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EMPLOYMENT COST INDEX – DECEMBER 2013

Compensation costs for civilian workers increased 0.5 percent, seasonally adjusted, for the 3-month period ending December 2013, the U.S. Bureau of Labor Statistics reported today. **Wages and salaries** (which make up about 70 percent of compensation costs) increased 0.6 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. 2011-Dec. 2013

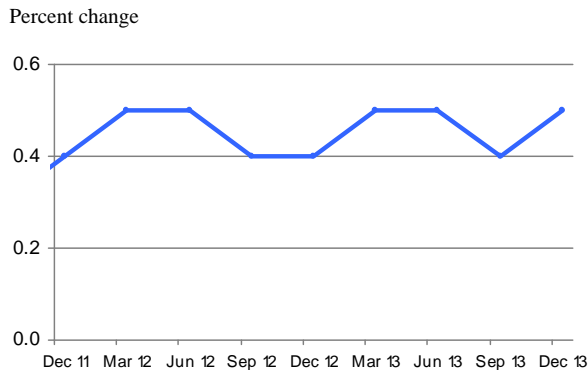
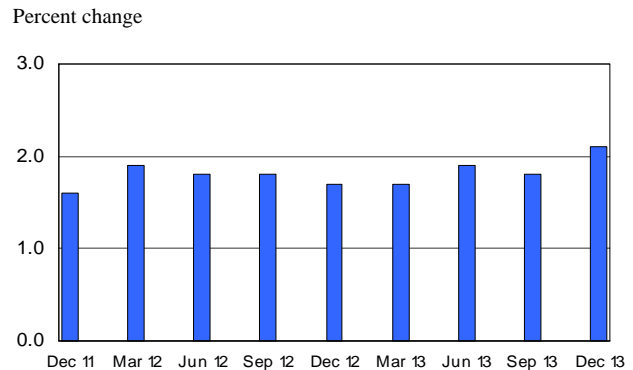


Chart 2. Employment Cost Index, 12-month percent change, not seasonally adjusted, Private industry, wages and salaries, Dec. 2011—Dec. 2013



Civilian Workers

Compensation costs for civilian workers increased 2.0 percent for the 12-month period ending December 2013, essentially unchanged from the December 2012 increase of 1.9 percent. **Wages and salaries** increased 1.9 percent for the current 12-month period. In December 2012 the increase was 1.7 percent. **Benefit costs** increased 2.2 percent for the 12-month period ending December 2013. In December 2012 the increase was 2.4 percent.

Updated Employment Weights

Beginning with this release, Employment Cost Index measures are based on 2012 fixed employment counts, rather than 2002 counts. For additional information, see the Technical Note on page 4.

Private Industry Workers

Compensation costs for private industry workers increased 2.0 percent over the year. In December 2012 the increase was 1.8 percent. **Wages and salaries** increased 2.1 percent for the current 12-month period. In December 2012 the increase was 1.7 percent. The increase in the cost of **benefits** was 1.9 percent for the 12-month period ending December 2013, essentially unchanged from the December 2012 increase of 2.0 percent. Employer costs for **health benefits** increased 3.0 percent over the year. In December 2012 the increase was 2.1 percent.

Among occupational groups, compensation cost increases for private industry workers for the 12-month period ending December 2013 ranged from 1.4 percent for service occupations to 2.3 percent for sales and office occupations.

Among industry supersectors, compensation cost increases for private industry workers for the current 12-month period ranged from 0.8 percent for information to 2.9 percent for other services, except public administration.

State and Local Government Workers

Compensation costs for state and local government workers increased 1.9 percent for the 12-month period ending December 2013, unchanged from December 2012. **Wages and salaries** increased 1.1 percent for the 12-month period ending December 2013, unchanged from December 2012. Prior values for this series, which began in June 1982, ranged from 0.9 percent to 8.5 percent. **Benefit costs** increased 3.3 percent in December 2013. In December 2012, the increase was 3.4 percent.

The Employment Cost Index for March 2014 is scheduled to be released on Wednesday, April 30, 2014, at 8:30 a.m. (EDT).

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

New seasonal factors for 2014, along with revised seasonally adjusted indexes for the past five years will be available online Monday, April 28, 2014.

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

Corrections to ECI Data Series

Some Employment Cost Index estimates from September 2012 through March 2013 were corrected on June 26, 2013. (Seasonally adjusted estimates were subject to corrections back to March 2008.) For further information, see: www.bls.gov/bls/eci_corrections_043013.htm.

Table A. Major series of the Employment Cost Index

(Percent change)

Category	3-month, seasonally adjusted		12-month, not seasonally adjusted				
	Sept. 2013	Dec. 2013	Dec. 2012	Mar. 2013	June 2013	Sept. 2013	Dec. 2013
CIVILIAN WORKERS¹							
Compensation ²	0.4	0.5	1.9	1.9	1.9	1.9	2.0
Wages and salaries	0.3	0.6	1.7	1.6	1.7	1.6	1.9
Benefits	0.7	0.6	2.4	2.4	2.2	2.2	2.2
PRIVATE INDUSTRY							
Compensation ²	0.4	0.5	1.8	1.9	1.9	1.9	2.0
Wages and salaries	0.3	0.6	1.7	1.7	1.9	1.8	2.1
Benefits	0.6	0.5	2.0	2.0	1.9	2.0	1.9
STATE AND LOCAL GOVERNMENT							
Compensation ²	0.4	0.7	1.9	1.9	1.8	1.7	1.9
Wages and salaries	0.3	0.5	1.1	1.0	1.0	0.9	1.1
Benefits	0.5	1.1	3.4	3.5	3.3	2.9	3.3

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

TECHNICAL NOTE

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

Sample size

Data for the December 2013 reference period were collected from a probability sample of approximately 44,200 occupational observations selected from a sample of about 9,100 establishments in private industry and approximately 9,100 occupations from a sample of about 1,400 establishments in state and local governments.

