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EMPLOYMENT COST INDEX—SEPTEMBER 2007

Total compensation costs for civilian workers increased 0.8 percent from June to September 2007, seasonally adjusted, the Bureau of Labor Statistics of the U.S. Department of Labor reported today. This was about the same as the 0.9 percent increase for the March to June period. Both components of compensation—wages and salaries and benefits—rose the same amount, 0.8 percent. In the previous quarter, wages and salaries also increased 0.8 percent and benefits increased 1.3 percent. The Employment Cost Index (ECI), a component of the National Compensation Survey, measures quarterly changes in compensation costs for civilian workers (nonfarm private industry and state and local government workers).

Quarterly changes, seasonally adjusted

For private industry, compensation costs rose 0.8 percent from June to September 2007, compared to 0.9 percent for the prior quarter, while state and local government costs increased 0.8 percent, compared to 1.1 percent for the quarter ended June 2007. (See tables A and 1.)

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

Compensation component	Dec. 2005	Mar. 2006	June 2006	Sep. 2006	Dec. 2006	Mar. 2007	June 2007	Sep. 2007
Civilian workers								
Compensation costs	0.8	0.6	0.9	0.9	0.9	0.8	0.9	0.8
Wages and salaries	0.7	0.7	0.9	0.9	0.7	1.1	0.8	0.8
Benefit costs	0.8	0.6	0.9	1.0	1.1	0.1	1.3	0.8
Private industry								
Compensation costs	0.6	0.7	0.8	0.9	0.8	0.6	0.9	0.8
Wages and salaries	0.7	0.7	0.8	0.8	0.8	1.1	0.8	0.8
Benefit costs	0.7	0.5	0.7	1.0	0.9	-0.3	1.1	0.8
State and local government								
Compensation costs	1.1	0.7	1.0	1.3	1.0	1.3	1.1	0.8
Wages and salaries	1.0	0.5	0.9	1.3	0.8	0.9	0.8	1.0
Benefit costs	1.3	1.1	1.3	1.4	1.4	2.1	1.7	0.7

Wages and salaries for private industry workers increased 0.8 percent, the same as the previous quarter. In state and local government, the increase was 1.0 percent, compared with 0.8 percent in the prior quarter. (See tables A and 2.)

Benefit costs for private industry rose 0.8 percent, compared to 1.1 percent the previous quarter. For state and local government, benefit costs increased 0.7 percent, compared to 1.7 percent in the previous quarter. (See tables A and 3.)

Over-the-year changes, not seasonally adjusted

Compensation costs for civilian workers increased 3.3 percent for the year ended September 2007, the same as for the year ended September 2006. In private industry, compensation costs rose 3.1 percent in the year ended September 2007, about the same as the September 2006 increase of 3.0 percent. For state and local government, for the 12 months ended September 2007, the increase was 4.3 percent. In September 2006 the increase was 4.1 percent. The components of compensation were similar in their rates of change and little changed over the year. (See tables B, 4, 5, and 7.)

Nonfarm private industry

For the year ended September 2007, compensation costs increased 2.4 percent for goods-producing industries, compared to a 2.2 percent increase in September 2006. Compensation cost increases for manufacturing remained low, at 1.8 percent for the year ended September 2007, compared to 1.6 percent for the year ended September 2006. Compensation costs for the construction industry rose 3.8 percent, compared to 3.3 percent for the previous year. (See table 5.)

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

Compensation component	Sep. 2002	Sep. 2003	Sep. 2004	Sep. 2005	Sep. 2006	Sep. 2007
Civilian workers						
Compensation costs	3.5	3.9	3.8	3.0	3.3	3.3
Wages and salaries	3.1	2.9	2.5	2.3	3.2	3.3
Benefit costs	4.5	6.3	6.6	5.0	3.3	3.2
Private industry						
Compensation costs	3.5	3.9	3.8	2.9	3.0	3.1
Wages and salaries	3.1	3.0	2.6	2.3	3.0	3.4
Benefit costs	4.3	6.3	6.7	4.5	2.8	2.4
State and local government						
Compensation costs	3.7	3.7	3.4	3.9	4.1	4.3
Wages and salaries	3.0	2.4	2.1	2.6	3.7	3.5
Benefit costs	5.3	6.7	6.5	6.5	5.2	6.0

The over-the-year increase for September 2007 in compensation costs for service-providing industries was 3.3 percent, about the same as the September 2006 increase of 3.2 percent. Among the major service-providing industries, compensation gains ranged from 2.2 percent in the trade, transportation, and utilities industries to 5.0 percent in the leisure and hospitality industry. (See table 5.)

Among private industry occupational groups, over-the-year compensation gains ranged from 2.2 percent for production, transportation, and material moving to 4.0 percent for service occupations. (See table 5.)

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

Compensation component	Sep. 2002	Sep. 2003	Sep. 2004	Sep. 2005	Sep. 2006	Sep. 2007
Union workers						
Compensation costs	4.5	4.7	5.6	3.0	2.8	2.0
Wages and salaries	4.1	2.7	2.9	2.5	2.2	2.7
Benefit costs	5.1	8.3	10.1	4.0	3.6	0.9
Nonunion workers						
Compensation costs	3.2	3.9	3.4	2.9	3.1	3.2
Wages and salaries	3.0	3.2	2.5	2.3	3.2	3.4
Benefit costs	4.0	5.9	5.9	4.6	2.7	2.7

Compensation costs for union workers advanced 2.0 percent for the year ended September 2007. This was outpaced by the compensation of nonunion workers, which increased 3.2 percent for the same 12-month period. Wages and salaries for union workers increased 2.7 percent for the 12-month period ended September 2007, less than that for nonunion workers, which rose 3.4 percent. Benefit costs for union workers rose 0.9

percent for the 12-month period, which were also less than benefit cost increases for nonunion workers, which rose 2.7 percent. (See tables C, 6, 10, and 12.)

State and local government

For the year ended September 2007, wages and salaries for state and local government workers rose 3.5 percent compared to 3.7 percent a year ago. For benefits, costs increased 6.0 percent compared to 5.2 percent for the previous year. Wages and salaries for hospitals rose to 4.4 percent from 3.7 percent a year earlier. Public administration wages and salaries increased 4.3 percent, up from 2.7 percent while education services wages and salaries increased 3.0 percent compared to 4.1 percent the year earlier. (See tables B, 11, and 12.)

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

After adjusting for the changes in the prices of consumer goods and services, wages and salaries for civilian workers increased 0.6 percent for the 12-month period ended September 2007, compared to a 1.1 percent increase for the 12-month period ending September 2006. The increase for private industry was 0.5 percent compared to an increase of 1.0 percent for the year ending September 2006. State and local government registered a 0.7 percent increase, compared to an increase of 1.6 percent for the previous year. (See table D.)

