

News

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EMPLOYMENT COST INDEX—MARCH 2007

Total compensation costs for civilian workers increased 0.8 percent from December 2006 to March 2007, seasonally adjusted, the Bureau of Labor Statistics of the U.S. Department of Labor reported today. This was about the same as the 0.9 percent increase for the September to December 2006 period. Wages and salaries rose 1.1 percent for the three-month period, compared with 0.7 percent for the previous period. Benefit costs changed by 0.1 percent, after an increase of 1.1 percent during the previous three-month period. The Employment Cost Index (ECI), a component of the National Compensation Survey, measures quarterly changes in compensation costs, which include wages, salaries, and employer costs for employee benefits for civilian workers (nonfarm private industry and state and local government).

Increases in wages and salaries accounted for 84 percent of the rise in compensation costs for civilian workers from December 2006 to March 2007, not seasonally adjusted. Among private industry workers, wages and salaries comprised 96 percent of the compensation gain. In state and local government, wages and salaries accounted for 40 percent of the change in compensation. In state and local government, benefit increases were due primarily to increases in defined benefits and health benefits.

Quarterly changes, seasonally adjusted

For private industry, compensation costs rose 0.6 percent, compared to 0.8 percent for the prior quarter, while state and local government increased 1.3 percent, compared to 1.0 percent for the quarter ended December 2006. (See tables A and 1.)

Wages and salaries of civilian workers increased 1.1 percent, up from 0.7 percent in the September to December 2006 quarter. For private industry workers, wages and salaries increased 1.1 percent, up from 0.8 percent. In state and local government, the increase was 0.9 percent, up from 0.8 percent in the prior quarter. (See tables A and 2.)

NOTE

Beginning with this release, “white-collar occupations,” “blue-collar occupations,” “excluding sales occupations,” “manufacturing - durable goods,” and “manufacturing - nondurable goods” series have been discontinued. For more information, see www.bls.gov/ncs/ect/sp/ecsm0001.htm.

The change in benefit costs for civilian workers in the March quarter was 0.1 percent, down from an increase of 1.1 percent in the December quarter. For state and local government, benefits increased 2.1 percent, up from 1.4 percent in the previous quarter. (See tables A and 3.)

In private industry, benefit costs declined 0.3 percent compared to a 0.9 percent increase the previous quarter. This decline was due primarily to lower employer contributions to defined benefit retirement plans, which was seen across industries and occupational groups. Lower contributions may be due to several factors. For example, over the last couple of years, many employers have had to make additional payments to defined benefit funds to make up for lower than expected earnings from investments during the early part of the decade; if these payments are no longer required, current contributions would be lessened. Also, the recent improved performance of the stock market may have also been a factor, requiring employers to contribute less to retirement plans.

Table A. 3-month percent changes in the Employment Cost Index, seasonally adjusted

Compensation component	June 2005	Sep. 2005	Dec. 2005	Mar. 2006	June 2006	Sep. 2006	Dec. 2006	Mar. 2007
Civilian workers								
Compensation costs	0.6	0.7	0.8	0.6	0.9	0.9	0.9	0.8
Wages and salaries	0.5	0.6	0.7	0.7	0.9	0.9	0.7	1.1
Benefit costs	0.9	1.0	0.8	0.6	0.9	1.0	1.1	0.1
Private industry								
Compensation costs	0.6	0.7	0.6	0.7	0.8	0.9	0.8	0.6
Wages and salaries	0.5	0.6	0.7	0.7	0.8	0.8	0.8	1.1
Benefit costs	0.8	0.8	0.7	0.5	0.7	1.0	0.9	-0.3
State and local government								
Compensation costs	0.8	0.9	1.1	0.7	1.0	1.3	1.0	1.3
Wages and salaries	0.7	0.5	1.0	0.5	0.9	1.3	0.8	0.9
Benefit costs	1.4	1.5	1.3	1.1	1.3	1.4	1.4	2.1

Over-the-year changes, not seasonally adjusted

Annual compensation costs for civilian workers increased 3.5 percent for the year ended March 2007, compared with a 2.8 percent increase for the year ended March 2006. In private industry, compensation costs rose 3.2 percent in the year ended March 2007. In March 2006, the increase was 2.6 percent. For state and local government, the yearly increase for March 2007 was 4.6 percent. In March 2006, it was 3.7 percent.

The components of compensation differed in their rate of change. While increases in wages and salaries for civilian workers accelerated, benefit costs increases decelerated due to a slowdown in private industry. Wages and salaries rose 3.6 percent for civilian workers for the year ended March 2007, greater than the 2.7 percent gain for March 2006. Benefit costs increased 3.1 percent for the March 2007 12-month period. In March 2006, the increase was 3.4 percent. Differences in 12-month percent changes for benefit costs between private industry and state and local government were significant. Private industry benefits increased 2.2 percent, down from 3.0 percent while state and local government increased 6.3 percent, up from 5.4 percent. (See tables B, 8, and 12.)

Nonfarm private industry

For the year ended March 2007, compensation costs increased 2.6 percent for goods-producing industries, compared to a 2.3 percent increase in March 2006. Compensation costs for manufacturing remained low, at 1.9 percent, for the year ended March 2007, the same for the year ended March 2006. Compensation costs for the construction industry rose 4.0 percent, compared to 3.4 percent for the previous year. (See table 5.)

Table B. 12-month percent changes in the Employment Cost Index, not seasonally adjusted

Compensation component	Mar. 2002	Mar. 2003	Mar. 2004	Mar. 2005	Mar. 2006	Mar. 2007
Civilian workers						
Compensation costs	3.8	3.8	3.7	3.6	2.8	3.5
Wages and salaries	3.5	2.9	2.6	2.5	2.7	3.6
Benefit costs	4.5	5.9	6.7	5.9	3.4	3.1
Private industry						
Compensation costs	3.8	3.6	3.8	3.5	2.6	3.2
Wages and salaries	3.5	2.9	2.6	2.7	2.4	3.6
Benefit costs	4.4	5.7	6.8	5.5	3.0	2.2
State and local government						
Compensation costs	3.7	4.3	3.4	3.6	3.7	4.6
Wages and salaries	3.3	3.2	2.1	2.3	2.8	3.8
Benefit costs	4.8	6.6	6.4	6.7	5.4	6.3

The over-the-year increase for March 2007 in compensation costs for service-providing industries was 3.3 percent. In March 2006, the increase was 2.7 percent. Among the supersector industries, compensation gains ranged from 2.3 percent in the trade, transportation, and utilities industries to 4.7 percent in the leisure and hospitality industry. (See Table 5.)

Among private industry occupational groups, over-the-year compensation gains ranged from 2.1 percent for production, transportation, and material moving to 3.7 percent for service occupations. (See table 5.)

Compensation costs for union workers advanced 2.2 percent for the year ended March 2007, compared with a 2.7 percent increase for March 2006. For nonunion workers, the increase for the 12-month period ended March 2007 was 3.3 percent. In March 2006, the increase was 2.6 percent. Wages and salaries for union workers increased 2.5 percent for the 12-month period ended March 2007, while wages for nonunion workers rose 3.7 percent. Benefit costs for union workers rose 1.6 percent for the 12-month period while benefit costs for nonunion workers rose 2.4 percent. (See tables C, 6, 10, and 12.)

Table C. 12-month percent changes in the Employment Cost Index, private industry workers, by bargaining status, not seasonally adjusted

Compensation component	Mar. 2002	Mar. 2003	Mar. 2004	Mar. 2005	Mar. 2006	Mar. 2007
Union workers						
Compensation costs	4.5	4.4	5.6	3.6	2.7	2.2
Wages and salaries	4.3	3.1	2.8	2.4	2.5	2.5
Benefit costs	5.1	6.7	10.6	5.6	2.9	1.6
Nonunion workers						
Compensation costs	3.7	3.5	3.5	3.5	2.6	3.3
Wages and salaries	3.5	2.8	2.7	2.6	2.5	3.7
Benefit costs	4.1	5.5	5.9	5.6	2.9	2.4

State and local government

For the year ended March 2007, compensation costs for state and local government workers rose 4.6 percent compared to 3.7 percent a year ago. The 12-month gain in wages and salaries was 3.8 percent. Last year, the gain was 2.8 percent. For benefits, costs increased 6.3 percent compared to 5.4 percent for the previous year. (See tables B, 7, 11, and 12.)

