

Employment Cost Index Historical Listing – Volume IV

National Compensation Survey
www.bls.gov/ect

Constant Dollar, March 2001-March 2022 (December 2005=100)

This PDF will no longer be updated

The March 2022 reference period was the final update of the ECI Constant Dollar historical listing. The latest update to these series is available via the BLS public database at www.bls.gov/ect/#data.

The estimates from 2001 to 2005 in this listing are not official; they are presented only to aid users in interpreting the industry and occupational classification systems that were introduced in March 2006.

Tables in this listing are numbered to be consistent with the numbering scheme used in the ECI Current-dollar historical listing, 2001 – Current Reference Period (Volume III) and the ECI News Release. Since it is not appropriate to calculate constant-dollar values for seasonally adjusted data, those estimates—which appear in Tables 1-3 of the ECI Current-dollar historical listing and ECI News Release—are not included in this listing.

Not Seasonally Adjusted

Table #	Page
Compensation	
4 Civilian; by occupational group and industry	3
5 Private industry; by occupational group and industry	17
6 Private industry; by bargaining status, census region and division, and metropolitan area status.....	54
7 State and local government; by occupational group and industry	65
Wages and salaries	
8 Civilian; by occupational group and industry	72
9 Private industry; by occupational group and industry	86
10 Private industry; by bargaining status, census region and division, and metropolitan area status.....	123
11 State and local government; by occupational group and industry	134
Benefits	
12 Civilian, Private industry (by occupational group, industry, and bargaining status), and State and local government.....	141

This is the fourth volume of five historical listings for the Employment Cost Index. The other four are:

- I. Current Dollar, September 1975 – December 2005
- II. Constant Dollar, September 1975 – December 2005
- III. Current Dollar, March 2001 – current reference period
- V. Continuous Occupational and Industry Series, September 1975 – current reference period

The listings are available at www.bls.gov/ect/#tables

Technical Note

This document provides estimates from 2001 to the present reference month using the 2012 North American Industry Classification System (NAICS), 2000 and 2010 Standard Occupational Classification (SOC) codes, and 2012 employment weights (beginning in December 2013) based on Occupational Employment Statistics employment counts.

Constant dollar ECI indexes are produced by adjusting the current dollar indexes (see Volume III of the ECI historical listings) by the Consumer Price Index for all Urban Consumers (CPI-U). This adjustment removes the changes in consumer prices from the ECI indexes so as to show real changes in compensation costs. In order to do this adjustment, the CPI-U must be converted to the same index base period as the ECI, December 2005. The converted (re-based) CPI-U is calculated by dividing each period's CPI-U index number by the CPI-U index number for December 2005. The converted CPI-U indexes for each period are then divided into the respective period's ECI index to derive the constant dollar ECI index. The CPI-U U.S. City Average All Items was used to adjust all ECI series except the regional index estimates which used corresponding CPI-U regional series. For example, the ECI constant dollar index value for March 2018 civilian workers, wages and salaries, not seasonally adjusted is 103.4 (see Table 8). In order to compute the index value, divide the ECI current dollar (see Volume III, table 8 of the ECI historical listings) civilian workers, wages and salaries, not seasonally adjusted, March 2018 series value (131.1) by the rebased CPI-U U.S. City Average All Items (Series ID – CUUR0000SA0--249.554—CPI-U, March 2018)/196.8 –CPI-U, December 2005 = 1.268) or $131.1/1.268 = 103.4$ (rounded to nearest tenth).

Beginning with estimates for March 2006, the following changes were introduced to the ECI:

- The Standard Industrial Classification (SIC) System was replaced by the NAICS for classifying establishments by industry.
- The Occupational Classification System (OCS) Manual was replaced by the Standard Occupational Classification Manual for classifying occupations.
- Estimates were weighted to 2002 fixed employment counts until December 2013 (see above). For March 1995 through December 2005, ECI estimates were weighted on 1990 fixed employment counts. A report on the 1990 reweighting, "Introducing 1990

Weights for the ECI," from the June 1995 issue of Compensation and Working Conditions is available upon request.

- The ECI base was changed to December 2005=100. Prior to this, the base was June 1989=100, which was used from March 1990 through December 2005. December 2005=100 indexes were calculated by dividing the June 1989=100 index values for each series by the December 2005 index value for that series and then multiplying by 100. Three- and 12-month percent changes were then calculated from the rebased indexes. These percent changes may differ from those calculated from the June 1989=100 indexes because of rounding. The change to the June 1989=100 base is explained in the technical note, "ECI Rebased to June 1989," in the April 1990 issue of the Monthly Labor Review (www.bls.gov/opub/mlr/1990/04/rpt1full.pdf).

For more information on these changes, see articles in the April 2006 issue of the Monthly Labor Review (www.bls.gov/opub/mlr/2006).

Fixed employment data are not available for the series based on bargaining status, census region and division, metropolitan area status, and series excluding incentive paid occupations. Therefore, the employment weights are reallocated within these series for each reference period based on the current ECI sample. The indexes for these series, consequently, are not strictly comparable with those for the aggregate industry and occupational series. For more information see, "Estimation Procedures for the ECI" in the May 1982 Monthly Labor Review (www.bls.gov/opub/mlr/1982/05/rpt3full.pdf).

When using the ECI for escalation contracts, users should review "How to Use the ECI for Escalation" (www.bls.gov/ect/escalator.htm).

This historical listing includes ECI estimate corrections as announced on the Bureau's errata page, see www.bls.gov/bls/erratabysubject.htm.

More information on the ECI is available from several sources. These include: "National Compensation Measures," in the BLS Handbook of Methods (www.bls.gov/opub/hom/ncs/home.htm), and several articles published in the Monthly Labor Review (www.bls.gov/opub/mlr/mlrhome.htm). For additional information, call (202) 691-6199 or send e-mail to NCSinfo@bls.gov.



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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Civilian workers												
All workers ²												
2001	94.6	94.5	95.5	97.0	0.0	-0.1	1.1	1.6	1.0	0.6	1.4	2.5
2002	96.8	97.1	97.3	97.9	-2	.3	.2	.6	2.3	2.8	1.9	.9
2003	97.5	98.5	98.8	99.8	-4	1.0	.3	1.0	.7	1.4	1.5	1.9
2004	99.4	99.1	100.0	100.3	-4	-3	.9	.3	1.9	.6	1.2	.5
2005	99.7	99.7	98.4	100.0	-6	.0	-1.3	1.6	.3	.6	-1.6	-3
2006	99.2	98.5	99.6	100.8	-8	-7	1.1	1.2	-5	-1.2	1.2	.8
2007	99.8	99.2	100.1	100.0	-1.0	-6	.9	-1	.6	.7	.5	-8
2008	99.2	97.4	98.2	102.5	-8	-1.8	.8	4.4	-6	-1.8	-1.9	2.5
2009	101.7	100.6	100.9	101.2	-8	-1.1	.3	.3	2.5	3.3	2.7	-1.3
2010	101.1	101.4	101.7	101.7	-1	.3	.3	.0	-6	.8	.8	.5
2011	100.4	100.0	99.9	100.7	-1.3	-4	-1	.8	-7	-1.4	-1.8	-1.0
2012	99.7	100.2	99.8	100.9	-1.0	.5	-4	1.1	-7	.2	-1	.2
2013	100.1	100.3	100.5	101.3	-8	.2	.2	.8	.4	.1	.7	.4
2014	100.4	100.3	101.1	102.8	-9	-1	.8	1.7	.3	.0	.6	1.5
2015	103.0	102.1	103.1	104.1	.2	-9	1.0	1.0	2.6	1.8	2.0	1.3
2016	104.1	103.5	103.9	104.3	.0	-6	.4	.4	1.1	1.4	.8	.2
2017	104.1	104.2	104.2	104.8	-2	.1	.0	.6	.0	.7	.3	.5
2018	104.5	104.1	104.8	105.8	-3	-4	.7	1.0	.4	-1	.6	1.0
2019	105.4	105.2	105.8	106.2	-4	-2	.6	.4	.9	1.1	1.0	.4
2020	106.7	107.4	106.9	107.5	.5	.7	-5	.6	1.2	2.1	1.0	1.2
2021	106.8	104.8	105.2	104.4	-7	-1.9	.4	-8	.1	-2.4	-1.6	-2.9
2022	102.8	-	-	-	-1.5	-	-	-	-3.7	-	-	-
Excluding sales occupations												
2001	94.6	94.4	95.5	97.0	.1	-2	1.2	1.6	1.3	.9	1.6	2.6
2002	96.8	97.0	97.3	97.9	-2	.2	.3	.6	2.3	2.8	1.9	.9
2003	97.5	98.5	98.8	99.9	-4	1.0	.3	1.1	.7	1.5	1.5	2.0
2004	99.5	99.1	99.9	100.3	-4	-4	.8	.4	2.1	.6	1.1	.4
2005	99.8	99.8	98.5	100.0	-5	.0	-1.3	1.5	.3	.7	-1.4	-3
2006	99.3	98.5	99.7	100.9	-7	-8	1.2	1.2	-5	-1.3	1.2	.9
Excluding incentive paid occupations ³												
2006	99.3	98.5	99.6	100.8	-7	-8	1.1	1.2	-	-	-	.8
2007	99.9	99.3	100.2	100.1	-9	-6	.9	-1	.6	.8	.6	-7
2008	99.4	97.6	98.5	102.9	-7	-1.8	.9	4.5	-5	-1.7	-1.7	2.8
2009	102.2	101.1	101.4	101.7	-7	-1.1	.3	.3	2.8	3.6	2.9	-1.2
2010	101.6	101.8	102.2	102.1	-1	.2	.4	-1	-6	.7	.8	.4
2011	100.9	100.5	100.3	101.1	-1.2	-4	-2	.8	-7	-1.3	-1.9	-1.0
2012	100.1	100.5	100.1	101.2	-1.0	.4	-4	1.1	-8	.0	-2	.1
2013	100.4	100.6	100.8	101.5	-8	.2	.2	.7	.3	.1	.7	.3
2014	100.7	100.5	101.2	102.9	-8	-2	.7	1.7	.3	-1	.4	1.4
2015	103.0	102.3	103.2	104.2	.1	-7	.9	1.0	2.3	1.8	2.0	1.3
2016	104.3	103.6	104.1	104.5	.1	-7	.5	.4	1.3	1.3	.9	.3
2017	104.4	104.5	104.4	105.0	-1	.1	-1	.6	.1	.9	.3	.5
2018	104.7	104.3	104.9	105.9	-3	-4	.6	1.0	.3	-2	.5	.9
2019	105.5	105.4	105.9	106.3	-4	-1	.5	.4	.8	1.1	1.0	.4

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Excluding incentive paid occupations³													
2020	106.8	107.4	107.0	107.5	0.5	0.6	-0.4	0.5	1.2	1.9	1.0	1.1	
2021	106.6	104.7	104.9	104.3	-0.8	-1.8	.2	-0.6	-2	-2.5	-2.0	-3.0	
2022	102.7	—	—	—	-1.5	—	—	—	-3.7	—	—	—	
Occupational group													
White-collar occupations⁴													
2001	94.5	94.4	95.4	96.9	.1	-.1	1.1	1.6	1.1	.7	1.4	2.6	
2002	96.7	97.0	97.2	97.7	-.2	.3	.2	.5	2.3	2.8	1.9	.8	
2003	97.4	98.4	98.9	99.8	-.3	1.0	.5	.9	.7	1.4	1.7	2.1	
2004	99.2	98.9	99.8	100.1	-.6	-.3	.9	.3	1.8	.5	.9	.3	
2005	99.7	99.7	98.4	100.0	-.4	.0	-1.3	1.6	.5	.8	-1.4	-.1	
2006	99.3	98.5	99.7	100.9	-.7	-.8	1.2	1.2	-.4	-1.2	1.3	.9	
Excluding sales occupations													
2001	94.4	94.3	95.4	96.9	.2	-.1	1.2	1.6	1.4	1.1	1.7	2.9	
2002	96.7	96.9	97.2	97.8	-.2	.2	.3	.6	2.4	2.8	1.9	.9	
2003	97.5	98.4	98.8	99.8	-.3	.9	.4	1.0	.8	1.5	1.6	2.0	
2004	99.3	98.8	99.7	100.2	-.5	-.5	.9	.5	1.8	.4	.9	.4	
2005	99.8	99.7	98.4	100.0	-.4	-.1	-1.3	1.6	.5	.9	-1.3	-.2	
2006	99.4	98.6	99.9	101.1	-.6	-.8	1.3	1.2	-.4	-1.1	1.5	1.1	
Management, professional, and related													
2001	94.6	94.6	95.7	97.1	.1	.0	1.2	1.5	1.3	1.1	1.8	2.8	
2002	96.8	97.0	97.3	97.8	-.3	.2	.3	.5	2.3	2.5	1.7	.7	
2003	97.6	98.5	98.9	100.0	-.2	.9	.4	1.1	.8	1.5	1.6	2.2	
2004	99.3	98.7	99.7	100.1	-.7	-.6	1.0	.4	1.7	.2	.8	.1	
2005	99.8	99.7	98.4	100.0	-.3	-.1	-1.3	1.6	.5	1.0	-1.3	-.1	
2006	99.4	98.5	99.9	101.1	-.6	-.9	1.4	1.2	-.4	-1.2	1.5	1.1	
2007	100.3	99.6	100.7	100.5	-.8	-.7	1.1	-.2	.9	1.1	.8	-.6	
2008	99.8	98.0	99.0	103.3	-.7	-1.8	1.0	4.3	-.5	-1.6	-1.7	2.8	
2009	102.6	101.3	101.6	101.7	-.7	-1.3	.3	.1	2.8	3.4	2.6	-1.5	
2010	101.7	101.8	102.2	102.1	.0	.1	.4	-.1	-.9	.5	.6	.4	
2011	101.0	100.4	100.3	101.0	-1.1	-.6	-.1	.7	-.7	-1.4	-1.9	-1.1	
2012	100.2	100.6	100.2	101.3	-.8	.4	-.4	1.1	-.8	.2	-.1	.3	
2013	100.5	100.8	101.0	101.8	-.8	.3	.2	.8	.3	.2	.8	.5	
2014	100.8	100.7	101.6	103.2	-1.0	-.1	.9	1.6	.3	-.1	.6	1.4	
2015	103.3	102.5	103.5	104.6	.1	-.8	1.0	1.1	2.5	1.8	1.9	1.4	
2016	104.4	103.5	104.1	104.4	-.2	-.9	.6	.3	1.1	1.0	.6	-.2	
2017	104.2	104.3	104.2	104.7	-.2	.1	-.1	.5	-.2	.8	.1	.3	
2018	104.3	103.8	104.4	105.4	-.4	-.5	.6	1.0	.1	-.5	.2	.7	
2019	104.8	104.6	105.2	105.5	-.6	-.2	.6	.3	.5	.8	.8	.1	
2020	105.8	106.3	105.9	106.1	.3	.5	-.4	.2	1.0	1.6	.7	.6	
2021	105.2	103.1	103.4	102.4	-.8	-2.0	.3	-1.0	-.6	-3.0	-2.4	-3.5	
2022	100.5	—	—	—	-1.9	—	—	—	-4.5	—	—	—	
Management, business, and financial													
2001	95.9	96.1	96.8	98.5	.1	.2	.7	1.8	.9	1.1	1.6	2.8	
2002	98.4	99.0	98.6	98.6	-.1	.6	-.4	.0	2.6	3.0	1.9	.1	
2003	99.5	100.3	100.6	101.6	.9	.8	.3	1.0	1.1	1.3	2.0	3.0	
2004	100.5	100.1	100.7	101.1	-1.1	-.4	.6	.4	1.0	-.2	.1	-.5	
2005	100.8	100.5	98.7	100.0	-.3	-.3	-1.8	1.3	.3	.4	-2.0	-1.1	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Management, business, and financial												
2006	99.7	98.8	99.6	100.6	-0.3	-0.9	0.8	1.0	-1.1	-1.7	0.9	0.6
2007	100.0	99.4	100.3	99.9	-6	-6	.9	-4	.3	.6	.7	-7
2008	99.7	98.0	98.6	102.8	-2	-1.7	.6	4.3	-3	-1.4	-1.7	2.9
2009	101.8	100.4	100.4	100.6	-1.0	-1.4	.0	.2	2.1	2.4	1.8	-2.1
2010	101.0	101.2	101.2	101.2	.4	.2	.0	.0	-8	.8	.8	.6
2011	100.3	100.0	99.8	100.5	-9	-3	-2	.7	-7	-1.2	-1.4	-7
2012	99.7	100.5	99.7	100.7	-8	.8	-8	1.0	-6	.5	-1	.2
2013	100.1	100.7	100.7	101.5	-6	.6	.0	.8	.4	.2	1.0	.8
2014	100.5	101.0	101.9	103.3	-1.0	.5	.9	1.4	.4	.3	1.2	1.8
2015	103.4	102.6	103.9	104.8	.1	-8	1.3	.9	2.9	1.6	2.0	1.5
2016	104.7	103.7	104.3	104.9	-1	-1.0	.6	.6	1.3	1.1	.4	.1
2017	104.7	105.0	104.9	105.3	-2	.3	-1	.4	.0	1.3	.6	.4
2018	105.2	104.7	105.2	106.1	-1	-5	.5	.9	.5	-3	.3	.8
2019	105.7	105.7	106.1	106.3	-4	.0	.4	.2	.5	1.0	.9	.2
2020	106.6	107.2	106.6	106.7	.3	.6	-6	.1	.9	1.4	.5	.4
2021	105.7	103.9	104.4	103.0	-9	-1.7	.5	-1.3	-8	-3.1	-2.1	-3.5
2022	101.3	—	—	—	-1.7	—	—	—	-4.2	—	—	—
Professional and related												
2001	93.9	93.7	95.1	96.4	.1	-2	1.5	1.4	1.5	1.1	1.9	2.8
2002	96.0	95.9	96.6	97.4	-4	-1	.7	.8	2.2	2.3	1.6	1.0
2003	96.7	97.5	98.0	99.1	-7	.8	.5	1.1	.7	1.7	1.4	1.7
2004	98.6	98.0	99.1	99.6	-5	-6	1.1	.5	2.0	.5	1.1	.5
2005	99.3	99.3	98.3	100.0	-3	.0	-1.0	1.7	.7	1.3	-8	.4
2006	99.2	98.4	100.1	101.4	-8	-8	1.7	1.3	-1	-9	1.8	1.4
2007	100.5	99.8	101.0	100.8	-9	-7	1.2	-2	1.3	1.4	.9	-6
2008	99.9	98.1	99.3	103.6	-9	-1.8	1.2	4.3	-6	-1.7	-1.7	2.8
2009	103.0	101.8	102.3	102.4	-6	-1.2	.5	.1	3.1	3.8	3.0	-1.2
2010	102.1	102.2	102.8	102.6	-3	.1	.6	-2	-9	.4	.5	.2
2011	101.3	100.6	100.6	101.3	-1.3	-7	.0	.7	-8	-1.6	-2.1	-1.3
2012	100.4	100.7	100.5	101.6	-9	.3	-2	1.1	-9	.1	-1	.3
2013	100.7	100.8	101.2	101.9	-9	.1	.4	.7	.3	.1	.7	.3
2014	101.0	100.6	101.4	103.2	-9	-4	.8	1.8	.3	-2	.2	1.3
2015	103.2	102.5	103.4	104.5	.0	-7	.9	1.1	2.2	1.9	2.0	1.3
2016	104.3	103.4	104.0	104.2	-2	-9	.6	.2	1.1	.9	.6	-3
2017	103.9	103.9	103.8	104.4	-3	.0	-1	.6	-4	.5	-2	.2
2018	103.8	103.3	104.0	105.0	-6	-5	.7	1.0	-1	-6	.2	.6
2019	104.4	104.1	104.7	105.1	-6	-3	.6	.4	.6	.8	.7	.1
2020	105.4	105.8	105.5	105.8	.3	.4	-3	.3	1.0	1.6	.8	.7
2021	104.8	102.6	102.9	102.0	-9	-2.1	.3	-9	-6	-3.0	-2.5	-3.6
2022	100.1	—	—	—	-1.9	—	—	—	-4.5	—	—	—
Sales and office												
2001	94.2	94.2	94.9	96.6	-1	.0	.7	1.8	.4	.2	.6	2.4
2002	96.5	97.2	97.2	97.6	-1	.7	.0	.4	2.4	3.2	2.4	1.0
2003	97.0	98.3	98.7	99.4	-6	1.3	.4	.7	.5	1.1	1.5	1.8
2004	99.1	99.1	100.1	100.1	-3	.0	1.0	.0	2.2	.8	1.4	.7
2005	99.5	99.5	98.3	100.0	-6	.0	-1.2	1.7	.4	.4	-1.8	-1
2006	99.0	98.5	99.3	100.5	-1.0	-5	.8	1.2	-5	-1.0	1.0	.5
2007	99.5	99.0	99.6	99.7	-1.0	-5	.6	.1	.5	.5	.3	-8

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Sales and office													
2008	98.5	96.9	97.3	101.3	-1.2	-1.6	0.4	4.1	-1.0	-2.1	-2.3	1.6	
2009	100.3	99.2	99.6	100.0	-1.0	-1.1	.4	.4	1.8	2.4	2.4	-1.3	
2010	99.7	100.4	100.6	100.6	-.3	.7	.2	.0	-6	1.2	1.0	.6	
2011	99.1	99.1	99.1	99.9	-1.5	.0	.0	.8	-6	-1.3	-1.5	-.7	
2012	99.0	99.7	99.2	100.1	-.9	.7	-.5	.9	-.1	.6	.1	.2	
2013	99.4	99.7	99.9	100.8	-.7	.3	.2	.9	.4	.0	.7	.7	
2014	99.7	99.8	100.5	102.5	-1.1	.1	.7	2.0	.3	.1	.6	1.7	
2015	103.1	101.6	102.6	103.5	.6	-1.5	1.0	.9	3.4	1.8	2.1	1.0	
2016	103.8	103.7	103.7	103.8	.3	-.1	.0	.1	.7	2.1	1.1	.3	
2017	103.8	103.8	103.9	104.3	.0	.0	.1	.4	.0	.1	.2	.5	
2018	104.4	104.3	105.2	106.2	.1	-.1	.9	1.0	.6	.5	1.3	1.8	
2019	105.9	105.7	106.5	106.7	-.3	-.2	.8	.2	1.4	1.3	1.2	.5	
2020	107.5	108.3	107.7	108.5	.7	.7	-.6	.7	1.5	2.5	1.1	1.7	
2021	108.8	106.4	106.7	105.9	.3	-2.2	.3	-.7	1.2	-1.8	-.9	-2.4	
2022	104.6	—	—	—	-1.2	—	—	—	-3.9	—	—	—	
Sales and related													
2001	94.8	95.1	95.3	97.1	-.7	.3	.2	1.9	-1.6	-1.1	-1.0	1.7	
2002	96.5	98.0	97.5	97.6	-.6	1.6	-.5	.1	1.8	3.0	2.3	.5	
2003	96.8	98.3	99.1	99.3	-.8	1.5	.8	.2	.3	.3	1.6	1.7	
2004	98.7	99.0	100.4	99.6	-.6	.3	1.4	-.8	2.0	.7	1.3	.3	
2005	99.0	99.1	98.2	100.0	-.6	.1	-.9	1.8	.3	.1	-2.2	.4	
2006	98.4	98.0	98.6	99.8	-1.6	-.4	.6	1.2	-.6	-1.1	.4	-.2	
2007	98.2	97.8	98.3	98.6	-1.6	-.4	.5	.3	-.2	-.2	-.3	-1.2	
2008	96.8	95.4	95.3	98.7	-1.8	-1.4	-.1	3.6	-1.4	-2.5	-3.1	.1	
2009	96.5	95.3	96.0	96.4	-2.2	-1.2	.7	.4	-.3	-.1	.7	-2.3	
2010	95.7	97.0	96.8	97.1	-.7	1.4	-.2	.3	-.8	1.8	.8	.7	
2011	95.0	95.8	95.7	96.6	-2.2	.8	-.1	.9	-.7	-1.2	-1.1	-.5	
2012	95.6	96.6	96.3	96.8	-1.0	1.0	-.3	.5	.6	.8	.6	.2	
2013	96.1	96.6	96.8	97.9	-.7	.5	.2	1.1	.5	.0	.5	1.1	
2014	96.4	96.8	97.6	99.8	-1.5	.4	.8	2.3	.3	.2	.8	1.9	
2015	101.2	98.3	99.5	100.0	1.4	-2.9	1.2	.5	5.0	1.5	1.9	.2	
2016	99.9	100.7	100.1	99.7	-.1	.8	-.6	-.4	-1.3	2.4	.6	-.3	
2017	99.9	99.8	100.3	100.3	.2	-.1	.5	.0	.0	-.9	.2	.6	
2018	100.8	100.5	101.7	102.6	.5	-.3	1.2	.9	.9	.7	1.4	2.3	
2019	102.3	101.8	102.9	103.1	-.3	-.5	1.1	.2	1.5	1.3	1.2	.5	
2020	104.4	105.2	104.2	105.6	1.3	.8	-1.0	1.3	2.1	3.3	1.3	2.4	
2021	107.2	104.2	104.6	103.9	1.5	-2.8	.4	-.7	2.7	-1.0	.4	-1.6	
2022	102.7	—	—	—	-1.2	—	—	—	-4.2	—	—	—	
Office and administrative support													
2001	93.8	93.6	94.6	96.2	.3	-.2	1.1	1.7	1.6	1.1	1.7	2.9	
2002	96.4	96.6	97.0	97.6	.2	.2	.4	.6	2.8	3.2	2.5	1.5	
2003	97.0	98.3	98.5	99.5	-.6	1.3	.2	1.0	.6	1.8	1.5	1.9	
2004	99.3	99.2	99.9	100.4	-.2	-.1	.7	.5	2.4	.9	1.4	.9	
2005	99.8	99.8	98.4	100.0	-.6	.0	-1.4	1.6	.5	.6	-1.5	-.4	
2006	99.4	98.8	99.7	100.9	-.6	-.6	.9	1.2	-.4	-1.0	1.3	.9	
2007	100.3	99.7	100.4	100.3	-.6	-.6	.7	-.1	.9	.9	.7	-.6	
2008	99.5	97.7	98.5	102.9	-.8	-1.8	.8	4.5	-.8	-2.0	-1.9	2.6	
2009	102.5	101.5	101.8	102.1	-.4	-1.0	.3	.3	3.0	3.9	3.4	-.8	
2010	102.1	102.4	102.8	102.8	.0	.3	.4	.0	-.4	.9	1.0	.7	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Office and administrative support												
2011	101.6	101.2	101.1	101.9	-1.2	-0.4	-0.1	0.8	-0.5	-1.2	-1.7	-0.9
2012	101.0	101.5	101.0	102.0	-0.9	.5	-0.5	1.0	-0.6	.3	-0.1	.1
2013	101.5	101.6	101.8	102.5	-0.5	.1	.2	.7	.5	.1	.8	.5
2014	101.8	101.7	102.3	104.1	-0.7	-0.1	.6	1.8	.3	.1	.5	1.6
2015	104.2	103.6	104.5	105.7	.1	-0.6	.9	1.1	2.4	1.9	2.2	1.5
2016	106.1	105.5	106.0	106.4	.4	-0.6	.5	.4	1.8	1.8	1.4	.7
2017	106.3	106.3	106.2	106.7	-0.1	.0	-0.1	.5	.2	.8	.2	.3
2018	106.6	106.7	107.3	108.4	-0.1	.1	.6	1.0	.3	.4	1.0	1.6
2019	108.1	108.0	108.6	108.9	-0.3	-0.1	.6	.3	1.4	1.2	1.2	.5
2020	109.4	110.2	109.7	110.3	.5	.7	-0.5	.5	1.2	2.0	1.0	1.3
2021	109.5	107.6	107.8	107.0	-0.7	-1.7	.2	-0.7	.1	-2.4	-1.7	-3.0
2022	105.5	—	—	—	-1.4	—	—	—	-3.7	—	—	—
Blue-collar occupations⁵												
2001	94.6	94.4	95.4	96.9	-0.2	-0.2	1.1	1.6	.9	.4	1.2	2.2
2002	96.7	97.0	97.3	97.9	-0.2	.3	.3	.6	2.2	2.8	2.0	1.0
2003	97.4	98.7	98.7	99.7	-0.5	1.3	.0	1.0	.7	1.8	1.4	1.8
2004	99.8	99.7	100.4	100.7	.1	-0.1	.7	.3	2.5	1.0	1.7	1.0
2005	99.9	100.1	98.6	100.0	-0.8	.2	-1.5	1.4	.1	.4	-1.8	-0.7
2006	99.1	98.4	99.2	100.4	-0.9	-0.7	.8	1.2	-0.8	-1.7	.6	.4
Natural resources, construction, and maintenance												
2001	94.0	93.8	95.2	96.3	-0.1	-0.2	1.5	1.2	1.4	.6	1.5	2.3
2002	96.0	96.6	97.0	97.6	-0.3	.6	.4	.6	2.1	3.0	1.9	1.3
2003	97.0	98.4	98.5	99.6	-0.6	1.4	.1	1.1	1.0	1.9	1.5	2.0
2004	99.4	99.5	99.9	100.3	-0.2	.1	.4	.4	2.5	1.1	1.4	.7
2005	99.6	100.0	98.5	100.0	-0.7	.4	-1.5	1.5	.2	.5	-1.4	-0.3
2006	99.3	98.9	99.9	101.1	-0.7	-0.4	1.0	1.2	-0.3	-1.1	1.4	1.1
2007	99.7	99.3	100.1	100.1	-1.4	-0.4	.8	.0	.4	.4	.2	-1.0
2008	99.3	97.5	98.3	102.8	-0.8	-1.8	.8	4.6	-0.4	-1.8	-1.8	2.7
2009	101.9	101.0	101.3	101.6	-0.9	-0.9	.3	.3	2.6	3.6	3.1	-1.2
2010	101.7	102.0	102.2	102.0	.1	.3	.2	-0.2	-0.2	1.0	.9	.4
2011	100.6	100.4	100.5	101.2	-1.4	-0.2	.1	.7	-1.1	-1.6	-1.7	-0.8
2012	100.1	100.6	100.3	101.2	-1.1	.5	-0.3	.9	-0.5	.2	-0.2	.0
2013	100.5	100.6	101.0	101.7	-0.7	.1	.4	.7	.4	.0	.7	.5
2014	100.9	101.0	101.7	103.5	-0.8	.1	.7	1.8	.4	.4	.7	1.8
2015	103.3	102.6	103.4	104.3	-0.2	-0.7	.8	.9	2.4	1.6	1.7	.8
2016	104.2	103.7	104.0	104.5	-0.1	-0.5	.3	.5	.9	1.1	.6	.2
2017	104.0	104.5	104.5	105.1	-0.5	.5	.0	.6	-0.2	.8	.5	.6
2018	104.2	104.4	104.7	105.7	-0.9	.2	.3	1.0	.2	-0.1	.2	.6
2019	105.1	105.0	105.6	106.0	-0.6	-0.1	.6	.4	.9	.6	.9	.3
2020	106.5	107.1	106.6	107.1	.5	.6	-0.5	.5	1.3	2.0	.9	1.0
2021	106.2	104.6	104.5	103.7	-0.8	-1.5	-0.1	-0.8	-0.3	-2.3	-2.0	-3.2
2022	101.9	—	—	—	-1.7	—	—	—	-4.0	—	—	—
Construction, extraction, farming, fishing, and forestry												
2001	94.0	94.0	95.0	96.2	.0	.0	1.1	1.3	2.1	1.3	1.6	2.3
2002	96.0	96.2	96.6	97.4	-0.2	.2	.4	.8	2.1	2.3	1.7	1.2
2003	96.6	98.1	98.3	99.4	-0.8	1.6	.2	1.1	.6	2.0	1.8	2.1

