5.5	4.6	4.2	4.5	
2003 .....	93.1	93.5	94.5	95.2	.3	.4	1.1	.7	3.4	3.2	3.1	2.6	
2004 .....	95.6	95.9	97.1	97.7	.4	.3	1.3	.6	2.7	2.6	2.8	2.6	
2005 .....	98.3	98.6	99.4	100.0	.6	.3	.8	.6	2.8	2.8	2.4	2.4	
2006 .....	100.9	101.4	103.1	104.4	.9	.5	1.7	1.3	2.6	2.8	3.7	4.4	
2007 .....	105.7	106.5	107.6	108.6	1.2	.8	1.0	.9	4.8	5.0	4.4	4.0	
2008 .....	109.8	110.3	111.4	112.1	1.1	.5	1.0	.6	3.9	3.6	3.5	3.2	
2009 .....	112.8	113.9	114.2	114.7	.6	1.0	.3	.4	2.7	3.3	2.5	2.3	
2010 .....	115.2	115.5	115.7	116.3	.4	.3	.2	.5	2.1	1.4	1.3	1.4	
2011 .....	117.0	116.9	117.3	117.5	.6	-.1	.3	.2	1.6	1.2	1.4	1.0	
2012 .....	118.2	118.4	118.6	119.0	.6	.2	.2	.3	1.0	1.3	1.1	1.3	
2013 .....	119.7	119.7	120.0	120.5	.6	.0	.3	.4	1.3	1.1	1.2	1.3	
2014 .....	120.5	120.7	121.3	121.7	.0	.2	.5	.3	.7	.8	1.1	1.0	
2015 .....	122.1	122.5	123.2	123.9	.3	.3	.6	.6	1.3	1.5	1.6	1.8	
2016 .....	124.5	125.1	125.7	126.6	.5	.5	.5	.7	2.0	2.1	2.0	2.2	
2017 .....	127.1	127.5	128.8	129.7	.4	.3	1.0	.7	2.1	1.9	2.5	2.4	
2018 .....	130.2	130.4	131.1	132.1	.4	.2	.5	.8	2.4	2.3	1.8	1.9	
2019 .....	133.1	133.1	134.5	135.9	.8	.0	1.1	1.0	2.2	2.1	2.6	2.9	
2020 .....	136.9	137.2	137.5	138.5	.7	.2	.2	.7	2.9	3.1	2.2	1.9	
2021 .....	139.4	140.4	142.6	144.6	.6	.7	1.6	1.4	1.8	2.3	3.7	4.4	

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 — 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 2022 .....	145.7	—	—	—	0.8	—	—	—	—	4.5	—	—	—
Public administration													
2001 .....	87.1	87.7	88.7	89.5	1.0	0.7	1.1	0.9	3.4	3.9	3.9	3.8	
2002 .....	90.0	90.6	91.5	92.2	.6	.7	1.0	.8	3.3	3.3	3.2	3.0	
2003 .....	93.3	93.7	94.5	95.0	1.2	.4	.9	.5	3.7	3.4	3.3	3.0	
2004 .....	95.6	95.8	96.5	97.0	.6	.2	.7	.5	2.5	2.2	2.1	2.1	
2005 .....	97.9	98.3	99.3	100.0	.9	.4	1.0	.7	2.4	2.6	2.9	3.1	
2006 .....	100.5	101.1	102.0	103.5	.5	.6	.9	1.5	2.7	2.8	2.7	3.5	
2007 .....	104.5	105.2	106.4	107.4	1.0	.7	1.1	.9	4.0	4.1	4.3	3.8	
2008 .....	108.2	108.6	109.9	110.4	.7	.4	1.2	.5	3.5	3.2	3.3	2.8	
2009 .....	111.3	111.9	112.5	112.8	.8	.5	.5	.3	2.9	3.0	2.4	2.2	
2010 .....	113.2	113.4	113.8	114.0	.4	.2	.4	.2	1.7	1.3	1.2	1.1	
2011 .....	114.4	114.5	114.8	115.0	.4	.1	.3	.2	1.1	1.0	.9	.9	
2012 .....	115.6	115.8	116.1	116.3	.5	.2	.3	.2	1.0	1.1	1.1	1.1	
2013 .....	116.7	116.7	117.3	117.9	.3	.0	.5	.5	1.0	.8	1.0	1.4	
2014 .....	118.4	118.9	119.6	120.2	.4	.4	.6	.5	1.5	1.9	2.0	2.0	
2015 .....	120.8	121.1	122.0	122.3	.5	.2	.7	.2	2.0	1.9	2.0	1.7	
2016 .....	123.0	123.4	124.4	124.9	.6	.3	.8	.4	1.8	1.9	2.0	2.1	
2017 .....	125.9	126.1	127.0	127.7	.8	.2	.7	.6	2.4	2.2	2.1	2.2	
2018 .....	128.3	128.7	129.9	130.8	.5	.3	.9	.7	1.9	2.1	2.3	2.4	
2019 .....	131.7	132.2	133.4	134.2	.7	.4	.9	.6	2.7	2.7	2.7	2.6	
2020 .....	135.1	135.5	135.9	136.5	.7	.3	.3	.4	2.6	2.5	1.9	1.7	
2021 .....	137.2	137.5	139.8	140.8	.5	.2	1.7	.7	1.6	1.5	2.9	3.2	
2022 .....	142.7	—	—	—	1.3	—	—	—	4.0	—	—	—	

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

NOTE: Dashes indicate data not available.



**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—							
	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 .....	78.1	78.8	80.0	80.6	1.8	0.9	1.5	0.7	4.7	4.6	5.1	5.1
2002 .....	81.6	82.5	83.6	84.3	1.2	1.1	1.3	.8	4.5	4.7	4.5	4.6
2003 .....	86.4	87.4	88.9	89.7	2.5	1.2	1.7	.9	5.9	5.9	6.3	6.4
2004 .....	92.2	93.6	94.8	95.7	2.8	1.5	1.3	.9	6.7	7.1	6.6	6.7
2005 .....	97.6	98.3	99.5	100.0	2.0	.7	1.2	.5	5.9	5.0	5.0	4.5
2006 .....	100.9	101.6	102.8	103.6	.9	.7	1.2	.8	3.4	3.4	3.3	3.6
2007 .....	104.0	105.1	106.1	106.8	.4	1.1	1.0	.7	3.1	3.4	3.2	3.1
2008 .....	107.6	108.1	108.9	109.1	.7	.5	.7	.2	3.5	2.9	2.6	2.2
2009 .....	109.7	110.0	110.5	110.7	.5	.3	.5	.2	2.0	1.8	1.5	1.5
2010 .....	112.1	112.7	113.6	113.9	1.3	.5	.8	.3	2.2	2.5	2.8	2.9
2011 .....	115.5	116.8	117.2	117.5	1.4	1.1	.3	.3	3.0	3.6	3.2	3.2
2012 .....	118.6	119.3	120.0	120.3	.9	.6	.6	.2	2.7	2.1	2.4	2.4
2013 .....	121.4	121.9	122.7	123.0	.9	.4	.7	.2	2.4	2.2	2.2	2.2
2014 .....	123.9	125.0	125.7	126.2	.7	.9	.6	.4	2.1	2.5	2.4	2.6
2015 .....	127.2	127.2	127.9	128.4	.8	.0	.6	.4	2.7	1.8	1.8	1.7
2016 .....	129.4	129.8	130.8	131.1	.8	.3	.8	.2	1.7	2.0	2.3	2.1
2017 .....	132.2	133.0	134.0	134.4	.8	.6	.8	.3	2.2	2.5	2.4	2.5
2018 .....	135.7	136.8	137.5	138.1	1.0	.8	.5	.4	2.6	2.9	2.6	2.8
2019 .....	139.2	139.9	140.7	141.2	.8	.5	.6	.4	2.6	2.3	2.3	2.2
2020 .....	142.1	143.0	143.9	144.5	.6	.6	.6	.4	2.1	2.2	2.3	2.3
2021 .....	145.6	146.2	147.5	148.6	.8	.4	.9	.7	2.5	2.2	2.5	2.8
2022 .....	151.5	—	—	—	2.0	—	—	—	4.1	—	—	—
<b>Private industry workers</b>												
All workers												
2001 .....	78.9	79.6	80.6	81.3	2.1	.9	1.3	.9	5.2	4.9	4.9	5.2
2002 .....	82.4	83.4	84.1	84.7	1.4	1.2	.8	.7	4.4	4.8	4.3	4.2
2003 .....	87.1	88.2	89.4	90.2	2.8	1.3	1.4	.9	5.7	5.8	6.3	6.5
2004 .....	93.0	94.6	95.4	96.2	3.1	1.7	.8	.8	6.8	7.3	6.7	6.7
2005 .....	98.1	99.0	99.7	100.0	2.0	.9	.7	.3	5.5	4.7	4.5	4.0
2006 .....	101.0	101.7	102.5	103.1	1.0	.7	.8	.6	3.0	2.7	2.8	3.1
2007 .....	103.2	104.3	105.0	105.6	.1	1.1	.7	.6	2.2	2.6	2.4	2.4
2008 .....	106.5	107.0	107.5	107.7	.9	.5	.5	.2	3.2	2.6	2.4	2.0
2009 .....	108.2	108.4	108.7	108.7	.5	.2	.3	.0	1.6	1.3	1.1	.9
2010 .....	110.4	111.0	111.7	111.9	1.6	.5	.6	.2	2.0	2.4	2.8	2.9
2011 .....	113.7	115.4	115.4	115.9	1.6	1.5	.0	.4	3.0	4.0	3.3	3.6
2012 .....	116.9	117.6	117.9	118.2	.9	.6	.3	.3	2.8	1.9	2.2	2.0
2013 .....	119.2	119.8	120.3	120.5	.8	.5	.4	.2	2.0	1.9	2.0	1.9
2014 .....	121.4	122.7	123.1	123.5	.7	1.1	.3	.3	1.8	2.4	2.3	2.5
2015 .....	124.5	124.4	124.8	125.1	.8	-.1	.3	.2	2.6	1.4	1.4	1.3
2016 .....	126.0	126.5	127.0	127.3	.7	.4	.4	.2	1.2	1.7	1.8	1.8
2017 .....	128.4	129.3	130.0	130.2	.9	.7	.5	.2	1.9	2.2	2.4	2.3
2018 .....	131.6	132.9	133.2	133.6	1.1	1.0	.2	.3	2.5	2.8	2.5	2.6
2019 .....	134.7	135.3	135.8	136.2	.8	.4	.4	.3	2.4	1.8	2.0	1.9
2020 .....	136.9	138.0	138.5	139.1	.5	.8	.4	.4	1.6	2.0	2.0	2.1
2021 .....	140.3	140.8	142.1	143.2	.9	.4	.9	.8	2.5	2.0	2.6	2.9
2022 .....	146.1	—	—	—	2.0	—	—	—	4.1	—	—	—