Health insurance data

Data from the ECI that provide 12-month percent changes in employer costs for health insurance in private industry are available at www.bls.gov/ect/sp/ehealth.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 12, 2014. 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 Survey 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. 2013	Dec. 2013	Mar. 2012	June 2012	Sep. 2012	Dec. 2012	Mar. 2013	June 2013	Sep. 2013	Dec. 2013
Civilian workers										
All workers ²	119.5	120.1	0.5	0.5	0.4	0.4	0.5	0.5	0.4	0.5
Industry										
Goods-producing industries ³	117.4	118.0	.0	.4	.6	.5	.4	.4	.4	.5
Manufacturing	116.6	117.3	.0	.4	.6	.5	.3	.4	.4	.6
Service-providing industries ⁴	120.0	120.6	.7	.5	.3	.4	.5	.5	.4	.5
Education and health services	120.4	121.2	.7	.4	.3	.4	.4	.4	.3	.7
Education services	119.9	120.8	.5	.4	.4	.4	.4	.4	.2	.8
Elementary and secondary schools	119.5	120.4	.4	.4	.4	.3	.4	.3	.0	.8
Junior colleges, colleges, universities, and professional schools	120.6	121.3	.7	.5	.7	.6	.5	.6	.4	.6
Health care and social assistance ⁵	121.0	121.7	.9	.4	.3	.4	.3	.4	.6	.6
Hospitals	121.5	122.0	.4	.4	.3	.4	.3	.6	.5	.4
Nursing and residential care facilities	117.2	117.7	.4	.3	.3	.3	.3	.3	.4	.4
Public administration	122.6	123.5	.6	.6	.5	.4	.5	.2	.7	.7
Private industry workers										
All workers	119.0	119.6	.5	.5	.4	.4	.4	.6	.4	.5
Occupational group										
Management, professional, and related	120.0	120.6	.4	.6	.4	.6	.2	.8	.6	.5
Management, business, and financial	119.6	120.3	.3	.8	.3	.4	.3	1.0	.5	.6
Professional and related	120.2	120.7	.5	.5	.5	.6	.2	.6	.7	.4
Sales and office	118.3	119.1	.7	.5	.3	.3	.7	.4	.4	.7
Sales and related	114.8	115.9	1.1	.4	.4	.1	1.1	.2	.4	1.0
Office and administrative support	120.8	121.4	.5	.5	.3	.5	.4	.6	.5	.5
Natural resources, construction, and maintenance	119.8	120.3	.4	.4	.5	.4	.6	.3	.7	.4
Construction, extraction, farming, fishing, and forestry	119.8	120.4	.2	.3	.5	.2	.8	.1	.8	.5
Installation, maintenance, and repair	119.8	120.1	.7	.5	.6	.5	.5	.4	.6	.3
Production, transportation, and material moving	117.4	118.1	.2	.3	.5	.5	.5	.3	.3	.6
Production	116.3	116.9	-.2	.4	.3	.4	.3	.3	.3	.5
Transportation and material moving	119.1	119.7	.7	.3	.7	.7	.7	.2	.4	.5
Service occupations	118.4	119.1	.3	.4	.3	.6	.2	.5	.1	.6
Industry										
Goods-producing industries ³	117.4	117.9	.1	.4	.6	.5	.5	.4	.4	.4
Construction	118.2	118.7	.2	.3	.5	.4	.8	.3	.6	.4
Manufacturing	116.6	117.3	.0	.4	.6	.5	.3	.4	.4	.6
Aircraft manufacturing	104.0	104.6	1.8	.5	4.9	.4	.2	.9	-1.6	.6
Service-providing industries ⁶	119.5	120.1	.7	.5	.3	.3	.5	.6	.4	.5
Trade, transportation, and utilities	118.6	119.7	.8	.5	.3	.3	.7	.5	.5	.9
Wholesale trade	117.6	119.3	.8	.4	1.0	-.3	.3	1.1	.8	1.4
Retail trade	117.6	118.3	.4	.5	-.3	.3	.9	.6	.3	.6
Transportation and warehousing	120.4	121.2	1.6	.4	1.0	.9	.8	.0	.8	.7
Utilities	126.2	127.7	.5	1.2	.6	1.0	.1	.1	-.4	1.2
Information	119.0	117.8	2.2	.9	.3	.4	.6	.5	.5	-1.0
Financial activities	118.4	119.2	.1	.8	.4	.2	.7	.8	.5	.7
Finance and insurance	118.9	119.4	.0	.8	.4	.2	.9	.8	.6	.4
Credit intermediation and related activities	118.0	118.0	.3	.6	.1	.3	1.1	.6	.3	.0
Insurance carriers and related activities	120.4	121.3	-.3	.6	1.0	-.2	.3	1.4	1.3	.7

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. 2013	Dec. 2013	Mar. 2012	June 2012	Sep. 2012	Dec. 2012	Mar. 2013	June 2013	Sep. 2013	Dec. 2013
Industry										
Real estate and rental and leasing	116.5	118.2	0.2	1.1	0.4	0.4	-0.2	0.6	0.4	1.5
Professional and business services	121.0	121.3	.5	.4	.4	.6	.3	.5	.4	.2
Professional, scientific, and technical services	123.8	124.2	.3	.4	.4	.7	.2	.7	.4	.3
Administrative and support and waste management and remediation services	117.3	117.7	.4	.4	.3	.6	.8	.2	.2	.3
Education and health services	120.6	121.2	.9	.4	.3	.4	.3	.5	.6	.5
Education services	120.9	121.6	.3	.4	.3	.4	.3	.8	.5	.6
Junior colleges, colleges, universities, and professional schools	121.9	122.6	.8	.4	.5	.5	.4	.8	.7	.6
Health care and social assistance ⁵	120.5	121.2	.9	.5	.3	.4	.3	.5	.5	.6
Hospitals	121.1	121.5	.4	.4	.3	.4	.3	.6	.5	.3
Nursing and residential care facilities	116.2	116.6	.4	.2	.3	.3	.2	.3	.3	.3
Leisure and hospitality	117.3	117.6	.3	.5	-.1	.4	.1	.4	.2	.3
Accommodation and food services	117.9	118.3	.1	.7	-.3	.6	-.2	.5	.2	.3
Other services, except public administration	120.1	121.4	.4	.4	.5	.3	.5	1.1	.3	1.1
State and local government workers										
All workers	121.4	122.2	.5	.5	.4	.5	.4	.3	.4	.7
Industry										
Education and health services	120.3	121.2	.6	.3	.5	.4	.4	.4	.2	.7
Education services	119.8	120.6	.5	.4	.4	.5	.4	.3	.2	.7
Schools	119.7	120.6	.5	.4	.4	.4	.5	.3	.1	.8
Elementary and secondary schools	119.6	120.5	.5	.3	.3	.4	.4	.3	.1	.8
Health care and social assistance ⁵	124.5	125.2	.6	.4	.2	.5	.5	.5	.7	.6
Hospitals	123.2	123.8	.5	.5	.4	.3	.4	.5	.6	.5
Public administration	122.6	123.5	.6	.6	.5	.4	.5	.2	.7	.7