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Construction, extraction, farming, fishing, and forestry													
2004	99.3	99.3	99.8	100.4	-0.1	0.0	0.5	0.6	2.8	1.2	1.5	1.0	
2005	99.4	99.7	98.4	100.0	-1.0	.3	-1.3	1.6	.1	.4	-1.4	-.4	
2006	99.2	99.0	99.9	101.1	-.8	-.2	.9	1.2	-.2	-.7	1.5	1.1	
2007	100.0	99.8	100.5	100.6	-1.1	-.2	.7	.1	.8	.8	.6	-.5	
2008	100.0	98.6	99.2	103.7	-.6	-1.4	.6	4.5	.0	-1.2	-1.3	3.1	
2009	102.7	101.8	102.2	102.5	-1.0	-.9	.4	.3	2.7	3.2	3.0	-1.2	
2010	102.3	102.6	103.0	102.8	-.2	.3	.4	-.2	-.4	.8	.8	.3	
2011	101.2	100.7	100.7	101.6	-1.6	-.5	.0	.9	-1.1	-1.9	-2.2	-1.2	
2012	100.1	100.5	100.3	101.1	-1.5	.4	-.2	.8	-1.1	-.2	-.4	-.5	
2013	100.4	100.3	100.9	101.7	-.7	-.1	.6	.8	.3	-.2	.6	.6	
2014	100.7	100.4	101.1	103.2	-1.0	-.3	.7	2.1	.3	.1	.2	1.5	
2015	102.8	102.4	103.2	104.3	-.4	-.4	.8	1.1	2.1	2.0	2.1	1.1	
2016	104.2	104.0	104.0	104.8	-.1	-.2	.0	.8	1.4	1.6	.8	.5	
2017	104.5	104.8	104.7	105.2	-.3	.3	-.1	.5	.3	.8	.7	.4	
2018	104.4	104.3	104.6	105.6	-.8	-.1	.3	1.0	-.1	-.5	-.1	.4	
2019	105.2	105.3	105.9	106.4	-.4	.1	.6	.5	.8	1.0	1.2	.8	
2020	107.1	107.0	106.4	107.0	.7	-.1	-.6	.6	1.8	1.6	.5	.6	
2021	106.0	104.6	104.5	103.7	-.9	-1.3	-.1	-.8	-1.0	-2.2	-1.8	-3.1	
2022	101.9	—	—	—	-1.7	—	—	—	-3.9	—	—	—	
Installation, maintenance, and repair													
2001	94.0	93.6	95.4	96.4	-.2	-.4	1.9	1.0	.6	-.1	1.4	2.3	
2002	96.0	97.2	97.6	97.8	-.4	1.2	.4	.2	2.1	3.8	2.3	1.5	
2003	97.5	98.9	98.8	99.8	-.3	1.4	-.1	1.0	1.6	1.7	1.2	2.0	
2004	99.6	99.7	100.1	100.2	-.2	.1	.4	.1	2.2	.8	1.3	.4	
2005	99.8	100.3	98.6	100.0	-.4	.5	-1.7	1.4	.2	.6	-1.5	-.2	
2006	99.3	98.9	99.9	101.0	-.7	-.4	1.0	1.1	-.5	-1.4	1.3	1.0	
2007	99.4	98.6	99.7	99.5	-1.6	-.8	1.1	-.2	.1	-.3	-.2	-1.5	
2008	98.4	96.2	97.1	101.7	-1.1	-2.2	.9	4.7	-1.0	-2.4	-2.6	2.2	
2009	100.9	99.9	100.3	100.6	-.8	-1.0	.4	.3	2.5	3.8	3.3	-1.1	
2010	101.0	101.1	101.1	101.1	.4	.1	.0	.0	.1	1.2	.8	.5	
2011	99.8	100.0	100.2	100.8	-1.3	.2	.2	.6	-1.2	-1.1	-.9	-.3	
2012	100.0	100.6	100.3	101.4	-.8	.6	-.3	1.1	.2	.6	.1	.6	
2013	100.7	100.9	101.2	101.7	-.7	.2	.3	.5	.7	.3	.9	.3	
2014	101.2	101.6	102.4	103.8	-.5	.4	.8	1.4	.5	.7	1.2	2.1	
2015	103.8	102.8	103.5	104.4	.0	-1.0	.7	.9	2.6	1.2	1.1	.6	
2016	104.3	103.5	103.9	104.1	-.1	-.8	.4	.2	.5	.7	.4	-.3	
2017	103.6	104.2	104.3	104.9	-.5	.6	.1	.6	-.7	.7	.4	.8	
2018	104.1	104.5	104.8	105.9	-.8	.4	.3	1.0	.5	.3	.5	1.0	
2019	105.1	104.6	105.3	105.7	-.8	-.5	.7	.4	1.0	.1	.5	-.2	
2020	105.9	107.2	106.9	107.2	.2	1.2	-.3	.3	.8	2.5	1.5	1.4	
2021	106.5	104.6	104.6	103.8	-.7	-1.8	.0	-.8	.6	-2.4	-2.2	-3.2	
2022	101.9	—	—	—	-1.8	—	—	—	-4.3	—	—	—	
Production, transportation, and material moving													
2001	95.1	94.8	95.6	97.3	-.2	-.3	.8	1.8	.5	.2	.8	2.1	
2002	97.2	97.3	97.5	98.1	-.1	.1	.2	.6	2.2	2.6	2.0	.8	
2003	97.7	98.8	98.9	99.8	-.4	1.1	.1	.9	.5	1.5	1.4	1.7	
2004	100.1	99.9	100.8	101.0	.3	-.2	.9	.2	2.5	1.1	1.9	1.2	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Production, transportation, and material moving													
2005	100.2	100.1	98.7	100.0	-0.8	-0.1	-1.4	1.3	0.1	0.2	-2.1	-1.0	
2006	98.9	98.1	98.8	99.9	-1.1	-.8	.7	1.1	-1.3	-2.0	.1	-.1	
2007	98.4	97.7	98.3	98.1	-1.5	-.7	.6	-.2	-.5	-.4	-.5	-1.8	
2008	97.4	95.5	96.1	100.3	-.7	-2.0	.6	4.4	-1.0	-2.3	-2.2	2.2	
2009	99.9	98.9	99.3	99.6	-.4	-1.0	.4	.3	2.6	3.6	3.3	-.7	
2010	99.7	100.1	100.6	100.5	.1	.4	.5	-.1	-.2	1.2	1.3	.9	
2011	99.2	99.3	99.0	99.9	-1.3	.1	-.3	.9	-.5	-.8	-1.6	-.6	
2012	98.6	99.0	98.7	99.8	-1.3	.4	-.3	1.1	-.6	-.3	-.3	-.1	
2013	99.1	99.1	99.1	100.0	-.7	.0	.0	.9	.5	.1	.4	.2	
2014	99.3	99.0	99.8	101.4	-.7	-.3	.8	1.6	.2	-.1	.7	1.4	
2015	101.7	101.3	102.1	103.2	.3	-.4	.8	1.1	2.4	2.3	2.3	1.8	
2016	103.4	102.8	103.3	103.9	.2	-.6	.5	.6	1.7	1.5	1.2	.7	
2017	103.8	104.0	104.4	104.9	-.1	.2	.4	.5	.4	1.2	1.1	1.0	
2018	104.8	104.4	104.9	105.9	-.1	-.4	.5	1.0	1.0	.4	.5	1.0	
2019	105.9	105.7	106.2	106.9	.0	-.2	.5	.7	1.0	1.2	1.2	.9	
2020	107.5	108.5	108.2	109.0	.6	.9	-.3	.7	1.5	2.6	1.9	2.0	
2021	108.1	106.6	107.1	106.7	-.8	-1.4	.5	-.4	.6	-1.8	-1.0	-2.1	
2022	105.2	—	—	—	-1.4	—	—	—	-2.7	—	—	—	
Production													
2001	94.8	94.1	94.9	96.5	-.1	-.7	.9	1.7	.7	-.1	.5	1.7	
2002	96.4	96.5	96.5	97.3	-.1	.1	.0	.8	1.7	2.6	1.7	.8	
2003	97.1	98.2	98.3	99.3	-.2	1.1	.1	1.0	.7	1.8	1.9	2.1	
2004	100.0	99.9	100.9	101.0	.7	-.1	1.0	.1	3.0	1.7	2.6	1.7	
2005	100.3	100.2	98.6	100.0	-.7	-.1	-1.6	1.4	.3	.3	-2.3	-1.0	
2006	98.9	97.9	98.5	99.5	-1.1	-1.0	.6	1.0	-1.4	-2.3	-.1	-.5	
2007	97.8	97.1	97.5	97.5	-1.7	-.7	.4	.0	-1.1	-.8	-1.0	-2.0	
2008	96.6	94.7	95.3	99.4	-.9	-2.0	.6	4.3	-1.2	-2.5	-2.3	1.9	
2009	99.2	98.2	98.5	98.7	-.2	-1.0	.3	.2	2.7	3.7	3.4	-.7	
2010	99.1	99.4	99.8	99.6	.4	.3	.4	-.2	-.1	1.2	1.3	.9	
2011	98.4	98.7	98.4	99.3	-1.2	.3	-.3	.9	-.7	-.7	-1.4	-.3	
2012	97.7	98.1	97.7	98.6	-1.6	.4	-.4	.9	-.7	-.6	-.7	-.7	
2013	97.9	98.0	97.9	98.7	-.7	.1	-.1	.8	.2	-.1	.2	.1	
2014	98.2	97.6	98.4	100.2	-.5	-.6	.8	1.8	.3	-.4	.5	1.5	
2015	100.5	99.9	100.7	102.0	.3	-.6	.8	1.3	2.3	2.4	2.3	1.8	
2016	102.0	101.4	101.9	102.5	.0	-.6	.5	.6	1.5	1.5	1.2	.5	
2017	102.2	102.4	102.7	103.3	-.3	.2	.3	.6	.2	1.0	.8	.8	
2018	102.9	102.6	102.7	103.8	-.4	-.3	.1	1.1	.7	.2	.0	.5	
2019	103.5	103.4	103.7	104.3	-.3	-.1	.3	.6	.6	.8	1.0	.5	
2020	104.8	105.9	105.5	106.1	.5	1.0	-.4	.6	1.3	2.4	1.7	1.7	
2021	105.4	104.2	104.6	104.1	-.7	-1.1	.4	-.5	.6	-1.6	-.9	-1.9	
2022	102.6	—	—	—	-1.4	—	—	—	-2.7	—	—	—	
Transportation and material moving													
2001	95.6	95.5	96.5	98.2	-.2	-.1	1.0	1.8	.5	.3	1.4	2.5	
2002	98.2	98.3	98.6	99.1	.0	.1	.3	.5	2.7	2.9	2.2	.9	
2003	98.4	99.7	99.6	100.6	-.7	1.3	-.1	1.0	.2	1.4	1.0	1.5	
2004	100.2	99.9	100.8	101.0	-.4	-.3	.9	.2	1.8	.2	1.2	.4	
2005	100.0	100.0	98.8	100.0	-1.0	.0	-1.2	1.2	-.2	.1	-2.0	-1.0	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Transportation and material moving												
2006	99.0	98.2	99.1	100.3	-1.0	-0.8	0.9	1.2	-1.0	-1.8	0.3	0.3
2007	99.0	98.6	99.4	99.0	-1.3	-.4	.8	-.4	.0	.4	.3	-1.3
2008	98.3	96.5	97.3	101.5	-.7	-1.8	.8	4.3	-.7	-2.1	-2.1	2.5
2009	100.8	99.9	100.4	100.6	-.7	-.9	.5	.2	2.5	3.5	3.2	-.9
2010	100.5	101.0	101.7	101.7	-.1	.5	.7	.0	-.3	1.1	1.3	1.1
2011	100.2	100.0	99.8	100.8	-1.5	-.2	-.2	1.0	-.3	-1.0	-1.9	-.9
2012	99.7	100.1	100.1	101.3	-1.1	.4	.0	1.2	-.5	.1	.3	.5
2013	100.5	100.4	100.7	101.6	-.8	-.1	.3	.9	.8	.3	.6	.3
2014	100.8	100.6	101.5	103.0	-.8	-.2	.9	1.5	.3	.2	.8	1.4
2015	103.3	103.0	103.9	104.7	.3	-.3	.9	.8	2.5	2.4	2.4	1.7
2016	105.1	104.5	105.1	105.7	.4	-.6	.6	.6	1.7	1.5	1.2	1.0
2017	105.8	106.0	106.4	106.9	.1	.2	.4	.5	.7	1.4	1.2	1.1
2018	107.1	106.6	107.4	108.3	.2	-.5	.8	.8	1.2	.6	.9	1.3
2019	108.7	108.3	109.1	109.9	.4	-.4	.7	.7	1.5	1.6	1.6	1.5
2020	110.7	111.5	111.3	112.2	.7	.7	-.2	.8	1.8	3.0	2.0	2.1
2021	111.2	109.4	110.0	109.7	-.9	-1.6	.5	-.3	.5	-1.9	-1.2	-2.2
2022	108.1	—	—	—	-1.5	—	—	—	-2.8	—	—	—
Service Occupations												
2001	95.5	95.2	95.9	97.9	.0	-.3	.7	2.1	1.2	.6	1.4	2.5
2002	97.6	97.5	98.1	98.7	-.3	-.1	.6	.6	2.2	2.4	2.3	.8
2003	98.0	98.7	99.1	100.3	-.7	.7	.4	1.2	.4	1.2	1.0	1.6
2004	99.5	99.0	100.0	100.3	-.8	-.5	1.0	.3	1.5	.3	.9	.0
2005	99.5	99.4	98.4	100.0	-.8	-.1	-1.0	1.6	.0	.4	-1.6	-.3
2006	99.3	98.4	99.4	100.9	-.7	-.9	1.0	1.5	-.2	-1.0	1.0	.9
2007	100.4	99.7	100.9	100.9	-.5	-.7	1.2	.0	1.1	1.3	1.5	.0
2008	99.9	98.1	99.1	103.5	-1.0	-1.8	1.0	4.4	-.5	-1.6	-1.8	2.6
2009	103.1	102.0	102.6	102.9	-.4	-1.1	.6	.3	3.2	4.0	3.5	-.6
2010	102.5	102.7	103.2	103.1	-.4	.2	.5	-.1	-.6	.7	.6	.2
2011	101.9	101.0	100.8	101.7	-1.2	-.9	-.2	.9	-.6	-1.7	-2.3	-1.4
2012	100.6	100.9	100.6	101.7	-1.1	.3	-.3	1.1	-1.3	-.1	-.2	.0
2013	100.8	100.8	100.8	101.8	-.9	.0	.0	1.0	.2	-.1	.2	.1
2014	100.7	100.2	101.1	103.0	-1.1	-.5	.9	1.9	-.1	-.6	.3	1.2
2015	103.1	102.2	103.1	104.2	.1	-.9	.9	1.1	2.4	2.0	2.0	1.2
2016	104.4	103.9	104.7	105.2	.2	-.5	.8	.5	1.3	1.7	1.6	1.0
2017	105.2	105.2	105.1	106.0	.0	.0	-.1	.9	.8	1.3	.4	.8
2018	105.8	105.4	106.1	107.5	-.2	-.4	.7	1.3	.6	.2	1.0	1.4
2019	107.4	107.4	107.9	108.8	-.1	.0	.5	.8	1.5	1.9	1.7	1.2
2020	109.4	110.2	110.0	110.9	.6	.7	-.2	.8	1.9	2.6	1.9	1.9
2021	110.3	108.9	109.9	109.8	-.5	-1.3	.9	-.1	.8	-1.2	-.1	-1.0
2022	108.6	—	—	—	-1.1	—	—	—	-1.5	—	—	—
Industry												
Goods-producing industries⁶												
2001	93.7	93.6	94.2	95.7	-.2	-.1	.6	1.6	1.0	.3	.6	1.9
2002	95.7	95.9	95.9	96.8	.0	.2	.0	.9	2.1	2.5	1.8	1.1
2003	96.7	98.0	97.9	98.9	-.1	1.3	-.1	1.0	1.0	2.2	2.1	2.2
2004	99.2	99.0	100.0	100.2	.3	-.2	1.0	.2	2.6	1.0	2.1	1.3
2005	99.8	100.2	98.8	100.0	-.4	.4	-1.4	1.2	.6	1.2	-1.2	-.2

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Industry												
Goods-producing industries⁶												
2006	98.8	98.3	98.9	99.9	-1.2	-0.5	0.6	1.0	-1.0	-1.9	0.1	-0.1
2007	98.6	98.1	98.6	98.4	-1.3	-.5	.5	-.2	-.2	-.2	-.3	-1.5
2008	97.8	96.0	96.5	100.7	-.6	-1.8	.5	4.4	-.8	-2.1	-2.1	2.3
2009	99.9	98.8	98.8	99.0	-.8	-1.1	.0	.2	2.1	2.9	2.4	-1.7
2010	99.3	99.6	100.0	99.8	.3	.3	.4	-.2	-.6	.8	1.2	.8
2011	98.7	98.7	98.4	99.3	-1.1	.0	-.3	.9	-.6	-.9	-1.6	-.5
2012	97.9	98.4	98.1	99.1	-1.4	.5	-.3	1.0	-.8	-.3	-.3	-.2
2013	98.4	98.6	98.8	99.5	-.7	.2	.2	.7	.5	.2	.7	.4
2014	98.7	98.4	99.1	100.9	-.8	-.3	.7	1.8	.3	-.2	.3	1.4
2015	100.9	100.6	101.3	102.5	.0	-.3	.7	1.2	2.2	2.2	2.2	1.6
2016	102.3	101.8	102.1	102.5	-.2	-.5	.3	.4	1.4	1.2	.8	.0
2017	102.2	102.3	102.4	102.9	-.3	.1	.1	.5	-.1	.5	.3	.4
2018	102.5	102.2	102.3	103.3	-.4	-.3	.1	1.0	.3	-.1	-.1	.4
2019	103.0	103.0	103.6	104.0	-.3	.0	.6	.4	.5	.8	1.3	.7
2020	104.2	105.2	104.5	105.0	.2	1.0	-.7	.5	1.2	2.1	.9	1.0
2021	104.0	102.5	102.5	101.7	-1.0	-1.4	.0	-.8	-.2	-2.6	-1.9	-3.1
2022	100.1	—	—	—	-1.6	—	—	—	-3.8	—	—	—
Manufacturing												
2001	93.5	93.3	93.7	95.3	.0	-.2	.4	1.7	.5	-.1	.3	1.9
2002	95.5	95.7	95.6	96.5	.2	.2	-.1	.9	2.1	2.6	2.0	1.3
2003	96.8	97.9	97.7	98.6	.3	1.1	-.2	.9	1.4	2.3	2.2	2.2
2004	99.4	99.2	100.2	100.2	.8	-.2	1.0	.0	2.7	1.3	2.6	1.6
2005	100.0	100.2	98.8	100.0	-.2	.2	-1.4	1.2	.6	1.0	-1.4	-.2
2006	98.6	98.0	98.4	99.3	-1.4	-.6	.4	.9	-1.4	-2.2	-.4	-.7
2007	97.7	97.1	97.4	97.2	-1.6	-.6	.3	-.2	-.9	-.9	-1.0	-2.1
2008	96.5	94.6	95.0	99.1	-.7	-2.0	.4	4.3	-1.2	-2.6	-2.5	2.0
2009	98.5	97.4	97.3	97.5	-.6	-1.1	-.1	.2	2.1	3.0	2.4	-1.6
2010	98.1	98.5	99.0	98.8	.6	.4	.5	-.2	-.4	1.1	1.7	1.3
2011	98.1	98.3	97.8	98.7	-.7	.2	-.5	.9	.0	-.2	-1.2	-.1
2012	97.3	97.8	97.5	98.5	-1.4	.5	-.3	1.0	-.8	-.5	-.3	-.2
2013	97.8	98.0	98.1	98.8	-.7	.2	.1	.7	.5	.2	.6	.3
2014	98.3	98.0	98.7	100.4	-.5	-.3	.7	1.7	.5	.0	.6	1.6
2015	100.7	100.3	101.0	102.2	.3	-.4	.7	1.2	2.4	2.3	2.3	1.8
2016	102.2	101.7	102.0	102.3	.0	-.5	.3	.3	1.5	1.4	1.0	.1
2017	102.0	102.1	102.3	102.9	-.3	.1	.2	.6	-.2	.4	.3	.6
2018	102.5	102.1	102.1	103.1	-.4	-.4	.0	1.0	.5	.0	-.2	.2
2019	102.9	102.8	103.1	103.6	-.2	-.1	.3	.5	.4	.7	1.0	.5
2020	103.9	104.7	104.0	104.6	.3	.8	-.7	.6	1.0	1.8	.9	1.0
2021	103.6	102.0	102.2	101.3	-1.0	-1.5	.2	-.9	-.3	-2.6	-1.7	-3.2
2022	100.1	—	—	—	-1.2	—	—	—	-3.4	—	—	—
Service-providing industries⁷												
2001	94.8	94.7	95.8	97.3	.0	-.1	1.2	1.6	1.0	.7	1.5	2.6
2002	97.0	97.4	97.7	98.1	-.3	.4	.3	.4	2.3	2.9	2.0	.8
2003	97.7	98.6	99.1	100.1	-.4	.9	.5	1.0	.7	1.2	1.4	2.0
2004	99.4	99.1	100.0	100.3	-.7	-.3	.9	.3	1.7	.5	.9	.2
2005	99.7	99.6	98.3	100.0	-.6	-.1	-1.3	1.7	.3	.5	-1.7	-.3

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Service-providing industries⁷												
2006	99.3	98.6	99.8	101.0	-0.7	-0.7	1.2	1.2	-0.4	-1.0	1.5	1.0
2007	100.1	99.4	100.4	100.2	-9	-7	1.0	-2	.8	.8	.6	-8
2008	99.4	97.6	98.5	102.8	-8	-1.8	.9	4.4	-7	-1.8	-1.9	2.6
2009	102.0	100.9	101.3	101.6	-8	-1.1	.4	.3	2.6	3.4	2.8	-1.2
2010	101.4	101.7	102.0	102.0	-2	.3	.3	.0	-6	.8	.7	.4
2011	100.7	100.2	100.2	101.0	-1.3	-5	.0	.8	-7	-1.5	-1.8	-1.0
2012	100.1	100.5	100.2	101.2	-9	.4	-3	1.0	-6	.3	.0	.2
2013	100.4	100.6	100.8	101.6	-8	.2	.2	.8	.3	.1	.6	.4
2014	100.6	100.6	101.4	103.2	-1.0	.0	.8	1.8	.2	.0	.6	1.6
2015	103.4	102.4	103.4	104.4	.2	-1.0	1.0	1.0	2.8	1.8	2.0	1.2
2016	104.4	103.8	104.3	104.6	.0	-6	.5	.3	1.0	1.4	.9	.2
2017	104.5	104.6	104.5	105.1	-1	.1	-1	.6	.1	.8	.2	.5
2018	104.8	104.5	105.2	106.2	-3	-3	.7	1.0	.3	-1	.7	1.0
2019	105.8	105.6	106.2	106.6	-4	-2	.6	.4	1.0	1.1	1.0	.4
2020	107.2	107.8	107.4	107.9	.6	.6	-4	.5	1.3	2.1	1.1	1.2
2021	107.3	105.2	105.7	104.9	-6	-2.0	.5	-8	.1	-2.4	-1.6	-2.8
2022	103.3	—	—	—	-1.5	—	—	—	-3.7	—	—	—
Education and health services												
2001	93.8	93.5	95.3	96.7	-3	-3	1.9	1.5	1.0	.8	1.9	2.8
2002	96.2	96.0	97.1	97.9	-5	-2	1.1	.8	2.6	2.7	1.9	1.2
2003	96.9	97.7	98.4	99.4	-1.0	.8	.7	1.0	.7	1.8	1.3	1.5
2004	98.7	97.9	99.3	99.7	-7	-8	1.4	.4	1.9	.2	.9	.3
2005	98.9	98.8	98.1	100.0	-8	-1	-7	1.9	.2	.9	-1.2	.3
2006	99.1	98.3	100.3	101.6	-9	-8	2.0	1.3	.2	-5	2.2	1.6
2007	100.6	99.6	101.2	101.1	-1.0	-1.0	1.6	-1	1.5	1.3	.9	-5
2008	100.1	98.2	99.6	104.0	-1.0	-1.9	1.4	4.4	-5	-1.4	-1.6	2.9
2009	103.4	102.3	103.1	103.3	-6	-1.1	.8	.2	3.3	4.2	3.5	-7
2010	102.8	102.9	103.5	103.4	-5	.1	.6	-1	-6	.6	.4	.1
2011	101.7	100.9	101.0	101.8	-1.6	-8	.1	.8	-1.1	-1.9	-2.4	-1.5
2012	100.8	101.1	101.0	102.0	-1.0	.3	-1	1.0	-9	.2	.0	.2
2013	101.0	101.0	101.4	102.3	-1.0	.0	.4	.9	.2	-1	.4	.3
2014	101.2	100.6	101.5	103.4	-1.1	-6	.9	1.9	.2	-4	.1	1.1
2015	103.3	102.6	103.7	104.8	-1	-7	1.1	1.1	2.1	2.0	2.2	1.4
2016	104.5	103.7	104.5	104.9	-3	-8	.8	.4	1.2	1.1	.8	.1
2017	104.5	104.3	104.3	105.0	-4	-2	.0	.7	.0	.6	-2	.1
2018	104.3	103.8	104.7	105.9	-7	-5	.9	1.1	-2	-5	.4	.9
2019	105.2	104.8	105.8	106.2	-7	-4	1.0	.4	.9	1.0	1.1	.3
2020	106.4	106.6	106.6	107.0	.2	.2	.0	.4	1.1	1.7	.8	.8
2021	105.8	103.6	104.1	103.4	-1.1	-2.1	.5	-7	-6	-2.8	-2.3	-3.4
2022	101.5	—	—	—	-1.8	—	—	—	-4.1	—	—	—
Educational services												
2001	94.1	93.5	95.7	96.9	-6	-6	2.4	1.3	.5	.3	1.6	2.3
2002	95.9	95.6	97.4	98.2	-1.0	-3	1.9	.8	1.9	2.2	1.8	1.3
2003	96.9	97.5	98.4	99.4	-1.3	.6	.9	1.0	1.0	2.0	1.0	1.2
2004	98.3	97.3	98.9	99.4	-1.1	-1.0	1.6	.5	1.4	-2	.5	.0
2005	98.5	98.2	98.0	100.0	-9	-3	-2	2.0	.2	.9	-9	.6
2006	98.7	97.7	100.3	101.5	-1.3	-1.0	2.7	1.2	.2	-5	2.3	1.5
2007	100.2	99.1	101.2	101.1	-1.3	-1.1	2.1	-1	1.5	1.4	.9	-4

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Educational services													
2008	99.8	97.9	99.9	104.1	-1.3	-1.9	2.0	4.2	-0.4	-1.2	-1.3	3.0	
2009	103.4	102.3	103.4	103.6	-7	-1.1	1.1	.2	3.6	4.5	3.5	-5	
2010	102.8	102.7	103.7	103.5	-8	-1	1.0	-2	-6	.4	.3	-1	
2011	101.7	100.7	101.1	101.8	-1.7	-1.0	.4	.7	-1.1	-1.9	-2.5	-1.6	
2012	100.5	100.6	100.9	101.8	-1.3	.1	.3	.9	-1.2	-1	-2	.0	
2013	100.7	100.6	101.2	102.0	-1.1	-1	.6	.8	.2	.0	.3	.2	
2014	100.9	100.2	101.4	103.2	-1.1	-7	1.2	1.8	.2	-4	.2	1.2	
2015	103.1	102.3	103.8	105.0	-1	-8	1.5	1.2	2.2	2.1	2.4	1.7	
2016	104.5	103.6	104.9	105.3	-5	-9	1.3	.4	1.4	1.3	1.1	.3	
2017	104.8	104.5	104.9	105.5	-5	-3	.4	.6	.3	.9	.0	.2	
2018	104.6	103.9	105.2	106.3	-9	-7	1.3	1.0	-2	-6	.3	.8	
2019	105.5	105.1	106.5	106.8	-8	-4	1.3	.3	.9	1.2	1.2	.5	
2020	106.8	107.3	107.2	107.6	.0	.5	-1	.4	1.2	2.1	.7	.7	
2021	106.0	103.6	104.2	103.0	-1.5	-2.3	.6	-1.2	-7	-3.4	-2.8	-4.3	
2022	100.6	—	—	—	-2.3	—	—	—	-5.1	—	—	—	
Elementary and secondary schools													
2001	93.6	93.0	95.2	96.3	-1.0	-6	2.4	1.2	.0	-1	1.2	1.9	
2002	95.4	95.0	97.0	97.8	-9	-4	2.1	.8	1.9	2.2	1.9	1.6	
2003	96.4	97.0	98.1	98.9	-1.4	.6	1.1	.8	1.0	2.1	1.1	1.1	
2004	97.8	96.8	98.8	99.2	-1.1	-1.0	2.1	.4	1.5	-2	.7	.3	
2005	98.1	97.8	97.9	100.0	-1.1	-3	.1	2.1	.3	1.0	-9	.8	
2006	98.7	97.5	100.4	101.6	-1.3	-1.2	3.0	1.2	.6	-3	2.6	1.6	
2007	100.3	99.1	101.4	101.1	-1.3	-1.2	2.3	-3	1.6	1.6	1.0	-5	
2008	99.8	97.9	99.9	104.3	-1.3	-1.9	2.0	4.4	-5	-1.2	-1.5	3.2	
2009	103.6	102.3	103.8	103.9	-7	-1.3	1.5	.1	3.8	4.5	3.9	-4	
2010	103.1	103.1	104.1	103.7	-8	.0	1.0	-4	-5	.8	.3	-2	
2011	101.9	100.9	101.2	101.8	-1.7	-1.0	.3	.6	-1.2	-2.1	-2.8	-1.8	
2012	100.5	100.6	100.9	101.7	-1.3	.1	.3	.8	-1.4	-3	-3	-1	
2013	100.6	100.5	100.9	101.7	-1.1	-1	.4	.8	.1	-1	.0	.0	
2014	100.6	99.9	101.1	102.8	-1.1	-7	1.2	1.7	.0	-6	.2	1.1	
2015	102.6	101.9	103.3	104.7	-2	-7	1.4	1.4	2.0	2.0	2.2	1.8	
2016	104.3	103.3	104.7	105.2	-4	-1.0	1.4	.5	1.7	1.4	1.4	.5	
2017	104.5	104.3	104.8	105.4	-7	-2	.5	.6	.2	1.0	.1	.2	
2018	104.5	103.8	105.2	106.3	-9	-7	1.3	1.0	.0	-5	.4	.9	
2019	105.5	105.0	106.6	106.9	-8	-5	1.5	.3	1.0	1.2	1.3	.6	
2020	106.9	107.3	107.6	108.0	.0	.4	.3	.4	1.3	2.2	.9	1.0	
2021	106.5	104.0	104.6	103.3	-1.4	-2.3	.6	-1.2	-4	-3.1	-2.8	-4.4	
2022	100.9	—	—	—	-2.3	—	—	—	-5.3	—	—	—	
Junior colleges, colleges, universities, and professional schools													
2001	95.3	94.8	97.1	98.4	.2	-5	2.4	1.3	1.7	1.6	2.9	3.5	
2002	97.4	97.0	98.5	99.4	-1.0	-4	1.5	.9	2.2	2.3	1.4	1.0	
2003	98.0	98.8	99.3	100.4	-1.4	.8	.5	1.1	.6	1.9	.8	1.0	
2004	99.4	98.4	99.5	99.7	-1.0	-1.0	1.1	.2	1.4	-4	.2	-7	
2005	99.2	98.9	98.3	100.0	-5	-3	-6	1.7	-2	.5	-1.2	.3	
2006	98.9	97.9	100.2	101.3	-1.1	-1.0	2.3	1.1	-3	-1.0	1.9	1.3	
2007	99.9	99.1	101.1	101.2	-1.4	-8	2.0	.1	1.0	1.2	.9	-1	
2008	100.0	98.0	99.9	103.8	-1.2	-2.0	1.9	3.9	.1	-1.1	-1.2	2.6	
2009	103.2	102.2	102.4	102.7	-6	-1.0	.2	.3	3.2	4.3	2.5	-1.1	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Junior colleges, colleges, universities, and professional schools													
2010	102.0	102.0	102.7	102.9	-0.7	0.0	0.7	0.2	-1.2	-0.2	0.3	0.2	
2011	101.3	100.1	100.5	101.1	-1.6	-1.2	.4	.6	-.7	-1.9	-2.1	-1.7	
2012	100.1	100.3	100.8	101.9	-1.0	.2	.5	1.1	-1.2	.2	.3	.8	
2013	100.9	100.9	101.7	102.5	-1.0	.0	.8	.8	.8	.6	.9	.6	
2014	101.6	100.8	101.9	103.8	-.9	-.8	1.1	1.9	.7	-.1	.2	1.3	
2015	103.8	103.1	104.5	105.4	.0	-.7	1.4	.9	2.2	2.3	2.6	1.5	
2016	104.9	104.0	105.0	105.6	-.5	-.9	1.0	.6	1.1	.9	.5	.2	
2017	105.2	104.8	105.1	105.7	-.4	-.4	.3	.6	.3	.8	.1	.1	
2018	104.7	104.1	105.0	106.3	-.9	-.6	.9	1.2	-.5	-.7	-.1	.6	
2019	105.5	105.2	106.3	106.7	-.8	-.3	1.0	.4	.8	1.1	1.2	.4	
2020	106.6	107.1	106.3	106.6	-.1	.5	-.7	.3	1.0	1.8	.0	-.1	
2021	104.9	102.5	103.2	102.2	-1.6	-2.3	.7	-1.0	-1.6	-4.3	-2.9	-4.1	
2022	99.8	—	—	—	-2.3	—	—	—	-4.9	—	—	—	
Health care and social assistance													
2001	93.5	93.5	94.7	96.4	.1	.0	1.3	1.8	1.7	1.3	2.3	3.2	
2002	96.4	96.6	96.7	97.6	.0	.2	.1	.9	3.1	3.3	2.1	1.2	
2003	97.0	98.0	98.3	99.4	-.6	1.0	.3	1.1	.6	1.4	1.7	1.8	
2004	99.1	98.6	99.8	100.0	-.3	-.5	1.2	.2	2.2	.6	1.5	.6	
2005	99.6	99.6	98.3	100.0	-.4	.0	-1.3	1.7	.5	1.0	-1.5	.0	
2006	99.6	99.0	100.4	101.7	-.4	-.6	1.4	1.3	.0	-.6	2.1	1.7	
2007	101.0	100.2	101.1	101.1	-.7	-.8	.9	.0	1.4	1.2	.7	-.6	
2008	100.4	98.6	99.3	103.8	-.7	-1.8	.7	4.5	-.6	-1.6	-1.8	2.7	
2009	103.4	102.4	102.8	103.1	-.4	-1.0	.4	.3	3.0	3.9	3.5	-.7	
2010	102.8	103.0	103.2	103.3	-.3	.2	.2	.1	-.6	.6	.4	.2	
2011	101.8	101.1	100.9	101.9	-1.5	-.7	-.2	1.0	-1.0	-1.8	-2.2	-1.4	
2012	101.3	101.6	101.1	102.2	-.6	.3	-.5	1.1	-.5	.5	.2	.3	
2013	101.4	101.4	101.7	102.7	-.8	.0	.3	1.0	.1	-.2	.6	.5	
2014	101.5	101.1	101.6	103.7	-1.2	-.4	.5	2.1	.1	-.3	-.1	1.0	
2015	103.6	102.9	103.6	104.7	-.1	-.7	.7	1.1	2.1	1.8	2.0	1.0	
2016	104.5	103.8	104.1	104.6	-.2	-.7	.3	.5	.9	.9	.5	-.1	
2017	104.2	104.2	103.8	104.5	-.4	.0	-.4	.7	-.3	.4	-.3	-.1	
2018	104.1	103.6	104.3	105.5	-.4	-.5	.7	1.2	-.1	-.6	.5	1.0	
2019	104.9	104.7	105.1	105.6	-.6	-.2	.4	.5	.8	1.1	.8	.1	
2020	106.0	105.9	106.0	106.5	.4	-.1	.1	.5	1.0	1.1	.9	.9	
2021	105.6	103.7	104.1	103.9	-.8	-1.8	.4	-.2	-.4	-2.1	-1.8	-2.4	
2022	102.4	—	—	—	-1.4	—	—	—	-3.0	—	—	—	
Hospitals													
2001	90.4	90.9	92.3	94.2	.1	.6	1.5	2.1	1.9	2.1	3.2	4.3	
2002	94.5	94.8	95.3	96.5	.3	.3	.5	1.3	4.5	4.3	3.3	2.4	
2003	96.0	96.8	97.3	98.8	-.5	.8	.5	1.5	1.6	2.1	2.1	2.4	
2004	98.2	97.8	98.9	99.4	-.6	-.4	1.1	.5	2.3	1.0	1.6	.6	
2005	99.3	99.3	98.3	100.0	-.1	.0	-1.0	1.7	1.1	1.5	-.6	.6	
2006	99.7	98.8	100.1	101.4	-.3	-.9	1.3	1.3	.4	-.5	1.8	1.4	
2007	100.7	99.9	100.7	100.7	-.7	-.8	.8	.0	1.0	1.1	.6	-.7	
2008	99.9	98.2	99.1	103.7	-.8	-1.7	.9	4.6	-.8	-1.7	-1.6	3.0	
2009	103.3	102.4	102.9	103.3	-.4	-.9	.5	.4	3.4	4.3	3.8	-.4	
2010	103.2	103.5	103.8	104.1	-.1	.3	.3	.3	-.1	1.1	.9	.8	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Hospitals												
2011	102.6	101.9	101.8	102.7	-1.4	-0.7	-0.1	0.9	-0.6	-1.5	-1.9	-1.3
2012	101.6	101.9	101.5	102.6	-1.1	.3	-4	1.1	-1.0	.0	-.3	-.1
2013	101.7	101.8	102.1	103.0	-.9	.1	.3	.9	.1	-.1	.6	.4
2014	101.8	101.4	101.9	103.7	-1.2	-.4	.5	1.8	.1	-.4	-.2	.7
2015	103.7	103.1	103.8	104.9	.0	-.6	.7	1.1	1.9	1.7	1.9	1.2
2016	104.8	104.2	104.5	105.2	-.1	-.6	.3	.7	1.1	1.1	.7	.3
2017	104.8	104.8	104.5	105.2	-.4	.0	-.3	.7	.0	.6	.0	.0
2018	104.4	104.0	104.3	105.8	-.8	-.4	.3	1.4	-.4	-.8	-.2	.6
2019	105.2	105.0	105.5	106.1	-.6	-.2	.5	.6	.8	1.0	1.2	.3
2020	106.3	107.1	106.5	107.0	.2	.8	-.6	.5	1.0	2.0	.9	.8
2021	106.3	104.3	104.3	104.3	-.7	-1.9	.0	.0	.0	-2.6	-2.1	-2.5
2022	102.7	—	—	—	-1.5	—	—	—	-3.4	—	—	—
Nursing and residential care facilities												
2001	93.7	93.2	95.5	97.1	.5	-.5	2.5	1.7	3.2	1.9	3.7	4.2
2002	97.1	97.5	97.7	98.6	.0	.4	.2	.9	3.6	4.6	2.3	1.5
2003	98.1	99.0	99.1	100.2	-.5	.9	.1	1.1	1.0	1.5	1.4	1.6
2004	99.7	99.0	99.6	99.9	-.5	-.7	.6	.3	1.6	.0	.5	-.3
2005	99.3	99.4	98.2	100.0	-.6	.1	-1.2	1.8	-.4	.4	-1.4	.1
2006	99.5	98.4	99.5	101.1	-.5	-1.1	1.1	1.6	.2	-1.0	1.3	1.1
2007	100.2	99.2	99.7	99.6	-.9	-1.0	.5	-.1	.7	.8	.2	-1.5
2008	98.9	97.3	98.1	102.6	-.7	-1.6	.8	4.6	-1.3	-1.9	-1.6	3.0
2009	102.1	101.0	101.3	101.5	-.5	-1.1	.3	.2	3.2	3.8	3.3	-1.1
2010	101.2	101.3	101.5	101.2	-.3	.1	.2	-.3	-.9	.3	.2	-.3
2011	99.9	99.3	99.1	99.7	-1.3	-.6	-.2	.6	-1.3	-2.0	-2.4	-1.5
2012	98.7	98.9	98.4	99.3	-1.0	.2	-.5	.9	-1.2	-.4	-.7	-.4
2013	98.5	98.4	98.5	99.3	-.8	-.1	.1	.8	-.2	-.5	.1	.0
2014	98.3	97.6	98.2	100.1	-1.0	-.7	.6	1.9	-.2	-.8	-.3	.8
2015	100.1	99.5	100.4	101.3	.0	-.6	.9	.9	1.8	1.9	2.2	1.2
2016	101.5	100.8	101.2	101.8	.2	-.7	.4	.6	1.4	1.3	.8	.5
2017	101.4	101.5	101.4	102.1	-.4	.1	-.1	.7	-.1	.7	.2	.3
2018	101.8	101.5	101.9	103.1	-.3	-.3	.4	1.2	.4	.0	.5	1.0
2019	102.5	102.2	102.7	103.0	-.6	-.3	.5	.3	.7	.7	.8	-.1
2020	103.4	104.2	103.9	104.7	.4	.8	-.3	.8	.9	2.0	1.2	1.7
2021	103.9	102.4	103.2	103.3	-.8	-1.4	.8	.1	.5	-1.7	-.7	-1.3
2022	101.9	—	—	—	-1.4	—	—	—	-1.9	—	—	—
Public administration												
2001	91.5	91.4	92.4	94.1	.2	-.1	1.1	1.8	.3	.8	1.9	3.1
2002	93.9	93.9	95.0	96.1	-.2	.0	1.2	1.2	2.6	2.7	2.8	2.1
2003	95.5	96.3	97.2	98.3	-.6	.8	.9	1.1	1.7	2.6	2.3	2.3
2004	97.8	97.3	98.6	99.1	-.5	-.5	1.3	.5	2.4	1.0	1.4	.8
2005	98.9	98.7	98.0	100.0	-.2	-.2	-.7	2.0	1.1	1.4	-.6	.9
2006	99.1	98.1	99.4	101.3	-.9	-1.0	1.3	1.9	.2	-.6	1.4	1.3
2007	101.2	100.7	102.0	102.3	-.1	-.5	1.3	.3	2.1	2.7	2.6	1.0
2008	101.1	99.0	100.4	104.9	-1.2	-2.1	1.4	4.5	-.1	-1.7	-1.6	2.5
2009	104.6	103.5	104.0	104.4	-.3	-1.1	.5	.4	3.5	4.5	3.6	-.5
2010	104.1	104.2	105.1	104.9	-.3	.1	.9	-.2	-.5	.7	1.1	.5
2011	103.5	102.5	102.4	103.0	-1.3	-1.0	-.1	.6	-.6	-1.6	-2.6	-1.8
2012	102.2	102.5	102.4	103.4	-.8	.3	-.1	1.0	-1.3	.0	.0	.4

