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

EMPLOYMENT COST INDEX – DECEMBER 2014

Compensation costs for civilian workers increased 0.6 percent, seasonally adjusted, for the 3-month period ending December 2014, the U.S. Bureau of Labor Statistics reported today. **Wages and salaries** (which make up about 70 percent of compensation costs) increased 0.5 percent, and **benefits** (which make up the remaining 30 percent of compensation) increased 0.6 percent.

Chart 1. Employment Cost Index, 3-month percent change, seasonally adjusted, civilian workers, compensation, Dec. 2012-Dec. 2014

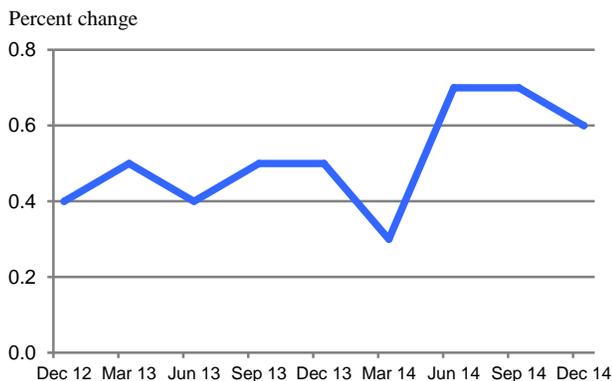
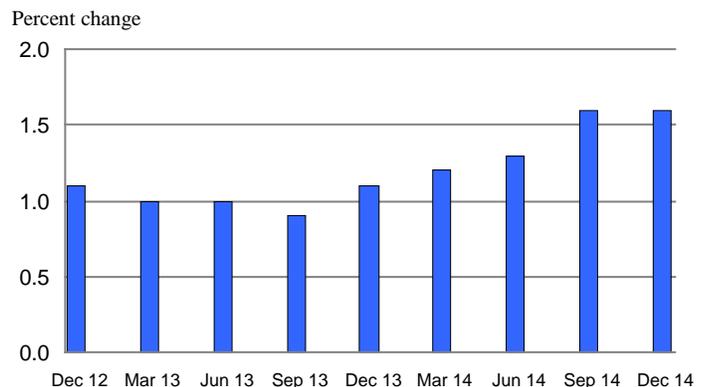


Chart 2. Employment Cost Index, 12-month percent change, not seasonally adjusted, state and local government workers, wages and salaries, Dec. 2012-Dec. 2014



Civilian Workers

Compensation costs for civilian workers increased 2.2 percent for the 12-month period ending December 2014. In December 2013, the increase in compensation costs was 2.0 percent. **Wages and salaries** increased 2.1 percent for the 12-month period ending December 2014, compared with a 1.9-percent increase in December 2013. **Benefit costs** increased 2.6 percent for the 12-month period ending December 2014, compared with a 2.2-percent increase for the 12-month period ending December 2013. (See tables A, 4, 8, and 12.)

Private Industry Workers

Compensation costs for private industry workers increased 2.3 percent over the year. In December 2013 the increase was 2.0 percent. **Wages and salaries** increased 2.2 percent for the current 12-month period ending December 2014, about the same as the December 2013 increase of 2.1 percent. The cost

of **benefits** rose 2.5 percent for the 12-month period ending December 2014, which was higher than December 2013, when the increase was 1.9 percent. Employer costs for **health benefits** increased 2.4 percent over the year. The 12-month percent change for December 2013 was an increase of 3.0 percent. (See tables A, 5, 9, and 12.)

Among occupational groups, compensation cost increases for private industry workers for the 12-month period ending December 2014 ranged from 1.8 percent for service occupations to 2.6 percent for natural resources, construction, and maintenance occupations.

Among industry supersectors, compensation cost increases for private industry workers for the current 12-month period ranged from 0.6 percent for other services, except public administration to 5.6 percent for information.

State and Local Government Workers

Compensation costs for state and local government workers increased 2.0 percent for the 12-month period ending December 2014, compared with a 1.9-percent increase for December 2013. **Wages and salaries** increased 1.6 percent for the 12-month period ending December 2014, which was higher than the 1.1-percent increase in December 2013. **Benefit costs** increased 2.9 percent in December 2014. In December 2013, the increase was 3.3 percent. (See tables A, 7, 11, and 12.)

The Employment Cost Index for March 2015 is scheduled to be released on Thursday, April 30, 2015, at 8:30 a.m. (EDT).

New Seasonal Factors

New seasonal factors for 2015, along with revised seasonally adjusted indexes for the past five years will be available online Tuesday, April 28, 2015.

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

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

Table A. Major series of the Employment Cost Index

(Percent change)

Category	3-month, seasonally adjusted		12-month, not seasonally adjusted				
	Sept. 2014	Dec. 2014	Dec. 2013	Mar. 2014	June 2014	Sept. 2014	Dec. 2014
CIVILIAN WORKERS¹							
Compensation ²	0.7	0.6	2.0	1.8	2.0	2.2	2.2
Wages and salaries	0.8	0.5	1.9	1.6	1.8	2.1	2.1
Benefits	0.6	0.6	2.2	2.1	2.5	2.4	2.6
PRIVATE INDUSTRY							
Compensation ²	0.7	0.6	2.0	1.7	2.0	2.3	2.3
Wages and salaries	0.7	0.6	2.1	1.7	1.9	2.3	2.2
Benefits	0.6	0.6	1.9	1.8	2.4	2.3	2.5
STATE AND LOCAL GOVERNMENT							
Compensation ²	0.5	0.6	1.9	1.9	2.0	2.1	2.0
Wages and salaries	0.6	0.4	1.1	1.2	1.3	1.6	1.6
Benefits	0.3	1.0	3.3	3.0	3.2	3.0	2.9

¹ Includes private industry and state and local government.² Includes wages and salaries and benefits.

TECHNICAL NOTE

The Employment Cost Index (ECI) measures the change in the cost of labor, free from the influence of employment shifts among occupations and industries. Detailed information on survey concepts, coverage, methods, nonresponse adjustment, and imputation can be found in *BLS Handbook of Methods*, Chapter 8, "National Compensation Measures," Bureau of Labor Statistics, on the Internet at www.bls.gov/opub/hom/pdf/homch8.pdf.

Sample size

Data for the December 2014 reference period were collected from a probability sample of approximately 37,700 occupational observations selected from a sample of about 8,700 private industry establishments and approximately 9,000 occupational observations selected from a sample of about 1,500 state and local government establishments that provided data at the initial interview.

Health insurance data

Data from the ECI that provide 12-month percent changes in employer costs for health insurance in private industry are available at www.bls.gov/web/eci/echealth.pdf.

Historical listings

Historical listings that provide all ECI data are available at www.bls.gov/ect/#tables. Included among these listings is one that provides continuous occupational and industry series. This listing uses the Standard Industrial Classification Manual and Census of Population series through 2005 and the North American Industry Classification System and Standard Occupational Classification from 2006 to the present. It provides the official series from the beginning of the ECI in 1975 through the current quarter. For more information on the criteria used in defining continuous series, see the article published in the *Monthly Labor Review* at www.bls.gov/opub/mlr/2006/04/art2full.pdf.

Employer Costs for Employee Compensation data

The costs per hour worked of compensation components, based on data from the ECI, are published in a separate news release titled "Employer Costs for Employee Compensation" (ECEC). The next ECEC release is scheduled for 10:00 a.m. (EDT), Wednesday, March 11, 2015. Historical ECEC data are available in summary documents at www.bls.gov/ect/#tables. Since the ECEC is calculated with current employment weights rather than the fixed weights used in computing the ECI, year-to-year changes in the cost levels usually differ from those in the ECI.

