

# Employment Cost Indexes, 1975-97



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U.S. Department of Labor  
Bureau of Labor Statistics  
July 1998

Bulletin 2504

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U.S. Department of Labor  
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Bureau of Labor Statistics  
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# Preface

This bulletin provides data on the Bureau of Labor Statistics's major measure of compensation cost trends: The Employment Cost Index (ECI). The ECI is a fixed-employment-weighted index which tracks quarterly changes in labor costs (wages, salaries, and employer costs for employee benefits), free from the influence of employment shifts among occupations and industries. The bulletin presents historical data on the ECI from its beginning in September 1975 through December 1997, and reviews recent trends in compensation costs. In addition, it provides measures of precision in the indexes, and copies of articles examining the data.

The BLS Office of Compensation and Working Conditions prepares the ECI and produces a variety of other compensation measures. Work is currently underway to integrate all of those measures into a single comprehensive statistical program, the National Compensation Survey (NCS). The NCS replaces three BLS programs that provide data on employer expenditures for wages, salaries, and benefits and on benefit provisions.

The NCS is being developed in two phases. In the first phase, the NCS has focused on measures of occupational earnings, replacing the Occupational Compensation Survey program (OCS) with a revised data collection procedure geared toward a broader coverage of occupations in the civilian non-Federal economy. During the next phase, the ECI and the Employee Benefit Survey (EBS), which studies the incidence and detailed characteristics of

employer-provided benefits, will be incorporated into the NCS. The data collected will be used to compile the Employer Costs for Employee Compensation (ECEC), which provides the cost per hour worked for wages and benefits. When fully implemented, all of the NCS data will be collected from a single sample of establishments.

Data for occupational earnings appear in a variety of local area and national bulletins. Historical cost levels data (which previously appeared in the same annual publication with the ECI) will be presented in a single publication. EBS data will continue to be published separately.

Harriet Weinstein, Albert Schwenk, Charles Heflin, and Bruce Bergman of the Office of Compensation and Working Conditions prepared this bulletin. The office's Statistical Methods Group was responsible for the survey sample design, nonresponse adjustments, sample error computations, and other statistical procedures. The Bureau's Assistant Regional Commissioners for Operations directed fieldwork for the survey. The Division of Directly Collected Periodic Surveys provided collection procedures and systems designs.

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# Chapter I. Introduction

The Employment Cost Index (ECI) was developed in the early 1970's in response to policy makers' need for a timely, accurate, and comprehensive indicator of changes in employers' labor costs that was free from the influence of employment shifts among industries and occupations. The ECI is published in the month following the reference months of March, June, September, and December. It covers both wages and salaries and employer costs for employee benefits for all occupations and establishments in both the private nonfarm sector and State and local government. This broad coverage permits analysis of labor cost changes for a major portion of the U.S. economy. The objective of measuring change unaffected by employment shifts is accomplished by holding the distribution of employment among industries and occupations fixed over time, and by defining narrowly enough the jobs for which data are collected each quarter so that all workers carry out the same task at roughly the same skill level.

## Background

ECI statistics were first published for September-December 1975 and were limited to private industry wage and salary changes by major occupational and industry groups, region, union status, and area size. Over time, new series were added. In 1980, measures of total compensation cost changes (employer costs for employee benefits in addition to wages and salaries) were developed as the rapid growth of employee benefits made it inappropriate to define the cost of labor in terms of a wage rate alone.

Benefits covered by the ECI survey are: Paid leave (vacations, holidays, sick leave, and other paid leave); supplemental pay (premium pay for overtime and work on weekends and holidays, shift differentials, and non-production bonuses such as lump-sum payments provided in lieu of wage increases); insurance benefits (life, health, and short- and long-term disability); retirement and savings benefits (defined benefit and defined contribution plans); legally required benefits (Social Security, railroad retirement, railroad unemployment insurance, Federal and State unemployment insurance, workers' compensation, and other legally required benefits such as State temporary disability insurance); and other benefits (severance pay and supplemental unemployment insurance).<sup>1</sup>

<sup>1</sup> Beginning in 1995, some benefits were reclassified. The two categories of benefits under retirement and savings were previously pensions and savings and thrift plans. Long-term disability insurance, previously included with sickness and accident insurance, is now reported as a separate benefit. Old age, survivors, and disability insurance (OASDI) and Medicare, the components of Social Security, are now collected separately.

In June 1981, the State and local government sector was added, so that currently, 94 percent of all civilian wage and salary workers are covered. (See chart 1.)

Since 1981, several wage and salary, benefit cost, and compensation cost change series have been added to the ECI.<sup>2</sup> Among these series are wage and compensation cost changes for hospitals and all health services, as well as business services, communications, food stores, and insurance. Because these series were made possible by a growing sample size, indexes could not be extended back to 1981, and index levels were not, therefore, published. Therefore, in March 1990 the ECI changed to a new base, June 1989=100. This change permitted publication of indexes for all ECI series available at the time the rebasing occurred.

Since December 1990, seasonally adjusted data have been available for ECI major industry and occupational series. Seasonally adjusted data are useful in identifying underlying trends because they eliminate the effect of changes that normally occur at the same time and in about the same magnitude every year. Compensation cost changes for State and local government workers, for example, are heavily concentrated in the June-September period of every year, whereas those for private industry workers are spread throughout the year. Also, health insurance premium increases typically are concentrated in the January-March period.

The ECI, like most fixed-weight Laspeyres indexes, periodically changes its weights. Indexes initially were based on employment counts by occupation and industry from the 1970 Census of Population. The fixed weights were changed to 1980 employment counts in June 1986, and to 1990 employment counts in March 1995. Changes in weights affect how indexes are interpreted, but usually have little impact on rates of wage and compensation change.<sup>3</sup>

In 1987, a new measure based on data from the ECI survey—Employer Costs for Employee Compensation—became available annually for private industry, and subsequently for State and local government in 1991. This series is discussed in a separate bulletin.

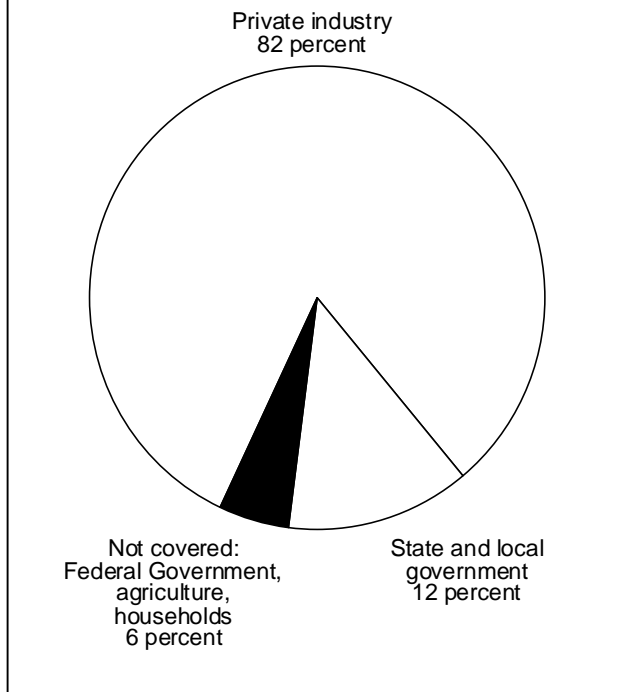
## Uses

The ECI was developed primarily to aid in economic analy-

<sup>2</sup> The Bureau is evaluating published ECI series to ensure they meet statistical standards for reliability. Preliminary research has targeted 37 series for elimination from published material. These series are marked with a footnote in the historical tables. Series that fail reliability standards will no longer be published after June 1998 but will be available upon request.

<sup>3</sup> See Albert E. Schwenk, "Introducing 1990 Weights for the Employment Cost Index," *Compensation and Working Conditions*, June 1995, pp. 1-5. This article is reprinted in this bulletin, pp. 128-132.

**Chart 1. Coverage of the Employment Cost Index, total civilian employment, 1997**



sis, and that remains its most important use. Analysts and policy makers, including the Federal Reserve Board, use the ECI to form monetary policies and to monitor the effects of those policies.

The ECI has proven useful in a number of other ways. It is used to forecast wage trends and facilitate wage and benefit cost planning. In collective bargaining in private industry and the public sector, the ECI serves as a guide in negotiations. Several health cost containment laws, including one for Medicare, use the ECI as an adjustment factor to determine the allowable increases in hospital and physi-

cian charges. Increasingly, the ECI is being used as a labor cost escalator in long-term purchasing and service contracts in both the private and public sectors in the United States as well as in other countries.<sup>4</sup>

The ECI is also used in the Federal pay-setting process. For example, the Ethics Reform Act of 1989 specifies that the pay of Congress, Federal judges, and top Government officials would be increased each year by the change in wages and salaries for private industry workers (an ECI measure), less 0.5 percentage point.<sup>5</sup> The Federal Employees Pay Comparability Act of 1990 specifies that the ECI will be used to adjust pay for General Schedule employees.<sup>6</sup>

The ECI also is used to develop measures of national economic performance and welfare. For example, the ECI is used to update the income side of the National Income and Product Accounts of the U.S. Department of Commerce, Bureau of Economic Analysis. Also, the Health Care Financing Administration of the U.S. Department of Health and Human Services uses the ECI to estimate aggregate expenditures for health care.

### Limitations

Like other statistical series, the ECI has limitations. It does not cover all employers and employees, although it does cover nearly all workers in the civilian, non-Federal economy. It excludes the self-employed and farm, household, and Federal Government employees. Because it is based on a probability sample, the ECI survey is subject to sampling errors that may cause the estimates to deviate from the results that would be obtained if the records of all establishments could be used in the calculations. Because probability samples are used, standard errors can be calculated and are presented in the appendix to this report. Standard errors can be used to measure the precision of the estimates.

<sup>4</sup> For guidance in using the ECI as an escalator, see Albert E. Schwenk, "Escalation in Employer Costs for Employee Compensation: A Guide for Contracting Parties," *Compensation and Working Conditions*, Spring 1997, pp. 3-9. This article is reprinted in this bulletin, pp. 174-181.

<sup>5</sup> See Public Law 101-154—November 30, 1989.

<sup>6</sup> See Public Law 101-509—November 5, 1990.

# Chapter II. Employment Cost Index: Trends in Compensation

The Employment Cost Index (ECI) for total compensation increased 100 percent from June 1981 to December 1997 for civilian (private industry and State and local government) workers. During the first 12 months of that period, compensation costs increased 7.4 percent. (See reference table 4.) Over the following 5-year period, June 1982-87, the rate of increase slowed steadily to 3.4 percent in the 12 months ended in June 1987. This pattern was reversed with the year ended in December 1987, as the growth in compensation costs began to accelerate. By March 1990, the annual rate of increase had risen to 5.5 percent, but then once again began to decline. During the March 1995-June 1997 period, the 12-month percent changes remained in the 2.7 percent to 2.9 percent range. Over the 12-month period ended in December 1997, costs rose 3.3 percent.<sup>7</sup>

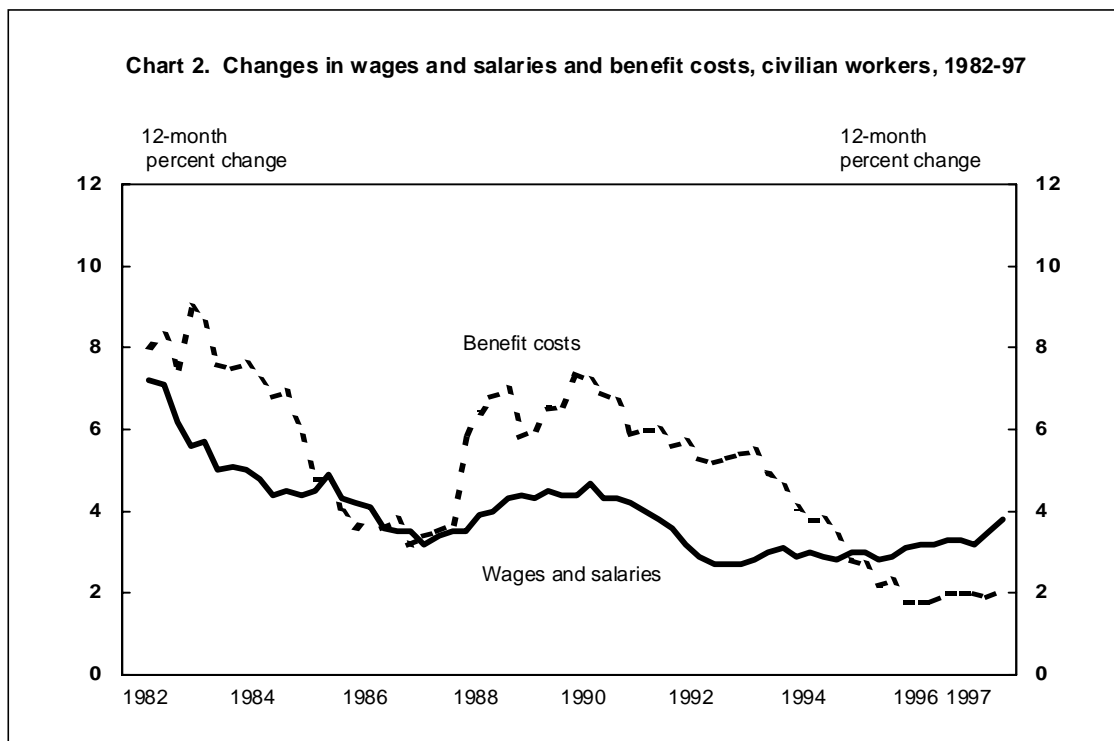
<sup>7</sup> For broad reviews of historical trends in ECI data, see Wayne M. Shelly, "Comparing Trends in Components of the Employment Cost Index," *Compensation and Working Conditions*, Summer 1997, pp. 44-51, and Albert E. Schwenk, "Measuring Trends in the Structure and Levels of Employer Costs for Employee Compensation," *Compensation and Working Conditions*, Summer 1997, pp. 3-14. Both articles are reprinted in this bulletin.

Complete historical data for all ECI series are presented in tables 1-12.<sup>8</sup> Data presented in tables 1-3 are seasonally adjusted, but data in tables 4-12 are not. The tables include data for civilian, private industry, and State and local government workers by occupational and industry group. Also included in the tables are data by region, bargaining status, and area size for private industry workers, and separate data for the aircraft manufacturing industry.

### Wages and salaries compared with benefits

Between June 1981 (when measures of compensation change for all civilian workers were introduced) and December 1997, the rate of increase in benefit costs outpaced the increase in wages and salaries (126 percent and 92 percent, respectively). Benefit increases were significantly higher than wage and salary gains for every year ending in December between 1982 and 1984 as well as between 1988 and 1993. (See chart 2.) During 1985-87 and

<sup>8</sup> Beginning with the ECI news release for March 1990, employment cost indexes were rebased to June 1989=100. Previously, the base was June 1981=100. An explanation of the rebasing methodology is provided in Albert E. Schwenk, "ECI Rebased to June 1989," *Monthly Labor Review*, April 1990, pp. 38-39. This article is reprinted in this bulletin, pp. 126-127.



1993-97, wage and salary changes were similar to benefit cost changes. This pattern is due primarily to fluctuations over time in the rate of change in health insurance costs and in the Social Security tax rate.

The rate of increase for wages and salaries as well as benefits dropped from 1981 to 1987. Factors such as the 1981-82 recession, foreign competition, and lower price increases are thought to have contributed to the rapid slowdown in wage gains. At the same time benefit costs were influenced by annual boosts in the employers' Social Security tax rate and a steady rise in health insurance costs.

Beginning in 1985, however, the deceleration in the rate of increase for benefit costs quickened. Over the 1985-87 period, benefit costs rose at about the same rate as wages and salaries. The slowdown in benefit cost increases was brought about by a decline in the growth of health insurance costs, combined with a rapid fall in the growth of retirement plan costs and smaller increases in the Social Security tax rate.<sup>9</sup>

To relieve pressure on their health insurance expenditures, employers undertook several cost-containment measures. These measures included self-funding insurance plans,<sup>10</sup> increasing the availability of health plan alternatives, such as health maintenance organizations (HMO's), and cost sharing by employees.

The steep decline in the growth of pension costs reflected a substantial rise in the value of pension fund portfolios over the 1981-87 period.<sup>11</sup> Employer cost-containment measures, such as increased numbers of defined contribution plans in private industry, were also important.

Beginning in 1988, the rate of increase in health insurance costs accelerated. Also, a Social Security tax increase of 5 percent (from 7.15 to 7.51 percent) was instituted in January 1988. Over the year ended in 1988, benefit costs rose 7.0 percent, compared with a rise of 4.3 percent for wages and salaries. Benefit costs continued to rise more rapidly than wages and salaries through 1994. For the year ended in June 1995 and continuing through December 1997, the pattern was reversed with benefit costs lagging behind wage and salary increases. For the year ending December 1997, wages and salaries increased 3.8 percent compared with 2.1 percent for benefit costs.

The moderation of benefit gains reflects a continuing slowdown in the rate of increases in health, workers' compensation, and State unemployment insurance costs. The Social Security tax rate has not been raised above its January 1990 level of 7.65 percent, although the taxable earnings ceiling has been raised each year by the change in average wages, and the ceiling for the Medicare portion was more than doubled, to \$125,000, in 1991, and was eliminated in 1994.

<sup>9</sup> See Bradley Braden, "Increases in Employer Costs for Employee Benefits Dampen Dramatically," *Monthly Labor Review*, July 1988, pp. 3-7.

<sup>10</sup> See Robert N. Frumkin, "Health Insurance Trends in Cost Control and Coverage," *Monthly Labor Review*, September 1986, pp. 3-8.

<sup>11</sup> Braden, *ibid.*, pp. 6-7.

## **Private industry compared with State and local government**

Differences in the rate of change in compensation for workers in private industry and those in State and local government can be explained by the different occupational distribution and different industry distribution of the two sectors. Professional specialty and technical occupations are more prevalent in State and local government than in private industry (three-fifths and one-eighth of total employment, respectively). Furthermore, the compensation packages of the two sectors differ. For example, Social Security coverage is almost universal in private industry, but absent for many State and local government workers. Public sector workers are more likely to participate in retirement plans (primarily defined benefit plans) than those in the private sector, and the recent growth in defined contribution plans has been largely limited to private industry.

Over the period between June 1981 and December 1997, compensation increases for State and local government workers outpaced those in private industry (121 percent and 98 percent, respectively). For the first 10 years of this period, total compensation consistently increased more rapidly in the public sector; however, beginning in September 1991, this pattern began to reverse. (See chart 3.) The slowdown in State and local government compensation gains relative to private industry increases reflects the tight budget environment in the public sector during the early 1990's. In the year ended December 1997, compensation costs rose 3.4 percent in private industry compared to 2.3 percent in State and local government.

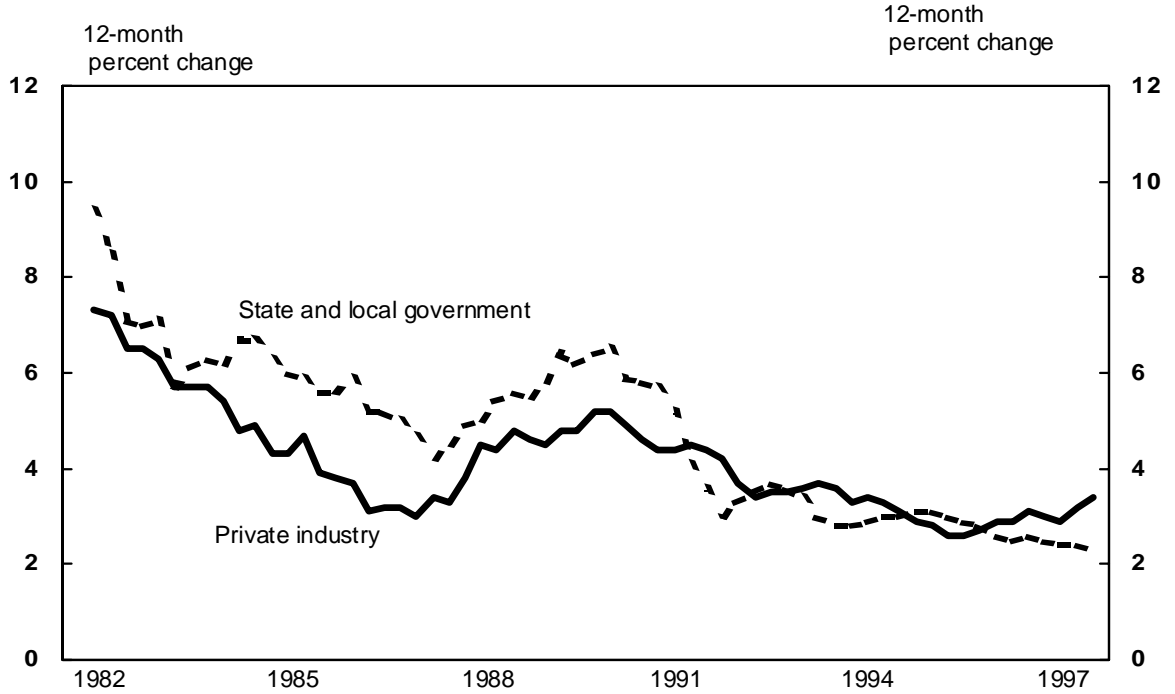
## **Pay changes by occupational group**

Ideally an examination of employer labor costs over time would focus on total compensation, both wages and salaries, and benefits. This discussion is limited to changes in wages and salaries in private industry because this series has the longest data history. ECI data on wage and salary changes are available for most major occupational groups beginning in September 1975, while the ECI series on compensation costs starts in December 1985.

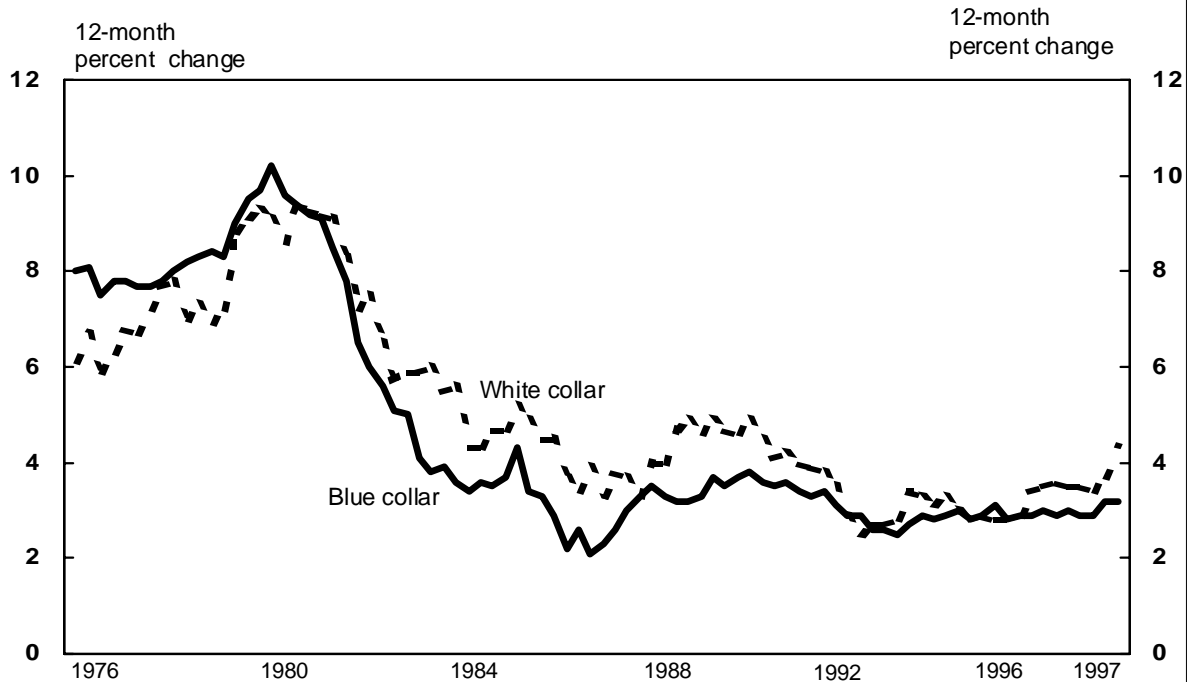
Between September 1975 and December 1997, wages and salaries increased 203 percent for white-collar workers and 179 percent for blue-collar workers. During the late 1970s, blue-collar wage gains were higher than those for white-collar workers. (See chart 4.) In the early 1980s this pattern was reversed reflecting in part the influence of increased foreign competition in manufacturing industries and deregulation of transportation industries (industries where blue-collar workers are most prevalent).<sup>12</sup> By the early 1990s, however, the differences in wage gains between the two occupational groups had narrowed, but the general trend remains unchanged. For the year ended December 1997, wage and salaries for white-collar workers rose 4.3 percent compared with 3.2 percent for blue-collar workers.

<sup>12</sup> See Albert E. Schwenk, "Differences Among Private Industry Occupational Groups in Pay Levels and Trends," *Compensation and Working Conditions*, Winter 1987, pp. 12-18. This article is reprinted in this bulletin, pp. 136-142.

**Chart 3. Changes in total compensation, private industry and State and local government workers, 1982-97**



**Chart 4. Changes in wages and salaries for white- and blue-collar workers, private industry, 1976-97**



Similar patterns are evident when examining wage and salary changes for the major occupational groups comprising the white-collar and blue-collar categories, as shown in text table 1.

**Text table 1. Average annual percent changes in wages and salaries by occupational group in private industry, selected periods, 1975-97**

Occupational group	Sept. 1975- June 1981	June 1981- Dec. 1997	Sept. 1975- Dec. 1997
White-collar occupations .....	7.7	4.2	5.1
Professional specialty and technical .....	7.9	4.5	5.3
Executive, administrative, and managerial .....	7.0	4.3	5.0
Sales .....	-	3.7	-
Administrative support including clerical .....	7.9	4.2	5.2
Blue-collar occupations .....	8.5	3.4	4.7
Precision production, craft, and repair .....	8.3	3.5	4.7
Machine operators, assem- blers, and inspectors .....	8.8	3.5	4.9
Transportation and material moving .....	8.5	2.9	4.3
Handlers, equipment cleaners, helpers, and laborers .....	8.7	3.4	4.7
Service occupations .....	8.2	3.8	4.9

- Dash indicates data not available.

### Pay changes by industry group

During the December 1978-December 1997 period, pay in private service-producing industries rose 4.8 percent per year on average, compared with 4.3 percent in private goods-

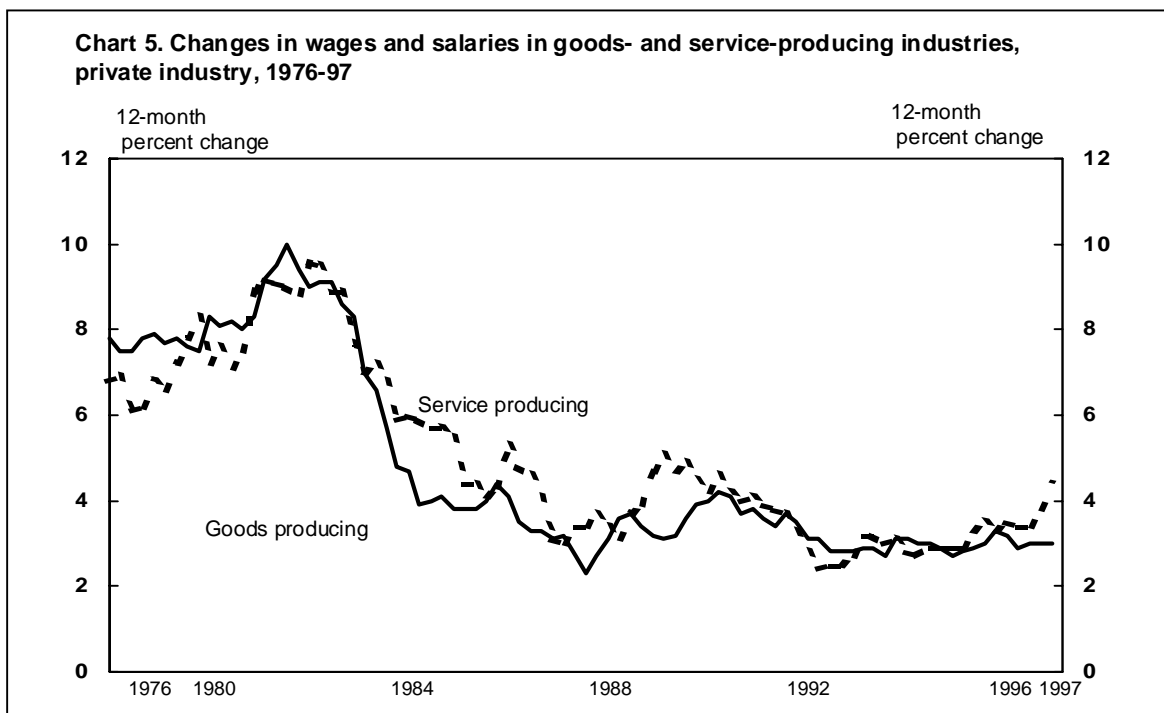
producing industries.<sup>13</sup> Differences between the two sectors were larger during the 1980s than the 1990s. (See chart 5.) During the December 1978-June 1990 period, pay in service-producing industries rose 5.7 percent a year on average, compared with 5.1 percent in goods-producing industries. During the June 1990-December 1997 period, average annual pay increases were more nearly similar (3.3 and 3.1 percent per year, respectively).

**Text table 2. Average annual percent changes in wages and salaries by private industry group, December 1978-December 1997**

Industry group	Dec. 1978- June 1990	June 1990- Dec. 1997	Dec. 1978- Dec. 1997
Private industry .....	5.5	3.2	4.6
Goods-producing industries	5.1	3.1	4.3
Construction .....	4.4	2.6	3.7
Manufacturing .....	5.2	3.2	4.4
Service-producing industries .....	5.7	3.3	4.8
Transportation and public utilities .....	5.1	3.3	4.
Wholesale trade .....	5.9	3.2	4.9
Retail trade .....	4.9	3.0	4.2
Finance, insurance, and real estate .....	6.0	3.1	4.9
Service industries .....	6.5	3.4	5.3

Average annual wage and salary increases for the broad industry groups mask wide differences among industries within these groups. (See text table 2.) In the December 1978-June 1990 time period, for example, average annual

<sup>13</sup> December 1978 was selected as the starting point for review of pay changes by industry, because that is the first quarter for which data were available for all of the major industry divisions.



pay gains for service-producing industries ranged from 4.9 percent in retail trade to 6.5 percent in services. There were consistencies in the data, however. For example, for both goods- and service-producing industries the range of variation was narrower during the June 1990-December 1997 period than during the earlier period. Also, in the earlier period, annual pay gains averaged 6.5 percent for service industry workers and 4.4 percent for construction workers, while during the latter period annual pay increases averaged 3.4 percent and 2.6 percent, respectively.

**Pay changes by bargaining unit status**

The relationship between union and nonunion pay gains in private industry has varied substantially over time.<sup>14</sup> (See chart 6.) During 1975-82, for example, union pay consistently rose more rapidly than nonunion pay. In contrast, between December 1982 and December 1997, nonunion pay rose faster, although the difference between the two sectors was smaller during June 1991-December 1997 than during December 1982-June 1991. Over the entire period, pay rose an average of 5.0 percent per year for nonunion workers and 4.8 percent for union workers.

The dampening of pay gains for union workers from December 1982 to June 1991 reflected, among other factors, deregulation in the transportation industry and the growth of foreign competition in manufacturing industries.<sup>15</sup>

Despite the more rapid rate of pay gains for nonunion workers over the 1975-97 period, union wages and salaries remain higher than nonunion pay. In March 1997, for example, wages and salaries averaged \$15.13 for union workers and \$12.75 for nonunion workers.<sup>16</sup>

**Pay changes by region**

Over the entire September 1975-December 1997 period, wages and salaries increased at about the same rate in every region. As shown in text table 3, however, during particular subperiods regions have differed in the growth rates for wages. This reflects differences in labor market forces and in the occupational and industry mix.

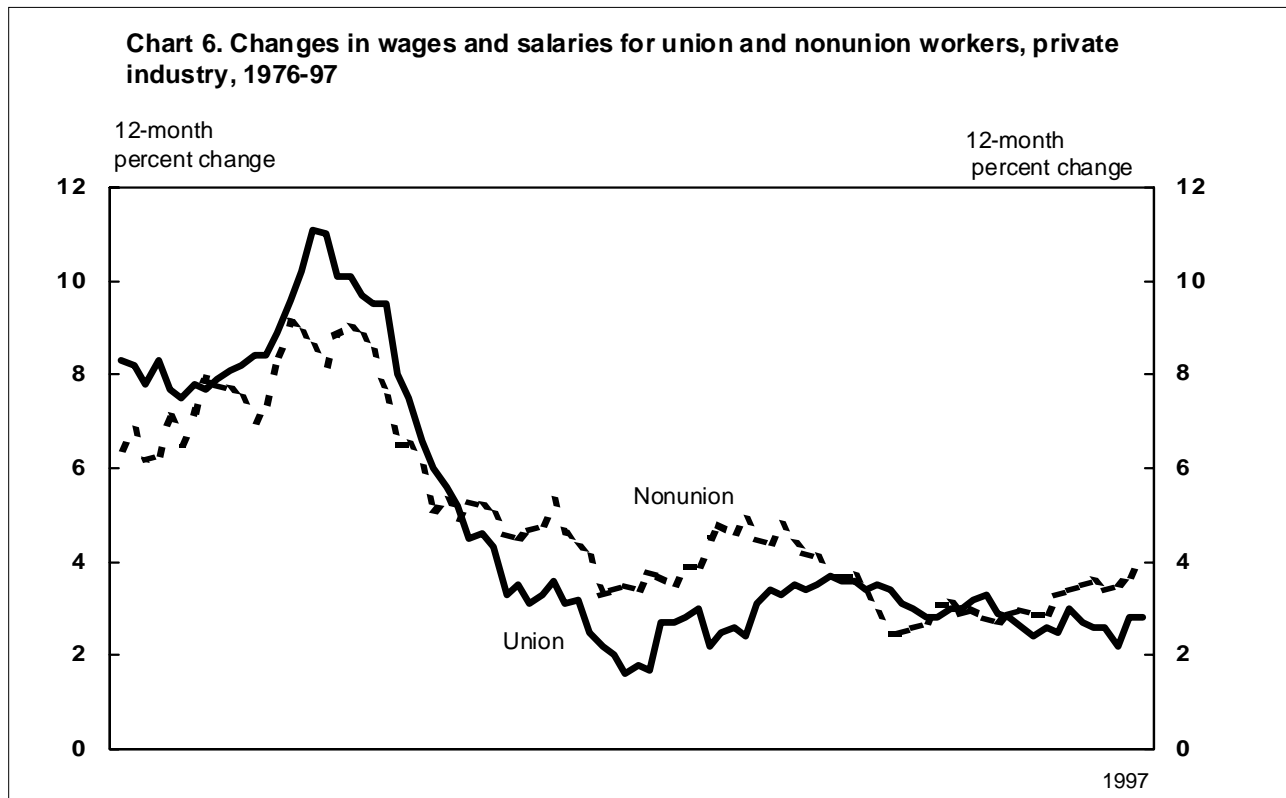
*Average annual percent changes*

	Sept. 1975- Dec. 1982	Dec. 1982- June 1991	June 1991- Dec. 1997	Sept. 1975- Dec. 1997
Union workers .....	8.5	3.1	2.9	4.8
Nonunion workers ....	7.4	4.3	3.2	5.0

<sup>14</sup> For a discussion of union-nonunion differences in rates of wage and compensation change, see Albert E. Schwenk, "Trends in the Differences between Union and Nonunion Workers in Pay Using the Employment Cost Index," *Compensation and Working Conditions*, September 1996, pp. 27-33. This article is reprinted in this bulletin, pp. 159-165.

<sup>15</sup> *Ibid.*

<sup>16</sup> See "Employer Costs for Employee Compensation – March 1997," USDL 97-371, October 21, 1997, p. 12.



**Text table 3. Average annual percent changes in wages and salaries by region, private industry, selected periods, 1975-97**

Region	Sept. 1975- June 1981	June 1981- Dec. 1997	Sept. 1975- Dec 1997
United States .....	8.1	3.9	5.0
Northeast .....	7.3	4.3	5.1
South .....	8.2	3.8	4.9
Midwest .....	8.1	3.7	4.8
West .....	8.7	3.8	5.0

**Current- and constant-dollar wage and salary changes**

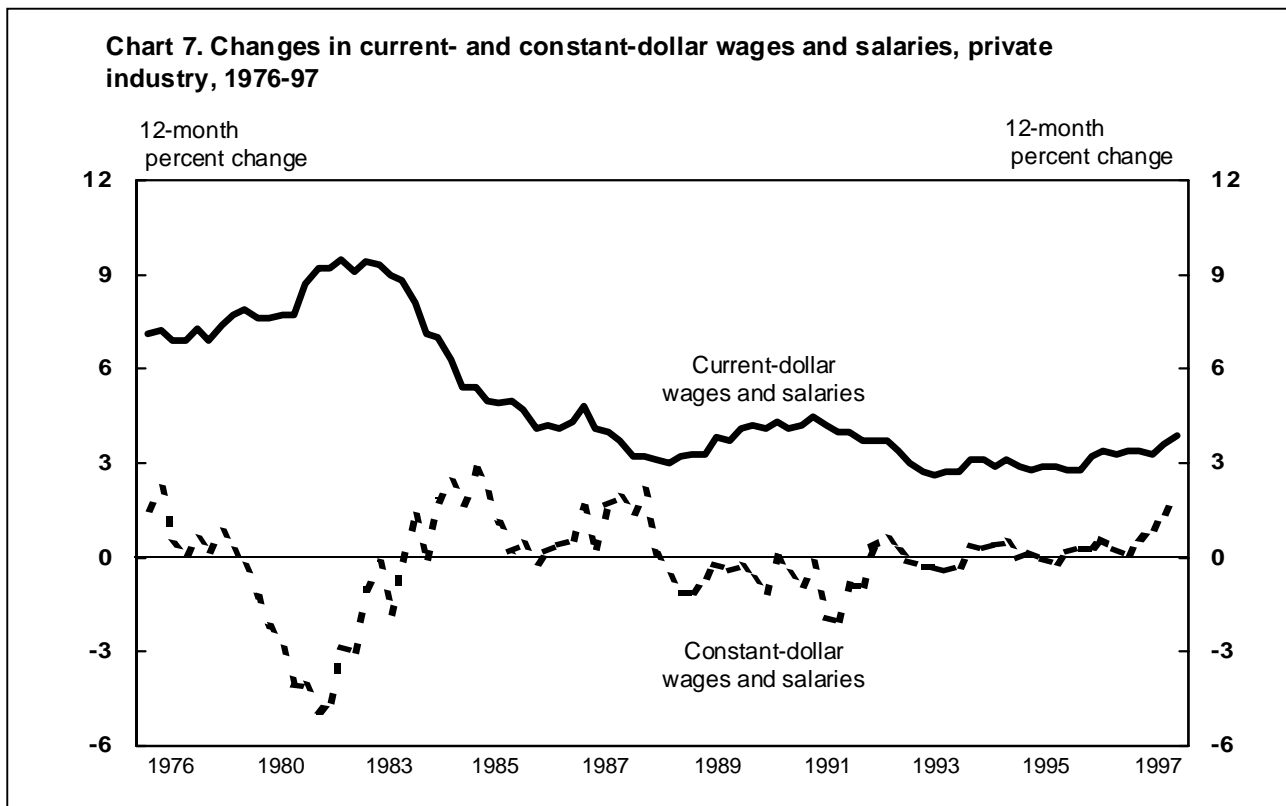
The constant-dollar ECI has been influenced more by what happened to prices than to wages. During 1978-81, when wages were rising relatively rapidly, there was a dramatic fall in wages and salaries adjusted for inflation (constant-dollar ECI).<sup>17</sup> (See chart 7 and text table 4.) During 1982-86, the constant-dollar ECI rose despite much lower wage gains. From 1987 to 1990, prices once again rose more rapidly than wage rates. Since 1991, the constant-dollar ECI has usually been rising.

<sup>17</sup> The constant-dollar ECI is derived by putting the Consumer Price Index for All Urban Consumers (CPI-U) on a June 1989=100 base, dividing the current-dollar ECI by the rebased CPI-U, and multiplying the result by 100. For a discussion of movements in the constant-dollar ECI, see Richard E. Schumann, "Workers' Purchasing Power Rises Despite Slowdown in Wage and Salary Gains," *Monthly Labor Review*, May 1984, pp. 10-14.

**Text table 4. Percent changes in ECI for wages and salaries in private industry and in the Consumer Price Index for All Urban Consumers (CPI-U), 1976-97**

Year ended in December—	ECI change	CPI-U change	Constant-dollar ECI change
1976 .....	7.2	4.9	2.2
1977 .....	6.9	6.7	.2
1978 .....	7.6	9.0	-1.3
1979 .....	8.7	13.3	-4.1
1980 .....	9.1	12.5	-3.0
1981 .....	8.8	8.9	-.1
1982 .....	6.3	3.8	2.4
1983 .....	4.9	3.8	1.1
1984 .....	4.2	3.9	.2
1985 .....	4.1	3.8	.3
1986 .....	3.2	1.1	2.1
1987 .....	3.3	4.4	-1.1
1988 .....	4.1	4.4	-.3
1989 .....	4.1	4.6	-.5
1990 .....	4.0	6.1	-2.0
1991 .....	3.7	3.1	.6
1992 .....	2.6	2.9	-.3
1993 .....	3.1	2.7	.3
1994 .....	2.8	2.7	.2
1995 .....	2.8	2.5	.3
1996 .....	3.4	3.3	.1
1997 .....	3.9	1.7	2.2

Over the September 1975-December 1997 period, the constant-dollar ECI declined 0.5 percent. ECI wages and salaries rose 194 percent, while consumer prices increased 195 percent in the same period.





**Table 1. Total compensation,<sup>1</sup> civilian, State and local government, and private industry workers: Employment Cost Index by occupational and industry group, 1980-97**

(Seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for			
	March	June	Sept.	Dec.	3 months ended—			
					March	June	Sept.	Dec.
<b>Civilian workers<sup>2</sup>:</b>								
1982 .....	71.7	72.8	74.2	75.3	—	1.5	1.9	1.5
1983 .....	76.3	77.4	78.4	79.5	1.3	1.4	1.3	1.4
1984 .....	80.7	81.7	82.4	83.5	1.5	1.2	.9	1.3
1985 .....	84.5	85.4	86.4	87.1	1.2	1.1	1.2	.8
1986 .....	87.9	88.5	89.1	89.9	.9	.7	.7	.9
1987 .....	90.6	91.4	92.2	93.1	.8	.9	.9	1.0
1988 .....	94.4	95.5	96.5	97.7	1.4	1.2	1.0	1.2
1989 .....	98.8	100.0	101.4	102.7	1.1	1.2	1.4	1.3
1990 .....	104.0	105.4	106.6	107.7	1.3	1.3	1.1	1.0
1991 .....	108.9	110.2	111.2	112.2	1.1	1.2	.9	.9
1992 .....	113.3	114.1	115.0	116.1	1.0	.7	.8	1.0
1993 .....	117.2	118.2	119.2	120.1	.9	.9	.8	.8
1994 .....	121.0	122.0	123.0	123.8	.7	.8	.8	.7
1995 .....	124.8	125.7	126.5	127.3	.8	.7	.6	.6
1996 .....	128.1	129.2	130.0	131.0	.6	.9	.6	.8
1997 .....	131.8	132.8	133.8	135.2	.6	.8	.8	1.0
<b>State and local government:</b>								
1982 .....	67.2	68.2	70.0	70.9	—	1.5	2.6	1.3
1983 .....	71.9	73.0	73.9	75.0	1.4	1.5	1.2	1.5
1984 .....	76.4	77.5	78.7	80.0	1.9	1.4	1.5	1.7
1985 .....	81.2	82.2	83.5	84.6	1.5	1.2	1.6	1.3
1986 .....	85.6	86.8	87.8	88.9	1.2	1.4	1.2	1.3
1987 .....	89.8	90.9	91.5	92.8	1.0	1.2	.7	1.4
1988 .....	94.2	95.3	96.5	98.1	1.5	1.2	1.3	1.7
1989 .....	99.3	100.8	102.7	104.2	1.2	1.5	1.9	1.5
1990 .....	105.7	107.3	108.8	110.3	1.4	1.5	1.4	1.4
1991 .....	111.7	112.7	113.3	114.2	1.3	.9	.5	.8
1992 .....	115.2	116.4	117.2	118.5	.9	1.0	.7	1.1
1993 .....	119.3	120.1	120.8	121.7	.7	.7	.6	.7
1994 .....	122.6	123.6	124.5	125.3	.7	.8	.7	.6
1995 .....	126.4	127.4	128.2	129.1	.9	.8	.6	.7
1996 .....	129.9	130.7	131.5	132.5	.6	.6	.6	.8
1997 .....	133.2	133.8	134.5	135.4	.5	.5	.5	.7
<b>Private industry<sup>3</sup>:</b>								
1980 .....	60.8	62.3	63.7	65.2	—	2.5	2.2	2.4
1981 .....	67.3	68.7	70.0	71.4	3.2	2.1	1.9	2.0
1982 .....	72.5	73.5	75.0	76.1	1.5	1.4	2.0	1.5
1983 .....	77.1	78.2	79.2	80.3	1.3	1.4	1.3	1.4
1984 .....	81.4	82.4	83.0	84.1	1.4	1.2	.7	1.3
1985 .....	85.0	85.9	86.9	87.5	1.1	1.1	1.2	.7
1986 .....	88.3	89.0	89.6	90.2	.9	.8	.7	.7
1987 .....	90.9	91.6	92.5	93.3	.8	.8	1.0	.9
1988 .....	94.5	95.7	96.6	97.8	1.3	1.3	.9	1.2
1989 .....	98.9	100.0	101.2	102.4	1.1	1.1	1.2	1.2
1990 .....	103.8	105.1	106.2	107.2	1.4	1.3	1.0	.9
1991 .....	108.4	109.7	110.9	111.9	1.1	1.2	1.1	.9
1992 .....	113.0	113.7	114.7	115.7	1.0	.6	.9	.9
1993 .....	116.9	117.9	118.9	119.9	1.0	.9	.8	.8
1994 .....	120.8	121.8	122.8	123.6	.8	.8	.8	.7
1995 .....	124.4	125.2	126.0	126.9	.6	.6	.6	.7
1996 .....	127.7	128.8	129.7	130.6	.6	.9	.7	.7
1997 .....	131.4	132.5	133.6	135.2	.6	.8	.8	1.2
<b>White-collar occupations:</b>								
1982 .....	70.4	71.3	72.8	73.9	—	—	—	—
1983 .....	75.0	76.0	77.4	78.6	1.5	1.3	1.8	1.6
1984 .....	79.7	80.8	81.3	82.6	1.4	1.4	.6	1.6
1985 .....	83.6	84.6	85.6	86.6	1.2	1.2	1.2	1.2
1986 .....	87.3	88.2	88.7	89.6	.8	1.0	.6	1.0
1987 .....	90.5	91.1	92.1	92.9	1.0	.7	1.1	.9
1988 .....	93.8	95.0	96.1	97.5	1.0	1.3	1.2	1.5
1989 .....	98.8	99.9	101.3	102.6	1.3	1.1	1.4	1.3
1990 .....	104.0	105.4	106.6	107.6	1.4	1.3	1.1	.9
1991 .....	108.9	110.2	111.4	112.4	1.2	1.2	1.1	.9
1992 .....	113.3	114.1	115.0	116.1	.8	.7	.8	1.0
1993 .....	117.3	118.2	119.3	120.4	1.0	.8	.9	.9
1994 .....	121.4	122.4	123.4	124.3	.8	.8	.8	.7
1995 .....	125.2	126.1	126.9	127.8	.7	.7	.6	.7

See footnotes at end of table.

**Table 1. Total compensation,<sup>1</sup> civilian, State and local government, and private industry workers: Employment Cost Index by occupational and industry group, 1980-97**

(Seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for			
	March	June	Sept.	Dec.	3 months ended—			
					March	June	Sept.	Dec.
<b>White-collar occupations:</b>								
1996 .....	128.9	129.9	131.0	131.9	0.9	0.8	0.8	0.7
1997 .....	133.0	134.0	135.1	137.0	.8	.8	.8	1.4
<b>Blue-collar occupations:</b>								
1980 .....	62.8	64.4	66.0	67.6	—	2.5	2.5	2.4
1981 .....	69.5	71.1	72.6	74.1	2.8	2.3	2.1	2.1
1982 .....	75.0	76.1	77.4	78.5	1.2	1.5	1.7	1.4
1983 .....	79.6	80.7	81.4	82.4	1.4	1.4	.9	1.2
1984 .....	83.5	84.2	84.9	85.9	1.3	.8	.8	1.2
1985 .....	86.6	87.3	88.2	88.6	.8	.8	1.0	.5
1986 .....	89.3	89.8	90.5	91.1	.8	.6	.8	.7
1987 .....	91.2	92.1	92.9	93.9	.1	1.0	.9	1.1
1988 .....	95.3	96.3	97.1	98.1	1.5	1.0	.8	1.0
1989 .....	98.7	99.9	101.1	102.1	.6	1.2	1.2	1.0
1990 .....	103.4	104.6	105.6	106.6	1.3	1.2	1.0	.9
1991 .....	107.8	108.9	110.2	111.2	1.1	1.0	1.2	.9
1992 .....	112.4	113.3	114.3	115.2	1.1	.8	.9	.8
1993 .....	116.5	117.6	118.6	119.5	1.1	.9	.9	.8
1994 .....	120.2	121.1	122.2	122.8	.6	.7	.9	.5
1995 .....	123.5	124.3	125.0	125.8	.6	.6	.6	.6
1996 .....	126.6	127.5	128.0	129.2	.6	.7	.4	.9
1997 .....	129.6	130.7	131.6	132.5	.3	.8	.7	.7
<b>Service occupations:</b>								
1980 .....	61.1	62.3	63.8	64.9	—	2.0	2.4	1.7
1981 .....	67.5	68.5	70.0	70.8	4.0	1.5	2.2	1.1
1982 .....	72.5	74.0	75.4	76.7	2.4	2.1	1.9	1.7
1983 .....	77.3	78.5	79.0	80.8	.8	1.6	.6	2.3
1984 .....	82.5	83.1	84.4	85.9	2.1	.7	1.6	1.8
1985 .....	85.9	86.7	88.1	88.5	.0	.9	1.6	.5
1986 .....	89.0	89.8	90.5	91.2	.6	.9	.8	.8
1987 .....	91.9	92.6	92.9	93.4	.8	.8	.3	.5
1988 .....	94.5	95.7	97.1	98.2	1.4	1.3	1.5	1.1
1989 .....	99.1	100.1	101.1	102.5	.9	1.0	1.0	1.4
1990 .....	103.8	105.0	105.7	107.4	1.3	1.2	.7	1.6
1991 .....	108.2	110.0	111.5	112.5	.8	1.7	1.4	.9
1992 .....	113.5	114.3	115.4	115.9	.9	.7	1.0	.4
1993 .....	117.2	118.1	118.9	119.5	1.1	.8	.7	.5
1994 .....	120.6	121.1	121.9	122.9	.9	.4	.7	.8
1995 .....	123.2	123.9	124.5	124.9	.2	.6	.5	.3
1996 .....	125.5	126.4	127.2	128.4	.5	.7	.6	.9
1997 .....	129.5	130.6	132.8	133.6	.9	.8	1.7	.6
<b>Goods-producing industries<sup>4</sup>:</b>								
1980 .....	62.5	63.9	65.5	67.0	—	2.2	2.5	2.3
1981 .....	69.0	70.6	72.1	73.5	3.0	2.3	2.1	1.9
1982 .....	74.7	75.7	77.2	78.1	1.6	1.3	2.0	1.2
1983 .....	79.2	80.1	81.0	81.8	1.4	1.1	1.1	1.0
1984 .....	82.9	83.6	84.5	85.6	1.3	.8	1.1	1.3
1985 .....	86.6	87.2	87.9	88.4	1.2	.7	.8	.6
1986 .....	89.2	90.1	90.6	91.2	.9	1.0	.6	.7
1987 .....	91.5	92.1	93.0	94.0	.3	.7	1.0	1.1
1988 .....	95.5	96.5	97.2	98.1	1.6	1.0	.7	.9
1989 .....	98.9	100.0	101.2	102.3	.9	1.1	1.2	1.1
1990 .....	103.8	105.1	106.2	107.2	1.5	1.3	1.0	.9
1991 .....	108.4	109.7	110.8	112.0	1.1	1.2	1.0	1.1
1992 .....	113.3	114.1	115.2	116.2	1.2	.7	1.0	.9
1993 .....	117.7	118.8	119.8	120.6	1.3	.9	.8	.7
1994 .....	121.5	122.8	123.7	124.4	.7	1.1	.7	.6
1995 .....	125.3	126.0	126.7	127.7	.7	.6	.6	.8
1996 .....	128.2	129.4	130.3	131.1	.4	.9	.7	.6
1997 .....	131.4	132.7	133.7	134.3	.2	1.0	.8	.4
<b>Construction<sup>5</sup>:</b>								
1980 .....	64.4	66.1	67.7	69.4	—	2.6	2.4	2.4
1981 .....	71.1	72.7	74.5	76.1	2.6	2.3	2.5	2.1
1982 .....	77.3	78.4	79.5	80.5	1.6	1.4	1.4	1.3
1983 .....	81.2	82.6	82.5	83.7	.9	1.7	-1	1.5
1984 .....	84.3	84.5	84.7	85.2	.7	.2	.2	.6

See footnotes at end of table.

**Table 1. Total compensation,<sup>1</sup> civilian, State and local government, and private industry workers: Employment Cost Index by occupational and industry group, 1980-97**

(Seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for			
	March	June	Sept.	Dec.	3 months ended—			
					March	June	Sept.	Dec.
<b>Construction<sup>5</sup>:</b>								
1985 .....	86.2	86.9	87.5	88.4	1.2	0.8	0.7	1.0
1986 .....	88.6	89.7	90.5	90.9	.2	1.2	.9	.4
1987 .....	91.6	92.5	93.3	94.2	.8	1.0	.9	1.0
1988 .....	95.3	96.2	97.1	98.2	1.2	.9	.9	1.1
1989 .....	99.1	99.8	101.1	102.6	.9	.7	1.3	1.5
1990 .....	103.2	104.1	105.0	105.8	.6	.9	.9	.8
1991 .....	107.5	108.4	109.1	110.1	1.6	.8	.6	.9
1992 .....	110.7	111.6	112.9	114.0	.5	.8	1.2	1.0
1993 .....	115.0	115.9	116.6	116.7	.9	.8	.6	.1
1994 .....	118.7	120.1	121.2	121.0	1.7	1.2	.9	-.2
1995 .....	121.2	121.9	122.8	123.7	.2	.6	.7	.7
1996 .....	124.5	125.1	125.6	126.7	.6	.5	.4	.9
1997 .....	127.4	128.5	129.4	130.0	.6	.9	.7	.5
<b>Manufacturing:</b>								
1980 .....	61.6	63.1	64.5	66.1	—	2.4	2.2	2.5
1981 .....	68.2	69.7	71.1	72.7	3.2	2.2	2.0	2.3
1982 .....	73.7	74.8	76.2	77.2	1.4	1.5	1.9	1.3
1983 .....	78.2	79.2	80.1	81.0	1.3	1.3	1.1	1.1
1984 .....	82.0	83.0	83.9	85.1	1.2	1.2	1.1	1.4
1985 .....	86.1	86.8	87.5	88.0	1.2	.8	.8	.6
1986 .....	88.7	89.7	90.2	90.9	.8	1.1	.6	.8
1987 .....	90.9	91.7	92.6	93.7	.0	.9	1.0	1.2
1988 .....	95.1	96.1	96.9	97.8	1.5	1.1	.8	.9
1989 .....	98.7	99.9	101.2	102.4	.8	1.2	1.3	1.2
1990 .....	103.8	105.1	106.4	107.5	1.5	1.3	1.2	1.0
1991 .....	108.4	109.9	111.2	112.4	.8	1.4	1.2	1.1
1992 .....	113.8	114.7	115.7	116.8	1.2	.8	.9	1.0
1993 .....	118.4	119.6	120.6	121.6	1.4	1.0	.8	.8
1994 .....	122.3	123.3	124.5	125.3	.6	.8	1.0	.6
1995 .....	126.0	126.7	127.4	128.4	.6	.6	.6	.8
1996 .....	129.1	130.2	131.3	132.2	.5	.9	.8	.7
1997 .....	132.4	133.6	134.6	135.4	.2	.9	.7	.6
<b>Manufacturing, durable goods:</b>								
1980 .....	61.8	63.4	65.0	66.6	—	2.6	2.5	2.5
1981 .....	69.0	70.5	71.9	73.7	3.6	2.2	2.0	2.5
1982 .....	74.7	75.7	77.0	78.1	1.4	1.3	1.7	1.4
1983 .....	79.1	79.9	80.8	81.8	1.3	1.0	1.1	1.2
1984 .....	82.9	84.0	84.9	85.9	1.3	1.3	1.1	1.2
1985 .....	86.9	87.6	88.2	88.8	1.2	.8	.7	.7
1986 .....	89.4	90.1	90.7	91.3	.7	.8	.7	.7
1987 .....	91.1	91.9	92.7	93.7	-.2	.9	.9	1.1
1988 .....	95.4	96.4	97.1	97.9	1.8	1.0	.7	.8
1989 .....	98.7	99.9	101.2	102.5	.7	1.2	1.3	1.3
1990 .....	103.8	105.0	106.3	107.5	1.3	1.2	1.2	1.1
1991 .....	108.3	109.8	111.2	112.4	.7	1.4	1.3	1.1
1992 .....	113.9	114.7	115.8	117.0	1.3	.7	1.0	1.0
1993 .....	118.8	119.9	121.0	122.1	1.5	.9	.9	.9
1994 .....	122.7	123.7	125.1	126.0	.5	.8	1.1	.7
1995 .....	126.9	127.6	128.2	129.2	.7	.6	.5	.8
1996 .....	129.6	131.1	131.9	132.8	.3	1.2	.6	.7
1997 .....	132.9	134.0	135.0	135.9	.1	.8	.7	.7
<b>Manufacturing, nondurable goods:</b>								
1980 .....	61.4	62.6	63.6	65.3	—	2.0	1.6	2.7
1981 .....	66.8	68.3	69.7	70.8	2.3	2.2	2.0	1.6
1982 .....	72.0	73.2	74.7	75.5	1.7	1.7	2.0	1.1
1983 .....	76.6	77.8	78.8	79.6	1.5	1.6	1.3	1.0
1984 .....	80.4	81.2	82.3	83.7	1.0	1.0	1.4	1.7
1985 .....	84.9	85.4	86.3	86.7	1.4	.6	1.1	.5
1986 .....	87.6	88.9	89.4	90.2	1.0	1.5	.6	.9
1987 .....	90.6	91.2	92.3	93.6	.4	.7	1.2	1.4
1988 .....	94.7	95.5	96.5	97.7	1.2	.8	1.0	1.2
1989 .....	98.7	99.9	101.2	102.1	1.0	1.2	1.3	.9
1990 .....	104.0	105.4	106.6	107.6	1.9	1.3	1.1	.9
1991 .....	108.7	110.0	111.3	112.5	1.0	1.2	1.2	1.1
1992 .....	113.7	114.5	115.5	116.5	1.1	.7	.9	.9
1993 .....	117.7	118.8	119.8	120.5	1.0	.9	.8	.6

See footnotes at end of table.

**Table 1. Total compensation,<sup>1</sup> civilian, State and local government, and private industry workers: Employment Cost Index by occupational and industry group, 1980-97**

(Seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for			
	March	June	Sept.	Dec.	3 months ended—			
					March	June	Sept.	Dec.
<b>Manufacturing, nondurable goods:</b>								
1994 .....	121.5	122.6	123.4	124.0	0.8	0.9	0.7	0.5
1995 .....	124.5	125.2	125.9	127.2	.4	.6	.6	1.0
1996 .....	128.1	128.7	130.2	131.1	.7	.5	1.2	.7
1997 .....	131.5	132.8	133.9	134.6	.3	1.0	.8	.5
<b>Service-producing industries<sup>6</sup>:</b>								
1980 .....	60.0	62.3	62.4	61.8	—	—	—	—
1981 .....	66.4	68.5	68.3	68.0	2.8	2.3	2.1	2.1
1982 .....	71.0	72.8	73.2	73.3	4.4	2.5	.5	.1
1983 .....	75.5	77.2	77.7	78.4	3.0	2.3	.6	.9
1984 .....	80.3	81.6	81.7	82.8	2.4	1.6	.1	1.3
1985 .....	83.7	84.8	86.0	86.7	1.1	1.3	1.4	.8
1986 .....	87.5	88.2	88.7	89.5	.9	.8	.6	.9
1987 .....	90.5	91.2	92.0	92.8	1.0	.8	.9	.9
1988 .....	93.8	95.0	96.1	97.6	1.1	1.3	1.2	1.6
1989 .....	98.9	100.0	101.2	102.5	1.3	1.1	1.2	1.3
1990 .....	103.8	105.1	106.2	107.2	1.3	1.3	1.0	.9
1991 .....	108.4	109.7	110.9	111.8	1.1	1.2	1.1	.8
1992 .....	112.7	113.5	114.3	115.3	.8	.7	.7	.9
1993 .....	116.3	117.2	118.3	119.4	.9	.8	.9	.9
1994 .....	120.2	121.1	122.1	123.0	.7	.7	.8	.7
1995 .....	124.0	124.9	125.7	126.5	.8	.7	.6	.6
1996 .....	127.5	128.5	129.4	130.4	.8	.8	.7	.8
1997 .....	131.5	132.4	133.6	135.6	.8	.7	.9	1.5
<b>Transportation and public utilities:</b>								
1980 .....	61.5	63.0	65.1	67.0	—	2.4	3.3	2.9
1981 .....	69.0	70.7	71.9	73.2	3.0	2.5	1.7	1.8
1982 .....	74.6	75.7	77.3	78.9	1.9	1.5	2.1	2.1
1983 .....	80.0	81.6	82.3	83.5	1.4	2.0	.9	1.5
1984 .....	84.6	85.4	86.0	87.0	1.3	.9	.7	1.2
1985 .....	87.5	88.3	89.6	90.2	.6	.9	1.5	.7
1986 .....	91.1	91.3	91.8	92.2	1.0	.2	.5	.4
1987 .....	92.9	93.8	94.3	95.0	.8	1.0	.5	.7
1988 .....	95.8	96.6	97.4	97.8	.7	.8	.8	.4
1989 .....	98.7	99.8	100.6	101.5	.9	1.1	.8	.9
1990 .....	103.0	103.1	104.1	105.4	1.5	.1	1.0	1.2
1991 .....	105.9	107.6	108.9	110.0	.5	1.6	1.2	1.0
1992 .....	111.0	111.8	112.8	113.8	.9	.7	.9	.9
1993 .....	114.6	116.0	116.7	117.8	.7	1.2	.6	.9
1994 .....	119.0	119.8	121.3	122.4	1.0	.7	1.3	.9
1995 .....	123.7	124.7	126.0	126.9	1.1	.8	1.0	.7
1996 .....	127.6	128.5	129.3	130.6	.6	.7	.6	1.0
1997 .....	131.0	131.8	132.9	134.4	.3	.6	.8	1.1
<b>Wholesale trade<sup>5</sup>:</b>								
1980 .....	58.2	60.0	60.9	63.2	—	3.1	1.5	3.8
1981 .....	65.0	66.4	68.1	69.2	2.8	2.2	2.6	1.6
1982 .....	70.5	71.6	72.4	73.1	1.9	1.6	1.1	1.0
1983 .....	74.2	75.4	76.8	78.2	1.5	1.6	1.9	1.8
1984 .....	79.1	80.3	81.0	82.7	1.2	1.5	.9	2.1
1985 .....	83.0	84.4	85.2	85.9	.4	1.7	.9	.8
1986 .....	86.5	87.0	87.8	88.8	.7	.6	.9	1.1
1987 .....	89.8	90.8	91.6	92.3	1.0	1.1	.9	.8
1988 .....	93.2	94.4	95.5	96.3	.9	1.3	1.2	.8
1989 .....	98.7	99.8	102.5	104.7	2.6	1.1	2.7	2.1
1990 .....	105.0	105.2	105.8	106.6	.4	.2	.6	.8
1991 .....	107.9	109.3	110.7	111.3	1.2	1.3	1.3	.5
1992 .....	112.6	113.2	113.2	114.5	1.2	.5	.0	1.1
1993 .....	115.4	116.1	116.6	117.9	.8	.6	.4	1.1
1994 .....	118.1	119.4	120.6	121.6	.2	1.1	1.0	.8
1995 .....	123.4	124.5	126.1	127.1	1.5	.9	1.3	.8
1996 .....	127.8	129.0	129.9	131.0	.6	.9	.7	.8
1997 .....	133.2	133.5	134.6	135.2	1.7	.2	.8	.4
<b>Retail trade:</b>								
1980 .....	64.6	65.4	67.0	68.0	—	1.2	2.4	1.5
1981 .....	70.4	71.4	72.4	73.3	3.5	1.4	1.4	1.2
1982 .....	74.2	74.9	75.8	76.6	1.2	.9	1.2	1.1

See footnotes at end of table.

**Table 1. Total compensation,<sup>1</sup> civilian, State and local government, and private industry workers: Employment Cost Index by occupational and industry group, 1980-97**

(Seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for			
	March	June	Sept.	Dec.	3 months ended—			
					March	June	Sept.	Dec.
<b>Retail trade:</b>								
1983 .....	77.4	78.8	79.5	80.5	1.0	1.8	0.9	1.3
1984 .....	82.2	83.2	83.7	84.9	2.1	1.2	.6	1.4
1985 .....	85.6	86.5	88.0	89.0	.8	1.1	1.7	1.1
1986 .....	89.3	89.7	90.4	91.0	.3	.4	.8	.7
1987 .....	91.5	92.3	92.8	93.2	.5	.9	.5	.4
1988 .....	94.7	96.1	97.1	98.6	1.6	1.5	1.0	1.5
1989 .....	99.3	99.8	100.9	101.8	.7	.5	1.1	.9
1990 .....	103.2	104.6	105.3	106.3	1.4	1.4	.7	.9
1991 .....	107.5	108.7	109.9	110.7	1.2	1.1	1.1	.7
1992 .....	111.0	111.9	112.7	113.6	.3	.8	.7	.8
1993 .....	114.7	115.4	116.0	117.0	1.0	.6	.5	.9
1994 .....	117.7	119.0	120.2	120.3	.6	1.1	1.0	.1
1995 .....	121.1	121.6	122.4	122.9	.7	.4	.7	.4
1996 .....	124.7	124.6	126.0	127.6	1.5	-.1	1.1	1.3
1997 .....	128.7	129.5	130.9	131.9	.9	.6	1.1	.8
<b>Finance, insurance, and real estate<sup>5,7</sup>:</b>								
1985 .....	83.1	83.0	84.6	85.9	—	-.1	1.9	1.5
1986 .....	86.7	87.4	87.9	88.6	.9	.8	.6	.8
1987 .....	90.9	90.0	90.2	90.4	2.6	-1.0	.2	.2
1988 .....	91.5	92.8	92.9	96.2	1.2	1.4	.1	3.6
1989 .....	98.3	100.0	100.4	101.4	2.2	1.7	.4	1.0
1990 .....	102.6	104.4	105.4	105.5	1.2	1.8	1.0	.1
1991 .....	108.3	109.5	109.7	110.0	2.7	1.1	.2	.3
1992 .....	111.7	110.8	111.1	111.3	1.5	-.8	.3	.2
1993 .....	112.6	113.1	115.7	116.4	1.2	.4	2.3	.6
1994 .....	117.7	117.7	118.5	118.9	1.1	.0	.7	.3
1995 .....	120.2	121.8	122.7	123.1	1.1	1.3	.7	.3
1996 .....	124.5	126.3	126.7	126.0	1.1	1.4	.3	-.6
1997 .....	128.6	129.4	130.5	134.5	2.1	.6	.9	3.1
<b>Service industries:</b>								
1980 .....	55.3	57.3	58.1	59.2	—	3.6	1.4	1.9
1981 .....	62.0	62.3	63.8	66.0	4.7	.5	2.4	3.4
1982 .....	66.5	68.0	69.5	70.9	.8	2.3	2.2	2.0
1983 .....	72.0	72.9	74.6	75.9	1.6	1.3	2.3	1.7
1984 .....	77.6	78.5	79.2	81.0	2.2	1.2	.9	2.3
1985 .....	81.2	82.4	83.6	84.1	.2	1.5	1.5	.6
1986 .....	85.1	86.1	86.6	87.8	1.2	1.2	.6	1.4
1987 .....	88.9	89.8	91.1	92.3	1.3	1.0	1.4	1.3
1988 .....	93.5	94.8	96.2	97.6	1.3	1.4	1.5	1.5
1989 .....	98.9	100.3	101.6	103.0	1.3	1.4	1.3	1.4
1990 .....	104.9	106.7	107.9	109.4	1.8	1.7	1.1	1.4
1991 .....	110.7	111.7	113.0	114.1	1.2	.9	1.2	1.0
1992 .....	115.2	116.6	117.7	119.0	1.0	1.2	.9	1.1
1993 .....	120.0	121.0	122.2	123.2	.8	.8	1.0	.8
1994 .....	124.3	125.0	125.8	126.7	.9	.6	.6	.7
1995 .....	127.4	128.2	128.8	129.5	.6	.6	.5	.5
1996 .....	130.6	131.7	132.6	133.6	.8	.8	.7	.8
1997 .....	134.5	135.7	136.9	138.7	.7	.9	.9	1.3
<b>Nonmanufacturing:</b>								
1980 .....	60.0	61.5	62.9	64.2	—	2.5	2.3	2.1
1981 .....	66.5	67.8	69.1	70.5	3.6	2.0	1.9	2.0
1982 .....	71.5	72.6	74.1	75.2	1.4	1.5	2.1	1.5
1983 .....	76.2	77.4	78.5	79.7	1.3	1.6	1.4	1.5
1984 .....	80.9	81.8	82.3	83.5	1.5	1.1	.6	1.5
1985 .....	84.2	85.1	86.3	87.1	.8	1.1	1.4	.9
1986 .....	87.8	88.5	89.1	89.9	.8	.8	.7	.9
1987 .....	90.9	91.5	92.3	93.1	1.1	.7	.9	.9
1988 .....	94.1	95.4	96.4	97.7	1.1	1.4	1.0	1.3
1989 .....	98.8	99.9	101.2	102.5	1.1	1.1	1.3	1.3
1990 .....	103.8	105.0	106.1	107.1	1.3	1.2	1.0	.9
1991 .....	108.4	109.7	110.8	111.7	1.2	1.2	1.0	.8
1992 .....	112.6	113.5	114.3	115.4	.8	.8	.7	1.0
1993 .....	116.2	117.2	118.3	119.3	.7	.9	.9	.8
1994 .....	120.2	121.1	122.2	122.9	.8	.7	.9	.6
1995 .....	123.6	124.5	125.4	126.2	.6	.7	.7	.6
1996 .....	127.1	128.1	129.0	130.1	.7	.8	.7	.9

See footnotes at end of table.

**Table 1. Total compensation,<sup>1</sup> civilian, State and local government, and private industry workers: Employment Cost Index by occupational and industry group, 1980-97**

**(Seasonally adjusted) — Continued**

Series and year	Indexes (June 1989=100)				Percent changes for			
	March	June	Sept.	Dec.	3 months ended—			
					March	June	Sept.	Dec.
Nonmanufacturing: 1997 .....	131.0	132.0	133.1	135.0	0.7	0.8	0.8	1.4

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

<sup>2</sup> Includes private industry and State and local government workers and excludes farm, household, and Federal government workers.

<sup>3</sup> Excludes farm and household workers.

<sup>4</sup> Includes mining, construction, and manufacturing.

<sup>5</sup> This series may be discontinued with the September 1998 news release.

<sup>6</sup> Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

<sup>7</sup> No identifiable seasonality was found for this series.  
— Data not available.

**Table 2. Wages and salaries, civilian, State and local government, and private industry workers: Employment Cost Index by occupational and industry group, 1980-97**

(Seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for			
	March	June	Sept.	Dec.	3 months ended—			
					March	June	Sept.	Dec.
<b>Civilian workers<sup>1</sup>:</b>								
1982 .....	73.7	74.6	75.9	76.9	—	1.2	1.7	1.3
1983 .....	77.8	78.8	79.7	80.7	1.2	1.3	1.1	1.3
1984 .....	81.8	82.6	83.2	84.3	1.4	1.0	.7	1.3
1985 .....	85.3	86.3	87.3	88.0	1.2	1.2	1.2	.8
1986 .....	88.9	89.6	90.2	91.0	1.0	.8	.7	.9
1987 .....	91.9	92.5	93.3	94.1	1.0	.7	.9	.9
1988 .....	95.0	96.1	97.0	98.1	1.0	1.2	.9	1.1
1989 .....	99.2	100.2	101.4	102.5	1.1	1.0	1.2	1.1
1990 .....	103.6	104.8	105.8	106.8	1.1	1.2	1.0	.9
1991 .....	107.9	109.0	109.8	110.6	1.0	1.0	.7	.7
1992 .....	111.5	112.2	112.7	113.7	.8	.6	.4	.9
1993 .....	114.5	115.2	116.2	117.1	.7	.6	.9	.8
1994 .....	117.8	118.7	119.6	120.4	.6	.8	.8	.7
1995 .....	121.3	122.2	123.1	123.9	.7	.7	.7	.6
1996 .....	125.1	126.1	127.0	128.0	1.0	.8	.7	.8
1997 .....	129.1	130.1	131.3	132.8	.9	.8	.9	1.1
<b>State and local government:</b>								
1982 .....	69.2	70.2	71.9	72.6	—	1.4	2.4	1.0
1983 .....	73.6	74.7	75.4	76.4	1.4	1.5	.9	1.3
1984 .....	77.8	78.7	79.8	81.0	1.8	1.2	1.4	1.5
1985 .....	82.1	83.1	84.4	85.5	1.4	1.2	1.6	1.3
1986 .....	86.6	87.7	89.0	90.1	1.3	1.3	1.5	1.2
1987 .....	91.0	92.1	92.6	93.9	1.0	1.2	.5	1.4
1988 .....	95.0	96.0	97.0	98.5	1.2	1.1	1.0	1.5
1989 .....	99.5	100.8	102.4	103.7	1.0	1.3	1.6	1.3
1990 .....	105.1	106.5	107.9	109.3	1.4	1.3	1.3	1.3
1991 .....	110.6	111.6	112.2	113.1	1.2	.9	.5	.8
1992 .....	113.8	114.9	115.3	116.5	.6	1.0	.3	1.0
1993 .....	117.2	118.1	118.8	119.5	.6	.8	.6	.6
1994 .....	120.4	121.3	122.3	123.2	.8	.7	.8	.7
1995 .....	124.3	125.3	126.1	127.1	.9	.8	.6	.8
1996 .....	127.8	128.8	129.6	130.6	.6	.8	.6	.8
1997 .....	131.4	132.2	133.1	134.1	.6	.6	.7	.8
<b>Private industry<sup>2</sup>:</b>								
1980 .....	63.1	64.5	65.9	67.3	—	2.2	2.2	2.1
1981 .....	69.0	70.5	71.8	73.2	2.5	2.2	1.8	1.9
1982 .....	74.6	75.5	76.8	77.7	1.9	1.2	1.7	1.2
1983 .....	78.6	79.6	80.6	81.6	1.2	1.3	1.3	1.2
1984 .....	82.5	83.3	83.9	84.9	1.1	1.0	.7	1.2
1985 .....	85.9	86.9	87.9	88.5	1.2	1.2	1.2	.7
1986 .....	89.4	90.0	90.5	91.2	1.0	.7	.6	.8
1987 .....	92.0	92.6	93.5	94.2	.9	.7	1.0	.7
1988 .....	95.0	96.1	96.9	98.0	.8	1.2	.8	1.1
1989 .....	99.1	100.0	101.1	102.2	1.1	.9	1.1	1.1
1990 .....	103.2	104.4	105.4	106.2	1.0	1.2	1.0	.8
1991 .....	107.3	108.4	109.2	110.1	1.0	1.0	.7	.8
1992 .....	111.0	111.6	112.1	113.0	.8	.5	.4	.8
1993 .....	113.9	114.6	115.6	116.5	.8	.6	.9	.8
1994 .....	117.1	118.1	119.0	119.8	.5	.9	.8	.7
1995 .....	120.6	121.5	122.4	123.2	.7	.7	.7	.7
1996 .....	124.4	125.5	126.4	127.4	1.0	.9	.7	.8
1997 .....	128.5	129.7	130.9	132.5	.9	.9	.9	1.2
<b>White-collar occupations:</b>								
1982 .....	72.2	72.8	74.1	75.2	—	—	—	—
1983 .....	76.3	77.1	78.5	79.7	1.5	1.0	1.8	1.5
1984 .....	80.5	81.4	81.9	83.1	1.0	1.1	.6	1.5
1985 .....	84.3	85.2	86.3	87.2	1.4	1.1	1.3	1.0
1986 .....	88.0	89.0	89.5	90.2	.9	1.1	.6	.8
1987 .....	91.4	91.8	92.9	93.5	1.3	.4	1.2	.6
1988 .....	94.4	95.5	96.6	97.9	1.0	1.2	1.2	1.3
1989 .....	99.0	99.9	101.3	102.5	1.1	.9	1.4	1.2
1990 .....	103.6	104.8	105.9	106.7	1.1	1.2	1.0	.8
1991 .....	107.9	109.0	110.0	110.8	1.1	1.0	.9	.7
1992 .....	111.7	112.2	112.8	113.8	.8	.4	.5	.9
1993 .....	114.7	115.4	116.6	117.6	.8	.6	1.0	.9
1994 .....	118.3	119.2	120.1	120.9	.6	.8	.8	.7
1995 .....	121.7	122.6	123.5	124.4	.7	.7	.7	.7

See footnotes at end of table.

**Table 2. Wages and salaries, civilian, State and local government, and private industry workers: Employment Cost Index by occupational and industry group, 1980-97**

(Seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for			
	March	June	Sept.	Dec.	3 months ended—			
					March	June	Sept.	Dec.
<b>White-collar occupations:</b>								
1996 .....	125.8	126.9	127.9	128.9	1.1	0.9	0.8	0.8
1997 .....	130.2	131.2	132.6	134.4	1.0	.8	1.1	1.4
<b>Blue-collar occupations<sup>3</sup>:</b>								
1975 .....	—	—	46.2	47.0	—	—	—	1.7
1976 .....	48.1	49.0	49.9	50.8	2.3	1.9	1.8	1.8
1977 .....	51.7	52.8	53.8	54.7	1.8	2.1	1.9	1.7
1978 .....	55.7	56.9	58.1	59.2	1.8	2.2	2.1	1.9
1979 .....	60.3	61.7	62.9	64.5	1.9	2.3	1.9	2.5
1980 .....	66.0	67.7	69.3	70.7	2.3	2.6	2.4	2.0
1981 .....	72.2	73.9	75.6	76.7	2.1	2.4	2.3	1.5
1982 .....	77.8	78.7	80.1	81.0	1.4	1.2	1.8	1.1
1983 .....	81.8	82.6	83.4	84.1	1.0	1.0	1.0	.8
1984 .....	85.0	85.6	86.2	87.1	1.1	.7	.7	1.0
1985 .....	88.0	88.8	89.9	90.1	1.0	.9	1.2	.2
1986 .....	90.9	91.4	91.9	92.4	.9	.6	.5	.5
1987 .....	92.8	93.5	94.3	95.2	.4	.8	.9	1.0
1988 .....	95.9	96.8	97.4	98.2	.7	.9	.6	.8
1989 .....	99.0	100.0	101.0	101.6	.8	1.0	1.0	.6
1990 .....	102.7	103.8	104.6	105.2	1.1	1.1	.8	.6
1991 .....	106.4	107.3	108.0	108.8	1.1	.8	.7	.7
1992 .....	109.7	110.4	111.1	111.6	.8	.6	.6	.5
1993 .....	112.5	113.2	114.1	114.8	.8	.6	.8	.6
1994 .....	115.6	116.5	117.5	118.0	.7	.8	.9	.4
1995 .....	119.0	120.1	120.8	121.4	.8	.9	.6	.5
1996 .....	122.5	123.7	124.3	125.1	.9	1.0	.5	.6
1997 .....	126.0	127.3	128.3	129.1	.7	1.0	.8	.6
<b>Service occupations:</b>								
1980 .....	63.9	65.1	66.6	67.6	—	1.9	2.3	1.5
1981 .....	69.9	71.0	72.5	73.2	3.4	1.6	2.1	1.0
1982 .....	75.1	76.6	77.9	79.3	2.6	2.0	1.7	1.8
1983 .....	79.5	80.7	81.0	82.8	.3	1.5	.4	2.2
1984 .....	84.5	84.9	86.2	87.8	2.1	.5	1.5	1.9
1985 .....	87.5	88.5	89.8	89.9	-.3	1.1	1.5	.1
1986 .....	90.5	91.0	91.6	92.3	.7	.6	.7	.8
1987 .....	93.1	93.8	94.1	94.5	.9	.8	.3	.4
1988 .....	95.4	96.5	97.7	98.6	1.0	1.2	1.2	.9
1989 .....	99.4	100.1	100.9	102.2	.8	.7	.8	1.3
1990 .....	103.1	104.3	104.8	106.4	.8	1.2	.5	1.5
1991 .....	106.9	108.4	109.7	110.6	.5	1.4	1.2	.8
1992 .....	111.2	111.7	112.4	112.8	.6	.4	.6	.4
1993 .....	113.5	114.2	114.9	115.2	.6	.6	.6	.3
1994 .....	116.3	116.9	117.6	118.7	1.0	.5	.6	.9
1995 .....	119.4	120.1	120.8	121.3	.6	.6	.6	.4
1996 .....	122.2	123.1	124.2	125.5	.7	.7	.9	1.0
1997 .....	126.6	127.7	130.0	130.9	.9	.9	1.8	.7
<b>Goods-producing industries<sup>3,4</sup>:</b>								
1975 .....	—	—	45.9	46.9	—	—	—	2.2
1976 .....	47.7	48.5	49.5	50.4	1.7	1.7	2.1	1.8
1977 .....	51.3	52.3	53.4	54.3	1.8	1.9	2.1	1.7
1978 .....	55.3	56.3	57.4	58.8	1.8	1.8	2.0	2.4
1979 .....	59.8	60.9	62.0	63.7	1.7	1.8	1.8	2.7
1980 .....	65.3	66.7	68.2	69.7	2.5	2.1	2.2	2.2
1981 .....	71.2	72.8	74.4	75.7	2.2	2.2	2.2	1.7
1982 .....	77.1	77.9	79.3	80.0	1.8	1.0	1.8	.9
1983 .....	80.8	81.6	82.4	83.2	1.0	1.0	1.0	1.0
1984 .....	84.1	84.7	85.5	86.4	1.1	.7	.9	1.1
1985 .....	87.5	88.4	89.0	89.4	1.3	1.0	.7	.4
1986 .....	90.4	91.3	91.8	92.3	1.1	1.0	.5	.5
1987 .....	92.8	93.4	94.3	95.2	.5	.6	1.0	1.0
1988 .....	96.1	96.9	97.5	98.2	.9	.8	.6	.7
1989 .....	99.1	100.0	101.0	102.0	.9	.9	1.0	1.0
1990 .....	103.1	104.2	105.1	105.8	1.1	1.1	.9	.7
1991 .....	107.0	108.0	108.7	109.7	1.1	.9	.6	.9
1992 .....	110.7	111.4	112.1	112.8	.9	.6	.6	.6
1993 .....	113.8	114.5	115.3	116.1	.9	.6	.7	.7
1994 .....	116.9	118.0	118.9	119.6	.7	.9	.8	.6

See footnotes at end of table.