See footnotes at end of table.

**Table 12. Employment Cost Index for benefits, by occupational group, industry, and bargaining status — 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>Occupational group</b>												
<b>White-collar occupations<sup>2</sup></b>												
2001 .....	79.1	80.0	80.9	81.6	2.6	1.1	1.1	0.9	5.7	5.7	5.8	5.8
2002 .....	82.6	83.7	84.1	84.7	1.2	1.3	.5	.7	4.4	4.6	4.0	3.8
2003 .....	87.2	88.1	89.3	90.1	3.0	1.0	1.4	.9	5.6	5.3	6.2	6.4
2004 .....	92.4	93.9	94.7	95.6	2.6	1.6	.9	1.0	6.0	6.6	6.0	6.1
2005 .....	98.0	98.8	99.6	100.0	2.5	.8	.8	.4	6.1	5.2	5.2	4.6
2006 .....	101.1	101.7	102.5	103.2	1.1	.6	.8	.7	3.2	2.9	2.9	3.2
<b>Management, professional, and related</b>												
2001 .....	79.8	80.7	81.5	82.0	3.0	1.1	1.0	.6	6.3	6.0	5.7	5.8
2002 .....	82.9	83.8	84.1	84.7	1.1	1.1	.4	.7	3.9	3.8	3.2	3.3
2003 .....	87.4	88.1	89.4	90.1	3.2	.8	1.5	.8	5.4	5.1	6.3	6.4
2004 .....	92.2	93.5	94.4	95.4	2.3	1.4	1.0	1.1	5.5	6.1	5.6	5.9
2005 .....	98.2	99.0	99.8	100.0	2.9	.8	.8	.2	6.5	5.9	5.7	4.8
2006 .....	101.3	101.8	102.8	103.4	1.3	.5	1.0	.6	3.2	2.8	3.0	3.4
2007 .....	103.8	104.9	105.6	106.0	.4	1.1	.7	.4	2.5	3.0	2.7	2.5
2008 .....	107.3	107.9	108.5	108.5	1.2	.6	.6	.0	3.4	2.9	2.7	2.4
2009 .....	108.8	108.8	108.9	108.8	.3	.0	.1	-.1	1.4	.8	.4	.3
2010 .....	110.2	110.5	111.0	111.2	1.3	.3	.5	.2	1.3	1.6	1.9	2.2
2011 .....	113.4	114.8	114.7	115.2	2.0	1.2	-.1	.4	2.9	3.9	3.3	3.6
2012 .....	116.8	117.4	117.7	117.9	1.4	.5	.3	.2	3.0	2.3	2.6	2.3
2013 .....	118.7	119.5	120.2	120.2	.7	.7	.6	.0	1.6	1.8	2.1	2.0
2014 .....	121.1	122.6	123.1	123.4	.7	1.2	.4	.2	2.0	2.6	2.4	2.7
2015 .....	124.7	124.1	124.3	124.5	1.1	-.5	.2	.2	3.0	1.2	1.0	.9
2016 .....	125.1	125.4	125.8	126.0	.5	.2	.3	.2	.3	1.0	1.2	1.2
2017 .....	127.4	128.3	128.9	129.1	1.1	.7	.5	.2	1.8	2.3	2.5	2.5
2018 .....	130.6	131.7	131.7	132.1	1.2	.8	.0	.3	2.5	2.7	2.2	2.3
2019 .....	133.3	133.9	134.5	134.8	.9	.5	.4	.2	2.1	1.7	2.1	2.0
2020 .....	135.4	136.3	136.9	137.2	.4	.7	.4	.2	1.6	1.8	1.8	1.8
2021 .....	138.6	139.1	140.3	141.3	1.0	.4	.9	.7	2.4	2.1	2.5	3.0
2022 .....	144.2	-	-	-	2.1	-	-	-	4.0	-	-	-
<b>Sales and office</b>												
2001 .....	78.1	78.9	80.1	81.1	2.1	1.0	1.5	1.2	5.3	5.2	5.8	6.0
2002 .....	82.0	83.4	84.2	84.7	1.1	1.7	1.0	.6	5.0	5.7	5.1	4.4
2003 .....	86.8	88.2	89.3	90.0	2.5	1.6	1.2	.8	5.9	5.8	6.1	6.3
2004 .....	92.6	94.4	95.2	95.8	2.9	1.9	.8	.6	6.7	7.0	6.6	6.4
2005 .....	97.6	98.5	99.3	100.0	1.9	.9	.8	.7	5.4	4.3	4.3	4.4
2006 .....	100.8	101.6	102.0	102.9	.8	.8	.4	.9	3.3	3.1	2.7	2.9
2007 .....	103.4	104.3	105.2	106.0	.5	.9	.9	.8	2.6	2.7	3.1	3.0
2008 .....	106.5	107.0	107.6	107.8	.5	.5	.6	.2	3.0	2.6	2.3	1.7
2009 .....	108.0	108.1	108.5	108.7	.2	.1	.4	.2	1.4	1.0	.8	.8
2010 .....	110.2	111.1	111.6	111.8	1.4	.8	.5	.2	2.0	2.8	2.9	2.9
2011 .....	113.4	115.0	115.2	115.5	1.4	1.4	.2	.3	2.9	3.5	3.2	3.3
2012 .....	116.7	117.6	117.4	117.6	1.0	.8	-.2	.2	2.9	2.3	1.9	1.8
2013 .....	119.1	119.6	120.1	120.5	1.3	.4	.4	.3	2.1	1.7	2.3	2.5
2014 .....	121.3	122.8	123.0	123.4	.7	1.2	.2	.3	1.8	2.7	2.4	2.4
2015 .....	123.8	124.1	124.7	125.0	.3	.2	.5	.2	2.1	1.1	1.4	1.3
2016 .....	126.8	127.7	128.3	128.4	1.4	.7	.5	.1	2.4	2.9	2.9	2.7
2017 .....	129.3	130.1	130.8	130.8	.7	.6	.5	.0	2.0	1.9	1.9	1.9
2018 .....	132.4	134.1	134.8	135.3	1.2	1.3	.5	.4	2.4	3.1	3.1	3.4

See footnotes at end of table.