Updated employment weights and methodology changes

Fixed employment weights are used each quarter to calculate aggregate indexes for civilian, private, and state and local government. These fixed weights are also used to derive all of the industry and occupation series indexes. Beginning in December 2013, the 2012 employment counts from the Bureau's Occupational Employment Statistics were used. Additional methodology changes include a partial implementation of the new NCS national sample design and adjustments to aggregate seasonally adjusted series. For more information, please contact the National Compensation Survey at 202-691-6199 or ncsinfo@bls.gov.

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

(Seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)		Percent changes for 3-months ended-								
	Sep. 2014	Dec. 2014	Dec. 2012	Mar. 2013	June 2013	Sep. 2013	Dec. 2013	Mar. 2014	June 2014	Sep. 2014	Dec. 2014
Civilian workers											
All workers ²	122.2	122.9	0.4	0.5	0.4	0.5	0.5	0.3	0.7	0.7	0.6
Industry											
Goods-producing industries ³	119.8	120.6	.5	.5	.3	.4	.5	.5	.4	.6	.7
Manufacturing	119.3	120.1	.5	.3	.5	.3	.6	.6	.5	.6	.7
Service-providing industries ⁴	122.8	123.4	.4	.5	.4	.5	.6	.2	.8	.7	.5
Education and health services	122.6	123.4	.3	.4	.4	.4	.6	.2	.5	.4	.7
Education services	122.4	123.1	.3	.4	.4	.3	.6	.3	.4	.6	.6
Elementary and secondary schools	122.0	122.7	.3	.4	.3	.2	.6	.3	.4	.6	.6
Junior colleges, colleges, universities, and professional schools	123.0	123.9	.5	.5	.6	.4	.7	.5	.4	.4	.7
Health care and social assistance ⁵	122.9	123.8	.4	.3	.4	.6	.5	.1	.7	.3	.7
Hospitals	123.3	123.9	.4	.3	.5	.5	.5	.2	.6	.3	.5
Nursing and residential care facilities	118.7	119.5	.3	.3	.3	.3	.5	.2	.3	.4	.7
Public administration	125.7	126.5	.3	.5	.4	.7	.7	.5	.9	.4	.6
Private industry workers											
All workers	121.7	122.4	.4	.4	.5	.5	.5	.3	.8	.7	.6
Occupational group											
Management, professional, and related	122.7	123.3	.5	.3	.7	.6	.5	.1	1.0	.7	.5
Management, business, and financial	123.0	123.4	.5	.4	.8	.6	.6	.0	1.2	1.1	.3
Professional and related	122.5	123.2	.6	.3	.7	.6	.4	.2	.7	.6	.6
Sales and office	121.0	122.0	.2	.8	.4	.4	.7	.3	.8	.6	.8
Sales and related	117.7	119.0	-1	1.1	.3	.5	.8	.3	.6	.8	1.1
Office and administrative support	123.3	124.1	.5	.5	.5	.5	.5	.2	.9	.4	.6
Natural resources, construction, and maintenance	122.6	123.4	.4	.6	.3	.6	.5	.5	.9	.5	.7
Construction, extraction, farming, fishing, and forestry	121.9	122.9	.3	.8	.2	.6	.6	.3	.5	.4	.8
Installation, maintenance, and repair	123.3	123.9	.7	.4	.4	.5	.4	.7	1.3	.6	.5
Production, transportation, and material moving	120.3	120.7	.4	.5	.3	.3	.5	.6	.5	.8	.3
Production	118.8	119.5	.3	.4	.4	.2	.5	.7	.3	.7	.6
Transportation and material moving	122.2	122.4	.6	.5	.3	.4	.5	.6	.8	.7	.2
Service occupations	120.5	121.2	.5	.3	.4	.1	.5	.0	.4	.8	.6
Industry											
Goods-producing industries ³	119.8	120.5	.5	.5	.4	.4	.4	.5	.5	.6	.6
Construction	119.9	120.7	.5	.7	.3	.4	.5	.1	.3	.7	.7
Manufacturing	119.3	120.1	.5	.3	.5	.3	.6	.6	.5	.6	.7
Aircraft manufacturing	109.6	110.0	.4	.3	.8	-1.6	.6	2.1	.7	2.0	.4
Service-providing industries ⁶	122.3	123.0	.4	.4	.6	.4	.6	.2	.9	.7	.6
Trade, transportation, and utilities	122.3	122.9	.3	.6	.6	.6	.9	.1	.8	1.2	.5
Wholesale trade	123.1	123.4	-3	.3	1.1	.9	1.3	.1	1.4	1.7	.2
Retail trade	120.3	121.2	.3	.8	.4	.5	.7	.2	.3	1.0	.7
Transportation and warehousing	123.5	124.1	.9	.6	.4	.6	.7	.3	1.0	.6	.5
Utilities	129.9	130.7	1.0	.0	.2	-.3	1.1	.5	.2	1.0	.6
Information	124.5	125.1	.5	.5	.5	.5	-.9	.7	4.8	.1	.5
Financial activities	120.6	121.4	.3	.6	.6	.8	.7	.2	.5	.4	.7
Finance and insurance	120.7	121.6	.3	.8	.6	.8	.5	.1	.6	.3	.7
Credit intermediation and related activities	120.0	120.6	.5	.8	.4	.6	.2	.1	.7	.7	.5
Insurance carriers and related activities	121.9	123.1	-2	.5	1.1	1.3	.8	.3	.5	-3	1.0

See footnotes at end of table.

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

(Seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)		Percent changes for 3-months ended—								
	Sep. 2014	Dec. 2014	Dec. 2012	Mar. 2013	June 2013	Sep. 2013	Dec. 2013	Mar. 2014	June 2014	Sep. 2014	Dec. 2014
Industry											
Real estate and rental and leasing	120.3	120.2	0.3	0.1	0.5	0.4	1.3	0.8	0.4	0.7	-0.1
Professional and business services	123.9	124.4	.6	.3	.5	.4	.3	.2	1.1	.8	.4
Professional, scientific, and technical services	126.0	126.5	.7	.2	.7	.4	.3	.3	.6	.6	.4
Administrative and support and waste management and remediation services	121.5	122.0	.6	.6	.3	.3	.3	-6	2.3	1.4	.4
Education and health services	122.5	123.4	.3	.4	.4	.6	.5	.2	.6	.3	.7
Education services	123.1	123.9	.4	.3	.7	.7	.5	.1	.5	.7	.6
Junior colleges, colleges, universities, and professional schools	123.9	124.8	.6	.5	.7	.7	.5	.1	.6	.5	.7
Health care and social assistance ⁵	122.4	123.3	.3	.4	.4	.5	.5	.2	.6	.3	.7
Hospitals	122.9	123.6	.4	.4	.4	.5	.4	.4	.5	.2	.6
Nursing and residential care facilities	117.6	118.3	.3	.3	.3	.3	.3	.2	.3	.4	.6
Leisure and hospitality	119.2	119.6	.4	.2	.3	.2	.3	.5	.2	.8	.3
Accommodation and food services	119.5	119.9	.6	-.1	.4	.1	.3	.3	.1	.7	.3
Other services, except public administration	122.3	122.2	.4	.5	1.0	.3	1.0	-.4	.3	.8	-.1
State and local government workers											
All workers	124.0	124.8	.3	.5	.4	.3	.7	.5	.5	.5	.6
Industry											
Education and health services	122.7	123.5	.4	.4	.4	.2	.6	.4	.4	.5	.7
Education services	122.2	123.0	.4	.4	.3	.3	.6	.5	.4	.4	.7
Schools	122.2	123.0	.4	.3	.4	.3	.6	.4	.4	.5	.7
Elementary and secondary schools	122.1	122.8	.3	.3	.4	.2	.6	.3	.4	.6	.6
Health care and social assistance ⁵	126.3	127.1	.5	.5	.5	.6	.6	-.3	.6	.6	.6
Hospitals	124.7	125.2	.4	.4	.5	.6	.6	-.4	.6	.5	.4
Public administration	125.7	126.5	.3	.5	.4	.7	.7	.5	.9	.4	.6

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

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

³ Includes mining, construction, and manufacturing.