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

Sector, occupational group and industry	Sep. 2002	Sep. 2003	Sep. 2004	Sep. 2005	Sep. 2006	Sep. 2007
Civilian workers	1.5	0.6	0.0	-2.3	1.1	0.6
Occupation						
Management, professional, and related	1.5	0.8	-0.1	-2.2	1.5	0.7
Sales and office	1.9	0.8	0.4	-2.4	1.0	0.2
Natural resources, construction, and maintenance	1.3	0.3	-0.2	-2.1	1.3	0.6
Production, transportation, and material moving	1.4	0.2	0.0	-2.5	0.2	0.0
Service	1.5	0.0	-0.6	-2.1	0.6	1.5
Industry						
Goods producing	1.3	0.6	0.3	-2.3	0.7	0.3
Service providing	1.6	0.6	-0.1	-2.3	1.2	0.6
Private industry	1.5	0.8	0.0	-2.3	1.0	0.5
State and local government	1.5	0.1	-0.5	-2.0	1.6	0.7

NOTE:

The ECI for December 2007 is scheduled to be released Thursday, January 31, 2008, at 8:30 AM EST.

ECI data are available on the Compensation Cost Trends page at www.bls.gov/ect. For ECI data requests, send e-mail to NCSinfo@bls.gov. For technical assistance in using the BLS Internet site, send e-mail to webmaster@bls.gov.

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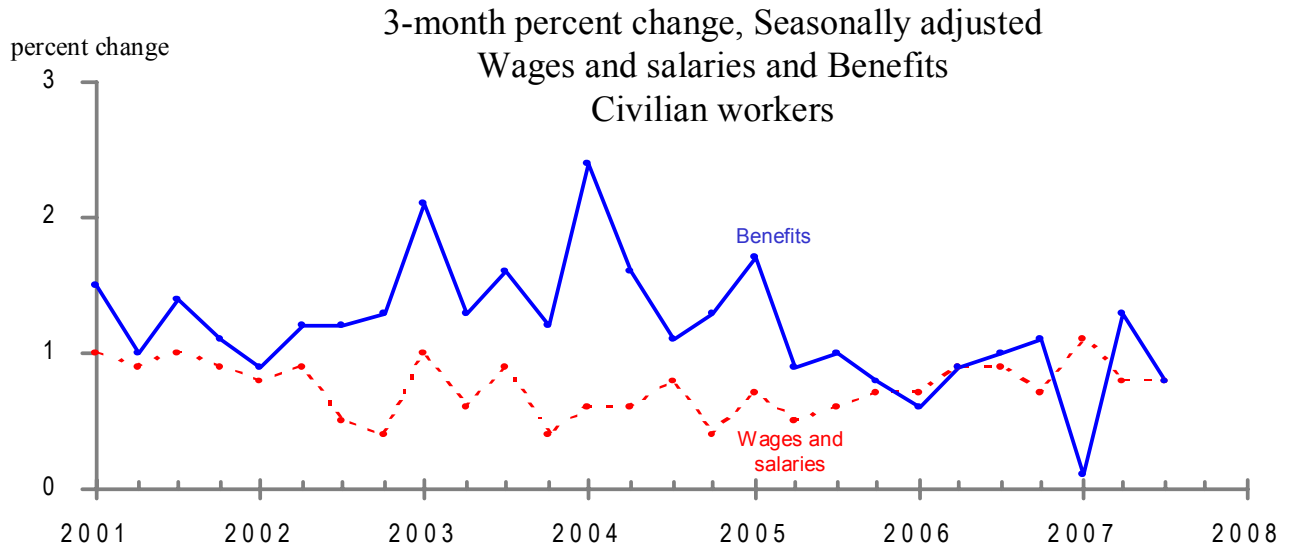


Table 1. Employment Cost Index for total compensation¹, by occupational group and industry

(Seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)		Percent changes for 3-months ended—							
	June 2007	Sep. 2007	Dec. 2005	Mar. 2006	June 2006	Sep. 2006	Dec. 2006	Mar. 2007	June 2007	Sep. 2007
Civilian workers										
All workers ²	105.1	105.9	0.8	0.6	0.9	0.9	0.9	0.8	0.9	0.8
Private industry workers										
All workers	104.8	105.6	.6	.7	.8	.9	.8	.6	.9	.8
Occupational group										
Management, professional, and related ³	105.4	106.3	.7	.7	.8	1.1	.9	.7	.9	.9
Management, business, and financial ³	104.9	106.0	.6	.9	.6	.9	.7	.7	.8	1.0
Professional and related ³	105.8	106.6	.7	.7	.9	1.2	1.2	.6	1.0	.8
Sales and office ³	104.5	105.1	1.0	.4	.9	.6	1.0	.6	.8	.6
Sales and related ³	103.5	103.8	1.5	-.2	.9	.3	1.2	.2	.8	.3
Office and administrative support ³	105.2	106.1	.7	.7	.9	.9	.9	.8	.8	.9
Natural resources, construction, and maintenance ³	104.8	105.8	.8	.8	.9	1.0	.9	.3	.7	1.0
Construction, extraction, farming, fishing, and forestry ³	105.5	106.3	.8	.8	1.1	.9	.9	.7	1.0	.8
Installation, maintenance, and repair ³	103.8	105.1	.8	.7	.8	1.0	.9	-.1	.2	1.3
Production, transportation, and material moving ³ ..	103.3	103.9	.4	.3	.7	.6	.7	.1	.8	.6
Production ³	102.8	103.2	.4	.2	.7	.6	.5	-.1	.8	.4
Transportation and material moving ³	104.0	104.8	.4	.4	.7	.6	.9	.5	.8	.8
Service occupations ³	105.2	106.4	.5	.7	.7	.8	.9	1.2	.8	1.1
Industry										
Goods-producing industries ⁴	103.8	104.3	.5	.1	1.0	.5	.8	.3	.9	.5
Construction	105.8	106.6	.7	.8	.9	.9	1.0	1.2	.9	.8
Manufacturing	102.8	103.1	.5	-.2	.9	.5	.5	.1	.8	.3
Service-providing industries ⁵	105.2	106.0	.7	.8	.8	1.0	.8	.8	.9	.8
Trade, transportation, and utilities	104.1	104.7	.7	.7	.5	1.1	.8	-.1	1.0	.6
Wholesale trade ³	104.5	104.2	.9	.1	.5	1.7	.6	.6	.9	-.3
Retail trade	103.9	105.0	.7	.5	.5	.8	.8	.2	1.0	1.1
Information	105.3	105.8	.9	.6	1.0	1.1	.5	.8	1.0	.5
Financial activities	104.3	105.4	1.1	.7	.4	.7	.7	1.2	.2	1.1
Professional and business services	105.9	106.8	.4	1.1	1.1	.7	.6	1.2	1.1	.8
Education and health services	105.8	106.8	.8	.8	1.0	1.2	1.1	.8	.8	.9
Education services	105.4	106.2	.6	1.0	1.2	.7	1.3	.5	.9	.8
Health care and social assistance ⁶	105.9	106.9	.8	.9	.9	1.3	1.1	.8	.8	.9
Leisure and hospitality	106.1	107.6	.4	.6	.9	1.0	1.2	1.5	.9	1.4
Other services, except public administration	106.0	107.0	.2	.4	.9	1.1	1.7	1.5	.2	.9
State and local government workers										
All workers	106.3	107.2	1.1	.7	1.0	1.3	1.0	1.3	1.1	.8

¹ Includes wages, salaries, and employer costs for employee benefits.² Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See "Technical note" for further explanation.³ Seasonally adjusted indexes and 3-month percent changes for these series were first published with the March 2007 seasonal adjustment revisions. Historical data for these series are available beginning with March 2002.⁴ Includes mining, construction, and manufacturing.⁵ Includes the following industries: wholesale trade; retail trade;