Over-the-year changes in wages and salaries, constant dollars, not seasonally adjusted

Employment cost changes are also provided that measure the change in wages and salaries after adjustment for the changes in the prices of consumer goods and services. These “constant dollar” estimates

show that wages and salaries for civilian workers increased 0.7 percent for the 12-month period ended March 2007, compared to a decrease of 0.7 percent in March 2006. The private industry increase was 0.7 percent compared to a decrease of 0.9 percent in March 2006. State and local government registered a 1.0 percent increase, compared to a decrease of 0.6 percent for the previous year. (See table D.)

Table D. 12-month percent changes in wages and salaries, Employment Cost Index, constant dollars, not seasonally adjusted

Compensation component	Mar. 2002	Mar. 2003	Mar. 2004	Mar. 2005	Mar. 2006	Mar. 2007
Civilian workers	2.0	-0.1	0.8	-0.6	-0.7	0.7
Occupation						
Management, professional, and related	2.2	0.2	0.9	-0.5	-0.8	1.0
Sales and office	2.1	-0.3	1.1	-0.3	-0.7	0.6
Natural resources, construction, and maintenance	1.8	0.0	0.9	-1.0	-0.4	0.7
Production, transportation, and material moving	2.0	-0.6	0.4	-0.7	-1.0	-0.2
Service	1.7	-0.8	0.4	-0.9	-1.0	1.2
Industry						
Goods-producing	1.7	-0.2	0.7	-0.7	-0.5	0.4
Service-providing	2.1	-0.1	0.8	-0.5	-0.8	0.8
Private industry	2.1	-0.2	0.9	-0.5	-0.9	0.7
State and local government	1.8	0.2	0.4	-0.8	-0.6	1.0

NOTE:

The ECI for June 2007 is scheduled to be released Tuesday, July 31, 2007, at 8:30 A.M. (E.D.T.).

ECI data are available on the Compensation Cost Trends page at <http://www.bls.gov/ncs/ect/home.htm>. The FTP site can be accessed at: <ftp://ftp.bls.gov>.

For technical assistance in using the BLS Internet site, send e-mail to webmaster@bls.gov. For ECI data requests, send e-mail to NCSinfo@bls.gov.

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Information in this release will be made available to sensory impaired individuals upon request. Voice phone: (202) 691-5200; Federal Relay Service Number: 1-800-877-8339.

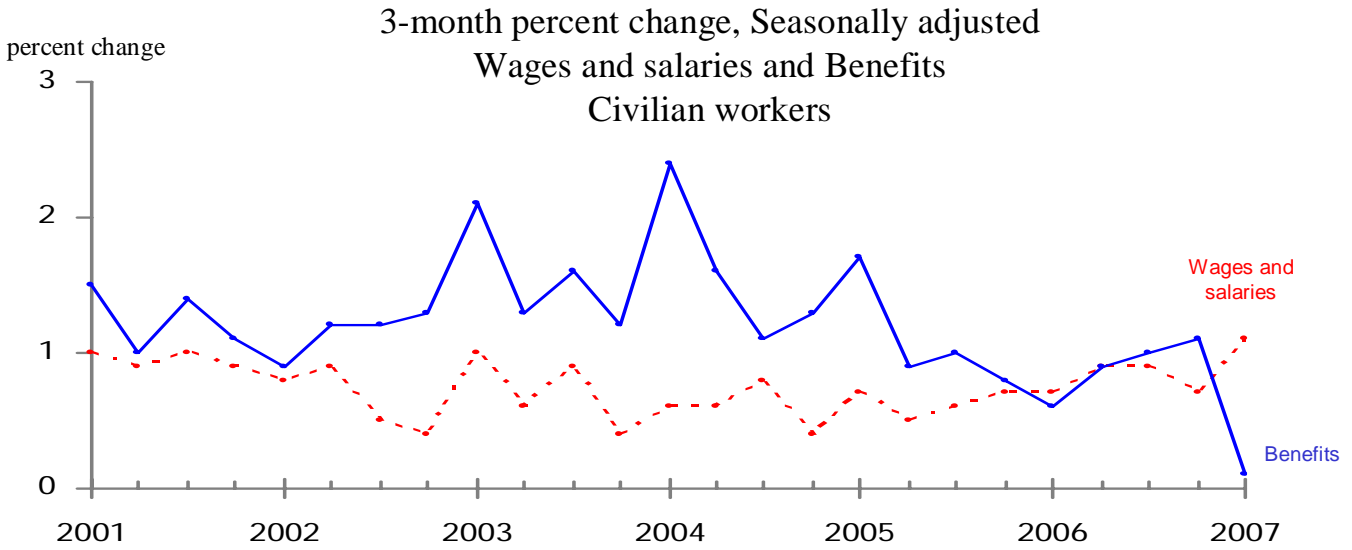


Table 1. Employment Cost Index for total compensation¹, by occupational group and industry

(Seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)		Percent changes for 3-months ended—							
	Dec. 2006	Mar. 2007	June 2005	Sep. 2005	Dec. 2005	Mar. 2006	June 2006	Sep. 2006	Dec. 2006	Mar. 2007
Civilian workers										
All workers ²	103.4	104.2	0.6	0.7	0.8	0.6	0.9	0.9	0.9	0.8
Private industry workers										
All workers	103.3	103.9	.6	.7	.6	.7	.8	.9	.8	.6
Occupational group										
Management, professional, and related ³	103.8	104.5	.6	.6	.7	.7	.8	1.1	.9	.7
Management, business, and financial ³	103.4	104.1	.4	.3	.6	.9	.6	.9	.7	.7
Professional and related ³	104.2	104.8	.8	.8	.7	.7	.9	1.2	1.2	.6
Sales and office ³	103.1	103.7	.6	.8	1.0	.4	.9	.6	1.0	.6
Sales and related ³	102.5	102.7	.3	1.0	1.5	-.2	.9	.3	1.2	.2
Office and administrative support ³	103.6	104.4	.6	.8	.7	.7	.9	.9	.9	.8
Natural resources, construction, and maintenance ³	103.8	104.1	.7	.7	.8	.8	.9	1.0	.9	.3
Construction, extraction, farming, fishing, and forestry ³	103.8	104.5	.6	.8	.8	.8	1.1	.9	.9	.7
Installation, maintenance, and repair ³	103.7	103.6	.9	.5	.8	.7	.8	1.0	.9	-.1
Production, transportation, and material moving ³ ..	102.4	102.5	.5	.7	.4	.3	.7	.6	.7	.1
Production ³	102.1	102.0	.5	.7	.4	.2	.7	.6	.5	-.1
Transportation and material moving ³	102.7	103.2	.5	.8	.4	.4	.7	.6	.9	.5
Service occupations ³	103.2	104.4	.6	.6	.5	.7	.7	.8	.9	1.2
Industry										
Goods-producing industries ⁴	102.6	102.9	.8	.8	.5	.1	1.0	.5	.8	.3
Construction	103.7	104.9	.8	1.0	.7	.8	.9	.9	1.0	1.2
Manufacturing	101.9	102.0	.8	.7	.5	-.2	.9	.5	.5	.1
Service-providing industries ⁵	103.5	104.3	.5	.6	.7	.8	.8	1.0	.8	.8
Trade, transportation, and utilities	103.2	103.1	.3	1.0	.7	.7	.5	1.1	.8	-.1
Wholesale trade ³	103.0	103.6	.0	1.6	.9	.1	.5	1.7	.6	.6
Retail trade	102.7	102.9	.6	.6	.7	.5	.5	.8	.8	.2
Information	103.5	104.3	.7	.4	.9	.6	1.0	1.1	.5	.8
Financial activities	102.9	104.1	.8	.4	1.1	.7	.4	.7	.7	1.2
Professional and business services	103.5	104.7	.4	.1	.4	1.1	1.1	.7	.6	1.2
Education and health services	104.2	105.0	.8	.8	.8	.8	1.0	1.2	1.1	.8
Education services	104.0	104.5	.8	1.2	.6	1.0	1.2	.7	1.3	.5
Health care and social assistance ⁶	104.3	105.1	.8	.7	.8	.9	.9	1.3	1.1	.8
Leisure and hospitality	103.6	105.2	.6	.7	.4	.6	.9	1.0	1.2	1.5
Other services, except public administration	104.2	105.8	.6	1.3	.2	.4	.9	1.1	1.7	1.5
State and local government workers										
All workers	103.8	105.1	.8	.9	1.1	.7	1.0	1.3	1.0	1.3

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. See "Technical note" for further explanation.³ Seasonally adjusted indexes and 3-month percent changes of occupational series are first published estimates introduced with the 2007 seasonal adjustment revisions. Historical data for these series are available beginning with March 2002.⁴ 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, scientific, and technical services; management of companies and enterprises; administrative and support and waste management and remediation services; education services; health care and social assistance; arts, entertainment, and recreation; accommodation and food services; and other services, except public administration.

