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 8:30 a.m. (EDT) Friday, April 27, 2018**

USDL-18-0637

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

EMPLOYMENT COST INDEX – March 2018

Compensation costs for civilian workers increased 0.8 percent, seasonally adjusted, for the 3-month period ending in March 2018, the U.S. Bureau of Labor Statistics reported today. **Wages and salaries** (which make up about 70 percent of compensation costs) increased 0.9 percent, and **benefits** (which make up the remaining 30 percent of compensation) increased 0.7 percent. (See chart 1 and tables A, 1, 2, and 3.)

Chart 1. Three-month percent change, seasonally adjusted, civilian workers, compensation

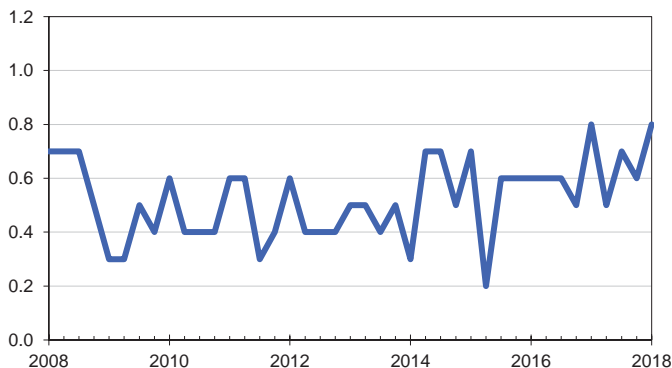
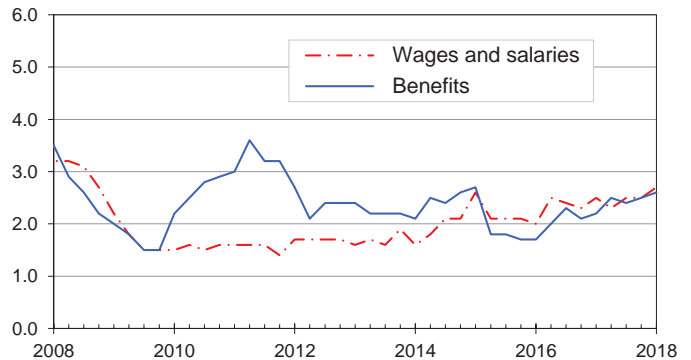


Chart 2. Twelve-month percent change, not seasonally adjusted, civilian workers, wages and salaries and benefits



Civilian Workers

Compensation costs for civilian workers increased 2.7 percent for the 12-month period ending in March 2018 compared with a compensation costs increase of 2.4 percent in March 2017. **Wages and salaries** increased 2.7 percent for the 12-month period ending in March 2018 and increased 2.5 percent for the 12-month period ending in March 2017. **Benefit costs** increased 2.6 percent for the 12-month period ending in March 2018. In March 2017, the increase was 2.2 percent. (See chart 2 and tables A, 4, 8, and 12.)

Private Industry Workers

Compensation costs for private industry workers increased 2.8 percent over the year, a larger increase than the 2.3-percent increase in March 2017. **Wages and salaries** increased 2.9 percent for the current 12-month period and increased 2.6 percent in March 2017. The cost of **benefits** rose 2.5 percent for the 12-month period ending in March 2018 and increased 1.9 percent in March 2017. (See charts 3 and 4 and tables A, 5, 9, and 12.)

Chart 3. Twelve-month percent change, not seasonally adjusted, private industry, benefits and health benefits

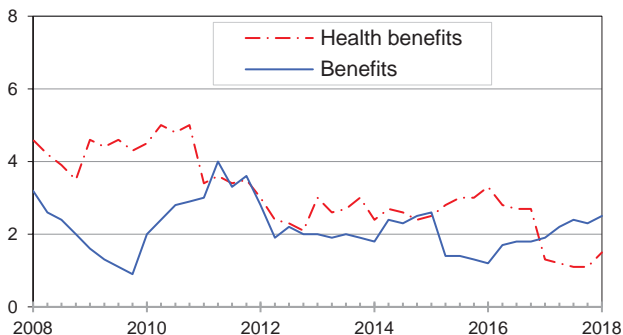
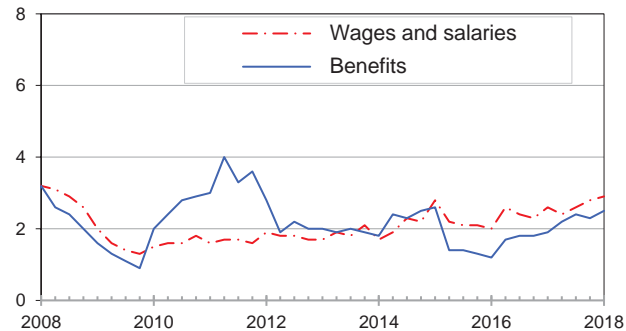


Chart 4. Twelve-month percent change, not seasonally adjusted, private industry, wages and salaries and benefits



Employer costs for **health benefits** increased 1.5 percent for the 12-month period ending in March 2018. (For further information, see chart 3 and www.bls.gov/web/eci/echealth.pdf.)

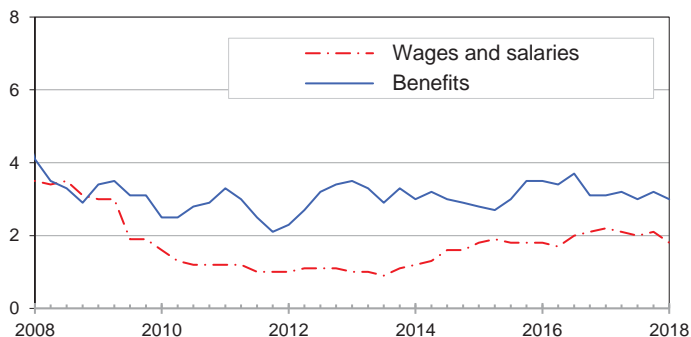
Among **occupational groups**, compensation cost increases for private industry workers for the 12-month period ending in March 2018 ranged from 2.6 percent for both management, professional, and related occupations and natural resources, construction, and maintenance occupations to 3.3 percent for production, transportation, and material moving occupations. (See table 5.)

Among **industry supersectors**, compensation cost increases for private industry workers for the 12-month period ending in March 2018 ranged from 2.3 percent for education and health services to 3.3 percent for financial activities. (See table 5.)

State and Local Government

Compensation costs for state and local government workers increased 2.2 percent for the 12-month period ending in March 2018. In March 2017, the increase was 2.6 percent. **Wages and salaries** increased 1.8 percent for the 12-month period ending in March 2018, compared with 2.2 percent a year ago. **Benefit costs** increased 3.0 percent for the 12-month period ending in March 2018. The prior year's increase was 3.1 percent. (See chart 5 and tables A, 7, 11, and 12.)

Chart 5. Twelve-month percent change, not seasonally adjusted, state and local government, wages and salaries and benefits



Seasonal Factors and Updated Layout

The 2018 seasonal factors for directly adjusted series and revised seasonally adjusted series for the past five years were released today, see www.bls.gov/ncs/ect/ectsfact.htm.

With the July 31, 2018 release, the file format of tables 1-13 will be modified to improve usability. The updated layout is available for review at www.bls.gov/ect/eci_table_changes_June_2018.htm.

Table A. Major series of the Employment Cost Index

(Percent change)

Category	3-month, seasonally adjusted		12-month, not seasonally adjusted				
	Dec. 2017	Mar. 2018	Mar. 2017	Jun. 2017	Sep. 2017	Dec. 2017	Mar. 2018
CIVILIAN WORKERS¹							
Compensation ²	0.6	0.8	2.4	2.4	2.5	2.6	2.7
Wages and salaries	0.5	0.9	2.5	2.3	2.5	2.5	2.7
Benefits	0.5	0.7	2.2	2.5	2.4	2.5	2.6
PRIVATE INDUSTRY							
Compensation ²	0.5	1.0	2.3	2.4	2.5	2.6	2.8
Wages and salaries	0.5	1.0	2.6	2.4	2.6	2.8	2.9
Benefits	0.4	0.8	1.9	2.2	2.4	2.3	2.5
STATE AND LOCAL GOVERNMENT							
Compensation ²	0.7	0.4	2.6	2.6	2.4	2.5	2.2
Wages and salaries	0.6	0.4	2.2	2.1	2.0	2.1	1.8
Benefits	0.9	0.5	3.1	3.2	3.0	3.2	3.0

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

The Employment Cost Index for June 2018 is scheduled for release on Tuesday, July 31, 2018, 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.