**Table 2. Wages and salaries, civilian, State and local government, and private industry workers: Employment Cost Index by occupational and industry group, 1980-97**

(Seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for			
	March	June	Sept.	Dec.	3 months ended—			
					March	June	Sept.	Dec.
<b>Goods-producing industries<sup>3,4</sup>:</b>								
1995 .....	120.4	121.4	122.1	122.9	0.7	0.8	0.6	0.7
1996 .....	123.9	125.1	126.1	126.8	.8	1.0	.8	.6
1997 .....	127.5	128.9	129.9	130.6	.6	1.1	.8	.5
<b>Construction<sup>5</sup>:</b>								
1980 .....	68.1	69.9	71.5	73.0	—	2.6	2.3	2.1
1981 .....	74.4	76.1	77.9	79.4	1.9	2.3	2.4	1.9
1982 .....	80.7	81.5	82.6	83.5	1.6	1.0	1.3	1.1
1983 .....	84.1	85.2	85.0	85.9	.7	1.3	-2	1.1
1984 .....	86.3	86.5	86.7	87.0	.5	.2	.2	.3
1985 .....	88.0	88.5	88.9	89.7	1.1	.6	.5	.9
1986 .....	90.0	90.9	91.5	91.9	.3	1.0	.7	.4
1987 .....	92.6	93.1	94.0	94.9	.8	.5	1.0	1.0
1988 .....	95.8	96.9	97.6	98.4	.9	1.1	.7	.8
1989 .....	99.3	99.9	101.0	101.8	.9	.6	1.1	.8
1990 .....	102.2	102.8	103.3	103.9	.4	.6	.5	.6
1991 .....	105.3	105.8	106.1	106.9	1.4	.5	.3	.8
1992 .....	107.4	107.8	108.5	109.0	.5	.4	.6	.5
1993 .....	109.7	110.3	111.1	111.2	.6	.5	.7	.1
1994 .....	112.4	113.5	114.3	114.8	1.1	1.0	.7	.4
1995 .....	115.1	115.6	116.5	117.5	.3	.4	.8	.9
1996 .....	118.6	119.5	120.1	120.9	.9	.8	.5	.7
1997 .....	122.3	123.5	124.4	125.0	1.2	1.0	.7	.5
<b>Manufacturing<sup>3</sup>:</b>								
1975 .....	—	—	45.3	46.3	—	—	—	2.2
1976 .....	47.1	47.8	48.7	49.7	1.7	1.5	1.9	2.1
1977 .....	50.6	51.5	52.7	53.6	1.8	1.8	2.3	1.7
1978 .....	54.7	55.5	56.6	58.1	2.1	1.5	2.0	2.7
1979 .....	59.1	60.1	61.2	63.0	1.7	1.7	1.8	2.9
1980 .....	64.8	66.1	67.4	68.9	2.9	2.0	2.0	2.2
1981 .....	70.5	72.0	73.6	74.9	2.3	2.1	2.2	1.8
1982 .....	76.3	77.1	78.4	79.1	1.9	1.0	1.7	.9
1983 .....	80.0	80.7	81.6	82.5	1.1	.9	1.1	1.1
1984 .....	83.4	84.1	85.0	86.1	1.1	.8	1.1	1.3
1985 .....	87.2	88.1	88.8	89.2	1.3	1.0	.8	.5
1986 .....	90.3	91.1	91.6	92.1	1.2	.9	.5	.5
1987 .....	92.7	93.3	94.2	95.2	.7	.6	1.0	1.1
1988 .....	96.0	96.8	97.3	98.1	.8	.8	.5	.8
1989 .....	99.0	100.0	100.9	101.9	.9	1.0	.9	1.0
1990 .....	103.3	104.5	105.4	106.2	1.4	1.2	.9	.8
1991 .....	107.4	108.4	109.3	110.3	1.1	.9	.8	.9
1992 .....	111.5	112.2	112.9	113.7	1.1	.6	.6	.7
1993 .....	114.7	115.5	116.3	117.3	.9	.7	.7	.9
1994 .....	118.0	119.0	120.0	120.8	.6	.8	.8	.7
1995 .....	121.9	122.9	123.5	124.3	.9	.8	.5	.6
1996 .....	125.4	126.5	127.7	128.4	.9	.9	.9	.5
1997 .....	129.1	130.3	131.3	132.2	.5	.9	.8	.7
<b>Manufacturing, durable goods<sup>3</sup>:</b>								
1976 .....	—	—	48.6	49.8	—	—	—	2.5
1977 .....	50.8	51.5	52.7	53.8	2.0	1.4	2.3	2.1
1978 .....	54.7	55.6	56.7	58.3	1.7	1.6	2.0	2.8
1979 .....	59.3	60.2	61.5	63.4	1.7	1.5	2.2	3.1
1980 .....	65.0	66.4	68.1	69.7	2.5	2.2	2.6	2.3
1981 .....	71.3	72.8	74.4	76.1	2.3	2.1	2.2	2.3
1982 .....	77.4	78.2	79.4	80.3	1.7	1.0	1.5	1.1
1983 .....	80.9	81.4	82.2	83.3	.7	.6	1.0	1.3
1984 .....	84.3	84.9	85.7	86.7	1.2	.7	.9	1.2
1985 .....	87.8	88.9	89.4	89.9	1.3	1.3	.6	.6
1986 .....	90.9	91.6	92.1	92.6	1.1	.8	.5	.5
1987 .....	93.0	93.7	94.5	95.5	.4	.8	.9	1.1
1988 .....	96.2	96.9	97.4	98.0	.7	.7	.5	.6
1989 .....	99.0	100.0	100.7	101.9	1.0	1.0	.7	1.2
1990 .....	103.2	104.3	105.3	106.1	1.3	1.1	1.0	.8
1991 .....	107.3	108.3	109.2	110.2	1.1	.9	.8	.9
1992 .....	111.2	111.8	112.7	113.4	.9	.5	.8	.6
1993 .....	114.4	115.1	115.9	117.2	.9	.6	.7	1.1
1994 .....	117.8	118.7	119.8	120.8	.5	.8	.9	.8

See footnotes at end of table.

**Table 2. Wages and salaries, civilian, State and local government, and private industry workers: Employment Cost Index by occupational and industry group, 1980-97**

(Seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for			
	March	June	Sept.	Dec.	3 months ended—			
					March	June	Sept.	Dec.
<b>Manufacturing, durable goods<sup>3</sup>:</b>								
1995 .....	121.9	122.9	123.6	124.3	0.9	0.8	0.6	0.6
1996 .....	125.1	126.5	127.7	128.4	.6	1.1	.9	.5
1997 .....	129.0	130.1	131.2	131.9	.5	.9	.8	.5
<b>Manufacturing, nondurable goods:</b>								
1980 .....	64.3	65.5	66.1	67.7	—	1.9	.9	2.4
1981 .....	69.0	70.6	71.9	73.0	1.9	2.3	1.8	1.5
1982 .....	74.3	75.1	76.5	77.2	1.8	1.1	1.9	.9
1983 .....	78.2	79.3	80.3	81.0	1.3	1.4	1.3	.9
1984 .....	81.7	82.7	83.7	85.0	.9	1.2	1.2	1.6
1985 .....	85.8	86.6	87.5	88.1	.9	.9	1.0	.7
1986 .....	89.0	90.3	90.6	91.4	1.0	1.5	.3	.9
1987 .....	92.1	92.5	93.8	94.8	.8	.4	1.4	1.1
1988 .....	95.7	96.4	97.2	98.3	.9	.7	.8	1.1
1989 .....	98.9	99.9	101.1	101.9	.6	1.0	1.2	.8
1990 .....	103.5	104.7	105.7	106.4	1.6	1.2	1.0	.7
1991 .....	107.5	108.5	109.5	110.7	1.0	.9	.9	1.1
1992 .....	111.7	112.7	113.3	114.5	.8	.9	.5	1.1
1993 .....	115.4	116.2	117.0	117.7	.8	.7	.7	.6
1994 .....	118.2	119.3	120.4	121.0	.4	.9	.9	.5
1995 .....	121.8	122.7	123.4	124.6	.7	.7	.6	1.0
1996 .....	125.7	126.3	127.7	128.7	.9	.5	1.1	.8
1997 .....	129.2	130.4	131.5	132.8	.4	.9	.8	1.0
<b>Service-producing industries<sup>6</sup>:</b>								
1980 .....	61.4	62.7	64.1	65.3	—	2.1	2.2	1.9
1981 .....	67.3	68.7	69.8	71.1	3.1	2.1	1.6	1.9
1982 .....	72.6	73.5	74.7	75.9	2.1	1.2	1.6	1.6
1983 .....	76.9	77.9	79.1	80.2	1.3	1.3	1.5	1.4
1984 .....	81.3	82.2	82.6	83.7	1.4	1.1	.5	1.3
1985 .....	84.6	85.7	87.0	87.8	1.1	1.3	1.5	.9
1986 .....	88.5	89.2	89.7	90.4	.8	.8	.6	.8
1987 .....	91.5	92.1	92.9	93.5	1.2	.7	.9	.6
1988 .....	94.3	95.5	96.5	97.9	.9	1.3	1.0	1.5
1989 .....	99.2	100.0	101.2	102.3	1.3	.8	1.2	1.1
1990 .....	103.3	104.6	105.6	106.4	1.0	1.3	1.0	.8
1991 .....	107.5	108.7	109.6	110.3	1.0	1.1	.8	.6
1992 .....	111.1	111.7	112.2	113.1	.7	.5	.4	.8
1993 .....	113.9	114.7	115.8	116.8	.7	.7	1.0	.9
1994 .....	117.3	118.2	119.1	119.9	.4	.8	.8	.7
1995 .....	120.7	121.5	122.5	123.4	.7	.7	.8	.7
1996 .....	124.7	125.7	126.6	127.7	1.1	.8	.7	.9
1997 .....	129.0	130.0	131.4	133.3	1.0	.8	1.1	1.4
<b>Transportation and public utilities:</b>								
1980 .....	65.3	66.7	68.7	70.8	—	2.1	3.0	3.1
1981 .....	72.2	73.9	75.3	76.7	2.0	2.4	1.9	1.9
1982 .....	78.1	79.0	80.9	82.2	1.8	1.2	2.4	1.6
1983 .....	83.4	84.8	85.5	86.4	1.5	1.7	.8	1.1
1984 .....	87.6	88.2	88.5	89.4	1.4	.7	.3	1.0
1985 .....	89.9	90.8	92.1	92.7	.6	1.0	1.4	.7
1986 .....	93.3	93.6	94.0	94.4	.6	.3	.4	.4
1987 .....	94.7	95.5	96.0	96.4	.3	.8	.5	.4
1988 .....	97.1	97.8	98.5	98.8	.7	.7	.7	.3
1989 .....	99.5	99.9	100.6	101.4	.7	.4	.7	.8
1990 .....	102.6	103.1	104.0	104.8	1.2	.5	.9	.8
1991 .....	105.4	106.5	107.6	108.9	.6	1.0	1.0	1.2
1992 .....	109.7	110.5	111.2	111.9	.8	.7	.6	.6
1993 .....	112.9	114.0	114.7	115.5	.9	1.0	.6	.7
1994 .....	116.3	117.2	118.9	119.7	.7	.8	1.5	.7
1995 .....	121.1	122.0	123.0	123.7	1.2	.7	.8	.6
1996 .....	124.5	125.1	126.0	127.0	.6	.5	.7	.8
1997 .....	128.1	128.9	130.2	131.3	.9	.6	1.0	.8
<b>Wholesale trade<sup>5</sup>:</b>								
1980 .....	60.2	61.5	62.4	64.7	—	2.2	1.5	3.7
1981 .....	66.1	66.8	68.5	69.7	2.2	1.1	2.5	1.8
1982 .....	71.3	72.8	73.2	74.0	2.3	2.1	.5	1.1
1983 .....	75.0	76.2	77.7	78.5	1.4	1.6	2.0	1.0

See footnotes at end of table.

**Table 2. Wages and salaries, civilian, State and local government, and private industry workers: Employment Cost Index by occupational and industry group, 1980-97**

(Seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for			
	March	June	Sept.	Dec.	3 months ended—			
					March	June	Sept.	Dec.
<b>Wholesale trade<sup>5</sup>:</b>								
1984 .....	79.3	80.1	81.0	82.8	1.0	1.0	1.1	2.2
1985 .....	83.1	84.7	85.7	86.3	.4	1.9	1.2	.7
1986 .....	87.1	87.8	88.5	89.5	.9	.8	.8	1.1
1987 .....	90.7	91.8	92.4	93.1	1.3	1.2	.7	.8
1988 .....	93.5	94.8	96.1	96.6	.3	1.4	1.4	.5
1989 .....	99.2	99.7	102.8	105.3	2.7	.5	3.1	2.4
1990 .....	104.9	105.0	105.3	106.3	-.4	.1	.3	.9
1991 .....	107.6	109.0	110.3	110.3	1.2	1.3	1.2	.0
1992 .....	111.7	112.2	111.9	113.5	1.3	.4	-.3	1.4
1993 .....	114.2	114.8	115.2	116.4	.6	.5	.3	1.0
1994 .....	116.5	118.0	119.0	119.8	.1	1.3	.8	.7
1995 .....	121.2	122.3	124.0	125.4	1.2	.9	1.4	1.1
1996 .....	126.5	127.7	128.6	129.5	.9	.9	.7	.7
1997 .....	131.8	131.8	133.1	133.5	1.8	.0	1.0	.3
<b>Retail trade:</b>								
1980 .....	66.7	67.3	68.7	69.9	—	.9	2.1	1.7
1981 .....	72.1	73.1	74.1	75.1	3.1	1.4	1.4	1.3
1982 .....	75.7	76.4	77.4	78.1	.8	.9	1.3	.9
1983 .....	78.8	80.0	80.5	81.3	.9	1.5	.6	1.0
1984 .....	83.0	83.6	84.2	85.5	2.1	.7	.7	1.5
1985 .....	86.0	86.9	88.5	89.6	.6	1.0	1.8	1.2
1986 .....	90.1	90.5	91.1	91.5	.6	.4	.7	.4
1987 .....	92.2	93.0	93.6	93.9	.8	.9	.6	.3
1988 .....	95.1	96.3	97.5	98.7	1.3	1.3	1.2	1.2
1989 .....	99.4	99.7	100.9	101.8	.7	.3	1.2	.9
1990 .....	103.0	104.1	104.8	105.5	1.2	1.1	.7	.7
1991 .....	106.6	107.7	108.7	109.4	1.0	1.0	.9	.6
1992 .....	109.7	110.3	111.1	111.9	.3	.5	.7	.7
1993 .....	112.9	113.6	114.3	115.1	.9	.6	.6	.7
1994 .....	115.5	116.8	117.8	117.9	.3	1.1	.9	.1
1995 .....	119.0	119.5	120.3	120.6	.9	.4	.7	.2
1996 .....	123.1	123.0	124.2	125.8	2.1	-.1	1.0	1.3
1997 .....	127.4	128.4	129.7	130.6	1.3	.8	1.0	.7
<b>Finance, insurance, and real estate<sup>5,3</sup>:</b>								
1978 .....	—	—	—	52.8	—	—	—	—
1979 .....	54.4	56.2	57.3	59.7	3.0	3.3	2.0	4.2
1980 .....	60.0	61.6	62.8	64.1	.5	2.7	1.9	2.1
1981 .....	65.9	68.9	67.7	70.5	2.8	4.6	-1.7	4.1
1982 .....	71.4	70.5	73.1	75.1	1.3	-1.3	3.7	2.7
1983 .....	76.2	76.5	78.2	80.5	1.5	.4	2.2	2.9
1984 .....	80.0	80.5	79.4	79.8	-.6	.6	-1.4	.5
1985 .....	84.0	83.8	85.5	87.1	5.3	-.2	2.0	1.9
1986 .....	87.2	88.2	88.8	89.5	.1	1.1	.7	.8
1987 .....	91.9	90.6	90.8	90.6	2.7	-1.4	.2	-.2
1988 .....	91.5	92.9	92.9	96.3	1.0	1.5	.0	3.7
1989 .....	98.3	100.0	100.6	101.3	2.1	1.7	.6	.7
1990 .....	101.8	103.5	104.9	104.8	.5	1.7	1.4	-.1
1991 .....	107.0	108.1	108.0	108.4	2.1	1.0	-.1	.4
1992 .....	109.5	108.2	108.2	108.3	1.0	-1.2	.0	.1
1993 .....	109.3	109.3	112.3	112.9	.9	.0	2.7	.5
1994 .....	113.7	113.2	113.8	114.2	.7	-.4	.5	.4
1995 .....	115.0	117.0	118.0	118.4	.7	1.7	.9	.3
1996 .....	119.8	121.9	122.2	122.2	1.2	1.8	.2	.0
1997 .....	124.5	125.3	126.4	130.6	1.9	.6	.9	3.3
<b>Service industries:</b>								
1980 .....	57.2	58.5	59.5	60.6	—	2.3	1.7	1.8
1981 .....	62.9	63.8	65.5	67.0	3.8	1.4	2.7	2.3
1982 .....	68.7	70.1	71.1	72.5	2.5	2.0	1.4	2.0
1983 .....	73.3	74.3	76.0	77.3	1.1	1.4	2.3	1.7
1984 .....	78.5	79.4	80.2	82.2	1.6	1.1	1.0	2.5
1985 .....	82.1	83.4	84.6	85.1	-.1	1.6	1.4	.6
1986 .....	86.2	87.2	87.3	88.5	1.3	1.2	.1	1.4
1987 .....	89.8	90.9	92.2	93.2	1.6	1.2	1.4	1.1
1988 .....	94.1	95.2	96.6	97.9	.9	1.2	1.5	1.3
1989 .....	99.0	100.3	101.3	102.5	1.2	1.3	1.0	1.2
1990 .....	104.1	106.0	106.9	108.4	1.5	1.8	.8	1.4

See footnotes at end of table.

**Table 2. Wages and salaries, civilian, State and local government, and private industry workers: Employment Cost Index by occupational and industry group, 1980-97**

(Seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for			
	March	June	Sept.	Dec.	3 months ended—			
					March	June	Sept.	Dec.
<b>Service industries:</b>								
1991 .....	109.4	110.2	111.3	112.2	0.9	0.7	1.0	0.8
1992 .....	113.1	114.2	115.0	116.2	.7	1.0	.7	1.0
1993 .....	116.9	117.8	118.8	119.7	.6	.8	.8	.8
1994 .....	120.7	121.4	122.1	123.1	.8	.6	.6	.8
1995 .....	123.8	124.5	125.3	126.1	.6	.6	.6	.6
1996 .....	127.4	128.8	129.7	130.6	1.0	1.1	.7	.7
1997 .....	131.6	133.1	134.7	136.3	.8	1.1	1.2	1.2
<b>Nonmanufacturing:</b>								
1980 .....	62.2	63.5	64.8	66.3	—	2.1	2.0	2.3
1981 .....	68.2	69.6	70.8	72.2	2.9	2.1	1.7	2.0
1982 .....	73.6	74.5	75.7	76.9	1.9	1.2	1.6	1.6
1983 .....	77.8	78.9	80.0	81.1	1.2	1.4	1.4	1.4
1984 .....	82.0	82.8	83.2	84.3	1.1	1.0	.5	1.3
1985 .....	85.2	86.1	87.4	88.1	1.1	1.1	1.5	.8
1986 .....	88.7	89.4	90.0	90.7	.7	.8	.7	.8
1987 .....	91.7	92.3	93.2	93.8	1.1	.7	1.0	.6
1988 .....	94.5	95.8	96.8	97.9	.7	1.4	1.0	1.1
1989 .....	99.1	100.0	101.3	102.3	1.2	.9	1.3	1.0
1990 .....	103.2	104.5	105.3	106.2	.9	1.3	.8	.9
1991 .....	107.3	108.4	109.2	109.9	1.0	1.0	.7	.6
1992 .....	110.7	111.3	111.8	112.7	.7	.5	.4	.8
1993 .....	113.4	114.1	115.3	116.2	.6	.6	1.1	.8
1994 .....	116.8	117.6	118.6	119.3	.5	.7	.9	.6
1995 .....	120.0	120.8	121.8	122.7	.6	.7	.8	.7
1996 .....	123.9	125.0	125.8	127.0	1.0	.9	.6	1.0
1997 .....	128.2	129.2	130.6	132.3	.9	.8	1.1	1.3

<sup>1</sup> Includes private industry and State and local government workers and excludes farm, household, and Federal government workers.

<sup>2</sup> Excludes farm and household workers.

<sup>3</sup> No identifiable seasonality was found for this series.

<sup>4</sup> Includes mining, construction, and manufacturing.

<sup>5</sup> This series may be discontinued with the September 1998 news release.

<sup>6</sup> Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

— Data not available.

**Table 3. Benefit costs, civilian, State and local government, and private industry workers:  
Employment Cost Index by occupational and industry group, 1980-97**

(Seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for			
	March	June	Sept.	Dec.	3 months ended-			
					March	June	Sept.	Dec.
<b>Civilian workers<sup>1</sup>:</b>								
1982 .....	66.3	67.8	69.6	70.7	-	2.3	2.7	1.6
1983 .....	72.3	73.6	74.9	76.1	2.3	1.8	1.8	1.6
1984 .....	77.8	79.0	79.9	81.3	2.2	1.5	1.1	1.8
1985 .....	82.2	82.7	83.7	84.5	1.1	.6	1.2	1.0
1986 .....	85.1	85.8	86.6	87.5	.7	.8	.9	1.0
1987 .....	87.7	88.7	89.6	90.8	.2	1.1	1.0	1.3
1988 .....	92.9	94.4	95.6	97.1	2.3	1.6	1.3	1.6
1989 .....	98.3	100.1	101.9	103.5	1.3	1.8	1.8	1.6
1990 .....	105.6	107.2	108.8	110.5	2.0	1.5	1.5	1.6
1991 .....	111.9	113.6	115.3	116.8	1.3	1.5	1.5	1.3
1992 .....	118.3	119.6	121.4	122.9	1.3	1.1	1.5	1.2
1993 .....	124.7	126.2	127.3	128.5	1.5	1.2	.9	.9
1994 .....	129.9	131.0	132.2	132.9	1.1	.8	.9	.5
1995 .....	133.4	134.2	134.9	135.6	.4	.6	.5	.5
1996 .....	135.8	136.6	137.4	138.3	.1	.6	.6	.7
1997 .....	138.5	139.3	139.9	141.2	.1	.6	.4	.9
<b>State and local government:</b>								
1989 .....	-	100.8	103.4	105.3	-	1.9	2.6	1.8
1990 .....	107.2	109.1	110.8	112.6	1.8	1.8	1.6	1.6
1991 .....	114.4	115.2	115.9	117.0	1.6	.7	.6	.9
1992 .....	118.3	120.0	121.9	123.3	1.1	1.4	1.6	1.1
1993 .....	124.2	125.1	125.8	126.9	.7	.7	.6	.9
1994 .....	128.0	128.9	129.9	130.5	.9	.7	.8	.5
1995 .....	131.2	132.5	133.2	133.9	.5	1.0	.5	.5
1996 .....	134.8	135.3	135.8	136.8	.7	.4	.4	.7
1997 .....	137.5	137.6	137.9	138.6	.5	.1	.2	.5
<b>Private industry<sup>2</sup>:</b>								
1980 .....	54.9	56.7	58.2	59.8	-	3.3	2.6	2.7
1981 .....	62.8	63.9	65.2	67.0	5.0	1.8	2.0	2.8
1982 .....	67.2	68.6	70.4	71.8	.3	2.1	2.6	2.0
1983 .....	73.3	74.5	75.8	77.1	2.1	1.6	1.7	1.7
1984 .....	78.7	79.9	80.7	82.1	2.1	1.5	1.0	1.7
1985 .....	82.8	83.3	84.2	84.9	.9	.6	1.1	.8
1986 .....	85.5	86.1	87.0	87.8	.7	.7	1.0	.9
1987 .....	87.9	88.9	89.7	90.9	.1	1.1	.9	1.3
1988 .....	93.1	94.6	95.7	97.1	2.4	1.6	1.2	1.5
1989 .....	98.1	99.9	101.5	103.0	1.1	1.8	1.6	1.5
1990 .....	105.1	106.7	108.3	109.9	1.9	1.5	1.5	1.5
1991 .....	111.3	113.3	115.2	116.7	1.3	1.8	1.7	1.3
1992 .....	118.3	119.5	121.2	122.8	1.4	1.0	1.4	1.3
1993 .....	124.9	126.5	127.7	128.9	1.7	1.3	.9	.9
1994 .....	130.3	131.5	132.8	133.5	1.1	.9	1.0	.5
1995 .....	133.9	134.6	135.3	136.0	.3	.5	.5	.5
1996 .....	136.0	137.0	137.7	138.7	.0	.7	.5	.7
1997 .....	138.7	139.7	140.4	141.9	.0	.7	.5	1.1
<b>White-collar occupations:</b>								
1980 .....	54.1	56.0	57.1	58.7	-	3.5	2.0	2.8
1981 .....	62.1	62.9	64.1	66.0	5.8	1.3	1.9	3.0
1982 .....	65.9	67.3	69.2	70.5	-.2	2.1	2.8	1.9
1983 .....	71.7	73.0	74.5	75.8	1.7	1.8	2.1	1.7
1984 .....	77.6	79.0	79.7	81.2	2.4	1.8	.9	1.9
1985 .....	82.1	82.7	83.8	84.6	1.1	.7	1.3	1.0
1986 .....	85.2	85.9	86.7	87.6	.7	.8	.9	1.0
1987 .....	87.9	88.8	89.8	90.8	.3	1.0	1.1	1.1
1988 .....	92.5	93.9	95.1	96.6	1.9	1.5	1.3	1.6
1989 .....	98.0	99.8	101.5	103.0	1.4	1.8	1.7	1.5
1990 .....	105.3	106.9	108.6	110.2	2.2	1.5	1.6	1.5
1991 .....	111.8	113.6	115.3	116.9	1.5	1.6	1.5	1.4
1992 .....	118.0	119.2	121.0	122.5	.9	1.0	1.5	1.2
1993 .....	124.3	125.8	126.8	128.1	1.5	1.2	.8	1.0
1994 .....	130.2	131.5	132.7	133.8	1.6	1.0	.9	.8
1995 .....	134.9	135.9	136.5	137.2	.8	.7	.4	.5
1996 .....	137.4	138.3	139.4	140.1	.1	.7	.8	.5
1997 .....	140.5	141.4	141.9	143.9	.3	.6	.4	1.4

See footnotes at end of table.

**Table 3. Benefit costs, civilian, State and local government, and private industry workers:  
Employment Cost Index by occupational and industry group, 1980-97**

(Seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for			
	March	June	Sept.	Dec.	3 months ended—			
					March	June	Sept.	Dec.
<b>Blue-collar occupations:</b>								
1980 .....	56.1	57.7	59.6	61.1	—	2.9	3.3	2.5
1981 .....	63.9	65.4	66.9	68.3	4.6	2.3	2.3	2.1
1982 .....	69.0	70.5	72.2	73.3	1.0	2.2	2.4	1.5
1983 .....	75.3	76.7	77.7	78.6	2.7	1.9	1.3	1.2
1984 .....	80.2	81.2	82.0	83.3	2.0	1.2	1.0	1.6
1985 .....	83.8	84.1	84.8	85.4	.6	.4	.8	.7
1986 .....	86.0	86.4	87.5	88.0	.7	.5	1.3	.6
1987 .....	88.0	89.0	89.9	91.0	.1	1.1	1.0	1.2
1988 .....	93.9	95.6	96.6	97.7	3.2	1.8	1.0	1.1
1989 .....	98.3	99.9	101.4	103.0	.5	1.6	1.5	1.6
1990 .....	105.0	106.4	107.9	109.5	1.9	1.3	1.4	1.5
1991 .....	110.8	112.7	114.9	116.1	1.3	1.7	2.0	1.0
1992 .....	118.4	119.6	121.1	122.7	1.9	1.0	1.3	1.3
1993 .....	125.2	127.2	128.3	129.3	2.0	1.6	.9	.8
1994 .....	130.2	131.4	132.7	132.9	.7	.9	1.0	.2
1995 .....	133.1	133.5	134.2	135.0	.2	.3	.5	.6
1996 .....	135.0	136.0	136.3	137.2	.0	.7	.2	.7
1997 .....	137.0	137.9	138.9	139.2	-.1	.7	.7	.2
<b>Service occupations<sup>3</sup>:</b>								
1980 .....	52.3	53.4	55.2	56.4	—	2.1	3.4	2.2
1981 .....	60.1	60.9	62.4	63.6	6.6	1.3	2.5	1.9
1982 .....	64.5	65.9	67.5	68.7	1.4	2.2	2.4	1.8
1983 .....	70.3	71.7	72.7	74.4	2.3	2.0	1.4	2.3
1984 .....	76.4	77.5	78.8	80.1	2.7	1.4	1.7	1.6
1985 .....	81.0	80.9	82.9	84.1	1.1	-.1	2.5	1.4
1986 .....	84.4	85.6	86.8	87.7	.4	1.4	1.4	1.0
1987 .....	87.8	88.6	88.9	89.8	.2	.9	.3	1.0
1988 .....	91.8	93.5	95.2	96.9	2.2	1.9	1.8	1.8
1989 .....	98.4	100.0	101.7	103.2	1.5	1.6	1.7	1.5
1990 .....	105.7	107.0	108.2	110.1	2.4	1.2	1.1	1.8
1991 .....	112.0	114.5	116.6	118.0	1.7	2.2	1.8	1.2
1992 .....	119.8	121.6	123.7	124.8	1.5	1.5	1.7	.9
1993 .....	127.6	129.2	130.5	131.6	2.2	1.3	1.0	.8
1994 .....	132.8	133.0	134.3	134.7	.9	.2	1.0	.3
1995 .....	135.0	135.5	135.8	135.9	.2	.4	.2	.1
1996 .....	135.8	136.2	136.4	137.2	-.1	.3	.1	.6
1997 .....	138.4	139.5	141.6	141.8	.9	.8	1.5	.1
<b>Goods-producing industries<sup>4</sup>:</b>								
1980 .....	55.9	57.4	59.2	61.0	—	2.7	3.1	3.0
1981 .....	63.9	65.4	66.9	68.8	4.8	2.3	2.3	2.8
1982 .....	69.2	70.8	72.6	73.5	.6	2.3	2.5	1.2
1983 .....	75.5	76.7	77.9	78.6	2.7	1.6	1.6	.9
1984 .....	80.1	81.2	82.2	83.5	1.9	1.4	1.2	1.6
1985 .....	84.6	84.6	85.3	86.0	1.3	.0	.8	.8
1986 .....	86.5	87.3	88.0	88.7	.6	.9	.8	.8
1987 .....	88.4	89.3	90.1	91.3	-.3	1.0	.9	1.3
1988 .....	94.0	95.6	96.6	97.7	3.0	1.7	1.0	1.1
1989 .....	98.3	99.8	101.6	103.1	.6	1.5	1.8	1.5
1990 .....	105.3	107.0	108.7	110.5	2.1	1.6	1.6	1.7
1991 .....	111.5	113.7	115.8	117.3	.9	2.0	1.8	1.3
1992 .....	119.3	120.4	122.3	124.1	1.7	.9	1.6	1.5
1993 .....	126.8	128.8	130.0	130.9	2.2	1.6	.9	.7
1994 .....	132.2	133.7	134.9	135.4	1.0	1.1	.9	.4
1995 .....	135.4	135.7	136.3	137.6	.0	.2	.4	1.0
1996 .....	137.3	138.4	139.0	140.2	-.2	.8	.4	.9
1997 .....	139.4	140.7	141.7	142.0	-.6	.9	.7	.2
<b>Manufacturing:</b>								
1980 .....	55.5	56.9	58.6	60.3	—	2.5	3.0	2.9
1981 .....	63.3	64.9	66.2	67.9	5.0	2.5	2.0	2.6
1982 .....	68.4	69.9	71.7	72.9	.7	2.2	2.6	1.7
1983 .....	74.7	75.7	77.1	78.0	2.5	1.3	1.8	1.2
1984 .....	79.1	80.5	81.6	83.2	1.4	1.8	1.4	2.0
1985 .....	84.1	84.1	84.7	85.5	1.1	.0	.7	.9
1986 .....	85.8	86.5	87.1	88.1	.4	.8	.7	1.1
1987 .....	87.1	88.1	88.9	90.3	-1.0	1.1	.9	1.6
1988 .....	93.1	94.8	95.9	97.3	3.0	1.8	1.2	1.5

See footnotes at end of table.

**Table 3. Benefit costs, civilian, State and local government, and private industry workers:  
Employment Cost Index by occupational and industry group, 1980-97**

(Seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for			
	March	June	Sept.	Dec.	3 months ended—			
					March	June	Sept.	Dec.
<b>Manufacturing:</b>								
1989 .....	98.3	99.8	101.6	103.0	1.0	1.5	1.8	1.4
1990 .....	104.9	106.7	108.4	110.3	1.8	1.7	1.6	1.8
1991 .....	110.6	113.1	115.3	116.9	.3	2.3	1.9	1.4
1992 .....	118.7	119.9	121.5	123.4	1.5	1.0	1.3	1.6
1993 .....	126.2	128.4	129.8	130.7	2.3	1.7	1.1	.7
1994 .....	131.4	132.8	134.0	134.9	.5	1.1	.9	.7
1995 .....	134.9	135.0	135.7	137.2	.0	.1	.5	1.1
1996 .....	137.0	138.3	139.1	140.2	-.1	.9	.6	.8
1997 .....	139.4	140.8	141.7	142.1	-.6	1.0	.6	.3
<b>Service-producing industries<sup>5</sup>:</b>								
1980 .....	54.0	55.9	57.1	58.6	—	3.5	2.1	2.6
1981 .....	61.8	62.4	63.5	65.3	5.5	1.0	1.8	2.8
1982 .....	65.1	66.6	68.5	69.8	-.3	2.3	2.9	1.9
1983 .....	71.1	72.5	73.8	75.4	1.9	2.0	1.8	2.2
1984 .....	77.4	78.6	79.2	80.7	2.7	1.6	.8	1.9
1985 .....	81.2	81.9	83.2	83.9	.6	.9	1.6	.8
1986 .....	84.6	85.1	86.1	87.1	.8	.6	1.2	1.2
1987 .....	87.5	88.5	89.4	90.6	.5	1.1	1.0	1.3
1988 .....	92.2	93.7	94.9	96.5	1.9	1.6	1.3	1.7
1989 .....	97.9	99.9	101.4	103.0	1.5	2.0	1.5	1.6
1990 .....	105.0	106.5	107.9	109.4	1.9	1.4	1.3	1.4
1991 .....	111.1	112.8	114.6	116.1	1.6	1.5	1.6	1.3
1992 .....	117.4	118.7	120.3	121.6	1.1	1.1	1.3	1.1
1993 .....	123.2	124.5	125.6	127.1	1.3	1.1	.9	1.2
1994 .....	128.7	129.6	131.1	131.9	1.3	.7	1.2	.6
1995 .....	133.0	134.0	134.6	135.1	.8	.8	.4	.4
1996 .....	135.3	136.1	137.0	137.8	.1	.6	.7	.6
1997 .....	138.3	139.1	139.6	141.8	.4	.6	.4	1.6
<b>Nonmanufacturing:</b>								
1980 .....	54.5	56.4	57.8	59.3	—	3.5	2.5	2.6
1981 .....	62.3	63.2	64.6	66.3	5.1	1.4	2.2	2.6
1982 .....	66.3	67.7	69.6	70.8	.0	2.1	2.8	1.7
1983 .....	72.2	73.7	74.9	76.4	2.0	2.1	1.6	2.0
1984 .....	78.3	79.3	80.0	81.3	2.5	1.3	.9	1.6
1985 .....	81.8	82.5	83.9	84.7	.6	.9	1.7	1.0
1986 .....	85.3	85.8	86.9	87.8	.7	.6	1.3	1.0
1987 .....	88.5	89.4	90.3	91.4	.8	1.0	1.0	1.2
1988 .....	93.0	94.4	95.5	97.2	1.9	1.5	1.2	1.8
1989 .....	97.9	99.9	101.4	103.2	.7	2.0	1.5	1.8
1990 .....	105.1	106.8	108.2	109.8	1.8	1.6	1.3	1.5
1991 .....	111.6	113.3	115.1	116.7	1.7	1.5	1.6	1.4
1992 .....	117.9	119.3	121.0	122.5	1.0	1.2	1.4	1.2
1993 .....	123.9	125.4	126.4	127.9	1.1	1.2	.8	1.2
1994 .....	129.7	130.7	132.1	132.7	1.4	.8	1.1	.5
1995 .....	133.7	134.6	135.3	135.7	.8	.7	.5	.3
1996 .....	135.9	136.6	137.3	138.3	.1	.5	.5	.7
1997 .....	138.8	139.4	140.0	141.9	.4	.4	.4	1.4

<sup>1</sup> Includes private industry and State and local government workers and excludes farm, household, and Federal government workers.

<sup>2</sup> Excludes farm and household workers.

<sup>3</sup> This series may be discontinued with the September 1998 news release.

<sup>4</sup> Includes mining, construction, and manufacturing.

<sup>5</sup> Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

— Data not available.

**Table 4. Total compensation,<sup>1</sup> civilian workers:<sup>2</sup> Employment Cost Index by occupational and industry group, 1981-97**

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for								
	March	June	Sept.	Dec.	3 months ended-				12 months ended-				
					March	June	Sept.	Dec.	March	June	Sept.	Dec.	
<b>Civilian workers<sup>2</sup>:</b>													
1981 .....	-	67.2	68.9	70.2	-	-	2.5	1.9	-	-	-	-	-
1982 .....	71.4	72.2	73.9	74.8	1.7	1.1	2.4	1.2	-	7.4	7.3	6.6	-
1983 .....	76.0	76.9	78.2	79.1	1.6	1.2	1.7	1.2	6.4	6.5	5.8	5.7	-
1984 .....	80.5	81.1	82.2	83.2	1.8	.7	1.4	1.2	5.9	5.5	5.1	5.2	-
1985 .....	84.3	84.9	86.2	86.8	1.3	.7	1.5	.7	4.7	4.7	4.9	4.3	-
1986 .....	87.7	88.3	89.3	89.9	1.0	.7	1.1	.7	4.0	4.0	3.6	3.6	-
1987 .....	90.7	91.3	92.3	93.1	.9	.7	1.1	.9	3.4	3.4	3.4	3.6	-
1988 .....	94.4	95.4	96.7	97.7	1.4	1.1	1.4	1.0	4.1	4.5	4.8	4.9	-
1989 .....	98.9	100.0	101.6	102.6	1.2	1.1	1.6	1.0	4.8	4.8	5.1	5.0	-
1990 .....	104.3	105.4	106.9	107.6	1.7	1.1	1.4	.7	5.5	5.4	5.2	4.9	-
1991 .....	109.1	110.2	111.5	112.2	1.4	1.0	1.2	.6	4.6	4.6	4.3	4.3	-
1992 .....	113.5	114.2	115.4	116.1	1.2	.6	1.1	.6	4.0	3.6	3.5	3.5	-
1993 .....	117.5	118.3	119.5	120.2	1.2	.7	1.0	.6	3.5	3.6	3.6	3.5	-
1994 .....	121.3	122.1	123.3	123.8	.9	.7	1.0	.4	3.2	3.2	3.2	3.0	-
1995 .....	124.8	125.6	126.6	127.2	.8	.6	.8	.5	2.9	2.9	2.7	2.7	-
1996 .....	128.3	129.2	130.2	130.9	.9	.7	.8	.5	2.8	2.9	2.8	2.9	-
1997 .....	132.0	132.8	134.1	135.2	.8	.6	1.0	.8	2.9	2.8	3.0	3.3	-
<b>Civilian workers, excluding sales:</b>													
1981 .....	-	67.0	69.0	70.2	-	-	3.0	1.7	-	-	-	-	-
1982 .....	71.4	72.3	74.1	74.9	1.7	1.3	2.5	1.1	-	7.9	7.4	6.7	-
1983 .....	76.2	77.0	78.4	79.2	1.7	1.0	1.8	1.0	6.7	6.5	5.8	5.7	-
1984 .....	80.6	81.3	82.4	83.4	1.8	.9	1.4	1.2	5.8	5.6	5.1	5.3	-
1985 .....	84.3	84.9	86.3	86.7	1.1	.7	1.6	.5	4.6	4.4	4.7	4.0	-
1986 .....	87.7	88.3	89.3	89.9	1.2	.7	1.1	.7	4.0	4.0	3.5	3.7	-
1987 .....	90.8	91.4	92.6	93.3	1.0	.7	1.3	.8	3.5	3.5	3.7	3.8	-
1988 .....	94.7	95.6	96.9	97.8	1.5	1.0	1.4	.9	4.3	4.6	4.6	4.8	-
1989 .....	99.0	100.0	101.6	102.5	1.2	1.0	1.6	.9	4.5	4.6	4.9	4.8	-
1990 .....	104.3	105.4	106.9	107.8	1.8	1.1	1.4	.8	5.4	5.4	5.2	5.2	-
1991 .....	109.2	110.2	111.7	112.4	1.3	.9	1.4	.6	4.7	4.6	4.5	4.3	-
1992 .....	113.6	114.4	115.7	116.4	1.1	.7	1.1	.6	4.0	3.8	3.6	3.6	-
1993 .....	117.9	118.7	119.8	120.5	1.3	.7	.9	.6	3.8	3.8	3.5	3.5	-
1994 .....	121.6	122.4	123.7	124.2	.9	.7	1.1	.4	3.1	3.1	3.3	3.1	-
1995 .....	125.2	125.9	126.9	127.5	.8	.6	.8	.5	3.0	2.9	2.6	2.7	-
1996 .....	128.6	129.4	130.5	131.2	.9	.6	.9	.5	2.7	2.8	2.8	2.9	-
1997 .....	132.1	133.0	134.2	135.3	.7	.7	.9	.8	2.7	2.8	2.8	3.1	-
<b>White-collar occupations:</b>													
1981 .....	-	65.2	66.9	68.4	-	-	2.6	2.2	-	-	-	-	-
1982 .....	69.4	70.2	72.2	72.9	1.5	1.2	2.8	1.0	-	7.7	7.9	6.6	-
1983 .....	74.1	74.9	76.7	77.5	1.6	1.1	2.4	1.0	6.8	6.7	6.2	6.3	-
1984 .....	78.8	79.6	80.8	81.8	1.7	1.0	1.5	1.2	6.3	6.3	5.3	5.5	-
1985 .....	83.0	83.6	85.2	85.8	1.5	.7	1.9	.7	5.3	5.0	5.4	4.9	-
1986 .....	86.8	87.5	88.7	89.2	1.2	.8	1.4	.6	4.6	4.7	4.1	4.0	-
1987 .....	90.3	90.8	92.0	92.7	1.2	.6	1.3	.8	4.0	3.8	3.7	3.9	-
1988 .....	94.0	95.0	96.4	97.6	1.4	1.1	1.5	1.2	4.1	4.6	4.8	5.3	-
1989 .....	99.0	100.0	102.0	102.9	1.4	1.0	2.0	.9	5.3	5.3	5.8	5.4	-
1990 .....	104.6	105.8	107.5	108.3	1.7	1.1	1.6	.7	5.7	5.8	5.4	5.2	-
1991 .....	109.8	110.8	112.1	112.8	1.4	.9	1.2	.6	5.0	4.7	4.3	4.2	-
1992 .....	113.9	114.6	115.8	116.6	1.0	.6	1.0	.7	3.7	3.4	3.3	3.4	-
1993 .....	117.9	118.6	119.9	120.6	1.1	.6	1.1	.6	3.5	3.5	3.5	3.4	-
1994 .....	121.8	122.6	123.9	124.4	1.0	.7	1.1	.4	3.3	3.4	3.3	3.2	-
1995 .....	125.5	126.3	127.4	128.0	.9	.6	.9	.5	3.0	3.0	2.8	2.9	-
1996 .....	129.1	130.0	131.3	131.9	.9	.7	1.0	.5	2.9	2.9	3.1	3.0	-
1997 .....	133.1	133.9	135.2	136.5	.9	.6	1.0	1.0	3.1	3.0	3.0	3.5	-
<b>White-collar occupations, excluding sales:</b>													
1981 .....	-	64.6	66.8	68.1	-	-	3.4	1.9	-	-	-	-	-
1982 .....	69.2	70.1	72.0	72.8	1.6	1.3	2.7	1.1	-	8.5	7.8	6.9	-
1983 .....	74.1	74.9	76.7	77.4	1.8	1.1	2.4	.9	7.1	6.8	6.5	6.3	-
1984 .....	78.9	79.6	81.1	82.0	1.9	.9	1.9	1.1	6.5	6.3	5.7	5.9	-
1985 .....	82.9	83.5	85.1	85.6	1.1	.7	1.9	.6	5.1	4.9	4.9	4.4	-
1986 .....	86.7	87.3	88.6	89.2	1.3	.7	1.5	.7	4.6	4.6	4.1	4.2	-
1987 .....	90.3	90.8	92.3	93.1	1.2	.6	1.7	.9	4.2	4.0	4.2	4.4	-
1988 .....	94.3	95.2	96.8	97.7	1.3	1.0	1.7	.9	4.4	4.8	4.9	4.9	-
1989 .....	99.1	100.0	101.9	102.8	1.4	.9	1.9	.9	5.1	5.0	5.3	5.2	-
1990 .....	104.7	105.8	107.7	108.5	1.8	1.1	1.8	.7	5.7	5.8	5.7	5.5	-
1991 .....	110.0	110.9	112.4	113.2	1.4	.8	1.4	.7	5.1	4.8	4.4	4.3	-
1992 .....	114.2	114.9	116.4	117.2	.9	.6	1.3	.7	3.8	3.6	3.6	3.5	-
1993 .....	118.6	119.3	120.5	121.2	1.2	.6	1.0	.6	3.9	3.8	3.5	3.4	-

See footnotes at end of table.



**Table 4. Total compensation,<sup>1</sup> civilian workers:<sup>2</sup> Employment Cost Index by occupational and industry group, 1981-97**

(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended—				12 months ended—			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
<b>White-collar occupations, excluding sales:</b>												
1994 .....	122.4	123.2	124.5	125.1	1.0	0.7	1.1	0.5	3.2	3.3	3.3	3.2
1995 .....	126.3	126.9	128.0	128.6	1.0	.5	.9	.5	3.2	3.0	2.8	2.8
1996 .....	129.7	130.5	131.9	132.4	.9	.6	1.1	.4	2.7	2.8	3.0	3.0
1997 .....	133.5	134.3	135.6	136.9	.8	.6	1.0	1.0	2.9	2.9	2.8	3.4
<b>Professional specialty and technical occupations:</b>												
1989 .....	—	100.0	102.6	103.7	—	—	2.6	1.1	—	—	—	—
1990 .....	105.5	106.3	108.7	109.8	1.7	.8	2.3	1.0	—	6.3	5.9	5.9
1991 .....	111.0	111.7	113.5	114.4	1.1	.6	1.6	.8	5.2	5.1	4.4	4.2
1992 .....	115.4	116.2	118.2	119.1	.9	.7	1.7	.8	4.0	4.0	4.1	4.1
1993 .....	120.1	120.6	122.0	122.5	.8	.4	1.2	.4	4.1	3.8	3.2	2.9
1994 .....	123.7	124.2	125.7	126.2	1.0	.4	1.2	.4	3.0	3.0	3.0	3.0
1995 .....	127.0	127.5	128.9	129.4	.6	.4	1.1	.4	2.7	2.7	2.5	2.5
1996 .....	130.6	131.4	132.6	133.1	.9	.6	.9	.4	2.8	3.1	2.9	2.9
1997 .....	133.7	134.6	135.8	136.7	.5	.7	.9	.7	2.4	2.4	2.4	2.7
<b>Executive, administrative, and managerial occupations:</b>												
1989 .....	—	100.0	101.2	101.9	—	—	1.2	.7	—	—	—	—
1990 .....	104.0	105.4	107.0	107.7	2.1	1.3	1.5	.7	—	5.4	5.7	5.7
1991 .....	109.4	110.6	111.8	112.5	1.6	1.1	1.1	.6	5.2	4.9	4.5	4.5
1992 .....	113.0	113.4	114.3	115.0	.4	.4	.8	.6	3.3	2.5	2.2	2.2
1993 .....	116.9	117.5	118.6	119.4	1.7	.5	.9	.7	3.5	3.6	3.8	3.8
1994 .....	120.6	121.6	122.9	123.6	1.0	.8	1.1	.6	3.2	3.5	3.6	3.5
1995 .....	125.2	125.7	126.7	127.4	1.3	.4	.8	.6	3.8	3.4	3.1	3.1
1996 .....	128.5	129.1	131.1	131.5	.9	.5	1.5	.3	2.6	2.7	3.5	3.2
1997 .....	133.2	134.0	135.3	137.3	1.3	.6	1.0	1.5	3.7	3.8	3.2	4.4
<b>Administrative support, including clerical occupations:</b>												
1989 .....	—	100.0	101.4	102.5	—	—	1.4	1.1	—	—	—	—
1990 .....	104.4	105.4	106.8	107.8	1.9	1.0	1.3	.9	—	5.4	5.3	5.2
1991 .....	109.2	110.2	111.4	112.2	1.3	.9	1.1	.7	4.6	4.6	4.3	4.1
1992 .....	113.9	114.6	115.9	116.8	1.5	.6	1.1	.8	4.3	4.0	4.0	4.1
1993 .....	118.3	119.3	120.4	121.3	1.3	.8	.9	.7	3.9	4.1	3.9	3.9
1994 .....	122.6	123.5	124.6	125.2	1.1	.7	.9	.5	3.6	3.5	3.5	3.2
1995 .....	126.5	127.3	128.1	129.0	1.0	.6	.6	.7	3.2	3.1	2.8	3.0
1996 .....	130.1	130.8	132.0	132.6	.9	.5	.9	.5	2.8	2.7	3.0	2.8
1997 .....	133.6	134.6	135.8	136.9	.8	.7	.9	.8	2.7	2.9	2.9	3.2
<b>Blue-collar occupations:</b>												
1981 .....	—	70.8	72.4	73.7	—	—	2.3	1.8	—	—	—	—
1982 .....	74.8	75.8	77.3	78.2	1.5	1.3	2.0	1.2	—	7.1	6.8	6.1
1983 .....	79.5	80.4	81.2	82.0	1.7	1.1	1.0	1.0	6.3	6.1	5.0	4.9
1984 .....	83.3	83.9	84.6	85.6	1.6	.7	.8	1.2	4.8	4.4	4.2	4.4
1985 .....	86.5	87.1	88.0	88.4	1.1	.7	1.0	.5	3.8	3.8	4.0	3.3
1986 .....	89.3	89.7	90.4	90.9	1.0	.4	.8	.6	3.2	3.0	2.7	2.8
1987 .....	91.4	92.1	92.9	93.8	.6	.8	.9	1.0	2.4	2.7	2.8	3.2
1988 .....	95.3	96.4	97.1	97.8	1.6	1.2	.7	.7	4.3	4.7	4.5	4.3
1989 .....	98.8	100.0	101.1	102.0	1.0	1.2	1.1	.9	3.7	3.7	4.1	4.3
1990 .....	103.6	104.8	105.8	106.5	1.6	1.2	1.0	.7	4.9	4.8	4.6	4.4
1991 .....	108.0	109.2	110.3	111.1	1.4	1.1	1.0	.7	4.2	4.2	4.3	4.3
1992 .....	112.6	113.5	114.4	115.2	1.4	.8	.8	.7	4.3	3.9	3.7	3.7
1993 .....	116.7	117.8	118.8	119.4	1.3	.9	.8	.5	3.6	3.8	3.8	3.6
1994 .....	120.4	121.3	122.4	122.7	.8	.7	.9	.2	3.2	3.0	3.0	2.8
1995 .....	123.6	124.5	125.2	125.8	.7	.7	.6	.5	2.7	2.6	2.3	2.5
1996 .....	126.7	127.7	128.3	129.1	.7	.8	.5	.6	2.5	2.6	2.5	2.6
1997 .....	129.8	130.9	131.8	132.4	.5	.8	.7	.5	2.4	2.5	2.7	2.6
<b>Service occupations:</b>												
1981 .....	—	66.1	68.0	68.9	—	—	2.9	1.3	—	—	—	—
1982 .....	70.9	71.6	73.3	74.3	2.9	1.0	2.4	1.4	—	8.3	7.8	7.8
1983 .....	75.6	76.1	77.2	78.8	1.7	.7	1.4	2.1	6.6	6.3	5.3	6.1
1984 .....	80.7	80.8	82.4	83.9	2.4	.1	2.0	1.8	6.7	6.2	6.7	6.5
1985 .....	84.5	84.7	86.6	87.2	.7	.2	2.2	.7	4.7	4.8	5.1	3.9
1986 .....	88.0	88.4	89.6	90.3	.9	.5	1.4	.8	4.1	4.4	3.5	3.6
1987 .....	91.3	91.6	92.5	93.1	1.1	.3	1.0	.6	3.8	3.6	3.2	3.1
1988 .....	94.5	95.4	97.4	98.2	1.5	1.0	2.1	.8	3.5	4.1	5.3	5.5

See footnotes at end of table.

**Table 4. Total compensation,<sup>1</sup> civilian workers:<sup>2</sup> Employment Cost Index by occupational and industry group, 1981-97**

(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended—				12 months ended—			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
<b>Service occupations:</b>												
1989 .....	99.2	100.0	101.7	102.8	1.0	0.8	1.7	1.1	5.0	4.8	4.4	4.7
1990 .....	104.2	105.1	106.6	108.0	1.4	.9	1.4	1.3	5.0	5.1	4.8	5.1
1991 .....	109.4	110.4	112.3	113.1	1.3	.9	1.7	.7	5.0	5.0	5.3	4.7
1992 .....	114.1	114.7	116.2	116.7	.9	.5	1.3	.4	4.3	3.9	3.5	3.2
1993 .....	117.9	118.7	119.9	120.5	1.0	.7	1.0	.5	3.3	3.5	3.2	3.3
1994 .....	121.6	122.1	123.5	124.3	.9	.4	1.1	.6	3.1	2.9	3.0	3.2
1995 .....	125.0	125.8	126.7	127.4	.6	.6	.7	.6	2.8	3.0	2.6	2.5
1996 .....	128.0	128.7	129.7	131.0	.5	.5	.8	1.0	2.4	2.3	2.4	2.8
1997 .....	132.0	132.7	134.6	135.6	.8	.5	1.4	.7	3.1	3.1	3.8	3.5
<b>Goods-producing industries<sup>3</sup>:</b>												
1981 .....	—	70.3	72.0	73.2	—	—	2.4	1.7	—	—	—	—
1982 .....	74.6	75.5	77.0	77.7	1.9	1.2	2.0	.9	—	7.4	6.9	6.1
1983 .....	79.1	79.9	80.8	81.5	1.8	1.0	1.1	.9	6.0	5.8	4.9	4.9
1984 .....	82.8	83.6	84.4	85.3	1.6	1.0	1.0	1.1	4.7	4.6	4.5	4.7
1985 .....	86.6	87.1	87.8	88.2	1.5	.6	.8	.5	4.6	4.2	4.0	3.4
1986 .....	89.2	90.0	90.5	91.0	1.1	.9	.6	.6	3.0	3.3	3.1	3.2
1987 .....	91.5	92.1	92.9	93.8	.5	.7	.9	1.0	2.6	2.3	2.7	3.1
1988 .....	95.4	96.5	97.1	97.9	1.7	1.2	.6	.8	4.3	4.8	4.5	4.4
1989 .....	98.9	100.0	101.1	102.1	1.0	1.1	1.1	1.0	3.7	3.6	4.1	4.3
1990 .....	103.9	105.2	106.2	107.1	1.8	1.3	1.0	.8	5.1	5.2	5.0	4.9
1991 .....	108.6	109.9	111.0	111.9	1.4	1.2	1.0	.8	4.5	4.5	4.5	4.5
1992 .....	113.5	114.3	115.3	116.2	1.4	.7	.9	.8	4.5	4.0	3.9	3.8
1993 .....	118.0	119.1	120.0	120.6	1.5	.9	.8	.5	4.0	4.2	4.1	3.8
1994 .....	121.9	123.0	123.9	124.4	1.1	.9	.7	.4	3.3	3.3	3.3	3.2
1995 .....	125.3	126.0	126.5	127.4	.7	.6	.4	.7	2.8	2.4	2.1	2.4
1996 .....	128.3	129.3	130.1	130.9	.7	.8	.6	.6	2.4	2.6	2.8	2.7
1997 .....	131.5	132.7	133.6	134.1	.5	.9	.7	.4	2.5	2.6	2.7	2.4
<b>Manufacturing:</b>												
1981 .....	—	69.7	71.1	72.5	—	—	2.0	2.0	—	—	—	—
1982 .....	73.9	74.7	76.2	76.9	1.9	1.1	2.0	.9	—	7.2	7.2	6.1
1983 .....	78.4	79.1	80.1	80.8	2.0	.9	1.3	.9	6.1	5.9	5.1	5.1
1984 .....	82.2	83.0	83.9	85.0	1.7	1.0	1.1	1.3	4.8	4.9	4.7	5.2
1985 .....	86.3	86.8	87.5	87.8	1.5	.6	.8	.3	5.0	4.6	4.3	3.3
1986 .....	89.0	89.7	90.1	90.7	1.4	.8	.4	.7	3.1	3.3	3.0	3.3
1987 .....	91.1	91.6	92.5	93.4	.4	.5	1.0	1.0	2.4	2.1	2.7	3.0
1988 .....	95.3	96.2	96.9	97.6	2.0	.9	.7	.7	4.6	5.0	4.8	4.5
1989 .....	98.9	100.0	101.1	102.0	1.3	1.1	1.1	.9	3.8	4.0	4.3	4.5
1990 .....	104.0	105.3	106.4	107.2	2.0	1.3	1.0	.8	5.2	5.3	5.2	5.1
1991 .....	108.6	110.0	111.2	112.2	1.3	1.3	1.1	.9	4.4	4.5	4.5	4.7
1992 .....	114.0	114.7	115.7	116.5	1.6	.6	.9	.7	5.0	4.3	4.0	3.8
1993 .....	118.6	119.7	120.6	121.3	1.8	.9	.8	.6	4.0	4.4	4.2	4.1
1994 .....	122.5	123.5	124.4	125.1	1.0	.8	.7	.6	3.3	3.2	3.2	3.1
1995 .....	126.2	126.9	127.3	128.3	.9	.6	.3	.8	3.0	2.8	2.3	2.6
1996 .....	129.3	130.4	131.3	132.1	.8	.9	.7	.6	2.5	2.8	3.1	3.0
1997 .....	132.6	133.8	134.6	135.3	.4	.9	.6	.5	2.6	2.6	2.5	2.4
<b>Service-producing industries<sup>4</sup>:</b>												
1981 .....	—	65.4	67.2	68.5	—	—	2.8	1.9	—	—	—	—
1982 .....	69.6	70.3	72.3	73.2	1.6	1.0	2.8	1.2	—	7.5	7.6	6.9
1983 .....	74.3	75.1	76.8	77.8	1.5	1.1	2.3	1.3	6.8	6.8	6.2	6.3
1984 .....	79.1	79.9	81.0	82.1	1.7	1.0	1.4	1.4	6.5	6.4	5.5	5.5
1985 .....	83.0	83.6	85.5	86.0	1.1	.7	2.3	.6	4.9	4.6	5.6	4.8
1986 .....	86.9	87.4	88.7	89.3	1.0	.6	1.5	.7	4.7	4.5	3.7	3.8
1987 .....	90.3	90.8	92.1	92.7	1.1	.6	1.4	.7	3.9	3.9	3.8	3.8
1988 .....	93.9	94.9	96.5	97.6	1.3	1.1	1.7	1.1	4.0	4.5	4.8	5.3
1989 .....	99.0	100.0	102.0	102.9	1.4	1.0	2.0	.9	5.4	5.4	5.7	5.4
1990 .....	104.4	105.5	107.2	108.0	1.5	1.1	1.6	.7	5.5	5.5	5.1	5.0
1991 .....	109.5	110.4	111.8	112.4	1.4	.8	1.3	.5	4.9	4.6	4.3	4.1
1992 .....	113.5	114.2	115.4	116.2	1.0	.6	1.1	.7	3.7	3.4	3.2	3.4
1993 .....	117.2	118.0	119.3	120.0	.9	.7	1.1	.6	3.3	3.3	3.4	3.3
1994 .....	121.0	121.7	123.1	123.6	.8	.6	1.2	.4	3.2	3.1	3.2	3.0
1995 .....	124.6	125.5	126.6	127.1	.8	.7	.9	.4	3.0	3.1	2.8	2.8
1996 .....	128.2	129.1	130.2	130.9	.9	.7	.9	.5	2.9	2.9	2.8	3.0
1997 .....	132.1	132.9	134.2	135.5	.9	.6	1.0	1.0	3.0	2.9	3.1	3.5
<b>Service industries:</b>												
1981 .....	—	61.3	64.0	65.7	—	—	4.4	2.7	—	—	—	—
1982 .....	66.3	67.0	69.6	70.5	.9	1.1	3.9	1.3	—	9.3	8.8	7.3

See footnotes at end of table.

**Table 4. Total compensation,<sup>1</sup> civilian workers:<sup>2</sup> Employment Cost Index by occupational and industry group, 1981-97**

(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended—				12 months ended—			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
<b>Service industries:</b>												
1983 .....	71.5	71.8	74.2	75.2	1.4	0.4	3.3	1.3	7.8	7.2	6.6	6.7
1984 .....	76.6	76.9	79.0	80.3	1.9	.4	2.7	1.6	7.1	7.1	6.5	6.8
1985 .....	80.9	81.3	83.6	84.1	.7	.5	2.8	.6	5.6	5.7	5.8	4.7
1986 .....	85.1	85.5	87.3	88.0	1.2	.5	2.1	.8	5.2	5.2	4.4	4.6
1987 .....	89.0	89.4	91.5	92.3	1.1	.4	2.3	.9	4.6	4.6	4.8	4.9
1988 .....	93.7	94.3	96.7	97.9	1.5	.6	2.5	1.2	5.3	5.5	5.7	6.1
1989 .....	99.2	100.0	102.7	103.7	1.3	.8	2.7	1.0	5.9	6.0	6.2	5.9
1990 .....	105.5	106.6	109.0	110.2	1.7	1.0	2.3	1.1	6.4	6.6	6.1	6.3
1991 .....	111.5	112.0	113.8	114.6	1.2	.4	1.6	.7	5.7	5.1	4.4	4.0
1992 .....	115.5	116.3	118.2	119.2	.8	.7	1.6	.8	3.6	3.8	3.9	4.0
1993 .....	120.1	120.6	122.2	122.9	.8	.4	1.3	.6	4.0	3.7	3.4	3.1
1994 .....	123.8	124.2	125.8	126.4	.7	.3	1.3	.5	3.1	3.0	2.9	2.8
1995 .....	127.2	127.8	128.9	129.4	.6	.5	.9	.4	2.7	2.9	2.5	2.4
1996 .....	130.4	131.2	132.5	133.2	.8	.6	1.0	.5	2.5	2.7	2.8	2.9
1997 .....	134.1	134.9	136.5	137.6	.7	.6	1.2	.8	2.8	2.8	3.0	3.3
<b>Health services:</b>												
1985 .....	82.0	82.4	83.8	84.0	—	.5	1.7	.2	—	—	—	—
1986 .....	85.0	85.6	87.0	87.9	1.2	.7	1.6	1.0	3.7	3.9	3.8	4.6
1987 .....	89.0	89.6	90.7	91.8	1.3	.7	1.2	1.2	4.7	4.7	4.3	4.4
1988 .....	92.9	94.2	95.8	97.0	1.2	1.4	1.7	1.3	4.4	5.1	5.6	5.7
1989 .....	98.9	100.0	102.2	103.9	2.0	1.1	2.2	1.7	6.5	6.2	6.7	7.1
1990 .....	105.9	107.1	109.2	110.9	1.9	1.1	2.0	1.6	7.1	7.1	6.8	6.7
1991 .....	112.6	113.2	115.0	116.1	1.5	.5	1.6	1.0	6.3	5.7	5.3	4.7
1992 .....	117.5	118.4	120.2	121.3	1.2	.8	1.5	.9	4.4	4.6	4.5	4.5
1993 .....	122.3	123.2	124.4	125.4	.8	.7	1.0	.8	4.1	4.1	3.5	3.4
1994 .....	126.1	126.6	127.8	128.5	.6	.4	.9	.5	3.1	2.8	2.7	2.5
1995 .....	129.4	130.2	131.1	132.0	.7	.6	.7	.7	2.6	2.8	2.6	2.7
1996 .....	132.5	133.4	134.1	134.4	.4	.7	.5	.2	2.4	2.5	2.3	1.8
1997 .....	135.2	135.7	136.7	137.9	.6	.4	.7	.9	2.0	1.7	1.9	2.6
<b>Hospitals:</b>												
1986 .....	—	85.0	86.3	87.3	—	—	1.5	1.2	—	—	—	—
1987 .....	88.1	88.8	90.3	91.4	.9	.8	1.7	1.2	—	4.5	4.6	4.7
1988 .....	92.6	93.9	95.6	96.9	1.3	1.4	1.8	1.4	5.1	5.7	5.9	6.0
1989 .....	98.7	100.0	102.3	103.7	1.9	1.3	2.3	1.4	6.6	6.5	7.0	7.0
1990 .....	105.6	106.7	109.1	110.9	1.8	1.0	2.2	1.6	7.0	6.7	6.6	6.9
1991 .....	112.2	112.9	114.7	115.9	1.2	.6	1.6	1.0	6.3	5.8	5.1	4.5
1992 .....	117.3	118.1	119.8	121.0	1.2	.7	1.4	1.0	4.5	4.6	4.4	4.4
1993 .....	122.0	122.6	123.9	125.0	.8	.5	1.1	.9	4.0	3.8	3.4	3.3
1994 .....	125.9	126.4	127.5	128.4	.7	.4	.9	.7	3.2	3.1	2.9	2.7
1995 .....	128.8	129.7	130.4	131.4	.3	.7	.5	.8	2.3	2.6	2.3	2.3
1996 .....	132.3	132.9	133.6	133.8	.7	.5	.5	.1	2.7	2.5	2.5	1.8
1997 .....	134.2	134.6	135.6	136.7	.3	.3	.7	.8	1.4	1.3	1.5	2.2
<b>Educational services:</b>												
1989 .....	99.5	100.0	104.1	104.8	—	.5	4.1	.7	—	—	—	—
1990 .....	106.0	106.6	110.3	111.4	1.1	.6	3.5	1.0	6.5	6.6	6.0	6.3
1991 .....	112.3	112.4	114.9	115.4	.8	.1	2.2	.4	5.9	5.4	4.2	3.6
1992 .....	115.7	116.1	118.9	119.7	.3	.3	2.4	.7	3.0	3.3	3.5	3.7
1993 .....	120.1	120.2	122.6	122.9	.3	.1	2.0	.2	3.8	3.5	3.1	2.7
1994 .....	123.2	123.6	126.0	126.4	.2	.3	1.9	.3	2.6	2.8	2.8	2.8
1995 .....	126.9	127.4	129.8	130.2	.4	.4	1.9	.3	3.0	3.1	3.0	3.0
1996 .....	130.5	130.8	133.2	133.9	.2	.2	1.8	.5	2.8	2.7	2.6	2.8
1997 .....	134.0	134.2	136.5	137.0	.1	.1	1.7	.4	2.7	2.6	2.5	2.3
<b>Public administration:</b>												
1981 .....	—	63.3	66.1	67.1	—	—	4.4	1.5	—	—	—	—
1982 .....	68.5	69.1	71.4	71.9	2.1	.9	3.3	.7	—	9.2	8.0	7.2
1983 .....	73.6	74.1	75.9	76.9	2.4	.7	2.4	1.3	7.4	7.2	6.3	7.0
1984 .....	77.8	78.3	80.4	81.4	1.2	.6	2.7	1.2	5.7	5.7	5.9	5.9
1985 .....	82.4	82.5	85.0	85.4	1.2	.1	3.0	.5	5.9	5.4	5.7	4.9
1986 .....	86.6	87.4	89.0	89.7	1.4	.9	1.8	.8	5.1	5.9	4.7	5.0
1987 .....	91.3	91.6	92.7	93.8	1.8	.3	1.2	1.2	5.4	4.8	4.2	4.6
1988 .....	95.2	95.8	97.5	97.8	1.5	.6	1.8	.3	4.3	4.6	5.2	4.3
1989 .....	99.2	100.0	102.5	103.2	1.4	.8	2.5	.7	4.2	4.4	5.1	5.5
1990 .....	105.1	105.5	107.8	108.7	1.8	.4	2.2	.8	5.9	5.5	5.2	5.3
1991 .....	110.8	110.9	112.2	112.6	1.9	.1	1.2	.4	5.4	5.1	4.1	3.6
1992 .....	114.0	114.6	115.8	116.3	1.2	.5	1.0	.4	2.9	3.3	3.2	3.3
1993 .....	117.6	118.0	119.3	120.0	1.1	.3	1.1	.6	3.2	3.0	3.0	3.2

See footnotes at end of table.

**Table 4. Total compensation,<sup>1</sup> civilian workers:<sup>2</sup> Employment Cost Index by occupational and industry group, 1981-97**

**(Not seasonally adjusted) — Continued**

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended—				12 months ended—			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
<b>Public administration:</b>												
1994 .....	121.5	122.2	123.7	124.2	1.3	0.6	1.2	0.4	3.3	3.6	3.7	3.5
1995 .....	125.4	126.1	127.4	128.3	1.0	.6	1.0	.7	3.2	3.2	3.0	3.3
1996 .....	129.2	129.6	130.7	131.8	.7	.3	.8	.8	3.0	2.8	2.6	2.7
1997 .....	133.0	133.0	134.1	135.1	.9	.0	.8	.7	2.9	2.6	2.6	2.5
<b>Nonmanufacturing:</b>												
1981 .....	—	66.1	68.0	69.3	—	—	2.9	1.9	—	—	—	—
1982 .....	70.4	71.2	73.1	73.9	1.6	1.1	2.7	1.1	—	7.7	7.5	6.6
1983 .....	75.1	76.0	77.5	78.4	1.6	1.2	2.0	1.2	6.7	6.7	6.0	6.1
1984 .....	79.8	80.4	81.5	82.5	1.8	.8	1.4	1.2	6.3	5.8	5.2	5.2
1985 .....	83.5	84.1	85.8	86.4	1.2	.7	2.0	.7	4.6	4.6	5.3	4.7
1986 .....	87.2	87.8	89.0	89.6	.9	.7	1.4	.7	4.4	4.4	3.7	3.7
1987 .....	90.5	91.1	92.3	92.9	1.0	.7	1.3	.7	3.8	3.8	3.7	3.7
1988 .....	94.1	95.2	96.6	97.7	1.3	1.2	1.5	1.1	4.0	4.5	4.7	5.2
1989 .....	99.0	100.0	101.9	102.8	1.3	1.0	1.9	.9	5.2	5.0	5.5	5.2
1990 .....	104.3	105.5	107.0	107.8	1.5	1.2	1.4	.7	5.4	5.5	5.0	4.9
1991 .....	109.4	110.3	111.7	112.3	1.5	.8	1.3	.5	4.9	4.5	4.4	4.2
1992 .....	113.3	114.1	115.3	116.0	.9	.7	1.1	.6	3.6	3.4	3.2	3.3
1993 .....	117.1	117.9	119.2	119.8	.9	.7	1.1	.5	3.4	3.3	3.4	3.3
1994 .....	120.9	121.7	123.0	123.4	.9	.7	1.1	.3	3.2	3.2	3.2	3.0
1995 .....	124.4	125.2	126.3	126.8	.8	.6	.9	.4	2.9	2.9	2.7	2.8
1996 .....	127.9	128.8	129.8	130.5	.9	.7	.8	.5	2.8	2.9	2.8	2.9
1997 .....	131.7	132.5	133.8	135.1	.9	.6	1.0	1.0	3.0	2.9	3.1	3.5

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

<sup>2</sup> Includes private industry and State and local government workers and excludes farm, household, and Federal government workers.

<sup>3</sup> Includes mining, construction, and manufacturing.

<sup>4</sup> Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

— Data not available.

**Table 5. Total compensation,<sup>1</sup> State and local government workers: Employment Cost Index by occupational and industry group, 1981-97**

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended-				12 months ended-			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
<b>State and local government:</b>												
1981 .....	-	61.5	64.8	66.1	-	-	5.4	2.0	-	-	-	-
1982 .....	67.0	67.3	70.3	70.8	1.4	0.4	4.5	.7	-	9.4	8.5	7.1
1983 .....	71.7	72.1	74.3	75.1	1.3	.6	3.1	1.1	7.0	7.1	5.7	6.1
1984 .....	76.2	76.6	79.3	80.1	1.5	.5	3.5	1.0	6.3	6.2	6.7	6.7
1985 .....	81.0	81.2	84.0	84.6	1.1	.2	3.4	.7	6.3	6.0	5.9	5.6
1986 .....	85.5	86.0	88.4	89.0	1.1	.6	2.8	.7	5.6	5.9	5.2	5.2
1987 .....	89.8	90.0	92.1	93.0	.9	.2	2.3	1.0	5.0	4.7	4.2	4.5
1988 .....	94.2	94.5	97.1	98.2	1.3	.3	2.8	1.1	4.9	5.0	5.4	5.6
1989 .....	99.4	100.0	103.3	104.3	1.2	.6	3.3	1.0	5.5	5.8	6.4	6.2
1990 .....	105.8	106.5	109.4	110.4	1.4	.7	2.7	.9	6.4	6.5	5.9	5.8
1991 .....	111.8	112.0	113.9	114.4	1.3	.2	1.7	.4	5.7	5.2	4.1	3.6
1992 .....	115.2	115.7	117.9	118.6	.7	.4	1.9	.6	3.0	3.3	3.5	3.7
1993 .....	119.3	119.6	121.4	121.9	.6	.3	1.5	.4	3.6	3.4	3.0	2.8
1994 .....	122.6	123.1	125.0	125.6	.6	.4	1.5	.5	2.8	2.9	3.0	3.0
1995 .....	126.4	126.9	128.7	129.3	.6	.4	1.4	.5	3.1	3.1	3.0	2.9
1996 .....	129.9	130.2	131.9	132.7	.5	.2	1.3	.6	2.8	2.6	2.5	2.6
1997 .....	133.2	133.3	135.0	135.7	.4	.1	1.3	.5	2.5	2.4	2.4	2.3
<b>White-collar occupations:</b>												
1981 .....	-	60.8	64.2	65.5	-	-	5.6	2.0	-	-	-	-
1982 .....	66.3	66.5	69.8	70.4	1.2	.3	5.0	.9	-	9.4	8.7	7.5
1983 .....	71.1	71.4	73.8	74.5	1.0	.4	3.4	.9	7.2	7.4	5.7	5.8
1984 .....	75.6	75.9	78.8	79.6	1.5	.4	3.8	1.0	6.3	6.3	6.8	6.8
1985 .....	80.5	80.7	83.6	84.2	1.1	.2	3.6	.7	6.5	6.3	6.1	5.8
1986 .....	85.1	85.4	88.1	88.7	1.1	.4	3.2	.7	5.7	5.8	5.4	5.3
1987 .....	89.4	89.6	91.9	92.8	.8	.2	2.6	1.0	5.1	4.9	4.3	4.6
1988 .....	94.0	94.3	97.0	98.3	1.3	.3	2.9	1.3	5.1	5.2	5.5	5.9
1989 .....	99.5	100.0	103.6	104.6	1.2	.5	3.6	1.0	5.9	6.0	6.8	6.4
1990 .....	106.1	106.7	109.9	110.9	1.4	.6	3.0	.9	6.6	6.7	6.1	6.0
1991 .....	112.2	112.3	114.2	114.6	1.2	.1	1.7	.4	5.7	5.2	3.9	3.3
1992 .....	115.4	115.8	118.1	118.9	.7	.3	2.0	.7	2.9	3.1	3.4	3.8
1993 .....	119.5	119.6	121.5	121.9	.5	.1	1.6	.3	3.6	3.3	2.9	2.5
1994 .....	122.6	122.9	124.9	125.5	.6	.2	1.6	.5	2.6	2.8	2.8	3.0
1995 .....	126.2	126.6	128.6	129.1	.6	.3	1.6	.4	2.9	3.0	3.0	2.9
1996 .....	129.6	129.9	131.8	132.5	.4	.2	1.5	.5	2.7	2.6	2.5	2.6
1997 .....	132.9	133.0	134.8	135.5	.3	.1	1.4	.5	2.5	2.4	2.3	2.3
<b>Professional specialty and technical occupations:</b>												
1989 .....	-	100.0	103.8	104.7	-	-	3.8	.9	-	-	-	-
1990 .....	106.4	107.0	110.3	111.2	1.6	.6	3.1	.8	-	7.0	6.3	6.2
1991 .....	112.3	112.4	114.5	115.0	1.0	.1	1.9	.4	5.5	5.0	3.8	3.4
1992 .....	115.5	116.0	118.5	119.2	.4	.4	2.2	.6	2.8	3.2	3.5	3.7
1993 .....	119.6	119.7	121.7	122.0	.3	.1	1.7	.2	3.5	3.2	2.7	2.3
1994 .....	122.5	122.7	125.0	125.5	.4	.2	1.9	.4	2.4	2.5	2.7	2.9
1995 .....	126.0	126.3	128.4	128.8	.4	.2	1.7	.3	2.9	2.9	2.7	2.6
1996 .....	129.1	129.5	131.6	132.3	.2	.3	1.6	.5	2.5	2.5	2.5	2.7
1997 .....	132.5	132.5	134.6	135.1	.2	.0	1.6	.4	2.6	2.3	2.3	2.1
<b>Executive, administrative, and managerial occupations:</b>												
1989 .....	-	100.0	103.1	104.1	-	-	3.1	1.0	-	-	-	-
1990 .....	105.7	106.4	109.3	110.1	1.5	.7	2.7	.7	-	6.4	6.0	5.8
1991 .....	112.2	112.0	113.3	113.7	1.9	-2	1.2	.4	6.1	5.3	3.7	3.3
1992 .....	115.0	115.2	116.8	117.8	1.1	.2	1.4	.9	2.5	2.9	3.1	3.6
1993 .....	119.0	119.2	121.0	121.6	1.0	.2	1.5	.5	3.5	3.5	3.6	3.2
1994 .....	122.8	123.4	124.7	125.3	1.0	.5	1.1	.5	3.2	3.5	3.1	3.0
1995 .....	126.9	127.4	129.1	129.9	1.3	.4	1.3	.6	3.3	3.2	3.5	3.7
1996 .....	130.7	131.0	132.0	132.9	.6	.2	.8	.7	3.0	2.8	2.2	2.3
1997 .....	134.1	134.4	135.6	136.4	.9	.2	.9	.6	2.6	2.6	2.7	2.6
<b>Administrative support, including clerical occupations:</b>												
1989 .....	-	100.0	102.9	103.9	-	-	2.9	1.0	-	-	-	-
1990 .....	105.4	106.0	108.7	110.2	1.4	.6	2.5	1.4	-	6.0	5.6	6.1
1991 .....	111.8	111.7	113.5	114.0	1.5	-1	1.6	.4	6.1	5.4	4.4	3.4
1992 .....	115.4	115.7	117.5	118.5	1.2	.3	1.6	.9	3.2	3.6	3.5	3.9
1993 .....	119.2	119.6	121.0	121.6	.6	.3	1.2	.5	3.3	3.4	3.0	2.6
1994 .....	122.7	123.3	124.9	125.6	.9	.5	1.3	.6	2.9	3.1	3.2	3.3

See footnotes at end of table.

**Table 5. Total compensation,<sup>1</sup> State and local government workers: Employment Cost Index by occupational and industry group, 1981-97**

(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended—				12 months ended—			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
<b>Administrative support, including clerical occupations:</b>												
1995 .....	126.3	126.9	128.4	129.1	0.6	0.5	1.2	0.5	2.9	2.9	2.8	2.8
1996 .....	130.0	130.4	131.8	133.0	.7	.3	1.1	.9	2.9	2.8	2.6	3.0
1997 .....	133.3	133.5	135.3	136.1	.2	.2	1.3	.6	2.5	2.4	2.7	2.3
<b>Blue-collar occupations:</b>												
1981 .....	—	65.4	68.1	69.2	—	—	4.1	1.6	—	—	—	—
1982 .....	70.7	71.2	73.7	73.9	2.2	.7	3.5	.3	—	8.9	8.2	6.8
1983 .....	75.1	75.7	77.1	77.9	1.6	.8	1.8	1.0	6.2	6.3	4.6	5.4
1984 .....	79.7	79.9	81.7	82.3	2.3	.3	2.3	.7	6.1	5.5	6.0	5.6
1985 .....	83.7	84.0	86.2	86.7	1.7	.4	2.6	.6	5.0	5.1	5.5	5.3
1986 .....	88.0	89.1	90.5	91.2	1.5	1.3	1.6	.8	5.1	6.1	5.0	5.2
1987 .....	92.0	92.4	93.7	94.3	.9	.4	1.4	.6	4.5	3.7	3.5	3.4
1988 .....	95.4	95.4	97.0	97.5	1.2	.0	1.7	.5	3.7	3.2	3.5	3.4
1989 .....	99.3	100.0	102.1	103.7	1.8	.7	2.1	1.6	4.1	4.8	5.3	6.4
1990 .....	105.5	106.3	108.2	108.7	1.7	.8	1.8	.5	6.2	6.3	6.0	4.8
1991 .....	110.4	110.9	112.4	112.9	1.6	.5	1.4	.4	4.6	4.3	3.9	3.9
1992 .....	114.2	115.3	116.9	117.8	1.2	1.0	1.4	.8	3.4	4.0	4.0	4.3
1993 .....	118.3	118.7	120.5	121.4	.4	.3	1.5	.7	3.6	2.9	3.1	3.1
1994 .....	122.3	122.7	124.2	124.7	.7	.3	1.2	.4	3.4	3.4	3.1	2.7
1995 .....	125.4	126.3	127.2	128.0	.6	.7	.7	.6	2.5	2.9	2.4	2.6
1996 .....	129.0	129.5	130.3	131.2	.8	.4	.6	.7	2.9	2.5	2.4	2.5
1997 .....	132.1	132.3	133.3	134.2	.7	.2	.8	.7	2.4	2.2	2.3	2.3
<b>Service occupations:</b>												
1981 .....	—	62.6	65.5	66.6	—	—	4.6	1.7	—	—	—	—
1982 .....	67.6	68.3	70.7	71.3	1.5	1.0	3.5	.8	—	9.1	7.9	7.1
1983 .....	72.3	72.8	75.1	76.1	1.4	.7	3.2	1.3	7.0	6.6	6.2	6.7
1984 .....	77.0	77.5	79.8	80.8	1.2	.6	3.0	1.3	6.5	6.5	6.3	6.2
1985 .....	81.8	82.0	84.5	85.3	1.2	.2	3.0	.9	6.2	5.8	5.9	5.6
1986 .....	86.1	86.9	88.4	89.1	.9	.9	1.7	.8	5.3	6.0	4.6	4.5
1987 .....	90.2	90.7	92.2	92.9	1.2	.6	1.7	.8	4.8	4.4	4.3	4.3
1988 .....	94.4	95.1	97.9	98.2	1.6	.7	2.9	.3	4.7	4.9	6.2	5.7
1989 .....	99.2	100.0	102.8	103.6	1.0	.8	2.8	.8	5.1	5.2	5.0	5.5
1990 .....	104.8	105.3	108.1	109.2	1.2	.5	2.7	1.0	5.6	5.3	5.2	5.4
1991 .....	111.0	111.3	113.4	114.0	1.6	.3	1.9	.5	5.9	5.7	4.9	4.4
1992 .....	115.0	115.6	117.4	118.0	.9	.5	1.6	.5	3.6	3.9	3.5	3.5
1993 .....	119.1	119.7	121.4	122.1	.9	.5	1.4	.6	3.6	3.5	3.4	3.5
1994 .....	123.1	123.9	126.0	126.6	.8	.6	1.7	.5	3.4	3.5	3.8	3.7
1995 .....	127.6	128.8	130.1	131.0	.8	.9	1.0	.7	3.7	4.0	3.3	3.5
1996 .....	131.9	132.3	133.6	134.5	.7	.3	1.0	.7	3.4	2.7	2.7	2.7
1997 .....	135.6	135.6	137.0	137.8	.8	.0	1.0	.6	2.8	2.5	2.5	2.5
<b>Service industries:</b>												
1981 .....	—	60.4	63.9	65.2	—	—	5.8	2.0	—	—	—	—
1982 .....	65.9	66.1	69.4	70.0	1.1	.3	5.0	.9	—	9.4	8.6	7.4
1983 .....	70.6	70.9	73.5	74.1	.9	.4	3.7	.8	7.1	7.3	5.9	5.9
1984 .....	75.2	75.5	78.5	79.3	1.5	.4	4.0	1.0	6.5	6.5	6.8	7.0
1985 .....	80.2	80.5	83.3	84.0	1.1	.4	3.5	.8	6.6	6.6	6.1	5.9
1986 .....	84.8	85.1	87.9	88.6	1.0	.4	3.3	.8	5.7	5.7	5.5	5.5
1987 .....	89.0	89.2	91.7	92.5	.5	.2	2.8	.9	5.0	4.8	4.3	4.4
1988 .....	93.8	94.0	97.0	98.5	1.4	.2	3.2	1.5	5.4	5.4	5.8	6.5
1989 .....	99.5	100.0	103.8	104.7	1.0	.5	3.8	.9	6.1	6.4	7.0	6.3
1990 .....	106.1	106.8	110.2	111.3	1.3	.7	3.2	1.0	6.6	6.8	6.2	6.3
1991 .....	112.4	112.6	114.8	115.3	1.0	.2	2.0	.4	5.9	5.4	4.2	3.6
1992 .....	115.8	116.2	118.8	119.6	.4	.3	2.2	.7	3.0	3.2	3.5	3.7
1993 .....	120.0	120.2	122.2	122.6	.3	.2	1.7	.3	3.6	3.4	2.9	2.5
1994 .....	123.1	123.4	125.6	126.1	.4	.2	1.8	.4	2.6	2.7	2.8	2.9
1995 .....	126.7	127.1	129.2	129.6	.5	.3	1.7	.3	2.9	3.0	2.9	2.8
1996 .....	130.0	130.3	132.4	133.1	.3	.2	1.6	.5	2.6	2.5	2.5	2.7
1997 .....	133.2	133.3	135.4	136.0	.1	.1	1.6	.4	2.5	2.3	2.3	2.2
<b>Service industries, excluding schools<sup>2,3</sup>:</b>												
1981 .....	—	63.0	66.2	67.9	—	—	5.1	2.6	—	—	—	—
1982 .....	69.0	69.5	72.7	73.1	1.6	.7	4.6	.6	—	10.3	9.8	7.7
1983 .....	74.0	74.9	76.3	77.3	1.2	1.2	1.9	1.3	7.2	7.8	5.0	5.7
1984 .....	78.4	79.2	80.6	81.4	1.4	1.0	1.8	1.0	5.9	5.7	5.6	5.3
1985 .....	82.6	82.9	84.5	85.2	1.5	.4	1.9	.8	5.4	4.7	4.8	4.7

See footnotes at end of table.