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

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. 2006	Mar. 2007	June 2005	Sep. 2005	Dec. 2005	Mar. 2006	June 2006	Sep. 2006	Dec. 2006	Mar. 2007
Civilian workers										
All workers ¹	103.2	104.3	0.5	0.6	0.7	0.7	0.9	0.9	0.7	1.1
Private industry workers										
All workers	103.2	104.3	.5	.6	.7	.7	.8	.8	.8	1.1
Occupational group										
Management, professional, and related ²	103.8	104.9	.5	.4	.7	.9	.8	1.0	.9	1.1
Management, business, and financial ²	103.3	104.7	.3	.0	.7	1.1	.7	.8	.5	1.4
Professional and related ²	104.1	105.1	.6	.7	.6	.8	.9	1.2	1.1	.9
Sales and office ²	103.1	103.9	.4	.7	1.1	.4	.9	.6	1.0	.8
Sales and related ²	102.8	103.2	.0	.9	1.6	.0	1.1	.2	1.3	.4
Office and administrative support ²	103.4	104.5	.7	.5	.7	.8	.9	.8	.8	1.1
Natural resources, construction, and maintenance ²	103.5	104.4	.6	.7	.8	.8	.8	.9	.9	.9
Construction, extraction, farming, fishing, and forestry ²	103.8	104.8	.5	.8	.9	.7	1.1	1.0	.9	1.0
Installation, maintenance, and repair ²	103.1	103.9	1.0	.3	.8	.8	.6	.9	.7	.8
Production, transportation, and material moving ² ..	102.4	103.2	.5	.6	.5	.6	.6	.6	.6	.8
Transportation and material moving ²	102.6	103.3	.4	.6	.4	.5	.7	.7	.7	.7
Industry										
Goods-producing industries ³	103.0	104.0	.6	.8	.7	.7	.9	.5	.8	1.0
Construction	103.8	105.1	.8	.9	.9	.7	1.2	.7	1.1	1.3
Manufacturing	102.5	103.3	.6	.8	.6	.5	.9	.2	.7	.8
Service-providing industries ⁴	103.3	104.4	.5	.5	.6	.8	.8	.9	.8	1.1
Trade, transportation, and utilities	102.7	103.3	.4	1.0	.6	.4	.5	1.1	.7	.6
Retail trade	102.8	103.1	.7	.7	.5	.5	.5	.8	1.0	.3
Information	102.5	103.8	.7	.2	.8	.9	.6	1.0	-.1	1.3
Financial activities	103.2	104.7	.7	.2	.8	1.0	.6	.6	.7	1.5
Professional and business services	103.5	104.8	.2	.0	.3	1.0	1.2	.7	.6	1.3
Education and health services	103.9	104.8	.7	.6	.8	.7	1.0	1.2	1.0	.9
Education services	104.0	104.3	.8	1.0	.5	1.0	1.1	.8	1.3	.3
Health care and social assistance ⁵	103.9	104.9	.7	.5	.8	.7	1.0	1.3	.9	1.0
Leisure and hospitality	103.5	105.6	.7	1.0	.5	.6	.9	.9	1.2	2.0
State and local government workers										
All workers	103.3	104.2	.7	.5	1.0	.5	.9	1.3	.8	.9

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

² Seasonally adjusted indexes and 3-month percent changes of occupational series are first published estimates introduced with the 2007 seasonal adjustment revisions. Historical data for these series are available beginning with March 2002.

³ Includes mining, construction, and manufacturing.

⁴ Includes the following industries: wholesale trade; retail trade;

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

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

Table 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. 2006	Mar. 2007	June 2005	Sep. 2005	Dec. 2005	Mar. 2006	June 2006	Sep. 2006	Dec. 2006	Mar. 2007
Civilian workers										
All workers ¹	103.8	103.9	0.9	1.0	0.8	0.6	0.9	1.0	1.1	0.1
Private industry workers										
All workers	103.4	103.1	.8	.8	.7	.5	.7	1.0	.9	-3
Occupational group										
Management, professional, and related ²	103.9	103.4	1.0	1.0	.7	.4	.7	1.2	1.1	-5
Sales and office ²	103.2	103.1	.8	1.2	1.0	.2	.7	.8	1.1	-1
Natural resources, construction, and maintenance ²	104.5	103.5	.8	.9	.8	.6	1.1	1.2	1.1	-1.0
Production, transportation, and material moving ² ..	102.3	101.1	.5	.8	.4	-.3	.8	.7	.8	-1.2
Service occupations ²	104.0	103.9	.9	.7	.9	.8	.9	.9	1.0	-1
Industry										
Goods-producing industries ³	101.9	100.9	1.3	.8	-.1	-.7	.8	.9	.7	-1.0
Manufacturing	101.0	99.5	1.2	.6	.1	-1.2	.8	.8	.5	-1.5
Service-providing industries ⁴	104.1	103.9	.5	.9	.9	1.0	.7	1.0	1.1	-2
State and local government workers										
All workers	104.9	107.1	1.4	1.5	1.3	1.1	1.3	1.4	1.4	2.1

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

² Seasonally adjusted indexes and 3-month percent changes of occupational series are first published estimates introduced with the 2007 seasonal adjustment revisions. Historical data for these series are available beginning with March 2002.

³ Includes mining, construction, and manufacturing.

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

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—					
	Mar. 2006	Dec. 2006	Mar. 2007	3-months ended—			12-months ended—		
				Mar. 2006	Dec. 2006	Mar. 2007	Mar. 2006	Dec. 2006	Mar. 2007
Civilian workers									
All workers ²	100.7	103.3	104.2	0.7	0.6	0.9	2.8	3.3	3.5
Excluding incentive paid occupations ³	100.8	103.4	104.2	.8	.7	.8	—	3.4	3.4
Occupational group									
Management, professional, and related	100.9	103.7	104.7	.9	.7	1.0	3.0	3.7	3.8
Management, business, and financial	101.3	103.2	104.4	1.3	.5	1.2	2.3	3.2	3.1
Professional and related	100.7	104.0	104.9	.7	.8	.9	3.3	4.0	4.2
Sales and office	100.5	103.0	103.8	.5	.6	.8	2.9	3.0	3.3
Sales and related	99.9	102.3	102.4	-.1	.6	.1	2.7	2.3	2.5
Office and administrative support	100.9	103.5	104.7	.9	.7	1.2	3.0	3.5	3.8
Natural resources, construction, and maintenance	100.8	103.6	104.1	.8	.6	.5	3.1	3.6	3.3
Construction, extraction, farming, fishing, and forestry	100.7	103.7	104.3	.7	.7	.6	3.2	3.7	3.6
Installation, maintenance, and repair	100.9	103.6	103.7	.9	.6	.1	3.0	3.6	2.8
Production, transportation, and material moving	100.4	102.4	102.7	.4	.6	.3	2.0	2.4	2.3
Production	100.4	102.0	102.1	.4	.4	.1	1.9	2.0	1.7
Transportation and material moving	100.5	102.8	103.4	.5	.6	.6	2.3	2.8	2.9
Service occupations	100.8	103.5	104.8	.8	1.0	1.3	3.1	3.5	4.0
Industry									
Goods-producing industries ⁴	100.3	102.5	102.9	.3	.5	.4	2.3	2.5	2.6
Manufacturing	100.1	101.8	102.0	.1	.4	.2	1.9	1.8	1.9
Service-providing industries ⁵	100.9	103.5	104.4	.9	.6	.9	3.1	3.5	3.5
Education and health services	100.6	104.2	104.9	.6	.7	.7	3.5	4.2	4.3
Education services	100.2	104.1	104.5	.2	.7	.4	3.6	4.1	4.3
Elementary and secondary schools	100.2	104.2	104.6	.2	.7	.4	3.9	4.2	4.4
Junior colleges, colleges, universities, and professional schools	100.4	103.8	104.3	.4	.5	.5	3.1	3.8	3.9
Health care and social assistance ⁶	101.1	104.3	105.4	1.1	.8	1.1	3.4	4.3	4.3
Hospitals	101.2	104.0	105.1	1.2	.8	1.1	3.8	4.0	3.9
Nursing and residential care facilities	101.0	103.7	104.5	1.0	1.1	.8	3.6	3.7	3.5
Public administration	100.6	103.8	105.6	.6	1.4	1.7	3.6	3.8	5.0