**Table 12. Employment Cost Index for benefits, by occupational group, industry, and bargaining status — 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>Sales and office</b>													
2019 .....	136.2	137.2	137.6	137.7	0.7	0.7	0.3	0.1	2.9	2.3	2.1	1.8	
2020 .....	138.4	139.8	140.1	140.9	.5	1.0	.2	.6	1.6	1.9	1.8	2.3	
2021 .....	142.1	142.5	143.5	144.7	.9	.3	.7	.8	2.7	1.9	2.4	2.7	
2022 .....	148.3	—	—	—	2.5	—	—	—	4.4	—	—	—	
<b>Blue-collar occupations<sup>3</sup></b>													
2001 .....	78.4	78.7	79.9	80.3	1.0	.4	1.5	.5	4.0	3.1	3.5	3.5	
2002 .....	81.7	82.6	83.6	84.4	1.7	1.1	1.2	1.0	4.2	5.0	4.6	5.1	
2003 .....	86.5	88.1	89.2	90.0	2.5	1.8	1.2	.9	5.9	6.7	6.7	6.6	
2004 .....	93.8	95.6	96.4	97.2	4.2	1.9	.8	.8	8.4	8.5	8.1	8.0	
2005 .....	98.4	99.3	99.9	100.0	1.2	.9	.6	.1	4.9	3.9	3.6	2.9	
2006 .....	100.5	101.7	102.3	102.8	.5	1.2	.6	.5	2.1	2.4	2.4	2.8	
<b>Natural resources, construction, and maintenance</b>													
2001 .....	77.7	78.3	79.7	79.8	1.3	.8	1.8	.1	5.9	5.0	4.9	4.0	
2002 .....	81.2	82.3	83.5	84.1	1.8	1.4	1.5	.7	4.5	5.1	4.8	5.4	
2003 .....	86.0	87.9	88.8	89.8	2.3	2.2	1.0	1.1	5.9	6.8	6.3	6.8	
2004 .....	92.9	94.9	95.4	96.4	3.5	2.2	.5	1.0	8.0	8.0	7.4	7.3	
2005 .....	98.0	99.3	99.8	100.0	1.7	1.3	.5	.2	5.5	4.6	4.6	3.7	
2006 .....	101.1	102.7	103.5	104.0	1.1	1.6	.8	.5	3.2	3.4	3.7	4.0	
2007 .....	103.4	104.8	105.3	105.9	-.6	1.4	.5	.6	2.3	2.0	1.7	1.8	
2008 .....	106.5	107.0	107.5	107.7	.6	.5	.5	.2	3.0	2.1	2.1	1.7	
2009 .....	108.2	108.8	109.2	109.5	.5	.6	.4	.3	1.6	1.7	1.6	1.7	
2010 .....	111.5	112.4	113.0	113.2	1.8	.8	.5	.2	3.0	3.3	3.5	3.4	
2011 .....	114.1	115.9	116.2	116.8	.8	1.6	.3	.5	2.3	3.1	2.8	3.2	
2012 .....	117.9	119.1	120.0	120.2	.9	1.0	.8	.2	3.3	2.8	3.3	2.9	
2013 .....	121.6	122.2	122.7	122.9	1.2	.5	.4	.2	3.1	2.6	2.2	2.2	
2014 .....	123.9	126.3	126.8	127.1	.8	1.9	.4	.2	1.9	3.4	3.3	3.4	
2015 .....	127.6	127.1	127.6	127.9	.4	-.4	.4	.2	3.0	.6	.6	.6	
2016 .....	128.5	129.1	129.4	129.9	.5	.5	.2	.4	.7	1.6	1.4	1.6	
2017 .....	130.5	131.7	132.4	132.9	.5	.9	.5	.4	1.6	2.0	2.3	2.3	
2018 .....	133.5	136.2	136.5	136.9	.5	2.0	.2	.3	2.3	3.4	3.1	3.0	
2019 .....	137.9	137.7	138.7	139.0	.7	-.1	.7	.2	3.3	1.1	1.6	1.5	
2020 .....	139.7	140.7	141.2	141.6	.5	.7	.4	.3	1.3	2.2	1.8	1.9	
2021 .....	142.7	143.8	144.8	145.6	.8	.8	.7	.6	2.1	2.2	2.5	2.8	
2022 .....	147.1	—	—	—	1.0	—	—	—	3.1	—	—	—	
<b>Production, transportation, and material moving</b>													
2001 .....	78.8	79.0	80.1	80.7	.6	.3	1.4	.7	2.5	1.9	2.7	3.1	
2002 .....	82.0	82.9	83.7	84.5	1.6	1.1	1.0	1.0	4.1	4.9	4.5	4.7	
2003 .....	86.8	88.3	89.4	90.2	2.7	1.7	1.2	.9	5.9	6.5	6.8	6.7	
2004 .....	94.5	96.1	97.1	97.7	4.8	1.7	1.0	.6	8.9	8.8	8.6	8.3	
2005 .....	98.7	99.3	100.0	100.0	1.0	.6	.7	.0	4.4	3.3	3.0	2.4	
2006 .....	100.1	101.0	101.6	102.0	.1	.9	.6	.4	1.4	1.7	1.6	2.0	
2007 .....	101.2	102.4	102.7	103.7	-.8	1.2	.3	1.0	1.1	1.4	1.1	1.7	
2008 .....	104.4	104.5	104.8	105.1	.7	.1	.3	.3	3.2	2.1	2.0	1.4	
2009 .....	106.4	106.8	107.1	107.4	1.2	.4	.3	.3	1.9	2.2	2.2	2.2	
2010 .....	110.0	110.8	111.8	112.0	2.4	.7	.9	.2	3.4	3.7	4.4	4.3	
2011 .....	113.5	116.5	116.3	117.0	1.3	2.6	-.2	.6	3.2	5.1	4.0	4.5	
2012 .....	116.1	117.1	117.6	118.0	-.8	.9	.4	.3	2.3	.5	1.1	.9	
2013 .....	118.7	119.1	119.2	119.5	.6	.3	.1	.3	2.2	1.7	1.4	1.3	

See footnotes at end of table.

**Table 12. Employment Cost Index for benefits, by occupational group, industry, and bargaining status — 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>Production, transportation, and material moving</b>													
2014 .....	120.5	121.0	121.6	122.1	0.8	0.4	0.5	0.4	1.5	1.6	2.0	2.2	
2015 .....	123.5	124.3	124.9	125.4	1.1	.6	.5	.4	2.5	2.7	2.7	2.7	
2016 .....	126.3	126.8	127.4	127.9	.7	.4	.5	.4	2.3	2.0	2.0	2.0	
2017 .....	128.8	129.6	131.0	131.4	.7	.6	1.1	.3	2.0	2.2	2.8	2.7	
2018 .....	132.6	133.3	133.5	133.8	.9	.5	.2	.2	3.0	2.9	1.9	1.8	
2019 .....	135.0	135.7	136.1	136.6	.9	.5	.3	.4	1.8	1.8	1.9	2.1	
2020 .....	137.6	138.9	139.5	140.5	.7	.9	.4	.7	1.9	2.4	2.5	2.9	
2021 .....	141.0	141.6	143.7	144.6	.4	.4	1.5	.6	2.5	1.9	3.0	2.9	
2022 .....	147.6	—	—	—	2.1	—	—	—	4.7	—	—	—	
<b>Service occupations</b>													
2001 .....	79.7	80.5	81.3	82.5	1.8	1.0	1.0	1.5	6.0	5.8	5.7	5.4	
2002 .....	83.7	84.4	85.9	86.5	1.5	.8	1.8	.7	5.0	4.8	5.7	4.8	
2003 .....	88.8	89.4	90.7	91.7	2.7	.7	1.5	1.1	6.1	5.9	5.6	6.0	
2004 .....	94.6	95.9	96.7	97.0	3.2	1.4	.8	.3	6.5	7.3	6.6	5.8	
2005 .....	98.3	98.9	99.5	100.0	1.3	.6	.6	.5	3.9	3.1	2.9	3.1	
2006 .....	101.5	102.2	103.0	103.6	1.5	.7	.8	.6	3.3	3.3	3.5	3.6	
2007 .....	104.2	105.1	106.0	106.7	.6	.9	.9	.7	2.7	2.8	2.9	3.0	
2008 .....	107.6	108.5	108.7	108.8	.8	.8	.2	.1	3.3	3.2	2.5	2.0	
2009 .....	109.7	110.0	110.4	110.5	.8	.3	.4	.1	2.0	1.4	1.6	1.6	
2010 .....	111.7	112.5	113.2	113.5	1.1	.7	.6	.3	1.8	2.3	2.5	2.7	
2011 .....	115.5	116.1	115.9	116.4	1.8	.5	-.2	.4	3.4	3.2	2.4	2.6	
2012 .....	118.1	118.3	118.7	119.2	1.5	.2	.3	.4	2.3	1.9	2.4	2.4	
2013 .....	120.0	120.4	120.7	121.0	.7	.3	.2	.2	1.6	1.8	1.7	1.5	
2014 .....	121.1	121.1	121.6	122.2	.1	.0	.4	.5	.9	.6	.7	1.0	
2015 .....	123.1	123.3	123.8	124.3	.7	.2	.4	.4	1.7	1.8	1.8	1.7	
2016 .....	125.4	126.0	126.6	127.1	.9	.5	.5	.4	1.9	2.2	2.3	2.3	
2017 .....	128.3	128.6	129.2	129.7	.9	.2	.5	.4	2.3	2.1	2.1	2.0	
2018 .....	131.3	131.5	132.3	132.8	1.2	.2	.6	.4	2.3	2.3	2.4	2.4	
2019 .....	133.6	134.5	134.8	135.5	.6	.7	.2	.5	1.8	2.3	1.9	2.0	
2020 .....	136.3	137.4	138.0	138.8	.6	.8	.4	.6	2.0	2.2	2.4	2.4	
2021 .....	140.1	140.8	142.6	144.0	.9	.5	1.3	1.0	2.8	2.5	3.3	3.7	
2022 .....	147.3	—	—	—	2.3	—	—	—	5.1	—	—	—	
<b>Industry</b>													
<b>Goods-producing industries<sup>4</sup></b>													
2001 .....	76.5	77.1	77.9	78.5	1.1	.8	1.0	.8	3.8	3.2	3.2	3.7	
2002 .....	80.0	80.6	81.3	82.3	1.9	.7	.9	1.2	4.6	4.5	4.4	4.8	
2003 .....	85.3	86.5	87.5	88.2	3.6	1.4	1.2	.8	6.6	7.3	7.6	7.2	
2004 .....	92.5	93.9	95.0	96.3	4.9	1.5	1.2	1.4	8.4	8.6	8.6	9.2	
2005 .....	98.3	99.6	100.4	100.0	2.1	1.3	.8	-.4	6.3	6.1	5.7	3.8	
2006 .....	99.6	100.4	101.3	101.7	-.4	.8	.9	.4	1.3	.8	.9	1.7	
2007 .....	100.9	102.2	102.4	103.2	-.8	1.3	.2	.8	1.3	1.8	1.1	1.5	
2008 .....	104.0	104.4	104.6	104.7	.8	.4	.2	.1	3.1	2.2	2.1	1.5	
2009 .....	105.4	105.7	105.7	105.8	.7	.3	.0	.1	1.3	1.2	1.1	1.1	
2010 .....	108.4	109.0	110.0	110.1	2.5	.6	.9	.1	2.8	3.1	4.1	4.1	
2011 .....	111.7	114.1	113.9	114.4	1.5	2.1	-.2	.4	3.0	4.7	3.5	3.9	
2012 .....	114.2	114.9	115.7	116.0	-.2	.6	.7	.3	2.2	.7	1.6	1.4	
2013 .....	117.0	117.4	117.7	118.0	.9	.3	.3	.3	2.5	2.2	1.7	1.7	
2014 .....	119.2	119.5	120.3	120.7	1.0	.3	.7	.3	1.9	1.8	2.2	2.3	

See footnotes at end of table.