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

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

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

(Seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)		Percent changes for 3-months ended—							
	June 2007	Sep. 2007	Dec. 2005	Mar. 2006	June 2006	Sep. 2006	Dec. 2006	Mar. 2007	June 2007	Sep. 2007
Civilian workers										
All workers ¹	105.1	105.9	0.7	0.7	0.9	0.9	0.7	1.1	0.8	0.8
Private industry workers										
All workers	105.1	105.9	.7	.7	.8	.8	.8	1.1	.8	.8
Occupational group										
Management, professional, and related ²	105.7	106.6	.7	.9	.8	1.0	.9	1.1	.8	.9
Management, business, and financial ²	105.3	106.3	.7	1.1	.7	.8	.5	1.4	.6	1.0
Professional and related ²	106.0	106.8	.6	.8	.9	1.2	1.1	.9	.9	.8
Sales and office ²	104.7	105.1	1.1	.4	.9	.6	1.0	.8	.8	.4
Sales and related ²	104.0	103.8	1.6	.0	1.1	.2	1.3	.4	.8	-.1
Office and administrative support ²	105.3	106.0	.7	.8	.9	.8	.8	1.1	.7	.6
Natural resources, construction, and maintenance ²	105.0	106.1	.8	.8	.8	.9	.9	.9	.6	1.0
Construction, extraction, farming, fishing, and forestry ²	105.7	106.6	.9	.7	1.1	1.0	.9	1.0	.9	.8
Installation, maintenance, and repair ²	104.1	105.4	.8	.8	.6	.9	.7	.8	.2	1.2
Production, transportation, and material moving ² ..	103.8	104.5	.5	.6	.6	.6	.6	.8	.6	.7
Transportation and material moving ²	104.1	104.9	.4	.5	.7	.7	.7	.7	.8	.7
Industry										
Goods-producing industries ³	104.7	105.3	.7	.7	.9	.5	.8	1.0	.7	.6
Construction	106.0	106.7	.9	.7	1.2	.7	1.1	1.3	.8	.7
Manufacturing	103.8	104.4	.6	.5	.9	.2	.7	.8	.5	.6
Service-providing industries ⁴	105.3	106.1	.6	.8	.8	.9	.8	1.1	.9	.8
Trade, transportation, and utilities	104.4	104.5	.6	.4	.5	1.1	.7	.6	1.1	.1
Retail trade	104.3	105.0	.5	.5	.5	.8	1.0	.3	1.1	.7
Information	104.8	105.2	.8	.9	.6	1.0	-.1	1.3	1.0	.4
Financial activities	104.6	105.9	.8	1.0	.6	.6	.7	1.5	-.1	1.2
Professional and business services	105.8	106.6	.3	1.0	1.2	.7	.6	1.3	1.0	.8
Education and health services	105.7	106.8	.8	.7	1.0	1.2	1.0	.9	.9	1.0
Education services	105.1	105.8	.5	1.0	1.1	.8	1.3	.3	.8	.7
Health care and social assistance ⁵	105.8	106.9	.8	.7	1.0	1.3	.9	1.0	.9	1.0
Leisure and hospitality	106.5	108.1	.5	.6	.9	.9	1.2	2.0	.9	1.5
State and local government workers										
All workers	105.0	106.1	1.0	.5	.9	1.3	.8	.9	.8	1.0

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

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

³ Includes mining, construction, and manufacturing.

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

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

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

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

(Seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)		Percent changes for 3-months ended—							
	June 2007	Sep. 2007	Dec. 2005	Mar. 2006	June 2006	Sep. 2006	Dec. 2006	Mar. 2007	June 2007	Sep. 2007
Civilian workers										
All workers ¹	105.2	106.0	0.8	0.6	0.9	1.0	1.1	0.1	1.3	0.8
Private industry workers										
All workers	104.2	105.0	.7	.5	.7	1.0	.9	-3	1.1	.8
Occupational group										
Management, professional, and related ²	104.7	105.6	.7	.4	.7	1.2	1.1	-5	1.3	.9
Sales and office ²	104.0	105.2	1.0	.2	.7	.8	1.1	-1	.9	1.2
Natural resources, construction, and maintenance ²	104.3	105.2	.8	.6	1.1	1.2	1.1	-1.0	.8	.9
Production, transportation, and material moving ² ..	102.3	102.7	.4	-3	.8	.7	.8	-1.2	1.2	.4
Service occupations ²	105.0	106.1	.9	.8	.9	.9	1.0	-1	1.0	1.0
Industry										
Goods-producing industries ³	102.1	102.3	-.1	-.7	.8	.9	.7	-1.0	1.2	.2
Manufacturing	100.9	100.7	.1	-1.2	.8	.8	.5	-1.5	1.4	-.2
Service-providing industries ⁴	105.0	106.0	.9	1.0	.7	1.0	1.1	-2	1.1	1.0
State and local government workers										
All workers	108.9	109.7	1.3	1.1	1.3	1.4	1.4	2.1	1.7	.7

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

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

³ Includes mining, construction, and manufacturing.

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

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)			Percent changes for–					
	Sep. 2006	June 2007	Sep. 2007	3-months ended–			12-months ended–		
				Sep. 2006	June 2007	Sep. 2007	Sep. 2006	June 2007	Sep. 2007
Civilian workers									
All workers ²	102.7	105.0	106.1	1.1	0.8	1.0	3.3	3.3	3.3
Excluding incentive paid occupations ³	102.7	105.1	106.2	1.2	.9	1.0	–	3.5	3.4
Occupational group									
Management, professional, and related	103.0	105.5	106.7	1.4	.8	1.1	3.6	3.8	3.6
Management, business, and financial	102.7	105.2	106.2	.8	.8	1.0	3.0	3.2	3.4
Professional and related	103.2	105.7	107.0	1.8	.8	1.2	3.9	4.2	3.7
Sales and office	102.4	104.8	105.5	.8	1.0	.7	3.1	3.1	3.0
Sales and related	101.7	103.6	104.1	.6	1.2	.5	2.5	2.5	2.4
Office and administrative support	102.8	105.5	106.4	.9	.8	.9	3.4	3.5	3.5
Natural resources, construction, and maintenance	103.0	105.1	106.1	1.0	1.0	1.0	3.5	3.0	3.0
Construction, extraction, farming, fishing, and forestry	103.0	105.7	106.5	1.0	1.3	.8	3.6	3.6	3.4
Installation, maintenance, and repair	103.0	104.4	105.6	1.0	.7	1.1	3.4	2.4	2.5
Production, transportation, and material moving	101.8	103.5	104.2	.7	.8	.7	2.1	2.4	2.4
Production	101.6	102.8	103.3	.6	.7	.5	2.0	1.8	1.7
Transportation and material moving	102.2	104.4	105.3	.9	1.0	.9	2.4	3.1	3.0
Service occupations	102.5	105.5	106.9	1.1	.7	1.3	3.1	4.0	4.3
Industry									
Goods-producing industries ⁴	102.0	103.9	104.4	.7	1.0	.5	2.2	2.6	2.4
Manufacturing	101.4	102.9	103.2	.4	.9	.3	1.6	1.9	1.8
Service-providing industries ⁵	102.9	105.2	106.4	1.3	.8	1.1	3.6	3.5	3.4
Education and health services	103.5	105.5	107.2	2.2	.6	1.6	4.4	4.1	3.6
Education services	103.4	104.9	107.3	2.7	.4	2.3	4.4	4.2	3.8
Elementary and secondary schools	103.5	105.0	107.4	3.0	.4	2.3	4.7	4.5	3.8
Junior colleges, colleges, universities, and professional schools	103.3	104.9	107.1	2.4	.6	2.1	4.0	4.0	3.7
Health care and social assistance ⁶	103.5	106.1	107.1	1.5	.7	.9	4.2	4.0	3.5
Hospitals	103.2	105.7	106.7	1.3	.6	.9	3.9	3.7	3.4
Nursing and residential care facilities	102.6	105.0	105.6	1.2	.5	.6	3.4	3.6	2.9
Public administration	102.4	106.6	108.0	1.2	.9	1.3	3.4	5.3	5.5

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

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

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

⁴ Includes mining, construction, and manufacturing.