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

administration.

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

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

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

(Seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)		Percent changes for 3-months ended-								
	Sep. 2014	Dec. 2014	Dec. 2012	Mar. 2013	June 2013	Sep. 2013	Dec. 2013	Mar. 2014	June 2014	Sep. 2014	Dec. 2014
Civilian workers											
All workers ¹	120.7	121.3	0.3	0.4	0.5	0.4	0.5	0.3	0.6	0.8	0.5
Industry											
Goods-producing industries ²	119.5	120.3	.4	.5	.5	.4	.5	.3	.7	.4	.7
Manufacturing	119.3	120.1	.4	.5	.6	.4	.5	.4	.8	.3	.7
Service-providing industries ³	120.9	121.5	.3	.4	.4	.4	.5	.3	.7	.7	.5
Education and health services	119.9	120.7	.3	.3	.3	.3	.4	.3	.4	.4	.7
Education services	118.4	119.0	.3	.2	.3	.3	.3	.3	.3	.6	.5
Elementary and secondary schools	117.6	118.0	.2	.2	.3	.1	.3	.3	.2	.7	.3
Junior colleges, colleges, universities, and professional schools	119.6	120.4	.4	.3	.5	.3	.5	.3	.3	.3	.7
Health care and social assistance ⁴	121.7	122.6	.3	.4	.4	.4	.5	.2	.5	.3	.7
Hospitals	122.0	122.5	.4	.4	.4	.3	.4	.3	.3	.4	.4
Nursing and residential care facilities	117.4	118.0	.3	.3	.3	.3	.5	.2	.2	.4	.5
Public administration	119.6	120.2	.2	.3	.2	.4	.5	.3	.6	.5	.5
Private industry workers											
All workers	121.1	121.8	.4	.4	.6	.4	.5	.2	.8	.7	.6
Occupational group											
Management, professional, and related	122.5	123.0	.6	.4	.7	.5	.6	.0	.8	.8	.4
Management, business, and financial	122.8	123.0	.4	.6	.8	.4	.6	.1	.9	1.3	.2
Professional and related	122.3	123.0	.6	.3	.7	.6	.4	.1	.7	.5	.6
Sales and office	120.3	121.3	.2	.7	.3	.5	.7	.2	.6	.8	.8
Sales and related	117.9	119.4	-.3	1.0	.1	.5	1.0	.1	.6	1.0	1.2
Office and administrative support	122.0	122.7	.4	.5	.6	.4	.5	.3	.6	.5	.6
Natural resources, construction, and maintenance	120.7	121.4	.3	.4	.3	.5	.5	.5	.5	.5	.6
Construction, extraction, farming, fishing, and forestry	120.1	121.1	.1	.4	.2	.5	.4	.2	.8	.3	.8
Installation, maintenance, and repair	121.4	121.8	.5	.7	.3	.7	.4	.7	.3	.7	.4
Production, transportation, and material moving	119.6	120.0	.5	.4	.4	.4	.5	.6	.6	.8	.3
Production	118.6	119.3	.4	.4	.4	.5	.5	.6	.4	.7	.6
Transportation and material moving	120.9	120.9	.6	.5	.2	.4	.5	.6	.9	.7	.0
Service occupations	120.1	120.7	.5	.3	.3	.0	.6	.1	.5	1.0	.5
Industry											
Goods-producing industries ²	119.5	120.3	.4	.5	.5	.4	.5	.3	.7	.4	.7
Construction	118.7	119.6	.5	.4	.4	.4	.3	.1	.3	.7	.7
Manufacturing	119.3	120.1	.4	.5	.6	.4	.5	.4	.8	.3	.7
Aircraft manufacturing	127.8	128.6	.7	.6	1.1	.6	.8	.8	.6	.5	.6
Service-providing industries ⁵	121.6	122.2	.3	.5	.5	.4	.6	.2	.8	.8	.5
Trade, transportation, and utilities	121.2	121.7	.2	.5	.8	.5	.9	.2	1.0	1.3	.4
Retail trade	120.4	121.3	.5	.5	.5	.3	.8	.0	.5	1.2	.7
Transportation and warehousing	121.6	122.0	.9	.6	.3	.5	.7	.4	1.1	.7	.3
Utilities	128.2	128.7	.7	.7	.7	.7	.6	.8	.5	.8	.4
Information	118.0	118.7	.6	.5	.3	.5	-.2	.4	.9	.1	.6
Financial activities	120.9	121.7	.3	.6	.7	.6	.8	.4	.2	.5	.7
Finance and insurance	121.6	122.5	.2	.8	.7	.6	.7	.2	.2	.5	.7
Credit intermediation and related activities ⁶	118.7	119.4	.6	.7	.5	.3	.3	-.1	.4	.9	.6
Insurance carriers and related activities	121.1	121.9	-.4	.4	1.3	1.3	.9	.6	.0	-.6	.6

See footnotes at end of table.

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

(Seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)		Percent changes for 3-months ended—								
	Sep. 2014	Dec. 2014	Dec. 2012	Mar. 2013	June 2013	Sep. 2013	Dec. 2013	Mar. 2014	June 2014	Sep. 2014	Dec. 2014
Industry											
Professional and business services	123.5	124.1	0.7	0.4	0.3	0.3	0.3	0.0	1.1	0.9	0.5
Professional, scientific, and technical services	125.7	126.2	.7	.2	.6	.3	.3	.1	.9	.6	.4
Administrative and support and waste management and remediation services	121.2	121.7	.7	.6	.3	.3	.4	-6	1.9	1.4	.4
Education and health services	121.7	122.6	.4	.3	.5	.4	.5	.2	.6	.3	.7
Education services	121.8	122.5	.3	.3	.7	.5	.4	.0	.5	.7	.6
Junior colleges, colleges, universities, and professional schools	122.0	122.9	.5	.4	.8	.5	.6	-.1	.5	.3	.7
Health care and social assistance ⁴	121.6	122.6	.4	.4	.4	.4	.5	.2	.6	.2	.8
Hospitals	122.1	122.7	.4	.4	.4	.4	.3	.5	.4	.3	.5
Leisure and hospitality	120.1	120.6	.3	.2	.3	.2	.3	.7	.3	.8	.4
Accommodation and food services	120.4	120.9	.5	.0	.3	.2	.3	.5	.3	.7	.4
Other services, except public administration	122.2	122.3	.3	.9	1.1	.2	1.3	-4	.5	.8	.0
State and local government workers											
All workers	118.9	119.4	.2	.3	.3	.3	.3	.3	.3	.6	.4
Industry											
Education and health services	118.3	118.7	.3	.2	.3	.2	.3	.3	.3	.6	.3
Education services	117.8	118.3	.2	.3	.2	.3	.3	.3	.2	.6	.4
Schools	117.8	118.3	.3	.2	.3	.2	.3	.4	.2	.6	.4
Elementary and secondary schools	117.5	117.9	.2	.2	.2	.2	.3	.2	.2	.7	.3
Health care and social assistance ⁴	122.1	122.6	.3	.3	.2	.4	.4	-.1	.3	.6	.4
Hospitals	121.4	121.8	.3	.3	.2	.3	.4	-.3	.4	.6	.3
Public administration	119.6	120.2	.2	.3	.2	.4	.5	.3	.6	.5	.5

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

² Includes mining, construction, and manufacturing.