**Table 12. Employment Cost Index for benefits, by occupational group, industry, and bargaining status — 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>Industry</b>													
<b>Goods-producing industries<sup>4</sup></b>													
2015 .....	121.4	122.1	122.4	123.1	0.6	0.6	0.2	0.6	1.8	2.2	1.7	2.0	
2016 .....	123.6	124.3	124.6	124.9	.4	.6	.2	.2	1.8	1.8	1.8	1.5	
2017 .....	125.4	126.1	127.6	128.0	.4	.6	1.2	.3	1.5	1.4	2.4	2.5	
2018 .....	129.0	129.8	129.3	129.6	.8	.6	-.4	.2	2.9	2.9	1.3	1.3	
2019 .....	130.8	131.6	132.3	132.5	.9	.6	.5	.2	1.4	1.4	2.3	2.2	
2020 .....	133.0	133.9	134.2	134.9	.4	.7	.2	.5	1.7	1.7	1.4	1.8	
2021 .....	135.8	136.5	138.2	138.7	.7	.5	1.2	.4	2.1	1.9	3.0	2.8	
2022 .....	141.8	—	—	—	2.2	—	—	—	4.4	—	—	—	
<b>Manufacturing</b>													
2001 .....	75.5	75.8	76.4	77.2	1.2	.4	.8	1.0	2.7	2.2	2.3	3.5	
2002 .....	78.8	79.7	80.2	81.3	2.1	1.1	.6	1.4	4.4	5.1	5.0	5.3	
2003 .....	84.7	85.8	86.7	87.3	4.2	1.3	1.0	.7	7.5	7.7	8.1	7.4	
2004 .....	92.8	94.1	95.3	96.0	6.3	1.4	1.3	.7	9.6	9.7	9.9	10.0	
2005 .....	98.3	99.4	100.0	100.0	2.4	1.1	.6	.0	5.9	5.6	4.9	4.2	
2006 .....	99.0	99.7	100.5	100.8	-1.0	.7	.8	.3	.7	.3	.5	.8	
2007 .....	99.6	101.0	100.7	101.7	-1.2	1.4	-3	1.0	.6	1.3	.2	.9	
2008 .....	102.3	102.2	102.3	102.5	.6	-1	.1	.2	2.7	1.2	1.6	.8	
2009 .....	103.5	103.6	103.4	103.6	1.0	.1	-2	.2	1.2	1.4	1.1	1.1	
2010 .....	106.6	107.4	108.7	108.8	2.9	.8	1.2	.1	3.0	3.7	5.1	5.0	
2011 .....	111.1	114.0	113.4	113.9	2.1	2.6	-5	.4	4.2	6.1	4.3	4.7	
2012 .....	113.2	114.0	114.7	115.0	-.6	.7	.6	.3	1.9	.0	1.1	1.0	
2013 .....	115.8	116.1	116.4	116.6	.7	.3	.3	.2	2.3	1.8	1.5	1.4	
2014 .....	118.1	118.3	119.3	119.8	1.3	.2	.8	.4	2.0	1.9	2.5	2.7	
2015 .....	120.9	121.5	121.6	122.5	.9	.5	.1	.7	2.4	2.7	1.9	2.3	
2016 .....	123.1	123.7	124.1	124.3	.5	.5	.3	.2	1.8	1.8	2.1	1.5	
2017 .....	125.0	125.6	127.7	128.0	.6	.5	1.7	.2	1.5	1.5	2.9	3.0	
2018 .....	129.1	129.8	128.9	129.1	.9	.5	-.7	.2	3.3	3.3	.9	.9	
2019 .....	130.5	131.1	131.7	131.9	1.1	.5	.5	.2	1.1	1.0	2.2	2.2	
2020 .....	132.2	133.4	133.5	134.3	.2	.9	.1	.6	1.3	1.8	1.4	1.8	
2021 .....	135.0	135.5	137.7	138.2	.5	.4	1.6	.4	2.1	1.6	3.1	2.9	
2022 .....	141.7	—	—	—	2.5	—	—	—	5.0	—	—	—	
<b>Aircraft manufacturing</b>													
2001 .....	45.9	46.0	45.0	46.7	4.8	.2	-2.2	3.8	5.0	2.4	-1.1	6.6	
2002 .....	48.4	48.9	48.9	51.8	3.6	1.0	.0	5.9	5.4	6.3	8.7	10.9	
2003 .....	59.4	59.3	59.6	57.2	14.7	-2	.5	-4.0	22.7	21.3	21.9	10.4	
2004 .....	70.0	70.7	71.1	71.1	22.4	1.0	.6	.0	17.8	19.2	19.3	24.3	
2005 .....	97.1	97.2	97.4	100.0	36.6	.1	.2	2.7	38.7	37.5	37.0	40.6	
2006 .....	79.1	79.2	84.3	83.2	-20.9	.1	6.4	-1.3	-18.5	-18.5	-13.4	-16.8	
2007 .....	72.6	73.4	68.5	68.6	-12.7	1.1	-6.7	.1	-8.2	-7.3	-18.7	-17.5	
2008 .....	71.1	71.3	73.1	73.3	3.6	.3	2.5	.3	-2.1	-2.9	6.7	6.9	
2009 .....	73.4	73.5	72.0	72.0	.1	.1	-2.0	.0	3.2	3.1	-1.5	-1.8	
2010 .....	71.9	71.6	83.2	83.2	-.1	-4	16.2	.0	-2.0	-2.6	15.6	15.6	
2011 .....	87.4	87.6	74.7	74.6	5.0	.2	-14.7	-.1	21.6	22.3	-10.2	-10.3	
2012 .....	77.3	77.4	86.6	86.6	3.6	.1	11.9	.0	-11.6	-11.6	15.9	16.1	
2013 .....	86.5	86.8	82.4	82.4	-.1	.3	-5.1	.0	11.9	12.1	-4.8	-4.8	
2014 .....	86.4	87.1	91.7	91.7	4.9	.8	5.3	.0	-.1	.3	11.3	11.3	
2015 .....	90.8	90.6	87.5	87.4	-1.0	-2	-3.4	-.1	5.1	4.0	-4.6	-4.7	

See footnotes at end of table.