BLS news releases, including the Employment Cost Index, are available through an email subscription service at www.bls.gov/bls/list.htm.

For videos and information graphics explaining the Employment Cost Index and how it is used, see www.bls.gov/eci/videos.htm.

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. For information on survey concepts, coverage, methods, nonresponse adjustment, and imputation see *National Compensation Measures Handbook of Methods* at www.bls.gov/opub/hom/ncs/home.htm.

Sample size

Data for the March 2018 reference period were collected from a probability sample of approximately 27,300 occupational observations selected from a sample of about 6,600 private industry establishments and approximately 8,000 occupational observations selected from a sample of about 1,400 state and local government establishments that provided data at the initial interview.

Standard errors

To assist users in ascertaining the reliability of Employment Cost Index (ECI) series, standard errors of all current quarter estimates except seasonally adjusted series are also available, see www.bls.gov/ncs/ect/ectvar.htm. Standard errors provide users a measure of the precision of an estimate to ensure that it is within an acceptable range for their intended purpose.

Historical listings

Historical listings are available at www.bls.gov/ect/#tables. The continuous occupational and industry series listing uses the Standard Industrial Classification Manual and Occupational Classification System series from 1975 through 2005 and the North American Industry Classification System and Standard Occupational Classification from 2006 to the present. It provides the official series deemed continuous after the change in classification systems. 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 are published as part of the Employer Costs for Employee Compensation news release (ECEC). The ECEC release dates are available at www.bls.gov/schedule/2018/home.htm. 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.

Fixed Employment Weights

For additional information on the use of fixed employment weights in computing the ECI, see www.bls.gov/opub/mlr/2016/article/introducing-2012-fixed-employment-weights-for-the-employment-cost-index.htm.

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

(Seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)		Percent changes for 3 months ended—								
	Dec. 2017	Mar. 2018	Mar. 2016	Jun. 2016	Sep. 2016	Dec. 2016	Mar. 2017	Jun. 2017	Sep. 2017	Dec. 2017	Mar. 2018
Civilian workers											
All workers ²	131.4	132.5	0.6	0.6	0.6	0.5	0.8	0.5	0.7	0.6	0.8
Industry											
Goods-producing industries ³	129.0	130.0	.5	.6	.3	.6	.6	.5	.9	.5	.8
Manufacturing	129.0	129.9	.5	.6	.6	.5	.5	.6	1.0	.5	.7
Service-providing industries ⁴	131.9	133.1	.6	.6	.6	.5	.8	.5	.7	.5	.9
Education and health services	131.5	132.4	.4	.6	.7	.5	.6	.5	.4	.6	.7
Educational services	132.2	132.9	.5	.6	.9	.5	.6	.5	.5	.6	.5
Elementary and secondary schools	132.1	132.8	.5	.6	.9	.5	.6	.5	.6	.6	.5
Junior colleges, colleges, universities, and professional schools	132.3	132.9	.3	.6	.6	.6	.8	.4	.5	.6	.5
Health care and social assistance	130.9	132.0	.4	.6	.5	.5	.5	.5	.3	.6	.8
Hospitals	131.7	132.4	.5	.6	.5	.7	.5	.5	.5	.5	.5
Nursing and residential care facilities	128.1	129.1	.7	.6	.6	.6	.6	.6	.6	.7	.8
Public administration	135.9	136.2	.6	.5	.7	.5	.8	.6	.5	.9	.2
Private industry workers											
All workers	130.6	131.9	.6	.6	.5	.5	.8	.5	.8	.5	1.0
Occupational group											
Management, professional, and related	130.7	131.8	.4	.2	.6	.5	.7	.7	.5	.5	.8
Management, business, and financial	131.8	133.2	.5	.2	.6	.9	.7	.8	.5	.5	1.1
Professional and related	129.9	130.7	.5	.3	.5	.2	.6	.6	.5	.6	.6
Sales and office	130.4	132.0	.7	1.0	.2	.5	.8	.2	1.0	.5	1.2
Sales and related	125.9	128.1	.6	1.5	-.4	.1	1.1	-.2	1.4	.4	1.7
Office and administrative support	133.6	134.8	.9	.6	.6	.7	.5	.6	.7	.5	.9
Natural resources, construction, and maintenance	131.4	131.8	.5	.6	.3	.8	.5	.9	.7	.7	.3
Construction, extraction, farming, fishing, and forestry	131.6	132.3	.6	.9	.2	.9	.7	.6	.6	.5	.5
Installation, maintenance, and repair	131.1	131.3	.4	.3	.6	.5	.3	1.1	.7	.8	.2
Production, transportation, and material moving	131.2	132.4	.6	.6	.6	.7	.8	.6	1.1	.6	.9
Production	129.3	130.2	.7	.6	.6	.5	.6	.6	1.0	.6	.7
Transportation and material moving	133.7	135.3	.7	.6	.7	.9	.9	.5	1.1	.7	1.2
Service occupations	131.1	132.5	.7	1.0	.8	.6	.9	.6	.6	.8	1.1
Industry											
Goods-producing industries ³	128.9	130.0	.6	.6	.4	.6	.6	.5	.9	.5	.9
Construction	128.7	129.9	.4	.7	.0	.8	.9	.5	.5	.5	.9
Manufacturing	129.0	129.9	.5	.6	.6	.5	.5	.6	1.0	.5	.7
Aircraft manufacturing	126.4	128.4	1.7	.5	-.8	1.2	1.5	.7	8.4	.5	1.6
Service-providing industries ⁵	131.2	132.5	.6	.6	.6	.4	.8	.6	.7	.5	1.0
Trade, transportation, and utilities	132.6	134.0	1.1	.7	.4	.5	1.0	.5	.8	.6	1.1
Wholesale trade ⁶	128.7	130.0	.7	.6	-.1	-.1	1.5	.3	.8	.4	1.0
Retail trade	133.0	134.5	1.5	.8	.6	.7	1.0	.4	.8	.6	1.1
Transportation and warehousing	135.0	136.7	1.2	.6	.5	1.1	.6	.5	1.0	.8	1.3
Utilities	141.8	143.4	.6	.5	.7	.8	.6	.5	.7	.6	1.1
Information	128.6	129.4	.7	.0	.7	.6	.4	1.0	.7	.3	.6
Financial activities	130.1	132.3	.4	.7	1.2	.6	.4	.9	.4	.2	1.7
Finance and insurance	130.3	132.6	.2	.7	1.4	.5	.5	.9	.4	.2	1.8
Credit intermediation and related activities	129.2	130.8	.6	.3	1.4	.6	.6	.6	.4	-.1	1.2
Insurance carriers and related activities	133.0	134.2	.4	.6	1.3	.3	.8	1.1	.0	.5	.9

See footnotes at end of table.