**Table 5. Total compensation,<sup>1</sup> State and local government workers: Employment Cost Index by occupational and industry group, 1981-97**

(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended—				12 months ended—			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
<b>Service industries, excluding schools<sup>2,3</sup>:</b>												
1986 .....	86.2	86.9	87.8	88.9	1.2	0.8	1.0	1.3	4.4	4.8	3.9	4.3
1987 .....	89.8	90.3	91.4	92.2	1.0	.6	1.2	.9	4.2	3.9	4.1	3.7
1988 .....	94.7	94.8	96.5	97.8	2.7	.1	1.8	1.3	5.5	5.0	5.6	6.1
1989 .....	99.1	100.0	102.5	103.2	1.3	.9	2.5	.7	4.6	5.5	6.2	5.5
1990 .....	105.4	106.4	108.8	110.2	2.1	.9	2.3	1.3	6.4	6.4	6.1	6.8
1991 .....	112.2	111.7	113.7	114.4	1.8	-.4	1.8	.6	6.5	5.0	4.5	3.8
1992 .....	115.1	115.6	117.5	118.6	.6	.4	1.6	.9	2.6	3.5	3.3	3.7
1993 .....	119.6	120.0	121.4	121.9	.8	.3	1.2	.4	3.9	3.8	3.3	2.8
1994 .....	122.8	123.3	124.9	125.6	.7	.4	1.3	.6	2.7	2.8	2.9	3.0
1995 .....	126.4	127.7	128.9	129.4	.6	1.0	.9	.4	2.9	3.6	3.2	3.0
1996 .....	130.3	130.8	131.9	132.0	.7	.4	.8	.1	3.1	2.4	2.3	2.0
1997 .....	132.5	132.9	134.4	135.3	.4	.3	1.1	.7	1.7	1.6	1.9	2.5
<b>Health services:</b>												
1985 .....	82.5	82.6	84.8	85.3	—	.1	2.7	.6	—	—	—	—
1986 .....	86.0	86.8	88.1	88.8	.8	.9	1.5	.8	4.2	5.1	3.9	4.1
1987 .....	89.5	90.1	92.0	93.0	.8	.7	2.1	1.1	4.1	3.8	4.4	4.7
1988 .....	94.0	94.4	96.5	97.3	1.1	.4	2.2	.8	5.0	4.8	4.9	4.6
1989 .....	98.8	100.0	103.1	104.2	1.5	1.2	3.1	1.1	5.1	5.9	6.8	7.1
1990 .....	106.2	106.9	109.9	111.1	1.9	.7	2.8	1.1	7.5	6.9	6.6	6.6
1991 .....	112.6	112.2	113.9	114.9	1.4	-.4	1.5	.9	6.0	5.0	3.6	3.4
1992 .....	115.9	116.8	118.6	119.4	.9	.8	1.5	.7	2.9	4.1	4.1	3.9
1993 .....	120.2	120.7	122.2	123.1	.7	.4	1.2	.7	3.7	3.3	3.0	3.1
1994 .....	124.2	125.2	127.2	127.7	.9	.8	1.6	.4	3.3	3.7	4.1	3.7
1995 .....	128.4	129.8	131.0	131.6	.5	1.1	.9	.5	3.4	3.7	3.0	3.1
1996 .....	132.5	133.1	134.0	134.1	.7	.5	.7	.1	3.2	2.5	2.3	1.9
1997 .....	134.5	134.9	136.0	137.2	.3	.3	.8	.9	1.5	1.4	1.5	2.3
<b>Hospitals:</b>												
1988 .....	94.0	94.8	97.0	97.6	—	.9	2.3	.6	—	—	—	—
1989 .....	98.6	100.0	103.2	104.5	1.0	1.4	3.2	1.3	4.9	5.5	6.4	7.1
1990 .....	106.0	107.0	109.8	111.4	1.4	.9	2.6	1.5	7.5	7.0	6.4	6.6
1991 .....	112.2	112.1	114.1	115.2	.7	-.1	1.8	1.0	5.8	4.8	3.9	3.4
1992 .....	115.9	116.7	118.6	119.4	.6	.7	1.6	.7	3.3	4.1	3.9	3.6
1993 .....	120.0	120.4	122.0	123.3	.5	.3	1.3	1.1	3.5	3.2	2.9	3.3
1994 .....	123.7	124.5	127.0	127.7	.3	.6	2.0	.6	3.1	3.4	4.1	3.6
1995 .....	128.4	129.9	131.1	131.7	.5	1.2	.9	.5	3.8	4.3	3.2	3.1
1996 .....	132.6	133.2	134.2	134.3	.7	.5	.8	.1	3.3	2.5	2.4	2.0
1997 .....	134.8	135.2	136.3	137.6	.4	.3	.8	1.0	1.7	1.5	1.6	2.5
<b>Educational services:</b>												
1989 .....	99.5	100.0	104.1	104.9	—	.5	4.1	.8	—	—	—	—
1990 .....	106.2	106.8	110.3	111.4	1.2	.6	3.3	1.0	6.7	6.8	6.0	6.2
1991 .....	112.4	112.6	114.9	115.3	.9	.2	2.0	.3	5.8	5.4	4.2	3.5
1992 .....	115.7	116.1	118.9	119.7	.3	.3	2.4	.7	2.9	3.1	3.5	3.8
1993 .....	120.0	120.1	122.3	122.7	.3	.1	1.8	.3	3.7	3.4	2.9	2.5
1994 .....	122.9	123.1	125.5	126.0	.2	.2	1.9	.4	2.4	2.5	2.6	2.7
1995 .....	126.5	126.8	129.0	129.4	.4	.2	1.7	.3	2.9	3.0	2.8	2.7
1996 .....	129.7	130.0	132.3	133.0	.2	.2	1.8	.5	2.5	2.5	2.6	2.8
1997 .....	133.1	133.2	135.4	135.9	.1	.1	1.7	.4	2.6	2.5	2.3	2.2
<b>Schools:</b>												
1981 .....	—	59.6	63.2	64.3	—	—	6.0	1.7	—	—	—	—
1982 .....	64.9	65.0	68.4	69.0	.9	.2	5.2	.9	—	9.1	8.2	7.3
1983 .....	69.5	69.7	72.6	73.1	.7	.3	4.2	.7	7.1	7.2	6.1	5.9
1984 .....	74.2	74.3	77.8	78.7	1.5	.1	4.7	1.2	6.8	6.6	7.2	7.7
1985 .....	79.5	79.7	82.9	83.6	1.0	.3	4.0	.8	7.1	7.3	6.6	6.2
1986 .....	84.3	84.4	88.0	88.4	.8	.1	4.3	.5	6.0	5.9	6.2	5.7
1987 .....	88.7	88.9	91.8	92.7	.3	.2	3.3	1.0	5.2	5.3	4.3	4.9
1988 .....	93.4	93.7	97.2	98.7	.8	.3	3.7	1.5	5.3	5.4	5.9	6.5
1989 .....	99.6	100.0	104.4	105.3	.9	.4	4.4	.9	6.6	6.7	7.4	6.7
1990 .....	106.4	106.9	110.6	111.6	1.0	.5	3.5	.9	6.8	6.9	5.9	6.0
1991 .....	112.5	112.9	115.2	115.6	.8	.4	2.0	.3	5.7	5.6	4.2	3.6
1992 .....	116.0	116.4	119.2	119.9	.3	.3	2.4	.6	3.1	3.1	3.5	3.7
1993 .....	120.2	120.3	122.5	122.9	.3	.1	1.8	.3	3.6	3.4	2.8	2.5
1994 .....	123.2	123.4	125.9	126.3	.2	.2	2.0	.3	2.5	2.6	2.8	2.8
1995 .....	126.8	127.1	129.4	129.8	.4	.2	1.8	.3	2.9	3.0	2.8	2.8
1996 .....	130.0	130.3	132.6	133.4	.2	.2	1.8	.6	2.5	2.5	2.5	2.8

See footnotes at end of table.

**Table 5. Total compensation,<sup>1</sup> State and local government workers: Employment Cost Index by occupational and industry group, 1981-97**

(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for								
	March	June	Sept.	Dec.	3 months ended—				12 months ended—				
					March	June	Sept.	Dec.	March	June	Sept.	Dec.	
Schools:													
1997 .....	133.4	133.5	135.7	136.2	0.0	0.1	1.6	0.4	2.6	2.5	2.3	2.1	
Elementary and secondary schools:													
1981 .....	—	58.9	62.6	63.7	—	—	6.3	1.8	—	—	—	—	
1982 .....	64.3	64.4	68.0	68.6	.9	.2	5.6	.9	—	9.3	8.6	7.7	
1983 .....	69.0	69.1	72.6	72.9	.6	.1	5.1	.4	7.3	7.3	6.8	6.3	
1984 .....	73.8	74.0	77.8	78.6	1.2	.3	5.1	1.0	7.0	7.1	7.2	7.8	
1985 .....	79.1	79.2	82.9	83.6	.6	.1	4.7	.8	7.2	7.0	6.6	6.4	
1986 .....	84.2	84.3	87.9	88.5	.7	.1	4.3	.7	6.4	6.4	6.0	5.9	
1987 .....	88.6	88.7	92.1	92.9	.1	.1	3.8	.9	5.2	5.2	4.8	5.0	
1988 .....	93.5	93.8	97.4	99.1	.6	.3	3.8	1.7	5.5	5.7	5.8	6.7	
1989 .....	99.6	100.0	104.6	105.5	.5	.4	4.6	.9	6.5	6.6	7.4	6.5	
1990 .....	106.5	107.1	111.1	112.1	.9	.6	3.7	.9	6.9	7.1	6.2	6.3	
1991 .....	112.9	113.0	115.7	116.2	.7	.1	2.4	.4	6.0	5.5	4.1	3.7	
1992 .....	116.6	117.1	119.9	120.7	.3	.4	2.4	.7	3.3	3.6	3.6	3.9	
1993 .....	120.7	120.8	123.0	123.6	.0	.1	1.8	.5	3.5	3.2	2.6	2.4	
1994 .....	123.7	123.8	126.3	126.5	.1	.1	2.0	.2	2.5	2.5	2.7	2.3	
1995 .....	127.1	127.4	129.8	130.1	.5	.2	1.9	.2	2.7	2.9	2.8	2.8	
1996 .....	130.2	130.5	132.6	133.1	.1	.2	1.6	.4	2.4	2.4	2.2	2.3	
1997 .....	133.1	133.3	135.5	135.8	.0	.2	1.7	.2	2.2	2.1	2.2	2.0	
Colleges and universities:													
1989 .....	99.6	100.0	103.4	104.7	—	.4	3.4	1.3	—	—	—	—	
1990 .....	106.1	106.3	109.2	110.2	1.3	.2	2.7	.9	6.5	6.3	5.6	5.3	
1991 .....	111.3	112.5	113.4	113.5	1.0	1.1	.8	.1	4.9	5.8	3.8	3.0	
1992 .....	114.0	114.1	116.9	117.2	.4	.1	2.5	.3	2.4	1.4	3.1	3.3	
1993 .....	118.4	118.5	120.8	120.7	1.0	.1	1.9	-.1	3.9	3.9	3.3	3.0	
1994 .....	121.5	122.0	124.5	125.5	.7	.4	2.0	.8	2.6	3.0	3.1	4.0	
1995 .....	126.0	126.1	128.0	128.7	.4	.1	1.5	.5	3.7	3.4	2.8	2.5	
1996 .....	129.4	129.9	132.5	134.0	.5	.4	2.0	1.1	2.7	3.0	3.5	4.1	
1997 .....	134.3	134.1	136.3	137.2	.2	-.1	1.6	.7	3.8	3.2	2.9	2.4	
Public administration:													
1981 .....	—	63.3	66.1	67.1	—	—	4.4	1.5	—	—	—	—	
1982 .....	68.5	69.1	71.4	71.9	2.1	.9	3.3	.7	—	9.2	8.0	7.2	
1983 .....	73.6	74.1	75.9	76.9	2.4	.7	2.4	1.3	7.4	7.2	6.3	7.0	
1984 .....	77.8	78.3	80.4	81.4	1.2	.6	2.7	1.2	5.7	5.7	5.9	5.9	
1985 .....	82.4	82.5	85.0	85.4	1.2	.1	3.0	.5	5.9	5.4	5.7	4.9	
1986 .....	86.6	87.4	89.0	89.7	1.4	.9	1.8	.8	5.1	5.9	4.7	5.0	
1987 .....	91.3	91.6	92.7	93.8	1.8	.3	1.2	1.2	5.4	4.8	4.2	4.6	
1988 .....	95.2	95.8	97.5	97.8	1.5	.6	1.8	.3	4.3	4.6	5.2	4.3	
1989 .....	99.2	100.0	102.5	103.2	1.4	.8	2.5	.7	4.2	4.4	5.1	5.5	
1990 .....	105.1	105.5	107.8	108.7	1.8	.4	2.2	.8	5.9	5.5	5.2	5.3	
1991 .....	110.8	110.9	112.2	112.6	1.9	.1	1.2	.4	5.4	5.1	4.1	3.6	
1992 .....	114.0	114.6	115.8	116.3	1.2	.5	1.0	.4	2.9	3.3	3.2	3.3	
1993 .....	117.6	118.0	119.3	120.0	1.1	.3	1.1	.6	3.2	3.0	3.0	3.2	
1994 .....	121.5	122.2	123.7	124.2	1.3	.6	1.2	.4	3.3	3.6	3.7	3.5	
1995 .....	125.4	126.1	127.4	128.3	1.0	.6	1.0	.7	3.2	3.2	3.0	3.3	
1996 .....	129.2	129.6	130.7	131.8	.7	.3	.8	.8	3.0	2.8	2.6	2.7	
1997 .....	133.0	133.0	134.1	135.1	.9	.0	.8	.7	2.9	2.6	2.6	2.5	

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

<sup>2</sup> This series may be discontinued with the September 1998 news release.

<sup>3</sup> Formerly called hospitals and other services.

— Data not available.



**Table 6. Total compensation,<sup>1</sup> private industry workers: Employment Cost Index by occupational and industry group, 1979-97**

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended-				12 months ended-			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
<b>Private industry<sup>2</sup>:</b>												
1979 .....	-	-	-	59.1	-	-	-	-	-	-	-	-
1980 .....	60.6	62.1	63.5	64.8	2.5	2.5	2.3	2.0	-	-	-	9.6
1981 .....	67.1	68.4	69.8	71.2	3.5	1.9	2.0	2.0	10.7	10.1	9.9	9.9
1982 .....	72.4	73.4	74.8	75.8	1.7	1.4	1.9	1.3	7.9	7.3	7.2	6.5
1983 .....	77.1	78.0	79.1	80.1	1.7	1.2	1.4	1.3	6.5	6.3	5.7	5.7
1984 .....	81.5	82.2	82.9	84.0	1.7	.9	.9	1.3	5.7	5.4	4.8	4.9
1985 .....	85.0	85.7	86.8	87.3	1.2	.8	1.3	.6	4.3	4.3	4.7	3.9
1986 .....	88.2	88.9	89.5	90.1	1.0	.8	.7	.7	3.8	3.7	3.1	3.2
1987 .....	91.0	91.6	92.5	93.1	1.0	.7	1.0	.6	3.2	3.0	3.4	3.3
1988 .....	94.5	95.7	96.6	97.6	1.5	1.3	.9	1.0	3.8	4.5	4.4	4.8
1989 .....	98.8	100.0	101.2	102.3	1.2	1.2	1.2	1.1	4.6	4.5	4.8	4.8
1990 .....	103.9	105.2	106.2	107.0	1.6	1.3	1.0	.8	5.2	5.2	4.9	4.6
1991 .....	108.5	109.8	111.0	111.7	1.4	1.2	1.1	.6	4.4	4.4	4.5	4.4
1992 .....	113.1	113.9	114.8	115.6	1.3	.7	.8	.7	4.2	3.7	3.4	3.5
1993 .....	117.1	118.0	119.1	119.8	1.3	.8	.9	.6	3.5	3.6	3.7	3.6
1994 .....	121.0	122.0	123.0	123.5	1.0	.8	.8	.4	3.3	3.4	3.3	3.1
1995 .....	124.5	125.4	126.2	126.7	.8	.7	.6	.4	2.9	2.8	2.6	2.6
1996 .....	127.9	129.0	129.8	130.6	.9	.9	.6	.6	2.7	2.9	2.9	3.1
1997 .....	131.7	132.8	133.9	135.1	.8	.8	.8	.9	3.0	2.9	3.2	3.4
<b>Private industry, excluding sales occupations:</b>												
1979 .....	-	-	-	58.7	-	-	-	-	-	-	-	-
1980 .....	60.5	62.0	63.5	64.8	3.1	2.5	2.4	2.0	-	-	-	10.4
1981 .....	67.2	68.4	70.0	71.2	3.7	1.8	2.3	1.7	11.1	10.3	10.2	9.9
1982 .....	72.6	73.5	75.0	75.9	2.0	1.2	2.0	1.2	8.0	7.5	7.1	6.6
1983 .....	77.3	78.2	79.4	80.2	1.8	1.2	1.5	1.0	6.5	6.4	5.9	5.7
1984 .....	81.7	82.5	83.3	84.3	1.9	1.0	1.0	1.2	5.7	5.5	4.9	5.1
1985 .....	85.2	85.8	86.9	87.3	1.1	.7	1.3	.5	4.3	4.0	4.3	3.6
1986 .....	88.3	88.9	89.6	90.2	1.1	.7	.8	.7	3.6	3.6	3.1	3.3
1987 .....	91.0	91.7	92.7	93.4	.9	.8	1.1	.8	3.1	3.1	3.5	3.5
1988 .....	94.9	95.9	96.9	97.7	1.6	1.1	1.0	.8	4.3	4.6	4.5	4.6
1989 .....	99.0	100.0	101.2	102.1	1.3	1.0	1.2	.9	4.3	4.3	4.4	4.5
1990 .....	103.9	105.1	106.3	107.1	1.8	1.2	1.1	.8	4.9	5.1	5.0	4.9
1991 .....	108.6	109.8	111.1	112.0	1.4	1.1	1.2	.8	4.5	4.5	4.5	4.6
1992 .....	113.3	114.1	115.1	115.9	1.2	.7	.9	.7	4.3	3.9	3.6	3.5
1993 .....	117.5	118.5	119.5	120.2	1.4	.9	.8	.6	3.7	3.9	3.8	3.7
1994 .....	121.4	122.3	123.4	123.9	1.0	.7	.9	.4	3.3	3.2	3.3	3.1
1995 .....	125.0	125.7	126.5	127.1	.9	.6	.6	.5	3.0	2.8	2.5	2.6
1996 .....	128.3	129.2	130.2	130.8	.9	.7	.8	.5	2.6	2.8	2.9	2.9
1997 .....	131.9	133.0	134.1	135.2	.8	.8	.8	.8	2.8	2.9	3.0	3.4
<b>White-collar occupations:</b>												
1979 .....	-	-	-	57.4	-	-	-	-	-	-	-	-
1980 .....	59.0	60.4	61.6	62.9	2.8	2.4	2.0	2.1	-	-	-	9.6
1981 .....	65.4	66.5	67.7	69.2	4.0	1.7	1.8	2.2	10.8	10.1	9.9	10.0
1982 .....	70.4	71.3	72.9	73.7	1.7	1.3	2.2	1.1	7.6	7.2	7.7	6.5
1983 .....	75.0	76.0	77.5	78.4	1.8	1.3	2.0	1.2	6.5	6.6	6.3	6.4
1984 .....	79.8	80.8	81.4	82.4	1.8	1.3	.7	1.2	6.4	6.3	5.0	5.1
1985 .....	83.7	84.6	85.7	86.4	1.6	1.1	1.3	.8	4.9	4.7	5.3	4.9
1986 .....	87.4	88.2	88.8	89.4	1.2	.9	.7	.7	4.4	4.3	3.6	3.5
1987 .....	90.6	91.2	92.1	92.7	1.3	.7	1.0	.7	3.7	3.4	3.7	3.7
1988 .....	93.9	95.1	96.2	97.3	1.3	1.3	1.2	1.1	3.6	4.3	4.5	5.0
1989 .....	98.9	100.0	101.4	102.4	1.6	1.1	1.4	1.0	5.3	5.2	5.4	5.2
1990 .....	104.1	105.5	106.7	107.4	1.7	1.3	1.1	.7	5.3	5.5	5.2	4.9
1991 .....	109.0	110.3	111.4	112.2	1.5	1.2	1.0	.7	4.7	4.5	4.4	4.5
1992 .....	113.4	114.2	115.1	115.9	1.1	.7	.8	.7	4.0	3.5	3.3	3.3
1993 .....	117.4	118.3	119.4	120.2	1.3	.8	.9	.7	3.5	3.6	3.7	3.7
1994 .....	121.5	122.5	123.5	124.1	1.1	.8	.8	.5	3.5	3.6	3.4	3.2
1995 .....	125.3	126.2	127.0	127.6	1.0	.7	.6	.5	3.1	3.0	2.8	2.8
1996 .....	129.0	130.0	131.1	131.7	1.1	.8	.8	.5	3.0	3.0	3.2	3.2
1997 .....	133.1	134.1	135.2	136.7	1.1	.8	.8	1.1	3.2	3.2	3.1	3.8
<b>White-collar occupations, excluding sales:</b>												
1979 .....	-	-	-	56.7	-	-	-	-	-	-	-	-
1980 .....	58.6	60.0	61.2	62.5	3.4	2.4	2.0	2.1	-	-	-	10.2
1981 .....	65.1	66.1	67.7	69.0	4.2	1.5	2.4	1.9	11.1	10.2	10.6	10.4
1982 .....	70.3	71.3	72.9	73.6	1.9	1.4	2.2	1.0	8.0	7.9	7.7	6.7
1983 .....	75.2	76.2	77.7	78.5	2.2	1.3	2.0	1.0	7.0	6.9	6.6	6.7

See footnotes at end of table.

**Table 6. Total compensation,<sup>1</sup> private industry workers: Employment Cost Index by occupational and industry group, 1979-97**

(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended—				12 months ended—			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
<b>White-collar occupations, excluding sales:</b>												
1984 .....	80.1	81.0	81.9	82.9	2.0	1.1	1.1	1.2	6.5	6.3	5.4	5.6
1985 .....	83.7	84.6	85.7	86.1	1.0	1.1	1.3	.5	4.5	4.4	4.6	3.9
1986 .....	87.3	88.1	88.7	89.4	1.4	.9	.7	.8	4.3	4.1	3.5	3.8
1987 .....	90.6	91.3	92.5	93.2	1.3	.8	1.3	.8	3.8	3.6	4.3	4.3
1988 .....	94.5	95.5	96.7	97.5	1.4	1.1	1.3	.8	4.3	4.6	4.5	4.6
1989 .....	99.0	100.0	101.3	102.2	1.5	1.0	1.3	.9	4.8	4.7	4.8	4.8
1990 .....	104.2	105.4	106.9	107.7	2.0	1.2	1.4	.7	5.3	5.4	5.5	5.4
1991 .....	109.2	110.4	111.8	112.7	1.4	1.1	1.3	.8	4.8	4.7	4.6	4.6
1992 .....	113.8	114.6	115.8	116.6	1.0	.7	1.0	.7	4.2	3.8	3.6	3.5
1993 .....	118.3	119.2	120.2	121.0	1.5	.8	.8	.7	4.0	4.0	3.8	3.8
1994 .....	122.4	123.3	124.4	125.1	1.2	.7	.9	.6	3.5	3.4	3.5	3.4
1995 .....	126.3	127.0	127.8	128.6	1.0	.6	.6	.6	3.2	3.0	2.7	2.8
1996 .....	129.9	130.7	132.0	132.5	1.0	.6	1.0	.4	2.9	2.9	3.3	3.0
1997 .....	133.7	134.8	135.9	137.4	.9	.8	.8	1.1	2.9	3.1	3.0	3.7
<b>Professional specialty and technical occupations:</b>												
1985 .....	—	—	—	86.1	—	—	—	—	—	—	—	—
1986 .....	87.1	87.8	88.6	89.3	1.2	.8	.9	.8	—	—	—	3.7
1987 .....	90.3	90.8	92.1	92.9	1.1	.6	1.4	.9	3.7	3.4	4.0	4.0
1988 .....	94.3	95.4	96.9	97.5	1.5	1.2	1.6	.6	4.4	5.1	5.2	5.0
1989 .....	99.0	100.0	101.8	102.9	1.5	1.0	1.8	1.1	5.0	4.8	5.1	5.5
1990 .....	104.9	105.8	107.5	108.7	1.9	.9	1.6	1.1	6.0	5.8	5.6	5.6
1991 .....	110.1	111.1	112.8	113.9	1.3	.9	1.5	1.0	5.0	5.0	4.9	4.8
1992 .....	115.3	116.4	118.0	119.0	1.2	1.0	1.4	.8	4.7	4.8	4.6	4.5
1993 .....	120.4	121.3	122.2	122.9	1.2	.7	.7	.6	4.4	4.2	3.6	3.3
1994 .....	124.6	125.3	126.3	126.8	1.4	.6	.8	.4	3.5	3.3	3.4	3.2
1995 .....	127.7	128.4	129.3	129.9	.7	.5	.7	.5	2.5	2.5	2.4	2.4
1996 .....	131.6	132.6	133.3	133.7	1.3	.8	.5	.3	3.1	3.3	3.1	2.9
1997 .....	134.6	135.9	136.7	137.8	.7	1.0	.6	.8	2.3	2.5	2.6	3.1
<b>Executive, administrative, and managerial occupations:</b>												
1985 .....	—	—	—	86.4	—	—	—	—	—	—	—	—
1986 .....	87.8	88.7	89.2	89.9	1.6	1.0	.6	.8	—	—	—	4.1
1987 .....	91.6	92.2	93.5	93.9	1.9	.7	1.4	.4	4.3	3.9	4.8	4.4
1988 .....	94.7	95.7	96.6	97.8	.9	1.1	.9	1.2	3.4	3.8	3.3	4.2
1989 .....	99.1	100.0	100.9	101.5	1.3	.9	.9	.6	4.6	4.5	4.5	3.8
1990 .....	103.7	105.3	106.6	107.2	2.2	1.5	1.2	.6	4.6	5.3	5.6	5.6
1991 .....	108.9	110.3	111.5	112.3	1.6	1.3	1.1	.7	5.0	4.7	4.6	4.8
1992 .....	112.7	113.1	113.9	114.5	.4	.4	.7	.5	3.5	2.5	2.2	2.0
1993 .....	116.5	117.2	118.1	118.9	1.7	.6	.8	.7	3.4	3.6	3.7	3.8
1994 .....	120.3	121.3	122.6	123.3	1.2	.8	1.1	.6	3.3	3.5	3.8	3.7
1995 .....	124.9	125.4	126.2	126.9	1.3	.4	.6	.6	3.8	3.4	2.9	2.9
1996 .....	128.0	128.8	130.9	131.3	.9	.6	1.6	.3	2.5	2.7	3.7	3.5
1997 .....	133.0	133.9	135.2	137.4	1.3	.7	1.0	1.6	3.9	4.0	3.3	4.6
<b>Sales occupations<sup>3</sup>:</b>												
1986 .....	87.6	88.6	89.1	89.1	—	1.1	.6	.0	—	—	—	—
1987 .....	90.0	90.5	90.5	90.2	1.0	.6	.0	-.3	2.7	2.1	1.6	1.2
1988 .....	91.4	93.6	94.1	96.3	1.3	2.4	.5	2.3	1.6	3.4	4.0	6.8
1989 .....	98.3	100.0	101.9	103.3	2.1	1.7	1.9	1.4	7.5	6.8	8.3	7.3
1990 .....	103.6	105.6	105.9	106.0	.3	1.9	.3	.1	5.4	5.6	3.9	2.6
1991 .....	108.0	109.8	109.8	109.6	1.9	1.7	.0	-.2	4.2	4.0	3.7	3.4
1992 .....	111.6	112.2	111.8	112.6	1.8	.5	-.4	.7	3.3	2.2	1.8	2.7
1993 .....	112.9	113.8	115.6	116.5	.3	.8	1.6	.8	1.2	1.4	3.4	3.5
1994 .....	117.2	118.8	119.2	119.6	.6	1.4	.3	.3	3.8	4.4	3.1	2.7
1995 .....	120.2	122.4	123.2	123.2	.5	1.8	.7	.0	2.6	3.0	3.4	3.0
1996 .....	124.8	126.9	126.7	128.1	1.3	1.7	-.2	1.1	3.8	3.7	2.8	4.0
1997 .....	130.1	130.7	132.2	133.5	1.6	.5	1.1	1.0	4.2	3.0	4.3	4.2
<b>Administrative support, including clerical occupations:</b>												
1985 .....	—	—	—	85.9	—	—	—	—	—	—	—	—
1986 .....	87.0	87.8	88.3	89.0	1.3	.9	.6	.8	—	—	—	3.6
1987 .....	90.0	90.8	91.8	92.6	1.1	.9	1.1	.9	3.4	3.4	4.0	4.0
1988 .....	94.4	95.3	96.6	97.3	1.9	1.0	1.4	.7	4.9	5.0	5.2	5.1
1989 .....	98.9	100.0	101.2	102.3	1.6	1.1	1.2	1.1	4.8	4.9	4.8	5.1
1990 .....	104.2	105.3	106.4	107.3	1.9	1.1	1.0	.8	5.4	5.3	5.1	4.9

See footnotes at end of table.

**Table 6. Total compensation,<sup>1</sup> private industry workers: Employment Cost Index by occupational and industry group, 1979-97**

(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended—				12 months ended—			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
<b>Administrative support, including clerical occupations:</b>												
1991 .....	108.6	109.9	111.0	111.9	1.2	1.2	1.0	0.8	4.2	4.4	4.3	4.3
1992 .....	113.6	114.4	115.5	116.4	1.5	.7	1.0	.8	4.6	4.1	4.1	4.0
1993 .....	118.1	119.2	120.3	121.2	1.5	.9	.9	.7	4.0	4.2	4.2	4.1
1994 .....	122.5	123.5	124.5	125.1	1.1	.8	.8	.5	3.7	3.6	3.5	3.2
1995 .....	126.5	127.3	128.1	129.0	1.1	.6	.6	.7	3.3	3.1	2.9	3.1
1996 .....	130.1	130.8	132.0	132.5	.9	.5	.9	.4	2.8	2.7	3.0	2.7
1997 .....	133.7	134.7	135.9	137.0	.9	.7	.9	.8	2.8	3.0	3.0	3.4
<b>Blue-collar occupations:</b>												
1979 .....	—	—	—	61.3	—	—	—	—	—	—	—	—
1980 .....	62.8	64.4	66.1	67.5	2.4	2.5	2.6	2.1	—	—	—	10.1
1981 .....	69.6	71.1	72.7	74.0	3.1	2.2	2.3	1.8	10.8	10.4	10.0	9.6
1982 .....	75.1	76.1	77.5	78.4	1.5	1.3	1.8	1.2	7.9	7.0	6.6	5.9
1983 .....	79.7	80.7	81.5	82.3	1.7	1.3	1.0	1.0	6.1	6.0	5.2	5.0
1984 .....	83.6	84.2	84.9	85.8	1.6	.7	.8	1.1	4.9	4.3	4.2	4.3
1985 .....	86.7	87.3	88.2	88.5	1.0	.7	1.0	.3	3.7	3.7	3.9	3.1
1986 .....	89.4	89.8	90.5	90.9	1.0	.4	.8	.4	3.1	2.9	2.6	2.7
1987 .....	91.3	92.1	92.9	93.7	.4	.9	.9	.9	2.1	2.6	2.7	3.1
1988 .....	95.4	96.4	97.1	97.9	1.8	1.0	.7	.8	4.5	4.7	4.5	4.5
1989 .....	98.8	100.0	101.1	101.9	.9	1.2	1.1	.8	3.6	3.7	4.1	4.1
1990 .....	103.5	104.7	105.6	106.4	1.6	1.2	.9	.8	4.8	4.7	4.5	4.4
1991 .....	107.9	109.0	110.2	111.0	1.4	1.0	1.1	.7	4.3	4.1	4.4	4.3
1992 .....	112.5	113.4	114.3	115.0	1.4	.8	.8	.6	4.3	4.0	3.7	3.6
1993 .....	116.6	117.7	118.7	119.3	1.4	.9	.8	.5	3.6	3.8	3.8	3.7
1994 .....	120.3	121.2	122.3	122.6	.8	.7	.9	.2	3.2	3.0	3.0	2.8
1995 .....	123.5	124.4	125.1	125.6	.7	.7	.6	.4	2.7	2.6	2.3	2.4
1996 .....	126.6	127.6	128.1	129.0	.8	.8	.4	.7	2.5	2.6	2.4	2.7
1997 .....	129.6	130.8	131.7	132.3	.5	.9	.7	.5	2.4	2.5	2.8	2.6
<b>Precision production, craft, and repair occupations:</b>												
1985 .....	—	—	—	89.0	—	—	—	—	—	—	—	—
1986 .....	90.1	90.5	91.2	91.6	1.2	.4	.8	.4	—	—	—	2.9
1987 .....	92.0	92.7	93.7	94.4	.4	.8	1.1	.7	2.1	2.4	2.7	3.1
1988 .....	95.8	96.8	97.3	98.0	1.5	1.0	.5	.7	4.1	4.4	3.8	3.8
1989 .....	98.7	100.0	101.2	102.0	.7	1.3	1.2	.8	3.0	3.3	4.0	4.1
1990 .....	103.4	104.7	105.6	106.2	1.4	1.3	.9	.6	4.8	4.7	4.3	4.1
1991 .....	108.0	109.2	110.5	111.0	1.7	1.1	1.2	.5	4.4	4.3	4.6	4.5
1992 .....	112.2	113.1	114.3	115.0	1.1	.8	1.1	.6	3.9	3.6	3.4	3.6
1993 .....	116.6	117.6	118.7	118.9	1.4	.9	.9	.2	3.9	4.0	3.8	3.4
1994 .....	120.2	121.2	122.5	122.5	1.1	.8	1.1	.0	3.1	3.1	3.2	3.0
1995 .....	123.4	124.4	125.4	125.7	.7	.8	.8	.2	2.7	2.6	2.4	2.6
1996 .....	126.5	127.7	128.2	129.1	.6	.9	.4	.7	2.5	2.7	2.2	2.7
1997 .....	129.6	130.9	131.7	131.9	.4	1.0	.6	.2	2.5	2.5	2.7	2.2
<b>Machine operators, assemblers, and inspectors:</b>												
1985 .....	—	—	—	87.4	—	—	—	—	—	—	—	—
1986 .....	88.3	88.7	89.2	89.8	1.0	.5	.6	.7	—	—	—	2.7
1987 .....	90.2	91.1	91.6	92.8	.4	1.0	.5	1.3	2.2	2.7	2.7	3.3
1988 .....	94.7	95.8	96.5	97.6	2.0	1.2	.7	1.1	5.0	5.2	5.3	5.2
1989 .....	98.9	100.0	100.9	101.8	1.3	1.1	.9	.9	4.4	4.4	4.6	4.3
1990 .....	103.7	105.0	105.9	106.9	1.9	1.3	.9	.9	4.9	5.0	5.0	5.0
1991 .....	108.3	109.4	110.5	111.6	1.3	1.0	1.0	1.0	4.4	4.2	4.3	4.4
1992 .....	113.9	114.6	115.0	115.8	2.1	.6	.3	.7	5.2	4.8	4.1	3.8
1993 .....	117.8	119.0	120.0	120.8	1.7	1.0	.8	.7	3.4	3.8	4.3	4.3
1994 .....	121.3	122.2	122.9	123.4	.4	.7	.6	.4	3.0	2.7	2.4	2.2
1995 .....	124.2	124.8	125.1	126.2	.6	.5	.2	.9	2.4	2.1	1.8	2.3
1996 .....	127.1	128.1	128.7	129.5	.7	.8	.5	.6	2.3	2.6	2.9	2.6
1997 .....	130.0	131.2	132.2	133.0	.4	.9	.8	.6	2.3	2.4	2.7	2.7
<b>Transportation and material moving occupations:</b>												
1985 .....	—	—	—	88.8	—	—	—	—	—	—	—	—
1986 .....	89.3	89.9	90.9	91.2	.6	.7	1.1	.3	—	—	—	2.7
1987 .....	91.6	92.6	93.3	93.9	.4	1.1	.8	.6	2.6	3.0	2.6	3.0
1988 .....	95.3	97.0	97.9	98.2	1.5	1.8	.9	.3	4.0	4.8	4.9	4.6
1989 .....	99.0	100.0	101.2	101.4	.8	1.0	1.2	.2	3.9	3.1	3.4	3.3
1990 .....	103.1	104.3	104.9	105.5	1.7	1.2	.6	.6	4.1	4.3	3.7	4.0

See footnotes at end of table.

**Table 6. Total compensation,<sup>1</sup> private industry workers: Employment Cost Index by occupational and industry group, 1979-97**

(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended—				12 months ended—			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
<b>Transportation and material moving occupations:</b>												
1991 .....	106.3	107.6	108.3	109.0	0.8	1.2	0.7	0.6	3.1	3.2	3.2	3.3
1992 .....	110.4	111.4	112.5	113.0	1.3	.9	1.0	.4	3.9	3.5	3.9	3.7
1993 .....	113.9	115.2	115.9	117.0	.8	1.1	.6	.9	3.2	3.4	3.0	3.5
1994 .....	118.5	119.1	120.3	120.6	1.3	.5	1.0	.2	4.0	3.4	3.8	3.1
1995 .....	121.8	122.4	122.9	123.0	1.0	.5	.4	.1	2.8	2.8	2.2	2.0
1996 .....	123.9	124.7	124.9	125.2	.7	.6	.2	.2	1.7	1.9	1.6	1.8
1997 .....	126.1	126.8	128.0	128.9	.7	.6	.9	.7	1.8	1.7	2.5	3.0
<b>Handlers, equipment cleaners, helpers, and laborers:</b>												
1985 .....	—	—	—	89.1	—	—	—	—	—	—	—	—
1986 .....	89.6	89.9	90.5	91.0	.6	.3	.7	.6	—	—	—	2.1
1987 .....	91.3	91.7	92.5	93.5	.3	.4	.9	1.1	1.9	2.0	2.2	2.7
1988 .....	95.5	96.2	97.0	97.7	2.1	.7	.8	.7	4.6	4.9	4.9	4.5
1989 .....	98.8	100.0	101.3	102.2	1.1	1.2	1.3	.9	3.5	4.0	4.4	4.6
1990 .....	103.6	104.7	105.7	106.7	1.4	1.1	1.0	.9	4.9	4.7	4.3	4.4
1991 .....	108.1	109.3	110.4	111.4	1.3	1.1	1.0	.9	4.3	4.4	4.4	4.4
1992 .....	112.6	113.4	114.6	115.3	1.1	.7	1.1	.6	4.2	3.8	3.8	3.5
1993 .....	116.8	117.6	118.4	119.1	1.3	.7	.7	.6	3.7	3.7	3.3	3.3
1994 .....	120.2	121.4	122.7	122.9	.9	1.0	1.1	.2	2.9	3.2	3.6	3.2
1995 .....	124.1	125.3	125.9	126.8	1.0	1.0	.5	.7	3.2	3.2	2.6	3.2
1996 .....	128.5	129.3	130.0	131.3	1.3	.6	.5	1.0	3.5	3.2	3.3	3.5
1997 .....	132.8	133.4	134.2	135.8	1.1	.5	.6	1.2	3.3	3.2	3.2	3.4
<b>Service occupations:</b>												
1979 .....	—	—	—	58.8	—	—	—	—	—	—	—	—
1980 .....	61.4	62.0	63.3	64.4	4.4	1.0	2.1	1.7	—	—	—	9.5
1981 .....	67.8	68.3	69.6	70.4	5.3	.7	1.9	1.1	10.4	10.2	10.0	9.3
1982 .....	72.8	73.7	74.8	76.3	3.4	1.2	1.5	2.0	7.4	7.9	7.5	8.4
1983 .....	77.7	78.2	78.6	80.5	1.8	.6	.5	2.4	6.7	6.1	5.1	5.5
1984 .....	82.9	82.7	84.1	85.8	3.0	-.2	1.7	2.0	6.7	5.8	7.0	6.6
1985 .....	86.2	86.3	87.9	88.4	.5	.1	1.9	.6	4.0	4.4	4.5	3.0
1986 .....	89.4	89.5	90.3	91.1	1.1	.1	.9	.9	3.7	3.7	2.7	3.1
1987 .....	91.9	92.3	92.8	93.3	.9	.4	.5	.5	2.8	3.1	2.8	2.4
1988 .....	94.6	95.6	97.1	98.2	1.4	1.1	1.6	1.1	2.9	3.6	4.6	5.3
1989 .....	99.2	100.0	101.1	102.5	1.0	.8	1.1	1.4	4.9	4.6	4.1	4.4
1990 .....	103.9	104.9	105.7	107.3	1.4	1.0	.8	1.5	4.7	4.9	4.5	4.7
1991 .....	108.3	109.9	111.5	112.4	.9	1.5	1.5	.8	4.2	4.8	5.5	4.8
1992 .....	113.5	114.2	115.4	115.9	1.0	.6	1.1	.4	4.8	3.9	3.5	3.1
1993 .....	117.2	118.0	118.9	119.5	1.1	.7	.8	.5	3.3	3.3	3.0	3.1
1994 .....	120.6	121.0	121.8	122.9	.9	.3	.7	.9	2.9	2.5	2.4	2.8
1995 .....	123.4	124.0	124.7	125.2	.4	.5	.6	.4	2.3	2.5	2.4	1.9
1996 .....	125.8	126.5	127.4	128.9	.5	.6	.7	1.2	1.9	2.0	2.2	3.0
1997 .....	129.8	130.9	133.1	134.1	.7	.8	1.7	.8	3.2	3.5	4.5	4.0
<b>Production and nonsupervisory occupations<sup>4</sup>:</b>												
1981 .....	—	68.5	70.0	71.4	—	—	2.2	2.0	—	—	—	—
1982 .....	72.4	73.5	75.1	76.1	1.4	1.5	2.2	1.3	—	7.3	7.3	6.6
1983 .....	77.3	78.1	79.4	80.4	1.6	1.0	1.7	1.3	6.8	6.3	5.7	5.7
1984 .....	81.8	82.5	83.1	84.2	1.7	.9	.7	1.3	5.8	5.6	4.7	4.7
1985 .....	85.1	85.7	86.8	87.3	1.1	.7	1.3	.6	4.0	3.9	4.5	3.7
1986 .....	88.1	88.7	89.4	89.8	.9	.7	.8	.4	3.5	3.5	3.0	2.9
1987 .....	90.6	91.3	92.1	92.8	.9	.8	.9	.8	2.8	2.9	3.0	3.3
1988 .....	94.3	95.5	96.6	97.5	1.6	1.3	1.2	.9	4.1	4.6	4.9	5.1
1989 .....	98.8	100.0	101.4	102.4	1.3	1.2	1.4	1.0	4.8	4.7	5.0	5.0
1990 .....	103.8	105.1	106.0	106.9	1.4	1.3	.9	.8	5.1	5.1	4.5	4.4
1991 .....	108.4	109.6	110.8	111.5	1.4	1.1	1.1	.6	4.4	4.3	4.5	4.3
1992 .....	113.0	113.8	114.8	115.5	1.3	.7	.9	.6	4.2	3.8	3.6	3.6
1993 .....	116.9	117.9	119.0	119.7	1.2	.9	.9	.6	3.5	3.6	3.7	3.6
1994 .....	120.7	121.6	122.6	123.1	.8	.7	.8	.4	3.3	3.1	3.0	2.8
1995 .....	124.1	125.0	125.8	126.3	.8	.7	.6	.4	2.8	2.8	2.6	2.6
1996 .....	127.5	128.6	129.2	130.0	1.0	.9	.5	.6	2.7	2.9	2.7	2.9
1997 .....	131.1	132.1	133.2	134.2	.8	.8	.8	.8	2.8	2.7	3.1	3.2
<b>Goods-producing industries<sup>5</sup>:</b>												
1979 .....	—	—	—	60.7	—	—	—	—	—	—	—	—
1980 .....	62.3	63.7	65.3	66.7	2.6	2.2	2.5	2.1	—	—	—	9.9
1981 .....	68.9	70.4	72.0	73.3	3.3	2.2	2.3	1.8	10.6	10.5	10.3	9.9

See footnotes at end of table.

**Table 6. Total compensation,<sup>1</sup> private industry workers: Employment Cost Index by occupational and industry group, 1979-97**

(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended—				12 months ended—			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
<b>Goods-producing industries<sup>5</sup>:</b>												
1982 .....	74.7	75.6	77.1	77.8	1.9	1.2	2.0	0.9	8.4	7.4	7.1	6.1
1983 .....	79.2	80.0	80.9	81.6	1.8	1.0	1.1	.9	6.0	5.8	4.9	4.9
1984 .....	82.9	83.7	84.4	85.4	1.6	1.0	.8	1.2	4.7	4.6	4.3	4.7
1985 .....	86.6	87.2	87.7	88.2	1.4	.7	.6	.6	4.5	4.2	3.9	3.3
1986 .....	89.2	90.0	90.6	91.0	1.1	.9	.7	.4	3.0	3.2	3.3	3.2
1987 .....	91.5	92.1	92.9	93.8	.5	.7	.9	1.0	2.6	2.3	2.5	3.1
1988 .....	95.5	96.5	97.1	97.9	1.8	1.0	.6	.8	4.4	4.8	4.5	4.4
1989 .....	98.9	100.0	101.1	102.1	1.0	1.1	1.1	1.0	3.6	3.6	4.1	4.3
1990 .....	103.9	105.2	106.2	107.0	1.8	1.3	1.0	.8	5.1	5.2	5.0	4.8
1991 .....	108.5	109.8	111.0	111.9	1.4	1.2	1.1	.8	4.4	4.4	4.5	4.6
1992 .....	113.5	114.3	115.3	116.1	1.4	.7	.9	.7	4.6	4.1	3.9	3.8
1993 .....	118.0	119.1	119.9	120.6	1.6	.9	.7	.6	4.0	4.2	4.0	3.9
1994 .....	121.8	123.0	123.9	124.3	1.0	1.0	.7	.3	3.2	3.3	3.3	3.1
1995 .....	125.3	125.9	126.5	127.3	.8	.5	.5	.6	2.9	2.4	2.1	2.4
1996 .....	128.2	129.3	130.1	130.9	.7	.9	.6	.6	2.3	2.7	2.8	2.8
1997 .....	131.4	132.7	133.6	134.1	.4	1.0	.7	.4	2.5	2.6	2.7	2.4
<b>Goods-producing industries, excluding sales occupations:</b>												
1979 .....	—	—	—	60.9	—	—	—	—	—	—	—	—
1980 .....	62.5	63.8	65.4	66.8	2.6	2.1	2.5	2.1	—	—	—	9.7
1981 .....	69.0	70.6	72.2	73.5	3.3	2.3	2.3	1.8	10.4	10.7	10.4	10.0
1982 .....	74.8	75.9	77.3	78.1	1.8	1.5	1.8	1.0	8.4	7.5	7.1	6.3
1983 .....	79.4	80.2	81.2	81.9	1.7	1.0	1.2	.9	6.1	5.7	5.0	4.9
1984 .....	83.2	83.9	84.8	85.6	1.6	.8	1.1	.9	4.8	4.6	4.4	4.5
1985 .....	86.6	87.2	87.9	88.3	1.2	.7	.8	.5	4.1	3.9	3.7	3.2
1986 .....	89.2	90.0	90.5	91.0	1.0	.9	.6	.6	3.0	3.2	3.0	3.1
1987 .....	91.5	92.1	92.9	93.8	.5	.7	.9	1.0	2.6	2.3	2.7	3.1
1988 .....	95.4	96.5	97.1	97.9	1.7	1.2	.6	.8	4.3	4.8	4.5	4.4
1989 .....	98.9	100.0	101.1	102.2	1.0	1.1	1.1	1.1	3.7	3.6	4.1	4.4
1990 .....	103.9	105.1	106.1	107.0	1.7	1.2	1.0	.8	5.1	5.1	4.9	4.7
1991 .....	108.4	109.8	110.9	111.8	1.3	1.3	1.0	.8	4.3	4.5	4.5	4.5
1992 .....	113.4	114.1	115.2	115.9	1.4	.6	1.0	.6	4.6	3.9	3.9	3.7
1993 .....	117.8	118.8	119.6	120.1	1.6	.8	.7	.4	3.9	4.1	3.8	3.6
1994 .....	121.4	122.5	123.5	124.0	1.1	.9	.8	.4	3.1	3.1	3.3	3.2
1995 .....	124.9	125.6	126.1	127.0	.7	.6	.4	.7	2.9	2.5	2.1	2.4
1996 .....	128.0	129.0	129.8	130.5	.8	.8	.6	.5	2.5	2.7	2.9	2.8
1997 .....	131.1	132.3	133.1	133.6	.5	.9	.6	.4	2.4	2.6	2.5	2.4
<b>Goods-producing industries, white-collar occupations:</b>												
1987 .....	—	92.3	93.1	94.0	—	—	.9	1.0	—	—	—	—
1988 .....	95.6	96.4	97.2	97.8	1.7	.8	.8	.6	—	4.4	4.4	4.0
1989 .....	99.0	100.0	101.2	101.9	1.2	1.0	1.2	.7	3.6	3.7	4.1	4.2
1990 .....	104.1	105.3	106.7	107.4	2.2	1.2	1.3	.7	5.2	5.3	5.4	5.4
1991 .....	108.8	110.1	111.2	112.3	1.3	1.2	1.0	1.0	4.5	4.6	4.2	4.6
1992 .....	113.6	114.5	115.5	116.7	1.2	.8	.9	1.0	4.4	4.0	3.9	3.9
1993 .....	118.6	119.6	120.5	121.1	1.6	.8	.8	.5	4.4	4.5	4.3	3.8
1994 .....	123.0	124.3	125.1	125.9	1.6	1.1	.6	.6	3.7	3.9	3.8	4.0
1995 .....	127.2	127.6	128.1	129.0	1.0	.3	.4	.7	3.4	2.7	2.4	2.5
1996 .....	130.0	131.0	132.2	132.9	.8	.8	.9	.5	2.2	2.7	3.2	3.0
1997 .....	133.5	134.8	135.6	136.2	.5	1.0	.6	.4	2.7	2.9	2.6	2.5
<b>Goods-producing industries, white-collar occupations excluding sales:</b>												
1987 .....	—	92.2	93.0	93.9	—	—	.9	1.0	—	—	—	—
1988 .....	95.4	96.4	97.1	97.7	1.6	1.0	.7	.6	—	4.6	4.4	4.0
1989 .....	99.0	100.0	101.2	102.0	1.3	1.0	1.2	.8	3.8	3.7	4.2	4.4
1990 .....	103.9	105.2	106.4	107.1	1.9	1.3	1.1	.7	4.9	5.2	5.1	5.0
1991 .....	108.5	110.0	111.1	112.2	1.3	1.4	1.0	1.0	4.4	4.6	4.4	4.8
1992 .....	113.2	113.9	115.1	116.2	.9	.6	1.1	1.0	4.3	3.5	3.6	3.6
1993 .....	118.1	119.0	119.7	119.9	1.6	.8	.6	.2	4.3	4.5	4.0	3.2
1994 .....	121.9	123.2	124.1	125.0	1.7	1.1	.7	.7	3.2	3.5	3.7	4.3
1995 .....	126.2	126.7	127.2	128.2	1.0	.4	.4	.8	3.5	2.8	2.5	2.6
1996 .....	129.4	130.2	131.5	132.1	.9	.6	1.0	.5	2.5	2.8	3.4	3.0
1997 .....	132.6	133.8	134.5	135.0	.4	.9	.5	.4	2.5	2.8	2.3	2.2

See footnotes at end of table.

**Table 6. Total compensation,<sup>1</sup> private industry workers: Employment Cost Index by occupational and industry group, 1979-97**

(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended—				12 months ended—			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
<b>Goods-producing industries, blue-collar occupations:</b>												
1987 .....	—	92.1	92.8	93.8	—	—	0.8	1.1	—	—	—	—
1988 .....	95.4	96.6	97.1	98.0	1.7	1.3	.5	.9	—	4.9	4.6	4.5
1989 .....	98.9	100.0	101.1	102.3	.9	1.1	1.1	1.2	3.7	3.5	4.1	4.4
1990 .....	103.9	105.1	106.0	106.9	1.6	1.2	.9	.8	5.1	5.1	4.8	4.5
1991 .....	108.4	109.7	110.8	111.6	1.4	1.2	1.0	.7	4.3	4.4	4.5	4.4
1992 .....	113.4	114.1	115.1	115.8	1.6	.6	.9	.6	4.6	4.0	3.9	3.8
1993 .....	117.6	118.7	119.6	120.2	1.6	.9	.8	.5	3.7	4.0	3.9	3.8
1994 .....	121.1	122.2	123.1	123.4	.7	.9	.7	.2	3.0	2.9	2.9	2.7
1995 .....	124.1	124.9	125.5	126.3	.6	.6	.5	.6	2.5	2.2	1.9	2.4
1996 .....	127.1	128.3	128.9	129.6	.6	.9	.5	.5	2.4	2.7	2.7	2.6
1997 .....	130.2	131.4	132.4	132.8	.5	.9	.8	.3	2.4	2.4	2.7	2.5
<b>Goods-producing industries, service occupations:</b>												
1987 .....	—	91.4	92.2	93.0	—	—	.9	.9	—	—	—	—
1988 .....	95.0	95.7	96.2	97.0	2.2	.7	.5	.8	—	4.7	4.3	4.3
1989 .....	98.9	100.0	100.9	102.2	2.0	1.1	.9	1.3	4.1	4.5	4.9	5.4
1990 .....	104.0	104.4	105.3	106.4	1.8	.4	.9	1.0	5.2	4.4	4.4	4.1
1991 .....	107.9	109.3	110.5	112.1	1.4	1.3	1.1	1.4	3.8	4.7	4.9	5.4
1992 .....	113.8	115.5	116.9	117.5	1.5	1.5	1.2	.5	5.5	5.7	5.8	4.8
1993 .....	120.0	120.6	121.5	122.4	2.1	.5	.7	.7	5.4	4.4	3.9	4.2
1994 .....	123.5	123.8	126.5	126.3	.9	.2	2.2	-.2	2.9	2.7	4.1	3.2
1995 .....	127.3	127.9	128.8	129.5	.8	.5	.7	.5	3.1	3.3	1.8	2.5
1996 .....	129.6	130.1	—	—	.1	.4	—	—	1.8	1.7	—	—
<b>Construction<sup>3</sup>:</b>												
1985 .....	86.1	87.1	87.7	88.2	—	1.2	.7	.6	—	—	—	—
1986 .....	88.5	89.9	90.6	90.7	.3	1.6	.8	.1	2.8	3.2	3.3	2.8
1987 .....	91.5	92.7	93.4	94.0	.9	1.3	.8	.6	3.4	3.1	3.1	3.6
1988 .....	95.2	96.4	97.2	98.0	1.3	1.3	.8	.8	4.0	4.0	4.1	4.3
1989 .....	99.0	100.0	101.2	102.4	1.0	1.0	1.2	1.2	4.0	3.7	4.1	4.5
1990 .....	103.1	104.3	105.2	105.6	.7	1.2	.9	.4	4.1	4.3	4.0	3.1
1991 .....	107.4	108.5	109.3	109.9	1.7	1.0	.7	.5	4.2	4.0	3.9	4.1
1992 .....	110.6	111.7	113.1	113.8	.6	1.0	1.3	.6	3.0	2.9	3.5	3.5
1993 .....	114.9	116.0	116.8	116.5	1.0	1.0	.7	-.3	3.9	3.8	3.3	2.4
1994 .....	118.6	120.2	121.4	120.8	1.8	1.3	1.0	-.5	3.2	3.6	3.9	3.7
1995 .....	121.1	122.0	123.1	123.4	.2	.7	.9	.2	2.1	1.5	1.4	2.2
1996 .....	124.3	125.3	125.9	126.4	.7	.8	.5	.4	2.6	2.7	2.3	2.4
1997 .....	127.2	128.7	129.7	129.7	.6	1.2	.8	.0	2.3	2.7	3.0	2.6
<b>Manufacturing:</b>												
1979 .....	—	—	—	60.1	—	—	—	—	—	—	—	—
1980 .....	61.8	63.1	64.5	66.0	2.8	2.1	2.2	2.3	—	—	—	9.8
1981 .....	68.3	69.7	71.1	72.5	3.5	2.0	2.0	2.0	10.5	10.5	10.2	9.8
1982 .....	73.9	74.7	76.2	76.9	1.9	1.1	2.0	.9	8.2	7.2	7.2	6.1
1983 .....	78.4	79.1	80.1	80.8	2.0	.9	1.3	.9	6.1	5.9	5.1	5.1
1984 .....	82.2	83.0	83.9	85.0	1.7	1.0	1.1	1.3	4.8	4.9	4.7	5.2
1985 .....	86.3	86.8	87.5	87.8	1.5	.6	.8	.3	5.0	4.6	4.3	3.3
1986 .....	89.0	89.7	90.1	90.7	1.4	.8	.4	.7	3.1	3.3	3.0	3.3
1987 .....	91.1	91.6	92.5	93.4	.4	.5	1.0	1.0	2.4	2.1	2.7	3.0
1988 .....	95.3	96.2	96.9	97.6	2.0	.9	.7	.7	4.6	5.0	4.8	4.5
1989 .....	98.9	100.0	101.1	102.0	1.3	1.1	1.1	.9	3.8	4.0	4.3	4.5
1990 .....	104.0	105.3	106.4	107.2	2.0	1.3	1.0	.8	5.2	5.3	5.2	5.1
1991 .....	108.6	110.0	111.2	112.2	1.3	1.3	1.1	.9	4.4	4.5	4.5	4.7
1992 .....	114.0	114.7	115.7	116.5	1.6	.6	.9	.7	5.0	4.3	4.0	3.8
1993 .....	118.6	119.7	120.6	121.3	1.8	.9	.8	.6	4.0	4.4	4.2	4.1
1994 .....	122.5	123.5	124.4	125.1	1.0	.8	.7	.6	3.3	3.2	3.2	3.1
1995 .....	126.2	126.9	127.3	128.3	.9	.6	.3	.8	3.0	2.8	2.3	2.6
1996 .....	129.3	130.4	131.3	132.1	.8	.9	.7	.6	2.5	2.8	3.1	3.0
1997 .....	132.6	133.8	134.6	135.3	.4	.9	.6	.5	2.6	2.6	2.5	2.4
<b>Manufacturing, white-collar occupations:</b>												
1987 .....	—	92.2	93.1	94.1	—	—	1.0	1.1	—	—	—	—
1988 .....	95.7	96.4	97.1	97.7	1.7	.7	.7	.6	—	4.6	4.3	3.8
1989 .....	99.0	100.0	101.1	101.9	1.3	1.0	1.1	.8	3.4	3.7	4.1	4.3
1990 .....	104.1	105.3	106.8	107.4	2.2	1.2	1.4	.6	5.2	5.3	5.6	5.4
1991 .....	108.8	110.2	111.3	112.4	1.3	1.3	1.0	1.0	4.5	4.7	4.2	4.7
1992 .....	113.6	114.6	115.5	116.6	1.1	.9	.8	1.0	4.4	4.0	3.8	3.7

See footnotes at end of table.

**Table 6. Total compensation,<sup>1</sup> private industry workers: Employment Cost Index by occupational and industry group, 1979-97**

(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended—				12 months ended—			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
<b>Manufacturing, white-collar occupations:</b>												
1993 .....	118.7	119.7	120.5	121.3	1.8	0.8	0.7	0.7	4.5	4.5	4.3	4.0
1994 .....	122.7	123.9	124.9	126.0	1.2	1.0	.8	.9	3.4	3.5	3.7	3.9
1995 .....	127.4	128.0	128.7	129.5	1.1	.5	.5	.6	3.8	3.3	3.0	2.8
1996 .....	130.5	131.6	132.8	133.6	.8	.8	.9	.6	2.4	2.8	3.2	3.2
1997 .....	133.9	135.2	135.8	136.7	.2	1.0	.4	.7	2.6	2.7	2.3	2.3
<b>Manufacturing, white-collar occupations, excluding sales:</b>												
1987 .....	—	92.1	93.0	93.9	—	—	1.0	1.0	—	—	—	—
1988 .....	95.5	96.3	97.1	97.7	1.7	.8	.8	.6	—	4.6	4.4	4.0
1989 .....	99.0	100.0	101.1	101.9	1.3	1.0	1.1	.8	3.7	3.8	4.1	4.3
1990 .....	104.0	105.1	106.4	107.0	2.1	1.1	1.2	.6	5.1	5.1	5.2	5.0
1991 .....	108.3	109.9	111.1	112.2	1.2	1.5	1.1	1.0	4.1	4.6	4.4	4.9
1992 .....	113.0	113.8	115.0	115.9	.7	.7	1.1	.8	4.3	3.5	3.5	3.3
1993 .....	118.0	118.8	119.5	119.9	1.8	.7	.6	.3	4.4	4.4	3.9	3.5
1994 .....	121.3	122.5	123.6	124.9	1.2	1.0	.9	1.1	2.8	3.1	3.4	4.2
1995 .....	126.1	126.6	127.4	128.3	1.0	.4	.6	.7	4.0	3.3	3.1	2.7
1996 .....	129.5	130.5	131.8	132.5	.9	.8	1.0	.5	2.7	3.1	3.5	3.3
1997 .....	132.8	133.8	134.5	135.3	.2	.8	.5	.6	2.5	2.5	2.0	2.1
<b>Manufacturing, blue-collar occupations:</b>												
1987 .....	—	91.3	92.0	93.1	—	—	.8	1.2	—	—	—	—
1988 .....	95.1	96.1	96.7	97.6	2.1	1.1	.6	.9	—	5.3	5.1	4.8
1989 .....	98.8	100.0	101.1	102.1	1.2	1.2	1.1	1.0	3.9	4.1	4.6	4.6
1990 .....	104.0	105.2	106.2	107.2	1.9	1.2	1.0	.9	5.3	5.2	5.0	5.0
1991 .....	108.5	109.8	111.1	112.0	1.2	1.2	1.2	.8	4.3	4.4	4.6	4.5
1992 .....	114.2	114.8	115.7	116.4	2.0	.5	.8	.6	5.3	4.6	4.1	3.9
1993 .....	118.5	119.6	120.5	121.3	1.8	.9	.8	.7	3.8	4.2	4.1	4.2
1994 .....	122.3	123.2	124.0	124.5	.8	.7	.6	.4	3.2	3.0	2.9	2.6
1995 .....	125.3	126.0	126.3	127.5	.6	.6	.2	1.0	2.5	2.3	1.9	2.4
1996 .....	128.4	129.5	130.2	131.1	.7	.9	.5	.7	2.5	2.8	3.1	2.8
1997 .....	131.7	132.8	133.7	134.3	.5	.8	.7	.4	2.6	2.5	2.7	2.4
<b>Manufacturing, service occupations:</b>												
1987 .....	—	91.2	92.0	93.0	—	—	.9	1.1	—	—	—	—
1988 .....	95.0	95.9	96.4	97.3	2.2	.9	.5	.9	—	5.2	4.8	4.6
1989 .....	98.8	100.0	100.8	102.1	1.5	1.2	.8	1.3	4.0	4.3	4.6	4.9
1990 .....	104.1	104.5	105.1	106.3	2.0	.4	.6	1.1	5.4	4.5	4.3	4.1
1991 .....	107.8	109.2	110.3	112.1	1.4	1.3	1.0	1.6	3.6	4.5	4.9	5.5
1992 .....	113.9	115.4	117.0	117.6	1.6	1.3	1.4	.5	5.7	5.7	6.1	4.9
1993 .....	120.3	120.7	121.7	122.7	2.3	.3	.8	.8	5.6	4.6	4.0	4.3
1994 .....	123.8	124.1	127.0	127.0	.9	.2	2.3	.0	2.9	2.8	4.4	3.5
1995 .....	128.0	128.6	129.5	130.2	.8	.5	.7	.5	3.4	3.6	2.0	2.5
1996 .....	130.3	131.0	—	—	.1	.5	—	—	1.8	1.9	—	—
<b>Manufacturing, durable goods:</b>												
1985 .....	—	—	—	88.6	—	—	—	—	—	—	—	—
1986 .....	89.6	90.1	90.6	91.1	1.1	.6	.6	.6	—	—	—	2.8
1987 .....	91.3	92.0	92.6	93.5	.2	.8	.7	1.0	1.9	2.1	2.2	2.6
1988 .....	95.6	96.5	97.0	97.7	2.2	.9	.5	.7	4.7	4.9	4.8	4.5
1989 .....	99.0	100.0	101.1	102.2	1.3	1.0	1.1	1.1	3.6	3.6	4.2	4.6
1990 .....	104.0	105.1	106.3	107.2	1.8	1.1	1.1	.8	5.1	5.1	5.1	4.9
1991 .....	108.5	109.9	111.2	112.1	1.2	1.3	1.2	.8	4.3	4.6	4.6	4.6
1992 .....	114.1	114.8	115.8	116.7	1.8	.6	.9	.8	5.2	4.5	4.1	4.1
1993 .....	119.0	120.0	121.0	121.9	2.0	.8	.8	.7	4.3	4.5	4.5	4.5
1994 .....	122.9	123.8	125.1	125.8	.8	.7	1.1	.6	3.3	3.2	3.4	3.2
1995 .....	127.0	127.7	128.2	129.0	1.0	.6	.4	.6	3.3	3.2	2.5	2.5
1996 .....	129.7	131.2	131.9	132.6	.5	1.2	.5	.5	2.1	2.7	2.9	2.8
1997 .....	133.0	134.1	135.0	135.7	.3	.8	.7	.5	2.5	2.2	2.4	2.3
<b>Aircraft manufacturing (SIC 3721):</b>												
1988 .....	—	—	—	98.8	—	—	—	—	—	—	—	—
1989 .....	99.2	100.0	101.0	103.6	.4	.8	1.0	2.6	—	—	—	4.9
1990 .....	105.4	107.0	108.5	108.6	1.7	1.5	1.4	.1	6.3	7.0	7.4	4.8
1991 .....	110.2	111.8	113.1	114.8	1.5	1.5	1.2	1.5	4.6	4.5	4.2	5.7
1992 .....	116.9	119.0	120.1	122.9	1.8	1.8	.9	2.3	6.1	6.4	6.2	7.1
1993 .....	124.1	124.5	126.7	125.2	1.0	.3	1.8	-1.2	6.2	4.6	5.5	1.9
1994 .....	126.2	127.1	128.7	129.2	.8	.7	1.3	.4	1.7	2.1	1.6	3.2
1995 .....	130.6	131.0	131.5	133.8	1.1	.3	.4	1.7	3.5	3.1	2.2	3.6

See footnotes at end of table.

**Table 6. Total compensation,<sup>1</sup> private industry workers: Employment Cost Index by occupational and industry group, 1979-97**

(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended—				12 months ended—			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
<b>Aircraft manufacturing (SIC 3721):</b>												
1996 .....	136.9	138.2	138.2	137.4	2.3	0.9	0.0	-0.6	4.8	5.5	5.1	2.7
1997 .....	137.3	138.4	137.8	136.9	-.1	.8	-.4	-.7	.3	.1	-.3	-.4
<b>Aircraft manufacturing (SIC 3721), White-collar occupations:</b>												
1988 .....	—	—	—	98.8	—	—	—	—	—	—	—	—
1989 .....	99.1	100.0	100.8	102.8	.3	.9	.8	2.0	—	—	—	4.0
1990 .....	104.6	105.9	107.2	106.8	1.8	1.2	1.2	-.4	5.5	5.9	6.3	3.9
1991 .....	108.1	109.7	110.5	112.0	1.2	1.5	.7	1.4	3.3	3.6	3.1	4.9
1992 .....	114.2	116.3	117.0	119.0	2.0	1.8	.6	1.7	5.6	6.0	5.9	6.3
1993 .....	120.5	121.2	123.2	121.8	1.3	.6	1.7	-1.1	5.5	4.2	5.3	2.4
1994 .....	122.7	123.8	125.3	125.3	.7	.9	1.2	.0	1.8	2.1	1.7	2.9
1995 .....	126.7	127.2	127.8	129.0	1.1	.4	.5	.9	3.3	2.7	2.0	3.0
1996 .....	132.4	133.9	133.8	133.7	2.6	1.1	-.1	-.1	4.5	5.3	4.7	3.6
1997 .....	133.5	134.9	134.6	134.3	-.1	1.0	-.2	-.2	.8	.7	.6	.4
<b>Aircraft manufacturing (SIC 3721), Blue-collar occupations:</b>												
1988 .....	—	—	—	98.9	—	—	—	—	—	—	—	—
1989 .....	99.5	100.0	101.4	104.7	.6	.5	1.4	3.3	—	—	—	5.9
1990 .....	106.6	108.6	110.1	110.9	1.8	1.9	1.4	.7	7.1	8.6	8.6	5.9
1991 .....	113.2	114.7	116.7	118.8	2.1	1.3	1.7	1.8	6.2	5.6	6.0	7.1
1992 .....	120.8	122.8	124.2	128.2	1.7	1.7	1.1	3.2	6.7	7.1	6.4	7.9
1993 .....	129.2	129.2	131.5	129.8	.8	.0	1.8	-1.3	7.0	5.2	5.9	1.2
1994 .....	130.9	131.5	133.2	134.2	.8	.5	1.3	.8	1.3	1.8	1.3	3.4
1995 .....	135.7	136.1	136.3	140.5	1.1	.3	.1	3.1	3.7	3.5	2.3	4.7
1996 .....	143.3	144.1	144.4	142.3	2.0	.6	.2	-1.5	5.6	5.9	5.9	1.3
1997 .....	142.3	142.8	141.8	139.6	.0	.4	-.7	-1.6	-.7	-.9	-1.8	-1.9
<b>Manufacturing, nondurable goods:</b>												
1985 .....	—	—	—	86.5	—	—	—	—	—	—	—	—
1986 .....	87.7	88.9	89.4	90.0	1.4	1.4	.6	.7	—	—	—	4.0
1987 .....	90.7	91.2	92.3	93.4	.8	.6	1.2	1.2	3.4	2.6	3.2	3.8
1988 .....	94.8	95.6	96.5	97.5	1.5	.8	.9	1.0	4.5	4.8	4.6	4.4
1989 .....	98.8	100.0	101.2	101.9	1.3	1.2	1.2	.7	4.2	4.6	4.9	4.5
1990 .....	104.1	105.5	106.6	107.4	2.2	1.3	1.0	.8	5.4	5.5	5.3	5.4
1991 .....	108.8	110.1	111.2	112.3	1.3	1.2	1.0	1.0	4.5	4.4	4.3	4.6
1992 .....	113.8	114.7	115.4	116.3	1.3	.8	.6	.8	4.6	4.2	3.8	3.6
1993 .....	117.9	119.0	119.7	120.3	1.4	.9	.6	.5	3.6	3.7	3.7	3.4
1994 .....	121.7	122.8	123.2	123.8	1.2	.9	.3	.5	3.2	3.2	2.9	2.9
1995 .....	124.7	125.4	125.7	127.0	.7	.6	.2	1.0	2.5	2.1	2.0	2.6
1996 .....	128.3	128.9	130.0	131.0	1.0	.5	.9	.8	2.9	2.8	3.4	3.1
1997 .....	131.7	133.0	133.7	134.5	.5	1.0	.5	.6	2.7	3.2	2.8	2.7
<b>Service-producing industries<sup>6</sup>:</b>												
1979 .....	—	—	—	57.7	—	—	—	—	—	—	—	—
1980 .....	59.3	60.7	62.1	63.3	2.8	2.4	2.3	1.9	—	—	—	9.7
1981 .....	65.8	66.9	68.1	69.5	3.9	1.7	1.8	2.1	11.0	10.2	9.7	9.8
1982 .....	70.6	71.5	73.0	74.1	1.6	1.3	2.1	1.5	7.3	6.9	7.2	6.6
1983 .....	75.4	76.4	77.7	78.9	1.8	1.3	1.7	1.5	6.8	6.9	6.4	6.5
1984 .....	80.3	81.1	81.7	82.9	1.8	1.0	.7	1.5	6.5	6.2	5.1	5.1
1985 .....	83.7	84.5	86.1	86.6	1.0	1.0	1.9	.6	4.2	4.2	5.4	4.5
1986 .....	87.5	88.0	88.8	89.3	1.0	.6	.9	.6	4.5	4.1	3.1	3.1
1987 .....	90.5	91.2	92.1	92.6	1.3	.8	1.0	.5	3.4	3.6	3.7	3.7
1988 .....	93.8	95.1	96.2	97.3	1.3	1.4	1.2	1.1	3.6	4.3	4.5	5.1
1989 .....	98.8	100.0	101.3	102.3	1.5	1.2	1.3	1.0	5.3	5.2	5.3	5.1
1990 .....	103.8	105.2	106.2	107.0	1.5	1.3	1.0	.8	5.1	5.2	4.8	4.6
1991 .....	108.5	109.8	111.0	111.6	1.4	1.2	1.1	.5	4.5	4.4	4.5	4.3
1992 .....	112.8	113.6	114.4	115.2	1.1	.7	.7	.7	4.0	3.5	3.1	3.2
1993 .....	116.4	117.3	118.5	119.3	1.0	.8	1.0	.7	3.2	3.3	3.6	3.6
1994 .....	120.4	121.2	122.3	122.8	.9	.7	.9	.4	3.4	3.3	3.2	2.9
1995 .....	123.9	124.9	125.8	126.2	.9	.8	.7	.3	2.9	3.1	2.9	2.8
1996 .....	127.6	128.6	129.5	130.2	1.1	.8	.7	.5	3.0	3.0	2.9	3.2
1997 .....	131.6	132.5	133.8	135.3	1.1	.7	1.0	1.1	3.1	3.0	3.3	3.9
<b>Service-producing industries, excluding sales occupations:</b>												
1979 .....	—	—	—	57.9	—	—	—	—	—	—	—	—
1980 .....	59.1	60.5	61.8	63.0	2.1	2.4	2.1	1.9	—	—	—	8.8
1981 .....	65.6	66.5	68.0	69.3	4.1	1.4	2.3	1.9	11.0	9.9	10.0	10.0

See footnotes at end of table.



**Table 6. Total compensation,<sup>1</sup> private industry workers: Employment Cost Index by occupational and industry group, 1979-97**

(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended—				12 months ended—			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
<b>Service-producing industries, excluding sales occupations:</b>												
1982 .....	70.5	71.5	73.1	74.1	1.7	1.4	2.2	1.4	7.5	7.5	7.5	6.9
1983 .....	75.5	76.5	77.9	78.9	1.9	1.3	1.8	1.3	7.1	7.0	6.6	6.5
1984 .....	80.5	81.3	82.0	83.2	2.0	1.0	.9	1.5	6.6	6.3	5.3	5.4
1985 .....	83.9	84.7	86.2	86.5	.8	1.0	1.8	.3	4.2	4.2	5.1	4.0
1986 .....	87.5	88.0	88.8	89.5	1.2	.6	.9	.8	4.3	3.9	3.0	3.5
1987 .....	90.6	91.4	92.5	93.1	1.2	.9	1.2	.6	3.5	3.9	4.2	4.0
1988 .....	94.3	95.4	96.7	97.5	1.3	1.2	1.4	.8	4.1	4.4	4.5	4.7
1989 .....	98.9	100.0	101.2	102.1	1.4	1.1	1.2	.9	4.9	4.8	4.7	4.7
1990 .....	103.9	105.1	106.4	107.3	1.8	1.2	1.2	.8	5.1	5.1	5.1	5.1
1991 .....	108.7	109.9	111.3	112.1	1.3	1.1	1.3	.7	4.6	4.6	4.6	4.5
1992 .....	113.2	114.0	115.1	115.9	1.0	.7	1.0	.7	4.1	3.7	3.4	3.4
1993 .....	117.3	118.3	119.3	120.2	1.2	.9	.8	.8	3.6	3.8	3.6	3.7
1994 .....	121.4	122.1	123.3	123.8	1.0	.6	1.0	.4	3.5	3.2	3.4	3.0
1995 .....	125.0	125.8	126.6	127.2	1.0	.6	.6	.5	3.0	3.0	2.7	2.7
1996 .....	128.4	129.2	130.3	130.9	.9	.6	.9	.5	2.7	2.7	2.9	2.9
1997 .....	132.2	133.3	134.5	136.1	1.0	.8	.9	1.2	3.0	3.2	3.2	4.0
<b>Service-producing industries, white-collar occupations:</b>												
1987 .....	—	90.7	91.8	92.1	—	—	1.2	.3	—	—	—	—
1988 .....	93.4	94.7	95.9	97.2	1.4	1.4	1.3	1.4	—	4.4	4.5	5.5
1989 .....	98.8	100.0	101.4	102.6	1.6	1.2	1.4	1.2	5.8	5.6	5.7	5.6
1990 .....	104.2	105.5	106.7	107.4	1.6	1.2	1.1	.7	5.5	5.5	5.2	4.7
1991 .....	109.1	110.4	111.5	112.1	1.6	1.2	1.0	.5	4.7	4.6	4.5	4.4
1992 .....	113.4	114.1	114.9	115.7	1.2	.6	.7	.7	3.9	3.4	3.0	3.2
1993 .....	116.9	117.8	119.0	119.8	1.0	.8	1.0	.7	3.1	3.2	3.6	3.5
1994 .....	121.0	121.9	122.9	123.4	1.0	.7	.8	.4	3.5	3.5	3.3	3.0
1995 .....	124.6	125.6	126.5	127.1	1.0	.8	.7	.5	3.0	3.0	2.9	3.0
1996 .....	128.5	129.6	130.6	131.1	1.1	.9	.8	.4	3.1	3.2	3.2	3.1
1997 .....	132.7	133.7	134.9	136.6	1.2	.8	.9	1.3	3.3	3.2	3.3	4.2
<b>Service-producing industries, white-collar occupations, excluding sales:</b>												
1987 .....	—	90.9	92.3	92.9	—	—	1.5	.7	—	—	—	—
1988 .....	94.1	95.1	96.6	97.5	1.3	1.1	1.6	.9	—	4.6	4.7	5.0
1989 .....	99.0	100.0	101.4	102.3	1.5	1.0	1.4	.9	5.2	5.2	5.0	4.9
1990 .....	104.4	105.6	107.1	108.0	2.1	1.1	1.4	.8	5.5	5.6	5.6	5.6
1991 .....	109.5	110.6	112.1	113.0	1.4	1.0	1.4	.8	4.9	4.7	4.7	4.6
1992 .....	114.1	114.9	116.1	116.8	1.0	.7	1.0	.6	4.2	3.9	3.6	3.4
1993 .....	118.4	119.3	120.4	121.4	1.4	.8	.9	.8	3.8	3.8	3.7	3.9
1994 .....	122.7	123.4	124.6	125.1	1.1	.6	1.0	.4	3.6	3.4	3.5	3.0
1995 .....	126.4	127.1	128.0	128.7	1.0	.6	.7	.5	3.0	3.0	2.7	2.9
1996 .....	130.0	130.9	132.2	132.6	1.0	.7	1.0	.3	2.8	3.0	3.3	3.0
1997 .....	134.0	135.1	136.3	138.1	1.1	.8	.9	1.3	3.1	3.2	3.1	4.1
<b>Service-producing industries, blue-collar occupations:</b>												
1987 .....	—	92.2	93.0	93.8	—	—	.9	.9	—	—	—	—
1988 .....	95.2	96.2	97.1	97.5	1.5	1.1	.9	.4	—	4.3	4.4	3.9
1989 .....	98.7	100.0	101.1	101.1	1.2	1.3	1.1	.0	3.7	4.0	4.1	3.7
1990 .....	102.6	103.9	104.8	105.4	1.5	1.3	.9	.6	4.0	3.9	3.7	4.3
1991 .....	106.6	107.6	108.7	109.4	1.1	.9	1.0	.6	3.9	3.6	3.7	3.8
1992 .....	110.4	111.6	112.4	113.2	.9	1.1	.7	.7	3.6	3.7	3.4	3.5
1993 .....	114.3	115.5	116.6	117.2	1.0	1.0	1.0	.5	3.5	3.5	3.7	3.5
1994 .....	118.4	119.1	120.6	120.7	1.0	.6	1.3	.1	3.6	3.1	3.4	3.0
1995 .....	122.1	123.1	123.9	124.0	1.2	.8	.6	.1	3.1	3.4	2.7	2.7
1996 .....	125.2	126.0	126.4	127.3	1.0	.6	.3	.7	2.5	2.4	2.0	2.7
1997 .....	128.2	129.2	130.0	130.9	.7	.8	.6	.7	2.4	2.5	2.8	2.8
<b>Service-producing industries, service occupations:</b>												
1987 .....	—	92.4	92.9	93.4	—	—	.5	.5	—	—	—	—
1988 .....	94.6	95.6	97.1	98.4	1.3	1.1	1.6	1.3	—	3.5	4.5	5.4
1989 .....	99.3	100.0	101.1	102.5	.9	.7	1.1	1.4	5.0	4.6	4.1	4.2
1990 .....	103.9	105.0	105.8	107.4	1.4	1.1	.8	1.5	4.6	5.0	4.6	4.8
1991 .....	108.4	109.9	111.6	112.5	.9	1.4	1.5	.8	4.3	4.7	5.5	4.7
1992 .....	113.4	114.1	115.2	115.7	.8	.6	1.0	.4	4.6	3.8	3.2	2.8
1993 .....	116.8	117.7	118.6	119.1	1.0	.8	.8	.4	3.0	3.2	3.0	2.9

See footnotes at end of table.