**Table 12. Employment Cost Index for benefits, by occupational group, industry, and bargaining status — 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>													
2016 .....	91.6	91.8	88.0	89.6	4.8	0.2	-4.1	1.8	0.9	1.3	0.6	2.5	
2017 .....	92.9	93.4	118.2	118.3	3.7	.5	26.6	.1	1.4	1.7	34.3	32.0	
2018 .....	122.2	122.4	98.5	97.7	3.3	.2	-19.5	-8	31.5	31.0	-16.7	-17.4	
2019 .....	99.0	99.2	99.3	99.0	1.3	.2	.1	-.3	-19.0	-19.0	.8	1.3	
2020 .....	94.4	95.6	96.3	96.4	-4.6	1.3	.7	.1	-4.6	-3.6	-3.0	-2.6	
2021 .....	98.4	98.7	122.1	122.4	2.1	.3	23.7	.2	4.2	3.2	26.8	27.0	
2022 .....	127.3	—	—	—	4.0	—	—	—	29.4	—	—	—	
<b>White-collar occupations<sup>2</sup></b>													
2001 .....	47.1	47.0	45.4	47.1	7.5	-.2	-3.4	3.7	12.1	7.3	2.7	7.5	
2002 .....	48.5	48.9	48.8	49.9	3.0	.8	-.2	2.3	3.0	4.0	7.5	5.9	
2003 .....	58.9	58.5	58.6	58.1	18.0	-.7	.2	-.9	21.4	19.6	20.1	16.4	
2004 .....	71.1	71.3	71.4	71.4	22.4	.3	.1	.0	20.7	21.9	21.8	22.9	
2005 .....	98.8	99.2	99.4	100.0	38.4	.4	.2	.6	39.0	39.1	39.2	40.1	
2006 .....	80.6	80.6	86.0	85.8	-19.4	.0	6.7	-.2	-18.4	-18.8	-13.5	-14.2	
<b>Blue-collar occupations<sup>3</sup></b>													
2001 .....	44.2	44.6	44.3	46.1	.7	.9	-.7	4.1	-4.3	-4.1	-6.3	5.0	
2002 .....	48.1	48.8	48.9	54.3	4.3	1.5	.2	11.0	8.8	9.4	10.4	17.8	
2003 .....	59.9	60.3	60.9	55.9	10.3	.7	1.0	-8.2	24.5	23.6	24.5	2.9	
2004 .....	68.3	69.8	70.6	70.7	22.2	2.2	1.1	.1	14.0	15.8	15.9	26.5	
2005 .....	94.6	94.4	94.6	100.0	33.8	-.2	.2	5.7	38.5	35.2	34.0	41.4	
2006 .....	77.1	77.4	82.0	79.5	-22.9	.4	5.9	-3.0	-18.5	-18.0	-13.3	-20.5	
<b>Service-providing industries<sup>5</sup></b>													
2001 .....	79.9	80.7	81.8	82.4	2.4	1.0	1.4	.7	5.8	5.6	5.8	5.6	
2002 .....	83.4	84.5	85.3	85.8	1.2	1.3	.9	.6	4.4	4.7	4.3	4.1	
2003 .....	87.8	88.9	90.2	91.0	2.3	1.3	1.5	.9	5.3	5.2	5.7	6.1	
2004 .....	93.2	94.9	95.5	96.1	2.4	1.8	.6	.6	6.2	6.7	5.9	5.6	
2005 .....	98.1	98.7	99.4	100.0	2.1	.6	.7	.6	5.3	4.0	4.1	4.1	
2006 .....	101.5	102.3	103.0	103.7	1.5	.8	.7	.7	3.5	3.6	3.6	3.7	
2007 .....	104.1	105.2	106.0	106.6	.4	1.1	.8	.6	2.6	2.8	2.9	2.8	
2008 .....	107.6	108.1	108.7	108.9	.9	.5	.6	.2	3.4	2.8	2.5	2.2	
2009 .....	109.3	109.5	109.9	109.9	.4	.2	.4	.0	1.6	1.3	1.1	.9	
2010 .....	111.3	111.9	112.3	112.6	1.3	.5	.4	.3	1.8	2.2	2.2	2.5	
2011 .....	114.5	115.9	116.0	116.4	1.7	1.2	.1	.3	2.9	3.6	3.3	3.4	
2012 .....	118.0	118.7	118.8	119.1	1.4	.6	.1	.3	3.1	2.4	2.4	2.3	
2013 .....	120.1	120.8	121.4	121.5	.8	.6	.5	.1	1.8	1.8	2.2	2.0	
2014 .....	122.3	123.9	124.2	124.6	.7	1.3	.2	.3	1.8	2.6	2.3	2.6	
2015 .....	125.8	125.3	125.7	125.9	1.0	-.4	.3	.2	2.9	1.1	1.2	1.0	
2016 .....	127.0	127.5	128.0	128.3	.9	.4	.4	.2	1.0	1.8	1.8	1.9	
2017 .....	129.6	130.5	131.0	131.2	1.0	.7	.4	.2	2.0	2.4	2.3	2.3	
2018 .....	132.7	134.1	134.6	135.1	1.1	1.1	.4	.4	2.4	2.8	2.7	3.0	
2019 .....	136.1	136.7	137.2	137.6	.7	.4	.4	.3	2.6	1.9	1.9	1.9	
2020 .....	138.4	139.5	140.1	140.6	.6	.8	.4	.4	1.7	2.0	2.1	2.2	
2021 .....	141.9	142.4	143.6	144.8	.9	.4	.8	.8	2.5	2.1	2.5	3.0	
2022 .....	147.8	—	—	—	2.1	—	—	—	4.2	—	—	—	
<b>Bargaining status</b>													
<b>Union</b>													
2001 .....	74.8	75.7	76.6	77.3	.5	1.2	1.2	.9	3.2	3.3	3.1	3.9	

See footnotes at end of table.

**Table 12. Employment Cost Index for benefits, by occupational group, industry, and bargaining status — 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 .....	78.6	79.3	80.5	81.2	1.7	0.9	1.5	0.9	5.1	4.8	5.1	5.0
2003 .....	83.9	85.7	87.2	88.1	3.3	2.1	1.8	1.0	6.7	8.1	8.3	8.5
2004 .....	92.8	95.0	96.0	96.8	5.3	2.4	1.1	.8	10.6	10.9	10.1	9.9
2005 .....	98.0	98.9	99.8	100.0	1.2	.9	.9	.2	5.6	4.1	4.0	3.3
2006 .....	100.8	102.7	103.4	104.2	.8	1.9	.7	.8	2.9	3.8	3.6	4.2
2007 .....	102.4	104.1	104.3	105.8	-1.7	1.7	.2	1.4	1.6	1.4	.9	1.5
2008 .....	106.6	106.6	107.2	107.8	.8	.0	.6	.6	4.1	2.4	2.8	1.9
2009 .....	109.5	110.3	110.9	111.4	1.6	.7	.5	.5	2.7	3.5	3.5	3.3
2010 .....	114.8	116.2	117.6	117.9	3.1	1.2	1.2	.3	4.8	5.3	6.0	5.8
2011 .....	119.0	122.3	122.0	122.8	.9	2.8	-2	.7	3.7	5.2	3.7	4.2
2012 .....	122.9	124.3	125.5	125.6	.1	1.1	1.0	.1	3.3	1.6	2.9	2.3
2013 .....	126.6	127.3	127.1	127.3	.8	.6	-2	.2	3.0	2.4	1.3	1.4
2014 .....	128.5	131.3	131.9	132.6	.9	2.2	.5	.5	1.5	3.1	3.8	4.2
2015 .....	133.4	132.3	133.2	133.9	.6	-8	.7	.5	3.8	.8	1.0	1.0
2016 .....	135.0	135.3	135.6	136.1	.8	.2	.2	.4	1.2	2.3	1.8	1.6
2017 .....	137.4	138.4	139.9	140.6	1.0	.7	1.1	.5	1.8	2.3	3.2	3.3
2018 .....	141.7	145.1	144.9	145.7	.8	2.4	-1	.6	3.1	4.8	3.6	3.6
2019 .....	146.9	147.0	146.9	147.4	.8	.1	-1	.3	3.7	1.3	1.4	1.2
2020 .....	148.0	150.3	151.1	151.5	.4	1.6	.5	.3	.7	2.2	2.9	2.8
2021 .....	152.3	152.6	154.8	155.5	.5	.2	1.4	.5	2.9	1.5	2.4	2.6
2022 .....	157.2	—	—	—	1.1	—	—	—	3.2	—	—	—
<b>Nonunion</b>												
2001 .....	79.9	80.5	81.6	82.2	2.4	.8	1.4	.7	5.7	5.2	5.4	5.4
2002 .....	83.2	84.3	84.9	85.5	1.2	1.3	.7	.7	4.1	4.7	4.0	4.0
2003 .....	87.8	88.8	89.9	90.6	2.7	1.1	1.2	.8	5.5	5.3	5.9	6.0
2004 .....	93.0	94.5	95.2	96.0	2.6	1.6	.7	.8	5.9	6.4	5.9	6.0
2005 .....	98.2	99.0	99.6	100.0	2.3	.8	.6	.4	5.6	4.8	4.6	4.2
2006 .....	101.0	101.5	102.3	102.9	1.0	.5	.8	.6	2.9	2.5	2.7	2.9
2007 .....	103.4	104.3	105.1	105.6	.5	.9	.8	.5	2.4	2.8	2.7	2.6
2008 .....	106.5	107.1	107.6	107.6	.9	.6	.5	.0	3.0	2.7	2.4	1.9
2009 .....	107.9	108.0	108.2	108.2	.3	.1	.2	.0	1.3	.8	.6	.6
2010 .....	109.5	110.0	110.4	110.6	1.2	.5	.4	.2	1.5	1.9	2.0	2.2
2011 .....	112.6	113.9	114.0	114.4	1.8	1.2	.1	.4	2.8	3.5	3.3	3.4
2012 .....	115.6	116.2	116.4	116.7	1.0	.5	.2	.3	2.7	2.0	2.1	2.0
2013 .....	117.7	118.3	118.9	119.1	.9	.5	.5	.2	1.8	1.8	2.1	2.1
2014 .....	119.9	120.9	121.4	121.7	.7	.8	.4	.2	1.9	2.2	2.1	2.2
2015 .....	122.7	122.7	123.0	123.3	.8	.0	.2	.2	2.3	1.5	1.3	1.3
2016 .....	124.2	124.7	125.3	125.5	.7	.4	.5	.2	1.2	1.6	1.9	1.8
2017 .....	126.6	127.4	128.0	128.2	.9	.6	.5	.2	1.9	2.2	2.2	2.2
2018 .....	129.6	130.5	130.9	131.2	1.1	.7	.3	.2	2.4	2.4	2.3	2.3
2019 .....	132.3	133.0	133.6	133.9	.8	.5	.5	.2	2.1	1.9	2.1	2.1
2020 .....	134.7	135.6	136.0	136.6	.6	.7	.3	.4	1.8	2.0	1.8	2.0
2021 .....	137.9	138.5	139.7	140.8	1.0	.4	.9	.8	2.4	2.1	2.7	3.1
2022 .....	143.9	—	—	—	2.2	—	—	—	4.4	—	—	—
<b>State and local government workers</b>												
<b>All workers</b>												
2001 .....	75.3	75.8	77.7	78.1	1.3	.7	2.5	.5	2.9	3.4	5.6	5.1

See footnotes at end of table.