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. 2013	Dec. 2013	Mar. 2012	June 2012	Sep. 2012	Dec. 2012	Mar. 2013	June 2013	Sep. 2013	Dec. 2013
Civilian workers										
All workers ¹	118.1	118.8	0.5	0.4	0.3	0.3	0.5	0.4	0.3	0.6
Industry										
Goods-producing industries ²	117.3	117.7	.4	.4	.4	.4	.5	.6	.4	.3
Manufacturing	116.8	117.4	.4	.4	.4	.4	.5	.6	.4	.5
Service-providing industries ³	118.4	119.0	.5	.4	.3	.3	.4	.5	.3	.5
Education and health services	118.1	118.7	.5	.3	.3	.3	.3	.4	.3	.5
Education services	116.6	117.2	.3	.3	.2	.3	.2	.3	.2	.5
Elementary and secondary schools	115.8	116.4	.3	.2	.3	.2	.2	.2	.1	.5
Junior colleges, colleges, universities, and professional schools	117.7	118.4	.6	.3	.6	.4	.3	.6	.2	.6
Health care and social assistance ⁴	119.8	120.4	.8	.3	.3	.3	.4	.4	.4	.5
Hospitals	120.3	120.6	.4	.3	.3	.4	.4	.5	.3	.2
Nursing and residential care facilities	115.9	116.5	.4	.2	.3	.3	.3	.3	.3	.5
Public administration	117.3	118.0	.3	.3	.3	.3	.2	.1	.5	.6
Private industry workers										
All workers	118.4	119.1	.5	.4	.4	.3	.5	.6	.3	.6
Occupational group										
Management, professional, and related	119.9	120.4	.3	.7	.3	.5	.3	.8	.5	.4
Management, business, and financial	119.4	120.1	.3	.8	.2	.4	.5	1.1	.3	.6
Professional and related	120.2	120.7	.4	.4	.5	.6	.2	.6	.7	.4
Sales and office	117.6	118.5	.8	.3	.5	.3	.7	.4	.3	.8
Sales and related	114.8	116.0	1.2	.3	.7	-.1	1.0	.0	.5	1.1
Office and administrative support	119.7	120.3	.3	.6	.3	.4	.5	.6	.3	.5
Natural resources, construction, and maintenance	118.5	118.8	.3	.3	.4	.2	.6	.3	.7	.3
Construction, extraction, farming, fishing, and forestry	118.1	118.5	.1	.3	.5	.0	.4	.1	.6	.3
Installation, maintenance, and repair	118.9	119.2	.5	.3	.3	.3	.8	.3	.8	.3
Production, transportation, and material moving	116.6	117.3	.8	.2	.5	.4	.6	.3	.4	.6
Production	115.9	116.6	.5	.4	.3	.5	.4	.5	.4	.6
Transportation and material moving	117.5	118.2	.9	.2	.6	.7	.7	-.1	.5	.6
Service occupations	117.6	118.3	.2	.5	.3	.5	.3	.5	-.1	.6
Industry										
Goods-producing industries ²	117.3	117.7	.4	.4	.4	.4	.5	.5	.5	.3
Construction	117.1	117.3	.1	.4	.4	.3	.5	.4	.5	.2
Manufacturing	116.8	117.4	.4	.4	.4	.4	.5	.6	.4	.5
Aircraft manufacturing	124.3	125.3	.7	.7	.8	.7	.4	1.2	.7	.8
Service-providing industries ⁵	118.8	119.5	.6	.5	.3	.3	.5	.6	.3	.6
Trade, transportation, and utilities	117.3	118.3	.9	.4	.5	.2	.6	.7	.5	.9
Retail trade	117.5	118.3	.5	.3	-.1	.4	.6	.6	.2	.7
Transportation and warehousing	118.2	118.8	1.5	.4	1.1	.7	1.1	-.2	.6	.5
Utilities	124.9	125.6	.4	1.2	.2	.7	.8	.7	.9	.5
Information	116.6	116.3	.4	.5	.4	.6	.6	.3	.5	-.3
Financial activities	118.5	119.4	.4	1.0	.4	.1	.8	.9	.3	.8
Finance and insurance	119.6	120.3	.4	1.0	.4	.1	.9	.9	.3	.6
Insurance carriers and related activities	120.3	121.2	.3	.3	1.2	-.5	.2	1.6	1.4	.7
Professional and business services	120.6	121.1	.4	.5	.3	.7	.4	.3	.2	.4
Professional, scientific, and technical services	123.3	123.7	.3	.4	.4	.7	.1	.6	.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—							
	Sep. 2013	Dec. 2013	Mar. 2012	June 2012	Sep. 2012	Dec. 2012	Mar. 2013	June 2013	Sep. 2013	Dec. 2013
Industry										
Administrative and support and waste management and remediation services	117.3	117.9	0.6	0.4	0.4	0.7	0.8	0.1	0.0	0.5
Education and health services	119.8	120.3	.7	.4	.3	.4	.3	.6	.4	.4
Education services	119.9	120.4	.3	.4	.2	.3	.2	.8	.4	.4
Junior colleges, colleges, universities, and professional schools	120.4	121.1	.7	.4	.4	.5	.3	.9	.4	.6
Health care and social assistance ⁴	119.7	120.3	.8	.3	.3	.3	.5	.4	.4	.5
Hospitals	120.3	120.6	.3	.4	.3	.3	.5	.6	.3	.3
Leisure and hospitality	117.8	118.2	.2	.7	-.2	.3	.2	.4	.1	.3
Accommodation and food services	118.3	118.7	.0	.8	-.3	.6	-.2	.5	.1	.3
Other services, except public administration	119.6	121.0	.3	.4	.2	.3	.9	1.2	.1	1.1
State and local government workers										
All workers	116.9	117.5	.3	.3	.3	.3	.2	.2	.3	.5
Industry										
Education and health services	116.4	117.0	.3	.3	.2	.3	.2	.3	.1	.5
Education services	115.9	116.5	.3	.3	.3	.3	.1	.3	.1	.5
Schools	115.9	116.5	.3	.3	.3	.3	.2	.3	.1	.5
Elementary and secondary schools	115.7	116.3	.4	.2	.1	.3	.1	.2	.1	.5
Health care and social assistance ⁴	120.6	121.1	.4	.3	.1	.4	.3	.2	.4	.4
Hospitals	120.1	120.6	.3	.3	.3	.3	.3	.2	.3	.4
Public administration	117.3	118.0	.3	.3	.3	.3	.2	.1	.5	.6

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

² Includes mining, construction, and manufacturing.

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

services, except public administration; and public administration.

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

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

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

(Seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)		Percent changes for 3-months ended-							
	Sep. 2013	Dec. 2013	Mar. 2012	June 2012	Sep. 2012	Dec. 2012	Mar. 2013	June 2013	Sep. 2013	Dec. 2013
Civilian workers										
All workers ¹	122.6	123.3	0.6	0.7	0.5	0.6	0.6	0.4	0.7	0.6
Private industry workers										
All workers	120.3	120.9	.4	.6	.4	.6	.4	.4	.6	.5
Occupational group										
Management, professional, and related	120.2	120.8	.5	.6	.5	.7	-.2	.8	.8	.5
Sales and office	120.2	120.8	.7	.7	.0	.4	.8	.4	.7	.5
Natural resources, construction, and maintenance	122.5	123.3	.6	.8	.8	.7	.8	.2	.6	.7
Production, transportation, and material moving	119.1	119.7	-.9	.7	.6	.5	.4	.2	.2	.5
Service occupations	120.8	121.5	.7	.3	.6	.8	-.1	.5	.5	.6
Industry										
Goods-producing industries ²	117.6	118.4	-.6	.5	.8	.7	.5	.1	.4	.7
Manufacturing	116.3	117.1	-1.0	.5	.9	.7	.2	.1	.4	.7
Service-providing industries ³	121.4	121.9	.9	.6	.3	.5	.3	.6	.7	.4
State and local government workers										
All workers	130.7	132.1	1.0	.9	.9	.7	1.0	.6	.5	1.1