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

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

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

⁴ Includes mining, construction, and manufacturing.

⁵ Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional, scientific, and

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

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

NOTE: Dashes indicate data not available.

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—					
	Mar. 2006	Dec. 2006	Mar. 2007	3-months ended—			12-months ended—		
				Mar. 2006	Dec. 2006	Mar. 2007	Mar. 2006	Dec. 2006	Mar. 2007
Private industry workers									
All workers	100.8	103.2	104.0	0.8	0.7	0.8	2.6	3.2	3.2
Excluding incentive paid occupations ²	100.9	103.2	104.0	.9	.7	.8	—	3.2	3.1
Occupational group									
Management, professional, and related	101.1	103.5	104.6	1.1	.6	1.1	2.6	3.5	3.5
Excluding incentive paid occupations ²	101.1	103.5	104.5	1.1	.7	1.0	—	3.5	3.4
Management, business, and financial	101.3	103.1	104.3	1.3	.4	1.2	2.2	3.1	3.0
Excluding incentive paid occupations ²	101.2	103.1	104.1	1.2	.5	1.0	—	3.1	2.9
Professional and related	101.0	103.9	104.9	1.0	.8	1.0	3.1	3.9	3.9
Sales and office	100.5	102.9	103.7	.5	.6	.8	2.8	2.9	3.2
Excluding incentive paid occupations ²	100.9	103.2	104.2	.9	.7	1.0	—	3.2	3.3
Sales and related	99.9	102.3	102.4	-.1	.6	.1	2.8	2.3	2.5
Excluding incentive paid occupations ²	100.9	102.9	103.6	.9	.7	.7	—	2.9	2.7
Office and administrative support	100.9	103.4	104.5	.9	.7	1.1	2.9	3.4	3.6
Natural resources, construction, and maintenance	100.8	103.6	104.0	.8	.6	.4	3.0	3.6	3.2
Construction, extraction, farming, fishing, and forestry	100.7	103.7	104.4	.7	.6	.7	3.1	3.7	3.7
Installation, maintenance, and repair	100.9	103.4	103.5	.9	.4	.1	2.9	3.4	2.6
Production, transportation, and material moving	100.4	102.3	102.5	.4	.6	.2	1.9	2.3	2.1
Excluding incentive paid occupations ²	100.4	102.2	102.4	.4	.5	.2	—	2.2	2.0
Production	100.4	102.0	102.1	.4	.4	.1	1.8	2.0	1.7
Excluding incentive paid occupations ²	100.4	102.0	102.0	.4	.5	.0	—	2.0	1.6
Transportation and material moving	100.4	102.6	103.1	.4	.6	.5	2.1	2.6	2.7
Service occupations	100.8	103.1	104.5	.8	.8	1.4	2.3	3.1	3.7
Industry and occupational group									
Goods-producing industries ³	100.3	102.5	102.9	.3	.5	.4	2.3	2.5	2.6
Excluding incentive paid occupations ²	100.4	102.5	102.9	.4	.5	.4	—	2.5	2.5
Management, professional, and related	100.2	102.0	102.7	.2	.4	.7	2.2	2.0	2.5
Sales and office	99.9	102.8	103.0	-.1	.7	.2	3.2	2.8	3.1
Natural resources, construction, and maintenance	100.6	103.3	104.0	.6	.6	.7	2.8	3.3	3.4
Production, transportation, and material moving	100.3	102.0	102.1	.3	.4	.1	1.7	2.0	1.8
Construction	100.7	103.6	104.7	.7	.6	1.1	3.4	3.6	4.0
Manufacturing	100.1	101.8	102.0	.1	.4	.2	1.9	1.8	1.9
Management, professional, and related	100.0	101.4	102.0	.0	.1	.6	2.5	1.4	2.0
Sales and office	99.5	102.1	102.4	-.5	.8	.3	1.9	2.1	2.9
Natural resources, construction, and maintenance	100.1	102.1	101.7	.1	.6	-.4	1.8	2.1	1.6
Production, transportation, and material moving	100.2	101.9	101.9	.2	.4	.0	1.5	1.9	1.7
Aircraft manufacturing	90.9	93.2	89.2	-9.1	-7	-4.3	-7.2	-6.8	-1.9

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—					
	Mar. 2006	Dec. 2006	Mar. 2007	3-months ended—			12-months ended—		
				Mar. 2006	Dec. 2006	Mar. 2007	Mar. 2006	Dec. 2006	Mar. 2007
Service-providing industries ⁴	101.0	103.4	104.3	1.0	0.7	0.9	2.7	3.4	3.3
Excluding incentive paid occupations ²	101.1	103.5	104.4	1.1	.8	.9	—	3.5	3.3
Management, professional, and related	101.3	103.8	105.0	1.3	.6	1.2	2.7	3.8	3.7
Sales and office	100.6	102.9	103.7	.6	.6	.8	2.8	2.9	3.1
Natural resources, construction, and maintenance	101.2	104.0	104.0	1.2	.4	.0	3.4	4.0	2.8
Production, transportation, and material moving	100.6	102.6	103.0	.6	.7	.4	2.3	2.6	2.4
Service occupations	100.9	103.1	104.5	.9	.8	1.4	2.4	3.1	3.6
Trade, transportation, and utilities	100.8	103.0	103.1	.8	.6	.1	2.8	3.0	2.3
Excluding incentive paid occupations ²	101.1	103.1	103.4	1.1	.6	.3	—	3.1	2.3
Wholesale trade	100.3	102.9	103.7	.3	.5	.8	2.7	2.9	3.4
Excluding incentive paid occupations ²	101.0	103.2	104.1	1.0	.7	.9	—	3.2	3.1
Retail trade	100.6	102.7	102.9	.6	.8	.2	2.5	2.7	2.3
Excluding incentive paid occupations ²	100.8	102.6	103.3	.8	.5	.7	—	2.6	2.5
Transportation and warehousing	100.4	102.2	102.8	.4	.6	.6	2.0	2.2	2.4
Utilities	107.8	110.4	102.8	7.8	.3	-6.9	9.9	10.4	-4.6
Information	100.9	103.2	104.3	.9	.2	1.1	2.6	3.2	3.4
Financial activities	101.2	102.5	104.2	1.2	.4	1.7	2.8	2.5	3.0
Excluding incentive paid occupations ²	101.2	102.8	104.2	1.2	.5	1.4	—	2.8	3.0
Finance and insurance	101.5	102.9	104.6	1.5	.3	1.7	2.8	2.9	3.1
Credit intermediation and related activities	101.4	102.0	104.0	1.4	-.4	2.0	1.8	2.0	2.6
Excluding incentive paid occupations ²	101.3	103.2	104.4	1.3	.5	1.2	—	3.2	3.1
Insurance carriers and related activities	100.9	102.6	103.5	.9	.6	.9	3.0	2.6	2.6
Excluding incentive paid occupations ²	100.8	102.4	103.4	.8	.4	1.0	—	2.4	2.6
Real estate and rental and leasing	99.8	100.8	102.2	-.2	.6	1.4	3.0	.8	2.4
Excluding incentive paid occupations ²	100.7	102.1	104.4	.7	.5	2.3	—	2.1	3.7
Professional and business services	101.1	103.5	104.7	1.1	.6	1.2	2.0	3.5	3.6
Professional, scientific, and technical services ...	101.5	104.4	106.0	1.5	.8	1.5	1.8	4.4	4.4
Administrative and support and waste management and remediation services	100.5	102.8	103.8	.5	.7	1.0	1.5	2.8	3.3
Education and health services	101.0	104.1	105.1	1.0	.9	1.0	3.4	4.1	4.1
Education services	100.7	104.2	104.5	.7	1.0	.3	3.7	4.2	3.8
Junior colleges, colleges, universities, and professional schools	100.9	104.4	104.5	.9	.9	.1	3.8	4.4	3.6
Health care and social assistance ⁵	101.1	104.1	105.2	1.1	.9	1.1	3.4	4.1	4.1
Hospitals	101.3	103.9	105.0	1.3	.7	1.1	3.9	3.9	3.7
Nursing and residential care facilities	101.0	103.5	104.3	1.0	1.1	.8	3.6	3.5	3.3
Nursing care facilities ²	100.8	103.1	104.2	.8	1.1	1.1	—	3.1	3.4
Leisure and hospitality	100.6	103.7	105.3	.6	1.3	1.5	2.1	3.7	4.7
Accommodation and food services	100.5	104.0	105.8	.5	1.5	1.7	1.8	4.0	5.3
Other services, except public administration	101.4	104.0	105.7	1.4	.4	1.6	3.5	4.0	4.2