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

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

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

NOTE: Dashes indicate data not available.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)			Percent changes for—					
	Sep. 2006	June 2007	Sep. 2007	3-months ended—			12-months ended—		
				Sep. 2006	June 2007	Sep. 2007	Sep. 2006	June 2007	Sep. 2007
Private industry workers									
All workers	102.5	104.9	105.7	0.8	0.9	0.8	3.0	3.1	3.1
Excluding incentive paid occupations ²	102.5	105.0	105.8	.8	1.0	.8	—	3.2	3.2
Occupational group									
Management, professional, and related	102.9	105.5	106.4	1.0	.9	.9	3.3	3.5	3.4
Excluding incentive paid occupations ²	102.8	105.5	106.4	1.0	1.0	.9	—	3.6	3.5
Management, business, and financial	102.7	105.1	106.0	.7	.8	.9	3.0	3.0	3.2
Excluding incentive paid occupations ²	102.6	105.2	106.1	.7	1.1	.9	—	3.2	3.4
Professional and related	103.1	105.9	106.7	1.3	1.0	.8	3.6	4.0	3.5
Sales and office	102.3	104.7	105.3	.7	1.0	.6	3.0	3.1	2.9
Excluding incentive paid occupations ²	102.5	105.2	106.0	.6	1.0	.8	—	3.2	3.4
Sales and related	101.7	103.6	104.2	.6	1.2	.6	2.5	2.5	2.5
Excluding incentive paid occupations ²	102.2	104.7	105.6	.3	1.1	.9	—	2.7	3.3
Office and administrative support	102.7	105.4	106.0	.8	.9	.6	3.2	3.4	3.2
Natural resources, construction, and maintenance	103.0	105.0	105.9	.9	1.0	.9	3.5	2.8	2.8
Construction, extraction, farming, fishing, and forestry	103.1	105.7	106.5	.9	1.2	.8	3.6	3.4	3.3
Installation, maintenance, and repair	103.0	104.1	105.2	.9	.6	1.1	3.4	2.0	2.1
Production, transportation, and material moving	101.7	103.3	103.9	.6	.8	.6	2.0	2.2	2.2
Excluding incentive paid occupations ²	101.7	103.3	103.9	.6	.9	.6	—	2.2	2.2
Production	101.6	102.8	103.2	.6	.7	.4	2.0	1.8	1.6
Excluding incentive paid occupations ²	101.5	102.8	103.2	.5	.8	.4	—	1.8	1.7
Transportation and material moving	102.0	104.1	104.9	.8	1.0	.8	2.2	2.9	2.8
Service occupations	102.3	105.2	106.4	.8	.7	1.1	2.8	3.6	4.0
Industry and occupational group									
Goods-producing industries ³	102.0	103.9	104.4	.7	1.0	.5	2.2	2.6	2.4
Excluding incentive paid occupations ²	102.0	104.0	104.5	.7	1.1	.5	—	2.7	2.5
Management, professional, and related	101.6	103.8	104.3	.9	1.1	.5	1.4	3.1	2.7
Sales and office	102.1	103.7	104.1	-.6	.7	.4	2.4	1.0	2.0
Natural resources, construction, and maintenance	102.7	105.3	106.1	.8	1.2	.8	3.1	3.3	3.3
Production, transportation, and material moving	101.6	102.9	103.3	.6	.8	.4	1.8	1.9	1.7
Construction	103.0	105.9	106.9	1.1	1.1	.9	3.3	3.9	3.8
Manufacturing	101.4	102.9	103.2	.4	.9	.3	1.6	1.9	1.8
Management, professional, and related	101.3	103.3	103.3	.8	1.3	.0	1.5	2.8	2.0
Sales and office	101.3	103.2	103.5	-1.5	.8	.3	1.4	.4	2.2
Natural resources, construction, and maintenance	101.5	102.4	102.8	.7	.7	.4	2.0	1.6	1.3
Production, transportation, and material moving	101.5	102.6	103.1	.6	.7	.5	1.7	1.7	1.6
Aircraft manufacturing	93.9	89.6	87.1	2.8	.4	-2.8	-4.7	-1.9	-7.2

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)			Percent changes for—					
	Sep. 2006	June 2007	Sep. 2007	3-months ended—			12-months ended—		
				Sep. 2006	June 2007	Sep. 2007	Sep. 2006	June 2007	Sep. 2007
Service-providing industries ⁴	102.7	105.2	106.1	0.9	0.9	0.9	3.2	3.3	3.3
Excluding incentive paid occupations ²	102.7	105.4	106.3	.8	1.0	.9	—	3.4	3.5
Management, professional, and related	103.2	105.9	106.8	1.0	.9	.8	3.7	3.6	3.5
Sales and office	102.3	104.8	105.4	.8	1.1	.6	3.0	3.3	3.0
Natural resources, construction, and maintenance	103.6	104.5	105.7	1.1	.5	1.1	4.2	2.0	2.0
Production, transportation, and material moving	101.9	104.0	104.7	.6	1.0	.7	2.3	2.7	2.7
Service occupations	102.3	105.3	106.4	.8	.8	1.0	2.8	3.7	4.0
Trade, transportation, and utilities	102.4	104.2	104.7	1.0	1.1	.5	3.0	2.8	2.2
Excluding incentive paid occupations ²	102.5	104.4	105.2	.6	1.0	.8	—	2.5	2.6
Wholesale trade	102.4	104.6	104.2	1.6	.9	-.4	3.2	3.8	1.8
Excluding incentive paid occupations ²	102.5	104.9	105.5	.9	.8	.6	—	3.2	2.9
Retail trade	101.9	103.9	105.1	.7	1.0	1.2	2.4	2.7	3.1
Excluding incentive paid occupations ²	102.1	104.3	105.5	.5	1.0	1.2	—	2.7	3.3
Transportation and warehousing	101.6	104.0	104.5	.6	1.2	.5	1.9	3.0	2.9
Utilities	110.1	104.7	105.0	.7	1.8	.3	10.7	-4.2	-4.6
Information	103.0	105.6	105.8	.9	1.2	.2	3.5	3.4	2.7
Financial activities	102.1	104.6	105.4	.3	.4	.8	2.9	2.8	3.2
Excluding incentive paid occupations ²	102.3	105.2	105.6	.6	1.0	.4	—	3.4	3.2
Finance and insurance	102.6	104.9	105.7	.2	.3	.8	3.1	2.4	3.0
Credit intermediation and related activities	102.4	103.1	103.6	.1	-.9	.5	2.9	.8	1.2
Excluding incentive paid occupations ²	102.7	105.2	105.9	.7	.8	.7	—	3.1	3.1
Insurance carriers and related activities	102.0	105.0	106.0	.4	1.4	1.0	2.6	3.3	3.9
Excluding incentive paid occupations ²	102.0	104.8	104.9	.4	1.4	.1	—	3.1	2.8
Real estate and rental and leasing	100.2	103.0	104.1	.9	.8	1.1	1.6	3.7	3.9
Excluding incentive paid occupations ²	101.6	105.3	105.8	1.1	.9	.5	—	4.8	4.1
Professional and business services	102.9	105.9	106.9	.7	1.1	.9	3.3	3.6	3.9
Professional, scientific, and technical services ...	103.6	107.5	108.4	.9	1.4	.8	4.1	4.7	4.6
Administrative and support and waste management and remediation services	102.1	104.8	105.6	.2	1.0	.8	2.2	2.8	3.4
Education and health services	103.2	105.7	106.9	1.4	.6	1.1	3.9	3.8	3.6
Education services	103.2	104.9	106.7	1.7	.4	1.7	3.6	3.3	3.4
Junior colleges, colleges, universities, and professional schools	103.5	105.1	106.9	1.9	.6	1.7	4.0	3.4	3.3
Health care and social assistance ⁵	103.2	105.9	106.9	1.3	.7	.9	3.9	3.9	3.6
Hospitals	103.2	105.6	106.5	1.2	.6	.9	4.0	3.5	3.2
Nursing and residential care facilities	102.4	104.8	105.5	1.0	.5	.7	3.3	3.4	3.0
Nursing care facilities ²	102.0	104.7	105.6	.8	.5	.9	—	3.5	3.5
Leisure and hospitality	102.4	106.0	107.5	1.1	.7	1.4	2.8	4.6	5.0
Accommodation and food services	102.5	106.4	108.1	1.1	.6	1.6	3.0	4.9	5.5
Other services, except public administration	103.6	106.1	107.1	.9	.4	.9	3.7	3.3	3.4