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Public administration													
2013	102.7	102.5	103.2	104.2	-0.7	-0.2	0.7	1.0	0.5	0.0	0.8	0.8	
2014	103.4	103.2	104.0	105.9	-.8	-.2	.8	1.8	.7	.7	.8	1.6	
2015	105.7	105.0	106.3	107.4	-.2	-.7	1.2	1.0	2.2	1.7	2.2	1.4	
2016	107.4	106.5	107.3	107.6	.0	-.8	.8	.3	1.6	1.4	.9	.2	
2017	107.5	107.4	107.4	108.3	-.1	-.1	.0	.8	.1	.8	.1	.7	
2018	107.4	106.8	107.8	109.0	-.8	-.6	.9	1.1	-.1	-.6	.4	.6	
2019	108.7	108.2	109.2	109.8	-.3	-.5	.9	.5	1.2	1.3	1.3	.7	
2020	110.2	110.7	110.6	110.9	.4	.5	-.1	.3	1.4	2.3	1.3	1.0	
2021	109.5	107.1	107.4	106.3	-1.3	-2.2	.3	-1.0	-.6	-3.3	-2.9	-4.1	
2022	104.7	—	—	—	-1.5	—	—	—	-4.4	—	—	—	

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

² Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government.

³ The index for this series is not strictly comparable with other series in this table.

⁴ Includes the following occupational groups: management, business, and financial; professional and related; sales and related; and office and administrative support.

⁵ Includes the following occupational groups: farming, fishing, and forestry; construction and extraction; installation, maintenance, and repair; production; and transportation and material moving.

⁶ Includes mining, construction, and manufacturing.

⁷ Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; other services, except public administration; and public administration.

NOTE: Dashes indicate data not available.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Private industry workers												
All workers												
2001	94.9	94.9	95.7	97.3	0.1	0.0	0.8	1.7	1.1	0.7	1.3	2.6
2002	97.1	97.5	97.5	97.9	-.2	.4	.0	.4	2.3	2.7	1.9	.6
2003	97.7	98.8	99.1	100.0	-.2	1.1	.3	.9	.6	1.3	1.6	2.1
2004	99.7	99.5	100.3	100.5	-.3	-.2	.8	.2	2.0	.7	1.2	.5
2005	100.0	100.1	98.5	100.0	-.5	.1	-1.6	1.5	.3	.6	-1.8	-.5
2006	99.3	98.6	99.4	100.6	-.7	-.7	.8	1.2	-.7	-1.5	.9	.6
2007	99.6	99.1	99.7	99.6	-1.0	-.5	.6	-.1	.3	.5	.3	-1.0
2008	98.9	97.2	97.7	102.0	-.7	-1.7	.5	4.4	-.7	-1.9	-2.0	2.4
2009	101.2	100.0	100.2	100.5	-.8	-1.2	.2	.3	2.3	2.9	2.6	-1.5
2010	100.5	100.8	101.1	101.0	.0	.3	.3	-.1	-.7	.8	.9	.5
2011	99.8	99.6	99.4	100.3	-1.2	-.2	-.2	.9	-.7	-1.2	-1.7	-.7
2012	99.3	99.8	99.4	100.4	-1.0	.5	-.4	1.0	-.5	.2	.0	.1
2013	99.7	99.9	100.1	100.9	-.7	.2	.2	.8	.4	.1	.7	.5
2014	99.9	99.9	100.7	102.4	-1.0	.0	.8	1.7	.2	-.0	.6	1.5
2015	102.6	101.7	102.6	103.6	.2	-.9	.9	1.0	2.7	1.8	1.9	1.2
2016	103.6	103.1	103.4	103.7	.0	-.5	.3	.3	1.0	1.4	.8	.1
2017	103.6	103.8	103.7	104.2	-.1	.2	-.1	.5	.0	.7	.3	.5
2018	104.0	103.8	104.3	105.3	-.2	-.2	.5	1.0	.4	.0	.6	1.1
2019	104.9	104.8	105.3	105.7	-.4	-.1	.5	.4	.9	1.0	1.0	.4
2020	106.3	106.9	106.4	107.0	.6	.6	-.5	.6	1.3	2.0	1.0	1.2
2021	106.5	104.6	105.0	104.3	-.5	-1.8	.4	-.7	.2	-2.2	-1.3	-2.5
2022	102.8	—	—	—	-1.4	—	—	—	-3.5	—	—	—
Excluding sales occupations												
2001	95.0	94.9	95.7	97.3	.2	-.1	.8	1.7	1.5	1.0	1.5	2.6
2002	97.2	97.5	97.5	98.0	-.1	.3	.0	.5	2.3	2.7	1.9	.7
2003	97.8	98.9	99.1	100.1	-.2	1.1	.2	1.0	.6	1.4	1.6	2.1
2004	99.8	99.6	100.2	100.6	-.3	-.2	.6	.4	2.0	.7	1.1	.5
2005	100.1	100.2	98.6	100.0	-.5	.1	-1.6	1.4	.3	.6	-1.6	-.6
2006	99.4	98.7	99.5	100.7	-.6	-.7	.8	1.2	-.7	-1.5	.9	.7
Excluding incentive paid occupations²												
2006	99.4	98.7	99.4	100.7	-.6	-.7	.7	1.3	—	—	—	.7
2007	99.7	99.2	99.9	99.7	-1.0	-.5	.7	-.2	.3	.5	.5	-1.0
2008	99.1	97.4	98.1	102.5	-.6	-1.7	.7	4.5	-.6	-1.8	-1.8	2.8
2009	101.8	100.6	100.8	101.0	-.7	-1.2	.2	.2	2.7	3.3	2.8	-1.5
2010	101.1	101.4	101.6	101.5	.1	.3	.2	-.1	-.7	.8	.8	.5
2011	100.4	100.1	99.9	100.7	-1.1	-.3	-.2	.8	-.7	-1.3	-1.7	-.8
2012	99.7	100.2	99.7	100.7	-1.0	.5	-.5	1.0	-.7	.1	-.2	.0
2013	100.1	100.3	100.4	101.1	-.6	.2	.1	.7	.4	.1	.7	.4
2014	100.3	100.2	100.7	102.5	-.8	-.1	.5	1.8	.2	-.1	.3	1.4
2015	102.6	101.9	102.7	103.7	.1	-.7	.8	1.0	2.3	1.7	2.0	1.2
2016	103.9	103.2	103.5	103.9	.2	-.7	.3	.4	1.3	1.3	.8	.2
2017	103.9	104.1	103.8	104.4	.0	.2	-.3	.6	.0	.9	.3	.5
2018	104.3	104.0	104.4	105.4	-.1	-.3	.4	1.0	.4	-.1	.6	1.0
2019	105.1	105.0	105.4	105.8	-.3	-.1	.4	.4	.8	1.0	1.0	.4
2020	106.3	106.9	106.5	107.0	.5	.6	-.4	.5	1.1	1.8	1.0	1.1
2021	106.3	104.5	104.7	104.2	-.7	-1.7	.2	-.5	.0	-2.2	-1.7	-2.6
2022	102.7	—	—	—	-1.4	—	—	—	-3.4	—	—	—

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Occupational group												
White-collar occupations³												
2001	94.7	94.8	95.5	97.1	0.2	0.1	0.7	1.7	1.2	1.0	1.4	2.8
2002	97.0	97.5	97.3	97.7	-1	.5	-2	.4	2.4	2.8	1.9	.6
2003	97.6	98.7	99.0	99.9	-1	1.1	.3	.9	.6	1.2	1.7	2.3
2004	99.4	99.2	100.0	100.3	-5	-2	.8	.3	1.8	.5	1.0	.4
2005	100.0	100.0	98.5	100.0	-3	.0	-1.5	1.5	.6	.8	-1.5	-3
2006	99.4	98.7	99.6	100.8	-6	-7	.9	1.2	-6	-1.3	1.1	.8
Excluding sales occupations												
2001	94.7	94.7	95.5	97.1	.4	.0	.8	1.7	1.8	1.4	1.8	3.0
2002	97.1	97.4	97.2	97.7	.0	.3	-2	.5	2.5	2.9	1.8	.6
2003	97.7	98.8	99.0	100.0	.0	1.1	.2	1.0	.6	1.4	1.9	2.4
2004	99.6	99.3	100.0	100.5	-4	-3	.7	.5	1.9	.5	1.0	.5
2005	100.2	100.2	98.6	100.0	-3	.0	-1.6	1.4	.6	.9	-1.4	-5
2006	99.6	98.9	99.8	100.9	-4	-7	.9	1.1	-6	-1.3	1.2	.9
Management, professional, and related												
2001	94.9	95.0	95.8	97.3	.4	.1	.8	1.6	1.7	1.4	1.8	3.0
2002	97.2	97.5	97.3	97.6	-1	.3	-2	.3	2.4	2.6	1.6	.3
2003	97.9	98.9	99.1	100.2	.3	1.0	.2	1.1	.7	1.4	1.8	2.7
2004	99.7	99.2	100.0	100.4	-5	-5	.8	.4	1.8	.3	.9	.2
2005	100.3	100.3	98.6	100.0	-1	.0	-1.7	1.4	.6	1.1	-1.4	-4
2006	99.6	98.9	99.8	101.0	-4	-7	.9	1.2	-7	-1.4	1.2	1.0
2007	100.2	99.6	100.4	100.1	-8	-6	.8	-3	.6	.7	.6	-9
2008	99.7	97.9	98.6	102.9	-4	-1.8	.7	4.4	-5	-1.7	-1.8	2.8
2009	102.1	100.8	100.8	100.9	-8	-1.3	.0	.1	2.4	3.0	2.2	-1.9
2010	101.1	101.3	101.5	101.5	.2	.2	.2	.0	-1.0	.5	.7	.6
2011	100.5	100.1	99.8	100.6	-1.0	-4	-3	.8	-6	-1.2	-1.7	-9
2012	99.9	100.4	99.8	100.9	-7	.5	-6	1.1	-6	.3	.0	.3
2013	100.2	100.6	100.8	101.5	-7	.4	.2	.7	.3	.2	1.0	.6
2014	100.6	100.7	101.4	103.1	-9	.1	.7	1.7	.4	.1	.6	1.6
2015	103.2	102.4	103.3	104.2	.1	-8	.9	.9	2.6	1.7	1.9	1.1
2016	104.2	103.3	103.6	103.9	.0	-9	.3	.3	1.0	.9	.3	-3
2017	103.7	104.0	103.7	104.2	-2	.3	-3	.5	-5	.7	.1	.3
2018	103.9	103.6	104.0	104.8	-3	-3	.4	.8	.2	-4	.3	.6
2019	104.3	104.2	104.6	104.8	-5	-1	.4	.2	.4	.6	.6	.0
2020	105.2	105.7	105.1	105.4	.4	.5	-6	.3	.9	1.4	.5	.6
2021	104.5	102.6	103.0	102.0	-9	-1.8	.4	-1.0	-7	-2.9	-2.0	-3.2
2022	100.3	-	-	-	-1.7	-	-	-	-4.0	-	-	-
Excluding incentive paid occupations²												
2006	99.5	98.8	99.7	101.0	-5	-7	.9	1.3	-	-	-	1.0
2007	100.1	99.6	100.4	100.1	-9	-5	.8	-3	.6	.8	.7	-9
2008	99.7	97.9	98.7	103.1	-4	-1.8	.8	4.5	-4	-1.7	-1.7	3.0
2009	102.2	100.8	101.0	101.0	-9	-1.4	.2	.0	2.5	3.0	2.3	-2.0
2010	101.1	101.4	101.7	101.6	.1	.3	.3	-1	-1.1	.6	.7	.6
2011	100.7	100.3	100.0	100.8	-9	-4	-3	.8	-4	-1.1	-1.7	-8
2012	100.0	100.4	99.9	100.9	-8	.4	-5	1.0	-7	.1	-1	.1
2013	100.2	100.6	100.8	101.4	-7	.4	.2	.6	.2	.2	.9	.5
2014	100.6	100.6	101.1	102.7	-8	.0	.5	1.6	.4	.0	.3	1.3
2015	103.0	102.1	102.8	103.8	.3	-9	.7	1.0	2.4	1.5	1.7	1.1

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Excluding incentive paid occupations ²													
2016	103.8	102.9	103.2	103.4	0.0	-0.9	0.3	0.2	0.8	0.8	0.4	-0.4	
2017	103.3	103.6	103.2	103.7	-1	.3	-.4	.5	-.5	.7	.0	.3	
2018	103.5	103.1	103.4	104.3	-.2	-.4	.3	.9	.2	-.5	.2	.6	
2019	103.8	103.7	104.0	104.2	-.5	-.1	.3	.2	.3	.6	.6	-.1	
2020	104.7	105.1	104.6	104.8	.5	.4	-.5	.2	.9	1.4	.6	.6	
2021	104.1	102.0	102.0	101.2	-.7	-2.0	.0	-.8	-.6	-2.9	-2.5	-3.4	
2022	99.8	—	—	—	-1.4	—	—	—	-4.1	—	—	—	
Management, business, and financial													
2001	96.2	96.3	96.9	98.6	.3	.1	.6	1.8	1.1	.9	1.5	2.8	
2002	98.5	99.3	98.6	98.5	-.1	.8	-.7	-.1	2.4	3.1	1.8	-.1	
2003	99.7	100.6	100.9	101.8	1.2	.9	.3	.9	1.2	1.3	2.3	3.4	
2004	100.7	100.4	100.9	101.2	-1.1	-.3	.5	.3	1.0	-.2	.0	-.6	
2005	100.9	100.7	98.7	100.0	-.3	-.2	-2.0	1.3	.2	.3	-2.2	-1.2	
2006	99.8	99.0	99.6	100.5	-.2	-.8	.6	.9	-1.1	-1.7	.9	.5	
2007	99.9	99.2	100.0	99.6	-.6	-.7	.8	-.4	.1	.2	.4	-.9	
2008	99.5	97.8	98.3	102.5	-.1	-1.7	.5	4.3	-.4	-1.4	-1.7	2.9	
2009	101.4	100.0	100.0	100.2	-1.1	-1.4	.0	.2	1.9	2.2	1.7	-2.2	
2010	100.7	100.9	100.9	100.8	.5	.2	.0	-.1	-.7	.9	.9	.6	
2011	100.0	99.8	99.6	100.3	-.8	-.2	-.2	.7	-.7	-1.1	-1.3	-.5	
2012	99.5	100.3	99.4	100.4	-.8	.8	-.9	1.0	-.5	.5	-.2	.1	
2013	99.8	100.5	100.5	101.2	-.6	.7	.0	.7	.3	-.2	1.1	.8	
2014	100.2	100.8	101.7	103.1	-1.0	.6	.9	1.4	.4	.3	1.2	1.9	
2015	103.3	102.5	103.7	104.6	.2	-.8	1.2	.9	3.1	1.7	2.0	1.5	
2016	104.5	103.5	104.1	104.7	-.1	-1.0	.6	.6	1.2	1.0	.4	.1	
2017	104.5	104.9	104.7	105.1	-.2	.4	-.2	.4	.0	1.4	.6	.4	
2018	105.1	104.6	105.0	105.9	.0	-.5	.4	.9	.6	-.3	.3	.8	
2019	105.4	105.5	105.9	106.0	-.5	.1	.4	.1	.3	.9	.9	.1	
2020	106.3	107.0	106.4	106.5	.3	.7	-.6	.1	.9	1.4	.5	.5	
2021	105.5	103.8	104.3	102.9	-.9	-1.6	.5	-1.3	-.8	-3.0	-2.0	-3.4	
2022	101.2	—	—	—	-1.7	—	—	—	-4.1	—	—	—	
Excluding incentive paid occupations ²													
2006	99.7	98.8	99.5	100.6	-.3	-.9	.7	1.1	—	—	—	.6	
2007	99.7	99.4	100.2	99.7	-.9	-.3	.8	-.5	.0	.6	.7	-.9	
2008	99.7	97.9	98.6	103.0	.0	-1.8	.7	4.5	.0	-1.5	-1.6	3.3	
2009	101.9	100.4	100.4	100.5	-1.1	-1.5	.0	.1	2.2	2.6	1.8	-2.4	
2010	100.9	101.1	101.3	101.2	.4	.2	.2	-.1	-1.0	.7	.9	.7	
2011	100.4	100.2	99.9	100.6	-.8	-.2	-.3	.7	-.5	-.9	-1.4	-.6	
2012	99.8	100.4	99.6	100.5	-.8	.6	-.8	.9	-.6	.2	-.3	-.1	
2013	100.0	100.6	100.7	101.3	-.5	.6	.1	.6	.2	.2	1.1	.8	
2014	100.5	100.7	101.1	102.9	-.8	.2	.4	1.8	.5	.1	.4	1.6	
2015	103.3	102.3	103.1	104.0	.4	-1.0	.8	.9	2.8	1.6	2.0	1.1	
2016	104.1	103.2	103.6	104.1	.1	-.9	.4	.5	.8	.9	.5	.1	
2017	104.2	104.5	104.1	104.5	.1	.3	-.4	.4	.1	1.3	.5	.4	
2018	104.5	104.1	104.2	105.1	.0	-.4	.1	.9	.3	-.4	.1	.6	
2019	104.8	104.7	105.1	105.2	-.3	-.1	.4	.1	.3	.6	.9	.1	
2020	105.6	106.2	105.5	105.7	.4	.6	-.7	.2	.8	1.4	.4	.5	
2021	104.8	102.7	102.5	101.6	-.9	-2.0	-.2	-.9	-.8	-3.3	-2.8	-3.9	
2022	100.5	—	—	—	-1.1	—	—	—	-4.1	—	—	—	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Professional and related													
2001	93.9	94.0	94.9	96.3	0.5	0.1	1.0	1.5	2.3	1.7	2.2	3.1	
2002	96.1	96.2	96.2	96.9	-2	.1	.0	.7	2.3	2.3	1.4	.6	
2003	96.5	97.5	97.8	98.9	-4	1.0	.3	1.1	.4	1.4	1.7	2.1	
2004	98.8	98.3	99.3	99.8	-1	-5	1.0	.5	2.4	.8	1.5	.9	
2005	99.8	99.9	98.5	100.0	.0	.1	-1.4	1.5	1.0	1.6	-8	.2	
2006	99.5	98.8	100.0	101.4	-5	-7	1.2	1.4	-3	-1.1	1.5	1.4	
2007	100.5	100.0	100.7	100.5	-9	-5	.7	-2	1.0	1.2	.7	-9	
2008	99.8	98.0	98.8	103.2	-7	-1.8	.8	4.5	-7	-2.0	-1.9	2.7	
2009	102.7	101.4	101.5	101.5	-5	-1.3	.1	.0	2.9	3.5	2.7	-1.6	
2010	101.4	101.7	102.1	101.9	-1	.3	.4	-2	-1.3	.3	.6	.4	
2011	100.9	100.4	100.1	100.9	-1.0	-5	-3	.8	-5	-1.3	-2.0	-1.0	
2012	100.2	100.6	100.1	101.3	-7	.4	-5	1.2	-7	.2	.0	.4	
2013	100.5	100.7	101.0	101.7	-8	.2	.3	.7	.3	.1	.9	.4	
2014	100.8	100.6	101.3	103.0	-9	-2	.7	1.7	.3	-1	.3	1.3	
2015	103.1	102.4	103.0	103.9	.1	-7	.6	.9	2.3	1.8	1.7	.9	
2016	103.9	103.1	103.3	103.3	.0	-8	.2	.0	.8	.7	.3	-6	
2017	103.1	103.4	102.9	103.5	-2	.3	-5	.6	-8	.3	-4	.2	
2018	103.1	102.8	103.2	104.1	-4	-3	.4	.9	.0	-6	.3	.6	
2019	103.5	103.2	103.6	103.8	-6	-3	.4	.2	.4	.4	.4	-3	
2020	104.3	104.6	104.2	104.5	.5	.3	-4	.3	.8	1.4	.6	.7	
2021	103.8	101.8	102.0	101.3	-7	-1.9	.2	-7	-5	-2.7	-2.1	-3.1	
2022	99.6	-	-	-	-1.7	-	-	-	-4.0	-	-	-	
Sales and office													
2001	94.4	94.4	95.0	96.8	.0	.0	.6	1.9	.4	.2	.5	2.5	
2002	96.7	97.4	97.3	97.7	-1	.7	-1	.4	2.4	3.2	2.4	.9	
2003	97.1	98.4	98.8	99.4	-6	1.3	.4	.6	.4	1.0	1.5	1.7	
2004	99.1	99.2	100.2	100.1	-3	.1	1.0	-1	2.1	.8	1.4	.7	
2005	99.5	99.6	98.3	100.0	-6	.1	-1.3	1.7	.4	.4	-1.9	-1	
2006	99.0	98.5	99.2	100.4	-1.0	-5	.7	1.2	-5	-1.1	.9	.4	
2007	99.3	98.8	99.4	99.4	-1.1	-5	.6	.0	.3	.3	.2	-1.0	
2008	98.3	96.7	97.0	101.0	-1.1	-1.6	.3	4.1	-1.0	-2.1	-2.4	1.6	
2009	99.9	98.8	99.2	99.5	-1.1	-1.1	.4	.3	1.6	2.2	2.3	-1.5	
2010	99.3	100.0	100.1	100.2	-2	.7	.1	.1	-6	1.2	.9	.7	
2011	98.7	98.8	98.7	99.5	-1.5	.1	-1	.8	-6	-1.2	-1.4	-7	
2012	98.6	99.4	98.9	99.7	-9	.8	-5	.8	-1	.6	.2	.2	
2013	99.1	99.4	99.5	100.5	-6	.3	.1	1.0	.5	.0	.6	.8	
2014	99.3	99.5	100.1	102.1	-1.2	.2	.6	2.0	.2	.1	.6	1.6	
2015	102.8	101.3	102.2	103.1	.7	-1.5	.9	.9	3.5	1.8	2.1	1.0	
2016	103.4	103.4	103.3	103.4	.3	.0	-1	.1	.6	2.1	1.1	.3	
2017	103.4	103.4	103.6	103.8	.0	.0	.2	.2	.0	.0	.3	.4	
2018	104.1	104.0	104.8	105.8	.3	-1	.8	1.0	.7	.6	1.2	1.9	
2019	105.6	105.3	106.1	106.3	-2	-3	.8	.2	1.4	1.2	1.2	.5	
2020	107.2	108.0	107.3	108.2	.8	.7	-6	.8	1.5	2.6	1.1	1.8	
2021	108.6	106.2	106.5	105.8	.4	-2.2	.3	-7	1.3	-1.7	-7	-2.2	
2022	104.5	-	-	-	-1.2	-	-	-	-3.8	-	-	-	
Excluding incentive paid occupations²													
2006	99.4	98.8	99.4	100.7	-6	-6	.6	1.3	-	-	-	.7	
2007	99.8	99.3	100.0	100.0	-9	-5	.7	.0	.4	.5	.6	-7	
2008	99.4	97.6	98.2	102.7	-6	-1.8	.6	4.6	-4	-1.7	-1.8	2.7	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Excluding incentive paid occupations²													
2009	102.1	100.9	101.2	101.5	-0.6	-1.2	0.3	0.3	2.7	3.4	3.1	-1.2	
2010	101.5	101.8	101.8	101.7	.0	.3	.0	-.1	-6	.9	.6	.2	
2011	100.7	100.3	100.1	101.0	-1.0	-.4	-.2	.9	-8	-1.5	-1.7	-.7	
2012	100.1	100.5	99.9	100.9	-.9	.4	-.6	1.0	-6	.2	-.2	-.1	
2013	100.4	100.6	100.7	101.3	-.5	.2	.1	.6	.3	.1	.8	.4	
2014	100.6	100.5	101.0	102.7	-.7	-.1	.5	1.7	.2	-.1	.3	1.4	
2015	102.8	102.4	103.3	104.4	.1	-.4	.9	1.1	2.2	1.9	2.3	1.7	
2016	104.9	104.5	104.8	105.3	.5	-.4	.3	.5	2.0	2.1	1.5	.9	
2017	105.3	105.4	105.2	105.7	.0	.1	-.2	.5	.4	.9	.4	.4	
2018	105.8	106.0	106.4	107.4	.1	.2	.4	.9	.5	.6	1.1	1.6	
2019	107.3	107.2	107.6	107.9	-.1	-.1	.4	.3	1.4	1.1	1.1	.5	
2020	108.5	109.4	108.8	109.6	.6	.8	-.5	.7	1.1	2.1	1.1	1.6	
2021	108.9	107.2	107.2	107.0	-.6	-1.6	.0	-.2	.4	-2.0	-1.5	-2.4	
2022	105.7	—	—	—	-1.2	—	—	—	-2.9	—	—	—	
Sales and related													
2001	94.8	95.1	95.3	97.1	-.7	.3	.2	1.9	-1.6	-1.2	-1.0	1.7	
2002	96.5	98.1	97.5	97.6	-.6	1.7	-.6	.1	1.8	3.2	2.3	.5	
2003	96.8	98.2	99.1	99.2	-.8	1.4	.9	.1	.3	.1	1.6	1.6	
2004	98.7	99.0	100.3	99.5	-.5	.3	1.3	-.8	2.0	.8	1.2	.3	
2005	99.0	99.1	98.2	100.0	-.5	.1	-.9	1.8	.3	.1	-2.1	.5	
2006	98.4	98.1	98.6	99.8	-1.6	-.3	.5	1.2	-.6	-1.0	.4	-.2	
2007	98.2	97.8	98.3	98.6	-1.6	-.4	.5	.3	-.2	-.3	-.3	-1.2	
2008	96.8	95.5	95.4	98.7	-1.8	-1.3	-.1	3.5	-1.4	-2.4	-3.0	.1	
2009	96.5	95.3	96.0	96.4	-2.2	-1.2	.7	.4	-.3	-.2	.6	-2.3	
2010	95.7	97.0	96.8	97.1	-.7	1.4	-.2	.3	-.8	1.8	.8	.7	
2011	95.0	95.7	95.7	96.6	-2.2	.7	.0	.9	-.7	-1.3	-1.1	-.5	
2012	95.6	96.6	96.2	96.7	-1.0	1.0	-.4	.5	.6	.9	.5	.1	
2013	96.0	96.5	96.7	97.8	-.7	.5	.2	1.1	.4	-.1	.5	1.1	
2014	96.3	96.7	97.5	99.7	-1.5	.4	.8	2.3	.3	.2	.8	1.9	
2015	101.1	98.3	99.4	100.0	1.4	-2.8	1.1	.6	5.0	1.7	1.9	.3	
2016	99.9	100.6	100.0	99.6	-.1	.7	-.6	-.4	-1.2	2.3	.6	-.4	
2017	99.8	99.7	100.2	100.2	.2	-.1	.5	.0	-.1	-.9	.2	.6	
2018	100.7	100.4	101.6	102.5	.5	-.3	1.2	.9	.9	.7	1.4	2.3	
2019	102.2	101.7	102.9	103.0	-.3	-.5	1.2	.1	1.5	1.3	1.3	.5	
2020	104.3	105.1	104.2	105.5	1.3	.8	-.9	1.2	2.1	3.3	1.3	2.4	
2021	107.2	104.1	104.5	103.8	1.6	-2.9	.4	-.7	2.8	-1.0	.3	-1.6	
2022	102.6	—	—	—	-1.2	—	—	—	-4.3	—	—	—	
Excluding incentive paid occupations²													
2006	99.4	98.8	99.1	100.4	-.6	-.6	.3	1.3	—	—	—	.4	
2007	99.3	98.9	99.7	99.8	-1.1	-.4	.8	.1	-.1	.1	.6	-.6	
2008	99.4	97.6	98.1	102.7	-.4	-1.8	.5	4.7	.1	-1.3	-1.6	2.9	
2009	101.7	100.4	100.8	101.1	-1.0	-1.3	.4	.3	2.3	2.9	2.8	-1.6	
2010	100.8	101.2	100.6	100.4	-.3	.4	-.6	-.2	-.9	.8	-.2	-.7	
2011	99.2	99.0	98.8	99.6	-1.2	-.2	-.2	.8	-1.6	-2.2	-1.8	-.8	
2012	98.5	99.0	98.0	99.0	-1.1	.5	-1.0	1.0	-.7	.0	-.8	-.6	
2013	98.6	98.8	99.0	99.4	-.4	.2	.2	.4	.1	-.2	1.0	.4	
2014	98.8	98.6	99.0	100.7	-.6	-.2	.4	1.7	.2	-.2	.0	1.3	
2015	100.6	100.3	101.4	102.3	-.1	-.3	1.1	.9	1.8	1.7	2.4	1.6	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Excluding incentive paid occupations²												
2016	102.9	102.8	103.1	103.5	0.6	-0.1	0.3	0.4	2.3	2.5	1.7	1.2
2017	103.6	103.8	103.7	104.2	.1	.2	-.1	.5	.7	1.0	.6	.7
2018	104.3	104.5	105.0	105.9	.1	.2	.5	.9	.7	.7	1.3	1.6
2019	105.8	105.9	106.1	106.5	-.1	.1	.2	.4	1.4	1.3	1.0	.6
2020	107.1	108.2	107.5	108.7	.6	1.0	-.6	1.1	1.2	2.2	1.3	2.1
2021	108.0	106.6	106.3	106.9	-.6	-1.3	-.3	.6	.8	-1.5	-1.1	-1.7
2022	105.9	—	—	—	-.9	—	—	—	-1.9	—	—	—
Office and administrative support												
2001	94.1	93.9	94.8	96.5	.5	-.2	1.0	1.8	2.0	1.3	1.8	3.1
2002	96.7	96.9	97.1	97.8	.2	.2	.2	.7	2.8	3.2	2.4	1.3
2003	97.2	98.6	98.6	99.6	-.6	1.4	.0	1.0	.5	1.8	1.5	1.8
2004	99.5	99.4	100.0	100.5	-.1	-.1	.6	.5	2.4	.8	1.4	.9
2005	99.9	100.0	98.5	100.0	-.6	.1	-1.5	1.5	.4	.6	-1.5	-.5
2006	99.4	98.9	99.6	100.8	-.6	-.5	.7	1.2	-.5	-1.1	1.1	.8
2007	100.1	99.5	100.1	100.0	-.7	-.6	.6	-.1	.7	.6	.5	-.8
2008	99.3	97.5	98.2	102.6	-.7	-1.8	.7	4.5	-.8	-2.0	-1.9	2.6
2009	102.2	101.2	101.4	101.7	-.4	-1.0	.2	.3	2.9	3.8	3.3	-.9
2010	101.8	102.1	102.4	102.4	.1	.3	.3	.0	-.4	.9	1.0	.7
2011	101.3	100.9	100.8	101.6	-1.1	-.4	-.1	.8	-.5	-1.2	-1.6	-.8
2012	100.8	101.3	100.7	101.7	-.8	.5	-.6	1.0	-.5	.4	-.1	.1
2013	101.2	101.4	101.5	102.3	-.5	.2	.1	.8	.4	.1	.8	.6
2014	101.5	101.5	102.0	103.7	-.8	.0	.5	1.7	.3	.1	.5	1.4
2015	103.9	103.4	104.2	105.4	.2	-.5	.8	1.2	2.4	1.9	2.2	1.6
2016	105.9	105.3	105.7	106.2	.5	-.6	.4	.5	1.9	1.8	1.4	.8
2017	106.0	106.1	105.9	106.4	-.2	.1	-.2	.5	.1	.8	.2	.2
2018	106.4	106.6	107.1	108.1	.0	.2	.5	.9	.4	.5	1.1	1.6
2019	108.0	107.9	108.4	108.6	-.1	-.1	.5	.2	1.5	1.2	1.2	.5
2020	109.2	110.0	109.5	110.0	.6	.7	-.5	.5	1.1	1.9	1.0	1.3
2021	109.3	107.5	107.8	107.1	-.6	-1.6	.3	-.6	.1	-2.3	-1.6	-2.6
2022	105.6	—	—	—	-1.4	—	—	—	-3.4	—	—	—
Blue-collar occupations⁴												
2001	94.8	94.5	95.6	97.0	-.1	-.3	1.2	1.5	1.0	.3	1.2	2.2
2002	96.9	97.2	97.4	98.0	-.1	.3	.2	.6	2.2	2.9	1.9	1.0
2003	97.5	98.8	98.8	99.8	-.5	1.3	.0	1.0	.6	1.6	1.4	1.8
2004	100.0	99.9	100.6	100.8	.2	-.1	.7	.2	2.6	1.1	1.8	1.0
2005	100.0	100.2	98.6	100.0	-.8	.2	-1.6	1.4	.0	.3	-2.0	-.8
2006	99.1	98.5	99.2	100.3	-.9	-.6	.7	1.1	-.9	-1.7	.6	.3
Natural resources, construction, and maintenance												
2001	94.1	94.0	95.4	96.4	-.1	-.1	1.5	1.0	1.5	.8	1.6	2.3
2002	96.2	96.9	97.1	97.6	-.2	.7	.2	.5	2.2	3.1	1.8	1.2
2003	97.0	98.6	98.6	99.7	-.6	1.6	.0	1.1	.8	1.8	1.5	2.2
2004	99.6	99.7	100.0	100.4	-.1	.1	.3	.4	2.7	1.1	1.4	.7
2005	99.6	100.1	98.5	100.0	-.8	.5	-1.6	1.5	.0	.4	-1.5	-.4
2006	99.3	99.1	99.9	101.0	-.7	-.2	.8	1.1	-.3	-1.0	1.4	1.0
2007	99.6	99.2	100.0	100.0	-1.4	-.4	.8	.0	.3	.1	.1	-1.0
2008	99.2	97.4	98.1	102.6	-.8	-1.8	.7	4.6	-.4	-1.8	-1.9	2.6
2009	101.6	100.7	101.0	101.4	-1.0	-.9	.3	.4	2.4	3.4	3.0	-1.2