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

(Seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)		Percent changes for 3 months ended—								
	Dec. 2017	Mar. 2018	Mar. 2016	Jun. 2016	Sep. 2016	Dec. 2016	Mar. 2017	Jun. 2017	Sep. 2017	Dec. 2017	Mar. 2018
Industry											
Real estate and rental and leasing	129.3	130.8	1.1	0.6	0.8	0.7	0.3	0.9	0.7	0.2	1.2
Professional and business services	132.1	133.1	.5	.4	.2	.2	.7	.7	1.1	.5	.8
Professional, scientific, and technical services	134.6	135.6	.6	.5	.0	.4	.8	.8	1.1	.4	.7
Administrative and support and waste management and remediation services	128.6	129.3	.3	.4	.3	-.6	.6	.6	1.3	.6	.5
Education and health services	130.4	131.4	.4	.6	.5	.5	.5	.5	.3	.6	.8
Educational services	131.0	131.7	.4	.6	.3	.7	.6	.3	.5	.6	.5
Junior colleges, colleges, universities, and professional schools	132.3	133.2	.4	.5	.4	.7	.6	.5	.6	.5	.7
Health care and social assistance	130.2	131.4	.4	.6	.5	.5	.5	.5	.2	.6	.9
Hospitals	131.4	132.0	.4	.6	.6	.7	.6	.4	.5	.5	.5
Nursing and residential care facilities	126.5	127.5	.7	.6	.7	.7	.5	.6	.6	.6	.8
Leisure and hospitality	130.6	132.4	.8	.9	1.0	.6	1.7	.5	.6	.7	1.4
Accommodation and food services	131.4	133.3	1.0	1.1	1.1	.5	1.8	.6	.5	.7	1.4
Other services, except public administration	131.5	132.9	.2	.9	.8	.6	.6	.5	.6	.6	1.1
State and local government workers											
All workers	134.3	134.8	.5	.5	.8	.6	.6	.5	.7	.7	.4
Industry											
Education and health services	132.9	133.6	.4	.6	.9	.5	.6	.5	.6	.6	.5
Educational services	132.6	133.2	.5	.6	.9	.5	.7	.5	.5	.7	.5
Schools	132.5	133.1	.4	.6	.9	.5	.6	.5	.6	.6	.5
Elementary and secondary schools	132.5	133.2	.5	.6	1.0	.5	.6	.6	.6	.6	.5
Health care and social assistance	135.9	136.6	.7	.5	.5	.5	.3	.4	.9	.7	.5
Hospitals	133.4	133.8	.6	.7	.5	.5	.3	.3	.9	.7	.3
Public administration	135.9	136.2	.6	.5	.7	.5	.8	.6	.5	.9	.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 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 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.

6 The private wholesale trade industry compensation series is seasonal as of the 2018 seasonal adjustment revision. Historical data for this series are published beginning with 2002.

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—								
	Dec. 2017	Mar. 2018	Mar. 2016	Jun. 2016	Sep. 2016	Dec. 2016	Mar. 2017	Jun. 2017	Sep. 2017	Dec. 2017	Mar. 2018
Civilian workers											
All workers ¹	129.9	131.1	0.6	0.7	0.5	0.5	0.8	0.5	0.7	0.5	0.9
Industry											
Goods-producing industries ²	129.4	130.4	.6	.6	.5	.6	.7	.6	.6	.6	.8
Manufacturing	129.5	130.4	.6	.7	.6	.6	.6	.6	.7	.6	.7
Service-providing industries ³	130.1	131.3	.6	.6	.6	.5	.7	.6	.6	.6	.9
Education and health services	127.9	128.8	.4	.6	.6	.5	.6	.5	.4	.6	.7
Educational services	125.9	126.4	.4	.6	.6	.5	.6	.4	.5	.5	.4
Elementary and secondary schools	124.5	125.1	.3	.5	.7	.4	.4	.5	.4	.5	.5
Junior colleges, colleges, universities, and professional schools	128.1	128.4	.4	.6	.6	.6	.8	.2	.5	.6	.2
Health care and social assistance	130.2	131.5	.5	.6	.6	.4	.6	.7	.3	.6	1.0
Hospitals	130.9	131.5	.6	.6	.6	.7	.6	.5	.5	.6	.5
Nursing and residential care facilities	127.3	128.5	.7	.6	.7	.7	.7	.7	.6	.6	.9
Public administration	127.7	128.1	.5	.6	.6	.4	.6	.5	.6	.6	.3
Private industry workers											
All workers	130.7	132.0	.6	.7	.5	.5	.9	.5	.8	.5	1.0
Occupational group											
Management, professional, and related	131.2	132.4	.6	.2	.6	.5	.6	.7	.4	.6	.9
Management, business, and financial	132.4	133.9	.8	.0	.6	.9	.6	.7	.4	.7	1.1
Professional and related	130.4	131.3	.6	.4	.6	.2	.6	.7	.4	.6	.7
Sales and office	130.1	131.9	.6	1.2	.1	.3	1.0	.1	1.2	.5	1.4
Sales and related	126.3	128.6	.3	1.6	-.7	.0	1.4	-.5	1.7	.5	1.9
Office and administrative support	133.1	134.3	1.0	.7	.7	.7	.6	.6	.8	.6	.9
Natural resources, construction, and maintenance	130.5	131.1	.7	.7	.3	.8	.6	.9	.7	.7	.5
Construction, extraction, farming, fishing, and forestry	130.5	131.2	.7	1.1	.0	1.2	.8	.5	.9	.5	.5
Installation, maintenance, and repair	130.6	131.0	.6	.5	.6	.4	.6	1.0	.6	.8	.3
Production, transportation, and material moving	131.0	132.3	.7	.8	.7	.8	.9	.6	1.0	.8	1.0
Production	129.4	130.3	.7	.8	.6	.6	.7	.8	.9	.7	.7
Transportation and material moving	132.9	134.6	.8	.9	.6	1.1	.9	.5	1.2	.8	1.3
Service occupations	131.5	132.8	.8	1.0	1.0	.6	.9	.7	.7	1.0	1.0
Industry											
Goods-producing industries ²	129.4	130.5	.6	.7	.4	.6	.7	.6	.7	.5	.9
Construction	128.3	129.7	.3	.8	.0	1.0	.9	.5	.6	.5	1.1
Manufacturing	129.5	130.4	.6	.7	.6	.6	.6	.6	.7	.6	.7
Aircraft manufacturing	139.4	140.4	.5	.8	.5	.8	.7	.7	.7	.6	.7
Service-providing industries ⁴	131.1	132.5	.7	.6	.6	.5	.8	.6	.7	.6	1.1
Trade, transportation, and utilities	131.4	133.0	.9	.8	.3	.6	1.3	.4	.8	.6	1.2
Retail trade	133.4	135.0	.9	.9	.6	.8	1.3	.5	.8	.8	1.2
Transportation and warehousing	133.5	135.4	1.2	.9	.6	1.3	.8	.5	1.0	.8	1.4
Utilities	138.8	140.0	.5	.5	.9	.9	.7	.6	.4	.7	.9
Information	127.7	128.6	1.2	.5	.8	.6	.1	1.0	.7	.3	.7
Financial activities	131.0	133.4	.5	.9	1.2	.6	.2	.9	.5	.5	1.8
Finance and insurance	131.7	134.3	.4	.8	1.3	.5	.2	1.0	.4	.5	2.0
Credit intermediation and related activities	128.3	130.0	.6	.5	1.1	.6	.6	.8	.6	.3	1.3
Insurance carriers and related activities	132.4	133.7	.7	.9	1.4	.3	.5	1.3	-.3	.5	.9