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

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

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

⁶ The credit intermediation and related activities wages and salaries series is seasonal as of the 2014 revision. The seasonally adjusted series was first published with the 2008 revision and the series continued to be seasonally adjusted until the 2013 revision when it was discontinued for 2013, as no identifiable seasonality was found for this series. Historical data for this series is published beginning with March 2003.

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

(Seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)		Percent changes for 3-months ended—								
	Sep. 2014	Dec. 2014	Dec. 2012	Mar. 2013	June 2013	Sep. 2013	Dec. 2013	Mar. 2014	June 2014	Sep. 2014	Dec. 2014
Civilian workers											
All workers ¹	125.7	126.5	0.6	0.6	0.4	0.7	0.6	0.4	1.0	0.6	0.6
Private industry workers											
All workers	123.2	123.9	.6	.4	.4	.6	.4	.3	1.1	.6	.6
Occupational group											
Management, professional, and related	123.1	123.9	.6	.1	.7	.8	.4	.1	1.2	.7	.6
Sales and office	123.0	123.7	.4	.8	.4	.6	.5	.4	1.2	.3	.6
Natural resources, construction, and maintenance	126.6	127.6	.7	.8	.2	.6	.6	.6	1.6	.5	.8
Production, transportation, and material moving	121.6	122.2	.4	.5	.3	.1	.4	.8	.2	.7	.5
Service occupations	121.8	122.6	.7	.0	.5	.6	.4	-5	.2	.7	.6
Industry											
Goods-producing industries ²	120.2	121.0	.7	.5	.1	.4	.6	.8	.0	.8	.7
Manufacturing	119.2	120.2	.6	.3	.2	.3	.5	.9	.1	.9	.8
Service-providing industries ³	124.4	125.0	.4	.4	.6	.7	.4	.2	1.4	.5	.5
State and local government workers											
All workers	134.6	136.0	.6	.9	.7	.6	1.0	.7	.9	.3	1.0

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

² Includes mining, construction, and manufacturing.

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

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

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)			Percent changes for—					
	Dec. 2013	Sep. 2014	Dec. 2014	3-months ended—			12-months ended—		
				Dec. 2013	Sep. 2014	Dec. 2014	Dec. 2013	Sep. 2014	Dec. 2014
Civilian workers									
All workers ²	120.0	122.2	122.7	0.3	0.7	0.4	2.0	2.2	2.2
Excluding incentive paid occupations ³	120.2	122.3	122.8	.3	.5	.4	1.9	2.0	2.2
Occupational group									
Management, professional, and related	120.5	122.9	123.2	.2	.7	.2	2.0	2.2	2.2
Management, business, and financial	120.2	123.2	123.3	.3	.7	.1	2.4	2.8	2.6
Professional and related	120.7	122.7	123.1	.3	.7	.3	1.9	2.0	2.0
Sales and office	119.4	121.6	122.3	.5	.6	.6	2.3	2.4	2.4
Sales and related	116.0	118.0	119.1	.7	.7	.9	2.7	2.4	2.7
Office and administrative support	121.4	123.7	124.2	.2	.4	.4	2.0	2.1	2.3
Natural resources, construction, and maintenance	120.4	123.0	123.5	.2	.6	.4	1.9	2.3	2.6
Construction, extraction, farming, fishing, and forestry	120.5	122.3	123.1	.4	.6	.7	2.1	1.9	2.2
Installation, maintenance, and repair	120.4	123.8	123.9	.0	.7	.1	1.8	2.8	2.9
Production, transportation, and material moving	118.4	120.7	121.0	.3	.8	.2	1.6	2.3	2.2
Production	116.9	119.0	119.5	.3	.7	.4	1.6	2.1	2.2
Transportation and material moving	120.3	122.8	122.9	.4	.7	.1	1.8	2.5	2.2
Service occupations	120.6	122.3	122.9	.5	.8	.5	1.6	1.9	1.9
Industry									
Goods-producing industries ⁴	117.8	119.9	120.4	.3	.6	.4	1.9	2.0	2.2
Manufacturing	117.0	119.3	119.8	.3	.5	.4	1.8	2.2	2.4
Service-providing industries ⁵	120.4	122.7	123.1	.4	.7	.3	2.0	2.3	2.2
Education and health services	121.2	122.8	123.4	.4	.7	.5	1.8	1.7	1.8
Education services	120.8	122.7	123.1	.3	1.1	.3	1.7	1.9	1.9
Elementary and secondary schools	120.4	122.3	122.6	.3	1.2	.2	1.4	1.9	1.8
Junior colleges, colleges, universities, and professional schools	121.4	123.3	123.9	.3	1.0	.5	2.2	1.9	2.1
Health care and social assistance ⁶	121.6	122.9	123.7	.5	.3	.7	1.9	1.6	1.7
Hospitals	121.9	123.3	123.8	.3	.3	.4	1.8	1.5	1.6
Nursing and residential care facilities	117.6	118.8	119.4	.3	.5	.5	1.5	1.4	1.5
Public administration	123.4	125.8	126.4	.6	.7	.5	2.2	2.5	2.4

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

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

³ The index for this series is not strictly comparable with other series in this table.

⁴ Includes mining, construction, and manufacturing.

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

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

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

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)			Percent changes for—					
	Dec. 2013	Sep. 2014	Dec. 2014	3-months ended—			12-months ended—		
				Dec. 2013	Sep. 2014	Dec. 2014	Dec. 2013	Sep. 2014	Dec. 2014
Private industry workers									
All workers	119.4	121.7	122.2	0.3	0.6	0.4	2.0	2.3	2.3
Excluding incentive paid occupations ²	119.7	121.8	122.2	.3	.4	.3	1.9	2.0	2.1
Occupational group									
Management, professional, and related	120.2	122.7	123.0	.3	.6	.2	2.1	2.3	2.3
Excluding incentive paid occupations ²	120.1	122.3	122.6	.2	.4	.2	2.0	2.0	2.1
Management, business, and financial	119.9	123.0	123.0	.3	.7	.0	2.4	2.8	2.6
Excluding incentive paid occupations ²	120.0	122.3	122.8	.2	.2	.4	2.3	2.1	2.3
Professional and related	120.5	122.5	122.9	.2	.5	.3	1.9	1.9	2.0
Sales and office	119.0	121.1	121.9	.5	.5	.7	2.3	2.3	2.4
Excluding incentive paid occupations ²	119.9	122.2	122.6	.1	.3	.3	1.9	2.0	2.3
Sales and related	115.9	117.9	119.0	.7	.7	.9	2.7	2.4	2.7
Excluding incentive paid occupations ²	117.7	119.8	120.1	-.1	.3	.3	1.9	1.7	2.0
Office and administrative support	121.1	123.3	123.8	.3	.3	.4	2.0	2.2	2.2
Natural resources, construction, and maintenance	120.1	122.8	123.2	.2	.7	.3	2.0	2.4	2.6
Construction, extraction, farming, fishing, and forestry	120.3	122.1	122.9	.3	.6	.7	2.0	1.8	2.2
Installation, maintenance, and repair	119.9	123.5	123.5	.0	.7	.0	1.8	3.0	3.0
Production, transportation, and material moving	118.0	120.3	120.6	.4	.7	.2	1.7	2.4	2.2
Excluding incentive paid occupations ²	118.0	120.3	120.7	.3	.6	.3	1.6	2.3	2.3
Production	116.7	118.8	119.4	.3	.6	.5	1.5	2.1	2.3
Excluding incentive paid occupations ²	116.9	119.0	119.5	.3	.6	.4	1.6	2.1	2.2
Transportation and material moving	119.7	122.3	122.4	.4	.7	.1	1.8	2.6	2.3
Service occupations	119.0	120.5	121.1	.5	.8	.5	1.4	1.8	1.8
Industry and occupational group									
Goods-producing industries ³	117.7	119.9	120.3	.2	.7	.3	1.8	2.0	2.2
Excluding incentive paid occupations ²	118.1	120.1	120.6	.3	.6	.4	1.8	2.0	2.1
Management, professional, and related	116.8	119.2	119.3	-.1	.6	.1	1.9	2.0	2.1
Sales and office	118.5	120.6	121.2	.4	.5	.5	2.6	2.2	2.3
Natural resources, construction, and maintenance	119.9	121.8	122.5	.3	.7	.6	2.0	1.8	2.2
Production, transportation, and material moving	116.6	118.7	119.3	.4	.6	.5	1.6	2.2	2.3
Construction	118.6	120.1	120.7	.2	.8	.5	2.0	1.4	1.8
Manufacturing	117.0	119.3	119.8	.3	.5	.4	1.8	2.2	2.4
Management, professional, and related	116.7	119.6	119.9	-.1	.7	.3	2.0	2.4	2.7
Sales and office	119.6	121.6	122.0	.7	.0	.3	2.6	2.4	2.0
Natural resources, construction, and maintenance	118.5	121.0	121.6	.0	.7	.5	1.8	2.1	2.6
Production, transportation, and material moving	116.3	118.3	118.9	.3	.5	.5	1.6	2.1	2.2
Aircraft manufacturing	104.1	110.4	110.3	.1	2.3	-.1	-.1	6.2	6.0