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Natural resources, construction, and maintenance													
2010	101.5	101.7	101.9	101.7	0.1	0.2	0.2	-0.2	-0.1	1.0	0.9	0.3	
2011	100.2	100.2	100.2	101.0	-1.5	.0	.0	.8	-1.3	-1.5	-1.7	-.7	
2012	99.8	100.3	100.1	101.0	-1.2	.5	-.2	.9	-.4	.1	-.1	.0	
2013	100.3	100.4	100.8	101.4	-.7	.1	.4	.6	.5	.1	.7	.4	
2014	100.6	100.7	101.5	103.3	-.8	.1	.8	1.8	.3	.3	.7	1.9	
2015	103.0	102.3	103.1	104.0	-.3	-.7	.8	.9	2.4	1.6	1.6	.7	
2016	103.9	103.4	103.6	104.1	-.1	-.5	.2	.5	.9	1.1	.5	.1	
2017	103.7	104.2	104.2	104.8	-.4	.5	.0	.6	-.2	.8	.6	.7	
2018	103.9	104.2	104.4	105.4	-.9	.3	.2	1.0	.2	.0	.2	.6	
2019	104.7	104.6	105.2	105.6	-.7	-.1	.6	.4	.8	.4	.8	.2	
2020	106.2	106.8	106.3	106.8	.6	.6	-.5	.5	1.4	2.1	1.0	1.1	
2021	106.0	104.4	104.4	103.6	-.7	-1.5	.0	-.8	-.2	-2.2	-1.8	-3.0	
2022	101.6	—	—	—	-1.9	—	—	—	-4.2	—	—	—	
Construction, extraction, farming, fishing, and forestry													
2001	94.0	94.0	95.1	96.2	-.1	.0	1.2	1.2	2.2	1.3	1.6	2.2	
2002	96.1	96.4	96.6	97.4	-.1	.3	.2	.8	2.2	2.6	1.6	1.2	
2003	96.5	98.2	98.3	99.4	-.9	1.8	.1	1.1	.4	1.9	1.8	2.1	
2004	99.4	99.4	99.9	100.5	.0	.0	.5	.6	3.0	1.2	1.6	1.1	
2005	99.5	99.8	98.5	100.0	-1.0	.3	-1.3	1.5	.1	.4	-1.4	-5	
2006	99.2	99.1	100.0	101.1	-.8	-.1	.9	1.1	-.3	-.7	1.5	1.1	
2007	100.0	99.8	100.5	100.7	-1.1	-.2	.7	.2	.8	.7	.5	-.4	
2008	100.1	98.7	99.2	103.7	-.6	-1.4	.5	4.5	.1	-1.1	-1.3	3.0	
2009	102.6	101.7	102.1	102.4	-1.1	-.9	.4	.3	2.5	3.0	2.9	-1.3	
2010	102.3	102.6	103.0	102.7	-.1	.3	.4	-.3	-.3	.9	.9	.3	
2011	101.1	100.7	100.6	101.6	-1.6	-.4	-.1	1.0	-1.2	-1.9	-2.3	-1.1	
2012	100.0	100.4	100.2	101.1	-1.6	.4	-.2	.9	-1.1	-.3	-.4	-.5	
2013	100.3	100.2	100.8	101.6	-.8	-.1	.6	.8	.3	-.2	.6	.5	
2014	100.5	100.2	100.9	103.0	-1.1	-.3	.7	2.1	.2	.0	.1	1.4	
2015	102.6	102.3	103.1	104.1	-.4	-.3	.8	1.0	2.1	2.1	2.2	1.1	
2016	103.9	103.8	103.8	104.6	-.2	-.1	.0	.8	1.3	1.5	.7	.5	
2017	104.3	104.6	104.5	105.0	-.3	.3	-.1	.5	.4	.8	.7	.4	
2018	104.3	104.2	104.3	105.3	-.7	-.1	.1	1.0	.0	-.4	-.2	.3	
2019	104.9	105.1	105.7	106.1	-.4	.2	.6	.4	.6	.9	1.3	.8	
2020	106.9	106.8	106.2	106.7	.8	-.1	-.6	.5	1.9	1.6	.5	.6	
2021	105.8	104.5	104.4	103.5	-.8	-1.2	-.1	-.9	-1.0	-2.2	-1.7	-3.0	
2022	101.6	—	—	—	-1.8	—	—	—	-4.0	—	—	—	
Installation, maintenance, and repair													
2001	94.2	93.9	95.8	96.6	-.1	-.3	2.0	.8	.7	-.1	1.7	2.4	
2002	96.2	97.5	97.8	98.0	-.4	1.4	.3	.2	2.1	3.8	2.1	1.4	
2003	97.6	99.1	99.0	100.0	-.4	1.5	-.1	1.0	1.5	1.6	1.2	2.0	
2004	99.8	99.9	100.2	100.3	-.2	.1	.3	.1	2.3	.8	1.2	.3	
2005	99.8	100.4	98.6	100.0	-.5	.6	-1.8	1.4	.0	.5	-1.6	-.3	
2006	99.4	99.0	99.9	100.9	-.6	-.4	.9	1.0	-.4	-1.4	1.3	.9	
2007	99.1	98.3	99.3	99.1	-1.8	-.8	1.0	-.2	-.3	-.7	-.6	-1.8	
2008	98.0	95.9	96.6	101.2	-1.1	-2.1	.7	4.8	-1.1	-2.4	-2.7	2.1	
2009	100.4	99.4	99.7	100.1	-.8	-1.0	.3	.4	2.4	3.6	3.2	-1.1	
2010	100.5	100.6	100.5	100.5	.4	.1	-.1	.0	.1	1.2	.8	.4	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Installation, maintenance, and repair												
2011	99.2	99.5	99.7	100.3	-1.3	0.3	0.2	0.6	-1.3	-1.1	-0.8	-0.2
2012	99.6	100.2	99.9	100.9	-7	.6	-.3	1.0	.4	.7	.2	.6
2013	100.3	100.5	100.8	101.2	-6	.2	.3	.4	.7	.3	.9	.3
2014	100.7	101.3	102.1	103.5	-5	.6	.8	1.4	.4	.8	1.3	2.3
2015	103.4	102.4	103.1	103.9	-1	-1.0	.7	.8	2.7	1.1	1.0	.4
2016	103.8	103.0	103.4	103.6	-1	-.8	.4	.2	.4	.6	.3	-.3
2017	103.1	103.8	103.8	104.5	-5	.7	.0	.7	-.7	.8	.4	.9
2018	103.6	104.2	104.4	105.4	-9	.6	.2	1.0	.5	.4	.6	.9
2019	104.6	104.2	104.8	105.1	-8	-.4	.6	.3	1.0	.0	.4	-.3
2020	105.4	106.8	106.5	106.9	.3	1.3	-.3	.4	.8	2.5	1.6	1.7
2021	106.3	104.4	104.3	103.6	-6	-1.8	-.1	-.7	.9	-2.2	-2.1	-3.1
2022	101.6	—	—	—	-1.9	—	—	—	-4.4	—	—	—
Production, transportation, and material moving												
2001	95.2	94.9	95.7	97.4	-2	-.3	.8	1.8	.5	.1	.7	2.1
2002	97.3	97.5	97.5	98.2	-1	.2	.0	.7	2.2	2.7	1.9	.8
2003	97.8	99.0	99.0	99.9	-4	1.2	.0	.9	.5	1.5	1.5	1.7
2004	100.2	100.1	101.0	101.1	.3	-1	.9	.1	2.5	1.1	2.0	1.2
2005	100.2	100.2	98.7	100.0	-9	.0	-1.5	1.3	.0	.1	-2.3	-1.1
2006	98.9	98.1	98.7	99.7	-1.1	-.8	.6	1.0	-1.3	-2.1	.0	-.3
2007	98.2	97.6	98.1	97.9	-1.5	-.6	.5	-.2	-.7	-.5	-.6	-1.8
2008	97.2	95.4	95.9	100.0	-7	-1.9	.5	4.3	-1.0	-2.3	-2.2	2.1
2009	99.6	98.7	99.0	99.2	-.4	-.9	.3	.2	2.5	3.5	3.2	-.8
2010	99.4	99.7	100.3	100.1	.2	.3	.6	-.2	-.2	1.0	1.3	.9
2011	98.8	99.0	98.7	99.6	-1.3	.2	-.3	.9	-.6	-.7	-1.6	-.5
2012	98.3	98.7	98.4	99.5	-1.3	.4	-.3	1.1	-.5	-.3	-.3	-.1
2013	98.7	98.7	98.8	99.6	-.8	.0	.1	.8	.4	.0	.4	.1
2014	99.0	98.7	99.5	101.1	-.6	-.3	.8	1.6	.3	.0	.7	1.5
2015	101.4	101.0	101.8	102.9	.3	-.4	.8	1.1	2.4	2.3	2.3	1.8
2016	103.1	102.5	103.0	103.6	.2	-.6	.5	.6	1.7	1.5	1.2	.7
2017	103.5	103.7	104.0	104.6	-1	.2	.3	.6	.4	1.2	1.0	1.0
2018	104.5	104.1	104.5	105.5	-1	-.4	.4	1.0	1.0	.4	.5	.9
2019	105.6	105.4	105.9	106.6	.1	-.2	.5	.7	1.1	1.2	1.3	1.0
2020	107.2	108.2	107.9	108.7	.6	.9	-.3	.7	1.5	2.7	1.9	2.0
2021	107.8	106.4	106.9	106.5	-.8	-1.3	.5	-.4	.6	-1.7	-.9	-2.0
2022	105.0	—	—	—	-1.4	—	—	—	-2.6	—	—	—
Excluding incentive paid occupations²												
2006	98.9	98.0	98.6	99.6	-1.1	-.9	.6	1.0	—	—	—	-.4
2007	98.1	97.6	98.1	97.9	-1.5	-.5	.5	-.2	-.8	-.4	-.5	-1.7
2008	97.1	95.3	95.9	100.2	-.8	-1.9	.6	4.5	-1.0	-2.4	-2.2	2.3
2009	99.8	98.8	99.1	99.4	-.4	-1.0	.3	.3	2.8	3.7	3.3	-.8
2010	99.7	99.9	100.4	100.3	.3	.2	.5	-.1	-.1	1.1	1.3	.9
2011	99.1	99.2	98.8	99.8	-1.2	.1	-.4	1.0	-.6	-.7	-1.6	-.5
2012	98.3	98.8	98.4	99.5	-1.5	.5	-.4	1.1	-.8	-.4	-.4	-.3
2013	98.8	98.9	98.9	99.6	-.7	.1	.0	.7	.5	.1	.5	.1
2014	99.1	98.7	99.4	101.2	-.5	-.4	.7	1.8	.3	-.2	.5	1.6
2015	101.5	101.0	101.8	103.1	.3	-.5	.8	1.3	2.4	2.3	2.4	1.9
2016	103.3	102.7	103.2	103.7	.2	-.6	.5	.5	1.8	1.7	1.4	.6

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Excluding incentive paid occupations²													
2017	103.7	103.8	104.0	104.6	0.0	0.1	0.2	0.6	0.4	1.1	0.8	0.9	
2018	104.5	104.1	104.4	105.5	-.1	-.4	.3	1.1	.8	.3	.4	.9	
2019	105.4	105.4	105.8	106.5	-.1	.0	.4	.7	.9	1.2	1.3	.9	
2020	107.0	108.0	107.7	108.5	.5	.9	-.3	.7	1.5	2.5	1.8	1.9	
2021	107.6	106.1	106.6	106.3	-.8	-1.4	.5	-.3	.6	-1.8	-1.0	-2.0	
2022	104.7	—	—	—	-1.5	—	—	—	-2.7	—	—	—	
Production													
2001	94.8	94.2	94.9	96.5	-.2	-.6	.7	1.7	.5	-.1	.4	1.6	
2002	96.5	96.6	96.6	97.3	.0	.1	.0	.7	1.8	2.5	1.8	.8	
2003	97.2	98.3	98.3	99.3	-.1	1.1	.0	1.0	.7	1.8	1.8	2.1	
2004	100.1	100.0	100.9	101.1	.8	-.1	.9	.2	3.0	1.7	2.6	1.8	
2005	100.3	100.3	98.6	100.0	-.8	.0	-1.7	1.4	.2	.3	-2.3	-1.1	
2006	98.9	98.0	98.5	99.5	-1.1	-.9	.5	1.0	-1.4	-2.3	-.1	-.5	
2007	97.8	97.1	97.4	97.4	-1.7	-.7	.3	.0	-1.1	-.9	-1.1	-2.1	
2008	96.6	94.6	95.2	99.3	-.8	-2.1	.6	4.3	-1.2	-2.6	-2.3	2.0	
2009	99.1	98.1	98.4	98.6	-.2	-1.0	.3	.2	2.6	3.7	3.4	-.7	
2010	99.0	99.3	99.7	99.5	.4	.3	.4	-.2	-.1	1.2	1.3	.9	
2011	98.4	98.7	98.3	99.2	-1.1	.3	-.4	.9	-.6	-.6	-1.4	-.3	
2012	97.6	98.1	97.6	98.5	-1.6	.5	-.5	.9	-.8	-.6	-.7	-.7	
2013	97.8	97.9	97.8	98.6	-.7	.1	-.1	.8	.2	-.2	.2	.1	
2014	98.1	97.5	98.3	100.1	-.5	-.6	.8	1.8	.3	-.4	.5	1.5	
2015	100.4	99.8	100.6	102.0	.3	-.6	.8	1.4	2.3	2.4	2.3	1.9	
2016	102.0	101.4	101.9	102.3	.0	-.6	.5	.4	1.6	1.6	1.3	.3	
2017	102.1	102.2	102.5	103.1	-.2	.1	.3	.6	.1	.8	.6	.8	
2018	102.7	102.4	102.5	103.6	-.4	-.3	.1	1.1	.6	.2	.0	.5	
2019	103.4	103.3	103.5	104.2	-.2	-.1	.2	.7	.7	.9	1.0	.6	
2020	104.6	105.8	105.3	106.0	.4	1.1	-.5	.7	1.2	2.4	1.7	1.7	
2021	105.3	104.1	104.5	104.0	-.7	-1.1	.4	-.5	.7	-1.6	-.8	-1.9	
2022	102.6	—	—	—	-1.3	—	—	—	-2.6	—	—	—	
Excluding incentive paid occupations²													
2006	98.9	98.0	98.5	99.4	-1.1	-.9	.5	.9	—	—	—	-.6	
2007	97.7	97.0	97.4	97.4	-1.7	-.7	.4	.0	-1.2	-1.0	-1.1	-2.0	
2008	96.5	94.6	95.2	99.5	-.9	-2.0	.6	4.5	-1.2	-2.5	-2.3	2.2	
2009	99.2	98.2	98.4	98.8	-.3	-1.0	.2	.4	2.8	3.8	3.4	-.7	
2010	99.1	99.4	99.8	99.7	.3	.3	.4	-.1	-.1	1.2	1.4	.9	
2011	98.5	98.8	98.4	99.4	-1.2	.3	-.4	1.0	-.6	-.6	-1.4	-.3	
2012	97.8	98.2	97.8	98.7	-1.6	.4	-.4	.9	-.7	-.6	-.6	-.7	
2013	97.9	98.0	97.9	98.7	-.8	.1	-.1	.8	.1	-.2	.1	.0	
2014	98.2	97.6	98.4	100.2	-.5	-.6	.8	1.8	.3	-.4	.5	1.5	
2015	100.5	99.9	100.8	102.1	.3	-.6	.9	1.3	2.3	2.4	2.4	1.9	
2016	102.2	101.6	102.1	102.5	.1	-.6	.5	.4	1.7	1.7	1.3	.4	
2017	102.3	102.4	102.7	103.4	-.2	.1	.3	.7	.1	.8	.6	.9	
2018	102.9	102.6	102.8	103.8	-.5	-.3	.2	1.0	.6	.2	.1	.4	
2019	103.7	103.6	103.8	104.5	-.1	-.1	.2	.7	.8	1.0	1.0	.7	
2020	104.9	106.0	105.7	106.4	.4	1.0	-.3	.7	1.2	2.3	1.8	1.8	
2021	105.6	104.4	104.8	104.4	-.8	-1.1	.4	-.4	.7	-1.5	-.9	-1.9	
2022	102.9	—	—	—	-1.4	—	—	—	-2.6	—	—	—	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Transportation and material moving													
2001	95.8	95.8	96.7	98.5	-0.3	0.0	0.9	1.9	0.4	0.3	1.2	2.5	
2002	98.6	98.7	98.9	99.4	.1	.1	.2	.5	2.9	3.0	2.3	.9	
2003	98.7	100.0	99.9	100.8	-7	1.3	-1	.9	.1	1.3	1.0	1.4	
2004	100.5	100.3	101.0	101.2	-3	-2	.7	.2	1.8	.3	1.1	.4	
2005	100.1	100.1	98.8	100.0	-1.1	.0	-1.3	1.2	-4	-2	-2.2	-1.2	
2006	98.9	98.2	98.9	100.1	-1.1	-7	.7	1.2	-1.2	-1.9	.1	.1	
2007	98.8	98.3	99.0	98.7	-1.3	-5	.7	-3	-1	.1	.1	-1.4	
2008	98.1	96.4	96.9	101.0	-6	-1.7	.5	4.2	-7	-1.9	-2.1	2.3	
2009	100.3	99.4	99.8	100.0	-7	-9	.4	.2	2.2	3.1	3.0	-1.0	
2010	99.9	100.4	101.1	101.0	-1	.5	.7	-1	-4	1.0	1.3	1.0	
2011	99.5	99.4	99.2	100.2	-1.5	-1	-2	1.0	-4	-1.0	-1.9	-8	
2012	99.1	99.5	99.5	100.8	-1.1	.4	.0	1.3	-4	.1	.3	.6	
2013	100.0	100.0	100.2	101.1	-8	.0	.2	.9	.9	.5	.7	.3	
2014	100.3	100.2	101.1	102.5	-8	-1	.9	1.4	.3	.2	.9	1.4	
2015	102.9	102.6	103.4	104.3	.4	-3	.8	.9	2.6	2.4	2.3	1.8	
2016	104.6	104.1	104.6	105.2	.3	-5	.5	.6	1.7	1.5	1.2	.9	
2017	105.5	105.6	106.0	106.5	.3	.1	.4	.5	.9	1.4	1.3	1.2	
2018	106.8	106.2	107.1	107.9	.3	-6	.8	.7	1.2	.6	1.0	1.3	
2019	108.5	108.1	108.8	109.6	.6	-4	.6	.7	1.6	1.8	1.6	1.6	
2020	110.4	111.2	111.0	112.0	.7	.7	-2	.9	1.8	2.9	2.0	2.2	
2021	111.0	109.2	109.9	109.6	-9	-1.6	.6	-3	.5	-1.8	-1.0	-2.1	
2022	108.0	-	-	-	-1.5	-	-	-	-2.7	-	-	-	
Service occupations													
2001	97.3	97.0	97.4	99.5	.0	-3	.4	2.2	1.2	.4	1.0	2.3	
2002	99.3	99.2	99.5	100.1	-2	-1	.3	.6	2.1	2.3	2.2	.6	
2003	99.4	100.1	100.3	101.4	-7	.7	.2	1.1	.1	.9	.8	1.3	
2004	100.8	100.3	100.7	101.0	-6	-5	.4	.3	1.4	.2	.4	-4	
2005	100.3	100.2	98.5	100.0	-7	-1	-1.7	1.5	-5	-1	-2.2	-1.0	
2006	99.3	98.5	99.2	100.5	-7	-8	.7	1.3	-1.0	-1.7	.7	.5	
2007	100.1	99.4	100.4	100.3	-4	-7	1.0	-1	.8	.9	1.2	-2	
2008	99.4	97.8	98.4	102.8	-9	-1.6	.6	4.5	-7	-1.6	-2.0	2.5	
2009	102.4	101.2	101.8	101.9	-4	-1.2	.6	.1	3.0	3.5	3.5	-9	
2010	101.6	101.7	102.1	101.9	-3	.1	.4	-2	-8	.5	.3	.0	
2011	100.9	100.0	99.7	100.7	-1.0	-9	-3	1.0	-7	-1.7	-2.4	-1.2	
2012	99.5	99.8	99.4	100.6	-1.2	.3	-4	1.2	-1.4	-2	-3	-1	
2013	99.7	99.7	99.5	100.5	-9	.0	-2	1.0	.2	-1	.1	-1	
2014	99.2	98.7	99.6	101.5	-1.3	-5	.9	1.9	-5	-1.0	.1	1.0	
2015	101.6	100.7	101.4	102.5	.1	-9	.7	1.1	2.4	2.0	1.8	1.0	
2016	102.8	102.4	103.1	103.7	.3	-4	.7	.6	1.2	1.7	1.7	1.2	
2017	103.8	103.8	103.7	104.5	.1	.0	-1	.8	1.0	1.4	.6	.8	
2018	104.6	104.2	104.9	106.3	.1	-4	.7	1.3	.8	.4	1.2	1.7	
2019	106.2	106.4	106.7	107.7	-1	.2	.3	.9	1.5	2.1	1.7	1.3	
2020	108.4	109.3	109.1	110.0	.6	.8	-2	.8	2.1	2.7	2.2	2.1	
2021	109.8	108.7	109.8	110.1	-2	-1.0	1.0	.3	1.3	-5	.6	.1	
2022	109.1	-	-	-	-9	-	-	-	-6	-	-	-	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Industry and occupational group												
Goods-producing industries ⁵												
2001	93.8	93.7	94.2	95.7	-0.1	-0.1	0.5	1.6	1.1	0.3	0.6	1.9
2002	95.8	95.9	95.9	96.8	.1	.1	.0	.9	2.1	2.3	1.8	1.1
2003	96.7	98.0	97.9	98.8	-1	1.3	-1	.9	.9	2.2	2.1	2.1
2004	99.2	99.0	100.0	100.2	.4	-.2	1.0	.2	2.6	1.0	2.1	1.4
2005	99.8	100.2	98.8	100.0	-.4	.4	-1.4	1.2	.6	1.2	-1.2	-.2
2006	98.8	98.3	98.9	99.9	-1.2	-.5	.6	1.0	-1.0	-1.9	.1	-.1
2007	98.6	98.1	98.6	98.4	-1.3	-.5	.5	-.2	-.2	-.2	-.3	-1.5
2008	97.8	96.0	96.5	100.6	-.6	-1.8	.5	4.2	-.8	-2.1	-2.1	2.2
2009	99.9	98.7	98.8	99.0	-.7	-1.2	.1	.2	2.1	2.8	2.4	-1.6
2010	99.2	99.6	100.0	99.7	.2	.4	.4	-.3	-.7	.9	1.2	.7
2011	98.6	98.7	98.4	99.3	-1.1	.1	-.3	.9	-.6	-.9	-1.6	-.4
2012	97.9	98.3	98.1	99.1	-1.4	.4	-.2	1.0	-.7	-.4	-.3	-.2
2013	98.4	98.6	98.7	99.4	-.7	.2	.1	.7	.5	.3	.6	.3
2014	98.7	98.4	99.1	100.8	-.7	-.3	.7	1.7	.3	-.2	.4	1.4
2015	100.9	100.5	101.3	102.5	.1	-.4	.8	1.2	2.2	2.1	2.2	1.7
2016	102.3	101.8	102.1	102.5	-.2	-.5	.3	.4	1.4	1.3	.8	.0
2017	102.1	102.2	102.4	102.9	-.4	.1	.2	.5	-.2	.4	.3	.4
2018	102.5	102.2	102.3	103.3	-.4	-.3	.1	1.0	.4	.0	-.1	.4
2019	103.0	103.0	103.6	104.0	-.3	.0	.6	.4	.5	.8	1.3	.7
2020	104.2	105.1	104.5	105.0	.2	.9	-.6	.5	1.2	2.0	.9	1.0
2021	104.0	102.5	102.5	101.6	-1.0	-1.4	.0	-.9	-.2	-2.5	-1.9	-3.2
2022	100.0	-	-	-	-1.6	-	-	-	-3.8	-	-	-
Excluding sales occupations												
2001	94.0	93.9	94.4	95.9	-.2	-.1	.5	1.6	1.0	.3	.6	1.8
2002	95.9	96.1	96.1	96.9	.0	.2	.0	.8	2.0	2.3	1.8	1.0
2003	96.8	98.1	98.0	99.0	-.1	1.3	-.1	1.0	.9	2.1	2.0	2.2
2004	99.4	99.2	99.9	100.4	.4	-.2	.7	.5	2.7	1.1	1.9	1.4
2005	99.9	100.3	98.8	100.0	-.5	.4	-1.5	1.2	.5	1.1	-1.1	-.4
2006	98.9	98.2	98.9	99.9	-1.1	-.7	.7	1.0	-1.0	-2.1	.1	-.1
Excluding incentive paid occupations ²												
2006	98.9	98.2	98.9	99.9	-1.1	-.7	.7	1.0	-	-	-	-.1
2007	98.6	98.2	98.7	98.5	-1.3	-.4	.5	-.2	-.3	.0	-.2	-1.4
2008	98.0	96.2	96.6	100.9	-.5	-1.8	.4	4.5	-.6	-2.0	-2.1	2.4
2009	100.2	99.0	99.0	99.3	-.7	-1.2	.0	.3	2.2	2.9	2.5	-1.6
2010	99.6	99.9	100.3	100.1	.3	.3	.4	-.2	-.6	.9	1.3	.8
2011	99.1	99.1	98.7	99.6	-1.0	.0	-.4	.9	-.5	-.8	-1.6	-.5
2012	98.2	98.6	98.3	99.4	-1.4	.4	-.3	1.1	-.9	-.5	-.4	-.2
2013	98.8	98.9	99.0	99.7	-.6	.1	.1	.7	.6	.3	.7	.3
2014	99.1	98.6	99.3	101.0	-.6	-.5	.7	1.7	.3	-.3	.3	1.3
2015	101.1	100.7	101.5	102.6	.1	-.4	.8	1.1	2.0	2.1	2.2	1.6
2016	102.6	102.0	102.3	102.8	.0	-.6	.3	.5	1.5	1.3	.8	.2
2017	102.5	102.6	102.6	103.2	-.3	.1	.0	.6	-.1	.6	.3	.4
2018	102.8	102.5	102.6	103.5	-.4	-.3	.1	.9	.3	-.1	.0	.3
2019	103.3	103.3	103.7	104.1	-.2	.0	.4	.4	.5	.8	1.1	.6
2020	104.5	105.1	104.4	104.9	.4	.6	-.7	.5	1.2	1.7	.7	.8
2021	104.0	102.5	102.5	101.6	-.9	-1.4	.0	-.9	-.5	-2.5	-1.8	-3.1