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

² 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. 2012	Sep. 2013	Dec. 2013	3-months ended—			12-months ended—		
				Dec. 2012	Sep. 2013	Dec. 2013	Dec. 2012	Sep. 2013	Dec. 2013
Civilian workers									
All workers ²	117.7	119.6	120.0	0.3	0.5	0.3	1.9	1.9	2.0
Excluding incentive paid occupations ³	118.0	119.9	120.2	.3	.5	.3	1.7	1.9	1.9
Occupational group									
Management, professional, and related	118.1	120.2	120.5	.3	.6	.2	2.0	2.0	2.0
Management, business, and financial	117.4	119.8	120.2	.1	.3	.3	1.8	2.1	2.4
Professional and related	118.5	120.3	120.7	.3	.6	.3	2.0	1.9	1.9
Sales and office	116.7	118.8	119.4	.0	.4	.5	1.8	1.8	2.3
Sales and related	112.9	115.2	116.0	-.3	.5	.7	1.9	1.8	2.7
Office and administrative support	119.0	121.1	121.4	.2	.4	.2	1.9	1.9	2.0
Natural resources, construction, and maintenance	118.1	120.2	120.4	.1	.8	.2	1.7	1.9	1.9
Construction, extraction, farming, fishing, and forestry	118.0	120.0	120.5	.0	.8	.4	1.3	1.7	2.1
Installation, maintenance, and repair	118.3	120.4	120.4	.3	.6	.0	2.3	2.0	1.8
Production, transportation, and material moving	116.5	118.0	118.4	.3	.4	.3	1.7	1.6	1.6
Production	115.1	116.5	116.9	.2	.3	.3	1.1	1.4	1.6
Transportation and material moving	118.2	119.8	120.3	.5	.5	.4	2.2	1.9	1.8
Service occupations	118.7	120.0	120.6	.4	.3	.5	1.8	1.5	1.6
Industry									
Goods-producing industries ⁴	115.6	117.5	117.8	.2	.4	.3	1.5	1.8	1.9
Manufacturing	114.9	116.7	117.0	.3	.3	.3	1.6	1.8	1.8
Service-providing industries ⁵	118.0	119.9	120.4	.2	.5	.4	1.9	1.8	2.0
Education and health services	119.0	120.7	121.2	.2	.8	.4	1.9	1.6	1.8
Education services	118.8	120.4	120.8	.2	.8	.3	1.8	1.5	1.7
Elementary and secondary schools	118.7	120.0	120.4	.1	.7	.3	1.6	1.2	1.4
Junior colleges, colleges, universities, and professional schools	118.8	121.0	121.4	.3	1.1	.3	2.4	2.1	2.2
Health care and social assistance ⁶	119.3	121.0	121.6	.3	.6	.5	2.1	1.8	1.9
Hospitals	119.7	121.5	121.9	.3	.6	.3	1.6	1.8	1.8
Nursing and residential care facilities	115.9	117.2	117.6	.2	.4	.3	1.4	1.3	1.5
Public administration	120.7	122.7	123.4	.2	.9	.6	2.1	1.8	2.2

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. 2012	Sep. 2013	Dec. 2013	3-months ended—			12-months ended—		
				Dec. 2012	Sep. 2013	Dec. 2013	Dec. 2012	Sep. 2013	Dec. 2013
Private industry workers									
All workers	117.1	119.0	119.4	0.3	0.3	0.3	1.8	1.9	2.0
Excluding incentive paid occupations ²	117.5	119.4	119.7	.3	.3	.3	1.7	1.9	1.9
Occupational group									
Management, professional, and related	117.7	119.9	120.2	.3	.4	.3	2.0	2.1	2.1
Excluding incentive paid occupations ²	117.7	119.9	120.1	.3	.4	.2	1.8	2.1	2.0
Management, business, and financial	117.1	119.6	119.9	.2	.3	.3	1.8	2.3	2.4
Excluding incentive paid occupations ²	117.3	119.8	120.0	.1	.3	.2	1.6	2.2	2.3
Professional and related	118.2	120.2	120.5	.4	.6	.2	2.2	2.1	1.9
Sales and office	116.3	118.4	119.0	.1	.3	.5	1.8	1.9	2.3
Excluding incentive paid occupations ²	117.7	119.8	119.9	.3	.4	.1	1.6	2.0	1.9
Sales and related	112.8	115.1	115.9	-.3	.5	.7	1.9	1.8	2.7
Excluding incentive paid occupations ²	115.5	117.8	117.7	.2	.4	-.1	1.1	2.2	1.9
Office and administrative support	118.7	120.7	121.1	.3	.2	.3	1.9	1.9	2.0
Natural resources, construction, and maintenance	117.8	119.9	120.1	.1	.7	.2	1.7	1.9	2.0
Construction, extraction, farming, fishing, and forestry	117.9	119.9	120.3	.1	.8	.3	1.2	1.8	2.0
Installation, maintenance, and repair	117.8	119.9	119.9	.3	.5	.0	2.4	2.0	1.8
Production, transportation, and material moving	116.0	117.5	118.0	.3	.3	.4	1.6	1.6	1.7
Excluding incentive paid occupations ²	116.1	117.6	118.0	.3	.3	.3	1.4	1.6	1.6
Production	115.0	116.3	116.7	.2	.2	.3	1.1	1.3	1.5
Excluding incentive paid occupations ²	115.1	116.5	116.9	.1	.2	.3	1.0	1.3	1.6
Transportation and material moving	117.6	119.2	119.7	.5	.5	.4	2.3	1.9	1.8
Service occupations	117.4	118.4	119.0	.5	.1	.5	1.7	1.4	1.4
Industry and occupational group									
Goods-producing industries ³	115.6	117.5	117.7	.3	.4	.2	1.6	1.9	1.8
Excluding incentive paid occupations ²	116.0	117.8	118.1	.3	.4	.3	1.6	1.9	1.8
Management, professional, and related	114.6	116.9	116.8	.3	.3	-.1	2.0	2.3	1.9
Sales and office	115.5	118.0	118.5	.1	.4	.4	2.7	2.3	2.6
Natural resources, construction, and maintenance	117.6	119.6	119.9	.3	.8	.3	1.5	2.0	2.0
Production, transportation, and material moving	114.8	116.1	116.6	.2	.2	.4	1.1	1.3	1.6
Construction	116.3	118.4	118.6	.3	.7	.2	1.6	2.1	2.0
Manufacturing	114.9	116.7	117.0	.3	.3	.3	1.6	1.8	1.8
Management, professional, and related	114.4	116.8	116.7	.3	.5	-.1	2.0	2.4	2.0
Sales and office	116.6	118.8	119.6	.1	.4	.7	2.6	2.0	2.6
Natural resources, construction, and maintenance	116.4	118.5	118.5	.3	.5	.0	1.9	2.2	1.8
Production, transportation, and material moving	114.5	115.9	116.3	.2	.2	.3	1.0	1.4	1.6
Aircraft manufacturing	104.2	104.0	104.1	.0	-1.7	.1	7.8	-2	-1