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

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

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

NOTE: Dashes indicate data not available.

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

(Not seasonally adjusted)

Bargaining status, census region and division, and metropolitan area status	Indexes (Dec. 2005 = 100)			Percent changes for—					
	Sep. 2006	June 2007	Sep. 2007	3-months ended—			12-months ended—		
				Sep. 2006	June 2007	Sep. 2007	Sep. 2006	June 2007	Sep. 2007
Bargaining status									
Union	102.4	103.9	104.4	0.6	1.2	0.5	2.8	2.1	2.0
Goods-producing industries ²	101.8	102.8	103.1	.6	1.3	.3	2.2	1.6	1.3
Manufacturing	100.5	100.0	100.0	.4	.8	.0	.8	-.1	-.5
Service-providing industries ³	102.9	104.7	105.4	.7	1.0	.7	3.3	2.4	2.4
Nonunion	102.6	105.1	105.9	.9	.9	.8	3.1	3.3	3.2
Goods-producing industries ²	102.0	104.2	104.8	.6	.9	.6	2.1	2.8	2.7
Manufacturing	101.7	103.7	104.1	.4	.9	.4	1.9	2.4	2.4
Service-providing industries ³	102.7	105.3	106.2	.9	.9	.9	3.3	3.4	3.4
Census region and division⁴									
Northeast	102.5	105.1	106.2	.7	1.1	1.0	3.3	3.2	3.6
New England	102.1	104.8	105.4	.7	1.2	.6	—	3.4	3.2
Middle Atlantic	102.6	105.3	106.5	.7	1.1	1.1	—	3.3	3.8
South	102.8	105.3	106.1	1.2	1.0	.8	3.1	3.6	3.2
South Atlantic	103.1	106.0	106.8	1.2	1.0	.8	—	4.0	3.6
East South Central	101.5	103.8	104.8	.6	.5	1.0	—	2.9	3.3
West South Central	102.7	104.8	105.6	1.3	1.1	.8	—	3.4	2.8
Midwest	102.3	104.2	104.6	.6	.9	.4	2.8	2.5	2.2
East North Central	102.3	104.1	104.4	.6	.9	.3	—	2.4	2.1
West North Central	102.4	104.3	105.3	.9	.8	1.0	—	2.8	2.8
West	102.5	104.9	105.7	.7	.7	.8	2.8	3.0	3.1
Mountain	102.7	105.2	106.6	.9	.0	1.3	—	3.3	3.8
Pacific	102.5	104.8	105.4	.7	.9	.6	—	2.9	2.8
Metropolitan area status									
Metropolitan areas	102.5	104.9	105.7	.8	1.0	.8	—	3.1	3.1
Nonmetropolitan areas	102.6	105.0	105.8	1.1	.9	.8	—	3.4	3.1

¹ Includes wages, salaries, and employer costs for employee benefits.² Includes mining, construction, and manufacturing.³ Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional, scientific, and technical services; management of companies and enterprises; administrative and support and waste management and remediation services; education services; health care and social assistance; arts, entertainment, and recreation; accommodation and food services; and other services, except public administration.⁴ The states (including the District of Columbia) that comprise the census divisions are: New England: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont; Middle Atlantic: New Jersey,

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

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

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)			Percent changes for—					
	Sep. 2006	June 2007	Sep. 2007	3-months ended—			12-months ended—		
				Sep. 2006	June 2007	Sep. 2007	Sep. 2006	June 2007	Sep. 2007
State and local government workers									
All workers	103.2	105.7	107.6	2.3	0.6	1.8	4.1	4.8	4.3
Occupational group									
Management, professional, and related	103.3	105.4	107.5	2.5	.5	2.0	4.3	4.6	4.1
Professional and related	103.4	105.3	107.5	2.6	.5	2.1	4.6	4.5	4.0
Sales and office	103.3	106.2	107.9	1.8	.6	1.6	4.0	4.6	4.5
Office and administrative support	103.5	106.4	108.2	1.9	.7	1.7	4.3	4.7	4.5
Service occupations	103.1	106.3	108.0	1.9	.9	1.6	4.0	5.0	4.8
Industry									
Education and health services	103.7	105.3	107.5	2.9	.5	2.1	4.7	4.5	3.7
Education services	103.5	105.0	107.4	3.0	.4	2.3	4.7	4.5	3.8
Schools ²	103.5	104.9	107.4	3.0	.3	2.4	4.7	4.4	3.8
Elementary and secondary schools	103.6	105.0	107.4	3.1	.3	2.3	4.9	4.5	3.7
Health care and social assistance ³	105.1	107.6	108.6	2.1	.5	.9	5.6	4.6	3.3
Hospitals	103.3	106.3	107.5	2.0	.7	1.1	3.8	4.9	4.1
Public administration	102.4	106.6	108.0	1.2	.9	1.3	3.4	5.3	5.5