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Excluding incentive paid occupations ²												
2022	100.2	—	—	—	-1.4	—	—	—	-3.7	—	—	—
White-collar occupations ³												
2001	92.7	93.0	93.0	94.7	.2	0.3	0.0	1.8	1.2	0.8	0.6	2.4
2002	94.9	94.9	94.7	95.7	.2	.0	-.2	1.1	2.4	2.0	1.8	1.1
2003	96.1	97.3	96.9	97.6	.4	1.2	-.4	.7	1.3	2.5	2.3	2.0
2004	97.7	97.4	98.8	98.9	.1	-.3	1.4	.1	1.7	.1	2.0	1.3
2005	99.3	100.0	99.0	100.0	.4	.7	-1.0	1.0	1.6	2.7	.2	1.1
2006	98.6	98.2	98.7	99.7	-1.4	-.4	.5	1.0	-.7	-1.8	-.3	-.3
Excluding sales occupations												
2001	93.3	93.5	93.6	95.1	.1	.2	.1	1.6	1.2	.8	.9	2.0
2002	95.2	95.4	95.2	95.9	.1	.2	-.2	.7	2.0	2.0	1.7	.8
2003	96.4	97.5	97.2	98.1	.5	1.1	-.3	.9	1.3	2.2	2.1	2.3
2004	98.0	97.7	98.4	99.2	-.1	-.3	.7	.8	1.7	.2	1.2	1.1
2005	99.7	100.3	99.1	100.0	.5	.6	-1.2	.9	1.7	2.7	.7	.8
2006	98.9	97.9	98.7	99.7	-1.1	-1.0	.8	1.0	-.8	-2.4	-.4	-.3
Management, professional, and related												
2001	93.6	93.9	93.8	95.3	-.1	.3	-.1	1.6	1.2	.6	.6	1.7
2002	95.4	95.4	95.1	95.9	.1	.0	-.3	.8	1.9	1.6	1.4	.6
2003	96.6	97.4	97.2	98.0	.7	.8	-.2	.8	1.3	2.1	2.2	2.2
2004	97.7	97.4	97.9	98.9	-.3	-.3	.5	1.0	1.1	.0	.7	.9
2005	99.7	100.4	99.2	100.0	.8	.7	-1.2	.8	2.0	3.1	1.3	1.1
2006	98.7	97.7	98.6	99.5	-1.3	-1.0	.9	.9	-1.0	-2.7	-.6	-.5
2007	98.4	98.0	98.4	97.8	-1.1	-.4	.4	-.6	-.3	.3	-.2	-1.7
2008	97.8	95.9	96.0	99.7	.0	-1.9	.1	3.9	-.6	-2.1	-2.4	1.9
2009	98.8	97.4	97.0	97.0	-.9	-1.4	-.4	.0	1.0	1.6	1.0	-2.7
2010	97.6	98.0	98.4	97.9	.6	.4	.4	-.5	-1.2	.6	1.4	.9
2011	97.6	97.7	97.2	98.0	-.3	.1	-.5	.8	.0	-.3	-1.2	.1
2012	97.2	97.6	97.2	98.2	-.8	.4	-.4	1.0	-.4	-.1	.0	.2
2013	97.9	98.2	98.2	98.7	-.3	.3	.0	.5	.7	.6	1.0	.5
2014	98.2	97.8	98.6	100.0	-.5	-.4	.8	1.4	.3	-.4	.4	1.3
2015	100.2	100.0	100.5	101.6	.2	-.2	.5	1.1	2.0	2.2	1.9	1.6
2016	101.5	100.9	101.0	101.3	-.1	-.6	.1	.3	1.3	.9	.5	-.3
2017	101.0	100.9	100.9	101.5	-.3	-.1	.0	.6	-.5	.0	-.1	.2
2018	101.5	101.2	100.9	101.8	.0	-.3	-.3	.9	.5	.3	.0	.3
2019	101.8	101.6	101.9	102.1	.0	-.2	.3	.2	.3	.4	1.0	.3
2020	102.5	103.1	102.2	102.5	.4	.6	-.9	.3	.7	1.5	.3	.4
2021	101.5	99.7	99.4	98.3	-1.0	-1.8	-.3	-1.1	-1.0	-3.3	-2.7	-4.1
2022	97.3	—	—	—	-1.0	—	—	—	-4.1	—	—	—
Sales and office												
2001	90.8	90.9	91.3	93.4	.9	.1	.4	2.3	1.5	.8	.8	3.8
2002	93.7	93.7	93.6	95.3	.3	.0	-.1	1.8	3.2	3.1	2.5	2.0
2003	95.2	96.9	96.3	96.7	-.1	1.8	-.6	.4	1.6	3.4	2.9	1.5
2004	97.6	97.5	100.5	99.1	.9	-.1	3.1	-1.4	2.5	.6	4.4	2.5
2005	98.5	99.2	98.7	100.0	-.6	.7	-.5	1.3	.9	1.7	-1.8	.9
2006	98.4	99.6	99.1	100.3	-1.6	1.2	-.5	1.2	-.1	.4	.4	.3
2007	98.7	97.9	98.3	98.2	-1.6	-.8	.4	-.1	.3	-1.7	-.8	-2.1
2008	96.9	95.6	96.0	100.2	-1.3	-1.3	.4	4.4	-1.8	-2.3	-2.3	2.0
2009	99.3	97.9	98.0	98.3	-.9	-1.4	.1	.3	2.5	2.4	2.1	-1.9

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Sales and office													
2010	97.9	98.3	98.8	98.9	-0.4	0.4	0.5	0.1	-1.4	0.4	0.8	0.6	
2011	97.2	97.1	97.0	98.1	-1.7	-.1	-.1	1.1	-.7	-1.2	-1.8	-.8	
2012	97.4	98.2	98.2	99.0	-.7	.8	.0	.8	.2	1.1	1.2	.9	
2013	98.4	99.0	99.2	100.1	-.6	.6	.2	.9	1.0	.8	1.0	1.1	
2014	98.6	99.1	99.7	101.6	-1.5	.5	.6	1.9	.2	.1	.5	1.5	
2015	101.2	101.7	102.6	104.4	-.4	.5	.9	1.8	2.6	2.6	2.9	2.8	
2016	103.4	103.2	103.3	103.8	-1.0	-.2	.1	.5	2.2	1.5	.7	-.6	
2017	102.7	102.9	103.4	103.3	-1.1	.2	.5	-.1	-.7	-.3	.1	-.5	
2018	102.8	103.1	104.1	105.1	-.5	.3	1.0	1.0	.1	.2	.7	1.7	
2019	104.7	104.8	106.4	107.1	-.4	.1	1.5	.7	1.8	1.6	2.2	1.9	
2020	104.6	108.8	107.8	108.4	-2.3	4.0	-.9	.6	-.1	3.8	1.3	1.2	
2021	106.6	105.9	105.2	104.7	-1.7	-.7	-.7	-.5	1.9	-2.7	-2.4	-3.4	
2022	101.3	—	—	—	-3.2	—	—	—	-5.0	—	—	—	
Blue-collar occupations⁴													
2001	94.4	94.0	94.8	96.3	-.2	-.4	.9	1.6	1.0	.1	.5	1.8	
2002	96.2	96.5	96.5	97.4	-.1	.3	.0	.9	1.9	2.7	1.8	1.1	
2003	97.0	98.3	98.4	99.5	-.4	1.3	.1	1.1	.8	1.9	2.0	2.2	
2004	100.1	99.9	100.6	100.9	.6	-.2	.7	.3	3.2	1.6	2.2	1.4	
2005	100.1	100.3	98.7	100.0	-.8	.2	-1.6	1.3	.0	.4	-1.9	-.9	
2006	98.9	98.3	99.0	100.0	-1.1	-.6	.7	1.0	-1.2	-2.0	.3	.0	
Natural resources, construction, and maintenance													
2001	94.5	94.4	95.2	96.4	-.1	-.1	.8	1.3	1.9	1.0	1.2	1.9	
2002	96.2	96.5	96.7	97.5	-.2	.3	.2	.8	1.8	2.2	1.6	1.1	
2003	96.6	98.3	98.4	99.6	-.9	1.8	.1	1.2	.4	1.9	1.8	2.2	
2004	99.7	99.6	100.2	100.7	.1	-.1	.6	.5	3.2	1.3	1.8	1.1	
2005	99.7	100.1	98.6	100.0	-1.0	.4	-1.5	1.4	.0	.5	-1.6	-.7	
2006	99.1	98.8	99.6	100.7	-.9	-.3	.8	1.1	-.6	-1.3	1.0	.7	
2007	99.6	99.5	100.1	100.3	-1.1	-.1	.6	.2	.5	.7	.5	-.4	
2008	99.6	98.0	98.7	103.3	-.7	-1.6	.7	4.7	.0	-1.5	-1.4	3.0	
2009	102.2	101.2	101.5	101.8	-1.1	-1.0	.3	.3	2.6	3.3	2.8	-1.5	
2010	101.8	102.0	102.4	102.1	.0	.2	.4	-.3	-.4	.8	.9	.3	
2011	100.6	100.4	100.2	101.1	-1.5	-.2	-.2	.9	-1.2	-1.6	-2.1	-1.0	
2012	99.4	99.8	99.7	100.8	-1.7	.4	-.1	1.1	-1.2	-.6	-.5	-.3	
2013	100.0	100.0	100.5	101.2	-.8	.0	.5	.7	.6	.2	.8	.4	
2014	100.3	99.9	100.7	102.7	-.9	-.4	.8	2.0	.3	-.1	.2	1.5	
2015	102.3	101.9	102.8	103.8	-.4	-.4	.9	1.0	2.0	2.0	2.1	1.1	
2016	103.7	103.4	103.4	104.1	-.1	-.3	.0	.7	1.4	1.5	.6	.3	
2017	103.8	104.1	103.9	104.7	-.3	.3	-.2	.8	.1	.7	.5	.6	
2018	103.8	103.8	103.9	104.8	-.9	.0	.1	.9	.0	-.3	.0	.1	
2019	104.3	104.6	105.2	105.6	-.5	.3	.6	.4	.5	.8	1.3	.8	
2020	106.2	106.3	105.8	106.3	.6	.1	-.5	.5	1.8	1.6	.6	.7	
2021	105.4	104.0	103.9	103.0	-.8	-1.3	-.1	-.9	-.8	-2.2	-1.8	-3.1	
2022	101.1	—	—	—	-1.8	—	—	—	-4.1	—	—	—	
Production, transportation, and material moving													
2001	94.3	93.7	94.5	96.2	-.4	-.6	.9	1.8	.1	-.6	.1	1.6	
2002	96.3	96.4	96.3	97.3	.1	.1	-.1	1.0	2.1	2.9	1.9	1.1	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Production, transportation, and material moving													
2003	97.3	98.4	98.4	99.5	0.0	1.1	0.0	1.1	1.0	2.1	2.2	2.3	
2004	100.4	100.1	101.0	101.2	.9	-.3	.9	.2	3.2	1.7	2.6	1.7	
2005	100.4	100.4	98.8	100.0	-.8	.0	-1.6	1.2	.0	.3	-2.2	-1.2	
2006	98.8	97.9	98.5	99.5	-1.2	-.9	.6	1.0	-1.6	-2.5	-.3	-.5	
2007	97.9	97.1	97.5	97.5	-1.6	-.8	.4	.0	-.9	-.8	-1.0	-2.0	
2008	96.6	94.7	95.2	99.4	-.9	-2.0	.5	4.4	-1.3	-2.5	-2.4	1.9	
2009	99.0	98.0	98.2	98.5	-.4	-1.0	.2	.3	2.5	3.5	3.2	-.9	
2010	98.9	99.2	99.6	99.4	.4	.3	.4	-.2	-.1	1.2	1.4	.9	
2011	98.3	98.5	98.1	99.1	-1.1	.2	-.4	1.0	-.6	-.7	-1.5	-.3	
2012	97.3	97.8	97.4	98.4	-1.8	.5	-.4	1.0	-1.0	-.7	-.7	-.7	
2013	97.6	97.7	97.6	98.5	-.8	.1	-.1	.9	.3	-.1	.2	.1	
2014	98.0	97.4	98.1	100.0	-.5	-.6	.7	1.9	.4	-.3	.5	1.5	
2015	100.2	99.6	100.3	101.7	.2	-.6	.7	1.4	2.2	2.3	2.2	1.7	
2016	101.6	101.0	101.6	102.0	-.1	-.6	.6	.4	1.4	1.4	1.3	.3	
2017	101.7	101.8	102.1	102.7	-.3	.1	.3	.6	.1	.8	.5	.7	
2018	102.2	101.6	101.7	102.8	-.5	-.6	.1	1.1	.5	-.2	-.4	.1	
2019	102.6	102.5	102.8	103.5	-.2	-.1	.3	.7	.4	.9	1.1	.7	
2020	104.0	105.0	104.5	105.2	.5	1.0	-.5	.7	1.4	2.4	1.7	1.6	
2021	104.3	103.0	103.4	102.8	-.9	-1.2	.4	-.6	.3	-1.9	-1.1	-2.3	
2022	101.4	—	—	—	-1.4	—	—	—	-2.8	—	—	—	
Construction													
2001	95.0	95.2	95.8	97.3	-.4	.2	.6	1.6	2.0	1.3	1.3	2.0	
2002	96.8	96.8	97.0	98.0	-.5	.0	.2	1.0	1.9	1.7	1.3	.7	
2003	97.1	98.8	98.8	99.8	-.9	1.8	.0	1.0	.3	2.1	1.9	1.8	
2004	99.3	99.0	100.0	100.0	-.5	-.3	1.0	.0	2.3	.2	1.2	.2	
2005	99.2	99.7	98.7	100.0	-.8	.5	-1.0	1.3	-.1	.7	-1.3	.0	
2006	99.2	98.9	99.9	101.0	-.8	-.3	1.0	1.1	.0	-.8	1.2	1.0	
2007	100.3	100.0	100.9	100.9	-.7	-.3	.9	.0	1.1	1.1	1.0	-.1	
2008	100.4	99.0	99.5	103.8	-.5	-1.4	.5	4.3	.1	-1.0	-1.4	2.9	
2009	102.6	101.4	101.6	101.8	-1.2	-1.2	.2	.2	2.2	2.4	2.1	-1.9	
2010	101.3	101.4	101.6	101.2	-.5	.1	.2	-.4	-1.3	.0	.0	-.6	
2011	99.3	99.0	98.8	99.9	-1.9	-.3	-.2	1.1	-2.0	-2.4	-2.8	-1.3	
2012	98.3	98.8	98.7	99.7	-1.6	.5	-.1	1.0	-1.0	-.2	-.1	-.2	
2013	98.9	99.1	99.5	100.2	-.8	.2	.4	.7	.6	.3	.8	.5	
2014	98.8	98.3	99.3	101.1	-1.4	-.5	1.0	1.8	-.1	-.8	-.2	-.9	
2015	100.6	100.3	101.4	102.7	-.5	-.3	1.1	1.3	1.8	2.0	2.1	1.6	
2016	102.1	101.8	101.8	102.5	-.6	-.3	.0	.7	1.5	1.5	.4	-.2	
2017	102.2	102.3	102.3	102.8	-.3	.1	.0	.5	.1	.5	.5	.3	
2018	102.3	102.4	102.8	103.7	-.5	.1	.4	.9	.1	.1	.5	.9	
2019	103.2	103.5	104.6	104.9	-.5	.3	1.1	.3	.9	1.1	1.8	1.2	
2020	104.9	106.2	105.6	106.0	.0	1.2	-.6	.4	1.6	2.6	1.0	1.0	
2021	105.0	103.8	103.2	102.5	-.9	-1.1	-.6	-.7	.1	-2.3	-2.3	-3.3	
2022	100.0	—	—	—	-2.4	—	—	—	-4.8	—	—	—	
Manufacturing													
2001	93.5	93.3	93.7	95.3	.0	-.2	.4	1.7	.5	-.1	.3	1.9	
2002	95.5	95.7	95.6	96.5	.2	.2	-.1	.9	2.1	2.6	2.0	1.3	
2003	96.8	97.9	97.7	98.6	.3	1.1	-.2	.9	1.4	2.3	2.2	2.2	
2004	99.4	99.2	100.2	100.2	.8	-.2	1.0	.0	2.7	1.3	2.6	1.6	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Manufacturing													
2005	100.0	100.2	98.8	100.0	-0.2	0.2	-1.4	1.2	0.6	1.0	-1.4	-0.2	
2006	98.6	98.0	98.4	99.3	-1.4	-.6	.4	.9	-1.4	-2.2	-.4	-.7	
2007	97.7	97.1	97.4	97.2	-1.6	-.6	.3	-.2	-.9	-.9	-1.0	-2.1	
2008	96.5	94.6	95.0	99.1	-.7	-2.0	.4	4.3	-1.2	-2.6	-2.5	2.0	
2009	98.5	97.4	97.3	97.5	-.6	-1.1	-.1	.2	2.1	3.0	2.4	-1.6	
2010	98.1	98.5	99.0	98.8	.6	.4	.5	-.2	-.4	1.1	1.7	1.3	
2011	98.1	98.3	97.8	98.7	-.7	.2	-.5	.9	.0	-.2	-1.2	-.1	
2012	97.3	97.8	97.5	98.5	-1.4	.5	-.3	1.0	-.8	-.5	-.3	-.2	
2013	97.8	98.0	98.1	98.8	-.7	.2	.1	.7	.5	.2	.6	.3	
2014	98.3	98.0	98.7	100.4	-.5	-.3	.7	1.7	.5	.0	.6	1.6	
2015	100.7	100.3	101.0	102.2	.3	-.4	.7	1.2	2.4	2.3	2.3	1.8	
2016	102.2	101.7	102.0	102.3	.0	-.5	.3	.3	1.5	1.4	1.0	.1	
2017	102.0	102.1	102.3	102.9	-.3	.1	.2	.6	-.2	.4	.3	.6	
2018	102.5	102.1	102.1	103.1	-.4	-.4	.0	1.0	.5	.0	-.2	.2	
2019	102.9	102.8	103.1	103.6	-.2	-.1	.3	.5	.4	.7	1.0	.5	
2020	103.9	104.7	104.0	104.6	.3	.8	-.7	.6	1.0	1.8	.9	1.0	
2021	103.6	102.0	102.2	101.3	-1.0	-1.5	.2	-.9	-.3	-2.6	-1.7	-3.2	
2022	100.1	—	—	—	-1.2	—	—	—	-3.4	—	—	—	
White-collar occupations³													
2001	92.9	93.1	93.1	94.5	.5	.2	.0	1.5	1.0	.4	.4	2.3	
2002	95.0	95.2	95.1	95.8	.5	.2	-.1	.7	2.3	2.3	2.1	1.4	
2003	96.3	97.5	97.1	97.7	.5	1.2	-.4	.6	1.4	2.4	2.1	2.0	
2004	97.9	97.8	98.8	98.7	.2	-.1	1.0	-.1	1.7	.3	1.8	1.0	
2005	99.4	100.0	98.9	100.0	.7	.6	-1.1	1.1	1.5	2.2	.1	1.3	
2006	98.4	98.1	98.3	99.1	-1.6	-.3	.2	.8	-1.0	-1.9	-.6	-.9	
Excluding sales occupations													
2001	93.3	93.5	93.3	94.6	.2	.2	-.2	1.4	1.1	.5	.4	1.6	
2002	94.7	95.2	95.1	95.8	.1	.5	-.1	.7	1.5	1.8	1.9	1.3	
2003	96.4	97.4	97.2	97.9	.6	1.0	-.2	.7	1.8	2.3	2.2	2.2	
2004	98.1	97.8	98.7	98.8	.2	-.3	.9	.1	1.8	.4	1.5	.9	
2005	99.4	100.1	98.8	100.0	.6	.7	-1.3	1.2	1.3	2.4	.1	1.2	
2006	98.7	97.7	98.4	99.2	-1.3	-1.0	.7	.8	-.7	-2.4	-.4	-.8	
Management, professional, and related													
2001	93.4	93.7	93.3	94.5	.1	.3	-.4	1.3	1.0	.4	.1	1.3	
2002	94.8	95.3	95.1	95.7	.3	.5	-.2	.6	1.5	1.7	1.9	1.3	
2003	96.5	97.4	97.1	97.8	.8	.9	-.3	.7	1.8	2.2	2.1	2.2	
2004	97.8	97.5	98.3	98.4	.0	-.3	.8	.1	1.3	.1	1.2	.6	
2005	99.4	100.0	98.8	100.0	1.0	.6	-1.2	1.2	1.6	2.6	.5	1.6	
2006	98.5	97.5	98.3	98.9	-1.5	-1.0	.8	.6	-.9	-2.5	-.5	-1.1	
2007	97.7	97.5	97.5	97.0	-1.2	-.2	.0	-.5	-.8	.0	-.8	-1.9	
2008	96.7	94.6	94.8	98.7	-.3	-2.2	.2	4.1	-1.0	-3.0	-2.8	1.8	
2009	97.8	96.5	96.0	96.1	-.9	-1.3	-.5	.1	1.1	2.0	1.3	-2.6	
2010	96.9	97.6	98.0	97.7	.8	.7	.4	-.3	-.9	1.1	2.1	1.7	
2011	97.7	97.7	97.2	97.9	.0	.0	-.5	.7	.8	.1	-.8	.2	
2012	97.1	97.5	97.1	98.1	-.8	.4	-.4	1.0	-.6	-.2	-.1	.2	
2013	97.7	97.9	98.2	98.6	-.4	.2	.3	.4	.6	.4	1.1	.5	
2014	98.4	98.1	98.9	100.5	-.2	-.3	.8	1.6	.7	.2	.7	1.9	
2015	101.0	100.8	101.1	102.0	.5	-.2	.3	.9	2.6	2.8	2.2	1.5	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Management, professional, and related												
2016	102.3	101.8	101.9	102.1	0.3	-0.5	0.1	0.2	1.3	1.0	0.8	0.1
2017	102.0	102.0	102.2	102.6	-1	.0	.2	.4	-3	.2	.3	.5
2018	102.5	102.2	101.7	102.7	-1	-3	-5	1.0	.5	.2	-5	.1
2019	102.7	102.4	102.7	102.9	.0	-3	.3	.2	.2	.2	1.0	.2
2020	103.3	103.9	103.1	103.5	.4	.6	-8	.4	.6	1.5	.4	.6
2021	102.3	100.4	100.3	99.2	-1.2	-1.9	-1	-1.1	-1.0	-3.4	-2.7	-4.2
2022	98.2	—	—	—	-1.0	—	—	—	-4.0	—	—	—
Sales and office												
2001	91.8	91.9	92.6	94.3	1.8	.1	.8	1.8	1.1	.7	1.3	4.5
2002	95.5	94.9	95.1	96.0	1.3	-6	.2	.9	4.0	3.3	2.7	1.8
2003	95.9	97.8	96.9	97.3	-1	2.0	-9	.4	.4	3.1	1.9	1.4
2004	98.1	98.3	100.1	99.6	.8	.2	1.8	-5	2.3	.5	3.3	2.4
2005	99.4	99.9	98.9	100.0	-2	.5	-1.0	1.1	1.3	1.6	-1.2	.4
2006	98.0	99.8	98.2	99.5	-2.0	1.8	-1.6	1.3	-1.4	-1	-7	-5
2007	98.1	97.4	97.7	97.7	-1.4	-7	.3	.0	.1	-2.4	-5	-1.8
2008	96.8	95.4	96.0	100.2	-9	-1.4	.6	4.4	-1.3	-2.1	-1.7	2.6
2009	99.3	97.7	97.6	98.0	-9	-1.6	-1	.4	2.6	2.4	1.7	-2.2
2010	97.8	98.4	99.3	99.5	-2	.6	.9	.2	-1.5	.7	1.7	1.5
2011	98.8	98.7	98.3	99.1	-7	-1	-4	.8	1.0	.3	-1.0	-4
2012	98.7	99.0	99.0	99.9	-4	.3	.0	.9	-1	.3	.7	.8
2013	99.0	99.7	99.9	101.0	-9	.7	.2	1.1	.3	.7	.9	1.1
2014	99.9	100.4	100.5	102.2	-1.1	.5	.1	1.7	.9	.7	.6	1.2
2015	102.3	102.7	103.5	105.1	.1	.4	.8	1.5	2.4	2.3	3.0	2.8
2016	104.6	104.3	104.4	104.8	-5	-3	.1	.4	2.2	1.6	.9	-3
2017	104.1	104.4	104.3	104.8	-7	.3	-1	.5	-5	.1	-1	.0
2018	104.4	104.3	105.0	106.1	-4	-1	.7	1.0	.3	-1	.7	1.2
2019	105.9	106.1	106.4	107.1	-2	.2	.3	.7	1.4	1.7	1.3	.9
2020	106.4	107.0	105.8	106.2	-7	.6	-1.1	.4	.5	.8	-6	-8
2021	105.4	104.0	104.1	102.8	-8	-1.3	.1	-1.2	-9	-2.8	-1.6	-3.2
2022	101.9	—	—	—	-9	—	—	—	-3.3	—	—	—
Blue-collar occupations⁴												
2001	93.8	93.3	94.0	95.7	-4	-5	.8	1.8	.1	-5	.1	1.6
2002	95.8	96.0	95.9	96.9	.1	.2	-1	1.0	2.1	2.9	2.0	1.3
2003	97.1	98.1	98.1	99.2	.2	1.0	.0	1.1	1.4	2.2	2.3	2.4
2004	100.5	100.2	101.1	101.2	1.3	-3	.9	.1	3.5	2.1	3.1	2.0
2005	100.4	100.4	98.7	100.0	-8	.0	-1.7	1.3	-1	.2	-2.4	-1.2
2006	98.7	97.8	98.4	99.4	-1.3	-9	.6	1.0	-1.7	-2.6	-3	-6
Natural resources, construction, and maintenance												
2001	91.8	91.7	91.9	94.0	-9	-1	.2	2.3	.0	-3	-3	1.5
2002	94.0	94.1	94.1	95.3	.0	.1	.0	1.3	2.4	2.6	2.4	1.4
2003	95.7	96.6	96.6	98.0	.4	.9	.0	1.4	1.8	2.7	2.7	2.8
2004	100.1	99.8	100.8	101.2	2.1	-3	1.0	.4	4.6	3.3	4.3	3.3
2005	100.1	100.4	98.5	100.0	-1.1	.3	-1.9	1.5	.0	.6	-2.3	-1.2
2006	98.6	97.8	98.4	99.6	-1.4	-8	.6	1.2	-1.5	-2.6	-1	-4
2007	97.5	96.7	97.0	97.4	-2.1	-8	.3	.4	-1.1	-1.1	-1.4	-2.2
2008	96.4	94.0	94.7	99.3	-1.0	-2.5	.7	4.9	-1.1	-2.8	-2.4	2.0
2009	98.6	97.7	97.8	98.1	-7	-9	.1	.3	2.3	3.9	3.3	-1.2

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Natural resources, construction, and maintenance												
2010	99.1	99.4	99.9	99.6	1.0	0.3	0.5	-0.3	0.5	1.7	2.1	1.5
2011	98.6	99.4	99.1	99.6	-1.0	.8	-.3	.5	-5	.0	-8	.0
2012	97.6	98.2	98.6	99.8	-2.0	.6	.4	1.2	-1.0	-1.2	-5	.2
2013	99.2	99.3	99.6	100.0	-.6	.1	.3	.4	1.6	1.1	1.0	.2
2014	99.7	99.3	100.0	101.9	-.3	-.4	.7	1.9	.5	.0	.4	1.9
2015	101.8	101.3	102.3	103.6	-.1	-.5	1.0	1.3	2.1	2.0	2.3	1.7
2016	103.6	102.9	103.4	103.7	.0	-.7	.5	.3	1.8	1.6	1.1	.1
2017	102.8	103.1	103.4	104.4	-.9	.3	.3	1.0	-.8	.2	.0	.7
2018	103.1	102.9	102.7	103.5	-1.2	-.2	-.2	.8	.3	-.2	-.7	-.9
2019	102.8	102.9	103.2	103.5	-.7	.1	.3	.3	-.3	.0	.5	.0
2020	104.0	105.0	104.5	105.3	.5	1.0	-.5	.8	1.2	2.0	1.3	1.7
2021	104.3	102.5	102.8	101.8	-.9	-1.7	.3	-1.0	.3	-2.4	-1.6	-3.3
2022	99.7	—	—	—	-2.1	—	—	—	-4.4	—	—	—
Production, transportation, and material moving												
2001	94.2	93.6	94.3	96.0	-.3	-.6	.7	1.8	.2	-.6	.1	1.6
2002	96.1	96.3	96.2	97.2	.1	.2	-.1	1.0	2.0	2.9	2.0	1.2
2003	97.3	98.3	98.4	99.4	.1	1.0	.1	1.0	1.2	2.1	2.3	2.3
2004	100.5	100.2	101.2	101.3	1.1	-.3	1.0	.1	3.3	1.9	2.8	1.9
2005	100.5	100.4	98.7	100.0	-.8	-.1	-1.7	1.3	.0	.2	-2.5	-1.3
2006	98.7	97.9	98.4	99.4	-1.3	-.8	.5	1.0	-1.8	-2.5	-.3	-.6
2007	97.7	96.9	97.3	97.2	-1.7	-.8	.4	-.1	-1.0	-1.0	-1.1	-2.2
2008	96.3	94.4	94.9	99.1	-.9	-2.0	.5	4.4	-1.4	-2.6	-2.5	2.0
2009	98.7	97.8	97.9	98.2	-.4	-.9	.1	.3	2.5	3.6	3.2	-.9
2010	98.6	98.9	99.4	99.2	.4	.3	.5	-.2	-.1	1.1	1.5	1.0
2011	98.1	98.4	97.9	98.9	-1.1	.3	-.5	1.0	-.5	-.5	-1.5	-.3
2012	97.1	97.6	97.2	98.1	-1.8	.5	-.4	.9	-1.0	-.8	-.7	-.8
2013	97.4	97.5	97.4	98.2	-.7	.1	-.1	.8	.3	-.1	.2	.1
2014	97.7	97.2	97.8	99.7	-.5	-.5	.6	1.9	.3	-.3	.4	1.5
2015	100.0	99.3	100.1	101.4	.3	-.7	.8	1.3	2.4	2.2	2.4	1.7
2016	101.4	100.8	101.3	101.7	.0	-.6	.5	.4	1.4	1.5	1.2	.3
2017	101.4	101.5	101.9	102.5	-.3	.1	.4	.6	.0	.7	.6	.8
2018	101.9	101.4	101.4	102.5	-.6	-.5	.0	1.1	.5	-.1	-.5	.0
2019	102.3	102.2	102.6	103.3	-.2	-.1	.4	.7	.4	.8	1.2	.8
2020	103.7	104.8	104.3	105.0	.4	1.1	-.5	.7	1.4	2.5	1.7	1.6
2021	104.1	102.7	103.2	102.5	-.9	-1.3	.5	-.7	.4	-2.0	-1.1	-2.4
2022	101.2	—	—	—	-1.3	—	—	—	-2.8	—	—	—
Durable goods												
2001	92.7	92.6	93.2	94.8	-.4	-.1	.6	1.7	.3	-.3	.4	1.8
2002	94.8	95.0	94.8	95.9	.0	.2	-.2	1.2	2.3	2.6	1.7	1.2
2003	96.2	97.2	97.1	98.0	.3	1.0	-.1	.9	1.5	2.3	2.4	2.2
2004	99.0	98.9	100.0	100.1	1.0	-.1	1.1	.1	2.9	1.7	3.0	2.1
2005	99.9	100.3	98.8	100.0	-.2	.4	-1.5	1.2	.9	1.4	-1.2	-.1
2006	98.3	97.9	98.1	98.9	-1.7	-.4	.2	.8	-1.6	-2.4	-.7	-1.1
Aircraft manufacturing												
2001	74.8	74.4	74.2	76.3	1.5	-.5	-.3	2.8	2.3	.4	-.3	3.5
2002	77.3	77.5	77.0	78.7	1.3	.3	-.6	2.2	3.3	4.2	3.8	3.1