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)			Percent changes for—					
	Dec. 2013	Sep. 2014	Dec. 2014	3-months ended—			12-months ended—		
				Dec. 2013	Sep. 2014	Dec. 2014	Dec. 2013	Sep. 2014	Dec. 2014
Service-providing industries ⁴	120.0	122.3	122.8	0.3	0.6	0.4	2.0	2.3	2.3
Excluding incentive paid occupations ²	120.2	122.4	122.8	.2	.4	.3	1.8	2.0	2.2
Management, professional, and related	120.9	123.3	123.7	.3	.6	.3	2.2	2.3	2.3
Sales and office	119.0	121.2	121.9	.4	.5	.6	2.2	2.3	2.4
Natural resources, construction, and maintenance	120.5	124.3	124.2	.1	.6	-.1	1.9	3.2	3.1
Production, transportation, and material moving	119.8	122.4	122.5	.3	.7	.1	1.8	2.5	2.3
Service occupations	119.0	120.4	121.1	.5	.8	.6	1.4	1.7	1.8
Trade, transportation, and utilities	119.5	122.3	122.6	.7	.9	.2	2.7	3.0	2.6
Excluding incentive paid occupations ²	119.7	121.8	122.2	.3	.2	.3	2.1	2.0	2.1
Wholesale trade	119.2	123.1	123.3	1.3	1.7	.2	3.7	4.6	3.4
Excluding incentive paid occupations ²	120.0	122.1	122.5	.5	.2	.3	2.5	2.3	2.1
Retail trade	118.3	120.3	120.9	.5	.8	.5	2.4	2.2	2.2
Excluding incentive paid occupations ²	117.8	119.5	119.9	.2	.3	.3	2.2	1.6	1.8
Transportation and warehousing	120.8	123.6	123.6	.2	.7	.0	2.3	2.6	2.3
Utilities	126.9	129.9	130.0	.5	.5	.1	1.0	2.9	2.4
Information	117.8	124.1	124.4	-1.0	.0	.2	.8	4.3	5.6
Financial activities	118.9	120.7	121.0	.3	.2	.2	2.6	1.9	1.8
Excluding incentive paid occupations ²	119.3	121.5	121.8	.3	.1	.2	2.3	2.2	2.1
Finance and insurance	119.1	120.8	121.1	.1	.1	.2	2.7	1.5	1.7
Credit intermediation and related activities	118.0	119.8	120.3	.0	.2	.4	2.0	1.5	1.9
Excluding incentive paid occupations ²	120.7	123.6	124.1	.1	.2	.4	2.2	2.5	2.8
Insurance carriers and related activities	120.9	122.2	122.6	.3	-.3	.3	3.8	1.4	1.4
Excluding incentive paid occupations ²	119.9	122.7	122.8	.2	.2	.1	2.5	2.5	2.4
Real estate and rental and leasing	118.0	120.3	120.2	1.4	.6	-.1	2.4	3.4	1.9
Excluding incentive paid occupations ²	120.8	123.2	123.6	.9	.2	.3	2.3	2.9	2.3
Professional and business services	121.2	123.8	124.2	.2	.6	.3	1.6	2.4	2.5
Professional, scientific, and technical services	124.0	126.0	126.3	.2	.4	.2	1.7	1.9	1.9
Administrative and support and waste management and remediation services	117.7	121.2	122.0	.4	.9	.7	1.5	3.4	3.7
Education and health services	121.2	122.6	123.3	.5	.5	.6	1.9	1.7	1.7
Education services	121.7	123.5	123.9	.3	1.3	.3	2.3	1.8	1.8
Junior colleges, colleges, universities, and professional schools	122.6	124.3	124.8	.2	1.1	.4	2.6	1.6	1.8
Health care and social assistance ⁵	121.1	122.4	123.2	.5	.3	.7	1.9	1.6	1.7
Hospitals	121.5	122.9	123.5	.4	.2	.5	1.8	1.6	1.6
Nursing and residential care facilities	116.5	117.6	118.2	.3	.4	.5	1.1	1.2	1.5
Nursing care facilities ²	116.4	117.7	118.3	.3	.5	.5	1.0	1.4	1.6
Leisure and hospitality	117.6	119.2	119.6	.3	.8	.3	.9	1.6	1.7
Accommodation and food services	118.2	119.6	120.0	.3	.9	.3	.8	1.4	1.5
Other services, except public administration	121.1	122.3	121.8	.7	.7	-.4	2.9	1.7	.6

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

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

³ Includes mining, construction, and manufacturing.

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

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

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

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

(Not seasonally adjusted)

Bargaining status and census region and division	Indexes (Dec. 2005 = 100)			Percent changes for—					
	Dec. 2013	Sep. 2014	Dec. 2014	3-months ended—			12-months ended—		
				Dec. 2013	Sep. 2014	Dec. 2014	Dec. 2013	Sep. 2014	Dec. 2014
Bargaining status									
Union	122.6	125.8	126.7	0.1	0.6	0.7	1.7	2.7	3.3
Goods-producing industries ²	119.6	121.9	122.4	.3	.8	.4	1.4	2.3	2.3
Manufacturing	114.2	116.8	117.4	.4	.8	.5	.4	2.6	2.8
Service-providing industries ³	125.2	129.0	130.0	.0	.5	.8	2.1	3.0	3.8
Nonunion	119.0	121.1	121.5	.4	.6	.3	2.1	2.2	2.1
Goods-producing industries ²	117.2	119.2	119.7	.3	.5	.4	2.0	2.0	2.1
Manufacturing	117.8	120.1	120.6	.3	.5	.4	2.2	2.2	2.4
Service-providing industries ³	119.4	121.6	122.0	.3	.6	.3	2.0	2.2	2.2
Census region and division⁴									
Northeast	120.1	122.7	123.2	.3	.7	.4	2.0	2.5	2.6
New England	121.6	125.2	124.8	.9	1.5	-.3	2.6	3.9	2.6
Middle Atlantic	119.6	121.8	122.6	.1	.5	.7	1.7	1.9	2.5
South	120.1	122.3	122.7	.3	.5	.3	2.0	2.2	2.2
South Atlantic	120.6	122.9	123.4	.3	.4	.4	1.9	2.2	2.3
East South Central	117.8	119.3	119.8	.3	.2	.4	1.7	1.5	1.7
West South Central	120.2	122.4	122.6	.3	.6	.2	2.2	2.2	2.0
Midwest	117.8	120.0	120.3	.3	.4	.2	1.6	2.2	2.1
East North Central	116.7	118.8	119.1	.3	.3	.3	1.7	2.1	2.1
West North Central	120.6	123.0	123.3	.6	.6	.2	1.6	2.6	2.2
West	119.6	121.9	122.5	.3	.8	.5	2.4	2.3	2.4
Mountain	119.2	120.1	120.6	.4	.3	.4	3.0	1.2	1.2
Pacific	119.9	122.7	123.3	.3	1.1	.5	2.1	2.7	2.8