¹ Includes wages, salaries, and employer costs for employee benefits.² The index for this series is not strictly comparable with other series in this table. See "Technical note" for further explanation.³ Includes mining, construction, and manufacturing.⁴ Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional, scientific, and technical services; management of companies and enterprises; administrative and

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

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

NOTE: Dashes indicate data not available.

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

(Not seasonally adjusted)

Bargaining status, census region and division, and metropolitan area status	Indexes (Dec. 2005 = 100)			Percent changes for—					
	Mar. 2006	Dec. 2006	Mar. 2007	3-months ended—			12-months ended—		
				Mar. 2006	Dec. 2006	Mar. 2007	Mar. 2006	Dec. 2006	Mar. 2007
Bargaining status									
Union	100.5	103.0	102.7	0.5	0.6	-0.3	2.7	3.0	2.2
Goods-producing industries ²	99.9	102.2	101.5	-1	.4	-7	2.3	2.2	1.6
Manufacturing	99.3	100.8	99.2	-7	.3	-1.6	1.0	.8	-.1
Service-providing industries ³	101.0	103.6	103.7	1.0	.7	.1	3.0	3.6	2.7
Nonunion	100.9	103.2	104.2	.9	.6	1.0	2.6	3.2	3.3
Goods-producing industries ²	100.5	102.5	103.3	.5	.5	.8	2.4	2.5	2.8
Manufacturing	100.3	102.1	102.8	.3	.4	.7	2.1	2.1	2.5
Service-providing industries ³	101.0	103.4	104.4	1.0	.7	1.0	2.7	3.4	3.4
Census region and division⁴									
Northeast	100.9	103.3	104.0	.9	.8	.7	3.4	3.3	3.1
New England	100.7	103.1	103.6	.7	1.0	.5	—	3.1	2.9
Middle Atlantic	100.9	103.3	104.2	.9	.7	.9	—	3.3	3.3
South	101.0	103.5	104.3	1.0	.7	.8	2.1	3.5	3.3
South Atlantic	101.2	103.8	104.9	1.2	.7	1.1	—	3.8	3.7
East South Central	100.7	102.3	103.3	.7	.8	1.0	—	2.3	2.6
West South Central	100.7	103.4	103.7	.7	.7	.3	—	3.4	3.0
Midwest	100.7	102.8	103.3	.7	.5	.5	3.0	2.8	2.6
East North Central	100.7	102.8	103.2	.7	.5	.4	—	2.8	2.5
West North Central	100.6	102.7	103.5	.6	.3	.8	—	2.7	2.9
West	100.6	103.0	104.2	.6	.5	1.2	2.2	3.0	3.6
Mountain	101.0	103.1	105.2	1.0	.4	2.0	—	3.1	4.2
Pacific	100.5	103.0	103.9	.5	.5	.9	—	3.0	3.4
Metropolitan area status									
Metropolitan areas	100.8	103.1	103.9	.8	.6	.8	—	3.1	3.1
Nonmetropolitan areas	100.8	103.3	104.1	.8	.7	.8	—	3.3	3.3

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

² Includes mining, construction, and manufacturing.

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

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

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

NOTE: The indexes for these series are not strictly comparable to those for the aggregate, occupation, and industry series. (See "Technical note" for further information.) 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—					
	Mar. 2006	Dec. 2006	Mar. 2007	3-months ended—			12-months ended—		
				Mar. 2006	Dec. 2006	Mar. 2007	Mar. 2006	Dec. 2006	Mar. 2007
State and local government workers									
All workers	100.5	104.1	105.1	0.5	0.9	1.0	3.7	4.1	4.6
Occupational group									
Management, professional, and related	100.3	104.0	104.9	.3	.7	.9	3.4	4.0	4.6
Professional and related	100.2	104.0	104.8	.2	.6	.8	3.5	4.0	4.6
Sales and office	100.9	104.1	105.6	.9	.8	1.4	3.5	4.1	4.7
Office and administrative support	101.0	104.2	105.7	1.0	.7	1.4	3.7	4.2	4.7
Service occupations	100.6	104.5	105.4	.6	1.4	.9	4.6	4.5	4.8
Industry									
Education and health services	100.3	104.3	104.8	.3	.6	.5	3.7	4.3	4.5
Education services	100.2	104.1	104.6	.2	.6	.5	3.7	4.1	4.4
Schools ²	100.2	104.1	104.6	.2	.6	.5	3.7	4.1	4.4
Elementary and secondary schools	100.2	104.2	104.7	.2	.6	.5	3.9	4.2	4.5
Health care and social assistance ³	101.3	105.7	107.1	1.3	.6	1.3	3.8	5.7	5.7
Hospitals	100.9	104.3	105.6	.9	1.0	1.2	3.4	4.3	4.7
Public administration	100.6	103.8	105.6	.6	1.4	1.7	3.6	3.8	5.0