¹ Includes wages, salaries, and employer costs for employee benefits.² Includes elementary and secondary schools; junior colleges; colleges, universities, and professional schools.³ Includes ambulatory health care services and social assistance, not shown separately.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)			Percent changes for–					
	Sep. 2006	June 2007	Sep. 2007	3-months ended–			12-months ended–		
				Sep. 2006	June 2007	Sep. 2007	Sep. 2006	June 2007	Sep. 2007
Civilian workers									
All workers ¹	102.6	105.0	106.0	1.1	0.7	1.0	3.2	3.4	3.3
Excluding incentive paid occupations ²	102.5	105.1	106.2	1.0	.9	1.0	–	3.5	3.6
Occupational group									
Management, professional, and related	102.9	105.4	106.6	1.3	.7	1.1	3.5	3.7	3.6
Management, business, and financial	102.7	105.4	106.4	.7	.7	.9	3.1	3.3	3.6
Professional and related	103.1	105.3	106.7	1.7	.6	1.3	3.8	3.8	3.5
Sales and office	102.4	104.8	105.4	.8	1.0	.6	3.1	3.1	2.9
Sales and related	102.0	103.9	104.3	.7	1.2	.4	2.8	2.6	2.3
Office and administrative support	102.6	105.3	106.1	.8	.8	.8	3.2	3.4	3.4
Natural resources, construction, and maintenance	102.7	105.1	106.3	.9	.8	1.1	3.3	3.2	3.5
Construction, extraction, farming, fishing, and forestry	102.9	105.7	106.6	1.0	1.1	.9	3.6	3.7	3.6
Installation, maintenance, and repair	102.6	104.4	105.8	1.0	.6	1.3	3.1	2.8	3.1
Production, transportation, and material moving	101.9	103.9	104.7	.7	.7	.8	2.3	2.7	2.7
Production	101.8	103.6	104.3	.6	.4	.7	2.3	2.4	2.5
Transportation and material moving	102.1	104.2	105.1	.9	.9	.9	2.4	3.0	2.9
Service occupations	102.2	105.3	106.5	1.0	.7	1.1	2.7	4.1	4.2
Industry									
Goods-producing industries ³	102.3	104.7	105.4	.5	.8	.7	2.8	2.8	3.0
Manufacturing	101.9	103.9	104.5	.2	.6	.6	2.3	2.2	2.6
Service-providing industries ⁴	102.7	105.1	106.2	1.2	.8	1.0	3.3	3.5	3.4
Education and health services	103.1	104.9	106.6	2.0	.5	1.6	4.0	3.8	3.4
Education services	103.0	104.0	106.2	2.5	.3	2.1	4.0	3.5	3.1
Elementary and secondary schools	102.9	103.8	106.0	2.6	.2	2.1	4.0	3.5	3.0
Junior colleges, colleges, universities, and professional schools	103.0	104.3	106.6	2.1	.4	2.2	3.7	3.4	3.5
Health care and social assistance ⁵	103.2	105.9	107.1	1.4	.8	1.1	4.0	4.0	3.8
Hospitals	102.9	105.6	106.7	1.2	.8	1.0	3.7	3.8	3.7
Nursing and residential care facilities	102.2	104.7	105.8	1.0	.6	1.1	3.1	3.5	3.5
Public administration	102.0	105.2	106.4	.9	.7	1.1	2.7	4.1	4.3

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

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

³ Includes mining, construction, and manufacturing.

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

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

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

NOTE: Dashes indicate data not available.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)			Percent changes for—					
	Sep. 2006	June 2007	Sep. 2007	3-months ended—			12-months ended—		
				Sep. 2006	June 2007	Sep. 2007	Sep. 2006	June 2007	Sep. 2007
Private industry workers									
All workers	102.5	105.1	106.0	0.8	0.8	0.9	3.0	3.3	3.4
Excluding incentive paid occupations ¹	102.5	105.2	106.1	.8	.9	.9	—	3.4	3.5
Occupational group									
Management, professional, and related	103.0	105.8	106.7	1.0	.9	.9	3.4	3.7	3.6
Excluding incentive paid occupations ¹	102.9	105.8	106.7	1.0	1.0	.9	—	3.8	3.7
Management, business, and financial	102.8	105.5	106.3	.6	.8	.8	3.3	3.2	3.4
Excluding incentive paid occupations ¹	102.6	105.7	106.6	.6	1.1	.9	—	3.6	3.9
Professional and related	103.1	106.0	107.0	1.3	.9	.9	3.5	4.1	3.8
Sales and office	102.4	104.8	105.3	.8	1.0	.5	3.1	3.1	2.8
Excluding incentive paid occupations ¹	102.4	105.2	106.0	.6	1.0	.8	—	3.3	3.5
Sales and related	102.0	104.0	104.4	.7	1.2	.4	2.8	2.7	2.4
Excluding incentive paid occupations ¹	102.2	104.8	105.7	.4	1.1	.9	—	2.9	3.4
Office and administrative support	102.6	105.4	106.0	.7	.9	.6	3.2	3.4	3.3
Natural resources, construction, and maintenance	102.8	105.1	106.2	1.0	.9	1.0	3.4	3.2	3.3
Construction, extraction, farming, fishing, and forestry	103.0	105.8	106.7	1.0	1.1	.9	3.7	3.7	3.6
Installation, maintenance, and repair	102.6	104.2	105.6	1.0	.5	1.3	3.1	2.6	2.9
Production, transportation, and material moving	101.8	103.8	104.5	.6	.7	.7	2.2	2.6	2.7
Excluding incentive paid occupations ¹	101.7	103.8	104.6	.6	.7	.8	—	2.7	2.9
Production	101.7	103.6	104.2	.5	.5	.6	2.2	2.4	2.5
Excluding incentive paid occupations ¹	101.7	103.6	104.1	.5	.6	.5	—	2.4	2.4
Transportation and material moving	102.0	104.1	105.0	.8	.9	.9	2.3	2.9	2.9
Service occupations	102.0	105.3	106.5	.7	.7	1.1	2.4	3.9	4.4
Industry and occupational group									
Goods-producing industries ²	102.3	104.7	105.4	.5	.8	.7	2.8	2.8	3.0
Excluding incentive paid occupations ¹	102.3	104.9	105.6	.6	.9	.7	—	3.1	3.2
Management, professional, and related	102.4	105.3	105.9	.7	.9	.6	2.7	3.5	3.4
Sales and office	102.2	104.1	104.7	-1.2	.7	.6	2.5	.7	2.4
Natural resources, construction, and maintenance	102.7	105.6	106.5	.8	1.1	.9	3.3	3.6	3.7
Production, transportation, and material moving	101.9	103.7	104.4	.6	.5	.7	2.4	2.4	2.5
Construction	102.9	106.0	107.0	.9	1.0	.9	3.5	3.9	4.0
Manufacturing	101.9	103.9	104.5	.2	.6	.6	2.3	2.2	2.6
Management, professional, and related	102.2	104.6	105.0	.7	.8	.4	2.3	3.1	2.7
Sales and office	101.1	103.2	103.9	-2.6	.8	.7	1.1	-6	2.8
Natural resources, construction, and maintenance	102.3	104.3	105.0	.6	.5	.7	3.2	2.6	2.6
Production, transportation, and material moving	101.8	103.6	104.2	.5	.5	.6	2.3	2.3	2.4
Aircraft manufacturing	102.9	104.8	104.4	.4	.1	-4	3.4	2.2	1.5