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

² Includes mining, construction, and manufacturing.

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

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

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

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

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)			Percent changes for—					
	Dec. 2013	Sep. 2014	Dec. 2014	3-months ended—			12-months ended—		
				Dec. 2013	Sep. 2014	Dec. 2014	Dec. 2013	Sep. 2014	Dec. 2014
State and local government workers									
All workers	122.2	124.2	124.7	0.4	0.9	0.4	1.9	2.1	2.0
Occupational group									
Management, professional, and related	121.2	123.3	123.7	.3	1.0	.3	1.7	2.1	2.1
Professional and related	121.0	123.0	123.5	.3	1.0	.4	1.7	2.0	2.1
Sales and office	123.4	125.9	126.4	.4	1.0	.4	2.1	2.4	2.4
Office and administrative support	123.4	125.9	126.5	.3	1.0	.5	2.0	2.4	2.5
Service occupations	124.3	126.6	127.1	.5	.9	.4	2.1	2.3	2.3
Industry									
Education and health services	121.1	123.0	123.4	.3	1.0	.3	1.7	1.9	1.9
Education services	120.6	122.5	123.0	.3	1.0	.4	1.6	1.9	2.0
Schools ²	120.6	122.5	123.0	.3	1.1	.4	1.6	1.9	2.0
Elementary and secondary schools	120.5	122.3	122.8	.3	1.0	.4	1.5	1.8	1.9
Health care and social assistance ³	125.0	126.4	126.8	.3	.7	.3	2.3	1.4	1.4
Hospitals	123.7	124.7	125.0	.4	.5	.2	2.1	1.2	1.1
Public administration	123.4	125.8	126.4	.6	.7	.5	2.2	2.5	2.4

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

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

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

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)			Percent changes for—					
	Dec. 2013	Sep. 2014	Dec. 2014	3-months ended—			12-months ended—		
				Dec. 2013	Sep. 2014	Dec. 2014	Dec. 2013	Sep. 2014	Dec. 2014
Civilian workers									
All workers ¹	118.7	120.7	121.2	0.4	0.7	0.4	1.9	2.1	2.1
Excluding incentive paid occupations ²	118.8	120.6	121.0	.3	.5	.3	1.7	1.8	1.9
Occupational group									
Management, professional, and related	119.3	121.4	121.7	.3	.7	.2	1.9	2.1	2.0
Management, business, and financial	119.5	122.4	122.3	.3	.9	-.1	2.3	2.8	2.3
Professional and related	119.2	120.9	121.3	.3	.7	.3	1.5	1.7	1.8
Sales and office	118.3	120.3	121.1	.5	.7	.7	2.2	2.2	2.4
Sales and related	116.0	118.1	119.3	.7	.9	1.0	2.6	2.5	2.8
Office and administrative support	119.7	121.6	122.2	.3	.5	.5	1.9	1.9	2.1
Natural resources, construction, and maintenance	118.8	120.8	121.3	.3	.7	.4	1.8	1.9	2.1
Construction, extraction, farming, fishing, and forestry	118.4	120.1	121.0	.3	.6	.7	1.5	1.7	2.2
Installation, maintenance, and repair	119.3	121.6	121.7	.2	.8	.1	2.1	2.1	2.0
Production, transportation, and material moving	117.3	119.7	119.9	.4	.8	.2	1.8	2.5	2.2
Production	116.5	118.7	119.2	.3	.7	.4	1.9	2.2	2.3
Transportation and material moving	118.2	120.9	120.9	.4	.9	.0	1.5	2.7	2.3
Service occupations	118.5	120.3	120.9	.6	.9	.5	1.3	2.1	2.0
Industry									
Goods-producing industries ³	117.6	119.6	120.1	.2	.5	.4	1.9	1.9	2.1
Manufacturing	117.2	119.4	119.8	.3	.4	.3	2.1	2.1	2.2
Service-providing industries ⁴	118.9	121.0	121.4	.4	.7	.3	1.8	2.2	2.1
Education and health services	118.7	120.1	120.7	.3	.7	.5	1.5	1.5	1.7
Education services	117.2	118.7	119.1	.3	1.0	.3	1.1	1.5	1.6
Elementary and secondary schools	116.4	117.8	118.1	.3	.9	.3	.9	1.5	1.5
Junior colleges, colleges, universities, and professional schools	118.5	119.9	120.5	.3	.9	.5	1.7	1.5	1.7
Health care and social assistance ⁵	120.4	121.7	122.6	.5	.3	.7	1.8	1.6	1.8
Hospitals	120.7	121.9	122.5	.4	.3	.5	1.6	1.4	1.5
Nursing and residential care facilities	116.5	117.4	118.0	.4	.4	.5	1.3	1.2	1.3
Public administration	117.9	119.6	120.2	.5	.6	.5	1.4	2.0	2.0

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 mining, construction, and manufacturing.

