

Employment Cost Indexes, 1975-99



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Preface

This bulletin provides data on the Bureau of Labor Statistics' major measure of compensation cost trends: The Employment Cost Index (ECI). The ECI is a fixed-employment-weighted index that tracks quarterly changes in labor costs (wages and salaries, and employer costs for employee benefits), free from the influence of employment shifts among occupations and industries. The bulletin presents complete historical data on the ECI from its inception in September 1975 through December 1999, and reviews recent trends in compensation costs. In addition, it provides measures of precision in its component subindexes and copies of articles examining the data.

The ECI is prepared in the Bureau's Office of Compensation and Working Conditions (OCWC), which produces a variety of compensation measures. Work is currently under way to integrate all the OCWC compensation measures into a single comprehensive statistical program, the National Compensation Survey (NCS). The NCS replaces three Bureau programs that provide data on employer costs for wages and salaries, as well as benefits, and on benefit incidence and provisions.

The NCS is being implemented in two phases. In the first phase, the NCS has focused on measures of occupational earnings, replacing the Occupational Compensation Survey Program with a revised data collection procedure designed to provide broader coverage of occupations in the civilian non-Federal and nonfarm economy. During the next phase, the ECI and the Employee Benefits Survey—which studies the incidence and detailed characteristics of em-

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

The published estimates for the components of the NCS are presented in separate reports. Data for occupational earnings appear in a variety of local area and national bulletins. Historical hourly cost levels data are presented in a separate publication. Employee Benefits Survey data will continue to be published separately through the year 2000. After that, new benefit incidence and provisions products will be published as a part of the NCS.

Staff 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. Fieldwork for the survey was directed by the Bureau's Assistant Regional Commissioners for Operations. Collection procedures and systems design were provided by the Division of Directly Collected Periodic Surveys.

Material in this publication is in the public domain and, with appropriate credit, may be reproduced without permission. Further information about the ECI and other NCS products is available at <http://www.bls.gov/ecthome.htm>. Information in this publication is available to sensory impaired individuals upon request: Voice phone: (202) 691-5200; Federal Relay Service: 1-800-877-8339.

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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. All occupations and establishments in the private nonfarm sector and State and local government are represented. 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 fixed over time the distribution of employment among industries and occupations, and by narrowly defining the jobs for which data are collected each quarter so that all workers in the job carry out the same task at roughly the same level of skill.

Background

ECI statistics were first published for September-December 1975 and continued to develop afterwards. In 1975, they 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 for more comprehensive estimates of the changes to labor costs. Separate estimates for the changes in benefit costs were added for the private sector in 1979, then for civilian workers in 1981, and finally for State and local governments in 1989.

Benefits covered by the ECI survey are: Paid leave (vacations, holidays, sick leave, and other paid leave); supplemental pay (premium pay for work in addition to the regular work schedule, such as overtime and work on weekends and holidays; shift differentials; and nonproduction bonuses such as lump-sum payments provided in lieu of wage increases); life insurance; short-term and long-term disability benefits; health benefits; retirement and savings benefits (defined benefit and defined contribution plans); legally required benefits (Social Security, medicare, Federal and

¹ 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 and shown separately.

State unemployment insurance, and workers' compensation); and other benefits (severance pay and supplemental unemployment insurance).¹

In June 1981, the State and local government sector was added to the survey, expanding the coverage of the ECI. By 1999, 96 percent of all civilian wage and salary workers were covered. (See chart 1.)

Since 1981, a number of series have been added to the ECI.² Among these series are wage and compensation cost changes for hospitals and all health services, as well as for business services, communications, food stores, and insurance. Because these series were added after the 1981 base year, indexes could not be published. However, 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.

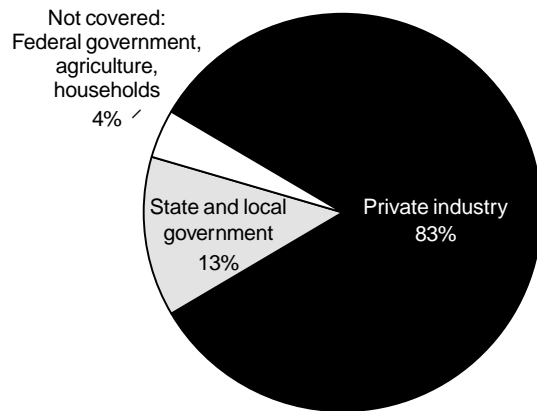
Beginning with the December 1990 ECI news release, seasonally adjusted data are available for ECI major industry and occupational series. Seasonally adjusted data are useful in identifying underlying trends, because they eliminate the effect of changes that normally occur at the same time and in about the same magnitude every year. Two examples of this seasonality effect are clear in the ECI data. Compensation cost changes for State and local government workers are heavily concentrated in the June-September period of every year, and health insurance premium increases are introduced in the January-March period.

The ECI periodically changes its weights to reflect structural shifts in the economy's employment. The shift of jobs out of goods-producing industries into the service-sector is an example of a structural shift. In 1975, indexes were based on employment counts by occupation and industry from the 1970 Census of Population. The indexes were based on 1980 employment counts starting in June 1986, and on 1990 employment counts beginning in March 1995. Changes in these weights affect how indexes are interpreted, but generally have little impact on rates of wage and compensation change.

Employer Costs for Employee Compensation, an annual measure based on data from the ECI, was introduced for private industry in 1987, and for State and local governments in 1991.³ Data for this series are presented in a separate publication.

² The Bureau is evaluating ECI publication standards as part of its overall quality improvement plan. The first phase of this evaluation, a review of the statistical reliability of the ECI series, is complete. To improve the quality of the ECI estimates, the sample size is being increased and other initiatives, such as revising collection procedures, are being explored. All series will continue to be published until further notice. To assist users in ascertaining the reliability of the series, average standard errors for estimates (excluding seasonally adjusted series) are available in Appendix A.

CHART 1. Coverage of the Employment Cost Index, total civilian employment, 1999



Uses

The ECI was developed primarily to aid in economic analysis, 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. The ECI serves as a guide in negotiations in collective bargaining. Several health cost containment laws, including one for Medicare, use the ECI as an adjustment factor to determine the allowable increases in hospital and physician charges. Increasingly, the ECI is being used as a labor cost escalator in long-term purchas-

³ The data for 1986 were made available in 1997 and are now included in *Employer Costs for Employee Compensation, 1986-1999*, Bulletin 2526 (Bureau of Labor Statistics, March 2000).

ing and service contracts in both the private and public sectors in the United States as well as in other countries.⁴

The ECI is also used in the Federal pay-setting process. 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.⁵ The Federal Employees Pay Comparability Act of 1990 specifies that the ECI will be used to adjust pay for General Schedule employees.⁶

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, as well as farm, private 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 appendix A of this bulletin. Standard errors can be used to measure the precision of the estimates.

⁴ 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 appendix C of this bulletin.

⁵ See Public Law 101-154—November 30, 1989.

⁶ 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 115.2 percent from June 1981 to December 1999 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 ensuing 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 climbed 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. In September 1997, compensation costs picked up slightly, and by September 1998, the 12-month change peaked at 3.7 percent; it subsequently tapered off, remaining in the 3.1-percent to 3.4-percent range.

Complete historical data for all ECI series are presented in tables 1 through 12.⁷ Data presented in tables 1 through 3 are seasonally adjusted, while data in tables 4 through 12

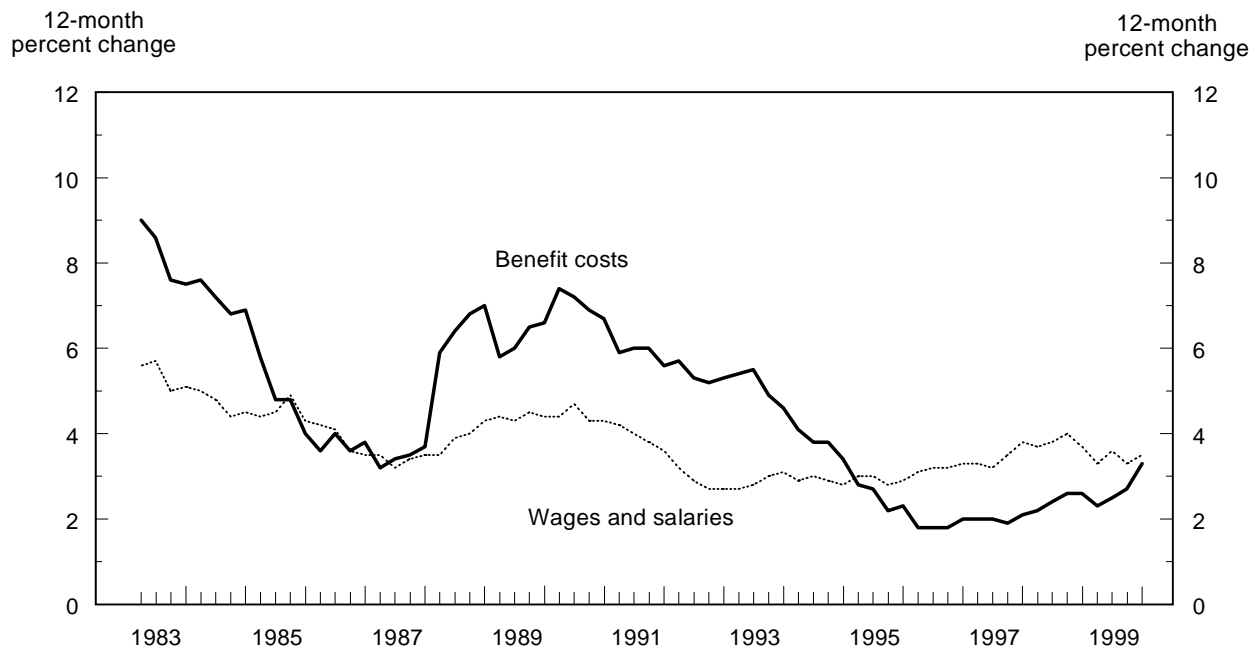
are not seasonally adjusted. The tables include data for civilian, private industry, and State and local government workers by occupational and industry group. The tables also include data by region, bargaining status, and establishment size for private industry workers, and separate data for the aircraft manufacturing industry.

Wages and salaries compared with benefits

Between June 1981 (when measures of compensation change for all civilian workers were introduced) and December 1999, the rate of increase in benefit costs outpaced the increase in wages and salaries (139 percent and 106 percent, respectively). Benefit increases were significantly higher than wage and salary gains for every year ending in December during 1983 and 1984 as well as between 1988 and 1993. (See chart 2.) During 1985-87, wage and salary

⁷ Beginning with the ECI news release for March 1990, ECI 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 appendix C of this bulletin.

Chart 2. Changes in wages and salaries and benefit costs, civilian workers, 1983-99



changes were similar to benefit cost changes. Between 1988 and 1994, benefit costs were growing at a faster pace, and beginning in the third quarter of 1995, gains in wages and salaries have been greater than gains in benefit costs, although the difference has narrowed over this period. This pattern can be attributed primarily to fluctuations over time in the rate of change in health benefit costs and in the Social Security tax rate.⁸

The rates of increase for wages and salaries and for benefits slowed 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 yearly boosts in the employer's Social Security tax rate and a steady rise in health benefit costs.

Beginning in 1985, however, the rate of increase for benefit costs slowed even more. The slowdown in benefit cost increases was brought about by a decline in the growth of health benefit costs, combined with a rapid decrease in the growth of retirement plan costs and smaller increases in the Social Security tax rate.⁹

To relieve pressure on their health benefit expenditures, employers undertook several cost-containment measures. These measures included more self-funding of health plans,¹⁰ increasing the availability of nontraditional plan alternatives, such as health maintenance organizations and preferred provider organizations, and increased 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.¹¹ Employer cost-containment measures, such as increased numbers of defined contribution plans in private industry, also were important in stabilizing costs.

Over the year ended in December 1988, benefit costs of civilian workers rose 7.0 percent, compared with a rise of 4.3 percent for wages and salaries. In 1988, the rate of increase in health benefit costs accelerated. Also, a Social Security tax increase of 5 percent (from 7.15 to 7.51 percent) was instituted.

Benefit costs continued to rise more rapidly than wages and salaries through 1994. For the year ended in June 1995 and continuing through the year ended in December 1999, benefit cost increases lagged behind wage and salary increases, although the difference in the 12-month percentage increases over the past year has narrowed. These differences, however, are not statistically significant. For the year ending December 1999, wages and salaries increased 3.5 percent, compared with 3.3 percent for benefit costs.

The slight acceleration in benefit costs over the last 3 years reflects in part the recent growth in health care costs.

⁸ For an examination of fluctuations in health insurance costs over the past 20 years, see Albert E. Schwenk, "Trends in Health Insurance Costs," *Compensation and Working Conditions*, Spring 1999, pp.24-28. This article is reprinted in appendix C of this bulletin.

⁹ See Bradley Braden, "Increases in employer costs for employee benefits dampen dramatically," *Monthly Labor Review*, July 1988, pp.3-7.

¹⁰ Schwenk, "Trends in Health Insurance Costs," pp.24-28.

¹¹ Braden, "Increases in employer costs," pp.6-7.

the other hand, other factors have had stabilizing effects on the increase in benefit costs. For example, the Social Security tax rate has not been raised above its January 1990 level of 7.65 percent, although the taxable earnings ceiling increased each year by the change in average wages. The ceiling for the medicare portion was more than doubled, to \$125,000, in 1991, and was eliminated in 1994.

Private industry compared with State and local government

The different occupational and industry distribution in private industry and State and local government explains differences in the rate of change in compensation for their workers. Professional specialty and technical occupations are more prevalent in State and local government than in private industry (approximately one-half and one-fifth of total employment, respectively). Furthermore, the compensation packages of the two sectors also 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 defined benefit retirement plans than are those in the private sector. The growth in participation in defined contribution plans during the 1990s has been largely limited to private industry.

Over the period between June 1981 and December 1999, compensation increases for State and local government workers outpaced those in private industry (135 percent and 111 percent, respectively). For the first 10 years of this period, total compensation consistently increased more rapidly in the public sector. However, in September 1991, this pattern reversed. (See chart 3.) The slowdown in State and local government compensation gains relative to private industry increases during the early 1990s reflects the tight budget environment in the public sector typical of that period. For most of the mid- to late 1990s, the increases have been similar, between 2.5 and 3.5 percent, in both private and public sectors. In the year ended December 1999, compensation costs rose by the same amount in both sectors, 3.4 percent.

Pay changes by occupational group

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. This section summarizes changes in wages and salaries from 1975.¹²

Between September 1975 and December 1999, wages and salaries in private industry increased 227 percent for white-collar workers and 198 percent for blue-collar workers. During the late 1970's, blue-collar wage gains were generally higher than those for white-collar workers. (See chart 4.) In the early 1980's this pattern was reversed, re-

¹² 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.

Chart 3. Changes in total compensation, private industry and State and local government, 1983-99

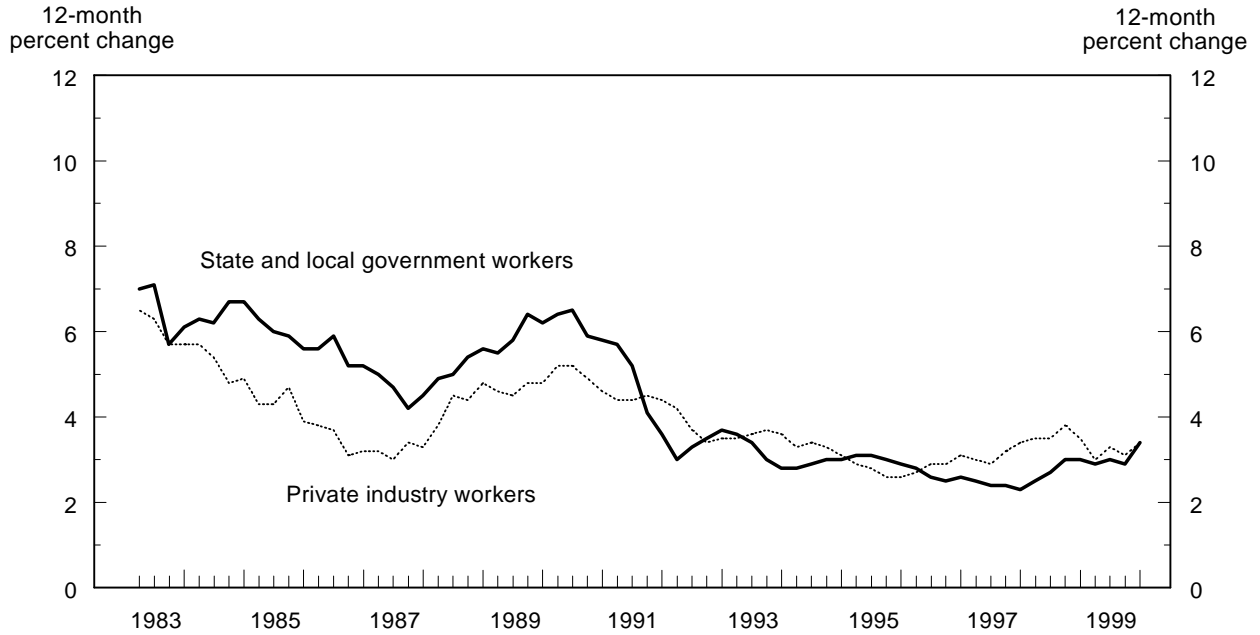
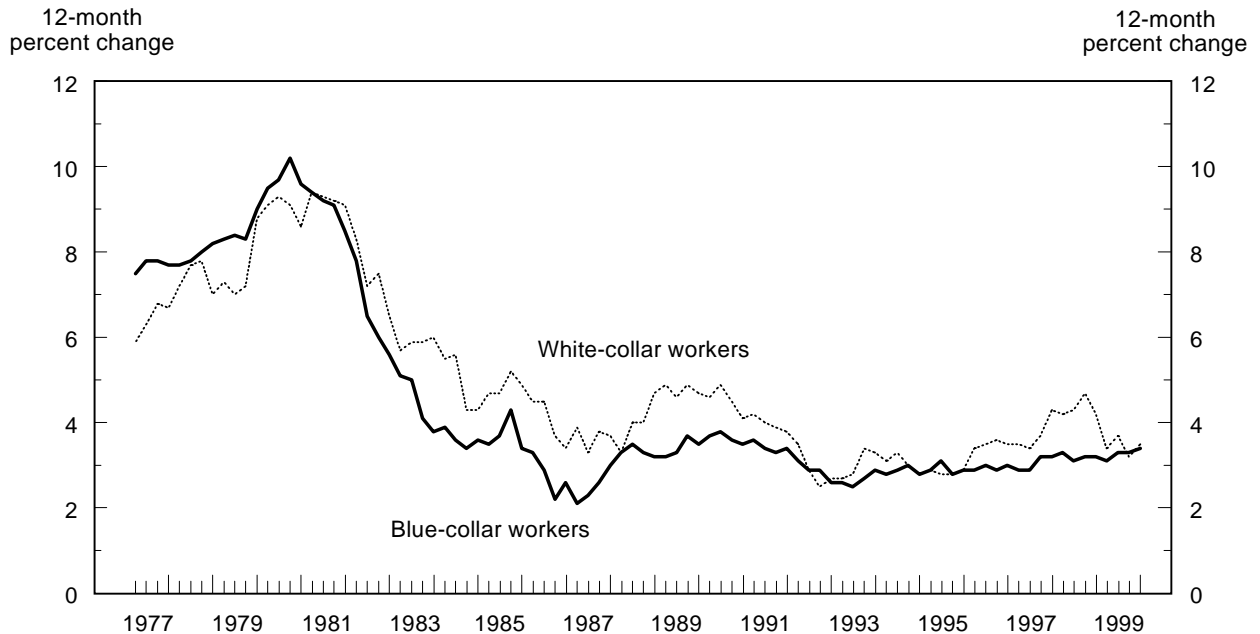


Chart 4. Changes in wages and salaries for white- and blue-collar workers, private industry, 1977-99



flecting in part the influence of increased foreign competition in manufacturing industries and deregulation of transportation industries (industries in which blue-collar workers are most prevalent).¹³ For the year ended December 1983, wages and salaries rose 6.0 percent for white-collar workers and 3.8 percent for blue-collar workers. By the early 1990's, however, the differences in wage gains between the two occupational groups had narrowed, but the general trend remained unchanged. For the year ended December 1999, wages and salaries of white-collar workers rose 3.5 percent, while those of blue-collar workers rose 3.4 percent.

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

Pay changes by industry group

During the December 1978-December 1999 period, pay in private service-producing industries rose 4.9 percent per year, on average, compared with 4.4 percent in private goods-producing industries.¹⁴ Differences between the two sectors were larger during the 1980's than during the 1990's.

¹³ See Albert E. Schwenk, "Differences Among Private Industry Occupational Groups in Pay Levels and Trends," *Compensation and Working Conditions*, Winter 1997, pp. 12-18. This article is reprinted in appendix C of this bulletin.

¹⁴ 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.

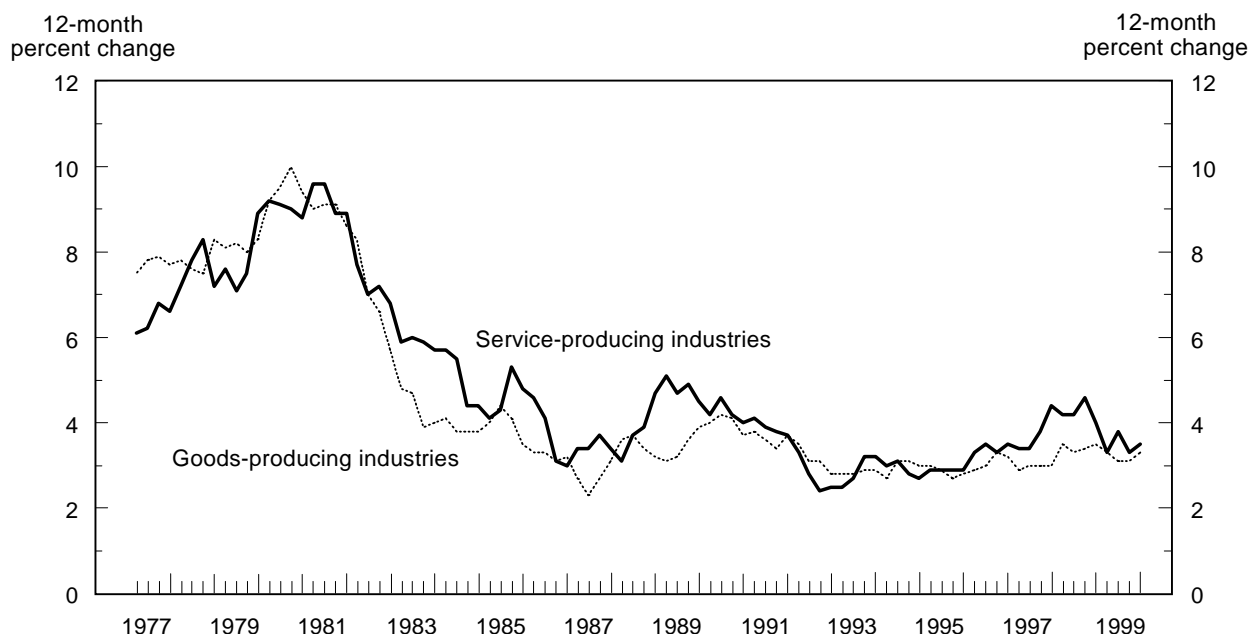
Text table 1. Average annual percent changes in wages and salaries by occupational group in private industry, selected periods, 1975-99

Occupational group	Sept. 1975- June 1981	June 1981- Dec. 1999	Sept. 1975- Dec. 1999
White-collar occupations	7.7	4.4	5.2
Professional specialty and technical	7.9	4.6	5.4
Executive, administrative, and managerial	7.0	4.5	5.2
Sales	-	4.0	-
Administrative support including clerical	7.9	4.4	5.3
Blue-collar occupations	8.5	3.6	4.8
Precision production, craft, and repair	8.3	3.7	4.8
Machine operators, assem- blers, and inspectors	8.8	3.7	5.0
Transportation and material moving	8.5	3.1	4.4
Handlers, equipment cleaners, helpers, and laborers	8.7	3.6	4.8
Service occupations	8.2	3.9	5.0

NOTE: Dash indicates that data were not available.

(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 1999 period, average annual pay increases were more similar (3.8 and 3.5 percent per year, respectively).

Chart 5. Changes in wages and salaries in goods- and service-producing industries, private industry, 1977-99



Average annual wage and salary increases for the broad industry groups mask wide differences among industries within these groups. (See text table 2.) Over the December 1978-June 1990 period, for example, average annual pay gains for service-producing industries ranged from 4.9 percent in retail trade to 6.5 percent in service industries. There

were patterns in the data, however. Comparing goods- and service-producing industries, the range of variation was generally narrower during the June 1990-December 1999 period than during the earlier period. For example, between December 1978 and June 1990, annual pay gains averaged 6.5 percent for services industry workers and 4.4 percent for construction workers, while during the 1990-99 period annual pay increases averaged 3.9 percent and 3.1 percent, respectively.

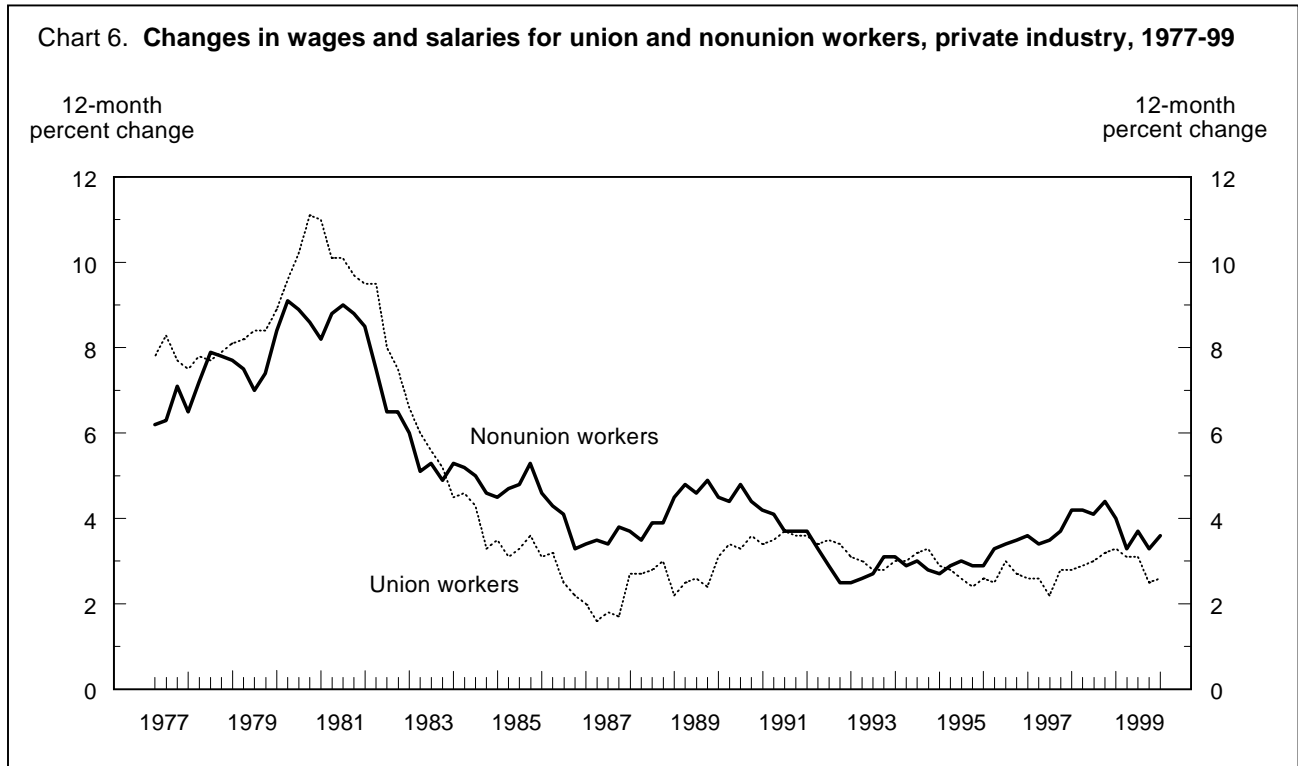
Text table 2. Average annual percent changes in wages and salaries by private industry group, December 1978-December 1999

Industry group	Dec. 1978-June 1990	June 1990-Dec. 1999	Sept. 1978-Dec. 1999
Private industry	5.5	3.7	4.7
Goods-producing industries	5.1	3.5	4.4
Construction	4.4	3.1	3.9
Manufacturing	5.2	3.6	4.6
Service-producing industries	5.7	3.8	4.9
Transportation and public utilities	5.1	3.5	4.4
Wholesale trade	5.9	4.0	5.1
Retail trade	4.9	3.5	4.3
Finance, insurance, and real estate	6.0	4.1	5.2
Service industries	6.5	3.9	5.3

Pay changes by bargaining unit status

The relationship between union and nonunion pay gains in private industry has varied substantially over time.¹⁵ (See chart 6.) During 1975-82, for example, union pay consistently rose more rapidly than nonunion pay. In contrast, between December 1982 and December 1999, nonunion pay typically rose faster, although the difference between union and nonunion pay was smaller during the latter half of the period. Over the entire period, nonunion pay rose an average of 5.1 percent per year and union pay rose 4.8 percent.

¹⁵ 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 appendix C of this bulletin.



Average annual percent changes

	<i>Sept. 1975- Dec. 1982</i>	<i>Dec. 1982- June 1991</i>	<i>June 1991- Dec. 1999</i>	<i>Sept. 1975- Dec. 1999</i>
Union workers	8.5	3.1	3.3	4.8
Nonunion workers	7.4	4.3	3.8	5.1

The dampening of union pay gains from December 1982 to June 1991 reflected, among other factors, deregulation in the transportation industry and the growth of foreign competition in manufacturing industries.¹⁶

Despite the more rapid rate of nonunion pay gains over the 1975-99 period, union wage and salary levels remain higher than nonunion pay levels. In March 1999, for example, the cost of wages and salaries averaged \$16.21 per hour worked for unionized occupations and \$13.54 for nonunion occupations in private industry.¹⁷

Pay changes by region

Over the entire September 1975-December 1999 period, wages and salaries increased at about the same rate in every geographic region. As shown in text table 3, however, during particular periods, the growth rates for wages differed by region. This reflects differences in labor market forces and in the occupational and industry mix.

Text table 3. Average annual percent changes in wages and salaries by region, private industry, selected periods, 1975-99

Region	Sept. 1975- June 1981	June 1981- Dec. 1999	Sept. 1975- Dec. 1999
United States	8.1	4.1	5.1
Northeast	7.3	4.4	5.1
South	8.2	4.0	5.0
Midwest	8.1	3.9	4.9
West	8.7	4.1	5.2

Current- and constant-dollar wage and salary changes

The constant-dollar ECI has been influenced more by what happened to prices than by what happened to wages. During 1978-81, when prices were rising relatively rapidly, there was a dramatic drop in wages and salaries adjusted for in-

¹⁶ *Ibid.*

¹⁷ See *Employer Costs for Employee Compensation, 1986-1999*, Bulletin 2526, Bureau of Labor Statistics, March 2000. The Employer Costs for Employee Compensation (ECEC) provides data on employer costs of total compensation (wages and salaries and benefits) and the percentages of each compensation component to the total. For further information about the ECEC series, visit the ECI web site at <http://www.bls.gov/ecthome.htm>.

flation (constant-dollar ECI).¹⁸ (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. From 1991 to 1996, the constant-dollar ECI either rose or fell slightly each year. In 1997 and 1998, constant-dollar wages picked up, rising 2.2 percent each year. The increase tapered off to 0.8 percent in 1999.

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), 1976-99

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
1998	3.9	1.6	2.2
1999	3.5	2.7	.8

Over the entire September 1975-December 1999 period, the constant-dollar ECI increased by 2.5 percent. ECI wages and salaries rose 216 percent, while consumer prices increased 208 percent over the same period.

¹⁸ 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.

Chart 7. Changes in current- and constant-dollar wages and salaries, private industry, 1977-99

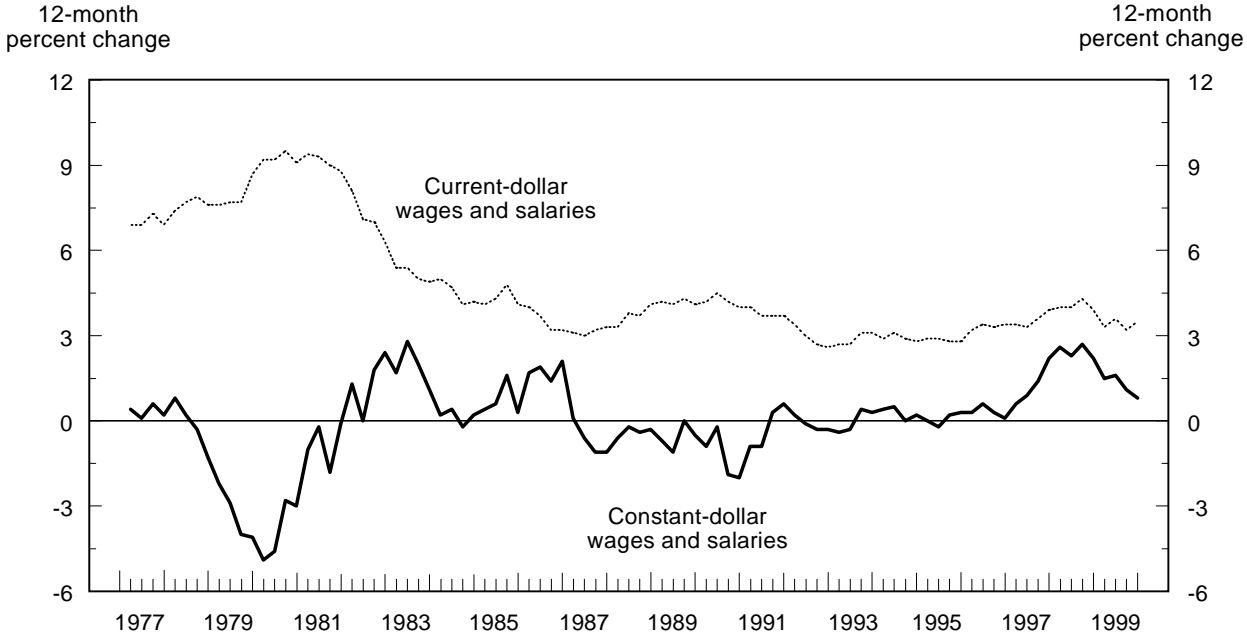


Table 1. Total compensation,¹ civilian, State and local government, and private industry workers: Employment Cost Index by occupational and industry group, 1980-99

(Seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for			
	March	June	Sept.	Dec.	3 months ended—			
					March	June	Sept.	Dec.
Civilian workers²:								
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	121.2	122.3	123.3	124.0	.7	.9	.8	.6
1995	124.9	125.8	126.5	127.4	.7	.7	.6	.7
1996	128.2	129.3	130.1	131.0	.6	.9	.6	.7
1997	131.9	132.9	133.9	135.2	.7	.8	.8	1.0
1998	136.2	137.4	138.7	139.7	.7	.9	.9	.7
1999	140.2	141.7	142.9	144.5	.4	1.1	.8	1.1
State and local government:								
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	122.7	123.6	124.6	125.3	.8	.7	.8	.6
1995	126.4	127.4	128.3	129.1	.9	.8	.7	.6
1996	129.9	130.8	131.5	132.5	.6	.7	.5	.8
1997	133.2	133.9	134.6	135.5	.5	.5	.5	.7
1998	136.5	137.5	138.5	139.5	.7	.7	.7	.7
1999	140.4	141.5	142.6	144.2	.6	.8	.8	1.1
Private industry³:								
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	120.9	121.9	123.0	123.7	.8	.8	.9	.6
1995	124.5	125.4	126.1	127.0	.6	.7	.6	.7
1996	127.9	128.9	129.7	130.7	.7	.8	.6	.8
1997	131.6	132.7	133.7	135.2	.7	.8	.8	1.1
1998	136.1	137.3	138.7	139.7	.7	.9	1.0	.7
1999	140.2	141.8	143.0	144.5	.4	1.2	.8	1.0

See footnotes at end of table.

