

**Table. 628. Employment Cost Index (ECI), Total Compensation by Occupation and Industry: 2002 to 2007**

[As of December. The ECI is a measure of the rate of change in employee compensation (wages, salaries, and employer costs for employee benefits). Data are not seasonally adjusted: Survey; beginning in 2006, based on North American Industry Classification (NAICS)] Beginning in 2006, based on the 2007 North American Industry Classification (NAICS) for classifying by industry and based on the 2000 Standard Occupational Classification (SOC) for classifying by occupation

Item	Indexes (December 2005 = 100)					Percent change for 12 months ending Dec.—					
	2002	2003	2004	2006	2007	2002	2003	2004	2005	2006	2007
<b>Civilian workers</b> <sup>1</sup>	<b>90.0</b>	<b>93.5</b>	<b>97.0</b>	<b>103.3</b>	<b>106.7</b>	<b>3.3</b>	<b>3.9</b>	<b>3.7</b>	<b>3.1</b>	<b>3.3</b>	<b>3.3</b>
<b>State and local government</b>	<b>89.7</b>	<b>92.8</b>	<b>96.1</b>	<b>104.1</b>	<b>108.4</b>	<b>4.1</b>	<b>3.5</b>	<b>3.6</b>	<b>4.1</b>	<b>4.1</b>	<b>4.1</b>
Workers, by occupational group:											
Management, professional, and related occupations	90.3	93.1	96.2	104.0	108.3	4.0	3.1	3.3	4.0	4.0	4.1
Sales and office occupations	89.1	92.8	96.5	104.1	108.6	4.6	4.2	4.0	3.6	4.1	4.3
Service occupations	88.0	91.6	95.5	104.5	109.1	3.9	4.1	4.3	4.7	4.5	4.4
Workers, by industry division:											
Service-providing industries:											
Education and health services	90.4	93.2	96.1	104.3	108.2	3.8	3.1	3.1	4.1	4.3	3.7
Schools	90.4	93.1	96.1	104.1	108.0	3.7	3.0	3.2	4.1	4.1	3.7
Elementary and secondary	89.9	92.7	96.0	104.2	108.0	3.7	3.1	3.6	4.2	4.2	3.6
Health care and social assistance	90.6	93.5	96.5	105.7	109.3	4.4	3.2	3.2	3.6	5.7	3.4
Hospitals	90.6	93.4	96.7	104.3	108.2	4.6	3.1	3.5	3.4	4.3	3.7
Public administration <sup>2</sup>	88.3	92.0	95.8	103.8	109.1	4.5	4.2	4.1	4.4	3.8	5.1
<b>Private industry workers</b> <sup>3</sup>	<b>90.0</b>	<b>93.6</b>	<b>97.2</b>	<b>103.2</b>	<b>106.3</b>	<b>3.1</b>	<b>4.0</b>	<b>3.8</b>	<b>2.9</b>	<b>3.2</b>	<b>3.0</b>
Workers, by occupational group:											
Management, professional, and related occupations	89.7	93.8	97.1	103.5	106.8	2.6	4.6	3.5	3.0	3.5	3.2
Sales and office occupations	89.8	93.1	96.8	102.9	106.1	3.3	3.7	4.0	3.3	2.9	3.1
Natural resources, construction, and maintenance occupations	89.7	93.3	97.1	103.6	106.7	3.6	4.0	4.1	3.0	3.6	3.0
Production, transportation, and material-moving occupations	90.3	93.6	97.8	102.3	104.5	3.3	3.7	4.5	2.2	2.3	2.2
Service occupations	92.0	95.0	97.7	103.1	107.0	2.9	3.3	2.8	2.4	3.1	3.8
Workers, by industry division:											
Goods-producing industries <sup>4</sup>	89.0	92.6	96.9	102.5	105.0	3.5	4.0	4.6	3.2	2.5	2.4
Manufacturing											
Service-providing industries <sup>5</sup>	90.4	94.0	97.3	103.4	106.7	3.0	4.0	3.5	2.8	3.4	3.2
Trade, transportation, and utilities	90.9	94.0	97.0	103.0	105.5	3.1	3.4	3.2	3.1	3.0	2.4
Professional and business services	91.0	94.7	98.5	103.5	107.5	1.1	4.1	4.0	1.5	3.5	3.9
Education and health services	89.6	93.0	96.7	104.1	107.7	3.7	3.8	4.0	3.4	4.1	3.5
Leisure and hospitality	94.4	96.3	97.7	103.7	108.1	2.4	2.0	1.5	2.4	3.7	4.2
Bargaining status											
Union	88.2	92.3	97.3	103.0	105.1	4.0	4.6	5.4	2.8	3.0	2.0
Nonunion	90.3	93.9	97.2	103.2	106.5	2.8	4.0	3.5	2.9	3.2	3.2

<sup>1</sup> Includes private industry and state and local government workers and excludes farm, household, and federal government workers. <sup>2</sup> Consists of executive, legislative, judicial, administrative, and regulatory activities. <sup>3</sup> Excludes farm and household workers. <sup>4</sup> Includes the following NAICS industries: construction and manufacturing. <sup>5</sup> Includes all other NAICS industries, except government. For a description of NAICS industries, see text this section and Table 607.