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)			Percent changes for—					
	Sep. 2006	June 2007	Sep. 2007	3-months ended—			12-months ended—		
				Sep. 2006	June 2007	Sep. 2007	Sep. 2006	June 2007	Sep. 2007
Service-providing industries ³	102.6	105.3	106.1	0.9	0.9	0.8	3.1	3.5	3.4
Excluding incentive paid occupations ¹	102.5	105.3	106.3	.8	.9	.9	—	3.5	3.7
Management, professional, and related	103.1	105.9	106.8	1.1	.9	.8	3.5	3.8	3.6
Sales and office	102.4	104.9	105.4	1.0	1.1	.5	3.1	3.5	2.9
Natural resources, construction, and maintenance	103.0	104.3	105.7	1.2	.4	1.3	3.6	2.5	2.6
Production, transportation, and material moving	101.7	104.0	104.6	.7	1.0	.6	2.0	3.0	2.9
Service occupations	102.0	105.3	106.6	.7	.7	1.2	2.4	3.9	4.5
Trade, transportation, and utilities	102.1	104.3	104.6	1.2	1.1	.3	2.6	3.4	2.4
Excluding incentive paid occupations ¹	102.1	104.6	105.4	.7	1.0	.8	—	3.2	3.2
Wholesale trade	102.7	104.8	104.0	2.0	1.0	-.8	3.7	4.1	1.3
Excluding incentive paid occupations ¹	102.7	105.2	105.8	.9	.8	.6	—	3.3	3.0
Retail trade	101.9	104.2	105.1	1.0	1.1	.9	2.3	3.3	3.1
Excluding incentive paid occupations ¹	102.0	104.6	105.5	.6	1.1	.9	—	3.2	3.4
Transportation and warehousing	101.4	103.7	104.1	.7	1.2	.4	1.5	3.0	2.7
Utilities	103.0	105.5	106.1	.9	1.2	.6	3.5	3.3	3.0
Information	102.6	104.9	105.2	.9	1.1	.3	3.3	3.1	2.5
Financial activities	102.5	104.9	106.0	.2	.2	1.0	3.1	2.5	3.4
Excluding incentive paid occupations ¹	102.6	105.6	106.1	.6	1.0	.5	—	3.5	3.4
Finance and insurance	102.9	105.5	106.5	.1	.1	.9	3.2	2.6	3.5
Credit intermediation and related activities	102.7	103.0	103.5	-.2	-1.4	.5	3.1	.1	.8
Excluding incentive paid occupations ¹	102.9	105.6	106.3	.6	.7	.7	—	3.2	3.3
Insurance carriers and related activities	102.3	105.8	107.2	.4	1.6	1.3	2.6	3.8	4.8
Excluding incentive paid occupations ¹	102.2	105.4	105.6	.4	1.4	.2	—	3.5	3.3
Real estate and rental and leasing	100.8	102.4	103.6	.9	.8	1.2	2.5	2.5	2.8
Excluding incentive paid occupations ¹	102.5	105.2	105.8	1.0	.9	.6	—	3.6	3.2
Professional and business services	103.0	105.9	106.7	.7	1.0	.8	3.3	3.5	3.6
Professional, scientific, and technical services ...	103.7	107.1	107.9	1.0	1.1	.7	4.1	4.3	4.1
Administrative and support and waste management and remediation services	102.0	104.8	105.7	.3	1.1	.9	2.0	3.0	3.6
Education and health services	103.0	105.6	106.9	1.4	.8	1.2	3.7	3.9	3.8
Education services	103.1	104.6	106.4	1.7	.4	1.7	3.4	3.2	3.2
Junior colleges, colleges, universities, and professional schools	103.4	104.6	106.5	2.0	.5	1.8	3.9	3.2	3.0
Health care and social assistance ⁴	103.0	105.8	107.0	1.4	.9	1.1	3.8	4.1	3.9
Hospitals	102.9	105.4	106.5	1.1	.8	1.0	3.8	3.5	3.5
Nursing and residential care facilities	102.2	104.8	105.9	.9	.6	1.0	3.1	3.5	3.6
Nursing care facilities ¹	102.1	104.8	106.0	.9	.6	1.1	—	3.6	3.8
Leisure and hospitality	102.3	106.4	108.1	1.0	.7	1.6	2.8	5.0	5.7
Accommodation and food services	102.2	106.5	108.4	.9	.5	1.8	2.9	5.1	6.1
Other services, except public administration	103.4	106.1	107.3	.8	.4	1.1	3.6	3.4	3.8

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

² Includes mining, construction, and manufacturing.

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

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

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

NOTE: Dashes indicate data not available.

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

(Not seasonally adjusted)

Bargaining status, census region and division, and metropolitan area status	Indexes (Dec. 2005 = 100)			Percent changes for—					
	Sep. 2006	June 2007	Sep. 2007	3-months ended—			12-months ended—		
				Sep. 2006	June 2007	Sep. 2007	Sep. 2006	June 2007	Sep. 2007
Bargaining status									
Union	101.7	103.7	104.4	0.5	0.9	0.7	2.2	2.5	2.7
Goods-producing industries ¹	101.9	103.6	104.3	.3	.9	.7	2.7	2.0	2.4
Manufacturing	101.4	102.5	102.9	.2	.5	.4	2.4	1.3	1.5
Service-providing industries ²	101.6	103.8	104.6	.7	.9	.8	1.9	2.9	3.0
Nonunion	102.7	105.3	106.2	.9	.8	.9	3.2	3.4	3.4
Goods-producing industries ¹	102.4	105.0	105.8	.5	.8	.8	2.8	3.0	3.3
Manufacturing	102.0	104.2	104.9	.2	.6	.7	2.2	2.4	2.8
Service-providing industries ²	102.7	105.4	106.3	1.0	.8	.9	3.2	3.6	3.5
Census region and division³									
Northeast	102.5	105.0	106.1	.8	1.0	1.0	3.3	3.2	3.5
New England	102.3	104.8	105.7	.8	1.2	.9	—	3.3	3.3
Middle Atlantic	102.5	105.1	106.4	.8	.9	1.2	—	3.3	3.8
South	102.9	105.6	106.5	1.3	1.0	.9	3.2	3.9	3.5
South Atlantic	103.2	106.1	106.9	1.3	1.0	.8	—	4.1	3.6
East South Central	102.1	104.5	105.6	.6	.3	1.1	—	3.0	3.4
West South Central	102.7	105.3	106.1	1.5	1.2	.8	—	4.1	3.3
Midwest	102.0	104.4	105.0	.6	.8	.6	2.6	3.0	2.9
East North Central	101.9	104.4	104.7	.5	.8	.3	—	3.0	2.7
West North Central	102.4	104.5	105.6	.9	.7	1.1	—	3.0	3.1
West	102.7	105.4	106.2	.6	.6	.8	3.1	3.2	3.4
Mountain	102.8	105.5	106.7	1.1	.2	1.1	—	3.7	3.8
Pacific	102.7	105.3	106.0	.5	.7	.7	—	3.0	3.2
Metropolitan area status									
Metropolitan areas	102.5	105.1	105.9	.8	.8	.8	—	3.3	3.3
Nonmetropolitan areas	102.6	105.2	106.2	1.0	.8	1.0	—	3.5	3.5