Table 1. Total compensation,¹ civilian, State and local government, and private industry workers: Employment Cost Index by occupational and industry group, 1980-99

(Seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for			
	March	June	Sept.	Dec.	3 months ended—			
					March	June	Sept.	Dec.
White-collar occupations:								
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	126.2	126.9	127.8	.7	.8	.6	.7
1996	128.9	130.0	131.0	132.0	.9	.9	.8	.8
1997	133.0	134.1	135.1	137.0	.8	.8	.7	1.4
1998	138.0	139.4	141.0	142.3	.7	1.0	1.1	.9
1999	142.3	144.1	145.5	147.2	.0	1.3	1.0	1.2
Blue-collar occupations:								
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	116.5	118.6	119.5	1.1	.9	.9	.8
1994	120.3	121.1	122.2	122.8	.7	.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
1998	133.2	134.2	135.1	136.1	.5	.8	.7	.7
1999	137.0	138.1	139.3	140.7	.7	.8	.9	1.0
Service occupations:								
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	1.0	.8	.7	.5
1994	120.5	121.0	121.7	122.8	.9	.4	.6	.9
1995	123.3	124.0	124.5	125.0	.4	.6	.4	.4
1996	125.6	126.4	127.1	128.5	.5	.6	.6	1.1

See footnotes at end of table.

Table 1. Total compensation,¹ civilian, State and local government, and private industry workers: Employment Cost Index by occupational and industry group, 1980-99

(Seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for			
	March	June	Sept.	Dec.	3 months ended—			
					March	June	Sept.	Dec.
Service occupations:								
1997	129.5	130.7	132.7	133.7	0.8	0.9	1.5	0.8
1998	134.9	135.8	136.9	137.6	.9	.7	.8	.5
1999	139.1	140.4	140.5	142.1	1.1	.9	.1	1.1
Goods-producing industries⁴:								
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	117.8	118.8	119.7	120.6	1.4	.8	.8	.8
1994	121.8	123.0	123.9	124.6	.8	1.0	.7	.6
1995	125.5	126.2	126.8	127.8	.7	.6	.5	.8
1996	128.5	129.6	130.4	131.2	.5	.9	.6	.6
1997	131.7	132.9	133.8	134.3	.4	.9	.7	.4
1998	135.2	136.3	137.2	137.9	.7	.8	.7	.5
1999	138.9	139.8	141.0	142.5	.7	.6	.9	1.1
Construction⁵:								
1985	86.2	86.9	87.5	88.4	1.2	.8	.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	115.1	115.8	116.5	116.8	1.0	.6	.6	.3
1994	118.8	120.0	121.1	121.1	1.7	1.0	.9	.0
1995	121.3	121.8	122.7	123.7	.2	.4	.7	.8
1996	124.6	125.1	125.5	126.7	.7	.4	.3	1.0
1997	127.5	128.5	129.3	130.0	.6	.8	.6	.5
1998	130.9	132.5	133.0	134.6	.7	1.2	.4	1.2
1999	135.9	136.6	137.5	139.0	1.0	.5	.7	1.1
Manufacturing:								
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	118.5	119.6	120.6	121.6	1.5	.9	.8	.8
1994	122.4	123.4	124.5	125.3	.7	.8	.9	.6

See footnotes at end of table.

Table 1. Total compensation,¹ civilian, State and local government, and private industry workers: Employment Cost Index by occupational and industry group, 1980-99

(Seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for			
	March	June	Sept.	Dec.	3 months ended—			
					March	June	Sept.	Dec.
Manufacturing:								
1995	126.1	126.8	127.3	128.4	0.6	0.6	0.4	0.9
1996	129.1	130.3	131.2	132.1	.5	.9	.7	.7
1997	132.5	133.6	134.5	135.3	.3	.8	.7	.6
1998	136.3	137.1	138.1	138.9	.7	.6	.7	.6
1999	139.8	140.7	142.0	143.6	.6	.6	.9	1.1
Manufacturing, durable goods:								
1985	—	—	—	88.8	—	—	—	.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	122.8	123.7	125.1	126.0	.6	.7	1.1	.7
1995	126.9	127.6	128.2	129.1	.7	.6	.5	.7
1996	129.7	131.1	131.9	132.7	.5	1.1	.6	.6
1997	133.0	134.1	134.9	135.7	.2	.8	.6	.6
1998	136.6	137.4	138.4	139.2	.7	.6	.7	.6
1999	140.0	141.0	142.2	144.0	.6	.7	.9	1.3
Manufacturing, nondurable goods:								
1985	—	—	—	86.7	—	—	—	.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	117.8	118.8	119.8	120.5	1.1	.8	.8	.6
1994	121.6	122.6	123.3	124.0	.9	.8	.6	.6
1995	124.6	125.2	125.8	127.2	.5	.5	.5	1.1
1996	128.2	128.8	130.1	131.2	.8	.5	1.0	.8
1997	131.6	132.9	133.8	134.7	.3	1.0	.7	.7
1998	135.8	136.6	137.7	138.4	.8	.6	.8	.5
1999	139.5	140.3	141.6	143.0	.8	.6	.9	1.0
Service-producing industries⁶:								
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	120.3	121.2	122.2	123.0	.7	.7	.8	.7
1995	124.0	125.0	125.8	126.5	.8	.8	.6	.6
1996	127.6	128.6	129.4	130.4	.9	.8	.6	.8
1997	131.5	132.6	133.7	135.6	.8	.8	.8	1.4

See footnotes at end of table.

Table 1. Total compensation,¹ civilian, State and local government, and private industry workers: Employment Cost Index by occupational and industry group, 1980-99

(Seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for			
	March	June	Sept.	Dec.	3 months ended—			
					March	June	Sept.	Dec.
Service-producing industries⁶:								
1998	136.6	137.8	139.5	140.6	0.7	0.9	1.2	0.8
1999	140.7	142.7	143.9	145.5	.1	1.4	.8	1.1
Transportation and public utilities⁷:								
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	123.8	124.8	125.9	126.8	1.1	.8	.9	.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
1998	135.6	137.2	138.5	139.5	.9	1.2	.9	.7
1999	139.5	141.0	141.8	142.5	.0	1.1	.6	.5
Wholesale trade⁵:								
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	118.0	.7	.6	.4	1.2
1994	118.0	119.4	120.6	121.7	.0	1.2	1.0	.9
1995	123.2	124.5	126.1	127.3	1.2	1.1	1.3	1.0
1996	127.5	129.1	129.9	131.2	.2	1.3	.6	1.0
1997	132.8	133.6	134.6	135.4	1.2	.6	.7	.6
1998	137.6	138.4	140.8	143.1	1.6	.6	1.7	1.6
1999	142.6	144.4	146.3	148.8	-3	1.3	1.3	1.7
Retail trade:								
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	114.8	115.4	116.0	116.9	1.1	.5	.5	.8
1994	117.7	119.0	120.1	120.4	.5	1.1	.9	.2
1995	121.0	121.7	122.3	123.0	.5	.6	.5	.6
1996	124.6	124.7	125.9	127.7	1.3	.1	1.0	1.4
1997	128.6	129.6	130.8	132.0	.7	.8	.9	.9
1998	133.2	134.3	135.6	135.9	.9	.8	1.0	.2
1999	136.9	139.0	139.6	141.0	.7	1.5	.4	1.0
Finance, insurance, and real estate^{5,8}:								
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

See footnotes at end of table.

Table 1. Total compensation,¹ civilian, State and local government, and private industry workers: Employment Cost Index by occupational and industry group, 1980-99

(Seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for			
	March	June	Sept.	Dec.	3 months ended—			
					March	June	Sept.	Dec.
Finance, insurance, and real estate^{5,8}:								
1990	102.6	104.4	105.4	105.5	1.2	1.8	1.0	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
1998	136.7	138.4	141.0	142.5	1.6	1.2	1.9	1.1
1999	141.5	145.8	147.6	148.3	-.7	3.0	1.2	.5
Service industries:								
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	128.3	128.8	129.5	.6	.7	.4	.5
1996	130.6	131.8	132.6	133.5	.8	.9	.6	.7
1997	134.6	135.8	136.9	138.6	.8	.9	.8	1.2
1998	139.3	140.4	141.7	142.8	.5	.8	.9	.8
1999	143.5	144.7	146.0	147.7	.5	.8	.9	1.2
Nonmanufacturing:								
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	117.1	118.3	119.2	.8	.8	1.0	.8
1994	120.2	121.2	122.1	122.8	.8	.8	.7	.6
1995	123.6	124.6	125.3	126.1	.7	.8	.6	.6
1996	127.1	128.2	128.9	130.0	.8	.9	.5	.9
1997	131.0	132.1	133.1	134.9	.8	.8	.8	1.4
1998	136.0	137.2	138.7	139.9	.8	.9	1.1	.9
1999	140.2	142.0	143.2	144.7	.2	1.3	.8	1.0

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

² Includes private industry and State and local government workers and excludes farm, household, and Federal government workers.

³ Excludes farm and household workers.

⁴ Includes mining, construction, and manufacturing.

⁵ Average standard errors (SE) for the unadjusted series, upon which this series is based, exceeded 0.3 percent for 3-month changes and 0.6 percent for 12-month changes for the five years ending December 1996. All series will continue to be

published until further notice. To assist users in ascertaining the reliability of the series, SEs for estimates (excluding seasonally adjusted series) for 1995-1999 are available in Appendix A.

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

⁷ Beginning in June 1998, estimates for transportation and public utilities reflect changes in SIC coding. See Appendix A for further information.

⁸ 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, 1980-99

(Seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for			
	March	June	Sept.	Dec.	3 months ended—			
					March	June	Sept.	Dec.
Civilian workers¹:								
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	.8	.6	.9	.8
1994	117.7	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	126.2	127.0	128.0	1.0	.9	.6	.8
1997	129.1	130.2	131.3	132.7	.9	.9	.8	1.1
1998	133.9	135.1	136.6	137.6	.9	.9	1.1	.7
1999	138.3	139.9	141.1	142.4	.5	1.2	.9	.9
State and local government:								
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	127.0	.9	.8	.6	.7
1996	127.8	128.8	129.7	130.6	.6	.8	.7	.7
1997	131.4	132.2	133.2	134.1	.6	.6	.8	.7
1998	135.1	136.1	137.1	138.2	.7	.7	.7	.8
1999	139.0	140.4	141.7	143.2	.6	1.0	.9	1.1
Private industry²:								
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	119.7	.5	.9	.8	.6
1995	120.6	121.5	122.4	123.2	.8	.7	.7	.7
1996	124.4	125.6	126.4	127.4	1.0	1.0	.6	.8
1997	128.5	129.7	130.9	132.4	.9	.9	.9	1.1
1998	133.6	134.9	136.5	137.5	.9	1.0	1.2	.7
1999	138.1	139.8	140.9	142.3	.4	1.2	.8	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, 1980-99

(Seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for			
	March	June	Sept.	Dec.	3 months ended—			
					March	June	Sept.	Dec.
White-collar occupations:								
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	121.0	.6	.8	.8	.7
1995	121.7	122.6	123.5	124.5	.6	.7	.7	.8
1996	125.8	127.0	127.9	128.9	1.0	1.0	.7	.8
1997	130.2	131.3	132.6	134.4	1.0	.8	1.0	1.4
1998	135.6	137.0	138.9	140.1	.9	1.0	1.4	.9
1999	140.2	142.1	143.4	145.0	.1	1.4	.9	1.1
Blue-collar occupations³:								
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
1998	130.2	131.3	132.4	133.2	.9	.8	.8	.6
1999	134.3	135.6	136.8	137.7	.8	1.0	.9	.7
Service occupations:								
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

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, 1980-99

(Seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for			
	March	June	Sept.	Dec.	3 months ended—			
					March	June	Sept.	Dec.
Service occupations:								
1992	111.2	111.7	112.4	112.8	0.6	0.4	0.6	0.4
1993	113.5	114.2	114.8	115.2	.5	.6	.5	.3
1994	116.3	116.9	117.5	118.7	.9	.5	.5	1.0
1995	119.4	120.1	120.8	121.3	.6	.6	.6	.4
1996	122.2	123.2	124.1	125.6	.7	.8	.7	1.2
1997	126.6	127.8	129.8	131.0	.8	.9	1.6	.9
1998	132.1	133.2	134.3	135.1	.8	.8	.8	.6
1999	136.7	138.0	137.9	139.4	1.2	1.0	-1	1.1
Goods-producing industries^{3,4}:								
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
1995	120.4	121.4	122.1	122.9	.7	.8	.6	.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
1998	132.0	133.2	134.3	135.2	1.1	.9	.8	.7
1999	136.3	137.3	138.5	139.7	.8	.7	.9	.9
Construction⁵:								
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	111.3	.6	.5	.7	.2
1994	112.4	113.5	114.4	114.9	1.0	1.0	.8	.4
1995	115.0	115.5	116.5	117.6	.1	.4	.9	.9
1996	118.5	119.4	120.1	121.0	.8	.8	.6	.7
1997	122.3	123.4	124.4	125.1	1.1	.9	.8	.6
1998	126.3	127.9	128.2	129.5	1.0	1.3	.2	1.0
1999	131.0	131.7	132.7	133.9	1.2	.5	.8	.9

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, 1980-99

(Seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for			
	March	June	Sept.	Dec.	3 months ended—			
					March	June	Sept.	Dec.
Manufacturing³:								
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
1998	133.7	134.6	136.0	136.8	1.1	.7	1.0	.6
1999	137.9	139.0	140.2	141.5	.8	.8	.9	.9
Manufacturing, durable goods³:								
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
1995	121.9	122.9	123.6	124.3	.9	.8	.6	.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
1998	133.4	134.5	135.9	136.9	1.1	.8	1.0	.7
1999	137.9	139.1	140.4	141.8	.7	.9	.9	1.0
Manufacturing, nondurable goods:								
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

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, 1980-99

(Seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for			
	March	June	Sept.	Dec.	3 months ended—			
					March	June	Sept.	Dec.
Manufacturing, nondurable goods:								
1986	89.0	90.3	90.6	91.4	1.0	1.5	0.3	0.9
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	117.6	.8	.7	.7	.5
1994	118.2	119.4	120.4	121.0	.4	1.0	.8	.5
1995	121.8	122.8	123.4	124.6	.7	.8	.5	1.0
1996	125.7	126.4	127.7	128.6	.9	.6	1.0	.7
1997	129.2	130.5	131.5	132.8	.5	1.0	.8	1.0
1998	134.0	134.8	136.1	137.0	.9	.6	1.0	.7
1999	137.8	138.6	139.8	141.1	.6	.6	.9	.9
Service-producing industries⁶:								
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	116.7	.7	.7	1.0	.8
1994	117.3	118.2	119.1	119.8	.5	.8	.8	.6
1995	120.7	121.6	122.5	123.3	.8	.7	.7	.7
1996	124.7	125.8	126.6	127.6	1.1	.9	.6	.8
1997	129.0	130.1	131.4	133.2	1.1	.9	1.0	1.4
1998	134.4	135.6	137.5	138.5	.9	.9	1.4	.7
1999	138.9	140.8	142.0	143.4	.3	1.4	.9	1.0
Transportation and public utilities⁷:								
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	112.8	114.0	114.7	115.5	.8	1.1	.6	.7
1994	116.3	117.2	118.9	119.7	.7	.8	1.5	.7
1995	121.1	122.1	122.9	123.7	1.2	.8	.7	.7
1996	124.5	125.1	125.9	127.0	.6	.5	.6	.9
1997	128.1	129.0	130.1	131.3	.9	.7	.9	.9
1998	132.0	133.0	134.3	135.1	.5	.8	1.0	.6
1999	135.2	137.0	137.5	137.9	.1	1.3	.4	.3

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, 1980-99

(Seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for			
	March	June	Sept.	Dec.	3 months ended—			
					March	June	Sept.	Dec.
Wholesale trade⁵:								
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
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	119.9	.1	1.3	.8	.8
1995	121.1	122.4	124.0	125.5	1.0	1.1	1.3	1.2
1996	126.3	127.7	128.5	129.7	.6	1.1	.6	.9
1997	131.6	132.0	133.0	133.7	1.5	.3	.8	.5
1998	136.3	136.9	139.3	141.4	1.9	.4	1.8	1.5
1999	140.8	142.1	144.3	146.6	-.4	.9	1.5	1.6
Retail trade:								
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	.8	.6	.6	.7
1994	115.4	116.8	117.7	118.1	.1	1.2	.8	.3
1995	118.9	119.4	120.2	120.9	.7	.4	.7	.6
1996	122.9	123.0	124.1	126.1	1.7	.1	.9	1.6
1997	127.2	128.4	129.6	130.9	.9	.9	.9	1.0
1998	132.0	133.2	134.9	135.1	.8	.9	1.3	.1
1999	136.3	138.2	138.6	139.9	.9	1.4	.3	.9
Finance, insurance, and real estate^{5,3}:								
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

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, 1980-99

(Seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for			
	March	June	Sept.	Dec.	3 months ended—			
					March	June	Sept.	Dec.
Finance, insurance, and real estate^{5,3:}								
1993	109.3	109.3	112.3	112.9	0.9	0.0	2.7	0.5
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
1998	132.6	134.8	138.1	139.8	1.5	1.7	2.4	1.2
1999	137.2	142.4	144.5	145.2	-1.9	3.8	1.5	.5
Service industries:								
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
1991	109.4	110.2	111.3	112.2	.9	.7	1.0	.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	125.2	126.1	.6	.6	.6	.7
1996	127.5	128.8	129.6	130.6	1.1	1.0	.6	.8
1997	131.7	133.1	134.6	136.3	.8	1.1	1.1	1.3
1998	137.2	138.4	139.9	140.9	.7	.9	1.1	.7
1999	142.1	143.3	144.4	146.1	.9	.8	.8	1.2
Nonmanufacturing:								
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	114.2	115.3	116.2	.5	.7	1.0	.8
1994	116.8	117.7	118.6	119.2	.6	.8	.8	.5
1995	120.0	120.9	121.8	122.6	.7	.8	.7	.7
1996	123.9	125.1	125.8	127.0	1.1	1.0	.6	1.0
1997	128.2	129.3	130.5	132.3	.9	.9	.9	1.4
1998	133.4	134.7	136.3	137.6	.8	1.0	1.2	1.0
1999	137.9	139.7	140.8	142.3	.2	1.3	.8	1.1

¹ Includes private industry and State and local government workers and excludes farm, household, and Federal government workers.

² Excludes farm and household workers.

³ No identifiable seasonality was found for this series.

⁴ Includes mining, construction, and manufacturing.

⁵ Average standard errors (SE) for the unadjusted series, upon which this series is based, exceeded 0.3 percent for 3-month changes and 0.6 percent for 12-month changes for the five years ending December 1996. All series will continue to be

published until further notice. To assist users in ascertaining the reliability of the series, SEs for estimates (excluding seasonally adjusted series) for 1995-1999 are available in Appendix A.

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

⁷ Beginning in June 1998, estimates for transportation and public utilities reflect changes in SIC coding. See Appendix A for further information.

— Data not available.

**Table 3. Benefit costs, civilian, State and local government, and private industry workers:
Employment Cost Index by occupational and industry group, 1980-99**

(Seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for			
	March	June	Sept.	Dec.	3 months ended—			
					March	June	Sept.	Dec.
Civilian workers¹:								
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	131.1	132.3	132.9	1.1	.9	.9	.5
1995	133.4	134.3	134.8	135.6	.4	.7	.4	.6
1996	135.9	136.7	137.3	138.3	.2	.6	.4	.7
1997	138.6	139.3	139.9	141.2	.2	.5	.4	.9
1998	141.7	142.7	143.7	144.6	.4	.7	.7	.6
1999	145.0	146.3	147.5	149.4	.3	.9	.8	1.3
State and local government:								
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	132.6	133.2	133.9	.5	1.1	.5	.5
1996	134.7	135.4	135.8	136.8	.6	.5	.3	.7
1997	137.4	137.7	137.9	138.6	.4	.2	.1	.5
1998	139.6	140.6	141.8	142.7	.7	.7	.9	.6
1999	143.5	144.3	144.7	146.7	.6	.6	.3	1.4
Private industry²:								
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	130.4	131.6	132.8	133.5	1.2	.9	.9	.5
1995	134.0	134.7	135.2	136.0	.4	.5	.4	.6
1996	136.2	137.0	137.7	138.6	.1	.6	.5	.7
1997	138.9	139.7	140.3	141.7	.2	.6	.4	1.0
1998	142.2	143.2	144.1	145.1	.4	.7	.6	.7
1999	145.4	146.8	148.1	150.1	.2	1.0	.9	1.4
White-collar occupations:								
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

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, 1980-99**

(Seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for			
	March	June	Sept.	Dec.	3 months ended—			
					March	June	Sept.	Dec.
White-collar occupations:								
1982	65.9	67.3	69.2	70.5	-0.2	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	125.7	126.8	128.1	1.5	1.1	.9	1.0
1994	130.2	131.4	132.8	133.8	1.6	.9	1.1	.8
1995	134.9	135.9	136.6	137.1	.8	.7	.5	.4
1996	137.4	138.3	139.5	140.1	.2	.7	.9	.4
1997	140.6	141.4	142.0	143.8	.4	.6	.4	1.3
1998	144.5	145.5	146.6	147.7	.5	.7	.8	.8
1999	147.7	149.3	151.0	152.9	.0	1.1	1.1	1.3
Blue-collar occupations:								
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	125.3	127.2	128.3	129.3	2.1	1.5	.9	.8
1994	130.4	131.4	132.6	132.8	.9	.8	.9	.2
1995	133.3	133.5	134.0	134.9	.4	.2	.4	.7
1996	135.3	136.0	136.1	137.1	.3	.5	.1	.7
1997	137.4	137.9	138.7	139.0	.2	.4	.6	.2
1998	139.4	140.3	140.9	141.6	.3	.6	.4	.5
1999	142.5	143.5	144.7	146.2	.6	.7	.8	1.0
Service occupations³:								
1985	—	—	82.9	84.1	—	—	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	127.5	129.3	130.5	131.6	2.2	1.4	.9	.8
1994	132.8	133.1	134.2	134.8	.9	.2	.8	.4
1995	135.0	135.6	135.7	136.0	.1	.4	.1	.2
1996	135.7	136.3	136.1	137.4	-2	.4	-1	1.0
1997	138.3	139.6	141.3	142.1	.7	.9	1.2	.6
1998	143.3	143.7	144.5	144.9	.8	.3	.6	.3
1999	146.3	147.6	148.2	150.0	1.0	.9	.4	1.2

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, 1980-99**

(Seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for			
	March	June	Sept.	Dec.	3 months ended—			
					March	June	Sept.	Dec.
Goods-producing industries⁴:								
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	126.9	128.8	130.0	130.9	2.3	1.5	.9	.7
1994	132.3	133.7	134.8	135.3	1.1	1.1	.8	.4
1995	135.7	135.7	136.2	137.5	.3	.0	.4	1.0
1996	137.6	138.4	138.7	140.0	.1	.6	.2	.9
1997	139.9	140.7	141.4	141.7	-.1	.6	.5	.2
1998	141.6	142.3	142.9	143.4	-.1	.5	.4	.3
1999	144.4	145.0	146.2	148.4	.7	.5	.8	1.5
Manufacturing:								
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
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	126.3	128.4	129.7	130.6	2.4	1.7	1.0	.7
1994	131.6	132.8	134.0	134.8	.8	.9	.9	.6
1995	135.1	135.0	135.6	137.0	.2	-.1	.4	1.0
1996	137.3	138.3	138.9	140.0	.2	.7	.4	.8
1997	139.8	140.8	141.4	141.8	-.1	.7	.4	.3
1998	141.7	142.2	142.6	142.8	-.1	.4	.3	.1
1999	143.6	144.3	145.7	147.9	.6	.5	1.0	1.5
Service-producing industries⁵:								
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	123.1	124.5	125.7	127.1	1.2	1.1	1.0	1.1
1994	128.6	129.6	131.1	131.9	1.2	.8	1.2	.6

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, 1980-99

(Seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for			
	March	June	Sept.	Dec.	3 months ended—			
					March	June	Sept.	Dec.
Service-producing industries⁵:								
1995	133.0	134.0	134.7	135.1	0.8	0.8	0.5	0.3
1996	135.3	136.1	137.1	137.8	.1	.6	.7	.5
1997	138.3	139.1	139.7	141.8	.4	.6	.4	1.5
1998	142.5	143.7	144.8	146.1	.5	.8	.8	.9
1999	145.9	147.8	149.3	151.1	-.1	1.3	1.0	1.2
Nonmanufacturing:								
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	127.8	1.1	1.2	.8	1.1
1994	129.7	130.7	132.1	132.7	1.5	.8	1.1	.5
1995	133.7	134.6	135.3	135.6	.8	.7	.5	.2
1996	135.8	136.6	137.4	138.2	.1	.6	.6	.6
1997	138.8	139.4	140.1	141.8	.4	.4	.5	1.2
1998	142.6	143.8	144.9	146.1	.6	.8	.8	.8
1999	146.2	147.9	149.3	151.0	.1	1.2	.9	1.1

¹ Includes private industry and State and local government workers and excludes farm, household, and Federal government workers.

² Excludes farm and household workers.

³ Average standard errors (SE) for the unadjusted series, upon which this series is based, exceeded 0.3 percent for 3-month changes and 0.6 percent for 12-month changes for the five years ending December 1996. All series will continue to be

published until further notice. To assist users in ascertaining the reliability of the series, SEs for estimates (excluding seasonally adjusted series) for 1995-1999 are available in Appendix A.

⁴ Includes mining, construction, and manufacturing.

⁵ 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,¹ civilian workers: Employment Cost Index by occupational and industry group, 1981-99

(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.
Civilian workers²:												
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
1998	136.3	137.4	139.0	139.8	.8	.8	1.2	.6	3.3	3.5	3.7	3.4
1999	140.4	141.8	143.3	144.6	.4	1.0	1.1	.9	3.0	3.2	3.1	3.4
Civilian workers, excluding sales:												
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
1998	136.4	137.4	138.8	139.5	.8	.7	1.0	.5	3.3	3.3	3.4	3.1
1999	140.5	141.7	143.2	144.5	.7	.9	1.1	.9	3.0	3.1	3.2	3.6
White-collar occupations:												
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

See footnotes at end of table.

Table 4. Total compensation,¹ civilian workers: Employment Cost Index by occupational and industry group, 1981-99

(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.
White-collar occupations:												
1997	133.1	133.9	135.2	136.5	0.9	0.6	1.0	1.0	3.1	3.0	3.0	3.5
1998	137.7	138.7	140.6	141.4	.9	.7	1.4	.6	3.5	3.6	4.0	3.6
1999	141.9	143.3	145.0	146.3	.4	1.0	1.2	.9	3.1	3.3	3.1	3.5
White-collar occupations, excluding sales:												
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
1994	122.4	123.2	124.5	125.1	1.0	.7	1.1	.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
1998	138.1	138.9	140.6	141.2	.9	.6	1.2	.4	3.4	3.4	3.7	3.1
1999	142.2	143.4	145.1	146.4	.7	.8	1.2	.9	3.0	3.2	3.2	3.7
Professional specialty and technical occupations:												
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
1998	137.5	138.3	140.0	141.0	.6	.6	1.2	.7	2.8	2.7	3.1	3.1
1999	141.3	142.2	143.9	145.3	.2	.6	1.2	1.0	2.8	2.8	2.8	3.0
Executive, administrative, and managerial occupations:												
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
1998	139.1	139.7	141.7	141.8	1.3	.4	1.4	.1	4.4	4.3	4.7	3.3
1999	143.5	145.4	147.3	148.6	1.2	1.3	1.3	.9	3.2	4.1	4.0	4.8
Administrative support, including clerical occupations:												
1989	—	100.0	101.4	102.5	—	—	1.4	1.1	—	—	—	—

See footnotes at end of table.

Table 4. Total compensation,¹ civilian workers: Employment Cost Index by occupational and industry group, 1981-99

(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.
Administrative support, including clerical occupations:												
1990	104.4	105.4	106.8	107.8	1.9	1.0	1.3	0.9	—	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
1998	138.0	139.3	140.4	141.3	.8	.9	.8	.6	3.3	3.5	3.4	3.2
1999	142.5	143.4	144.7	146.1	.8	.6	.9	1.0	3.3	2.9	3.1	3.4
Blue-collar occupations:												
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
1998	133.2	134.3	135.3	136.1	.6	.8	.7	.6	2.6	2.6	2.7	2.8
1999	137.1	138.3	139.5	140.6	.7	.9	.9	.8	2.9	3.0	3.1	3.3
Service occupations:												
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
1989	99.2	100.0	101.7	102.8	1.0	.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
1998	136.9	137.9	139.4	140.0	1.0	.7	1.1	.4	3.7	3.9	3.6	3.2
1999	141.3	142.4	143.1	144.8	.9	.8	.5	1.2	3.2	3.3	2.7	3.4
Goods-producing industries³:												
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

See footnotes at end of table.

Table 4. Total compensation,¹ civilian workers: Employment Cost Index by occupational and industry group, 1981-99

(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.
Goods-producing industries³:												
1983	79.1	79.9	80.8	81.5	1.8	1.0	1.1	0.9	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	.5	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
1998	135.1	136.3	137.2	137.9	.7	.9	.7	.5	2.7	2.7	2.7	2.8
1999	139.0	140.0	141.2	142.5	.8	.7	.9	.9	2.9	2.7	2.9	3.3
Manufacturing:												
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
1998	136.4	137.2	138.2	138.9	.8	.6	.7	.5	2.9	2.5	2.7	2.7
1999	139.9	140.9	142.1	143.6	.7	.7	.9	1.1	2.6	2.7	2.8	3.4
Service-producing industries⁴:												
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

See footnotes at end of table.

Table 4. Total compensation,¹ civilian workers: Employment Cost Index by occupational and industry group, 1981-99

(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.
Service-producing industries⁴:												
1998	136.8	137.7	139.6	140.4	1.0	0.7	1.4	0.6	3.6	3.6	4.0	3.6
1999	140.9	142.4	144.0	145.3	.4	1.1	1.1	.9	3.0	3.4	3.2	3.5
Service industries:												
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
1983	71.5	71.8	74.2	75.2	1.4	.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
1998	138.3	139.0	140.8	141.7	.5	.5	1.3	.6	3.1	3.0	3.2	3.0
1999	142.3	143.2	145.1	146.5	.4	.6	1.3	1.0	2.9	3.0	3.1	3.4
Health services:												
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
1998	138.0	138.5	139.1	139.1	.1	.4	.4	.0	2.1	2.1	1.8	.9
1999	140.5	141.4	142.7	144.3	1.0	.6	.9	1.1	1.8	2.1	2.6	3.7
Hospitals:												
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
1998	137.1	138.2	139.4	140.2	.3	.8	.9	.6	2.2	2.7	2.8	2.6
1999	141.3	142.2	143.4	145.0	.8	.6	.8	1.1	3.1	2.9	2.9	3.4

See footnotes at end of table.

Table 4. Total compensation,¹ civilian workers: Employment Cost Index by occupational and industry group, 1981-99

(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.
Educational services:												
1989	99.5	100.0	104.1	104.8	—	0.5	4.1	0.7	—	—	—	—
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
1998	137.5	137.7	140.2	141.0	.4	.1	1.8	.6	2.6	2.6	2.7	2.9
1999	141.3	141.7	144.6	145.8	.2	.3	2.0	.8	2.8	2.9	3.1	3.4
Public administration⁵:												
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
1998	136.4	137.4	138.9	139.9	1.0	.7	1.1	.7	2.6	3.3	3.6	3.6
1999	140.8	141.5	142.4	144.4	.6	.5	.6	1.4	3.2	3.0	2.5	3.2
Nonmanufacturing:												
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
1998	136.2	137.3	139.0	139.9	.8	.8	1.2	.6	3.4	3.6	3.9	3.6
1999	140.5	141.9	143.4	144.7	.4	1.0	1.1	.9	3.2	3.4	3.2	3.4

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

² Includes private industry and State and local government workers and excludes farm, household, and Federal government workers.

³ Includes mining, construction, and manufacturing.

⁴ Includes transportation, communication, and public utilities; wholesale

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

⁵ Includes executive, legislative, judicial, administrative, and regulatory activities of State and local governments, SIC's 91 through 96.

— Data not available.

Table 5. Total compensation,¹ State and local government workers: Employment Cost Index by occupational and industry group, 1981-99

(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.
State and local government:												
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
1998	136.5	136.9	139.0	139.8	.6	.3	1.5	.6	2.5	2.7	3.0	3.0
1999	140.5	141.0	143.1	144.6	.5	.4	1.5	1.0	2.9	3.0	2.9	3.4
White-collar occupations:												
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
1998	136.1	136.2	138.4	139.3	.4	.1	1.6	.7	2.4	2.4	2.7	2.8
1999	139.8	140.2	142.6	144.0	.4	.3	1.7	1.0	2.7	2.9	3.0	3.4
Professional specialty and technical occupations:												
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
1998	135.6	135.6	137.7	138.5	.4	.0	1.5	.6	2.3	2.3	2.3	2.5
1999	138.8	139.3	142.0	143.2	.2	.4	1.9	.8	2.4	2.7	3.1	3.4

See footnotes at end of table.

Table 5. Total compensation,¹ State and local government workers: Employment Cost Index by occupational and industry group, 1981-99

(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.
Executive, administrative, and managerial occupations:												
1989	—	100.0	103.1	104.1	—	—	3.1	1.0	—	—	—	—
1990	105.7	106.4	109.3	110.1	1.5	0.7	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
1998	137.5	137.9	140.4	141.6	.8	.3	1.8	.9	2.5	2.6	3.5	3.8
1999	142.6	142.8	144.5	146.1	.7	.1	1.2	1.1	3.7	3.6	2.9	3.2
Administrative support, including clerical occupations:												
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
1995	126.3	126.9	128.4	129.1	.6	.5	1.2	.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
1998	136.9	137.2	139.5	140.3	.6	.2	1.7	.6	2.7	2.8	3.1	3.1
1999	141.4	141.3	143.0	145.0	.8	-.1	1.2	1.4	3.3	3.0	2.5	3.4
Blue-collar occupations:												
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
1998	135.0	135.2	136.8	137.8	.6	.1	1.2	.7	2.2	2.2	2.6	2.7
1999	138.8	139.5	140.9	142.5	.7	.5	1.0	1.1	2.8	3.2	3.0	3.4
Service occupations:												
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

See footnotes at end of table.

Table 5. Total compensation,¹ State and local government workers: Employment Cost Index by occupational and industry group, 1981-99

(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.
Service occupations:												
1989	99.2	100.0	102.8	103.6	1.0	0.8	2.8	0.8	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
1998	139.4	141.0	143.0	143.4	1.2	1.1	1.4	.3	2.8	4.0	4.4	4.1
1999	144.3	145.3	146.7	148.6	.6	.7	1.0	1.3	3.5	3.0	2.6	3.6
Service industries:												
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
1998	136.5	136.6	139.0	139.7	.4	.1	1.8	.5	2.5	2.5	2.7	2.7
1999	140.0	140.5	143.2	144.5	.2	.4	1.9	.9	2.6	2.9	3.0	3.4
Service industries, excluding schools^{2,3}:												
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
1986	86.2	86.9	87.8	88.9	1.2	.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
1998	136.1	136.2	138.7	138.8	.6	.1	1.8	.1	2.7	2.5	3.2	2.6
1999	139.6	140.3	142.6	143.8	.6	.5	1.6	.8	2.6	3.0	2.8	3.6
Health services:												
1985	82.5	82.6	84.8	85.3	—	.1	2.7	.6	—	—	—	—

See footnotes at end of table.