**Table 12. Employment Cost Index for benefits, by occupational group, industry, and bargaining status — 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													
2002 .....	78.9	79.3	81.8	83.0	1.0	0.5	3.2	1.5	4.8	4.6	5.3	6.3	
2003 .....	84.1	84.7	87.3	88.2	1.3	.7	3.1	1.0	6.6	6.8	6.7	6.3	
2004 .....	89.5	90.3	93.0	94.1	1.5	.9	3.0	1.2	6.4	6.6	6.5	6.7	
2005 .....	95.5	96.0	99.0	100.0	1.5	.5	3.1	1.0	6.7	6.3	6.5	6.3	
2006 .....	100.7	101.3	104.1	105.2	.7	.6	2.8	1.1	5.4	5.5	5.2	5.2	
2007 .....	107.0	108.0	110.3	111.0	1.7	.9	2.1	.6	6.3	6.6	6.0	5.5	
2008 .....	111.4	111.8	113.9	114.2	.4	.4	1.9	.3	4.1	3.5	3.3	2.9	
2009 .....	115.2	115.7	117.4	117.7	.9	.4	1.5	.3	3.4	3.5	3.1	3.1	
2010 .....	118.1	118.6	120.7	121.1	.3	.4	1.8	.3	2.5	2.5	2.8	2.9	
2011 .....	122.0	122.1	123.7	123.6	.7	.1	1.3	-.1	3.3	3.0	2.5	2.1	
2012 .....	124.8	125.4	127.6	127.8	1.0	.5	1.8	.2	2.3	2.7	3.2	3.4	
2013 .....	129.2	129.5	131.3	132.0	1.1	.2	1.4	.5	3.5	3.3	2.9	3.3	
2014 .....	133.1	133.7	135.2	135.8	.8	.5	1.1	.4	3.0	3.2	3.0	2.9	
2015 .....	136.8	137.3	139.2	140.6	.7	.4	1.4	1.0	2.8	2.7	3.0	3.5	
2016 .....	141.6	141.9	144.3	145.0	.7	.2	1.7	.5	3.5	3.4	3.7	3.1	
2017 .....	146.0	146.4	148.6	149.7	.7	.3	1.5	.7	3.1	3.2	3.0	3.2	
2018 .....	150.4	151.0	153.2	154.4	.5	.4	1.5	.8	3.0	3.1	3.1	3.1	
2019 .....	155.8	156.5	158.5	159.5	.9	.4	1.3	.6	3.6	3.6	3.5	3.3	
2020 .....	160.9	161.4	163.6	164.4	.9	.3	1.4	.5	3.3	3.1	3.2	3.1	
2021 .....	165.1	165.6	167.1	168.5	.4	.3	.9	.8	2.6	2.6	2.1	2.5	
2022 .....	170.9	—	—	—	1.4	—	—	—	3.5	—	—	—	

<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> 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.

NOTE: Dashes indicate data not available.



**Table 13. Employment Cost Index for total compensation,<sup>1</sup> and wages and salaries, for private industry workers, by area**

(Not seasonally adjusted)

Census region and metropolitan area <sup>2</sup>	Percent changes for 12-months ended—							
	Total compensation				Wages and salaries			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Northeast</b>								
Boston-Worcester-Providence, MA-RI-NH-CT CSA								
2006 .....	—	—	—	3.6	—	—	—	4.0
2007 .....	3.5	3.5	3.8	3.2	3.8	3.8	4.0	3.6
2008 .....	3.0	2.5	2.4	4.0	3.2	2.7	2.5	4.5
2009 .....	3.5	3.5	3.2	1.5	3.9	3.6	3.6	1.4
2010 .....	2.0	2.3	2.2	2.4	1.8	2.3	1.9	2.2
2011 .....	2.8	3.1	2.9	2.5	2.3	2.7	2.4	2.0
2012 .....	1.9	1.2	1.5	1.6	1.6	.8	1.1	1.3
2013 .....	1.6	2.3	1.9	2.0	1.5	2.3	2.2	2.2
2014 .....	2.0	2.5	2.5	3.2	2.2	2.8	2.6	3.5
2015 .....	3.6	3.0	3.0	2.2	3.9	3.0	3.6	2.5
2016 .....	2.2	2.2	1.9	2.3	2.9	2.9	2.5	2.9
2017 .....	2.6	2.7	3.0	2.4	3.0	2.9	2.8	2.2
2018 .....	2.0	1.7	2.4	2.3	1.7	1.1	2.0	2.0
2019 .....	2.5	2.7	2.7	3.5	2.4	3.0	2.9	3.9
2020 .....	3.5	4.0	3.4	3.3	4.0	4.3	3.7	3.2
2021 .....	2.9	3.1	3.7	4.2	2.9	3.6	4.2	4.8
2022 .....	5.6	—	—	—	6.1	—	—	—
New York-Newark, NY-NJ-CT-PA CSA								
2006 .....	—	—	—	3.3	—	—	—	3.2
2007 .....	3.2	3.4	3.4	3.5	3.2	3.3	3.1	3.5
2008 .....	3.2	3.0	2.4	1.9	3.0	3.0	2.3	1.8
2009 .....	1.7	1.2	1.1	1.3	1.8	1.3	1.2	1.4
2010 .....	1.6	1.5	2.0	2.2	1.5	1.5	1.9	2.2
2011 .....	2.4	2.6	2.3	2.3	1.9	1.9	1.7	1.6
2012 .....	1.8	1.7	1.8	1.6	1.5	1.7	1.7	1.4
2013 .....	2.2	2.1	2.0	1.8	1.7	1.6	1.5	1.3
2014 .....	1.4	1.8	2.1	2.8	1.2	1.3	1.7	2.6
2015 .....	2.6	2.1	1.6	1.4	2.5	2.4	1.7	1.4
2016 .....	1.6	1.5	2.3	2.3	2.1	2.1	3.2	3.3
2017 .....	2.9	3.3	2.9	2.4	3.2	3.5	3.2	2.4
2018 .....	2.8	3.0	3.1	3.7	3.1	2.8	2.8	3.6
2019 .....	3.9	3.9	3.8	3.8	3.5	3.9	4.0	4.0
2020 .....	2.5	2.2	1.9	1.8	2.9	2.6	1.9	1.8
2021 .....	2.9	2.3	3.7	3.9	3.1	2.3	4.3	4.6
2022 .....	4.0	—	—	—	4.2	—	—	—
Philadelphia-Reading-Camden, PA-NJ-DE-MD CSA								
2006 .....	—	—	—	4.2	—	—	—	3.8
2007 .....	3.0	3.0	3.1	3.0	3.5	3.6	3.8	3.5
2008 .....	3.8	4.4	4.6	4.0	3.7	4.6	4.7	4.1
2009 .....	4.4	2.6	1.6	1.4	4.6	2.5	1.4	1.2
2010 .....	1.4	2.3	2.4	2.4	.6	1.4	1.4	1.4
2011 .....	2.8	2.1	2.8	2.8	1.9	1.4	2.2	2.3
2012 .....	2.1	2.1	1.5	1.8	2.3	2.4	2.0	2.4
2013 .....	2.3	2.6	2.8	2.2	2.5	2.4	2.3	1.7
2014 .....	1.6	1.5	1.4	2.0	1.4	1.5	1.4	2.0
2015 .....	2.5	2.6	2.1	1.6	2.3	2.4	2.2	1.5
2016 .....	1.0	1.9	2.3	2.2	1.0	2.0	2.3	2.4
2017 .....	3.0	2.3	2.1	2.7	3.0	2.0	1.8	2.4
2018 .....	2.7	3.0	2.5	1.9	2.7	2.8	2.9	2.0

See footnotes at end of table.

**Table 13. Employment Cost Index for total compensation,<sup>1</sup> and wages and salaries, for private industry workers, by area — Continued**

(Not seasonally adjusted)

Census region and metropolitan area <sup>2</sup>	Percent changes for 12-months ended—							
	Total compensation				Wages and salaries			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Northeast</b>								
Philadelphia-Reading-Camden, PA-NJ-DE-MD CSA								
2019 .....	1.9	1.4	1.7	2.3	1.9	1.9	1.8	2.5
2020 .....	2.3	2.2	2.5	2.8	2.9	2.5	2.8	3.7
2021 .....	2.4	2.8	3.3	3.8	3.0	3.8	4.2	4.1
2022 .....	4.5	—	—	—	4.7	—	—	—
<b>South</b>								
Atlanta-Athens-Clarke County-Sandy Springs, GA CSA								
2006 .....	—	—	—	2.5	—	—	—	3.0
2007 .....	3.7	4.0	3.6	3.3	3.3	3.6	3.2	2.7
2008 .....	3.1	1.9	2.1	2.1	2.8	2.0	2.0	2.1
2009 .....	.8	1.7	.7	.4	.7	1.3	.2	.0
2010 .....	1.6	1.4	1.6	1.8	.8	.7	1.2	1.3
2011 .....	1.6	1.3	1.5	2.0	1.6	1.1	1.2	1.8
2012 .....	3.2	2.7	3.8	4.7	2.7	2.2	3.2	4.4
2013 .....	4.3	5.2	4.0	2.0	4.1	5.2	3.9	1.5
2014 .....	1.2	2.2	2.6	3.2	.7	.4	1.1	1.6
2015 .....	3.9	2.0	2.0	1.7	1.8	2.0	2.2	2.1
2016 .....	1.7	2.4	2.2	3.5	3.2	3.2	2.7	4.2
2017 .....	2.8	2.2	2.2	1.4	3.0	2.6	2.7	1.5
2018 .....	1.1	1.9	1.8	2.0	1.7	2.0	2.1	2.2
2019 .....	2.3	2.5	3.3	3.1	2.5	3.0	3.9	3.8
2020 .....	3.6	3.3	2.5	2.9	4.3	3.6	2.6	3.4
2021 .....	2.3	2.4	2.3	2.5	2.9	3.4	3.0	3.1
2022 .....	3.3	—	—	—	3.4	—	—	—
Dallas-Fort Worth, TX-OK CSA								
2006 .....	—	—	—	3.1	—	—	—	3.3
2007 .....	3.3	2.6	2.3	2.6	3.6	2.9	2.1	2.4
2008 .....	3.3	2.7	2.6	2.6	3.0	2.5	2.9	3.2
2009 .....	1.9	2.1	1.3	.6	2.5	3.0	1.4	.5
2010 .....	1.4	1.7	2.7	2.9	.8	.9	2.6	2.5
2011 .....	2.3	3.2	2.8	2.8	2.2	2.3	1.6	1.4
2012 .....	2.6	1.4	1.0	1.1	1.1	.8	.8	1.2
2013 .....	1.6	1.6	2.3	3.3	1.8	2.0	2.3	3.5
2014 .....	2.2	4.1	3.4	2.5	2.7	4.4	3.5	2.3
2015 .....	2.3	1.0	2.0	1.7	2.3	2.1	3.3	2.9
2016 .....	1.6	1.7	1.9	1.4	2.5	1.8	2.3	1.5
2017 .....	2.2	2.4	1.4	2.4	2.8	3.1	1.9	3.2
2018 .....	2.2	2.1	2.8	2.3	2.2	1.8	2.5	2.0
2019 .....	2.8	2.2	2.3	2.6	2.9	2.7	3.0	3.4
2020 .....	2.9	3.5	3.1	3.4	3.7	3.7	2.4	2.8
2021 .....	3.0	3.1	3.5	3.6	2.3	3.0	4.3	4.6
2022 .....	4.5	—	—	—	5.4	—	—	—
Houston-The Woodlands, TX CSA								
2006 .....	—	—	—	3.8	—	—	—	3.8
2007 .....	3.1	3.0	3.3	2.6	3.3	3.6	4.2	3.2
2008 .....	2.9	2.4	2.4	2.5	3.6	2.6	2.5	3.0
2009 .....	2.1	1.8	1.0	.6	2.3	2.1	1.2	.8
2010 .....	.8	1.1	2.5	3.1	.8	1.1	2.5	3.4