**Table 6. Total compensation,<sup>1</sup> private industry workers: Employment Cost Index by occupational and industry group, 1979-97**

(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended—				12 months ended—			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
<b>Service-producing industries, service occupations:</b>												
1994 .....	120.2	120.7	121.3	122.5	0.9	0.4	0.5	1.0	2.9	2.5	2.3	2.9
1995 .....	123.0	123.6	124.2	124.8	.4	.5	.5	.5	2.3	2.4	2.4	1.9
1996 .....	125.3	126.1	127.1	128.6	.4	.6	.8	1.2	1.9	2.0	2.3	3.0
1997 .....	129.5	130.6	132.7	133.9	.7	.8	1.6	.9	3.4	3.6	4.4	4.1
<b>Transportation and public utilities:</b>												
1985 .....	87.6	88.4	89.7	90.0	—	.9	1.5	.3	—	—	—	—
1986 .....	91.2	91.4	91.9	92.0	1.3	.2	.5	.1	4.1	3.4	2.5	2.2
1987 .....	92.9	93.9	94.4	94.8	1.0	1.1	.5	.4	1.9	2.7	2.7	3.0
1988 .....	95.8	96.8	97.5	97.5	1.1	1.0	.7	.0	3.1	3.1	3.3	2.8
1989 .....	98.7	100.0	100.7	101.2	1.2	1.3	.7	.5	3.0	3.3	3.3	3.8
1990 .....	103.0	103.3	104.2	105.1	1.8	.3	.9	.9	4.4	3.3	3.5	3.9
1991 .....	106.0	107.7	109.0	109.7	.9	1.6	1.2	.6	2.9	4.3	4.6	4.4
1992 .....	111.1	111.9	112.9	113.5	1.3	.7	.9	.5	4.8	3.9	3.6	3.5
1993 .....	114.8	116.0	116.8	117.5	1.1	1.0	.7	.6	3.3	3.7	3.5	3.5
1994 .....	119.2	119.8	121.4	122.1	1.4	.5	1.3	.6	3.8	3.3	3.9	3.9
1995 .....	124.0	124.7	126.0	126.6	1.6	.6	1.0	.5	4.0	4.1	3.8	3.7
1996 .....	127.9	128.4	129.3	130.4	1.0	.4	.7	.9	3.1	3.0	2.6	3.0
1997 .....	131.3	131.7	132.9	134.2	.7	.3	.9	1.0	2.7	2.6	2.8	2.9
<b>Transportation<sup>3</sup>:</b>												
1985 .....	87.5	88.3	89.5	89.5	—	.9	1.4	.0	—	—	—	—
1986 .....	91.3	91.1	91.9	91.5	2.0	-.2	.9	-.4	4.3	3.2	2.7	2.2
1987 .....	92.4	93.7	93.8	94.0	1.0	1.4	.1	.2	1.2	2.9	2.1	2.7
1988 .....	95.3	96.9	97.6	97.3	1.4	1.7	.7	-.3	3.1	3.4	4.1	3.5
1989 .....	98.8	100.0	100.5	100.8	1.5	1.2	.5	.3	3.7	3.2	3.0	3.6
1990 .....	102.8	103.0	103.8	104.6	2.0	.2	.8	.8	4.0	3.0	3.3	3.8
1991 .....	105.2	106.8	107.8	108.6	.6	1.5	.9	.7	2.3	3.7	3.9	3.8
1992 .....	109.9	110.5	111.7	111.8	1.2	.5	1.1	.1	4.5	3.5	3.6	2.9
1993 .....	112.8	114.1	114.8	115.7	.9	1.2	.6	.8	2.6	3.3	2.8	3.5
1994 .....	117.1	117.7	119.7	120.3	1.2	.5	1.7	.5	3.8	3.2	4.3	4.0
1995 .....	122.3	123.0	124.7	125.1	1.7	.6	1.4	.3	4.4	4.5	4.2	4.0
1996 .....	126.9	127.7	128.2	129.2	1.4	.6	.4	.8	3.8	3.8	2.8	3.3
1997 .....	130.6	130.9	132.1	133.4	1.1	.2	.9	1.0	2.9	2.5	3.0	3.3
<b>Public utilities:</b>												
1985 .....	87.9	88.6	90.1	90.9	—	.8	1.7	.9	—	—	—	—
1986 .....	91.1	91.6	92.1	92.7	.2	.5	.7	.7	3.6	3.4	2.2	2.0
1987 .....	93.5	94.3	95.2	95.7	.9	.9	1.0	.5	2.6	2.9	3.4	3.2
1988 .....	96.4	96.7	97.3	97.7	.7	.3	.6	.4	3.1	2.5	2.2	2.1
1989 .....	98.8	100.0	101.0	101.7	1.1	1.2	1.0	.7	2.5	3.4	3.8	4.1
1990 .....	103.2	103.8	104.8	105.7	1.5	.6	1.0	.9	4.5	3.8	3.8	3.9
1991 .....	107.0	108.8	110.4	111.2	1.2	1.7	1.5	.7	3.7	4.8	5.3	5.2
1992 .....	112.6	113.7	114.4	115.6	1.3	1.0	.6	1.0	5.2	4.5	3.6	4.0
1993 .....	117.4	118.3	119.2	119.9	1.6	.8	.8	.6	4.3	4.0	4.2	3.7
1994 .....	121.7	122.6	123.6	124.4	1.5	.7	.8	.6	3.7	3.6	3.7	3.8
1995 .....	126.1	126.8	127.5	128.5	1.4	.6	.6	.8	3.6	3.4	3.2	3.3
1996 .....	128.9	129.1	130.4	131.7	.3	.2	1.0	1.0	2.2	1.8	2.3	2.5
1997 .....	132.0	132.5	133.7	135.1	.2	.4	.9	1.0	2.4	2.6	2.5	2.6
<b>Communications:</b>												
1987 .....	—	—	95.6	96.3	—	—	—	.7	—	—	—	—
1988 .....	96.7	96.9	97.5	97.5	.4	.2	.6	.0	—	—	2.0	1.2
1989 .....	98.5	100.0	101.0	101.6	1.0	1.5	1.0	.6	1.9	3.2	3.6	4.2
1990 .....	103.1	103.1	104.2	105.2	1.5	.0	1.1	1.0	4.7	3.1	3.2	3.5
1991 .....	106.0	108.0	109.9	110.7	.8	1.9	1.8	.7	2.8	4.8	5.5	5.2
1992 .....	111.8	112.7	113.4	114.7	1.0	.8	.6	1.1	5.5	4.4	3.2	3.6
1993 .....	116.5	117.5	118.5	119.2	1.6	.9	.9	.6	4.2	4.3	4.5	3.9
1994 .....	121.0	122.1	122.9	124.0	1.5	.9	.7	.9	3.9	3.9	3.7	4.0
1995 .....	126.3	126.6	127.4	128.3	1.9	.2	.6	.7	4.4	3.7	3.7	3.5
1996 .....	128.0	127.5	129.1	131.1	-.2	-.4	1.3	1.5	1.3	.7	1.3	2.2
1997 .....	130.2	130.5	131.8	134.0	-.7	.2	1.0	1.7	1.7	2.4	2.1	2.2
<b>Electric, gas, and sanitary services:</b>												
1987 .....	—	—	—	95.0	—	—	—	—	—	—	—	—
1988 .....	96.0	96.7	97.1	98.0	1.1	.7	.4	.9	—	—	—	3.2
1989 .....	99.2	100.0	101.0	101.7	1.2	.8	1.0	.7	3.3	3.4	4.0	3.8
1990 .....	103.2	104.6	105.5	106.2	1.5	1.4	.9	.7	4.0	4.6	4.5	4.4
1991 .....	108.3	109.8	111.0	111.7	2.0	1.4	1.1	.6	4.9	5.0	5.2	5.2

See footnotes at end of table.

**Table 6. Total compensation,<sup>1</sup> private industry workers: Employment Cost Index by occupational and industry group, 1979-97**

(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended—				12 months ended—			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
<b>Electric, gas, and sanitary services:</b>												
1992 .....	113.7	115.0	115.9	116.7	1.8	1.1	0.8	0.7	5.0	4.7	4.4	4.5
1993 .....	118.6	119.4	120.2	120.8	1.6	.7	.7	.5	4.3	3.8	3.7	3.5
1994 .....	122.7	123.2	124.4	124.8	1.6	.4	1.0	.3	3.5	3.2	3.5	3.3
1995 .....	125.9	127.0	127.7	128.7	.9	.9	.6	.8	2.6	3.1	2.7	3.1
1996 .....	130.1	131.1	132.0	132.4	1.1	.8	.7	.3	3.3	3.2	3.4	2.9
1997 .....	134.2	134.9	136.0	136.4	1.4	.5	.8	.3	3.2	2.9	3.0	3.0
<b>Wholesale and retail trade:</b>												
1985 .....	84.7	86.1	87.2	87.8	—	1.7	1.3	.7	—	—	—	—
1986 .....	88.3	89.1	89.6	90.0	.6	.9	.6	.4	4.3	3.5	2.8	2.5
1987 .....	90.7	92.1	92.6	92.8	.8	1.5	.5	.2	2.7	3.4	3.3	3.1
1988 .....	94.0	95.8	96.8	97.6	1.3	1.9	1.0	.8	3.6	4.0	4.5	5.2
1989 .....	98.9	100.0	101.6	102.6	1.3	1.1	1.6	1.0	5.2	4.4	5.0	5.1
1990 .....	103.5	105.0	105.6	106.2	.9	1.4	.6	.6	4.7	5.0	3.9	3.5
1991 .....	107.4	109.2	110.3	110.7	1.1	1.7	1.0	.4	3.8	4.0	4.5	4.2
1992 .....	111.4	112.5	113.0	113.7	.6	1.0	.4	.6	3.7	3.0	2.4	2.7
1993 .....	114.7	115.9	116.4	117.1	.9	1.0	.4	.6	3.0	3.0	3.0	3.0
1994 .....	117.6	119.4	120.5	120.6	.4	1.5	.9	.1	2.5	3.0	3.5	3.0
1995 .....	121.7	122.8	123.8	124.2	.9	.9	.8	.3	3.5	2.8	2.7	3.0
1996 .....	125.5	126.4	127.5	128.6	1.0	.7	.9	.9	3.1	2.9	3.0	3.5
1997 .....	130.1	131.2	132.4	132.9	1.2	.8	.9	.4	3.7	3.8	3.8	3.3
<b>Wholesale and retail trade, excluding sales occupations:</b>												
1985 .....	85.4	86.7	87.7	88.1	—	1.5	1.2	.5	—	—	—	—
1986 .....	88.6	89.4	89.9	90.7	.6	.9	.6	.9	3.7	3.1	2.5	3.0
1987 .....	91.5	92.6	93.3	93.8	.9	1.2	.8	.5	3.3	3.6	3.8	3.4
1988 .....	94.9	96.2	97.3	98.2	1.2	1.4	1.1	.9	3.7	3.9	4.3	4.7
1989 .....	99.2	100.0	101.3	102.0	1.0	.8	1.3	.7	4.5	4.0	4.1	3.9
1990 .....	103.0	104.5	105.4	106.1	1.0	1.5	.9	.7	3.8	4.5	4.0	4.0
1991 .....	107.7	109.1	110.1	110.8	1.5	1.3	.9	.6	4.6	4.4	4.5	4.4
1992 .....	111.5	112.7	113.5	114.1	.6	1.1	.7	.5	3.5	3.3	3.1	3.0
1993 .....	115.4	116.2	117.0	118.0	1.1	.7	.7	.9	3.5	3.1	3.1	3.4
1994 .....	118.6	119.8	120.9	120.9	.5	1.0	.9	.0	2.8	3.1	3.3	2.5
1995 .....	122.4	123.1	124.1	125.0	1.2	.6	.8	.7	3.2	2.8	2.6	3.4
1996 .....	125.9	126.4	128.0	129.0	.7	.4	1.3	.8	2.9	2.7	3.1	3.2
1997 .....	130.4	131.9	133.0	134.0	1.1	1.2	.8	.8	3.6	4.4	3.9	3.9
<b>Wholesale trade<sup>3</sup>:</b>												
1986 .....	86.4	87.3	87.8	88.7	—	1.0	.6	1.0	—	—	—	—
1987 .....	89.7	91.1	91.6	92.2	1.1	1.6	.5	.7	3.8	4.4	4.3	3.9
1988 .....	93.0	94.7	95.6	96.1	.9	1.8	1.0	.5	3.7	4.0	4.4	4.2
1989 .....	98.5	100.0	102.6	104.5	2.5	1.5	2.6	1.9	5.9	5.6	7.3	8.7
1990 .....	104.8	105.4	105.8	106.5	.3	.6	.4	.7	6.4	5.4	3.1	1.9
1991 .....	107.8	109.6	110.7	111.1	1.2	1.7	1.0	.4	2.9	4.0	4.6	4.3
1992 .....	112.5	113.5	113.2	114.4	1.3	.9	-.3	1.1	4.4	3.6	2.3	3.0
1993 .....	115.3	116.4	116.6	117.8	.8	1.0	.2	1.0	2.5	2.6	3.0	3.0
1994 .....	117.9	119.7	120.6	121.5	.1	1.5	.8	.7	2.3	2.8	3.4	3.1
1995 .....	123.2	124.8	126.1	127.0	1.4	1.3	1.0	.7	4.5	4.3	4.6	4.5
1996 .....	127.5	129.3	129.9	130.9	.4	1.4	.5	.8	3.5	3.6	3.0	3.1
1997 .....	132.9	133.8	134.6	135.1	1.5	.7	.6	.4	4.2	3.5	3.6	3.2
<b>Wholesale trade, excluding sales occupations<sup>3</sup>:</b>												
1986 .....	88.3	89.5	89.9	90.8	—	1.4	.4	1.0	—	—	—	—
1987 .....	91.7	92.3	93.4	94.1	1.0	.7	1.2	.7	3.9	3.1	3.9	3.6
1988 .....	95.2	96.2	97.2	97.7	1.2	1.1	1.0	.5	3.8	4.2	4.1	3.8
1989 .....	98.9	100.0	101.8	102.6	1.2	1.1	1.8	.8	3.9	4.0	4.7	5.0
1990 .....	103.7	105.0	105.4	106.2	1.1	1.3	.4	.8	4.9	5.0	3.5	3.5
1991 .....	108.2	109.6	110.3	111.2	1.9	1.3	.6	.8	4.3	4.4	4.6	4.7
1992 .....	112.5	113.5	114.1	114.9	1.2	.9	.5	.7	4.0	3.6	3.4	3.3
1993 .....	116.0	116.8	117.6	118.7	1.0	.7	.7	.9	3.1	2.9	3.1	3.3
1994 .....	119.3	120.3	121.3	122.0	.5	.8	.8	.6	2.8	3.0	3.1	2.8
1995 .....	124.4	125.1	126.2	127.1	2.0	.6	.9	.7	4.3	4.0	4.0	4.2
1996 .....	127.4	128.7	130.0	130.9	.2	1.0	1.0	.7	2.4	2.9	3.0	3.0
1997 .....	132.6	133.7	134.5	135.4	1.3	.8	.6	.7	4.1	3.9	3.5	3.4
<b>Retail trade:</b>												
1985 .....	85.5	86.7	88.1	88.8	—	1.4	1.6	.8	—	—	—	—
1986 .....	89.2	89.9	90.5	90.8	.5	.8	.7	.3	4.3	3.7	2.7	2.3

See footnotes at end of table.

**Table 6. Total compensation,<sup>1</sup> private industry workers: Employment Cost Index by occupational and industry group, 1979-97**

(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended—				12 months ended—			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
<b>Retail trade:</b>												
1987 .....	91.3	92.5	93.0	93.0	0.6	1.3	0.5	0.0	2.4	2.9	2.8	2.4
1988 .....	94.5	96.3	97.3	98.4	1.6	1.9	1.0	1.1	3.5	4.1	4.6	5.8
1989 .....	99.1	100.0	101.1	101.6	.7	.9	1.1	.5	4.9	3.8	3.9	3.3
1990 .....	103.0	104.8	105.5	106.0	1.4	1.7	.7	.5	3.9	4.8	4.4	4.3
1991 .....	107.3	109.0	110.1	110.5	1.2	1.6	1.0	.4	4.2	4.0	4.4	4.2
1992 .....	110.8	112.1	112.9	113.4	.3	1.2	.7	.4	3.3	2.8	2.5	2.6
1993 .....	114.5	115.6	116.2	116.8	1.0	1.0	.5	.5	3.3	3.1	2.9	3.0
1994 .....	117.5	119.2	120.4	120.1	.6	1.4	1.0	-2	2.6	3.1	3.6	2.8
1995 .....	120.9	121.8	122.6	122.7	.7	.7	.7	.1	2.9	2.2	1.8	2.2
1996 .....	124.5	124.8	126.2	127.4	1.5	.2	1.1	1.0	3.0	2.5	2.9	3.8
1997 .....	128.5	129.7	131.1	131.7	.9	.9	1.1	.5	3.2	3.9	3.9	3.4
<b>General merchandise stores<sup>3</sup>:</b>												
1988 .....	—	97.2	98.5	99.6	—	—	1.3	1.1	—	—	—	—
1989 .....	100.5	100.0	100.4	101.5	.9	-5	.4	1.1	—	2.9	1.9	1.9
1990 .....	102.6	105.7	105.9	106.9	1.1	3.0	.2	.9	2.1	5.7	5.5	5.3
1991 .....	108.3	110.1	111.2	111.1	1.3	1.7	1.0	-1	5.6	4.2	5.0	3.9
1992 .....	111.7	112.9	113.3	113.3	.5	1.1	.4	.0	3.1	2.5	1.9	2.0
1993 .....	114.1	114.7	115.5	116.3	.7	.5	.7	.7	2.1	1.6	1.9	2.6
1994 .....	115.3	118.0	118.7	119.3	-9	2.3	.6	.5	1.1	2.9	2.8	2.6
1995 .....	120.1	120.7	121.0	121.7	.7	.5	.2	.6	4.2	2.3	1.9	2.0
1996 .....	122.4	123.6	124.6	126.3	.6	1.0	.8	1.4	1.9	2.4	3.0	3.8
1997 .....	126.4	127.7	128.6	130.0	.1	1.0	.7	1.1	3.3	3.3	3.2	2.9
<b>Food stores<sup>3</sup>:</b>												
1987 .....	—	—	94.5	95.5	—	—	—	1.1	—	—	—	—
1988 .....	96.3	96.8	97.1	98.2	.8	.5	.3	1.1	—	—	2.8	2.8
1989 .....	99.8	100.0	100.8	101.7	1.6	.2	.8	.9	3.6	3.3	3.8	3.6
1990 .....	103.2	104.6	105.7	106.4	1.5	1.4	1.1	.7	3.4	4.6	4.9	4.6
1991 .....	107.5	109.3	110.3	111.7	1.0	1.7	.9	1.3	4.2	4.5	4.4	5.0
1992 .....	112.6	113.6	114.2	115.1	.8	.9	.5	.8	4.7	3.9	3.5	3.0
1993 .....	115.9	117.2	117.1	118.3	.7	1.1	-1	1.0	2.9	3.2	2.5	2.8
1994 .....	119.6	120.6	120.3	120.0	1.1	.8	-2	-2	3.2	2.9	2.7	1.4
1995 .....	120.8	120.7	121.8	122.4	.7	-1	.9	.5	1.0	.1	1.2	2.0
1996 .....	123.6	124.4	127.0	128.4	1.0	.6	2.1	1.1	2.3	3.1	4.3	4.9
1997 .....	128.2	128.2	129.8	129.4	-2	.0	1.2	-3	3.7	3.1	2.2	.8
<b>Finance, insurance, and real estate<sup>3</sup>:</b>												
1985 .....	83.1	83.0	84.6	85.9	—	-1	1.9	1.5	—	—	—	—
1986 .....	86.7	87.4	87.9	88.6	.9	.8	.6	.8	4.3	5.3	3.9	3.1
1987 .....	90.9	90.0	90.2	90.4	2.6	-1.0	.2	.2	4.8	3.0	2.6	2.0
1988 .....	91.5	92.8	92.9	96.2	1.2	1.4	.1	3.6	.7	3.1	3.0	6.4
1989 .....	98.3	100.0	100.4	101.4	2.2	1.7	.4	1.0	7.4	7.8	8.1	5.4
1990 .....	102.6	104.4	105.4	105.5	1.2	1.8	1.0	.1	4.4	4.4	5.0	4.0
1991 .....	108.3	109.5	109.7	110.0	2.7	1.1	.2	.3	5.6	4.9	4.1	4.3
1992 .....	111.7	110.8	111.1	111.3	1.5	-8	.3	.2	3.1	1.2	1.3	1.2
1993 .....	112.6	113.1	115.7	116.4	1.2	.4	2.3	.6	.8	2.1	4.1	4.6
1994 .....	117.7	117.7	118.5	118.9	1.1	.0	.7	.3	4.5	4.1	2.4	2.1
1995 .....	120.2	121.8	122.7	123.1	1.1	1.3	.7	.3	2.1	3.5	3.5	3.5
1996 .....	124.5	126.3	126.7	126.0	1.1	1.4	.3	-6	3.6	3.7	3.3	2.4
1997 .....	128.6	129.4	130.5	134.5	2.1	.6	.9	3.1	3.3	2.5	3.0	6.7
<b>Finance, insurance, and real estate, excluding sales occupations<sup>3</sup>:</b>												
1985 .....	83.1	83.6	84.7	85.2	—	.6	1.3	.6	—	—	—	—
1986 .....	87.0	87.6	88.0	88.9	2.1	.7	.5	1.0	4.7	4.8	3.9	4.3
1987 .....	90.8	91.1	92.0	92.6	2.1	.3	1.0	.7	4.4	4.0	4.5	4.2
1988 .....	93.8	94.6	95.4	97.1	1.3	.9	.8	1.8	3.3	3.8	3.7	4.9
1989 .....	98.5	100.0	100.1	101.0	1.4	1.5	.1	.9	5.0	5.7	4.9	4.0
1990 .....	103.5	104.7	106.3	106.7	2.5	1.2	1.5	.4	5.1	4.7	6.2	5.6
1991 .....	108.6	109.5	110.6	111.4	1.8	.8	1.0	.7	4.9	4.6	4.0	4.4
1992 .....	112.5	112.2	112.5	113.0	1.0	-3	.3	.4	3.6	2.5	1.7	1.4
1993 .....	114.9	116.4	117.5	118.2	1.7	1.3	.9	.6	2.1	3.7	4.4	4.6
1994 .....	119.7	120.3	121.5	121.8	1.3	.5	1.0	.2	4.2	3.4	3.4	3.0
1995 .....	123.7	124.6	125.4	125.7	1.6	.7	.6	.2	3.3	3.6	3.2	3.2
1996 .....	127.5	128.5	129.7	129.2	1.4	.8	.9	-4	3.1	3.1	3.4	2.8
1997 .....	131.5	132.4	133.5	137.6	1.8	.7	.8	3.1	3.1	3.0	2.9	6.5

See footnotes at end of table.

**Table 6. Total compensation,<sup>1</sup> private industry workers: Employment Cost Index by occupational and industry group, 1979-97**

(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for								
	March	June	Sept.	Dec.	3 months ended—				12 months ended—				
					March	June	Sept.	Dec.	March	June	Sept.	Dec.	
<b>Banking, savings and loan, and other credit agencies<sup>3</sup>:</b>													
1986 .....	—	—	—	87.5	—	—	—	—	—	—	—	—	—
1987 .....	89.8	90.7	91.4	92.3	2.6	1.0	0.8	1.0	—	—	—	—	5.5
1988 .....	95.3	96.0	97.0	97.8	3.3	.7	1.0	.8	6.1	5.8	6.1	—	6.0
1989 .....	98.8	100.0	100.6	100.7	1.0	1.2	.6	.1	3.7	4.2	3.7	—	3.0
1990 .....	102.1	104.1	104.4	105.8	1.4	2.0	.3	1.3	3.3	4.1	3.8	—	5.1
1991 .....	107.4	107.0	107.5	107.4	1.5	-4	.5	-1	5.2	2.8	3.0	—	1.5
1992 .....	110.2	110.0	111.0	111.4	2.6	-2	.9	.4	2.6	2.8	3.3	—	3.7
1993 .....	114.6	116.0	116.9	117.8	2.9	1.2	.8	.8	4.0	5.5	5.3	—	5.7
1994 .....	118.7	119.4	120.8	120.5	.8	.6	1.2	-2	3.6	2.9	3.3	—	2.3
1995 .....	123.5	124.1	124.8	124.4	2.5	.5	.6	-3	4.0	3.9	3.3	—	3.2
1996 .....	126.9	128.2	130.3	128.0	2.0	1.0	1.6	-1.8	2.8	3.3	4.4	—	2.9
1997 .....	130.6	131.6	133.1	140.6	2.0	.8	1.1	5.6	2.9	2.7	2.1	—	9.8
<b>Insurance<sup>3</sup>:</b>													
1987 .....	—	89.6	90.3	91.9	—	—	.8	1.8	—	—	—	—	—
1988 .....	92.6	95.0	95.8	97.0	.8	2.6	.8	1.3	—	6.0	6.1	—	5.5
1989 .....	98.3	100.0	99.9	101.0	1.3	1.7	-1	1.1	6.2	5.3	4.3	—	4.1
1990 .....	103.2	105.2	106.5	106.0	2.2	1.9	1.2	-5	5.0	5.2	6.6	—	5.0
1991 .....	107.4	109.5	109.5	110.7	1.3	2.0	.0	1.1	4.1	4.1	2.8	—	4.4
1992 .....	113.2	114.7	114.9	115.2	2.3	1.3	.2	.3	5.4	4.7	4.9	—	4.1
1993 .....	114.3	116.1	117.4	119.7	-8	1.6	1.1	2.0	1.0	1.2	2.2	—	3.9
1994 .....	119.9	120.5	121.5	122.3	.2	.5	.8	.7	4.9	3.8	3.5	—	2.2
1995 .....	123.5	124.6	124.9	125.9	1.0	.9	.2	.8	3.0	3.4	2.8	—	2.9
1996 .....	127.6	128.2	129.3	129.6	1.4	.5	.9	.2	3.3	2.9	3.5	—	2.9
1997 .....	131.9	132.1	133.1	134.8	1.8	.2	.8	1.3	3.4	3.0	2.9	—	4.0
<b>Insurance, excluding sales occupations<sup>3</sup>:</b>													
1987 .....	—	90.9	91.9	92.3	—	—	1.1	.4	—	—	—	—	—
1988 .....	93.8	95.3	96.5	97.3	1.6	1.6	1.3	.8	—	4.8	5.0	—	5.4
1989 .....	98.6	100.0	101.0	101.8	1.3	1.4	1.0	.8	5.1	4.9	4.7	—	4.6
1990 .....	104.5	106.1	106.8	107.6	2.7	1.5	.7	.7	6.0	6.1	5.7	—	5.7
1991 .....	108.7	110.3	111.4	112.5	1.0	1.5	1.0	1.0	4.0	4.0	4.3	—	4.6
1992 .....	113.9	115.7	116.1	117.2	1.2	1.6	.3	.9	4.8	4.9	4.2	—	4.2
1993 .....	118.6	120.6	121.8	122.7	1.2	1.7	1.0	.7	4.1	4.2	4.9	—	4.7
1994 .....	124.4	125.0	126.0	126.5	1.4	.5	.8	.4	4.9	3.6	3.4	—	3.1
1995 .....	127.6	129.0	129.6	130.2	.9	1.1	.5	.5	2.6	3.2	2.9	—	2.9
1996 .....	132.1	132.7	133.4	133.5	1.5	.5	.5	.1	3.5	2.9	2.9	—	2.5
1997 .....	136.0	136.6	137.4	138.6	1.9	.4	.6	.9	3.0	2.9	3.0	—	3.8
<b>Service industries:</b>													
1985 .....	81.3	82.0	83.8	84.1	—	.9	2.2	.4	—	—	—	—	—
1986 .....	85.3	85.8	86.8	87.7	1.4	.6	1.2	1.0	4.9	4.6	3.6	—	4.3
1987 .....	89.0	89.5	91.3	92.2	1.5	.6	2.0	1.0	4.3	4.3	5.2	—	5.1
1988 .....	93.6	94.5	96.4	97.5	1.5	1.0	2.0	1.1	5.2	5.6	5.6	—	5.7
1989 .....	99.0	100.0	101.8	102.9	1.5	1.0	1.8	1.1	5.8	5.8	5.6	—	5.5
1990 .....	105.0	106.5	108.1	109.3	2.0	1.4	1.5	1.1	6.1	6.5	6.2	—	6.2
1991 .....	110.8	111.5	113.1	114.0	1.4	.6	1.4	.8	5.5	4.7	4.6	—	4.3
1992 .....	115.3	116.4	117.8	118.9	1.1	1.0	1.2	.9	4.1	4.4	4.2	—	4.3
1993 .....	120.1	120.9	122.3	123.1	1.0	.7	1.2	.7	4.2	3.9	3.8	—	3.5
1994 .....	124.4	124.9	125.9	126.6	1.1	.4	.8	.6	3.6	3.3	2.9	—	2.8
1995 .....	127.5	128.2	128.9	129.4	.7	.5	.5	.4	2.5	2.6	2.4	—	2.2
1996 .....	130.7	131.7	132.7	133.4	1.0	.8	.8	.5	2.5	2.7	2.9	—	3.1
1997 .....	134.6	135.7	137.0	138.5	.9	.8	1.0	1.1	3.0	3.0	3.2	—	3.8
<b>Business services<sup>3</sup>:</b>													
1986 .....	—	—	—	87.2	—	—	—	—	—	—	—	—	—
1987 .....	88.5	89.5	91.7	92.5	1.5	1.1	2.5	.9	—	—	—	—	6.1
1988 .....	93.8	94.9	96.2	97.2	1.4	1.2	1.4	1.0	6.0	6.0	4.9	—	5.1
1989 .....	98.1	100.0	100.7	101.3	.9	1.9	.7	.6	4.6	5.4	4.7	—	4.2
1990 .....	103.6	105.3	106.3	107.4	2.3	1.6	.9	1.0	5.6	5.3	5.6	—	6.0
1991 .....	110.3	110.4	110.0	111.1	2.7	.1	-4	1.0	6.5	4.8	3.5	—	3.4
1992 .....	112.5	113.6	115.2	115.9	1.3	1.0	1.4	.6	2.0	2.9	4.7	—	4.3
1993 .....	116.5	117.4	118.1	118.6	.5	.8	.6	.4	3.6	3.3	2.5	—	2.3
1994 .....	121.3	122.1	122.4	123.0	2.3	.7	.2	.5	4.1	4.0	3.6	—	3.7
1995 .....	124.5	125.3	125.7	126.3	1.2	.6	.3	.5	2.6	2.6	2.7	—	2.7
1996 .....	128.9	129.2	130.2	131.8	2.1	.2	.8	1.2	3.5	3.1	3.6	—	4.4
1997 .....	133.3	134.2	136.3	138.6	1.1	.7	1.6	1.7	3.4	3.9	4.7	—	5.2

See footnotes at end of table.

**Table 6. Total compensation,<sup>1</sup> private industry workers: Employment Cost Index by occupational and industry group, 1979-97**

(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended—				12 months ended—			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
<b>Health services:</b>												
1985 .....	81.9	82.5	83.4	83.7	—	0.7	1.1	0.4	—	—	—	—
1986 .....	84.7	85.2	86.6	87.7	1.2	.6	1.6	1.3	3.4	3.3	3.8	4.8
1987 .....	88.8	89.4	90.4	91.5	1.3	.7	1.1	1.2	4.8	4.9	4.4	4.3
1988 .....	92.6	94.1	95.6	97.0	1.2	1.6	1.6	1.5	4.3	5.3	5.8	6.0
1989 .....	98.9	100.0	101.9	103.7	2.0	1.1	1.9	1.8	6.8	6.3	6.6	6.9
1990 .....	105.8	107.1	109.0	110.8	2.0	1.2	1.8	1.7	7.0	7.1	7.0	6.8
1991 .....	112.6	113.5	115.3	116.5	1.6	.8	1.6	1.0	6.4	6.0	5.8	5.1
1992 .....	117.9	118.9	120.6	121.8	1.2	.8	1.4	1.0	4.7	4.8	4.6	4.5
1993 .....	123.0	124.0	125.0	126.0	1.0	.8	.8	.8	4.3	4.3	3.6	3.4
1994 .....	126.7	127.1	127.9	128.7	.6	.3	.6	.6	3.0	2.5	2.3	2.1
1995 .....	129.7	130.3	131.3	132.2	.8	.5	.8	.7	2.4	2.5	2.7	2.7
1996 .....	132.6	133.5	134.2	134.5	.3	.7	.5	.2	2.2	2.5	2.2	1.7
1997 .....	135.5	135.9	137.0	138.1	.7	.3	.8	.8	2.2	1.8	2.1	2.7
<b>Hospitals:</b>												
1986 .....	—	84.5	85.8	86.8	—	—	1.5	1.2	—	—	—	—
1987 .....	87.8	88.3	89.9	91.0	1.2	.6	1.8	1.2	—	4.5	4.8	4.8
1988 .....	92.2	93.6	95.2	96.6	1.3	1.5	1.7	1.5	5.0	6.0	5.9	6.2
1989 .....	98.8	100.0	101.9	103.5	2.3	1.2	1.9	1.6	7.2	6.8	7.0	7.1
1990 .....	105.4	106.6	108.9	110.7	1.8	1.1	2.2	1.7	6.7	6.6	6.9	7.0
1991 .....	112.2	113.2	114.9	116.1	1.4	.9	1.5	1.0	6.5	6.2	5.5	4.9
1992 .....	117.7	118.5	120.2	121.6	1.4	.7	1.4	1.2	4.9	4.7	4.6	4.7
1993 .....	122.7	123.4	124.5	125.6	.9	.6	.9	.9	4.2	4.1	3.6	3.3
1994 .....	126.7	127.1	127.7	128.6	.9	.3	.5	.7	3.3	3.0	2.6	2.4
1995 .....	128.9	129.7	130.3	131.3	.2	.6	.5	.8	1.7	2.0	2.0	2.1
1996 .....	132.2	132.8	133.4	133.7	.7	.5	.5	.2	2.6	2.4	2.4	1.8
1997 .....	134.0	134.4	135.4	136.5	.2	.3	.7	.8	1.4	1.2	1.5	2.1
<b>Nursing homes:</b>												
1992 .....	—	—	—	—	—	1.1	1.0	.9	—	—	—	—
1993 .....	—	—	—	—	1.3	.9	.8	.9	4.3	4.1	3.9	3.9
1994 .....	—	—	—	—	1.2	.8	.6	.5	3.9	3.9	3.7	3.3
1995 .....	—	—	—	—	1.1	.7	.5	1.0	3.1	3.0	2.9	3.4
1996 .....	—	—	—	—	.5	1.0	.2	.9	2.7	3.1	2.8	2.6
1997 .....	—	—	—	—	.7	.5	.6	.8	2.8	2.3	2.7	2.6
<b>Educational services:</b>												
1988 .....	—	—	—	98.3	—	—	—	—	—	—	—	—
1989 .....	99.1	100.0	103.9	104.2	.8	.9	3.9	.3	—	—	—	6.0
1990 .....	105.4	105.9	110.2	111.4	1.2	.5	4.1	1.1	6.4	5.9	6.1	6.9
1991 .....	111.9	111.5	114.9	115.7	.4	-.4	3.0	.7	6.2	5.3	4.3	3.9
1992 .....	115.8	116.3	119.3	120.0	.1	.4	2.6	.6	3.5	4.3	3.8	3.7
1993 .....	120.5	120.6	123.8	124.1	.4	.1	2.7	.2	4.1	3.7	3.8	3.4
1994 .....	124.5	125.4	128.2	128.4	.3	.7	2.2	.2	3.3	4.0	3.6	3.5
1995 .....	128.8	130.3	133.2	133.7	.3	1.2	2.2	.4	3.5	3.9	3.9	4.1
1996 .....	134.4	134.8	137.5	138.0	.5	.3	2.0	.4	4.3	3.5	3.2	3.2
1997 .....	138.5	138.8	141.6	142.6	.4	.2	2.0	.7	3.1	3.0	3.0	3.3
<b>Colleges and universities:</b>												
1988 .....	—	—	—	98.2	—	—	—	—	—	—	—	—
1989 .....	99.0	100.0	103.3	103.8	.8	1.0	3.3	.5	—	—	—	5.7
1990 .....	105.2	105.7	109.8	110.6	1.3	.5	3.9	.7	6.3	5.7	6.3	6.6
1991 .....	111.3	112.0	115.5	116.3	.6	.6	3.1	.7	5.8	6.0	5.2	5.2
1992 .....	116.8	117.4	120.3	120.8	.4	.5	2.5	.4	4.9	4.8	4.2	3.9
1993 .....	121.5	121.5	125.0	125.3	.6	.0	2.9	.2	4.0	3.5	3.9	3.7
1994 .....	125.7	126.0	128.5	128.8	.3	.2	2.0	.2	3.5	3.7	2.8	2.8
1995 .....	129.3	131.3	134.6	135.2	.4	1.5	2.5	.4	2.9	4.2	4.7	5.0
1996 .....	135.9	136.2	138.6	139.1	.5	.2	1.8	.4	5.1	3.7	3.0	2.9
1997 .....	139.5	139.9	142.5	143.7	.3	.3	1.9	.8	2.6	2.7	2.8	3.3
<b>Nonmanufacturing:</b>												
1979 .....	—	—	—	58.5	—	—	—	—	—	—	—	—
1980 .....	60.0	61.5	62.9	64.2	2.6	2.5	2.3	2.1	—	—	—	9.7
1981 .....	66.5	67.8	69.1	70.4	3.6	2.0	1.9	1.9	10.8	10.2	9.9	9.7
1982 .....	71.6	72.6	74.1	75.1	1.7	1.4	2.1	1.3	7.7	7.1	7.2	6.7
1983 .....	76.3	77.4	78.6	79.6	1.6	1.4	1.6	1.3	6.6	6.6	6.1	6.0
1984 .....	81.0	81.8	82.4	83.4	1.8	1.0	.7	1.2	6.2	5.7	4.8	4.8
1985 .....	84.3	85.1	86.4	87.0	1.1	.9	1.5	.7	4.1	4.0	4.9	4.3
1986 .....	87.9	88.5	89.2	89.7	1.0	.7	.8	.6	4.3	4.0	3.2	3.1
1987 .....	90.9	91.5	92.4	92.9	1.3	.7	1.0	.5	3.4	3.4	3.6	3.6

See footnotes at end of table.

**Table 6. Total compensation,<sup>1</sup> private industry workers: Employment Cost Index by occupational and industry group, 1979-97**

(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended—				12 months ended—			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
<b>Nonmanufacturing:</b>												
1988 .....	94.1	95.4	96.5	97.5	1.3	1.4	1.2	1.0	3.5	4.3	4.4	5.0
1989 .....	98.8	100.0	101.3	102.3	1.3	1.2	1.3	1.0	5.0	4.8	5.0	4.9
1990 .....	103.8	105.1	106.2	106.9	1.5	1.3	1.0	.7	5.1	5.1	4.8	4.5
1991 .....	108.5	109.7	110.9	111.5	1.5	1.1	1.1	.5	4.5	4.4	4.4	4.3
1992 .....	112.7	113.5	114.4	115.1	1.1	.7	.8	.6	3.9	3.5	3.2	3.2
1993 .....	116.3	117.2	118.4	119.0	1.0	.8	1.0	.5	3.2	3.3	3.5	3.4
1994 .....	120.3	121.2	122.3	122.6	1.1	.7	.9	.2	3.4	3.4	3.3	3.0
1995 .....	123.7	124.6	125.5	125.9	.9	.7	.7	.3	2.8	2.8	2.6	2.7
1996 .....	127.2	128.2	129.1	129.8	1.0	.8	.7	.5	2.8	2.9	2.9	3.1
1997 .....	131.1	132.1	133.3	134.7	1.0	.8	.9	1.1	3.1	3.0	3.3	3.8
<b>Nonmanufacturing, white-collar occupations:</b>												
1987 .....	—	90.8	91.8	92.2	—	—	1.1	.4	—	—	—	—
1988 .....	93.4	94.8	95.9	97.2	1.3	1.5	1.2	1.4	—	4.4	4.5	5.4
1989 .....	98.8	100.0	101.4	102.6	1.6	1.2	1.4	1.2	5.8	5.5	5.7	5.6
1990 .....	104.1	105.5	106.7	107.4	1.5	1.3	1.1	.7	5.4	5.5	5.2	4.7
1991 .....	109.1	110.4	111.5	112.1	1.6	1.2	1.0	.5	4.8	4.6	4.5	4.4
1992 .....	113.4	114.1	114.9	115.7	1.2	.6	.7	.7	3.9	3.4	3.0	3.2
1993 .....	117.0	117.9	119.0	119.9	1.1	.8	.9	.8	3.2	3.3	3.6	3.6
1994 .....	121.1	122.1	123.1	123.5	1.0	.8	.8	.3	3.5	3.6	3.4	3.0
1995 .....	124.7	125.6	126.5	127.0	1.0	.7	.7	.4	3.0	2.9	2.8	2.8
1996 .....	128.5	129.5	130.5	131.1	1.2	.8	.8	.5	3.0	3.1	3.2	3.2
1997 .....	132.7	133.6	134.9	136.5	1.2	.7	1.0	1.2	3.3	3.2	3.4	4.1
<b>Nonmanufacturing, white-collar occupations, excluding sales:</b>												
1987 .....	—	91.0	92.3	92.9	—	—	1.4	.7	—	—	—	—
1988 .....	94.1	95.3	96.6	97.5	1.3	1.3	1.4	.9	—	4.7	4.7	5.0
1989 .....	99.0	100.0	101.4	102.3	1.5	1.0	1.4	.9	5.2	4.9	5.0	4.9
1990 .....	104.3	105.6	107.0	108.0	2.0	1.2	1.3	.9	5.4	5.6	5.5	5.6
1991 .....	109.5	110.6	112.1	112.9	1.4	1.0	1.4	.7	5.0	4.7	4.8	4.5
1992 .....	114.1	114.9	116.0	116.9	1.1	.7	1.0	.8	4.2	3.9	3.5	3.5
1993 .....	118.5	119.4	120.4	121.4	1.4	.8	.8	.8	3.9	3.9	3.8	3.8
1994 .....	122.8	123.6	124.7	125.1	1.2	.7	.9	.3	3.6	3.5	3.6	3.0
1995 .....	126.4	127.1	128.0	128.6	1.0	.6	.7	.5	2.9	2.8	2.6	2.8
1996 .....	130.0	130.8	132.1	132.5	1.1	.6	1.0	.3	2.8	2.9	3.2	3.0
1997 .....	134.0	135.1	136.2	137.9	1.1	.8	.8	1.2	3.1	3.3	3.1	4.1
<b>Nonmanufacturing, blue-collar occupations:</b>												
1987 .....	—	92.9	93.7	94.5	—	—	.9	.9	—	—	—	—
1988 .....	95.7	96.8	97.6	98.1	1.3	1.1	.8	.5	—	4.2	4.2	3.8
1989 .....	98.8	100.0	101.1	101.7	.7	1.2	1.1	.6	3.2	3.3	3.6	3.7
1990 .....	102.9	104.1	105.0	105.6	1.2	1.2	.9	.6	4.1	4.1	3.9	3.8
1991 .....	107.2	108.2	109.2	109.8	1.5	.9	.9	.5	4.2	3.9	4.0	4.0
1992 .....	110.7	111.8	112.8	113.4	.8	1.0	.9	.5	3.3	3.3	3.3	3.3
1993 .....	114.6	115.6	116.6	117.1	1.1	.9	.9	.4	3.5	3.4	3.4	3.3
1994 .....	118.2	119.1	120.5	120.5	.9	.8	1.2	.0	3.1	3.0	3.3	2.9
1995 .....	121.5	122.5	123.5	123.7	.8	.8	.8	.2	2.8	2.9	2.5	2.7
1996 .....	124.6	125.6	125.9	126.7	.7	.8	.2	.6	2.6	2.5	1.9	2.4
1997 .....	127.5	128.6	129.4	130.1	.6	.9	.6	.5	2.3	2.4	2.8	2.7
<b>Nonmanufacturing, service occupations:</b>												
1987 .....	—	92.4	92.8	93.3	—	—	.4	.5	—	—	—	—
1988 .....	94.6	95.6	97.1	98.3	1.4	1.1	1.6	1.2	—	3.5	4.6	5.4
1989 .....	99.2	100.0	101.0	102.4	.9	.8	1.0	1.4	4.9	4.6	4.0	4.2
1990 .....	103.9	105.0	105.8	107.4	1.5	1.1	.8	1.5	4.7	5.0	4.8	4.9
1991 .....	108.4	109.9	111.7	112.5	.9	1.4	1.6	.7	4.3	4.7	5.6	4.7
1992 .....	113.4	114.1	115.2	115.7	.8	.6	1.0	.4	4.6	3.8	3.1	2.8
1993 .....	116.8	117.7	118.6	119.1	1.0	.8	.8	.4	3.0	3.2	3.0	2.9
1994 .....	120.2	120.7	121.3	122.4	.9	.4	.5	.9	2.9	2.5	2.3	2.8
1995 .....	123.0	123.5	124.2	124.7	.5	.4	.6	.4	2.3	2.3	2.4	1.9
1996 .....	125.3	126.0	127.0	128.6	.5	.6	.8	1.3	1.9	2.0	2.3	3.1
1997 .....	129.4	130.5	132.7	133.8	.6	.9	1.7	.8	3.3	3.6	4.5	4.0

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

<sup>2</sup> Excludes farm and household workers.

<sup>3</sup> This series may be discontinued with the September 1998 news release.

<sup>4</sup> This series has the same industry and occupational coverage as the

Hourly Earnings Index, which was discontinued in January 1989.

<sup>5</sup> Includes mining, construction, and manufacturing.

<sup>6</sup> Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

— Data not available.

**Table 7. Total compensation,<sup>1</sup> private industry workers: Employment Cost Index by bargaining status, region, and area size, 1979-97**

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended-				12 months ended-			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
<b>Union workers:</b>												
1979 .....	-	-	-	60.4	-	-	-	-	-	-	-	-
1980 .....	61.9	63.6	65.5	67.1	2.5	2.7	3.0	2.4	-	-	-	11.1
1981 .....	69.2	70.9	72.6	74.3	3.1	2.5	2.4	2.3	11.8	11.5	10.8	10.7
1982 .....	75.5	76.8	78.4	79.6	1.6	1.7	2.1	1.5	9.1	8.3	8.0	7.1
1983 .....	81.1	82.2	83.5	84.2	1.9	1.4	1.6	.8	7.4	7.0	6.5	5.8
1984 .....	85.5	86.3	86.9	87.8	1.5	.9	.7	1.0	5.4	5.0	4.1	4.3
1985 .....	88.4	88.9	89.7	90.1	.7	.6	.9	.4	3.4	3.0	3.2	2.6
1986 .....	91.0	91.2	91.7	92.0	1.0	.2	.5	.3	2.9	2.6	2.2	2.1
1987 .....	92.5	93.0	93.6	94.5	.5	.5	.6	1.0	1.6	2.0	2.1	2.7
1988 .....	96.1	97.0	97.7	98.2	1.7	.9	.7	.5	3.9	4.3	4.4	3.9
1989 .....	99.0	100.0	100.9	101.8	.8	1.0	.9	.9	3.0	3.1	3.3	3.7
1990 .....	103.3	104.1	105.1	106.2	1.5	.8	1.0	1.0	4.3	4.1	4.2	4.3
1991 .....	107.5	108.8	110.1	111.1	1.2	1.2	1.2	.9	4.1	4.5	4.8	4.6
1992 .....	113.1	114.0	115.2	115.9	1.8	.8	1.1	.6	5.2	4.8	4.6	4.3
1993 .....	117.8	119.1	120.0	120.9	1.6	1.1	.8	.8	4.2	4.5	4.2	4.3
1994 .....	121.9	123.0	123.8	124.2	.8	.9	.7	.3	3.5	3.3	3.2	2.7
1995 .....	125.1	125.8	126.8	127.7	.7	.6	.8	.7	2.6	2.3	2.4	2.8
1996 .....	128.5	129.7	130.1	130.8	.6	.9	.3	.5	2.7	3.1	2.6	2.4
1997 .....	131.0	131.8	133.2	133.5	.2	.6	1.1	.2	1.9	1.6	2.4	2.1
<b>Union blue-collar workers:</b>												
1987 .....	-	92.7	93.2	94.2	-	-	.5	1.1	-	-	-	-
1988 .....	96.1	97.0	97.6	98.3	2.0	.9	.6	.7	-	4.6	4.7	4.4
1989 .....	98.9	100.0	100.9	101.7	.6	1.1	.9	.8	2.9	3.1	3.4	3.5
1990 .....	103.0	104.1	104.8	105.9	1.3	1.1	.7	1.0	4.1	4.1	3.9	4.1
1991 .....	107.4	108.6	109.7	110.7	1.4	1.1	1.0	.9	4.3	4.3	4.7	4.5
1992 .....	112.9	113.8	114.8	115.5	2.0	.8	.9	.6	5.1	4.8	4.6	4.3
1993 .....	117.4	118.7	119.7	120.6	1.6	1.1	.8	.8	4.0	4.3	4.3	4.4
1994 .....	121.2	122.4	123.1	123.4	.5	1.0	.6	.2	3.2	3.1	2.8	2.3
1995 .....	124.0	124.8	125.7	126.3	.5	.6	.7	.5	2.3	2.0	2.1	2.4
1996 .....	126.8	128.0	128.3	128.9	.4	.9	.2	.5	2.3	2.6	2.1	2.1
1997 .....	128.9	129.9	131.2	131.6	.0	.8	1.0	.3	1.7	1.5	2.3	2.1
<b>Union workers, goods-producing industries<sup>2</sup>:</b>												
1981 .....	-	71.7	73.7	75.1	-	-	2.8	1.9	-	-	-	-
1982 .....	76.3	77.6	79.2	80.2	1.6	1.7	2.1	1.3	-	8.2	7.5	6.8
1983 .....	81.7	82.6	83.6	84.1	1.9	1.1	1.2	.6	7.1	6.4	5.6	4.9
1984 .....	85.5	86.4	87.1	88.2	1.7	1.1	.8	1.3	4.7	4.6	4.2	4.9
1985 .....	88.7	88.9	89.4	89.8	.6	.2	.6	.4	3.7	2.9	2.6	1.8
1986 .....	90.7	90.9	91.3	91.5	1.0	.2	.4	.2	2.3	2.2	2.1	1.9
1987 .....	91.8	92.3	92.9	94.2	.3	.5	.7	1.4	1.2	1.5	1.8	3.0
1988 .....	96.2	97.1	97.7	98.4	2.1	.9	.6	.7	4.8	5.2	5.2	4.5
1989 .....	98.9	100.0	100.9	101.9	.5	1.1	.9	1.0	2.8	3.0	3.3	3.6
1990 .....	103.3	104.5	105.1	106.3	1.4	1.2	.6	1.1	4.4	4.5	4.2	4.3
1991 .....	107.9	109.2	110.3	111.3	1.5	1.2	1.0	.9	4.5	4.5	4.9	4.7
1992 .....	114.0	114.6	115.7	116.4	2.4	.5	1.0	.6	5.7	4.9	4.9	4.6
1993 .....	118.7	120.0	121.0	121.9	2.0	1.1	.8	.7	4.1	4.7	4.6	4.7
1994 .....	122.5	123.8	124.4	124.7	.5	1.1	.5	.2	3.2	3.2	2.8	2.3
1995 .....	125.2	125.9	126.7	127.5	.4	.6	.6	.6	2.2	1.7	1.8	2.2
1996 .....	127.9	129.0	129.2	129.8	.3	.9	.2	.5	2.2	2.5	2.0	1.8
1997 .....	130.0	131.2	132.3	132.5	.2	.9	.8	.2	1.6	1.7	2.4	2.1
<b>Union workers, service-producing industries<sup>3</sup>:</b>												
1981 .....	-	69.5	71.0	73.0	-	-	2.2	2.8	-	-	-	-
1982 .....	74.2	75.5	77.1	78.6	1.6	1.8	2.1	1.9	-	8.6	8.6	7.7
1983 .....	80.2	81.6	83.3	84.3	2.0	1.7	2.1	1.2	8.1	8.1	8.0	7.3
1984 .....	85.4	85.9	86.5	87.3	1.3	.6	.7	.9	6.5	5.3	3.8	3.6
1985 .....	88.0	89.0	90.0	90.5	.8	1.1	1.1	.6	3.0	3.6	4.0	3.7
1986 .....	91.5	91.7	92.3	92.7	1.1	.2	.7	.4	4.0	3.0	2.6	2.4
1987 .....	93.4	94.0	94.4	95.0	.8	.6	.4	.6	2.1	2.5	2.3	2.5
1988 .....	95.9	96.9	97.6	97.9	.9	1.0	.7	.3	2.7	3.1	3.4	3.1
1989 .....	99.1	100.0	100.8	101.7	1.2	.9	.8	.9	3.3	3.2	3.3	3.9
1990 .....	103.2	103.6	104.9	106.0	1.5	.4	1.3	1.0	4.1	3.6	4.1	4.2
1991 .....	107.1	108.3	109.8	110.9	1.0	1.1	1.4	1.0	3.8	4.5	4.7	4.6
1992 .....	111.9	113.2	114.6	115.2	.9	1.2	1.2	.5	4.5	4.5	4.4	3.9
1993 .....	116.7	117.7	118.6	119.6	1.3	.9	.8	.8	4.3	4.0	3.5	3.8
1994 .....	121.0	121.8	122.9	123.6	1.2	.7	.9	.6	3.7	3.5	3.6	3.3

See footnotes at end of table.



**Table 7. Total compensation,<sup>1</sup> private industry workers: Employment Cost Index by bargaining status, region, and area size, 1979-97**

(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended—				12 months ended—			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
<b>Union workers, service-producing industries<sup>3</sup>:</b>												
1995 .....	124.8	125.6	126.8	127.9	1.0	0.6	1.0	0.9	3.1	3.1	3.2	3.5
1996 .....	129.0	130.3	131.0	131.7	.9	1.0	.5	.5	3.4	3.7	3.3	3.0
1997 .....	131.9	132.4	134.0	134.5	.2	.4	1.2	.4	2.2	1.6	2.3	2.1
<b>Union workers, manufacturing:</b>												
1981 .....	—	70.8	72.4	74.0	—	—	2.3	2.2	—	—	—	—
1982 .....	75.2	76.4	78.1	79.1	1.6	1.6	2.2	1.3	—	7.9	7.9	6.9
1983 .....	80.7	81.2	82.3	82.9	2.0	.6	1.4	.7	7.3	6.3	5.4	4.8
1984 .....	84.4	85.3	86.1	87.2	1.8	1.1	.9	1.3	4.6	5.0	4.6	5.2
1985 .....	87.9	87.9	88.5	88.8	.8	.0	.7	.3	4.1	3.0	2.8	1.8
1986 .....	89.9	89.8	90.2	90.5	1.2	-.1	.4	.3	2.3	2.2	1.9	1.9
1987 .....	90.6	91.1	91.6	93.1	.1	.6	.5	1.6	.8	1.4	1.6	2.9
1988 .....	95.5	96.4	97.0	97.8	2.6	.9	.6	.8	5.4	5.8	5.9	5.0
1989 .....	99.0	100.0	100.8	102.0	1.2	1.0	.8	1.2	3.7	3.7	3.9	4.3
1990 .....	103.6	104.7	105.3	106.6	1.6	1.1	.6	1.2	4.6	4.7	4.5	4.5
1991 .....	108.1	109.5	110.6	111.7	1.4	1.3	1.0	1.0	4.3	4.6	5.0	4.8
1992 .....	114.8	115.2	116.1	116.9	2.8	.3	.8	.7	6.2	5.2	5.0	4.7
1993 .....	119.8	121.1	121.9	123.0	2.5	1.1	.7	.9	4.4	5.1	5.0	5.2
1994 .....	123.6	124.8	125.3	125.8	.5	1.0	.4	.4	3.2	3.1	2.8	2.3
1995 .....	126.3	126.6	127.1	128.1	.4	.2	.4	.8	2.2	1.4	1.4	1.8
1996 .....	128.8	129.8	129.8	130.6	.5	.8	.0	.6	2.0	2.5	2.1	2.0
1997 .....	130.8	131.7	133.0	133.3	.2	.7	1.0	.2	1.6	1.5	2.5	2.1
<b>Union workers, manufacturing, blue-collar occupations:</b>												
1987 .....	—	90.9	91.5	93.0	—	—	.7	1.6	—	—	—	—
1988 .....	95.5	96.4	96.9	97.8	2.7	.9	.5	.9	—	6.1	5.9	5.2
1989 .....	99.0	100.0	100.9	101.9	1.2	1.0	.9	1.0	3.7	3.7	4.1	4.2
1990 .....	103.5	104.6	105.1	106.5	1.6	1.1	.5	1.3	4.5	4.6	4.2	4.5
1991 .....	108.1	109.4	110.6	111.6	1.5	1.2	1.1	.9	4.4	4.6	5.2	4.8
1992 .....	114.7	115.1	116.0	116.8	2.8	.3	.8	.7	6.1	5.2	4.9	4.7
1993 .....	119.6	121.0	121.8	122.9	2.4	1.2	.7	.9	4.3	5.1	5.0	5.2
1994 .....	123.5	124.6	125.1	125.6	.5	.9	.4	.4	3.3	3.0	2.7	2.2
1995 .....	126.1	126.4	126.8	127.8	.4	.2	.3	.8	2.1	1.4	1.4	1.8
1996 .....	128.3	129.4	129.5	130.1	.4	.9	.1	.5	1.7	2.4	2.1	1.8
1997 .....	130.5	131.4	132.6	133.0	.3	.7	.9	.3	1.7	1.5	2.4	2.2
<b>Union workers, nonmanufacturing:</b>												
1981 .....	—	70.9	72.8	74.5	—	—	2.7	2.3	—	—	—	—
1982 .....	75.7	77.1	78.7	80.0	1.6	1.8	2.1	1.7	—	8.7	8.1	7.4
1983 .....	81.5	83.0	84.5	85.4	1.9	1.8	1.8	1.1	7.7	7.7	7.4	6.8
1984 .....	86.5	87.1	87.7	88.3	1.3	.7	.7	.7	6.1	4.9	3.8	3.4
1985 .....	88.9	89.8	90.6	91.2	.7	1.0	.9	.7	2.8	3.1	3.3	3.3
1986 .....	92.0	92.5	93.0	93.3	.9	.5	.5	.3	3.5	3.0	2.6	2.3
1987 .....	94.0	94.7	95.2	95.8	.8	.7	.5	.6	2.2	2.4	2.4	2.7
1988 .....	96.6	97.5	98.3	98.5	.8	.9	.8	.2	2.8	3.0	3.3	2.8
1989 .....	98.9	100.0	100.8	101.6	.4	1.1	.8	.8	2.4	2.6	2.5	3.1
1990 .....	103.0	103.7	104.9	105.9	1.4	.7	1.2	1.0	4.1	3.7	4.1	4.2
1991 .....	107.1	108.3	109.7	110.6	1.1	1.1	1.3	.8	4.0	4.4	4.6	4.4
1992 .....	111.8	113.1	114.5	115.1	1.1	1.2	1.2	.5	4.4	4.4	4.4	4.1
1993 .....	116.3	117.4	118.5	119.3	1.0	.9	.9	.7	4.0	3.8	3.5	3.6
1994 .....	120.5	121.5	122.6	123.0	1.0	.8	.9	.3	3.6	3.5	3.5	3.1
1995 .....	124.0	125.0	126.2	127.1	.8	.8	1.0	.7	2.9	2.9	2.9	3.3
1996 .....	128.0	129.2	129.9	130.4	.7	.9	.5	.4	3.2	3.4	2.9	2.6
1997 .....	130.6	131.5	132.9	133.2	.2	.7	1.1	.2	2.0	1.8	2.3	2.1
<b>Nonunion workers:</b>												
1979 .....	—	—	—	58.8	—	—	—	—	—	—	—	—
1980 .....	60.5	61.7	62.8	64.0	2.9	2.0	1.8	1.9	—	—	—	8.8
1981 .....	66.6	67.7	68.9	70.1	4.1	1.7	1.8	1.7	10.1	9.7	9.7	9.5
1982 .....	71.3	72.1	73.5	74.3	1.7	1.1	1.9	1.1	7.1	6.5	6.7	6.0
1983 .....	75.5	76.4	77.5	78.5	1.6	1.2	1.4	1.3	5.9	6.0	5.4	5.7
1984 .....	79.9	80.7	81.4	82.5	1.8	1.0	.9	1.4	5.8	5.6	5.0	5.1
1985 .....	83.8	84.6	85.8	86.3	1.6	1.0	1.4	.6	4.9	4.8	5.4	4.6
1986 .....	87.3	88.2	88.8	89.4	1.2	1.0	.7	.7	4.2	4.3	3.5	3.6
1987 .....	90.5	91.1	92.1	92.7	1.2	.7	1.1	.7	3.7	3.3	3.7	3.7
1988 .....	94.0	95.3	96.3	97.4	1.4	1.4	1.0	1.1	3.9	4.6	4.6	5.1
1989 .....	98.8	100.0	101.4	102.4	1.4	1.2	1.4	1.0	5.1	4.9	5.3	5.1

See footnotes at end of table.

**Table 7. Total compensation,<sup>1</sup> private industry workers: Employment Cost Index by bargaining status, region, and area size, 1979-97**

(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended—				12 months ended—			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
<b>Nonunion workers:</b>												
1990 .....	104.1	105.5	106.6	107.3	1.7	1.3	1.0	0.7	5.4	5.5	5.1	4.8
1991 .....	108.8	110.1	111.2	111.9	1.4	1.2	1.0	.6	4.5	4.4	4.3	4.3
1992 .....	113.1	113.8	114.7	115.5	1.1	.6	.8	.7	4.0	3.4	3.1	3.2
1993 .....	116.8	117.7	118.8	119.5	1.1	.8	.9	.6	3.3	3.4	3.6	3.5
1994 .....	120.7	121.7	122.7	123.2	1.0	.8	.8	.4	3.3	3.4	3.3	3.1
1995 .....	124.3	125.2	126.0	126.5	.9	.7	.6	.4	3.0	2.9	2.7	2.7
1996 .....	127.7	128.7	129.7	130.4	.9	.8	.8	.5	2.7	2.8	2.9	3.1
1997 .....	131.8	132.8	133.9	135.3	1.1	.8	.8	1.0	3.2	3.2	3.2	3.8
<b>Nonunion blue-collar workers:</b>												
1987 .....	—	91.6	92.6	93.3	—	—	1.1	.8	—	—	—	—
1988 .....	94.6	96.0	96.6	97.5	1.4	1.5	.6	.9	—	4.8	4.3	4.5
1989 .....	98.7	100.0	101.3	102.1	1.2	1.3	1.3	.8	4.3	4.2	4.9	4.7
1990 .....	103.9	105.3	106.3	106.8	1.8	1.3	.9	.5	5.3	5.3	4.9	4.6
1991 .....	108.3	109.4	110.6	111.2	1.4	1.0	1.1	.5	4.2	3.9	4.0	4.1
1992 .....	112.2	113.0	113.9	114.6	.9	.7	.8	.6	3.6	3.3	3.0	3.1
1993 .....	115.9	116.9	117.8	118.2	1.1	.9	.8	.3	3.3	3.5	3.4	3.1
1994 .....	119.6	120.4	121.7	121.9	1.2	.7	1.1	.2	3.2	3.0	3.3	3.1
1995 .....	123.0	123.9	124.5	125.1	.9	.7	.5	.5	2.8	2.9	2.3	2.6
1996 .....	126.3	127.3	127.8	128.9	1.0	.8	.4	.9	2.7	2.7	2.7	3.0
1997 .....	129.9	131.2	131.8	132.6	.8	1.0	.5	.6	2.9	3.1	3.1	2.9
<b>Nonunion workers, goods-producing industries<sup>2</sup>:</b>												
1981 .....	—	69.8	71.1	72.3	—	—	1.9	1.7	—	—	—	—
1982 .....	73.8	74.5	75.8	76.3	2.1	.9	1.7	.7	—	6.7	6.6	5.5
1983 .....	77.5	78.4	79.2	80.0	1.6	1.2	1.0	1.0	5.0	5.2	4.5	4.8
1984 .....	81.1	81.8	82.7	83.5	1.4	.9	1.1	1.0	4.6	4.3	4.4	4.4
1985 .....	85.5	86.2	86.9	87.4	2.4	.8	.8	.6	5.4	5.4	5.1	4.7
1986 .....	88.5	89.5	90.2	90.8	1.3	1.1	.8	.7	3.5	3.8	3.8	3.9
1987 .....	91.3	92.0	92.9	93.6	.6	.8	1.0	.8	3.2	2.8	3.0	3.1
1988 .....	95.1	96.2	96.9	97.7	1.6	1.2	.7	.8	4.2	4.6	4.3	4.4
1989 .....	98.9	100.0	101.3	102.3	1.2	1.1	1.3	1.0	4.0	4.0	4.5	4.7
1990 .....	104.2	105.5	106.7	107.4	1.9	1.2	1.1	.7	5.4	5.5	5.3	5.0
1991 .....	108.8	110.1	111.3	112.2	1.3	1.2	1.1	.8	4.4	4.4	4.3	4.5
1992 .....	113.3	114.1	115.1	116.0	1.0	.7	.9	.8	4.1	3.6	3.4	3.4
1993 .....	117.7	118.6	119.4	119.9	1.5	.8	.7	.4	3.9	3.9	3.7	3.4
1994 .....	121.5	122.6	123.6	124.1	1.3	.9	.8	.4	3.2	3.4	3.5	3.5
1995 .....	125.2	125.9	126.4	127.2	.9	.6	.4	.6	3.0	2.7	2.3	2.5
1996 .....	128.3	129.4	130.4	131.3	.9	.9	.8	.7	2.5	2.8	3.2	3.2
1997 .....	132.0	133.2	134.0	134.7	.5	.9	.6	.5	2.9	2.9	2.8	2.6
<b>Nonunion workers, service-producing industries<sup>3</sup>:</b>												
1981 .....	—	66.4	67.6	68.8	—	—	1.8	1.8	—	—	—	—
1982 .....	69.8	70.6	72.1	73.1	1.5	1.1	2.1	1.4	—	6.3	6.7	6.3
1983 .....	74.2	75.1	76.4	77.5	1.5	1.2	1.7	1.4	6.3	6.4	6.0	6.0
1984 .....	79.1	80.1	80.7	81.9	2.1	1.3	.7	1.5	6.6	6.7	5.6	5.7
1985 .....	82.9	83.6	85.2	85.7	1.2	.8	1.9	.6	4.8	4.4	5.6	4.6
1986 .....	86.6	87.3	88.0	88.6	1.1	.8	.8	.7	4.5	4.4	3.3	3.4
1987 .....	89.9	90.6	91.6	92.1	1.5	.8	1.1	.5	3.8	3.8	4.1	4.0
1988 .....	93.4	94.7	95.9	97.2	1.4	1.4	1.3	1.4	3.9	4.5	4.7	5.5
1989 .....	98.7	100.0	101.5	102.4	1.5	1.3	1.5	.9	5.7	5.6	5.8	5.3
1990 .....	103.9	105.5	106.5	107.2	1.5	1.5	.9	.7	5.3	5.5	4.9	4.7
1991 .....	108.8	110.1	111.2	111.8	1.5	1.2	1.0	.5	4.7	4.4	4.4	4.3
1992 .....	113.0	113.7	114.4	115.2	1.1	.6	.6	.7	3.9	3.3	2.9	3.0
1993 .....	116.3	117.2	118.4	119.2	1.0	.8	1.0	.7	2.9	3.1	3.5	3.5
1994 .....	120.3	121.1	122.2	122.7	.9	.7	.9	.4	3.4	3.3	3.2	2.9
1995 .....	123.8	124.8	125.6	126.0	.9	.8	.6	.3	2.9	3.1	2.8	2.7
1996 .....	127.3	128.3	129.2	129.9	1.0	.8	.7	.5	2.8	2.8	2.9	3.1
1997 .....	131.5	132.5	133.7	135.3	1.2	.8	.9	1.2	3.3	3.3	3.5	4.2
<b>Nonunion workers, manufacturing:</b>												
1981 .....	—	69.1	70.3	71.5	—	—	1.7	1.7	—	—	—	—
1982 .....	73.0	73.6	74.9	75.4	2.1	.8	1.8	.7	—	6.5	6.5	5.5
1983 .....	76.8	77.6	78.6	79.4	1.9	1.0	1.3	1.0	5.2	5.4	4.9	5.3
1984 .....	80.5	81.4	82.4	83.4	1.4	1.1	1.2	1.2	4.8	4.9	4.8	5.0
1985 .....	85.4	86.2	86.8	87.2	2.4	.9	.7	.5	6.1	5.9	5.3	4.6
1986 .....	88.5	89.6	90.1	90.7	1.5	1.2	.6	.7	3.6	3.9	3.8	4.0

See footnotes at end of table.

**Table 7. Total compensation,<sup>1</sup> private industry workers: Employment Cost Index by bargaining status, region, and area size, 1979-97**

(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended—				12 months ended—			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
<b>Nonunion workers, manufacturing:</b>												
1987 .....	91.3	92.0	93.0	93.6	0.7	0.8	1.1	0.6	3.2	2.7	3.2	3.2
1988 .....	95.2	96.1	96.8	97.6	1.7	.9	.7	.8	4.3	4.5	4.1	4.3
1989 .....	98.8	100.0	101.2	102.1	1.2	1.2	1.2	.9	3.8	4.1	4.5	4.6
1990 .....	104.2	105.5	106.9	107.6	2.1	1.2	1.3	.7	5.5	5.5	5.6	5.4
1991 .....	108.8	110.2	111.5	112.4	1.1	1.3	1.2	.8	4.4	4.5	4.3	4.5
1992 .....	113.6	114.5	115.5	116.4	1.1	.8	.9	.8	4.4	3.9	3.6	3.6
1993 .....	118.1	119.0	120.0	120.6	1.5	.8	.8	.5	4.0	3.9	3.9	3.6
1994 .....	122.0	122.9	124.0	124.8	1.2	.7	.9	.6	3.3	3.3	3.3	3.5
1995 .....	126.1	126.9	127.3	128.3	1.0	.6	.3	.8	3.4	3.3	2.7	2.8
1996 .....	129.3	130.5	131.7	132.5	.8	.9	.9	.6	2.5	2.8	3.5	3.3
1997 .....	133.1	134.4	135.1	135.9	.5	1.0	.5	.6	2.9	3.0	2.6	2.6
<b>Nonunion workers, manufacturing, blue-collar occupations:</b>												
1987 .....	—	91.8	92.8	93.2	—	—	1.1	.4	—	—	—	—
1988 .....	94.6	95.7	96.4	97.4	1.5	1.2	.7	1.0	—	4.2	3.9	4.5
1989 .....	98.7	100.0	101.4	102.4	1.3	1.3	1.4	1.0	4.3	4.5	5.2	5.1
1990 .....	104.4	105.9	107.2	107.9	2.0	1.4	1.2	.7	5.8	5.9	5.7	5.4
1991 .....	109.0	110.3	111.7	112.5	1.0	1.2	1.3	.7	4.4	4.2	4.2	4.3
1992 .....	113.8	114.6	115.5	116.2	1.2	.7	.8	.6	4.4	3.9	3.4	3.3
1993 .....	117.5	118.4	119.4	119.9	1.1	.8	.8	.4	3.3	3.3	3.4	3.2
1994 .....	121.2	121.9	123.0	123.5	1.1	.6	.9	.4	3.1	3.0	3.0	3.0
1995 .....	124.5	125.5	125.7	127.0	.8	.8	.2	1.0	2.7	3.0	2.2	2.8
1996 .....	128.1	129.3	130.3	131.4	.9	.9	.8	.8	2.9	3.0	3.7	3.5
1997 .....	132.2	133.5	134.2	134.8	.6	1.0	.5	.4	3.2	3.2	3.0	2.6
<b>Nonunion workers, nonmanufacturing:</b>												
1981 .....	—	67.1	68.2	69.4	—	—	1.6	1.8	—	—	—	—
1982 .....	70.6	71.4	72.8	73.7	1.7	1.1	2.0	1.2	—	6.4	6.7	6.2
1983 .....	74.8	75.8	76.9	78.1	1.5	1.3	1.5	1.6	5.9	6.2	5.6	6.0
1984 .....	79.5	80.3	81.0	82.1	1.8	1.0	.9	1.4	6.3	5.9	5.3	5.1
1985 .....	83.1	83.9	85.4	85.9	1.2	1.0	1.8	.6	4.5	4.5	5.4	4.6
1986 .....	86.9	87.5	88.3	88.9	1.2	.7	.9	.7	4.6	4.3	3.4	3.5
1987 .....	90.1	90.7	91.8	92.2	1.3	.7	1.2	.4	3.7	3.7	4.0	3.7
1988 .....	93.5	94.9	96.0	97.3	1.4	1.5	1.2	1.4	3.8	4.6	4.6	5.5
1989 .....	98.8	100.0	101.4	102.4	1.5	1.2	1.4	1.0	5.7	5.4	5.6	5.2
1990 .....	104.0	105.4	106.5	107.2	1.6	1.3	1.0	.7	5.3	5.4	5.0	4.7
1991 .....	108.8	110.1	111.2	111.7	1.5	1.2	1.0	.4	4.6	4.5	4.4	4.2
1992 .....	112.9	113.5	114.3	115.1	1.1	.5	.7	.7	3.8	3.1	2.8	3.0
1993 .....	116.3	117.2	118.3	119.0	1.0	.8	.9	.6	3.0	3.3	3.5	3.4
1994 .....	120.2	121.1	122.2	122.5	1.0	.7	.9	.2	3.4	3.3	3.3	2.9
1995 .....	123.6	124.5	125.3	125.7	.9	.7	.6	.3	2.8	2.8	2.5	2.6
1996 .....	127.0	128.0	128.9	129.6	1.0	.8	.7	.5	2.8	2.8	2.9	3.1
1997 .....	131.1	132.2	133.4	134.9	1.2	.8	.9	1.1	3.2	3.3	3.5	4.1
<b>Northeast<sup>4</sup>:</b>												
1982 .....	—	—	—	71.8	—	—	—	—	—	—	—	—
1983 .....	72.4	73.5	74.6	75.6	.8	1.5	1.5	1.3	—	—	—	5.3
1984 .....	76.5	77.6	78.7	79.6	1.2	1.4	1.4	1.1	5.7	5.6	5.5	5.3
1985 .....	80.5	81.3	82.8	83.5	1.1	1.0	1.8	.8	5.2	4.8	5.2	4.9
1986 .....	84.6	85.7	86.3	86.9	1.3	1.3	.7	.7	5.1	5.4	4.2	4.1
1987 .....	88.4	89.1	90.2	91.3	1.7	.8	1.2	1.2	4.5	4.0	4.5	5.1
1988 .....	92.4	93.8	95.0	96.7	1.2	1.5	1.3	1.8	4.5	5.3	5.3	5.9
1989 .....	98.7	100.0	101.8	102.9	2.1	1.3	1.8	1.1	6.8	6.6	7.2	6.4
1990 .....	104.4	105.3	106.5	107.6	1.5	.9	1.1	1.0	5.8	5.3	4.6	4.6
1991 .....	109.4	110.6	111.7	112.5	1.7	1.1	1.0	.7	4.8	5.0	4.9	4.6
1992 .....	113.9	114.5	115.5	116.4	1.2	.5	.9	.8	4.1	3.5	3.4	3.5
1993 .....	117.8	119.1	120.2	120.7	1.2	1.1	.9	.4	3.4	4.0	4.1	3.7
1994 .....	121.6	122.8	124.0	124.3	.7	1.0	1.0	.2	3.2	3.1	3.2	3.0
1995 .....	125.6	126.6	127.4	127.8	1.0	.8	.6	.3	3.3	3.1	2.7	2.8
1996 .....	128.9	129.7	130.6	131.1	.9	.6	.7	.4	2.6	2.4	2.5	2.6
1997 .....	132.2	133.1	134.0	135.0	.8	.7	.7	.7	2.6	2.6	2.6	3.0
<b>South<sup>5</sup>:</b>												
1982 .....	—	—	—	76.8	—	—	—	—	—	—	—	—
1983 .....	78.1	78.8	80.2	81.3	1.7	.9	1.8	1.4	—	—	—	5.9
1984 .....	83.1	83.8	83.8	84.8	2.2	.8	.0	1.2	6.4	6.3	4.5	4.3
1985 .....	86.2	86.9	87.8	88.3	1.7	.8	1.0	.6	3.7	3.7	4.8	4.1
1986 .....	89.3	89.9	90.7	91.2	1.1	.7	.9	.6	3.6	3.5	3.3	3.3

See footnotes at end of table.

**Table 7. Total compensation,<sup>1</sup> private industry workers: Employment Cost Index by bargaining status, region, and area size, 1979-97**

(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended—				12 months ended—			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
<b>South<sup>5</sup>:</b>												
1987 .....	91.7	92.4	93.1	94.0	0.5	0.8	0.8	1.0	2.7	2.8	2.6	3.1
1988 .....	95.1	96.7	97.4	98.1	1.2	1.7	.7	.7	3.7	4.7	4.6	4.4
1989 .....	99.0	100.0	101.2	102.2	.9	1.0	1.2	1.0	4.1	3.4	3.9	4.2
1990 .....	104.0	105.7	106.3	106.9	1.8	1.6	.6	.6	5.1	5.7	5.0	4.6
1991 .....	108.4	109.8	110.7	111.2	1.4	1.3	.8	.5	4.2	3.9	4.1	4.0
1992 .....	112.5	113.3	114.1	114.8	1.2	.7	.7	.6	3.8	3.2	3.1	3.2
1993 .....	116.2	117.0	118.1	118.8	1.2	.7	.9	.6	3.3	3.3	3.5	3.5
1994 .....	120.0	120.8	121.8	122.5	1.0	.7	.8	.6	3.3	3.2	3.1	3.1
1995 .....	123.7	124.3	125.2	125.6	1.0	.5	.7	.3	3.1	2.9	2.8	2.5
1996 .....	127.0	127.8	128.8	129.7	1.1	.6	.8	.7	2.7	2.8	2.9	3.3
1997 .....	130.8	131.5	132.5	134.6	.8	.5	.8	1.6	3.0	2.9	2.9	3.8
<b>Midwest<sup>6</sup>:</b>												
1982 .....	—	—	—	77.1	—	—	—	—	—	—	—	—
1983 .....	78.7	79.8	80.8	81.4	2.1	1.4	1.3	.7	—	—	—	5.6
1984 .....	83.2	83.7	85.0	85.7	2.2	.6	1.6	.8	5.7	4.9	5.2	5.3
1985 .....	86.6	87.1	88.1	88.4	1.1	.6	1.1	.3	4.1	4.1	3.6	3.2
1986 .....	89.4	89.6	90.3	90.9	1.1	.2	.8	.7	3.2	2.9	2.5	2.8
1987 .....	91.6	92.4	93.1	93.5	.8	.9	.8	.4	2.5	3.1	3.1	2.9
1988 .....	95.4	96.2	97.0	97.9	2.0	.8	.8	.9	4.1	4.1	4.2	4.7
1989 .....	98.9	100.0	101.0	101.9	1.0	1.1	1.0	.9	3.7	4.0	4.1	4.1
1990 .....	103.5	104.8	106.3	107.1	1.6	1.3	1.4	.8	4.7	4.8	5.2	5.1
1991 .....	108.5	109.7	111.2	112.2	1.3	1.1	1.4	.9	4.8	4.7	4.6	4.8
1992 .....	113.8	114.6	115.3	116.1	1.4	.7	.6	.7	4.9	4.5	3.7	3.5
1993 .....	117.9	119.3	120.1	121.2	1.6	1.2	.7	.9	3.6	4.1	4.2	4.4
1994 .....	122.8	123.6	124.6	125.0	1.3	.7	.8	.3	4.2	3.6	3.7	3.1
1995 .....	125.8	126.9	127.7	128.3	.6	.9	.6	.5	2.4	2.7	2.5	2.6
1996 .....	129.5	130.7	131.3	132.1	.9	.9	.5	.6	2.9	3.0	2.8	3.0
1997 .....	133.3	134.7	136.2	136.9	.9	1.1	1.1	.5	2.9	3.1	3.7	3.6
<b>West<sup>7</sup>:</b>												
1982 .....	—	—	—	77.9	—	—	—	—	—	—	—	—
1983 .....	79.6	80.5	81.4	82.8	2.2	1.1	1.1	1.7	—	—	—	6.3
1984 .....	83.5	84.3	84.5	86.2	.8	1.0	.2	2.0	4.9	4.7	3.8	4.1
1985 .....	87.5	88.3	89.1	89.6	1.5	.9	.9	.6	4.8	4.7	5.4	3.9
1986 .....	90.3	90.8	91.2	91.6	.8	.6	.4	.4	3.2	2.8	2.4	2.2
1987 .....	92.5	92.6	93.7	94.1	1.0	.1	1.2	.4	2.4	2.0	2.7	2.7
1988 .....	95.4	96.3	97.0	97.7	1.4	.9	.7	.7	3.1	4.0	3.5	3.8
1989 .....	98.8	100.0	101.0	101.8	1.1	1.2	1.0	.8	3.6	3.8	4.1	4.2
1990 .....	103.3	104.5	105.6	106.3	1.5	1.2	1.1	.7	4.6	4.5	4.6	4.4
1991 .....	107.5	108.9	110.0	110.9	1.1	1.3	1.0	.8	4.1	4.2	4.2	4.3
1992 .....	111.9	112.9	114.1	114.9	.9	.9	1.1	.7	4.1	3.7	3.7	3.6
1993 .....	116.2	116.4	117.8	118.1	1.1	.2	1.2	.3	3.8	3.1	3.2	2.8
1994 .....	119.4	120.5	121.3	121.7	1.1	.9	.7	.3	2.8	3.5	3.0	3.0
1995 .....	122.6	123.4	123.9	125.0	.7	.7	.4	.9	2.7	2.4	2.1	2.7
1996 .....	125.9	127.3	128.3	128.9	.7	1.1	.8	.5	2.7	3.2	3.6	3.1
1997 .....	130.3	131.4	132.5	133.4	1.1	.8	.8	.7	3.5	3.2	3.3	3.5
<b>Metropolitan areas:</b>												
1979 .....	—	—	—	58.6	—	—	—	—	—	—	—	—
1980 .....	60.0	61.5	63.0	64.2	2.4	2.5	2.4	1.9	—	—	—	9.6
1981 .....	66.6	67.8	69.3	70.6	3.7	1.8	2.2	1.9	11.0	10.2	10.0	10.0
1982 .....	71.7	72.7	74.2	75.2	1.6	1.4	2.1	1.3	7.7	7.2	7.1	6.5
1983 .....	76.6	77.5	78.7	79.6	1.9	1.2	1.5	1.1	6.8	6.6	6.1	5.9
1984 .....	81.0	81.8	82.4	83.6	1.8	1.0	.7	1.5	5.7	5.5	4.7	5.0
1985 .....	84.6	85.3	86.4	86.9	1.2	.8	1.3	.6	4.4	4.3	4.9	3.9
1986 .....	87.9	88.5	89.1	89.7	1.2	.7	.7	.7	3.9	3.8	3.1	3.2
1987 .....	90.6	91.2	92.1	92.7	1.0	.7	1.0	.7	3.1	3.1	3.4	3.3
1988 .....	94.2	95.3	96.3	97.4	1.6	1.2	1.0	1.1	4.0	4.5	4.6	5.1
1989 .....	98.8	100.0	101.4	102.2	1.4	1.2	1.4	.8	4.9	4.9	5.3	4.9
1990 .....	103.9	105.1	106.3	107.1	1.7	1.2	1.1	.8	5.2	5.1	4.8	4.8
1991 .....	108.5	109.8	111.0	111.8	1.3	1.2	1.1	.7	4.4	4.5	4.4	4.4
1992 .....	113.1	113.9	114.8	115.6	1.2	.7	.8	.7	4.2	3.7	3.4	3.4
1993 .....	117.1	118.1	119.1	119.8	1.3	.9	.8	.6	3.5	3.7	3.7	3.6
1994 .....	120.9	121.9	122.9	123.4	.9	.8	.8	.4	3.2	3.2	3.2	3.0
1995 .....	124.5	125.4	126.2	126.8	.9	.7	.6	.5	3.0	2.9	2.7	2.8
1996 .....	128.0	129.1	130.0	130.6	.9	.9	.7	.5	2.8	3.0	3.0	3.0
1997 .....	131.7	132.8	133.9	135.1	.8	.8	.8	.9	2.9	2.9	3.0	3.4

See footnotes at end of table.

**Table 7. Total compensation,<sup>1</sup> private industry workers: Employment Cost Index by bargaining status, region, and area size, 1979-97**

(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for								
	March	June	Sept.	Dec.	3 months ended—				12 months ended—				
					March	June	Sept.	Dec.	March	June	Sept.	Dec.	
Other areas <sup>8</sup> :													
1979 .....	—	—	—	61.9	—	—	—	—	—	—	—	—	—
1980 .....	64.2	65.3	66.4	68.1	3.7	1.7	1.7	2.6	—	—	—	—	10.0
1981 .....	70.9	72.3	73.6	74.6	4.1	2.0	1.8	1.4	10.4	10.7	10.8	9.5	
1982 .....	76.8	77.4	78.5	78.9	2.9	.8	1.4	.5	8.3	7.1	6.7	5.8	
1983 .....	80.1	81.2	82.0	82.8	1.5	1.4	1.0	1.0	4.3	4.9	4.5	4.9	
1984 .....	84.4	84.9	86.0	86.6	1.9	.6	1.3	.7	5.4	4.6	4.9	4.6	
1985 .....	87.8	88.6	89.6	89.6	1.4	.9	1.1	.0	4.0	4.4	4.2	3.5	
1986 .....	90.7	91.4	92.0	92.5	1.2	.8	.7	.5	3.3	3.2	2.7	3.2	
1987 .....	93.3	94.1	94.9	95.4	.9	.9	.9	.5	2.9	3.0	3.2	3.1	
1988 .....	96.6	98.0	98.5	98.9	1.3	1.4	.5	.4	3.5	4.1	3.8	3.7	
1989 .....	99.4	100.0	100.8	102.0	.5	.6	.8	1.2	2.9	2.0	2.3	3.1	
1990 .....	103.6	105.2	106.0	106.8	1.6	1.5	.8	.8	4.2	5.2	5.2	4.7	
1991 .....	108.4	109.9	110.7	111.2	1.5	1.4	.7	.5	4.6	4.5	4.4	4.1	
1992 .....	113.1	113.7	114.8	115.6	1.7	.5	1.0	.7	4.3	3.5	3.7	4.0	
1993 .....	117.0	117.8	118.7	119.7	1.2	.7	.8	.8	3.4	3.6	3.4	3.5	
1994 .....	121.3	122.5	123.2	123.5	1.3	1.0	.6	.2	3.7	4.0	3.8	3.2	
1995 .....	124.8	125.3	126.1	126.5	1.1	.4	.6	.3	2.9	2.3	2.4	2.4	
1996 .....	127.2	128.0	128.7	130.2	.6	.6	.5	1.2	1.9	2.2	2.1	2.9	
1997 .....	131.4	132.4	133.8	135.3	.9	.8	1.1	1.1	3.3	3.4	4.0	3.9	

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

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

<sup>3</sup> Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

<sup>4</sup> The Northeast region includes the following States: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont.

<sup>5</sup> The South region includes the following States: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia.

<sup>6</sup> The Midwest region includes the following States: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin.

<sup>7</sup> The West region includes the following States: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

<sup>8</sup> Other areas refers to all other locations which are not defined as a metropolitan statistical area by the U.S. Office of Management and Budget.

— Data not available.