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—					
	Mar. 2006	Dec. 2006	Mar. 2007	3-months ended—			12-months ended—		
				Mar. 2006	Dec. 2006	Mar. 2007	Mar. 2006	Dec. 2006	Mar. 2007
Civilian workers									
All workers ¹	100.7	103.2	104.3	0.7	0.6	1.1	2.7	3.2	3.6
Excluding incentive paid occupations ²	100.7	103.2	104.2	.7	.7	1.0	–	3.2	3.5
Occupational group									
Management, professional, and related	100.8	103.6	104.7	.8	.7	1.1	2.5	3.6	3.9
Management, business, and financial	101.2	103.1	104.7	1.2	.4	1.6	2.1	3.1	3.5
Professional and related	100.6	103.8	104.7	.6	.7	.9	2.9	3.8	4.1
Sales and office	100.4	103.0	103.8	.4	.6	.8	2.7	3.0	3.4
Sales and related	99.8	102.5	102.7	-.2	.5	.2	2.6	2.5	2.9
Office and administrative support	100.8	103.3	104.5	.8	.7	1.2	2.6	3.3	3.7
Natural resources, construction, and maintenance	100.7	103.4	104.3	.7	.7	.9	3.0	3.4	3.6
Construction, extraction, farming, fishing, and forestry	100.7	103.7	104.6	.7	.8	.9	3.0	3.7	3.9
Installation, maintenance, and repair	100.6	103.1	103.8	.6	.5	.7	2.9	3.1	3.2
Production, transportation, and material moving	100.6	102.5	103.2	.6	.6	.7	2.3	2.5	2.6
Production	100.7	102.3	103.2	.7	.5	.9	2.5	2.3	2.5
Transportation and material moving	100.5	102.7	103.3	.5	.6	.6	2.1	2.7	2.8
Service occupations	100.5	103.2	104.6	.5	1.0	1.4	2.3	3.2	4.1
Industry									
Goods-producing industries ³	100.7	102.9	103.9	.7	.6	1.0	2.9	2.9	3.2
Manufacturing	100.7	102.3	103.3	.7	.4	1.0	2.5	2.3	2.6
Service-providing industries ⁴	100.7	103.3	104.3	.7	.6	1.0	2.5	3.3	3.6
Education and health services	100.4	103.8	104.4	.4	.7	.6	2.9	3.8	4.0
Education services	100.2	103.5	103.7	.2	.5	.2	2.9	3.5	3.5
Elementary and secondary schools	100.0	103.4	103.6	.0	.5	.2	3.0	3.4	3.6
Junior colleges, colleges, universities, and professional schools	100.5	103.6	103.9	.5	.6	.3	2.6	3.6	3.4
Health care and social assistance ⁵	100.8	104.1	105.1	.8	.9	1.0	2.9	4.1	4.3
Hospitals	100.9	103.8	104.8	.9	.9	1.0	3.4	3.8	3.9
Nursing and residential care facilities	100.7	103.3	104.1	.7	1.1	.8	3.1	3.3	3.4
Public administration	100.5	103.5	104.5	.5	1.5	1.0	2.7	3.5	4.0

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

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

³ Includes mining, construction, and manufacturing.

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

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

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

NOTE: Dashes indicate data not available.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)			Percent changes for—					
	Mar. 2006	Dec. 2006	Mar. 2007	3-months ended—			12-months ended—		
				Mar. 2006	Dec. 2006	Mar. 2007	Mar. 2006	Dec. 2006	Mar. 2007
Private industry workers									
All workers	100.7	103.2	104.3	0.7	0.7	1.1	2.4	3.2	3.6
Excluding incentive paid occupations ¹	100.8	103.2	104.3	.8	.7	1.1	—	3.2	3.5
Occupational group									
Management, professional, and related	101.1	103.6	104.9	1.1	.6	1.3	2.5	3.6	3.8
Excluding incentive paid occupations ¹	101.0	103.6	104.8	1.0	.7	1.2	—	3.6	3.8
Management, business, and financial	101.3	103.1	104.7	1.3	.3	1.6	2.1	3.1	3.4
Excluding incentive paid occupations ¹	101.1	103.2	104.6	1.1	.6	1.4	—	3.2	3.5
Professional and related	100.9	104.0	105.1	.9	.9	1.1	2.7	4.0	4.2
Sales and office	100.4	103.0	103.8	.4	.6	.8	2.7	3.0	3.4
Excluding incentive paid occupations ¹	100.8	103.1	104.2	.8	.7	1.1	—	3.1	3.4
Sales and related	99.8	102.6	102.8	-.2	.6	.2	2.6	2.6	3.0
Excluding incentive paid occupations ¹	100.9	102.8	103.7	.9	.6	.9	—	2.8	2.8
Office and administrative support	100.9	103.3	104.5	.9	.7	1.2	2.7	3.3	3.6
Natural resources, construction, and maintenance	100.7	103.4	104.2	.7	.6	.8	3.0	3.4	3.5
Construction, extraction, farming, fishing, and forestry	100.7	103.7	104.7	.7	.7	1.0	3.0	3.7	4.0
Installation, maintenance, and repair	100.7	103.0	103.7	.7	.4	.7	3.0	3.0	3.0
Production, transportation, and material moving	100.6	102.4	103.1	.6	.6	.7	2.3	2.4	2.5
Excluding incentive paid occupations ¹	100.6	102.2	103.1	.6	.5	.9	—	2.2	2.5
Production	100.7	102.2	103.1	.7	.5	.9	2.4	2.2	2.4
Excluding incentive paid occupations ¹	100.6	102.2	103.0	.6	.5	.8	—	2.2	2.4
Transportation and material moving	100.4	102.6	103.2	.4	.6	.6	1.9	2.6	2.8
Service occupations	100.6	102.9	104.6	.6	.9	1.7	2.0	2.9	4.0
Industry and occupational group									
Goods-producing industries ²	100.7	102.9	103.9	.7	.6	1.0	2.9	2.9	3.2
Excluding incentive paid occupations ¹	100.8	102.9	104.0	.8	.6	1.1	—	2.9	3.2
Management, professional, and related	101.1	102.8	104.4	1.1	.4	1.6	3.2	2.8	3.3
Sales and office	99.8	103.1	103.4	-.2	.9	.3	3.1	3.1	3.6
Natural resources, construction, and maintenance	100.7	103.4	104.4	.7	.7	1.0	2.9	3.4	3.7
Production, transportation, and material moving	100.7	102.4	103.2	.7	.5	.8	2.5	2.4	2.5
Construction	100.6	103.7	104.9	.6	.8	1.2	3.4	3.7	4.3
Manufacturing	100.7	102.3	103.3	.7	.4	1.0	2.5	2.3	2.6
Management, professional, and related	101.1	102.3	103.8	1.1	.1	1.5	3.0	2.3	2.7
Sales and office	99.5	102.0	102.4	-.5	.9	.4	1.6	2.0	2.9
Natural resources, construction, and maintenance	100.9	103.0	103.8	.9	.7	.8	3.2	3.0	2.9
Production, transportation, and material moving	100.7	102.3	103.1	.7	.5	.8	2.4	2.3	2.4
Aircraft manufacturing	101.9	102.7	104.7	1.9	-.2	1.9	3.1	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—					
	Mar. 2006	Dec. 2006	Mar. 2007	3-months ended—			12-months ended—		
				Mar. 2006	Dec. 2006	Mar. 2007	Mar. 2006	Dec. 2006	Mar. 2007
Service-providing industries ³	100.8	103.3	104.4	0.8	0.7	1.1	2.4	3.3	3.6
Excluding incentive paid occupations ¹	100.9	103.3	104.4	.9	.8	1.1	—	3.3	3.5
Management, professional, and related	101.1	103.7	105.0	1.1	.6	1.3	2.4	3.7	3.9
Sales and office	100.5	102.9	103.8	.5	.5	.9	2.7	2.9	3.3
Natural resources, construction, and maintenance	100.7	103.4	103.9	.7	.4	.5	3.0	3.4	3.2
Production, transportation, and material moving	100.4	102.4	103.0	.4	.7	.6	1.9	2.4	2.6
Service occupations	100.6	102.9	104.6	.6	.9	1.7	2.0	2.9	4.0
Trade, transportation, and utilities	100.4	102.7	103.2	.4	.6	.5	2.6	2.7	2.8
Excluding incentive paid occupations ¹	100.7	102.7	103.6	.7	.6	.9	—	2.7	2.9
Wholesale trade	100.2	103.0	103.8	.2	.3	.8	2.8	3.0	3.6
Excluding incentive paid occupations ¹	101.1	103.3	104.4	1.1	.6	1.1	—	3.3	3.3
Retail trade	100.5	102.8	103.1	.5	.9	.3	2.6	2.8	2.6
Excluding incentive paid occupations ¹	100.7	102.6	103.5	.7	.6	.9	—	2.6	2.8
Transportation and warehousing	100.1	101.9	102.5	.1	.5	.6	1.9	1.9	2.4
Utilities	100.8	103.5	104.3	.8	.5	.8	2.4	3.5	3.5
Information	101.0	102.4	103.8	1.0	-.2	1.4	2.6	2.4	2.8
Financial activities	101.3	102.8	104.7	1.3	.3	1.8	2.6	2.8	3.4
Excluding incentive paid occupations ¹	101.2	103.1	104.6	1.2	.5	1.5	—	3.1	3.4
Finance and insurance	101.6	103.2	105.4	1.6	.3	2.1	2.5	3.2	3.7
Credit intermediation and related activities	101.5	101.7	104.5	1.5	-1.0	2.8	1.7	1.7	3.0
Excluding incentive paid occupations ¹	101.3	103.2	104.9	1.3	.3	1.6	—	3.2	3.6
Insurance carriers and related activities	101.0	103.0	104.1	1.0	.7	1.1	2.6	3.0	3.1
Excluding incentive paid occupations ¹	100.9	102.6	103.9	.9	.4	1.3	—	2.6	3.0
Real estate and rental and leasing	99.8	101.4	101.6	-.2	.6	.2	3.1	1.4	1.8
Excluding incentive paid occupations ¹	100.9	103.0	104.3	.9	.5	1.3	—	3.0	3.4
Professional and business services	101.0	103.5	104.8	1.0	.5	1.3	1.5	3.5	3.8
Professional, scientific, and technical services ...	101.3	104.3	105.9	1.3	.6	1.5	1.3	4.3	4.5
Administrative and support and waste management and remediation services	100.5	102.7	103.7	.5	.7	1.0	1.1	2.7	3.2
Education and health services	100.7	104.0	104.8	.7	1.0	.8	2.9	4.0	4.1
Education services	100.7	104.1	104.2	.7	1.0	.1	3.4	4.1	3.5
Junior colleges, colleges, universities, and professional schools	100.9	104.4	104.1	.9	1.0	-.3	3.7	4.4	3.2
Health care and social assistance ⁴	100.7	103.9	104.9	.7	.9	1.0	2.9	3.9	4.2
Hospitals	100.9	103.7	104.6	.9	.8	.9	3.6	3.7	3.7
Nursing and residential care facilities	100.7	103.4	104.2	.7	1.2	.8	3.1	3.4	3.5
Nursing care facilities ¹	100.7	103.1	104.2	.7	1.0	1.1	—	3.1	3.5
Leisure and hospitality	100.6	103.7	105.7	.6	1.4	1.9	2.3	3.7	5.1
Accommodation and food services	100.5	103.8	106.0	.5	1.6	2.1	2.7	3.8	5.5
Other services, except public administration	101.3	103.8	105.7	1.3	.4	1.8	3.6	3.8	4.3