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—								
	Dec. 2017	Mar. 2018	Mar. 2016	Jun. 2016	Sep. 2016	Dec. 2016	Mar. 2017	Jun. 2017	Sep. 2017	Dec. 2017	Mar. 2018
Industry											
Professional and business services	132.3	133.3	0.6	0.5	0.1	0.2	0.6	0.6	1.2	0.5	0.8
Professional, scientific, and technical services	134.7	135.7	.9	.5	-.2	.5	.6	.6	1.3	.4	.8
Education and health services	130.1	131.3	.5	.6	.6	.5	.6	.6	.2	.7	.9
Educational services	129.8	130.3	.6	.7	.2	.8	.6	.4	.5	.5	.4
Junior colleges, colleges, universities, and professional schools	130.4	131.1	.4	.6	.5	.8	.6	.4	.8	.5	.5
Health care and social assistance	130.2	131.5	.5	.6	.6	.4	.6	.7	.2	.7	1.0
Hospitals	131.1	131.8	.5	.7	.6	.7	.6	.5	.5	.5	.6
Nursing and residential care facilities	127.3	128.5	.7	.7	.7	.7	.8	.6	.6	.7	.9
Leisure and hospitality	132.7	134.4	.8	1.0	1.1	.6	1.7	.5	.7	.9	1.3
Accommodation and food services	133.3	135.1	1.1	1.2	1.3	.5	1.6	.7	.5	.8	1.4
Other services, except public administration	132.0	133.3	.3	1.0	.8	.6	.5	.6	.7	.6	.9
State and local government workers											
All workers	126.6	127.1	.4	.5	.6	.5	.6	.4	.5	.6	.4
Industry											
Education and health services	125.7	126.2	.4	.5	.7	.4	.6	.4	.5	.5	.4
Educational services	125.1	125.6	.4	.5	.7	.4	.6	.4	.5	.4	.4
Schools	125.1	125.6	.4	.5	.7	.4	.6	.4	.4	.5	.4
Elementary and secondary schools	124.4	125.0	.3	.4	.8	.2	.5	.6	.5	.3	.5
Health care and social assistance	130.5	131.3	.5	.5	.4	.6	.5	.4	.9	.6	.6
Hospitals	129.5	130.2	.5	.7	.3	.6	.5	.5	.9	.5	.5
Public administration	127.7	128.1	.5	.6	.6	.4	.6	.5	.6	.6	.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; 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 the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; and other services, except public administration.

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

(Seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)		Percent changes for 3 months ended—								
	Dec. 2017	Mar. 2018	Mar. 2016	Jun. 2016	Sep. 2016	Dec. 2016	Mar. 2017	Jun. 2017	Sep. 2017	Dec. 2017	Mar. 2018
Civilian workers											
All workers ¹	134.7	135.7	0.5	0.4	0.6	0.5	0.7	0.6	0.8	0.5	0.7
Private industry workers											
All workers	130.5	131.6	.5	.3	.6	.4	.6	.6	.7	.4	.8
Occupational group											
Management, professional, and related	129.5	130.4	.0	.2	.5	.5	.6	.7	.6	.5	.7
Sales and office	131.2	132.3	1.0	.6	.5	.5	.3	.6	.5	.4	.8
Natural resources, construction, and maintenance	133.1	133.4	.2	.3	.4	.5	.2	.8	.7	.5	.2
Production, transportation, and material moving	131.6	132.6	.6	.3	.6	.5	.6	.5	1.2	.5	.8
Service occupations	129.9	131.1	.6	.6	.6	.5	.6	.4	.5	.5	.9
Industry											
Goods-producing industries ²	128.0	129.0	.4	.5	.2	.3	.4	.5	1.2	.4	.8
Manufacturing	128.1	129.1	.5	.5	.3	.2	.5	.5	1.7	.3	.8
Service-providing industries ³	131.5	132.6	.5	.3	.5	.5	.7	.6	.5	.4	.8
State and local government workers											
All workers	149.6	150.3	.7	.6	1.1	.6	.8	.7	.8	.9	.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.

Table 4. Employment Cost Index for total compensation,¹ for civilian workers, by occupational group and industry

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005=100)			Percent changes for—					
				3-months ended—			12-months ended—		
	Mar. 2017	Dec. 2017	Mar. 2018	Mar. 2017	Dec. 2017	Mar. 2018	Mar. 2017	Dec. 2017	Mar. 2018
Civilian workers									
All workers ²	129.0	131.2	132.5	0.9	0.4	1.0	2.4	2.6	2.7
Excluding incentive paid occupations ³	129.3	131.5	132.7	.9	.5	.9	2.5	2.6	2.6
Occupational group									
Management, professional, and related	129.1	131.2	132.2	.8	.4	.8	2.1	2.4	2.4
Management, business, and financial	129.7	131.9	133.4	.8	.2	1.1	2.4	2.5	2.9
Professional and related	128.7	130.8	131.6	.7	.5	.6	2.0	2.3	2.3
Sales and office	128.6	130.6	132.4	.9	.2	1.4	2.4	2.5	3.0
Sales and related	123.7	125.7	127.8	1.1	-.1	1.7	2.3	2.8	3.3
Office and administrative support	131.6	133.7	135.2	.8	.5	1.1	2.5	2.5	2.7
Natural resources, construction, and maintenance	128.9	131.6	132.2	.6	.5	.5	2.2	2.7	2.6
Construction, extraction, farming, fishing, and forestry	129.4	131.8	132.4	.6	.4	.5	2.6	2.5	2.3
Installation, maintenance, and repair	128.3	131.4	132.0	.5	.5	.5	1.7	2.9	2.9
Production, transportation, and material moving	128.6	131.4	132.9	.9	.4	1.1	2.8	3.1	3.3
Production	126.7	129.4	130.5	.8	.5	.9	2.6	2.9	3.0
Transportation and material moving	131.1	133.9	135.8	1.2	.4	1.4	3.1	3.3	3.6
Service occupations	130.3	132.7	134.2	.9	.7	1.1	3.2	2.8	3.0
Industry									
Goods-producing industries ⁴	126.5	128.9	129.9	.6	.4	.8	2.2	2.5	2.7
Manufacturing	126.4	128.9	130.0	.7	.4	.9	2.2	2.7	2.8
Service-providing industries ⁵	129.4	131.6	132.9	.9	.4	1.0	2.5	2.6	2.7
Education and health services	129.4	131.5	132.3	.5	.5	.6	2.3	2.2	2.2
Educational services	129.8	132.2	132.6	.5	.5	.3	2.6	2.3	2.2
Elementary and secondary schools	129.5	132.1	132.5	.4	.5	.3	2.6	2.4	2.3
Junior colleges, colleges, universities, and professional schools	130.4	132.4	132.8	.7	.5	.3	2.7	2.2	1.8
Health care and social assistance	129.1	130.9	132.1	.6	.6	.9	2.1	2.0	2.3
Hospitals	129.8	131.7	132.4	.5	.5	.5	2.4	2.0	2.0
Nursing and residential care facilities	125.7	127.9	129.1	.6	.6	.9	2.4	2.4	2.7
Public administration	133.2	135.7	136.2	.9	.7	.4	2.5	2.8	2.3

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.

Table 5. Employment Cost Index for total compensation,¹ for private industry workers, by occupational group and industry