NOTE: The indexes for the series in tables 7 and 11 are not strictly fixed-weighted. See appendix A.

**Table 8. Wages and salaries, civilian workers:<sup>1</sup> Employment Cost Index by occupational and industry group, 1981-97**

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for								
	March	June	Sept.	Dec.	3 months ended-				12 months ended-				
					March	June	Sept.	Dec.	March	June	Sept.	Dec.	
<b>Civilian workers<sup>1</sup>:</b>													
1981 .....	-	69.2	70.9	72.2	-	-	2.5	1.8	-	-	-	-	-
1982 .....	73.5	74.2	75.9	76.7	1.8	1.0	2.3	1.1	-	7.2	7.1	6.2	-
1983 .....	77.6	78.4	79.7	80.6	1.2	1.0	1.7	1.1	5.6	5.7	5.0	5.1	-
1984 .....	81.5	82.2	83.2	84.2	1.1	.9	1.2	1.2	5.0	4.8	4.4	4.5	-
1985 .....	85.1	85.9	87.3	87.8	1.1	.9	1.6	.6	4.4	4.5	4.9	4.3	-
1986 .....	88.7	89.4	90.4	90.9	1.0	.8	1.1	.6	4.2	4.1	3.6	3.5	-
1987 .....	91.8	92.3	93.5	94.1	1.0	.5	1.3	.6	3.5	3.2	3.4	3.5	-
1988 .....	95.0	95.9	97.2	98.1	1.0	.9	1.4	.9	3.5	3.9	4.0	4.3	-
1989 .....	99.2	100.0	101.6	102.4	1.1	.8	1.6	.8	4.4	4.3	4.5	4.4	-
1990 .....	103.6	104.7	106.0	106.8	1.2	1.1	1.2	.8	4.4	4.7	4.3	4.3	-
1991 .....	108.0	108.9	110.0	110.6	1.1	.8	1.0	.5	4.2	4.0	3.8	3.6	-
1992 .....	111.5	112.1	113.0	113.6	.8	.5	.8	.5	3.2	2.9	2.7	2.7	-
1993 .....	114.5	115.2	116.4	117.1	.8	.6	1.0	.6	2.7	2.8	3.0	3.1	-
1994 .....	117.8	118.6	119.8	120.4	.6	.7	1.0	.5	2.9	3.0	2.9	2.8	-
1995 .....	121.3	122.2	123.2	123.9	.7	.7	.8	.6	3.0	3.0	2.8	2.9	-
1996 .....	125.1	126.1	127.2	128.0	1.0	.8	.9	.6	3.1	3.2	3.2	3.3	-
1997 .....	129.2	130.1	131.6	132.8	.9	.7	1.2	.9	3.3	3.2	3.5	3.8	-
<b>Civilian workers, excluding sales:</b>													
1981 .....	-	68.9	70.9	72.1	-	-	2.9	1.7	-	-	-	-	-
1982 .....	73.5	74.3	75.9	76.7	1.9	1.1	2.2	1.1	-	7.8	7.1	6.4	-
1983 .....	77.7	78.5	79.8	80.6	1.3	1.0	1.7	1.0	5.7	5.7	5.1	5.1	-
1984 .....	81.7	82.3	83.5	84.4	1.4	.7	1.5	1.1	5.1	4.8	4.6	4.7	-
1985 .....	85.2	85.9	87.4	87.8	.9	.8	1.7	.5	4.3	4.4	4.7	4.0	-
1986 .....	88.8	89.3	90.4	91.0	1.1	.6	1.2	.7	4.2	4.0	3.4	3.6	-
1987 .....	91.9	92.4	93.7	94.4	1.0	.5	1.4	.7	3.5	3.5	3.7	3.7	-
1988 .....	95.2	96.1	97.3	98.2	.8	.9	1.2	.9	3.6	4.0	3.8	4.0	-
1989 .....	99.2	100.0	101.4	102.3	1.0	.8	1.4	.9	4.2	4.1	4.2	4.2	-
1990 .....	103.6	104.6	106.1	106.8	1.3	1.0	1.4	.7	4.4	4.6	4.6	4.4	-
1991 .....	108.0	108.9	110.1	110.8	1.1	.8	1.1	.6	4.2	4.1	3.8	3.7	-
1992 .....	111.6	112.2	113.2	113.9	.7	.5	.9	.6	3.3	3.0	2.8	2.8	-
1993 .....	114.8	115.5	116.6	117.2	.8	.6	1.0	.5	2.9	2.9	3.0	2.9	-
1994 .....	118.0	118.8	120.1	120.7	.7	.7	1.1	.5	2.8	2.9	3.0	3.0	-
1995 .....	121.7	122.4	123.4	124.2	.8	.6	.8	.6	3.1	3.0	2.7	2.9	-
1996 .....	125.3	126.2	127.5	128.1	.9	.7	1.0	.5	3.0	3.1	3.3	3.1	-
1997 .....	129.2	130.2	131.7	132.8	.9	.8	1.2	.8	3.1	3.2	3.3	3.7	-
<b>White-collar occupations:</b>													
1981 .....	-	66.8	68.5	69.9	-	-	2.5	2.0	-	-	-	-	-
1982 .....	71.2	71.8	73.7	74.4	1.9	.8	2.6	.9	-	7.5	7.6	6.4	-
1983 .....	75.4	76.2	77.9	78.7	1.3	1.1	2.2	1.0	5.9	6.1	5.7	5.8	-
1984 .....	79.6	80.4	81.6	82.4	1.1	1.0	1.5	1.0	5.6	5.5	4.7	4.7	-
1985 .....	83.6	84.4	86.0	86.6	1.5	1.0	1.9	.7	5.0	5.0	5.4	5.1	-
1986 .....	87.6	88.4	89.5	90.1	1.2	.9	1.2	.7	4.8	4.7	4.1	4.0	-
1987 .....	91.2	91.7	93.1	93.6	1.2	.5	1.5	.5	4.1	3.7	4.0	3.9	-
1988 .....	94.5	95.5	96.9	98.0	1.0	1.1	1.5	1.1	3.6	4.1	4.1	4.7	-
1989 .....	99.2	100.0	101.9	102.8	1.2	.8	1.9	.9	5.0	4.7	5.2	4.9	-
1990 .....	104.1	105.2	106.8	107.4	1.3	1.1	1.5	.6	4.9	5.2	4.8	4.5	-
1991 .....	108.7	109.6	110.8	111.3	1.2	.8	1.1	.5	4.4	4.2	3.7	3.6	-
1992 .....	112.2	112.8	113.7	114.5	.8	.5	.8	.7	3.2	2.9	2.6	2.9	-
1993 .....	115.4	116.0	117.4	118.1	.8	.5	1.2	.6	2.9	2.8	3.3	3.1	-
1994 .....	118.8	119.7	120.8	121.5	.6	.8	.9	.6	2.9	3.2	2.9	2.9	-
1995 .....	122.4	123.1	124.3	125.1	.7	.6	1.0	.6	3.0	2.8	2.9	3.0	-
1996 .....	126.3	127.3	128.6	129.3	1.0	.8	1.0	.5	3.2	3.4	3.5	3.4	-
1997 .....	130.6	131.5	133.0	134.3	1.0	.7	1.1	1.0	3.4	3.3	3.4	3.9	-
<b>White-collar occupations, excluding sales:</b>													
1981 .....	-	66.0	68.2	69.4	-	-	3.3	1.8	-	-	-	-	-
1982 .....	70.9	71.6	73.5	74.1	2.2	1.0	2.7	.8	-	8.5	7.8	6.8	-
1983 .....	75.2	76.0	77.9	78.5	1.5	1.1	2.5	.8	6.1	6.1	6.0	5.9	-
1984 .....	79.7	80.3	81.8	82.7	1.5	.8	1.9	1.1	6.0	5.7	5.0	5.4	-
1985 .....	83.5	84.3	85.9	86.4	1.0	1.0	1.9	.6	4.8	5.0	5.0	4.5	-
1986 .....	87.5	88.2	89.4	90.1	1.3	.8	1.4	.8	4.8	4.6	4.1	4.3	-
1987 .....	91.2	91.7	93.3	94.0	1.2	.5	1.7	.8	4.2	4.0	4.4	4.3	-
1988 .....	94.9	95.6	97.2	98.2	1.0	.7	1.7	1.0	4.1	4.3	4.2	4.5	-
1989 .....	99.3	100.0	101.8	102.6	1.1	.7	1.8	.8	4.6	4.6	4.7	4.5	-
1990 .....	104.2	105.1	107.0	107.8	1.6	.9	1.8	.7	4.9	5.1	5.1	5.1	-
1991 .....	109.0	109.8	111.2	111.9	1.1	.7	1.3	.6	4.6	4.5	3.9	3.8	-
1992 .....	112.6	113.2	114.4	115.1	.6	.5	1.1	.6	3.3	3.1	2.9	2.9	-
1993 .....	116.2	116.8	118.0	118.7	1.0	.5	1.0	.6	3.2	3.2	3.1	3.1	-

See footnotes at end of table.

**Table 8. Wages and salaries, civilian workers:<sup>1</sup> Employment Cost Index by occupational and industry group, 1981-97**

(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended—				12 months ended—			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
<b>White-collar occupations, excluding sales:</b>												
1994 .....	119.5	120.2	121.5	122.2	0.7	0.6	1.1	0.6	2.8	2.9	3.0	2.9
1995 .....	123.2	123.8	125.0	125.8	.8	.5	1.0	.6	3.1	3.0	2.9	2.9
1996 .....	127.0	127.8	129.4	129.9	1.0	.6	1.3	.4	3.1	3.2	3.5	3.3
1997 .....	131.0	132.0	133.5	134.8	.8	.8	1.1	1.0	3.1	3.3	3.2	3.8
<b>Professional specialty and technical occupations:</b>												
1989 .....	—	100.0	102.5	103.3	—	—	2.5	.8	—	—	—	—
1990 .....	104.8	105.5	107.9	108.8	1.5	.7	2.3	.8	—	5.5	5.3	5.3
1991 .....	109.9	110.4	112.3	113.0	1.0	.5	1.7	.6	4.9	4.6	4.1	3.9
1992 .....	113.6	114.4	116.0	116.7	.5	.7	1.4	.6	3.4	3.6	3.3	3.3
1993 .....	117.5	118.0	119.5	120.0	.7	.4	1.3	.4	3.4	3.1	3.0	2.8
1994 .....	120.7	121.3	122.8	123.5	.6	.5	1.2	.6	2.7	2.8	2.8	2.9
1995 .....	124.2	124.7	126.1	126.9	.6	.4	1.1	.6	2.9	2.8	2.7	2.8
1996 .....	128.0	128.8	130.2	130.7	.9	.6	1.1	.4	3.1	3.3	3.3	3.0
1997 .....	131.4	132.3	134.0	135.0	.5	.7	1.3	.7	2.7	2.7	2.9	3.3
<b>Executive, administrative, and managerial occupations:</b>												
1989 .....	—	100.0	101.1	101.8	—	—	1.1	.7	—	—	—	—
1990 .....	103.6	105.0	106.5	107.2	1.8	1.4	1.4	.7	—	5.0	5.3	5.3
1991 .....	108.5	109.6	110.8	111.5	1.2	1.0	1.1	.6	4.7	4.4	4.0	4.0
1992 .....	111.9	112.2	112.8	113.5	.4	.3	.5	.6	3.1	2.4	1.8	1.8
1993 .....	115.0	115.5	116.5	117.3	1.3	.4	.9	.7	2.8	2.9	3.3	3.3
1994 .....	118.1	119.0	120.2	120.8	.7	.8	1.0	.5	2.7	3.0	3.2	3.0
1995 .....	122.2	122.8	123.8	124.7	1.2	.5	.8	.7	3.5	3.2	3.0	3.2
1996 .....	126.2	127.0	129.0	129.4	1.2	.6	1.6	.3	3.3	3.4	4.2	3.8
1997 .....	131.0	132.0	133.5	135.6	1.2	.8	1.1	1.6	3.8	3.9	3.5	4.8
<b>Administrative support, including clerical occupations:</b>												
1989 .....	—	100.0	101.4	102.4	—	—	1.4	1.0	—	—	—	—
1990 .....	103.7	104.7	105.9	106.7	1.3	1.0	1.1	.8	—	4.7	4.4	4.2
1991 .....	107.9	108.8	109.9	110.6	1.1	.8	1.0	.6	4.1	3.9	3.8	3.7
1992 .....	111.8	112.5	113.4	114.2	1.1	.6	.8	.7	3.6	3.4	3.2	3.3
1993 .....	115.3	116.1	117.1	118.0	1.0	.7	.9	.8	3.1	3.2	3.3	3.3
1994 .....	118.9	119.8	120.9	121.6	.8	.8	.9	.6	3.1	3.2	3.2	3.1
1995 .....	122.8	123.4	124.3	125.2	1.0	.5	.7	.7	3.3	3.0	2.8	3.0
1996 .....	126.4	127.1	128.4	129.1	1.0	.6	1.0	.5	2.9	3.0	3.3	3.1
1997 .....	130.4	131.4	132.7	133.7	1.0	.8	1.0	.8	3.2	3.4	3.3	3.6
<b>Blue-collar occupations:</b>												
1981 .....	—	73.5	75.3	76.5	—	—	2.4	1.6	—	—	—	—
1982 .....	77.6	78.5	79.9	80.7	1.4	1.2	1.8	1.0	—	6.8	6.1	5.5
1983 .....	81.5	82.4	83.2	83.8	1.0	1.1	1.0	.7	5.0	5.0	4.1	3.8
1984 .....	84.8	85.4	86.0	86.9	1.2	.7	.7	1.0	4.0	3.6	3.4	3.7
1985 .....	87.7	88.6	89.7	89.9	.9	1.0	1.2	.2	3.4	3.7	4.3	3.5
1986 .....	90.7	91.2	91.9	92.4	.9	.6	.8	.5	3.4	2.9	2.5	2.8
1987 .....	92.8	93.5	94.3	95.1	.4	.8	.9	.8	2.3	2.5	2.6	2.9
1988 .....	95.9	96.8	97.4	98.1	.8	.9	.6	.7	3.3	3.5	3.3	3.2
1989 .....	99.0	100.0	101.0	101.7	.9	1.0	1.0	.7	3.2	3.3	3.7	3.7
1990 .....	102.8	103.9	104.7	105.4	1.1	1.1	.8	.7	3.8	3.9	3.7	3.6
1991 .....	106.6	107.4	108.2	108.9	1.1	.8	.7	.6	3.7	3.4	3.3	3.3
1992 .....	109.8	110.6	111.3	111.9	.8	.7	.6	.5	3.0	3.0	2.9	2.8
1993 .....	112.7	113.4	114.4	115.0	.7	.6	.9	.5	2.6	2.5	2.8	2.8
1994 .....	115.8	116.7	117.8	118.2	.7	.8	.9	.3	2.8	2.9	3.0	2.8
1995 .....	119.2	120.3	121.1	121.7	.8	.9	.7	.5	2.9	3.1	2.8	3.0
1996 .....	122.8	123.9	124.5	125.4	.9	.9	.5	.7	3.0	3.0	2.8	3.0
1997 .....	126.2	127.5	128.4	129.3	.6	1.0	.7	.7	2.8	2.9	3.1	3.1
<b>Service occupations:</b>												
1981 .....	—	69.1	70.8	71.5	—	—	2.5	1.0	—	—	—	—
1982 .....	73.8	74.5	76.0	77.2	3.2	.9	2.0	1.6	—	7.8	7.3	8.0
1983 .....	78.2	78.7	79.5	81.1	1.3	.6	1.0	2.0	6.0	5.6	4.6	5.1
1984 .....	82.9	82.7	84.5	85.8	2.2	-.2	2.2	1.5	6.0	5.1	6.3	5.8
1985 .....	86.2	86.5	88.4	88.8	.5	.3	2.2	.5	4.0	4.6	4.6	3.5
1986 .....	89.6	89.8	91.0	91.7	.9	.2	1.3	.8	3.9	3.8	2.9	3.3
1987 .....	92.7	93.0	93.9	94.3	1.1	.3	1.0	.4	3.5	3.6	3.2	2.8
1988 .....	95.3	96.2	97.9	98.7	1.1	.9	1.8	.8	2.8	3.4	4.3	4.7

See footnotes at end of table.

**Table 8. Wages and salaries, civilian workers:<sup>1</sup> Employment Cost Index by occupational and industry group, 1981-97**

(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended—				12 months ended—			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
<b>Service occupations:</b>												
1989 .....	99.4	100.0	101.4	102.5	0.7	0.6	1.4	1.1	4.3	4.0	3.6	3.9
1990 .....	103.4	104.2	105.6	106.8	.9	.8	1.3	1.1	4.0	4.2	4.1	4.2
1991 .....	107.8	108.9	110.6	111.3	.9	1.0	1.6	.6	4.3	4.5	4.7	4.2
1992 .....	111.9	112.4	113.4	113.8	.5	.4	.9	.4	3.8	3.2	2.5	2.2
1993 .....	114.5	115.2	116.1	116.6	.6	.6	.8	.4	2.3	2.5	2.4	2.5
1994 .....	117.5	118.1	119.4	120.4	.8	.5	1.1	.8	2.6	2.5	2.8	3.3
1995 .....	121.2	121.8	122.8	123.4	.7	.5	.8	.5	3.1	3.1	2.8	2.5
1996 .....	124.2	124.9	126.2	127.6	.6	.6	1.0	1.1	2.5	2.5	2.8	3.4
1997 .....	128.6	129.3	131.5	132.6	.8	.5	1.7	.8	3.5	3.5	4.2	3.9
<b>Goods-producing industries<sup>2</sup>:</b>												
1981 .....	—	72.6	74.3	75.6	—	—	2.3	1.7	—	—	—	—
1982 .....	77.1	77.9	79.2	79.9	2.0	1.0	1.7	.9	—	7.3	6.6	5.7
1983 .....	80.7	81.5	82.3	83.1	1.0	1.0	1.0	1.0	4.7	4.6	3.9	4.0
1984 .....	84.0	84.6	85.4	86.3	1.1	.7	.9	1.1	4.1	3.8	3.8	3.9
1985 .....	87.4	88.2	89.0	89.4	1.3	.9	.9	.4	4.0	4.3	4.2	3.6
1986 .....	90.3	91.2	91.7	92.2	1.0	1.0	.5	.5	3.3	3.4	3.0	3.1
1987 .....	92.8	93.3	94.3	95.1	.7	.5	1.1	.8	2.8	2.3	2.8	3.1
1988 .....	96.0	96.9	97.4	98.1	.9	.9	.5	.7	3.4	3.9	3.3	3.2
1989 .....	99.0	100.0	100.9	101.9	.9	1.0	.9	1.0	3.1	3.2	3.6	3.9
1990 .....	103.1	104.2	105.1	105.8	1.2	1.1	.9	.7	4.1	4.2	4.2	3.8
1991 .....	107.0	108.0	108.8	109.7	1.1	.9	.7	.8	3.8	3.6	3.5	3.7
1992 .....	110.7	111.4	112.2	112.9	.9	.6	.7	.6	3.5	3.1	3.1	2.9
1993 .....	113.8	114.6	115.4	116.2	.8	.7	.7	.7	2.8	2.9	2.9	2.9
1994 .....	117.0	118.0	119.0	119.6	.7	.9	.8	.5	2.8	3.0	3.1	2.9
1995 .....	120.5	121.4	122.1	122.9	.8	.7	.6	.7	3.0	2.9	2.6	2.8
1996 .....	123.9	125.1	126.1	126.8	.8	1.0	.8	.6	2.8	3.0	3.3	3.2
1997 .....	127.6	128.9	129.9	130.6	.6	1.0	.8	.5	3.0	3.0	3.0	3.0
<b>Manufacturing:</b>												
1981 .....	—	72.0	73.6	74.9	—	—	2.2	1.8	—	—	—	—
1982 .....	76.3	77.1	78.4	79.1	1.9	1.0	1.7	.9	—	7.1	6.5	5.6
1983 .....	80.0	80.7	81.6	82.5	1.1	.9	1.1	1.1	4.8	4.7	4.1	4.3
1984 .....	83.4	84.1	85.0	86.1	1.1	.8	1.1	1.3	4.3	4.2	4.2	4.4
1985 .....	87.2	88.1	88.8	89.2	1.3	1.0	.8	.5	4.6	4.8	4.5	3.6
1986 .....	90.3	91.1	91.6	92.1	1.2	.9	.5	.5	3.6	3.4	3.2	3.3
1987 .....	92.7	93.3	94.2	95.2	.7	.6	1.0	1.1	2.7	2.4	2.8	3.4
1988 .....	96.0	96.8	97.3	98.1	.8	.8	.5	.8	3.6	3.8	3.3	3.0
1989 .....	99.0	100.0	100.9	101.9	.9	1.0	.9	1.0	3.1	3.3	3.7	3.9
1990 .....	103.3	104.5	105.4	106.2	1.4	1.2	.9	.8	4.3	4.5	4.5	4.2
1991 .....	107.4	108.4	109.3	110.3	1.1	.9	.8	.9	4.0	3.7	3.7	3.9
1992 .....	111.5	112.2	112.9	113.7	1.1	.6	.6	.7	3.8	3.5	3.3	3.1
1993 .....	114.7	115.5	116.3	117.3	.9	.7	.7	.9	2.9	2.9	3.0	3.2
1994 .....	118.0	119.0	120.0	120.8	.6	.8	.8	.7	2.9	3.0	3.2	3.0
1995 .....	121.9	122.9	123.5	124.3	.9	.8	.5	.6	3.3	3.3	2.9	2.9
1996 .....	125.4	126.5	127.7	128.4	.9	.9	.9	.5	2.9	2.9	3.4	3.3
1997 .....	129.1	130.3	131.3	132.2	.5	.9	.8	.7	3.0	3.0	2.8	3.0
<b>Service-producing industries<sup>3</sup>:</b>												
1981 .....	—	67.2	69.0	70.3	—	—	2.7	1.9	—	—	—	—
1982 .....	71.6	72.2	74.1	74.9	1.8	.8	2.6	1.1	—	7.4	7.4	6.5
1983 .....	75.9	76.7	78.3	79.2	1.3	1.1	2.1	1.1	6.0	6.2	5.7	5.7
1984 .....	80.3	80.9	82.0	83.0	1.4	.7	1.4	1.2	5.8	5.5	4.7	4.8
1985 .....	83.9	84.6	86.5	87.0	1.1	.8	2.2	.6	4.5	4.6	5.5	4.8
1986 .....	87.9	88.4	89.7	90.2	1.0	.6	1.5	.6	4.8	4.5	3.7	3.7
1987 .....	91.3	91.8	93.1	93.6	1.2	.5	1.4	.5	3.9	3.8	3.8	3.8
1988 .....	94.5	95.4	97.0	98.0	1.0	1.0	1.7	1.0	3.5	3.9	4.2	4.7
1989 .....	99.2	100.0	101.8	102.7	1.2	.8	1.8	.9	5.0	4.8	4.9	4.8
1990 .....	103.8	104.9	106.5	107.2	1.1	1.1	1.5	.7	4.6	4.9	4.6	4.4
1991 .....	108.4	109.3	110.6	111.0	1.1	.8	1.2	.4	4.4	4.2	3.8	3.5
1992 .....	111.8	112.4	113.3	114.0	.7	.5	.8	.6	3.1	2.8	2.4	2.7
1993 .....	114.8	115.5	116.8	117.5	.7	.6	1.1	.6	2.7	2.8	3.1	3.1
1994 .....	118.2	118.9	120.2	120.7	.6	.6	1.1	.4	3.0	2.9	2.9	2.7
1995 .....	121.7	122.5	123.7	124.3	.8	.7	1.0	.5	3.0	3.0	2.9	3.0
1996 .....	125.6	126.5	127.7	128.5	1.0	.7	.9	.6	3.2	3.3	3.2	3.4
1997 .....	129.8	130.6	132.2	133.6	1.0	.6	1.2	1.1	3.3	3.2	3.5	4.0
<b>Service industries:</b>												
1981 .....	—	63.1	65.9	67.3	—	—	4.4	2.1	—	—	—	—
1982 .....	68.6	69.1	71.5	72.2	1.9	.7	3.5	1.0	—	9.5	8.5	7.3

See footnotes at end of table.



**Table 8. Wages and salaries, civilian workers:<sup>1</sup> Employment Cost Index by occupational and industry group, 1981-97**

(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended—				12 months ended—			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
<b>Service industries:</b>												
1983 .....	73.1	73.4	75.8	76.6	1.2	0.4	3.3	1.1	6.6	6.2	6.0	6.1
1984 .....	77.8	78.2	80.3	81.4	1.6	.5	2.7	1.4	6.4	6.5	5.9	6.3
1985 .....	81.9	82.4	84.7	85.1	.6	.6	2.8	.5	5.3	5.4	5.5	4.5
1986 .....	86.1	86.5	88.3	89.1	1.2	.5	2.1	.9	5.1	5.0	4.3	4.7
1987 .....	90.1	90.5	92.7	93.6	1.1	.4	2.4	1.0	4.6	4.6	5.0	5.1
1988 .....	94.4	94.9	97.2	98.3	.9	.5	2.4	1.1	4.8	4.9	4.9	5.0
1989 .....	99.4	100.0	102.5	103.3	1.1	.6	2.5	.8	5.3	5.4	5.5	5.1
1990 .....	104.8	105.9	108.1	109.2	1.5	1.0	2.1	1.0	5.4	5.9	5.5	5.7
1991 .....	110.2	110.7	112.4	113.0	.9	.5	1.5	.5	5.2	4.5	4.0	3.5
1992 .....	113.7	114.3	115.9	116.7	.6	.5	1.4	.7	3.2	3.3	3.1	3.3
1993 .....	117.4	117.8	119.5	120.0	.6	.3	1.4	.4	3.3	3.1	3.1	2.8
1994 .....	120.9	121.3	122.8	123.5	.8	.3	1.2	.6	3.0	3.0	2.8	2.9
1995 .....	124.4	124.8	126.2	126.9	.7	.3	1.1	.6	2.9	2.9	2.8	2.8
1996 .....	128.0	128.9	130.3	131.1	.9	.7	1.1	.6	2.9	3.3	3.2	3.3
1997 .....	132.0	132.9	134.8	136.0	.7	.7	1.4	.9	3.1	3.1	3.5	3.7
<b>Health services:</b>												
1985 .....	82.3	82.9	84.0	84.2	—	.7	1.3	.2	—	—	—	—
1986 .....	85.1	85.7	87.2	88.2	1.1	.7	1.8	1.1	3.4	3.4	3.8	4.8
1987 .....	89.4	90.0	91.3	92.3	1.4	.7	1.4	1.1	5.1	5.0	4.7	4.6
1988 .....	92.9	94.4	96.1	97.4	.7	1.6	1.8	1.4	3.9	4.9	5.3	5.5
1989 .....	99.0	100.0	102.0	103.5	1.6	1.0	2.0	1.5	6.6	5.9	6.1	6.3
1990 .....	105.3	106.2	108.3	109.7	1.7	.9	2.0	1.3	6.4	6.2	6.2	6.0
1991 .....	111.1	111.8	113.4	114.5	1.3	.6	1.4	1.0	5.5	5.3	4.7	4.4
1992 .....	115.4	116.2	117.7	118.6	.8	.7	1.3	.8	3.9	3.9	3.8	3.6
1993 .....	119.5	120.3	121.4	122.2	.8	.7	.9	.7	3.6	3.5	3.1	3.0
1994 .....	122.8	123.4	124.4	125.4	.5	.5	.8	.8	2.8	2.6	2.5	2.6
1995 .....	126.1	126.6	127.5	128.4	.6	.4	.7	.7	2.7	2.6	2.5	2.4
1996 .....	129.3	130.0	130.8	131.4	.7	.5	.6	.5	2.5	2.7	2.6	2.3
1997 .....	132.4	133.1	134.3	135.4	.8	.5	.9	.8	2.4	2.4	2.7	3.0
<b>Hospitals:</b>												
1986 .....	—	85.3	86.6	87.6	—	—	1.5	1.2	—	—	—	—
1987 .....	88.7	89.3	90.9	92.0	1.3	.7	1.8	1.2	—	4.7	5.0	5.0
1988 .....	92.9	94.3	96.0	97.3	1.0	1.5	1.8	1.4	4.7	5.6	5.6	5.8
1989 .....	98.9	100.0	102.2	103.5	1.6	1.1	2.2	1.3	6.5	6.0	6.5	6.4
1990 .....	105.0	106.0	108.3	109.8	1.4	1.0	2.2	1.4	6.2	6.0	6.0	6.1
1991 .....	110.8	111.5	113.1	114.3	.9	.6	1.4	1.1	5.5	5.2	4.4	4.1
1992 .....	115.2	115.7	117.1	118.0	.8	.4	1.2	.8	4.0	3.8	3.5	3.2
1993 .....	118.9	119.5	120.7	121.7	.8	.5	1.0	.8	3.2	3.3	3.1	3.1
1994 .....	122.4	123.0	124.0	124.9	.6	.5	.8	.7	2.9	2.9	2.7	2.6
1995 .....	125.5	126.0	126.8	127.8	.5	.4	.6	.8	2.5	2.4	2.3	2.3
1996 .....	128.6	129.2	130.0	130.5	.6	.5	.6	.4	2.5	2.5	2.5	2.1
1997 .....	131.0	131.5	132.5	133.6	.4	.4	.8	.8	1.9	1.8	1.9	2.4
<b>Educational services:</b>												
1989 .....	99.5	100.0	103.8	104.4	—	.5	3.8	.6	—	—	—	—
1990 .....	105.4	105.8	109.6	110.4	1.0	.4	3.6	.7	5.9	5.8	5.6	5.7
1991 .....	111.1	111.1	113.6	114.0	.6	.0	2.3	.4	5.4	5.0	3.6	3.3
1992 .....	114.1	114.4	116.9	117.5	.1	.3	2.2	.5	2.7	3.0	2.9	3.1
1993 .....	117.9	118.0	120.4	120.7	.3	.1	2.0	.2	3.3	3.1	3.0	2.7
1994 .....	121.0	121.3	123.8	124.3	.2	.2	2.1	.4	2.6	2.8	2.8	3.0
1995 .....	125.0	125.1	127.8	128.5	.6	.1	2.2	.5	3.3	3.1	3.2	3.4
1996 .....	128.8	129.1	131.6	132.3	.2	.2	1.9	.5	3.0	3.2	3.0	3.0
1997 .....	132.5	132.6	135.3	135.9	.2	.1	2.0	.4	2.9	2.7	2.8	2.7
<b>Public administration:</b>												
1981 .....	—	65.9	68.4	69.5	—	—	3.8	1.6	—	—	—	—
1982 .....	70.8	71.4	73.7	74.2	1.9	.8	3.2	.7	—	8.3	7.7	6.8
1983 .....	75.5	76.0	77.9	78.7	1.8	.7	2.5	1.0	6.6	6.4	5.7	6.1
1984 .....	79.3	79.9	81.9	82.8	.8	.8	2.5	1.1	5.0	5.1	5.1	5.2
1985 .....	83.7	83.8	86.6	87.0	1.1	.1	3.3	.5	5.5	4.9	5.7	5.1
1986 .....	88.1	88.7	90.6	91.0	1.3	.7	2.1	.4	5.3	5.8	4.6	4.6
1987 .....	92.6	92.9	93.9	94.7	1.8	.3	1.1	.9	5.1	4.7	3.6	4.1
1988 .....	95.8	96.4	98.1	98.4	1.2	.6	1.8	.3	3.5	3.8	4.5	3.9
1989 .....	99.4	100.0	102.1	102.8	1.0	.6	2.1	.7	3.8	3.7	4.1	4.5
1990 .....	104.3	104.6	106.5	107.3	1.5	.3	1.8	.8	4.9	4.6	4.3	4.4
1991 .....	109.1	109.5	110.6	110.9	1.7	.4	1.0	.3	4.6	4.7	3.8	3.4
1992 .....	111.9	112.4	113.1	113.6	.9	.4	.6	.4	2.6	2.6	2.3	2.4
1993 .....	114.4	114.9	115.9	116.6	.7	.4	.9	.6	2.2	2.2	2.5	2.6

See footnotes at end of table.

**Table 8. Wages and salaries, civilian workers:<sup>1</sup> Employment Cost Index by occupational and industry group, 1981-97**

**(Not seasonally adjusted) — Continued**

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended—				12 months ended—			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
<b>Public administration:</b>												
1994 .....	117.9	118.5	119.9	120.6	1.1	0.5	1.2	0.6	3.1	3.1	3.5	3.4
1995 .....	121.9	122.3	123.2	124.1	1.1	.3	.7	.7	3.4	3.2	2.8	2.9
1996 .....	124.9	125.3	126.6	127.7	.6	.3	1.0	.9	2.5	2.5	2.8	2.9
1997 .....	128.9	129.0	130.3	131.4	.9	.1	1.0	.8	3.2	3.0	2.9	2.9
<b>Nonmanufacturing:</b>												
1981 .....	—	68.0	69.9	71.1	—	—	2.8	1.7	—	—	—	—
1982 .....	72.4	73.1	74.9	75.7	1.8	1.0	2.5	1.1	—	7.5	7.2	6.5
1983 .....	76.7	77.6	79.0	79.9	1.3	1.2	1.8	1.1	5.9	6.2	5.5	5.5
1984 .....	80.9	81.4	82.5	83.4	1.3	.6	1.4	1.1	5.5	4.9	4.4	4.4
1985 .....	84.3	85.0	86.8	87.3	1.1	.8	2.1	.6	4.2	4.4	5.2	4.7
1986 .....	88.2	88.7	89.9	90.5	1.0	.6	1.4	.7	4.6	4.4	3.6	3.7
1987 .....	91.5	92.0	93.3	93.7	1.1	.5	1.4	.4	3.7	3.7	3.8	3.5
1988 .....	94.6	95.6	97.1	98.0	1.0	1.1	1.6	.9	3.4	3.9	4.1	4.6
1989 .....	99.2	100.0	101.8	102.6	1.2	.8	1.8	.8	4.9	4.6	4.8	4.7
1990 .....	103.7	104.8	106.2	106.9	1.1	1.1	1.3	.7	4.5	4.8	4.3	4.2
1991 .....	108.1	109.0	110.2	110.7	1.1	.8	1.1	.5	4.2	4.0	3.8	3.6
1992 .....	111.5	112.0	113.0	113.6	.7	.4	.9	.5	3.1	2.8	2.5	2.6
1993 .....	114.4	115.1	116.4	117.0	.7	.6	1.1	.5	2.6	2.8	3.0	3.0
1994 .....	117.7	118.5	119.7	120.2	.6	.7	1.0	.4	2.9	3.0	2.8	2.7
1995 .....	121.1	121.9	123.1	123.7	.7	.7	1.0	.5	2.9	2.9	2.8	2.9
1996 .....	125.0	125.9	127.0	127.8	1.1	.7	.9	.6	3.2	3.3	3.2	3.3
1997 .....	129.1	130.0	131.5	132.8	1.0	.7	1.2	1.0	3.3	3.3	3.5	3.9

<sup>1</sup> Includes private industry and State and local government workers and excludes farm, household, and Federal government workers.

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

<sup>3</sup> Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

— Data not available.

**Table 9. Wages and salaries, State and local government workers: Employment Cost Index by occupational and industry group, 1981-97**

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended-				12 months ended-			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
<b>State and local government:</b>												
1981 .....	-	63.9	67.0	68.3	-	-	4.9	1.9	-	-	-	-
1982 .....	69.1	69.4	72.5	72.8	1.2	0.4	4.5	.4	-	8.6	8.2	6.6
1983 .....	73.5	73.9	76.1	76.6	1.0	.5	3.0	.7	6.4	6.5	5.0	5.2
1984 .....	77.7	77.9	80.5	81.2	1.4	.3	3.3	.9	5.7	5.4	5.8	6.0
1985 .....	82.0	82.2	85.1	85.7	1.0	.2	3.5	.7	5.5	5.5	5.7	5.5
1986 .....	86.5	86.8	89.7	90.3	.9	.3	3.3	.7	5.5	5.6	5.4	5.4
1987 .....	91.0	91.2	93.3	94.1	.8	.2	2.3	.9	5.2	5.1	4.0	4.2
1988 .....	95.0	95.2	97.7	98.7	1.0	.2	2.6	1.0	4.4	4.4	4.7	4.9
1989 .....	99.5	100.0	103.1	103.9	.8	.5	3.1	.8	4.7	5.0	5.5	5.3
1990 .....	105.1	105.7	108.6	109.4	1.2	.6	2.7	.7	5.6	5.7	5.3	5.3
1991 .....	110.6	110.9	112.8	113.2	1.1	.3	1.7	.4	5.2	4.9	3.9	3.5
1992 .....	113.8	114.2	115.9	116.6	.5	.4	1.5	.6	2.9	3.0	2.7	3.0
1993 .....	117.2	117.4	119.3	119.7	.5	.2	1.6	.3	3.0	2.8	2.9	2.7
1994 .....	120.4	120.7	122.8	123.4	.6	.2	1.7	.5	2.7	2.8	2.9	3.1
1995 .....	124.3	124.6	126.6	127.3	.7	.2	1.6	.6	3.2	3.2	3.1	3.2
1996 .....	127.8	128.1	130.1	130.9	.4	.2	1.6	.6	2.8	2.8	2.8	2.8
1997 .....	131.4	131.5	133.6	134.4	.4	.1	1.6	.6	2.8	2.7	2.7	2.7
<b>White-collar occupations:</b>												
1981 .....	-	63.0	66.4	67.7	-	-	5.4	2.0	-	-	-	-
1982 .....	68.4	68.6	72.0	72.2	1.0	.3	5.0	.3	-	8.9	8.4	6.6
1983 .....	72.8	73.2	75.5	76.0	.8	.5	3.1	.7	6.4	6.7	4.9	5.3
1984 .....	77.0	77.2	80.1	80.7	1.3	.3	3.8	.7	5.8	5.5	6.1	6.2
1985 .....	81.5	81.7	84.6	85.3	1.0	.2	3.5	.8	5.8	5.8	5.6	5.7
1986 .....	86.1	86.3	89.4	90.0	.9	.2	3.6	.7	5.6	5.6	5.7	5.5
1987 .....	90.7	90.8	93.1	94.1	.8	.1	2.5	1.1	5.3	5.2	4.1	4.6
1988 .....	94.8	95.0	97.6	98.8	.7	.2	2.7	1.2	4.5	4.6	4.8	5.0
1989 .....	99.6	100.0	103.4	104.2	.8	.4	3.4	.8	5.1	5.3	5.9	5.5
1990 .....	105.5	106.0	109.2	109.9	1.2	.5	3.0	.6	5.9	6.0	5.6	5.5
1991 .....	111.0	111.2	113.1	113.5	1.0	.2	1.7	.4	5.2	4.9	3.6	3.3
1992 .....	114.0	114.3	116.2	116.9	.4	.3	1.7	.6	2.7	2.8	2.7	3.0
1993 .....	117.5	117.6	119.6	119.9	.5	.1	1.7	.3	3.1	2.9	2.9	2.6
1994 .....	120.6	120.9	122.9	123.6	.6	.2	1.7	.6	2.6	2.8	2.8	3.1
1995 .....	124.4	124.6	126.8	127.4	.6	.2	1.8	.5	3.2	3.1	3.2	3.1
1996 .....	127.9	128.2	130.3	131.1	.4	.2	1.6	.6	2.8	2.9	2.8	2.9
1997 .....	131.4	131.5	133.7	134.5	.2	.1	1.7	.6	2.7	2.6	2.6	2.6
<b>Professional specialty and technical occupations:</b>												
1989 .....	-	100.0	103.7	104.4	-	-	3.7	.7	-	-	-	-
1990 .....	105.8	106.3	109.8	110.6	1.3	.5	3.3	.7	-	6.3	5.9	5.9
1991 .....	111.5	111.7	113.8	114.2	.8	.2	1.9	.4	5.4	5.1	3.6	3.3
1992 .....	114.5	114.8	117.0	117.6	.3	.3	1.9	.5	2.7	2.8	2.8	3.0
1993 .....	118.1	118.2	120.4	120.7	.4	.1	1.9	.2	3.1	3.0	2.9	2.6
1994 .....	121.1	121.3	123.6	124.2	.3	.2	1.9	.5	2.5	2.6	2.7	2.9
1995 .....	124.8	125.0	127.4	128.0	.5	.2	1.9	.5	3.1	3.1	3.1	3.1
1996 .....	128.3	128.6	131.1	131.7	.2	.2	1.9	.5	2.8	2.9	2.9	2.9
1997 .....	131.9	132.0	134.4	135.1	.2	.1	1.8	.5	2.8	2.6	2.5	2.6
<b>Executive, administrative, and managerial occupations:</b>												
1989 .....	-	100.0	102.8	103.7	-	-	2.8	.9	-	-	-	-
1990 .....	104.9	105.7	108.4	108.9	1.2	.8	2.6	.5	-	5.7	5.4	5.0
1991 .....	110.6	110.7	112.0	112.3	1.6	.1	1.2	.3	5.4	4.7	3.3	3.1
1992 .....	113.3	113.5	114.7	115.5	.9	.2	1.1	.7	2.4	2.5	2.4	2.8
1993 .....	116.5	116.6	118.2	118.8	.9	.1	1.4	.5	2.8	2.7	3.1	2.9
1994 .....	119.8	120.3	121.6	122.4	.8	.4	1.1	.7	2.8	3.2	2.9	3.0
1995 .....	124.1	124.3	126.0	126.9	1.4	.2	1.4	.7	3.6	3.3	3.6	3.7
1996 .....	127.7	128.0	129.3	130.2	.6	.2	1.0	.7	2.9	3.0	2.6	2.6
1997 .....	131.3	131.7	133.1	134.1	.8	.3	1.1	.8	2.8	2.9	2.9	3.0
<b>Administrative support, including clerical occupations:</b>												
1989 .....	-	100.0	102.4	103.0	-	-	2.4	.6	-	-	-	-
1990 .....	104.4	104.8	107.2	107.9	1.4	.4	2.3	.7	-	4.8	4.7	4.8
1991 .....	109.4	109.7	111.4	111.8	1.4	.3	1.5	.4	4.8	4.7	3.9	3.6
1992 .....	112.7	112.9	114.1	114.9	.8	.2	1.1	.7	3.0	2.9	2.4	2.8
1993 .....	115.4	115.9	117.2	117.8	.4	.4	1.1	.5	2.4	2.7	2.7	2.5
1994 .....	118.9	119.4	120.9	121.7	.9	.4	1.3	.7	3.0	3.0	3.2	3.3

See footnotes at end of table.

**Table 9. Wages and salaries, State and local government workers: Employment Cost Index by occupational and industry group, 1981-97**

(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended—				12 months ended—			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
<b>Administrative support, including clerical occupations:</b>												
1995 .....	122.5	122.9	124.4	125.1	0.7	0.3	1.2	0.6	3.0	2.9	2.9	2.8
1996 .....	125.8	126.1	127.7	129.0	.6	.2	1.3	1.0	2.7	2.6	2.7	3.1
1997 .....	129.2	129.5	131.4	132.3	.2	.2	1.5	.7	2.7	2.7	2.9	2.6
<b>Blue-collar occupations:</b>												
1981 .....	—	68.1	70.8	71.9	—	—	4.0	1.6	—	—	—	—
1982 .....	73.2	73.5	76.0	76.3	1.8	.4	3.4	.4	—	7.9	7.3	6.1
1983 .....	77.2	77.9	79.3	79.6	1.2	.9	1.8	.4	5.5	6.0	4.3	4.3
1984 .....	81.1	81.5	83.0	83.4	1.9	.5	1.8	.5	5.1	4.6	4.7	4.8
1985 .....	84.6	84.8	87.1	87.5	1.4	.2	2.7	.5	4.3	4.0	4.9	4.9
1986 .....	88.8	89.9	91.6	92.0	1.5	1.2	1.9	.4	5.0	6.0	5.2	5.1
1987 .....	92.8	93.3	94.7	95.1	.9	.5	1.5	.4	4.5	3.8	3.4	3.4
1988 .....	96.1	96.1	97.8	98.2	1.1	.0	1.8	.4	3.6	3.0	3.3	3.3
1989 .....	99.5	100.0	101.9	103.3	1.3	.5	1.9	1.4	3.5	4.1	4.2	5.2
1990 .....	104.3	105.3	107.2	107.7	1.0	1.0	1.8	.5	4.8	5.3	5.2	4.3
1991 .....	109.1	110.0	111.1	111.6	1.3	.8	1.0	.5	4.6	4.5	3.6	3.6
1992 .....	112.5	113.7	115.0	115.6	.8	1.1	1.1	.5	3.1	3.4	3.5	3.6
1993 .....	116.2	116.5	118.4	119.0	.5	.3	1.6	.5	3.3	2.5	3.0	2.9
1994 .....	119.7	120.1	121.8	122.5	.6	.3	1.4	.6	3.0	3.1	2.9	2.9
1995 .....	123.1	123.8	124.8	125.7	.5	.6	.8	.7	2.8	3.1	2.5	2.6
1996 .....	126.6	127.0	127.9	128.8	.7	.3	.7	.7	2.8	2.6	2.5	2.5
1997 .....	129.6	129.8	131.2	132.3	.6	.2	1.1	.8	2.4	2.2	2.6	2.7
<b>Service occupations:</b>												
1981 .....	—	65.4	68.1	69.2	—	—	4.1	1.6	—	—	—	—
1982 .....	70.1	70.7	73.2	73.6	1.3	.9	3.5	.5	—	8.1	7.5	6.4
1983 .....	74.5	75.1	77.3	78.1	1.2	.8	2.9	1.0	6.3	6.2	5.6	6.1
1984 .....	78.9	79.3	81.5	82.2	1.0	.5	2.8	.9	5.9	5.6	5.4	5.2
1985 .....	83.2	83.2	86.1	86.9	1.2	.0	3.5	.9	5.4	4.9	5.6	5.7
1986 .....	87.6	88.0	90.0	90.6	.8	.5	2.3	.7	5.3	5.8	4.5	4.3
1987 .....	91.7	92.1	93.5	93.9	1.2	.4	1.5	.4	4.7	4.7	3.9	3.6
1988 .....	95.1	95.9	98.4	98.7	1.3	.8	2.6	.3	3.7	4.1	5.2	5.1
1989 .....	99.3	100.0	102.4	102.9	.6	.7	2.4	.5	4.4	4.3	4.1	4.3
1990 .....	103.9	104.2	106.7	107.6	1.0	.3	2.4	.8	4.6	4.2	4.2	4.6
1991 .....	109.3	110.1	112.0	112.7	1.6	.7	1.7	.6	5.2	5.7	5.0	4.7
1992 .....	113.2	113.7	114.9	115.5	.4	.4	1.1	.5	3.6	3.3	2.6	2.5
1993 .....	116.3	117.1	118.3	118.9	.7	.7	1.0	.5	2.7	3.0	3.0	2.9
1994 .....	119.7	120.4	122.7	123.3	.7	.6	1.9	.5	2.9	2.8	3.7	3.7
1995 .....	124.6	125.2	126.6	127.3	1.1	.5	1.1	.6	4.1	4.0	3.2	3.2
1996 .....	128.1	128.6	130.1	131.0	.6	.4	1.2	.7	2.8	2.7	2.8	2.9
1997 .....	132.4	132.4	134.2	135.2	1.1	.0	1.4	.7	3.4	3.0	3.2	3.2
<b>Service industries:</b>												
1981 .....	—	62.8	66.2	67.5	—	—	5.4	2.0	—	—	—	—
1982 .....	68.0	68.3	71.7	71.9	.7	.4	5.0	.3	—	8.8	8.3	6.5
1983 .....	72.5	72.8	75.2	75.7	.8	.4	3.3	.7	6.6	6.6	4.9	5.3
1984 .....	76.7	76.9	79.8	80.4	1.3	.3	3.8	.8	5.8	5.6	6.1	6.2
1985 .....	81.2	81.4	84.4	85.1	1.0	.2	3.7	.8	5.9	5.9	5.8	5.8
1986 .....	85.9	86.1	89.2	90.0	.9	.2	3.6	.9	5.8	5.8	5.7	5.8
1987 .....	90.3	90.5	93.0	93.8	.3	.2	2.8	.9	5.1	5.1	4.3	4.2
1988 .....	94.6	94.9	97.7	98.9	.9	.3	3.0	1.2	4.8	4.9	5.1	5.4
1989 .....	99.6	100.0	103.6	104.3	.7	.4	3.6	.7	5.3	5.4	6.0	5.5
1990 .....	105.5	106.0	109.5	110.3	1.2	.5	3.3	.7	5.9	6.0	5.7	5.8
1991 .....	111.3	111.5	113.7	114.1	.9	.2	2.0	.4	5.5	5.2	3.8	3.4
1992 .....	114.4	114.7	116.9	117.5	.3	.3	1.9	.5	2.8	2.9	2.8	3.0
1993 .....	118.1	118.2	120.3	120.6	.5	.1	1.8	.2	3.2	3.1	2.9	2.6
1994 .....	121.1	121.3	123.6	124.2	.4	.2	1.9	.5	2.5	2.6	2.7	3.0
1995 .....	124.9	125.1	127.6	128.2	.6	.2	2.0	.5	3.1	3.1	3.2	3.2
1996 .....	128.6	128.9	131.2	131.9	.3	.2	1.8	.5	3.0	3.0	2.8	2.9
1997 .....	132.1	132.2	134.7	135.3	.2	.1	1.9	.4	2.7	2.6	2.7	2.6
<b>Service industries, excluding schools<sup>1,2</sup>:</b>												
1981 .....	—	66.0	69.0	70.8	—	—	4.5	2.6	—	—	—	—
1982 .....	71.8	72.3	75.4	75.8	1.4	.7	4.3	.5	—	9.5	9.3	7.1
1983 .....	76.9	77.7	79.0	79.6	1.5	1.0	1.7	.8	7.1	7.5	4.8	5.0
1984 .....	80.5	81.3	82.6	83.1	1.1	1.0	1.6	.6	4.7	4.6	4.6	4.4
1985 .....	84.3	84.5	85.9	86.4	1.4	.2	1.7	.6	4.7	3.9	4.0	4.0

See footnotes at end of table.

**Table 9. Wages and salaries, State and local government workers: Employment Cost Index by occupational and industry group, 1981-97**

(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended—				12 months ended—			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
<b>Service industries, excluding schools<sup>1,2</sup>:</b>												
1986 .....	87.4	88.0	89.6	90.6	1.2	0.7	1.8	1.1	3.7	4.1	4.3	4.9
1987 .....	91.5	92.0	93.2	93.9	1.0	.5	1.3	.8	4.7	4.5	4.0	3.6
1988 .....	95.4	95.5	97.3	98.2	1.6	.1	1.9	.9	4.3	3.8	4.4	4.6
1989 .....	99.1	100.0	102.5	103.0	.9	.9	2.5	.5	3.9	4.7	5.3	4.9
1990 .....	105.4	106.4	108.8	109.6	2.3	.9	2.3	.7	6.4	6.4	6.1	6.4
1991 .....	111.4	111.4	113.5	114.2	1.6	.0	1.9	.6	5.7	4.7	4.3	4.2
1992 .....	114.8	115.2	116.4	117.4	.5	.3	1.0	.9	3.1	3.4	2.6	2.8
1993 .....	118.4	118.7	120.1	120.4	.9	.3	1.2	.2	3.1	3.0	3.2	2.6
1994 .....	121.3	121.9	123.2	124.0	.7	.5	1.1	.6	2.4	2.7	2.6	3.0
1995 .....	125.0	125.5	126.9	127.4	.8	.4	1.1	.4	3.1	3.0	3.0	2.7
1996 .....	128.2	128.7	130.1	130.5	.6	.4	1.1	.3	2.6	2.5	2.5	2.4
1997 .....	131.2	131.6	133.3	134.4	.5	.3	1.3	.8	2.3	2.3	2.5	3.0
<b>Health services:</b>												
1985 .....	83.3	83.3	85.5	85.8	—	.0	2.6	.4	—	—	—	—
1986 .....	86.3	86.9	88.8	89.3	.6	.7	2.2	.6	3.6	4.3	3.9	4.1
1987 .....	89.9	90.5	92.3	93.2	.7	.7	2.0	1.0	4.2	4.1	3.9	4.4
1988 .....	93.8	94.4	96.7	97.7	.6	.6	2.4	1.0	4.3	4.3	4.8	4.8
1989 .....	98.9	100.0	102.7	103.7	1.2	1.1	2.7	1.0	5.4	5.9	6.2	6.1
1990 .....	105.5	106.1	108.9	109.7	1.7	.6	2.6	.7	6.7	6.1	6.0	5.8
1991 .....	111.1	111.7	113.0	114.0	1.3	.5	1.2	.9	5.3	5.3	3.8	3.9
1992 .....	114.9	115.7	116.7	117.4	.8	.7	.9	.6	3.4	3.6	3.3	3.0
1993 .....	118.1	118.8	120.4	121.0	.6	.6	1.3	.5	2.8	2.7	3.2	3.1
1994 .....	121.9	122.9	124.7	125.3	.7	.8	1.5	.5	3.2	3.5	3.6	3.6
1995 .....	126.0	126.6	127.9	128.6	.6	.5	1.0	.5	3.4	3.0	2.6	2.6
1996 .....	129.3	129.9	131.1	131.4	.5	.5	.9	.2	2.6	2.6	2.5	2.2
1997 .....	132.1	132.6	133.9	135.3	.5	.4	1.0	1.0	2.2	2.1	2.1	3.0
<b>Hospitals:</b>												
1988 .....	94.0	94.8	97.0	97.9	—	.9	2.3	.9	—	—	—	—
1989 .....	98.7	100.0	102.9	103.8	.8	1.3	2.9	.9	5.0	5.5	6.1	6.0
1990 .....	105.0	105.9	108.6	109.8	1.2	.9	2.5	1.1	6.4	5.9	5.5	5.8
1991 .....	110.7	111.3	112.9	114.1	.8	.5	1.4	1.1	5.4	5.1	4.0	3.9
1992 .....	114.5	115.2	116.5	117.1	.4	.6	1.1	.5	3.4	3.5	3.2	2.6
1993 .....	117.6	118.2	119.9	120.7	.4	.5	1.4	.7	2.7	2.6	2.9	3.1
1994 .....	121.2	122.0	124.2	125.1	.4	.7	1.8	.7	3.1	3.2	3.6	3.6
1995 .....	125.8	126.3	127.6	128.4	.6	.4	1.0	.6	3.8	3.5	2.7	2.6
1996 .....	129.1	129.7	130.9	131.3	.5	.5	.9	.3	2.6	2.7	2.6	2.3
1997 .....	131.9	132.4	133.7	135.2	.5	.4	1.0	1.1	2.2	2.1	2.1	3.0
<b>Educational services:</b>												
1989 .....	99.6	100.0	103.8	104.5	—	.4	3.8	.7	—	—	—	—
1990 .....	105.5	106.0	109.7	110.5	1.0	.5	3.5	.7	5.9	6.0	5.7	5.7
1991 .....	111.3	111.5	113.8	114.1	.7	.2	2.1	.3	5.5	5.2	3.7	3.3
1992 .....	114.3	114.6	116.9	117.6	.2	.3	2.0	.6	2.7	2.8	2.7	3.1
1993 .....	118.0	118.1	120.3	120.6	.3	.1	1.9	.2	3.2	3.1	2.9	2.6
1994 .....	120.9	121.1	123.6	124.2	.2	.2	2.1	.5	2.5	2.5	2.7	3.0
1995 .....	124.8	124.9	127.7	128.3	.5	.1	2.2	.5	3.2	3.1	3.3	3.3
1996 .....	128.5	128.8	131.3	132.0	.2	.2	1.9	.5	3.0	3.1	2.8	2.9
1997 .....	132.1	132.2	134.8	135.3	.1	.1	2.0	.4	2.8	2.6	2.7	2.5
<b>Schools:</b>												
1981 .....	—	61.8	65.4	66.6	—	—	5.8	1.8	—	—	—	—
1982 .....	67.0	67.1	70.6	70.8	.6	.1	5.2	.3	—	8.6	8.0	6.3
1983 .....	71.2	71.4	74.1	74.6	.6	.3	3.8	.7	6.3	6.4	5.0	5.4
1984 .....	75.6	75.6	79.0	79.6	1.3	.0	4.5	.8	6.2	5.9	6.6	6.7
1985 .....	80.3	80.5	84.0	84.7	.9	.2	4.3	.8	6.2	6.5	6.3	6.4
1986 .....	85.3	85.5	89.1	89.7	.7	.2	4.2	.7	6.2	6.2	6.1	5.9
1987 .....	90.0	90.0	92.9	93.9	.3	.0	3.2	1.1	5.5	5.3	4.3	4.7
1988 .....	94.4	94.6	97.7	99.1	.5	.2	3.3	1.4	4.9	5.1	5.2	5.5
1989 .....	99.7	100.0	104.0	104.7	.6	.3	4.0	.7	5.6	5.7	6.4	5.7
1990 .....	105.5	105.9	109.7	110.5	.8	.4	3.6	.7	5.8	5.9	5.5	5.5
1991 .....	111.2	111.5	113.7	114.0	.6	.3	2.0	.3	5.4	5.3	3.6	3.2
1992 .....	114.3	114.6	117.0	117.5	.3	.3	2.1	.4	2.8	2.8	2.9	3.1
1993 .....	117.9	118.0	120.3	120.7	.3	.1	1.9	.3	3.1	3.0	2.8	2.7
1994 .....	121.0	121.2	123.8	124.3	.2	.2	2.1	.4	2.6	2.7	2.9	3.0
1995 .....	125.0	125.1	127.8	128.4	.6	.1	2.2	.5	3.3	3.2	3.2	3.3
1996 .....	128.7	128.9	131.4	132.2	.2	.2	1.9	.6	3.0	3.0	2.8	3.0

See footnotes at end of table.

**Table 9. Wages and salaries, State and local government workers: Employment Cost Index by occupational and industry group, 1981-97**

(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for								
	March	June	Sept.	Dec.	3 months ended—				12 months ended—				
					March	June	Sept.	Dec.	March	June	Sept.	Dec.	
Schools:													
1997 .....	132.2	132.3	134.9	135.5	0.0	0.1	2.0	0.4	2.7	2.6	2.7	2.5	
Elementary and secondary schools:													
1981 .....	—	61.2	64.9	66.1	—	—	6.0	1.8	—	—	—	—	
1982 .....	66.6	66.6	70.4	70.5	.8	.0	5.7	.1	—	8.8	8.5	6.7	
1983 .....	70.8	70.9	74.2	74.5	.4	.1	4.7	.4	6.3	6.5	5.4	5.7	
1984 .....	75.3	75.3	79.2	79.7	1.1	.0	5.2	.6	6.4	6.2	6.7	7.0	
1985 .....	80.1	80.3	84.2	84.8	.5	.2	4.9	.7	6.4	6.6	6.3	6.4	
1986 .....	85.4	85.4	89.2	89.7	.7	.0	4.4	.6	6.6	6.4	5.9	5.8	
1987 .....	89.7	89.8	93.1	93.9	.0	.1	3.7	.9	5.0	5.2	4.4	4.7	
1988 .....	94.3	94.5	97.8	99.3	.4	.2	3.5	1.5	5.1	5.2	5.0	5.8	
1989 .....	99.7	100.0	104.2	104.9	.4	.3	4.2	.7	5.7	5.8	6.5	5.6	
1990 .....	105.5	105.9	110.1	110.9	.6	.4	4.0	.7	5.8	5.9	5.7	5.7	
1991 .....	111.6	111.7	114.3	114.7	.6	.1	2.3	.3	5.8	5.5	3.8	3.4	
1992 .....	114.9	115.3	117.9	118.5	.2	.3	2.3	.5	3.0	3.2	3.1	3.3	
1993 .....	118.7	118.8	121.1	121.6	.2	.1	1.9	.4	3.3	3.0	2.7	2.6	
1994 .....	121.7	121.8	124.5	124.9	.1	.1	2.2	.3	2.5	2.5	2.8	2.7	
1995 .....	125.5	125.8	128.7	129.2	.5	.2	2.3	.4	3.1	3.3	3.4	3.4	
1996 .....	129.3	129.5	132.0	132.4	.1	.2	1.9	.3	3.0	2.9	2.6	2.5	
1997 .....	132.4	132.6	135.3	135.7	.0	.2	2.0	.3	2.4	2.4	2.5	2.5	
Colleges and universities:													
1989 .....	99.6	100.0	102.9	104.1	—	.4	2.9	1.2	—	—	—	—	
1990 .....	105.6	105.9	108.4	109.2	1.4	.3	2.4	.7	6.0	5.9	5.3	4.9	
1991 .....	110.2	111.0	112.0	112.0	.9	.7	.9	.0	4.4	4.8	3.3	2.6	
1992 .....	112.3	112.3	114.1	114.3	.3	.0	1.6	.2	1.9	1.2	1.9	2.1	
1993 .....	115.5	115.6	117.8	117.7	1.0	.1	1.9	-.1	2.8	2.9	3.2	3.0	
1994 .....	118.6	119.2	121.5	122.5	.8	.5	1.9	.8	2.7	3.1	3.1	4.1	
1995 .....	123.2	122.9	125.0	125.9	.6	-.2	1.7	.7	3.9	3.1	2.9	2.8	
1996 .....	126.8	127.1	129.8	131.2	.7	.2	2.1	1.1	2.9	3.4	3.8	4.2	
1997 .....	131.5	131.4	133.6	134.6	.2	-.1	1.7	.7	3.7	3.4	2.9	2.6	
Public administration:													
1981 .....	—	65.9	68.4	69.5	—	—	3.8	1.6	—	—	—	—	
1982 .....	70.8	71.4	73.7	74.2	1.9	.8	3.2	.7	—	8.3	7.7	6.8	
1983 .....	75.5	76.0	77.9	78.7	1.8	.7	2.5	1.0	6.6	6.4	5.7	6.1	
1984 .....	79.3	79.9	81.9	82.8	.8	.8	2.5	1.1	5.0	5.1	5.1	5.2	
1985 .....	83.7	83.8	86.6	87.0	1.1	.1	3.3	.5	5.5	4.9	5.7	5.1	
1986 .....	88.1	88.7	90.6	91.0	1.3	.7	2.1	.4	5.3	5.8	4.6	4.6	
1987 .....	92.6	92.9	93.9	94.7	1.8	.3	1.1	.9	5.1	4.7	3.6	4.1	
1988 .....	95.8	96.4	98.1	98.4	1.2	.6	1.8	.3	3.5	3.8	4.5	3.9	
1989 .....	99.4	100.0	102.1	102.8	1.0	.6	2.1	.7	3.8	3.7	4.1	4.5	
1990 .....	104.3	104.6	106.5	107.3	1.5	.3	1.8	.8	4.9	4.6	4.3	4.4	
1991 .....	109.1	109.5	110.6	110.9	1.7	.4	1.0	.3	4.6	4.7	3.8	3.4	
1992 .....	111.9	112.4	113.1	113.6	.9	.4	.6	.4	2.6	2.6	2.3	2.4	
1993 .....	114.4	114.9	115.9	116.6	.7	.4	.9	.6	2.2	2.2	2.5	2.6	
1994 .....	117.9	118.5	119.9	120.6	1.1	.5	1.2	.6	3.1	3.1	3.5	3.4	
1995 .....	121.9	122.3	123.2	124.1	1.1	.3	.7	.7	3.4	3.2	2.8	2.9	
1996 .....	124.9	125.3	126.6	127.7	.6	.3	1.0	.9	2.5	2.5	2.8	2.9	
1997 .....	128.9	129.0	130.3	131.4	.9	.1	1.0	.8	3.2	3.0	2.9	2.9	

<sup>1</sup> This series may be discontinued with the September 1998 news release.

<sup>2</sup> Formerly called hospitals and other services.  
 — Data not available.

**Table 10. Wages and salaries, private industry workers: Employment Cost Index by occupational and industry group, 1975-97**

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended-				12 months ended-			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
<b>Private industry<sup>1</sup>:</b>												
1975 .....	-	-	45.0	45.9	-	-	-	2.0	-	-	-	-
1976 .....	46.7	47.5	48.2	49.2	1.7	1.7	1.5	2.1	-	-	7.1	7.2
1977 .....	49.9	50.8	51.7	52.6	1.4	1.8	1.8	1.7	6.9	6.9	7.3	6.9
1978 .....	53.6	54.7	55.8	56.6	1.9	2.1	2.0	1.4	7.4	7.7	7.9	7.6
1979 .....	57.7	58.9	60.1	61.5	1.9	2.1	2.0	2.3	7.6	7.7	7.7	8.7
1980 .....	63.0	64.3	65.8	67.1	2.4	2.1	2.3	2.0	9.2	9.2	9.5	9.1
1981 .....	68.9	70.3	71.7	73.0	2.7	2.0	2.0	1.8	9.4	9.3	9.0	8.8
1982 .....	74.5	75.3	76.7	77.6	2.1	1.1	1.9	1.2	8.1	7.1	7.0	6.3
1983 .....	78.5	79.4	80.5	81.4	1.2	1.1	1.4	1.1	5.4	5.4	5.0	4.9
1984 .....	82.4	83.1	83.8	84.8	1.2	.8	.8	1.2	5.0	4.7	4.1	4.2
1985 .....	85.8	86.7	87.8	88.3	1.2	1.0	1.3	.6	4.1	4.3	4.8	4.1
1986 .....	89.2	89.9	90.6	91.1	1.0	.8	.8	.6	4.0	3.7	3.2	3.2
1987 .....	92.0	92.6	93.5	94.1	1.0	.7	1.0	.6	3.1	3.0	3.2	3.3
1988 .....	95.0	96.1	97.0	98.0	1.0	1.2	.9	1.0	3.3	3.8	3.7	4.1
1989 .....	99.0	100.0	101.2	102.0	1.0	1.0	1.2	.8	4.2	4.1	4.3	4.1
1990 .....	103.2	104.5	105.4	106.1	1.2	1.3	.9	.7	4.2	4.5	4.2	4.0
1991 .....	107.3	108.4	109.3	110.0	1.1	1.0	.8	.6	4.0	3.7	3.7	3.7
1992 .....	110.9	111.6	112.2	112.9	.8	.6	.5	.6	3.4	3.0	2.7	2.6
1993 .....	113.9	114.6	115.7	116.4	.9	.6	1.0	.6	2.7	2.7	3.1	3.1
1994 .....	117.2	118.1	119.1	119.7	.7	.8	.8	.5	2.9	3.1	2.9	2.8
1995 .....	120.6	121.5	122.4	123.1	.8	.7	.7	.6	2.9	2.9	2.8	2.8
1996 .....	124.4	125.6	126.5	127.3	1.1	1.0	.7	.6	3.2	3.4	3.3	3.4
1997 .....	128.6	129.7	131.0	132.3	1.0	.9	1.0	1.0	3.4	3.3	3.6	3.9
<b>Private industry, excluding sales occupations:</b>												
1975 .....	-	-	44.9	45.8	-	-	-	2.0	-	-	-	-
1976 .....	46.6	47.4	48.1	49.0	1.7	1.7	1.5	1.9	-	-	7.1	7.0
1977 .....	49.8	50.7	51.6	52.4	1.6	1.8	1.8	1.6	6.9	7.0	7.3	6.9
1978 .....	53.5	54.5	55.6	56.4	2.1	1.9	2.0	1.4	7.4	7.5	7.8	7.6
1979 .....	57.7	58.7	60.0	61.4	2.3	1.7	2.2	2.3	7.9	7.7	7.9	8.9
1980 .....	63.1	64.4	65.8	67.0	2.8	2.1	2.2	1.8	9.4	9.7	9.7	9.1
1981 .....	68.9	70.2	71.9	73.0	2.8	1.9	2.4	1.5	9.2	9.0	9.3	9.0
1982 .....	74.6	75.5	76.8	77.7	2.2	1.2	1.7	1.2	8.3	7.5	6.8	6.4
1983 .....	78.7	79.6	80.8	81.5	1.3	1.1	1.5	.9	5.5	5.4	5.2	4.9
1984 .....	82.7	83.4	84.2	85.3	1.5	.8	1.0	1.3	5.1	4.8	4.2	4.7
1985 .....	86.0	86.9	88.1	88.4	.8	1.0	1.4	.3	4.0	4.2	4.6	3.6
1986 .....	89.3	90.0	90.6	91.2	1.0	.8	.7	.7	3.8	3.6	2.8	3.2
1987 .....	92.1	92.7	93.8	94.5	1.0	.7	1.2	.7	3.1	3.0	3.5	3.6
1988 .....	95.4	96.3	97.3	98.0	1.0	.9	1.0	.7	3.6	3.9	3.7	3.7
1989 .....	99.1	100.0	101.1	101.9	1.1	.9	1.1	.8	3.9	3.8	3.9	4.0
1990 .....	103.2	104.4	105.4	106.2	1.3	1.2	1.0	.8	4.1	4.4	4.3	4.2
1991 .....	107.4	108.4	109.4	110.2	1.1	.9	.9	.7	4.1	3.8	3.8	3.8
1992 .....	111.1	111.8	112.5	113.2	.8	.6	.6	.6	3.4	3.1	2.8	2.7
1993 .....	114.2	115.0	115.9	116.6	.9	.7	.8	.6	2.8	2.9	3.0	3.0
1994 .....	117.5	118.3	119.4	120.0	.8	.7	.9	.5	2.9	2.9	3.0	2.9
1995 .....	121.0	121.8	122.6	123.4	.8	.7	.7	.7	3.0	3.0	2.7	2.8
1996 .....	124.7	125.7	126.8	127.5	1.1	.8	.9	.6	3.1	3.2	3.4	3.3
1997 .....	128.6	129.9	131.2	132.4	.9	1.0	1.0	.9	3.1	3.3	3.5	3.8
<b>White-collar occupations:</b>												
1975 .....	-	-	44.3	44.9	-	-	-	1.4	-	-	-	-
1976 .....	45.8	46.4	47.0	47.9	2.0	1.3	1.3	1.9	-	-	6.1	6.7
1977 .....	48.5	49.3	50.2	51.1	1.3	1.6	1.8	1.8	5.9	6.3	6.8	6.7
1978 .....	52.0	53.1	54.1	54.7	1.8	2.1	1.9	1.1	7.2	7.7	7.8	7.0
1979 .....	55.8	56.8	58.0	59.5	2.0	1.8	2.1	2.6	7.3	7.0	7.2	8.8
1980 .....	60.9	62.1	63.3	64.6	2.4	2.0	1.9	2.1	9.1	9.3	9.1	8.6
1981 .....	66.6	67.9	69.1	70.5	3.1	2.0	1.8	2.0	9.4	9.3	9.2	9.1
1982 .....	72.1	72.8	74.3	75.1	2.3	1.0	2.1	1.1	8.3	7.2	7.5	6.5
1983 .....	76.2	77.1	78.7	79.6	1.5	1.2	2.1	1.1	5.7	5.9	5.9	6.0
1984 .....	80.4	81.4	82.1	83.0	1.0	1.2	.9	1.1	5.5	5.6	4.3	4.3
1985 .....	84.2	85.2	86.4	87.1	1.4	1.2	1.4	.8	4.7	4.7	5.2	4.9
1986 .....	88.0	89.0	89.6	90.1	1.0	1.1	.7	.6	4.5	4.5	3.7	3.4
1987 .....	91.4	91.9	93.0	93.4	1.4	.5	1.2	.4	3.9	3.3	3.8	3.7
1988 .....	94.4	95.6	96.7	97.8	1.1	1.3	1.2	1.1	3.3	4.0	4.0	4.7
1989 .....	99.0	100.0	101.4	102.4	1.2	1.0	1.4	1.0	4.9	4.6	4.9	4.7
1990 .....	103.6	104.9	106.0	106.6	1.2	1.3	1.0	.6	4.6	4.9	4.5	4.1
1991 .....	107.9	109.1	110.1	110.7	1.2	1.1	.9	.5	4.2	4.0	3.9	3.8
1992 .....	111.7	112.3	112.9	113.7	.9	.5	.5	.7	3.5	2.9	2.5	2.7
1993 .....	114.7	115.5	116.7	117.5	.9	.7	1.0	.7	2.7	2.8	3.4	3.3

See footnotes at end of table.

**Table 10. Wages and salaries, private industry workers: Employment Cost Index by occupational and industry group, 1975-97**

(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended—				12 months ended—			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
<b>White-collar occupations:</b>												
1994 .....	118.3	119.3	120.2	120.8	0.7	0.8	0.8	0.5	3.1	3.3	3.0	2.8
1995 .....	121.7	122.7	123.6	124.3	.7	.8	.7	.6	2.9	2.8	2.8	2.9
1996 .....	125.8	127.0	128.0	128.7	1.2	1.0	.8	.5	3.4	3.5	3.6	3.5
1997 .....	130.2	131.3	132.7	134.2	1.2	.8	1.1	1.1	3.5	3.4	3.7	4.3
<b>White-collar occupations, excluding sales:</b>												
1975 .....	—	—	43.9	44.6	—	—	—	1.6	—	—	—	—
1976 .....	45.3	46.0	46.7	47.4	1.6	1.5	1.5	1.5	—	—	6.4	6.3
1977 .....	48.2	48.9	49.8	50.5	1.7	1.5	1.8	1.4	6.4	6.3	6.6	6.5
1978 .....	51.5	52.3	53.2	54.0	2.0	1.6	1.7	1.5	6.8	7.0	6.8	6.9
1979 .....	55.2	56.0	57.4	58.6	2.2	1.4	2.5	2.1	7.2	7.1	7.9	8.5
1980 .....	60.3	61.4	62.8	63.9	2.9	1.8	2.3	1.8	9.2	9.6	9.4	9.0
1981 .....	66.1	67.1	68.9	70.0	3.4	1.5	2.7	1.6	9.6	9.3	9.7	9.5
1982 .....	71.8	72.8	74.0	74.8	2.6	1.4	1.6	1.1	8.6	8.5	7.4	6.9
1983 .....	76.2	77.1	78.8	79.5	1.9	1.2	2.2	.9	6.1	5.9	6.5	6.3
1984 .....	80.7	81.5	82.5	83.5	1.5	1.0	1.2	1.2	5.9	5.7	4.7	5.0
1985 .....	84.3	85.3	86.4	86.8	1.0	1.2	1.3	.5	4.5	4.7	4.7	4.0
1986 .....	88.0	88.9	89.5	90.1	1.4	1.0	.7	.7	4.4	4.2	3.6	3.8
1987 .....	91.4	92.0	93.4	94.0	1.4	.7	1.5	.6	3.9	3.5	4.4	4.3
1988 .....	95.0	95.9	97.1	98.0	1.1	.9	1.3	.9	3.9	4.2	4.0	4.3
1989 .....	99.2	100.0	101.2	102.1	1.2	.8	1.2	.9	4.4	4.3	4.2	4.2
1990 .....	103.7	104.8	106.2	106.9	1.6	1.1	1.3	.7	4.5	4.8	4.9	4.7
1991 .....	108.2	109.2	110.5	111.3	1.2	.9	1.2	.7	4.3	4.2	4.0	4.1
1992 .....	112.1	112.8	113.7	114.4	.7	.6	.8	.6	3.6	3.3	2.9	2.8
1993 .....	115.7	116.4	117.4	118.2	1.1	.6	.9	.7	3.2	3.2	3.3	3.3
1994 .....	119.0	119.9	121.0	121.7	.7	.8	.9	.6	2.9	3.0	3.1	3.0
1995 .....	122.8	123.4	124.3	125.2	.9	.5	.7	.7	3.2	2.9	2.7	2.9
1996 .....	126.7	127.6	129.0	129.4	1.2	.7	1.1	.3	3.2	3.4	3.8	3.4
1997 .....	130.8	132.0	133.4	134.8	1.1	.9	1.1	1.0	3.2	3.4	3.4	4.2
<b>Professional specialty and technical occupations:</b>												
1975 .....	—	—	42.4	43.1	—	—	—	1.7	—	—	—	—
1976 .....	43.7	44.2	45.0	45.8	1.4	1.1	1.8	1.8	—	—	6.1	6.3
1977 .....	46.5	47.2	48.1	48.8	1.5	1.5	1.9	1.5	6.4	6.8	6.9	6.6
1978 .....	49.6	50.3	51.3	52.1	1.6	1.4	2.0	1.6	6.7	6.6	6.7	6.8
1979 .....	53.1	53.7	55.2	56.7	1.9	1.1	2.8	2.7	7.1	6.8	7.6	8.8
1980 .....	58.6	59.7	61.3	62.7	3.4	1.9	2.7	2.3	10.4	11.2	11.1	10.6
1981 .....	64.6	65.7	67.9	69.4	3.0	1.7	3.3	2.2	10.2	10.1	10.8	10.7
1982 .....	71.0	71.9	73.5	74.2	2.3	1.3	2.2	1.0	9.9	9.4	8.2	6.9
1983 .....	75.5	76.2	78.8	79.2	1.8	.9	3.4	.5	6.3	6.0	7.2	6.7
1984 .....	80.3	81.4	82.3	83.7	1.4	1.4	1.1	1.7	6.4	6.8	4.4	5.7
1985 .....	84.0	84.6	86.3	86.5	.4	.7	2.0	.2	4.6	3.9	4.9	3.3
1986 .....	87.2	88.1	89.0	89.7	.8	1.0	1.0	.8	3.8	4.1	3.1	3.7
1987 .....	91.0	91.5	92.8	93.8	1.4	.5	1.4	1.1	4.4	3.9	4.3	4.6
1988 .....	94.7	95.9	97.4	97.9	1.0	1.3	1.6	.5	4.1	4.8	5.0	4.4
1989 .....	99.3	100.0	101.6	102.5	1.4	.7	1.6	.9	4.9	4.3	4.3	4.7
1990 .....	104.1	104.8	106.5	107.5	1.6	.7	1.6	.9	4.8	4.8	4.8	4.9
1991 .....	108.6	109.5	111.1	112.0	1.0	.8	1.5	.8	4.3	4.5	4.3	4.2
1992 .....	113.0	114.0	115.3	116.0	.9	.9	1.1	.6	4.1	4.1	3.8	3.6
1993 .....	117.1	117.9	118.9	119.5	.9	.7	.8	.5	3.6	3.4	3.1	3.0
1994 .....	120.4	121.3	122.2	123.0	.8	.7	.7	.7	2.8	2.9	2.8	2.9
1995 .....	123.7	124.4	125.3	126.1	.6	.6	.7	.6	2.7	2.6	2.5	2.5
1996 .....	127.8	128.8	129.6	129.9	1.3	.8	.6	.2	3.3	3.5	3.4	3.0
1997 .....	131.0	132.4	133.7	134.8	.8	1.1	1.0	.8	2.5	2.8	3.2	3.8
<b>Executive, administrative, and managerial occupations:</b>												
1975 .....	—	—	45.9	46.4	—	—	—	1.1	—	—	—	—
1976 .....	47.0	48.1	48.5	49.0	1.3	2.3	.8	1.0	—	—	5.7	5.6
1977 .....	50.0	51.1	51.7	52.1	2.0	2.2	1.2	.8	6.4	6.2	6.6	6.3
1978 .....	53.3	54.2	55.0	55.8	2.3	1.7	1.5	1.5	6.6	6.1	6.4	7.1
1979 .....	57.2	58.0	59.1	59.9	2.5	1.4	1.9	1.4	7.3	7.0	7.5	7.3
1980 .....	61.5	62.5	63.5	64.3	2.7	1.6	1.6	1.3	7.5	7.8	7.4	7.3
1981 .....	66.9	67.9	69.0	69.8	4.0	1.5	1.6	1.2	8.8	8.6	8.7	8.6
1982 .....	71.8	72.8	73.7	74.2	2.9	1.4	1.2	.7	7.3	7.2	6.8	6.3
1983 .....	76.0	77.4	77.9	78.5	2.4	1.8	.6	.8	5.8	6.3	5.7	5.8
1984 .....	80.1	80.9	82.1	83.0	2.0	1.0	1.5	1.1	5.4	4.5	5.4	5.7
1985 .....	84.0	85.9	86.7	87.2	1.2	2.3	.9	.6	4.9	6.2	5.6	5.1

See footnotes at end of table.



**Table 10. Wages and salaries, private industry workers: Employment Cost Index by occupational and industry group, 1975-97**

(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended—				12 months ended—			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
<b>Executive, administrative, and managerial occupations:</b>												
1986 .....	88.6	89.7	89.9	90.6	1.6	1.2	0.2	0.8	5.5	4.4	3.7	3.9
1987 .....	92.1	92.6	94.1	94.5	1.7	.5	1.6	.4	4.0	3.2	4.7	4.3
1988 .....	95.0	95.9	96.7	98.0	.5	.9	.8	1.3	3.1	3.6	2.8	3.7
1989 .....	99.3	100.0	100.8	101.5	1.3	.7	.8	.7	4.5	4.3	4.2	3.6
1990 .....	103.3	104.9	106.2	106.9	1.8	1.5	1.2	.7	4.0	4.9	5.4	5.3
1991 .....	108.2	109.4	110.6	111.4	1.2	1.1	1.1	.7	4.7	4.3	4.1	4.2
1992 .....	111.6	112.0	112.5	113.2	.2	.4	.4	.6	3.1	2.4	1.7	1.6
1993 .....	114.7	115.3	116.2	117.0	1.3	.5	.8	.7	2.8	2.9	3.3	3.4
1994 .....	117.8	118.8	120.0	120.5	.7	.8	1.0	.4	2.7	3.0	3.3	3.0
1995 .....	121.9	122.5	123.4	124.4	1.2	.5	.7	.8	3.5	3.1	2.8	3.2
1996 .....	125.9	126.8	128.9	129.3	1.2	.7	1.7	.3	3.3	3.5	4.5	3.9
1997 .....	131.0	132.1	133.6	135.8	1.3	.8	1.1	1.6	4.1	4.2	3.6	5.0
<b>Sales occupations<sup>2</sup>:</b>												
1977 .....	50.5	51.3	52.2	54.3	—	1.6	1.8	4.0	—	—	—	—
1978 .....	54.5	57.4	58.8	58.9	.4	5.3	2.4	.2	7.9	11.9	12.6	8.5
1979 .....	58.8	61.2	61.6	64.1	-2	4.1	.7	4.1	7.9	6.6	4.8	8.8
1980 .....	63.8	65.4	66.5	68.3	-5	2.5	1.7	2.7	8.5	6.9	8.0	6.6
1981 .....	69.4	72.1	70.7	73.5	1.6	3.9	-1.9	4.0	8.8	10.2	6.3	7.6
1982 .....	73.7	73.4	75.3	76.6	.3	-4	2.6	1.7	6.2	1.8	6.5	4.2
1983 .....	76.2	77.2	78.2	80.2	-5	1.3	1.3	2.6	3.4	5.2	3.9	4.7
1984 .....	79.5	80.7	79.7	80.5	-9	1.5	-1.2	1.0	4.3	4.5	1.9	.4
1985 .....	83.9	84.6	86.0	88.3	4.2	.8	1.7	2.7	5.5	4.8	7.9	9.7
1986 .....	88.2	89.6	90.3	90.1	-1	1.6	.8	-2	5.1	5.9	5.0	2.0
1987 .....	91.3	91.6	91.6	90.9	1.3	.3	.0	-8	3.5	2.2	1.4	.9
1988 .....	91.9	94.3	94.8	96.9	1.1	2.6	.5	2.2	.7	2.9	3.5	6.6
1989 .....	98.6	100.0	102.1	103.7	1.8	1.4	2.1	1.6	7.3	6.0	7.7	7.0
1990 .....	103.3	105.3	105.4	105.2	-4	1.9	.1	-2	4.8	5.3	3.2	1.4
1991 .....	106.8	108.5	108.2	107.9	1.5	1.6	-3	-3	3.4	3.0	2.7	2.6
1992 .....	109.7	110.1	109.7	110.7	1.7	.4	-4	.9	2.7	1.5	1.4	2.6
1993 .....	110.5	111.6	113.8	114.7	-2	1.0	2.0	.8	.7	1.4	3.7	3.6
1994 .....	114.8	116.2	116.5	116.7	.1	1.2	.3	.2	3.9	4.1	2.4	1.7
1995 .....	116.9	119.3	120.5	120.4	.2	2.1	1.0	-1	1.8	2.7	3.4	3.2
1996 .....	122.0	124.4	123.9	125.9	1.3	2.0	-4	1.6	4.4	4.3	2.8	4.6
1997 .....	127.8	128.3	129.8	131.4	1.5	.4	1.2	1.2	4.8	3.1	4.8	4.4
<b>Administrative support, including clerical occupations:</b>												
1975 .....	—	—	43.7	44.4	—	—	—	1.6	—	—	—	—
1976 .....	45.5	46.0	46.9	47.6	2.5	1.1	2.0	1.5	—	—	7.3	7.2
1977 .....	48.4	49.0	50.0	50.9	1.7	1.2	2.0	1.8	6.4	6.5	6.6	6.9
1978 .....	52.0	52.8	53.7	54.4	2.2	1.5	1.7	1.3	7.4	7.8	7.4	6.9
1979 .....	55.9	56.6	58.3	59.5	2.8	1.3	3.0	2.1	7.5	7.2	8.6	9.4
1980 .....	61.3	62.3	63.6	64.9	3.0	1.6	2.1	2.0	9.7	10.1	9.1	9.1
1981 .....	66.9	67.8	69.7	70.7	3.1	1.3	2.8	1.4	9.1	8.8	9.6	8.9
1982 .....	72.6	73.5	74.8	75.7	2.7	1.2	1.8	1.2	8.5	8.4	7.3	7.1
1983 .....	76.9	77.7	79.2	80.3	1.6	1.0	1.9	1.4	5.9	5.7	5.9	6.1
1984 .....	81.3	81.9	82.8	83.4	1.2	.7	1.1	.7	5.7	5.4	4.5	3.9
1985 .....	84.6	85.2	86.2	86.8	1.4	.7	1.2	.7	4.1	4.0	4.1	4.1
1986 .....	87.9	88.7	89.3	90.0	1.3	.9	.7	.8	3.9	4.1	3.6	3.7
1987 .....	91.1	91.9	93.0	93.7	1.2	.9	1.2	.8	3.6	3.6	4.1	4.1
1988 .....	95.1	95.8	97.2	97.8	1.5	.7	1.5	.6	4.4	4.2	4.5	4.4
1989 .....	99.1	100.0	101.1	102.2	1.3	.9	1.1	1.1	4.2	4.4	4.0	4.5
1990 .....	103.6	104.7	105.7	106.4	1.4	1.1	1.0	.7	4.5	4.7	4.5	4.1
1991 .....	107.6	108.6	109.6	110.4	1.1	.9	.9	.7	3.9	3.7	3.7	3.8
1992 .....	111.6	112.4	113.2	114.0	1.1	.7	.7	.7	3.7	3.5	3.3	3.3
1993 .....	115.2	116.1	117.1	118.0	1.1	.8	.9	.8	3.2	3.3	3.4	3.5
1994 .....	119.0	119.9	120.9	121.6	.8	.8	.8	.6	3.3	3.3	3.2	3.1
1995 .....	122.9	123.5	124.3	125.3	1.1	.5	.6	.8	3.3	3.0	2.8	3.0
1996 .....	126.5	127.3	128.5	129.2	1.0	.6	.9	.5	2.9	3.1	3.4	3.1
1997 .....	130.6	131.7	132.9	133.9	1.1	.8	.9	.8	3.2	3.5	3.4	3.6
<b>Blue-collar occupations:</b>												
1975 .....	—	—	46.2	47.0	—	—	—	1.7	—	—	—	—
1976 .....	48.1	49.0	49.9	50.8	2.3	1.9	1.8	1.8	—	—	8.0	8.1
1977 .....	51.7	52.8	53.8	54.7	1.8	2.1	1.9	1.7	7.5	7.8	7.8	7.7
1978 .....	55.7	56.9	58.1	59.2	1.8	2.2	2.1	1.9	7.7	7.8	8.0	8.2
1979 .....	60.3	61.7	62.9	64.5	1.9	2.3	1.9	2.5	8.3	8.4	8.3	9.0
1980 .....	66.0	67.7	69.3	70.7	2.3	2.6	2.4	2.0	9.5	9.7	10.2	9.6

See footnotes at end of table.