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. 2012	Sep. 2013	Dec. 2013	3-months ended—			12-months ended—		
				Dec. 2012	Sep. 2013	Dec. 2013	Dec. 2012	Sep. 2013	Dec. 2013
Service-providing industries ⁴	117.6	119.6	120.0	0.3	0.4	0.3	2.0	2.0	2.0
Excluding incentive paid occupations ²	118.1	120.0	120.2	.3	.4	.2	1.8	2.0	1.8
Management, professional, and related	118.3	120.5	120.9	.3	.4	.3	2.0	2.1	2.2
Sales and office	116.4	118.5	119.0	.1	.4	.4	1.8	1.9	2.2
Natural resources, construction, and maintenance	118.2	120.4	120.5	-.2	.6	.1	2.2	1.7	1.9
Production, transportation, and material moving	117.7	119.4	119.8	.4	.5	.3	2.3	1.9	1.8
Service occupations	117.4	118.4	119.0	.5	.1	.5	1.7	1.4	1.4
Trade, transportation, and utilities	116.4	118.7	119.5	.1	.4	.7	2.0	2.1	2.7
Excluding incentive paid occupations ²	117.2	119.4	119.7	.3	.3	.3	1.6	2.1	2.1
Wholesale trade	114.9	117.7	119.2	-.4	.8	1.3	1.9	2.0	3.7
Excluding incentive paid occupations ²	117.1	119.4	120.0	.3	.7	.5	1.4	2.2	2.5
Retail trade	115.5	117.7	118.3	.2	.3	.5	1.0	2.1	2.4
Excluding incentive paid occupations ²	115.3	117.6	117.8	.0	.3	.2	.6	2.0	2.2
Transportation and warehousing	118.1	120.5	120.8	.4	.7	.2	4.0	2.5	2.3
Utilities	125.7	126.3	126.9	.2	-.9	.5	3.4	.7	1.0
Information	116.9	119.0	117.8	.3	.3	-1.0	3.9	2.1	.8
Financial activities	115.9	118.5	118.9	-.1	.4	.3	1.5	2.2	2.6
Excluding incentive paid occupations ²	116.6	118.9	119.3	.1	.4	.3	1.0	2.1	2.3
Finance and insurance	116.0	119.0	119.1	-.2	.5	.1	1.3	2.4	2.7
Credit intermediation and related activities	115.7	118.0	118.0	.3	.2	.0	1.4	2.3	2.0
Excluding incentive paid occupations ²	118.1	120.6	120.7	.3	.4	.1	.8	2.4	2.2
Insurance carriers and related activities	116.5	120.5	120.9	-.7	1.1	.3	1.1	2.7	3.8
Excluding incentive paid occupations ²	117.0	119.7	119.9	.0	.4	.2	1.1	2.3	2.5
Real estate and rental and leasing	115.2	116.4	118.0	.2	.3	1.4	2.0	1.2	2.4
Excluding incentive paid occupations ²	118.1	119.7	120.8	.0	.3	.9	2.1	1.4	2.3
Professional and business services	119.3	120.9	121.2	.5	.2	.2	1.9	1.9	1.6
Professional, scientific, and technical services	121.9	123.7	124.0	.5	.2	.2	1.8	2.0	1.7
Administrative and support and waste management and remediation services	116.0	117.2	117.7	.7	-.2	.4	1.8	1.7	1.5
Education and health services	118.9	120.6	121.2	.3	.6	.5	2.1	1.7	1.9
Education services	119.0	121.3	121.7	.1	1.2	.3	1.4	2.0	2.3
Junior colleges, colleges, universities, and professional schools	119.5	122.3	122.6	.2	1.4	.2	2.2	2.5	2.6
Health care and social assistance ⁵	118.9	120.5	121.1	.3	.5	.5	2.1	1.7	1.9
Hospitals	119.4	121.0	121.5	.4	.5	.4	1.6	1.8	1.8
Nursing and residential care facilities	115.2	116.2	116.5	.3	.3	.3	1.3	1.1	1.1
Nursing care facilities ²	115.2	116.1	116.4	.1	.1	.3	.9	.9	1.0
Leisure and hospitality	116.5	117.3	117.6	.4	.3	.3	1.1	1.1	.9
Accommodation and food services	117.3	117.9	118.2	.5	.3	.3	1.1	1.0	.8
Other services, except public administration	117.7	120.2	121.1	.1	.3	.7	1.8	2.2	2.9

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. 2012	Sep. 2013	Dec. 2013	3-months ended—			12-months ended—		
				Dec. 2012	Sep. 2013	Dec. 2013	Dec. 2012	Sep. 2013	Dec. 2013
Bargaining status									
Union	120.5	122.5	122.6	0.2	0.3	0.1	2.2	1.9	1.7
Goods-producing industries ²	118.0	119.2	119.6	.3	.3	.3	.9	1.3	1.4
Manufacturing	113.7	113.8	114.2	.1	-.3	.4	-.1	.2	.4
Service-providing industries ³	122.6	125.2	125.2	.3	.2	.0	3.2	2.5	2.1
Nonunion	116.6	118.5	119.0	.3	.4	.4	1.8	1.9	2.1
Goods-producing industries ²	114.9	116.9	117.2	.3	.4	.3	1.8	2.0	2.0
Manufacturing	115.3	117.5	117.8	.3	.4	.3	2.0	2.2	2.2
Service-providing industries ³	117.1	119.0	119.4	.3	.4	.3	1.8	1.9	2.0
Census region and division⁴									
Northeast	117.8	119.7	120.1	.2	.3	.3	1.5	1.8	2.0
New England	118.5	120.5	121.6	.4	.4	.9	1.9	2.1	2.6
Middle Atlantic	117.6	119.5	119.6	.2	.3	.1	1.4	1.8	1.7
South	117.7	119.7	120.1	.4	.3	.3	2.3	2.1	2.0
South Atlantic	118.3	120.2	120.6	.4	.3	.3	2.5	2.0	1.9
East South Central	115.8	117.5	117.8	.4	.5	.3	2.3	1.9	1.7
West South Central	117.6	119.8	120.2	.5	.4	.3	2.3	2.4	2.2
Midwest	115.9	117.4	117.8	.3	.3	.3	1.8	1.6	1.6
East North Central	114.8	116.4	116.7	.2	.3	.3	1.4	1.6	1.7
West North Central	118.7	119.9	120.6	.4	.4	.6	2.7	1.4	1.6
West	116.8	119.2	119.6	.0	.6	.3	1.5	2.1	2.4
Mountain	115.7	118.7	119.2	-.7	.5	.4	.3	1.9	3.0
Pacific	117.4	119.5	119.9	.3	.7	.3	2.0	2.1	2.1

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

² Includes mining, construction, and manufacturing.