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005=100)			Percent changes for—					
				3-months ended—			12-months ended—		
	Mar. 2017	Dec. 2017	Mar. 2018	Mar. 2017	Dec. 2017	Mar. 2018	Mar. 2017	Dec. 2017	Mar. 2018
Private industry workers									
All workers	128.3	130.5	131.9	0.9	0.4	1.1	2.3	2.6	2.8
Excluding incentive paid occupations ²	128.7	130.8	132.2	.9	.5	1.1	2.4	2.6	2.7
Occupational group									
Management, professional, and related	128.5	130.5	131.8	.9	.4	1.0	2.0	2.4	2.6
Excluding incentive paid occupations ²	128.0	129.9	131.2	.9	.4	1.0	1.9	2.4	2.5
Management, business, and financial	129.5	131.7	133.2	.9	.3	1.1	2.4	2.6	2.9
Excluding incentive paid occupations ²	129.0	130.9	132.5	.9	.3	1.2	2.5	2.4	2.7
Professional and related	127.8	129.6	130.8	.9	.4	.9	1.7	2.3	2.3
Sales and office	128.1	130.1	132.0	1.0	.2	1.5	2.4	2.6	3.0
Excluding incentive paid occupations ²	130.4	132.4	134.1	.9	.4	1.3	2.8	2.5	2.8
Sales and related	123.6	125.5	127.7	1.1	-.2	1.8	2.3	2.7	3.3
Excluding incentive paid occupations ²	128.4	130.5	132.3	1.1	.4	1.4	3.1	2.8	3.0
Office and administrative support	131.4	133.3	135.0	.9	.4	1.3	2.6	2.4	2.7
Natural resources, construction, and maintenance	128.5	131.2	131.8	.6	.5	.5	2.2	2.7	2.6
Construction, extraction, farming, fishing, and forestry	129.2	131.6	132.2	.6	.4	.5	2.7	2.5	2.3
Installation, maintenance, and repair	127.7	130.9	131.3	.5	.5	.3	1.7	3.0	2.8
Production, transportation, and material moving	128.3	131.0	132.5	1.0	.5	1.1	2.9	3.1	3.3
Excluding incentive paid occupations ²	128.5	131.0	132.6	1.0	.5	1.2	2.8	3.0	3.2
Production	126.5	129.2	130.2	.8	.5	.8	2.5	2.9	2.9
Excluding incentive paid occupations ²	126.7	129.5	130.5	.7	.5	.8	2.5	2.9	3.0
Transportation and material moving	130.6	133.4	135.4	1.2	.3	1.5	3.2	3.3	3.7
Service occupations	128.6	130.9	132.7	1.1	.7	1.4	3.4	2.9	3.2
Industry and occupational group									
Goods-producing industries ³	126.5	128.9	129.9	.6	.4	.8	2.2	2.5	2.7
Excluding incentive paid occupations ²	126.9	129.3	130.3	.6	.5	.8	2.3	2.5	2.7
Management, professional, and related	125.1	127.1	128.7	.7	.4	1.3	1.9	2.3	2.9
Sales and office	127.2	129.4	130.4	-.1	-.2	.8	1.7	1.6	2.5
Natural resources, construction, and maintenance	128.6	131.1	131.6	.7	.6	.4	2.5	2.7	2.3
Production, transportation, and material moving	126.0	128.7	129.5	.7	.5	.6	2.4	2.9	2.8
Construction	126.6	128.8	129.7	.6	.4	.7	2.5	2.4	2.4
Manufacturing	126.4	128.9	130.0	.7	.4	.9	2.2	2.7	2.8
Management, professional, and related	126.4	128.5	130.0	.9	.3	1.2	2.1	2.6	2.8
Sales and office	129.0	131.3	132.4	.4	.3	.8	2.0	2.2	2.6
Natural resources, construction, and maintenance	127.3	130.7	130.8	.1	.8	.1	1.6	2.8	2.7
Production, transportation, and material moving	125.6	128.3	129.2	.6	.4	.7	2.4	2.8	2.9
Aircraft manufacturing	115.9	128.9	132.1	2.7	.0	2.5	2.3	14.2	14.0

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005=100)			Percent changes for—					
				3-months ended—			12-months ended—		
	Mar. 2017	Dec. 2017	Mar. 2018	Mar. 2017	Dec. 2017	Mar. 2018	Mar. 2017	Dec. 2017	Mar. 2018
Service-providing industries ⁴	128.9	131.0	132.6	0.9	0.3	1.2	2.4	2.6	2.9
Excluding incentive paid occupations ²	129.3	131.3	132.9	1.0	.4	1.2	2.5	2.6	2.8
Management, professional, and related	129.1	131.1	132.4	.9	.3	1.0	2.0	2.4	2.6
Sales and office	128.2	130.1	132.1	1.1	.2	1.5	2.5	2.6	3.0
Natural resources, construction, and maintenance	128.3	131.4	132.0	.4	.2	.5	1.9	2.8	2.9
Production, transportation, and material moving	131.0	133.8	135.9	1.2	.4	1.6	3.1	3.3	3.7
Service occupations	128.6	130.9	132.6	1.1	.7	1.3	3.4	2.9	3.1
Trade, transportation, and utilities	130.1	132.3	134.0	1.2	.3	1.3	2.7	3.0	3.0
Excluding incentive paid occupations ²	130.8	132.9	134.5	1.1	.5	1.2	2.8	2.7	2.8
Wholesale trade	126.8	128.6	130.0	1.6	.3	1.1	1.9	3.0	2.5
Excluding incentive paid occupations ²	129.2	131.6	133.0	.9	.5	1.1	2.1	2.7	2.9
Retail trade	130.4	132.8	134.3	1.0	.4	1.1	3.1	2.9	3.0
Excluding incentive paid occupations ²	129.6	131.5	132.9	1.2	.4	1.1	3.3	2.7	2.5
Transportation and warehousing	132.0	134.6	136.8	1.0	.3	1.6	2.9	3.0	3.6
Utilities	139.3	141.2	143.5	1.1	.2	1.6	2.6	2.5	3.0
Information	126.1	128.4	129.4	.6	.1	.8	1.8	2.4	2.6
Financial activities	127.8	129.9	132.0	.3	.0	1.6	2.9	2.0	3.3
Excluding incentive paid occupations ²	129.0	130.5	132.5	.9	-.1	1.5	2.5	2.1	2.7
Finance and insurance	128.0	130.1	132.2	.3	.0	1.6	3.0	2.0	3.3
Credit intermediation and related activities	127.8	128.8	130.6	.8	-.5	1.4	3.1	1.6	2.2
Excluding incentive paid occupations ²	132.0	132.8	134.8	1.4	-.4	1.5	3.0	2.0	2.1
Insurance carriers and related activities	130.8	132.6	134.1	1.0	.1	1.1	3.1	2.4	2.5
Excluding incentive paid occupations ²	129.8	131.5	133.0	1.1	.2	1.1	2.4	2.4	2.5
Real estate and rental and leasing	127.1	129.3	130.9	.3	.1	1.2	2.5	2.1	3.0
Excluding incentive paid occupations ²	130.2	132.3	134.0	.3	.1	1.3	2.1	1.9	2.9
Professional and business services	129.4	131.9	133.3	1.1	.3	1.1	1.5	3.0	3.0
Professional, scientific, and technical services	131.9	134.1	135.9	1.3	.1	1.3	1.6	3.0	3.0
Administrative and support and waste management and remediation services	125.3	128.5	129.3	.6	.5	.6	.6	3.1	3.2
Education and health services	128.5	130.4	131.4	.5	.6	.8	2.1	2.0	2.3
Educational services	129.0	131.1	131.5	.3	.5	.3	2.3	1.9	1.9
Junior colleges, colleges, universities, and professional schools	130.0	132.5	133.0	.3	.4	.4	2.3	2.2	2.3
Health care and social assistance	128.5	130.2	131.4	.7	.5	.9	2.1	2.0	2.3
Hospitals	129.6	131.3	132.1	.7	.5	.6	2.5	2.0	1.9
Nursing and residential care facilities	124.3	126.5	127.6	.6	.6	.9	2.6	2.4	2.7
Nursing care facilities ²	124.0	126.3	127.1	.3	.6	.6	2.1	2.2	2.5
Leisure and hospitality	128.5	130.3	132.6	2.1	.5	1.8	4.3	3.6	3.2
Accommodation and food services	129.3	131.2	133.5	2.1	.6	1.8	4.5	3.6	3.2
Other services, except public administration	129.2	131.3	132.9	.8	.2	1.2	2.9	2.4	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; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; and other services, except public administration.