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Aircraft manufacturing													
2003	82.1	82.6	82.2	81.4	4.3	0.6	-0.5	-1.0	6.2	6.6	6.8	3.4	
2004	87.5	87.2	87.5	87.4	7.5	-.3	.3	-.1	6.6	5.6	6.4	7.4	
2005	99.7	99.4	97.5	100.0	14.1	-.3	-1.9	2.6	13.9	14.0	11.4	14.4	
2006	89.5	88.5	91.1	90.9	-10.5	-1.1	2.9	-.2	-10.2	-11.0	-6.6	-9.1	
2007	85.4	84.6	82.2	81.7	-6.1	-.9	-2.8	-.6	-4.6	-4.4	-9.8	-10.1	
2008	82.6	80.9	81.8	85.4	1.1	-2.1	1.1	4.4	-3.3	-4.4	-.5	4.5	
2009	85.7	84.7	84.2	84.2	.4	-1.2	-.6	.0	3.8	4.7	2.9	-1.4	
2010	84.5	84.4	89.5	89.1	.4	-.1	6.0	-.4	-1.4	-.4	6.3	5.8	
2011	90.1	89.5	83.9	84.3	1.1	-.7	-6.3	.5	6.6	6.0	-6.3	-5.4	
2012	85.1	85.2	88.6	89.3	.9	.1	4.0	.8	-5.5	-4.8	5.6	5.9	
2013	88.9	89.2	87.4	87.9	-.4	.3	-2.0	.6	4.5	4.7	-1.4	-1.6	
2014	89.4	89.1	91.3	92.5	1.7	-.3	2.5	1.3	.6	-.1	4.5	5.2	
2015	92.8	91.9	91.1	91.6	.3	-1.0	-.9	.5	3.8	3.1	-.2	-1.0	
2016	93.6	92.8	91.3	92.0	2.2	-.9	-1.6	.8	.9	1.0	.2	.4	
2017	93.5	93.6	102.8	102.9	1.6	.1	9.8	.1	-.1	.9	12.6	11.8	
2018	104.2	103.3	94.0	94.3	1.3	-.9	-9.0	.3	11.4	10.4	-8.6	-8.4	
2019	94.6	94.0	93.8	93.7	.3	-.6	-.2	-.1	-9.2	-9.0	-.2	-.6	
2020	92.1	93.3	93.0	93.0	-1.7	1.3	-.3	.0	-2.6	-.7	-.9	-.7	
2021	92.9	90.9	98.2	96.7	-.1	-2.2	8.0	-1.5	.9	-2.6	5.6	4.0	
2022	96.5	—	—	—	-.2	—	—	—	3.9	—	—	—	
White-collar occupations³													
2001	76.5	75.8	75.1	77.0	2.8	-.9	-.9	2.5	4.5	1.2	.4	3.5	
2002	78.2	78.1	77.3	78.0	1.6	-.1	-1.0	.9	2.2	3.0	2.9	1.3	
2003	82.6	82.5	81.9	82.2	5.9	-.1	-.7	.4	5.6	5.6	6.0	5.4	
2004	88.6	87.8	87.8	87.7	7.8	-.9	.0	-.1	7.3	6.4	7.2	6.7	
2005	100.7	100.4	98.4	100.0	14.8	-.3	-2.0	1.6	13.7	14.4	12.1	14.0	
2006	91.2	89.9	92.5	92.8	-8.8	-1.4	2.9	.3	-9.4	-10.5	-6.0	-7.2	
Blue-collar occupations⁴													
2001	72.2	72.1	72.7	75.0	-.6	-.1	.8	3.2	-.8	-.8	-1.2	3.3	
2002	75.8	76.4	76.2	79.5	1.1	.8	-.3	4.3	5.0	6.0	4.8	6.0	
2003	81.3	82.4	82.5	80.2	2.3	1.4	.1	-2.8	7.3	7.9	8.3	.9	
2004	85.5	85.9	86.9	86.9	6.6	.5	1.2	.0	5.2	4.2	5.3	8.4	
2005	98.2	97.7	96.1	100.0	13.0	-.5	-1.6	4.1	14.9	13.7	10.6	15.1	
2006	87.0	86.4	89.0	88.0	-13.0	-.7	3.0	-1.1	-11.4	-11.6	-7.4	-12.0	
Nondurable goods													
2001	95.0	94.6	94.5	96.1	.7	-.4	-.1	1.7	.8	.1	-.1	1.9	
2002	97.0	97.0	97.1	97.7	.9	.0	.1	.6	2.1	2.5	2.8	1.7	
2003	97.8	99.2	98.9	99.9	.1	1.4	-.3	1.0	.8	2.3	1.9	2.3	
2004	100.2	99.8	100.5	100.5	.3	-.4	.7	.0	2.5	.6	1.6	.6	
2005	100.2	100.2	98.7	100.0	-.3	.0	-1.5	1.3	.0	.4	-1.8	-.5	
2006	99.1	98.1	98.9	100.0	-.9	-1.0	.8	1.1	-1.1	-2.1	.2	.0	
Service-providing industries⁶													
2001	95.3	95.3	96.2	97.8	.1	.0	.9	1.7	1.2	.8	1.5	2.7	
2002	97.6	98.1	98.0	98.3	-.2	.5	-.1	.3	2.4	2.9	1.9	.5	
2003	98.0	99.1	99.4	100.4	-.3	1.1	.3	1.0	.4	1.0	1.4	2.1	
2004	99.9	99.7	100.3	100.6	-.5	-.2	.6	.3	1.9	.6	.9	.2	
2005	100.1	100.0	98.5	100.0	-.5	-.1	-1.5	1.5	.2	.3	-1.8	-.6	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Service-providing industries⁶												
2006	99.5	98.8	99.6	100.8	-0.5	-0.7	0.8	1.2	-0.6	-1.2	1.1	0.8
2007	100.0	99.4	100.1	100.0	-.8	-.6	.7	-.1	.5	.6	.5	-.8
2008	99.2	97.5	98.2	102.4	-.8	-1.7	.7	4.3	-.8	-1.9	-1.9	2.4
2009	101.6	100.4	100.7	100.9	-.8	-1.2	.3	.2	2.4	3.0	2.5	-1.5
2010	100.9	101.3	101.4	101.4	.0	.4	.1	.0	-.7	.9	.7	.5
2011	100.2	99.9	99.8	100.6	-1.2	-.3	-.1	.8	-.7	-1.4	-1.6	-.8
2012	99.8	100.3	99.8	100.8	-.8	.5	-.5	1.0	-.4	.4	.0	.2
2013	100.1	100.4	100.5	101.3	-.7	.3	.1	.8	.3	.1	.7	.5
2014	100.3	100.4	101.1	102.9	-1.0	.1	.7	1.8	.2	.0	.6	1.6
2015	103.2	102.1	103.0	103.9	.3	-1.1	.9	.9	2.9	1.7	1.9	1.0
2016	104.0	103.5	103.8	104.1	.1	-.5	.3	.3	.8	1.4	.8	.2
2017	104.0	104.3	104.1	104.6	-.1	.3	-.2	.5	.0	.8	.3	.5
2018	104.5	104.3	104.9	105.9	-.1	-.2	.6	1.0	.5	.0	.8	1.2
2019	105.5	105.4	105.8	106.2	-.4	-.1	.4	.4	1.0	1.1	.9	.3
2020	106.9	107.5	107.0	107.6	.7	.6	-.5	.6	1.3	2.0	1.1	1.3
2021	107.2	105.3	105.8	105.1	-.4	-1.8	.5	-.7	.3	-2.0	-1.1	-2.3
2022	103.6	—	—	—	-1.4	—	—	—	-3.4	—	—	—
Excluding sales occupations												
2001	95.3	95.2	96.2	97.8	.3	-.1	1.1	1.7	1.7	1.2	1.9	2.9
2002	97.7	98.0	98.0	98.4	-.1	.3	.0	.4	2.5	2.9	1.9	.6
2003	98.2	99.2	99.4	100.5	-.2	1.0	.2	1.1	.5	1.2	1.4	2.1
2004	100.0	99.7	100.4	100.7	-.5	-.3	.7	.3	1.8	.5	1.0	.2
2005	100.2	100.2	98.5	100.0	-.5	.0	-1.7	1.5	.2	.5	-1.9	-.7
2006	99.6	98.9	99.8	101.0	-.4	-.7	.9	1.2	-.6	-1.3	1.3	1.0
Excluding incentive paid occupations²												
2006	99.6	98.8	99.6	100.9	-.4	-.8	.8	1.3	—	—	—	.9
2007	100.0	99.5	100.3	100.2	-.9	-.5	.8	-.1	.4	.7	.7	-.7
2008	99.5	97.8	98.5	103.0	-.7	-1.7	.7	4.6	-.5	-1.7	-1.8	2.8
2009	102.3	101.1	101.4	101.6	-.7	-1.2	.3	.2	2.8	3.4	2.9	-1.4
2010	101.6	101.9	102.1	102.0	.0	.3	.2	-.1	-.7	.8	.7	.4
2011	100.9	100.5	100.3	101.1	-1.1	-.4	-.2	.8	-.7	-1.4	-1.8	-.9
2012	100.2	100.7	100.1	101.2	-.9	.5	-.6	1.1	-.7	.2	-.2	.1
2013	100.5	100.7	100.8	101.5	-.7	.2	.1	.7	.3	.0	.7	.3
2014	100.7	100.7	101.2	102.9	-.8	.0	.5	1.7	.2	.0	.4	1.4
2015	103.1	102.3	103.1	104.1	.2	-.8	.8	1.0	2.4	1.6	1.9	1.2
2016	104.3	103.6	104.0	104.4	.2	-.7	.4	.4	1.2	1.3	.9	.3
2017	104.4	104.6	104.3	104.8	.0	.2	-.3	.5	.1	1.0	.3	.4
2018	104.8	104.6	105.0	106.0	.0	-.2	.4	1.0	.4	.0	.7	1.1
2019	105.7	105.5	105.9	106.3	-.3	-.2	.4	.4	.9	.9	.9	.3
2020	106.9	107.5	107.1	107.7	.6	.6	-.4	.6	1.1	1.9	1.1	1.3
2021	107.0	105.1	105.4	105.0	-.6	-1.8	.3	-.4	.1	-2.2	-1.6	-2.5
2022	103.5	—	—	—	-1.4	—	—	—	-3.3	—	—	—
White-collar occupations³												
2001	95.0	95.1	95.9	97.5	.2	.1	.8	1.7	1.2	1.0	1.5	2.8
2002	97.3	97.9	97.7	98.0	-.2	.6	-.2	.3	2.4	2.9	1.9	.5
2003	97.8	98.9	99.3	100.3	-.2	1.1	.4	1.0	.5	1.0	1.6	2.3
2004	99.7	99.5	100.3	100.5	-.6	-.2	.8	.2	1.9	.6	1.0	.2
2005	100.1	100.0	98.4	100.0	-.4	-.1	-1.6	1.6	.4	.5	-1.9	-.5

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
White-collar occupations ³													
2006	99.5	98.8	99.7	100.9	-0.5	-0.7	0.9	1.2	-0.6	-1.2	1.3	0.9	
Excluding sales occupations													
2001	94.9	94.9	95.9	97.4	.4	.0	1.1	1.6	1.9	1.5	2.0	3.1	
2002	97.4	97.7	97.6	98.0	.0	.3	-.1	.4	2.6	3.0	1.8	.6	
2003	98.0	99.0	99.3	100.4	.0	1.0	.3	1.1	.6	1.3	1.7	2.4	
2004	99.9	99.6	100.3	100.7	-.5	-.3	.7	.4	1.9	.6	1.0	.3	
2005	100.3	100.2	98.5	100.0	-.4	-.1	-1.7	1.5	.4	.6	-1.8	-.7	
2006	99.7	99.0	99.9	101.2	-.3	-.7	.9	1.3	-.6	-1.2	1.4	1.2	
Management, professional, and related													
2001	95.2	95.2	96.2	97.7	.5	.0	1.1	1.6	1.9	1.5	2.1	3.2	
2002	97.5	97.9	97.7	98.0	-.2	.4	-.2	.3	2.4	2.8	1.6	.3	
2003	98.2	99.2	99.5	100.6	.2	1.0	.3	1.1	.7	1.3	1.8	2.7	
2004	100.0	99.6	100.4	100.7	-.6	-.4	.8	.3	1.8	.4	.9	.1	
2005	100.4	100.3	98.5	100.0	-.3	-.1	-1.8	1.5	.4	.7	-1.9	-.7	
2006	99.8	99.1	100.1	101.3	-.2	-.7	1.0	1.2	-.6	-1.2	1.6	1.3	
2007	100.6	100.0	100.8	100.5	-.7	-.6	.8	-.3	.8	.9	.7	-.8	
2008	100.0	98.3	99.1	103.5	-.5	-1.7	.8	4.4	-.6	-1.7	-1.7	3.0	
2009	102.8	101.4	101.5	101.7	-.7	-1.4	.1	.2	2.8	3.2	2.4	-1.7	
2010	101.8	101.9	102.1	102.1	.1	.1	.2	.0	-1.0	.5	.6	.4	
2011	101.1	100.6	100.4	101.2	-1.0	-.5	-.2	.8	-.7	-1.3	-1.7	-.9	
2012	100.4	101.0	100.3	101.4	-.8	.6	-.7	1.1	-.7	.4	-.1	.2	
2013	100.6	101.1	101.3	102.1	-.8	.5	.2	.8	.2	.1	1.0	.7	
2014	101.0	101.2	102.0	103.6	-1.1	.2	.8	1.6	.4	.1	.7	1.5	
2015	103.7	102.9	103.8	104.7	.1	-.8	.9	.9	2.7	1.7	1.8	1.1	
2016	104.7	103.7	104.1	104.4	.0	-1.0	.4	.3	1.0	.8	.3	-.3	
2017	104.2	104.6	104.2	104.7	-.2	.4	-.4	.5	-.5	.9	.1	.3	
2018	104.4	104.0	104.5	105.4	-.3	-.4	.5	.9	.2	-.6	.3	.7	
2019	104.8	104.7	105.1	105.3	-.6	-.1	.4	.2	.4	.7	.6	-.1	
2020	105.7	106.1	105.7	105.9	.4	.4	-.4	.2	.9	1.3	.6	.6	
2021	105.1	103.2	103.6	102.6	-.8	-1.8	.4	-1.0	-.6	-2.7	-2.0	-3.1	
2022	100.9	—	—	—	-1.7	—	—	—	-4.0	—	—	—	
Sales and office													
2001	94.8	94.8	95.5	97.2	-.2	.0	.7	1.8	.2	.1	.6	2.3	
2002	97.0	97.9	97.7	98.0	-.2	.9	-.2	.3	2.3	3.3	2.3	.8	
2003	97.3	98.6	99.1	99.8	-.7	1.3	.5	.7	.3	.7	1.4	1.8	
2004	99.3	99.4	100.1	100.2	-.5	.1	.7	.1	2.1	.8	1.0	.4	
2005	99.6	99.7	98.3	100.0	-.6	.1	-1.4	1.7	.3	.3	-1.8	-.2	
2006	99.1	98.4	99.2	100.4	-.9	-.7	.8	1.2	-.5	-1.3	.9	.4	
2007	99.4	98.9	99.5	99.6	-1.0	-.5	.6	.1	.3	.5	.3	-.8	
2008	98.4	96.8	97.2	101.1	-1.2	-1.6	.4	4.0	-1.0	-2.1	-2.3	1.5	
2009	99.9	98.9	99.3	99.7	-1.2	-1.0	.4	.4	1.5	2.2	2.2	-1.4	
2010	99.4	100.2	100.3	100.3	-.3	.8	.1	.0	-.5	1.3	1.0	.6	
2011	98.9	99.0	98.9	99.7	-1.4	.1	-.1	.8	-.5	-1.2	-1.4	-.6	
2012	98.8	99.5	98.9	99.8	-.9	.7	-.6	.9	-.1	.5	.0	.1	
2013	99.2	99.5	99.6	100.5	-.6	.3	.1	.9	.4	.0	.7	.7	
2014	99.4	99.6	100.2	102.2	-1.1	.2	.6	2.0	.2	.1	.6	1.7	
2015	103.0	101.2	102.2	103.0	.8	-1.7	1.0	.8	3.6	1.6	2.0	.8	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Sales and office												
2016	103.4	103.4	103.3	103.4	0.4	0.0	-0.1	0.1	0.4	2.2	1.1	0.4
2017	103.5	103.5	103.6	103.9	.1	.0	.1	.3	.1	.1	.3	.5
2018	104.2	104.1	104.9	105.9	.3	-1	.8	1.0	.7	.6	1.3	1.9
2019	105.7	105.4	106.1	106.2	-2	-3	.7	.1	1.4	1.2	1.1	.3
2020	107.5	107.9	107.2	108.2	1.2	.4	-6	.9	1.7	2.4	1.0	1.9
2021	108.8	106.2	106.7	105.9	.6	-2.4	.5	-7	1.2	-1.6	-5	-2.1
2022	104.8	—	—	—	-1.0	—	—	—	-3.7	—	—	—
Blue-collar occupations⁴												
2001	95.3	95.2	96.6	97.9	.0	-1	1.5	1.3	1.1	.7	1.9	2.7
2002	97.7	98.2	98.6	98.7	-2	.5	.4	.1	2.5	3.2	2.1	.8
2003	98.1	99.5	99.4	100.2	-6	1.4	-1	.8	.4	1.3	.8	1.5
2004	99.8	100.0	100.5	100.7	-4	.2	.5	.2	1.7	.5	1.1	.5
2005	99.9	100.0	98.5	100.0	-8	.1	-1.5	1.5	.1	.0	-2.0	-7
2006	99.3	98.7	99.5	100.6	-7	-6	.8	1.1	-6	-1.3	1.0	.6
Natural resources, construction, and maintenance												
2001	93.6	93.3	95.7	96.4	.1	-3	2.6	.7	1.1	.3	2.4	3.1
2002	96.2	97.4	97.8	97.8	-2	1.2	.4	.0	2.8	4.4	2.2	1.5
2003	97.6	99.0	98.9	99.8	-2	1.4	-1	.9	1.5	1.6	1.1	2.0
2004	99.4	99.7	99.8	100.0	-4	.3	.1	.2	1.8	.7	.9	.2
2005	99.6	100.1	98.4	100.0	-4	.5	-1.7	1.6	.2	.4	-1.4	.0
2006	99.7	99.4	100.5	101.5	-3	-3	1.1	1.0	.1	-7	2.1	1.5
2007	99.6	98.7	99.7	99.5	-1.9	-9	1.0	-2	-1	-7	-8	-2.0
2008	98.4	96.5	97.0	101.5	-1.1	-1.9	.5	4.6	-1.2	-2.2	-2.7	2.0
2009	100.8	99.9	100.3	100.6	-7	-9	.4	.3	2.4	3.5	3.4	-9
2010	101.0	101.3	101.1	101.1	.4	.3	-2	.0	.2	1.4	.8	.5
2011	99.7	99.8	100.2	100.8	-1.4	.1	.4	.6	-1.3	-1.5	-9	-3
2012	100.5	101.2	100.7	101.3	-3	.7	-5	.6	.8	1.4	.5	.5
2013	100.8	100.9	101.2	101.8	-5	.1	.3	.6	.3	-3	.5	.5
2014	101.2	102.0	102.7	104.1	-6	.8	.7	1.4	.4	1.1	1.5	2.3
2015	104.0	103.0	103.5	104.2	-1	-1.0	.5	.7	2.8	1.0	.8	.1
2016	104.1	103.5	103.9	104.2	-1	-6	.4	.3	.1	.5	.4	.0
2017	103.6	104.4	104.5	104.9	-6	.8	.1	.4	-5	.9	.6	.7
2018	104.1	104.7	105.1	106.2	-8	.6	.4	1.0	.5	.3	.6	1.2
2019	105.5	104.8	105.3	105.8	-7	-7	.5	.5	1.3	.1	.2	-4
2020	106.2	107.6	107.2	107.6	.4	1.3	-4	.4	.7	2.7	1.8	1.7
2021	106.9	105.2	105.0	104.3	-7	-1.6	-2	-7	.7	-2.2	-2.1	-3.1
2022	102.4	—	—	—	-1.8	—	—	—	-4.2	—	—	—
Production, transportation, and material moving												
2001	96.5	96.4	97.2	98.9	.1	-1	.8	1.7	1.2	.9	1.6	2.6
2002	98.7	98.8	99.1	99.3	-2	.1	.3	.2	2.3	2.5	2.0	.4
2003	98.4	99.8	99.7	100.5	-9	1.4	-1	.8	-3	1.0	.6	1.2
2004	100.0	100.2	100.9	101.1	-5	.2	.7	.2	1.6	.4	1.2	.6
2005	100.1	100.0	98.6	100.0	-1.0	-1	-1.4	1.4	.1	-2	-2.3	-1.1
2006	99.1	98.2	98.9	100.0	-9	-9	.7	1.1	-1.0	-1.8	.3	.0
2007	98.6	98.2	98.8	98.6	-1.4	-4	.6	-2	-5	.0	-1	-1.4
2008	98.0	96.3	96.8	100.9	-6	-1.7	.5	4.2	-6	-1.9	-2.0	2.3

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Production, transportation, and material moving													
2009	100.4	99.5	100.0	100.2	-0.5	-0.9	0.5	0.2	2.4	3.3	3.3	-0.7	
2010	100.0	100.5	101.1	101.0	-.2	.5	.6	-.1	-.4	1.0	1.1	.8	
2011	99.6	99.6	99.4	100.4	-1.4	.0	-.2	1.0	-.4	-.9	-1.7	-.6	
2012	99.5	99.9	99.7	100.9	-.9	.4	-.2	1.2	-.1	.3	.3	.5	
2013	100.1	100.1	100.4	101.2	-.8	.0	.3	.8	.6	.2	.7	.3	
2014	100.4	100.3	101.2	102.7	-.8	-.1	.9	1.5	.3	.2	.8	1.5	
2015	103.0	102.8	103.7	104.5	.3	-.2	.9	.8	2.6	2.5	2.5	1.8	
2016	104.9	104.4	104.9	105.5	.4	-.5	.5	.6	1.8	1.6	1.2	1.0	
2017	105.8	106.0	106.3	106.8	.3	.2	.3	.5	.9	1.5	1.3	1.2	
2018	107.2	106.9	107.7	108.6	.4	-.3	.7	.8	1.3	.8	1.3	1.7	
2019	109.1	108.7	109.3	110.1	.5	-.4	.6	.7	1.8	1.7	1.5	1.4	
2020	110.8	111.8	111.6	112.6	.6	.9	-.2	.9	1.6	2.9	2.1	2.3	
2021	111.7	110.1	110.8	110.6	-.8	-1.4	.6	-.2	.8	-1.5	-.7	-1.8	
2022	108.9	—	—	—	-1.5	—	—	—	-2.5	—	—	—	
Service occupations													
2001	97.4	97.0	97.4	99.6	.0	-.4	.4	2.3	1.4	.4	.9	2.3	
2002	99.4	99.2	99.5	100.1	-.2	-.2	.3	.6	2.1	2.3	2.2	.5	
2003	99.4	100.1	100.3	101.4	-.7	.7	.2	1.1	.0	.9	.8	1.3	
2004	100.8	100.3	100.7	101.1	-.6	-.5	.4	.4	1.4	.2	.4	-.3	
2005	100.3	100.2	98.5	100.0	-.8	-.1	-1.7	1.5	-.5	-.1	-2.2	-1.1	
2006	99.3	98.5	99.2	100.5	-.7	-.8	.7	1.3	-1.0	-1.7	.7	.5	
2007	100.2	99.4	100.5	100.3	-.3	-.8	1.1	-.2	.9	.9	1.3	-.2	
2008	99.4	97.8	98.5	102.8	-.9	-1.6	.7	4.4	-.8	-1.6	-2.0	2.5	
2009	102.4	101.3	101.8	101.9	-.4	-1.1	.5	.1	3.0	3.6	3.4	-.9	
2010	101.6	101.7	102.0	101.9	-.3	.1	.3	-.1	-.8	.4	.2	.0	
2011	100.9	100.0	99.7	100.6	-1.0	-.9	-.3	.9	-.7	-1.7	-2.3	-1.3	
2012	99.5	99.8	99.4	100.6	-1.1	.3	-.4	1.2	-1.4	-.2	-.3	.0	
2013	99.7	99.7	99.5	100.5	-.9	.0	-.2	1.0	.2	-.1	.1	-.1	
2014	99.2	98.7	99.6	101.5	-1.3	-.5	.9	1.9	-.5	-1.0	.1	1.0	
2015	101.7	100.7	101.4	102.5	.2	-1.0	.7	1.1	2.5	2.0	1.8	1.0	
2016	102.8	102.4	103.1	103.7	.3	-.4	.7	.6	1.1	1.7	1.7	1.2	
2017	103.8	103.8	103.6	104.5	.1	.0	-.2	.9	1.0	1.4	.5	.8	
2018	104.6	104.2	104.8	106.2	.1	-.4	.6	1.3	.8	.4	1.2	1.6	
2019	106.2	106.4	106.7	107.7	.0	.2	.3	.9	1.5	2.1	1.8	1.4	
2020	108.3	109.3	109.1	110.0	.6	.9	-.2	.8	2.0	2.7	2.2	2.1	
2021	109.8	108.7	109.8	110.1	-.2	-1.0	1.0	.3	1.4	-.5	.6	.1	
2022	109.1	—	—	—	-.9	—	—	—	-.6	—	—	—	
Trade, transportation, and utilities													
2001	95.4	95.6	96.1	98.2	-.2	.2	.5	2.2	.6	.6	1.1	2.7	
2002	97.8	99.0	98.7	98.9	-.4	1.2	-.3	.2	2.5	3.6	2.7	.7	
2003	98.1	99.3	99.5	100.4	-.8	1.2	.2	.9	.3	.3	.8	1.5	
2004	99.7	99.9	100.4	100.3	-.7	.2	.5	-.1	1.6	.6	.9	-.1	
2005	99.8	99.7	98.4	100.0	-.5	-.1	-1.3	1.6	.1	-.2	-2.0	-.3	
2006	99.3	98.4	99.3	100.5	-.7	-.9	.9	1.2	-.5	-1.3	.9	.5	
2007	98.8	98.4	98.8	98.8	-1.7	-.4	.4	.0	-.5	.0	-.5	-1.7	
2008	97.8	96.5	96.8	100.7	-1.0	-1.3	.3	4.0	-1.0	-1.9	-2.0	1.9	
2009	99.7	98.7	99.0	99.2	-1.0	-1.0	.3	.2	1.9	2.3	2.3	-1.5	
2010	99.4	100.1	100.1	100.0	.2	.7	.0	-.1	-.3	1.4	1.1	.8	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Trade, transportation, and utilities												
2011	98.6	98.7	98.7	99.5	-1.4	0.1	0.0	0.8	-0.8	-1.4	-1.4	-0.5
2012	98.8	99.5	98.9	99.7	-.7	.7	-.6	.8	.2	.8	.2	.2
2013	99.2	99.6	99.8	100.9	-.5	.4	.2	1.1	.4	.1	.9	1.2
2014	99.9	100.0	101.1	102.8	-1.0	.1	1.1	1.7	.7	.4	1.3	1.9
2015	102.7	102.3	103.5	104.0	-.1	-.4	1.2	.5	2.8	2.3	2.4	1.2
2016	104.7	104.3	104.5	104.8	.7	-.4	.2	.3	1.9	2.0	1.0	.8
2017	105.0	105.1	105.1	105.6	.2	.1	.0	.5	.3	.8	.6	.8
2018	105.7	105.4	106.4	107.2	.1	-.3	.9	.8	.7	.3	1.2	1.5
2019	107.1	106.9	107.4	107.8	-.1	-.2	.5	.4	1.3	1.4	.9	.6
2020	108.4	109.4	108.7	109.6	.6	.9	-.6	.8	1.2	2.3	1.2	1.7
2021	109.0	107.4	107.7	107.8	-.5	-1.5	.3	.1	.6	-1.8	-.9	-1.6
2022	106.3	—	—	—	-1.4	—	—	—	-2.5	—	—	—
Excluding incentive paid occupations²												
2006	99.6	98.8	99.4	100.6	-.4	-.8	.6	1.2	—	—	—	.6
2007	99.1	98.6	99.3	99.2	-1.5	-.5	.7	-.1	-5	-2	-.1	-1.4
2008	98.5	96.9	97.5	101.8	-.7	-1.6	.6	4.4	-6	-1.7	-1.8	2.6
2009	101.1	100.1	100.3	100.6	-.7	-1.0	.2	.3	2.6	3.3	2.9	-1.2
2010	100.8	101.2	101.2	101.0	.2	.4	.0	-.2	-3	1.1	.9	.4
2011	100.1	99.8	99.7	100.5	-.9	-.3	-.1	.8	-.7	-1.4	-1.5	-.5
2012	99.6	100.2	99.5	100.4	-.9	.6	-.7	.9	-5	.4	-2	-.1
2013	100.1	100.3	100.4	101.1	-.3	.2	.1	.7	.5	.1	.9	.7
2014	100.5	100.3	100.7	102.4	-.6	-.2	.4	1.7	.4	.0	.3	1.3
2015	102.6	102.4	103.4	104.3	.2	-.2	1.0	.9	2.1	2.1	2.7	1.9
2016	105.1	104.7	105.0	105.5	.8	-.4	.3	.5	2.4	2.2	1.5	1.2
2017	105.6	105.8	105.5	106.1	.1	.2	-.3	.6	.5	1.1	.5	.6
2018	106.1	106.1	106.6	107.5	.0	.0	.5	.8	.5	.3	1.0	1.3
2019	107.4	107.5	107.9	108.3	-.1	.1	.4	.4	1.2	1.3	1.2	.7
2020	108.9	110.0	109.3	110.3	.6	1.0	-.6	.9	1.4	2.3	1.3	1.8
2021	109.5	107.6	107.7	107.7	-.7	-1.7	.1	.0	.6	-2.2	-1.5	-2.4
2022	106.2	—	—	—	-1.4	—	—	—	-3.0	—	—	—
Wholesale trade												
2001	94.4	95.4	95.5	96.4	-.7	1.1	.1	.9	.3	1.3	1.8	1.4
2002	96.7	98.4	97.5	98.1	.3	1.8	-.9	.6	2.4	3.1	2.1	1.8
2003	97.9	99.5	99.0	99.7	-.2	1.6	-.5	.7	1.2	1.1	1.5	1.6
2004	99.1	98.9	99.9	99.3	-.6	-.2	1.0	-.6	1.2	-.6	.9	-.4
2005	99.4	98.9	98.2	100.0	.1	-.5	-.7	1.8	.3	.0	-1.7	.7
2006	98.8	97.7	99.4	100.4	-1.2	-1.1	1.7	1.0	-.6	-1.2	1.2	.4
2007	99.3	98.7	98.4	98.7	-1.1	-.6	-.3	.3	.5	1.0	-1.0	-1.7
2008	97.4	96.4	96.4	100.0	-1.3	-1.0	.0	3.7	-1.9	-2.3	-2.0	1.3
2009	99.1	97.5	97.3	97.5	-.9	-1.6	-.2	.2	1.7	1.1	.9	-2.5
2010	97.7	98.3	98.0	98.3	.2	.6	-.3	.3	-1.4	.8	.7	.8
2011	96.8	97.1	97.3	98.4	-1.5	.3	.2	1.1	-.9	-1.2	-.7	.1
2012	97.7	98.1	98.1	98.5	-.7	.4	.0	.4	.9	1.0	.8	.1
2013	97.6	98.4	98.9	100.6	-.9	.8	.5	1.7	-.1	.3	.8	2.1
2014	99.4	100.0	101.8	103.3	-1.2	.6	1.8	1.5	1.8	1.6	2.9	2.7
2015	102.7	101.3	103.1	102.7	-.6	-1.4	1.8	-.4	3.3	1.3	1.3	-.6
2016	102.8	102.2	101.9	101.7	.1	-.6	-.3	-.2	.1	.9	-1.2	-1.0
2017	102.4	102.2	102.2	102.7	.7	-.2	.0	.5	-.4	.0	.3	1.0