**Table 10. Wages and salaries, private industry workers: Employment Cost Index by occupational and industry group, 1975-97**

(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended—				12 months ended—			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
<b>Blue-collar occupations:</b>												
1981 .....	72.2	73.9	75.6	76.7	2.1	2.4	2.3	1.5	9.4	9.2	9.1	8.5
1982 .....	77.8	78.7	80.1	81.0	1.4	1.2	1.8	1.1	7.8	6.5	6.0	5.6
1983 .....	81.8	82.6	83.4	84.1	1.0	1.0	1.0	.8	5.1	5.0	4.1	3.8
1984 .....	85.0	85.6	86.2	87.1	1.1	.7	.7	1.0	3.9	3.6	3.4	3.6
1985 .....	88.0	88.8	89.9	90.1	1.0	.9	1.2	.2	3.5	3.7	4.3	3.4
1986 .....	90.9	91.4	91.9	92.4	.9	.6	.5	.5	3.3	2.9	2.2	2.6
1987 .....	92.8	93.5	94.3	95.2	.4	.8	.9	1.0	2.1	2.3	2.6	3.0
1988 .....	95.9	96.8	97.4	98.2	.7	.9	.6	.8	3.3	3.5	3.3	3.2
1989 .....	99.0	100.0	101.0	101.6	.8	1.0	1.0	.6	3.2	3.3	3.7	3.5
1990 .....	102.7	103.8	104.6	105.2	1.1	1.1	.8	.6	3.7	3.8	3.6	3.5
1991 .....	106.4	107.3	108.0	108.8	1.1	.8	.7	.7	3.6	3.4	3.3	3.4
1992 .....	109.7	110.4	111.1	111.6	.8	.6	.6	.5	3.1	2.9	2.9	2.6
1993 .....	112.5	113.2	114.1	114.8	.8	.6	.8	.6	2.6	2.5	2.7	2.9
1994 .....	115.6	116.5	117.5	118.0	.7	.8	.9	.4	2.8	2.9	3.0	2.8
1995 .....	119.0	120.1	120.8	121.4	.8	.9	.6	.5	2.9	3.1	2.8	2.9
1996 .....	122.5	123.7	124.3	125.1	.9	1.0	.5	.6	2.9	3.0	2.9	3.0
1997 .....	126.0	127.3	128.3	129.1	.7	1.0	.8	.6	2.9	2.9	3.2	3.2
<b>Precision production, craft, and repair occupations:</b>												
1975 .....	—	—	46.0	46.8	—	—	—	1.7	—	—	—	—
1976 .....	47.7	48.7	49.6	50.4	1.9	2.1	1.8	1.6	—	—	7.8	7.7
1977 .....	51.4	52.3	53.6	54.4	2.0	1.8	2.5	1.5	7.8	7.4	8.1	7.9
1978 .....	55.2	56.5	57.8	58.6	1.5	2.4	2.3	1.4	7.4	8.0	7.8	7.7
1979 .....	59.9	61.1	62.5	63.7	2.2	2.0	2.3	1.9	8.5	8.1	8.1	8.7
1980 .....	64.8	66.3	68.2	69.7	1.7	2.3	2.9	2.2	8.2	8.5	9.1	9.4
1981 .....	71.0	72.6	74.7	75.7	1.9	2.3	2.9	1.3	9.6	9.5	9.5	8.6
1982 .....	77.1	78.1	79.5	80.7	1.8	1.3	1.8	1.5	8.6	7.6	6.4	6.6
1983 .....	81.4	82.3	82.9	83.7	.9	1.1	.7	1.0	5.6	5.4	4.3	3.7
1984 .....	84.5	85.1	85.6	86.6	1.0	.7	.6	1.2	3.8	3.4	3.3	3.5
1985 .....	87.7	88.5	89.8	89.8	1.3	.9	1.5	.0	3.8	4.0	4.9	3.7
1986 .....	90.9	91.2	91.9	92.5	1.2	.3	.8	.7	3.6	3.1	2.3	3.0
1987 .....	92.8	93.5	94.5	95.1	.3	.8	1.1	.6	2.1	2.5	2.8	2.8
1988 .....	95.9	96.8	97.2	97.9	.8	.9	.4	.7	3.3	3.5	2.9	2.9
1989 .....	98.8	100.0	101.0	101.6	.9	1.2	1.0	.6	3.0	3.3	3.9	3.8
1990 .....	102.5	103.6	104.4	104.9	.9	1.1	.8	.5	3.7	3.6	3.4	3.2
1991 .....	106.3	107.0	107.8	108.4	1.3	.7	.7	.6	3.7	3.3	3.3	3.3
1992 .....	109.3	110.1	111.0	111.5	.8	.7	.8	.5	2.8	2.9	3.0	2.9
1993 .....	112.4	113.2	114.2	114.7	.8	.7	.9	.4	2.8	2.8	2.9	2.9
1994 .....	115.5	116.5	117.8	117.9	.7	.9	1.1	.1	2.8	2.9	3.2	2.8
1995 .....	118.8	119.9	121.0	121.4	.8	.9	.9	.3	2.9	2.9	2.7	3.0
1996 .....	122.4	123.7	124.2	125.1	.8	1.1	.4	.7	3.0	3.2	2.6	3.0
1997 .....	125.8	127.4	128.2	128.7	.6	1.3	.6	.4	2.8	3.0	3.2	2.9
<b>Machine operators, assemblers, and inspectors:</b>												
1975 .....	—	—	45.2	46.2	—	—	—	2.2	—	—	—	—
1976 .....	47.5	47.9	48.9	50.3	2.8	.8	2.1	2.9	—	—	8.2	8.9
1977 .....	51.1	51.9	52.8	53.9	1.6	1.6	1.7	2.1	7.6	8.4	8.0	7.2
1978 .....	55.2	56.0	57.1	58.4	2.4	1.4	2.0	2.3	8.0	7.9	8.1	8.3
1979 .....	59.5	60.8	61.9	63.7	1.9	2.2	1.8	2.9	7.8	8.6	8.4	9.1
1980 .....	65.8	67.3	68.9	70.3	3.3	2.3	2.4	2.0	10.6	10.7	11.3	10.4
1981 .....	72.0	73.6	75.1	76.6	2.4	2.2	2.0	2.0	9.4	9.4	9.0	9.0
1982 .....	77.6	78.4	79.7	80.4	1.3	1.0	1.7	.9	7.8	6.5	6.1	5.0
1983 .....	80.9	81.8	82.6	83.6	.6	1.1	1.0	1.2	4.3	4.3	3.6	4.0
1984 .....	84.5	85.2	85.8	86.8	1.1	.8	.7	1.2	4.4	4.2	3.9	3.8
1985 .....	87.5	88.4	89.1	89.5	.8	1.0	.8	.4	3.6	3.8	3.8	3.1
1986 .....	90.2	90.9	91.3	91.9	.8	.8	.4	.7	3.1	2.8	2.5	2.7
1987 .....	92.3	93.2	93.8	95.1	.4	1.0	.6	1.4	2.3	2.5	2.7	3.5
1988 .....	95.6	96.5	97.1	98.1	.5	.9	.6	1.0	3.6	3.5	3.5	3.2
1989 .....	99.0	100.0	100.6	101.6	.9	1.0	.6	1.0	3.6	3.6	3.6	3.6
1990 .....	103.0	104.2	104.9	105.8	1.4	1.2	.7	.9	4.0	4.2	4.3	4.1
1991 .....	107.1	108.0	108.7	109.8	1.2	.8	.6	1.0	4.0	3.6	3.6	3.8
1992 .....	110.9	111.6	111.7	112.4	1.0	.6	.1	.6	3.5	3.3	2.8	2.4
1993 .....	113.2	113.8	114.7	115.6	.7	.5	.8	.8	2.1	2.0	2.7	2.8
1994 .....	116.2	117.2	118.0	118.8	.5	.9	.7	.7	2.7	3.0	2.9	2.8
1995 .....	119.6	120.9	121.4	122.3	.7	1.1	.4	.7	2.9	3.2	2.9	2.9
1996 .....	123.4	124.5	125.4	126.4	.9	.9	.7	.8	3.2	3.0	3.3	3.4
1997 .....	127.2	128.5	129.5	130.6	.6	1.0	.8	.8	3.1	3.2	3.3	3.3

See footnotes at end of table.

**Table 10. Wages and salaries, private industry workers: Employment Cost Index by occupational and industry group, 1975-97**

(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended—				12 months ended—			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
<b>Transportation and material moving occupations:</b>												
1975 .....	—	—	48.6	49.4	—	—	—	1.6	—	—	—	—
1976 .....	50.0	52.2	52.6	53.0	1.2	4.4	0.8	.8	—	—	8.2	7.3
1977 .....	53.2	55.4	56.3	56.9	.4	4.1	1.6	1.1	6.4	6.1	7.0	7.4
1978 .....	57.7	60.2	61.1	62.1	1.4	4.3	1.5	1.6	8.5	8.7	8.5	9.1
1979 .....	63.0	65.2	66.8	68.5	1.4	3.5	2.5	2.5	9.2	8.3	9.3	10.3
1980 .....	69.2	71.6	72.6	74.0	1.0	3.5	1.4	1.9	9.8	9.8	8.7	8.0
1981 .....	75.2	77.7	78.5	79.8	1.6	3.3	1.0	1.7	8.7	8.5	8.1	7.8
1982 .....	80.2	80.9	82.4	83.1	.5	.9	1.9	.8	6.6	4.1	5.0	4.1
1983 .....	83.9	85.7	86.0	85.6	1.0	2.1	.4	-.5	4.6	5.9	4.4	3.0
1984 .....	86.8	87.6	88.1	88.6	1.4	.9	.6	.6	3.5	2.2	2.4	3.5
1985 .....	89.0	89.9	91.5	91.5	.5	1.0	1.8	.0	2.5	2.6	3.9	3.3
1986 .....	91.7	92.4	93.1	93.3	.2	.8	.8	.2	3.0	2.8	1.7	2.0
1987 .....	93.6	94.4	95.0	95.5	.3	.9	.6	.5	2.1	2.2	2.0	2.4
1988 .....	96.1	97.4	98.4	98.6	.6	1.4	1.0	.2	2.7	3.2	3.6	3.2
1989 .....	99.3	100.0	101.2	101.2	.7	.7	1.2	.0	3.3	2.7	2.8	2.6
1990 .....	102.0	103.1	103.6	104.1	.8	1.1	.5	.5	2.7	3.1	2.4	2.9
1991 .....	104.5	105.6	106.1	106.7	.4	1.1	.5	.6	2.5	2.4	2.4	2.5
1992 .....	107.4	108.3	109.3	109.7	.7	.8	.9	.4	2.8	2.6	3.0	2.8
1993 .....	110.0	111.2	111.7	112.6	.3	1.1	.4	.8	2.4	2.7	2.2	2.6
1994 .....	113.5	114.0	115.2	115.6	.8	.4	1.1	.3	3.2	2.5	3.1	2.7
1995 .....	117.0	117.8	118.5	118.6	1.2	.7	.6	.1	3.1	3.3	2.9	2.6
1996 .....	120.0	120.6	121.0	121.1	1.2	.5	.3	.1	2.6	2.4	2.1	2.1
1997 .....	122.3	123.0	124.1	125.1	1.0	.6	.9	.8	1.9	2.0	2.6	3.3
<b>Handlers, equipment cleaners, helpers, and laborers:</b>												
1975 .....	—	—	47.1	48.3	—	—	—	2.5	—	—	—	—
1976 .....	49.2	50.2	50.8	52.0	1.9	2.0	1.2	2.4	—	—	7.9	7.7
1977 .....	52.9	54.4	55.2	55.9	1.7	2.8	1.5	1.3	7.5	8.4	8.7	7.5
1978 .....	57.3	58.5	59.5	60.9	2.5	2.1	1.7	2.4	8.3	7.5	7.8	8.9
1979 .....	61.9	63.4	64.5	66.4	1.6	2.4	1.7	2.9	8.0	8.4	8.4	9.0
1980 .....	68.1	69.8	71.4	72.7	2.6	2.5	2.3	1.8	10.0	10.1	10.7	9.5
1981 .....	74.1	76.0	77.1	78.5	1.9	2.6	1.4	1.8	8.8	8.9	8.0	8.0
1982 .....	79.1	79.9	80.9	81.9	.8	1.0	1.3	1.2	6.7	5.1	4.9	4.3
1983 .....	82.8	83.4	84.2	85.2	1.1	.7	1.0	1.2	4.7	4.4	4.1	4.0
1984 .....	85.8	86.7	87.2	88.1	.7	1.0	.6	1.0	3.6	4.0	3.6	3.4
1985 .....	88.7	90.0	90.1	91.0	.7	1.5	.1	1.0	3.4	3.8	3.3	3.3
1986 .....	91.2	91.4	91.9	92.2	.2	.2	.5	.3	2.8	1.6	2.0	1.3
1987 .....	92.6	93.2	94.0	95.0	.4	.6	.9	1.1	1.5	2.0	2.3	3.0
1988 .....	96.3	96.9	97.6	98.3	1.4	.6	.7	.7	4.0	4.0	3.8	3.5
1989 .....	99.1	100.0	101.1	102.0	.8	.9	1.1	.9	2.9	3.2	3.6	3.8
1990 .....	103.0	104.4	105.3	106.2	1.0	1.4	.9	.9	3.9	4.4	4.2	4.1
1991 .....	107.3	108.5	109.2	109.9	1.0	1.1	.6	.6	4.2	3.9	3.7	3.5
1992 .....	110.6	111.3	112.1	112.6	.6	.6	.7	.4	3.1	2.6	2.7	2.5
1993 .....	113.6	114.3	114.9	115.7	.9	.6	.5	.7	2.7	2.7	2.5	2.8
1994 .....	116.6	117.3	117.9	118.9	.8	.6	.5	.8	2.6	2.6	2.6	2.8
1995 .....	120.1	121.2	121.5	122.6	1.0	.9	.2	.9	3.0	3.3	3.1	3.1
1996 .....	124.2	125.1	125.8	127.1	1.3	.7	.6	1.0	3.4	3.2	3.5	3.7
1997 .....	128.4	129.3	130.2	131.8	1.0	.7	.7	1.2	3.4	3.4	3.5	3.7
<b>Service occupations:</b>												
1975 .....	—	—	45.1	46.6	—	—	—	3.3	—	—	—	—
1976 .....	47.5	49.0	49.2	50.2	1.9	3.2	.4	2.0	—	—	9.1	7.7
1977 .....	50.9	52.0	52.9	53.4	1.4	2.2	1.7	.9	7.2	6.1	7.5	6.4
1978 .....	55.4	56.4	57.7	58.1	3.7	1.8	2.3	.7	8.8	8.5	9.1	8.8
1979 .....	60.0	60.5	61.2	62.2	3.3	.8	1.2	1.6	8.3	7.3	6.1	7.1
1980 .....	64.4	65.2	66.3	67.3	3.5	1.2	1.7	1.5	7.3	7.8	8.3	8.2
1981 .....	70.4	71.0	72.2	72.9	4.6	.9	1.7	1.0	9.3	8.9	8.9	8.3
1982 .....	75.7	76.6	77.6	79.1	3.8	1.2	1.3	1.9	7.5	7.9	7.5	8.5
1983 .....	80.1	80.6	80.7	82.7	1.3	.6	.1	2.5	5.8	5.2	4.0	4.6
1984 .....	85.0	84.7	86.0	87.8	2.8	-.4	1.5	2.1	6.1	5.1	6.6	6.2
1985 .....	87.9	88.3	89.6	89.9	.1	.5	1.5	.3	3.4	4.3	4.2	2.4
1986 .....	90.8	90.8	91.5	92.3	1.0	.0	.8	.9	3.3	2.8	2.1	2.7
1987 .....	93.3	93.6	94.1	94.5	1.1	.3	.5	.4	2.8	3.1	2.8	2.4
1988 .....	95.5	96.4	97.7	98.7	1.1	.9	1.3	1.0	2.4	3.0	3.8	4.4
1989 .....	99.4	100.0	100.9	102.3	.7	.6	.9	1.4	4.1	3.7	3.3	3.6
1990 .....	103.1	104.2	104.9	106.4	.8	1.1	.7	1.4	3.7	4.2	4.0	4.0
1991 .....	106.9	108.3	109.8	110.6	.5	1.3	1.4	.7	3.7	3.9	4.7	3.9
1992 .....	111.2	111.6	112.5	112.9	.5	.4	.8	.4	4.0	3.0	2.5	2.1

See footnotes at end of table.

**Table 10. Wages and salaries, private industry workers: Employment Cost Index by occupational and industry group, 1975-97**

(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended—				12 months ended—			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
<b>Service occupations:</b>												
1993 .....	113.5	114.1	114.9	115.3	0.5	0.5	0.7	0.3	2.1	2.2	2.1	2.1
1994 .....	116.3	116.8	117.6	118.8	.9	.4	.7	1.0	2.5	2.4	2.3	3.0
1995 .....	119.4	120.0	120.8	121.4	.5	.5	.7	.5	2.7	2.7	2.7	2.2
1996 .....	122.2	123.0	124.1	125.7	.7	.7	.9	1.3	2.3	2.5	2.7	3.5
1997 .....	126.6	127.6	129.9	131.1	.7	.8	1.8	.9	3.6	3.7	4.7	4.3
<b>Production and nonsupervisory occupations<sup>3</sup>:</b>												
1975 .....	—	—	44.7	45.7	—	—	—	2.2	—	—	—	—
1976 .....	46.6	47.3	48.1	49.0	2.0	1.5	1.7	1.9	—	—	7.6	7.2
1977 .....	49.7	50.6	51.5	52.5	1.4	1.8	1.8	1.9	6.7	7.0	7.1	7.1
1978 .....	53.5	54.7	55.9	56.6	1.9	2.2	2.2	1.3	7.6	8.1	8.5	7.8
1979 .....	57.7	58.9	60.2	61.7	1.9	2.1	2.2	2.5	7.9	7.7	7.7	9.0
1980 .....	63.1	64.5	66.1	67.5	2.3	2.2	2.5	2.1	9.4	9.5	9.8	9.4
1981 .....	69.2	70.7	72.2	73.6	2.5	2.2	2.1	1.9	9.7	9.6	9.2	9.0
1982 .....	74.8	75.6	77.1	78.2	1.6	1.1	2.0	1.4	8.1	6.9	6.8	6.3
1983 .....	78.9	79.7	81.0	82.0	.9	1.0	1.6	1.2	5.5	5.4	5.1	4.9
1984 .....	82.9	83.6	84.1	85.2	1.1	.8	.6	1.3	5.1	4.9	3.8	3.9
1985 .....	86.0	86.8	88.1	88.6	.9	.9	1.5	.6	3.7	3.8	4.8	4.0
1986 .....	89.3	89.9	90.5	91.0	.8	.7	.7	.6	3.8	3.6	2.7	2.7
1987 .....	91.9	92.5	93.4	93.9	1.0	.7	1.0	.5	2.9	2.9	3.2	3.2
1988 .....	94.8	96.0	97.0	97.9	1.0	1.3	1.0	.9	3.2	3.8	3.9	4.3
1989 .....	99.0	100.0	101.3	102.2	1.1	1.0	1.3	.9	4.4	4.2	4.4	4.4
1990 .....	103.2	104.3	105.2	105.9	1.0	1.1	.9	.7	4.2	4.3	3.8	3.6
1991 .....	107.0	108.1	109.0	109.6	1.0	1.0	.8	.6	3.7	3.6	3.6	3.5
1992 .....	110.6	111.3	112.0	112.6	.9	.6	.6	.5	3.4	3.0	2.8	2.7
1993 .....	113.4	114.2	115.3	115.9	.7	.7	1.0	.5	2.5	2.6	2.9	2.9
1994 .....	116.6	117.5	118.5	119.1	.6	.8	.9	.5	2.8	2.9	2.8	2.8
1995 .....	119.9	121.0	121.8	122.4	.7	.9	.7	.5	2.8	3.0	2.8	2.8
1996 .....	123.7	124.9	125.6	126.5	1.1	1.0	.6	.7	3.2	3.2	3.1	3.3
1997 .....	127.7	128.8	130.1	131.2	.9	.9	1.0	.8	3.2	3.1	3.6	3.7
<b>Goods-producing industries<sup>4</sup>:</b>												
1975 .....	—	—	45.9	46.9	—	—	—	2.2	—	—	—	—
1976 .....	47.7	48.5	49.5	50.4	1.7	1.7	2.1	1.8	—	—	7.8	7.5
1977 .....	51.3	52.3	53.4	54.3	1.8	1.9	2.1	1.7	7.5	7.8	7.9	7.7
1978 .....	55.3	56.3	57.4	58.8	1.8	1.8	2.0	2.4	7.8	7.6	7.5	8.3
1979 .....	59.8	60.9	62.0	63.7	1.7	1.8	1.8	2.7	8.1	8.2	8.0	8.3
1980 .....	65.3	66.7	68.2	69.7	2.5	2.1	2.2	2.2	9.2	9.5	10.0	9.4
1981 .....	71.2	72.8	74.4	75.7	2.2	2.2	2.2	1.7	9.0	9.1	9.1	8.6
1982 .....	77.1	77.9	79.3	80.0	1.8	1.0	1.8	.9	8.3	7.0	6.6	5.7
1983 .....	80.8	81.6	82.4	83.2	1.0	1.0	1.0	1.0	4.8	4.7	3.9	4.0
1984 .....	84.1	84.7	85.5	86.4	1.1	.7	.9	1.1	4.1	3.8	3.8	3.8
1985 .....	87.5	88.4	89.0	89.4	1.3	1.0	.7	.4	4.0	4.4	4.1	3.5
1986 .....	90.4	91.3	91.8	92.3	1.1	1.0	.5	.5	3.3	3.3	3.1	3.2
1987 .....	92.8	93.4	94.3	95.2	.5	.6	1.0	1.0	2.7	2.3	2.7	3.1
1988 .....	96.1	96.9	97.5	98.2	.9	.8	.6	.7	3.6	3.7	3.4	3.2
1989 .....	99.1	100.0	101.0	102.0	.9	.9	1.0	1.0	3.1	3.2	3.6	3.9
1990 .....	103.1	104.2	105.1	105.8	1.1	1.1	.9	.7	4.0	4.2	4.1	3.7
1991 .....	107.0	108.0	108.7	109.7	1.1	.9	.6	.9	3.8	3.6	3.4	3.7
1992 .....	110.7	111.4	112.1	112.8	.9	.6	.6	.6	3.5	3.1	3.1	2.8
1993 .....	113.8	114.5	115.3	116.1	.9	.6	.7	.7	2.8	2.8	2.9	2.9
1994 .....	116.9	118.0	118.9	119.6	.7	.9	.8	.6	2.7	3.1	3.1	3.0
1995 .....	120.4	121.4	122.1	122.9	.7	.8	.6	.7	3.0	2.9	2.7	2.8
1996 .....	123.9	125.1	126.1	126.8	.8	1.0	.8	.6	2.9	3.0	3.3	3.2
1997 .....	127.5	128.9	129.9	130.6	.6	1.1	.8	.5	2.9	3.0	3.0	3.0
<b>Goods-producing industries, excluding sales occupations:</b>												
1975 .....	—	—	45.9	46.8	—	—	—	2.0	—	—	—	—
1976 .....	47.6	48.4	49.3	50.3	1.7	1.7	1.9	2.0	—	—	7.4	7.5
1977 .....	51.2	52.2	53.2	54.1	1.8	2.0	1.9	1.7	7.6	7.9	7.9	7.6
1978 .....	55.2	56.2	57.3	58.6	2.0	1.8	2.0	2.3	7.8	7.7	7.7	8.3
1979 .....	59.6	60.7	61.9	63.5	1.7	1.8	2.0	2.6	8.0	8.0	8.0	8.4
1980 .....	65.2	66.7	68.2	69.6	2.7	2.3	2.2	2.1	9.4	9.9	10.2	9.6
1981 .....	71.1	72.8	74.5	75.8	2.2	2.4	2.3	1.7	9.0	9.1	9.2	8.9
1982 .....	77.1	78.0	79.3	80.1	1.7	1.2	1.7	1.0	8.4	7.1	6.4	5.7
1983 .....	80.9	81.6	82.5	83.3	1.0	.9	1.1	1.0	4.9	4.6	4.0	4.0
1984 .....	84.3	84.9	85.7	86.5	1.2	.7	.9	.9	4.2	4.0	3.9	3.8
1985 .....	87.5	88.4	89.1	89.5	1.2	1.0	.8	.4	3.8	4.1	4.0	3.5

See footnotes at end of table.

**Table 10. Wages and salaries, private industry workers: Employment Cost Index by occupational and industry group, 1975-97**

(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended—				12 months ended—			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
<b>Goods-producing industries, excluding sales occupations:</b>												
1986 .....	90.4	91.2	91.8	92.2	1.0	0.9	0.7	0.4	3.3	3.2	3.0	3.0
1987 .....	92.9	93.4	94.3	95.2	.8	.5	1.0	1.0	2.8	2.4	2.7	3.3
1988 .....	95.9	96.9	97.4	98.2	.7	1.0	.5	.8	3.2	3.7	3.3	3.2
1989 .....	99.1	100.0	101.0	102.0	.9	.9	1.0	1.0	3.3	3.2	3.7	3.9
1990 .....	103.0	104.2	105.0	105.7	1.0	1.2	.8	.7	3.9	4.2	4.0	3.6
1991 .....	106.9	107.9	108.7	109.7	1.1	.9	.7	.9	3.8	3.6	3.5	3.8
1992 .....	110.5	111.2	112.0	112.6	.7	.6	.7	.5	3.4	3.1	3.0	2.6
1993 .....	113.5	114.2	114.9	115.6	.8	.6	.6	.6	2.7	2.7	2.6	2.7
1994 .....	116.4	117.4	118.4	119.1	.7	.9	.9	.6	2.6	2.8	3.0	3.0
1995 .....	119.9	120.9	121.6	122.4	.7	.8	.6	.7	3.0	3.0	2.7	2.8
1996 .....	123.5	124.6	125.7	126.3	.9	.9	.9	.5	3.0	3.1	3.4	3.2
1997 .....	127.0	128.3	129.3	130.0	.6	1.0	.8	.5	2.8	3.0	2.9	2.9
<b>Goods-producing industries, white-collar occupations:</b>												
1987 .....	—	92.9	94.0	94.9	—	—	1.2	1.0	—	—	—	—
1988 .....	96.2	96.9	97.6	98.3	1.4	.7	.7	.7	—	4.3	3.8	3.6
1989 .....	99.2	100.0	101.0	101.9	.9	.8	1.0	.9	3.1	3.2	3.5	3.7
1990 .....	103.5	104.6	105.7	106.3	1.6	1.1	1.1	.6	4.3	4.6	4.7	4.3
1991 .....	107.4	108.5	109.5	110.4	1.0	1.0	.9	.8	3.8	3.7	3.6	3.9
1992 .....	111.7	112.5	113.2	114.2	1.2	.7	.6	.9	4.0	3.7	3.4	3.4
1993 .....	115.4	116.4	117.3	118.2	1.1	.9	.8	.8	3.3	3.5	3.6	3.5
1994 .....	119.1	120.3	121.1	122.0	.8	1.0	.7	.7	3.2	3.4	3.2	3.2
1995 .....	123.0	123.8	124.4	125.3	.8	.7	.5	.7	3.3	2.9	2.7	2.7
1996 .....	126.2	127.3	128.6	129.1	.7	.9	1.0	.4	2.6	2.8	3.4	3.0
1997 .....	130.0	131.4	132.3	132.9	.7	1.1	.7	.5	3.0	3.2	2.9	2.9
<b>Goods-producing industries, white-collar occupations excluding sales:</b>												
1987 .....	—	92.9	93.9	94.8	—	—	1.1	1.0	—	—	—	—
1988 .....	96.0	96.9	97.6	98.2	1.3	.9	.7	.6	—	4.3	3.9	3.6
1989 .....	99.2	100.0	101.0	102.0	1.0	.8	1.0	1.0	3.3	3.2	3.5	3.9
1990 .....	103.3	104.4	105.6	106.2	1.3	1.1	1.1	.6	4.1	4.4	4.6	4.1
1991 .....	107.2	108.5	109.5	110.5	.9	1.2	.9	.9	3.8	3.9	3.7	4.0
1992 .....	111.3	112.0	112.9	113.7	.7	.6	.8	.7	3.8	3.2	3.1	2.9
1993 .....	114.9	115.6	116.4	116.8	1.1	.6	.7	.3	3.2	3.2	3.1	2.7
1994 .....	117.7	118.8	119.8	120.8	.8	.9	.8	.8	2.4	2.8	2.9	3.4
1995 .....	121.8	122.5	123.2	124.2	.8	.6	.6	.8	3.5	3.1	2.8	2.8
1996 .....	125.3	126.3	127.7	128.1	.9	.8	1.1	.3	2.9	3.1	3.7	3.1
1997 .....	128.9	130.0	130.9	131.6	.6	.9	.7	.5	2.9	2.9	2.5	2.7
<b>Goods-producing industries, blue-collar occupations:</b>												
1987 .....	—	93.6	94.4	95.3	—	—	.9	1.0	—	—	—	—
1988 .....	95.9	96.9	97.3	98.1	.6	1.0	.4	.8	—	3.5	3.1	2.9
1989 .....	99.0	100.0	101.0	101.9	.9	1.0	1.0	.9	3.2	3.2	3.8	3.9
1990 .....	102.9	104.1	104.7	105.5	1.0	1.2	.6	.8	3.9	4.1	3.7	3.5
1991 .....	106.8	107.6	108.3	109.2	1.2	.7	.7	.8	3.8	3.4	3.4	3.5
1992 .....	110.1	110.7	111.4	111.9	.8	.5	.6	.4	3.1	2.9	2.9	2.5
1993 .....	112.8	113.4	114.1	114.9	.8	.5	.6	.7	2.5	2.4	2.4	2.7
1994 .....	115.6	116.6	117.5	118.1	.6	.9	.8	.5	2.5	2.8	3.0	2.8
1995 .....	118.8	119.9	120.7	121.4	.6	.9	.7	.6	2.8	2.8	2.7	2.8
1996 .....	122.4	123.7	124.5	125.3	.8	1.1	.6	.6	3.0	3.2	3.1	3.2
1997 .....	126.0	127.3	128.4	129.2	.6	1.0	.9	.6	2.9	2.9	3.1	3.1
<b>Goods-producing industries, service occupations:</b>												
1987 .....	—	94.0	95.0	96.1	—	—	1.1	1.2	—	—	—	—
1988 .....	96.4	96.8	96.9	97.8	.3	.4	.1	.9	—	3.0	2.0	1.8
1989 .....	99.0	100.0	100.7	101.9	1.2	1.0	.7	1.2	2.7	3.3	3.9	4.2
1990 .....	102.7	103.0	104.3	105.0	.8	.3	1.3	.7	3.7	3.0	3.6	3.0
1991 .....	106.0	106.7	107.8	109.4	1.0	.7	1.0	1.5	3.2	3.6	3.4	4.2
1992 .....	110.1	111.0	112.2	113.1	.6	.8	1.1	.8	3.9	4.0	4.1	3.4
1993 .....	113.9	114.4	115.7	116.9	.7	.4	1.1	1.0	3.5	3.1	3.1	3.4
1994 .....	116.4	117.7	120.1	119.7	-.4	1.1	2.0	-.3	2.2	2.9	3.8	2.4
1995 .....	120.6	121.9	122.8	123.5	.8	1.1	.7	.6	3.6	3.6	2.2	3.2
1996 .....	124.3	124.6	—	—	.6	.2	—	—	3.1	2.2	—	—

See footnotes at end of table.

**Table 10. Wages and salaries, private industry workers: Employment Cost Index by occupational and industry group, 1975-97**

(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended—				12 months ended—			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
<b>Construction<sup>2</sup>:</b>												
1976 .....	50.9	52.5	53.9	54.4	—	3.1	2.7	0.9	—	—	—	—
1977 .....	54.9	56.2	57.2	58.0	0.9	2.4	1.8	1.4	7.9	7.0	6.1	6.6
1978 .....	58.7	60.4	61.9	62.5	1.2	2.9	2.5	1.0	6.9	7.5	8.2	7.8
1979 .....	63.3	65.0	66.3	67.0	1.3	2.7	2.0	1.1	7.8	7.6	7.1	7.2
1980 .....	67.9	69.8	71.8	72.9	1.3	2.8	2.9	1.5	7.3	7.4	8.3	8.8
1981 .....	74.2	76.0	78.3	79.3	1.8	2.4	3.0	1.3	9.3	8.9	9.1	8.8
1982 .....	80.5	81.5	82.9	83.4	1.5	1.2	1.7	.6	8.5	7.2	5.9	5.2
1983 .....	83.9	85.2	85.3	85.8	.6	1.5	.1	.6	4.2	4.5	2.9	2.9
1984 .....	86.1	86.6	86.9	86.9	.3	.6	.3	.0	2.6	1.6	1.9	1.3
1985 .....	87.8	88.6	89.1	89.6	1.0	.9	.6	.6	2.0	2.3	2.5	3.1
1986 .....	89.9	91.0	91.6	91.8	.3	1.2	.7	.2	2.4	2.7	2.8	2.5
1987 .....	92.5	93.2	94.1	94.8	.8	.8	1.0	.7	2.9	2.4	2.7	3.3
1988 .....	95.7	97.0	97.7	98.3	.9	1.4	.7	.6	3.5	4.1	3.8	3.7
1989 .....	99.1	100.0	101.1	101.7	.8	.9	1.1	.6	3.6	3.1	3.5	3.5
1990 .....	102.0	102.9	103.5	103.7	.3	.9	.6	.2	2.9	2.9	2.4	2.0
1991 .....	105.1	105.9	106.3	106.8	1.4	.8	.4	.5	3.0	2.9	2.7	3.0
1992 .....	107.2	107.9	108.7	108.9	.4	.7	.7	.2	2.0	1.9	2.3	2.0
1993 .....	109.5	110.4	111.3	111.1	.6	.8	.8	-.2	2.1	2.3	2.4	2.0
1994 .....	112.2	113.6	114.6	114.7	1.0	1.2	.9	.1	2.5	2.9	3.0	3.2
1995 .....	114.8	115.7	116.8	117.4	.1	.8	1.0	.5	2.3	1.8	1.9	2.4
1996 .....	118.3	119.6	120.4	120.8	.8	1.1	.7	.3	3.0	3.4	3.1	2.9
1997 .....	122.0	123.6	124.7	124.9	1.0	1.3	.9	.2	3.1	3.3	3.6	3.4
<b>Manufacturing:</b>												
1975 .....	—	—	45.3	46.3	—	—	—	2.2	—	—	—	—
1976 .....	47.1	47.8	48.7	49.7	1.7	1.5	1.9	2.1	—	—	7.5	7.3
1977 .....	50.6	51.5	52.7	53.6	1.8	1.8	2.3	1.7	7.4	7.7	8.2	7.8
1978 .....	54.7	55.5	56.6	58.1	2.1	1.5	2.0	2.7	8.1	7.8	7.4	8.4
1979 .....	59.1	60.1	61.2	63.0	1.7	1.7	1.8	2.9	8.0	8.3	8.1	8.4
1980 .....	64.8	66.1	67.4	68.9	2.9	2.0	2.0	2.2	9.6	10.0	10.1	9.4
1981 .....	70.5	72.0	73.6	74.9	2.3	2.1	2.2	1.8	8.8	8.9	9.2	8.7
1982 .....	76.3	77.1	78.4	79.1	1.9	1.0	1.7	.9	8.2	7.1	6.5	5.6
1983 .....	80.0	80.7	81.6	82.5	1.1	.9	1.1	1.1	4.8	4.7	4.1	4.3
1984 .....	83.4	84.1	85.0	86.1	1.1	.8	1.1	1.3	4.3	4.2	4.2	4.4
1985 .....	87.2	88.1	88.8	89.2	1.3	1.0	.8	.5	4.6	4.8	4.5	3.6
1986 .....	90.3	91.1	91.6	92.1	1.2	.9	.5	.5	3.6	3.4	3.2	3.3
1987 .....	92.7	93.3	94.2	95.2	.7	.6	1.0	1.1	2.7	2.4	2.8	3.4
1988 .....	96.0	96.8	97.3	98.1	.8	.8	.5	.8	3.6	3.8	3.3	3.0
1989 .....	99.0	100.0	100.9	101.9	.9	1.0	.9	1.0	3.1	3.3	3.7	3.9
1990 .....	103.3	104.5	105.4	106.2	1.4	1.2	.9	.8	4.3	4.5	4.5	4.2
1991 .....	107.4	108.4	109.3	110.3	1.1	.9	.8	.9	4.0	3.7	3.7	3.9
1992 .....	111.5	112.2	112.9	113.7	1.1	.6	.6	.7	3.8	3.5	3.3	3.1
1993 .....	114.7	115.5	116.3	117.3	.9	.7	.7	.9	2.9	2.9	3.0	3.2
1994 .....	118.0	119.0	120.0	120.8	.6	.8	.8	.7	2.9	3.0	3.2	3.0
1995 .....	121.9	122.9	123.5	124.3	.9	.8	.5	.6	3.3	3.3	2.9	2.9
1996 .....	125.4	126.5	127.7	128.4	.9	.9	.9	.5	2.9	2.9	3.4	3.3
1997 .....	129.1	130.3	131.3	132.2	.5	.9	.8	.7	3.0	3.0	2.8	3.0
<b>Manufacturing, white-collar occupations:</b>												
1987 .....	—	93.0	94.0	95.0	—	—	1.1	1.1	—	—	—	—
1988 .....	96.2	96.9	97.5	98.2	1.3	.7	.6	.7	—	4.2	3.7	3.4
1989 .....	99.2	100.0	100.9	101.8	1.0	.8	.9	.9	3.1	3.2	3.5	3.7
1990 .....	103.7	104.7	105.9	106.4	1.9	1.0	1.1	.5	4.5	4.7	5.0	4.5
1991 .....	107.6	108.8	109.8	110.7	1.1	1.1	.9	.8	3.8	3.9	3.7	4.0
1992 .....	111.9	112.9	113.6	114.6	1.1	.9	.6	.9	4.0	3.8	3.5	3.5
1993 .....	116.0	116.9	117.7	118.8	1.2	.8	.7	.9	3.7	3.5	3.6	3.7
1994 .....	119.5	120.6	121.7	122.7	.6	.9	.9	.8	3.0	3.2	3.4	3.3
1995 .....	123.9	124.7	125.3	126.1	1.0	.6	.5	.6	3.7	3.4	3.0	2.8
1996 .....	127.1	128.2	129.6	130.1	.8	.9	1.1	.4	2.6	2.8	3.4	3.2
1997 .....	130.6	131.9	132.8	133.6	.4	1.0	.7	.6	2.8	2.9	2.5	2.7
<b>Manufacturing, white-collar occupations, excluding sales:</b>												
1987 .....	—	92.9	93.9	94.8	—	—	1.1	1.0	—	—	—	—
1988 .....	96.0	96.8	97.4	98.0	1.3	.8	.6	.6	—	4.2	3.7	3.4
1989 .....	99.1	100.0	100.9	101.9	1.1	.9	.9	1.0	3.2	3.3	3.6	4.0
1990 .....	103.4	104.4	105.6	106.2	1.5	1.0	1.1	.6	4.3	4.4	4.7	4.2
1991 .....	107.2	108.6	109.7	110.7	.9	1.3	1.0	.9	3.7	4.0	3.9	4.2
1992 .....	111.4	112.2	113.0	114.0	.6	.7	.7	.9	3.9	3.3	3.0	3.0

See footnotes at end of table.

**Table 10. Wages and salaries, private industry workers: Employment Cost Index by occupational and industry group, 1975-97**

(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended—				12 months ended—			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
<b>Manufacturing, white-collar occupations, excluding sales:</b>												
1993 .....	115.3	115.9	116.7	117.2	1.1	0.5	0.7	0.4	3.5	3.3	3.3	2.8
1994 .....	118.0	119.1	120.2	121.4	.7	.9	.9	1.0	2.3	2.8	3.0	3.6
1995 .....	122.4	123.2	123.9	124.8	.8	.7	.6	.7	3.7	3.4	3.1	2.8
1996 .....	126.0	127.0	128.4	128.9	1.0	.8	1.1	.4	2.9	3.1	3.6	3.3
1997 .....	129.3	130.5	131.3	132.2	.3	.9	.6	.7	2.6	2.8	2.3	2.6
<b>Manufacturing, blue-collar occupations:</b>												
1987 .....	—	93.5	94.4	95.4	—	—	1.0	1.1	—	—	—	—
1988 .....	96.0	96.8	97.2	98.1	.6	.8	.4	.9	—	3.5	3.0	2.8
1989 .....	98.9	100.0	100.9	102.0	.8	1.1	.9	1.1	3.0	3.3	3.8	4.0
1990 .....	103.1	104.4	105.1	106.1	1.1	1.3	.7	1.0	4.2	4.4	4.2	4.0
1991 .....	107.3	108.2	109.0	110.0	1.1	.8	.7	.9	4.1	3.6	3.7	3.7
1992 .....	111.1	111.7	112.4	113.1	1.0	.5	.6	.6	3.5	3.2	3.1	2.8
1993 .....	113.9	114.5	115.2	116.2	.7	.5	.6	.9	2.5	2.5	2.5	2.7
1994 .....	116.9	117.8	118.7	119.5	.6	.8	.8	.7	2.6	2.9	3.0	2.8
1995 .....	120.4	121.6	122.2	123.1	.8	1.0	.5	.7	3.0	3.2	2.9	3.0
1996 .....	124.2	125.4	126.3	127.3	.9	1.0	.7	.8	3.2	3.1	3.4	3.4
1997 .....	128.0	129.2	130.2	131.2	.5	.9	.8	.8	3.1	3.0	3.1	3.1
<b>Manufacturing, service occupations:</b>												
1987 .....	—	94.0	95.0	96.2	—	—	1.1	1.3	—	—	—	—
1988 .....	96.4	97.0	97.2	98.1	.2	.6	.2	.9	—	3.2	2.3	2.0
1989 .....	98.9	100.0	100.7	102.0	.8	1.1	.7	1.3	2.6	3.1	3.6	4.0
1990 .....	102.9	103.2	104.1	104.9	.9	.3	.9	.8	4.0	3.2	3.4	2.8
1991 .....	105.8	106.5	107.7	109.3	.9	.7	1.1	1.5	2.8	3.2	3.5	4.2
1992 .....	110.1	111.0	112.3	113.4	.7	.8	1.2	1.0	4.1	4.2	4.3	3.8
1993 .....	114.3	114.5	116.0	117.3	.8	.2	1.3	1.1	3.8	3.2	3.3	3.4
1994 .....	116.8	118.2	120.6	120.6	-.4	1.2	2.0	.0	2.2	3.2	4.0	2.8
1995 .....	121.5	122.8	123.7	124.3	.7	1.1	.7	.5	4.0	3.9	2.6	3.1
1996 .....	125.1	125.7	—	—	.6	.5	—	—	3.0	2.4	—	—
<b>Manufacturing, durable goods:</b>												
1976 .....	—	—	48.6	49.8	—	—	—	2.5	—	—	—	—
1977 .....	50.8	51.5	52.7	53.8	2.0	1.4	2.3	2.1	—	—	8.4	8.0
1978 .....	54.7	55.6	56.7	58.3	1.7	1.6	2.0	2.8	7.7	8.0	7.6	8.4
1979 .....	59.3	60.2	61.5	63.4	1.7	1.5	2.2	3.1	8.4	8.3	8.5	8.7
1980 .....	65.0	66.4	68.1	69.7	2.5	2.2	2.6	2.3	9.6	10.3	10.7	9.9
1981 .....	71.3	72.8	74.4	76.1	2.3	2.1	2.2	2.3	9.7	9.6	9.3	9.2
1982 .....	77.4	78.2	79.4	80.3	1.7	1.0	1.5	1.1	8.6	7.4	6.7	5.5
1983 .....	80.9	81.4	82.2	83.3	.7	.6	1.0	1.3	4.5	4.1	3.5	3.7
1984 .....	84.3	84.9	85.7	86.7	1.2	.7	.9	1.2	4.2	4.3	4.3	4.1
1985 .....	87.8	88.9	89.4	89.9	1.3	1.3	.6	.6	4.2	4.7	4.3	3.7
1986 .....	90.9	91.6	92.1	92.6	1.1	.8	.5	.5	3.5	3.0	3.0	3.0
1987 .....	93.0	93.7	94.5	95.5	.4	.8	.9	1.1	2.3	2.3	2.6	3.1
1988 .....	96.2	96.9	97.4	98.0	.7	.7	.5	.6	3.4	3.4	3.1	2.6
1989 .....	99.0	100.0	100.7	101.9	1.0	1.0	.7	1.2	2.9	3.2	3.4	4.0
1990 .....	103.2	104.3	105.3	106.1	1.3	1.1	1.0	.8	4.2	4.3	4.6	4.1
1991 .....	107.3	108.3	109.2	110.2	1.1	.9	.8	.9	4.0	3.8	3.7	3.9
1992 .....	111.2	111.8	112.7	113.4	.9	.5	.8	.6	3.6	3.2	3.2	2.9
1993 .....	114.4	115.1	115.9	117.2	.9	.6	.7	1.1	2.9	3.0	2.8	3.4
1994 .....	117.8	118.7	119.8	120.8	.5	.8	.9	.8	3.0	3.1	3.4	3.1
1995 .....	121.9	122.9	123.6	124.3	.9	.8	.6	.6	3.5	3.5	3.2	2.9
1996 .....	125.1	126.5	127.7	128.4	.6	1.1	.9	.5	2.6	2.9	3.3	3.3
1997 .....	129.0	130.1	131.2	131.9	.5	.9	.8	.5	3.1	2.8	2.7	2.7
<b>Aircraft manufacturing (SIC 3721):</b>												
1988 .....	—	—	—	98.8	—	—	—	—	—	—	—	—
1989 .....	99.4	100.0	100.6	102.2	.6	.6	.6	1.6	—	—	—	3.4
1990 .....	103.2	104.9	105.7	107.0	1.0	1.6	.8	1.2	3.8	4.9	5.1	4.7
1991 .....	108.4	109.8	110.9	112.6	1.3	1.3	1.0	1.5	5.0	4.7	4.9	5.2
1992 .....	113.6	115.2	116.0	117.2	.9	1.4	.7	1.0	4.8	4.9	4.6	4.1
1993 .....	117.9	118.8	120.5	121.6	.6	.8	1.4	.9	3.8	3.1	3.9	3.8
1994 .....	122.4	123.3	124.0	124.8	.7	.7	.6	.6	3.8	3.8	2.9	2.6
1995 .....	125.7	126.5	127.4	128.1	.7	.6	.7	.5	2.7	2.6	2.7	2.6
1996 .....	129.0	130.3	130.6	130.9	.7	1.0	.2	.2	2.6	3.0	2.5	2.2
1997 .....	132.0	133.5	133.3	134.0	.8	1.1	-.1	.5	2.3	2.5	2.1	2.4

See footnotes at end of table.

**Table 10. Wages and salaries, private industry workers: Employment Cost Index by occupational and industry group, 1975-97**

(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended—				12 months ended—			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
<b>Aircraft manufacturing (SIC 3721),</b>												
White-collar occupations:												
1988 .....	—	—	—	98.7	—	—	—	—	—	—	—	—
1989 .....	99.3	100.0	100.4	101.5	0.6	0.7	0.4	1.1	—	—	—	2.8
1990 .....	102.3	103.8	104.2	105.0	.8	1.5	.4	.8	3.0	3.8	3.8	3.4
1991 .....	106.0	107.4	107.9	108.9	1.0	1.3	.5	.9	3.6	3.5	3.6	3.7
1992 .....	110.0	111.6	112.2	113.1	1.0	1.5	.5	.8	3.8	3.9	4.0	3.9
1993 .....	113.9	115.2	116.7	117.3	.7	1.1	1.3	.5	3.5	3.2	4.0	3.7
1994 .....	118.1	119.1	119.8	120.2	.7	.8	.6	.3	3.7	3.4	2.7	2.5
1995 .....	121.0	121.6	122.7	123.2	.7	.5	.9	.4	2.5	2.1	2.4	2.5
1996 .....	124.1	125.9	126.1	126.5	.7	1.5	.2	.3	2.6	3.5	2.8	2.7
1997 .....	127.8	129.6	129.3	129.8	1.0	1.4	-.2	.4	3.0	2.9	2.5	2.6
<b>Aircraft manufacturing (SIC 3721),</b>												
Blue-collar occupations:												
1988 .....	—	—	—	98.9	—	—	—	—	—	—	—	—
1989 .....	99.6	100.0	100.9	103.3	.7	.4	.9	2.4	—	—	—	4.4
1990 .....	104.6	106.7	107.8	110.0	1.3	2.0	1.0	2.0	5.0	6.7	6.8	6.5
1991 .....	112.0	113.5	115.4	118.0	1.8	1.3	1.7	2.3	7.1	6.4	7.1	7.3
1992 .....	119.0	120.5	121.5	123.3	.8	1.3	.8	1.5	6.3	6.2	5.3	4.5
1993 .....	123.9	124.1	126.1	127.9	.5	.2	1.6	1.4	4.1	3.0	3.8	3.7
1994 .....	128.7	129.4	130.2	131.7	.6	.5	.6	1.2	3.9	4.3	3.3	3.0
1995 .....	132.7	133.6	134.1	135.1	.8	.7	.4	.7	3.1	3.2	3.0	2.6
1996 .....	136.1	136.4	137.0	137.1	.7	.2	.4	.1	2.6	2.1	2.2	1.5
1997 .....	137.7	138.8	138.4	139.6	.4	.8	-.3	.9	1.2	1.8	1.0	1.8
<b>Manufacturing, nondurable goods:</b>												
1976 .....	—	—	48.7	49.4	—	—	—	1.4	—	—	—	—
1977 .....	50.4	51.5	52.5	53.4	2.0	2.2	1.9	1.7	—	—	7.8	8.1
1978 .....	54.6	55.4	56.3	57.7	2.2	1.5	1.6	2.5	8.3	7.6	7.2	8.1
1979 .....	58.6	59.9	60.6	62.2	1.6	2.2	1.2	2.6	7.3	8.1	7.6	7.8
1980 .....	64.3	65.5	66.2	67.6	3.4	1.9	1.1	2.1	9.7	9.3	9.2	8.7
1981 .....	69.1	70.6	72.0	72.8	2.2	2.2	2.0	1.1	7.5	7.8	8.8	7.7
1982 .....	74.4	75.1	76.6	77.0	2.2	.9	2.0	.5	7.7	6.4	6.4	5.8
1983 .....	78.3	79.3	80.4	80.9	1.7	1.3	1.4	.6	5.2	5.6	5.0	5.1
1984 .....	81.8	82.7	83.8	84.9	1.1	1.1	1.3	1.3	4.5	4.3	4.2	4.9
1985 .....	85.9	86.6	87.6	88.0	1.2	.8	1.2	.5	5.0	4.7	4.5	3.7
1986 .....	89.1	90.3	90.7	91.3	1.3	1.3	.4	.7	3.7	4.3	3.5	3.8
1987 .....	92.2	92.5	93.8	94.7	1.0	.3	1.4	1.0	3.5	2.4	3.4	3.7
1988 .....	95.8	96.5	97.2	98.2	1.2	.7	.7	1.0	3.9	4.3	3.6	3.7
1989 .....	99.0	100.0	101.1	101.8	.8	1.0	1.1	.7	3.3	3.6	4.0	3.7
1990 .....	103.6	104.8	105.7	106.3	1.8	1.2	.9	.6	4.6	4.8	4.5	4.4
1991 .....	107.6	108.6	109.4	110.6	1.2	.9	.7	1.1	3.9	3.6	3.5	4.0
1992 .....	111.8	112.8	113.2	114.3	1.1	.9	.4	1.0	3.9	3.9	3.5	3.3
1993 .....	115.5	116.3	116.9	117.5	1.0	.7	.5	.5	3.3	3.1	3.3	2.8
1994 .....	118.3	119.5	120.3	120.8	.7	1.0	.7	.4	2.4	2.8	2.9	2.8
1995 .....	121.9	122.9	123.3	124.4	.9	.8	.3	.9	3.0	2.8	2.5	3.0
1996 .....	125.8	126.5	127.6	128.5	1.1	.6	.9	.7	3.2	2.9	3.5	3.3
1997 .....	129.3	130.6	131.4	132.6	.6	1.0	.6	.9	2.8	3.2	3.0	3.2
<b>Service-producing industries<sup>5</sup>:</b>												
1975 .....	—	—	44.3	45.1	—	—	—	1.8	—	—	—	—
1976 .....	46.0	46.8	47.3	48.2	2.0	1.7	1.1	1.9	—	—	6.8	6.9
1977 .....	48.8	49.7	50.5	51.4	1.2	1.8	1.6	1.8	6.1	6.2	6.8	6.6
1978 .....	52.3	53.6	54.7	55.1	1.8	2.5	2.1	.7	7.2	7.8	8.3	7.2
1979 .....	56.3	57.4	58.8	60.0	2.2	2.0	2.4	2.0	7.6	7.1	7.5	8.9
1980 .....	61.5	62.6	64.1	65.3	2.5	1.8	2.4	1.9	9.2	9.1	9.0	8.8
1981 .....	67.4	68.6	69.8	71.1	3.2	1.8	1.7	1.9	9.6	9.6	8.9	8.9
1982 .....	72.6	73.4	74.8	75.9	2.1	1.1	1.9	1.5	7.7	7.0	7.2	6.8
1983 .....	76.9	77.8	79.2	80.2	1.3	1.2	1.8	1.3	5.9	6.0	5.9	5.7
1984 .....	81.3	82.1	82.7	83.7	1.4	1.0	.7	1.2	5.7	5.5	4.4	4.4
1985 .....	84.6	85.6	87.1	87.7	1.1	1.2	1.8	.7	4.1	4.3	5.3	4.8
1986 .....	88.5	89.1	89.8	90.3	.9	.7	.8	.6	4.6	4.1	3.1	3.0
1987 .....	91.5	92.1	93.1	93.4	1.3	.7	1.1	.3	3.4	3.4	3.7	3.4
1988 .....	94.3	95.5	96.7	97.8	1.0	1.3	1.3	1.1	3.1	3.7	3.9	4.7
1989 .....	99.1	100.0	101.4	102.2	1.3	.9	1.4	.8	5.1	4.7	4.9	4.5
1990 .....	103.3	104.6	105.7	106.3	1.1	1.3	1.1	.6	4.2	4.6	4.2	4.0
1991 .....	107.5	108.7	109.7	110.2	1.1	1.1	.9	.5	4.1	3.9	3.8	3.7
1992 .....	111.1	111.7	112.3	113.0	.8	.5	.5	.6	3.3	2.8	2.4	2.5
1993 .....	113.9	114.7	115.9	116.6	.8	.7	1.0	.6	2.5	2.7	3.2	3.2
1994 .....	117.3	118.2	119.2	119.7	.6	.8	.8	.4	3.0	3.1	2.8	2.7

See footnotes at end of table.



**Table 10. Wages and salaries, private industry workers: Employment Cost Index by occupational and industry group, 1975-97**

(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended—				12 months ended—			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
<b>Service-producing industries<sup>5</sup>:</b>												
1995 .....	120.7	121.6	122.6	123.2	0.8	0.7	0.8	0.5	2.9	2.9	2.9	2.9
1996 .....	124.7	125.8	126.7	127.5	1.2	.9	.7	.6	3.3	3.5	3.3	3.5
1997 .....	129.0	130.1	131.5	133.1	1.2	.9	1.1	1.2	3.4	3.4	3.8	4.4
<b>Service-producing industries, excluding sales occupations:</b>												
1975 .....	—	—	44.2	44.9	—	—	—	1.6	—	—	—	—
1976 .....	45.8	46.6	47.2	47.9	2.0	1.7	1.3	1.5	—	—	6.8	6.7
1977 .....	48.7	49.6	50.4	51.1	1.7	1.8	1.6	1.4	6.3	6.4	6.8	6.7
1978 .....	52.2	53.2	54.2	54.7	2.2	1.9	1.9	.9	7.2	7.3	7.5	7.0
1979 .....	56.1	57.0	58.4	59.6	2.6	1.6	2.5	2.1	7.5	7.1	7.7	9.0
1980 .....	61.2	62.4	63.7	64.9	2.7	2.0	2.1	1.9	9.1	9.5	9.1	8.9
1981 .....	67.1	68.1	69.8	70.8	3.4	1.5	2.5	1.4	9.6	9.1	9.6	9.1
1982 .....	72.6	73.5	74.7	75.7	2.5	1.2	1.6	1.3	8.2	7.9	7.0	6.9
1983 .....	77.1	78.1	79.4	80.2	1.8	1.3	1.7	1.0	6.2	6.3	6.3	5.9
1984 .....	81.6	82.2	83.1	84.3	1.7	.7	1.1	1.4	5.8	5.2	4.7	5.1
1985 .....	84.8	85.8	87.3	87.5	.6	1.2	1.7	.2	3.9	4.4	5.1	3.8
1986 .....	88.5	89.0	89.7	90.4	1.1	.6	.8	.8	4.4	3.7	2.7	3.3
1987 .....	91.5	92.2	93.5	94.0	1.2	.8	1.4	.5	3.4	3.6	4.2	4.0
1988 .....	94.9	95.8	97.1	98.0	1.0	.9	1.4	.9	3.7	3.9	3.9	4.3
1989 .....	99.2	100.0	101.2	101.8	1.2	.8	1.2	.6	4.5	4.4	4.2	3.9
1990 .....	103.4	104.5	105.8	106.6	1.6	1.1	1.2	.8	4.2	4.5	4.5	4.7
1991 .....	107.7	108.7	110.0	110.7	1.0	.9	1.2	.6	4.2	4.0	4.0	3.8
1992 .....	111.5	112.2	113.0	113.7	.7	.6	.7	.6	3.5	3.2	2.7	2.7
1993 .....	114.8	115.6	116.6	117.4	1.0	.7	.9	.7	3.0	3.0	3.2	3.3
1994 .....	118.3	119.0	120.2	120.7	.8	.6	1.0	.4	3.0	2.9	3.1	2.8
1995 .....	121.8	122.5	123.4	124.2	.9	.6	.7	.6	3.0	2.9	2.7	2.9
1996 .....	125.6	126.5	127.6	128.3	1.1	.7	.9	.5	3.1	3.3	3.4	3.3
1997 .....	129.7	130.9	132.3	133.9	1.1	.9	1.1	1.2	3.3	3.5	3.7	4.4
<b>Service-producing industries, white-collar occupations:</b>												
1987 .....	—	91.6	92.6	92.9	—	—	1.1	.3	—	—	—	—
1988 .....	93.7	95.1	96.3	97.5	.9	1.5	1.3	1.2	—	3.8	4.0	5.0
1989 .....	99.0	100.0	101.5	102.5	1.5	1.0	1.5	1.0	5.7	5.2	5.4	5.1
1990 .....	103.6	105.0	106.1	106.8	1.1	1.4	1.0	.7	4.6	5.0	4.5	4.2
1991 .....	108.1	109.3	110.3	110.7	1.2	1.1	.9	.4	4.3	4.1	4.0	3.7
1992 .....	111.7	112.2	112.8	113.6	.9	.4	.5	.7	3.3	2.7	2.3	2.6
1993 .....	114.5	115.2	116.5	117.3	.8	.6	1.1	.7	2.5	2.7	3.3	3.3
1994 .....	118.0	118.9	119.9	120.4	.6	.8	.8	.4	3.1	3.2	2.9	2.6
1995 .....	121.3	122.3	123.2	124.0	.7	.8	.7	.6	2.8	2.9	2.8	3.0
1996 .....	125.6	126.8	127.8	128.5	1.3	1.0	.8	.5	3.5	3.7	3.7	3.6
1997 .....	130.1	131.2	132.6	134.3	1.2	.8	1.1	1.3	3.6	3.5	3.8	4.5
<b>Service-producing industries, white-collar occupations, excluding sales:</b>												
1987 .....	—	91.7	93.1	93.7	—	—	1.5	.6	—	—	—	—
1988 .....	94.5	95.5	96.9	97.9	.9	1.1	1.5	1.0	—	4.1	4.1	4.5
1989 .....	99.2	100.0	101.3	102.1	1.3	.8	1.3	.8	5.0	4.7	4.5	4.3
1990 .....	103.8	105.0	106.4	107.2	1.7	1.2	1.3	.8	4.6	5.0	5.0	5.0
1991 .....	108.5	109.5	110.9	111.6	1.2	.9	1.3	.6	4.5	4.3	4.2	4.1
1992 .....	112.4	113.1	114.0	114.7	.7	.6	.8	.6	3.6	3.3	2.8	2.8
1993 .....	116.0	116.8	117.8	118.7	1.1	.7	.9	.8	3.2	3.3	3.3	3.5
1994 .....	119.6	120.4	121.5	122.1	.8	.7	.9	.5	3.1	3.1	3.1	2.9
1995 .....	123.2	123.8	124.7	125.6	.9	.5	.7	.7	3.0	2.8	2.6	2.9
1996 .....	127.2	128.1	129.5	129.9	1.3	.7	1.1	.3	3.2	3.5	3.8	3.4
1997 .....	131.5	132.7	134.2	135.9	1.2	.9	1.1	1.3	3.4	3.6	3.6	4.6
<b>Service-producing industries, blue-collar occupations:</b>												
1987 .....	—	93.2	94.1	94.8	—	—	1.0	.7	—	—	—	—
1988 .....	95.9	96.7	97.5	98.0	1.2	.8	.8	.5	—	3.8	3.6	3.4
1989 .....	99.0	100.0	100.9	100.9	1.0	1.0	.9	.0	3.2	3.4	3.5	3.0
1990 .....	102.1	103.3	104.2	104.7	1.2	1.2	.9	.5	3.1	3.3	3.3	3.8
1991 .....	105.6	106.5	107.3	107.8	.9	.9	.8	.5	3.4	3.1	3.0	3.0
1992 .....	108.7	109.7	110.3	111.0	.8	.9	.5	.6	2.9	3.0	2.8	3.0
1993 .....	111.9	112.9	114.1	114.6	.8	.9	1.1	.4	2.9	2.9	3.4	3.2
1994 .....	115.5	116.2	117.5	117.6	.8	.6	1.1	.1	3.2	2.9	3.0	2.6
1995 .....	119.2	120.3	121.1	121.4	1.4	.9	.7	.2	3.2	3.5	3.1	3.2

See footnotes at end of table.

**Table 10. Wages and salaries, private industry workers: Employment Cost Index by occupational and industry group, 1975-97**

(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended—				12 months ended—			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
<b>Service-producing industries, blue-collar occupations:</b>												
1996 .....	122.7	123.5	123.8	124.8	1.1	0.7	0.2	0.8	2.9	2.7	2.2	2.8
1997 .....	126.0	127.2	127.9	128.9	1.0	1.0	.6	.8	2.7	3.0	3.3	3.3
<b>Service-producing industries, service occupations:</b>												
1987 .....	—	93.6	94.1	94.4	—	—	.5	.3	—	—	—	—
1988 .....	95.3	96.3	97.7	98.8	1.0	1.0	1.5	1.1	—	2.9	3.8	4.7
1989 .....	99.4	100.0	100.8	102.3	.6	.6	.8	1.5	4.3	3.8	3.2	3.5
1990 .....	103.2	104.3	105.0	106.5	.9	1.1	.7	1.4	3.8	4.3	4.2	4.1
1991 .....	107.0	108.4	110.0	110.7	.5	1.3	1.5	.6	3.7	3.9	4.8	3.9
1992 .....	111.3	111.7	112.6	112.9	.5	.4	.8	.3	4.0	3.0	2.4	2.0
1993 .....	113.5	114.1	114.9	115.2	.5	.5	.7	.3	2.0	2.1	2.0	2.0
1994 .....	116.3	116.7	117.3	118.7	1.0	.3	.5	1.2	2.5	2.3	2.1	3.0
1995 .....	119.3	119.8	120.7	121.3	.5	.4	.8	.5	2.6	2.7	2.9	2.2
1996 .....	122.0	122.8	124.0	125.6	.6	.7	1.0	1.3	2.3	2.5	2.7	3.5
1997 .....	126.5	127.5	129.8	131.0	.7	.8	1.8	.9	3.7	3.8	4.7	4.3
<b>Transportation and public utilities:</b>												
1975 .....	—	—	44.3	45.5	—	—	—	2.7	—	—	—	—
1976 .....	46.4	47.7	48.3	49.4	2.0	2.8	1.3	2.3	—	—	9.0	8.6
1977 .....	50.3	51.8	52.9	54.0	1.8	3.0	2.1	2.1	8.4	8.6	9.5	9.3
1978 .....	54.8	55.9	57.1	58.1	1.5	2.0	2.1	1.8	8.9	7.9	7.9	7.6
1979 .....	59.6	60.6	62.3	63.6	2.6	1.7	2.8	2.1	8.8	8.4	9.1	9.5
1980 .....	65.2	66.7	68.8	70.7	2.5	2.3	3.1	2.8	9.4	10.1	10.4	11.2
1981 .....	72.2	73.9	75.4	76.6	2.1	2.4	2.0	1.6	10.7	10.8	9.6	8.3
1982 .....	78.1	79.0	80.9	82.1	2.0	1.2	2.4	1.5	8.2	6.9	7.3	7.2
1983 .....	83.4	84.8	85.5	86.3	1.6	1.7	.8	.9	6.8	7.3	5.7	5.1
1984 .....	87.6	88.2	88.6	89.2	1.5	.7	.5	.7	5.0	4.0	3.6	3.4
1985 .....	89.9	90.8	92.2	92.5	.8	1.0	1.5	.3	2.6	2.9	4.1	3.7
1986 .....	93.3	93.6	94.1	94.2	.9	.3	.5	.1	3.8	3.1	2.1	1.8
1987 .....	94.7	95.6	96.1	96.2	.5	1.0	.5	.1	1.5	2.1	2.1	2.1
1988 .....	97.0	97.9	98.7	98.6	.8	.9	.8	-.1	2.4	2.4	2.7	2.5
1989 .....	99.5	100.0	100.7	101.2	.9	.5	.7	.5	2.6	2.1	2.0	2.6
1990 .....	102.6	103.2	104.1	104.6	1.4	.6	.9	.5	3.1	3.2	3.4	3.4
1991 .....	105.4	106.6	107.7	108.4	.8	1.1	1.0	.6	2.7	3.3	3.5	3.6
1992 .....	109.7	110.6	111.2	111.8	1.2	.8	.5	.5	4.1	3.8	3.2	3.1
1993 .....	112.9	114.0	114.7	115.4	1.0	1.0	.6	.6	2.9	3.1	3.1	3.2
1994 .....	116.4	117.2	118.9	119.6	.9	.7	1.5	.6	3.1	2.8	3.7	3.6
1995 .....	121.2	122.0	122.9	123.7	1.3	.7	.7	.7	4.1	4.1	3.4	3.4
1996 .....	124.6	125.0	125.9	127.0	.7	.3	.7	.9	2.8	2.5	2.4	2.7
1997 .....	128.2	128.8	130.1	131.3	.9	.5	1.0	.9	2.9	3.0	3.3	3.4
<b>Transportation<sup>2</sup>:</b>												
1985 .....	91.2	92.2	93.6	93.5	—	1.1	1.5	-.1	—	—	—	—
1986 .....	94.5	94.5	95.0	94.7	1.1	.0	.5	-.3	3.6	2.5	1.5	1.3
1987 .....	94.9	96.1	96.5	96.3	.2	1.3	.4	-.2	.4	1.7	1.6	1.7
1988 .....	97.1	98.2	99.0	98.7	.8	1.1	.8	-.3	2.3	2.2	2.6	2.5
1989 .....	99.4	100.0	100.6	100.7	.7	.6	.6	.1	2.4	1.8	1.6	2.0
1990 .....	102.3	102.3	103.3	103.5	1.6	.0	1.0	.2	2.9	2.3	2.7	2.8
1991 .....	104.3	105.5	106.6	107.0	.8	1.2	1.0	.4	2.0	3.1	3.2	3.4
1992 .....	108.3	109.2	109.8	109.9	1.2	.8	.5	.1	3.8	3.5	3.0	2.7
1993 .....	110.8	112.0	112.6	113.4	.8	1.1	.5	.7	2.3	2.6	2.6	3.2
1994 .....	114.2	114.8	116.7	117.5	.7	.5	1.7	.7	3.1	2.5	3.6	3.6
1995 .....	119.0	119.8	121.0	121.6	1.3	.7	1.0	.5	4.2	4.4	3.7	3.5
1996 .....	122.9	123.2	123.8	124.7	1.1	.2	.5	.7	3.3	2.8	2.3	2.5
1997 .....	126.5	126.9	128.5	129.5	1.4	.3	1.3	.8	2.9	3.0	3.8	3.8
<b>Public utilities:</b>												
1985 .....	88.4	89.0	90.6	91.5	—	.7	1.8	1.0	—	—	—	—
1986 .....	92.0	92.7	93.1	93.8	.5	.8	.4	.8	4.1	4.2	2.8	2.5
1987 .....	94.4	95.1	95.7	96.2	.6	.7	.6	.5	2.6	2.6	2.8	2.6
1988 .....	97.0	97.6	98.3	98.7	.8	.6	.7	.4	2.8	2.6	2.7	2.6
1989 .....	99.5	100.0	101.1	101.8	.8	.5	1.1	.7	2.6	2.5	2.8	3.1
1990 .....	103.0	104.1	105.0	106.0	1.2	1.1	.9	1.0	3.5	4.1	3.9	4.1
1991 .....	106.9	108.0	109.0	110.0	.8	1.0	.9	.9	3.8	3.7	3.8	3.8
1992 .....	111.4	112.4	113.0	114.1	1.3	.9	.5	1.0	4.2	4.1	3.7	3.7
1993 .....	115.4	116.4	117.2	117.9	1.1	.9	.7	.6	3.6	3.6	3.7	3.3
1994 .....	119.1	120.1	121.4	122.3	1.0	.8	1.1	.7	3.2	3.2	3.6	3.7
1995 .....	123.9	124.5	125.2	126.1	1.3	.5	.6	.7	4.0	3.7	3.1	3.1

See footnotes at end of table.

**Table 10. Wages and salaries, private industry workers: Employment Cost Index by occupational and industry group, 1975-97**

(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for								
	March	June	Sept.	Dec.	3 months ended—				12 months ended—				
					March	June	Sept.	Dec.	March	June	Sept.	Dec.	
<b>Public utilities:</b>													
1996 .....	126.5	127.1	128.4	129.8	0.3	0.5	1.0	1.1	2.1	2.1	2.6	2.9	
1997 .....	130.1	130.9	132.0	133.5	.2	.6	.8	1.1	2.8	3.0	2.8	2.9	
<b>Communications:</b>													
1987 .....	—	—	96.4	97.1	—	—	—	.7	—	—	—	—	—
1988 .....	97.6	98.1	98.9	99.0	.5	.5	.8	.1	—	—	2.6	2.0	
1989 .....	99.9	100.0	101.1	101.8	.9	.1	1.1	.7	2.4	1.9	2.2	2.8	
1990 .....	103.1	104.1	105.0	106.1	1.3	1.0	.9	1.0	3.2	4.1	3.9	4.2	
1991 .....	106.5	107.6	108.5	109.6	.4	1.0	.8	1.0	3.3	3.4	3.3	3.3	
1992 .....	110.8	111.7	112.2	113.5	1.1	.8	.4	1.2	4.0	3.8	3.4	3.6	
1993 .....	114.7	115.6	116.5	117.1	1.1	.8	.8	.5	3.5	3.5	3.8	3.2	
1994 .....	118.4	119.5	121.0	122.1	1.1	.9	1.3	.9	3.2	3.4	3.9	4.3	
1995 .....	124.3	124.6	125.3	126.2	1.8	.2	.6	.7	5.0	4.3	3.6	3.4	
1996 .....	126.1	126.5	128.2	130.3	-.1	.3	1.3	1.6	1.4	1.5	2.3	3.2	
1997 .....	129.8	130.6	131.8	134.0	-.4	.6	.9	1.7	2.9	3.2	2.8	2.8	
<b>Electric, gas, and sanitary services:</b>													
1987 .....	—	—	—	94.9	—	—	—	—	—	—	—	—	—
1988 .....	96.1	96.9	97.3	98.2	1.3	.8	.4	.9	—	—	—	3.5	
1989 .....	99.0	100.0	101.0	101.7	.8	1.0	1.0	.7	3.0	3.2	3.8	3.6	
1990 .....	103.0	104.2	105.0	105.7	1.3	1.2	.8	.7	4.0	4.2	4.0	3.9	
1991 .....	107.3	108.6	109.5	110.5	1.5	1.2	.8	.9	4.3	4.2	4.3	4.5	
1992 .....	112.2	113.3	114.2	114.8	1.5	1.0	.8	.5	4.6	4.3	4.3	3.9	
1993 .....	116.3	117.4	118.2	118.8	1.3	.9	.7	.5	3.7	3.6	3.5	3.5	
1994 .....	119.9	120.9	121.9	122.4	.9	.8	.8	.4	3.1	3.0	3.1	3.0	
1995 .....	123.4	124.4	125.2	125.9	.8	.8	.6	.6	2.9	2.9	2.7	2.9	
1996 .....	127.0	127.7	128.5	129.0	.9	.6	.6	.4	2.9	2.7	2.6	2.5	
1997 .....	130.4	131.2	132.2	132.9	1.1	.6	.8	.5	2.7	2.7	2.9	3.0	
<b>Wholesale and retail trade:</b>													
1975 .....	—	—	46.3	47.2	—	—	—	1.9	—	—	—	—	—
1976 .....	48.2	49.2	49.7	50.6	2.1	2.1	1.0	1.8	—	—	7.3	7.2	
1977 .....	51.8	52.7	53.1	54.0	2.4	1.7	.8	1.7	7.5	7.1	6.8	6.7	
1978 .....	55.6	57.1	57.8	58.4	3.0	2.7	1.2	1.0	7.3	8.3	8.9	8.1	
1979 .....	59.7	61.1	62.3	63.0	2.2	2.3	2.0	1.1	7.4	7.0	7.8	7.9	
1980 .....	64.7	65.9	66.9	68.0	2.7	1.9	1.5	1.6	8.4	7.9	7.4	7.9	
1981 .....	70.2	71.5	72.4	73.1	3.2	1.9	1.3	1.0	8.5	8.5	8.2	7.5	
1982 .....	74.3	75.6	76.1	76.6	1.6	1.7	.7	.7	5.8	5.7	5.1	4.8	
1983 .....	77.6	79.2	79.7	80.3	1.3	2.1	.6	.8	4.4	4.8	4.7	4.8	
1984 .....	81.7	82.9	83.3	84.4	1.7	1.5	.5	1.3	5.3	4.7	4.5	5.1	
1985 .....	84.9	86.6	87.7	88.4	.6	2.0	1.3	.8	3.9	4.5	5.3	4.7	
1986 .....	89.0	89.9	90.4	90.7	.7	1.0	.6	.3	4.8	3.8	3.1	2.6	
1987 .....	91.4	92.9	93.4	93.4	.8	1.6	.5	.0	2.7	3.3	3.3	3.0	
1988 .....	94.3	96.2	97.2	97.9	1.0	2.0	1.0	.7	3.2	3.6	4.1	4.8	
1989 .....	99.1	100.0	101.6	102.7	1.2	.9	1.6	1.1	5.1	4.0	4.5	4.9	
1990 .....	103.3	104.6	105.1	105.6	.6	1.3	.5	.5	4.2	4.6	3.4	2.8	
1991 .....	106.6	108.4	109.4	109.6	.9	1.7	.9	.2	3.2	3.6	4.1	3.8	
1992 .....	109.9	111.2	111.5	112.3	.3	1.2	.3	.7	3.1	2.6	1.9	2.5	
1993 .....	113.0	114.2	114.7	115.4	.6	1.1	.4	.6	2.8	2.7	2.9	2.8	
1994 .....	115.5	117.4	118.3	118.4	.1	1.6	.8	.1	2.2	2.8	3.1	2.6	
1995 .....	119.4	120.6	121.6	122.3	.8	1.0	.8	.6	3.4	2.7	2.8	3.3	
1996 .....	123.9	124.8	125.8	127.0	1.3	.7	.8	1.0	3.8	3.5	3.5	3.8	
1997 .....	128.5	129.7	130.9	131.6	1.2	.9	.9	.5	3.7	3.9	4.1	3.6	
<b>Wholesale and retail trade, excluding sales occupations:</b>													
1981 .....	—	71.4	72.6	73.4	—	—	1.7	1.1	—	—	—	—	—
1982 .....	74.9	76.1	76.7	77.3	2.0	1.6	.8	.8	—	6.6	5.6	5.3	
1983 .....	78.5	80.0	80.4	81.1	1.6	1.9	.5	.9	4.8	5.1	4.8	4.9	
1984 .....	82.5	83.5	84.1	85.2	1.7	1.2	.7	1.3	5.1	4.4	4.6	5.1	
1985 .....	85.8	87.4	88.5	88.7	.7	1.9	1.3	.2	4.0	4.7	5.2	4.1	
1986 .....	89.4	90.2	90.6	91.4	.8	.9	.4	.9	4.2	3.2	2.4	3.0	
1987 .....	92.2	93.2	94.1	94.5	.9	1.1	1.0	.4	3.1	3.3	3.9	3.4	
1988 .....	95.3	96.6	97.5	98.4	.8	1.4	.9	.9	3.4	3.6	3.6	4.1	
1989 .....	99.4	100.0	101.1	101.9	1.0	.6	1.1	.8	4.3	3.5	3.7	3.6	
1990 .....	102.6	104.2	104.9	105.5	.7	1.6	.7	.6	3.2	4.2	3.8	3.5	
1991 .....	106.8	108.3	109.2	109.6	1.2	1.4	.8	.4	4.1	3.9	4.1	3.9	
1992 .....	110.1	111.4	112.1	112.6	.5	1.2	.6	.4	3.1	2.9	2.7	2.7	
1993 .....	113.6	114.4	115.2	116.1	.9	.7	.7	.8	3.2	2.7	2.8	3.1	
1994 .....	116.5	117.8	118.7	118.8	.3	1.1	.8	.1	2.6	3.0	3.0	2.3	

See footnotes at end of table.

**Table 10. Wages and salaries, private industry workers: Employment Cost Index by occupational and industry group, 1975-97**

(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended—				12 months ended—			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
<b>Wholesale and retail trade, excluding sales occupations:</b>												
1995 .....	120.2	120.9	121.9	123.2	1.2	0.6	0.8	1.1	3.2	2.6	2.7	3.7
1996 .....	124.4	124.9	126.5	127.7	1.0	.4	1.3	.9	3.5	3.3	3.8	3.7
1997 .....	129.3	131.1	132.2	133.2	1.3	1.4	.8	.8	3.9	5.0	4.5	4.3
<b>Wholesale trade<sup>2</sup>:</b>												
1977 .....	—	49.2	49.1	50.4	—	—	-.2	2.6	—	—	—	—
1978 .....	51.7	52.6	53.2	54.2	2.6	1.7	1.1	1.9	—	6.9	8.4	7.5
1979 .....	55.0	56.6	57.3	58.5	1.5	2.9	1.2	2.1	6.4	7.6	7.7	7.9
1980 .....	60.2	61.8	62.4	64.4	2.9	2.7	1.0	3.2	9.5	9.2	8.9	10.1
1981 .....	66.1	67.1	68.5	69.4	2.6	1.5	2.1	1.3	9.8	8.6	9.8	7.8
1982 .....	71.3	73.1	73.2	73.7	2.7	2.5	.1	.7	7.9	8.9	6.9	6.2
1983 .....	75.0	76.6	77.7	78.2	1.8	2.1	1.4	.6	5.2	4.8	6.1	6.1
1984 .....	79.3	80.5	81.0	82.5	1.4	1.5	.6	1.9	5.7	5.1	4.2	5.5
1985 .....	83.0	85.1	85.7	86.1	.6	2.5	.7	.5	4.7	5.7	5.8	4.4
1986 .....	87.0	88.1	88.5	89.3	1.0	1.3	.5	.9	4.8	3.5	3.3	3.7
1987 .....	90.5	92.1	92.5	93.0	1.3	1.8	.4	.5	4.0	4.5	4.5	4.1
1988 .....	93.3	95.1	96.1	96.4	.3	1.9	1.1	.3	3.1	3.3	3.9	3.7
1989 .....	99.0	100.0	102.8	105.2	2.7	1.0	2.8	2.3	6.1	5.2	7.0	9.1
1990 .....	104.6	105.2	105.5	106.2	-.6	.6	.3	.7	5.7	5.2	2.6	1.0
1991 .....	107.3	109.2	110.4	110.3	1.0	1.8	1.1	-.1	2.6	3.8	4.6	3.9
1992 .....	111.4	112.5	111.9	113.5	1.0	1.0	-.5	1.4	3.8	3.0	1.4	2.9
1993 .....	113.9	115.1	115.1	116.4	.4	1.1	.0	1.1	2.2	2.3	2.9	2.6
1994 .....	116.2	118.3	118.9	119.9	-.2	1.8	.5	.8	2.0	2.8	3.3	3.0
1995 .....	120.9	122.7	123.9	125.5	.8	1.5	1.0	1.3	4.0	3.7	4.2	4.7
1996 .....	126.1	128.0	128.5	129.6	.5	1.5	.4	.9	4.3	4.3	3.7	3.3
1997 .....	131.4	132.2	133.0	133.6	1.4	.6	.6	.5	4.2	3.3	3.5	3.1
<b>Wholesale trade, excluding sales occupations<sup>2</sup>:</b>												
1981 .....	—	70.0	71.6	72.7	—	—	2.3	1.5	—	—	—	—
1982 .....	74.9	76.6	77.0	77.3	3.0	2.3	.5	.4	—	9.4	7.5	6.3
1983 .....	78.9	80.1	80.9	81.6	2.1	1.5	1.0	.9	5.3	4.6	5.1	5.6
1984 .....	82.9	83.5	84.5	85.8	1.6	.7	1.2	1.5	5.1	4.2	4.4	5.1
1985 .....	86.5	87.8	88.7	88.9	.8	1.5	1.0	.2	4.3	5.1	5.0	3.6
1986 .....	89.4	90.6	91.0	91.8	.6	1.3	.4	.9	3.4	3.2	2.6	3.3
1987 .....	92.7	93.3	94.4	95.2	1.0	.6	1.2	.8	3.7	3.0	3.7	3.7
1988 .....	95.7	96.7	97.7	98.3	.5	1.0	1.0	.6	3.2	3.6	3.5	3.3
1989 .....	99.2	100.0	101.7	102.5	.9	.8	1.7	.8	3.7	3.4	4.1	4.3
1990 .....	103.2	104.7	105.2	105.9	.7	1.5	.5	.7	4.0	4.7	3.4	3.3
1991 .....	107.9	109.2	109.8	110.5	1.9	1.2	.5	.6	4.6	4.3	4.4	4.3
1992 .....	111.5	112.7	113.3	114.1	.9	1.1	.5	.7	3.3	3.2	3.2	3.3
1993 .....	114.7	115.5	116.3	117.5	.5	.7	.7	1.0	2.9	2.5	2.6	3.0
1994 .....	117.8	118.8	119.6	120.2	.3	.8	.7	.5	2.7	2.9	2.8	2.3
1995 .....	122.2	122.9	123.7	125.7	1.7	.6	.7	1.6	3.7	3.5	3.4	4.6
1996 .....	126.3	127.6	128.9	129.8	.5	1.0	1.0	.7	3.4	3.8	4.2	3.3
1997 .....	131.8	132.8	133.9	135.0	1.5	.8	.8	.8	4.4	4.1	3.9	4.0
<b>Retail trade:</b>												
1976 .....	—	—	51.7	52.5	—	—	—	1.5	—	—	—	—
1977 .....	53.2	54.1	54.9	55.5	1.3	1.7	1.5	1.1	—	—	6.2	5.7
1978 .....	57.3	59.1	59.8	60.3	3.2	3.1	1.2	.8	7.7	9.2	8.9	8.6
1979 .....	61.6	63.0	64.4	65.0	2.2	2.3	2.2	.9	7.5	6.6	7.7	7.8
1980 .....	66.6	67.6	68.8	69.6	2.5	1.5	1.8	1.2	8.1	7.3	6.8	7.1
1981 .....	72.0	73.4	74.1	74.8	3.4	1.9	1.0	.9	8.1	8.6	7.7	7.5
1982 .....	75.6	76.7	77.4	77.8	1.1	1.5	.9	.5	5.0	4.5	4.5	4.0
1983 .....	78.7	80.3	80.6	81.1	1.2	2.0	.4	.6	4.1	4.7	4.1	4.2
1984 .....	82.8	83.9	84.3	85.3	2.1	1.3	.5	1.2	5.2	4.5	4.6	5.2
1985 .....	85.8	87.2	88.6	89.4	.6	1.6	1.6	.9	3.6	3.9	5.1	4.8
1986 .....	89.9	90.8	91.3	91.3	.6	1.0	.6	.0	4.8	4.1	3.0	2.1
1987 .....	91.9	93.3	93.8	93.7	.7	1.5	.5	-.1	2.2	2.8	2.7	2.6
1988 .....	94.8	96.6	97.7	98.5	1.2	1.9	1.1	.8	3.2	3.5	4.2	5.1
1989 .....	99.1	100.0	101.0	101.6	.6	.9	1.0	.6	4.5	3.5	3.4	3.1
1990 .....	102.7	104.4	105.0	105.3	1.1	1.7	.6	.3	3.6	4.4	4.0	3.6
1991 .....	106.2	108.0	109.0	109.2	.9	1.7	.9	.2	3.4	3.4	3.8	3.7
1992 .....	109.3	110.6	111.3	111.8	.1	1.2	.6	.4	2.9	2.4	2.1	2.4
1993 .....	112.6	113.8	114.5	115.0	.7	1.1	.6	.4	3.0	2.9	2.9	2.9
1994 .....	115.2	117.0	118.0	117.8	.2	1.6	.9	-.2	2.3	2.8	3.1	2.4
1995 .....	118.7	119.6	120.5	120.6	.8	.8	.8	.1	3.0	2.2	2.1	2.4
1996 .....	122.8	123.1	124.4	125.8	1.8	.2	1.1	1.1	3.5	2.9	3.2	4.3

See footnotes at end of table.