Table 5. Total compensation,¹ State and local government workers: Employment Cost Index by occupational and industry group, 1981-99

(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.
Health services:												
1986	86.0	86.8	88.1	88.8	0.8	0.9	1.5	0.8	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
1998	137.9	138.0	140.3	140.7	.5	.1	1.7	.3	2.5	2.3	3.2	2.6
1999	141.2	142.0	144.2	145.8	.4	.6	1.5	1.1	2.4	2.9	2.8	3.6
Hospitals:												
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
1998	138.4	138.4	140.7	141.2	.6	.0	1.7	.4	2.7	2.4	3.2	2.6
1999	141.7	142.7	144.8	146.3	.4	.7	1.5	1.0	2.4	3.1	2.9	3.6
Educational services:												
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
1998	136.3	136.5	138.8	139.6	.3	.1	1.7	.6	2.4	2.5	2.5	2.7
1999	139.9	140.3	143.1	144.4	.2	.3	2.0	.9	2.6	2.8	3.1	3.4
Schools:												
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

See footnotes at end of table.

Table 5. Total compensation,¹ State and local government workers: Employment Cost Index by occupational and industry group, 1981-99

(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:												
1981	126.8	127.1	129.4	129.8	0.4	0.2	1.8	0.3	2.9	3.0	2.8	2.8
1982	130.0	130.3	132.6	133.4	.2	.2	1.8	.6	2.5	2.5	2.5	2.8
1983	133.4	133.5	135.7	136.2	.0	.1	1.6	.4	2.6	2.5	2.3	2.1
1984	136.6	136.7	139.1	139.9	.3	.1	1.8	.6	2.4	2.4	2.5	2.7
1985	140.2	140.6	143.5	144.7	.2	.3	2.1	.8	2.6	2.9	3.2	3.4
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
1998	136.1	136.2	138.8	139.3	.2	.1	1.9	.4	2.3	2.2	2.4	2.6
1999	139.6	140.0	142.9	144.1	.2	.3	2.1	.8	2.6	2.8	3.0	3.4
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
1998	137.9	138.1	140.1	141.5	.5	.1	1.4	1.0	2.7	3.0	2.8	3.1
1999	141.7	142.1	144.8	146.5	.1	.3	1.9	1.2	2.8	2.9	3.4	3.5
Public administration⁴:												
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

See footnotes at end of table.

Table 5. Total compensation,¹ State and local government workers: Employment Cost Index by occupational and industry group, 1981-99

(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.	
Public administration ⁴ :													
1996	129.2	129.6	130.7	131.8	0.7	0.3	0.8	0.8	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	
1998	136.4	137.4	138.9	139.9	1.0	.7	1.1	.7	2.6	3.3	3.6	3.6	
1999	140.8	141.5	142.4	144.4	.6	.5	.6	1.4	3.2	3.0	2.5	3.2	

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

² Formerly called hospitals and other services.

³ Average standard errors (SE) for the series exceed 0.3 percent for 3-month changes and 0.6 percent for 12-month changes for the five years ending December 1996. All series will continue to be published until further notice. To assist users in ascertaining the reliability of the series, SEs for

estimates (excluding seasonally adjusted series) for 1995-1999 are available in Appendix A.

⁴ Includes executive, legislative, judicial, administrative, and regulatory activities of State and local governments, SIC's 91 through 96.

— Data not available.

Table 6. Total compensation,¹ private industry workers: Employment Cost Index by occupational and industry group, 1979-99

(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.
Private industry²:												
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
1998	136.3	137.5	139.0	139.8	.9	.9	1.1	.6	3.5	3.5	3.8	3.5
1999	140.4	142.0	143.3	144.6	.4	1.1	.9	.9	3.0	3.3	3.1	3.4
Private industry, excluding sales occupations:												
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
1998	136.4	137.5	138.8	139.4	.9	.8	.9	.4	3.4	3.4	3.5	3.1
1999	140.5	141.9	143.2	144.5	.8	1.0	.9	.9	3.0	3.2	3.2	3.7
White-collar occupations:												
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

See footnotes at end of table.

Table 6. Total compensation,¹ private industry workers: Employment Cost Index by occupational and industry group, 1979-99

(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.
White-collar occupations:												
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
1998	138.1	139.4	141.1	142.0	1.0	.9	1.2	.6	3.8	4.0	4.4	3.9
1999	142.4	144.1	145.6	146.9	.3	1.2	1.0	.9	3.1	3.4	3.2	3.5
White-collar occupations, excluding sales:												
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
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
1998	138.8	139.9	141.3	141.9	1.0	.8	1.0	.4	3.8	3.8	4.0	3.3
1999	143.0	144.5	146.0	147.3	.8	1.0	1.0	.9	3.0	3.3	3.3	3.8
Professional specialty and technical occupations:												
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
1998	138.8	140.1	141.6	142.6	.7	.9	1.1	.7	3.1	3.1	3.6	3.5
1999	142.9	144.1	145.2	146.7	.2	.8	.8	1.0	3.0	2.9	2.5	2.9
Executive, administrative, and managerial occupations:												
1985	—	—	—	86.4	—	—	—	—	—	—	—	—

See footnotes at end of table.

Table 6. Total compensation,¹ private industry workers: Employment Cost Index by occupational and industry group, 1979-99

(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.
Executive, administrative, and managerial occupations:												
1986	87.8	88.7	89.2	89.9	1.6	1.0	0.6	0.8	—	—	—	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
1998	139.4	140.0	141.9	141.8	1.5	.4	1.4	-.1	4.8	4.6	5.0	3.2
1999	143.7	145.8	147.7	149.1	1.3	1.5	1.3	.9	3.1	4.1	4.1	5.1
Sales occupations³:												
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
1998	135.3	137.3	140.4	142.6	1.3	1.5	2.3	1.6	4.0	5.0	6.2	6.8
1999	139.6	142.6	144.1	145.3	-2.1	2.1	1.1	.8	3.2	3.9	2.6	1.9
Administrative support, including clerical occupations:												
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
1991	108.6	109.9	111.0	111.9	1.2	1.2	1.0	.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
1998	138.2	139.6	140.6	141.4	.9	1.0	.7	.6	3.4	3.6	3.5	3.2
1999	142.6	143.7	145.0	146.2	.8	.8	.9	.8	3.2	2.9	3.1	3.4
Blue-collar occupations:												
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

See footnotes at end of table.

Table 6. Total compensation,¹ private industry workers: Employment Cost Index by occupational and industry group, 1979-99

(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.
Blue-collar occupations:												
1985	86.7	87.3	88.2	88.5	1.0	0.7	1.0	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
1998	133.1	134.3	135.2	135.9	.6	.9	.7	.5	2.7	2.7	2.7	2.7
1999	136.9	138.2	139.4	140.5	.7	.9	.9	.8	2.9	2.9	3.1	3.3
Precision production, craft, and repair occupations:												
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
1998	132.9	134.4	135.4	136.1	.8	1.1	.7	.5	2.5	2.7	2.8	3.2
1999	137.2	138.4	139.6	140.6	.8	.9	.9	.7	3.2	3.0	3.1	3.3
Machine operators, assemblers, and inspectors:												
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
1998	133.6	134.7	135.7	136.8	.5	.8	.7	.8	2.8	2.7	2.6	2.9
1999	137.3	138.4	139.9	141.4	.4	.8	1.1	1.1	2.8	2.7	3.1	3.4
Transportation and material moving occupations:												
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

See footnotes at end of table.

Table 6. Total compensation,¹ private industry workers: Employment Cost Index by occupational and industry group, 1979-99

(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.
Transportation and material moving occupations:												
1988	95.3	97.0	97.9	98.2	1.5	1.8	0.9	0.3	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
1991	106.3	107.6	108.3	109.0	.8	1.2	.7	.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
1998	129.3	129.9	130.7	130.7	.3	.5	.6	.0	2.5	2.4	2.1	1.4
1999	131.6	133.6	134.4	135.2	.7	1.5	.6	.6	1.8	2.8	2.8	3.4
Handlers, equipment cleaners, helpers, and laborers:												
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
1998	137.0	137.6	138.5	139.2	.9	.4	.7	.5	3.2	3.1	3.2	2.5
1999	141.0	142.3	143.2	144.4	1.3	.9	.6	.8	2.9	3.4	3.4	3.7
Service occupations:												
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
1998	135.3	136.0	137.3	138.0	.9	.5	1.0	.5	4.2	3.9	3.2	2.9
1999	139.5	140.6	141.0	142.6	1.1	.8	.3	1.1	3.1	3.4	2.7	3.3

See footnotes at end of table.

Table 6. Total compensation,¹ private industry workers: Employment Cost Index by occupational and industry group, 1979-99

(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.
Production and nonsupervisory occupations⁴:												
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
1998	135.3	136.6	138.0	139.0	.8	1.0	1.0	.7	3.2	3.4	3.6	3.6
1999	139.3	140.8	141.9	143.1	.2	1.1	.8	.8	3.0	3.1	2.8	2.9
Goods-producing industries⁵:												
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
1982	74.7	75.6	77.1	77.8	1.9	1.2	2.0	.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
1998	135.1	136.2	137.1	137.8	.7	.8	.7	.5	2.8	2.6	2.6	2.8
1999	138.9	139.9	141.1	142.5	.8	.7	.9	1.0	2.8	2.7	2.9	3.4
Goods-producing industries, excluding sales occupations:												
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

See footnotes at end of table.

Table 6. Total compensation,¹ private industry workers: Employment Cost Index by occupational and industry group, 1979-99

(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.
Goods-producing industries, excluding sales occupations:												
1990	103.9	105.1	106.1	107.0	1.7	1.2	1.0	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
1998	134.5	135.6	136.5	137.2	.7	.8	.7	.5	2.6	2.5	2.6	2.7
1999	138.3	139.3	140.5	141.8	.8	.7	.9	.9	2.8	2.7	2.9	3.3
Goods-producing industries, white-collar occupations:												
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
1998	137.7	138.8	139.7	140.2	1.1	.8	.6	.4	3.1	3.0	3.0	2.9
1999	141.7	142.7	143.9	145.5	1.1	.7	.8	1.1	2.9	2.8	3.0	3.7
Goods-producing industries, white-collar occupations excluding sales:												
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
1998	136.3	137.4	138.3	138.8	1.0	.8	.7	.4	2.8	2.7	2.8	2.8
1999	140.4	141.3	142.5	143.9	1.2	.7	.8	1.0	3.0	2.8	3.0	3.7
Goods-producing industries, blue-collar occupations:												
1987	—	92.1	92.8	93.8	—	—	.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

See footnotes at end of table.

Table 6. Total compensation,¹ private industry workers: Employment Cost Index by occupational and industry group, 1979-99

(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.
Goods-producing industries, blue-collar occupations:												
1997	130.2	131.4	132.4	132.8	0.5	0.9	0.8	0.3	2.4	2.4	2.7	2.5
1998	133.5	134.6	135.5	136.3	.5	.8	.7	.6	2.5	2.4	2.3	2.6
1999	137.1	138.3	139.4	140.7	.6	.9	.8	.9	2.7	2.7	2.9	3.2
Goods-producing industries, service occupations⁶:												
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	—	—
Construction³:												
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
1998	130.6	132.7	133.4	134.3	.7	1.6	.5	.7	2.7	3.1	2.9	3.5
1999	135.6	136.9	137.9	138.7	1.0	1.0	.7	.6	3.8	3.2	3.4	3.3
Manufacturing:												
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
1998	136.4	137.2	138.2	138.9	.8	.6	.7	.5	2.9	2.5	2.7	2.7
1999	139.9	140.9	142.1	143.6	.7	.7	.9	1.1	2.6	2.7	2.8	3.4

See footnotes at end of table.

Table 6. Total compensation,¹ private industry workers: Employment Cost Index by occupational and industry group, 1979-99

(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.
Manufacturing, white-collar occupations:												
1987	—	92.2	93.1	94.1	—	—	1.0	1.1	—	—	—	—
1988	95.7	96.4	97.1	97.7	1.7	0.7	.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
1993	118.7	119.7	120.5	121.3	1.8	.8	.7	.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
1998	138.2	139.1	140.1	140.5	1.1	.7	.7	.3	3.2	2.9	3.2	2.8
1999	141.8	143.0	144.3	145.8	.9	.8	.9	1.0	2.6	2.8	3.0	3.8
Manufacturing, white-collar occupations, excluding sales:												
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
1998	136.5	137.3	138.3	138.7	.9	.6	.7	.3	2.8	2.6	2.8	2.5
1999	140.1	141.3	142.5	143.8	1.0	.9	.8	.9	2.6	2.9	3.0	3.7
Manufacturing, blue-collar occupations:												
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
1998	135.0	135.9	136.8	137.7	.5	.7	.7	.7	2.5	2.3	2.3	2.5
1999	138.5	139.4	140.5	142.1	.6	.6	.8	1.1	2.6	2.6	2.7	3.2
Manufacturing, service occupations⁶:												
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

See footnotes at end of table.

Table 6. Total compensation,¹ private industry workers: Employment Cost Index by occupational and industry group, 1979-99

(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.
Manufacturing, service occupations ⁶ :												
1995	128.0	128.6	129.5	130.2	0.8	0.5	0.7	0.5	3.4	3.6	2.0	2.5
1996	130.3	131.0	—	—	.1	.5	—	—	1.8	1.9	—	—
Manufacturing, durable goods:												
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
1998	136.5	137.4	138.5	139.2	.6	.7	.8	.5	2.6	2.5	2.6	2.6
1999	139.9	141.0	142.3	144.0	.5	.8	.9	1.2	2.5	2.6	2.7	3.4
Aircraft manufacturing (SIC 3721):												
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
1996	136.9	138.2	138.2	137.4	2.3	.9	.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
1998	137.2	138.9	139.3	140.6	.2	1.2	.3	.9	-1	.4	1.1	2.7
1999	140.5	142.4	143.7	146.9	-1	1.4	.9	2.2	2.4	2.5	3.2	4.5
Aircraft manufacturing (SIC 3721), White-collar occupations:												
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
1998	134.7	137.1	137.4	137.4	.3	1.8	.2	.0	.9	1.6	2.1	2.3
1999	137.3	139.5	139.8	141.7	-1	1.6	.2	1.4	1.9	1.8	1.7	3.1
Aircraft manufacturing (SIC 3721), Blue-collar occupations:												
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

See footnotes at end of table.

Table 6. Total compensation,¹ private industry workers: Employment Cost Index by occupational and industry group, 1979-99

(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.
Aircraft manufacturing (SIC 3721), Blue-collar occupations:												
1993	129.2	129.2	131.5	129.8	0.8	0.0	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
1998	139.6	140.1	140.8	144.4	.0	.4	.5	2.6	-1.9	-1.9	-.7	3.4
1999	144.3	145.7	149.0	154.4	-.1	1.0	2.3	3.6	3.4	4.0	5.8	6.9
Manufacturing, nondurable goods:												
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
1998	135.9	136.7	137.6	138.2	1.0	.6	.7	.4	3.2	2.8	2.9	2.8
1999	139.6	140.4	141.5	142.8	1.0	.6	.8	.9	2.7	2.7	2.8	3.3
Service-producing industries⁷:												
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
1998	136.7	137.8	139.6	140.5	1.0	.8	1.3	.6	3.9	4.0	4.3	3.8
1999	140.9	142.8	144.1	145.3	.3	1.3	.9	.8	3.1	3.6	3.2	3.4
Service-producing industries, excluding sales occupations:												
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
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

See footnotes at end of table.

Table 6. Total compensation,¹ private industry workers: Employment Cost Index by occupational and industry group, 1979-99

(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.
Service-producing industries, excluding sales occupations:												
1985	83.9	84.7	86.2	86.5	0.8	1.0	1.8	0.3	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
1998	137.4	138.5	140.0	140.6	1.0	.8	1.1	.4	3.9	3.9	4.1	3.3
1999	141.7	143.3	144.6	145.9	.8	1.1	.9	.9	3.1	3.5	3.3	3.8
Service-producing industries, white-collar occupations:												
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
1998	138.0	139.3	141.2	142.2	1.0	.9	1.4	.7	4.0	4.2	4.7	4.1
1999	142.3	144.3	145.8	147.0	.1	1.4	1.0	.8	3.1	3.6	3.3	3.4
Service-producing industries, white-collar occupations, excluding sales:												
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
1998	139.5	140.6	142.2	142.8	1.0	.8	1.1	.4	4.1	4.1	4.3	3.4
1999	143.8	145.5	147.0	148.3	.7	1.2	1.0	.9	3.1	3.5	3.4	3.9
Service-producing industries, blue-collar occupations:												
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

See footnotes at end of table.

Table 6. Total compensation,¹ private industry workers: Employment Cost Index by occupational and industry group, 1979-99

(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.
Service-producing industries, blue-collar occupations:												
1992	110.4	111.6	112.4	113.2	0.9	1.1	0.7	0.7	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
1998	132.1	133.2	134.3	134.8	.9	.8	.8	.4	3.0	3.1	3.3	3.0
1999	136.2	137.8	139.1	139.8	1.0	1.2	.9	.5	3.1	3.5	3.6	3.7
Service-producing industries, service occupations:												
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
1994	120.2	120.7	121.3	122.5	.9	.4	.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
1998	135.0	135.8	137.0	137.8	.8	.6	.9	.6	4.2	4.0	3.2	2.9
1999	139.3	140.5	140.8	142.4	1.1	.9	.2	1.1	3.2	3.5	2.8	3.3
Transportation and public utilities⁸:												
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
1998	135.8	137.1	138.5	139.3	1.2	1.0	1.0	.6	3.4	4.1	4.2	3.8
1999	139.7	140.9	141.8	142.3	.3	.9	.6	.4	2.9	2.8	2.4	2.2
Transportation^{3,8}:												
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

See footnotes at end of table.

Table 6. Total compensation,¹ private industry workers: Employment Cost Index by occupational and industry group, 1979-99

(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.
Transportation^{3,8}:												
1997	130.6	130.9	132.1	133.4	1.1	0.2	0.9	1.0	2.9	2.5	3.0	3.3
1998	134.0	134.9	136.7	137.3	.4	.7	1.3	.4	2.6	3.1	3.5	2.9
1999	136.8	138.1	138.7	139.5	-.4	1.0	.4	.6	2.1	2.4	1.5	1.6
Public utilities:												
1985	87.9	88.6	90.1	90.9	—	.8	1.7	.9	—	—	—	—
1986	91.1	91.6	92.1	92.7	.2	.5	.5	.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
1998	137.9	139.7	140.7	141.9	2.1	1.3	.7	.9	4.5	5.4	5.2	5.0
1999	143.4	144.6	145.7	146.1	1.1	.8	.8	.3	4.0	3.5	3.6	3.0
Communications:												
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
1998	136.6	139.2	140.5	141.7	1.9	1.9	.9	.9	4.9	6.7	6.6	5.7
1999	143.3	144.9	146.1	146.0	1.1	1.1	.8	-.1	4.9	4.1	4.0	3.0
Electric, gas, and sanitary services:												
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
1992	113.7	115.0	115.9	116.7	1.8	1.1	.8	.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
1998	139.6	140.3	141.0	142.1	2.3	.5	.5	.8	4.0	4.0	3.7	4.2
1999	143.4	144.2	145.1	146.1	.9	.6	.6	.7	2.7	2.8	2.9	2.8
Wholesale and retail trade:												
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

See footnotes at end of table.

Table 6. Total compensation,¹ private industry workers: Employment Cost Index by occupational and industry group, 1979-99

(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.
Wholesale and retail trade:												
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
1998	134.7	135.8	137.6	138.2	1.4	.8	1.3	.4	3.5	3.5	3.9	4.0
1999	138.9	141.1	142.2	143.5	.5	1.6	.8	.9	3.1	3.9	3.3	3.8
Wholesale and retail trade, excluding sales occupations:												
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
1998	135.5	136.3	138.1	138.8	1.1	.6	1.3	.5	3.9	3.3	3.8	3.6
1999	139.9	141.9	142.8	144.3	.8	1.4	.6	1.1	3.2	4.1	3.4	4.0
Wholesale trade³:												
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
1998	137.7	138.6	140.8	142.8	1.9	.7	1.6	1.4	3.6	3.6	4.6	5.7
1999	142.7	144.6	146.3	148.5	-.1	1.3	1.2	1.5	3.6	4.3	3.9	4.0
Wholesale trade, excluding sales occupations³:												
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

See footnotes at end of table.

Table 6. Total compensation,¹ private industry workers: Employment Cost Index by occupational and industry group, 1979-99

(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.
Wholesale trade, excluding sales occupations³:												
1995	124.4	125.1	126.2	127.1	2.0	0.6	0.9	0.7	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
1998	137.0	138.2	140.0	141.2	1.2	.9	1.3	.9	3.3	3.4	4.1	4.3
1999	142.4	144.0	145.8	147.4	.8	1.1	1.3	1.1	3.9	4.2	4.1	4.4
Retail trade:												
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
1987	91.3	92.5	93.0	93.0	.6	1.3	.5	.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
1998	133.1	134.4	135.9	135.6	1.1	1.0	1.1	-.2	3.6	3.6	3.7	3.0
1999	136.8	139.1	140.0	140.7	.9	1.7	.6	.5	2.8	3.5	3.0	3.8
General merchandise stores³:												
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
1998	131.2	133.0	133.2	134.0	.9	1.4	.2	.6	3.8	4.2	3.6	3.1
1999	135.0	135.6	137.2	138.3	.7	.4	1.2	.8	2.9	2.0	3.0	3.2
Food stores³:												
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
1998	131.3	132.9	133.7	132.7	1.5	1.2	.6	-.7	2.4	3.7	3.0	2.6
1999	134.3	135.7	137.0	138.1	1.2	1.0	1.0	.8	2.3	2.1	2.5	4.1
Finance, insurance, and real estate³:												
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

See footnotes at end of table.

Table 6. Total compensation,¹ private industry workers: Employment Cost Index by occupational and industry group, 1979-99

(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 estate³:												
1987	90.9	90.0	90.2	90.4	2.6	-1.0	0.2	0.2	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
1998	136.7	138.4	141.0	142.5	1.6	1.2	1.9	1.1	6.3	7.0	8.0	5.9
1999	141.5	145.8	147.6	148.3	-.7	3.0	1.2	.5	3.5	5.3	4.7	4.1
Finance, insurance, and real estate, excluding sales occupations³:												
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
1998	140.2	141.3	143.2	143.3	1.9	.8	1.3	.1	6.6	6.7	7.3	4.1
1999	145.6	148.8	151.0	151.6	1.6	2.2	1.5	.4	3.9	5.3	5.4	5.8
Banking, savings and loan, and other credit agencies³:												
1986	-	-	-	87.5	-	-	-	-	-	-	-	-
1987	89.8	90.7	91.4	92.3	2.6	1.0	.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
1998	143.3	145.3	148.4	146.7	1.9	1.4	2.1	-1.1	9.7	10.4	11.5	4.3
1999	148.8	155.4	159.3	159.8	1.4	4.4	2.5	.3	3.8	7.0	7.3	8.9
Insurance³:												
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

See footnotes at end of table.

Table 6. Total compensation,¹ private industry workers: Employment Cost Index by occupational and industry group, 1979-99

(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.
Insurance³:												
1992	113.2	114.7	114.9	115.2	2.3	1.3	0.2	0.3	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
1998	137.4	138.9	141.9	141.7	1.9	1.1	2.2	-.1	4.2	5.1	6.6	5.1
1999	141.7	144.0	144.5	145.8	.0	1.6	.3	.9	3.1	3.7	1.8	2.9
Insurance, excluding sales occupations³:												
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
1998	140.0	140.9	141.6	142.5	1.0	.6	.5	.6	2.9	3.1	3.1	2.8
1999	144.5	145.4	146.2	147.0	1.4	.6	.6	.5	3.2	3.2	3.2	3.2
Service industries:												
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
1998	139.3	140.3	141.8	142.7	.6	.7	1.1	.6	3.5	3.4	3.5	3.0
1999	143.5	144.6	146.1	147.6	.6	.8	1.0	1.0	3.0	3.1	3.0	3.4
Business services³:												
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
1998	139.5	140.7	143.5	145.9	.6	.9	2.0	1.7	4.7	4.8	5.3	5.3
1999	147.5	148.7	150.7	151.9	1.1	.8	1.3	.8	5.7	5.7	5.0	4.1

See footnotes at end of table.

Table 6. Total compensation,¹ private industry workers: Employment Cost Index by occupational and industry group, 1979-99

(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.
Health services:												
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
1998	138.2	138.7	139.0	139.0	.1	.4	.2	.0	2.0	2.1	1.5	.7
1999	140.5	141.4	142.6	144.2	1.1	.6	.8	1.1	1.7	1.9	2.6	3.7
Hospitals:												
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
1998	136.7	138.2	139.1	139.9	.1	1.1	.7	.6	2.0	2.8	2.7	2.5
1999	141.2	142.1	143.0	144.6	.9	.6	.6	1.1	3.3	2.8	2.8	3.4
Nursing homes:												
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
1998	—	—	—	—	.8	.8	1.0	.6	2.7	3.0	3.3	3.2
1999	—	—	—	—	1.3	.9	.9	1.1	3.6	3.8	3.7	4.2
Educational services:												
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
1998	143.4	143.9	147.0	147.7	.6	.3	2.2	.5	3.5	3.7	3.8	3.6
1999	148.3	148.7	152.2	153.0	.4	.3	2.4	.5	3.4	3.3	3.5	3.6

See footnotes at end of table.

Table 6. Total compensation,¹ private industry workers: Employment Cost Index by occupational and industry group, 1979-99

(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.
Colleges and universities:												
1988	—	—	—	98.2	—	—	—	—	—	—	—	—
1989	99.0	100.0	103.3	103.8	0.8	1.0	3.3	0.5	—	—	—	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
1998	144.3	144.8	147.8	148.5	.4	.3	2.1	.5	3.4	3.5	3.7	3.3
1999	149.2	149.6	152.6	153.3	.5	.3	2.0	.5	3.4	3.3	3.2	3.2
Nonmanufacturing:												
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
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
1998	136.0	137.2	138.9	139.7	1.0	.9	1.2	.6	3.7	3.9	4.2	3.7
1999	140.3	142.0	143.4	144.5	.4	1.2	1.0	.8	3.2	3.5	3.2	3.4
Nonmanufacturing, white-collar occupations:												
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
1998	137.9	139.2	141.1	142.0	1.0	.9	1.4	.6	3.9	4.2	4.6	4.0
1999	142.3	144.1	145.6	146.9	.2	1.3	1.0	.9	3.2	3.5	3.2	3.5
Nonmanufacturing, white-collar occupations, excluding sales:												
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

See footnotes at end of table.

Table 6. Total compensation,¹ private industry workers: Employment Cost Index by occupational and industry group, 1979-99

(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, white-collar occupations, excluding sales:												
1990	104.3	105.6	107.0	108.0	2.0	1.2	1.3	0.9	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
1998	139.3	140.5	142.0	142.7	1.0	.9	1.1	.5	4.0	4.0	4.3	3.5
1999	143.7	145.3	146.8	148.1	.7	1.1	1.0	.9	3.2	3.4	3.4	3.8
Nonmanufacturing, blue-collar occupations:												
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
1998	131.0	132.4	133.4	134.0	.7	1.1	.8	.4	2.7	3.0	3.1	3.0
1999	135.2	136.8	138.0	138.7	.9	1.2	.9	.5	3.2	3.3	3.4	3.5
Nonmanufacturing, service occupations:												
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
1998	134.9	135.7	136.9	137.7	.8	.6	.9	.6	4.3	4.0	3.2	2.9
1999	139.2	140.4	140.7	142.3	1.1	.9	.2	1.1	3.2	3.5	2.8	3.3

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

² Excludes farm and household workers.

³ Average standard errors (SE) for the series exceed 0.3 percent for 3-month changes and 0.6 percent for 12-month changes for the five years ending December 1996. All series will continue to be published until further notice. To assist users in ascertaining the reliability of the series, SEs for estimates (excluding seasonally adjusted series) for 1995-1999 are available in Appendix A.

⁴ This series has the same industry and occupational coverage as the Hourly Earnings Index, which was discontinued in January 1989.

⁵ Includes mining, construction, and manufacturing.

⁶ Publication of data for service occupations in manufacturing and other goods-producing industries was discontinued due to insufficient sample size in September 1996.

⁷ Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

⁸ Beginning in June 1998, estimates for transportation and public utilities reflect changes in SIC coding. See Appendix A for further information.

— Data not available.

Table 7. Total compensation,¹ private industry workers: Employment Cost Index by bargaining status, region, and area size, 1979-99

(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.
Union workers:												
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
1998	134.0	135.3	136.8	137.5	.4	1.0	1.1	.5	2.3	2.7	2.7	3.0
1999	138.0	139.0	140.2	141.2	.4	.7	.9	.7	3.0	2.7	2.5	2.7
Union blue-collar workers:												
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
1998	131.8	133.3	134.6	135.3	.2	1.1	1.0	.5	2.2	2.6	2.6	2.8
1999	135.6	136.7	137.8	138.9	.2	.8	.8	.8	2.9	2.6	2.4	2.7
Union workers, goods-producing industries²:												
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
1998	132.7	134.3	135.6	136.5	.2	1.2	1.0	.7	2.1	2.4	2.5	3.0

See footnotes at end of table.

Table 7. Total compensation,¹ private industry workers: Employment Cost Index by bargaining status, region, and area size, 1979-99

(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.
Union workers, goods-producing industries ² :												
1999	136.8	138.2	139.2	140.8	0.2	1.1	0.7	1.1	3.1	2.9	2.7	3.2
Union workers, service-producing industries ³ :												
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
1995	124.8	125.6	126.8	127.9	1.0	.6	1.0	.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
1998	135.3	136.2	138.0	138.5	.6	.7	1.3	.4	2.6	2.9	3.0	3.0
1999	139.2	139.7	141.0	141.4	.5	.4	.9	.3	2.9	2.6	2.2	2.1
Union workers, manufacturing:												
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
1998	133.6	134.6	136.0	136.9	.2	.7	1.0	.7	2.1	2.2	2.3	2.7
1999	137.0	138.1	139.1	141.0	.1	.8	.7	1.4	2.5	2.6	2.3	3.0
Union workers, manufacturing, blue-collar occupations:												
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

See footnotes at end of table.

Table 7. Total compensation,¹ private industry workers: Employment Cost Index by bargaining status, region, and area size, 1979-99

(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.
Union workers, manufacturing, blue-collar occupations:												
1996	128.3	129.4	129.5	130.1	0.4	0.9	0.1	0.5	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
1998	133.1	134.2	135.5	136.4	.1	.8	1.0	.7	2.0	2.1	2.2	2.6
1999	136.5	137.5	138.5	140.4	.1	.7	.7	1.4	2.6	2.5	2.2	2.9
Union workers, nonmanufacturing:												
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
1998	133.9	135.3	136.9	137.4	.5	1.0	1.2	.4	2.5	2.9	3.0	3.2
1999	138.1	139.2	140.3	140.8	.5	.8	.8	.4	3.1	2.9	2.5	2.5
Nonunion workers:												
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
1990	104.1	105.5	106.6	107.3	1.7	1.3	1.0	.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
1998	136.7	137.8	139.3	140.1	1.0	.8	1.1	.6	3.7	3.8	4.0	3.5
1999	140.8	142.5	143.8	145.2	.5	1.2	.9	1.0	3.0	3.4	3.2	3.6
Nonunion blue-collar workers:												
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

See footnotes at end of table.

Table 7. Total compensation,¹ private industry workers: Employment Cost Index by bargaining status, region, and area size, 1979-99

(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.
Nonunion blue-collar workers:												
1993	115.9	116.9	117.8	118.2	1.1	0.9	0.8	0.3	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
1998	133.8	134.7	135.5	136.3	.9	.7	.6	.6	3.0	2.7	2.8	2.8
1999	137.6	139.0	140.3	141.4	1.0	1.0	.9	.8	2.8	3.2	3.5	3.7
Nonunion workers, goods-producing industries²:												
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
1998	135.9	136.9	137.7	138.3	.9	.7	.6	.4	3.0	2.8	2.8	2.7
1999	139.7	140.5	141.8	143.1	1.0	.6	.9	.9	2.8	2.6	3.0	3.5
Nonunion workers, service-producing industries³:												
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
1998	136.7	138.0	139.7	140.6	1.0	1.0	1.2	.6	4.0	4.2	4.5	3.9
1999	141.1	143.0	144.4	145.7	.4	1.3	1.0	.9	3.2	3.6	3.4	3.6
Nonunion workers, manufacturing:												
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

See footnotes at end of table.

Table 7. Total compensation,¹ private industry workers: Employment Cost Index by bargaining status, region, and area size, 1979-99

(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.
Nonunion workers, manufacturing:												
1985	85.4	86.2	86.8	87.2	2.4	0.9	0.7	0.5	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
1987	91.3	92.0	93.0	93.6	.7	.8	1.1	.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
1998	137.2	138.0	138.9	139.4	1.0	.6	.7	.4	3.1	2.7	2.8	2.6
1999	140.7	141.7	143.0	144.4	.9	.7	.9	1.0	2.6	2.7	3.0	3.5
Nonunion workers, manufacturing, blue-collar occupations:												
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
1998	136.0	136.7	137.4	138.3	.9	.5	.5	.7	2.9	2.4	2.4	2.6
1999	139.5	140.2	141.6	142.9	.9	.5	1.0	.9	2.6	2.6	3.1	3.3
Nonunion workers, nonmanufacturing:												
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
1998	136.3	137.5	139.1	140.0	1.0	.9	1.2	.6	4.0	4.0	4.3	3.8
1999	140.6	142.4	143.8	145.1	.4	1.3	1.0	.9	3.2	3.6	3.4	3.6
Northeast ⁴ :												
1982	—	—	—	71.8	—	—	—	—	—	—	—	—
1983	72.4	73.5	74.6	75.6	.8	1.5	1.5	1.3	—	—	—	5.3

See footnotes at end of table.

Table 7. Total compensation,¹ private industry workers: Employment Cost Index by bargaining status, region, and area size, 1979-99

(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.
Northeast⁴:												
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
1998	136.0	137.0	138.7	139.5	.7	.7	1.2	.6	2.9	2.9	3.5	3.3
1999	140.5	141.5	143.2	144.3	.7	.7	1.2	.8	3.3	3.3	3.2	3.4
South⁵:												
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
1987	91.7	92.4	93.1	94.0	.5	.8	.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
1998	135.5	136.4	137.6	138.1	.7	.7	.9	.4	3.6	3.7	3.8	2.6
1999	139.1	140.7	141.8	143.0	.7	1.2	.8	.8	2.7	3.2	3.1	3.5
Midwest⁶:												
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
1998	138.3	139.6	140.9	141.4	1.0	.9	.9	.4	3.8	3.6	3.5	3.3
1999	141.7	143.6	145.0	146.3	.2	1.3	1.0	.9	2.5	2.9	2.9	3.5

See footnotes at end of table.

Table 7. Total compensation,¹ private industry workers: Employment Cost Index by bargaining status, region, and area size, 1979-99

(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.
West⁷:												
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
1998	135.2	136.6	138.5	140.0	1.3	1.0	1.4	1.1	3.8	4.0	4.5	4.9
1999	140.3	142.1	143.3	144.7	.2	1.3	.8	1.0	3.8	4.0	3.5	3.4
Metropolitan areas:												
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
1998	136.4	137.5	139.1	139.8	1.0	.8	1.2	.5	3.6	3.5	3.9	3.5
1999	140.4	142.0	143.3	144.7	.4	1.1	.9	1.0	2.9	3.3	3.0	3.5
Other areas⁸:												
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

See footnotes at end of table.

Table 7. Total compensation,¹ private industry workers: Employment Cost Index by bargaining status, region, and area size, 1979-99

(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 ⁸ :												
1993	117.0	117.8	118.7	119.7	1.2	0.7	0.8	0.8	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
1998	135.9	137.1	138.2	139.4	.4	.9	.8	.9	3.4	3.5	3.3	3.0
1999	140.5	141.8	143.1	143.6	.8	.9	.9	.3	3.4	3.4	3.5	3.0

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

² Includes mining, construction, and manufacturing.

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

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

⁵ 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.

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

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

⁸ 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.