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

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

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

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

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)			Percent changes for—					
	Dec. 2012	Sep. 2013	Dec. 2013	3-months ended—			12-months ended—		
				Dec. 2012	Sep. 2013	Dec. 2013	Dec. 2012	Sep. 2013	Dec. 2013
State and local government workers									
All workers	119.9	121.7	122.2	0.2	0.8	0.4	1.9	1.7	1.9
Occupational group									
Management, professional, and related	119.2	120.8	121.2	.2	.8	.3	2.0	1.5	1.7
Professional and related	119.0	120.6	121.0	.2	.8	.3	1.8	1.5	1.7
Sales and office	120.9	122.9	123.4	.2	.8	.4	2.1	1.8	2.1
Office and administrative support	121.0	123.0	123.4	.2	.9	.3	2.0	1.8	2.0
Service occupations	121.7	123.7	124.3	.2	.9	.5	1.8	1.8	2.1
Industry									
Education and health services	119.1	120.7	121.1	.1	.8	.3	1.8	1.4	1.7
Education services	118.7	120.2	120.6	.1	.8	.3	1.8	1.3	1.6
Schools ²	118.7	120.2	120.6	.2	.8	.3	1.9	1.4	1.6
Elementary and secondary schools	118.7	120.1	120.5	.0	.8	.3	1.5	1.2	1.5
Health care and social assistance ³	122.2	124.6	125.0	.2	.9	.3	1.7	2.2	2.3
Hospitals	121.2	123.2	123.7	.2	.6	.4	1.7	1.8	2.1
Public administration	120.7	122.7	123.4	.2	.9	.6	2.1	1.8	2.2

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. 2012	Sep. 2013	Dec. 2013	3-months ended—			12-months ended—		
				Dec. 2012	Sep. 2013	Dec. 2013	Dec. 2012	Sep. 2013	Dec. 2013
Civilian workers									
All workers ¹	116.5	118.2	118.7	0.2	0.3	0.4	1.7	1.6	1.9
Excluding incentive paid occupations ²	116.8	118.5	118.8	.3	.4	.3	1.5	1.7	1.7
Occupational group									
Management, professional, and related	117.1	118.9	119.3	.3	.3	.3	1.6	1.8	1.9
Management, business, and financial	116.8	119.1	119.5	.2	.2	.3	1.7	2.1	2.3
Professional and related	117.4	118.9	119.2	.4	.6	.3	1.7	1.7	1.5
Sales and office	115.8	117.7	118.3	.0	.4	.5	1.8	1.6	2.2
Sales and related	113.1	115.2	116.0	-.5	.5	.7	2.1	1.3	2.6
Office and administrative support	117.5	119.3	119.7	.3	.3	.3	1.7	1.8	1.9
Natural resources, construction, and maintenance	116.7	118.5	118.8	.1	.8	.3	1.1	1.6	1.8
Construction, extraction, farming, fishing, and forestry	116.6	118.1	118.4	.0	.8	.3	.9	1.3	1.5
Installation, maintenance, and repair	116.9	119.1	119.3	.3	.8	.2	1.5	2.1	2.1
Production, transportation, and material moving	115.2	116.8	117.3	.3	.4	.4	1.9	1.7	1.8
Production	114.3	116.1	116.5	.3	.4	.3	1.7	1.8	1.9
Transportation and material moving	116.4	117.7	118.2	.4	.5	.4	2.3	1.6	1.5
Service occupations	117.0	117.8	118.5	.4	.2	.6	1.4	1.1	1.3
Industry									
Goods-producing industries ³	115.4	117.4	117.6	.3	.5	.2	1.7	2.0	1.9
Manufacturing	114.8	116.9	117.2	.2	.4	.3	1.9	2.0	2.1
Service-providing industries ⁴	116.8	118.4	118.9	.3	.4	.4	1.7	1.6	1.8
Education and health services	117.0	118.3	118.7	.3	.6	.3	1.5	1.4	1.5
Education services	115.9	116.9	117.2	.2	.7	.3	1.1	1.0	1.1
Elementary and secondary schools	115.4	116.1	116.4	.1	.4	.3	.9	.7	.9
Junior colleges, colleges, universities, and professional schools	116.5	118.1	118.5	.3	.9	.3	2.0	1.6	1.7
Health care and social assistance ⁵	118.3	119.8	120.4	.3	.4	.5	1.8	1.6	1.8
Hospitals	118.8	120.2	120.7	.4	.3	.4	1.4	1.6	1.6
Nursing and residential care facilities	115.0	116.0	116.5	.3	.3	.4	1.1	1.1	1.3
Public administration	116.3	117.3	117.9	.2	.5	.5	1.1	1.0	1.4