See footnotes at end of table.

**Table 13. Employment Cost Index for total compensation,<sup>1</sup> and wages and salaries, for private industry workers, by area — Continued**

(Not seasonally adjusted)

Census region and metropolitan area <sup>2</sup>	Percent changes for 12-months ended—							
	Total compensation				Wages and salaries			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>South</b>								
Houston-The Woodlands, TX CSA								
2011 .....	3.3	3.2	2.1	1.4	3.7	3.0	2.4	1.1
2012 .....	1.7	2.0	2.5	2.7	1.5	1.9	2.2	2.8
2013 .....	2.0	2.1	1.9	2.0	2.1	2.5	2.5	2.3
2014 .....	1.8	1.9	1.5	1.7	2.4	2.3	1.5	2.1
2015 .....	1.9	2.1	2.5	2.0	2.1	2.0	2.5	1.6
2016 .....	2.3	1.5	1.3	1.7	2.1	2.1	1.7	2.3
2017 .....	1.6	2.1	2.1	1.7	2.2	2.5	2.6	2.0
2018 .....	2.1	1.8	1.9	1.8	2.3	1.9	2.0	1.9
2019 .....	1.4	1.4	1.7	1.9	1.4	1.5	1.5	1.6
2020 .....	2.8	2.7	2.2	2.7	2.8	2.6	2.2	3.0
2021 .....	1.1	1.7	2.3	3.5	1.1	2.1	2.7	3.9
2022 .....	4.5	—	—	—	5.2	—	—	—
Miami-Fort Lauderdale-Port St. Lucie, FL CSA								
2006 .....	—	—	—	5.7	—	—	—	5.6
2007 .....	5.8	5.5	3.7	3.8	6.0	5.6	3.5	3.1
2008 .....	4.4	3.2	2.8	2.1	3.8	4.6	4.4	4.0
2009 .....	1.6	1.2	1.2	.5	3.3	1.7	1.4	1.1
2010 .....	.4	.7	.7	1.1	.2	.1	.0	.1
2011 .....	1.2	1.4	1.7	1.8	.9	1.2	1.7	1.7
2012 .....	1.6	1.7	1.3	2.0	1.5	1.7	1.2	1.9
2013 .....	1.9	2.1	2.4	1.9	1.8	2.2	2.6	2.4
2014 .....	1.7	1.0	1.2	2.1	2.3	1.7	1.7	2.5
2015 .....	2.1	2.6	2.7	1.7	1.9	2.4	2.6	1.8
2016 .....	2.8	2.5	1.9	3.4	3.5	2.9	2.1	3.6
2017 .....	3.2	3.7	3.7	2.2	3.1	3.9	3.9	2.3
2018 .....	2.4	2.7	2.7	2.9	2.7	3.1	3.0	3.1
2019 .....	2.5	1.6	2.2	2.3	2.9	1.7	2.5	2.6
2020 .....	1.9	1.8	1.5	1.5	2.0	1.8	1.6	1.5
2021 .....	3.4	2.4	4.1	5.2	4.0	2.9	4.7	6.0
2022 .....	4.3	—	—	—	4.6	—	—	—
Washington-Baltimore-Arlington, DC-MD-VA-WV-PA CSA								
2006 .....	—	—	—	3.8	—	—	—	3.9
2007 .....	3.4	3.6	3.2	2.7	3.4	3.8	3.5	2.8
2008 .....	3.1	2.7	3.0	3.1	3.1	2.7	2.8	3.0
2009 .....	2.0	1.9	1.6	1.6	2.2	2.5	2.0	2.0
2010 .....	1.7	1.9	1.9	2.0	1.6	1.3	1.5	1.8
2011 .....	1.6	1.5	1.7	1.5	1.5	1.3	1.8	1.1
2012 .....	1.8	2.0	1.6	1.4	1.4	1.9	1.2	1.1
2013 .....	2.2	1.6	1.7	1.7	2.2	1.5	1.6	1.8
2014 .....	1.5	1.3	1.1	1.4	1.4	1.0	1.0	1.2
2015 .....	1.1	1.8	2.3	2.4	.7	1.5	1.8	2.2
2016 .....	2.3	2.0	1.8	2.4	2.5	2.5	2.1	2.8
2017 .....	2.3	1.9	2.5	2.2	2.8	2.5	3.3	3.0
2018 .....	2.5	3.1	2.8	2.6	2.8	3.5	3.0	2.6
2019 .....	2.6	2.2	2.4	2.8	2.4	2.1	2.4	2.9
2020 .....	3.0	3.6	3.6	3.6	3.5	3.9	3.9	3.9

See footnotes at end of table.

**Table 13. Employment Cost Index for total compensation,<sup>1</sup> and wages and salaries, for private industry workers, by area — Continued**

(Not seasonally adjusted)

Census region and metropolitan area <sup>2</sup>	Percent changes for 12-months ended—							
	Total compensation				Wages and salaries			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>South</b>								
Washington-Baltimore-Arlington, DC-MD-VA-WV-PA CSA								
2021 .....	3.9	3.7	4.2	4.0	4.0	4.3	4.7	4.2
2022 .....	3.5	—	—	—	3.5	—	—	—
<b>Midwest</b>								
Chicago-Naperville, IL-IN-WI CSA								
2006 .....	—	—	—	3.6	—	—	—	2.6
2007 .....	2.9	2.6	2.3	2.5	3.8	3.0	3.1	3.6
2008 .....	2.9	3.4	3.3	2.5	2.8	3.5	3.1	2.1
2009 .....	1.9	.5	.4	.6	1.5	.2	.2	.5
2010 .....	2.4	3.3	3.4	3.4	1.8	2.8	2.7	2.8
2011 .....	2.7	2.6	2.4	1.8	1.9	1.5	1.5	.9
2012 .....	1.8	1.7	1.9	2.0	1.3	1.1	1.4	1.3
2013 .....	1.7	1.9	1.3	1.6	1.4	1.8	1.4	2.2
2014 .....	1.6	2.8	3.3	3.3	1.8	2.4	2.3	1.9
2015 .....	3.3	1.1	1.1	.9	2.4	1.8	1.8	1.9
2016 .....	1.3	1.9	2.4	2.9	2.0	2.0	2.6	3.0
2017 .....	2.5	2.8	2.4	2.4	2.7	2.8	2.3	2.6
2018 .....	2.9	3.1	3.5	3.2	2.9	3.1	3.5	3.0
2019 .....	2.6	2.3	2.3	2.4	2.7	2.4	2.3	2.6
2020 .....	3.2	2.8	2.4	2.8	3.8	3.4	2.8	3.2
2021 .....	3.1	2.7	4.0	4.0	3.3	3.0	4.4	4.1
2022 .....	3.9	—	—	—	3.8	—	—	—
Detroit-Warren-Ann Arbor, MI CSA								
2006 .....	—	—	—	1.8	—	—	—	1.5
2007 .....	2.0	1.7	1.2	.9	2.6	2.3	1.9	1.0
2008 .....	2.2	1.5	1.8	1.7	1.6	1.8	1.9	1.9
2009 .....	2.6	1.3	1.2	1.1	3.3	1.2	1.0	1.1
2010 .....	2.6	3.4	3.9	4.2	1.2	2.0	2.3	2.8
2011 .....	2.2	4.9	4.9	4.5	1.1	.7	1.5	.7
2012 .....	1.9	.3	-.3	-.3	1.2	2.6	1.9	2.5
2013 .....	1.9	1.2	1.7	1.7	2.5	2.2	2.3	2.0
2014 .....	1.8	1.5	.9	1.0	1.1	.4	.1	.2
2015 .....	-.1	1.0	1.9	2.5	.2	1.7	2.4	2.9
2016 .....	3.3	3.4	2.5	1.8	3.5	3.6	2.6	2.3
2017 .....	2.9	2.1	2.5	2.8	3.5	2.2	2.8	3.2
2018 .....	2.6	3.0	2.8	2.6	2.8	3.4	3.2	2.7
2019 .....	1.9	2.7	2.8	2.9	1.8	2.8	3.0	3.7
2020 .....	2.7	2.3	2.7	3.1	3.7	3.0	3.0	2.9
2021 .....	3.1	2.7	2.6	3.3	2.5	2.8	2.7	3.7
2022 .....	4.6	—	—	—	5.1	—	—	—
Minneapolis-St. Paul, MN-WI CSA								
2006 .....	—	—	—	1.0	—	—	—	1.1
2007 .....	2.5	2.1	2.3	2.3	3.4	2.5	2.3	2.1
2008 .....	2.5	2.5	2.8	2.5	1.7	2.3	2.9	2.7
2009 .....	.5	.4	-.2	.3	1.1	.9	.5	1.1
2010 .....	2.0	2.2	2.3	2.8	2.2	2.6	2.4	3.2

See footnotes at end of table.