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

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

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

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)			Percent changes for—					
	Sep. 2006	June 2007	Sep. 2007	3-months ended—			12-months ended—		
				Sep. 2006	June 2007	Sep. 2007	Sep. 2006	June 2007	Sep. 2007
State and local government workers									
All workers	102.8	104.6	106.4	2.0	0.5	1.7	3.7	3.8	3.5
Occupational group									
Management, professional, and related	102.9	104.3	106.3	2.2	.3	1.9	3.9	3.6	3.3
Professional and related	103.0	104.2	106.3	2.3	.3	2.0	4.1	3.5	3.2
Sales and office	102.6	104.8	106.3	1.4	.3	1.4	3.2	3.6	3.6
Office and administrative support	102.7	105.0	106.5	1.3	.3	1.4	3.4	3.6	3.7
Service occupations	102.4	105.2	106.5	1.6	.7	1.2	3.1	4.4	4.0
Industry									
Education and health services	103.1	104.2	106.3	2.4	.2	2.0	4.1	3.5	3.1
Education services	103.0	103.9	106.1	2.6	.2	2.1	4.1	3.5	3.0
Schools ¹	103.0	103.9	106.1	2.6	.3	2.1	4.1	3.5	3.0
Elementary and secondary schools	103.0	103.8	106.0	2.7	.2	2.1	4.1	3.5	2.9
Health care and social assistance ²	104.8	107.2	108.2	1.7	.6	.9	5.4	4.1	3.2
Hospitals	103.1	106.5	107.6	1.7	.8	1.0	3.7	5.0	4.4
Public administration	102.0	105.2	106.4	.9	.7	1.1	2.7	4.1	4.3

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

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

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

(Not seasonally adjusted)

Occupational group, industry, and bargaining status	Indexes (Dec. 2005 = 100)			Percent changes for—					
	Sep. 2006	June 2007	Sep. 2007	3-months ended—			12-months ended—		
				Sep. 2006	June 2007	Sep. 2007	Sep. 2006	June 2007	Sep. 2007
Civilian workers									
All workers ¹	102.8	105.1	106.1	1.2	1.1	1.0	3.3	3.4	3.2
Private industry workers									
All workers	102.5	104.3	105.0	.8	1.1	.7	2.8	2.6	2.4
Occupational group									
Management, professional, and related	102.8	104.9	105.6	1.0	1.1	.7	3.0	3.0	2.7
Sales and office	102.0	104.3	105.2	.4	.9	.9	2.7	2.7	3.1
Natural resources, construction, and maintenance	103.5	104.8	105.3	.8	1.4	.5	3.7	2.0	1.7
Production, transportation, and material moving	101.6	102.4	102.7	.6	1.2	.3	1.6	1.4	1.1
Service occupations	103.0	105.1	106.0	.8	.9	.9	3.5	2.8	2.9
Industry									
Goods-producing industries ²	101.3	102.2	102.4	.9	1.3	.2	.9	1.8	1.1
Manufacturing	100.5	101.0	100.7	.8	1.4	-.3	.5	1.3	.2
Aircraft manufacturing	84.3	73.4	68.5	6.4	1.1	-6.7	-13.4	-7.3	-18.7
Service-providing industries ³	103.0	105.2	106.0	.7	1.1	.8	3.6	2.8	2.9
Bargaining status									
Union	103.4	104.1	104.3	.7	1.7	.2	3.6	1.4	.9
Nonunion	102.3	104.3	105.1	.8	.9	.8	2.7	2.8	2.7
State and local government workers									
All workers	104.1	108.0	110.3	2.8	.9	2.1	5.2	6.6	6.0

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

² Includes mining, construction, and manufacturing.

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

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

TECHNICAL NOTE

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

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

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

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

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

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

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

Data for the September 2007 quarter were collected from a probability sample of approximately 58,000 occupational observations within about 12,200 sample establishments in private industry and approximately 3,500 occupations within about 800 sample establishments in state and local governments. Data are collected for the pay period including the 12th day of the survey months of March, June, September, and December.

Fixed employment weights are used each quarter to calculate the most aggregate series—civilian, private, and state and local government. These fixed weights are also used to derive all of the industry and occupational series indexes. Beginning with March 2006 estimates, 2002 fixed employment weights from the Bureau's Occupational Employment Statistics survey were introduced.

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

Beginning with the release of the March 2006 data, indexes were rebased to December 2005=100 from June 1989=100. The percentage changes shown in the current- and constant-dollar historical tables were calculated from the rebased indexes. Thus, changes may differ from those originally published because of rounding.

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

Seasonally adjusted data for selected ECI series began with the December 1990 ECI release. Seasonal adjustment removes the effects of events that follow a more or less regular pattern each year. These adjustments make nonseasonal patterns easier to identify. The seasonal adjustment factors are recalculated once per year. The March release contains data reflecting the newly updated seasonal adjustment factors. The historical data for the last five years are then revised based on the newly estimated factors. The seasonal factors for 2007 and revised seasonally adjusted indexes for the past 5 years are available at www.bls.gov/ect or upon request. Several new seasonally adjusted indexes and 3-month percent changes of occupational series were added in March 2007, with historical data available beginning with March 2002.

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

Because the ECI is a sample survey, it is subject to sampling errors. Sampling errors are differences that occur between the results computed from a sample of observations and those computed from all observations in the population. The estimates derived from different samples selected using the same sample design may differ from one other. A measure of the variation among these differing estimates is the standard error. It can be used to measure the precision with which an estimate from a particular sample approximates the expected result of all possible samples. The chances are about 68 out of 100 that an estimate from the survey differs from a complete population figure by less than the standard error. The chances are about 90 out of 100 that this difference would be less than 1.6 times the standard error. The statements of comparisons appearing in this publication are significant at a 1.6 standard error level or better, unless otherwise indicated. This means that for differences cited, the estimated difference is greater than 1.6 times the standard error of the difference.

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

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

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

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

In addition, constant-dollar ECI series derived from the Consumer Price Index for All Urban Consumers (CPI-U) are available. The constant-dollar series are calculated by converting the CPI-U to the same base as the ECI. The ECI for each quarter is then divided by the converted CPI-U for the same reference period. The CPI-U U.S. City Average All Items is used to compute all series except for the regional estimates, which use corresponding CPI regional data.

Supplemental data from the ECI, providing 12-month percent changes in employer costs for health insurance in private industry, are also available at www.bls.gov/ect/sp/echealth.pdf.

Several changes to the ECI were introduced with the March 2006 estimates. First, the industry and occupational classification systems, which impacts comparability between old and new series, were changed.

Second, methodological changes to the imputation procedure, which is needed when respondents do not provide all the data needed, were introduced. Third, fixed employment weights were updated. Fourth, the index numbers were rebased to December 2005=100. Fifth, improvements to the seasonally adjusted process were introduced. Finally, two benefits—severance pay and supplemental unemployment insurance benefits—were discontinued. Further information about these changes is included in the April 2006 issue of the *Monthly Labor Review* available at: www.bls.gov/opub/mlr/2006/04/contents.htm.

The costs per hour worked of compensation components, based on data from the ECI, are published in a separate news release titled "Employer Costs for Employee Compensation" (ECEC). The next ECEC release is scheduled for 10:00 AM EST on Tuesday, December 11, 2007. Historical ECEC data are also available in summary documents. Both the release and historical data are available at www.bls.gov/ect, by email to NCSinfo@bls.gov, or (202) 691-6199. Since the ECEC is calculated with current employment weights rather than the fixed weights used in computing the ECI, year-to-year changes in the cost levels usually differ from those in the ECI.