Table 8. Wages and salaries, civilian workers: Employment Cost Index by occupational and industry group, 1981-99

(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.	
Civilian workers¹:													
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	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	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	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	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	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	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	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	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	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	3.6
1992	111.5	112.1	113.0	113.6	.8	.5	.8	.5	3.2	2.9	2.7	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	3.1
1994	117.8	118.6	119.8	120.4	.6	.7	1.0	.5	2.9	3.0	2.9	2.8	2.8
1995	121.3	122.2	123.2	123.9	.7	.7	.8	.6	3.0	3.0	2.8	2.9	2.9
1996	125.1	126.1	127.2	128.0	1.0	.8	.9	.6	3.1	3.2	3.2	3.3	3.3
1997	129.2	130.1	131.6	132.8	.9	.7	1.2	.9	3.3	3.2	3.5	3.8	3.8
1998	134.0	135.0	136.8	137.7	.9	.7	1.3	.7	3.7	3.8	4.0	3.7	3.7
1999	138.4	139.8	141.3	142.5	.5	1.0	1.1	.8	3.3	3.6	3.3	3.5	3.5
Civilian workers, excluding sales:													
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	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	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	4.7
1985	85.2	85.9	87.4	87.8	.9	.8	1.7	.5	4.3	4.4	4.7	4.0	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	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	3.7
1988	95.2	96.1	97.3	98.2	.8	.9	1.2	.9	3.6	4.0	3.8	4.0	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	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	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	3.7
1992	111.6	112.2	113.2	113.9	.7	.5	.9	.6	3.3	3.0	2.8	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	2.9
1994	118.0	118.8	120.1	120.7	.7	.7	1.1	.5	2.8	2.9	3.0	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	2.9
1996	125.3	126.2	127.5	128.1	.9	.7	1.0	.5	3.0	3.1	3.3	3.1	3.1
1997	129.2	130.2	131.7	132.8	.9	.8	1.2	.8	3.1	3.2	3.3	3.7	3.7
1998	134.0	134.9	136.6	137.3	.9	.7	1.3	.5	3.7	3.6	3.7	3.4	3.4
1999	138.4	139.6	141.1	142.3	.8	.9	1.1	.9	3.3	3.5	3.3	3.6	3.6
White-collar occupations:													
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	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	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	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	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	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	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	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	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	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	3.6
1992	112.2	112.8	113.7	114.5	.8	.5	.8	.7	3.2	2.9	2.6	2.9	2.9
1993	115.4	116.0	117.4	118.1	.8	.5	1.2	.6	2.9	2.8	3.3	3.1	3.1
1994	118.8	119.7	120.8	121.5	.6	.8	.9	.6	2.9	3.2	2.9	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	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	3.4

See footnotes at end of table.

Table 8. Wages and salaries, civilian workers: Employment Cost Index by occupational and industry group, 1981-99

(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.
White-collar occupations:												
1997	130.6	131.5	133.0	134.3	1.0	0.7	1.1	1.0	3.4	3.3	3.4	3.9
1998	135.6	136.7	138.8	139.7	1.0	.8	1.5	.6	3.8	4.0	4.4	4.0
1999	140.1	141.6	143.3	144.6	.3	1.1	1.2	.9	3.3	3.6	3.2	3.5
White-collar occupations, excluding sales:												
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
1994	119.5	120.2	121.5	122.2	.7	.6	1.1	.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
1998	136.1	137.0	138.8	139.5	1.0	.7	1.3	.5	3.9	3.8	4.0	3.5
1999	140.5	141.8	143.5	144.8	.7	.9	1.2	.9	3.2	3.5	3.4	3.8
Professional specialty and technical occupations:												
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
1998	135.8	136.6	138.5	139.4	.6	.6	1.4	.6	3.3	3.3	3.4	3.3
1999	140.1	141.0	142.6	144.0	.5	.6	1.1	1.0	3.2	3.2	3.0	3.3
Executive, administrative, and managerial occupations:												
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
1998	137.4	138.3	140.5	140.3	1.3	.7	1.6	-.1	4.9	4.8	5.2	3.5
1999	141.6	143.8	145.9	147.2	.9	1.6	1.5	.9	3.1	4.0	3.8	4.9
Administrative support, including clerical occupations:												
1989	—	100.0	101.4	102.4	—	—	1.4	1.0	—	—	—	—

See footnotes at end of table.

Table 8. Wages and salaries, civilian workers: Employment Cost Index by occupational and industry group, 1981-99

(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.
Administrative support, including clerical occupations:												
1990	103.7	104.7	105.9	106.7	1.3	1.0	1.1	0.8	—	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
1998	135.0	136.2	137.5	138.6	1.0	.9	1.0	.8	3.5	3.7	3.6	3.7
1999	140.0	140.9	142.3	143.5	1.0	.6	1.0	.8	3.7	3.5	3.5	3.5
Blue-collar occupations:												
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
1998	130.4	131.4	132.6	133.3	.9	.8	.9	.5	3.3	3.1	3.3	3.1
1999	134.5	135.8	137.0	137.9	.9	1.0	.9	.7	3.1	3.3	3.3	3.5
Service occupations:												
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
1989	99.4	100.0	101.4	102.5	.7	.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
1998	133.7	134.5	136.1	137.0	.8	.6	1.2	.7	4.0	4.0	3.5	3.3
1999	138.3	139.4	140.1	141.7	.9	.8	.5	1.1	3.4	3.6	2.9	3.4
Goods-producing industries²:												
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

See footnotes at end of table.

Table 8. Wages and salaries, civilian workers: Employment Cost Index by occupational and industry group, 1981-99

(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.
Goods-producing industries²:												
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
1998	132.0	133.3	134.4	135.2	1.1	1.0	.8	.6	3.4	3.4	3.5	3.5
1999	136.3	137.4	138.6	139.7	.8	.8	.9	.8	3.3	3.1	3.1	3.3
Manufacturing:												
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
1998	133.7	134.6	136.0	136.8	1.1	.7	1.0	.6	3.6	3.3	3.6	3.5
1999	137.9	139.0	140.2	141.5	.8	.8	.9	.9	3.1	3.3	3.1	3.4
Service-producing industries³:												
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

See footnotes at end of table.

Table 8. Wages and salaries, civilian workers: Employment Cost Index by occupational and industry group, 1981-99

(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.
Service-producing industries³:												
1998	134.8	135.7	137.8	138.7	0.9	0.7	1.5	0.7	3.9	3.9	4.2	3.8
1999	139.2	140.7	142.3	143.5	.4	1.1	1.1	.8	3.3	3.7	3.3	3.5
Service industries:												
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
1983	73.1	73.4	75.8	76.6	1.2	.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
1998	136.9	137.6	139.6	140.5	.7	.5	1.5	.6	3.7	3.5	3.6	3.3
1999	141.5	142.3	144.1	145.5	.7	.6	1.3	1.0	3.4	3.4	3.2	3.6
Health services:												
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
1998	136.2	136.5	137.6	137.6	.6	.2	.8	.0	2.9	2.6	2.5	1.6
1999	138.8	139.7	140.9	142.5	.9	.6	.9	1.1	1.9	2.3	2.4	3.6
Hospitals:												
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
1998	134.2	135.1	136.4	137.1	.4	.7	1.0	.5	2.4	2.7	2.9	2.6
1999	138.1	138.8	140.1	141.6	.7	.5	.9	1.1	2.9	2.7	2.7	3.3

See footnotes at end of table.

Table 8. Wages and salaries, civilian workers: Employment Cost Index by occupational and industry group, 1981-99

(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.
Educational services:												
1989	99.5	100.0	103.8	104.4	—	0.5	3.8	0.6	—	—	—	—
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
1998	136.3	136.5	139.1	140.0	.3	.1	1.9	.6	2.9	2.9	2.8	3.0
1999	140.2	140.6	143.7	144.7	.1	.3	2.2	.7	2.9	3.0	3.3	3.4
Public administration⁴:												
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
1998	132.7	133.2	134.8	135.9	1.0	.4	1.2	.8	2.9	3.3	3.5	3.4
1999	136.9	137.8	139.5	141.5	.7	.7	1.2	1.4	3.2	3.5	3.5	4.1
Nonmanufacturing:												
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
1998	134.0	135.1	137.0	137.8	.9	.8	1.4	.6	3.8	3.9	4.2	3.8
1999	138.4	139.9	141.5	142.6	.4	1.1	1.1	.8	3.3	3.6	3.3	3.5

¹ Includes private industry and State and local government workers and excludes farm, household, and Federal government workers.

² Includes mining, construction, and manufacturing.

³ Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; service industries and

public administration.

⁴ Includes executive, legislative, judicial, administrative, and regulatory activities of State and local governments, SIC's 91 through 96.

— Data not available.

Table 9. Wages and salaries, State and local government workers: Employment Cost Index by occupational and industry group, 1981-99

(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.
State and local government:												
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
1998	135.1	135.4	137.6	138.5	.5	.2	1.6	.7	2.8	3.0	3.0	3.1
1999	139.0	139.6	142.2	143.5	.4	.4	1.9	.9	2.9	3.1	3.3	3.6
White-collar occupations:												
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
1998	135.0	135.2	137.6	138.5	.4	.1	1.8	.7	2.7	2.8	2.9	3.0
1999	138.9	139.3	142.1	143.4	.3	.3	2.0	.9	2.9	3.0	3.3	3.5
Professional specialty and technical occupations:												
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
1998	135.5	135.6	137.9	138.7	.3	.1	1.7	.6	2.7	2.7	2.6	2.7
1999	138.9	139.4	142.5	143.6	.1	.4	2.2	.8	2.5	2.8	3.3	3.5

See footnotes at end of table.

Table 9. Wages and salaries, State and local government workers: Employment Cost Index by occupational and industry group, 1981-99

(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.
Executive, administrative, and managerial occupations:												
1989	—	100.0	102.8	103.7	—	—	2.8	0.9	—	—	—	—
1990	104.9	105.7	108.4	108.9	1.2	0.8	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
1998	135.1	135.6	138.0	139.3	.7	.4	1.8	.9	2.9	3.0	3.7	3.9
1999	140.1	140.5	142.7	144.3	.6	.3	1.6	1.1	3.7	3.6	3.4	3.6
Administrative support, including clerical occupations:												
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
1995	122.5	122.9	124.4	125.1	.7	.3	1.2	.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
1998	133.0	133.3	135.4	136.5	.5	.2	1.6	.8	2.9	2.9	3.0	3.2
1999	137.4	137.5	139.6	141.7	.7	.1	1.5	1.5	3.3	3.2	3.1	3.8
Blue-collar occupations:												
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
1998	133.1	133.5	135.1	136.0	.6	.3	1.2	.7	2.7	2.9	3.0	2.8
1999	136.9	137.6	139.4	140.7	.7	.5	1.3	.9	2.9	3.1	3.2	3.5
Service occupations:												
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

See footnotes at end of table.

Table 9. Wages and salaries, State and local government workers: Employment Cost Index by occupational and industry group, 1981-99

(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.
Service occupations:												
1989	99.3	100.0	102.4	102.9	0.6	0.7	2.4	0.5	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
1998	136.5	137.2	139.2	140.0	1.0	.5	1.5	.6	3.1	3.6	3.7	3.6
1999	141.1	142.1	144.1	145.7	.8	.7	1.4	1.1	3.4	3.6	3.5	4.1
Service industries:												
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
1998	135.7	135.9	138.4	139.2	.3	.1	1.8	.6	2.7	2.8	2.7	2.9
1999	139.5	139.9	142.9	144.0	.2	.3	2.1	.8	2.8	2.9	3.3	3.4
Service industries, excluding schools^{1,2}:												
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
1986	87.4	88.0	89.6	90.6	1.2	.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
1998	135.4	135.5	137.8	138.2	.7	.1	1.7	.3	3.2	3.0	3.4	2.8
1999	139.0	139.6	142.1	143.2	.6	.4	1.8	.8	2.7	3.0	3.1	3.6
Health services:												
1985	83.3	83.3	85.5	85.8	—	.0	2.6	.4	—	—	—	—

See footnotes at end of table.

Table 9. Wages and salaries, State and local government workers: Employment Cost Index by occupational and industry group, 1981-99

(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.
Health services:												
1986	86.3	86.9	88.8	89.3	0.6	0.7	2.2	0.6	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
1998	136.3	136.5	138.7	139.2	.7	.1	1.6	.4	3.2	2.9	3.6	2.9
1999	139.7	140.4	142.8	144.2	.4	.5	1.7	1.0	2.5	2.9	3.0	3.6
Hospitals:												
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
1998	136.3	136.5	138.6	139.1	.8	.1	1.5	.4	3.3	3.1	3.7	2.9
1999	139.7	140.6	142.8	144.1	.4	.6	1.6	.9	2.5	3.0	3.0	3.6
Educational services:												
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
1998	135.7	135.8	138.4	139.3	.3	.1	1.9	.7	2.7	2.7	2.7	3.0
1999	139.5	139.8	142.9	144.0	.1	.2	2.2	.8	2.8	2.9	3.3	3.4
Schools:												
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

See footnotes at end of table.

Table 9. Wages and salaries, State and local government workers: Employment Cost Index by occupational and industry group, 1981-99

(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:												
1981	125.0	125.1	127.8	128.4	0.6	0.1	2.2	0.5	3.3	3.2	3.2	3.3
1982	128.7	128.9	131.4	132.2	.2	.2	1.9	.6	3.0	3.0	2.8	3.0
1983	132.2	132.3	134.9	135.5	.0	.1	2.0	.4	2.7	2.6	2.7	2.5
1984	135.8	136.0	138.5	139.5	.2	.1	1.8	.7	2.7	2.8	2.7	3.0
1985	139.6	140.0	143.1	144.2	.1	.3	2.2	.8	2.8	2.9	3.3	3.4
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
1998	136.0	136.1	138.7	139.3	.2	.1	1.9	.4	2.7	2.6	2.5	2.7
1999	139.5	139.9	143.1	144.1	.1	.3	2.3	.7	2.6	2.8	3.2	3.4
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
1998	135.2	135.5	137.7	139.6	.4	.2	1.6	1.4	2.8	3.1	3.1	3.7
1999	139.6	139.8	142.6	144.4	.0	.1	2.0	1.3	3.3	3.2	3.6	3.4
Public administration³:												
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

See footnotes at end of table.

Table 9. Wages and salaries, State and local government workers: Employment Cost Index by occupational and industry group, 1981-99

(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.	
Public administration ³ :													
1996	124.9	125.3	126.6	127.7	0.6	0.3	1.0	0.9	2.5	2.5	2.8	2.9	2.9
1997	128.9	129.0	130.3	131.4	.9	.1	1.0	.8	3.2	3.0	2.9	2.9	2.9
1998	132.7	133.2	134.8	135.9	1.0	.4	1.2	.8	2.9	3.3	3.5	3.4	3.4
1999	136.9	137.8	139.5	141.5	.7	.7	1.2	1.4	3.2	3.5	3.5	4.1	4.1

¹ Formerly called hospitals and other services.

² Average standard errors (SE) for the series exceed 0.3 percent for 3-month changes and 0.6 percent for 12-month changes for the five years ending December 1996. All series will continue to be published until further notice. To assist users in ascertaining the reliability of the series, SEs for

estimates (excluding seasonally adjusted series) for 1995-1999 are available in Appendix A.

³ Includes executive, legislative, judicial, administrative, and regulatory activities of State and local governments, SIC's 91 through 96.

— Data not available.

Table 10. Wages and salaries, private industry workers: Employment Cost Index by occupational and industry group, 1975-99

(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.
Private industry¹:												
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
1998	133.7	134.9	136.6	137.4	1.1	.9	1.3	.6	4.0	4.0	4.3	3.9
1999	138.1	139.7	141.0	142.2	.5	1.2	.9	.9	3.3	3.6	3.2	3.5
Private industry, excluding sales occupations:												
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
1998	133.7	134.8	136.3	136.9	1.0	.8	1.1	.4	4.0	3.8	3.9	3.4
1999	138.2	139.6	140.8	142.0	.9	1.0	.9	.9	3.4	3.6	3.3	3.7
White-collar occupations:												
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

See footnotes at end of table.

Table 10. Wages and salaries, private industry workers: Employment Cost Index by occupational and industry group, 1975-99

(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.
White-collar occupations:												
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
1994	118.3	119.3	120.2	120.8	.7	.8	.8	.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
1998	135.7	137.0	139.0	139.9	1.1	1.0	1.5	.6	4.2	4.3	4.7	4.2
1999	140.3	142.1	143.5	144.8	.3	1.3	1.0	.9	3.4	3.7	3.2	3.5
White-collar occupations, excluding sales:												
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
1998	136.3	137.5	139.1	139.7	1.1	.9	1.2	.4	4.2	4.2	4.3	3.6
1999	141.0	142.5	143.9	145.2	.9	1.1	1.0	.9	3.4	3.6	3.5	3.9
Professional specialty and technical occupations:												
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

See footnotes at end of table.

Table 10. Wages and salaries, private industry workers: Employment Cost Index by occupational and industry group, 1975-99

(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.
Professional specialty and technical occupations:												
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
1998	135.9	137.1	138.7	139.7	.8	.9	1.2	.7	3.7	3.5	3.7	3.6
1999	140.7	141.8	142.6	144.1	.7	.8	.6	1.1	3.5	3.4	2.8	3.1
Executive, administrative, and managerial occupations:												
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
1986	88.6	89.7	89.9	90.6	1.6	1.2	.2	.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
1998	137.8	138.7	140.9	140.5	1.5	.7	1.6	-.3	5.2	5.0	5.5	3.5
1999	141.9	144.3	146.4	147.6	1.0	1.7	1.5	.8	3.0	4.0	3.9	5.1
Sales occupations²:												
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

See footnotes at end of table.

Table 10. Wages and salaries, private industry workers: Employment Cost Index by occupational and industry group, 1975-99

(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.
Sales occupations²:												
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
1998	133.1	135.2	138.8	141.3	1.3	1.6	2.7	1.8	4.1	5.4	6.9	7.5
1999	137.3	140.5	142.1	143.3	-2.8	2.3	1.1	.8	3.2	3.9	2.4	1.4
Administrative support, including clerical occupations:												
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
1998	135.3	136.7	137.9	138.9	1.0	1.0	.9	.7	3.6	3.8	3.8	3.7
1999	140.4	141.4	142.7	143.8	1.1	.7	.9	.8	3.8	3.4	3.5	3.5
Blue-collar occupations:												
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
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

See footnotes at end of table.

Table 10. Wages and salaries, private industry workers: Employment Cost Index by occupational and industry group, 1975-99

(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.
Blue-collar occupations:												
1983	81.8	82.6	83.4	84.1	1.0	1.0	1.0	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
1998	130.2	131.3	132.4	133.2	.9	.8	.8	.6	3.3	3.1	3.2	3.2
1999	134.3	135.6	136.8	137.7	.8	1.0	.9	.7	3.1	3.3	3.3	3.4
Precision production, craft, and repair occupations:												
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
1998	129.8	131.2	132.3	133.0	.9	1.1	.8	.5	3.2	3.0	3.2	3.3
1999	134.3	135.6	136.7	137.5	1.0	1.0	.8	.6	3.5	3.4	3.3	3.4
Machine operators, assemblers, and inspectors:												
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

See footnotes at end of table.

Table 10. Wages and salaries, private industry workers: Employment Cost Index by occupational and industry group, 1975-99

(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.
Machine operators, assemblers, and inspectors:												
1984	84.5	85.2	85.8	86.8	1.1	0.8	0.7	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
1998	131.6	132.7	133.8	134.9	.8	.8	.8	.8	3.5	3.3	3.3	3.3
1999	135.7	136.7	138.3	139.5	.6	.7	1.2	.9	3.1	3.0	3.4	3.4
Transportation and material moving occupations:												
1975	—	—	48.6	49.4	—	—	—	1.6	—	—	—	—
1976	50.0	52.2	52.6	53.0	1.2	4.4	.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
1998	125.9	126.4	127.6	127.8	.6	.4	.9	.2	2.9	2.8	2.8	2.2
1999	129.1	131.0	131.9	132.7	1.0	1.5	.7	.6	2.5	3.6	3.4	3.8
Handlers, equipment cleaners, helpers, and laborers:												
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

See footnotes at end of table.

Table 10. Wages and salaries, private industry workers: Employment Cost Index by occupational and industry group, 1975-99

(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.
Handlers, equipment cleaners, helpers, and laborers:												
1984	85.8	86.7	87.2	88.1	0.7	1.0	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
1998	133.2	133.7	135.1	135.8	1.1	.4	1.0	.5	3.7	3.4	3.8	3.0
1999	137.3	138.3	139.4	140.4	1.1	.7	.8	.7	3.1	3.4	3.2	3.4
Service occupations:												
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
1993	113.5	114.1	114.9	115.3	.5	.5	.7	.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
1998	132.1	133.0	134.4	135.3	.8	.7	1.1	.7	4.3	4.2	3.5	3.2
1999	136.7	137.8	138.0	139.6	1.0	.8	.1	1.2	3.5	3.6	2.7	3.2
Production and nonsupervisory occupations³:												
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

See footnotes at end of table.

Table 10. Wages and salaries, private industry workers: Employment Cost Index by occupational and industry group, 1975-99

(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.
Production and nonsupervisory occupations³:												
1985	86.0	86.8	88.1	88.6	0.9	0.9	1.5	0.6	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
1998	132.3	133.6	135.2	136.4	.8	1.0	1.2	.9	3.6	3.7	3.9	4.0
1999	136.8	138.2	139.3	140.4	.3	1.0	.8	.8	3.4	3.4	3.0	2.9
Goods-producing industries⁴:												
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
1998	132.0	133.2	134.3	135.2	1.1	.9	.8	.7	3.5	3.3	3.4	3.5
1999	136.3	137.3	138.5	139.7	.8	.7	.9	.9	3.3	3.1	3.1	3.3
Goods-producing industries, excluding sales occupations:												
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, 1975-99

(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.
Goods-producing industries, excluding sales occupations:												
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
1998	131.3	132.5	133.6	134.4	1.0	.9	.8	.6	3.4	3.3	3.3	3.4
1999	135.5	136.6	137.8	138.9	.8	.8	.9	.8	3.2	3.1	3.1	3.3
Goods-producing industries, white-collar occupations:												
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
1998	135.0	136.3	137.4	138.2	1.6	1.0	.8	.6	3.8	3.7	3.9	4.0
1999	139.4	140.5	141.7	143.0	.9	.8	.9	.9	3.3	3.1	3.1	3.5
Goods-producing industries, white-collar occupations excluding sales:												
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
1998	133.3	134.6	135.7	136.4	1.3	1.0	.8	.5	3.4	3.5	3.7	3.6
1999	137.8	138.8	140.1	141.3	1.0	.7	.9	.9	3.4	3.1	3.2	3.6
Goods-producing industries, blue-collar occupations:												
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

See footnotes at end of table.

Table 10. Wages and salaries, private industry workers: Employment Cost Index by occupational and industry group, 1975-99

(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.
Goods-producing industries, blue-collar occupations:												
1993	112.8	113.4	114.1	114.9	0.8	0.5	0.6	0.7	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
1998	130.1	131.3	132.3	133.3	.7	.9	.8	.8	3.3	3.1	3.0	3.2
1999	134.3	135.4	136.6	137.6	.8	.8	.9	.7	3.2	3.1	3.3	3.2
Goods-producing industries, service occupations⁵:												
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	—	—
Construction²:												
1976	50.9	52.5	53.9	54.4	—	3.1	2.7	.9	—	—	—	—
1977	54.9	56.2	57.2	58.0	.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
1998	126.0	128.1	128.5	129.3	.9	1.7	.3	.6	3.3	3.6	3.0	3.5
1999	130.7	131.9	133.0	133.6	1.1	.9	.8	.5	3.7	3.0	3.5	3.3
Manufacturing:												
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

See footnotes at end of table.

Table 10. Wages and salaries, private industry workers: Employment Cost Index by occupational and industry group, 1975-99

(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.
Manufacturing:												
1983	80.0	80.7	81.6	82.5	1.1	0.9	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
1998	133.7	134.6	136.0	136.8	1.1	.7	1.0	.6	3.6	3.3	3.6	3.5
1999	137.9	139.0	140.2	141.5	.8	.8	.9	.9	3.1	3.3	3.1	3.4
Manufacturing, white-collar occupations:												
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
1998	135.6	136.8	138.3	139.0	1.5	.9	1.1	.5	3.8	3.7	4.1	4.0
1999	140.1	141.4	142.7	144.0	.8	.9	.9	.9	3.3	3.4	3.2	3.6
Manufacturing, white-collar occupations, excluding sales:												
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
1993	115.3	115.9	116.7	117.2	1.1	.5	.7	.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
1998	133.8	135.0	136.3	137.1	1.2	.9	1.0	.6	3.5	3.4	3.8	3.7
1999	138.3	139.6	140.8	142.0	.9	.9	.9	.9	3.4	3.4	3.3	3.6
Manufacturing, blue-collar occupations:												
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

See footnotes at end of table.

Table 10. Wages and salaries, private industry workers: Employment Cost Index by occupational and industry group, 1975-99

(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.
Manufacturing, blue-collar occupations:												
1992	111.1	111.7	112.4	113.1	1.0	0.5	0.6	0.6	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
1998	132.3	133.1	134.3	135.3	.8	.6	.9	.7	3.4	3.0	3.1	3.1
1999	136.3	137.2	138.4	139.7	.7	.7	.9	.9	3.0	3.1	3.1	3.3
Manufacturing, service occupations⁵:												
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	—	—
Manufacturing, durable goods:												
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
1998	133.4	134.5	135.9	136.9	1.1	.8	1.0	.7	3.4	3.4	3.6	3.8
1999	137.9	139.1	140.4	141.8	.7	.9	.9	1.0	3.4	3.4	3.3	3.6
Aircraft manufacturing (SIC 3721):												
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

See footnotes at end of table.

Table 10. Wages and salaries, private industry workers: Employment Cost Index by occupational and industry group, 1975-99

(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.
Aircraft manufacturing (SIC 3721):												
1995	125.7	126.5	127.4	128.1	0.7	0.6	0.7	0.5	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
1998	135.1	136.9	137.2	138.3	.8	1.3	.2	.8	2.3	2.5	2.9	3.2
1999	139.4	141.5	142.7	143.6	.8	1.5	.8	.6	3.2	3.4	4.0	3.8
Aircraft manufacturing (SIC 3721), White-collar occupations:												
1988	—	—	—	98.7	—	—	—	—	—	—	—	—
1989	99.3	100.0	100.4	101.5	.6	.7	.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
1998	131.2	133.7	133.9	134.5	1.1	1.9	.1	.4	2.7	3.2	3.6	3.6
1999	135.5	138.0	138.3	139.1	.7	1.8	.2	.6	3.3	3.2	3.3	3.4
Aircraft manufacturing (SIC 3721), 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
1998	140.1	140.5	141.0	143.2	.4	.3	.4	1.6	1.7	1.2	1.9	2.6
1999	144.5	145.5	148.9	149.9	.9	.7	2.3	.7	3.1	3.6	5.6	4.7
Manufacturing, nondurable goods:												
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

See footnotes at end of table.

Table 10. Wages and salaries, private industry workers: Employment Cost Index by occupational and industry group, 1975-99

(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.
Manufacturing, nondurable goods:												
1996	125.8	126.5	127.6	128.5	1.1	0.6	0.9	0.7	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
1998	134.2	134.9	136.0	136.8	1.2	.5	.8	.6	3.8	3.3	3.5	3.2
1999	138.0	138.7	139.7	140.9	.9	.5	.7	.9	2.8	2.8	2.7	3.0
Service-producing industries⁶:												
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
1995	120.7	121.6	122.6	123.2	.8	.7	.8	.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
1998	134.4	135.6	137.6	138.4	1.0	.9	1.5	.6	4.2	4.2	4.6	4.0
1999	138.9	140.8	142.1	143.3	.4	1.4	.9	.8	3.3	3.8	3.3	3.5
Service-producing industries, excluding sales occupations:												
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

See footnotes at end of table.

Table 10. Wages and salaries, private industry workers: Employment Cost Index by occupational and industry group, 1975-99

(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.
Service-producing industries, excluding sales occupations:												
1998	135.2	136.2	137.9	138.5	1.0	0.7	1.2	0.4	4.2	4.0	4.2	3.4
1999	139.8	141.4	142.6	143.8	.9	1.1	.8	.8	3.4	3.8	3.4	3.8
Service-producing industries, white-collar occupations:												
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
1998	135.7	137.0	139.2	140.1	1.0	1.0	1.6	.6	4.3	4.4	5.0	4.3
1999	140.3	142.3	143.8	145.0	.1	1.4	1.1	.8	3.4	3.9	3.3	3.5
Service-producing industries, white-collar occupations, excluding sales:												
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
1998	137.3	138.4	140.2	140.7	1.0	.8	1.3	.4	4.4	4.3	4.5	3.5
1999	142.0	143.7	145.1	146.4	.9	1.2	1.0	.9	3.4	3.8	3.5	4.1
Service-producing industries, blue-collar occupations:												
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
1996	122.7	123.5	123.8	124.8	1.1	.7	.2	.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
1998	130.2	131.1	132.4	132.9	1.0	.7	1.0	.4	3.3	3.1	3.5	3.1
1999	134.4	135.9	137.0	137.8	1.1	1.1	.8	.6	3.2	3.7	3.5	3.7
Service-producing industries, service occupations:												
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

See footnotes at end of table.

Table 10. Wages and salaries, private industry workers: Employment Cost Index by occupational and industry group, 1975-99

(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.
Service-producing industries, service occupations:												
1989	99.4	100.0	100.8	102.3	0.6	0.6	0.8	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
1998	132.1	133.0	134.2	135.2	.8	.7	.9	.7	4.4	4.3	3.4	3.2
1999	136.7	137.8	138.0	139.6	1.1	.8	.1	1.2	3.5	3.6	2.8	3.3
Transportation and public utilities⁷:												
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
1998	132.1	132.8	134.3	135.1	.6	.5	1.1	.6	3.0	3.1	3.2	2.9
1999	135.4	136.8	137.5	137.9	.2	1.0	.5	.3	2.5	3.0	2.4	2.1
Transportation^{2,7}:												
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
1998	130.1	130.4	132.4	132.9	.5	.2	1.5	.4	2.8	2.8	3.0	2.6
1999	132.3	133.7	134.4	134.9	-.5	1.1	.5	.4	1.7	2.5	1.5	1.5

See footnotes at end of table.

Table 10. Wages and salaries, private industry workers: Employment Cost Index by occupational and industry group, 1975-99

(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.
Public utilities:												
1985	88.4	89.0	90.6	91.5	—	0.7	1.8	1.0	—	—	—	—
1986	92.0	92.7	93.1	93.8	0.5	.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
1996	126.5	127.1	128.4	129.8	.3	.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
1998	134.5	135.7	136.5	137.8	.7	.9	.6	1.0	3.4	3.7	3.4	3.2
1999	139.2	140.6	141.5	141.8	1.0	1.0	.6	.2	3.5	3.6	3.7	2.9
Communications:												
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
1998	134.4	135.8	136.7	138.0	.3	1.0	.7	1.0	3.5	4.0	3.7	3.0
1999	139.4	141.1	141.9	142.2	1.0	1.2	.6	.2	3.7	3.9	3.8	3.0
Electric, gas, and sanitary services:												
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
1998	134.7	135.6	136.3	137.4	1.4	.7	.5	.8	3.3	3.4	3.1	3.4
1999	138.9	140.0	140.9	141.3	1.1	.8	.6	.3	3.1	3.2	3.4	2.8
Wholesale and retail trade:												
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

See footnotes at end of table.

Table 10. Wages and salaries, private industry workers: Employment Cost Index by occupational and industry group, 1975-99

(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.
Wholesale and retail trade:												
1984	81.7	82.9	83.3	84.4	1.7	1.5	0.5	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
1998	133.3	134.6	136.6	137.0	1.3	1.0	1.5	.3	3.7	3.8	4.4	4.1
1999	137.7	139.6	140.7	142.0	.5	1.4	.8	.9	3.3	3.7	3.0	3.6
Wholesale and retail trade, excluding sales occupations:												
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
1995	120.2	120.9	121.9	123.2	1.2	.6	.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
1998	134.7	135.6	137.6	138.2	1.1	.7	1.5	.4	4.2	3.4	4.1	3.8
1999	139.5	141.1	141.8	143.3	.9	1.1	.5	1.1	3.6	4.1	3.1	3.7
Wholesale trade²:												
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

See footnotes at end of table.

Table 10. Wages and salaries, private industry workers: Employment Cost Index by occupational and industry group, 1975-99

(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.
Wholesale trade²:												
1994	116.2	118.3	118.9	119.9	-0.2	1.8	0.5	0.8	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
1998	136.2	137.1	139.3	141.3	1.9	.7	1.6	1.4	3.7	3.7	4.7	5.8
1999	140.7	142.3	144.3	146.5	-4	1.1	1.4	1.5	3.3	3.8	3.6	3.7
Wholesale trade, excluding sales occupations²:												
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
1998	136.5	137.8	139.6	140.8	1.1	1.0	1.3	.9	3.6	3.8	4.3	4.3
1999	141.9	143.0	144.8	146.4	.8	.8	1.3	1.1	4.0	3.8	3.7	4.0
Retail trade:												
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
1997	127.1	128.5	129.9	130.6	1.0	1.1	1.1	.5	3.5	4.4	4.4	3.8
1998	131.9	133.3	135.2	134.8	1.0	1.1	1.4	-3	3.8	3.7	4.1	3.2
1999	136.2	138.3	138.9	139.6	1.0	1.5	.4	.5	3.3	3.8	2.7	3.6
General merchandise stores²:												
1988	—	95.6	97.0	98.2	—	—	1.5	1.2	—	—	—	—

See footnotes at end of table.

Table 10. Wages and salaries, private industry workers: Employment Cost Index by occupational and industry group, 1975-99

(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.
General merchandise stores²:												
1989	99.2	100.0	100.3	101.4	1.0	0.8	0.3	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
1998	129.4	131.5	132.2	133.0	.8	1.6	.5	.6	3.5	4.2	4.3	3.6
1999	133.7	134.3	135.6	136.7	.5	.4	1.0	.8	3.3	2.1	2.6	2.8
Food stores²:												
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
1998	129.0	130.5	131.7	130.5	1.6	1.2	.9	-.9	3.4	4.7	3.9	2.8
1999	131.8	132.8	133.9	134.9	1.0	.8	.8	.7	2.2	1.8	1.7	3.4
Finance, insurance, and real estate²:												
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
1998	132.6	134.8	138.1	139.8	1.5	1.7	2.4	1.2	6.5	7.6	9.3	7.0
1999	137.2	142.4	144.5	145.2	-1.9	3.8	1.5	.5	3.5	5.6	4.6	3.9
Finance, insurance, and real estate, excluding sales occupations²:												
1978	—	—	—	54.2	—	—	—	—	—	—	—	—
1979	56.1	56.8	58.0	59.1	3.5	1.2	2.1	1.9	—	—	—	9.0

See footnotes at end of table.

Table 10. Wages and salaries, private industry workers: Employment Cost Index by occupational and industry group, 1975-99

(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 occupations²:												
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
1997	127.2	128.1	129.3	133.6	1.5	.7	.9	3.3	3.1	2.9	2.6	6.6
1998	135.9	137.5	139.7	139.6	1.7	1.2	1.6	-1	6.8	7.3	8.0	4.5
1999	141.0	144.8	147.5	148.0	1.0	2.7	1.9	.3	3.8	5.3	5.6	6.0
Banking, savings and loan, and other credit agencies²:												
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
1998	140.9	143.2	147.0	144.4	1.9	1.6	2.7	-1.8	11.9	12.9	14.0	4.4
1999	146.1	154.5	159.2	159.6	1.2	5.7	3.0	.3	3.7	7.9	8.3	10.5
Insurance²:												
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
1998	133.1	134.8	138.7	138.5	2.2	1.3	2.9	-1	4.1	5.3	7.8	6.4
1999	137.4	139.8	140.2	141.5	-8	1.7	.3	.9	3.2	3.7	1.1	2.2

See footnotes at end of table.