**Table 13. Employment Cost Index for total compensation,<sup>1</sup> and wages and salaries, for private industry workers, by area — Continued**

(Not seasonally adjusted)

Census region and metropolitan area <sup>2</sup>	Percent changes for 12-months ended—							
	Total compensation				Wages and salaries			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>Midwest</b>								
Minneapolis-St. Paul, MN-WI CSA								
2011 .....	2.7	2.2	2.8	2.5	2.9	1.7	2.5	2.0
2012 .....	1.8	2.0	1.4	.8	1.3	1.7	1.1	.4
2013 .....	1.4	1.6	1.5	2.0	1.2	1.4	1.1	1.6
2014 .....	1.6	1.8	2.3	2.3	1.4	2.0	2.5	2.6
2015 .....	2.3	2.9	2.4	4.1	2.3	3.2	2.4	4.9
2016 .....	1.9	1.3	2.9	.7	1.7	1.0	2.8	-.2
2017 .....	2.9	3.0	1.1	1.4	2.9	3.0	1.0	1.1
2018 .....	3.5	3.2	4.5	5.0	3.9	3.1	4.7	5.2
2019 .....	2.7	3.0	3.1	2.5	2.2	2.8	2.8	2.2
2020 .....	3.1	2.6	1.6	1.6	3.6	3.1	2.1	1.8
2021 .....	2.1	2.4	3.4	4.4	2.4	2.4	3.4	4.5
2022 .....	5.1	—	—	—	5.0	—	—	—
<b>West</b>								
Los Angeles-Long Beach, CA CSA								
2006 .....	—	—	—	3.1	—	—	—	3.8
2007 .....	3.8	3.8	3.9	3.6	4.2	3.6	4.3	3.7
2008 .....	3.5	2.6	2.5	2.3	3.0	2.5	2.1	2.4
2009 .....	1.4	1.7	1.2	1.3	1.5	2.0	1.7	1.6
2010 .....	1.5	1.1	1.1	1.0	1.8	1.0	.9	.5
2011 .....	1.7	1.9	1.9	1.6	1.1	1.2	1.3	1.3
2012 .....	1.6	1.6	1.7	2.6	1.4	1.6	1.3	2.4
2013 .....	2.0	2.3	2.2	1.7	1.7	2.1	2.2	1.7
2014 .....	1.3	1.5	2.6	2.8	1.1	1.2	2.3	2.4
2015 .....	3.3	2.7	2.2	2.5	3.4	3.1	2.6	2.7
2016 .....	3.3	3.7	3.3	2.6	3.7	4.0	3.8	3.1
2017 .....	2.5	2.9	3.6	3.7	2.7	2.7	3.2	3.3
2018 .....	3.2	3.1	2.4	3.0	3.1	3.3	3.0	3.7
2019 .....	3.5	3.4	3.7	3.4	4.5	4.3	4.2	4.0
2020 .....	3.5	3.5	2.7	3.7	4.1	4.0	3.1	4.5
2021 .....	4.2	4.5	5.5	4.8	4.8	5.4	6.5	5.5
2022 .....	5.2	—	—	—	5.6	—	—	—
Phoenix-Mesa-Scottsdale, AZ MSA								
2006 .....	—	—	—	1.7	—	—	—	1.5
2007 .....	4.7	3.8	4.0	3.6	5.2	3.6	4.2	3.6
2008 .....	.5	3.6	4.5	3.5	-.2	3.7	4.4	3.5
2009 .....	2.5	.4	-2.2	-2.4	3.0	.8	-2.1	-2.5
2010 .....	-.8	-.3	1.7	2.3	-1.7	-1.2	.9	1.6
2011 .....	2.5	3.1	2.9	2.8	2.2	2.1	1.9	2.0
2012 .....	1.5	.4	.2	.5	1.0	1.0	.7	1.2
2013 .....	.9	1.7	1.5	1.5	2.1	2.4	2.1	2.0
2014 .....	1.4	1.1	1.1	1.3	1.2	1.1	1.2	1.4
2015 .....	2.2	2.3	2.5	2.2	2.4	2.3	2.7	2.3
2016 .....	2.2	2.5	2.8	3.0	1.9	2.4	2.6	2.8
2017 .....	2.8	2.6	2.8	2.7	3.1	2.9	3.0	3.1
2018 .....	3.6	3.5	3.0	3.8	4.0	3.6	3.4	4.1
2019 .....	3.1	3.4	3.6	3.3	3.1	3.8	4.0	3.7
2020 .....	3.7	3.7	3.3	3.8	4.4	4.4	3.8	4.2

See footnotes at end of table.

**Table 13. Employment Cost Index for total compensation,<sup>1</sup> and wages and salaries, for private industry workers, by area — Continued**

(Not seasonally adjusted)

Census region and metropolitan area <sup>2</sup>	Percent changes for 12-months ended—							
	Total compensation				Wages and salaries			
	Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
<b>West</b>								
Phoenix-Mesa-Scottsdale, AZ MSA								
2021 .....	3.6	3.7	4.6	4.9	3.4	3.5	4.4	5.3
2022 .....	5.5	—	—	—	6.4	—	—	—
San Jose-San Francisco-Oakland, CA CSA								
2006 .....	—	—	—	4.6	—	—	—	4.2
2007 .....	4.7	3.2	3.4	3.8	5.1	3.3	3.9	4.5
2008 .....	3.7	3.6	3.5	2.7	3.5	3.6	3.2	2.3
2009 .....	1.5	1.1	.8	1.4	1.3	.7	.5	1.1
2010 .....	1.6	1.7	1.7	1.3	1.2	1.3	1.3	.9
2011 .....	2.1	2.5	2.5	2.7	1.7	1.9	1.8	1.9
2012 .....	2.1	2.1	2.6	2.6	1.4	1.6	2.3	2.4
2013 .....	2.7	2.4	3.4	2.6	2.8	2.6	3.3	2.4
2014 .....	3.6	4.6	3.9	4.8	3.4	4.3	3.9	4.9
2015 .....	2.9	2.1	1.5	1.4	2.5	2.2	1.8	1.6
2016 .....	1.6	2.1	2.6	2.6	2.1	2.3	3.0	2.9
2017 .....	3.0	3.1	2.9	3.4	3.3	3.1	2.9	3.6
2018 .....	4.4	4.0	4.0	3.6	4.9	4.5	4.5	3.8
2019 .....	3.0	2.6	2.4	2.6	3.3	3.0	2.9	3.2
2020 .....	3.7	2.9	3.5	3.5	4.4	3.3	4.0	3.7
2021 .....	2.2	3.1	3.0	2.8	2.1	3.4	3.3	3.2
2022 .....	3.6	—	—	—	3.8	—	—	—
Seattle-Tacoma, WA CSA								
2009 .....	—	—	1.2	1.4	—	—	2.0	2.2
2010 .....	.8	1.0	3.1	3.2	1.3	1.1	1.7	1.6
2011 .....	4.0	4.4	1.2	1.0	1.7	1.7	1.7	1.5
2012 .....	.8	.5	3.2	3.1	1.7	1.7	1.9	2.0
2013 .....	3.3	4.2	2.9	1.7	2.1	3.2	3.0	1.8
2014 .....	1.7	1.3	3.1	4.8	1.7	.9	1.4	2.7
2015 .....	4.4	4.3	2.2	1.9	2.9	3.2	2.9	2.8
2016 .....	2.9	2.2	2.4	2.8	3.5	2.9	3.6	3.7
2017 .....	2.4	2.7	7.6	6.9	3.6	3.6	3.8	3.4
2018 .....	7.2	7.8	.7	.6	3.6	3.9	3.7	3.7
2019 .....	-.2	-.4	2.4	1.4	2.9	2.9	2.4	1.3
2020 .....	2.1	2.3	2.6	3.1	3.3	3.4	3.6	4.1
2021 .....	2.5	2.1	5.2	6.3	2.6	2.4	2.5	3.8
2022 .....	7.8	—	—	—	4.5	—	—	—

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

<sup>2</sup> These areas include Consolidated Statistical Areas (CSAs) and Metropolitan Statistical Areas (MSAs). Beginning with the December 2018 release, area definitions are based on Office of Management and Budget Bulletin No. 13-01, dated February 28, 2013. Previous area definitions are based on Office of Management and Budget Bulletin No. 04-03, dated February 18, 2004. For more information on metropolitan area definitions, see [www.census.gov/programs-surveys/metro-micro.html](http://www.census.gov/programs-surveys/metro-micro.html).