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

² 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. 2012	Sep. 2013	Dec. 2013	3-months ended—			12-months ended—		
				Dec. 2012	Sep. 2013	Dec. 2013	Dec. 2012	Sep. 2013	Dec. 2013
Private industry workers									
All workers	116.6	118.5	119.0	0.2	0.3	0.4	1.7	1.8	2.1
Excluding incentive paid occupations ¹	117.0	118.9	119.1	.3	.4	.2	1.6	2.0	1.8
Occupational group									
Management, professional, and related	117.7	119.8	120.2	.3	.3	.3	1.9	2.1	2.1
Excluding incentive paid occupations ¹	117.6	119.7	120.0	.3	.3	.3	1.6	2.1	2.0
Management, business, and financial	116.9	119.4	119.8	.2	.1	.3	1.7	2.3	2.5
Excluding incentive paid occupations ¹	117.0	119.5	119.7	.1	.3	.2	1.4	2.2	2.3
Professional and related	118.2	120.2	120.5	.4	.6	.2	2.0	2.1	1.9
Sales and office	115.8	117.8	118.4	.0	.4	.5	1.9	1.7	2.2
Excluding incentive paid occupations ¹	117.1	119.0	119.2	.3	.3	.2	1.6	1.9	1.8
Sales and related	113.2	115.2	116.0	-.4	.5	.7	2.1	1.3	2.5
Excluding incentive paid occupations ¹	116.0	117.8	117.6	.3	.3	-.2	1.3	1.8	1.4
Office and administrative support	117.7	119.7	120.1	.3	.3	.3	1.7	2.0	2.0
Natural resources, construction, and maintenance	116.7	118.5	118.8	.1	.8	.3	1.1	1.6	1.8
Construction, extraction, farming, fishing, and forestry	116.7	118.2	118.5	-.1	.8	.3	.9	1.2	1.5
Installation, maintenance, and repair	116.7	119.0	119.2	.3	.8	.2	1.5	2.2	2.1
Production, transportation, and material moving	115.1	116.7	117.2	.3	.4	.4	2.0	1.7	1.8
Excluding incentive paid occupations ¹	115.2	116.9	117.3	.3	.4	.3	1.9	1.8	1.8
Production	114.2	116.0	116.4	.3	.4	.3	1.7	1.8	1.9
Excluding incentive paid occupations ¹	114.3	116.1	116.5	.2	.3	.3	1.7	1.8	1.9
Transportation and material moving	116.3	117.7	118.2	.5	.6	.4	2.4	1.7	1.6
Service occupations	116.8	117.6	118.3	.5	.0	.6	1.5	1.2	1.3
Industry and occupational group									
Goods-producing industries ²	115.4	117.4	117.6	.3	.5	.2	1.7	2.0	1.9
Excluding incentive paid occupations ¹	115.9	117.8	118.0	.3	.5	.2	1.7	2.0	1.8
Management, professional, and related	115.9	118.4	118.3	.2	.3	-.1	1.9	2.3	2.1
Sales and office	115.1	117.7	118.2	.0	.5	.4	2.5	2.3	2.7
Natural resources, construction, and maintenance	116.7	118.3	118.4	.3	.9	.1	1.2	1.6	1.5
Production, transportation, and material moving	114.0	115.8	116.3	.3	.4	.4	1.6	1.8	2.0
Construction	115.5	117.3	117.4	.3	.8	.1	1.2	1.8	1.6
Manufacturing	114.8	116.9	117.2	.2	.4	.3	1.9	2.0	2.1
Management, professional, and related	115.8	118.1	118.0	.3	.3	-.1	2.1	2.3	1.9
Sales and office	116.0	118.1	119.0	-.1	.4	.8	2.2	1.7	2.6
Natural resources, construction, and maintenance	116.0	118.6	118.4	.3	.9	-.2	2.2	2.6	2.1
Production, transportation, and material moving	113.7	115.5	116.1	.2	.3	.5	1.5	1.8	2.1
Aircraft manufacturing	120.6	124.3	124.4	.0	.5	.1	2.8	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—					
	Dec. 2012	Sep. 2013	Dec. 2013	3-months ended—			12-months ended—		
				Dec. 2012	Sep. 2013	Dec. 2013	Dec. 2012	Sep. 2013	Dec. 2013
Service-providing industries ³	117.0	118.9	119.4	0.3	0.4	0.4	1.8	1.9	2.1
Excluding incentive paid occupations ¹	117.4	119.2	119.5	.3	.4	.3	1.6	1.9	1.8
Management, professional, and related	118.0	120.1	120.5	.4	.4	.3	1.9	2.2	2.1
Sales and office	115.9	117.8	118.4	.0	.3	.5	1.8	1.6	2.2
Natural resources, construction, and maintenance	116.8	118.9	119.3	-.2	.7	.3	1.1	1.6	2.1
Production, transportation, and material moving	116.4	117.9	118.3	.4	.5	.3	2.5	1.7	1.6
Service occupations	116.8	117.6	118.3	.5	.0	.6	1.5	1.2	1.3
Trade, transportation, and utilities	115.1	117.4	118.2	.0	.5	.7	1.9	2.0	2.7
Excluding incentive paid occupations ¹	115.8	118.0	118.2	.2	.5	.2	1.5	2.1	2.1
Wholesale trade	112.4	115.1	116.7	-.7	.8	1.4	2.0	1.7	3.8
Excluding incentive paid occupations ¹	114.4	116.4	116.8	.4	.6	.3	1.4	2.1	2.1
Retail trade	115.7	117.6	118.2	.3	.2	.5	1.1	1.9	2.2
Excluding incentive paid occupations ¹	115.5	117.5	117.6	.1	.3	.1	.9	1.8	1.8
Transportation and warehousing	116.3	118.4	118.7	.4	.8	.3	3.7	2.2	2.1
Utilities	121.7	124.9	125.2	.3	.6	.2	2.4	3.0	2.9
Information	114.8	116.6	116.2	.3	.3	-.3	2.0	1.9	1.2
Financial activities	116.0	118.7	119.2	-.3	.3	.4	1.9	2.1	2.8
Excluding incentive paid occupations ¹	116.7	118.9	119.3	.0	.3	.3	1.3	1.9	2.2
Finance and insurance	116.8	119.8	120.0	-.3	.3	.2	2.0	2.2	2.7
Credit intermediation and related activities	114.7	116.8	116.9	.3	-.2	.1	2.4	2.2	1.9
Excluding incentive paid occupations ¹	117.6	119.9	120.1	.3	.2	.2	2.1	2.2	2.1
Insurance carriers and related activities	116.3	120.5	120.9	-.9	1.3	.3	1.3	2.6	4.0
Excluding incentive paid occupations ¹	116.5	118.7	119.0	-.1	.3	.3	1.4	1.8	2.1
Real estate and rental and leasing	112.9	114.2	115.8	.4	.3	1.4	1.6	1.5	2.6
Excluding incentive paid occupations ¹	115.9	117.8	118.9	.1	.3	.9	1.6	1.7	2.6
Professional and business services	119.3	120.5	121.0	.7	.0	.4	2.0	1.7	1.4
Professional, scientific, and technical services ...	121.8	123.2	123.5	.6	.2	.2	1.8	1.7	1.4
Administrative and support and waste management and remediation services	116.2	117.2	118.0	.9	-.3	.7	2.2	1.7	1.5
Education and health services	118.2	119.8	120.4	.3	.6	.5	1.8	1.7	1.9
Education services	118.3	120.3	120.6	.2	1.2	.2	1.3	1.9	1.9
Junior colleges, colleges, universities, and professional schools	118.5	120.8	121.2	.3	1.2	.3	2.1	2.2	2.3
Health care and social assistance ⁴	118.2	119.7	120.3	.4	.4	.5	1.9	1.7	1.8
Hospitals	118.8	120.3	120.7	.4	.4	.3	1.5	1.7	1.6
Nursing and residential care facilities	114.9	115.8	116.3	.3	.3	.4	1.1	1.0	1.2
Nursing care facilities ¹	114.8	115.7	116.2	.1	.2	.4	.8	.9	1.2
Leisure and hospitality	117.1	117.8	118.2	.3	.3	.3	1.1	.9	.9
Accommodation and food services	117.8	118.4	118.7	.5	.4	.3	1.1	1.0	.8
Other services, except public administration	116.7	119.7	120.7	.0	.3	.8	1.3	2.6	3.4