**Table 10. Wages and salaries, private industry workers: Employment Cost Index by occupational and industry group, 1975-97**

(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for								
	March	June	Sept.	Dec.	3 months ended—				12 months ended—				
					March	June	Sept.	Dec.	March	June	Sept.	Dec.	
Retail trade:													
1997 .....	127.1	128.5	129.9	130.6	1.0	1.1	1.1	0.5	3.5	4.4	4.4	3.8	
General merchandise stores <sup>2</sup> :													
1988 .....	—	95.6	97.0	98.2	—	—	1.5	1.2	—	—	—	—	—
1989 .....	99.2	100.0	100.3	101.4	1.0	.8	.3	1.1	—	4.6	3.4	3.3	
1990 .....	102.4	105.2	105.6	106.5	1.0	2.7	.4	.9	3.2	5.2	5.3	5.0	
1991 .....	107.8	110.0	110.9	110.6	1.2	2.0	.8	-.3	5.3	4.6	5.0	3.8	
1992 .....	111.1	111.7	111.7	111.8	.5	.5	.0	.1	3.1	1.5	.7	1.1	
1993 .....	112.4	113.4	114.5	115.0	.5	.9	1.0	.4	1.2	1.5	2.5	2.9	
1994 .....	114.0	116.4	116.5	117.5	-.9	2.1	.1	.9	1.4	2.6	1.7	2.2	
1995 .....	117.9	118.6	119.0	120.1	.3	.6	.3	.9	3.4	1.9	2.1	2.2	
1996 .....	121.0	121.7	122.6	124.7	.7	.6	.7	1.7	2.6	2.6	3.0	3.8	
1997 .....	125.0	126.2	126.7	128.4	.2	1.0	.4	1.3	3.3	3.7	3.3	3.0	
Food stores <sup>2</sup> :													
1987 .....	—	—	95.8	96.7	—	—	—	.9	—	—	—	—	—
1988 .....	97.3	97.8	98.2	99.0	.6	.5	.4	.8	—	—	2.5	2.4	
1989 .....	100.0	100.0	100.4	101.7	1.0	.0	.4	1.3	2.8	2.2	2.2	2.7	
1990 .....	102.8	104.3	105.1	105.8	1.1	1.5	.8	.7	2.8	4.3	4.7	4.0	
1991 .....	106.9	108.7	109.4	110.4	1.0	1.7	.6	.9	4.0	4.2	4.1	4.3	
1992 .....	110.9	112.3	112.9	113.7	.5	1.3	.5	.7	3.7	3.3	3.2	3.0	
1993 .....	114.6	115.4	114.9	115.9	.8	.7	-.4	.9	3.3	2.8	1.8	1.9	
1994 .....	117.0	117.8	117.4	117.3	.9	.7	-.3	-.1	2.1	2.1	2.2	1.2	
1995 .....	117.8	117.6	118.6	119.1	.4	-.2	.9	.4	.7	-.2	1.0	1.5	
1996 .....	120.5	121.2	123.1	124.7	1.2	.6	1.6	1.3	2.3	3.1	3.8	4.7	
1997 .....	124.8	124.7	126.7	127.0	.1	-.1	1.6	.2	3.6	2.9	2.9	1.8	
Finance, insurance, and real estate <sup>2</sup> :													
1978 .....	—	—	—	52.8	—	—	—	—	—	—	—	—	—
1979 .....	54.4	56.2	57.3	59.7	3.0	3.3	2.0	4.2	—	—	—	—	13.1
1980 .....	60.0	61.6	62.8	64.1	.5	2.7	1.9	2.1	10.3	9.6	9.6	7.4	
1981 .....	65.9	68.9	67.7	70.5	2.8	4.6	-1.7	4.1	9.8	11.9	7.8	10.0	
1982 .....	71.4	70.5	73.1	75.1	1.3	-1.3	3.7	2.7	8.3	2.3	8.0	6.5	
1983 .....	76.2	76.5	78.2	80.5	1.5	.4	2.2	2.9	6.7	8.5	7.0	7.2	
1984 .....	80.0	80.5	79.4	79.8	-.6	.6	-1.4	.5	5.0	5.2	1.5	-.9	
1985 .....	84.0	83.8	85.5	87.1	5.3	-.2	2.0	1.9	5.0	4.1	7.7	9.1	
1986 .....	87.2	88.2	88.8	89.5	.1	1.1	.7	.8	3.8	5.3	3.9	2.8	
1987 .....	91.9	90.6	90.8	90.6	2.7	-1.4	.2	-.2	5.4	2.7	2.3	1.2	
1988 .....	91.5	92.9	92.9	96.3	1.0	1.5	.0	3.7	-.4	2.5	2.3	6.3	
1989 .....	98.3	100.0	100.6	101.3	2.1	1.7	.6	.7	7.4	7.6	8.3	5.2	
1990 .....	101.8	103.5	104.9	104.8	.5	1.7	1.4	-.1	3.6	3.5	4.3	3.5	
1991 .....	107.0	108.1	108.0	108.4	2.1	1.0	-.1	.4	5.1	4.4	3.0	3.4	
1992 .....	109.5	108.2	108.2	108.3	1.0	-1.2	.0	.1	2.3	.1	.2	-.1	
1993 .....	109.3	109.3	112.3	112.9	.9	.0	2.7	.5	-.2	1.0	3.8	4.2	
1994 .....	113.7	113.2	113.8	114.2	.7	-.4	.5	.4	4.0	3.6	1.3	1.2	
1995 .....	115.0	117.0	118.0	118.4	.7	1.7	.9	.3	1.1	3.4	3.7	3.7	
1996 .....	119.8	121.9	122.2	122.2	1.2	1.8	.2	.0	4.2	4.2	3.6	3.2	
1997 .....	124.5	125.3	126.4	130.6	1.9	.6	.9	3.3	3.9	2.8	3.4	6.9	
Finance, insurance, and real estate, excluding sales occupations <sup>2</sup> :													
1978 .....	—	—	—	54.2	—	—	—	—	—	—	—	—	—
1979 .....	56.1	56.8	58.0	59.1	3.5	1.2	2.1	1.9	—	—	—	9.0	
1980 .....	61.1	62.2	63.0	63.7	3.4	1.8	1.3	1.1	8.9	9.5	8.6	7.8	
1981 .....	66.5	67.8	68.8	69.0	4.4	2.0	1.5	.3	8.8	9.0	9.2	8.3	
1982 .....	71.2	72.5	73.0	73.5	3.2	1.8	.7	.7	7.1	6.9	6.1	6.5	
1983 .....	76.0	77.2	78.4	78.8	3.4	1.6	1.6	.5	6.7	6.5	7.4	7.2	
1984 .....	79.9	81.0	81.6	82.2	1.4	1.4	.7	.7	5.1	4.9	4.1	4.3	
1985 .....	83.6	84.2	85.3	85.8	1.7	.7	1.3	.6	4.6	4.0	4.5	4.4	
1986 .....	87.5	88.1	88.7	89.6	2.0	.7	.7	1.0	4.7	4.6	4.0	4.4	
1987 .....	91.3	91.5	92.5	92.9	1.9	.2	1.1	.4	4.3	3.9	4.3	3.7	
1988 .....	93.8	94.5	95.3	97.1	1.0	.7	.8	1.9	2.7	3.3	3.0	4.5	
1989 .....	98.4	100.0	100.2	100.9	1.3	1.6	.2	.7	4.9	5.8	5.1	3.9	
1990 .....	103.0	103.9	105.8	106.1	2.1	.9	1.8	.3	4.7	3.9	5.6	5.2	
1991 .....	107.6	108.4	109.5	110.4	1.4	.7	1.0	.8	4.5	4.3	3.5	4.1	
1992 .....	110.6	109.9	109.9	110.2	.2	-.6	.0	.3	2.8	1.4	.4	-.2	
1993 .....	112.0	113.1	114.0	114.6	1.6	1.0	.8	.5	1.3	2.9	3.7	4.0	
1994 .....	115.5	116.0	117.2	117.4	.8	.4	1.0	.2	3.1	2.6	2.8	2.4	
1995 .....	119.3	120.2	121.1	121.3	1.6	.8	.7	.2	3.3	3.6	3.3	3.3	
1996 .....	123.4	124.5	126.0	125.3	1.7	.9	1.2	-.6	3.4	3.6	4.0	3.3	

See footnotes at end of table.

**Table 10. Wages and salaries, private industry workers: Employment Cost Index by occupational and industry group, 1975-97**

(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for								
	March	June	Sept.	Dec.	3 months ended—				12 months ended—				
					March	June	Sept.	Dec.	March	June	Sept.	Dec.	
Finance, insurance, and real estate, excluding sales occupations <sup>2</sup> :													
1997 .....	127.2	128.1	129.3	133.6	1.5	0.7	0.9	3.3	3.1	2.9	2.6	6.6	
Banking, savings and loan, and other credit agencies <sup>2</sup> :													
1986 .....	—	—	—	87.7	—	—	—	—	—	—	—	—	—
1987 .....	89.8	90.9	91.7	92.4	2.4	1.2	.9	.8	—	—	—	5.4	
1988 .....	95.2	96.0	97.0	97.8	3.0	.8	1.0	.8	6.0	5.6	5.8	5.8	
1989 .....	98.8	100.0	101.1	100.9	1.0	1.2	1.1	-2	3.8	4.2	4.2	3.2	
1990 .....	101.6	103.6	103.9	105.4	.7	2.0	.3	1.4	2.8	3.6	2.8	4.5	
1991 .....	106.6	105.9	106.4	106.3	1.1	-7	.5	-1	4.9	2.2	2.4	.9	
1992 .....	108.2	107.7	108.6	109.0	1.8	-5	.8	.4	1.5	1.7	2.1	2.5	
1993 .....	112.1	112.9	113.7	114.5	2.8	.7	.7	.7	3.6	4.8	4.7	5.0	
1994 .....	114.7	115.0	116.5	116.2	.2	.3	1.3	-3	2.3	1.9	2.5	1.5	
1995 .....	119.2	119.7	120.4	120.1	2.6	.4	.6	-2	3.9	4.1	3.3	3.4	
1996 .....	122.7	124.2	126.8	123.8	2.2	1.2	2.1	-2.4	2.9	3.8	5.3	3.1	
1997 .....	125.9	126.8	128.9	138.3	1.7	.7	1.7	7.3	2.6	2.1	1.7	11.7	
Insurance <sup>2</sup> :													
1987 .....	—	90.0	90.8	92.4	—	—	.9	1.8	—	—	—	—	—
1988 .....	93.1	95.4	96.2	97.4	.8	2.5	.8	1.2	—	6.0	5.9	5.4	
1989 .....	98.5	100.0	99.6	100.8	1.1	1.5	-4	1.2	5.8	4.8	3.5	3.5	
1990 .....	102.3	104.1	105.8	105.1	1.5	1.8	1.6	-7	3.9	4.1	6.2	4.3	
1991 .....	105.7	107.8	107.5	108.6	.6	2.0	-3	1.0	3.3	3.6	1.6	3.3	
1992 .....	111.2	112.7	112.7	112.7	2.4	1.3	.0	.0	5.2	4.5	4.8	3.8	
1993 .....	111.2	112.9	113.9	116.6	-1.3	1.5	.9	2.4	.0	.2	1.1	3.5	
1994 .....	116.0	116.8	117.7	118.6	-5	.7	.8	.8	4.3	3.5	3.3	1.7	
1995 .....	119.8	120.8	121.1	122.2	1.0	.8	.2	.9	3.3	3.4	2.9	3.0	
1996 .....	123.6	124.1	125.4	126.0	1.1	.4	1.0	.5	3.2	2.7	3.6	3.1	
1997 .....	127.9	128.0	128.7	130.2	1.5	.1	.5	1.2	3.5	3.1	2.6	3.3	
Insurance, excluding sales occupations <sup>2</sup> :													
1987 .....	—	91.6	92.6	93.0	—	—	1.1	.4	—	—	—	—	—
1988 .....	94.4	95.8	97.0	97.6	1.5	1.5	1.3	.6	—	4.6	4.8	4.9	
1989 .....	98.5	100.0	100.9	101.5	.9	1.5	.9	.6	4.3	4.4	4.0	4.0	
1990 .....	103.8	105.2	105.9	106.5	2.3	1.3	.7	.6	5.4	5.2	5.0	4.9	
1991 .....	107.1	108.7	109.4	110.5	.6	1.5	.6	1.0	3.2	3.3	3.3	3.8	
1992 .....	111.7	113.4	113.8	114.9	1.1	1.5	.4	1.0	4.3	4.3	4.0	4.0	
1993 .....	115.8	117.6	118.3	119.2	.8	1.6	.6	.8	3.7	3.7	4.0	3.7	
1994 .....	120.6	121.4	122.3	122.7	1.2	.7	.7	.3	4.1	3.2	3.4	2.9	
1995 .....	123.8	125.2	125.7	126.3	.9	1.1	.4	.5	2.7	3.1	2.8	2.9	
1996 .....	128.0	128.6	129.3	129.7	1.3	.5	.5	.3	3.4	2.7	2.9	2.7	
1997 .....	131.6	132.2	132.9	133.7	1.5	.5	.5	.6	2.8	2.8	2.8	3.1	
Service industries:													
1975 .....	—	—	42.7	43.5	—	—	—	1.9	—	—	—	—	—
1976 .....	44.1	44.7	45.5	45.8	1.4	1.4	1.8	.7	—	—	6.6	5.3	
1977 .....	46.2	47.0	47.8	48.2	.9	1.7	1.7	.8	4.8	5.1	5.1	5.2	
1978 .....	49.0	49.9	51.1	51.5	1.7	1.8	2.4	.8	6.1	6.2	6.9	6.8	
1979 .....	52.5	53.0	54.4	55.8	1.9	1.0	2.6	2.6	7.1	6.2	6.5	8.3	
1980 .....	57.4	58.2	59.7	60.6	2.9	1.4	2.6	1.5	9.3	9.8	9.7	8.6	
1981 .....	63.1	63.4	65.7	67.0	4.1	.5	3.6	2.0	9.9	8.9	10.1	10.6	
1982 .....	68.9	69.7	71.3	72.4	2.8	1.2	2.3	1.5	9.2	9.9	8.5	8.1	
1983 .....	73.5	73.9	76.3	77.2	1.5	.5	3.2	1.2	6.7	6.0	7.0	6.6	
1984 .....	78.7	79.0	80.5	82.1	1.9	.4	1.9	2.0	7.1	6.9	5.5	6.3	
1985 .....	82.3	83.0	84.9	85.0	.2	.9	2.3	.1	4.6	5.1	5.5	3.5	
1986 .....	86.3	86.8	87.6	88.4	1.5	.6	.9	.9	4.9	4.6	3.2	4.0	
1987 .....	89.9	90.5	92.5	93.2	1.7	.7	2.2	.8	4.2	4.3	5.6	5.4	
1988 .....	94.2	94.9	96.9	97.8	1.1	.7	2.1	.9	4.8	4.9	4.8	4.9	
1989 .....	99.1	100.0	101.6	102.5	1.3	.9	1.6	.9	5.2	5.4	4.9	4.8	
1990 .....	104.2	105.7	107.1	108.3	1.7	1.4	1.3	1.1	5.1	5.7	5.4	5.7	
1991 .....	109.5	110.0	111.5	112.2	1.1	.5	1.4	.6	5.1	4.1	4.1	3.6	
1992 .....	113.2	114.0	115.2	116.1	.9	.7	1.1	.8	3.4	3.6	3.3	3.5	
1993 .....	117.0	117.6	118.9	119.6	.8	.5	1.1	.6	3.4	3.2	3.2	3.0	
1994 .....	120.8	121.3	122.2	123.0	1.0	.4	.7	.7	3.2	3.1	2.8	2.8	
1995 .....	123.9	124.4	125.3	126.0	.7	.4	.7	.6	2.6	2.6	2.5	2.4	
1996 .....	127.6	128.7	129.7	130.5	1.3	.9	.8	.6	3.0	3.5	3.5	3.6	
1997 .....	131.8	133.0	134.7	136.2	1.0	.9	1.3	1.1	3.3	3.3	3.9	4.4	

See footnotes at end of table.

**Table 10. Wages and salaries, private industry workers: Employment Cost Index by occupational and industry group, 1975-97**

(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for								
	March	June	Sept.	Dec.	3 months ended—				12 months ended—				
					March	June	Sept.	Dec.	March	June	Sept.	Dec.	
<b>Business services<sup>2</sup>:</b>													
1986 .....	—	—	—	87.6	—	—	—	—	—	—	—	—	—
1987 .....	89.1	90.2	92.8	93.5	1.7	1.2	2.9	0.8	—	—	—	—	6.7
1988 .....	94.3	95.1	96.5	97.4	.9	.8	1.5	.9	5.8	5.4	4.0	4.0	4.2
1989 .....	98.4	100.0	100.9	101.2	1.0	1.6	.9	.3	4.3	5.2	4.6	3.9	3.9
1990 .....	103.0	105.1	105.7	107.4	1.8	2.0	.6	1.6	4.7	5.1	4.8	6.1	6.1
1991 .....	109.6	109.5	108.9	110.0	2.0	-1	-5	1.0	6.4	4.2	3.0	2.4	2.4
1992 .....	111.0	111.7	113.3	113.9	.9	.6	1.4	.5	1.3	2.0	4.0	3.5	3.5
1993 .....	114.2	114.6	115.3	115.7	.3	.4	.6	.3	2.9	2.6	1.8	1.6	1.6
1994 .....	118.8	119.4	119.9	120.4	2.7	.5	.4	.4	4.0	4.2	4.0	4.1	4.1
1995 .....	122.1	122.9	123.6	124.3	1.4	.7	.6	.6	2.8	2.9	3.1	3.2	3.2
1996 .....	126.9	127.7	128.5	130.1	2.1	.6	.6	1.2	3.9	3.9	4.0	4.7	4.7
1997 .....	131.4	132.4	134.9	137.3	1.0	.8	1.9	1.8	3.5	3.7	5.0	5.5	5.5
<b>Health services:</b>													
1985 .....	82.1	82.8	83.6	83.8	—	.9	1.0	.2	—	—	—	—	—
1986 .....	84.8	85.4	86.8	88.0	1.2	.7	1.6	1.4	3.3	3.1	3.8	5.0	5.0
1987 .....	89.2	89.8	91.1	92.1	1.4	.7	1.4	1.1	5.2	5.2	5.0	4.7	4.7
1988 .....	92.7	94.4	96.0	97.3	.7	1.8	1.7	1.4	3.9	5.1	5.4	5.6	5.6
1989 .....	99.1	100.0	101.9	103.5	1.8	.9	1.9	1.6	6.9	5.9	6.1	6.4	6.4
1990 .....	105.3	106.3	108.1	109.7	1.7	.9	1.7	1.5	6.3	6.3	6.1	6.0	6.0
1991 .....	111.1	111.9	113.5	114.6	1.3	.7	1.4	1.0	5.5	5.3	5.0	4.5	4.5
1992 .....	115.6	116.3	117.9	118.9	.9	.6	1.4	.8	4.1	3.9	3.9	3.8	3.8
1993 .....	119.8	120.7	121.7	122.6	.8	.8	.8	.7	3.6	3.8	3.2	3.1	3.1
1994 .....	123.1	123.5	124.3	125.4	.4	.3	.6	.9	2.8	2.3	2.1	2.3	2.3
1995 .....	126.2	126.7	127.5	128.4	.6	.4	.6	.7	2.5	2.6	2.6	2.4	2.4
1996 .....	129.3	130.1	130.8	131.4	.7	.6	.5	.5	2.5	2.7	2.6	2.3	2.3
1997 .....	132.5	133.2	134.3	135.4	.8	.5	.8	.8	2.5	2.4	2.7	3.0	3.0
<b>Hospitals:</b>													
1986 .....	—	84.7	85.8	87.1	—	—	1.3	1.5	—	—	—	—	—
1987 .....	88.2	88.8	90.4	91.5	1.3	.7	1.8	1.2	—	4.8	5.4	5.1	5.1
1988 .....	92.5	94.0	95.6	96.9	1.1	1.6	1.7	1.4	4.9	5.9	5.8	5.9	5.9
1989 .....	98.9	100.0	101.9	103.3	2.1	1.1	1.9	1.4	6.9	6.4	6.6	6.6	6.6
1990 .....	105.0	106.0	108.2	109.8	1.6	1.0	2.1	1.5	6.2	6.0	6.2	6.3	6.3
1991 .....	110.8	111.6	113.2	114.4	.9	.7	1.4	1.1	5.5	5.3	4.6	4.2	4.2
1992 .....	115.4	115.9	117.3	118.3	.9	.4	1.2	.9	4.2	3.9	3.6	3.4	3.4
1993 .....	119.3	119.9	121.0	122.0	.8	.5	.9	.8	3.4	3.5	3.2	3.1	3.1
1994 .....	122.8	123.3	123.9	124.8	.7	.4	.5	.7	2.9	2.8	2.4	2.3	2.3
1995 .....	125.4	125.9	126.6	127.7	.5	.4	.6	.9	2.1	2.1	2.2	2.3	2.3
1996 .....	128.5	129.1	129.7	130.3	.6	.5	.5	.5	2.5	2.5	2.4	2.0	2.0
1997 .....	130.7	131.2	132.2	133.2	.3	.4	.8	.8	1.7	1.6	1.9	2.2	2.2
<b>Nursing homes:</b>													
1992 .....	—	—	—	—	—	1.0	.9	.9	—	—	—	—	—
1993 .....	—	—	—	—	1.1	.8	.9	.8	4.0	3.8	3.8	3.7	3.7
1994 .....	—	—	—	—	1.4	.8	.8	.6	4.0	3.9	3.8	3.6	3.6
1995 .....	—	—	—	—	1.1	.8	.5	.9	3.3	3.4	3.0	3.3	3.3
1996 .....	—	—	—	—	.8	.6	.4	1.0	3.1	2.8	2.8	2.8	2.8
1997 .....	—	—	—	—	1.1	.4	.8	.8	3.1	3.0	3.3	3.1	3.1
<b>Educational services:</b>													
1988 .....	—	—	—	98.8	—	—	—	—	—	—	—	—	—
1989 .....	99.1	100.0	103.7	103.9	.3	.9	3.7	.2	—	—	—	5.2	5.2
1990 .....	104.7	105.0	109.2	110.2	.8	.3	4.0	.9	5.7	5.0	5.3	6.1	6.1
1991 .....	110.3	109.7	113.0	113.7	.1	-5	3.0	.6	5.3	4.5	3.5	3.2	3.2
1992 .....	113.4	113.6	116.5	117.1	-3	.2	2.6	.5	2.8	3.6	3.1	3.0	3.0
1993 .....	117.5	117.4	120.7	120.9	.3	-1	2.8	.2	3.6	3.3	3.6	3.2	3.2
1994 .....	121.2	122.2	124.9	125.1	.2	.8	2.2	.2	3.1	4.1	3.5	3.5	3.5
1995 .....	125.6	125.9	128.6	129.4	.4	.2	2.1	.6	3.6	3.0	3.0	3.4	3.4
1996 .....	130.1	130.4	133.3	133.8	.5	.2	2.2	.4	3.6	3.6	3.7	3.4	3.4
1997 .....	134.5	134.8	137.8	138.4	.5	.2	2.2	.4	3.4	3.4	3.4	3.4	3.4
<b>Colleges and universities:</b>													
1988 .....	—	—	—	98.7	—	—	—	—	—	—	—	—	—
1989 .....	99.1	100.0	103.3	103.7	.4	.9	3.3	.4	—	—	—	5.1	5.1
1990 .....	104.4	104.8	108.7	109.3	.7	.4	3.7	.6	5.3	4.8	5.2	5.4	5.4
1991 .....	109.6	110.2	113.7	114.2	.3	.5	3.2	.4	5.0	5.2	4.6	4.5	4.5
1992 .....	114.2	114.5	117.3	117.6	.0	.3	2.4	.3	4.2	3.9	3.2	3.0	3.0
1993 .....	118.0	117.7	121.3	121.6	.3	-3	3.1	.2	3.3	2.8	3.4	3.4	3.4
1994 .....	122.0	122.2	124.5	124.9	.3	.2	1.9	.3	3.4	3.8	2.6	2.7	2.7

See footnotes at end of table.

**Table 10. Wages and salaries, private industry workers: Employment Cost Index by occupational and industry group, 1975-97**

(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended—				12 months ended—			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
<b>Colleges and universities:</b>												
1995 .....	125.5	125.9	129.0	130.1	0.5	0.3	2.5	0.9	2.9	3.0	3.6	4.2
1996 .....	130.6	130.9	133.4	133.8	.4	.2	1.9	.3	4.1	4.0	3.4	2.8
1997 .....	134.6	135.0	137.8	138.7	.6	.3	2.1	.7	3.1	3.1	3.3	3.7
<b>Nonmanufacturing:</b>												
1975 .....	—	—	44.9	45.7	—	—	—	1.8	—	—	—	—
1976 .....	46.6	47.4	48.0	48.9	2.0	1.7	1.3	1.9	—	—	6.9	7.0
1977 .....	49.5	50.5	51.2	52.1	1.2	2.0	1.4	1.8	6.2	6.5	6.7	6.5
1978 .....	53.1	54.3	55.5	55.9	1.9	2.3	2.2	.7	7.3	7.5	8.4	7.3
1979 .....	57.1	58.3	59.6	60.8	2.1	2.1	2.2	2.0	7.5	7.4	7.4	8.8
1980 .....	62.2	63.4	64.9	66.2	2.3	1.9	2.4	2.0	8.9	8.7	8.9	8.9
1981 .....	68.2	69.5	70.9	72.1	3.0	1.9	2.0	1.7	9.6	9.6	9.2	8.9
1982 .....	73.6	74.4	75.8	76.8	2.1	1.1	1.9	1.3	7.9	7.1	6.9	6.5
1983 .....	77.8	78.8	80.1	81.0	1.3	1.3	1.6	1.1	5.7	5.9	5.7	5.5
1984 .....	82.0	82.7	83.3	84.2	1.2	.9	.7	1.1	5.4	4.9	4.0	4.0
1985 .....	85.2	86.1	87.5	88.0	1.2	1.1	1.6	.6	3.9	4.1	5.0	4.5
1986 .....	88.7	89.4	90.1	90.6	.8	.8	.8	.6	4.1	3.8	3.0	3.0
1987 .....	91.7	92.3	93.3	93.7	1.2	.7	1.1	.4	3.4	3.2	3.6	3.4
1988 .....	94.5	95.8	96.9	97.8	.9	1.4	1.1	.9	3.1	3.8	3.9	4.4
1989 .....	99.1	100.0	101.4	102.2	1.3	.9	1.4	.8	4.9	4.4	4.6	4.5
1990 .....	103.2	104.5	105.4	106.1	1.0	1.3	.9	.7	4.1	4.5	3.9	3.8
1991 .....	107.3	108.4	109.3	109.8	1.1	1.0	.8	.5	4.0	3.7	3.7	3.5
1992 .....	110.7	111.3	111.9	112.6	.8	.5	.5	.6	3.2	2.7	2.4	2.6
1993 .....	113.4	114.2	115.4	116.0	.7	.7	1.1	.5	2.4	2.6	3.1	3.0
1994 .....	116.8	117.7	118.7	119.1	.7	.8	.8	.3	3.0	3.1	2.9	2.7
1995 .....	120.0	120.9	121.9	122.5	.8	.8	.8	.5	2.7	2.7	2.7	2.9
1996 .....	123.9	125.1	125.9	126.8	1.1	1.0	.6	.7	3.3	3.5	3.3	3.5
1997 .....	128.2	129.3	130.7	132.1	1.1	.9	1.1	1.1	3.5	3.4	3.8	4.2
<b>Nonmanufacturing, white-collar occupations:</b>												
1987 .....	—	91.7	92.7	93.0	—	—	1.1	.3	—	—	—	—
1988 .....	93.8	95.2	96.4	97.6	.9	1.5	1.3	1.2	—	3.8	4.0	4.9
1989 .....	99.1	100.0	101.5	102.5	1.5	.9	1.5	1.0	5.7	5.0	5.3	5.0
1990 .....	103.6	105.0	106.1	106.7	1.1	1.4	1.0	.6	4.5	5.0	4.5	4.1
1991 .....	108.0	109.2	110.2	110.6	1.2	1.1	.9	.4	4.2	4.0	3.9	3.7
1992 .....	111.6	112.1	112.8	113.5	.9	.4	.6	.6	3.3	2.7	2.4	2.6
1993 .....	114.4	115.2	116.4	117.2	.8	.7	1.0	.7	2.5	2.8	3.2	3.3
1994 .....	117.9	118.9	119.7	120.2	.6	.8	.7	.4	3.1	3.2	2.8	2.6
1995 .....	121.1	122.1	123.1	123.8	.7	.8	.8	.6	2.7	2.7	2.8	3.0
1996 .....	125.4	126.6	127.6	128.3	1.3	1.0	.8	.5	3.6	3.7	3.7	3.6
1997 .....	129.9	131.0	132.4	134.1	1.2	.8	1.1	1.3	3.6	3.5	3.8	4.5
<b>Nonmanufacturing, white-collar occupations, excluding sales:</b>												
1987 .....	—	91.7	93.1	93.7	—	—	1.5	.6	—	—	—	—
1988 .....	94.5	95.6	97.0	97.9	.9	1.2	1.5	.9	—	4.3	4.2	4.5
1989 .....	99.2	100.0	101.3	102.0	1.3	.8	1.3	.7	5.0	4.6	4.4	4.2
1990 .....	103.8	105.0	106.3	107.2	1.8	1.2	1.2	.8	4.6	5.0	4.9	5.1
1991 .....	108.5	109.4	110.7	111.5	1.2	.8	1.2	.7	4.5	4.2	4.1	4.0
1992 .....	112.3	113.0	113.9	114.6	.7	.6	.8	.6	3.5	3.3	2.9	2.8
1993 .....	115.8	116.6	117.6	118.5	1.0	.7	.9	.8	3.1	3.2	3.2	3.4
1994 .....	119.4	120.2	121.3	121.8	.8	.7	.9	.4	3.1	3.1	3.1	2.8
1995 .....	122.9	123.5	124.4	125.4	.9	.5	.7	.8	2.9	2.7	2.6	3.0
1996 .....	126.9	127.8	129.2	129.6	1.2	.7	1.1	.3	3.3	3.5	3.9	3.3
1997 .....	131.2	132.4	133.8	135.5	1.2	.9	1.1	1.3	3.4	3.6	3.6	4.6
<b>Nonmanufacturing, blue-collar occupations:</b>												
1987 .....	—	93.5	94.3	95.0	—	—	.9	.7	—	—	—	—
1988 .....	95.9	96.9	97.7	98.1	.9	1.0	.8	.4	—	3.6	3.6	3.3
1989 .....	99.0	100.0	101.0	101.3	.9	1.0	1.0	.3	3.2	3.2	3.4	3.3
1990 .....	102.2	103.2	104.0	104.3	.9	1.0	.8	.3	3.2	3.2	3.0	3.0
1991 .....	105.5	106.3	107.1	107.5	1.2	.8	.8	.4	3.2	3.0	3.0	3.1
1992 .....	108.2	109.1	109.7	110.2	.7	.8	.5	.5	2.6	2.6	2.4	2.5
1993 .....	111.1	111.9	113.0	113.4	.8	.7	1.0	.4	2.7	2.6	3.0	2.9
1994 .....	114.2	115.1	116.4	116.4	.7	.8	1.1	.0	2.8	2.9	3.0	2.6
1995 .....	117.5	118.5	119.4	119.8	.9	.9	.8	.3	2.9	3.0	2.6	2.9
1996 .....	120.9	122.0	122.4	123.1	.9	.9	.3	.6	2.9	3.0	2.5	2.8
1997 .....	124.1	125.5	126.4	127.1	.8	1.1	.7	.6	2.6	2.9	3.3	3.2

See footnotes at end of table.



**Table 10. Wages and salaries, private industry workers: Employment Cost Index by occupational and industry group, 1975-97**

**(Not seasonally adjusted) — Continued**

Series and year	Indexes (June 1989=100)				Percent changes for								
	March	June	Sept.	Dec.	3 months ended—				12 months ended—				
					March	June	Sept.	Dec.	March	June	Sept.	Dec.	
Nonmanufacturing, service occupations:													
1987 .....	—	93.6	94.1	94.4	—	—	0.5	0.3	—	—	—	—	—
1988 .....	95.4	96.3	97.7	98.8	1.1	0.9	1.5	1.1	—	2.9	3.8	4.7	—
1989 .....	99.4	100.0	100.8	102.3	.6	.6	.8	1.5	4.2	3.8	3.2	3.5	—
1990 .....	103.2	104.3	105.0	106.5	.9	1.1	.7	1.4	3.8	4.3	4.2	4.1	—
1991 .....	107.1	108.4	110.0	110.7	.6	1.2	1.5	.6	3.8	3.9	4.8	3.9	—
1992 .....	111.3	111.7	112.6	112.9	.5	.4	.8	.3	3.9	3.0	2.4	2.0	—
1993 .....	113.4	114.1	114.8	115.1	.4	.6	.6	.3	1.9	2.1	2.0	1.9	—
1994 .....	116.3	116.7	117.3	118.6	1.0	.3	.5	1.1	2.6	2.3	2.2	3.0	—
1995 .....	119.2	119.8	120.6	121.2	.5	.5	.7	.5	2.5	2.7	2.8	2.2	—
1996 .....	122.0	122.7	123.9	125.5	.7	.6	1.0	1.3	2.3	2.4	2.7	3.5	—
1997 .....	126.4	127.4	129.7	130.9	.7	.8	1.8	.9	3.6	3.8	4.7	4.3	—

<sup>1</sup> Excludes farm and household workers.

<sup>2</sup> This series may be discontinued with the September 1998 news release.

<sup>3</sup> This series has the same industry and occupational coverage as the Hourly Earnings Index, which was discontinued in January 1989.

<sup>4</sup> Includes mining, construction, and manufacturing.

<sup>5</sup> Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

— Data not available.

**Table 11. Wages and salaries, private industry workers: Employment Cost Index by bargaining status, region, and area size, 1975-97**

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended-				12 months ended-			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
<b>Union workers:</b>												
1975 .....	-	-	45.6	46.6	-	-	-	2.2	-	-	-	-
1976 .....	47.4	48.2	49.4	50.4	1.7	1.7	2.5	2.0	-	-	8.3	8.2
1977 .....	51.1	52.2	53.2	54.2	1.4	2.2	1.9	1.9	7.8	8.3	7.7	7.5
1978 .....	55.1	56.2	57.4	58.6	1.7	2.0	2.1	2.1	7.8	7.7	7.9	8.1
1979 .....	59.6	60.9	62.2	63.8	1.7	2.2	2.1	2.6	8.2	8.4	8.4	8.9
1980 .....	65.3	67.1	69.1	70.8	2.4	2.8	3.0	2.5	9.6	10.2	11.1	11.0
1981 .....	71.9	73.9	75.8	77.5	1.6	2.8	2.6	2.2	10.1	10.1	9.7	9.5
1982 .....	78.7	79.8	81.5	82.6	1.5	1.4	2.1	1.3	9.5	8.0	7.5	6.6
1983 .....	83.4	84.3	85.7	86.3	1.0	1.1	1.7	.7	6.0	5.6	5.2	4.5
1984 .....	87.2	87.9	88.5	89.3	1.0	.8	.7	.9	4.6	4.3	3.3	3.5
1985 .....	89.9	90.8	91.7	92.1	.7	1.0	1.0	.4	3.1	3.3	3.6	3.1
1986 .....	92.8	93.1	93.7	93.9	.8	.3	.6	.2	3.2	2.5	2.2	2.0
1987 .....	94.3	94.8	95.3	96.4	.4	.5	.5	1.2	1.6	1.8	1.7	2.7
1988 .....	96.8	97.5	98.2	98.5	.4	.7	.7	.3	2.7	2.8	3.0	2.2
1989 .....	99.2	100.0	100.6	101.6	.7	.8	.6	1.0	2.5	2.6	2.4	3.1
1990 .....	102.6	103.3	104.2	105.1	1.0	.7	.9	.9	3.4	3.3	3.6	3.4
1991 .....	106.2	107.1	108.0	108.9	1.0	.8	.8	.8	3.5	3.7	3.6	3.6
1992 .....	109.8	110.8	111.7	112.3	.8	.9	.8	.5	3.4	3.5	3.4	3.1
1993 .....	113.1	113.9	114.8	115.7	.7	.7	.8	.8	3.0	2.8	2.8	3.0
1994 .....	116.5	117.6	118.6	119.1	.7	.9	.9	.4	3.0	3.2	3.3	2.9
1995 .....	119.8	120.6	121.5	122.2	.6	.7	.7	.6	2.8	2.6	2.4	2.6
1996 .....	122.8	124.2	124.8	125.4	.5	1.1	.5	.5	2.5	3.0	2.7	2.6
1997 .....	126.0	126.9	128.3	128.9	.5	.7	1.1	.5	2.6	2.2	2.8	2.8
<b>Union blue-collar workers:</b>												
1987 .....	-	94.5	95.0	96.2	-	-	.5	1.3	-	-	-	-
1988 .....	96.5	97.2	97.8	98.4	.3	.7	.6	.6	-	2.9	2.9	2.3
1989 .....	99.1	100.0	100.7	101.5	.7	.9	.7	.8	2.7	2.9	3.0	3.2
1990 .....	102.2	103.2	103.8	104.8	.7	1.0	.6	1.0	3.1	3.2	3.1	3.3
1991 .....	105.8	106.7	107.3	108.2	1.0	.9	.6	.8	3.5	3.4	3.4	3.2
1992 .....	109.1	109.9	110.8	111.3	.8	.7	.8	.5	3.1	3.0	3.3	2.9
1993 .....	112.0	112.8	113.7	114.5	.6	.7	.8	.7	2.7	2.6	2.6	2.9
1994 .....	115.1	116.2	117.3	117.6	.5	1.0	.9	.3	2.8	3.0	3.2	2.7
1995 .....	118.2	119.1	120.0	120.3	.5	.8	.8	.3	2.7	2.5	2.3	2.3
1996 .....	120.9	122.0	122.8	123.4	.5	.9	.7	.5	2.3	2.4	2.3	2.6
1997 .....	123.6	124.7	126.0	126.7	.2	.9	1.0	.6	2.2	2.2	2.6	2.7
<b>Union workers, goods-producing industries<sup>1</sup>:</b>												
1975 .....	-	-	46.0	47.2	-	-	-	2.6	-	-	-	-
1976 .....	47.9	48.7	49.9	51.0	1.5	1.7	2.5	2.2	-	-	8.5	8.1
1977 .....	51.7	52.8	54.0	55.0	1.4	2.1	2.3	1.9	7.9	8.4	8.2	7.8
1978 .....	55.9	57.0	58.4	59.7	1.6	2.0	2.5	2.2	8.1	8.0	8.1	8.5
1979 .....	60.6	62.0	63.2	64.9	1.5	2.3	1.9	2.7	8.4	8.8	8.2	8.7
1980 .....	66.3	68.3	70.3	71.8	2.2	3.0	2.9	2.1	9.4	10.2	11.2	10.6
1981 .....	73.1	75.0	77.1	78.6	1.8	2.6	2.8	1.9	10.3	9.8	9.7	9.5
1982 .....	79.5	80.7	82.3	83.2	1.1	1.5	2.0	1.1	8.8	7.6	6.7	5.9
1983 .....	83.7	84.5	85.5	86.2	.6	1.0	1.2	.8	5.3	4.7	3.9	3.6
1984 .....	87.0	87.9	88.5	89.4	.9	1.0	.7	1.0	3.9	4.0	3.5	3.7
1985 .....	90.0	90.9	91.6	92.0	.7	1.0	.8	.4	3.4	3.4	3.5	2.9
1986 .....	92.5	93.0	93.3	93.6	.5	.5	.3	.3	2.8	2.3	1.9	1.7
1987 .....	93.7	94.3	94.8	96.3	.1	.6	.5	1.6	1.3	1.4	1.6	2.9
1988 .....	96.5	97.2	97.8	98.4	.2	.7	.6	.6	3.0	3.1	3.2	2.2
1989 .....	99.0	100.0	100.6	101.6	.6	1.0	.6	1.0	2.6	2.9	2.9	3.3
1990 .....	102.3	103.5	104.0	105.0	.7	1.2	.5	1.0	3.3	3.5	3.4	3.3
1991 .....	106.2	107.1	107.7	108.7	1.1	.8	.6	.9	3.8	3.5	3.6	3.5
1992 .....	109.6	110.2	111.1	111.7	.8	.5	.8	.5	3.2	2.9	3.2	2.8
1993 .....	112.2	113.0	113.8	114.8	.4	.7	.7	.9	2.4	2.5	2.4	2.8
1994 .....	115.4	116.7	117.5	117.9	.5	1.1	.7	.3	2.9	3.3	3.3	2.7
1995 .....	118.4	119.3	120.2	120.6	.4	.8	.8	.3	2.6	2.2	2.3	2.3
1996 .....	121.3	122.5	123.2	123.6	.6	1.0	.6	.3	2.4	2.7	2.5	2.5
1997 .....	124.1	125.4	126.6	127.1	.4	1.0	1.0	.4	2.3	2.4	2.8	2.8
<b>Union workers, service-producing industries<sup>2</sup>:</b>												
1975 .....	-	-	44.8	45.9	-	-	-	2.5	-	-	-	-
1976 .....	46.6	47.5	48.6	49.5	1.5	1.9	2.3	1.9	-	-	8.5	7.8
1977 .....	50.1	51.3	52.0	53.0	1.2	2.4	1.4	1.9	7.5	8.0	7.0	7.1
1978 .....	53.8	54.9	55.9	56.8	1.5	2.0	1.8	1.6	7.4	7.0	7.5	7.2

See footnotes at end of table.

**Table 11. Wages and salaries, private industry workers: Employment Cost Index by bargaining status, region, and area size, 1975-97**

(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended—				12 months ended—			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
<b>Union workers, service-producing industries<sup>2</sup>:</b>												
1979 .....	58.0	59.1	60.8	62.1	2.1	1.9	2.9	2.1	7.8	7.7	8.8	9.3
1980 .....	63.7	65.2	67.1	69.1	2.6	2.4	2.9	3.0	9.8	10.3	10.4	11.3
1981 .....	70.3	72.3	73.9	76.2	1.7	2.8	2.2	3.1	10.4	10.9	10.1	10.3
1982 .....	77.4	78.7	80.3	81.6	1.6	1.7	2.0	1.6	10.1	8.9	8.7	7.1
1983 .....	83.0	84.2	86.1	86.7	1.7	1.4	2.3	.7	7.2	7.0	7.2	6.3
1984 .....	87.7	88.1	88.5	89.2	1.2	.5	.5	.8	5.7	4.6	2.8	2.9
1985 .....	89.7	90.8	91.8	92.3	.6	1.2	1.1	.5	2.3	3.1	3.7	3.5
1986 .....	93.2	93.4	94.3	94.6	1.0	.2	1.0	.3	3.9	2.9	2.7	2.5
1987 .....	95.2	95.5	96.0	96.5	.6	.3	.5	.5	2.1	2.2	1.8	2.0
1988 .....	97.1	97.8	98.8	98.8	.6	.7	1.0	.0	2.0	2.4	2.9	2.4
1989 .....	99.6	100.0	100.7	101.7	.8	.4	.7	1.0	2.6	2.2	1.9	2.9
1990 .....	102.9	103.1	104.4	105.2	1.2	.2	1.3	.8	3.3	3.1	3.7	3.4
1991 .....	106.1	107.0	108.4	109.2	.9	.8	1.3	.7	3.1	3.8	3.8	3.8
1992 .....	110.1	111.5	112.5	113.1	.8	1.3	.9	.5	3.8	4.2	3.8	3.6
1993 .....	114.2	115.1	116.0	116.8	1.0	.8	.8	.7	3.7	3.2	3.1	3.3
1994 .....	118.0	118.7	120.1	120.6	1.0	.6	1.2	.4	3.3	3.1	3.5	3.3
1995 .....	121.6	122.3	123.2	124.2	.8	.6	.7	.8	3.1	3.0	2.6	3.0
1996 .....	124.8	126.2	126.8	127.6	.5	1.1	.5	.6	2.6	3.2	2.9	2.7
1997 .....	128.2	128.8	130.4	131.2	.5	.5	1.2	.6	2.7	2.1	2.8	2.8
<b>Union workers, manufacturing:</b>												
1976 .....	—	—	48.7	50.1	—	—	—	2.9	—	—	—	—
1977 .....	50.8	51.8	53.1	54.2	1.4	2.0	2.5	2.1	—	—	9.0	8.2
1978 .....	55.1	56.0	57.4	58.9	1.7	1.6	2.5	2.6	8.5	8.1	8.1	8.7
1979 .....	59.9	61.1	62.3	64.4	1.7	2.0	2.0	3.4	8.7	9.1	8.5	9.3
1980 .....	66.1	67.9	69.8	71.5	2.6	2.7	2.8	2.4	10.4	11.1	12.0	11.0
1981 .....	72.7	74.4	76.3	77.9	1.7	2.3	2.6	2.1	10.0	9.6	9.3	9.0
1982 .....	78.8	79.8	81.5	82.4	1.2	1.3	2.1	1.1	8.4	7.3	6.8	5.8
1983 .....	82.9	83.6	84.6	85.4	.6	.8	1.2	.9	5.2	4.8	3.8	3.6
1984 .....	86.4	87.1	87.9	88.9	1.2	.8	.9	1.1	4.2	4.2	3.9	4.1
1985 .....	89.6	90.6	91.4	91.7	.8	1.1	.9	.3	3.7	4.0	4.0	3.1
1986 .....	92.4	92.7	93.0	93.4	.8	.3	.3	.4	3.1	2.3	1.8	1.9
1987 .....	93.5	93.9	94.5	96.2	.1	.4	.6	1.8	1.2	1.3	1.6	3.0
1988 .....	96.4	97.0	97.5	98.3	.2	.6	.5	.8	3.1	3.3	3.2	2.2
1989 .....	99.0	100.0	100.5	101.7	.7	1.0	.5	1.2	2.7	3.1	3.1	3.5
1990 .....	102.6	103.8	104.3	105.5	.9	1.2	.5	1.2	3.6	3.8	3.8	3.7
1991 .....	106.7	107.5	108.3	109.4	1.1	.7	.7	1.0	4.0	3.6	3.8	3.7
1992 .....	110.4	110.9	111.7	112.5	.9	.5	.7	.7	3.5	3.2	3.1	2.8
1993 .....	113.2	113.9	114.6	115.9	.6	.6	.6	1.1	2.5	2.7	2.6	3.0
1994 .....	116.6	117.8	118.5	119.2	.6	1.0	.6	.6	3.0	3.4	3.4	2.8
1995 .....	119.8	120.5	121.3	122.0	.5	.6	.7	.6	2.7	2.3	2.4	2.3
1996 .....	122.9	123.9	124.5	125.2	.7	.8	.5	.6	2.6	2.8	2.6	2.6
1997 .....	125.6	126.5	127.8	128.6	.3	.7	1.0	.6	2.2	2.1	2.7	2.7
<b>Union workers, manufacturing, blue-collar occupations:</b>												
1987 .....	—	93.8	94.4	96.2	—	—	.6	1.9	—	—	—	—
1988 .....	96.4	97.0	97.5	98.3	.2	.6	.5	.8	—	3.4	3.3	2.2
1989 .....	99.0	100.0	100.6	101.8	.7	1.0	.6	1.2	2.7	3.1	3.2	3.6
1990 .....	102.6	103.8	104.2	105.4	.8	1.2	.4	1.2	3.6	3.8	3.6	3.5
1991 .....	106.6	107.5	108.2	109.3	1.1	.8	.7	1.0	3.9	3.6	3.8	3.7
1992 .....	110.3	110.8	111.6	112.4	.9	.5	.7	.7	3.5	3.1	3.1	2.8
1993 .....	113.1	113.8	114.4	115.7	.6	.6	.5	1.1	2.5	2.7	2.5	2.9
1994 .....	116.4	117.6	118.3	118.9	.6	1.0	.6	.5	2.9	3.3	3.4	2.8
1995 .....	119.5	120.2	121.0	121.6	.5	.6	.7	.5	2.7	2.2	2.3	2.3
1996 .....	122.4	123.5	124.2	125.0	.7	.9	.6	.6	2.4	2.7	2.6	2.8
1997 .....	125.4	126.2	127.6	128.4	.3	.6	1.1	.6	2.5	2.2	2.7	2.7
<b>Union workers, nonmanufacturing:</b>												
1976 .....	—	—	50.1	50.8	—	—	—	1.4	—	—	—	—
1977 .....	51.5	52.6	53.5	54.4	1.4	2.1	1.7	1.7	—	—	6.8	7.1
1978 .....	55.1	56.5	57.5	58.3	1.3	2.5	1.8	1.4	7.0	7.4	7.5	7.2
1979 .....	59.4	60.7	62.3	63.3	1.9	2.2	2.6	1.6	7.8	7.4	8.3	8.6
1980 .....	64.6	66.4	68.4	70.1	2.1	2.8	3.0	2.5	8.8	9.4	9.8	10.7
1981 .....	71.3	73.4	75.5	77.2	1.7	2.9	2.9	2.3	10.4	10.5	10.4	10.1
1982 .....	78.6	79.9	81.6	82.7	1.8	1.7	2.1	1.3	10.2	8.9	8.1	7.1
1983 .....	83.9	85.2	86.9	87.3	1.5	1.5	2.0	.5	6.7	6.6	6.5	5.6
1984 .....	88.2	88.6	89.1	89.6	1.0	.5	.6	.6	5.1	4.0	2.5	2.6

See footnotes at end of table.

**Table 11. Wages and salaries, private industry workers: Employment Cost Index by bargaining status, region, and area size, 1975-97**

(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended—				12 months ended—			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
<b>Union workers, nonmanufacturing:</b>												
1985 .....	90.2	91.1	92.0	92.4	0.7	1.0	1.0	0.4	2.3	2.8	3.3	3.1
1986 .....	93.2	93.5	94.3	94.5	.9	.3	.9	.2	3.3	2.6	2.5	2.3
1987 .....	95.1	95.5	96.0	96.5	.6	.4	.5	.5	2.0	2.1	1.8	2.1
1988 .....	97.0	97.9	98.8	98.8	.5	.9	.9	.0	2.0	2.5	2.9	2.4
1989 .....	99.4	100.0	100.7	101.5	.6	.6	.7	.8	2.5	2.1	1.9	2.7
1990 .....	102.5	103.0	104.1	104.8	1.0	.5	1.1	.7	3.1	3.0	3.4	3.3
1991 .....	105.8	106.7	107.9	108.6	1.0	.9	1.1	.6	3.2	3.6	3.7	3.6
1992 .....	109.4	110.7	111.7	112.2	.7	1.2	.9	.4	3.4	3.7	3.5	3.3
1993 .....	113.0	113.9	114.9	115.5	.7	.8	.9	.5	3.3	2.9	2.9	2.9
1994 .....	116.4	117.3	118.6	119.0	.8	.8	1.1	.3	3.0	3.0	3.2	3.0
1995 .....	119.9	120.6	121.6	122.3	.7	.7	.8	.6	2.9	2.8	2.5	2.8
1996 .....	122.8	124.3	124.9	125.5	.4	1.2	.5	.5	2.5	3.1	2.7	2.6
1997 .....	126.1	127.1	128.6	129.1	.5	.8	1.2	.4	2.7	2.3	3.0	2.9
<b>Nonunion workers:</b>												
1975 .....	—	—	45.2	45.9	—	—	—	1.5	—	—	—	—
1976 .....	46.8	47.6	48.1	49.0	2.0	1.7	1.1	1.9	—	—	6.4	6.8
1977 .....	49.7	50.6	51.5	52.2	1.4	1.8	1.8	1.4	6.2	6.3	7.1	6.5
1978 .....	53.3	54.6	55.5	56.2	2.1	2.4	1.6	1.3	7.2	7.9	7.8	7.7
1979 .....	57.3	58.4	59.6	60.9	2.0	1.9	2.1	2.2	7.5	7.0	7.4	8.4
1980 .....	62.5	63.6	64.7	65.9	2.6	1.8	1.7	1.9	9.1	8.9	8.6	8.2
1981 .....	68.0	69.3	70.4	71.5	3.2	1.9	1.6	1.6	8.8	9.0	8.8	8.5
1982 .....	73.1	73.8	75.0	75.8	2.2	1.0	1.6	1.1	7.5	6.5	6.5	6.0
1983 .....	76.8	77.7	78.7	79.8	1.3	1.2	1.3	1.4	5.1	5.3	4.9	5.3
1984 .....	80.8	81.6	82.3	83.4	1.3	1.0	.9	1.3	5.2	5.0	4.6	4.5
1985 .....	84.6	85.5	86.7	87.2	1.4	1.1	1.4	.6	4.7	4.8	5.3	4.6
1986 .....	88.2	89.0	89.6	90.2	1.1	.9	.7	.7	4.3	4.1	3.3	3.4
1987 .....	91.3	92.0	93.0	93.5	1.2	.8	1.1	.5	3.5	3.4	3.8	3.7
1988 .....	94.5	95.6	96.6	97.7	1.1	1.2	1.0	1.1	3.5	3.9	3.9	4.5
1989 .....	99.0	100.0	101.3	102.1	1.3	1.0	1.3	.8	4.8	4.6	4.9	4.5
1990 .....	103.4	104.8	105.8	106.4	1.3	1.4	1.0	.6	4.4	4.8	4.4	4.2
1991 .....	107.6	108.7	109.7	110.3	1.1	1.0	.9	.5	4.1	3.7	3.7	3.7
1992 .....	111.2	111.8	112.4	113.1	.8	.5	.5	.6	3.3	2.9	2.5	2.5
1993 .....	114.1	114.8	115.9	116.6	.9	.6	1.0	.6	2.6	2.7	3.1	3.1
1994 .....	117.4	118.3	119.2	119.8	.7	.8	.8	.5	2.9	3.0	2.8	2.7
1995 .....	120.8	121.8	122.6	123.3	.8	.8	.7	.6	2.9	3.0	2.9	2.9
1996 .....	124.8	125.9	126.9	127.7	1.2	.9	.8	.6	3.3	3.4	3.5	3.6
1997 .....	129.1	130.3	131.6	133.0	1.1	.9	1.0	1.1	3.4	3.5	3.7	4.2
<b>Nonunion blue-collar workers:</b>												
1987 .....	—	92.6	93.7	94.2	—	—	1.2	.5	—	—	—	—
1988 .....	95.3	96.4	97.0	97.8	1.2	1.2	.6	.8	—	4.1	3.5	3.8
1989 .....	98.8	100.0	101.2	101.7	1.0	1.2	1.2	.5	3.7	3.7	4.3	4.0
1990 .....	103.0	104.3	105.1	105.5	1.3	1.3	.8	.4	4.3	4.3	3.9	3.7
1991 .....	106.8	107.7	108.5	109.2	1.2	.8	.7	.6	3.7	3.3	3.2	3.5
1992 .....	110.1	110.8	111.3	111.9	.8	.6	.5	.5	3.1	2.9	2.6	2.5
1993 .....	112.8	113.6	114.4	115.0	.8	.7	.7	.5	2.5	2.5	2.8	2.8
1994 .....	115.9	116.7	117.7	118.3	.8	.7	.9	.5	2.7	2.7	2.9	2.9
1995 .....	119.5	120.7	121.4	122.1	1.0	1.0	.6	.6	3.1	3.4	3.1	3.2
1996 .....	123.6	124.7	125.2	126.3	1.2	.9	.4	.9	3.4	3.3	3.1	3.4
1997 .....	127.5	128.9	129.7	130.6	1.0	1.1	.6	.7	3.2	3.4	3.6	3.4
<b>Nonunion workers, goods-producing industries<sup>1</sup>:</b>												
1975 .....	—	—	46.5	47.4	—	—	—	1.9	—	—	—	—
1976 .....	48.2	49.1	49.7	50.7	1.7	1.9	1.2	2.0	—	—	6.9	7.0
1977 .....	51.7	52.5	53.5	54.3	2.0	1.5	1.9	1.5	7.3	6.9	7.6	7.1
1978 .....	55.5	56.6	57.3	58.7	2.2	2.0	1.2	2.4	7.4	7.8	7.1	8.1
1979 .....	59.6	60.7	61.7	63.3	1.5	1.8	1.6	2.6	7.4	7.2	7.7	7.8
1980 .....	65.2	66.2	67.0	68.5	3.0	1.5	1.2	2.2	9.4	9.1	8.6	8.2
1981 .....	70.2	71.7	72.8	74.1	2.5	2.1	1.5	1.8	7.7	8.3	8.7	8.2
1982 .....	75.8	76.5	77.5	78.1	2.3	.9	1.3	.8	8.0	6.7	6.5	5.4
1983 .....	79.1	80.0	80.6	81.5	1.3	1.1	.8	1.1	4.4	4.6	4.0	4.4
1984 .....	82.3	82.9	83.8	84.7	1.0	.7	1.1	1.1	4.0	3.6	4.0	3.9
1985 .....	86.2	87.0	87.7	88.2	1.8	.9	.8	.6	4.7	4.9	4.7	4.1
1986 .....	89.2	90.4	91.0	91.6	1.1	1.3	.7	.7	3.5	3.9	3.8	3.9
1987 .....	92.3	92.9	94.0	94.7	.8	.7	1.2	.7	3.5	2.8	3.3	3.4
1988 .....	95.8	96.8	97.3	98.1	1.2	1.0	.5	.8	3.8	4.2	3.5	3.6
1989 .....	99.1	100.0	101.1	102.1	1.0	.9	1.1	1.0	3.4	3.3	3.9	4.1

See footnotes at end of table.

**Table 11. Wages and salaries, private industry workers: Employment Cost Index by bargaining status, region, and area size, 1975-97**

(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended—				12 months ended—			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
<b>Nonunion workers, goods-producing industries<sup>1</sup>:</b>												
1990 .....	103.5	104.5	105.5	106.1	1.4	1.0	1.0	0.6	4.4	4.5	4.4	3.9
1991 .....	107.3	108.3	109.2	110.1	1.1	.9	.8	.8	3.7	3.6	3.5	3.8
1992 .....	111.2	111.9	112.6	113.3	1.0	.6	.6	.6	3.6	3.3	3.1	2.9
1993 .....	114.4	115.2	116.0	116.7	1.0	.7	.7	.6	2.9	2.9	3.0	3.0
1994 .....	117.6	118.6	119.5	120.3	.8	.9	.8	.7	2.8	3.0	3.0	3.1
1995 .....	121.3	122.2	122.9	123.8	.8	.7	.6	.7	3.1	3.0	2.8	2.9
1996 .....	124.9	126.1	127.3	128.0	.9	1.0	1.0	.5	3.0	3.2	3.6	3.4
1997 .....	128.9	130.2	131.2	132.0	.7	1.0	.8	.6	3.2	3.3	3.1	3.1
<b>Nonunion workers, service-producing industries<sup>2</sup>:</b>												
1975 .....	—	—	44.5	45.1	—	—	—	1.3	—	—	—	—
1976 .....	46.1	46.8	47.2	48.1	2.2	1.5	.9	1.9	—	—	6.1	6.7
1977 .....	48.6	49.5	50.3	51.1	1.0	1.9	1.6	1.6	5.4	5.8	6.6	6.2
1978 .....	52.2	53.5	54.6	54.8	2.2	2.5	2.1	.4	7.4	8.1	8.5	7.2
1979 .....	56.1	57.2	58.4	59.7	2.4	2.0	2.1	2.2	7.5	6.9	7.0	8.9
1980 .....	61.0	62.2	63.5	64.5	2.2	2.0	2.1	1.6	8.7	8.7	8.7	8.0
1981 .....	66.8	67.9	69.1	70.1	3.6	1.6	1.8	1.4	9.5	9.2	8.8	8.7
1982 .....	71.7	72.3	73.6	74.6	2.3	.8	1.8	1.4	7.3	6.5	6.5	6.4
1983 .....	75.6	76.5	77.7	78.8	1.3	1.2	1.6	1.4	5.4	5.8	5.6	5.6
1984 .....	80.0	80.8	81.5	82.6	1.5	1.0	.9	1.3	5.8	5.6	4.9	4.8
1985 .....	83.6	84.5	86.2	86.8	1.2	1.1	2.0	.7	4.5	4.6	5.8	5.1
1986 .....	87.6	88.2	88.9	89.5	.9	.7	.8	.7	4.8	4.4	3.1	3.1
1987 .....	90.8	91.4	92.5	92.9	1.5	.7	1.2	.4	3.7	3.6	4.0	3.8
1988 .....	93.8	95.1	96.3	97.6	1.0	1.4	1.3	1.3	3.3	4.0	4.1	5.1
1989 .....	98.9	100.0	101.4	102.2	1.3	1.1	1.4	.8	5.4	5.2	5.3	4.7
1990 .....	103.4	104.9	105.9	106.5	1.2	1.5	1.0	.6	4.6	4.9	4.4	4.2
1991 .....	107.8	108.9	109.9	110.4	1.2	1.0	.9	.5	4.3	3.8	3.8	3.7
1992 .....	111.2	111.7	112.3	113.0	.7	.4	.5	.6	3.2	2.6	2.2	2.4
1993 .....	113.8	114.6	115.9	116.6	.7	.7	1.1	.6	2.3	2.6	3.2	3.2
1994 .....	117.2	118.1	119.0	119.5	.5	.8	.8	.4	3.0	3.1	2.7	2.5
1995 .....	120.5	121.5	122.4	123.0	.8	.8	.7	.5	2.8	2.9	2.9	2.9
1996 .....	124.6	125.7	126.6	127.5	1.3	.9	.7	.7	3.4	3.5	3.4	3.7
1997 .....	129.1	130.2	131.6	133.2	1.3	.9	1.1	1.2	3.6	3.6	3.9	4.5
<b>Nonunion workers, manufacturing:</b>												
1976 .....	—	—	49.2	49.9	—	—	—	1.4	—	—	—	—
1977 .....	51.0	51.8	52.9	53.7	2.2	1.6	2.1	1.5	—	—	7.5	7.6
1978 .....	54.9	55.7	56.5	57.9	2.2	1.5	1.4	2.5	7.6	7.5	6.8	7.8
1979 .....	58.9	59.9	60.8	62.5	1.7	1.7	1.5	2.8	7.3	7.5	7.6	7.9
1980 .....	64.4	65.3	66.1	67.5	3.0	1.4	1.2	2.1	9.3	9.0	8.7	8.0
1981 .....	69.2	70.7	71.9	73.1	2.5	2.2	1.7	1.7	7.5	8.3	8.8	8.3
1982 .....	74.9	75.5	76.5	77.2	2.5	.8	1.3	.9	8.2	6.8	6.4	5.6
1983 .....	78.3	79.1	79.9	80.8	1.4	1.0	1.0	1.1	4.5	4.8	4.4	4.7
1984 .....	81.6	82.4	83.4	84.5	1.0	1.0	1.2	1.3	4.2	4.2	4.4	4.6
1985 .....	85.9	86.8	87.5	88.0	1.7	1.0	.8	.6	5.3	5.3	4.9	4.1
1986 .....	89.2	90.3	90.9	91.6	1.4	1.2	.7	.8	3.8	4.0	3.9	4.1
1987 .....	92.4	93.0	94.1	94.7	.9	.6	1.2	.6	3.6	3.0	3.5	3.4
1988 .....	95.8	96.7	97.2	98.0	1.2	.9	.5	.8	3.7	4.0	3.3	3.5
1989 .....	98.9	100.0	101.0	102.0	.9	1.1	1.0	1.0	3.2	3.4	3.9	4.1
1990 .....	103.6	104.8	105.9	106.5	1.6	1.2	1.0	.6	4.8	4.8	4.9	4.4
1991 .....	107.7	108.8	109.7	110.7	1.1	1.0	.8	.9	4.0	3.8	3.6	3.9
1992 .....	111.9	112.7	113.4	114.2	1.1	.7	.6	.7	3.9	3.6	3.4	3.2
1993 .....	115.4	116.1	117.0	117.9	1.1	.6	.8	.8	3.1	3.0	3.2	3.2
1994 .....	118.6	119.5	120.5	121.5	.6	.8	.8	.8	2.8	2.9	3.0	3.1
1995 .....	122.7	123.8	124.3	125.2	1.0	.9	.4	.7	3.5	3.6	3.2	3.0
1996 .....	126.3	127.5	128.8	129.6	.9	1.0	1.0	.6	2.9	3.0	3.6	3.5
1997 .....	130.3	131.7	132.6	133.5	.5	1.1	.7	.7	3.2	3.3	3.0	3.0
<b>Nonunion workers, manufacturing, blue-collar occupations:</b>												
1987 .....	—	93.1	94.2	94.4	—	—	1.2	.2	—	—	—	—
1988 .....	95.4	96.3	96.8	97.8	1.1	.9	.5	1.0	—	3.4	2.8	3.6
1989 .....	98.7	100.0	101.2	102.2	.9	1.3	1.2	1.0	3.5	3.8	4.5	4.5
1990 .....	103.6	105.0	106.0	106.7	1.4	1.4	1.0	.7	5.0	5.0	4.7	4.4
1991 .....	107.9	108.8	109.7	110.7	1.1	.8	.8	.9	4.2	3.6	3.5	3.7
1992 .....	111.9	112.5	113.1	113.7	1.1	.5	.5	.5	3.7	3.4	3.1	2.7
1993 .....	114.6	115.2	116.0	116.7	.8	.5	.7	.6	2.4	2.4	2.6	2.6

See footnotes at end of table.

**Table 11. Wages and salaries, private industry workers: Employment Cost Index by bargaining status, region, and area size, 1975-97**

(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended—				12 months ended—			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
<b>Nonunion workers, manufacturing, blue-collar occupations:</b>												
1994 .....	117.5	118.1	119.1	120.0	0.7	0.5	0.8	0.8	2.5	2.5	2.7	2.8
1995 .....	121.2	122.6	123.1	124.2	1.0	1.2	.4	.9	3.1	3.8	3.4	3.5
1996 .....	125.4	126.7	127.8	128.8	1.0	1.0	.9	.8	3.5	3.3	3.8	3.7
1997 .....	129.8	131.2	132.0	133.0	.8	1.1	.6	.8	3.5	3.6	3.3	3.3
<b>Nonunion workers, nonmanufacturing:</b>												
1976 .....	—	—	47.7	48.6	—	—	—	1.9	—	—	—	—
1977 .....	49.2	50.1	50.8	51.6	1.2	1.8	1.4	1.6	—	—	6.5	6.2
1978 .....	52.7	54.1	55.2	55.5	2.1	2.7	2.0	.5	7.1	8.0	8.7	7.6
1979 .....	56.7	57.9	59.1	60.4	2.2	2.1	2.1	2.2	7.6	7.0	7.1	8.8
1980 .....	61.7	62.8	64.1	65.2	2.2	1.8	2.1	1.7	8.8	8.5	8.5	7.9
1981 .....	67.5	68.7	69.8	70.9	3.5	1.8	1.6	1.6	9.4	9.4	8.9	8.7
1982 .....	72.5	73.1	74.4	75.3	2.3	.8	1.8	1.2	7.4	6.4	6.6	6.2
1983 .....	76.2	77.2	78.3	79.4	1.2	1.3	1.4	1.4	5.1	5.6	5.2	5.4
1984 .....	80.5	81.2	81.9	82.9	1.4	.9	.9	1.2	5.6	5.2	4.6	4.4
1985 .....	84.0	84.9	86.5	87.0	1.3	1.1	1.9	.6	4.3	4.6	5.6	4.9
1986 .....	87.8	88.5	89.1	89.7	.9	.8	.7	.7	4.5	4.2	3.0	3.1
1987 .....	90.9	91.6	92.7	93.0	1.3	.8	1.2	.3	3.5	3.5	4.0	3.7
1988 .....	94.0	95.3	96.4	97.7	1.1	1.4	1.2	1.3	3.4	4.0	4.0	5.1
1989 .....	99.0	100.0	101.4	102.3	1.3	1.0	1.4	.9	5.3	4.9	5.2	4.7
1990 .....	103.3	104.8	105.7	106.3	1.0	1.5	.9	.6	4.3	4.8	4.2	3.9
1991 .....	107.6	108.7	109.6	110.1	1.2	1.0	.8	.5	4.2	3.7	3.7	3.6
1992 .....	110.9	111.4	112.0	112.7	.7	.5	.5	.6	3.1	2.5	2.2	2.4
1993 .....	113.5	114.3	115.5	116.1	.7	.7	1.0	.5	2.3	2.6	3.1	3.0
1994 .....	116.9	117.8	118.7	119.1	.7	.8	.8	.3	3.0	3.1	2.8	2.6
1995 .....	120.0	121.0	121.9	122.6	.8	.8	.7	.6	2.7	2.7	2.7	2.9
1996 .....	124.2	125.2	126.1	127.0	1.3	.8	.7	.7	3.5	3.5	3.4	3.6
1997 .....	128.5	129.7	131.1	132.6	1.2	.9	1.1	1.1	3.5	3.6	4.0	4.4
<b>Northeast<sup>3</sup>:</b>												
1975 .....	—	—	43.9	44.6	—	—	—	1.6	—	—	—	—
1976 .....	45.0	45.6	46.8	47.6	.9	1.3	2.6	1.7	—	—	6.6	6.7
1977 .....	48.1	49.0	49.9	50.7	1.1	1.9	1.8	1.6	6.9	7.5	6.6	6.5
1978 .....	51.5	52.4	53.3	54.2	1.6	1.7	1.7	1.7	7.1	6.9	6.8	6.9
1979 .....	55.0	56.0	56.9	58.2	1.5	1.8	1.6	2.3	6.8	6.9	6.8	7.4
1980 .....	59.6	60.9	62.0	63.2	2.4	2.2	1.8	1.9	8.4	8.8	9.0	8.6
1981 .....	64.7	65.8	66.9	68.7	2.4	1.7	1.7	2.7	8.6	8.0	7.9	8.7
1982 .....	69.8	70.2	72.2	73.4	1.6	.6	2.8	1.7	7.9	6.7	7.9	6.8
1983 .....	73.7	74.7	75.9	76.7	.4	1.4	1.6	1.1	5.6	6.4	5.1	4.5
1984 .....	77.2	78.2	79.3	80.2	.7	1.3	1.4	1.1	4.7	4.7	4.5	4.6
1985 .....	80.9	82.0	83.4	84.3	.9	1.4	1.7	1.1	4.8	4.9	5.2	5.1
1986 .....	85.0	86.4	87.0	87.6	.8	1.6	.7	.7	5.1	5.4	4.3	3.9
1987 .....	89.1	89.9	91.0	91.9	1.7	.9	1.2	1.0	4.8	4.1	4.6	4.9
1988 .....	92.7	94.0	95.1	96.9	.9	1.4	1.2	1.9	4.0	4.6	4.5	5.4
1989 .....	98.7	100.0	101.8	102.9	1.9	1.3	1.8	1.1	6.5	6.4	7.0	6.2
1990 .....	104.0	104.8	105.9	106.9	1.1	.8	1.0	.9	5.4	4.8	4.0	3.9
1991 .....	108.3	109.4	110.3	110.9	1.3	1.0	.8	.5	4.1	4.4	4.2	3.7
1992 .....	111.7	112.2	113.0	113.7	.7	.4	.7	.6	3.1	2.6	2.4	2.5
1993 .....	114.6	115.7	116.8	117.3	.8	1.0	1.0	.4	2.6	3.1	3.4	3.2
1994 .....	117.8	118.8	120.0	120.2	.4	.8	1.0	.2	2.8	2.7	2.7	2.5
1995 .....	121.3	122.1	123.1	123.6	.9	.7	.8	.4	3.0	2.8	2.6	2.8
1996 .....	124.9	126.0	127.0	127.7	1.1	.9	.8	.6	3.0	3.2	3.2	3.3
1997 .....	128.8	129.8	130.7	131.6	.9	.8	.7	.7	3.1	3.0	2.9	3.1
<b>South<sup>4</sup>:</b>												
1975 .....	—	—	45.4	46.1	—	—	—	1.5	—	—	—	—
1976 .....	47.1	47.8	48.6	49.2	2.2	1.5	1.7	1.2	—	—	7.0	6.7
1977 .....	49.9	51.0	51.9	52.6	1.4	2.2	1.8	1.3	5.9	6.7	6.8	6.9
1978 .....	54.1	55.3	56.6	57.4	2.9	2.2	2.4	1.4	8.4	8.4	9.1	9.1
1979 .....	58.9	59.9	60.9	62.4	2.6	1.7	1.7	2.5	8.9	8.3	7.6	8.7
1980 .....	64.1	65.3	66.6	67.8	2.7	1.9	2.0	1.8	8.8	9.0	9.4	8.7
1981 .....	70.0	71.4	72.8	73.4	3.2	2.0	2.0	.8	9.2	9.3	9.3	8.3
1982 .....	75.5	76.7	77.7	78.4	2.9	1.6	1.3	.9	7.9	7.4	6.7	6.8
1983 .....	79.6	80.4	81.6	82.6	1.5	1.0	1.5	1.2	5.4	4.8	5.0	5.4
1984 .....	84.2	85.0	85.0	85.9	1.9	1.0	.0	1.1	5.8	5.7	4.2	4.0
1985 .....	87.4	88.1	89.1	89.6	1.7	.8	1.1	.6	3.8	3.6	4.8	4.3
1986 .....	90.6	91.3	92.0	92.4	1.1	.8	.8	.4	3.7	3.6	3.3	3.1
1987 .....	92.9	93.6	94.4	95.0	.5	.8	.9	.6	2.5	2.5	2.6	2.8

See footnotes at end of table.

**Table 11. Wages and salaries, private industry workers: Employment Cost Index by bargaining status, region, and area size, 1975-97**

(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended—				12 months ended—			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
<b>South<sup>4</sup>:</b>												
1988 .....	95.7	97.2	97.9	98.4	0.7	1.6	0.7	0.5	3.0	3.8	3.7	3.6
1989 .....	99.2	100.0	101.2	102.1	.8	.8	1.2	.9	3.7	2.9	3.4	3.8
1990 .....	103.5	105.2	105.7	106.1	1.4	1.6	.5	.4	4.3	5.2	4.4	3.9
1991 .....	107.4	108.5	109.2	109.6	1.2	1.0	.6	.4	3.8	3.1	3.3	3.3
1992 .....	110.8	111.5	112.0	112.7	1.1	.6	.4	.6	3.2	2.8	2.6	2.8
1993 .....	113.6	114.3	115.3	116.0	.8	.6	.9	.6	2.5	2.5	2.9	2.9
1994 .....	116.6	117.4	118.5	119.1	.5	.7	.9	.5	2.6	2.7	2.8	2.7
1995 .....	120.0	120.8	121.8	122.4	.8	.7	.8	.5	2.9	2.9	2.8	2.8
1996 .....	124.1	125.1	126.0	127.0	1.4	.8	.7	.8	3.4	3.6	3.4	3.8
1997 .....	128.5	129.4	130.6	133.0	1.2	.7	.9	1.8	3.5	3.4	3.7	4.7
<b>Midwest<sup>5</sup>:</b>												
1975 .....	—	—	46.7	47.7	—	—	—	2.1	—	—	—	—
1976 .....	48.4	49.2	50.0	51.3	1.5	1.7	1.6	2.6	—	—	7.1	7.5
1977 .....	51.6	52.4	53.5	54.7	.6	1.6	2.1	2.2	6.6	6.5	7.0	6.6
1978 .....	55.4	56.8	57.6	58.5	1.3	2.5	1.4	1.6	7.4	8.4	7.7	6.9
1979 .....	59.7	61.1	62.4	64.0	2.1	2.3	2.1	2.6	7.8	7.6	8.3	9.4
1980 .....	65.5	66.9	68.2	69.6	2.3	2.1	1.9	2.1	9.7	9.5	9.3	8.8
1981 .....	71.7	73.0	74.2	75.5	3.0	1.8	1.6	1.8	9.5	9.1	8.8	8.5
1982 .....	76.5	77.5	78.6	79.3	1.3	1.3	1.4	.9	6.7	6.2	5.9	5.0
1983 .....	80.4	81.4	82.4	83.0	1.4	1.2	1.2	.7	5.1	5.0	4.8	4.7
1984 .....	84.4	84.7	86.0	86.7	1.7	.4	1.5	.8	5.0	4.1	4.4	4.5
1985 .....	87.4	88.5	89.5	89.8	.8	1.3	1.1	.3	3.6	4.5	4.1	3.6
1986 .....	90.7	90.9	91.5	92.2	1.0	.2	.7	.8	3.8	2.7	2.2	2.7
1987 .....	93.1	93.9	94.7	94.9	1.0	.9	.9	.2	2.6	3.3	3.5	2.9
1988 .....	95.9	96.5	97.4	98.2	1.1	.6	.9	.8	3.0	2.8	2.9	3.5
1989 .....	99.1	100.0	100.8	101.6	.9	.9	.8	.8	3.3	3.6	3.5	3.5
1990 .....	102.6	103.7	105.1	105.8	1.0	1.1	1.4	.7	3.5	3.7	4.3	4.1
1991 .....	106.9	107.7	108.9	109.9	1.0	.7	1.1	.9	4.2	3.9	3.6	3.9
1992 .....	110.7	111.3	111.8	112.5	.7	.5	.4	.6	3.6	3.3	2.7	2.4
1993 .....	113.5	114.6	115.2	116.5	.9	1.0	.5	1.1	2.5	3.0	3.0	3.6
1994 .....	117.5	118.3	119.5	120.1	.9	.7	1.0	.5	3.5	3.2	3.7	3.1
1995 .....	120.9	122.2	123.0	123.6	.7	1.1	.7	.5	2.9	3.3	2.9	2.9
1996 .....	125.1	126.2	126.9	127.7	1.2	.9	.6	.6	3.5	3.3	3.2	3.3
1997 .....	129.0	130.4	132.2	133.0	1.0	1.1	1.4	.6	3.1	3.3	4.2	4.2
<b>West<sup>6</sup>:</b>												
1975 .....	—	—	43.9	44.8	—	—	—	2.1	—	—	—	—
1976 .....	46.3	47.4	47.7	48.4	3.3	2.4	.6	1.5	—	—	8.7	8.0
1977 .....	49.7	50.5	51.3	52.2	2.7	1.6	1.6	1.8	7.3	6.5	7.5	7.9
1978 .....	53.2	54.4	55.5	56.3	1.9	2.3	2.0	1.4	7.0	7.7	8.2	7.9
1979 .....	57.4	58.6	60.1	61.1	2.0	2.1	2.6	1.7	7.9	7.7	8.3	8.5
1980 .....	62.7	64.3	66.5	67.7	2.6	2.6	3.4	1.8	9.2	9.7	10.6	10.8
1981 .....	69.6	71.1	73.3	74.7	2.8	2.2	3.1	1.9	11.0	10.6	10.2	10.3
1982 .....	76.7	77.2	78.7	79.6	2.7	.7	1.9	1.1	10.2	8.6	7.4	6.6
1983 .....	81.1	81.7	82.8	84.2	1.9	.7	1.3	1.7	5.7	5.8	5.2	5.8
1984 .....	84.4	85.0	85.3	87.1	.2	.7	.4	2.1	4.1	4.0	3.0	3.4
1985 .....	88.1	88.9	90.0	90.3	1.1	.9	1.2	.3	4.4	4.6	5.5	3.7
1986 .....	91.0	91.6	91.9	92.5	.8	.7	.3	.7	3.3	3.0	2.1	2.4
1987 .....	93.2	93.2	94.6	94.9	.8	.0	1.5	.3	2.4	1.7	2.9	2.6
1988 .....	95.9	96.7	97.7	98.2	1.1	.8	1.0	.5	2.9	3.8	3.3	3.5
1989 .....	99.1	100.0	100.8	101.4	.9	.9	.8	.6	3.3	3.4	3.2	3.3
1990 .....	102.5	104.0	104.8	105.4	1.1	1.5	.8	.6	3.4	4.0	4.0	3.9
1991 .....	106.4	107.6	108.6	109.4	.9	1.1	.9	.7	3.8	3.5	3.6	3.8
1992 .....	110.2	111.1	112.2	112.8	.7	.8	1.0	.5	3.6	3.3	3.3	3.1
1993 .....	113.6	113.7	115.3	115.7	.7	.1	1.4	.3	3.1	2.3	2.8	2.6
1994 .....	116.6	117.9	118.1	119.0	.8	1.1	.2	.8	2.6	3.7	2.4	2.9
1995 .....	119.9	120.9	121.4	122.7	.8	.8	.4	1.1	2.8	2.5	2.8	3.1
1996 .....	123.3	124.8	125.8	126.5	.5	1.2	.8	.6	2.8	3.2	3.6	3.1
1997 .....	127.7	128.9	130.2	131.2	.9	.9	1.0	.8	3.6	3.3	3.5	3.7
<b>Metropolitan areas:</b>												
1975 .....	—	—	44.7	45.5	—	—	—	1.8	—	—	—	—
1976 .....	46.4	47.1	47.9	48.8	2.0	1.5	1.7	1.9	—	—	7.2	7.3
1977 .....	49.4	50.3	51.2	52.2	1.2	1.8	1.8	2.0	6.5	6.8	6.9	7.0
1978 .....	53.1	54.2	55.2	56.1	1.7	2.1	1.8	1.6	7.5	7.8	7.8	7.5
1979 .....	57.2	58.3	59.6	61.1	2.0	1.9	2.2	2.5	7.7	7.6	8.0	8.9
1980 .....	62.3	63.7	65.2	66.5	2.0	2.2	2.4	2.0	8.9	9.3	9.4	8.8
1981 .....	68.3	69.7	71.2	72.5	2.7	2.0	2.2	1.8	9.6	9.4	9.2	9.0

See footnotes at end of table.