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Wholesale trade													
2018	102.6	101.5	103.1	104.2	-0.1	-1.1	1.6	1.1	0.2	-0.7	0.9	1.5	
2019	103.9	102.8	103.4	103.3	-.3	-1.1	.6	-.1	1.3	1.3	.3	-.9	
2020	104.2	105.1	104.4	104.3	.9	.9	-.7	-.1	.3	2.2	1.0	1.0	
2021	104.0	103.0	103.3	102.8	-.3	-1.0	.3	-.5	-.2	-2.0	-1.1	-1.4	
2022	101.8	—	—	—	-1.0	—	—	—	-2.1	—	—	—	
Excluding sales occupations													
2001	97.1	97.2	97.6	98.5	.2	.1	.4	.9	2.0	1.8	2.0	1.7	
2002	98.6	99.2	99.2	100.0	.1	.6	.0	.8	1.5	2.1	1.6	1.5	
2003	98.8	100.0	99.9	100.6	-1.2	1.2	-.1	.7	.2	.8	.7	.6	
2004	100.4	99.4	100.0	100.6	-.2	-1.0	.6	.6	1.6	-.6	.1	.0	
2005	100.9	100.5	98.8	100.0	.3	-.4	-1.7	1.2	.5	1.1	-1.2	-.6	
2006	99.3	98.6	99.5	100.6	-.7	-.7	.9	1.1	-1.6	-1.9	.7	.6	
Excluding incentive paid occupations²													
2006	99.4	98.6	99.4	100.6	-.6	-.8	.8	1.2	—	—	—	.6	
2007	99.7	99.0	99.6	99.5	-.9	-.7	.6	-.1	.3	.4	.2	-1.1	
2008	99.0	97.2	98.0	102.2	-.5	-1.8	.8	4.3	-.7	-1.8	-1.6	2.7	
2009	101.4	100.2	100.3	100.7	-.8	-1.2	.1	.4	2.4	3.1	2.3	-1.5	
2010	100.8	101.0	100.3	100.3	.1	.2	-.7	.0	-.6	.8	.0	-.4	
2011	99.6	99.8	99.9	100.8	-.7	.2	.1	.9	-1.2	-1.2	-.4	.5	
2012	99.7	99.9	99.3	100.4	-1.1	.2	-.6	1.1	.1	.1	-.6	-.4	
2013	99.7	100.0	100.4	101.3	-.7	.3	.4	.9	.0	.1	1.1	.9	
2014	100.6	100.6	100.9	102.7	-.7	.0	.3	1.8	.9	.6	.5	1.4	
2015	102.9	102.7	103.7	104.4	.2	-.2	1.0	.7	2.3	2.1	2.8	1.7	
2016	104.6	103.9	104.2	104.4	.2	-.7	.3	.2	1.7	1.2	.5	.0	
2017	104.3	104.8	104.4	105.0	-.1	.5	-.4	.6	-.3	.9	.2	.6	
2018	104.9	104.9	105.3	106.1	-.1	.0	.4	.8	.6	.1	.9	1.0	
2019	105.8	105.6	105.9	106.4	-.3	-.2	.3	.5	.9	.7	.6	.3	
2020	107.0	107.7	106.8	107.4	.6	.7	-.8	.6	1.1	2.0	.8	.9	
2021	106.6	104.8	104.8	104.6	-.7	-1.7	.0	-.2	-.4	-2.7	-1.9	-2.6	
2022	103.3	—	—	—	-1.2	—	—	—	-3.1	—	—	—	
Retail trade													
2001	96.2	96.0	96.8	99.5	.2	-.2	.8	2.8	.8	.5	1.0	3.6	
2002	98.4	99.8	99.4	99.3	-1.1	1.4	-.4	-.1	2.3	4.0	2.7	-.2	
2003	98.0	99.0	99.9	100.9	-1.3	1.0	.9	1.0	-.4	-.8	.5	1.6	
2004	99.9	100.0	100.1	100.4	-1.0	.1	.1	.3	1.9	1.0	.2	-.5	
2005	99.9	100.0	98.5	100.0	-.5	.1	-1.5	1.5	.0	.0	-1.6	-.4	
2006	99.1	98.1	98.9	100.1	-.9	-1.0	.8	1.2	-.8	-1.9	.4	.1	
2007	98.6	98.1	99.2	99.4	-1.5	-.5	1.1	.2	-.5	.0	.3	-.7	
2008	98.3	96.8	97.3	101.2	-1.1	-1.5	.5	4.0	-.3	-1.3	-1.9	1.8	
2009	100.2	99.2	99.9	100.2	-1.0	-1.0	.7	.3	1.9	2.5	2.7	-1.0	
2010	100.3	101.1	100.9	100.6	.1	.8	-.2	-.3	.1	1.9	1.0	.4	
2011	98.9	98.9	98.9	99.8	-1.7	.0	.0	.9	-1.4	-2.2	-2.0	-.8	
2012	98.6	99.3	98.1	99.0	-1.2	.7	-1.2	.9	-.3	.4	-.8	-.8	
2013	98.5	99.0	99.0	99.9	-.5	.5	.0	.9	-.1	-.3	.9	.9	
2014	98.7	98.6	99.5	101.3	-1.2	-.1	.9	1.8	.2	-.4	.5	1.4	
2015	101.3	101.5	102.5	103.6	.0	.2	1.0	1.1	2.6	2.9	3.0	2.3	
2016	104.5	104.4	104.7	105.2	.9	-.1	.3	.5	3.2	2.9	2.1	1.5	
2017	105.3	105.6	105.5	106.0	.1	.3	-.1	.5	.8	1.1	.8	.8	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Retail trade													
2018	105.9	106.4	106.9	107.6	-0.1	0.5	0.5	0.7	0.6	0.8	1.3	1.5	
2019	107.3	107.8	108.0	108.5	-.3	.5	.2	.5	1.3	1.3	1.0	.8	
2020	109.0	110.0	109.4	110.9	.5	.9	-.5	1.4	1.6	2.0	1.3	2.2	
2021	110.3	108.9	109.3	110.1	-.5	-1.3	.4	.7	1.2	-1.0	-.1	-.7	
2022	108.7	—	—	—	-1.3	—	—	—	-1.5	—	—	—	
Excluding incentive paid occupations²													
2006	99.3	98.5	99.0	100.1	-.7	-.8	.5	1.1	—	—	—	.1	
2007	99.0	98.5	99.6	99.6	-1.1	-.5	1.1	.0	-.3	.0	.6	-.5	
2008	98.9	97.3	97.9	102.2	-.7	-1.6	.6	4.4	-.1	-1.2	-1.7	2.6	
2009	101.5	100.4	100.8	101.0	-.7	-1.1	.4	.2	2.6	3.2	3.0	-1.2	
2010	101.0	101.4	101.6	101.3	.0	.4	.2	-.3	-.5	1.0	.8	.3	
2011	99.8	99.4	99.0	99.9	-1.5	-.4	-.4	.9	-1.2	-2.0	-2.6	-1.4	
2012	98.6	99.3	98.0	98.9	-1.3	.7	-1.3	.9	-1.2	-.1	-1.0	-1.0	
2013	98.5	98.8	98.8	99.5	-.4	.3	.0	.7	-.1	-.5	.8	.6	
2014	98.7	98.4	98.8	100.5	-.8	-.3	.4	1.7	.2	-.4	.0	1.0	
2015	100.6	100.4	101.4	102.5	.1	-.2	1.0	1.1	1.9	2.0	2.6	2.0	
2016	103.6	103.5	103.7	104.4	1.1	-.1	.2	.7	3.0	3.1	2.3	1.9	
2017	104.6	104.7	104.4	104.9	.2	.1	-.3	.5	1.0	1.2	.7	.5	
2018	104.8	105.1	105.7	106.7	-.1	.3	.6	.9	.2	.4	1.2	1.7	
2019	106.6	106.8	107.0	107.4	-.1	.2	.2	.4	1.7	1.6	1.2	.7	
2020	108.1	109.4	108.7	110.2	.7	1.2	-.6	1.4	1.4	2.4	1.6	2.6	
2021	109.5	107.9	108.2	108.6	-.6	-1.5	.3	.4	1.3	-1.4	-.5	-1.5	
2022	107.5	—	—	—	-1.0	—	—	—	-1.8	—	—	—	
Transportation and warehousing													
2001	96.3	95.9	96.6	99.1	-.4	-.4	.7	2.6	.5	-.3	.3	2.5	
2002	99.0	99.4	99.9	100.2	-.1	.4	.5	.3	2.8	3.6	3.4	1.1	
2003	99.6	100.5	100.3	100.9	-.6	.9	-.2	.6	.6	1.1	.4	.7	
2004	100.9	101.2	102.0	101.9	.0	.3	.8	-.1	1.3	.7	1.7	1.0	
2005	100.1	99.8	98.7	100.0	-1.8	-.3	-1.1	1.3	-.8	-1.4	-3.2	-1.9	
2006	98.9	98.0	98.6	99.7	-1.1	-.9	.6	1.1	-1.2	-1.8	-.1	-.3	
2007	98.5	98.2	98.6	97.9	-1.2	-.3	.4	-.7	-.4	.2	.0	-1.8	
2008	97.4	95.7	96.1	100.1	-.5	-1.7	.4	4.2	-1.1	-2.5	-2.5	2.2	
2009	99.3	98.4	98.6	98.6	-.8	-.9	.2	.0	2.0	2.8	2.6	-1.5	
2010	98.5	99.3	99.9	100.0	-.1	.8	.6	.1	-.8	.9	1.3	1.4	
2011	99.0	98.6	98.5	99.1	-1.0	-.4	-.1	.6	.5	-.7	-1.4	-.9	
2012	99.3	99.8	100.0	101.2	.2	.5	.2	1.2	.3	1.2	1.5	2.1	
2013	101.1	100.9	101.3	102.0	-.1	-.2	.4	.7	1.8	1.1	1.3	.8	
2014	101.5	101.4	102.2	103.6	-.5	-.1	.8	1.4	.4	.5	.9	1.6	
2015	103.8	103.7	104.5	105.1	.2	-.1	.8	.6	2.3	2.3	2.3	1.4	
2016	106.0	105.4	105.9	106.5	.9	-.6	.5	.6	2.1	1.6	1.3	1.3	
2017	106.5	106.7	107.0	107.5	.0	.2	.3	.5	.5	1.2	1.0	.9	
2018	107.9	107.4	108.6	109.1	.4	-.5	1.1	.5	1.3	.7	1.5	1.5	
2019	109.5	109.3	110.2	110.9	.4	-.2	.8	.6	1.5	1.8	1.5	1.6	
2020	111.7	112.5	112.1	113.1	.7	.7	-.4	.9	2.0	2.9	1.7	2.0	
2021	111.8	109.5	109.7	109.2	-1.1	-2.1	.2	-.5	.1	-2.7	-2.1	-3.4	
2022	107.0	—	—	—	-2.0	—	—	—	-4.3	—	—	—	
Utilities													
2001	90.6	91.0	90.6	92.1	.6	.4	-.4	1.7	1.9	1.7	.8	2.2	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Utilities													
2002	92.2	93.7	94.3	94.8	0.1	1.6	0.6	0.5	1.8	3.0	4.1	2.9	
2003	93.9	95.5	95.3	96.3	-.9	1.7	-.2	1.0	1.8	1.9	1.1	1.6	
2004	96.8	98.3	98.6	98.4	.5	1.5	.3	-.2	3.1	2.9	3.5	2.2	
2005	99.9	100.4	98.5	100.0	1.5	.5	-1.9	1.5	3.2	2.1	-.1	1.6	
2006	106.2	106.0	106.8	107.7	6.2	-.2	.8	.8	6.3	5.6	8.4	7.7	
2007	98.5	98.9	99.1	98.9	-8.5	.4	.2	-.2	-7.3	-6.7	-7.2	-8.2	
2008	98.2	97.2	97.3	102.0	-.7	-1.0	.1	4.8	-.3	-1.7	-1.8	3.1	
2009	101.4	101.2	101.3	102.1	-.6	-.2	.1	.8	3.3	4.1	4.1	.1	
2010	104.3	105.6	106.1	105.5	2.2	1.2	.5	-.6	2.9	4.3	4.7	3.3	
2011	105.1	105.4	105.4	106.1	-.4	.3	.0	.7	.8	-.2	-.7	.6	
2012	105.4	107.4	106.6	107.8	-.7	1.9	-.7	1.1	.3	1.9	1.1	1.6	
2013	107.0	107.4	106.2	107.2	-.7	.4	-1.1	.9	1.5	.0	-.4	-.6	
2014	106.9	106.8	107.4	108.9	-.3	-.1	.6	1.4	-.1	-.6	1.1	1.6	
2015	110.1	110.0	111.0	111.7	1.1	-.1	.9	.6	3.0	3.0	3.4	2.6	
2016	112.2	111.7	112.0	112.3	.4	-.4	.3	.3	1.9	1.5	.9	.5	
2017	112.5	112.6	112.4	112.7	.2	.1	-.2	.3	.3	.8	.4	.4	
2018	113.2	112.7	112.9	113.6	.4	-.4	.2	.6	.6	.1	.4	.8	
2019	115.0	115.0	114.9	115.2	1.2	.0	-.1	.3	1.6	2.0	1.8	1.4	
2020	115.7	117.0	115.9	116.3	.4	1.1	-.9	.3	.6	1.7	.9	1.0	
2021	115.7	113.5	113.2	111.9	-.5	-1.9	-.3	-1.1	.0	-3.0	-2.3	-3.8	
2022	110.1	—	—	—	-1.6	—	—	—	-4.8	—	—	—	
Information													
2001	95.6	95.9	96.6	98.0	.8	.3	.7	1.4	2.1	1.8	2.0	3.4	
2002	98.1	98.0	98.2	99.0	.1	-.1	.2	.8	2.6	2.2	1.7	1.0	
2003	98.0	99.7	100.0	100.9	-1.0	1.7	.3	.9	-.1	1.7	1.8	1.9	
2004	101.0	99.8	100.1	100.1	.1	-1.2	.3	.0	3.1	.1	.1	-.8	
2005	100.1	100.4	98.5	100.0	.0	.3	-1.9	1.5	-.9	.6	-1.6	-.1	
2006	99.4	99.0	99.9	100.6	-.6	-.4	.9	.7	-.7	-1.4	1.4	.6	
2007	100.0	99.7	99.8	99.4	-.6	-.3	.1	-.4	.6	.7	-.1	-1.2	
2008	97.8	95.5	96.4	100.5	-1.6	-2.4	.9	4.3	-2.2	-4.2	-3.4	1.1	
2009	99.7	98.1	98.4	98.7	-.8	-1.6	.3	.3	1.9	2.7	2.1	-1.8	
2010	98.5	99.2	99.3	98.8	-.2	.7	.1	-.5	-1.2	1.1	.9	.1	
2011	98.3	97.9	97.5	98.1	-.5	-.4	-.4	.6	-.2	-1.3	-1.8	-.7	
2012	98.8	99.8	99.1	100.2	.7	1.0	-.7	1.1	.5	1.9	1.6	2.1	
2013	99.6	99.9	100.0	99.5	-.6	.3	.1	-.5	.8	.1	.9	-.7	
2014	99.0	102.5	102.6	104.3	-.5	3.5	.1	1.7	-.6	2.6	2.6	4.8	
2015	105.0	100.7	101.5	102.1	.7	-4.1	.8	.6	6.1	-1.8	-1.1	-2.1	
2016	102.4	101.5	101.9	102.2	.3	-.9	.4	.3	-2.5	.8	.4	.1	
2017	101.8	102.5	102.3	102.5	-.4	.7	-.2	.2	-.6	1.0	.4	.3	
2018	102.1	104.2	104.7	105.2	-.4	2.1	.5	.5	.3	1.7	2.3	2.6	
2019	105.0	103.6	103.7	103.9	-.2	-1.3	.1	.2	2.8	-.6	-1.0	-1.2	
2020	104.5	105.7	105.1	105.7	.6	1.1	-.6	.6	-.5	2.0	1.4	1.7	
2021	105.1	103.1	103.2	102.2	-.6	-1.9	.1	-1.0	.6	-2.5	-1.8	-3.3	
2022	100.7	—	—	—	-1.5	—	—	—	-4.2	—	—	—	
Financial activities													
2001	92.1	92.1	92.9	93.6	.3	.0	.9	.8	1.0	1.1	1.3	2.0	
2002	94.9	95.7	95.5	95.6	1.4	.8	-.2	.1	3.0	3.9	2.8	2.1	
2003	98.2	99.4	99.4	100.1	2.7	1.2	.0	.7	3.5	3.9	4.1	4.7	
2004	99.0	99.0	99.5	100.1	-1.1	.0	.5	.6	.8	-.4	.1	.0	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Financial activities													
2005	100.2	100.6	98.2	100.0	0.1	0.4	-2.4	1.8	1.2	1.6	-1.3	-0.1	
2006	99.7	98.8	99.1	100.0	-3	-9	.3	.9	-5	-1.8	.9	.0	
2007	99.8	98.8	99.5	99.0	-2	-1.0	.7	-5	.1	.0	.4	-1.0	
2008	98.4	96.5	96.6	100.2	-6	-1.9	.1	3.7	-1.4	-2.3	-2.9	1.2	
2009	98.8	98.4	98.7	99.0	-1.4	-.4	.3	.3	.4	2.0	2.2	-1.2	
2010	99.3	99.8	99.7	100.0	.3	.5	-.1	.3	.5	1.4	1.0	1.0	
2011	99.4	99.2	99.1	99.6	-.6	-.2	-.1	.5	.1	-.6	-.6	-.4	
2012	98.2	99.1	98.6	99.3	-1.4	.9	-.5	.7	-1.2	-.1	-.5	-.3	
2013	98.8	99.4	99.6	100.4	-.5	.6	.2	.8	.6	.3	1.0	1.1	
2014	99.4	99.5	99.8	101.4	-1.0	.1	.3	1.6	.6	.1	.2	1.0	
2015	101.8	101.7	101.9	103.0	.4	-.1	.2	1.1	2.4	2.2	2.1	1.6	
2016	102.7	102.6	103.5	103.8	-.3	-.1	.9	.3	.9	.9	1.6	.8	
2017	103.2	104.1	103.6	103.7	-.6	.9	-.5	.1	.5	1.5	.1	-.1	
2018	104.1	104.5	104.3	105.1	.4	.4	-.2	.8	.9	.4	.7	1.4	
2019	105.0	105.0	105.8	105.8	-.1	.0	.8	.0	-.9	.5	1.4	.7	
2020	106.3	107.6	106.7	106.9	.5	1.2	-.8	.2	1.2	2.5	.9	1.0	
2021	109.1	105.1	105.9	103.1	2.1	-3.7	.8	-2.6	2.6	-2.3	-.7	-3.6	
2022	101.6	—	—	—	-1.5	—	—	—	-6.9	—	—	—	
Excluding sales occupations													
2001	91.6	91.8	92.4	93.3	.7	.2	.7	1.0	2.0	2.0	2.1	2.5	
2002	95.0	95.2	95.1	96.0	1.8	.2	-.1	.9	3.7	3.7	2.9	2.9	
2003	99.4	100.6	100.5	101.4	3.5	1.2	-.1	.9	4.6	5.7	5.7	5.6	
2004	100.0	99.9	100.4	100.7	-1.4	-.1	.5	.3	.6	-.7	-.1	-.7	
2005	100.7	101.2	98.4	100.0	.0	.5	-2.8	1.6	.7	1.3	-2.0	-.7	
2006	100.1	99.0	99.5	100.1	.1	-1.1	.5	.6	-.6	-2.2	1.1	.1	
Excluding incentive paid occupations²													
2006	99.7	98.6	99.2	100.2	-.3	-1.1	.6	1.0	—	—	—	.2	
2007	99.8	99.4	99.6	99.2	-.4	-.4	.2	-.4	.1	.8	.4	-1.0	
2008	99.0	97.3	97.6	101.9	-.2	-1.7	.3	4.4	-.8	-2.1	-2.0	2.7	
2009	101.2	100.2	100.4	100.6	-.7	-1.0	.2	.2	2.2	3.0	2.9	-1.3	
2010	101.0	101.1	100.9	100.8	.4	.1	-.2	-.1	-.2	.9	.5	.2	
2011	100.5	100.2	99.9	100.8	-.3	-.3	-.3	.9	-.5	-.9	-1.0	.0	
2012	99.2	99.8	99.1	99.9	-1.6	.6	-.7	.8	-1.3	-.4	-.8	-.9	
2013	99.4	99.8	100.0	100.7	-.5	.4	.2	.7	.2	.0	.9	.8	
2014	100.1	100.2	100.5	102.1	-.6	.1	.3	1.6	.7	.4	.5	1.4	
2015	102.7	102.4	102.9	103.8	.6	-.3	.5	.9	2.6	2.2	2.4	1.7	
2016	104.1	103.4	103.9	104.2	.3	-.7	.5	.3	1.4	1.0	1.0	.4	
2017	104.2	104.5	104.1	104.1	.0	.3	-.4	.0	.1	1.1	.2	-.1	
2018	104.5	104.6	104.7	105.6	.4	.1	.1	.9	.3	.1	.6	1.4	
2019	105.6	105.6	105.8	106.0	.0	.0	.2	.2	1.1	1.0	1.1	.4	
2020	106.4	107.5	107.0	106.9	.4	1.0	-.5	-.1	.8	1.8	1.1	.8	
2021	106.1	104.2	103.9	103.1	-.7	-1.8	-.3	-.8	-.3	-3.1	-2.9	-3.6	
2022	102.2	—	—	—	-.9	—	—	—	-3.7	—	—	—	
Finance and insurance													
2001	91.6	91.6	92.4	92.9	.2	.0	.9	.5	1.1	1.3	1.2	1.6	
2002	94.7	95.2	95.0	95.1	1.9	.5	-.2	.1	3.4	3.9	2.8	2.4	
2003	99.4	100.6	100.6	101.5	4.5	1.2	.0	.9	5.0	5.7	5.9	6.7	
2004	100.2	100.1	100.4	101.1	-1.3	-.1	.3	.7	.8	-.5	-.2	-.4	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Finance and insurance													
2005	100.5	101.1	98.5	100.0	-0.6	0.6	-2.6	1.5	0.3	1.0	-1.9	-1.1	
2006	100.0	99.3	99.5	100.4	.0	-.7	.2	.9	-.5	-1.8	1.0	.4	
2007	100.2	99.1	99.7	99.4	-.2	-1.1	.6	-.3	.2	-.2	.2	-1.0	
2008	98.7	96.9	96.8	100.3	-.7	-1.8	-.1	3.6	-1.5	-2.2	-2.9	.9	
2009	98.9	98.6	98.9	99.2	-1.4	-.3	.3	.3	.2	1.8	2.2	-1.1	
2010	99.4	100.2	100.0	100.4	.2	.8	-.2	.4	.5	1.6	1.1	1.2	
2011	99.8	99.7	99.5	99.8	-.6	-.1	-.2	.3	.4	-.5	-.5	-.6	
2012	98.3	99.3	98.8	99.4	-1.5	1.0	-.5	.6	-1.5	-.4	-.7	-.4	
2013	99.1	99.8	100.0	100.6	-.3	.7	.2	.6	.8	.5	1.2	1.2	
2014	99.5	99.6	99.9	101.5	-1.1	.1	.3	1.6	.4	-.2	-.1	.9	
2015	101.9	101.8	102.0	103.2	.4	-.1	.2	1.2	2.4	2.2	2.1	1.7	
2016	102.7	102.8	103.7	104.0	-.5	.1	.9	.3	.8	1.0	1.7	.8	
2017	103.3	104.3	103.7	103.8	-.7	1.0	-.6	.1	.6	1.5	.0	-.2	
2018	104.3	104.9	104.7	105.3	.5	.6	-.2	.6	1.0	.6	1.0	1.4	
2019	105.2	105.3	106.1	106.1	-.1	.1	.8	.0	.9	.4	1.3	.8	
2020	106.7	108.1	107.1	107.3	.6	1.3	-.9	.2	1.4	2.7	.9	1.1	
2021	110.2	105.8	106.8	103.4	2.7	-4.0	.9	-3.2	3.3	-2.1	-.3	-3.6	
2022	101.9	—	—	—	-1.5	—	—	—	-7.5	—	—	—	
Credit intermediation and related activities													
2001	88.2	88.2	89.5	89.6	1.4	.0	1.5	.1	2.1	1.7	3.1	3.0	
2002	92.9	93.3	92.9	93.4	3.7	.4	-.4	.5	5.3	5.8	3.8	4.2	
2003	102.0	103.3	103.1	104.2	9.2	1.3	-.2	1.1	9.8	10.7	11.0	11.6	
2004	101.3	101.0	101.7	102.3	-2.8	-.3	.7	.6	-.7	-2.2	-1.4	-1.8	
2005	101.4	102.5	98.5	100.0	-.9	1.1	-3.9	1.5	.1	1.5	-3.1	-2.2	
2006	99.9	99.3	99.3	99.4	-.1	-.6	.0	.1	-1.5	-3.1	.8	-.6	
2007	99.7	97.4	97.8	97.9	.3	-2.3	.4	.1	-.2	-1.9	-1.5	-1.5	
2008	97.2	95.7	95.8	99.7	-.7	-1.5	.1	4.1	-2.5	-1.7	-2.0	1.8	
2009	98.6	98.1	98.0	98.6	-1.1	-.5	-.1	.6	1.4	2.5	2.3	-1.1	
2010	98.6	99.2	99.2	100.0	.0	.6	.0	.8	.0	1.1	1.2	1.4	
2011	99.5	99.3	99.1	99.5	-.5	-.2	-.2	.4	.9	.1	-.1	-.5	
2012	98.2	98.9	98.1	99.2	-1.3	.7	-.8	1.1	-1.3	-.4	-1.0	-.3	
2013	98.9	99.3	99.2	99.6	-.3	.4	-.1	.4	.7	.4	1.1	.4	
2014	98.6	98.8	99.1	100.8	-1.0	.2	.3	1.7	-.3	-.5	-.1	1.2	
2015	101.1	101.1	101.6	102.4	.3	.0	.5	.8	2.5	2.3	2.5	1.6	
2016	102.5	102.1	103.1	103.3	.1	-.4	1.0	.2	1.4	1.0	1.5	.9	
2017	103.1	103.8	103.2	102.9	-.2	.7	-.6	-.3	.6	1.7	.1	-.4	
2018	103.0	103.3	103.2	103.8	.1	.3	-.1	.6	-.1	-.5	.0	.9	
2019	103.9	104.0	105.0	105.0	.1	.1	1.0	.0	.9	.7	1.7	1.2	
2020	105.5	107.2	106.4	106.1	.5	1.6	-.7	-.3	1.5	3.1	1.3	1.0	
2021	104.9	105.2	109.7	105.0	-1.1	.3	4.3	-4.3	-.6	-1.9	3.1	-1.0	
2022	101.7	—	—	—	-3.1	—	—	—	-3.1	—	—	—	
Excluding incentive paid occupations²													
2006	99.8	99.0	99.6	100.7	-.2	-.8	.6	1.1	—	—	—	.7	
2007	100.0	99.3	99.9	99.6	-.7	-.7	.6	-.3	.2	.3	.3	-1.1	
2008	99.7	98.2	98.7	103.1	.1	-1.5	.5	4.5	-.3	-1.1	-1.2	3.5	
2009	102.2	101.4	101.4	101.4	-.9	-.8	.0	.0	2.5	3.3	2.7	-1.6	
2010	102.3	102.4	102.4	102.3	.9	.1	.0	-.1	.1	1.0	1.0	.9	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Excluding incentive paid occupations ²												
2011	101.8	101.8	101.4	102.2	-0.5	0.0	-0.4	0.8	-0.5	-0.6	-1.0	-0.1
2012	100.6	100.8	100.2	101.3	-1.6	.2	-.6	1.1	-1.2	-1.0	-1.2	-.9
2013	100.8	101.2	101.4	102.0	-.5	.4	.2	.6	.2	.4	1.2	.7
2014	101.5	101.9	102.2	104.0	-.5	.4	.3	1.8	.7	.7	.8	2.0
2015	104.5	104.1	104.5	105.4	.5	-.4	.4	.9	3.0	2.2	2.3	1.3
2016	105.9	105.3	106.0	106.2	.5	-.6	.7	.2	1.3	1.2	1.4	.8
2017	106.5	106.9	106.4	106.0	.3	.4	-.5	-.4	.6	1.5	.4	-.2
2018	106.3	106.4	106.6	107.2	.3	.1	.2	.6	-.2	-.5	.2	1.1
2019	107.5	107.5	108.0	108.0	.3	.0	.5	.0	1.1	1.0	1.3	.7
2020	108.7	110.1	108.9	108.9	.6	1.3	-1.1	.0	1.1	2.4	.8	.8
2021	108.2	106.1	105.8	104.7	-.6	-1.9	-.3	-1.0	-.5	-3.6	-2.8	-3.9
2022	104.1	—	—	—	-.6	—	—	—	-3.8	—	—	—
Insurance carriers and related activities												
2001	92.2	92.2	92.4	94.2	.2	.0	.2	1.9	2.3	2.1	.5	2.4
2002	94.6	95.3	95.4	95.7	.4	.7	.1	.3	2.6	3.4	3.2	1.6
2003	96.4	97.7	97.6	98.7	.7	1.3	-.1	1.1	1.9	2.5	2.3	3.1
2004	98.1	98.4	99.2	99.9	-.6	.3	.8	.7	1.8	.7	1.6	1.2
2005	99.8	100.6	98.4	100.0	-.1	.8	-2.2	1.6	1.7	2.2	-.8	.1
2006	99.3	98.5	98.9	100.0	-.7	-.8	.4	1.1	-.5	-2.1	.5	.0
2007	99.2	99.1	100.0	99.1	-.8	-.1	.9	-.9	-.1	.6	1.1	-.9
2008	99.0	97.1	97.4	101.3	-.1	-1.9	.3	4.0	-.2	-2.0	-2.6	2.2
2009	101.0	100.1	100.4	100.2	-.3	-.9	.3	-.2	2.0	3.1	3.1	-1.1
2010	100.7	101.3	101.1	100.7	.5	.6	-.2	-.4	-.3	1.2	.7	.5
2011	100.1	100.1	99.6	100.5	-.6	.0	-.5	.9	-.6	-1.2	-1.5	-.2
2012	98.9	99.7	99.7	99.9	-1.6	.8	.0	.2	-1.2	-.4	.1	-.6
2013	99.2	100.4	101.3	102.1	-.7	1.2	.9	.8	.3	.7	1.6	2.2
2014	101.2	101.3	101.1	102.7	-.9	.1	-.2	1.6	2.0	.9	-.2	.6
2015	103.1	102.8	103.4	105.0	.4	-.3	.6	1.5	1.9	1.5	2.3	2.2
2016	104.8	104.7	105.5	105.5	-.2	-.1	.8	.0	1.6	1.8	2.0	.5
2017	105.6	106.7	105.6	105.9	.1	1.0	-1.0	.3	.8	1.9	.1	.4
2018	105.7	106.5	105.9	106.3	-.2	.8	-.6	.4	.1	-.2	.3	.4
2019	106.6	106.8	107.0	106.9	.3	.2	.2	-.1	.9	.3	1.0	.6
2020	107.2	108.8	107.9	108.1	.3	1.5	-.8	.2	.6	1.9	.8	1.1
2021	107.5	105.5	105.1	103.8	-.6	-1.9	-.4	-1.2	.3	-3.0	-2.6	-4.0
2022	102.7	—	—	—	-1.1	—	—	—	-4.5	—	—	—
Excluding sales occupations												
2001	92.6	93.0	93.0	94.7	.1	.4	.0	1.8	1.1	1.5	1.0	2.4
2002	95.6	95.9	96.0	96.7	1.0	.3	.1	.7	3.2	3.1	3.2	2.1
2003	97.0	98.6	98.4	99.4	.3	1.6	-.2	1.0	1.5	2.8	2.5	2.8
2004	98.7	99.1	99.6	100.0	-.7	.4	.5	.4	1.8	.5	1.2	.6
2005	100.1	100.5	98.5	100.0	.1	.4	-2.0	1.5	1.4	1.4	-1.1	.0
2006	99.4	98.5	98.9	99.8	-.6	-.9	.4	.9	-.7	-2.0	.4	-.2
Excluding incentive paid occupations ²												
2006	99.3	98.5	98.9	99.8	-.7	-.8	.4	.9	—	—	—	-.2
2007	99.0	98.9	99.0	98.8	-.8	-.1	.1	-.2	-.3	.4	.1	-1.0
2008	98.6	97.1	97.2	101.6	-.2	-1.5	.1	4.5	-.4	-1.8	-1.8	2.8
2009	101.5	100.8	100.7	101.0	-.1	-.7	-.1	.3	2.9	3.8	3.6	-.6
2010	101.4	101.9	101.5	101.2	.4	.5	-.4	-.3	-.1	1.1	.8	.2

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Excluding incentive paid occupations²												
2011	100.8	100.6	100.1	100.9	-0.4	-0.2	-0.5	0.8	-0.6	-1.3	-1.4	-0.3
2012	99.1	100.2	99.5	100.3	-1.8	1.1	-7	.8	-1.7	-4	-6	-6
2013	99.8	100.5	100.6	101.2	-5	.7	.1	.6	.7	.3	1.1	.9
2014	100.6	101.1	101.4	103.0	-6	.5	.3	1.6	.8	.6	.8	1.8
2015	103.4	103.4	104.0	104.8	.4	.0	.6	.8	2.8	2.3	2.6	1.7
2016	104.8	104.3	104.6	104.7	.0	-5	.3	.1	1.4	.9	.6	-1
2017	104.8	105.1	104.7	104.9	.1	.3	-4	.2	.0	.8	.1	.2
2018	104.9	105.1	105.2	105.9	.0	.2	.1	.7	.1	.0	.5	1.0
2019	106.0	106.3	106.1	106.3	.1	.3	-2	.2	1.0	1.1	.9	.4
2020	106.7	108.2	107.3	107.3	.4	1.4	-8	.0	.7	1.8	1.1	.9
2021	106.4	104.5	103.9	102.9	-8	-1.8	-6	-1.0	-3	-3.4	-3.2	-4.1
2022	101.8	—	—	—	-1.1	—	—	—	-4.3	—	—	—
Real estate and rental and leasing												
2001	91.7	91.9	93.2	95.2	-1.3	.2	1.4	2.1	-2.8	-3.2	.2	2.5
2002	94.6	96.4	96.3	95.2	-6	1.9	-1	-1.1	3.2	4.9	3.3	.0
2003	90.7	91.9	92.1	92.2	-4.7	1.3	.2	.1	-4.1	-4.7	-4.4	-3.2
2004	92.9	93.1	94.6	94.3	.8	.2	1.6	-3	2.4	1.3	2.7	2.3
2005	98.6	97.9	97.6	100.0	4.6	-7	-3	2.5	6.1	5.2	3.2	6.0
2006	98.3	96.3	97.2	98.3	-1.7	-2.0	.9	1.1	-3	-1.6	-4	-1.7
2007	97.9	97.3	98.2	97.2	-4	-6	.9	-1.0	-4	1.0	1.0	-1.1
2008	97.3	95.1	95.7	99.8	.1	-2.3	.6	4.3	-6	-2.3	-2.5	2.7
2009	98.7	97.6	97.8	98.1	-1.1	-1.1	.2	.3	1.4	2.6	2.2	-1.7
2010	98.6	97.9	98.0	98.2	.5	-7	.1	.2	-1	.3	.2	.1
2011	97.5	97.1	97.6	98.5	-7	-4	.5	.9	-1.1	-8	-4	.3
2012	97.4	98.3	97.8	98.8	-1.1	.9	-5	1.0	-1	1.2	.2	.3
2013	97.6	97.8	97.9	99.6	-1.2	.2	.1	1.7	.2	-5	.1	.8
2014	99.2	98.7	99.5	100.7	-4	-5	.8	1.2	1.6	.9	1.6	1.1
2015	101.7	100.9	101.2	102.0	1.0	-8	.3	.8	2.5	2.2	1.7	1.3
2016	102.5	102.0	102.6	103.3	.5	-5	.6	.7	.8	1.1	1.4	1.3
2017	102.6	103.1	103.0	103.2	-7	.5	-1	.2	.1	1.1	.4	-1
2018	103.2	102.5	103.0	104.2	.0	-7	.5	1.2	.6	-6	.0	1.0
2019	104.1	103.6	104.2	104.4	-1	-5	.6	.2	.9	1.1	1.2	.2
2020	104.4	105.2	104.9	104.9	.0	.8	-3	.0	.3	1.5	.7	.5
2021	103.8	101.9	102.0	101.6	-1.0	-1.8	.1	-4	-6	-3.1	-2.8	-3.1
2022	100.6	—	—	—	-1.0	—	—	—	-3.1	—	—	—
Excluding incentive paid occupations²												
2006	99.2	97.4	98.5	99.6	-8	-1.8	1.1	1.1	—	—	—	-4
2007	100.1	99.5	99.9	99.2	.5	-6	.4	-7	.9	2.2	1.4	-4
2008	99.6	97.6	98.3	102.6	.4	-2.0	.7	4.4	-5	-1.9	-1.6	3.4
2009	101.7	100.3	100.6	100.8	-9	-1.4	.3	.2	2.1	2.8	2.3	-1.8
2010	100.6	100.5	100.9	100.8	-2	-1	.4	-1	-1.1	.2	.3	.0
2011	100.3	99.6	100.0	100.9	-5	-7	.4	.9	-3	-9	-9	.1
2012	99.8	101.1	100.4	101.2	-1.1	1.3	-7	.8	-5	1.5	.4	.3
2013	100.3	100.5	100.6	102.0	-9	.2	.1	1.4	.5	-6	.2	.8
2014	101.7	101.5	101.8	103.6	-3	-2	.3	1.8	1.4	1.0	1.2	1.6
2015	104.4	103.8	104.1	105.0	.8	-6	.3	.9	2.7	2.3	2.3	1.4
2016	105.4	104.9	105.4	105.8	.4	-5	.5	.4	1.0	1.1	1.2	.8
2017	105.1	105.6	105.4	105.6	-7	.5	-2	.2	-3	.7	.0	-2