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

² Includes mining, construction, and manufacturing.

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

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

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

NOTE: Dashes indicate data not available.

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

(Not seasonally adjusted)

Bargaining status, census region and division, and metropolitan area status	Indexes (Dec. 2005 = 100)			Percent changes for—					
	Mar. 2006	Dec. 2006	Mar. 2007	3-months ended—			12-months ended—		
				Mar. 2006	Dec. 2006	Mar. 2007	Mar. 2006	Dec. 2006	Mar. 2007
Bargaining status									
Union	100.3	102.3	102.8	0.3	0.6	0.5	2.5	2.3	2.5
Goods-producing industries ¹	100.5	102.3	102.7	.5	.4	.4	3.1	2.3	2.2
Manufacturing	100.6	101.7	102.0	.6	.3	.3	3.1	1.7	1.4
Service-providing industries ²	100.1	102.2	102.9	.1	.6	.7	1.9	2.2	2.8
Nonunion	100.8	103.3	104.5	.8	.6	1.2	2.5	3.3	3.7
Goods-producing industries ¹	100.7	103.0	104.2	.7	.6	1.2	2.8	3.0	3.5
Manufacturing	100.7	102.5	103.6	.7	.5	1.1	2.3	2.5	2.9
Service-providing industries ²	100.8	103.4	104.6	.8	.7	1.2	2.4	3.4	3.8
Census region and division³									
Northeast	100.8	103.1	104.0	.8	.6	.9	3.1	3.1	3.2
New England	100.7	103.1	103.6	.7	.8	.5	—	3.1	2.9
Middle Atlantic	100.8	103.1	104.2	.8	.6	1.1	—	3.1	3.4
South	101.0	103.6	104.6	1.0	.7	1.0	2.1	3.6	3.6
South Atlantic	101.3	103.9	105.0	1.3	.7	1.1	—	3.9	3.7
East South Central	100.7	103.1	104.2	.7	1.0	1.1	—	3.1	3.5
West South Central	100.6	103.4	104.1	.6	.7	.7	—	3.4	3.5
Midwest	100.4	102.6	103.6	.4	.6	1.0	2.7	2.6	3.2
East North Central	100.3	102.5	103.6	.3	.6	1.1	—	2.5	3.3
West North Central	100.6	102.7	103.8	.6	.3	1.1	—	2.7	3.2
West	100.7	103.2	104.8	.7	.5	1.6	2.3	3.2	4.1
Mountain	100.6	103.2	105.3	.6	.4	2.0	—	3.2	4.7
Pacific	100.8	103.3	104.6	.8	.6	1.3	—	3.3	3.8
Metropolitan area status									
Metropolitan areas	100.7	103.1	104.3	.7	.6	1.2	—	3.1	3.6
Nonmetropolitan areas	100.9	103.5	104.4	.9	.9	.9	—	3.5	3.5

¹ Includes mining, construction, and manufacturing.² Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional, scientific, and technical services; management of companies and enterprises; administrative and support and waste management and remediation services; education services; health care and social assistance; arts, entertainment, and recreation; accommodation and food services; and other services, except public administration.³ The states (including the District of Columbia) that comprise the census divisions are: New England: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont; Middle Atlantic: New Jersey, New York, and Pennsylvania; South Atlantic: Delaware, District of

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

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

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)			Percent changes for—					
	Mar. 2006	Dec. 2006	Mar. 2007	3-months ended—			12-months ended—		
				Mar. 2006	Dec. 2006	Mar. 2007	Mar. 2006	Dec. 2006	Mar. 2007
State and local government workers									
All workers	100.3	103.5	104.1	0.3	0.7	0.6	2.8	3.5	3.8
Occupational group									
Management, professional, and related	100.2	103.5	104.0	.2	.6	.5	2.8	3.5	3.8
Professional and related	100.2	103.6	103.9	.2	.6	.3	2.9	3.6	3.7
Sales and office	100.6	103.2	104.5	.6	.6	1.3	2.5	3.2	3.9
Office and administrative support	100.7	103.4	104.7	.7	.7	1.3	2.8	3.4	4.0
Service occupations	100.3	103.9	104.5	.3	1.5	.6	3.1	3.9	4.2
Industry									
Education and health services	100.2	103.6	104.0	.2	.5	.4	2.9	3.6	3.8
Education services	100.1	103.4	103.7	.1	.4	.3	2.9	3.4	3.6
Schools ¹	100.1	103.4	103.6	.1	.4	.2	2.9	3.4	3.5
Elementary and secondary schools	100.0	103.4	103.6	.0	.4	.2	3.0	3.4	3.6
Health care and social assistance ²	101.0	105.5	106.6	1.0	.7	1.0	3.0	5.5	5.5
Hospitals	100.9	104.4	105.7	.9	1.3	1.2	2.6	4.4	4.8
Public administration	100.5	103.5	104.5	.5	1.5	1.0	2.7	3.5	4.0

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

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

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

(Not seasonally adjusted)

Occupational group, industry, and bargaining status	Indexes (Dec. 2005 = 100)			Percent changes for—					
	Mar. 2006	Dec. 2006	Mar. 2007	3-months ended—			12-months ended—		
				Mar. 2006	Dec. 2006	Mar. 2007	Mar. 2006	Dec. 2006	Mar. 2007
Civilian workers									
All workers ¹	100.9	103.6	104.0	0.9	0.8	0.4	3.4	3.6	3.1
Private industry workers									
All workers	101.0	103.1	103.2	1.0	.6	.1	3.0	3.1	2.2
Occupational group									
Management, professional, and related	101.3	103.4	103.8	1.3	.6	.4	3.2	3.4	2.5
Sales and office	100.8	102.9	103.4	.8	.9	.5	3.3	2.9	2.6
Natural resources, construction, and maintenance	101.1	104.0	103.4	1.1	.5	-6	3.2	4.0	2.3
Production, transportation, and material moving	100.1	102.0	101.2	.1	.4	-8	1.4	2.0	1.1
Service occupations	101.5	103.6	104.2	1.5	.6	.6	3.3	3.6	2.7
Industry									
Goods-producing industries ²	99.6	101.7	100.9	-4	.4	-8	1.3	1.7	1.3
Manufacturing	99.0	100.8	99.6	-1.0	.3	-1.2	.7	.8	.6
Aircraft manufacturing	79.1	83.2	72.6	-20.9	-1.3	-12.7	-18.5	-16.8	-8.2
Service-providing industries ³	101.5	103.7	104.1	1.5	.7	.4	3.5	3.7	2.6
Bargaining status									
Union	100.8	104.2	102.4	.8	.8	-1.7	2.9	4.2	1.6
Nonunion	101.0	102.9	103.4	1.0	.6	.5	2.9	2.9	2.4
State and local government workers									
All workers	100.7	105.2	107.0	.7	1.1	1.7	5.4	5.2	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. See "Technical note" for further explanation.