Table 10. Wages and salaries, private industry workers: Employment Cost Index by occupational and industry group, 1975-99

(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.
Insurance, excluding sales occupations²:												
1987	—	91.6	92.6	93.0	—	—	1.1	0.4	—	—	—	—
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
1998	134.7	135.7	136.6	137.9	.7	.7	.7	1.0	2.4	2.6	2.8	3.1
1999	139.1	139.9	140.9	141.6	.9	.6	.7	.5	3.3	3.1	3.1	2.7
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
1998	137.2	138.3	140.0	140.8	.7	.8	1.2	.6	4.1	4.0	3.9	3.4
1999	142.2	143.2	144.5	146.0	1.0	.7	.9	1.0	3.6	3.5	3.2	3.7
Business services²:												
1986	—	—	—	87.6	—	—	—	—	—	—	—	—
1987	89.1	90.2	92.8	93.5	1.7	1.2	2.9	.8	—	—	—	6.7
1988	94.3	95.1	96.5	97.4	.9	.8	1.5	.9	5.8	5.4	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
1990	103.0	105.1	105.7	107.4	1.8	2.0	.6	1.6	4.7	5.1	4.8	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
1992	111.0	111.7	113.3	113.9	.9	.6	1.4	.5	1.3	2.0	4.0	3.5
1993	114.2	114.6	115.3	115.7	.3	.4	.6	.3	2.9	2.6	1.8	1.6
1994	118.8	119.4	119.9	120.4	2.7	.5	.4	.4	4.0	4.2	4.0	4.1
1995	122.1	122.9	123.6	124.3	1.4	.7	.6	.6	2.8	2.9	3.1	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
1997	131.4	132.4	134.9	137.3	1.0	.8	1.9	1.8	3.5	3.7	5.0	5.5
1998	137.6	139.2	141.8	144.1	.2	1.2	1.9	1.6	4.7	5.1	5.1	5.0
1999	145.4	146.3	148.5	149.8	.9	.6	1.5	.9	5.7	5.1	4.7	4.0

See footnotes at end of table.

Table 10. Wages and salaries, private industry workers: Employment Cost Index by occupational and industry group, 1975-99

(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.
Health services:												
1985	82.1	82.8	83.6	83.8	—	0.9	1.0	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
1987	89.2	89.8	91.1	92.1	1.4	.7	1.4	1.1	5.2	5.2	5.0	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
1989	99.1	100.0	101.9	103.5	1.8	.9	1.9	1.6	6.9	5.9	6.1	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
1991	111.1	111.9	113.5	114.6	1.3	.7	1.4	1.0	5.5	5.3	5.0	4.5
1992	115.6	116.3	117.9	118.9	.9	.6	1.4	.8	4.1	3.9	3.9	3.8
1993	119.8	120.7	121.7	122.6	.8	.8	.8	.7	3.6	3.8	3.2	3.1
1994	123.1	123.5	124.3	125.4	.4	.3	.6	.9	2.8	2.3	2.1	2.3
1995	126.2	126.7	127.5	128.4	.6	.4	.6	.7	2.5	2.6	2.6	2.4
1996	129.3	130.1	130.8	131.4	.7	.6	.5	.5	2.5	2.7	2.6	2.3
1997	132.5	133.2	134.3	135.4	.8	.5	.8	.8	2.5	2.4	2.7	3.0
1998	136.2	136.5	137.5	137.4	.6	.2	.7	-.1	2.8	2.5	2.4	1.5
1999	138.7	139.6	140.6	142.2	.9	.6	.7	1.1	1.8	2.3	2.3	3.5
Hospitals:												
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
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
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
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
1991	110.8	111.6	113.2	114.4	.9	.7	1.4	1.1	5.5	5.3	4.6	4.2
1992	115.4	115.9	117.3	118.3	.9	.4	1.2	.9	4.2	3.9	3.6	3.4
1993	119.3	119.9	121.0	122.0	.8	.5	.9	.8	3.4	3.5	3.2	3.1
1994	122.8	123.3	123.9	124.8	.7	.4	.5	.7	2.9	2.8	2.4	2.3
1995	125.4	125.9	126.6	127.7	.5	.4	.6	.9	2.1	2.1	2.2	2.3
1996	128.5	129.1	129.7	130.3	.6	.5	.5	.5	2.5	2.5	2.4	2.0
1997	130.7	131.2	132.2	133.2	.3	.4	.8	.8	1.7	1.6	1.9	2.2
1998	133.6	134.7	135.8	136.5	.3	.8	.8	.5	2.2	2.7	2.7	2.5
1999	137.6	138.3	139.3	140.9	.8	.5	.7	1.1	3.0	2.7	2.6	3.2
Nursing homes:												
1992	—	—	—	—	—	1.0	.9	.9	—	—	—	—
1993	—	—	—	—	1.1	.8	.9	.8	4.0	3.8	3.8	3.7
1994	—	—	—	—	1.4	.8	.8	.6	4.0	3.9	3.8	3.6
1995	—	—	—	—	1.1	.8	.5	.9	3.3	3.4	3.0	3.3
1996	—	—	—	—	.8	.6	.4	1.0	3.1	2.8	2.8	2.8
1997	—	—	—	—	1.1	.4	.8	.8	3.1	3.0	3.3	3.1
1998	—	—	—	—	1.3	.8	1.0	.5	3.3	3.7	3.9	3.7
1999	—	—	—	—	1.4	.9	.9	1.1	3.8	3.9	3.8	4.4
Educational services:												
1988	—	—	—	98.8	—	—	—	—	—	—	—	—
1989	99.1	100.0	103.7	103.9	.3	.9	3.7	.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
1991	110.3	109.7	113.0	113.7	.1	-.5	3.0	.6	5.3	4.5	3.5	3.2
1992	113.4	113.6	116.5	117.1	-.3	.2	2.6	.5	2.8	3.6	3.1	3.0
1993	117.5	117.4	120.7	120.9	.3	-.1	2.8	.2	3.6	3.3	3.6	3.2
1994	121.2	122.2	124.9	125.1	.2	.8	2.2	.2	3.1	4.1	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
1996	130.1	130.4	133.3	133.8	.5	.2	2.2	.4	3.6	3.6	3.7	3.4
1997	134.5	134.8	137.8	138.4	.5	.2	2.2	.4	3.4	3.4	3.4	3.4
1998	139.1	139.6	142.8	143.5	.5	.4	2.3	.5	3.4	3.6	3.6	3.7
1999	143.9	144.2	147.5	148.2	.3	.2	2.3	.5	3.5	3.3	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, 1975-99

(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.
Colleges and universities:												
1988	—	—	—	98.7	—	—	—	—	—	—	—	—
1989	99.1	100.0	103.3	103.7	0.4	0.9	3.3	0.4	—	—	—	5.1
1990	104.4	104.8	108.7	109.3	.7	.4	3.7	.6	5.3	4.8	5.2	5.4
1991	109.6	110.2	113.7	114.2	.3	.5	3.2	.4	5.0	5.2	4.6	4.5
1992	114.2	114.5	117.3	117.6	.0	.3	2.4	.3	4.2	3.9	3.2	3.0
1993	118.0	117.7	121.3	121.6	.3	-.3	3.1	.2	3.3	2.8	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
1995	125.5	125.9	129.0	130.1	.5	.3	2.5	.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
1998	139.1	139.7	142.8	143.6	.3	.4	2.2	.6	3.3	3.5	3.6	3.5
1999	144.1	144.4	147.2	147.9	.3	.2	1.9	.5	3.6	3.4	3.1	3.0
Nonmanufacturing:												
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
1998	133.4	134.7	136.5	137.4	1.0	1.0	1.3	.7	4.1	4.2	4.4	4.0
1999	137.9	139.7	141.0	142.1	.4	1.3	.9	.8	3.4	3.7	3.3	3.4
Nonmanufacturing, white-collar occupations:												
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
1998	135.5	136.8	138.9	139.8	1.0	1.0	1.5	.6	4.3	4.4	4.9	4.3
1999	140.1	142.0	143.5	144.7	.2	1.4	1.1	.8	3.4	3.8	3.3	3.5

See footnotes at end of table.

Table 10. Wages and salaries, private industry workers: Employment Cost Index by occupational and industry group, 1975-99

(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, white-collar occupations, excluding sales:												
1987	—	91.7	93.1	93.7	—	—	1.5	0.6	—	—	—	—
1988	94.5	95.6	97.0	97.9	0.9	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
1998	136.9	138.1	139.8	140.3	1.0	.9	1.2	.4	4.3	4.3	4.5	3.5
1999	141.6	143.2	144.6	145.9	.9	1.1	1.0	.9	3.4	3.7	3.4	4.0
Nonmanufacturing, blue-collar occupations:												
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
1998	128.2	129.5	130.5	131.1	.9	1.0	.8	.5	3.3	3.2	3.2	3.1
1999	132.4	134.0	135.1	135.8	1.0	1.2	.8	.5	3.3	3.5	3.5	3.6
Nonmanufacturing, service occupations:												
1987	—	93.6	94.1	94.4	—	—	.5	.3	—	—	—	—
1988	95.4	96.3	97.7	98.8	1.1	.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
1998	132.0	132.9	134.1	135.1	.8	.7	.9	.7	4.4	4.3	3.4	3.2
1999	136.5	137.7	137.9	139.5	1.0	.9	.1	1.2	3.4	3.6	2.8	3.3

¹ Excludes farm and household workers.

² Average standard errors (SE) for the series exceed 0.3 percent for 3-month changes and 0.6 percent for 12-month changes for the five years ending December 1996. All series will continue to be published until further notice. To assist users in ascertaining the reliability of the series, SEs for estimates (excluding seasonally adjusted series) for 1995-1999 are available in Appendix A.

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

⁴ Includes mining, construction, and manufacturing.

⁵ Publication of data for service occupations in manufacturing and other goods-producing industries was discontinued due to insufficient sample size in September 1996.

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

⁷ Beginning in June 1998, estimates for transportation and public utilities reflect changes in SIC coding. See Appendix A for further information.

— Data not available.

Table 11. Wages and salaries, private industry workers: Employment Cost Index by bargaining status, region, and area size, 1975-99

(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.
Union workers:												
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
1998	129.6	130.7	132.4	133.1	.5	.8	1.3	.5	2.9	3.0	3.2	3.3
1999	133.6	134.7	135.7	136.5	.4	.8	.7	.6	3.1	3.1	2.5	2.6
Union blue-collar workers:												
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
1998	127.2	128.5	129.9	130.6	.4	1.0	1.1	.5	2.9	3.0	3.1	3.1
1999	131.2	132.5	133.6	134.5	.5	1.0	.8	.7	3.1	3.1	2.8	3.0
Union workers, goods-producing industries¹:												
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

See footnotes at end of table.

Table 11. Wages and salaries, private industry workers: Employment Cost Index by bargaining status, region, and area size, 1975-99

(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.
Union workers, goods-producing industries¹:												
1989	99.0	100.0	100.6	101.6	0.6	1.0	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
1998	127.9	129.4	131.0	131.7	.6	1.2	1.2	.5	3.1	3.2	3.5	3.6
1999	132.3	133.8	134.9	136.1	.5	1.1	.8	.9	3.4	3.4	3.0	3.3
Union workers, service-producing industries²:												
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
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
1998	131.8	132.2	134.1	134.8	.5	.3	1.4	.5	2.8	2.6	2.8	2.7
1999	135.4	135.8	136.8	137.2	.4	.3	.7	.3	2.7	2.7	2.0	1.8
Union workers, manufacturing:												
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

See footnotes at end of table.

Table 11. Wages and salaries, private industry workers: Employment Cost Index by bargaining status, region, and area size, 1975-99

(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.
Union workers, manufacturing:												
1991	106.7	107.5	108.3	109.4	1.1	0.7	0.7	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
1998	129.6	130.4	132.2	133.0	.8	.6	1.4	.6	3.2	3.1	3.4	3.4
1999	133.6	134.7	135.8	137.5	.5	.8	.8	1.3	3.1	3.3	2.7	3.4
Union workers, manufacturing, blue-collar occupations:												
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
1998	129.0	130.0	131.4	132.4	.5	.8	1.1	.8	2.9	3.0	3.0	3.1
1999	133.0	134.1	135.1	136.8	.5	.8	.7	1.3	3.1	3.2	2.8	3.3
Union workers, nonmanufacturing:												
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
1985	90.2	91.1	92.0	92.4	.7	1.0	1.0	.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
1998	129.6	130.8	132.4	133.1	.4	.9	1.2	.5	2.8	2.9	3.0	3.1
1999	133.7	134.6	135.6	135.9	.5	.7	.7	.2	3.2	2.9	2.4	2.1
Nonunion workers:												
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

See footnotes at end of table.

Table 11. Wages and salaries, private industry workers: Employment Cost Index by bargaining status, region, and area size, 1975-99

(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.
Nonunion workers:												
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
1998	134.5	135.7	137.4	138.3	1.1	.9	1.3	.7	4.2	4.1	4.4	4.0
1999	139.0	140.7	142.0	143.3	.5	1.2	.9	.9	3.3	3.7	3.3	3.6
Nonunion blue-collar workers:												
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
1998	132.0	132.9	134.0	134.8	1.1	.7	.8	.6	3.5	3.1	3.3	3.2
1999	136.2	137.5	138.7	139.7	1.0	1.0	.9	.7	3.2	3.5	3.5	3.6
Nonunion workers, goods-producing industries¹:												
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
1990	103.5	104.5	105.5	106.1	1.4	1.0	1.0	.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

See footnotes at end of table.

Table 11. Wages and salaries, private industry workers: Employment Cost Index by bargaining status, region, and area size, 1975-99

(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.
Nonunion workers, goods-producing industries¹:												
1993	114.4	115.2	116.0	116.7	1.0	0.7	0.7	0.6	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
1998	133.6	134.7	135.7	136.5	1.2	.8	.7	.6	3.6	3.5	3.4	3.4
1999	137.8	138.8	140.0	141.1	1.0	.7	.9	.8	3.1	3.0	3.2	3.4
Nonunion workers, service-producing industries²:												
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
1998	134.6	135.9	137.9	138.8	1.1	1.0	1.5	.7	4.3	4.4	4.8	4.2
1999	139.3	141.3	142.6	143.9	.4	1.4	.9	.9	3.5	4.0	3.4	3.7
Nonunion workers, manufacturing:												
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

See footnotes at end of table.

Table 11. Wages and salaries, private industry workers: Employment Cost Index by bargaining status, region, and area size, 1975-99

(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.
Nonunion workers, manufacturing:												
1985	122.7	123.8	124.3	125.2	1.0	0.9	0.4	0.7	3.5	3.6	3.2	3.0
1986	126.3	127.5	128.8	129.6	.9	1.0	1.0	.6	2.9	3.0	3.6	3.5
1987	130.3	131.7	132.6	133.5	.5	1.1	.7	.7	3.2	3.3	3.0	3.0
1988	135.1	136.2	137.3	138.2	1.2	.8	.8	.7	3.7	3.4	3.5	3.5
1989	139.4	140.5	141.7	142.9	.9	.8	.9	.8	3.2	3.2	3.2	3.4
Nonunion workers, manufacturing, blue-collar occupations:												
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
1994	117.5	118.1	119.1	120.0	.7	.5	.8	.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
1998	134.4	135.1	136.2	137.2	1.1	.5	.8	.7	3.5	3.0	3.2	3.2
1999	138.5	139.2	140.5	141.6	.9	.5	.9	.8	3.1	3.0	3.2	3.2
Nonunion workers, nonmanufacturing:												
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
1998	134.0	135.3	137.1	138.0	1.1	1.0	1.3	.7	4.3	4.3	4.6	4.1
1999	138.6	140.5	141.8	143.0	.4	1.4	.9	.8	3.4	3.8	3.4	3.6
Northeast³:												
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

See footnotes at end of table.

Table 11. Wages and salaries, private industry workers: Employment Cost Index by bargaining status, region, and area size, 1975-99

(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.
Northeast³:												
1982	69.8	70.2	72.2	73.4	1.6	0.6	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
1998	132.6	133.8	135.4	136.4	.8	.9	1.2	.7	3.0	3.1	3.6	3.6
1999	137.1	138.2	139.9	140.9	.5	.8	1.2	.7	3.4	3.3	3.3	3.3
South⁴:												
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
1988	95.7	97.2	97.9	98.4	.7	1.6	.7	.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
1998	134.0	134.9	136.5	136.7	.8	.7	1.2	.1	4.3	4.3	4.5	2.8
1999	137.9	139.4	140.2	141.5	.9	1.1	.6	.9	2.9	3.3	2.7	3.5
Midwest⁵:												
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

See footnotes at end of table.

Table 11. Wages and salaries, private industry workers: Employment Cost Index by bargaining status, region, and area size, 1975-99

(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.
Midwest⁵:												
1985	87.4	88.5	89.5	89.8	0.8	1.3	1.1	0.3	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
1998	134.7	136.0	137.5	138.0	1.3	1.0	1.1	.4	4.4	4.3	4.0	3.8
1999	138.9	141.0	142.4	143.6	.7	1.5	1.0	.8	3.1	3.7	3.6	4.1
West⁶:												
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
1998	132.9	134.5	136.7	138.4	1.3	1.2	1.6	1.2	4.1	4.3	5.0	5.5
1999	138.2	140.2	141.3	142.6	-1	1.4	.8	.9	4.0	4.2	3.4	3.0
Metropolitan areas:												
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
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

See footnotes at end of table.

Table 11. Wages and salaries, private industry workers: Employment Cost Index by bargaining status, region, and area size, 1975-99

(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.	
Metropolitan areas:													
1988	94.7	95.7	96.7	97.8	0.9	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	
1998	133.8	135.1	136.9	137.7	1.1	1.0	1.3	.6	4.0	4.0	4.4	4.1	
1999	138.3	139.9	141.2	142.5	.4	1.2	.9	.9	3.4	3.6	3.1	3.5	
Other areas⁷:													
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	
1998	132.5	133.4	134.7	136.0	.4	.7	1.0	1.0	3.8	3.6	3.3	3.0	
1999	137.1	138.4	139.8	140.2	.8	.9	1.0	.3	3.5	3.7	3.8	3.1	

¹ Includes mining, construction, and manufacturing.

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

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

⁴ 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.

⁵ The Midwest region includes the following States: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin.

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

⁷ 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.

Table 12. Benefit costs, civilian, State and local government, and private industry workers: Employment Cost Index by occupational and industry group, 1979-99

(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.
Civilian workers¹:												
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
1998	142.0	143.0	144.0	144.7	.6	.7	.7	.5	2.2	2.4	2.6	2.6
1999	145.3	146.6	147.9	149.5	.4	.9	.9	1.1	2.3	2.5	2.7	3.3
State and local government:												
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
1998	139.7	140.3	142.1	142.7	.8	.4	1.3	.4	1.7	2.1	2.8	3.0
1999	143.6	144.0	145.0	146.7	.6	.3	.7	1.2	2.8	2.6	2.0	2.8
Private industry²:												
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
1998	142.6	143.7	144.5	145.2	.6	.8	.6	.5	2.3	2.6	2.6	2.4
1999	145.8	147.3	148.6	150.2	.4	1.0	.9	1.1	2.2	2.5	2.8	3.4

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, 1979-99

(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.
White-collar occupations:												
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
1995	135.2	136.0	136.6	136.7	1.4	.6	.4	.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
1998	144.7	145.6	146.6	147.4	.9	.6	.7	.5	2.8	2.9	3.2	2.8
1999	147.9	149.4	151.0	152.5	.3	1.0	1.1	1.0	2.2	2.6	3.0	3.5
Blue-collar occupations:												
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
1998	139.1	140.4	141.0	141.6	.1	.9	.4	.4	1.4	1.7	1.6	1.9
1999	142.2	143.6	144.8	146.2	.4	1.0	.8	1.0	2.2	2.3	2.7	3.2
Service occupations³:												
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

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, 1979-99

(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.
Service occupations³:												
1996	135.7	136.3	136.2	137.4	-0.2	0.4	-0.1	0.9	0.5	0.5	0.4	1.0
1997	138.3	139.6	141.4	142.0	.7	.9	1.3	.4	1.9	2.4	3.8	3.3
1998	143.3	143.7	144.7	144.8	.9	.3	.7	.1	3.6	2.9	2.3	2.0
1999	146.3	147.6	148.4	149.9	1.0	.9	.5	1.0	2.1	2.7	2.6	3.5
Goods-producing industries⁴:												
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
1998	141.5	142.5	143.0	143.2	.0	.7	.4	.1	1.1	1.1	1.1	1.2
1999	144.3	145.2	146.3	148.2	.8	.7	.8	1.3	2.0	1.9	2.3	3.4
Manufacturing:												
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
1986	86.3	86.6	87.0	87.5	1.5	.3	.5	.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
1998	141.7	142.4	142.6	142.7	.0	.5	.1	.1	1.3	1.0	.8	.7
1999	143.6	144.5	145.7	147.8	.6	.6	.8	1.4	1.3	1.5	2.2	3.4
Aircraft manufacturing (SIC 3721):												
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

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, 1979-99

(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.
Aircraft manufacturing (SIC 3721):												
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
1998	141.7	143.1	143.8	145.3	-.9	1.0	.5	1.0	-4.6	-3.8	-2.6	1.6
1999	142.6	144.3	145.6	153.9	-1.9	1.2	.9	5.7	.6	.8	1.3	5.9
Aircraft manufacturing (SIC 3721), White-collar occupations³:												
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
1998	142.9	145.0	145.5	143.9	-1.3	1.5	.3	-1.1	-2.7	-1.6	-.9	-.6
1999	141.3	142.7	142.9	147.6	-1.8	1.0	.1	3.3	-1.1	-1.6	-1.8	2.6
Aircraft manufacturing (SIC 3721), Blue-collar occupations:												
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
1998	139.0	139.5	140.7	146.6	-.4	.4	.9	4.2	-7.9	-7.2	-5.1	5.0
1999	144.2	146.3	149.5	163.0	-1.6	1.5	2.2	9.0	3.7	4.9	6.3	11.2
Service-producing industries⁵:												
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

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, 1979-99

(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.
Service-producing industries⁵:												
1993	123.4	124.6	125.7	126.7	1.8	1.0	0.9	0.8	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
1996	135.5	136.2	137.2	137.4	.6	.5	.7	.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
1998	142.7	143.8	144.9	145.7	.9	.8	.8	.6	3.0	3.3	3.6	3.0
1999	146.1	147.9	149.4	150.7	.3	1.2	1.0	.9	2.4	2.9	3.1	3.4
Nonmanufacturing:												
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
1998	142.7	143.9	145.0	145.8	.8	.8	.8	.6	2.7	3.2	3.4	3.0
1999	146.3	148.0	149.4	150.7	.3	1.2	.9	.9	2.5	2.8	3.0	3.4
Union workers:												
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
1998	142.1	143.8	145.0	145.5	.1	1.2	.8	.3	1.4	2.1	2.0	2.5
1999	145.8	146.9	148.3	149.7	.2	.8	1.0	.9	2.6	2.2	2.3	2.8
Nonunion workers:												
1979	—	—	—	52.9	—	—	—	—	—	—	—	—
1980	54.8	56.6	57.8	59.0	3.6	3.3	2.1	2.1	—	—	—	11.5

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, 1979-99

(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.
Nonunion workers:												
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
1998	142.5	143.4	144.2	144.9	.7	.6	.6	.5	2.6	2.6	2.9	2.4
1999	145.6	147.1	148.5	150.0	.5	1.0	1.0	1.0	2.2	2.6	3.0	3.5

¹ Includes private industry and State and local government workers and excludes farm, household, and Federal government workers.

² Excludes farm and household workers.

³ Average standard errors (SE) for the series exceed 0.3 percent for 3-month changes and 0.6 percent for 12-month changes for the five years ending December 1996. All series will continue to be published until further notice. To assist users in ascertaining the reliability of the series, SEs for

estimates (excluding seasonally adjusted series) for 1995-1999 are available in Appendix A.

⁴ Includes mining, construction, and manufacturing.

⁵ 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 1999 quarter, the ECI sample included about 27,100 occupations within 6,300 sample establishments in the private sector and about 4,000 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 (OCSP) with a revised data collection procedure geared toward broader coverage of occupations in the overall economy. During the next stage, three other surveys are being incorporated into NCS: The Employee Benefits Survey (EBS), the Employment Cost Index (ECI), and the Employer Costs for Employee Compensation series, a measure of labor cost levels developed using ECI data.

As a first step towards integrating ECI into NCS, the ECI sample replacement groups initiated in 1997 were drawn from NCS area-based, cross-industry samples. Subsequent ECI replacement groups are being drawn from the NCS sample. The NCS-ECI private industry sample will be completely integrated in 2001.

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 are selected with probability proportional to their 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 do smaller establishments.

The NCS sample will be split into five equal replacement groups. Each group will be nationally representative and will be replaced every 5 years.¹

Establishments are classified by industry as defined by the Standard Industrial Classification Manual (SIC) prepared by the U.S. Office of Management and Budget. In 1996, some establishments in Motor freight transportation and warehousing (SIC 42), Transportation by air (SIC 45), and Transportation services (SIC 47) were reclassified into Air courier services (SIC 4513), which includes support establishments. While the establishments in question were engaged in the delivery of letters, parcels, and packages, they were operated by enterprises engaged in furnishing air delivery of individually addressed letters, parcels, and packages. The ECI sample introduced these reclassifications with the June 1998 reference period.

How are occupations selected? After the sample of establishments is drawn, occupations are selected in each sampled establishment using a probability-proportional-to-employment size sampling technique. That is, a fixed number of occupations are selected in each establishment, giving occupations with greater employment a greater chance of selection. The number of occupations selected depends on the total employment of the establishment.

Probability selection of occupations is designed to obtain a statistically representative sample of occupations for both a survey area and nationwide. Occupational sampling is done by a BLS representative during a personal visit in which initial wage and benefit information is collected. Occupations are defined narrowly to ensure that homogeneous groups of employees are studied.

Each narrowly defined occupation selected is classified into one of the following 10 major occupational groups:

¹ There is one exception to this rule. Large establishments—those designated as certainty units—will remain in the sample longer than 5 years.

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; transportation 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.²

Collection methods

BLS field economists initiate data collection during a visit to the sample reporting unit. The wage and benefit infor-

²For 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, reprinted in appendix C of this bulletin.

mation is summarized in a report that is sent to the respondent each quarter to review. The respondent reports any changes resulting from the review to BLS, usually 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 for which 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.³ 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.

The information needed to calculate benefit costs depends on the specific benefit plan. However, the following examples illustrate, for some basic plans, the information

³See 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 for 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 (OASDI and medicare), Federal and State unemployment insurance, and workers' compensation.

Other benefits—severance pay and supplemental unemployment plans.

that is collected and the methods by which 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:

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

$$\$800 / 2,000 = \$0.40 \text{ per hour worked}$$

Example 2. A health insurance plan is provided to 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:

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

$$\$1,440 / 2,000 = \$0.72 \text{ per hour worked}$$

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 December 1994, 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

The Effects of Fixed Weights

The following example illustrates the effects of using fixed rather than current weights. For the purposes of this example, assume that only two major occupational groups (MOGs) and only one occupation in each of them—electricians and janitors—are involved in the calculation of the index. 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

MOG E: Electricians	10	x	\$14.00 = \$140.00
MOG K: Janitors	<u>10</u>	<u>x</u>	<u>\$16.00 = \$160.00</u>
	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) increased to \$12.47.

NUMBER X WAGE RATE = AGGREGATE

MOG E: Electricians	10	x	\$15.40 = \$154.00
MOG K: Janitors	<u>5</u>	<u>x</u>	<u>6.60 = 33.00</u>
	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

MOG E: Electricians	10	x	\$15.40 = \$154.00
MOG K: Janitors	<u>10</u>	<u>x</u>	<u>6.60 = 66.00</u>
	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 that was granted to both occupations.

that time, employment counts were taken from the 1970 census. Sample weights (the weight of the establishment occupation in the sample) also are used. The sample weights reflect both employment in each establishment occupation and the probability of selection of the occupation within the establishment.

The ECI is a standard Laspeyres fixed-employment-weighted index, as modified by the special statistical conditions that apply to the ECI.⁴ 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 (generally a major occupational group in a two-digit SIC industry), with the base-period wage bill as the fixed weight 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:

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

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:

$W_{o,i}$ 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:⁵

⁴See G. Donald Wood, "Estimation procedures for the Employment Cost Index," *Monthly Labor Review*, May 1982, reprinted in appendix C of this bulletin.

⁵This 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 appendix C of this bulletin.

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 occupations in those groups; the wage bills for the industry groups are summed across industries within those groups.

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

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 through 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 period June 1989=100, rather than June 1981=100. The rebasing was done so that indexes would be available for all published ECI series.⁶

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 can be used to measure the precision with which an estimate from a particular sample approximates the average 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 the 1.6-standard-error level or better, unless otherwise indicated.

⁶See Albert E. Schwenk, "Employment Cost Index rebased to June 1989," *Monthly Labor Review*, April 1990, reprinted in appendix C of this bulletin.

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 128 times using the data from one half-sample from each stratum instead of the data from both half-samples. The ECI uses standard errors to evaluate published series. Currently, in the higher level aggregate series, the standard errors for 3-month changes are generally 0.1 percent or less; for 12-month changes, standard errors are generally 0.25 percent or less. Currently, in the lower level series, standard errors are generally 0.3 percent or less for 3-month changes and 0.6 percent or less for 12-month changes. Standard errors for 12-month changes in published wage, benefit, and compensation cost changes for 1995-99 are provided in tables A-1 through A-3.

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

$$\text{VAR} (R_{s,o}) = \sum_{i=1}^{128} (R_{s,i} - R_{s,o})^2 / 128$$

where:

$R_{s,o}$ is the 12-month percent change for characteristic 's' calculated using the full sample;

and $R_{s,i}$ is the 12-month percent change for characteristic 's' 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'Connor and William Wong, "Measuring the precision of the Employment Cost Index," *Monthly Labor Review*, March 1989, reprinted in appendix C of this bulletin.

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 that can be remedied by improved collection instructions or data processing edits. Extensive training of field economists also is 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, the rate of wage and benefit change is affected by events that follow a more or less regular pattern each year. For example, wage and benefit adjustments in State 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 often occur in the summer during which 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 not only subject to sampling and other errors but also are affected by the uncertainties of the seasonal adjustment process itself. Seasonally adjusted ECI major industry and occupational data were first released in December 1990.⁷ 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.)

⁷From December 1990 to December 1998, BLS used the X11-ARIMA-88 seasonal adjustment programs. ARIMA is an acronym for Auto-Regressive Integrated Moving Average. For a detailed discussion of ARIMA methods see Box, George E.P. and Gwilym M. Jenkins, *Time Series Analysis: Forecasting and Control*, Holden-Day, San Francisco, 1976. The X11-ARIMA-88 program was developed at Statistics Canada as an extension of the standard X11 and X11-ARIMA methods. For a detailed description of the X11-ARIMA-88 method, see Dagum, Estella Bee, *X11-ARIMA-88 Seasonal Adjustment Method*, Statistics Canada, October 1988.

In March 1999, BLS began using the X12-ARIMA seasonal adjustment program to estimate seasonal factors. This is an improvement that did not affect the continuity of the historical data. The X12-ARIMA method is an enhanced version of the X-11 Variant of Census Method II. For a detailed description of the X12-ARIMA method see Findley, David F., Brian C. Monsel, William R. Bell, Mark C. Otto, and Bor-Chung Chen, "New Capabilities and Methods of the X-12-ARIMA Seasonal Adjustment Program," in *Journal of Business and Economic Statistics*, April 1998, Vol. 16, Number 2.

Table A-1. Standard errors for 12-month percent changes in total compensation,¹ civilian, State and local government, and private industry workers, Employment Cost Index, March 1995-December 1999

(Not seasonally adjusted)

Series	March		June		September		December	
	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error
Civilian workers²:								
1995	2.9	0.2	2.9	0.2	2.7	0.2	2.7	0.2
1996	2.8	.3	2.9	.2	2.8	.2	2.9	.2
1997	2.9	.2	2.8	.2	3.0	.2	3.3	.2
1998	3.3	.2	3.5	.2	3.7	.2	3.4	.3
1999	3.0	.2	3.2	.2	3.1	.2	3.4	.3
Civilian workers, excluding sales:								
1995	3.0	.2	2.9	.2	2.6	.1	2.7	.1
1996	2.7	.1	2.8	.2	2.8	.2	2.9	.2
1997	2.7	.1	2.8	.1	2.8	.2	3.1	.2
1998	3.3	.2	3.3	.2	3.4	.2	3.1	.1
1999	3.0	.2	3.1	.2	3.2	.2	3.6	.2
White-collar occupations:								
1995	3.0	.3	3.0	.3	2.8	.2	2.9	.3
1996	2.9	.3	2.9	.3	3.1	.3	3.0	.3
1997	3.1	.3	3.0	.3	3.0	.3	3.5	.4
1998	3.5	.3	3.6	.3	4.0	.3	3.6	.5
1999	3.1	.3	3.3	.3	3.1	.4	3.5	.5
White-collar occupations, excluding sales:								
1995	3.2	.2	3.0	.2	2.8	.2	2.8	.2
1996	2.7	.2	2.8	.3	3.0	.3	3.0	.4
1997	2.9	.2	2.9	.2	2.8	.2	3.4	.3
1998	3.4	.3	3.4	.3	3.7	.3	3.1	.2
1999	3.0	.2	3.2	.3	3.2	.4	3.7	.4
Professional specialty and technical occupations:								
1995	2.7	.3	2.7	.3	2.5	.3	2.5	.3
1996	2.8	.4	3.1	.4	2.9	.3	2.9	.4
1997	2.4	.2	2.4	.2	2.4	.3	2.7	.3
1998	2.8	.5	2.7	.3	3.1	.5	3.1	.4
1999	2.8	.4	2.8	.4	2.8	.5	3.0	.5
Executive, administrative, and managerial occupations:								
1995	3.8	.5	3.4	.4	3.1	.4	3.1	.4
1996	2.6	.5	2.7	.7	3.5	.8	3.2	.8
1997	3.7	.8	3.8	.4	3.2	.4	4.4	1.2
1998	4.4	.9	4.3	1.1	4.7	1.1	3.3	.4
1999	3.2	.4	4.1	.7	4.0	1.1	4.8	1.1
Administrative support, including clerical occupations:								
1995	3.2	.3	3.1	.2	2.8	.2	3.0	.2
1996	2.8	.3	2.7	.2	3.0	.3	2.8	.2
1997	2.7	.2	2.9	.3	2.9	.3	3.2	.3
1998	3.3	.2	3.5	.3	3.4	.3	3.2	.3
1999	3.3	.2	2.9	.2	3.1	.2	3.4	.2
Blue-collar occupations:								
1995	2.7	.2	2.6	.3	2.3	.2	2.5	.3
1996	2.5	.3	2.6	.3	2.5	.2	2.6	.2
1997	2.4	.2	2.5	.3	2.7	.2	2.6	.2
1998	2.6	.2	2.6	.2	2.7	.2	2.8	.2
1999	2.9	.2	3.0	.2	3.1	.2	3.3	.2
Service occupations:								
1995	2.8	.3	3.0	.3	2.6	.3	2.5	.2
1996	2.4	.3	2.3	.2	2.4	.3	2.8	.3
1997	3.1	.7	3.1	.5	3.8	.5	3.5	.5

See footnotes at end of table.