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

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

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

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)			Percent changes for—					
	Dec. 2013	Sep. 2014	Dec. 2014	3-months ended—			12-months ended—		
				Dec. 2013	Sep. 2014	Dec. 2014	Dec. 2013	Sep. 2014	Dec. 2014
Private industry workers									
All workers	119.0	121.2	121.6	0.4	0.7	0.3	2.1	2.3	2.2
Excluding incentive paid occupations ¹	119.1	121.1	121.5	.2	.5	.3	1.8	1.9	2.0
Occupational group									
Management, professional, and related	120.2	122.5	122.8	.3	.7	.2	2.1	2.3	2.2
Excluding incentive paid occupations ¹	120.0	121.8	122.1	.3	.4	.2	2.0	1.8	1.7
Management, business, and financial	119.8	122.8	122.7	.3	.9	-.1	2.5	2.8	2.4
Excluding incentive paid occupations ¹	119.7	121.6	122.0	.2	.3	.3	2.3	1.8	1.9
Professional and related	120.5	122.3	122.8	.2	.5	.4	1.9	1.7	1.9
Sales and office	118.4	120.4	121.3	.5	.7	.7	2.2	2.2	2.4
Excluding incentive paid occupations ¹	119.2	121.1	121.6	.2	.4	.4	1.8	1.8	2.0
Sales and related	116.0	118.2	119.4	.7	.9	1.0	2.5	2.6	2.9
Excluding incentive paid occupations ¹	117.6	119.6	120.0	-.2	.3	.3	1.4	1.5	2.0
Office and administrative support	120.1	122.0	122.5	.3	.4	.4	2.0	1.9	2.0
Natural resources, construction, and maintenance	118.8	120.9	121.4	.3	.8	.4	1.8	2.0	2.2
Construction, extraction, farming, fishing, and forestry	118.5	120.3	121.1	.3	.6	.7	1.5	1.8	2.2
Installation, maintenance, and repair	119.2	121.6	121.7	.2	.8	.1	2.1	2.2	2.1
Production, transportation, and material moving	117.2	119.6	119.9	.4	.8	.3	1.8	2.5	2.3
Excluding incentive paid occupations ¹	117.3	119.7	120.0	.3	.7	.3	1.8	2.4	2.3
Production	116.4	118.6	119.1	.3	.7	.4	1.9	2.2	2.3
Excluding incentive paid occupations ¹	116.5	118.7	119.2	.3	.6	.4	1.9	2.2	2.3
Transportation and material moving	118.2	121.0	120.9	.4	.9	-.1	1.6	2.8	2.3
Service occupations	118.3	120.1	120.7	.6	.9	.5	1.3	2.1	2.0
Industry and occupational group									
Goods-producing industries ²	117.6	119.6	120.1	.2	.5	.4	1.9	1.9	2.1
Excluding incentive paid occupations ¹	118.0	120.0	120.4	.2	.5	.3	1.8	1.9	2.0
Management, professional, and related	118.3	120.3	120.4	-.1	.5	.1	2.1	1.6	1.8
Sales and office	118.2	120.7	121.3	.4	.6	.5	2.7	2.5	2.6
Natural resources, construction, and maintenance	118.4	120.3	121.1	.1	.7	.7	1.5	1.7	2.3
Production, transportation, and material moving	116.3	118.3	118.8	.4	.5	.4	2.0	2.2	2.1
Construction	117.4	119.0	119.6	.1	1.0	.5	1.6	1.4	1.9
Manufacturing	117.2	119.4	119.8	.3	.4	.3	2.1	2.1	2.2
Management, professional, and related	118.0	120.4	120.8	-.1	.3	.3	1.9	1.9	2.4
Sales and office	119.0	121.0	121.3	.8	-.2	.2	2.6	2.5	1.9
Natural resources, construction, and maintenance	118.4	121.1	121.6	-.2	.7	.4	2.1	2.1	2.7
Production, transportation, and material moving	116.1	118.0	118.6	.5	.4	.5	2.1	2.2	2.2
Aircraft manufacturing	124.4	127.8	127.7	.1	.3	-.1	3.2	2.8	2.7

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—					
	Dec. 2013	Sep. 2014	Dec. 2014	3-months ended—			12-months ended—		
				Dec. 2013	Sep. 2014	Dec. 2014	Dec. 2013	Sep. 2014	Dec. 2014
Service-providing industries ³	119.4	121.6	122.1	0.4	0.7	0.4	2.1	2.3	2.3
Excluding incentive paid occupations ¹	119.5	121.4	121.8	.3	.5	.3	1.8	1.8	1.9
Management, professional, and related	120.5	122.9	123.2	.3	.7	.2	2.1	2.3	2.2
Sales and office	118.4	120.4	121.3	.5	.7	.7	2.2	2.2	2.4
Natural resources, construction, and maintenance	119.3	121.7	121.7	.3	.8	.0	2.1	2.4	2.0
Production, transportation, and material moving	118.3	121.1	121.1	.3	.9	.0	1.6	2.7	2.4
Service occupations	118.3	120.0	120.7	.6	.8	.6	1.3	2.0	2.0
Trade, transportation, and utilities	118.2	121.3	121.5	.7	1.3	.2	2.7	3.3	2.8
Excluding incentive paid occupations ¹	118.2	120.3	120.7	.2	.4	.3	2.1	1.9	2.1
Wholesale trade	116.7	121.2	121.1	1.4	2.1	-.1	3.8	5.3	3.8
Excluding incentive paid occupations ¹	116.8	118.7	118.9	.3	.3	.2	2.1	2.0	1.8
Retail trade	118.2	120.5	121.1	.5	1.0	.5	2.2	2.5	2.5
Excluding incentive paid occupations ¹	117.6	119.4	119.9	.1	.4	.4	1.8	1.6	2.0
Transportation and warehousing	118.7	121.8	121.7	.3	.9	-.1	2.1	2.9	2.5
Utilities	125.2	128.3	128.3	.2	.5	.0	2.9	2.7	2.5
Information	116.2	118.0	118.5	-.3	-.1	.4	1.2	1.2	2.0
Financial activities	119.2	121.0	121.3	.4	.2	.2	2.8	1.9	1.8
Excluding incentive paid occupations ¹	119.3	121.6	121.9	.3	.2	.2	2.2	2.3	2.2
Finance and insurance	120.0	121.7	122.0	.2	.2	.2	2.7	1.6	1.7
Credit intermediation and related activities	116.9	118.5	119.0	.1	.3	.4	1.9	1.5	1.8
Excluding incentive paid occupations ¹	120.1	122.4	123.0	.2	.2	.5	2.1	2.1	2.4
Insurance carriers and related activities	120.9	121.5	121.6	.3	-.6	.1	4.0	.8	.6
Excluding incentive paid occupations ¹	119.0	121.5	121.3	.3	.2	-.2	2.1	2.4	1.9
Real estate and rental and leasing	115.8	118.2	118.3	1.4	.7	.1	2.6	3.5	2.2
Excluding incentive paid occupations ¹	118.9	121.4	122.0	.9	.2	.5	2.6	3.1	2.6
Professional and business services	121.0	123.4	123.9	.4	.7	.4	1.4	2.4	2.4
Professional, scientific, and technical services	123.5	125.6	126.0	.2	.5	.3	1.4	1.9	2.0
Administrative and support and waste management and remediation services	118.0	120.9	121.7	.7	.9	.7	1.5	3.2	3.1
Education and health services	120.4	121.7	122.6	.5	.4	.7	1.9	1.6	1.8
Education services	120.6	122.2	122.6	.2	1.2	.3	1.9	1.6	1.7
Junior colleges, colleges, universities, and professional schools	121.2	122.4	123.0	.3	1.0	.5	2.3	1.3	1.5
Health care and social assistance ⁴	120.3	121.6	122.6	.5	.2	.8	1.8	1.6	1.9
Hospitals	120.7	122.1	122.7	.3	.3	.5	1.6	1.5	1.7
Nursing and residential care facilities	116.3	117.2	117.8	.4	.4	.5	1.2	1.2	1.3
Nursing care facilities ¹	116.2	117.3	117.9	.4	.5	.5	1.2	1.4	1.5
Leisure and hospitality	118.2	120.2	120.7	.3	.9	.4	.9	2.0	2.1
Accommodation and food services	118.7	120.5	121.0	.3	1.0	.4	.8	1.8	1.9
Other services, except public administration	120.7	122.3	121.9	.8	.9	-.3	3.4	2.2	1.0

¹ The index for this series is not strictly comparable with other series in this table.

² Includes mining, construction, and manufacturing.

³ Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional and technical services;

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

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

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

(Not seasonally adjusted)

Bargaining status and census region and division	Indexes (Dec. 2005 = 100)			Percent changes for—					
	Dec. 2013	Sep. 2014	Dec. 2014	3-months ended—			12-months ended—		
				Dec. 2013	Sep. 2014	Dec. 2014	Dec. 2013	Sep. 2014	Dec. 2014
Bargaining status									
Union	119.8	122.1	123.1	0.2	0.7	0.8	2.0	2.1	2.8
Goods-producing industries ¹	117.0	119.0	119.5	.2	.7	.4	1.7	1.9	2.1
Manufacturing	114.8	116.7	116.9	.3	.4	.2	2.0	2.0	1.8
Service-providing industries ²	121.8	124.4	125.6	.1	.8	1.0	2.3	2.2	3.1
Nonunion	118.9	121.0	121.5	.4	.7	.4	2.1	2.2	2.2
Goods-producing industries ¹	117.8	119.8	120.3	.3	.5	.4	2.0	2.0	2.1
Manufacturing	117.8	120.0	120.5	.3	.3	.4	2.1	2.1	2.3
Service-providing industries ²	119.2	121.3	121.7	.5	.7	.3	2.1	2.3	2.1
Census region and division³									
Northeast	119.1	121.7	122.2	.3	.9	.4	1.8	2.5	2.6
New England	121.8	126.0	125.3	1.1	2.0	-.6	3.0	4.6	2.9
Middle Atlantic	118.1	120.1	120.9	.1	.6	.7	1.4	1.8	2.4
South	120.2	122.4	122.8	.4	.6	.3	2.0	2.3	2.2
South Atlantic	120.7	122.9	123.4	.4	.5	.4	1.9	2.2	2.2
East South Central	117.3	118.8	119.4	.4	.3	.5	1.6	1.7	1.8
West South Central	120.6	122.9	123.1	.5	.8	.2	2.5	2.4	2.1
Midwest	117.1	118.9	119.1	.4	.5	.2	1.8	2.0	1.7
East North Central	115.7	117.2	117.5	.3	.3	.3	1.9	1.6	1.6
West North Central	120.7	122.8	123.1	.8	.7	.2	1.9	2.5	2.0
West	119.2	121.5	122.2	.3	.9	.6	2.4	2.3	2.5
Mountain	118.8	120.8	121.5	.4	.2	.6	3.1	2.1	2.3
Pacific	119.5	121.8	122.5	.3	1.1	.6	2.1	2.3	2.5

¹ Includes mining, construction, and manufacturing.

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

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

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

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

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)			Percent changes for—					
	Dec. 2013	Sep. 2014	Dec. 2014	3-months ended—			12-months ended—		
				Dec. 2013	Sep. 2014	Dec. 2014	Dec. 2013	Sep. 2014	Dec. 2014
State and local government workers									
All workers	117.5	119.0	119.4	0.3	0.8	0.3	1.1	1.6	1.6
Occupational group									
Management, professional, and related	117.1	118.5	118.9	.3	.8	.3	1.0	1.5	1.5
Professional and related	117.1	118.5	118.9	.3	.9	.3	1.0	1.5	1.5
Sales and office	116.8	118.7	119.3	.3	.9	.5	1.0	2.0	2.1
Office and administrative support	117.1	119.1	119.7	.3	.9	.5	1.0	2.1	2.2
Service occupations	119.0	120.8	121.4	.5	.8	.5	1.4	2.0	2.0
Industry									
Education and health services	117.0	118.4	118.8	.3	.9	.3	1.0	1.5	1.5
Education services	116.5	118.0	118.4	.2	.9	.3	1.0	1.5	1.6
Schools ¹	116.5	118.0	118.4	.3	.9	.3	1.0	1.5	1.6
Elementary and secondary schools	116.3	117.7	118.0	.3	1.0	.3	.9	1.5	1.5
Health care and social assistance ²	121.1	122.1	122.5	.4	.6	.3	1.4	1.2	1.2
Hospitals	120.5	121.3	121.7	.4	.5	.3	1.3	1.1	1.0
Public administration	117.9	119.6	120.2	.5	.6	.5	1.4	2.0	2.0

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

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

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

(Not seasonally adjusted)

Occupational group, industry, and bargaining status	Indexes (Dec. 2005 = 100)			Percent changes for—					
	Dec. 2013	Sep. 2014	Dec. 2014	3-months ended—			12-months ended—		
				Dec. 2013	Sep. 2014	Dec. 2014	Dec. 2013	Sep. 2014	Dec. 2014
Civilian workers									
All workers ¹	123.0	125.7	126.2	0.2	0.6	0.4	2.2	2.4	2.6
Private industry workers									
All workers	120.5	123.1	123.5	.2	.3	.3	1.9	2.3	2.5
Occupational group									
Management, professional, and related	120.2	123.1	123.4	.0	.4	.2	2.0	2.4	2.7
Sales and office	120.5	123.0	123.4	.3	.2	.3	2.5	2.4	2.4
Natural resources, construction, and maintenance	122.9	126.8	127.1	.2	.4	.2	2.2	3.3	3.4
Production, transportation, and material moving	119.5	121.6	122.1	.3	.5	.4	1.3	2.0	2.2
Service occupations	121.0	121.6	122.2	.2	.4	.5	1.5	.7	1.0
Industry									
Goods-producing industries ²	118.0	120.3	120.7	.3	.7	.3	1.7	2.2	2.3
Manufacturing	116.6	119.3	119.8	.2	.8	.4	1.4	2.5	2.7
Aircraft manufacturing	82.4	91.7	91.7	.0	5.3	.0	-4.8	11.3	11.3
Service-providing industries ³	121.5	124.2	124.6	.1	.2	.3	2.0	2.3	2.6
Bargaining status									
Union	127.3	131.9	132.6	.2	.5	.5	1.4	3.8	4.2
Nonunion	119.1	121.4	121.7	.2	.4	.2	2.1	2.1	2.2
State and local government workers									
All workers	132.0	135.2	135.8	.5	1.1	.4	3.3	3.0	2.9

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

² Includes mining, construction, and manufacturing.

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

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

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

(Not seasonally adjusted)

Census region and metropolitan area	Percent changes for 12-months ended—					
	Total compensation			Wages and salaries		
	Dec. 2013	Sep. 2014	Dec. 2014	Dec. 2013	Sep. 2014	Dec. 2014
Northeast						
Boston-Worcester-Manchester, MA-NH CSA	2.0	2.5	3.2	2.2	2.6	3.5
New York-Newark-Bridgeport, NY-NJ-CT-PA CSA	1.8	2.1	2.8	1.3	1.7	2.6
Philadelphia-Camden-Vineland, PA-NJ-DE-MD CSA	2.2	1.4	2.0	1.7	1.4	2.0
South						
Atlanta-Sandy Springs-Gainesville, GA-AL CSA	2.0	2.6	3.2	1.5	1.1	1.6
Dallas-Fort Worth, TX CSA	3.3	3.4	2.5	3.5	3.5	2.3
Houston-Baytown-Huntsville, TX CSA	2.0	1.5	1.7	2.3	1.5	2.1
Miami-Fort Lauderdale-Pompano Beach, FL MSA	1.9	1.2	2.1	2.4	1.7	2.5
Washington-Baltimore-Northern Virginia, DC-MD-VA-WV CSA	1.7	1.1	1.4	1.8	1.0	1.2
Midwest						
Chicago-Naperville-Michigan City, IL-IN-WI CSA ...	1.6	3.3	3.3	2.2	2.3	1.9
Detroit-Warren-Flint, MI CSA	1.7	.9	1.0	2.0	.1	.2
Minneapolis-St. Paul-St. Cloud, MN-WI CSA	2.0	2.3	2.3	1.6	2.5	2.6
West						
Los Angeles-Long Beach-Riverside, CA CSA	1.7	2.6	2.8	1.7	2.3	2.4
Phoenix-Mesa-Scottsdale, AZ MSA	1.5	1.1	1.3	2.0	1.2	1.4
San Jose-San Francisco-Oakland, CA CSA	2.6	3.9	4.8	2.4	3.9	4.9
Seattle-Tacoma-Olympia, WA CSA	1.7	3.1	4.8	1.8	1.4	2.7

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