Table 6. Employment Cost Index for total compensation,¹ 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—					
				3-months ended—			12-months ended—		
	Mar. 2017	Dec. 2017	Mar. 2018	Mar. 2017	Dec. 2017	Mar. 2018	Mar. 2017	Dec. 2017	Mar. 2018
Bargaining status									
Union	131.9	134.5	135.4	1.0	0.6	0.7	1.8	3.0	2.7
Goods-producing industries ²	128.4	131.8	132.3	.3	.5	.4	2.0	3.0	3.0
Manufacturing	122.9	127.2	127.8	.1	.3	.5	1.5	3.6	4.0
Service-providing industries ³	134.8	137.1	138.2	1.3	.7	.8	1.6	3.0	2.5
Nonunion	127.8	129.9	131.4	.9	.3	1.2	2.5	2.6	2.8
Goods-producing industries ²	125.9	128.1	129.2	.6	.4	.9	2.2	2.4	2.6
Manufacturing	127.3	129.5	130.7	.8	.4	.9	2.3	2.5	2.7
Service-providing industries ³	128.2	130.4	132.0	.9	.3	1.2	2.4	2.6	3.0
Census region and division⁴									
Northeast	130.2	132.0	133.7	1.2	.2	1.3	2.3	2.6	2.7
New England	132.7	135.3	136.5	1.2	.3	.9	1.1	3.2	2.9
Middle Atlantic	129.3	130.9	132.7	1.2	.2	1.4	2.7	2.4	2.6
South	127.1	129.2	130.4	.7	.4	.9	1.6	2.4	2.6
South Atlantic	128.7	131.1	132.3	.7	.5	.9	2.1	2.6	2.8
East South Central	126.5	128.4	130.0	.8	-.3	1.2	2.8	2.3	2.8
West South Central	124.4	126.4	127.4	.5	.4	.8	.2	2.1	2.4
Midwest	126.8	128.5	129.8	.9	.4	1.0	2.8	2.2	2.4
East North Central	125.2	127.0	128.4	.9	.4	1.1	2.7	2.3	2.6
West North Central	130.8	132.1	133.3	.8	.3	.9	3.1	1.8	1.9
West	129.9	132.9	134.6	1.0	.5	1.3	2.9	3.3	3.6
Mountain	127.5	130.0	131.7	.9	.5	1.3	2.7	2.8	3.3
Pacific	130.9	134.2	135.9	1.0	.4	1.3	3.0	3.5	3.8

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; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; and other services, except public administration.

4 The census divisions are defined as follows: New England: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont; Middle Atlantic: New Jersey, New York, and Pennsylvania; South Atlantic: Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, and West Virginia; East South Central: Alabama, Kentucky, Mississippi, and Tennessee; West South Central: Arkansas, Louisiana, Oklahoma, and Texas; East North Central: Illinois, Indiana, Michigan, Ohio, and Wisconsin; West North Central: Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota; Mountain: Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming; and Pacific: Alaska, California, Hawaii, Oregon, and Washington.

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

Table 7. Employment Cost Index for total compensation,¹ 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—					
				3-months ended—			12-months ended—		
	Mar. 2017	Dec. 2017	Mar. 2018	Mar. 2017	Dec. 2017	Mar. 2018	Mar. 2017	Dec. 2017	Mar. 2018
State and local government workers									
All workers	131.7	134.2	134.6	0.6	0.6	0.3	2.6	2.5	2.2
Occupational group									
Management, professional, and related	130.6	133.0	133.4	.6	.5	.3	2.6	2.5	2.1
Professional and related	130.4	132.8	133.2	.5	.5	.3	2.6	2.4	2.1
Sales and office	133.2	135.7	136.3	.6	.7	.4	2.3	2.5	2.3
Office and administrative support	133.3	135.7	136.3	.7	.6	.4	2.4	2.5	2.3
Service occupations	134.4	137.0	137.6	.7	.7	.4	2.7	2.6	2.4
Industry									
Education and health services	130.4	132.9	133.3	.5	.5	.3	2.6	2.4	2.2
Educational services	130.1	132.5	132.9	.5	.5	.3	2.8	2.4	2.2
Schools	130.0	132.4	132.9	.5	.5	.4	2.7	2.3	2.2
Elementary and secondary schools	129.8	132.5	132.9	.4	.5	.3	2.7	2.5	2.4
Health care and social assistance	133.3	135.8	136.6	.4	.6	.6	1.8	2.3	2.5
Hospitals	130.9	133.4	133.9	.3	.6	.4	2.0	2.2	2.3
Public administration	133.2	135.7	136.2	.9	.7	.4	2.5	2.8	2.3

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

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—					
				3-months ended—			12-months ended—		
	Mar. 2017	Dec. 2017	Mar. 2018	Mar. 2017	Dec. 2017	Mar. 2018	Mar. 2017	Dec. 2017	Mar. 2018
Civilian workers									
All workers ¹	127.6	129.8	131.1	0.8	0.4	1.0	2.5	2.5	2.7
Excluding incentive paid occupations ²	127.7	129.9	131.1	.8	.5	.9	2.6	2.5	2.7
Occupational group									
Management, professional, and related	127.6	129.6	130.6	.6	.4	.8	2.1	2.2	2.4
Management, business, and financial	129.3	131.7	133.0	.5	.4	1.0	2.2	2.3	2.9
Professional and related	126.6	128.5	129.3	.7	.4	.6	1.9	2.2	2.1
Sales and office	127.4	129.5	131.4	1.1	.2	1.5	2.6	2.8	3.1
Sales and related	123.7	125.8	128.2	1.3	-.2	1.9	2.3	3.0	3.6
Office and administrative support	130.0	132.0	133.5	.9	.5	1.1	2.8	2.5	2.7
Natural resources, construction, and maintenance	127.4	130.3	130.8	.6	.5	.4	2.5	2.9	2.7
Construction, extraction, farming, fishing, and forestry	127.7	130.2	130.8	.9	.5	.5	3.2	2.8	2.4
Installation, maintenance, and repair	127.3	130.5	130.8	.5	.5	.2	2.0	3.0	2.7
Production, transportation, and material moving	128.0	130.8	132.3	1.0	.5	1.1	3.3	3.2	3.4
Production	126.8	129.5	130.6	.9	.5	.8	3.1	3.0	3.0
Transportation and material moving	129.5	132.3	134.3	1.3	.4	1.5	3.6	3.4	3.7
Service occupations	128.3	130.8	132.4	1.0	.8	1.2	3.4	3.0	3.2
Industry									
Goods-producing industries ³	127.0	129.3	130.4	.7	.5	.9	2.5	2.5	2.7
Manufacturing	127.1	129.3	130.4	.7	.5	.9	2.5	2.5	2.6
Service-providing industries ⁴	127.7	129.9	131.2	.9	.4	1.0	2.5	2.6	2.7
Education and health services	126.0	128.0	128.7	.5	.5	.5	2.2	2.1	2.1
Educational services	124.1	126.0	126.3	.3	.3	.2	2.2	1.9	1.8
Elementary and secondary schools	122.7	124.6	124.9	.2	.2	.2	2.0	1.8	1.8
Junior colleges, colleges, universities, and professional schools	126.3	128.2	128.4	.6	.5	.2	2.6	2.2	1.7
Health care and social assistance	128.2	130.2	131.5	.6	.6	1.0	2.2	2.2	2.6
Hospitals	128.8	130.9	131.5	.6	.6	.5	2.5	2.3	2.1
Nursing and residential care facilities	124.8	127.3	128.5	.7	.6	.9	2.7	2.7	3.0
Public administration	125.9	127.7	128.3	.8	.6	.5	2.4	2.2	1.9

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

2 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.