Table A-1. Standard errors for 12-month percent changes in total compensation,¹ civilian, State and local government, and private industry workers, Employment Cost Index, March 1995-December 1999

(Not seasonally adjusted) — Continued

Series	March		June		September		December	
	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error
Service occupations:								
1998	3.7	0.5	3.9	0.5	3.6	0.5	3.2	0.5
1999	3.2	.4	3.3	.6	2.7	.5	3.4	.4
Goods-producing industries ³ :								
1995	2.8	.4	2.4	.3	2.1	.3	2.4	.3
1996	2.4	.4	2.6	.3	2.8	.2	2.7	.3
1997	2.5	.2	2.6	.2	2.7	.3	2.4	.3
1998	2.7	.3	2.7	.3	2.7	.2	2.8	.2
1999	2.9	.2	2.7	.2	2.9	.2	3.3	.2
Manufacturing:								
1995	3.0	.3	2.8	.4	2.3	.3	2.6	.4
1996	2.5	.4	2.8	.4	3.1	.3	3.0	.4
1997	2.6	.2	2.6	.3	2.5	.3	2.4	.3
1998	2.9	.3	2.5	.3	2.7	.3	2.7	.3
1999	2.6	.2	2.7	.2	2.8	.2	3.4	.2
Service-producing industries:								
1995	3.0	.2	3.1	.2	2.8	.2	2.8	.3
1996	2.9	.2	2.9	.3	2.8	.3	3.0	.3
1997	3.0	.3	2.9	.3	3.1	.2	3.5	.3
1998	3.6	.3	3.6	.3	4.0	.3	3.6	.5
1999	3.0	.2	3.4	.3	3.2	.3	3.5	.5
Services industries:								
1995	2.7	.2	2.9	.1	2.5	.2	2.4	.2
1996	2.5	.2	2.7	.4	2.8	.4	2.9	.3
1997	2.8	.4	2.8	.2	3.0	.2	3.3	.3
1998	3.1	.3	3.0	.2	3.2	.3	3.0	.2
1999	2.9	.3	3.0	.3	3.1	.4	3.4	.4
Health services:								
1995	2.6	.3	2.8	.2	2.6	.2	2.7	.3
1996	2.4	.3	2.5	.3	2.3	.3	1.8	.3
1997	2.0	.4	1.7	.4	1.9	.4	2.6	.4
1998	2.1	.3	2.1	.4	1.8	.8	.9	1.0
1999	1.8	.9	2.1	.8	2.6	.7	3.7	.6
Hospitals:								
1995	2.3	.3	2.6	.2	2.3	.2	2.3	.3
1996	2.7	.3	2.5	.2	2.5	.2	1.8	.2
1997	1.4	.2	1.3	.2	1.5	.2	2.2	.2
1998	2.2	.2	2.7	.3	2.8	.2	2.6	.2
1999	3.1	.3	2.9	.3	2.9	.2	3.4	.3
Educational services:								
1995	3.0	.2	3.1	.2	3.0	.3	3.0	.2
1996	2.8	.3	2.7	.3	2.6	.3	2.8	.3
1997	2.7	.2	2.6	.2	2.5	.2	2.3	.1
1998	2.6	.2	2.6	.1	2.7	.2	2.9	.2
1999	2.8	.2	2.9	.2	3.1	.1	3.4	.2
Public administration ⁴ :								
1995	3.2	.3	3.2	.2	3.0	.2	3.3	.3
1996	3.0	.3	2.8	.3	2.6	.3	2.7	.2
1997	2.9	.2	2.6	.2	2.6	.3	2.5	.2
1998	2.6	.3	3.3	.2	3.6	.4	3.6	.3
1999	3.2	.4	3.0	.3	2.5	.5	3.2	.6

See footnotes at end of table.

Table A-1. Standard errors for 12-month percent changes in total compensation,¹ civilian, State and local government, and private industry workers, Employment Cost Index, March 1995-December 1999

(Not seasonally adjusted) — Continued

Series	March		June		September		December	
	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error
Nonmanufacturing:								
1995	2.9	0.2	2.9	0.2	2.7	0.2	2.8	0.3
1996	2.8	.2	2.9	.2	2.8	.3	2.9	.3
1997	3.0	.3	2.9	.3	3.1	.2	3.5	.3
1998	3.4	.3	3.6	.3	3.9	.3	3.6	.4
1999	3.2	.2	3.4	.2	3.2	.3	3.4	.4
State and local government workers:								
1995	3.1	.2	3.1	.2	3.0	.3	2.9	.2
1996	2.8	.2	2.6	.2	2.5	.2	2.6	.2
1997	2.5	.2	2.4	.1	2.4	.1	2.3	.1
1998	2.5	.1	2.7	.1	3.0	.2	3.0	.2
1999	2.9	.2	3.0	.2	2.9	.2	3.4	.2
White-collar occupations:								
1995	2.9	.1	3.0	.2	3.0	.3	2.9	.2
1996	2.7	.3	2.6	.3	2.5	.2	2.6	.3
1997	2.5	.3	2.4	.2	2.3	.1	2.3	.1
1998	2.4	.1	2.4	.1	2.7	.2	2.8	.2
1999	2.7	.2	2.9	.2	3.0	.2	3.4	.2
Professional specialty and technical occupations:								
1995	2.9	.2	2.9	.2	2.7	.3	2.6	.3
1996	2.5	.4	2.5	.4	2.5	.2	2.7	.3
1997	2.6	.2	2.3	.2	2.3	.2	2.1	.1
1998	2.3	.2	2.3	.2	2.3	.2	2.5	.2
1999	2.4	.2	2.7	.2	3.1	.2	3.4	.2
Executive, administrative, and managerial occupations:								
1995	3.3	.7	3.2	.7	3.5	.7	3.7	.7
1996	3.0	.3	2.8	.4	2.2	.4	2.3	.4
1997	2.6	.5	2.6	.3	2.7	.5	2.6	.4
1998	2.5	.4	2.6	.4	3.5	.6	3.8	.6
1999	3.7	.6	3.6	.5	2.9	.3	3.2	.3
Administrative support, including clerical occupations:								
1995	2.9	.2	2.9	.6	2.8	.4	2.8	.5
1996	2.9	.5	2.8	.3	2.6	.3	3.0	.3
1997	2.5	.2	2.4	.2	2.7	.3	2.3	.3
1998	2.7	.2	2.8	.2	3.1	.3	3.1	.3
1999	3.3	.3	3.0	.3	2.5	.3	3.4	.4
Blue-collar occupations:								
1995	2.5	.4	2.9	.3	2.4	.4	2.6	.3
1996	2.9	.3	2.5	.2	2.4	.3	2.5	.3
1997	2.4	.4	2.2	.4	2.3	.4	2.3	.4
1998	2.2	.2	2.2	.2	2.6	.2	2.7	.7
1999	2.8	.8	3.2	.9	3.0	.6	3.4	.5
Service occupations:								
1995	3.7	.4	4.0	.3	3.3	.4	3.5	.4
1996	3.4	.3	2.7	.3	2.7	.3	2.7	.3
1997	2.8	.5	2.5	.4	2.5	.5	2.5	.5
1998	2.8	.6	4.0	.6	4.4	.6	4.1	.7
1999	3.5	.5	3.0	.5	2.6	.4	3.6	.4
Service industries:								
1995	2.9	.2	3.0	.2	2.9	.3	2.8	.3
1996	2.6	.3	2.5	.3	2.5	.2	2.7	.2

See footnotes at end of table.

Table A-1. Standard errors for 12-month percent changes in total compensation,¹ civilian, State and local government, and private industry workers, Employment Cost Index, March 1995-December 1999

(Not seasonally adjusted) — Continued

Series	March		June		September		December	
	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error
Service industries:								
1997	2.5	0.2	2.3	0.2	2.3	0.2	2.2	0.1
1998	2.5	.2	2.5	.1	2.7	.2	2.7	.2
1999	2.6	.2	2.9	.2	3.0	.1	3.4	.2
Service industries, excluding schools ⁵ :								
1995	2.9	.3	3.6	.3	3.2	1.0	3.0	.7
1996	3.1	.9	2.4	1.0	2.3	.7	2.0	1.2
1997	1.7	.2	1.6	.2	1.9	.3	2.5	.3
1998	2.7	.3	2.5	.3	3.2	.3	2.6	.3
1999	2.6	.3	3.0	.2	2.8	.2	3.6	.3
Health services:								
1995	3.4	.4	3.7	.4	3.0	.3	3.1	.3
1996	3.2	.3	2.5	.3	2.3	.4	1.9	.3
1997	1.5	.2	1.4	.2	1.5	.3	2.3	.3
1998	2.5	.4	2.3	.4	3.2	.5	2.6	.5
1999	2.4	.3	2.9	.3	2.8	.3	3.6	.3
Hospitals:								
1995	3.8	.3	4.3	.4	3.2	.3	3.1	.3
1996	3.3	.3	2.5	.4	2.4	.2	2.0	.3
1997	1.7	.2	1.5	.2	1.6	.3	2.5	.2
1998	2.7	.4	2.4	.5	3.2	.5	2.6	.5
1999	2.4	.4	3.1	.3	2.9	.3	3.6	.3
Educational services:								
1995	2.9	.2	3.0	.2	2.8	.4	2.7	.3
1996	2.5	.4	2.5	.4	2.6	.3	2.8	.3
1997	2.6	.2	2.5	.2	2.3	.2	2.2	.2
1998	2.4	.2	2.5	.2	2.5	.2	2.7	.2
1999	2.6	.3	2.8	.3	3.1	.2	3.4	.2
Schools:								
1995	2.9	.2	3.0	.2	2.8	.3	2.8	.2
1996	2.5	.3	2.5	.2	2.5	.2	2.8	.3
1997	2.6	.2	2.5	.2	2.3	.2	2.1	.2
1998	2.4	.2	2.4	.2	2.5	.2	2.7	.2
1999	2.6	.2	2.9	.2	3.2	.2	3.4	.2
Elementary and secondary schools:								
1995	2.7	.2	2.9	.2	2.8	.3	2.8	.3
1996	2.4	.2	2.4	.2	2.2	.3	2.3	.3
1997	2.2	.3	2.1	.3	2.2	.2	2.0	.2
1998	2.3	.2	2.2	.2	2.4	.2	2.6	.2
1999	2.6	.3	2.8	.3	3.0	.2	3.4	.2
Colleges and universities:								
1995	3.7	.6	3.4	.3	2.8	.4	2.5	.3
1996	2.7	.8	3.0	.3	3.5	.5	4.1	.4
1997	3.8	.3	3.2	.3	2.9	.2	2.4	.3
1998	2.7	.3	3.0	.3	2.8	.5	3.1	.2
1999	2.8	.2	2.9	.1	3.4	.3	3.5	.5
Public administration ⁴ :								
1995	3.2	.3	3.2	.2	3.0	.2	3.3	.3
1996	3.0	.3	2.8	.3	2.6	.3	2.7	.2
1997	2.9	.2	2.6	.2	2.6	.3	2.5	.2
1998	2.6	.3	3.3	.2	3.6	.4	3.6	.3
1999	3.2	.4	3.0	.3	2.5	.5	3.2	.6

See footnotes at end of table.

Table A-1. Standard errors for 12-month percent changes in total compensation,¹ civilian, State and local government, and private industry workers, Employment Cost Index, March 1995-December 1999

(Not seasonally adjusted) — Continued

Series	March		June		September		December	
	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error
Private industry⁶:								
1995	2.9	0.2	2.8	0.2	2.6	0.2	2.6	0.3
1996	2.7	.3	2.9	.3	2.9	.3	3.1	.3
1997	3.0	.2	2.9	.3	3.2	.2	3.4	.3
1998	3.5	.2	3.5	.3	3.8	.3	3.5	.4
1999	3.0	.2	3.3	.2	3.1	.3	3.4	.4
Private industry, excluding sales:								
1995	3.0	.2	2.8	.2	2.5	.2	2.6	.2
1996	2.6	.1	2.8	.2	2.9	.2	2.9	.3
1997	2.8	.2	2.9	.1	3.0	.2	3.4	.3
1998	3.4	.2	3.4	.2	3.5	.3	3.1	.1
White-collar occupations:								
1995	3.1	.4	3.0	.3	2.8	.3	2.8	.4
1996	3.0	.4	3.0	.4	3.2	.4	3.2	.4
1997	3.2	.4	3.2	.4	3.1	.4	3.8	.5
1998	3.8	.4	4.0	.4	4.4	.5	3.9	.7
1999	3.1	.3	3.4	.4	3.2	.5	3.5	.6
White-collar occupations, excluding sales:								
1995	3.2	.3	3.0	.3	2.7	.3	2.8	.2
1996	2.9	.3	2.9	.4	3.3	.4	3.0	.5
1997	2.9	.3	3.1	.2	3.0	.3	3.7	.5
1998	3.8	.4	3.8	.4	4.0	.4	3.3	.2
Professional specialty and technical occupations:								
1995	2.5	.5	2.5	.5	2.4	.6	2.4	.6
1996	3.1	.7	3.3	.6	3.1	.5	2.9	.7
1997	2.3	.3	2.5	.3	2.6	.5	3.1	.5
1999	3.0	.6	2.9	.6	2.5	.9	2.9	.8
Executive, administrative, and managerial occupations:								
1995	3.8	.5	3.4	.4	2.9	.5	2.9	.5
1996	2.5	.6	2.7	.9	3.7	.9	3.5	1.0
1997	3.9	1.0	4.0	.5	3.3	.5	4.6	1.4
1998	4.8	1.1	4.6	1.4	5.0	1.3	3.2	.6
1999	3.1	.5	4.1	.9	4.1	1.3	5.1	1.3
Sales occupations:								
1995	2.6	1.6	3.0	1.2	3.4	1.2	3.0	2.1
1996	3.8	1.9	3.7	1.9	2.8	1.7	4.0	1.5
1997	4.2	1.8	3.0	2.7	4.3	2.0	4.2	2.1
1998	4.0	1.7	5.0	1.8	6.2	2.1	6.8	4.3
1999	3.2	1.6	3.9	1.5	2.6	1.5	1.9	3.2
Administrative support, including clerical occupations:								
1995	3.3	.3	3.1	.3	2.9	.3	3.1	.3
1996	2.8	.2	2.7	.3	3.0	.3	2.7	.3
1997	2.8	.3	3.0	.3	3.0	.3	3.4	.3
1998	3.4	.3	3.6	.4	3.5	.3	3.2	.3
1999	3.2	.3	2.9	.3	3.1	.3	3.4	.3
Blue-collar occupations:								
1995	2.7	.2	2.6	.3	2.3	.2	2.4	.3
1996	2.5	.4	2.6	.3	2.4	.2	2.7	.3
1997	2.4	.2	2.5	.3	2.8	.2	2.6	.2
1998	2.7	.2	2.7	.2	2.7	.2	2.7	.2
1999	2.9	.2	2.9	.2	3.1	.3	3.3	.2

See footnotes at end of table.

Table A-1. Standard errors for 12-month percent changes in total compensation,¹ civilian, State and local government, and private industry workers, Employment Cost Index, March 1995-December 1999

(Not seasonally adjusted) — Continued

Series	March		June		September		December	
	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error
Precision production, craft, and repair occupations:								
1995	2.7	0.3	2.6	0.4	2.4	0.3	2.6	0.4
1996	2.5	.3	2.7	.2	2.2	.3	2.7	.3
1997	2.5	.3	2.5	.4	2.7	.3	2.2	.3
1998	2.5	.3	2.7	.3	2.8	.3	3.2	.3
1999	3.2	.3	3.0	.3	3.1	.4	3.3	.2
Machine operators, assemblers, and inspectors:								
1995	2.4	.3	2.1	.7	1.8	.3	2.3	.8
1996	2.3	.6	2.6	.9	2.9	.4	2.6	.7
1997	2.3	.4	2.4	.4	2.7	.3	2.7	.3
1998	2.8	.3	2.7	.3	2.6	.4	2.9	.4
1999	2.8	.3	2.7	.3	3.1	.4	3.4	.4
Transportation and material moving occupations:								
1995	2.8	.6	2.8	.4	2.2	.4	2.0	.4
1996	1.7	.7	1.9	.7	1.6	.7	1.8	.5
1997	1.8	.6	1.7	.6	2.5	.5	3.0	.6
1998	2.5	.6	2.4	.4	2.1	.7	1.4	.4
1999	1.8	.5	2.8	.6	2.8	.7	3.4	.6
Handlers, equipment cleaners, helpers, and laborers:								
1995	3.2	.7	3.2	.6	2.6	.7	3.2	.6
1996	3.5	.8	3.2	.8	3.3	.6	3.5	.6
1997	3.3	.6	3.2	.7	3.2	.5	3.4	.5
1998	3.2	.5	3.1	.7	3.2	.6	2.5	.5
1999	2.9	.6	3.4	.7	3.4	.6	3.7	.6
Service occupations:								
1995	2.3	.5	2.5	.4	2.4	.4	1.9	.3
1996	1.9	.4	2.0	.3	2.2	.5	3.0	.5
1997	3.2	.9	3.5	.8	4.5	.7	4.0	.7
1998	4.2	.7	3.9	.7	3.2	.7	2.9	.8
1999	3.1	.7	3.4	.7	2.7	.7	3.3	.6
Goods-producing industries ³ :								
1995	2.9	.3	2.4	.3	2.1	.3	2.4	.3
1996	2.3	.3	2.7	.3	2.8	.2	2.8	.3
1997	2.5	.2	2.6	.2	2.7	.3	2.4	.3
1998	2.8	.3	2.6	.3	2.6	.2	2.8	.3
1999	2.8	.2	2.7	.2	2.9	.2	3.4	.2
Goods-producing industries, excluding sales occupations:								
1995	2.9	.3	2.5	.3	2.1	.2	2.4	.3
1996	2.5	.3	2.7	.2	2.9	.2	2.8	.3
1997	2.4	.3	2.6	.3	2.5	.3	2.4	.3
1998	2.6	.3	2.5	.4	2.6	.3	2.7	.3
1999	2.8	.3	2.7	.2	2.9	.3	3.3	.3
Goods-producing industries, white-collar occupations:								
1995	3.4	.7	2.7	.7	2.4	.6	2.5	.5
1996	2.2	.7	2.7	.7	3.2	.6	3.0	.7
1997	2.7	.5	2.9	.6	2.6	.5	2.5	.7
1998	3.1	.6	3.0	.6	3.0	.4	2.9	.6
1999	2.9	.5	2.8	.4	3.0	.4	3.7	.4
Goods-producing industries, white-collar occupations, excluding sales:								
1995	3.5	.7	2.8	.6	2.5	.6	2.6	.5

See footnotes at end of table.

Table A-1. Standard errors for 12-month percent changes in total compensation,¹ civilian, State and local government, and private industry workers, Employment Cost Index, March 1995-December 1999

(Not seasonally adjusted) — Continued

Series	March		June		September		December	
	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error
Goods-producing industries, white-collar occupations, excluding sales:								
1996	2.5	0.7	2.8	0.7	3.4	0.6	3.0	0.7
1997	2.5	.5	2.8	.5	2.3	.5	2.2	.6
1998	2.8	.4	2.7	.6	2.8	.4	2.8	.5
1999	3.0	.5	2.8	.3	3.0	.4	3.7	.4
Goods-producing industries, blue-collar occupations:								
1995	2.5	.2	2.2	.4	1.9	.2	2.4	.5
1996	2.4	.4	2.7	.5	2.7	.3	2.6	.3
1997	2.4	.2	2.4	.2	2.7	.2	2.5	.2
1998	2.5	.2	2.4	.2	2.3	.3	2.6	.2
1999	2.7	.2	2.7	.2	2.9	.2	3.2	.2
Goods-producing industries, service occupations ⁷ :								
1995	3.1	2.1	3.3	1.8	1.8	1.2	2.5	.9
1996	1.8	.9	1.7	.9	—	—	—	—
Construction:								
1995	2.1	1.0	1.5	1.0	1.4	.9	2.2	.4
1996	2.6	1.1	2.7	1.1	2.3	.9	2.4	1.1
1997	2.3	.5	2.7	.5	3.0	.5	2.6	.5
1998	2.7	.5	3.1	.5	2.9	.5	3.5	.4
1999	3.8	.4	3.2	.5	3.4	.6	3.3	.6
Manufacturing:								
1995	3.0	.3	2.8	.4	2.3	.3	2.6	.4
1996	2.5	.4	2.8	.4	3.1	.3	3.0	.4
1997	2.6	.2	2.6	.3	2.5	.3	2.4	.3
1998	2.9	.3	2.5	.3	2.7	.3	2.7	.3
1999	2.6	.2	2.7	.2	2.8	.2	3.4	.2
Manufacturing, white-collar occupations:								
1995	3.8	.7	3.3	.6	3.0	.6	2.8	.6
1996	2.4	.8	2.8	.6	3.2	.5	3.2	.5
1997	2.6	.5	2.7	.6	2.3	.6	2.3	.7
1998	3.2	.6	2.9	.7	3.2	.5	2.8	.5
1999	2.6	.4	2.8	.4	3.0	.4	3.8	.4
Manufacturing, white-collar occupations, excluding sales:								
1995	4.0	.6	3.3	.5	3.1	.5	2.7	.5
1996	2.7	.6	3.1	.5	3.5	.4	3.3	.4
1997	2.5	.5	2.5	.6	2.0	.5	2.1	.6
1998	2.8	.5	2.6	.6	2.8	.4	2.5	.4
1999	2.6	.4	2.9	.3	3.0	.4	3.7	.4
Manufacturing, blue-collar occupations:								
1995	2.5	.3	2.3	.5	1.9	.3	2.4	.6
1996	2.5	.5	2.8	.6	3.1	.3	2.8	.5
1997	2.6	.3	2.5	.2	2.7	.3	2.4	.2
1998	2.5	.3	2.3	.3	2.3	.3	2.5	.2
1999	2.6	.2	2.6	.2	2.7	.3	3.2	.3
Manufacturing, service occupations ⁷ :								
1995	3.4	2.1	3.6	2.0	2.0	1.2	2.5	1.0
1996	1.8	.9	1.9	.9	—	—	—	—
Manufacturing, durable goods:								
1995	3.3	.5	3.2	.5	2.5	.4	2.5	.5

See footnotes at end of table.

Table A-1. Standard errors for 12-month percent changes in total compensation,¹ civilian, State and local government, and private industry workers, Employment Cost Index, March 1995-December 1999

(Not seasonally adjusted) — Continued

Series	March		June		September		December	
	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error
Manufacturing, durable goods:								
1996	2.1	0.5	2.7	0.5	2.9	0.3	2.8	0.5
1997	2.5	.3	2.2	.3	2.4	.4	2.3	.3
1998	2.6	.3	2.5	.4	2.6	.3	2.6	.4
1999	2.5	.3	2.6	.3	2.7	.2	3.4	.3
Aircraft manufacturing (SIC 3721):								
1995	3.5	.2	3.1	.2	2.2	.2	3.6	.2
1996	4.8	.2	5.5	.1	5.1	.2	2.7	.2
1997 .....	.3	.3	.1	.3	-.3	.3	-.4	.2
1998	-.1	.2	.4	.3	1.1	.3	2.7	.4
1999	2.4	.4	2.5	.2	3.2	.5	4.5	.6
Aircraft manufacturing (SIC 3721), white-collar workers:								
1995	3.3	.2	2.7	.3	2.0	.3	3.0	.4
1996	4.5	.4	5.3	.1	4.7	.1	3.6	.4
1997 .....	.8	.3	.7	.3	.6	.2	.4	.2
1998 .....	.9	.2	1.6	.2	2.1	.3	2.3	.5
1999	1.9	.5	1.8	.3	1.7	.3	3.1	.5
Aircraft manufacturing (SIC 3721), blue-collar workers:								
1995	3.7	.2	3.5	.2	2.3	.2	4.7	.2
1996	5.6	.2	5.9	.2	5.9	.3	1.3	.6
1997	-.7	.6	-.9	.7	-1.8	.6	-1.9	.4
1998	-1.9	.4	-1.9	.5	-.7	.4	3.4	.3
1999	3.4	.3	4.0	.3	5.8	.6	6.9	1.0
Manufacturing, nondurable goods:								
1995	2.5	.5	2.1	.7	2.0	.5	2.6	.5
1996	2.9	.5	2.8	.4	3.4	.4	3.1	.4
1997	2.7	.4	3.2	.5	2.8	.5	2.7	.6
1998	3.2	.8	2.8	.5	2.9	.6	2.8	.4
1999	2.7	.4	2.7	.4	2.8	.4	3.3	.3
Service-producing industries:								
1995	2.9	.3	3.1	.3	2.9	.2	2.8	.4
1996	3.0	.3	3.0	.3	2.9	.4	3.2	.4
1997	3.1	.4	3.0	.4	3.3	.3	3.9	.4
1998	3.9	.4	4.0	.4	4.3	.5	3.8	.7
1999	3.1	.3	3.6	.3	3.2	.4	3.4	.6
Service-producing industries, excluding sales occupations:								
1995	3.0	.2	3.0	.2	2.7	.3	2.7	.2
1996	2.7	.2	2.7	.4	2.9	.4	2.9	.4
1997	3.0	.4	3.2	.3	3.2	.3	4.0	.6
1998	3.9	.5	3.9	.5	4.1	.5	3.3	.3
1999	3.1	.4	3.5	.5	3.3	.7	3.8	.7
Service-producing industries, white-collar occupations:								
1995	3.0	.4	3.0	.4	2.9	.3	3.0	.5
1996	3.1	.4	3.2	.4	3.2	.5	3.1	.5
1997	3.3	.5	3.2	.5	3.3	.4	4.2	.6
1998	4.0	.5	4.2	.5	4.7	.6	4.1	.9
1999	3.1	.4	3.6	.5	3.3	.6	3.4	.8
Service-producing industries, white-collar occupations, excluding sales:								
1995	3.0	.3	3.0	.3	2.7	.3	2.9	.3
1996	2.8	.3	3.0	.5	3.3	.5	3.0	.6

See footnotes at end of table.

Table A-1. Standard errors for 12-month percent changes in total compensation,¹ civilian, State and local government, and private industry workers, Employment Cost Index, March 1995-December 1999

(Not seasonally adjusted) — Continued

Series	March		June		September		December	
	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error
Service-producing industries, white-collar occupations, excluding sales:								
1997	3.1	0.3	3.2	0.3	3.1	0.3	4.1	0.6
1998	4.1	.5	4.1	.5	4.3	.5	3.4	.3
1999	3.1	.4	3.5	.5	3.4	.7	3.9	.6
Service-producing industries, blue-collar occupations:								
1995	3.1	.4	3.4	.4	2.7	.3	2.7	.4
1996	2.5	.4	2.4	.4	2.0	.4	2.7	.3
1997	2.4	.5	2.5	.7	2.8	.5	2.8	.5
1998	3.0	.4	3.1	.4	3.3	.4	3.0	.4
1999	3.1	.4	3.5	.5	3.6	.5	3.7	.4
Service-producing industries, service occupations:								
1995	2.3	.4	2.4	.4	2.4	.4	1.9	.3
1996	1.9	.4	2.0	.4	2.3	.3	3.0	.3
1997	3.4	.5	3.6	.5	4.4	.5	4.1	.5
1998	4.2	.5	4.0	.5	3.2	.4	2.9	.5
1999	3.2	.5	3.5	.5	2.8	.5	3.3	.4
Transportation and public utilities ⁸ :								
1995	4.0	.5	4.1	.5	3.8	.6	3.7	.6
1996	3.1	.7	3.0	.7	2.6	.4	3.0	.5
1997	2.7	.4	2.6	.4	2.8	.5	2.9	.6
1998	3.4	.6	4.1	.7	4.2	.5	3.8	.5
1999	2.9	.4	2.8	.6	2.4	.4	2.2	.5
Transportation ⁸ :								
1995	4.4	.8	4.5	.8	4.2	1.1	4.0	.9
1996	3.8	1.4	3.8	1.2	2.8	.8	3.3	.8
1997	2.9	.6	2.5	.6	3.0	.9	3.3	1.1
1998	2.6	.8	3.1	.8	3.5	.8	2.9	.6
1999	2.1	.6	2.4	.7	1.5	.7	1.6	.8
Public utilities:								
1995	3.6	.2	3.4	.3	3.2	.2	3.3	.2
1996	2.2	.3	1.8	.3	2.3	.2	2.5	.3
1997	2.4	.2	2.6	.2	2.5	.2	2.6	.2
1998	4.5	.8	5.4	.8	5.2	.8	5.0	1.0
1999	4.0	.6	3.5	.8	3.6	.4	3.0	.5
Communications:								
1995	4.4	.3	3.7	.4	3.7	.4	3.5	.4
1996	1.3	.4	.7	.5	1.3	.4	2.2	.5
1997	1.7	.4	2.4	.3	2.1	.3	2.2	.3
1998	4.9	.8	6.7	.5	6.6	.5	5.7	.6
1999	4.9	.7	4.1	.6	4.0	.6	3.0	.7
Wholesale and retail trade:								
1995	3.5	.4	2.8	.4	2.7	.5	3.0	.4
1996	3.1	.5	2.9	.5	3.0	.7	3.5	.5
1997	3.7	.4	3.8	.6	3.8	.5	3.3	.5
1998	3.5	.4	3.5	.5	3.9	.5	4.0	.5
1999	3.1	.4	3.9	.4	3.3	.5	3.8	.5
Wholesale and retail trade, excluding sales occupations:								
1995	3.2	.4	2.8	.5	2.6	.5	3.4	.4
1996	2.9	.4	2.7	.5	3.1	.8	3.2	.6
1997	3.6	.6	4.4	.6	3.9	.6	3.9	.6

See footnotes at end of table.

Table A-1. Standard errors for 12-month percent changes in total compensation,¹ civilian, State and local government, and private industry workers, Employment Cost Index, March 1995-December 1999

(Not seasonally adjusted) — Continued

Series	March		June		September		December	
	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error
Wholesale and retail trade, excluding sales occupations:								
1998	3.9	0.6	3.3	0.5	3.8	0.5	3.6	0.5
1999	3.2	.4	4.1	.4	3.4	.4	4.0	.5
Wholesale trade:								
1995	4.5	.7	4.3	.7	4.6	.8	4.5	.8
1996	3.5	.9	3.6	1.0	3.0	1.0	3.1	.7
1997	4.2	.8	3.5	.8	3.6	.8	3.2	.7
1998	3.6	.7	3.6	.8	4.6	.9	5.7	1.0
1999	3.6	.7	4.3	.7	3.9	.8	4.0	.7
Wholesale trade, excluding sales occupations:								
1995	4.3	.4	4.0	.4	4.0	.6	4.2	.9
1996	2.4	.9	2.9	.8	3.0	.9	3.0	.5
1997	4.1	.4	3.9	.4	3.5	.5	3.4	.5
1998	3.3	.5	3.4	.5	4.1	.5	4.3	.4
1999	3.9	.6	4.2	.6	4.1	.5	4.4	.4
Retail trade:								
1995	2.9	.4	2.2	.5	1.8	.7	2.2	.4
1996	3.0	.5	2.5	.6	2.9	.8	3.8	.7
1997	3.2	.8	3.9	.8	3.9	.6	3.4	.6
1998	3.6	.5	3.6	.6	3.7	.4	3.0	.4
1999	2.8	.5	3.5	.6	3.0	.6	3.8	.6
General merchandise stores:								
1995	4.2	.8	2.3	1.1	1.9	1.3	2.0	.8
1996	1.9	.8	2.4	1.3	3.0	1.1	3.8	1.0
1997	3.3	1.1	3.3	.4	3.2	.8	2.9	.8
1998	3.8	.8	4.2	.7	3.6	.5	3.1	.5
1999	2.9	.7	2.0	.5	3.0	.5	3.2	.6
Food stores:								
1995	1.0	.8	.1	1.2	1.2	1.2	2.0	.8
1996	2.3	.9	3.1	.8	4.3	2.5	4.9	2.3
1997	3.7	2.1	3.1	1.6	2.2	1.0	.8	1.2
1998	2.4	.8	3.7	1.4	3.0	1.2	2.6	.7
1999	2.3	1.0	2.1	.9	2.5	.9	4.1	.7
Finance, insurance, and real estate:								
1995	2.1	1.7	3.5	1.3	3.5	1.0	3.5	2.3
1996	3.6	1.3	3.7	1.6	3.3	1.6	2.4	1.1
1997	3.3	2.0	2.5	2.5	3.0	2.0	6.7	3.3
1998	6.3	2.3	7.0	2.7	8.0	3.3	5.9	4.4
1999	3.5	1.4	5.3	1.9	4.7	2.7	4.1	3.9
Finance, insurance, and real estate, excluding sales occupations:								
1995	3.3	.4	3.6	.6	3.2	.7	3.2	.5
1996	3.1	.4	3.1	.4	3.4	.7	2.8	.4
1997	3.1	.4	3.0	.4	2.9	.5	6.5	3.0
1998	6.6	2.3	6.7	2.7	7.3	2.8	4.1	.5
1999	3.9	.4	5.3	1.8	5.4	3.0	5.8	3.0
Banking, savings and loan, and other credit agencies:								
1995	4.0	.7	3.9	1.0	3.3	1.2	3.2	1.0
1996	2.8	.7	3.3	.9	4.4	1.4	2.9	1.0
1997	2.9	.8	2.7	.7	2.1	.9	9.8	6.4
1998	9.7	4.7	10.4	5.6	11.5	5.7	4.3	.7

See footnotes at end of table.

Table A-1. Standard errors for 12-month percent changes in total compensation,¹ civilian, State and local government, and private industry workers, Employment Cost Index, March 1995-December 1999

(Not seasonally adjusted) — Continued

Series	March		June		September		December	
	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error
Banking, savings and loan, and other credit agencies:								
1999	3.8	0.5	7.0	3.7	7.3	6.3	8.9	6.1
Insurance:								
1995	3.0	.5	3.4	.5	2.8	.8	2.9	.9
1996	3.3	.8	2.9	.7	3.5	.7	2.9	.7
1997	3.4	.8	3.0	.7	2.9	.7	4.0	.8
1998	4.2	2.2	5.1	2.9	6.6	4.9	5.1	3.6
1999	3.1	1.2	3.7	1.3	1.8	2.4	2.9	1.3
Insurance, excluding sales occupations:								
1995	2.6	.3	3.2	.5	2.9	.6	2.9	.4
1996	3.5	.6	2.9	.4	2.9	.4	2.5	.5
1997	3.0	.4	2.9	.4	3.0	.4	3.8	.5
1998	2.9	.4	3.1	.5	3.1	.6	2.8	.6
1999	3.2	.6	3.2	.5	3.2	.4	3.2	.4
Services industries:								
1995	2.5	.2	2.6	.2	2.4	.2	2.2	.3
1996	2.5	.3	2.7	.6	2.9	.6	3.1	.5
1997	3.0	.5	3.0	.3	3.2	.4	3.8	.4
1998	3.5	.4	3.4	.3	3.5	.4	3.0	.3
1999	3.0	.5	3.1	.5	3.0	.6	3.4	.6
Business services:								
1995	2.6	.8	2.6	.6	2.7	.4	2.7	.5
1996	3.5	.5	3.1	.9	3.6	.9	4.4	.7
1997	3.4	.7	3.9	.4	4.7	.8	5.2	.9
1998	4.7	.7	4.8	.7	5.3	.7	5.3	.8
1999	5.7	.9	5.7	1.4	5.0	1.3	4.1	.8
Health services:								
1995	2.4	.3	2.5	.2	2.7	.2	2.7	.3
1996	2.2	.3	2.5	.3	2.2	.3	1.7	.3
1997	2.2	.5	1.8	.5	2.1	.4	2.7	.5
1998	2.0	.3	2.1	.5	1.5	1.0	.7	1.2
1999	1.7	1.1	1.9	1.0	2.6	.8	3.7	.8
Hospitals:								
1995	1.7	.3	2.0	.3	2.0	.2	2.1	.3
1996	2.6	.3	2.4	.3	2.4	.2	1.8	.2
1997	1.4	.3	1.2	.2	1.5	.2	2.1	.3
1998	2.0	.3	2.8	.3	2.7	.3	2.5	.3
1999	3.3	.3	2.8	.3	2.8	.3	3.4	.4
Nursing homes:								
1995	3.1	.3	3.0	.4	2.9	.3	3.4	.3
1996	2.7	.4	3.1	.5	2.8	.4	2.6	.5
1997	2.8	.5	2.3	.4	2.7	.5	2.6	.4
1998	2.7	.4	3.0	.5	3.3	.4	3.2	.4
1999	3.6	.4	3.8	.3	3.7	.3	4.2	.3
Educational services:								
1995	3.5	.5	3.9	.3	3.9	.4	4.1	.4
1996	4.3	.4	3.5	.3	3.2	.3	3.2	.5
1997	3.1	.4	3.0	.4	3.0	.3	3.3	.3
1998	3.5	.4	3.7	.4	3.8	.3	3.6	.3
1999	3.4	.3	3.3	.3	3.5	.3	3.6	.4

See footnotes at end of table.