² Includes mining, construction, and manufacturing.

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

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

TECHNICAL NOTE

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

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

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

The collection of severance pay and supplemental unemployment insurance benefits was discontinued and new industry and occupational definitions were introduced with the release of the March 2006 estimates. For more information on the impact of changes on the definition of compensation measures used in the ECI, the comparability of old with new series, and an assessment of the statistical reliability of specific ECI series, see the article, "Employment Cost Index publication plans" in the April 2006 issue of the *Monthly Labor Review*.

Additional series on "excluding incentive paid occupations" were introduced with the release of the March 2006 estimates. These series allow users to better understand underlying trends in compensation by removing quarter-to-quarter variability that is related to the way workers are paid. For more information, see the article, "The Role of Incentive Pay in the Volatility of the Employment Cost Index" in the Summer 2001 issue of *Compensation and Working Conditions*.

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

Sample establishments are classified by industry categories based on the 2002 North American Industry Classification system (NAICS), as defined by the U.S. Office of Management and Budget. Within a sample establishment, specific job categories are selected and classified into about 800 occupational classifications according to the 2000 Standard Occupational Classification (SOC) system. Individual occupations are combined to represent one of ten intermediate aggregations, such as professional and related occupations, or one of five higher-level aggregations such as management, professional, and related occupations. For more detailed information on NAICS and SOC, including background definitions, see the BLS Web sites: <http://www.bls.gov/bls/naics.htm> and <http://www.bls.gov/soc/home.htm>.

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

Data for the March 2007 quarter were collected from a probability sample of approximately 58,700 occupational observations within about 12,400 sample establishments in private industry and approximately 3,500 occupations within about 800 sample establishments in state and local governments. Data are collected for the pay period including the 12th day of the survey months of March, June, September, and December.

When respondents do not provide all the data needed, a procedure for assigning missing values is applied in the ECI. An article in the April 2006 issue of the *Monthly Labor Review*, “Accounting for missing data in the Employment Cost Index” describes the methodological changes in the imputation procedure that were implemented with the publication of the March 2006 index.

Fixed employment weights are used each quarter to calculate the most aggregate series—civilian, private, and state and local government. These fixed weights are also used to derive all of the industry and occupational series indexes. Beginning with March 2006 estimates, 2002 fixed employment weights from the Bureau’s Occupational Employment Statistics survey were introduced. From March 1995 to December 2005, 1990 employment counts were used. For more information on these topics, see the article, “Introducing 2002 weights in the Employment Cost Index” in the April 2006 issue of the *Monthly Labor Review*.

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

Beginning with the release of the March 2006 data, indexes were rebased to December 2005 = 100 from June 1989 = 100. The percentage changes shown in the current- and constant-dollar historical tables were calculated from the rebased indexes. Thus, changes may differ from those originally published because of rounding. More information on rebasing is included in the article, “Changes affecting the Employment Cost Index” in the April 2006 issue of the *Monthly Labor Review*.

The ECI sample consists of 151 metropolitan areas and nonmetropolitan areas that represent the Nation’s 326 metropolitan statistical areas as defined by the U.S. Office of Management and Budget in 1994 and the remaining portions of the 50 states. Metropolitan areas are defined as Metropolitan Statistical Areas (MSAs) or Consolidated Metropolitan Statistical Areas (CMSAs). Nonmetropolitan areas are counties and other geographic designations that do not fit the metropolitan area definition.

Seasonally adjusted data for selected ECI series began with the December 1990 ECI release. Seasonal adjustment removes the effects of events that follow a more or less regular pattern each year. These adjustments make nonseasonal patterns easier to identify. Several new seasonally adjusted indexes and 3-month percent changes of occupational series have been added this quarter, with historical data available beginning with March 2002. In addition, seasonally adjusted data for the series discontinued with this release will no longer be available, except for the historical data ending with December 2006. An explanation of how the ECI applies the standard BLS practice in developing seasonally adjusted series, the changes made to accommodate the conversion to NAICS and SOC, and improvements in the seasonal adjustment methodology introduced in March 2006 is available in an article, “Seasonal adjustment in the Employment Cost Index” in the April 2006 issue of the *Monthly Labor Review*. The seasonal adjustment factors are recalculated once per year. The March release contains data reflecting the newly updated seasonal adjustment factors. The historical data for the last five years are then revised based on the newly estimated factors. The seasonal factors for 2007 and revised seasonally adjusted indexes for the past 5 years are available on the BLS Web site at <http://www.bls.gov/ncs/ect/home.htm> or upon request.

The ECI private industry sample is rotated over approximately 5 years, which makes the sample more representative of the economy and reduces respondent burden. The sample is replaced on a cross-area, cross-industry basis.

Because the ECI is a sample survey, it is subject to sampling errors. Sampling errors are differences that occur between the results computed from a sample of observations and those computed from all observations in the population. The estimates derived from different samples selected using the same sample design may differ

from one other. A measure of the variation among these differing estimates is the standard error. It can be used to measure the precision with which an estimate from a particular sample approximates the expected result of all possible samples. The chances are about 68 out of 100 that an estimate from the survey differs from a complete population figure by less than the standard error. The chances are about 90 out of 100 that this difference would be less than 1.6 times the standard error. The statements of comparisons appearing in this publication are significant at a 1.6 standard error level or better, unless otherwise indicated. This means that for differences cited, the estimated difference is greater than 1.6 times the standard error of the difference.

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

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

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

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

In addition, constant-dollar ECI series derived from the Consumer Price Index for All Urban Consumers (CPI-U) are available. The constant-dollar series are calculated by converting the CPI-U to the same base as the ECI. The ECI for each quarter is then divided by the converted CPI-U for the same reference period. The CPI-U U.S. City Average All Items is used to compute all series except for the regional estimates, which use corresponding CPI regional data. Historical data, using industry categories based on the SIC and classifying occupations according to the Census of Population, are available dating from the first publication of each series to December 2005. Data are also available for series based on the 2002 NAICS and the 2000 SOC beginning in March 2001, and using the December 2005 = 100 base period. These data are available at the BLS Web sites: <http://www.bls.gov/web/econst.pdf>, <http://www.bls.gov/web/econstnaics.pdf>, <ftp://ftp.bls.gov/pub/suppl/eci.econst.txt>, and <ftp://ftp.bls.gov/pub/suppl/eci.econstnaics.txt>, or upon request.

Supplemental data from the ECI, providing 12-month percent changes in employer costs for health insurance in private industry, are also available at <http://www.bls.gov/ncs/ect/sp/echealth.pdf> beginning with June 1982.

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." The release is available by e-mail request at NCSinfo@bls.gov, on the Internet site <http://www.bls.gov/ect/home.htm>, or by telephone at (202) 691-6199. Also available are historical data in a summary document from March 1986 through March 2002 on the BLS Web site at <http://www.bls.gov/ncs/ect/home.htm> or upon request. Data on a quarterly basis beginning with June 2002 also are available. The cost levels are calculated with current employment weights rather than the fixed weights used in computing the ECI. Therefore, year-to-year changes in the cost levels usually differ from those in the ECI.