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—					
				3-months ended—			12-months ended—		
	Mar. 2017	Dec. 2017	Mar. 2018	Mar. 2017	Dec. 2017	Mar. 2018	Mar. 2017	Dec. 2017	Mar. 2018
Private industry workers									
All workers	128.3	130.6	132.0	0.9	0.5	1.1	2.6	2.8	2.9
Excluding incentive paid occupations ¹	128.5	130.7	132.1	.9	.5	1.1	2.6	2.7	2.8
Occupational group									
Management, professional, and related	129.0	131.1	132.3	.7	.5	.9	2.1	2.3	2.6
Excluding incentive paid occupations ¹	128.2	130.1	131.3	.8	.5	.9	2.1	2.3	2.4
Management, business, and financial	129.9	132.3	133.7	.5	.4	1.1	2.2	2.4	2.9
Excluding incentive paid occupations ¹	128.9	130.8	132.3	.7	.4	1.1	2.4	2.2	2.6
Professional and related	128.2	130.2	131.3	.8	.5	.8	1.7	2.4	2.4
Sales and office	127.7	129.8	131.8	1.2	.2	1.5	2.7	2.9	3.2
Excluding incentive paid occupations ¹	129.9	132.2	133.9	1.1	.5	1.3	3.1	2.9	3.1
Sales and related	123.8	125.9	128.2	1.3	-.1	1.8	2.3	3.0	3.6
Excluding incentive paid occupations ¹	128.5	131.0	132.9	1.2	.4	1.5	3.5	3.1	3.4
Office and administrative support	130.7	132.9	134.5	.9	.5	1.2	2.8	2.6	2.9
Natural resources, construction, and maintenance	127.5	130.4	130.9	.6	.5	.4	2.6	2.9	2.7
Construction, extraction, farming, fishing, and forestry	127.9	130.4	131.1	.8	.4	.5	3.1	2.8	2.5
Installation, maintenance, and repair	127.2	130.5	130.8	.5	.6	.2	1.9	3.1	2.8
Production, transportation, and material moving	128.0	130.7	132.3	1.1	.5	1.2	3.3	3.2	3.4
Excluding incentive paid occupations ¹	128.3	130.8	132.5	1.1	.5	1.3	3.2	3.1	3.3
Production	126.5	129.3	130.4	.9	.5	.9	2.8	3.1	3.1
Excluding incentive paid occupations ¹	126.8	129.5	130.7	1.0	.5	.9	2.9	3.1	3.1
Transportation and material moving	129.7	132.6	134.7	1.2	.4	1.6	3.7	3.5	3.9
Service occupations	128.6	131.3	133.0	1.2	.8	1.3	3.7	3.3	3.4
Industry and occupational group									
Goods-producing industries ²	127.1	129.3	130.4	.7	.4	.9	2.6	2.5	2.6
Excluding incentive paid occupations ¹	127.6	129.8	130.9	.8	.5	.8	2.7	2.5	2.6
Management, professional, and related	127.7	129.0	130.7	.8	.4	1.3	2.2	1.8	2.3
Sales and office	127.3	129.9	130.8	-.2	-.2	.7	1.8	1.9	2.7
Natural resources, construction, and maintenance	127.8	130.4	131.0	.9	.7	.5	2.9	3.0	2.5
Production, transportation, and material moving	126.1	128.8	129.8	.8	.5	.8	2.9	3.0	2.9
Construction	126.1	128.4	129.5	.6	.4	.9	2.7	2.5	2.7
Manufacturing	127.1	129.3	130.4	.7	.5	.9	2.5	2.5	2.6
Management, professional, and related	128.3	129.6	130.9	.8	.3	1.0	2.3	1.8	2.0
Sales and office	128.7	131.6	132.6	.5	.6	.8	2.1	2.7	3.0
Natural resources, construction, and maintenance	128.0	131.0	131.3	.4	.9	.2	2.3	2.7	2.6
Production, transportation, and material moving	125.8	128.5	129.5	.8	.5	.8	2.8	3.0	2.9
Aircraft manufacturing	137.4	138.4	141.1	2.0	-.1	2.0	2.8	2.7	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—					
				3-months ended—			12-months ended—		
	Mar. 2017	Dec. 2017	Mar. 2018	Mar. 2017	Dec. 2017	Mar. 2018	Mar. 2017	Dec. 2017	Mar. 2018
Service-providing industries ³	128.6	131.0	132.5	0.9	0.5	1.1	2.5	2.8	3.0
Excluding incentive paid occupations ¹	128.8	131.0	132.5	.9	.5	1.1	2.6	2.7	2.9
Management, professional, and related	129.2	131.4	132.6	.7	.4	.9	2.0	2.4	2.6
Sales and office	127.7	129.8	131.9	1.3	.3	1.6	2.7	2.9	3.3
Natural resources, construction, and maintenance	127.2	130.5	130.9	.3	.2	.3	2.1	2.9	2.9
Production, transportation, and material moving	130.0	132.9	135.0	1.3	.5	1.6	3.7	3.6	3.8
Service occupations	128.6	131.2	133.0	1.2	.8	1.4	3.7	3.2	3.4
Trade, transportation, and utilities	128.9	131.2	132.9	1.4	.3	1.3	3.0	3.2	3.1
Excluding incentive paid occupations ¹	129.3	131.4	133.0	1.3	.5	1.2	3.4	2.9	2.9
Wholesale trade	124.3	126.0	127.3	2.0	.2	1.0	2.0	3.4	2.4
Excluding incentive paid occupations ¹	125.8	128.2	129.5	1.0	.5	1.0	2.4	2.9	2.9
Retail trade	130.5	133.2	134.7	1.2	.5	1.1	3.6	3.3	3.2
Excluding incentive paid occupations ¹	129.3	131.4	132.8	1.4	.5	1.1	3.9	3.1	2.7
Transportation and warehousing	130.6	133.1	135.4	1.2	.2	1.7	3.6	3.1	3.7
Utilities	136.7	138.2	140.2	1.3	.2	1.4	2.9	2.4	2.6
Information	125.0	127.5	128.4	.1	.1	.7	2.0	2.1	2.7
Financial activities	128.2	130.9	133.0	.0	.3	1.6	2.9	2.1	3.7
Excluding incentive paid occupations ¹	129.1	130.9	133.0	.7	.2	1.6	2.3	2.1	3.0
Finance and insurance	128.8	131.6	133.8	.0	.4	1.7	2.9	2.2	3.9
Credit intermediation and related activities	126.1	128.0	129.9	.7	.1	1.5	2.8	2.2	3.0
Excluding incentive paid occupations ¹	130.4	132.0	134.1	1.3	.2	1.6	2.7	2.6	2.8
Insurance carriers and related activities	130.2	132.1	133.5	.6	.2	1.1	3.2	2.1	2.5
Excluding incentive paid occupations ¹	128.4	129.8	131.3	.8	.2	1.2	2.4	1.9	2.3
Real estate and rental and leasing	125.6	128.2	129.8	.2	.2	1.2	2.7	2.2	3.3
Excluding incentive paid occupations ¹	128.9	131.3	133.0	.2	.2	1.3	2.2	2.1	3.2
Professional and business services	129.5	132.0	133.5	.9	.3	1.1	1.4	2.9	3.1
Professional, scientific, and technical services	132.1	134.2	136.1	1.3	.1	1.4	1.5	2.9	3.0
Administrative and support and waste management and remediation services	126.0	129.6	130.3	.6	.7	.5	.7	3.4	3.4
Education and health services	128.1	130.1	131.2	.6	.6	.8	2.3	2.2	2.4
Educational services	127.7	130.0	130.1	.2	.5	.1	2.4	2.0	1.9
Junior colleges, colleges, universities, and professional schools	128.0	130.7	130.9	.2	.5	.2	2.5	2.3	2.3
Health care and social assistance	128.1	130.2	131.5	.6	.7	1.0	2.2	2.3	2.7
Hospitals	129.1	131.1	131.8	.6	.6	.5	2.6	2.2	2.1
Nursing and residential care facilities	124.8	127.3	128.5	.8	.7	.9	3.0	2.8	3.0
Nursing care facilities ¹	124.5	127.0	127.9	.5	.6	.7	2.6	2.5	2.7
Leisure and hospitality	130.1	132.3	134.7	2.1	.7	1.8	4.6	3.8	3.5
Accommodation and food services	130.9	133.0	135.4	2.1	.7	1.8	4.8	3.7	3.4
Other services, except public administration	129.5	131.8	133.2	.6	.2	1.1	2.9	2.4	2.9

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; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; and other services, except public administration.