Table A-1. Standard errors for 12-month percent changes in total compensation,¹ civilian, State and local government, and private industry workers, Employment Cost Index, March 1995-December 1999

(Not seasonally adjusted) — Continued

Series	March		June		September		December	
	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error
Colleges and universities:								
1995	2.9	0.4	4.2	0.4	4.7	0.3	5.0	0.4
1996	5.1	.4	3.7	.3	3.0	.3	2.9	.3
1997	2.6	.3	2.7	.4	2.8	.2	3.3	.3
1998	3.4	.3	3.5	.3	3.7	.3	3.3	.3
1999	3.4	.2	3.3	.2	3.2	.3	3.2	.3
Nonmanufacturing:								
1995	2.8	.3	2.8	.3	2.6	.2	2.7	.4
1996	2.8	.2	2.9	.3	2.9	.3	3.1	.3
1997	3.1	.3	3.0	.4	3.3	.3	3.8	.4
1998	3.7	.3	3.9	.4	4.2	.4	3.7	.6
1999	3.2	.3	3.5	.3	3.2	.4	3.4	.6
Nonmanufacturing, white-collar occupations:								
1995	3.0	.4	2.9	.4	2.8	.3	2.8	.5
1996	3.0	.3	3.1	.5	3.2	.5	3.2	.5
1997	3.3	.5	3.2	.5	3.4	.4	4.1	.6
1998	3.9	.5	4.2	.5	4.6	.6	4.0	.8
1999	3.2	.4	3.5	.5	3.2	.6	3.5	.8
Nonmanufacturing, white-collar occupations, excluding sales:								
1995	2.9	.3	2.8	.3	2.6	.3	2.8	.3
1996	2.8	.3	2.9	.5	3.2	.5	3.0	.6
1997	3.1	.3	3.3	.2	3.1	.3	4.1	.6
1998	4.0	.5	4.0	.5	4.3	.5	3.5	.3
1999	3.2	.4	3.4	.5	3.4	.7	3.8	.6
Nonmanufacturing, blue-collar occupations:								
1995	2.8	.3	2.9	.3	2.5	.3	2.7	.3
1996	2.6	.3	2.5	.3	1.9	.3	2.4	.3
1997	2.3	.4	2.4	.4	2.8	.3	2.7	.3
1998	2.7	.4	3.0	.3	3.1	.3	3.0	.3
1999	3.2	.3	3.3	.4	3.4	.4	3.5	.3
Nonmanufacturing, service occupations:								
1995	2.3	.4	2.3	.4	2.4	.4	1.9	.3
1996	1.9	.4	2.0	.3	2.3	.4	3.1	.4
1997	3.3	.5	3.6	.5	4.5	.5	4.0	.5
1998	4.3	.5	4.0	.5	3.2	.4	2.9	.5
1999	3.2	.5	3.5	.5	2.8	.5	3.3	.4
Union workers:								
1995	2.6	.3	2.3	.3	2.4	.4	2.8	.3
1996	2.7	.4	3.1	.5	2.6	.5	2.4	.6
1997	1.9	.6	1.6	.4	2.4	.3	2.1	.3
1998	2.3	.4	2.7	.3	2.7	.3	3.0	.3
1999	3.0	.4	2.7	.5	2.5	.3	2.7	.3
Union workers, goods-producing industries ³ :								
1995	2.2	.3	1.7	.4	1.8	.5	2.2	.5
1996	2.2	.5	2.5	.4	2.0	.4	1.8	.4
1997	1.6	.4	1.7	.5	2.4	.4	2.1	.3
1998	2.1	.3	2.4	.3	2.5	.3	3.0	.4
1999	3.1	.3	2.9	.3	2.7	.3	3.2	.3
Union workers, service-producing industries:								
1995	3.1	.5	3.1	.6	3.2	.9	3.5	.5
1996	3.4	.6	3.7	1.4	3.3	1.2	3.0	1.5

See footnotes at end of table.

Table A-1. Standard errors for 12-month percent changes in total compensation,¹ civilian, State and local government, and private industry workers, Employment Cost Index, March 1995-December 1999

(Not seasonally adjusted) — Continued

Series	March		June		September		December	
	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error
Union workers, service-producing industries:								
1997	2.2	1.2	1.6	0.5	2.3	0.4	2.1	0.4
1998	2.6	.7	2.9	.5	3.0	.4	3.0	.4
1999	2.9	.7	2.6	.9	2.2	.5	2.1	.6
Union workers, manufacturing:								
1995	2.2	.4	1.4	.4	1.4	.4	1.8	.5
1996	2.0	.6	2.5	.5	2.1	.5	2.0	.5
1997	1.6	.5	1.5	.6	2.5	.5	2.1	.4
1998	2.1	.4	2.2	.3	2.3	.3	2.7	.3
1999	2.5	.3	2.6	.4	2.3	.3	3.0	.3
Union workers, nonmanufacturing:								
1995	2.9	.4	2.9	.5	2.9	.7	3.3	.4
1996	3.2	.4	3.4	1.0	2.9	.9	2.6	1.1
1997	2.0	.9	1.8	.4	2.3	.3	2.1	.4
1998	2.5	.6	2.9	.4	3.0	.3	3.2	.3
1999	3.1	.5	2.9	.8	2.5	.5	2.5	.5
Nonunion workers:								
1995	3.0	.3	2.9	.3	2.7	.2	2.7	.3
1996	2.7	.4	2.8	.3	2.9	.3	3.1	.3
1997	3.2	.2	3.2	.3	3.2	.3	3.8	.3
1998	3.7	.3	3.8	.3	4.0	.3	3.5	.4
1999	3.0	.3	3.4	.3	3.2	.4	3.6	.5
Nonunion workers, goods-producing industries ³ :								
1995	3.0	.5	2.7	.4	2.3	.4	2.5	.4
1996	2.5	.4	2.8	.4	3.2	.3	3.2	.4
1997	2.9	.2	2.9	.3	2.8	.3	2.6	.3
1998	3.0	.4	2.8	.4	2.8	.3	2.7	.3
1999	2.8	.3	2.6	.2	3.0	.3	3.5	.2
Nonunion workers, service-producing industries:								
1995	2.9	.4	3.1	.3	2.8	.2	2.7	.4
1996	2.8	.3	2.8	.4	2.9	.4	3.1	.3
1997	3.3	.3	3.3	.4	3.5	.4	4.2	.4
1998	4.0	.4	4.2	.4	4.5	.4	3.9	.6
1999	3.2	.4	3.6	.5	3.4	.6	3.6	.7
Nonunion workers, manufacturing:								
1995	3.4	.4	3.3	.4	2.7	.3	2.8	.5
1996	2.5	.5	2.8	.4	3.5	.3	3.3	.4
1997	2.9	.3	3.0	.3	2.6	.4	2.6	.4
1998	3.1	.4	2.7	.4	2.8	.4	2.6	.3
1999	2.6	.3	2.7	.3	3.0	.2	3.5	.3
Nonunion workers, nonmanufacturing:								
1995	2.8	.3	2.8	.3	2.5	.2	2.6	.4
1996	2.8	.3	2.8	.4	2.9	.4	3.1	.3
1997	3.2	.3	3.3	.3	3.5	.4	4.1	.4
1998	4.0	.4	4.0	.4	4.3	.4	3.8	.5
1999	3.2	.4	3.6	.4	3.4	.5	3.6	.6
Northeast ⁹ :								
1995	3.3	.4	3.1	.5	2.7	.4	2.8	.4
1996	2.6	.5	2.4	.6	2.5	.7	2.6	.4
1997	2.6	.4	2.6	.3	2.6	.3	3.0	.3
1998	2.9	.3	2.9	.3	3.5	.3	3.3	.4
1999	3.3	.3	3.3	.3	3.2	.2	3.4	.3

See footnotes at end of table.

Table A-1. Standard errors for 12-month percent changes in total compensation,¹ civilian, State and local government, and private industry workers, Employment Cost Index, March 1995-December 1999

(Not seasonally adjusted) — Continued

Series	March		June		September		December	
	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error
South ¹⁰ :								
1995	3.1	0.4	2.9	0.4	2.8	0.3	2.5	0.4
1996	2.7	.6	2.8	.7	2.9	.4	3.3	.5
1997	3.0	.4	2.9	.4	2.9	.4	3.8	.6
1998	3.6	.6	3.7	.6	3.8	.6	2.6	.5
1999	2.7	.4	3.2	.4	3.1	.5	3.5	.4
Midwest ¹¹ :								
1995	2.4	.3	2.7	.3	2.5	.3	2.6	.3
1996	2.9	.4	3.0	.3	2.8	.3	3.0	.3
1997	2.9	.3	3.1	.4	3.7	.6	3.6	.6
1998	3.8	.7	3.6	.5	3.5	.5	3.3	.5
1999	2.5	.9	2.9	.9	2.9	1.0	3.5	1.1
West ¹² :								
1995	2.7	.4	2.4	.4	2.1	.5	2.7	1.1
1996	2.7	.4	3.2	.8	3.6	.8	3.1	.9
1997	3.5	.6	3.2	.7	3.3	.6	3.5	.6
1998	3.8	.5	4.0	.5	4.5	.8	4.9	1.5
1999	3.8	.5	4.0	.5	3.5	.7	3.4	1.4
Metropolitan areas:								
1995	3.0	.3	2.9	.3	2.7	.2	2.8	.3
1996	2.8	.4	3.0	.4	3.0	.3	3.0	.3
1997	2.9	.2	2.9	.3	3.0	.3	3.4	.3
1998	3.6	.3	3.5	.3	3.9	.3	3.5	.4
1999	2.9	.3	3.3	.3	3.0	.4	3.5	.4
Other areas ¹³ :								
1995	2.9	.4	2.3	.3	2.4	.3	2.4	.4
1996	1.9	.3	2.2	.6	2.1	.5	2.9	.3
1997	3.3	.5	3.4	.5	4.0	.5	3.9	.5
1998	3.4	.7	3.5	.7	3.3	.6	3.0	.7
1999	3.4	.5	3.4	.6	3.5	.5	3.0	.3

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

² Includes private industry and State and local government workers and excludes farm, household, and Federal government workers.

³ Includes mining, construction, and manufacturing.

⁴ Includes executive, legislative, judicial, administrative, and regulatory activities of State and local governments, SIC's 91 through 96.

⁵ Formerly called hospitals and other services.

⁶ Excludes farm and household workers.

⁷ Publication of data for service occupations in manufacturing and other goods-producing industries was discontinued as of September 1996 due to insufficient sample size.

⁸ Beginning in June 1998, estimates for transportation and public utilities reflect changes in SIC coding. See Appendix A for further information.

⁹ The Northeast region includes the following States: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode

Island, and Vermont.

¹⁰ 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.

¹¹ The Midwest region includes the following States: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin.

¹² The West region includes the following States: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

¹³ 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.

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 1995-December 1999

(Not seasonally adjusted)

Series	March		June		September		December	
	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error
Civilian workers¹:								
1995	3.0	0.2	3.0	0.2	2.8	0.1	2.9	0.3
1996	3.1	.4	3.2	.3	3.2	.3	3.3	.2
1997	3.3	.2	3.2	.3	3.5	.2	3.8	.3
1998	3.7	.2	3.8	.3	4.0	.3	3.7	.4
1999	3.3	.2	3.6	.2	3.3	.3	3.5	.4
Civilian workers, excluding sales:								
1995	3.1	.2	3.0	.2	2.7	.1	2.9	.1
1996	3.0	.2	3.1	.3	3.3	.2	3.1	.2
1997	3.1	.2	3.2	.1	3.3	.2	3.7	.3
1998	3.7	.2	3.6	.2	3.7	.3	3.4	.1
1999	3.3	.1	3.5	.2	3.3	.3	3.6	.3
White-collar occupations:								
1995	3.0	.3	2.8	.2	2.9	.2	3.0	.4
1996	3.2	.5	3.4	.4	3.5	.4	3.4	.3
1997	3.4	.4	3.3	.4	3.4	.3	3.9	.5
1998	3.8	.4	4.0	.4	4.4	.4	4.0	.7
1999	3.3	.3	3.6	.3	3.2	.4	3.5	.6
White-collar occupations, excluding sales:								
1995	3.1	.2	3.0	.2	2.9	.2	2.9	.2
1996	3.1	.2	3.2	.3	3.5	.3	3.3	.3
1997	3.1	.3	3.3	.2	3.2	.2	3.8	.4
1998	3.9	.4	3.8	.4	4.0	.4	3.5	.2
1999	3.2	.2	3.5	.3	3.4	.4	3.8	.4
Professional specialty and technical occupations:								
1995	2.9	.2	2.8	.2	2.7	.3	2.8	.3
1996	3.1	.2	3.3	.3	3.3	.2	3.0	.2
1997	2.7	.2	2.7	.2	2.9	.3	3.3	.3
1998	3.3	.6	3.3	.3	3.4	.5	3.3	.4
1999	3.2	.3	3.2	.2	3.0	.3	3.3	.3
Executive, administrative, and managerial occupations:								
1995	3.5	.5	3.2	.4	3.0	.5	3.2	.5
1996	3.3	.6	3.4	.8	4.2	1.0	3.8	.9
1997	3.8	.9	3.9	.5	3.5	.5	4.8	1.5
1998	4.9	1.2	4.8	1.4	5.2	1.4	3.5	.5
1999	3.1	.5	4.0	1.0	3.8	1.5	4.9	1.5
Administrative support, including clerical occupations:								
1995	3.3	.2	3.0	.3	2.8	.2	3.0	.2
1996	2.9	.2	3.0	.2	3.3	.2	3.1	.2
1997	3.2	.2	3.4	.3	3.3	.2	3.6	.2
1998	3.5	.2	3.7	.3	3.6	.2	3.7	.2
1999	3.7	.3	3.5	.2	3.5	.2	3.5	.2
Blue-collar occupations:								
1995	2.9	.2	3.1	.3	2.8	.2	3.0	.3
1996	3.0	.3	3.0	.3	2.8	.2	3.0	.2
1997	2.8	.2	2.9	.2	3.1	.2	3.1	.2
1998	3.3	.2	3.1	.2	3.3	.2	3.1	.2
1999	3.1	.2	3.3	.2	3.3	.2	3.5	.2
Service occupations:								
1995	3.1	.3	3.1	.3	2.8	.3	2.5	.2
1996	2.5	.2	2.5	.2	2.8	.2	3.4	.2
1997	3.5	.5	3.5	.4	4.2	.4	3.9	.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 1995-December 1999

(Not seasonally adjusted) — Continued

Series	March		June		September		December	
	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error
Service occupations:								
1998	4.0	0.4	4.0	0.7	3.5	0.4	3.3	0.4
1999	3.4	.3	3.6	.3	2.9	.4	3.4	.4
Goods-producing industries ² :								
1995	3.0	.3	2.9	.3	2.6	.2	2.8	.4
1996	2.8	.4	3.0	.4	3.3	.3	3.2	.2
1997	3.0	.2	3.0	.3	3.0	.2	3.0	.2
1998	3.4	.2	3.4	.2	3.5	.2	3.5	.3
1999	3.3	.2	3.1	.1	3.1	.2	3.3	.2
Manufacturing:								
1995	3.3	.3	3.3	.4	2.9	.3	2.9	.4
1996	2.9	.5	2.9	.4	3.4	.4	3.3	.3
1997	3.0	.3	3.0	.4	2.8	.3	3.0	.3
1998	3.6	.3	3.3	.3	3.6	.2	3.5	.3
1999	3.1	.2	3.3	.2	3.1	.2	3.4	.2
Service-producing industries:								
1995	3.0	.3	3.0	.3	2.9	.2	3.0	.4
1996	3.2	.3	3.3	.3	3.2	.3	3.4	.3
1997	3.3	.3	3.2	.3	3.5	.3	4.0	.4
1998	3.9	.3	3.9	.4	4.2	.4	3.8	.6
1999	3.3	.2	3.7	.3	3.3	.4	3.5	.6
Services industries:								
1995	2.9	.2	2.9	.2	2.8	.2	2.8	.2
1996	2.9	.2	3.3	.4	3.2	.4	3.3	.4
1997	3.1	.4	3.1	.2	3.5	.3	3.7	.3
1998	3.7	.3	3.5	.3	3.6	.3	3.3	.2
1999	3.4	.2	3.4	.2	3.2	.3	3.6	.2
Health services:								
1995	2.7	.3	2.6	.2	2.5	.2	2.4	.2
1996	2.5	.2	2.7	.2	2.6	.2	2.3	.2
1997	2.4	.5	2.4	.5	2.7	.5	3.0	.5
1998	2.9	.3	2.6	.3	2.5	.4	1.6	.8
1999	1.9	.7	2.3	.5	2.4	.6	3.6	.6
Hospitals:								
1995	2.5	.2	2.4	.2	2.3	.1	2.3	.2
1996	2.5	.2	2.5	.2	2.5	.2	2.1	.2
1997	1.9	.2	1.8	.2	1.9	.2	2.4	.2
1998	2.4	.2	2.7	.2	2.9	.2	2.6	.2
1999	2.9	.3	2.7	.3	2.7	.3	3.3	.3
Educational services:								
1995	3.3	.2	3.1	.2	3.2	.3	3.4	.4
1996	3.0	.3	3.2	.3	3.0	.3	3.0	.2
1997	2.9	.2	2.7	.2	2.8	.1	2.7	.1
1998	2.9	.1	2.9	.1	2.8	.2	3.0	.2
1999	2.9	.2	3.0	.2	3.3	.2	3.4	.2
Public administration ³ :								
1995	3.4	.3	3.2	.3	2.8	.2	2.9	.3
1996	2.5	.3	2.5	.2	2.8	.2	2.9	.2
1997	3.2	.3	3.0	.3	2.9	.3	2.9	.2
1998	2.9	.3	3.3	.2	3.5	.3	3.4	.3
1999	3.2	.4	3.5	.3	3.5	.7	4.1	.7

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 1995-December 1999

(Not seasonally adjusted) — Continued

Series	March		June		September		December	
	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error
Nonmanufacturing:								
1995	2.9	0.2	2.9	0.2	2.8	0.2	2.9	0.3
1996	3.2	.3	3.3	.3	3.2	.3	3.3	.3
1997	3.3	.3	3.3	.3	3.5	.3	3.9	.4
1998	3.8	.3	3.9	.3	4.2	.4	3.8	.6
1999	3.3	.2	3.6	.3	3.3	.3	3.5	.5
State and local government workers:								
1995	3.2	.2	3.2	.2	3.1	.3	3.2	.3
1996	2.8	.2	2.8	.2	2.8	.2	2.8	.2
1997	2.8	.2	2.7	.2	2.7	.1	2.7	.1
1998	2.8	.1	3.0	.1	3.0	.2	3.1	.2
1999	2.9	.2	3.1	.2	3.3	.2	3.6	.2
White-collar occupations:								
1995	3.2	.2	3.1	.2	3.2	.3	3.1	.3
1996	2.8	.3	2.9	.3	2.8	.2	2.9	.2
1997	2.7	.3	2.6	.2	2.6	.1	2.6	.1
1998	2.7	.1	2.8	.1	2.9	.2	3.0	.2
1999	2.9	.2	3.0	.2	3.3	.2	3.5	.2
Professional specialty and technical occupations:								
1995	3.1	.3	3.1	.2	3.1	.4	3.1	.4
1996	2.8	.4	2.9	.4	2.9	.3	2.9	.2
1997	2.8	.2	2.6	.2	2.5	.1	2.6	.1
1998	2.7	.2	2.7	.2	2.6	.2	2.7	.2
1999	2.5	.2	2.8	.2	3.3	.3	3.5	.3
Executive, administrative, and managerial occupations:								
1995	3.6	.8	3.3	.8	3.6	.8	3.7	.8
1996	2.9	.3	3.0	.4	2.6	.5	2.6	.5
1997	2.8	.6	2.9	.4	2.9	.6	3.0	.4
1998	2.9	.5	3.0	.5	3.7	.5	3.9	.5
1999	3.7	.4	3.6	.4	3.4	.3	3.6	.3
Administrative support, including clerical occupations:								
1995	3.0	.4	2.9	.5	2.9	.3	2.8	.5
1996	2.7	.4	2.6	.3	2.7	.3	3.1	.2
1997	2.7	.3	2.7	.3	2.9	.3	2.6	.3
1998	2.9	.2	2.9	.2	3.0	.3	3.2	.3
1999	3.3	.3	3.2	.3	3.1	.3	3.8	.4
Blue-collar occupations:								
1995	2.8	.3	3.1	.3	2.5	.3	2.6	.3
1996	2.8	.3	2.6	.2	2.5	.4	2.5	.4
1997	2.4	.4	2.2	.5	2.6	.2	2.7	.2
1998	2.7	.2	2.9	.3	3.0	.2	2.8	.2
1999	2.9	.2	3.1	.3	3.2	.4	3.5	.6
Service occupations:								
1995	4.1	.4	4.0	.4	3.2	.3	3.2	.4
1996	2.8	.3	2.7	.2	2.8	.2	2.9	.3
1997	3.4	.5	3.0	.4	3.2	.4	3.2	.3
1998	3.1	.5	3.6	.5	3.7	.6	3.6	.7
1999	3.4	.6	3.6	.4	3.5	.5	4.1	.5
Service industries:								
1995	3.1	.2	3.1	.2	3.2	.4	3.2	.4
1996	3.0	.4	3.0	.3	2.8	.3	2.9	.2

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 1995-December 1999

(Not seasonally adjusted) — Continued

Series	March		June		September		December	
	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error
Service industries:								
1997	2.7	0.2	2.6	0.2	2.7	0.1	2.6	0.1
1998	2.7	.1	2.8	.1	2.7	.2	2.9	.2
1999	2.8	.2	2.9	.2	3.3	.2	3.4	.2
Service industries, excluding schools ⁴ :								
1995	3.1	.6	3.0	.5	3.0	1.1	2.7	1.3
1996	2.6	1.1	2.5	1.1	2.5	.7	2.4	.5
1997	2.3	.2	2.3	.2	2.5	.2	3.0	.2
1998	3.2	.3	3.0	.4	3.4	.3	2.8	.3
1999	2.7	.2	3.0	.2	3.1	.2	3.6	.3
Health services:								
1995	3.4	.4	3.0	.3	2.6	.3	2.6	.3
1996	2.6	.3	2.6	.3	2.5	.3	2.2	.3
1997	2.2	.2	2.1	.3	2.1	.3	3.0	.3
1998	3.2	.5	2.9	.4	3.6	.4	2.9	.3
1999	2.5	.3	2.9	.2	3.0	.3	3.6	.4
Hospitals:								
1995	3.8	.3	3.5	.3	2.7	.3	2.6	.3
1996	2.6	.3	2.7	.3	2.6	.3	2.3	.3
1997	2.2	.2	2.1	.2	2.1	.3	3.0	.2
1998	3.3	.4	3.1	.5	3.7	.4	2.9	.3
1999	2.5	.3	3.0	.2	3.0	.3	3.6	.3
Educational services:								
1995	3.2	.3	3.1	.3	3.3	.4	3.3	.4
1996	3.0	.4	3.1	.4	2.8	.3	2.9	.2
1997	2.8	.2	2.6	.3	2.7	.2	2.5	.1
1998	2.7	.2	2.7	.2	2.7	.2	3.0	.2
1999	2.8	.2	2.9	.2	3.3	.2	3.4	.2
Schools:								
1995	3.3	.3	3.2	.2	3.2	.3	3.3	.2
1996	3.0	.3	3.0	.2	2.8	.3	3.0	.3
1997	2.7	.2	2.6	.3	2.7	.2	2.5	.2
1998	2.7	.2	2.8	.2	2.7	.2	3.0	.2
1999	2.8	.2	2.9	.2	3.3	.2	3.4	.2
Elementary and secondary schools:								
1995	3.1	.3	3.3	.3	3.4	.4	3.4	.3
1996	3.0	.3	2.9	.3	2.6	.3	2.5	.3
1997	2.4	.3	2.4	.3	2.5	.2	2.5	.2
1998	2.7	.2	2.6	.2	2.5	.3	2.7	.3
1999	2.6	.3	2.8	.3	3.2	.3	3.4	.3
Colleges and universities:								
1995	3.9	.7	3.1	.4	2.9	.4	2.8	.3
1996	2.9	.7	3.4	.3	3.8	.5	4.2	.5
1997	3.7	.4	3.4	.4	2.9	.2	2.6	.3
1998	2.8	.3	3.1	.3	3.1	.5	3.7	.3
1999	3.3	.2	3.2	.2	3.6	.3	3.4	.5
Public administration ³ :								
1995	3.4	.3	3.2	.3	2.8	.2	2.9	.3
1996	2.5	.3	2.5	.2	2.8	.2	2.9	.2
1997	3.2	.3	3.0	.3	2.9	.3	2.9	.2
1998	2.9	.3	3.3	.2	3.5	.3	3.4	.3
1999	3.2	.4	3.5	.3	3.5	.7	4.1	.7

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 1995-December 1999

(Not seasonally adjusted) — Continued

Series	March		June		September		December	
	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error
Private industry⁵:								
1995	2.9	0.3	2.9	0.3	2.8	0.1	2.8	0.3
1996	3.2	.4	3.4	.4	3.3	.3	3.4	.3
1997	3.4	.3	3.3	.3	3.6	.3	3.9	.4
1998	4.0	.3	4.0	.3	4.3	.4	3.9	.6
1999	3.3	.2	3.6	.3	3.2	.3	3.5	.5
Private industry, excluding sales:								
1995	3.0	.1	3.0	.2	2.7	.1	2.8	.2
1996	3.1	.2	3.2	.2	3.4	.2	3.3	.2
1997	3.1	.2	3.3	.2	3.5	.2	3.8	.3
1998	4.0	.3	3.8	.3	3.9	.3	3.4	.1
White-collar occupations:								
1995	2.9	.4	2.8	.4	2.8	.2	2.9	.5
1996	3.4	.6	3.5	.5	3.6	.5	3.5	.4
1997	3.5	.5	3.4	.5	3.7	.4	4.3	.6
1998	4.2	.5	4.3	.5	4.7	.6	4.2	.9
1999	3.4	.3	3.7	.4	3.2	.5	3.5	.8
White-collar occupations, excluding sales:								
1995	3.2	.3	2.9	.2	2.7	.2	2.9	.2
1996	3.2	.3	3.4	.4	3.8	.4	3.4	.5
1997	3.2	.3	3.4	.3	3.4	.3	4.2	.6
1998	4.2	.5	4.2	.5	4.3	.5	3.6	.2
Professional specialty and technical occupations:								
1995	2.7	.4	2.6	.3	2.5	.3	2.5	.3
1996	3.3	.3	3.5	.3	3.4	.3	3.0	.3
1997	2.5	.3	2.8	.4	3.2	.5	3.8	.5
1999	3.5	.4	3.4	.4	2.8	.5	3.1	.4
Executive, administrative, and managerial occupations:								
1995	3.5	.6	3.1	.5	2.8	.5	3.2	.6
1996	3.3	.8	3.5	1.0	4.5	1.2	3.9	1.1
1997	4.1	1.1	4.2	.6	3.6	.6	5.0	1.7
1998	5.2	1.4	5.0	1.7	5.5	1.7	3.5	.6
1999	3.0	.6	4.0	1.2	3.9	1.8	5.1	1.7
Sales occupations:								
1995	1.8	1.8	2.7	1.5	3.4	1.1	3.2	2.5
1996	4.4	2.4	4.3	2.4	2.8	2.1	4.6	2.0
1997	4.8	2.0	3.1	3.1	4.8	2.4	4.4	2.7
1998	4.1	2.1	5.4	2.2	6.9	2.8	7.5	5.5
1999	3.2	1.8	3.9	1.8	2.4	1.8	1.4	4.1
Administrative support, including clerical occupations:								
1995	3.3	.3	3.0	.3	2.8	.3	3.0	.2
1996	2.9	.2	3.1	.3	3.4	.3	3.1	.2
1997	3.2	.2	3.5	.3	3.4	.2	3.6	.3
1998	3.6	.3	3.8	.3	3.8	.2	3.7	.3
1999	3.8	.3	3.4	.3	3.5	.2	3.5	.2
Blue-collar occupations:								
1995	2.9	.2	3.1	.3	2.8	.2	2.9	.3
1996	2.9	.3	3.0	.3	2.9	.2	3.0	.2
1997	2.9	.2	2.9	.2	3.2	.2	3.2	.2
1998	3.3	.2	3.1	.2	3.2	.2	3.2	.2
1999	3.1	.2	3.3	.2	3.3	.2	3.4	.2

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 1995-December 1999

(Not seasonally adjusted) — Continued

Series	March		June		September		December	
	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error
Precision production, craft, and repair occupations:								
1995	2.9	0.3	2.9	0.4	2.7	0.3	3.0	0.3
1996	3.0	.3	3.2	.2	2.6	.3	3.0	.3
1997	2.8	.4	3.0	.4	3.2	.3	2.9	.4
1998	3.2	.3	3.0	.4	3.2	.3	3.3	.3
1999	3.5	.3	3.4	.3	3.3	.3	3.4	.2
Machine operators, assemblers, and inspectors:								
1995	2.9	.2	3.2	.8	2.9	.3	2.9	1.0
1996	3.2	.7	3.0	1.1	3.3	.6	3.4	.5
1997	3.1	.3	3.2	.3	3.3	.3	3.3	.4
1998	3.5	.3	3.3	.3	3.3	.4	3.3	.5
1999	3.1	.3	3.0	.3	3.4	.4	3.4	.4
Transportation and material moving occupations:								
1995	3.1	.4	3.3	.5	2.9	.5	2.6	.3
1996	2.6	.5	2.4	.4	2.1	.4	2.1	.4
1997	1.9	.7	2.0	.8	2.6	.6	3.3	.7
1998	2.9	.6	2.8	.5	2.8	.7	2.2	.5
1999	2.5	.7	3.6	.5	3.4	.5	3.8	.5
Handlers, equipment cleaners, helpers, and laborers:								
1995	3.0	.4	3.3	.3	3.1	.3	3.1	.3
1996	3.4	.5	3.2	.5	3.5	.5	3.7	.5
1997	3.4	.4	3.4	.4	3.5	.4	3.7	.4
1998	3.7	.3	3.4	.4	3.8	.4	3.0	.3
1999	3.1	.3	3.4	.3	3.2	.3	3.4	.4
Service occupations:								
1995	2.7	.5	2.7	.5	2.7	.5	2.2	.2
1996	2.3	.3	2.5	.3	2.7	.3	3.5	.3
1997	3.6	.6	3.7	.6	4.7	.5	4.3	.5
1998	4.3	.4	4.2	.9	3.5	.5	3.2	.4
1999	3.5	.5	3.6	.4	2.7	.7	3.2	.5
Goods-producing industries ² :								
1995	3.0	.3	2.9	.3	2.7	.2	2.8	.3
1996	2.9	.5	3.0	.3	3.3	.3	3.2	.2
1997	2.9	.2	3.0	.3	3.0	.2	3.0	.2
1998	3.5	.2	3.3	.2	3.4	.2	3.5	.3
1999	3.3	.2	3.1	.1	3.1	.2	3.3	.2
Goods-producing industries, excluding sales occupations:								
1995	3.0	.3	3.0	.3	2.7	.2	2.8	.3
1996	3.0	.3	3.1	.3	3.4	.3	3.2	.2
1997	2.8	.3	3.0	.4	2.9	.3	2.9	.2
1998	3.4	.2	3.3	.3	3.3	.3	3.4	.3
1999	3.2	.3	3.1	.2	3.1	.2	3.3	.2
Goods-producing industries, white-collar occupations:								
1995	3.3	.7	2.9	.7	2.7	.5	2.7	.6
1996	2.6	.9	2.8	.6	3.4	.5	3.0	.4
1997	3.0	.5	3.2	.7	2.9	.5	2.9	.6
1998	3.8	.5	3.7	.5	3.9	.4	4.0	.5
1999	3.3	.4	3.1	.3	3.1	.4	3.5	.3
Goods-producing industries, white-collar occupations, excluding sales:								
1995	3.5	.6	3.1	.4	2.8	.4	2.8	.4

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 1995-December 1999

(Not seasonally adjusted) — Continued

Series	March		June		September		December	
	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error
Goods-producing industries, white-collar occupations, excluding sales:								
1996	2.9	0.7	3.1	0.6	3.7	0.4	3.1	0.3
1997	2.9	.6	2.9	.6	2.5	.4	2.7	.4
1998	3.4	.4	3.5	.4	3.7	.3	3.6	.4
1999	3.4	.4	3.1	.3	3.2	.3	3.6	.3
Goods-producing industries, blue-collar occupations:								
1995	2.8	.2	2.8	.4	2.7	.2	2.8	.4
1996	3.0	.3	3.2	.5	3.1	.3	3.2	.2
1997	2.9	.2	2.9	.2	3.1	.2	3.1	.2
1998	3.3	.2	3.1	.2	3.0	.2	3.2	.2
1999	3.2	.2	3.1	.2	3.3	.2	3.2	.2
Goods-producing industries, service occupations ⁶ :								
1995	3.6	2.2	3.6	2.1	2.2	1.2	3.2	.6
1996	3.1	.7	2.2	.8	—	—	—	—
Construction:								
1995	2.3	.8	1.8	.9	1.9	.5	2.4	.4
1996	3.0	.4	3.4	.6	3.1	.5	2.9	.6
1997	3.1	.5	3.3	.5	3.6	.5	3.4	.5
1998	3.3	.4	3.6	.5	3.0	.4	3.5	.4
1999	3.7	.4	3.0	.5	3.5	.5	3.3	.5
Manufacturing:								
1995	3.3	.3	3.3	.4	2.9	.3	2.9	.4
1996	2.9	.5	2.9	.4	3.4	.4	3.3	.3
1997	3.0	.3	3.0	.4	2.8	.3	3.0	.3
1998	3.6	.3	3.3	.3	3.6	.2	3.5	.3
1999	3.1	.2	3.3	.2	3.1	.2	3.4	.2
Manufacturing, white-collar occupations:								
1995	3.7	.7	3.4	.6	3.0	.7	2.8	.7
1996	2.6	1.0	2.8	.7	3.4	.5	3.2	.4
1997	2.8	.6	2.9	.8	2.5	.6	2.7	.7
1998	3.8	.6	3.7	.5	4.1	.4	4.0	.6
1999	3.3	.4	3.4	.4	3.2	.4	3.6	.3
Manufacturing, white-collar occupations, excluding sales:								
1995	3.7	.6	3.4	.5	3.1	.5	2.8	.5
1996	2.9	.8	3.1	.6	3.6	.4	3.3	.3
1997	2.6	.7	2.8	.7	2.3	.4	2.6	.5
1998	3.5	.4	3.4	.4	3.8	.3	3.7	.4
1999	3.4	.4	3.4	.3	3.3	.4	3.6	.3
Manufacturing, blue-collar occupations:								
1995	3.0	.2	3.2	.5	2.9	.3	3.0	.5
1996	3.2	.4	3.1	.6	3.4	.4	3.4	.3
1997	3.1	.3	3.0	.3	3.1	.2	3.1	.3
1998	3.4	.2	3.0	.2	3.1	.3	3.1	.3
1999	3.0	.2	3.1	.2	3.1	.2	3.3	.2
Manufacturing, service occupations ⁶ :								
1995	4.0	2.3	3.9	2.2	2.6	1.2	3.1	.5
1996	3.0	.7	2.4	.8	—	—	—	—
Manufacturing, durable goods:								
1995	3.5	.4	3.5	.4	3.2	.4	2.9	.5