**Table 11. Wages and salaries, private industry workers: Employment Cost Index by bargaining status, region, and area size, 1975-97**

(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended—				12 months ended—			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
<b>Metropolitan areas:</b>												
1982 .....	73.8	74.7	76.1	77.1	1.8	1.2	1.9	1.3	8.1	7.2	6.9	6.3
1983 .....	78.0	78.9	80.1	81.0	1.2	1.2	1.5	1.1	5.7	5.6	5.3	5.1
1984 .....	82.0	82.7	83.3	84.4	1.2	.9	.7	1.3	5.1	4.8	4.0	4.2
1985 .....	85.4	86.3	87.5	88.1	1.2	1.1	1.4	.7	4.1	4.4	5.0	4.4
1986 .....	88.8	89.6	90.2	90.8	.8	.9	.7	.7	4.0	3.8	3.1	3.1
1987 .....	91.8	92.3	93.2	93.9	1.1	.5	1.0	.8	3.4	3.0	3.3	3.4
1988 .....	94.7	95.7	96.7	97.8	.9	1.1	1.0	1.1	3.2	3.7	3.8	4.2
1989 .....	99.0	100.0	101.3	102.1	1.2	1.0	1.3	.8	4.5	4.5	4.8	4.4
1990 .....	103.3	104.4	105.4	106.1	1.2	1.1	1.0	.7	4.3	4.4	4.0	3.9
1991 .....	107.3	108.4	109.3	110.1	1.1	1.0	.8	.7	3.9	3.8	3.7	3.8
1992 .....	110.9	111.6	112.3	112.9	.7	.6	.6	.5	3.4	3.0	2.7	2.5
1993 .....	113.9	114.7	115.8	116.5	.9	.7	1.0	.6	2.7	2.8	3.1	3.2
1994 .....	117.2	118.1	119.1	119.7	.6	.8	.8	.5	2.9	3.0	2.8	2.7
1995 .....	120.6	121.6	122.4	123.2	.8	.8	.7	.7	2.9	3.0	2.8	2.9
1996 .....	124.6	125.8	126.7	127.4	1.1	1.0	.7	.6	3.3	3.5	3.5	3.4
1997 .....	128.7	129.9	131.1	132.3	1.0	.9	.9	.9	3.3	3.3	3.5	3.8
<b>Other areas<sup>7</sup>:</b>												
1975 .....	—	—	47.0	47.8	—	—	—	1.7	—	—	—	—
1976 .....	48.8	49.9	50.4	51.3	2.1	2.3	1.0	1.8	—	—	7.2	7.3
1977 .....	52.1	53.2	54.1	54.7	1.6	2.1	1.7	1.1	6.8	6.6	7.3	6.6
1978 .....	56.6	57.8	58.9	59.6	3.5	2.1	1.9	1.2	8.6	8.6	8.9	9.0
1979 .....	60.9	62.1	63.2	64.3	2.2	2.0	1.8	1.7	7.6	7.4	7.3	7.9
1980 .....	66.6	67.7	68.7	70.3	3.6	1.7	1.5	2.3	9.4	9.0	8.7	9.3
1981 .....	72.7	74.0	75.3	76.3	3.4	1.8	1.8	1.3	9.2	9.3	9.6	8.5
1982 .....	78.4	79.0	80.1	80.5	2.8	.8	1.4	.5	7.8	6.8	6.4	5.5
1983 .....	81.4	82.4	83.1	83.9	1.1	1.2	.8	1.0	3.8	4.3	3.7	4.2
1984 .....	85.1	85.8	86.9	87.5	1.4	.8	1.3	.7	4.5	4.1	4.6	4.3
1985 .....	88.5	89.2	90.2	90.2	1.1	.8	1.1	.0	4.0	4.0	3.8	3.1
1986 .....	91.4	92.1	92.5	92.9	1.3	.8	.4	.4	3.3	3.3	2.5	3.0
1987 .....	93.6	94.5	95.5	96.0	.8	1.0	1.1	.5	2.4	2.6	3.2	3.3
1988 .....	96.8	98.4	98.7	98.9	.8	1.7	.3	.2	3.4	4.1	3.4	3.0
1989 .....	99.6	100.0	100.7	101.9	.7	.4	.7	1.2	2.9	1.6	2.0	3.0
1990 .....	103.0	104.6	105.3	106.0	1.1	1.6	.7	.7	3.4	4.6	4.6	4.0
1991 .....	107.2	108.4	109.0	109.4	1.1	1.1	.6	.4	4.1	3.6	3.5	3.2
1992 .....	110.7	111.2	112.0	112.8	1.2	.5	.7	.7	3.3	2.6	2.8	3.1
1993 .....	113.5	114.4	115.0	115.8	.6	.8	.5	.7	2.5	2.9	2.7	2.7
1994 .....	117.0	118.1	118.6	119.0	1.0	.9	.4	.3	3.1	3.2	3.1	2.8
1995 .....	120.5	121.3	122.1	122.4	1.3	.7	.7	.2	3.0	2.7	3.0	2.9
1996 .....	123.4	124.2	125.0	126.5	.8	.6	.6	1.2	2.4	2.4	2.4	3.3
1997 .....	127.7	128.8	130.4	132.0	.9	.9	1.2	1.2	3.5	3.7	4.3	4.3

<sup>1</sup> Includes mining, construction, and manufacturing.

<sup>2</sup> Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

<sup>3</sup> The Northeast region includes the following States: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont.

<sup>4</sup> The South region includes the following States: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia.

<sup>5</sup> The Midwest region includes the following States: Illinois, Indiana, Iowa,

Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin.

<sup>6</sup> The West region includes the following States: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

<sup>7</sup> Other areas refers to all other locations which are not defined as a metropolitan statistical area by the U.S. Office of Management and Budget.

— Data not available.

NOTE: The indexes for the series in tables 7 and 11 are not strictly fixed-weighted. See appendix A.



**Table 12. Benefit costs, civilian, State and local government, and private industry workers: Employment Cost Index by occupational and industry group, 1979-97**

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended-				12 months ended-			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
<b>Civilian workers<sup>1</sup>:</b>												
1981 .....	-	62.5	64.1	65.5	-	-	2.6	2.2	-	-	-	-
1982 .....	66.3	67.5	69.4	70.4	1.2	1.8	2.8	1.4	-	8.0	8.3	7.5
1983 .....	72.3	73.3	74.7	75.7	2.7	1.4	1.9	1.3	9.0	8.6	7.6	7.5
1984 .....	77.8	78.6	79.8	80.9	2.8	1.0	1.5	1.4	7.6	7.2	6.8	6.9
1985 .....	82.3	82.4	83.6	84.1	1.7	.1	1.5	.6	5.8	4.8	4.8	4.0
1986 .....	85.3	85.7	86.6	87.3	1.4	.5	1.1	.8	3.6	4.0	3.6	3.8
1987 .....	88.0	88.6	89.6	90.5	.8	.7	1.1	1.0	3.2	3.4	3.5	3.7
1988 .....	93.2	94.3	95.7	96.8	3.0	1.2	1.5	1.1	5.9	6.4	6.8	7.0
1989 .....	98.6	100.0	101.9	103.2	1.9	1.4	1.9	1.3	5.8	6.0	6.5	6.6
1990 .....	105.9	107.2	108.9	110.1	2.6	1.2	1.6	1.1	7.4	7.2	6.9	6.7
1991 .....	112.2	113.6	115.4	116.3	1.9	1.2	1.6	.8	5.9	6.0	6.0	5.6
1992 .....	118.6	119.6	121.4	122.5	2.0	.8	1.5	.9	5.7	5.3	5.2	5.3
1993 .....	125.0	126.2	127.4	128.1	2.0	1.0	1.0	.5	5.4	5.5	4.9	4.6
1994 .....	130.1	131.0	132.3	132.5	1.6	.7	1.0	.2	4.1	3.8	3.8	3.4
1995 .....	133.8	134.5	135.2	135.5	1.0	.5	.5	.2	2.8	2.7	2.2	2.3
1996 .....	136.2	136.9	137.7	138.2	.5	.5	.6	.4	1.8	1.8	1.8	2.0
1997 .....	138.9	139.6	140.3	141.1	.5	.5	.5	.6	2.0	2.0	1.9	2.1
<b>State and local government:</b>												
1989 .....	-	100.0	103.9	105.3	-	-	3.9	1.3	-	-	-	-
1990 .....	107.5	108.3	111.3	112.7	2.1	.7	2.8	1.3	-	8.3	7.1	7.0
1991 .....	114.6	114.4	116.4	117.1	1.7	-2	1.7	.6	6.6	5.6	4.6	3.9
1992 .....	118.5	119.3	122.3	123.4	1.2	.7	2.5	.9	3.4	4.3	5.1	5.4
1993 .....	124.2	124.5	126.2	127.0	.6	.2	1.4	.6	4.8	4.4	3.2	2.9
1994 .....	127.9	128.5	130.3	130.5	.7	.5	1.4	.2	3.0	3.2	3.2	2.8
1995 .....	131.1	132.2	133.6	133.9	.5	.8	1.1	.2	2.5	2.9	2.5	2.6
1996 .....	134.7	135.1	136.1	136.8	.6	.3	.7	.5	2.7	2.2	1.9	2.2
1997 .....	137.4	137.4	138.2	138.6	.4	.0	.6	.3	2.0	1.7	1.5	1.3
<b>Private industry<sup>2</sup>:</b>												
1979 .....	-	-	-	53.2	-	-	-	-	-	-	-	-
1980 .....	55.0	56.7	58.1	59.4	3.4	3.1	2.5	2.2	-	-	-	11.7
1981 .....	62.9	63.9	65.2	66.6	5.9	1.6	2.0	2.1	14.4	12.7	12.2	12.1
1982 .....	67.3	68.6	70.4	71.4	1.1	1.9	2.6	1.4	7.0	7.4	8.0	7.2
1983 .....	73.4	74.5	75.7	76.7	2.8	1.5	1.6	1.3	9.1	8.6	7.5	7.4
1984 .....	78.9	79.9	80.6	81.7	2.9	1.3	.9	1.4	7.5	7.2	6.5	6.5
1985 .....	83.1	83.2	84.2	84.6	1.7	.1	1.2	.5	5.3	4.1	4.5	3.5
1986 .....	85.8	86.1	87.0	87.5	1.4	.3	1.0	.6	3.2	3.5	3.3	3.4
1987 .....	88.2	89.0	89.6	90.5	.8	.9	.7	1.0	2.8	3.4	3.0	3.4
1988 .....	93.4	94.7	95.7	96.7	3.2	1.4	1.1	1.0	5.9	6.4	6.8	6.9
1989 .....	98.4	100.0	101.4	102.6	1.8	1.6	1.4	1.2	5.4	5.6	6.0	6.1
1990 .....	105.5	106.9	108.3	109.4	2.8	1.3	1.3	1.0	7.2	6.9	6.8	6.6
1991 .....	111.6	113.5	115.2	116.2	2.0	1.7	1.5	.9	5.8	6.2	6.4	6.2
1992 .....	118.6	119.7	121.2	122.2	2.1	.9	1.3	.8	6.3	5.5	5.2	5.2
1993 .....	125.2	126.7	127.7	128.3	2.5	1.2	.8	.5	5.6	5.8	5.4	5.0
1994 .....	130.7	131.7	132.8	133.0	1.9	.8	.8	.2	4.4	3.9	4.0	3.7
1995 .....	134.5	135.1	135.6	135.9	1.1	.4	.4	.2	2.9	2.6	2.1	2.2
1996 .....	136.6	137.4	138.1	138.6	.5	.6	.5	.4	1.6	1.7	1.8	2.0
1997 .....	139.4	140.1	140.8	141.8	.6	.5	.5	.7	2.0	2.0	2.0	2.3
<b>White-collar occupations:</b>												
1979 .....	-	-	-	52.1	-	-	-	-	-	-	-	-
1980 .....	54.2	56.1	57.2	58.4	4.0	3.5	2.0	2.1	-	-	-	12.1
1981 .....	62.2	63.0	64.2	65.7	6.5	1.3	1.9	2.3	14.8	12.3	12.2	12.5
1982 .....	66.0	67.4	69.3	70.2	.5	2.1	2.8	1.3	6.1	7.0	7.9	6.8
1983 .....	71.9	73.0	74.5	75.5	2.4	1.5	2.1	1.3	8.9	8.3	7.5	7.5
1984 .....	77.8	79.0	79.7	80.9	3.0	1.5	.9	1.5	8.2	8.2	7.0	7.2
1985 .....	82.3	82.7	83.8	84.3	1.7	.5	1.3	.6	5.8	4.7	5.1	4.2
1986 .....	85.5	86.0	86.6	87.3	1.4	.6	.7	.8	3.9	4.0	3.3	3.6
1987 .....	88.2	88.9	89.7	90.5	1.0	.8	.9	.9	3.2	3.4	3.6	3.7
1988 .....	92.8	94.0	95.0	96.2	2.5	1.3	1.1	1.3	5.2	5.7	5.9	6.3
1989 .....	98.3	100.0	101.4	102.6	2.2	1.7	1.4	1.2	5.9	6.4	6.7	6.7
1990 .....	105.6	107.1	108.6	109.7	2.9	1.4	1.4	1.0	7.4	7.1	7.1	6.9
1991 .....	112.1	113.8	115.3	116.4	2.2	1.5	1.3	1.0	6.2	6.3	6.2	6.1
1992 .....	118.4	119.4	121.0	122.0	1.7	.8	1.3	.8	5.6	4.9	4.9	4.8
1993 .....	124.7	125.9	126.8	127.6	2.2	1.0	.7	.6	5.3	5.4	4.8	4.6
1994 .....	130.5	131.6	132.8	133.3	2.3	.8	.9	.4	4.7	4.5	4.7	4.5

See footnotes at end of table.

**Table 12. Benefit costs, civilian, State and local government, and private industry workers: Employment Cost Index by occupational and industry group, 1979-97**

(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended—				12 months ended—			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
<b>White-collar occupations:</b>												
1995 .....	135.2	136.0	136.6	136.7	1.4	0.6	0.4	0.1	3.6	3.3	2.9	2.6
1996 .....	137.7	138.4	139.5	139.7	.7	.5	.8	.1	1.8	1.8	2.1	2.2
1997 .....	140.8	141.5	142.0	143.4	.8	.5	.4	1.0	2.3	2.2	1.8	2.6
<b>Blue-collar occupations:</b>												
1979 .....	—	—	—	54.8	—	—	—	—	—	—	—	—
1980 .....	56.3	57.7	59.6	60.9	2.7	2.5	3.3	2.2	—	—	—	11.1
1981 .....	64.2	65.4	66.8	68.1	5.4	1.9	2.1	1.9	14.0	13.3	12.1	11.8
1982 .....	69.3	70.5	72.1	73.1	1.8	1.7	2.3	1.4	7.9	7.8	7.9	7.3
1983 .....	75.6	76.7	77.6	78.4	3.4	1.5	1.2	1.0	9.1	8.8	7.6	7.3
1984 .....	80.5	81.2	81.9	83.0	2.7	.9	.9	1.3	6.5	5.9	5.5	5.9
1985 .....	84.1	84.1	84.7	85.1	1.3	.0	.7	.5	4.5	3.6	3.4	2.5
1986 .....	86.3	86.5	87.4	87.7	1.4	.2	1.0	.3	2.6	2.9	3.2	3.1
1987 .....	88.2	89.1	89.8	90.7	.6	1.0	.8	1.0	2.2	3.0	2.7	3.4
1988 .....	94.2	95.7	96.5	97.4	3.9	1.6	.8	.9	6.8	7.4	7.5	7.4
1989 .....	98.6	100.0	101.4	102.6	1.2	1.4	1.4	1.2	4.7	4.5	5.1	5.3
1990 .....	105.2	106.6	107.9	109.0	2.5	1.3	1.2	1.0	6.7	6.6	6.4	6.2
1991 .....	111.0	112.8	114.9	115.7	1.8	1.6	1.9	.7	5.5	5.8	6.5	6.1
1992 .....	118.7	119.7	121.2	122.2	2.6	.8	1.3	.8	6.9	6.1	5.5	5.6
1993 .....	125.5	127.3	128.4	128.9	2.7	1.4	.9	.4	5.7	6.3	5.9	5.5
1994 .....	130.5	131.5	132.7	132.5	1.2	.8	.9	-2	4.0	3.3	3.3	2.8
1995 .....	133.3	133.6	134.1	134.7	.6	.2	.4	.4	2.1	1.6	1.1	1.7
1996 .....	135.2	136.1	136.2	137.0	.4	.7	.1	.6	1.4	1.9	1.6	1.7
1997 .....	137.2	138.0	138.8	139.0	.1	.6	.6	.1	1.5	1.4	1.9	1.5
<b>Service occupations<sup>3</sup>:</b>												
1985 .....	—	—	82.7	84.0	—	—	—	1.6	—	—	—	—
1986 .....	84.9	85.4	86.6	87.6	1.1	.6	1.4	1.2	—	—	4.7	4.3
1987 .....	88.2	88.4	88.7	89.7	.7	.2	.3	1.1	3.9	3.5	2.4	2.4
1988 .....	92.1	93.4	95.1	96.8	2.7	1.4	1.8	1.8	4.4	5.7	7.2	7.9
1989 .....	98.7	100.0	101.6	103.0	2.0	1.3	1.6	1.4	7.2	7.1	6.8	6.4
1990 .....	106.0	107.0	108.1	109.9	2.9	.9	1.0	1.7	7.4	7.0	6.4	6.7
1991 .....	112.3	114.5	116.5	117.8	2.2	2.0	1.7	1.1	5.9	7.0	7.8	7.2
1992 .....	120.0	121.6	123.7	124.6	1.9	1.3	1.7	.7	6.9	6.2	6.2	5.8
1993 .....	127.7	129.3	130.5	131.5	2.5	1.3	.9	.8	6.4	6.3	5.5	5.5
1994 .....	132.9	133.1	134.2	134.7	1.1	.2	.8	.4	4.1	2.9	2.8	2.4
1995 .....	135.0	135.6	135.7	136.0	.2	.4	.1	.2	1.6	1.9	1.1	1.0
1996 .....	135.7	136.3	136.2	137.4	-2	.4	-1	.9	.5	.5	.4	1.0
1997 .....	138.3	139.6	141.4	142.0	.7	.9	1.3	.4	1.9	2.4	3.8	3.3
<b>Goods-producing industries<sup>4</sup>:</b>												
1979 .....	—	—	—	54.6	—	—	—	—	—	—	—	—
1980 .....	56.2	57.5	59.3	60.5	2.9	2.3	3.1	2.0	—	—	—	10.8
1981 .....	64.2	65.5	67.0	68.2	6.1	2.0	2.3	1.8	14.2	13.9	13.0	12.7
1982 .....	69.5	70.8	72.5	73.2	1.9	1.9	2.4	1.0	8.3	8.1	8.2	7.3
1983 .....	75.8	76.7	77.8	78.3	3.6	1.2	1.4	.6	9.1	8.3	7.3	7.0
1984 .....	80.4	81.3	82.1	83.2	2.7	1.1	1.0	1.3	6.1	6.0	5.5	6.3
1985 .....	84.9	84.7	85.2	85.7	2.0	-2	.6	.6	5.6	4.2	3.8	3.0
1986 .....	86.8	87.4	87.9	88.3	1.3	.7	.6	.5	2.2	3.2	3.2	3.0
1987 .....	88.7	89.4	90.0	90.9	.5	.8	.7	1.0	2.2	2.3	2.4	2.9
1988 .....	94.4	95.7	96.5	97.3	3.9	1.4	.8	.8	6.4	7.0	7.2	7.0
1989 .....	98.7	100.0	101.5	102.6	1.4	1.3	1.5	1.1	4.6	4.5	5.2	5.4
1990 .....	105.7	107.2	108.7	109.9	3.0	1.4	1.4	1.1	7.1	7.2	7.1	7.1
1991 .....	111.9	113.9	115.8	116.7	1.8	1.8	1.7	.8	5.9	6.3	6.5	6.2
1992 .....	119.7	120.6	122.3	123.4	2.6	.8	1.4	.9	7.0	5.9	5.6	5.7
1993 .....	127.3	129.0	130.0	130.3	3.2	1.3	.8	.2	6.3	7.0	6.3	5.6
1994 .....	132.7	133.9	134.8	134.8	1.8	.9	.7	.0	4.2	3.8	3.7	3.5
1995 .....	135.9	135.9	136.2	137.1	.8	.0	.2	.7	2.4	1.5	1.0	1.7
1996 .....	137.7	138.6	138.8	139.7	.4	.7	.1	.6	1.3	2.0	1.9	1.9
1997 .....	139.9	140.9	141.5	141.5	.1	.7	.4	.0	1.6	1.7	1.9	1.3
<b>Manufacturing:</b>												
1979 .....	—	—	—	54.2	—	—	—	—	—	—	—	—
1980 .....	55.8	56.9	58.6	59.9	3.0	2.0	3.0	2.2	—	—	—	10.5
1981 .....	63.7	64.9	66.2	67.5	6.3	1.9	2.0	2.0	14.2	14.1	13.0	12.7
1982 .....	68.8	69.9	71.7	72.4	1.9	1.6	2.6	1.0	8.0	7.7	8.3	7.3
1983 .....	75.2	75.8	77.0	77.5	3.9	.8	1.6	.6	9.3	8.4	7.4	7.0
1984 .....	79.6	80.6	81.5	82.7	2.7	1.3	1.1	1.5	5.9	6.3	5.8	6.7
1985 .....	84.6	84.2	84.6	85.0	2.3	-5	.5	.5	6.3	4.5	3.8	2.8

See footnotes at end of table.

**Table 12. Benefit costs, civilian, State and local government, and private industry workers: Employment Cost Index by occupational and industry group, 1979-97**

(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended—				12 months ended—			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
<b>Manufacturing:</b>												
1986 .....	86.3	86.6	87.0	87.5	1.5	0.3	0.5	0.6	2.0	2.9	2.8	2.9
1987 .....	87.5	88.2	88.8	89.8	.0	.8	.7	1.1	1.4	1.8	2.1	2.6
1988 .....	93.7	94.9	95.8	96.6	4.3	1.3	.9	.8	7.1	7.6	7.9	7.6
1989 .....	98.8	100.0	101.6	102.3	2.3	1.2	1.6	.7	5.4	5.4	6.1	5.9
1990 .....	105.5	106.9	108.4	109.5	3.1	1.3	1.4	1.0	6.8	6.9	6.7	7.0
1991 .....	111.2	113.3	115.3	116.1	1.6	1.9	1.8	.7	5.4	6.0	6.4	6.0
1992 .....	119.3	120.1	121.5	122.6	2.8	.7	1.2	.9	7.3	6.0	5.4	5.6
1993 .....	126.8	128.6	129.7	130.0	3.4	1.4	.9	.2	6.3	7.1	6.7	6.0
1994 .....	132.0	133.0	133.9	134.3	1.5	.8	.7	.3	4.1	3.4	3.2	3.3
1995 .....	135.4	135.2	135.5	136.7	.8	-1	.2	.9	2.6	1.7	1.2	1.8
1996 .....	137.5	138.5	138.8	139.8	.6	.7	.2	.7	1.6	2.4	2.4	2.3
1997 .....	139.9	141.0	141.4	141.7	.1	.8	.3	.2	1.7	1.8	1.9	1.4
<b>Aircraft manufacturing (SIC 3721):</b>												
1988 .....	—	—	—	99.0	—	—	—	—	—	—	—	—
1989 .....	99.1	100.0	102.0	106.5	.1	.9	2.0	4.4	—	—	—	7.6
1990 .....	110.1	111.4	114.5	111.9	3.4	1.2	2.8	-2.3	11.1	11.4	12.3	5.1
1991 .....	114.2	116.0	117.7	119.7	2.1	1.6	1.5	1.7	3.7	4.1	2.8	7.0
1992 .....	124.1	127.3	128.9	135.1	3.7	2.6	1.3	4.8	8.7	9.7	9.5	12.9
1993 .....	137.6	137.0	140.1	133.1	1.9	-4	2.3	-5.0	10.9	7.6	8.7	-1.5
1994 .....	134.4	135.3	138.7	138.4	1.0	.7	2.5	-2	-2.3	-1.2	-1.0	4.0
1995 .....	141.0	140.8	140.5	146.1	1.9	-1	-2	4.0	4.9	4.1	1.3	5.6
1996 .....	154.2	155.4	154.8	151.6	5.5	.8	-4	-2.1	9.4	10.4	10.2	3.8
1997 .....	148.6	148.8	147.6	143.0	-2.0	.1	-8	-3.1	-3.6	-4.2	-4.7	-5.7
<b>Aircraft manufacturing (SIC 3721), White-collar occupations<sup>3</sup>:</b>												
1988 .....	—	—	—	99.1	—	—	—	—	—	—	—	—
1989 .....	98.9	100.0	101.7	105.7	-2	1.1	1.7	3.9	—	—	—	6.7
1990 .....	109.9	110.9	114.3	111.2	4.0	.9	3.1	-2.7	11.1	10.9	12.4	5.2
1991 .....	113.1	115.1	116.4	119.2	1.7	1.8	1.1	2.4	2.9	3.8	1.8	7.2
1992 .....	124.0	127.5	128.4	133.0	4.0	2.8	.7	3.6	9.6	10.8	10.3	11.6
1993 .....	136.2	135.4	138.7	132.5	2.4	-6	2.4	-4.5	9.8	6.2	8.0	-4
1994 .....	133.5	134.7	138.0	137.3	.8	.9	2.4	-5	-2.0	-5	-5	3.6
1995 .....	140.1	140.2	139.9	142.5	2.0	.1	-2	1.9	4.9	4.1	1.4	3.8
1996 .....	152.0	152.9	152.1	150.9	6.7	.6	-5	-8	8.5	9.1	8.7	5.9
1997 .....	146.8	147.3	146.8	144.8	-2.7	.3	-3	-1.4	-3.4	-3.7	-3.5	-4.0
<b>Aircraft manufacturing (SIC 3721), Blue-collar occupations:</b>												
1988 .....	—	—	—	98.8	—	—	—	—	—	—	—	—
1989 .....	99.2	100.0	102.3	107.4	.4	.8	2.3	5.0	—	—	—	8.7
1990 .....	110.5	112.2	114.6	112.8	2.9	1.5	2.1	-1.6	11.4	12.2	12.0	5.0
1991 .....	115.5	117.1	119.3	120.4	2.4	1.4	1.9	.9	4.5	4.4	4.1	6.7
1992 .....	124.2	127.2	129.5	137.7	3.2	2.4	1.8	6.3	7.5	8.6	8.5	14.4
1993 .....	139.3	139.0	141.9	133.5	1.2	-2	2.1	-5.9	12.2	9.3	9.6	-3.1
1994 .....	135.0	135.6	139.0	139.2	1.1	.4	2.5	.1	-3.1	-2.4	-2.0	4.3
1995 .....	141.6	140.9	140.6	150.8	1.7	-5	-2	7.3	4.9	3.9	1.2	8.3
1996 .....	156.7	158.4	158.4	152.2	3.9	1.1	.0	-3.9	10.7	12.4	12.7	.9
1997 .....	150.9	150.4	148.2	139.6	-9	-3	-1.5	-5.8	-3.7	-5.1	-6.4	-8.3
<b>Service-producing industries<sup>5</sup>:</b>												
1979 .....	—	—	—	51.9	—	—	—	—	—	—	—	—
1980 .....	54.0	56.0	57.2	58.4	4.0	3.7	2.1	2.1	—	—	—	12.5
1981 .....	61.8	62.5	63.6	65.1	5.8	1.1	1.8	2.4	14.4	11.6	11.2	11.5
1982 .....	65.3	66.6	68.5	69.6	.3	2.0	2.9	1.6	5.7	6.6	7.7	6.9
1983 .....	71.3	72.5	73.8	75.2	2.4	1.7	1.8	1.9	9.2	8.9	7.7	8.0
1984 .....	77.6	78.6	79.2	80.4	3.2	1.3	.8	1.5	8.8	8.4	7.3	6.9
1985 .....	81.4	81.9	83.2	83.6	1.2	.6	1.6	.5	4.9	4.2	5.1	4.0
1986 .....	84.9	85.1	86.1	86.8	1.6	.2	1.2	.8	4.3	3.9	3.5	3.8
1987 .....	87.8	88.6	89.4	90.2	1.2	.9	.9	.9	3.4	4.1	3.8	3.9
1988 .....	92.5	93.8	94.9	96.1	2.5	1.4	1.2	1.3	5.4	5.9	6.2	6.5
1989 .....	98.2	100.0	101.4	102.6	2.2	1.8	1.4	1.2	6.2	6.6	6.8	6.8
1990 .....	105.3	106.6	107.9	109.0	2.6	1.2	1.2	1.0	7.2	6.6	6.4	6.2
1991 .....	111.4	113.0	114.6	115.7	2.2	1.4	1.4	1.0	5.8	6.0	6.2	6.1
1992 .....	117.7	118.8	120.4	121.2	1.7	.9	1.3	.7	5.7	5.1	5.1	4.8
1993 .....	123.4	124.6	125.7	126.7	1.8	1.0	.9	.8	4.8	4.9	4.4	4.5
1994 .....	128.9	129.7	131.2	131.5	1.7	.6	1.2	.2	4.5	4.1	4.4	3.8
1995 .....	133.2	134.1	134.8	134.7	1.3	.7	.5	-1	3.3	3.4	2.7	2.4

See footnotes at end of table.

**Table 12. Benefit costs, civilian, State and local government, and private industry workers: Employment Cost Index by occupational and industry group, 1979-97**

(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended—				12 months ended—			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
<b>Service-producing industries<sup>5</sup>:</b>												
1996 .....	135.5	136.2	137.2	137.4	0.6	0.5	0.7	0.1	1.7	1.6	1.8	2.0
1997 .....	138.5	139.2	139.8	141.4	.8	.5	.4	1.1	2.2	2.2	1.9	2.9
<b>Nonmanufacturing:</b>												
1979 .....	—	—	—	52.5	—	—	—	—	—	—	—	—
1980 .....	54.6	56.5	57.8	59.1	4.0	3.5	2.3	2.2	—	—	—	12.6
1981 .....	62.4	63.3	64.6	66.1	5.6	1.4	2.1	2.3	14.3	12.0	11.8	11.8
1982 .....	66.4	67.8	69.6	70.6	.5	2.1	2.7	1.4	6.4	7.1	7.7	6.8
1983 .....	72.3	73.7	74.9	76.2	2.4	1.9	1.6	1.7	8.9	8.7	7.6	7.9
1984 .....	78.5	79.4	80.0	81.1	3.0	1.1	.8	1.4	8.6	7.7	6.8	6.4
1985 .....	82.0	82.6	83.9	84.4	1.1	.7	1.6	.6	4.5	4.0	4.9	4.1
1986 .....	85.5	85.9	86.9	87.5	1.3	.5	1.2	.7	4.3	4.0	3.6	3.7
1987 .....	88.7	89.5	90.3	91.0	1.4	.9	.9	.8	3.7	4.2	3.9	4.0
1988 .....	93.2	94.5	95.5	96.8	2.4	1.4	1.1	1.4	5.1	5.6	5.8	6.4
1989 .....	98.2	100.0	101.4	102.8	1.4	1.8	1.4	1.4	5.4	5.8	6.2	6.2
1990 .....	105.4	106.9	108.2	109.3	2.5	1.4	1.2	1.0	7.3	6.9	6.7	6.3
1991 .....	111.9	113.5	115.1	116.2	2.4	1.4	1.4	1.0	6.2	6.2	6.4	6.3
1992 .....	118.2	119.4	121.0	122.0	1.7	1.0	1.3	.8	5.6	5.2	5.1	5.0
1993 .....	124.2	125.5	126.5	127.4	1.8	1.0	.8	.7	5.1	5.1	4.5	4.4
1994 .....	129.9	130.8	132.2	132.3	2.0	.7	1.1	.1	4.6	4.2	4.5	3.8
1995 .....	133.9	134.7	135.4	135.3	1.2	.6	.5	-.1	3.1	3.0	2.4	2.3
1996 .....	136.0	136.7	137.5	137.9	.5	.5	.6	.3	1.6	1.5	1.6	1.9
1997 .....	138.9	139.5	140.2	141.5	.7	.4	.5	.9	2.1	2.0	2.0	2.6
<b>Union workers:</b>												
1979 .....	—	—	—	54.1	—	—	—	—	—	—	—	—
1980 .....	55.6	57.0	58.9	60.3	2.8	2.5	3.3	2.4	—	—	—	11.5
1981 .....	63.9	65.2	66.6	68.0	6.0	2.0	2.1	2.1	14.9	14.4	13.1	12.8
1982 .....	69.5	71.0	72.6	74.0	2.2	2.2	2.3	1.9	8.8	8.9	9.0	8.8
1983 .....	76.9	78.1	79.2	80.1	3.9	1.6	1.4	1.1	10.6	10.0	9.1	8.2
1984 .....	82.1	83.0	83.9	84.9	2.5	1.1	1.1	1.2	6.8	6.3	5.9	6.0
1985 .....	85.7	85.3	85.8	86.4	.9	-.5	.6	.7	4.4	2.8	2.3	1.8
1986 .....	87.6	87.6	88.0	88.3	1.4	.0	.5	.3	2.2	2.7	2.6	2.2
1987 .....	89.0	89.7	90.2	91.1	.8	.8	.6	1.0	1.6	2.4	2.5	3.2
1988 .....	94.9	96.1	96.9	97.5	4.2	1.3	.8	.6	6.6	7.1	7.4	7.0
1989 .....	98.6	100.0	101.3	102.1	1.1	1.4	1.3	.8	3.9	4.1	4.5	4.7
1990 .....	104.6	105.6	106.7	108.2	2.4	1.0	1.0	1.4	6.1	5.6	5.3	6.0
1991 .....	110.1	112.1	113.9	115.2	1.8	1.8	1.6	1.1	5.3	6.2	6.7	6.5
1992 .....	119.2	120.0	121.7	122.5	3.5	.7	1.4	.7	8.3	7.0	6.8	6.3
1993 .....	126.6	128.5	129.7	130.6	3.3	1.5	.9	.7	6.2	7.1	6.6	6.6
1994 .....	131.9	132.9	133.3	133.7	1.0	.8	.3	.3	4.2	3.4	2.8	2.4
1995 .....	134.8	135.5	136.6	138.0	.8	.5	.8	1.0	2.2	2.0	2.5	3.2
1996 .....	139.1	140.0	139.9	140.7	.8	.6	-.1	.6	3.2	3.3	2.4	2.0
1997 .....	140.2	140.9	142.2	142.0	-.4	.5	.9	-.1	.8	.6	1.6	.9
<b>Nonunion workers:</b>												
1979 .....	—	—	—	52.9	—	—	—	—	—	—	—	—
1980 .....	54.8	56.6	57.8	59.0	3.6	3.3	2.1	2.1	—	—	—	11.5
1981 .....	62.5	63.4	64.7	66.1	5.9	1.4	2.1	2.2	14.1	12.0	11.9	12.0
1982 .....	66.3	67.5	69.3	70.0	.3	1.8	2.7	1.0	6.1	6.5	7.1	5.9
1983 .....	71.7	72.5	73.9	74.9	2.4	1.1	1.9	1.4	8.1	7.4	6.6	7.0
1984 .....	77.3	78.2	78.9	80.1	3.2	1.2	.9	1.5	7.8	7.9	6.8	6.9
1985 .....	81.7	82.2	83.4	83.8	2.0	.6	1.5	.5	5.7	5.1	5.7	4.6
1986 .....	85.0	85.5	86.5	87.1	1.4	.6	1.2	.7	4.0	4.0	3.7	3.9
1987 .....	88.0	88.7	89.5	90.3	1.0	.8	.9	.9	3.5	3.7	3.5	3.7
1988 .....	92.6	94.0	95.1	96.3	2.5	1.5	1.2	1.3	5.2	6.0	6.3	6.6
1989 .....	98.4	100.0	101.5	102.9	2.2	1.6	1.5	1.4	6.3	6.4	6.7	6.9
1990 .....	105.8	107.4	108.9	109.9	2.8	1.5	1.4	.9	7.5	7.4	7.3	6.8
1991 .....	112.3	114.0	115.7	116.6	2.2	1.5	1.5	.8	6.1	6.1	6.2	6.1
1992 .....	118.4	119.5	121.0	122.1	1.5	.9	1.3	.9	5.4	4.8	4.6	4.7
1993 .....	124.6	125.9	126.9	127.4	2.0	1.0	.8	.4	5.2	5.4	4.9	4.3
1994 .....	130.1	131.1	132.6	132.7	2.1	.8	1.1	.1	4.4	4.1	4.5	4.2
1995 .....	134.2	134.8	135.2	135.1	1.1	.4	.3	-.1	3.2	2.8	2.0	1.8
1996 .....	135.8	136.5	137.4	137.8	.5	.5	.7	.3	1.2	1.3	1.6	2.0
1997 .....	138.9	139.7	140.2	141.5	.8	.6	.4	.9	2.3	2.3	2.0	2.7

<sup>1</sup> Includes private industry and State and local government workers and excludes farm, household, and Federal government workers.

<sup>2</sup> Excludes farm and household workers.

<sup>3</sup> This series may be discontinued with the September 1998 news release.

<sup>4</sup> Includes mining, construction, and manufacturing.

<sup>5</sup> Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

— Data not available.

# Appendix A. Description of the Survey, Estimation Methods, and Measures of Data Reliability

The Employment Cost Index (ECI) is based on compensation cost data obtained from a survey of establishments. The survey covers all occupations within the private economy (excluding farms, households, and the self-employed) and the public sector (excluding the Federal Government). In the December 1997 quarter, the ECI sample included about 17,000 occupations within 4,000 firms in the private sector and about 4,300 occupations within nearly 800 establishments in State and local governments.

## Sample design

The Bureau of Labor Statistics is in the process of integrating three compensation surveys into a single survey with a common sample design and sample of establishments, the National Compensation Survey (NCS). During the first phase of this effort, NCS has focused on measures of occupational earnings. It has replaced the Occupational Compensation Survey program (OCS) with a revised data collection procedure geared toward a broader coverage of occupations in the overall economy. During the next stage, two other surveys will be incorporated into NCS: The Employee Benefits Survey (EBS) and the Employment Cost Index (ECI). The EBS studies the incidence and detailed characteristics of employer-provided benefits; and the ECI provides a quarterly measure of change in employers' costs for employee compensation. Information obtained for the ECI is also used to compile the Employer Costs for Employee Compensation (ECEC) measure, which provides cost per hour worked data for individual employee benefits. (A separate bulletin, to be published later this year, will present data for this series).

As a first step towards integrating the ECI into NCS, ECI sample replacement groups initiated in 1997 were drawn from NCS area-based, cross-industry samples. These samples differ from previous ECI samples selected nationwide by industry. All subsequent ECI replacement groups will be drawn from the NCS sample.

The NCS area-based sample of establishments is selected in two stages. In the first stage, sample areas are selected by first dividing the entire area of the United States into primary sampling units (PSUs). In most States, a PSU consists of a county or a number of contiguous counties. There are 33 areas that are selected with certainty; others were selected with the probability proportional to the employment.

At the second stage, BLS statisticians select a sample of business establishments and State and local government operations within each selected area. The individual business establishment and government operations to be studied are selected using a probability proportionate to size technique within each industry sampled. That is, larger establishments, in terms of total employment, have a greater chance of selection than smaller establishments.

The NCS sample will be split into five approximately equal replacement groups. Each group will be nationally representative and will be replaced every 5 years.

Establishments are classified by industry as defined by the Standard Industrial Classification Manual (SIC) prepared by the U.S. Office of Management and Budget.

*How are occupations selected?* After the sample of establishments is drawn, occupations are selected in each sampled establishment. Probability proportional to size sampling is the mechanism used for selecting occupational observations within an establishment. That is, a fixed number of occupations are selected in each establishment using a process that gives occupations with greater employment a greater chance of selection.

Probability selection of occupations is designed to obtain a statistically representative sample of occupations for both a survey area and nationwide. The resulting data are weighted to represent all workers without bias. Through this technique, it is more likely that jobs that are prevalent in an establishment will be the ones chosen and studied.

A BLS representative conducts occupational sampling during a personal visit in which initial wage and benefit information is collected. A specific number of narrowly defined occupations is sought. The number of occupations selected in the establishment depends on the total number of employees in the establishment. As noted above, the probability of an occupation being selected is proportionate to its employment size within the establishment.

Each narrowly defined occupation selected is classified into one of the following 10 major occupational groups: Professional specialty occupations; technical occupations; executive, administrative, and managerial occupations; sales occupations; administrative support, including clerical occupations; precision production, craft, and repair occupations; machine operators, assemblers, and inspectors; trans-

portation and material moving occupations; handlers, equipment cleaners, helpers, and laborers; and service occupations.

The ECI survey occupational classification system was originally based on the classification system used in the 1970 Census of Population. Beginning in June 1986, the occupations were redefined according to the classification system used in the 1980 census, which is based on the Standard Occupational Classification (SOC) system.<sup>1</sup>

### Collection methods

BLS field economists initiate data collection during a visit to the sample reporting unit. The wage and benefit information is summarized in a report that is sent to the respon-

<sup>1</sup> For a discussion of the change in the classification system and the effect of the change on ECI estimates, see Albert E. Schwenk, "Introducing New Weights for the Employment Cost Index," *Monthly Labor Review*, June 1985, pp. 22-27. When 1990 weights were introduced in March 1995, there were essentially no changes in the occupational classification system. See Albert E. Schwenk, "Introducing 1990 Weights for the Employment Cost Index," *Compensation and Working Conditions*, June 1995, pp. 1-5. This article is reprinted in this bulletin, pp. 128-132.

dent each quarter to review and report changes. The changes are usually reported by mail or telephone. Data are collected for the pay period including the 12th day of the survey months—March, June, September, and December.

*Collecting wage and salary data.* During the initial visit, and in each subsequent quarterly update an establishment is in the ECI sample, BLS field economists collect the average hourly straight-time wage rate of each of the sampled occupations.

*Collecting benefit cost data.* Benefit costs are measured as a cost at a particular point in time rather than in the form of a past expenditure.<sup>2</sup> The ECI uses the current-cost approach. That is, annual costs are calculated based on the current price of benefits and current plan provisions. The annual cost is then divided by the annual hours worked to yield the cost per hour worked for each benefit.

<sup>2</sup> See Felicia Nathan, "Analyzing Employer Costs for Wages, Salaries, and Benefits," *Monthly Labor Review*, October 1987, pp. 3-11.

### Definition of Compensation Components

*Wages and salaries*—the straight-time hourly wage rate or, for workers not paid on an hourly basis, straight-time earnings divided by corresponding hours. Straight-time wage and salary rates are based on 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 survey are:

*Paid leave*—vacations, holidays, sick leave, and other paid leave.

*Supplemental pay*—premium pay for overtime and work on weekends and holidays, shift differentials, and nonproduction bonuses, such as lump-sum payments provided in lieu of wage increases.

*Insurance benefits*—health, life, and short- and long-term disability insurance.

*Retirement and savings benefits*—defined benefit and defined contribution plans.

*Legally required benefits*—Social Security, Federal and State unemployment insurance, workers' compensation, and other benefits required by law such as State disability insurance.

*Other benefits*—severance pay and supplemental unemployment plans.

The information needed to calculate benefit costs depends on the specific benefit plan. However, the following examples illustrate, for some basic plans, the information that is collected and how the costs are calculated.

*Example 1.* Each employee in the selected occupation receives 10 paid holidays, with 8 hours of straight-time pay

for each holiday. The hourly wage is \$10. All employees work 2,000 hours per year.

The annualized current cost in this example is the number of paid holidays provided under current plan provisions (10) times the rate at which each holiday is paid (8 hours of straight-time pay). This annualized current cost is then divided by the annual hours worked (2,000) to yield the

current cost per hour worked. Thus, in this example the current cost is:

$$10 \times (8 \times \$10) = \$800;$$

$$\$800 / 2,000 = \$.40 \text{ per hour worked}$$

*Example 2.* A health insurance plan is provided all employees in the selected occupation. The monthly premium, paid entirely by the company, is \$120 per employee. Each employee works 2,000 hours per year.

The annualized current cost in this example is the monthly premium (\$120) times 12 months. This annualized current cost is then divided by the number of annual hours worked (2,000) to yield the current cost per hour worked.

Thus, in this example the current cost is:

$$\$120 \times 12 = \$1,440;$$

$$\$1,440 / 2,000 = \$.72 \text{ per hour worked}$$

### Index computation

To measure compensation costs free from the influence of employment shifts among occupations and industries, the ECI is calculated with fixed employment weights. Since March 1995, 1990 employment counts from the Bureau's Occupational Employment Survey have been used; from June 1986 through December 1994, employment counts from the 1980 Census of Population were used; prior to that time, employment counts were taken from the 1970 census. Sample weights (the weight of the establishment occupation in the sample) are also used. The sample weights reflect both employment in each establishment occupation and the probability of selection of the occupation within the establishment.

### The Effects of Fixed Weights

The following example illustrates the effects of using fixed rather than current weights. Consider the case of an employer with two types of workers, electricians and janitors. In March 1997, the firm employs 10 electricians at \$14 per hour and 10 janitors at \$6 per hour. Both the average wage and the wage rate are \$10.00.

	NUMBER X WAGE RATE = AGGREGATE			
Electricians	10	X	\$14.00 =	\$140.00
Janitors	10	X	6.00 =	60.00
	20			\$200.00
			\$200.00 / 20 =	\$10.00

In March 1998, both groups are given a 10-percent wage increase, but now only 5 janitors are employed. The average wage (without fixed weights) increases to \$12.47.

	NUMBER X WAGE RATE = AGGREGATE			
Electricians	10	X	\$15.40 =	\$154.00
Janitors	5	X	6.60 =	33.00
	15			\$187.00

Average wage: \$187.00 / 15 = \$12.47

Average wage change: \$12.47 / \$10.00 = 1.247, or a 24.7-percent increase.

The increase in the average wage reflects the 10-percent increase in the wage rates and the relative decrease in the number of workers in the low-wage occupation of janitor.

But when fixed employment weights are used (that is, the number of janitors remains fixed at 10), the average change in wage *rates* is calculated, not the change in the average wage.

	NUMBER X WAGE RATE = AGGREGATE			
Electricians	10	X	\$15.40 =	\$154.00
Janitors	10	X	6.60 =	66.00
	20			\$220.00

Average wage rate: \$220.00 / 20 = \$11.00

Wage-rate change: \$11.00 / \$10.00 = 1.10, or a 10-percent increase.

In this case, the increase is 10 percent, the size of the wage-rate increase which was granted to both occupations.

The ECI is a standard Laspeyres fixed-employment-weighted index, as modified by the special statistical conditions that apply to the ECI.<sup>3</sup> The following discussion focuses on the ECI measure of wage change in private industry, but indexes for State and local government workers and civilian (non-Federal) workers, and of compensation and benefit cost changes, are calculated in essentially the same fashion.

A wage index for the ECI is a weighted average of the cumulative wage changes within each cell (usually a major occupational group in a 2-digit SIC industry), with base-period wage bills as the fixed weights for each cell. (The base-period wage bill is the fixed employment weights times the sample-weighted average wage in the base period of June 1989.) The formula is:

$$I_t = \frac{\sum (W_{0,i} M_{t,i})}{\sum (W_{0,i})} * 100$$

where:

$M_{t,i} = M_{t-1,i} * R_{t,i}$ , and

$I_t$  is the symbol for the index

The other variables are defined as follows:

$W_{0,i}$  is the estimated base-period (June 1989) wage bill for the *i*th cell. The wage bill is the average wage of workers in the cell times the number of workers represented by the cell (the fixed employment weight).

$M_{t,i}$  is the cumulative average wage change in the *i*th cell from time 0 (base period) to time *t* (current quarter).

$R_{t,i}$  is the ratio of the current-quarter weighted average wage in the cell to the prior-quarter weighted average wage in the cell, both calculated using matched establishment/occupation wage quotations. The weights applied are the sample weights.

The index computation each quarter involves six steps:<sup>4</sup>

1. Establishment occupation sample weights are applied to the average occupational wage in every establishment that has both current- and prior-quarter wage information, to calculate a weighted average wage for each cell (that is, occupation within industry) for the current and prior survey periods.

2. The ratio of the current-quarter to the prior-quarter weighted average wage is then calculated for each cell.

3. This ratio for each cell is multiplied by the cumulative percent change in wages in that cell over the period from June 1989 (the base) to the prior quarter. The product is the current-quarter cumulative percentage wage change in the cell since the base period.

4. This measure of cumulative percentage wage change is multiplied by the base-period wage bill (the average wage in June 1989 multiplied by the fixed employment weights) to generate an estimate of the current-quarter wage bill for the cell.

5. Both the current-quarter and the base-period wage bills are then summed over all cells within the scope of the index. For example, for the manufacturing index the wage bills would be summed across all industries and occupations in manufacturing.

6. The summed current-quarter wage bill is divided by the summed base-period wage bill. The result, when multiplied by 100, is the current-quarter index. That index is divided by the prior-quarter index to provide a measure of quarter-to-quarter change, the link relative.

The computations for the occupational and industry groups follow the same procedures as those for the overall indexes except for summation. The wage bills for the occupational groups are summed across occupational groups and regions for each industry division.

Computational procedures for the regional, union/non-union, and metropolitan/nonmetropolitan measures of change differ from those of the national indexes because the current sample is not large enough to hold constant the wage bills at that level of detail. The employment weights are, therefore, reallocated within these series each quarter based on the current ECI sample. The indexes for these series, consequently, are not strictly comparable to those for the aggregate, industry, and occupation series.

*Calculating percent changes.* Index numbers express the percent change from June 1989 to the quarter the index number represents. For example, an index of 114.0 indicates costs have increased 14.0 percent since June 1989. The index numbers can be used to calculate percent changes between any two time periods through a series of steps illustrated by the following example:

<sup>3</sup> See G. Donald Wood, "Estimation Procedures for the Employment Cost Index," *Monthly Labor Review*, May 1982, reprinted in this bulletin, pp. 133-135.

<sup>4</sup> This and alternative methods of index aggregation are discussed in Michael K. Lettau, Mark A. Loewenstein, and Aaron Cushner, "Is the ECI Sensitive to the Method of Aggregation," *Monthly Labor Review*, June 1997, reprinted in this bulletin, pp. 109-117.

ECI current index .....	120.0
Earlier index .....	114.0
Difference .....	6.0
Divided by earlier index .....	114.0
Equals .....	0.053
Results multiplied by 100 .....	0.053 x 100
Equals percent change .....	5.3



Reference tables 1-12 provide indexes as well as 3-month and 12-month percent changes for all ECI series. The percent changes are included as a convenience to users. Summing the percent changes does not yield a percent change between two periods spanning several quarters or years. The percent changes must be compounded. For example, the compounded 9-month percent change from the three consecutive 3-month changes of 1.1 percent, 1.2 percent, and 1.9 percent is calculated as follows:

$$1.011 \times 1.012 \times 1.019 = 1.043 \text{ or } 4.3 \text{ percent.}$$

Calculating the percent difference between two index numbers (as illustrated in the first example) yields the same result as compounding percent changes (except for rounding, which may cause small differences).

In March 1990, the ECI began publishing indexes with a base June 1989=100, rather than June 1981=100. The rebasing was done so that indexes would be available for all published ECI series.<sup>5</sup>

### Reliability of the estimates

There are two types of errors possible in the estimates from the ECI as well as any other sample survey—sampling and nonsampling errors.

*Sampling errors.* 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 each other.

A measure of the variation among these differing estimates is the standard error. (Standard errors on ECI 12-month percent changes are shown in tables A1-A3.) Standard errors 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. All 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 method used for computing the standard errors for the 12-month percent change in the ECI is called “balanced repeated replication.” Each industry sample is divided into a number of variance strata, and the sample in each variance stratum is divided into half-samples. The percent

change estimates are replicated 64 times using the data from one half-sample from each stratum instead of the data from both half-samples.

The formula used for calculating the variances, and in turn the standard errors, for the *percent changes* is:

$$\text{VAR} (R_{s,t,o}) = \frac{1}{64} \sum_{i=1}^{64} [(R_{s,t,i} - R_{s,t,o})^2]$$

where:

$R_{s,t,o}$  is the annual relative for some cell from time  $s$  to time  $t$  calculated using the full sample;

and  $R_{s,t,i}$  is the annual relative for the same cell from time  $s$  to time  $t$  calculated using the  $i$ th balanced half-sample.

The standard error is the square root of the variance.

For a more detailed discussion of sampling and nonsampling error in the ECI, see Karen O’Conor and William Wong, “Measuring the Precision of the Employment Cost Index,” *Monthly Labor Review*, March 1989, reprinted in this bulletin, pp. 118-125.

*Nonsampling errors.* These errors have a number of potential sources. The primary sources are (1) survey nonresponse and (2) data collection and processing errors, such as incorrect information provided by respondents, definitional difficulties, and errors in recording, coding, and processing data obtained.

Nonsampling errors are not measured. However, the ECI program has implemented procedures for reducing nonsampling errors, primarily through quality assurance programs. The quality assurance programs include the use of data collection reinterviews, observed interviews, computer edits of the data, and systematic professional review of the reports on which the data are recorded. These programs serve as a training device to provide feedback to the field staff on errors. They also provide information on sources of error, which can be remedied by improved collection instructions or data processing edits. Extensive training of field economists is also conducted to maintain high standards in data collection.

Because not all sample units respond to the ECI survey, nonresponse adjustment is required. For permanent refusals identified during initial data collection, the weights of responding units are adjusted to reflect nonresponse by similar establishments. For temporary nonresponses for wage data during update quarters, or if some benefit data are missing, the missing data are imputed on the basis of information provided by similar establishments.

### Seasonal adjustment

Over the course of a year, events that follow a more or less regular pattern each year affect the rate of wage and benefit change. For example, wage and benefit adjustments in State

<sup>5</sup> See Albert E. Schwenk, “Employment Cost Index rebased to June 1989,” *Monthly Labor Review*, April 1990, reprinted in this bulletin, pp. 126-132.

and local governments, especially schools, are concentrated in the June-September period. Increases in the Social Security tax rate and earnings ceiling, when they occur, always take effect in the December-March period. Wage and benefit adjustments in construction typically occur in the summer when there is the most activity in the industry.

Adjusting for these seasonal patterns makes it easier to observe the cyclical and other nonseasonal movements in the series. In evaluating changes in a seasonally adjusted series, it is important to note that seasonal adjustment is merely an approximation based on past experience. Seasonally adjusted estimates have a broader margin of possible error than the original data on which they are based, because they are subject not only to sampling and other

<sup>6</sup>The seasonal adjustment procedures, called X-11 ARIMA (Auto-Regressive Integrated Moving Average), was developed at Statistical Canada as an extension of the standard X-11 method. A detailed description of the procedure appears in the X-11 *Arima Seasonal Adjustment Method* by Estella Bee Dagum, Statistics Canada Catalogue No. 12-546E, January 1983.

errors but are also affected by the uncertainties of the seasonal adjustment process itself. Seasonally adjusted ECI major industry and occupational data were first released in December 1990.<sup>6</sup> After the December quarter, seasonal adjustment factors are calculated for use during the coming year. (See table A-4.)

ECI series are seasonally adjusted using either direct or composite estimates. Most industry and occupational series such as construction, for example, are adjusted directly. The civilian, State and local, private, and manufacturing series are composite estimates. The seasonally adjusted civilian compensation series, for example, is computed by aggregating the following independently adjusted series: Private goods-producing wages, private goods-producing benefits, private service-producing wages, private service-producing benefits, State and local wages, and State and local benefits. (Goods-producing wages has no identifiable seasonality, so the seasonally adjusted and unadjusted series are identical.)

**Table A-1. Standard errors for 12-month percent changes in total compensation, civilian, State and local government, and private industry workers, Employment Cost Index, March 1997-December 1997**

(Not seasonally adjusted)

Series	March 1997		June 1997		September 1997		December 1997	
	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error
<b>Civilian workers</b> <sup>1</sup> .....	2.9	0.2	2.8	0.2	3.0	0.2	3.3	0.2
Excluding sales occupations .....	2.7	.1	2.8	.1	2.8	.2	3.1	.2
<b>Occupational group:</b>								
White collar .....	3.1	.2	3.0	.2	3.0	.2	3.5	.3
Excluding sales occupations .....	2.9	.3	2.9	.3	2.8	.3	3.4	.4
Professional specialty and technical .....	2.4	.2	2.4	.2	2.4	.3	2.7	.3
Executive, administrative, and managerial .....	3.7	.8	3.8	.4	3.2	.4	4.4	1.2
Administrative support, including clerical .....	2.7	.2	2.9	.3	2.9	.3	3.2	.3
Blue collar .....	2.4	.2	2.5	.3	2.7	.2	2.6	.2
Service .....	3.1	.7	3.1	.5	3.8	.5	3.5	.5
<b>Industry division:</b>								
Goods-producing <sup>2</sup> .....	2.5	.2	2.6	.2	2.7	.3	2.4	.3
Manufacturing .....	2.6	.2	2.6	.3	2.5	.3	2.4	.3
Service-producing <sup>3</sup> .....	3.0	.3	2.9	.3	3.1	.2	3.5	.3
Services .....	2.8	.4	2.8	.2	3.0	.2	3.3	.3
Health services .....	2.0	.4	1.7	.4	1.9	.4	2.6	.4
Hospitals .....	1.4	.2	1.3	.2	1.5	.2	2.2	.2
Educational services .....	2.7	.2	2.6	.2	2.5	.2	2.3	.1
Public administration .....	2.9	.2	2.6	.2	2.6	.3	2.5	.2
Nonmanufacturing .....	3.0	.0	2.9	.0	3.1	.0	3.5	.0
<b>Private industry workers</b> .....	3.0	.2	2.9	.3	3.2	.2	3.4	.3
Excluding sales occupations .....	2.8	.2	2.9	.1	3.0	.2	3.4	.3
<b>Occupational group:</b>								
White collar .....	3.2	.4	3.2	.4	3.1	.4	3.8	.5
Excluding sales occupations .....	2.9	.3	3.1	.2	3.0	.3	3.7	.5
Professional specialty and technical .....	2.3	.3	2.5	.3	2.6	.5	3.1	.5
Executive, administrative, and managerial .....	3.9	1.0	4.0	.5	3.3	.5	4.6	1.4
Sales .....	4.2	1.8	3.0	2.7	4.3	2.0	4.2	2.1
Administrative support, including clerical .....	2.8	.3	3.0	.3	3.0	.3	3.4	.3
Blue collar .....	2.4	.2	2.5	.3	2.8	.2	2.6	.2
Precision production, craft, and repair .....	2.5	.3	2.5	.4	2.7	.3	2.2	.3
Machine operators, assemblers, and inspectors .....	2.3	.4	2.4	.4	2.7	.3	2.7	.3
Transportation and material moving .....	1.8	.6	1.7	.6	2.5	.5	3.0	.6
Handlers, equipment cleaners, helpers, and laborers .....	3.3	.6	3.2	.7	3.2	.5	3.4	.5
Service .....	3.2	.9	3.5	.8	4.5	.7	4.0	.7
<b>Industry division:</b>								
Goods-producing <sup>2</sup> .....	2.5	.2	2.6	.2	2.7	.3	2.4	.3
Excluding sales occupations .....	2.4	.3	2.6	.3	2.5	.3	2.4	.3
Construction .....	2.3	.5	2.7	.5	3.0	.5	2.6	.5
Manufacturing .....	2.6	.2	2.6	.3	2.5	.3	2.4	.3

See footnotes at end of table.

**Table A-1. Standard errors for 12-month percent changes in total compensation, civilian, State and local government, and private industry workers, Employment Cost Index, March 1997-December 1997**

(Not seasonally adjusted) — Continued

Series	March 1997		June 1997		September 1997		December 1997	
	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error
<b>Industry division:</b>								
Durables .....	2.5	0.3	2.2	0.3	2.4	0.4	2.3	0.3
Nondurables .....	2.7	.4	3.2	.5	2.8	.5	2.7	.6
Service-producing <sup>3</sup> .....	3.1	.4	3.0	.4	3.3	.3	3.9	.4
Excluding sales occupations .....	3.0	.4	3.2	.3	3.2	.3	4.0	.6
Transportation and public utilities .....	2.7	.4	2.6	.4	2.8	.5	2.9	.6
Transportation .....	2.9	.6	2.5	.6	3.0	.9	3.3	1.1
Public utilities .....	2.4	.2	2.6	.2	2.5	.2	2.6	.2
Wholesale and retail trade .....	3.7	.4	3.8	.6	3.8	.5	3.3	.5
Excluding sales occupations .....	3.6	.6	4.4	.6	3.9	.6	3.9	.6
Wholesale trade .....	4.2	.8	3.5	.8	3.6	.8	3.2	.7
Excluding sales occupations .....	4.1	.4	3.9	.4	3.5	.5	3.4	.5
Retail trade .....	3.2	.8	3.9	.8	3.9	.6	3.4	.6
General merchandise stores .....	3.3	1.1	3.3	.4	3.2	.8	2.9	.8
Food stores .....	3.7	2.1	3.1	1.6	2.2	1.0	.8	1.2
Finance, insurance, and real estate .....	3.3	2.0	2.5	2.5	3.0	2.0	6.7	3.3
Excluding sales occupations .....	3.1	.4	3.0	.4	2.9	.5	6.5	3.0
Banking, savings and loan, and other credit agencies .....	2.9	.8	2.7	.7	2.1	.9	9.8	6.4
Insurance .....	3.4	.8	3.0	.7	2.9	.7	4.0	.8
Excluding sales occupations .....	3.0	.4	2.9	.4	3.0	.4	3.8	.5
Services .....	3.0	.5	3.0	.3	3.2	.4	3.8	.4
Business services .....	3.4	.7	3.9	.4	4.7	.8	5.2	.9
Health services .....	2.2	.5	1.8	.5	2.1	.4	2.7	.5
Hospitals .....	1.4	.3	1.2	.2	1.5	.2	2.1	.3
Nursing homes .....	2.8	.5	2.3	.4	2.7	.5	2.6	.4
Educational services .....	3.1	.4	3.0	.4	3.0	.3	3.3	.3
Colleges and universities .....	2.6	.3	2.7	.4	2.8	.2	3.3	.3
Nonmanufacturing .....	3.1	.3	3.0	.4	3.3	.3	3.8	.4
<b>Bargaining status:</b>								
Union .....	1.9	.6	1.6	.4	2.4	.3	2.1	.3
Goods-producing <sup>2</sup> .....	1.6	.4	1.7	.5	2.4	.4	2.1	.3
Service-producing <sup>3</sup> .....	2.2	1.2	1.6	.5	2.3	.4	2.1	.4
Manufacturing .....	1.6	.5	1.5	.6	2.5	.5	2.1	.4
Nonmanufacturing .....	2.0	.9	1.8	.4	2.3	.3	2.1	.4
Nonunion .....	3.2	.2	3.2	.3	3.2	.3	3.8	.3
Goods-producing <sup>2</sup> .....	2.9	.2	2.9	.3	2.8	.3	2.6	.3
Service-producing <sup>3</sup> .....	3.3	.3	3.3	.4	3.5	.4	4.2	.4
Manufacturing .....	2.9	.3	3.0	.3	2.6	.4	2.6	.4
Nonmanufacturing .....	3.2	.3	3.3	.3	3.5	.4	4.1	.4
<b>Region:</b>								
Northeast .....	2.6	.4	2.6	.3	2.6	.3	3.0	.3
South .....	3.0	.4	2.9	.4	2.9	.4	3.8	.6
Midwest .....	2.9	.3	3.1	.4	3.7	.6	3.6	.6
West .....	3.5	.6	3.2	.7	3.3	.6	3.5	.6

See footnotes at end of table.

**Table A-1. Standard errors for 12-month percent changes in total compensation, civilian, State and local government, and private industry workers, Employment Cost Index, March 1997-December 1997**

(Not seasonally adjusted) — Continued

Series	March 1997		June 1997		September 1997		December 1997	
	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error
<b>Area size:</b>								
Metropolitan areas .....	2.9	0.2	2.9	0.3	3.0	0.3	3.4	0.3
Other areas .....	3.3	.5	3.4	.5	4.0	.5	3.9	.5
<b>State and local government workers</b> .....								
	2.5	.2	2.4	.1	2.4	.1	2.3	.1
<b>Occupational group:</b>								
White collar .....	2.5	.3	2.4	.2	2.3	.1	2.3	.1
Professional specialty and technical .....	2.6	.0	2.3	.2	2.3	.2	2.1	.1
Executive, administrative, and managerial .....	2.6	.5	2.6	.3	2.7	.5	2.6	.4
Administrative support, including clerical .....	2.5	.2	2.4	.2	2.7	.3	2.3	.3
Blue collar .....	2.4	.4	2.2	.4	2.3	.4	2.3	.4
Service .....	2.8	.5	2.5	.4	2.5	.5	2.5	.5
<b>Industry division:</b>								
Services .....	2.5	.2	2.3	.2	2.3	.2	2.2	.1
Excluding schools .....	1.7	.2	1.6	.2	1.9	.3	2.5	.3
Health services .....	1.5	.2	1.4	.2	1.5	.3	2.3	.3
Hospitals .....	1.7	.2	1.5	.2	1.6	.3	2.5	.2
Educational services .....	2.6	.2	2.5	.2	2.3	.2	2.2	.2
Schools .....	2.6	.2	2.5	.2	2.3	.2	2.1	.2
Elementary and secondary .....	2.2	.3	2.1	.3	2.2	.2	2.0	.2
Colleges and universities .....	3.8	.3	3.2	.3	2.9	.2	2.4	.3
Public administration .....	2.9	.2	2.6	.2	2.6	.3	2.5	.2

<sup>1</sup> Includes private industry and State and local government workers and excludes farm, household, and Federal government workers.

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

<sup>3</sup> Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

**Table A-2. Standard errors for 12-month percent changes in wages and salaries, civilian, State and local government, and private industry workers, Employment Cost Index, March 1997-December 1997**

(Not seasonally adjusted)

Series	March 1997		June 1997		September 1997		December 1997	
	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error
<b>Civilian workers</b> <sup>1</sup> .....	3.3	0.2	3.2	0.3	3.5	0.2	3.8	0.3
Excluding sales occupations .....	3.1	.2	3.2	.1	3.3	.2	3.7	.3
<b>Occupational group:</b>								
White collar .....	3.4	.3	3.3	.2	3.4	.2	3.9	.4
Excluding sales occupations .....	3.1	.4	3.3	.4	3.2	.3	3.8	.5
Professional specialty and technical .....	2.7	.2	2.7	.2	2.9	.3	3.3	.3
Executive, administrative, and managerial .....	3.8	.9	3.9	.5	3.5	.5	4.8	1.5
Administrative support, including clerical .....	3.2	.2	3.4	.3	3.3	.2	3.6	.2
Blue collar .....	2.8	.2	2.9	.2	3.1	.2	3.1	.2
Service .....	3.5	.5	3.5	.4	4.2	.4	3.9	.3
<b>Industry division:</b>								
Goods-producing <sup>2</sup> .....	3.0	.2	3.0	.3	3.0	.2	3.0	.2
Manufacturing .....	3.0	.3	3.0	.4	2.8	.3	3.0	.3
Service-producing <sup>3</sup> .....	3.3	.3	3.2	.3	3.5	.3	4.0	.4
Services .....	3.1	.4	3.1	.2	3.5	.3	3.7	.3
Health services .....	2.4	.5	2.4	.5	2.7	.5	3.0	.5
Hospitals .....	1.9	.2	1.8	.2	1.9	.2	2.4	.2
Educational services .....	2.9	.2	2.7	.2	2.8	.1	2.7	.1
Public administration .....	3.2	.3	3.0	.3	2.9	.3	2.9	.2
Nonmanufacturing .....	3.3	.0	3.3	.0	3.5	.0	3.9	.0
<b>Private industry workers</b> .....	3.4	.3	3.3	.3	3.6	.3	3.9	.4
Excluding sales occupations .....	3.1	.2	3.3	.2	3.5	.2	3.8	.3
<b>Occupational group:</b>								
White collar .....	3.5	.5	3.4	.5	3.7	.4	4.3	.6
Excluding sales occupations .....	3.2	.3	3.4	.3	3.4	.3	4.2	.6
Professional specialty and technical .....	2.5	.3	2.8	.4	3.2	.5	3.8	.5
Executive, administrative, and managerial .....	4.1	1.1	4.2	.6	3.6	.6	5.0	1.7
Sales .....	4.8	2.0	3.1	3.1	4.8	2.4	4.4	2.7
Administrative support, including clerical .....	3.2	.2	3.5	.3	3.4	.2	3.6	.3
Blue collar .....	2.9	.2	2.9	.2	3.2	.2	3.2	.2
Precision production, craft, and repair .....	2.8	.4	3.0	.4	3.2	.3	2.9	.4
Machine operators, assemblers, and inspectors .....	3.1	.3	3.2	.3	3.3	.3	3.3	.4
Transportation and material moving .....	1.9	.7	2.0	.8	2.6	.6	3.3	.7
Handlers, equipment cleaners, helpers, and laborers .....	3.4	.4	3.4	.4	3.5	.4	3.7	.4
Service .....	3.6	.6	3.7	.6	4.7	.5	4.3	.5
<b>Industry division:</b>								
Goods-producing <sup>2</sup> .....	2.9	.2	3.0	.3	3.0	.2	3.0	.2
Excluding sales occupations .....	2.8	.3	3.0	.4	2.9	.3	2.9	.2
Construction .....	3.1	.5	3.3	.5	3.6	.5	3.4	.5
Manufacturing .....	3.0	.3	3.0	.4	2.8	.3	3.0	.3

See footnotes at end of table.

**Table A-2. Standard errors for 12-month percent changes in wages and salaries, civilian, State and local government, and private industry workers, Employment Cost Index, March 1997-December 1997**

(Not seasonally adjusted) — Continued

Series	March 1997		June 1997		September 1997		December 1997	
	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error
<b>Industry division:</b>								
Durables .....	3.1	0.4	2.8	0.5	2.7	0.3	2.7	0.3
Nondurables .....	2.8	.4	3.2	.6	3.0	.6	3.2	.6
Service-producing <sup>3</sup> .....	3.4	.5	3.4	.5	3.8	.4	4.4	.6
Excluding sales occupations .....	3.3	.4	3.5	.3	3.7	.4	4.4	.7
Transportation and public utilities .....	2.9	.4	3.0	.4	3.3	.4	3.4	.5
Transportation .....	2.9	.6	3.0	.6	3.8	.8	3.8	.9
Public utilities .....	2.8	.5	3.0	.2	2.8	.2	2.9	.3
Wholesale and retail trade .....	3.7	.4	3.9	.7	4.1	.5	3.6	.6
Excluding sales occupations .....	3.9	.5	5.0	.6	4.5	.6	4.3	.7
Wholesale trade .....	4.2	.9	3.3	.9	3.5	.9	3.1	.9
Excluding sales occupations .....	4.4	.4	4.1	.4	3.9	.6	4.0	.6
Retail trade .....	3.5	.7	4.4	.8	4.4	.6	3.8	.7
General merchandise stores .....	3.3	.7	3.7	.5	3.3	.7	3.0	.7
Food stores .....	3.6	1.9	2.9	1.3	2.9	1.1	1.8	1.3
Finance, insurance, and real estate .....	3.9	2.2	2.8	2.8	3.4	2.4	6.9	4.3
Excluding sales occupations .....	3.1	.4	2.9	.4	2.6	.6	6.6	4.0
Banking, savings and loan, and other credit agencies .....	2.6	.9	2.1	.8	1.7	1.1	11.7	8.6
Insurance .....	3.5	1.0	3.1	.9	2.6	.8	3.3	.9
Excluding sales occupations .....	2.8	.4	2.8	.4	2.8	.4	3.1	.5
Services .....	3.3	.6	3.3	.3	3.9	.4	4.4	.4
Business services .....	3.5	.9	3.7	.7	5.0	.9	5.5	1.0
Health services .....	2.5	.6	2.4	.6	2.7	.6	3.0	.6
Hospitals .....	1.7	.3	1.6	.2	1.9	.2	2.2	.3
Nursing homes .....	3.1	.5	3.0	.4	3.3	.5	3.1	.4
Educational services .....	3.4	.4	3.4	.4	3.4	.4	3.4	.3
Colleges and universities .....	3.1	.3	3.1	.4	3.3	.2	3.7	.3
Nonmanufacturing .....	3.5	.4	3.4	.4	3.8	.4	4.2	.5
<b>Bargaining status:</b>								
Union .....	2.6	.8	2.2	.3	2.8	.2	2.8	.2
Goods-producing <sup>2</sup> .....	2.3	.1	2.4	.2	2.8	.2	2.8	.2
Service-producing <sup>3</sup> .....	2.7	1.6	2.1	.4	2.8	.3	2.8	.3
Manufacturing .....	2.2	.2	2.1	.4	2.7	.3	2.7	.3
Nonmanufacturing .....	2.7	1.2	2.3	.3	3.0	.2	2.9	.3
Nonunion .....	3.4	.3	3.5	.3	3.7	.3	4.2	.4
Goods-producing <sup>2</sup> .....	3.2	.3	3.3	.3	3.1	.3	3.1	.3
Service-producing <sup>3</sup> .....	3.6	.4	3.6	.4	3.9	.4	4.5	.6
Manufacturing .....	3.2	.4	3.3	.4	3.0	.4	3.0	.3
Nonmanufacturing .....	3.5	.3	3.6	.4	4.0	.4	4.4	.5
<b>Region:</b>								
Northeast .....	3.1	.5	3.0	.4	2.9	.4	3.1	.4
South .....	3.5	.4	3.4	.4	3.7	.4	4.7	.8
Midwest .....	3.1	.5	3.3	.5	4.2	.7	4.2	.7
West .....	3.6	.8	3.3	.8	3.5	.8	3.7	.8

See footnotes at end of table.

**Table A-2. Standard errors for 12-month percent changes in wages and salaries, civilian, State and local government, and private industry workers, Employment Cost Index, March 1997-December 1997**

(Not seasonally adjusted) — Continued

Series	March 1997		June 1997		September 1997		December 1997	
	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error
<b>Area size:</b>								
Metropolitan areas .....	3.3	0.3	3.3	0.3	3.5	0.3	3.8	0.4
Other areas .....	3.5	.7	3.7	.6	4.3	.6	4.3	.5
<b>State and local government workers</b> .....								
	2.8	.2	2.7	.2	2.7	.1	2.7	.1
<b>Occupational group:</b>								
White collar .....	2.7	.3	2.6	.2	2.6	.1	2.6	.1
Professional specialty and technical .....	2.8	.0	2.6	.2	2.5	.1	2.6	.1
Executive, administrative, and managerial .....	2.8	.6	2.9	.4	2.9	.6	3.0	.4
Administrative support, including clerical .....	2.7	.3	2.7	.3	2.9	.3	2.6	.3
Blue collar .....	2.4	.4	2.2	.5	2.6	.2	2.7	.2
Service .....	3.4	.5	3.0	.4	3.2	.4	3.2	.3
<b>Industry division:</b>								
Services .....	2.7	.2	2.6	.2	2.7	.1	2.6	.1
Excluding schools .....	2.3	.2	2.3	.2	2.5	.2	3.0	.2
Health services .....	2.2	.2	2.1	.3	2.1	.3	3.0	.3
Hospitals .....	2.2	.2	2.1	.2	2.1	.3	3.0	.2
Educational services .....	2.8	.2	2.6	.3	2.7	.2	2.5	.1
Schools .....	2.7	.2	2.6	.3	2.7	.2	2.5	.2
Elementary and secondary .....	2.4	.3	2.4	.3	2.5	.2	2.5	.2
Colleges and universities .....	3.7	.4	3.4	.4	2.9	.2	2.6	.3
Public administration .....	3.2	.3	3.0	.3	2.9	.3	2.9	.2

<sup>1</sup> Includes private industry and State and local government workers and excludes farm, household, and Federal government workers.

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

<sup>3</sup> Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.



**Table A-3. Standard errors for 12-month percent changes in benefits, civilian, State and local government, and private industry workers, Employment Cost Index, March 1997-December 1997**

(Not seasonally adjusted)

Series	March 1997		June 1997		September 1997		December 1997	
	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error
<b>Civilian workers</b> .....	2.0	0.3	2.0	0.3	1.9	0.3	2.1	0.2
<b>State and local government workers</b> .....	2.0	.2	1.7	.3	1.5	.3	1.3	.3
<b>Private industry workers</b> .....	2.0	.3	2.0	.3	2.0	.3	2.3	.3
<b>Occupational group:</b>								
White collar .....	2.3	.4	2.2	.4	1.8	.5	2.6	.4
Blue collar .....	1.5	.6	1.4	.5	1.9	.3	1.5	.4
Service .....	1.9	1.9	2.4	2.2	3.8	1.5	3.3	1.7
<b>Industry division:</b>								
Goods-producing <sup>1</sup> .....	1.6	.6	1.7	.5	1.9	.6	1.3	.6
Service-producing <sup>2</sup> .....	2.2	.4	2.2	.4	1.9	.3	2.9	.4
Manufacturing .....	1.7	.6	1.8	.5	1.9	.6	1.4	.6
Nonmanufacturing .....	2.1	.4	2.0	.3	2.0	.3	2.6	.3
<b>Bargaining status:</b>								
Union .....	.8	.8	.6	.9	1.6	.7	.9	.6
Nonunion .....	2.3	.3	2.3	.3	2.0	.3	2.7	.4

<sup>1</sup> Includes mining, construction, and manufacturing.

<sup>2</sup> Includes transportation, communication, and public utilities;

wholesale and retail trade; finance, insurance, and real estate; and service industries.

**Table A-4. Employment Cost Index seasonal factors, 1998**

Series	March	June	September	December
State and local governments:				
Wages and salaries .....	99.964	99.453	100.354	100.238
Benefit costs .....	100.041	99.807	100.094	100.053
Private industry:				
White-collar workers:				
Compensation .....	100.086	100.041	100.025	99.850
Wages and salaries .....	100.059	100.033	100.029	99.875
Benefit costs .....	100.106	100.054	100.141	99.723
Blue-collar workers:				
Compensation .....	99.987	100.120	100.055	99.845
Benefit costs .....	99.938	100.071	100.049	99.967
Service workers:				
Wages and salaries .....	100.003	99.805	100.001	100.208
Benefit costs .....	99.902	100.029	99.961	100.127
Goods-producing industries:				
Benefit costs .....	100.099	100.143	99.986	99.799
Construction:				
Compensation .....	99.799	100.160	100.243	99.804
Wages and salaries .....	99.791	100.137	100.236	99.836
Manufacturing:				
Benefit costs .....	100.142	100.160	99.925	99.791
Durable goods:				
Compensation .....	99.987	100.052	100.012	99.962
Nondurable goods:				
Compensation .....	100.063	100.119	99.882	99.947
Wages and salaries .....	100.015	100.135	99.919	99.937
Service-producing industries:				
Wages and salaries .....	100.092	100.017	100.016	99.868
Benefit costs .....	100.139	100.048	100.033	99.795
Transportation and public utilities:				
Compensation .....	100.204	99.841	99.963	100.013
Wages and salaries .....	100.150	99.865	99.951	100.039
Wholesale trade:				
Compensation .....	99.925	100.224	100.010	99.842
Wages and salaries .....	99.764	100.254	99.979	100.001
Retail trade:				
Compensation .....	99.788	100.015	100.188	100.017
Wages and salaries .....	99.887	100.028	100.121	99.966
Services:				
Compensation .....	100.057	99.984	100.016	99.950
Wages and salaries .....	100.073	99.927	100.021	99.988
Nonmanufacturing industries:				
Compensation .....	100.076	100.022	100.055	99.848
Wages and salaries .....	100.010	100.018	100.115	99.853
Benefit costs .....	100.128	100.034	100.006	99.852

# Appendix B. Classification by Industry, Occupation, Geographic Region, Union Status, and Area Size

**B**LS and other Federal agencies follow common systems to classify establishments and occupations by industry and occupational group, geographic region, union status, and area size. This appendix briefly describes these classification systems as they apply to the ECI.

## Industry

Establishments in the ECI survey are classified in industry categories on the basis of the 1987 *Standard Industrial Classification (SIC) Manual* maintained by the Office of Management and Budget. An establishment is an economic unit, usually a single physical location, where business is conducted or where services or industrial operations are performed. SIC designation is normally based on the primary activity of the establishment.

The industry categories for which data are available from the ECI are composed of the following groups of industries as defined by the *SIC Manual*:

<i>Industry category</i>	<i>SIC codes</i>
Civilian .....	10-94
State and local governments .....	10-94
Private Industry .....	10-89
Goods-producing industries .....	10-39
Construction .....	15-17
Manufacturing .....	20-39
Durables .....	24,25,32-39
Aircraft manufacturing .....	3721
Nondurables .....	20-23,26-31
Service-producing industries .....	40-89
Transportation and public utilities .....	40-49
Transportation .....	40-47
Public utilities .....	48-49
Communications .....	48
Electric, gas, and sanitary services .....	49
Wholesale and retail trade .....	50-59
Wholesale trade .....	50-51
Retail trade .....	52-59
General merchandise stores .....	53
Food stores .....	54
Finance, insurance and real estate .....	60-67
Banking, savings and loan, other credit agencies .....	60-61
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## Occupation

The ECI classifies occupations into categories defined for the 1990 Census of Population, which in turn uses Standard Occupational Classification (SOC) occupational groupings. The following table shows the types of occupations that comprise each of the major occupational groups (in all cases, supervisors are included with the occupation supervised):

### Professional specialty occupations

- Engineers, architects, and surveyors
- Mathematical and computer scientists
- Natural scientists
- Health diagnosing occupations (physicians, dentists, etc.)
- Health assessment and treating occupations (registered nurses, pharmacists, physical therapists, etc.)
- Teachers
- Librarians, archivists, and curators
- Social scientists and urban planners
- Social, recreation, and religious workers
- Lawyers and Judges
- Writers, authors, entertainers, and athletes

### Technical occupations

- Health technologists and technicians
- Engineering and related technologists and technicians
- Science technicians
- Miscellaneous technicians

### Executive, administrative, and managerial occupations

#### Sales occupations

- Sales workers
- Sales representatives
- Cashiers

### **Administrative support including clerical**

Computer equipment operators  
Secretaries, stenographers, and typists  
Information clerks  
Records processing clerks  
Duplicating, mail, and other office machine operators  
Material recording, scheduling, and distribution clerks  
Adjusters and investigators

### **Precision production, craft, and repair occupations**

Mechanics and repairers  
Construction trades occupations  
Extractive occupations  
Precision metalworking, woodworking, textile, apparel, and other materials occupations  
Precision inspectors, testers, and related occupations  
Plant and system operators

### **Machine operators, assemblers, and inspectors**

Metalworking, plastic working, and woodworking machine operators  
Printing machine operators  
Textile, apparel, and finishing machine operators  
Machine operators, other materials  
Fabricators, assemblers, and hand working occupations  
Production inspectors, testers, samplers, and weighers

### **Transportation and material moving occupations**

Motor vehicle operators  
Railroad and water transportation operators  
Moving equipment operators

### **Handlers, equipment cleaners, helpers, and laborers**

#### **Service occupations**

Protective service occupations  
Food service occupations  
Health service occupations (e.g., health aides and nursing aides)  
Cleaning and building service occupations  
Personal service occupations (e.g., barbers, hairdressers, and ushers)

NOTE: *White collar* includes the following: Professional specialty and technical; executive, administrative, and managerial; sales; and administrative support including clerical.

*Blue collar* includes: Precision production, craft, and repair; machine operators, assemblers, and inspectors; transportation and material moving; and handlers, equipment cleaners, helpers, and laborers. *Production and nonsupervisory* includes all workers except white-collar in goods-producing industries and executive, administrative, and managerial in service-producing industries.

### **Geographic region**

The four regions for which employment cost indexes and levels are published correspond to the four census regions. The State composition of these regions is as follows:

*Northeast*—Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; *South*—Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; *Midwest*—Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; and *West*—Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

### **Union status**

Union status is determined separately for each occupation in an establishment. An occupation is considered union if all of the following conditions are met:

- A labor organization is recognized as the bargaining agent for workers in the occupation.
- Wage and salary rates are determined through collective bargaining or negotiations.
- Settlement terms, which must include wage provisions and may include benefit provisions, are embodied in a signed, mutually binding collective bargaining agreement. (Not all employees of the respective occupation need to belong to the union.)

### **Metropolitan area designation**

Each establishment is classified as being either within a metropolitan area or not. The classification is based on the metropolitan area definitions of the U.S. Office of Management and Budget.

# Employment Cost Indexes 1975-97

**Please Note:** All selected articles which include (1) Technical aspects of the ECI, (2) Analysis of ECI data and (3) Uses of ECI data may be obtained by emailing [ocltinfo@bls.gov](mailto:ocltinfo@bls.gov) or by calling (202) 606-6220.