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—					
				3-months ended—			12-months ended—		
	Mar. 2017	Dec. 2017	Mar. 2018	Mar. 2017	Dec. 2017	Mar. 2018	Mar. 2017	Dec. 2017	Mar. 2018
Bargaining status									
Union	128.6	130.9	131.6	1.0	0.8	0.5	1.7	2.8	2.3
Goods-producing industries ¹	125.2	127.6	127.9	.4	.6	.2	2.4	2.3	2.2
Manufacturing	122.7	125.2	125.7	.3	.6	.4	2.1	2.4	2.4
Service-providing industries ²	131.0	133.3	134.2	1.2	.8	.7	1.5	3.0	2.4
Nonunion	128.2	130.6	132.1	.9	.5	1.1	2.6	2.8	3.0
Goods-producing industries ¹	127.5	129.8	131.0	.7	.4	.9	2.6	2.5	2.7
Manufacturing	128.1	130.3	131.4	.8	.5	.8	2.6	2.5	2.6
Service-providing industries ²	128.4	130.8	132.4	.9	.4	1.2	2.6	2.7	3.1
Census region and division³									
Northeast	129.7	131.7	133.4	1.1	.2	1.3	2.2	2.7	2.9
New England	134.1	136.8	138.0	1.5	.3	.9	.9	3.6	2.9
Middle Atlantic	128.0	129.8	131.7	.9	.2	1.5	2.7	2.3	2.9
South	127.7	130.1	131.3	.8	.5	.9	1.8	2.7	2.8
South Atlantic	129.2	132.0	133.3	.7	.7	1.0	2.2	2.9	3.2
East South Central	126.7	128.6	130.3	1.0	-.4	1.3	3.0	2.5	2.8
West South Central	125.4	127.5	128.5	.7	.3	.8	.5	2.4	2.5
Midwest	126.4	128.1	129.4	.9	.5	1.0	3.2	2.2	2.4
East North Central	124.5	126.5	127.9	.9	.5	1.1	3.1	2.5	2.7
West North Central	131.0	132.1	133.2	.9	.4	.8	3.6	1.8	1.7
West	129.8	132.9	134.6	.9	.5	1.3	3.2	3.3	3.7
Mountain	128.0	130.8	132.5	.8	.6	1.3	2.9	3.0	3.5
Pacific	130.7	133.8	135.5	.9	.5	1.3	3.3	3.3	3.7

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; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; and other services, except public administration.

3 The census divisions are defined as follows: New England: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont; Middle Atlantic: New Jersey, New York, and Pennsylvania; South Atlantic: Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, and West Virginia; East South Central: Alabama, Kentucky, Mississippi, and Tennessee; West South Central: Arkansas, Louisiana, Oklahoma, and Texas; East North Central: Illinois, Indiana, Michigan, Ohio, and Wisconsin; West North Central: Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota; Mountain: Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming; and Pacific: Alaska, California, Hawaii, Oregon, and Washington.

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

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005=100)			Percent changes for—					
				3-months ended—			12-months ended—		
	Mar. 2017	Dec. 2017	Mar. 2018	Mar. 2017	Dec. 2017	Mar. 2018	Mar. 2017	Dec. 2017	Mar. 2018
State and local government workers									
All workers	124.7	126.7	127.0	0.5	0.5	0.2	2.2	2.1	1.8
Occupational group									
Management, professional, and related	124.0	125.9	126.2	.5	.4	.2	2.1	2.0	1.8
Professional and related	123.8	125.7	126.0	.4	.4	.2	2.1	1.9	1.8
Sales and office	124.6	126.2	126.6	.6	.6	.3	2.1	1.9	1.6
Office and administrative support	125.0	126.6	127.0	.6	.6	.3	2.1	1.9	1.6
Service occupations	127.2	129.3	130.0	.6	.5	.5	2.3	2.2	2.2
Industry									
Education and health services	123.9	125.8	126.1	.4	.3	.2	2.1	1.9	1.8
Educational services	123.4	125.2	125.5	.4	.2	.2	2.2	1.9	1.7
Schools ¹	123.4	125.2	125.5	.4	.3	.2	2.2	1.9	1.7
Elementary and secondary schools	122.6	124.6	124.9	.2	.2	.2	2.0	1.9	1.9
Health care and social assistance	128.1	130.6	131.3	.4	.7	.5	1.8	2.4	2.5
Hospitals	127.1	129.7	130.2	.4	.7	.4	2.1	2.4	2.4
Public administration	125.9	127.7	128.3	.8	.6	.5	2.4	2.2	1.9

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

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—					
				3-months ended—			12-months ended—		
	Mar. 2017	Dec. 2017	Mar. 2018	Mar. 2017	Dec. 2017	Mar. 2018	Mar. 2017	Dec. 2017	Mar. 2018
Civilian workers									
All workers ¹	132.2	134.4	135.7	0.8	0.3	1.0	2.2	2.5	2.6
Private industry workers									
All workers	128.4	130.2	131.6	.9	.2	1.1	1.9	2.3	2.5
Occupational group									
Management, professional, and related	127.4	129.1	130.6	1.1	.2	1.2	1.8	2.5	2.5
Sales and office	129.3	130.8	132.4	.7	.0	1.2	2.0	1.9	2.4
Natural resources, construction, and maintenance	130.5	132.9	133.5	.5	.4	.5	1.6	2.3	2.3
Production, transportation, and material moving	128.8	131.4	132.6	.7	.3	.9	2.0	2.7	3.0
Service occupations	128.3	129.7	131.3	.9	.4	1.2	2.3	2.0	2.3
Industry									
Goods-producing industries ²	125.4	128.0	129.0	.4	.3	.8	1.5	2.5	2.9
Manufacturing	125.0	128.0	129.1	.6	.2	.9	1.5	3.0	3.3
Aircraft manufacturing	92.9	118.3	122.2	3.7	.1	3.3	1.4	32.0	31.5
Service-providing industries ³	129.6	131.2	132.7	1.0	.2	1.1	2.0	2.3	2.4
Bargaining status									
Union	137.4	140.6	141.7	1.0	.5	.8	1.8	3.3	3.1
Nonunion	126.6	128.2	129.6	.9	.2	1.1	1.9	2.2	2.4
State and local government workers									
All workers	146.0	149.7	150.4	.7	.7	.5	3.1	3.2	3.0

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; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; and other services, except public administration.

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

(Not seasonally adjusted)

Census region and metropolitan area ²	Percent changes for 12 months ended—					
	Total compensation			Wages and salaries		
	Mar. 2017	Dec. 2017	Mar. 2018	Mar. 2017	Dec. 2017	Mar. 2018
Northeast						
Boston–Worcester–Manchester, MA–NH CSA	2.6	2.4	2.0	3.0	2.2	1.7
New York–Newark–Bridgeport, NY–NJ–CT–PA CSA	2.9	2.4	2.8	3.2	2.4	3.1
Philadelphia–Camden–Vineland, PA–NJ–DE–MD CSA	3.0	2.7	2.7	3.0	2.4	2.7
South						
Atlanta–Sandy Springs–Gainesville, GA–AL CSA	2.8	1.4	1.1	3.0	1.5	1.7
Dallas–Fort Worth, TX CSA	2.2	2.4	2.2	2.8	3.2	2.2
Houston–Baytown–Huntsville, TX CSA	1.6	1.7	2.1	2.2	2.0	2.3
Miami–Fort Lauderdale–Pompano Beach, FL MSA	3.2	2.2	2.4	3.1	2.3	2.7
Washington–Baltimore–Northern Virginia, DC–MD–VA–WV CSA	2.3	2.2	2.5	2.8	3.0	2.8
Midwest						
Chicago–Naperville–Michigan City, IL–IN–WI CSA	2.5	2.4	2.9	2.7	2.6	2.9
Detroit–Warren–Flint, MI CSA	2.9	2.8	2.6	3.5	3.2	2.8
Minneapolis–St. Paul–St. Cloud, MN–WI CSA	2.9	1.4	3.5	2.9	1.1	3.9
West						
Los Angeles–Long Beach–Riverside, CA CSA	2.5	3.7	3.2	2.7	3.3	3.1
Phoenix–Mesa–Scottsdale, AZ MSA	2.8	2.7	3.6	3.1	3.1	4.0
San Jose–San Francisco–Oakland, CA CSA	3.0	3.4	4.4	3.3	3.6	4.9
Seattle–Tacoma–Olympia, WA CSA	2.4	6.9	7.2	3.6	3.4	3.6

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

² Note that some of these areas are Consolidated Statistical Areas (CSAs) and others are Metropolitan Statistical Areas (MSAs). For more information on metropolitan area definitions, visit the U.S. Census Bureau's Metropolitan and Micropolitan Statistical Areas page on the Internet at <https://www.census.gov/programs-surveys/metro-micro.html>