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 1995-December 1999

(Not seasonally adjusted) — Continued

Series	March		June		September		December	
	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error
Manufacturing, durable goods:								
1996	2.6	0.5	2.9	0.5	3.3	0.3	3.3	0.3
1997	3.1	.4	2.8	.5	2.7	.3	2.7	.3
1998	3.4	.2	3.4	.3	3.6	.3	3.8	.5
1999	3.4	.3	3.4	.3	3.3	.2	3.6	.2
Aircraft manufacturing (SIC 3721):								
1995	2.7	.2	2.6	.3	2.7	.2	2.6	.2
1996	2.6	.2	3.0	.1	2.5	.1	2.2	.3
1997	2.3	.4	2.5	.3	2.1	.4	2.4	.3
1998	2.3	.2	2.5	.1	2.9	.2	3.2	.3
1999	3.2	.3	3.4	.2	4.0	.6	3.8	.7
Aircraft manufacturing (SIC 3721), white-collar workers:								
1995	2.5	.3	2.1	.4	2.4	.3	2.5	.3
1996	2.6	.2	3.5	.1	2.8	.2	2.7	.2
1997	3.0	.2	2.9	.2	2.5	.3	2.6	.3
1998	2.7	.3	3.2	.2	3.6	.3	3.6	.3
1999	3.3	.4	3.2	.2	3.3	.5	3.4	.7
Aircraft manufacturing (SIC 3721), blue-collar workers:								
1995	3.1	.1	3.2	.2	3.0	.2	2.6	.2
1996	2.6	.3	2.1	.1	2.2	.4	1.5	.8
1997	1.2	.8	1.8	.8	1.0	.6	1.8	.4
1998	1.7	.2	1.2	.2	1.9	.3	2.6	.4
1999	3.1	.4	3.6	.4	5.6	.8	4.7	.8
Manufacturing, nondurable goods:								
1995	3.0	.5	2.8	.6	2.5	.5	3.0	.6
1996	3.2	.7	2.9	.5	3.5	.6	3.3	.5
1997	2.8	.4	3.2	.6	3.0	.6	3.2	.6
1998	3.8	.6	3.3	.4	3.5	.4	3.2	.3
1999	2.8	.3	2.8	.3	2.7	.3	3.0	.3
Service-producing industries:								
1995	2.9	.4	2.9	.3	2.9	.2	2.9	.5
1996	3.3	.3	3.5	.4	3.3	.4	3.5	.4
1997	3.4	.5	3.4	.5	3.8	.4	4.4	.6
1998	4.2	.5	4.2	.5	4.6	.6	4.0	.9
1999	3.3	.3	3.8	.4	3.3	.5	3.5	.8
Service-producing industries, excluding sales occupations:								
1995	3.0	.2	2.9	.2	2.7	.2	2.9	.2
1996	3.1	.2	3.3	.3	3.4	.4	3.3	.4
1997	3.3	.4	3.5	.3	3.7	.4	4.4	.7
1998	4.2	.6	4.0	.6	4.2	.7	3.4	.3
1999	3.4	.3	3.8	.5	3.4	.7	3.8	.7
Service-producing industries, white-collar occupations:								
1995	2.8	.5	2.9	.4	2.8	.3	3.0	.7
1996	3.5	.4	3.7	.6	3.7	.6	3.6	.6
1997	3.6	.6	3.5	.6	3.8	.5	4.5	.8
1998	4.3	.6	4.4	.7	5.0	.8	4.3	1.1
1999	3.4	.4	3.9	.5	3.3	.7	3.5	1.0
Service-producing industries, white-collar occupations, excluding sales:								
1995	3.0	.3	2.8	.2	2.6	.2	2.9	.3
1996	3.2	.2	3.5	.5	3.8	.6	3.4	.6

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 1995-December 1999

(Not seasonally adjusted) — Continued

Series	March		June		September		December	
	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error
Service-producing industries, white-collar occupations, excluding sales:								
1997	3.4	0.4	3.6	0.3	3.6	0.4	4.6	0.7
1998	4.4	.6	4.3	.7	4.5	.7	3.5	.3
1999	3.4	.3	3.8	.5	3.5	.7	4.1	.7
Service-producing industries, blue-collar occupations:								
1995	3.2	.3	3.5	.4	3.1	.3	3.2	.4
1996	2.9	.4	2.7	.4	2.2	.4	2.8	.3
1997	2.7	.4	3.0	.6	3.3	.4	3.3	.4
1998	3.3	.5	3.1	.5	3.5	.5	3.1	.4
1999	3.2	.4	3.7	.5	3.5	.5	3.7	.3
Service-producing industries, service occupations:								
1995	2.6	.5	2.7	.4	2.9	.5	2.2	.2
1996	2.3	.3	2.5	.3	2.7	.4	3.5	.4
1997	3.7	.4	3.8	.4	4.7	.3	4.3	.4
1998	4.4	.3	4.3	.6	3.4	.3	3.2	.3
1999	3.5	.4	3.6	.3	2.8	.5	3.3	.4
Transportation and public utilities ⁷ :								
1995	4.1	.3	4.1	.4	3.4	.4	3.4	.2
1996	2.8	.3	2.5	.4	2.4	.5	2.7	.3
1997	2.9	.4	3.0	.4	3.3	.4	3.4	.5
1998	3.0	.4	3.1	.3	3.2	.5	2.9	.3
1999	2.5	.4	3.0	.5	2.4	.4	2.1	.4
Transportation ⁷ :								
1995	4.2	.6	4.4	.7	3.7	.6	3.5	.4
1996	3.3	.5	2.8	.5	2.3	.7	2.5	.5
1997	2.9	.6	3.0	.6	3.8	.8	3.8	.9
1998	2.8	.5	2.8	.5	3.0	.8	2.6	.5
1999	1.7	.7	2.5	.8	1.5	.7	1.5	.7
Public utilities:								
1995	4.0	.2	3.7	.2	3.1	.2	3.1	.3
1996	2.1	.2	2.1	.4	2.6	.4	2.9	.3
1997	2.8	.5	3.0	.2	2.8	.2	2.9	.3
1998	3.4	.5	3.7	.3	3.4	.3	3.2	.3
1999	3.5	.3	3.6	.4	3.7	.4	2.9	.3
Communications:								
1995	5.0	.3	4.3	.4	3.6	.3	3.4	.4
1996	1.4	.5	1.5	.7	2.3	.7	3.2	.4
1997	2.9	.8	3.2	.2	2.8	.2	2.8	.4
1998	3.5	.9	4.0	.4	3.7	.3	3.0	.3
1999	3.7	.5	3.9	.6	3.8	.7	3.0	.5
Wholesale and retail trade:								
1995	3.4	.5	2.7	.5	2.8	.6	3.3	.5
1996	3.8	.6	3.5	.6	3.5	.7	3.8	.5
1997	3.7	.4	3.9	.7	4.1	.5	3.6	.6
1998	3.7	.4	3.8	.5	4.4	.5	4.1	.5
1999	3.3	.4	3.7	.5	3.0	.5	3.6	.5
Wholesale and retail trade, excluding sales occupations:								
1995	3.2	.5	2.6	.6	2.7	.5	3.7	.6
1996	3.5	.5	3.3	.6	3.8	.9	3.7	.6
1997	3.9	.5	5.0	.6	4.5	.6	4.3	.7

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 1995-December 1999

(Not seasonally adjusted) — Continued

Series	March		June		September		December	
	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error
Wholesale and retail trade, excluding sales occupations:								
1998	4.2	0.6	3.4	0.5	4.1	0.4	3.8	0.5
1999	3.6	.5	4.1	.4	3.1	.4	3.7	.5
Wholesale trade:								
1995	4.0	.9	3.7	.9	4.2	.9	4.7	1.2
1996	4.3	1.3	4.3	1.2	3.7	1.3	3.3	.9
1997	4.2	.9	3.3	.9	3.5	.9	3.1	.9
1998	3.7	.7	3.7	.9	4.7	1.1	5.8	1.3
1999	3.3	.7	3.8	.8	3.6	1.0	3.7	.9
Wholesale trade, excluding sales occupations:								
1995	3.7	.5	3.5	.5	3.4	.6	4.6	1.3
1996	3.4	1.3	3.8	1.3	4.2	1.4	3.3	.5
1997	4.4	.4	4.1	.4	3.9	.6	4.0	.6
1998	3.6	.6	3.8	.5	4.3	.6	4.3	.5
1999	4.0	.7	3.8	.6	3.7	.6	4.0	.5
Retail trade:								
1995	3.0	.5	2.2	.6	2.1	.7	2.4	.4
1996	3.5	.6	2.9	.6	3.2	.8	4.3	.7
1997	3.5	.7	4.4	.8	4.4	.6	3.8	.7
1998	3.8	.5	3.7	.5	4.1	.5	3.2	.5
1999	3.3	.5	3.8	.6	2.7	.6	3.6	.6
General merchandise stores:								
1995	3.4	.8	1.9	1.2	2.1	1.5	2.2	1.1
1996	2.6	1.1	2.6	.8	3.0	.5	3.8	.5
1997	3.3	.7	3.7	.5	3.3	.7	3.0	.7
1998	3.5	.7	4.2	.6	4.3	.5	3.6	.6
1999	3.3	.9	2.1	.5	2.6	.5	2.8	.6
Food stores:								
1995 .....	.7	1.0	-2	1.4	1.0	1.1	1.5	.8
1996	2.3	1.0	3.1	1.0	3.8	2.4	4.7	2.4
1997	3.6	1.9	2.9	1.3	2.9	1.1	1.8	1.3
1998	3.4	.6	4.7	1.5	3.9	1.2	2.8	.7
1999	2.2	1.1	1.8	1.2	1.7	1.1	3.4	.8
Finance, insurance, and real estate:								
1995	1.1	2.1	3.4	1.7	3.7	1.3	3.7	2.8
1996	4.2	1.7	4.2	2.1	3.6	2.0	3.2	1.6
1997	3.9	2.2	2.8	2.8	3.4	2.4	6.9	4.3
1998	6.5	3.1	7.6	3.6	9.3	4.4	7.0	5.8
1999	3.5	1.6	5.6	2.4	4.6	3.5	3.9	5.0
Finance, insurance, and real estate, excluding sales occupations:								
1995	3.3	.5	3.6	.6	3.3	.8	3.3	.6
1996	3.4	.5	3.6	.5	4.0	.9	3.3	.5
1997	3.1	.4	2.9	.4	2.6	.6	6.6	4.0
1998	6.8	3.1	7.3	3.7	8.0	3.8	4.5	.5
1999	3.8	.3	5.3	2.5	5.6	4.1	6.0	4.1
Banking, savings and loan, and other credit agencies:								
1995	3.9	.9	4.1	1.0	3.3	1.5	3.4	1.1
1996	2.9	.9	3.8	1.3	5.3	1.9	3.1	1.2
1997	2.6	.9	2.1	.8	1.7	1.1	11.7	8.6
1998	11.9	6.4	12.9	7.7	14.0	7.8	4.4	.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 1995-December 1999

(Not seasonally adjusted) — Continued

Series	March		June		September		December	
	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error
Banking, savings and loan, and other credit agencies: 1999	3.7	0.5	7.9	4.9	8.3	8.3	10.5	8.1
Insurance:								
1995	3.3	.7	3.4	.7	2.9	1.0	3.0	1.1
1996	3.2	1.0	2.7	.9	3.6	.7	3.1	.8
1997	3.5	1.0	3.1	.9	2.6	.8	3.3	.9
1998	4.1	2.9	5.3	4.0	7.8	6.9	6.4	5.0
1999	3.2	1.4	3.7	1.6	1.1	3.1	2.2	1.5
Insurance, excluding sales occupations:								
1995	2.7	.3	3.1	.5	2.8	.5	2.9	.4
1996	3.4	.6	2.7	.4	2.9	.5	2.7	.6
1997	2.8	.4	2.8	.4	2.8	.4	3.1	.5
1998	2.4	.4	2.6	.5	2.8	.6	3.1	.6
1999	3.3	.5	3.1	.4	3.1	.5	2.7	.3
Services industries:								
1995	2.6	.2	2.6	.2	2.5	.2	2.4	.3
1996	3.0	.2	3.5	.6	3.5	.7	3.6	.6
1997	3.3	.6	3.3	.3	3.9	.4	4.4	.4
1998	4.1	.5	4.0	.4	3.9	.4	3.4	.3
1999	3.6	.3	3.5	.3	3.2	.5	3.7	.3
Business services:								
1995	2.8	.8	2.9	.6	3.1	.4	3.2	.8
1996	3.9	1.0	3.9	1.1	4.0	1.1	4.7	.9
1997	3.5	.9	3.7	.7	5.0	.9	5.5	1.0
1998	4.7	.8	5.1	.8	5.1	.7	5.0	.9
1999	5.7	1.1	5.1	1.7	4.7	1.7	4.0	1.1
Health services:								
1995	2.5	.3	2.6	.2	2.6	.2	2.4	.2
1996	2.5	.2	2.7	.2	2.6	.2	2.3	.2
1997	2.5	.6	2.4	.6	2.7	.6	3.0	.6
1998	2.8	.4	2.5	.4	2.4	.5	1.5	.9
1999	1.8	.8	2.3	.6	2.3	.6	3.5	.7
Hospitals:								
1995	2.1	.3	2.1	.2	2.2	.2	2.3	.3
1996	2.5	.2	2.5	.2	2.4	.2	2.0	.3
1997	1.7	.3	1.6	.2	1.9	.2	2.2	.3
1998	2.2	.3	2.7	.3	2.7	.3	2.5	.3
1999	3.0	.4	2.7	.3	2.6	.3	3.2	.3
Nursing homes:								
1995	3.3	.3	3.4	.3	3.0	.3	3.3	.3
1996	3.1	.4	2.8	.4	2.8	.3	2.8	.4
1997	3.1	.5	3.0	.4	3.3	.5	3.1	.4
1998	3.3	.4	3.7	.5	3.9	.5	3.7	.4
1999	3.8	.4	3.9	.3	3.8	.4	4.4	.3
Educational services:								
1995	3.6	.5	3.0	.3	3.0	.5	3.4	.5
1996	3.6	.4	3.6	.3	3.7	.4	3.4	.5
1997	3.4	.4	3.4	.4	3.4	.4	3.4	.3
1998	3.4	.3	3.6	.3	3.6	.3	3.7	.3
1999	3.5	.3	3.3	.3	3.3	.3	3.3	.4

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 1995-December 1999

(Not seasonally adjusted) — Continued

Series	March		June		September		December	
	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error
Colleges and universities:								
1995	2.9	0.4	3.0	0.4	3.6	0.4	4.2	0.5
1996	4.1	.4	4.0	.3	3.4	.4	2.8	.3
1997	3.1	.3	3.1	.4	3.3	.2	3.7	.3
1998	3.3	.2	3.5	.2	3.6	.2	3.5	.3
1999	3.6	.2	3.4	.2	3.1	.4	3.0	.3
Nonmanufacturing:								
1995	2.7	.4	2.7	.3	2.7	.2	2.9	.4
1996	3.3	.3	3.5	.4	3.3	.4	3.5	.4
1997	3.5	.4	3.4	.4	3.8	.4	4.2	.5
1998	4.1	.4	4.2	.4	4.4	.5	4.0	.8
1999	3.4	.3	3.7	.4	3.3	.5	3.4	.7
Nonmanufacturing, white-collar occupations:								
1995	2.7	.5	2.7	.4	2.8	.3	3.0	.6
1996	3.6	.5	3.7	.5	3.7	.6	3.6	.5
1997	3.6	.6	3.5	.6	3.8	.5	4.5	.8
1998	4.3	.6	4.4	.6	4.9	.7	4.3	1.1
1999	3.4	.4	3.8	.5	3.3	.7	3.5	1.0
Nonmanufacturing, white-collar occupations, excluding sales:								
1995	2.9	.2	2.7	.3	2.6	.2	3.0	.2
1996	3.3	.2	3.5	.5	3.9	.6	3.3	.5
1997	3.4	.4	3.6	.3	3.6	.3	4.6	.7
1998	4.3	.6	4.3	.6	4.5	.6	3.5	.3
1999	3.4	.3	3.7	.5	3.4	.7	4.0	.7
Nonmanufacturing, blue-collar occupations:								
1995	2.9	.3	3.0	.3	2.6	.3	2.9	.3
1996	2.9	.3	3.0	.2	2.5	.2	2.8	.2
1997	2.6	.3	2.9	.4	3.3	.3	3.2	.3
1998	3.3	.3	3.2	.3	3.2	.3	3.1	.3
1999	3.3	.3	3.5	.4	3.5	.3	3.6	.2
Nonmanufacturing, service occupations:								
1995	2.5	.5	2.7	.4	2.8	.5	2.2	.2
1996	2.3	.3	2.4	.3	2.7	.4	3.5	.4
1997	3.6	.4	3.8	.4	4.7	.3	4.3	.4
1998	4.4	.3	4.3	.6	3.4	.3	3.2	.3
1999	3.4	.4	3.6	.3	2.8	.5	3.3	.4
Union workers:								
1995	2.8	.2	2.6	.2	2.4	.2	2.6	.2
1996	2.5	.2	3.0	.7	2.7	.7	2.6	.9
1997	2.6	.8	2.2	.3	2.8	.2	2.8	.2
1998	2.9	.2	3.0	.2	3.2	.3	3.3	.4
1999	3.1	.4	3.1	.4	2.5	.2	2.6	.2
Union workers, goods-producing industries ² :								
1995	2.6	.2	2.2	.3	2.3	.2	2.3	.3
1996	2.4	.3	2.7	.2	2.5	.3	2.5	.2
1997	2.3	.1	2.4	.2	2.8	.2	2.8	.2
1998	3.1	.3	3.2	.3	3.5	.3	3.6	.3
1999	3.4	.3	3.4	.3	3.0	.3	3.3	.3
Union workers, service-producing industries:								
1995	3.1	.4	3.0	.4	2.6	.4	3.0	.2
1996	2.6	.3	3.2	1.7	2.9	1.8	2.7	2.0

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 1995-December 1999

(Not seasonally adjusted) — Continued

Series	March		June		September		December	
	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error
Union workers, service-producing industries:								
1997	2.7	1.6	2.1	0.4	2.8	0.3	2.8	0.3
1998	2.8	.3	2.6	.2	2.8	.6	2.7	.6
1999	2.7	.7	2.7	.7	2.0	.3	1.8	.3
Union workers, manufacturing:								
1995	2.7	.3	2.3	.3	2.4	.3	2.3	.3
1996	2.6	.4	2.8	.3	2.6	.3	2.6	.3
1997	2.2	.2	2.1	.4	2.7	.3	2.7	.3
1998	3.2	.4	3.1	.4	3.4	.4	3.4	.3
1999	3.1	.3	3.3	.4	2.7	.4	3.4	.4
Union workers, nonmanufacturing:								
1995	2.9	.3	2.8	.3	2.5	.3	2.8	.2
1996	2.5	.3	3.1	1.3	2.7	1.3	2.6	1.4
1997	2.7	1.2	2.3	.3	3.0	.2	2.9	.3
1998	2.8	.2	2.9	.2	3.0	.5	3.1	.6
1999	3.2	.6	2.9	.6	2.4	.3	2.1	.3
Nonunion workers:								
1995	2.9	.3	3.0	.3	2.9	.2	2.9	.4
1996	3.3	.4	3.4	.5	3.5	.3	3.6	.3
1997	3.4	.3	3.5	.3	3.7	.3	4.2	.4
1998	4.2	.4	4.1	.3	4.4	.4	4.0	.5
1999	3.3	.2	3.7	.3	3.3	.4	3.6	.5
Nonunion workers, goods-producing industries ² :								
1995	3.1	.4	3.0	.4	2.8	.3	2.9	.4
1996	3.0	.6	3.2	.5	3.6	.4	3.4	.3
1997	3.2	.3	3.3	.3	3.1	.3	3.1	.3
1998	3.6	.2	3.5	.2	3.4	.2	3.4	.3
1999	3.1	.3	3.0	.2	3.2	.2	3.4	.2
Nonunion workers, service-producing industries:								
1995	2.8	.5	2.9	.4	2.9	.3	2.9	.6
1996	3.4	.4	3.5	.5	3.4	.5	3.7	.4
1997	3.6	.4	3.6	.4	3.9	.4	4.5	.6
1998	4.3	.5	4.4	.5	4.8	.5	4.2	.8
1999	3.5	.3	4.0	.4	3.4	.5	3.7	.7
Nonunion workers, manufacturing:								
1995	3.5	.5	3.6	.5	3.2	.4	3.0	.5
1996	2.9	.6	3.0	.5	3.6	.4	3.5	.3
1997	3.2	.4	3.3	.4	3.0	.4	3.0	.3
1998	3.7	.3	3.4	.3	3.5	.3	3.5	.4
1999	3.2	.3	3.2	.3	3.2	.2	3.4	.2
Nonunion workers, nonmanufacturing:								
1995	2.7	.4	2.7	.4	2.7	.3	2.9	.5
1996	3.5	.4	3.5	.4	3.4	.4	3.6	.4
1997	3.5	.3	3.6	.4	4.0	.4	4.4	.5
1998	4.3	.5	4.3	.4	4.6	.5	4.1	.7
1999	3.4	.3	3.8	.3	3.4	.5	3.6	.7
Northeast ⁸ :								
1995	3.0	.5	2.8	.6	2.6	.4	2.8	.5
1996	3.0	.6	3.2	.9	3.2	.9	3.3	.3
1997	3.1	.5	3.0	.4	2.9	.4	3.1	.4
1998	3.0	.4	3.1	.3	3.6	.3	3.6	.4
1999	3.4	.3	3.3	.3	3.3	.3	3.3	.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 1995-December 1999

(Not seasonally adjusted) — Continued

Series	March		June		September		December	
	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error
South ⁹ :								
1995	2.9	0.5	2.9	0.5	2.8	0.3	2.8	0.4
1996	3.4	.7	3.6	.7	3.4	.5	3.8	.4
1997	3.5	.4	3.4	.4	3.7	.4	4.7	.8
1998	4.3	.7	4.3	.7	4.5	.7	2.8	.5
1999	2.9	.4	3.3	.3	2.7	.7	3.5	.4
Midwest ¹⁰ :								
1995	2.9	.3	3.3	.3	2.9	.3	2.9	.3
1996	3.5	.3	3.3	.3	3.2	.3	3.3	.3
1997	3.1	.5	3.3	.5	4.2	.7	4.2	.7
1998	4.4	.8	4.3	.5	4.0	.5	3.8	.5
1999	3.1	.5	3.7	.7	3.6	.8	4.1	.9
West ¹¹ :								
1995	2.8	.4	2.5	.5	2.8	.6	3.1	1.4
1996	2.8	.5	3.2	1.0	3.6	1.1	3.1	1.2
1997	3.6	.8	3.3	.8	3.5	.8	3.7	.8
1998	4.1	.5	4.3	.6	5.0	1.0	5.5	2.0
1999	4.0	.6	4.2	.6	3.4	.8	3.0	1.8
Metropolitan areas:								
1995	2.9	.3	3.0	.3	2.8	.2	2.9	.4
1996	3.3	.4	3.5	.5	3.5	.3	3.4	.3
1997	3.3	.3	3.3	.3	3.5	.3	3.8	.4
1998	4.0	.3	4.0	.3	4.4	.4	4.1	.5
1999	3.4	.2	3.6	.3	3.1	.3	3.5	.5
Other areas ¹² :								
1995	3.0	.4	2.7	.5	3.0	.2	2.9	.3
1996	2.4	.3	2.4	.3	2.4	.5	3.3	.3
1997	3.5	.7	3.7	.6	4.3	.6	4.3	.5
1998	3.8	.8	3.6	.8	3.3	.8	3.0	1.0
1999	3.5	.4	3.7	.5	3.8	.6	3.1	.3

¹ Includes private industry and State and local government workers and excludes farm, household, and Federal government workers.

² Includes mining, construction, and manufacturing.

³ Includes executive, legislative, judicial, administrative, and regulatory activities of State and local governments, SIC's 91 through 96.

⁴ Formerly called hospitals and other services.

⁵ Excludes farm and household workers.

⁶ Publication of data for service occupations in manufacturing and other goods-producing industries was discontinued as of September 1996 due to insufficient sample size.

⁷ Beginning in June 1998, estimates for transportation and public utilities reflect changes in SIC coding. See Appendix A for further information.

⁸ The Northeast region includes the following States: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode

Island, and Vermont.

⁹ 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.

¹⁰ The Midwest region includes the following States: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin.

¹¹ The West region includes the following States: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

¹² 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.

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 1995-December 1999

(Not seasonally adjusted)

Series	March		June		September		December	
	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error
Civilian workers:								
1995	2.8	0.3	2.7	0.3	2.2	0.3	2.3	0.2
1996	1.8	.3	1.8	.3	1.8	.3	2.0	.6
1997	2.0	.3	2.0	.3	1.9	.3	2.1	.2
1998	2.2	.3	2.4	.3	2.6	.3	2.6	.2
1999	2.3	.4	2.5	.4	2.7	.4	3.3	.4
State and local government workers:								
1995	2.5	.2	2.9	.3	2.5	.4	2.6	.3
1996	2.7	.5	2.2	.4	1.9	.3	2.2	.5
1997	2.0	.2	1.7	.3	1.5	.3	1.3	.3
1998	1.7	.3	2.1	.3	2.8	.3	3.0	.3
1999	2.8	.3	2.6	.3	2.0	.3	2.8	.2
Private industry:								
1995	2.9	.4	2.6	.4	2.1	.4	2.2	.3
1996	1.6	.3	1.7	.4	1.8	.5	2.0	.6
1997	2.0	.3	2.0	.3	2.0	.3	2.3	.3
1998	2.3	.3	2.6	.4	2.6	.3	2.4	.3
1999	2.2	.5	2.5	.5	2.8	.5	3.4	.5
White-collar occupations:								
1995	3.6	.5	3.3	.5	2.9	.6	2.6	.5
1996	1.8	.8	1.8	.8	2.1	.8	2.2	1.1
1997	2.3	.4	2.2	.4	1.8	.5	2.6	.4
1998	2.8	.5	2.9	.5	3.2	.5	2.8	.4
1999	2.2	.8	2.6	.8	3.0	.9	3.5	.9
Blue-collar occupations:								
1995	2.1	.4	1.6	.5	1.1	.4	1.7	.4
1996	1.4	.5	1.9	.5	1.6	.4	1.7	.4
1997	1.5	.6	1.4	.5	1.9	.3	1.5	.4
1998	1.4	.4	1.7	.4	1.6	.4	1.9	.3
1999	2.2	.3	2.3	.5	2.7	.5	3.2	.4
Service occupations:								
1995	1.6	.7	1.9	.7	1.1	.8	1.0	.9
1996 .....	.5	.8	.5	.8	.4	1.1	1.0	1.2
1997	1.9	1.9	2.4	2.2	3.8	1.5	3.3	1.7
1998	3.6	2.4	2.9	2.4	2.3	2.6	2.0	3.0
1999	2.1	2.0	2.7	2.2	2.6	1.7	3.5	1.7
Goods-producing industries¹:								
1995	2.4	.6	1.5	.6	1.0	.6	1.7	.4
1996	1.3	.5	2.0	.5	1.9	.6	1.9	.9
1997	1.6	.6	1.7	.5	1.9	.6	1.3	.6
1998	1.1	.5	1.1	.7	1.1	.6	1.2	.4
1999	2.0	.4	1.9	.4	2.3	.4	3.4	.4
Service-producing industries:								
1995	3.3	.3	3.4	.3	2.7	.4	2.4	.4
1996	1.7	.5	1.6	.5	1.8	.5	2.0	.6
1997	2.2	.4	2.2	.4	1.9	.3	2.9	.4
1998	3.0	.5	3.3	.5	3.6	.5	3.0	.5
1999	2.4	.8	2.9	.8	3.1	.8	3.4	.8
Manufacturing:								
1995	2.6	.6	1.7	.6	1.2	.5	1.8	.5
1996	1.6	.6	2.4	.5	2.4	.6	2.3	.9
1997	1.7	.6	1.8	.5	1.9	.6	1.4	.6

See footnotes at end of table.

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 1995-December 1999

(Not seasonally adjusted) — Continued

Series	March		June		September		December	
	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error
Manufacturing:								
1998	1.3	0.7	1.0	0.8	0.8	0.7	0.7	0.5
1999	1.3	.4	1.5	.4	2.2	.4	3.4	.5
Aircraft manufacturing (SIC 3721):								
1995	4.9	.2	4.1	.1	1.3	.2	5.6	.5
1996	9.4	.2	10.4	.2	10.2	.4	3.8	.6
1997	-3.6	.3	-4.2	.3	-4.7	.4	-5.7	.5
1998	-4.6	.7	-3.8	.7	-2.6	.7	1.6	.6
1999 .....	.6	.8	.8	.7	1.3	.6	5.9	.8
Aircraft manufacturing (SIC 3721), white-collar workers:								
1995	4.9	.3	4.1	.2	1.4	.2	3.8	.7
1996	8.5	.6	9.1	.3	8.7	.2	5.9	.9
1997	-3.4	.6	-3.7	.5	-3.5	.3	-4.0	.4
1998	-2.7	.5	-1.6	.6	-.9	.8	-.6	.8
1999	-1.1	1.0	-1.6	.9	-1.8	.8	2.6	.7
Aircraft manufacturing (SIC 3721), blue-collar workers:								
1995	4.9	.4	3.9	.3	1.2	.3	8.3	.5
1996	10.7	.4	12.4	.4	12.7	.5	.9	.3
1997	-3.7	.4	-5.1	.5	-6.4	1.0	-8.3	1.0
1998	-7.9	1.2	-7.2	1.3	-5.1	.9	5.0	.6
1999	3.7	.8	4.9	.8	6.3	.5	11.2	1.4
Nonmanufacturing:								
1995	3.1	.4	3.0	.4	2.4	.5	2.3	.4
1996	1.6	.5	1.5	.5	1.6	.5	1.9	.6
1997	2.1	.4	2.0	.3	2.0	.3	2.6	.3
1998	2.7	.4	3.2	.5	3.4	.4	3.0	.4
1999	2.5	.7	2.8	.7	3.0	.7	3.4	.7
Union workers:								
1995	2.2	.5	2.0	.6	2.5	.8	3.2	.7
1996	3.2	.8	3.3	.7	2.4	.6	2.0	.6
1997 .....	.8	.8	.6	.9	1.6	.7	.9	.6
1998	1.4	.8	2.1	.7	2.0	.4	2.5	.5
1999	2.6	.5	2.2	.9	2.3	.7	2.8	.8
Nonunion workers:								
1995	3.2	.4	2.8	.4	2.0	.4	1.8	.3
1996	1.2	.5	1.3	.5	1.6	.6	2.0	.7
1997	2.3	.3	2.3	.3	2.0	.3	2.7	.4
1998	2.6	.4	2.6	.4	2.9	.4	2.4	.3
1999	2.2	1.0	2.6	1.0	3.0	1.0	3.5	1.0

¹ Includes mining, construction, and manufacturing.

Table A-4. Employment Cost Index seasonal factors, 2000

Series	March	June	September	December
State and local governments				
Wages and salaries	99.964	99.446	100.335	100.258
Benefit costs	100.108	99.778	100.071	100.043
Private industry:				
White-collar workers:				
Compensation	99.988	99.954	100.081	99.993
Wages and salaries	99.953	99.976	100.091	99.993
Benefit costs	99.953	99.998	100.016	100.012
Blue-collar workers:				
Compensation	99.933	100.086	100.077	99.909
Benefit costs	99.793	100.081	100.081	100.052
Service workers:				
Benefit costs	100.055	100.043	100.037	99.844
Goods-producing industries:				
Benefit costs	99.976	100.076	99.990	99.963
Construction:				
Compensation	99.837	100.179	100.197	99.786
Wages and salaries	99.807	100.173	100.228	99.785
Manufacturing:				
Benefit costs	100.009	100.052	99.928	100.022
Durable goods:				
Compensation	99.945	99.980	100.020	100.063
Nondurable goods:				
Compensation	100.142	100.031	99.939	99.888
Wages and salaries	100.132	100.022	99.929	99.918
Service-producing industries:				
Wages and salaries	99.984	99.990	100.072	99.967
Benefit costs	100.037	100.025	100.069	99.875
Transportation and public utilities:				
Compensation	100.102	99.947	100.046	99.908
Wages and salaries	100.041	99.840	100.101	100.026
Wholesale trade:				
Compensation	99.964	100.072	100.029	99.941
Wages and salaries	99.846	99.954	100.062	100.167
Retail trade:				
Compensation	99.877	100.129	100.253	99.745
Wages and salaries	99.873	100.167	100.199	99.761
Services:				
Compensation	99.974	99.907	100.045	100.089
Wages and salaries	100.055	99.909	100.006	100.037
Nonmanufacturing industries:				
Compensation	99.957	100.002	100.112	99.943
Wages and salaries	99.988	99.956	100.101	99.962
Benefit costs	99.977	100.015	100.044	99.976

Note: The seasonal factors shown in this table are for seasonal adjustments that are made directly to unadjusted Employment Cost Index series. Seasonal factors for higher level seasonally adjusted indexes are not shown because they are implicit factors derived from lower level components.

Seasonal factors for wages and salaries of service occupations have been deleted from this table because the series no longer meets the criteria for identifiable and stable seasonality.

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

BLS 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, generally a single physical location, in which business is conducted or in which services or industrial operations are performed. SIC designation normally is 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>	SIC's
Civilian	10-96
State and local governments	10-96
Private Industry	10-89
Goods-producing industries	10-39
Construction	15-17
Manufacturing	20-39
Durables	24,25,32-39
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

<i>Industry Category</i>	SIC's
Finance, insurance and real estate	60-67
Banking, savings and loan, other	
credit agencies	60-61
Insurance	63-64
Service industries	70-89
Business services	73
Health services	80
Nursing homes	805
Hospitals	806
Educational services	82
Schools	821,822
Elementary and secondary	821
Higher education	822
Public administration	90-96

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 shows the types of occupations that make up 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 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 ECI indexes and cost levels are published correspond to the four census regions. The State composition of those 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 1990 metropolitan area definitions of the U.S. Office of Management and Budget.

Appendix C. Selected Research Articles

The tables published in this bulletin present the major findings of the Employment Cost Index data series. Survey data also are available in BLS research articles, news releases, special bulletins, reports, and electronic media. Articles based on the ECI are published occasionally in the Bureau's *Monthly Labor Review* and *Compensation and Working Conditions* periodicals. The following articles about the ECI are presented here:

Technical aspects of the ECI:

Lettau, Michael K., Loewenstein, Mark A., and Cushner, Aaron. "Is the ECI sensitive to the method of aggregation?" *Monthly Labor Review*, June 1997, pp. 3-11.

O'Connor, Karen and Wong, William. "Measuring the precision of the Employment Cost Index," *Monthly Labor Review*, March 1989, pp. 29-36.

Schwenk, Albert E. "Employment Cost Index rebased to June 1989," *Monthly Labor Review*, April 1990, pp. 38-39.

Schwenk, Albert E. "Introducing 1990 Weights for the Employment Cost Index," *Compensation and Working Conditions*, June 1995, pp. 1-5.

Wood, G. Donald. "Estimation procedures for the Employment Cost Index," *Monthly Labor Review*, May 1982, pp. 40-42.

Analysis of ECI data:

Schwenk, Albert E. "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.

Schwenk, Albert E. "Differences Among Private Industry Occupational Groups in Pay Levels and Trends," *Compensation and Working Conditions*, Winter 1997, pp. 12-18.

Schwenk, Albert E. "Measuring Trends in the Structure and Levels of Employer Costs for Employee Compensation," *Compensation and Working Conditions*, Summer 1997, pp. 3-14.

Schwenk, Albert E. "Trends in Health Insurance Costs," *Compensation and Working Conditions*, Spring 1999, pp. 24-27.

Schwenk, Albert E. "Compensation Cost Trends in Private Industry and State and Local Governments," *Compensation and Working Conditions*, Fall 1999, pp. 13-18.

Shelly, Wayne M. "Comparing Trends in Components of the Employment Cost Index," *Compensation and Working Conditions*, Summer 1997, pp. 44-51.

Uses of ECI data:

Schwenk, Albert E. "Escalation in Employer Costs for Employee Compensation: A Guide for Contracting Parties," *Compensation and Working Conditions*, Spring 1997, pp. 3-10.

Employment Cost Indexes, 1975-99

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 octlinfo@bls.gov or by calling (202) 691-6199.