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. 2012	Sep. 2013	Dec. 2013	3-months ended—			12-months ended—		
				Dec. 2012	Sep. 2013	Dec. 2013	Dec. 2012	Sep. 2013	Dec. 2013
Bargaining status									
Union	117.4	119.6	119.8	0.4	0.5	0.2	2.2	2.3	2.0
Goods-producing industries ¹	115.0	116.8	117.0	.5	.8	.2	1.9	2.1	1.7
Manufacturing	112.5	114.4	114.8	.4	.4	.3	1.6	2.1	2.0
Service-providing industries ²	119.1	121.7	121.8	.3	.3	.1	2.4	2.5	2.3
Nonunion	116.5	118.4	118.9	.2	.4	.4	1.7	1.8	2.1
Goods-producing industries ¹	115.5	117.5	117.8	.2	.4	.3	1.6	1.9	2.0
Manufacturing	115.4	117.5	117.8	.2	.3	.3	1.9	2.0	2.1
Service-providing industries ²	116.8	118.6	119.2	.3	.3	.5	1.7	1.8	2.1
Census region and division³									
Northeast	117.0	118.7	119.1	.3	.3	.3	1.5	1.7	1.8
New England	118.2	120.5	121.8	.3	.6	1.1	1.9	2.3	3.0
Middle Atlantic	116.5	118.0	118.1	.1	.1	.1	1.3	1.4	1.4
South	117.8	119.7	120.2	.4	.3	.4	2.3	2.0	2.0
South Atlantic	118.5	120.2	120.7	.4	.2	.4	2.5	1.9	1.9
East South Central	115.4	116.8	117.3	.4	.3	.4	1.7	1.7	1.6
West South Central	117.7	120.0	120.6	.5	.4	.5	2.2	2.5	2.5
Midwest	115.0	116.6	117.1	.3	.5	.4	1.9	1.7	1.8
East North Central	113.5	115.3	115.7	.1	.5	.3	1.4	1.7	1.9
West North Central	118.5	119.8	120.7	.4	.5	.8	2.7	1.5	1.9
West	116.4	118.8	119.2	-.1	.6	.3	1.3	2.0	2.4
Mountain	115.2	118.3	118.8	-.9	.4	.4	.0	1.7	3.1
Pacific	117.0	119.1	119.5	.3	.7	.3	1.8	2.1	2.1

¹ Includes mining, construction, and manufacturing.

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

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

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

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

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)			Percent changes for—					
	Dec. 2012	Sep. 2013	Dec. 2013	3-months ended—			12-months ended—		
				Dec. 2012	Sep. 2013	Dec. 2013	Dec. 2012	Sep. 2013	Dec. 2013
State and local government workers									
All workers	116.2	117.1	117.5	0.2	0.5	0.3	1.1	0.9	1.1
Occupational group									
Management, professional, and related	115.9	116.7	117.1	.2	.5	.3	1.2	.9	1.0
Professional and related	115.9	116.8	117.1	.3	.6	.3	1.1	1.0	1.0
Sales and office	115.6	116.4	116.8	.1	.4	.3	1.2	.8	1.0
Office and administrative support	115.9	116.7	117.1	.1	.3	.3	1.1	.8	1.0
Service occupations	117.4	118.4	119.0	.1	.5	.5	.9	.9	1.4
Industry									
Education and health services	115.8	116.7	117.0	.1	.5	.3	1.0	.9	1.0
Education services	115.4	116.3	116.5	.1	.6	.2	1.1	.9	1.0
Schools ¹	115.4	116.2	116.5	.1	.5	.3	1.1	.8	1.0
Elementary and secondary schools	115.3	116.0	116.3	.1	.5	.3	.9	.7	.9
Health care and social assistance ²	119.4	120.6	121.1	.3	.4	.4	1.1	1.3	1.4
Hospitals	119.0	120.0	120.5	.3	.3	.4	1.3	1.2	1.3
Public administration	116.3	117.3	117.9	.2	.5	.5	1.1	1.0	1.4

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. 2012	Sep. 2013	Dec. 2013	3-months ended—			12-months ended—		
				Dec. 2012	Sep. 2013	Dec. 2013	Dec. 2012	Sep. 2013	Dec. 2013
Civilian workers									
All workers ¹	120.3	122.7	123.0	0.2	0.7	0.2	2.4	2.2	2.2
Private industry workers									
All workers	118.2	120.3	120.5	.3	.4	.2	2.0	2.0	1.9
Occupational group									
Management, professional, and related	117.9	120.2	120.2	.2	.6	.0	2.3	2.1	2.0
Sales and office	117.6	120.1	120.5	.2	.4	.3	1.8	2.3	2.5
Natural resources, construction, and maintenance	120.2	122.7	122.9	.2	.4	.2	2.9	2.2	2.2
Production, transportation, and material moving	118.0	119.2	119.5	.3	.1	.3	.9	1.4	1.3
Service occupations	119.2	120.7	121.0	.4	.2	.2	2.4	1.7	1.5
Industry									
Goods-producing industries ²	116.0	117.7	118.0	.3	.3	.3	1.4	1.7	1.7
Manufacturing	115.0	116.4	116.6	.3	.3	.2	1.0	1.5	1.4
Aircraft manufacturing	86.6	82.4	82.4	.0	-5.1	.0	16.1	-4.8	-4.8
Service-providing industries ³	119.1	121.4	121.5	.3	.5	.1	2.3	2.2	2.0
Bargaining status									
Union	125.6	127.1	127.3	.1	-.2	.2	2.3	1.3	1.4
Nonunion	116.7	118.9	119.1	.3	.5	.2	2.0	2.1	2.1
State and local government workers									
All workers	127.8	131.3	132.0	.2	1.4	.5	3.4	2.9	3.3

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. 2012	Sep. 2013	Dec. 2013	Dec. 2012	Sep. 2013	Dec. 2013
Northeast						
Boston-Worcester-Manchester, MA-NH CSA	1.6	1.9	2.0	1.3	2.2	2.2
New York-Newark-Bridgeport, NY-NJ-CT-PA CSA	1.6	2.0	1.8	1.4	1.5	1.3
Philadelphia-Camden-Vineland, PA-NJ-DE-MD CSA	1.8	2.8	2.2	2.4	2.3	1.7
South						
Atlanta-Sandy Springs-Gainesville, GA-AL CSA	4.7	4.0	2.0	4.4	3.9	1.5
Dallas-Fort Worth, TX CSA	1.1	2.3	3.3	1.2	2.3	3.5
Houston-Baytown-Huntsville, TX CSA	2.7	1.9	2.0	2.8	2.5	2.3
Miami-Fort Lauderdale-Pompano Beach, FL MSA	2.0	2.4	1.9	1.9	2.6	2.4
Washington-Baltimore-Northern Virginia, DC-MD-VA-WV CSA	1.4	1.7	1.7	1.1	1.6	1.8
Midwest						
Chicago-Naperville-Michigan City, IL-IN-WI CSA ...	2.0	1.3	1.6	1.3	1.4	2.2
Detroit-Warren-Flint, MI CSA	-.3	1.7	1.7	2.5	2.3	2.0
Minneapolis-St. Paul-St. Cloud, MN-WI CSA8	1.5	2.0	.4	1.1	1.6
West						
Los Angeles-Long Beach-Riverside, CA CSA	2.6	2.2	1.7	2.4	2.2	1.7
Phoenix-Mesa-Scottsdale, AZ MSA5	1.5	1.5	1.2	2.1	2.0
San Jose-San Francisco-Oakland, CA CSA	2.6	3.4	2.6	2.4	3.3	2.4
Seattle-Tacoma-Olympia, WA CSA	3.1	2.9	1.7	2.0	3.0	1.8

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