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Excluding incentive paid occupations²													
2018	105.7	105.2	105.6	107.1	0.1	-0.5	0.4	1.4	0.6	-0.4	0.2	1.4	
2019	107.0	106.5	106.9	107.3	-1	-5	.4	.4	1.2	1.2	1.2	.2	
2020	107.5	108.2	107.9	107.8	.2	.7	-3	-1	.5	1.6	.9	.5	
2021	106.9	105.0	105.1	104.5	-8	-1.8	.1	-6	-6	-3.0	-2.6	-3.1	
2022	103.3	—	—	—	-1.1	—	—	—	-3.4	—	—	—	
Professional and business services													
2001	97.8	97.7	98.7	100.2	.5	-1	1.0	1.5	1.5	.8	1.5	3.0	
2002	99.3	99.4	99.0	99.0	-9	.1	-4	.0	1.5	1.7	.3	-1.2	
2003	98.4	99.4	100.0	101.2	-6	1.0	.6	1.2	-9	.0	1.0	2.2	
2004	100.7	100.7	101.4	101.8	-5	.0	.7	.4	2.3	1.3	1.4	.6	
2005	100.9	100.6	98.6	100.0	-9	-3	-2.0	1.4	.2	-1	-2.8	-1.8	
2006	99.6	99.2	99.8	100.9	-4	-4	.6	1.1	-1.3	-1.4	1.2	.9	
2007	100.3	100.0	100.9	100.8	-6	-3	.9	-1	.7	.8	1.1	-1	
2008	100.5	98.8	99.7	104.5	-3	-1.7	.9	4.8	.2	-1.2	-1.2	3.7	
2009	103.6	102.1	102.1	102.4	-9	-1.4	.0	.3	3.1	3.3	2.4	-2.0	
2010	102.2	102.4	102.7	102.9	-2	.2	.3	.2	-1.4	.3	.6	.5	
2011	101.7	101.7	101.2	102.1	-1.2	.0	-5	.9	-5	-7	-1.5	-8	
2012	101.2	101.6	100.9	102.3	-9	.4	-7	1.4	-5	-1	-3	.2	
2013	101.5	101.7	101.6	102.3	-8	.2	-1	.7	.3	.1	.7	.0	
2014	101.3	101.6	102.3	104.1	-1.0	.3	.7	1.8	-2	-1	.7	1.8	
2015	105.1	103.0	104.1	105.2	1.0	-2.0	1.1	1.1	3.8	1.4	1.8	1.1	
2016	105.4	104.5	104.4	104.3	.2	-9	-1	-1	.3	1.5	.3	-9	
2017	104.5	104.7	104.8	105.3	.2	.2	.1	.5	-9	.2	.4	1.0	
2018	105.1	104.5	105.1	105.9	-2	-6	.6	.8	.6	-2	.3	.6	
2019	105.5	105.5	106.0	106.2	-4	.0	.5	.2	.4	1.0	.9	.3	
2020	107.3	107.5	106.9	107.6	1.0	.2	-6	.7	1.7	1.9	.8	1.3	
2021	106.8	104.7	105.2	104.4	-7	-2.0	.5	-8	-5	-2.6	-1.6	-3.0	
2022	102.8	—	—	—	-1.5	—	—	—	-3.7	—	—	—	
Professional, scientific, and technical services													
2001	98.5	98.3	99.2	100.6	.1	-2	.9	1.4	.9	.1	.4	2.2	
2002	99.4	99.5	99.1	99.3	-1.2	.1	-4	.2	.9	1.2	-1	-1.3	
2003	98.5	99.5	100.0	101.3	-8	1.0	.5	1.3	-9	.0	.9	2.0	
2004	100.9	100.8	101.7	102.2	-4	-1	.9	.5	2.4	1.3	1.7	.9	
2005	101.5	100.8	98.5	100.0	-7	-7	-2.3	1.5	.6	.0	-3.1	-2.2	
2006	100.0	99.6	100.5	101.8	.0	-4	.9	1.3	-1.5	-1.2	2.0	1.8	
2007	101.6	101.5	102.4	102.2	-2	-1	.9	-2	1.6	1.9	1.9	.4	
2008	102.4	100.6	101.5	106.6	.2	-1.8	.9	5.0	.8	-9	-9	4.3	
2009	105.8	104.1	104.2	104.3	-8	-1.6	.1	.1	3.3	3.5	2.7	-2.2	
2010	104.1	104.4	104.9	105.2	-2	.3	.5	.3	-1.6	.3	.7	.9	
2011	104.1	103.9	103.5	104.5	-1.0	-2	-4	1.0	.0	-5	-1.3	-7	
2012	103.5	103.8	103.2	104.5	-1.0	.3	-6	1.3	-6	-1	-3	.0	
2013	103.7	104.0	104.0	104.7	-8	.3	.0	.7	.2	.2	.8	.2	
2014	104.0	103.6	104.1	105.9	-7	-4	.5	1.7	.3	-4	.1	1.1	
2015	107.8	104.6	105.7	106.7	1.8	-3.0	1.1	.9	3.7	1.0	1.5	.8	
2016	107.3	106.4	106.0	106.1	.6	-8	-4	.1	-5	1.7	.3	-6	
2017	106.5	106.7	106.8	107.1	.4	.2	.1	.3	-7	.3	.8	.9	
2018	107.2	106.1	107.0	107.7	.1	-1.0	.8	.7	.7	-6	.2	.6	
2019	107.3	107.2	107.6	107.6	-4	-1	.4	.0	.1	1.0	.6	-1	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Professional, scientific, and technical services													
2020	109.2	108.8	108.1	108.8	1.5	-0.4	-0.6	0.6	1.8	1.5	0.5	1.1	
2021	107.9	105.7	106.5	105.3	-.8	-2.0	.8	-1.1	-1.2	-2.8	-1.5	-3.2	
2022	103.5	—	—	—	-1.7	—	—	—	-4.1	—	—	—	
Administrative and support and waste management and remediation services													
2001	96.3	97.0	98.7	100.4	.2	.7	1.8	1.7	2.1	2.2	3.5	4.5	
2002	99.3	99.1	99.4	99.1	-1.1	-.2	.3	-.3	3.1	2.2	.7	-1.3	
2003	98.4	99.1	100.4	101.1	-.7	.7	1.3	.7	-9	.0	1.0	2.0	
2004	100.5	101.1	101.6	101.9	-.6	.6	.5	.3	2.1	2.0	1.2	.8	
2005	100.8	101.0	98.9	100.0	-1.1	.2	-2.1	1.1	.3	-.1	-2.7	-1.9	
2006	99.0	98.8	99.1	100.3	-1.0	-.2	.3	1.2	-1.8	-2.2	.2	.3	
2007	99.5	98.9	99.7	99.7	-.8	-.6	.8	.0	.5	.1	.6	-.6	
2008	98.8	97.1	98.0	102.4	-.9	-1.7	.9	4.5	-.7	-1.8	-1.7	2.7	
2009	101.7	100.6	100.2	100.9	-.7	-1.1	-.4	.7	2.9	3.6	2.2	-1.5	
2010	100.5	100.2	100.5	100.5	-.4	-.3	.3	.0	-1.2	-.4	.3	-.4	
2011	98.9	98.9	98.3	99.3	-1.6	.0	-.6	1.0	-1.6	-1.3	-2.2	-1.2	
2012	98.1	98.8	97.9	99.4	-1.2	.7	-.9	1.5	-.8	-.1	-.4	.1	
2013	98.8	98.9	98.5	99.4	-.6	.1	-.4	.9	.7	.1	.6	.0	
2014	97.6	99.1	100.2	102.2	-1.8	1.5	1.1	2.0	-1.2	.2	1.7	2.8	
2015	101.8	100.7	102.1	103.2	-.4	-1.1	1.4	1.1	4.3	1.6	1.9	1.0	
2016	102.9	102.1	102.3	101.5	-.3	-.8	.2	-.8	1.1	1.4	.2	-1.6	
2017	101.1	101.4	101.9	102.6	-.4	.3	.5	.7	-1.7	-.7	-.4	1.1	
2018	102.0	101.9	102.3	103.4	-.6	-.1	.4	1.1	.9	.5	.4	.8	
2019	103.1	103.1	103.5	104.0	-.3	.0	.4	.5	1.1	1.2	1.2	.6	
2020	104.7	105.5	105.1	106.0	.7	.8	-.4	.9	1.6	2.3	1.5	1.9	
2021	105.6	104.0	104.4	104.1	-.4	-1.5	.4	-.3	.9	-1.4	-.7	-1.8	
2022	102.9	—	—	—	-1.2	—	—	—	-2.6	—	—	—	
Education and health services													
2001	93.4	93.3	94.6	96.3	.1	-.1	1.4	1.8	2.0	1.4	2.3	3.2	
2002	96.1	96.2	96.6	97.4	-.2	.1	.4	.8	2.9	3.1	2.1	1.1	
2003	96.8	97.9	98.2	99.3	-.6	1.1	.3	1.1	.7	1.8	1.7	2.0	
2004	99.0	98.5	99.6	100.0	-.3	-.5	1.1	.4	2.3	.6	1.4	.7	
2005	99.5	99.5	98.3	100.0	-.5	.0	-1.2	1.7	.5	1.0	-1.3	.0	
2006	99.5	98.8	100.1	101.5	-.5	-.7	1.3	1.4	.0	-.7	1.8	1.5	
2007	100.7	99.9	100.9	100.9	-.8	-.8	1.0	.0	1.2	1.1	.8	-.6	
2008	100.1	98.4	99.2	103.6	-.8	-1.7	.8	4.4	-.6	-1.5	-1.7	2.7	
2009	103.2	102.1	102.6	102.8	-.4	-1.1	.5	.2	3.1	3.8	3.4	-.8	
2010	102.5	102.6	103.0	103.0	-.3	.1	.4	.0	-.7	.5	.4	.2	
2011	101.3	100.7	100.6	101.6	-1.7	-.6	-.1	1.0	-1.2	-1.9	-2.3	-1.4	
2012	100.9	101.2	100.8	101.9	-.7	.3	-.4	1.1	-.4	.5	.2	.3	
2013	100.9	101.0	101.4	102.3	-1.0	.1	.4	.9	.0	-.2	.6	.4	
2014	101.1	100.7	101.3	103.4	-1.2	-.4	.6	2.1	.2	-.3	-.1	1.1	
2015	103.2	102.5	103.3	104.3	-.2	-.7	.8	1.0	2.1	1.8	2.0	.9	
2016	104.0	103.4	103.7	104.2	-.3	-.6	.3	.5	.8	.9	.4	-.1	
2017	103.8	103.8	103.4	104.1	-.4	.0	-.4	.7	-.2	.4	-.3	-.1	
2018	103.6	103.2	103.9	105.1	-.5	-.4	.7	1.2	-.2	-.6	.5	1.0	
2019	104.3	104.1	104.7	105.1	-.8	-.2	.6	.4	.7	.9	.8	.0	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Education and health services													
2020	105.5	105.4	105.4	106.0	0.4	-0.1	0.0	0.6	1.2	1.2	0.7	0.9	
2021	105.0	103.0	103.5	103.1	-9	-1.9	.5	-4	-5	-2.3	-1.8	-2.7	
2022	101.5	—	—	—	-1.6	—	—	—	-3.3	—	—	—	
Educational services													
2001	93.0	92.4	94.1	95.6	.0	-6	1.8	1.6	2.3	1.8	1.7	2.8	
2002	94.9	94.5	96.6	97.5	-7	-4	2.2	.9	2.0	2.3	2.7	2.0	
2003	96.3	97.1	97.9	99.0	-1.2	.8	.8	1.1	1.5	2.8	1.3	1.5	
2004	98.3	97.6	99.1	99.7	-7	-7	1.5	.6	2.1	.5	1.2	.7	
2005	98.9	98.7	98.6	100.0	-8	-2	-1	1.4	.6	1.1	-5	.3	
2006	99.2	98.5	100.1	101.6	-8	-7	1.6	1.5	.3	-2	1.5	1.6	
2007	100.1	99.1	100.7	100.7	-1.5	-1.0	1.6	.0	.9	.6	.6	-9	
2008	99.6	98.2	100.2	104.2	-1.1	-1.4	2.0	4.0	-5	-9	-5	3.5	
2009	103.5	102.2	103.2	103.1	-7	-1.3	1.0	-1	3.9	4.1	3.0	-1.1	
2010	102.4	102.3	103.4	103.3	-7	-1	1.1	-1	-1.1	.1	.2	.2	
2011	101.5	100.8	101.3	102.3	-1.7	-7	.5	1.0	-9	-1.5	-2.0	-1.0	
2012	100.9	101.1	101.1	102.0	-1.4	.2	.0	.9	-6	.3	-2	-3	
2013	100.8	101.1	102.0	102.8	-1.2	.3	.9	.8	-1	.0	.9	.8	
2014	101.3	100.7	102.1	103.9	-1.5	-6	1.4	1.8	.5	-4	.1	1.1	
2015	103.6	102.6	103.9	104.8	-3	-1.0	1.3	.9	2.3	1.9	1.8	.9	
2016	104.3	103.5	104.2	104.8	-5	-8	.7	.6	.7	.9	.3	.0	
2017	104.1	103.9	104.1	104.7	-7	-2	.2	.6	-2	.4	-1	-1	
2018	103.7	103.2	104.3	105.2	-1.0	-5	1.1	.9	-4	-7	.2	.5	
2019	104.2	103.8	105.3	105.4	-1.0	-4	1.4	.1	.5	.6	1.0	.2	
2020	105.7	106.3	105.6	106.1	.3	.6	-7	.5	1.4	2.4	.3	.7	
2021	104.4	101.9	103.0	101.6	-1.6	-2.4	1.1	-1.4	-1.2	-4.1	-2.5	-4.2	
2022	99.5	—	—	—	-2.1	—	—	—	-4.7	—	—	—	
Junior colleges, colleges, universities, and professional schools													
2001	94.5	94.2	95.7	97.2	.4	-3	1.6	1.6	1.9	1.8	2.1	3.3	
2002	96.4	95.8	97.3	98.3	-8	-6	1.6	1.0	2.0	1.7	1.7	1.1	
2003	96.8	97.6	98.4	99.5	-1.5	.8	.8	1.1	.4	1.9	1.1	1.2	
2004	98.7	98.1	99.5	99.8	-8	-6	1.4	.3	2.0	.5	1.1	.3	
2005	98.9	98.8	98.5	100.0	-9	-1	-3	1.5	.2	.7	-1.0	.2	
2006	99.4	98.5	100.3	101.8	-6	-9	1.8	1.5	.5	-3	1.8	1.8	
2007	100.2	99.2	100.9	100.9	-1.6	-1.0	1.7	.0	.8	.7	.6	-9	
2008	99.8	98.4	100.4	104.5	-1.1	-1.4	2.0	4.1	-4	-8	-5	3.6	
2009	104.0	102.6	103.2	103.0	-5	-1.3	.6	-2	4.2	4.3	2.8	-1.4	
2010	102.4	102.3	103.3	103.2	-6	-1	1.0	-1	-1.5	-3	.1	.2	
2011	101.6	100.6	101.1	102.0	-1.6	-1.0	.5	.9	-8	-1.7	-2.1	-1.2	
2012	101.0	101.2	101.4	102.4	-1.0	.2	.2	1.0	-6	.6	.3	.4	
2013	101.5	101.7	102.8	103.5	-9	.2	1.1	.7	.5	.5	1.4	1.1	
2014	102.1	101.5	102.7	104.6	-1.4	-6	1.2	1.9	.6	-2	-1	1.1	
2015	104.3	103.4	104.7	105.7	-3	-9	1.3	1.0	2.2	1.9	1.9	1.1	
2016	105.0	104.2	105.0	105.7	-7	-8	.8	.7	.7	.8	.3	.0	
2017	105.0	104.7	105.2	105.8	-7	-3	.5	.6	.0	.5	.2	.1	
2018	104.9	104.5	105.6	106.7	-9	-4	1.1	1.0	-1	-2	.4	.9	
2019	105.9	105.5	106.4	106.8	-7	-4	.9	.4	1.0	1.0	.8	.1	
2020	107.1	107.4	106.1	106.3	.3	.3	-1.2	.2	1.1	1.8	-3	-5	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Junior colleges, colleges, universities, and professional schools													
2021	104.7	102.6	103.4	102.3	-1.5	-2.0	0.8	-1.1	-2.2	-4.5	-2.5	-3.8	
2022	99.8	—	—	—	-2.4	—	—	—	-4.7	—	—	—	
Health care and social assistance													
2001	93.5	93.5	94.7	96.4	.1	.0	1.3	1.8	1.9	1.4	2.3	3.2	
2002	96.4	96.6	96.6	97.4	.0	.2	.0	.8	3.1	3.3	2.0	1.0	
2003	97.0	98.1	98.3	99.4	-.4	1.1	.2	1.1	.6	1.6	1.8	2.1	
2004	99.1	98.7	99.8	100.0	-.3	-.4	1.1	.2	2.2	.6	1.5	.6	
2005	99.6	99.7	98.3	100.0	-.4	.1	-1.4	1.7	.5	1.0	-1.5	.0	
2006	99.6	98.8	100.1	101.5	-.4	-.8	1.3	1.4	.0	-.9	1.8	1.5	
2007	100.8	100.0	100.9	101.0	-.7	-.8	.9	.1	1.2	1.2	.8	-.5	
2008	100.2	98.4	99.0	103.4	-.8	-1.8	.6	4.4	-.6	-1.6	-1.9	2.4	
2009	103.1	102.1	102.5	102.8	-.3	-1.0	.4	.3	2.9	3.8	3.5	-.6	
2010	102.5	102.7	102.9	102.9	-.3	.2	.2	.0	-.6	.6	.4	.1	
2011	101.3	100.7	100.5	101.5	-1.6	-.6	-.2	1.0	-1.2	-1.9	-2.3	-1.4	
2012	100.9	101.3	100.8	101.9	-.6	.4	-.5	1.1	-.4	.6	.3	.4	
2013	101.0	101.0	101.3	102.2	-.9	.0	.3	.9	.1	-.3	.5	.3	
2014	101.1	100.7	101.2	103.3	-1.1	-.4	.5	2.1	.1	-.3	-.1	1.1	
2015	103.2	102.5	103.2	104.2	-.1	-.7	.7	1.0	2.1	1.8	2.0	.9	
2016	104.0	103.3	103.6	104.0	-.2	-.7	.3	.4	.8	.8	.4	-.2	
2017	103.7	103.8	103.2	104.0	-.3	.1	-.6	.8	-.3	.5	-.4	.0	
2018	103.7	103.2	103.8	105.0	-.3	-.5	.6	1.2	.0	-.6	.6	1.0	
2019	104.4	104.2	104.6	105.0	-.6	-.2	.4	.4	.7	1.0	.8	.0	
2020	105.4	105.2	105.4	105.9	.4	-.2	.2	.5	1.0	1.0	.8	.9	
2021	105.1	103.2	103.6	103.5	-.8	-1.8	.4	-.1	-.3	-1.9	-1.7	-2.3	
2022	101.9	—	—	—	-1.5	—	—	—	-3.0	—	—	—	
Hospitals													
2001	89.9	90.3	91.7	93.7	.4	.4	1.6	2.2	2.4	2.4	3.5	4.7	
2002	94.0	94.4	94.9	96.0	.3	.4	.5	1.2	4.6	4.5	3.5	2.5	
2003	95.7	96.6	96.9	98.5	-.3	.9	.3	1.7	1.8	2.3	2.1	2.6	
2004	98.1	97.8	98.8	99.3	-.4	-.3	1.0	.5	2.5	1.2	2.0	.8	
2005	99.2	99.4	98.2	100.0	-.1	.2	-1.2	1.8	1.1	1.6	-.6	.7	
2006	99.7	99.0	100.1	101.3	-.3	-.7	1.1	1.2	.5	-.4	1.9	1.3	
2007	100.6	99.7	100.6	100.5	-.7	-.9	.9	-.1	.9	.7	.5	-.8	
2008	99.7	98.1	99.0	103.6	-.8	-1.6	.9	4.6	-.9	-1.6	-1.6	3.1	
2009	103.2	102.2	102.6	103.1	-.4	-1.0	.4	.5	3.5	4.2	3.6	-.5	
2010	103.0	103.3	103.6	103.8	-.1	.3	.3	.2	-.2	1.1	1.0	.7	
2011	102.3	101.6	101.5	102.4	-1.4	-.7	-.1	.9	-.7	-1.6	-2.0	-1.3	
2012	101.3	101.6	101.1	102.3	-1.1	.3	-.5	1.2	-1.0	.0	-.4	-.1	
2013	101.4	101.5	101.7	102.6	-.9	.1	.2	.9	.1	-.1	.6	.3	
2014	101.6	101.2	101.6	103.5	-1.0	-.4	.4	1.9	.2	-.3	-.1	.9	
2015	103.5	102.9	103.5	104.7	.0	-.6	.6	1.2	1.9	1.7	1.9	1.2	
2016	104.5	104.0	104.2	104.9	-.2	-.5	.2	.7	1.0	1.1	.7	.2	
2017	104.6	104.7	104.2	104.8	-.3	.1	-.5	.6	.1	.7	.0	-.1	
2018	104.1	103.7	104.0	105.5	-.7	-.4	.3	1.4	-.5	-1.0	-.2	.7	
2019	104.9	104.8	105.1	105.6	-.6	-.1	.3	.5	.8	1.1	1.1	.1	
2020	105.8	106.7	106.2	106.6	.2	.9	-.5	.4	.9	1.8	1.0	.9	
2021	106.0	104.0	104.0	104.0	-.6	-1.9	.0	.0	.2	-2.5	-2.1	-2.4	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Hospitals													
2022	102.5	—	—	—	-1.4	—	—	—	-3.3	—	—	—	—
Nursing and residential care facilities													
2001	93.8	93.3	95.7	97.4	.5	-0.5	2.6	1.8	3.3	2.0	3.6	4.4	
2002	97.4	97.9	98.0	98.7	.0	.5	.1	.7	3.8	4.9	2.4	1.3	
2003	98.3	99.3	99.3	100.4	-4	1.0	.0	1.1	.9	1.4	1.3	1.7	
2004	100.0	99.3	99.8	100.1	-4	-7	.5	.3	1.7	.0	.5	-3	
2005	99.3	99.5	98.1	100.0	-8	.2	-1.4	1.9	-7	.2	-1.7	-1	
2006	99.5	98.4	99.3	101.0	-5	-1.1	.9	1.7	.2	-1.1	1.2	1.0	
2007	99.9	98.9	99.6	99.6	-1.1	-1.0	.7	.0	.4	.5	.3	-1.4	
2008	98.7	97.0	97.8	102.3	-9	-1.7	.8	4.6	-1.2	-1.9	-1.8	2.7	
2009	101.7	100.5	100.8	101.0	-6	-1.2	.3	.2	3.0	3.6	3.1	-1.3	
2010	100.8	100.8	100.9	100.7	-2	.0	.1	-2	-9	.3	.1	-3	
2011	99.3	98.8	98.5	99.1	-1.4	-5	-3	.6	-1.5	-2.0	-2.4	-1.6	
2012	98.1	98.3	97.7	98.7	-1.0	.2	-6	1.0	-1.2	-5	-8	-4	
2013	97.8	97.6	97.6	98.4	-9	-2	.0	.8	-3	-7	-1	-3	
2014	97.4	96.7	97.2	99.1	-1.0	-7	.5	2.0	-4	-9	-4	.7	
2015	98.9	98.3	99.2	100.1	-2	-6	.9	.9	1.5	1.7	2.1	1.0	
2016	100.2	99.6	100.0	100.7	.1	-6	.4	.7	1.3	1.3	.8	.6	
2017	100.3	100.4	100.2	101.0	-4	.1	-2	.8	.1	.8	.2	.3	
2018	100.6	100.2	100.6	101.8	-4	-4	.4	1.2	.3	-2	.4	.8	
2019	101.2	100.9	101.3	101.7	-6	-3	.4	.4	.6	.7	.7	-1	
2020	102.0	102.9	102.7	103.4	.3	.9	-2	.7	.8	2.0	1.4	1.7	
2021	102.7	101.3	102.1	102.3	-7	-1.4	.8	.2	.7	-1.6	-6	-1.1	
2022	101.0	—	—	—	-1.3	—	—	—	-1.7	—	—	—	
Nursing care facilities ²													
2006	99.3	98.1	99.0	100.5	-7	-1.2	.9	1.5	—	—	—	.5	
2007	99.8	98.9	99.7	99.5	-7	-9	.8	-2	.5	.8	.7	-1.0	
2008	98.8	97.2	97.9	102.4	-7	-1.6	.7	4.6	-1.0	-1.7	-1.8	2.9	
2009	101.9	100.7	101.1	101.3	-5	-1.2	.4	.2	3.1	3.6	3.3	-1.1	
2010	101.2	101.3	101.4	101.1	-1	.1	.1	-3	-7	.6	.3	-2	
2011	99.7	99.3	99.0	99.6	-1.4	-4	-3	.6	-1.5	-2.0	-2.4	-1.5	
2012	98.4	98.5	97.9	98.7	-1.2	.1	-6	.8	-1.3	-8	-1.1	-9	
2013	97.7	97.7	97.6	98.3	-1.0	.0	-1	.7	-7	-8	-3	-4	
2014	97.3	96.7	97.3	99.1	-1.0	-6	.6	1.8	-4	-1.0	-3	.8	
2015	98.9	98.5	99.5	100.5	-2	-4	1.0	1.0	1.6	1.9	2.3	1.4	
2016	100.3	99.6	100.1	100.7	-2	-7	.5	.6	1.4	1.1	.6	.2	
2017	100.1	100.3	100.2	100.9	-6	.2	-1	.7	-2	.7	.1	.2	
2018	100.3	99.8	100.2	101.6	-6	-5	.4	1.4	.2	-5	.0	.7	
2019	100.8	100.6	100.7	101.2	-8	-2	.1	.5	.5	.8	.5	-4	
2020	101.5	102.3	102.0	102.8	.3	.8	-3	.8	.7	1.7	1.3	1.6	
2021	102.3	100.9	101.7	101.7	-5	-1.4	.8	.0	.8	-1.4	-3	-1.1	
2022	100.3	—	—	—	-1.4	—	—	—	-2.0	—	—	—	
Leisure and hospitality													
2001	100.8	100.4	101.1	102.7	.0	-4	.7	1.6	.5	-4	.5	1.9	
2002	102.2	102.1	102.1	102.7	-5	-1	.0	.6	1.4	1.7	1.0	.0	
2003	101.7	102.2	101.7	102.8	-1.0	.5	-5	1.1	-5	.1	-4	.1	
2004	101.8	101.1	100.9	101.1	-1.0	-7	-2	.2	.1	-1.1	-8	-1.7	
2005	100.3	100.2	98.6	100.0	-8	-1	-1.6	1.4	-1.5	-9	-2.3	-1.1	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Leisure and hospitality												
2006	99.0	98.2	99.3	101.1	-1.0	-0.8	1.1	1.8	-1.3	-2.0	0.7	1.1
2007	100.9	100.1	101.5	101.3	-.2	-.8	1.4	-.2	1.9	1.9	2.2	.2
2008	100.4	98.3	99.5	104.3	-.9	-2.1	1.2	4.8	-.5	-1.8	-2.0	3.0
2009	103.8	102.2	102.7	102.7	-.5	-1.5	.5	.0	3.4	4.0	3.2	-1.5
2010	102.6	102.4	102.6	102.4	-.1	-.2	.2	-.2	-1.2	.2	-.1	-.3
2011	100.9	99.9	99.8	100.4	-1.5	-1.0	-.1	.6	-1.7	-2.4	-2.7	-2.0
2012	99.2	99.5	98.7	99.8	-1.2	.3	-.8	1.1	-1.7	-.4	-1.1	-.6
2013	98.6	98.5	98.6	99.3	-1.2	-.1	.1	.7	-.6	-1.0	-.1	-.5
2014	98.3	97.6	98.6	100.3	-1.0	-.7	1.0	1.7	-.3	-.9	.0	1.0
2015	100.4	99.8	100.1	101.3	.1	-.6	.3	1.2	2.1	2.3	1.5	1.0
2016	101.8	101.4	102.2	102.6	.5	-.4	.8	.4	1.4	1.6	2.1	1.3
2017	103.7	103.7	103.3	104.0	1.1	.0	-.4	.7	1.9	2.3	1.1	1.4
2018	104.6	103.8	104.5	106.3	.6	-.8	.7	1.7	.9	.1	1.2	2.2
2019	106.1	105.8	106.1	107.2	-.2	-.3	.3	1.0	1.4	1.9	1.5	.8
2020	108.2	109.0	109.0	109.3	.9	.7	.0	.3	2.0	3.0	2.7	2.0
2021	109.5	109.1	110.5	110.3	.2	-.4	1.3	-.2	1.2	.1	1.4	.9
2022	109.4	—	—	—	-.8	—	—	—	-.1	—	—	—
Accommodation and food services												
2001	98.0	97.2	98.7	100.2	-.3	-.8	1.5	1.5	.1	-.8	.7	1.9
2002	100.5	100.5	100.7	101.5	.3	.0	.2	.8	2.6	3.4	2.0	1.3
2003	101.3	102.1	101.9	102.8	-.2	.8	-.2	.9	.8	1.6	1.2	1.3
2004	101.5	100.6	100.7	101.3	-1.3	-.9	.1	.6	.2	-1.5	-1.2	-1.5
2005	100.5	100.0	98.5	100.0	-.8	-.5	-1.5	1.5	-1.0	-.6	-2.2	-1.3
2006	99.0	98.4	99.4	101.4	-1.0	-.6	1.0	2.0	-1.5	-1.6	.9	1.4
2007	101.4	100.5	102.0	101.7	.0	-.9	1.5	-.3	2.4	2.1	2.6	.3
2008	100.9	98.9	100.2	105.0	-.8	-2.0	1.3	4.8	-.5	-1.6	-1.8	3.2
2009	104.6	102.8	103.4	103.5	-.4	-1.7	.6	.1	3.7	3.9	3.2	-1.4
2010	103.1	103.0	103.3	103.1	-.4	-.1	.3	-.2	-1.4	.2	-.1	-.4
2011	101.7	100.5	100.5	101.1	-1.4	-1.2	.0	.6	-1.4	-2.4	-2.7	-1.9
2012	99.7	100.0	99.3	100.5	-1.4	.3	-.7	1.2	-2.0	-.5	-1.2	-.6
2013	99.1	99.0	99.1	99.8	-1.4	-.1	.1	.7	-.6	-1.0	-.2	-.7
2014	98.8	97.9	98.9	100.6	-1.0	-.9	1.0	1.7	-.3	-1.1	-.2	.8
2015	100.7	99.8	100.3	101.6	.1	-.9	.5	1.3	1.9	1.9	1.4	1.0
2016	102.2	101.9	102.9	103.2	.6	-.3	1.0	.3	1.5	2.1	2.6	1.6
2017	104.4	104.4	104.0	104.7	1.2	.0	-.4	.7	2.2	2.5	1.1	1.5
2018	105.3	104.6	105.1	106.8	.6	-.7	.5	1.6	.9	.2	1.1	2.0
2019	106.8	106.9	107.3	108.5	.0	.1	.4	1.1	1.4	2.2	2.1	1.6
2020	109.6	110.5	110.7	111.3	1.0	.8	.2	.5	2.6	3.4	3.2	2.6
2021	111.6	111.3	112.7	112.7	.3	-.3	1.3	.0	1.8	.7	1.8	1.3
2022	111.8	—	—	—	-.8	—	—	—	.2	—	—	—
Other services, except public administration												
2001	94.3	93.9	95.2	96.5	-.1	-.4	1.4	1.4	1.0	.4	1.5	2.2
2002	97.1	97.9	98.6	98.1	.6	.8	.7	-.5	3.0	4.3	3.6	1.7
2003	96.9	98.3	98.1	99.5	-1.2	1.4	-.2	1.4	-.2	.4	-.5	1.4
2004	99.6	99.8	100.0	100.5	.1	.2	.2	.5	2.8	1.5	1.9	1.0
2005	99.8	99.8	98.9	100.0	-.7	.0	-.9	1.1	.2	.0	-1.1	-.5
2006	99.9	99.6	100.4	101.5	-.1	-.3	.8	1.1	.1	-.2	1.5	1.5

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Other services, except public administration													
2007	101.3	100.2	101.1	100.8	-0.2	-1.1	0.9	-0.3	1.4	0.6	0.7	-0.7	
2008	100.2	98.4	98.8	102.8	-6	-1.8	.4	4.0	-1.1	-1.8	-2.3	2.0	
2009	102.5	101.1	101.9	101.6	-3	-1.4	.8	-3	2.3	2.7	3.1	-1.2	
2010	101.4	101.7	102.0	101.6	-2	.3	.3	-4	-1.1	.6	.1	.0	
2011	100.7	99.8	99.8	100.8	-9	-9	.0	1.0	-7	-1.9	-2.2	-8	
2012	100.0	100.3	100.0	100.8	-8	.3	-.3	.8	-7	.5	.2	.0	
2013	100.4	101.0	101.0	102.3	-4	.6	.0	1.3	.4	.7	1.0	1.5	
2014	100.8	100.2	101.2	102.1	-1.5	-6	1.0	.9	.4	-8	.2	-2	
2015	102.9	102.4	103.4	104.0	.8	-5	1.0	.6	2.1	2.2	2.2	1.9	
2016	103.7	103.3	104.2	104.5	-.3	-.4	.9	.3	.8	.9	.8	.5	
2017	104.3	104.3	104.5	104.8	-.2	.0	.2	.3	.6	1.0	.3	.3	
2018	104.8	104.4	104.5	105.7	.0	-.4	.1	1.1	.5	.1	.0	.9	
2019	105.7	106.0	105.8	106.6	.0	.3	-.2	.8	.9	1.5	1.2	.9	
2020	107.0	107.7	107.2	107.5	.4	.7	-.5	.3	1.2	1.6	1.3	.8	
2021	107.2	106.0	106.5	105.9	-.3	-1.1	.5	-.6	.2	-1.6	-.7	-1.5	
2022	104.5	—	—	—	-1.3	—	—	—	-2.5	—	—	—	

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

² The index for this series is not strictly comparable with other series in this table.

³ Includes the following occupational groups: management, business, and financial; professional and related; sales and related; and office and administrative support.

⁴ Includes the following occupational groups: farming, fishing, and forestry; construction and extraction; installation, maintenance, and repair; production; and transportation and material moving.

⁵ Includes mining, construction, and manufacturing.

⁶ Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; and other services, except public administration.

NOTE: Dashes indicate data not available.

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

(Not seasonally adjusted)

Bargaining status, census region and division, and metropolitan area status	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Bargaining status												
Union												
2001	91.5	91.6	92.4	94.4	-0.7	0.1	0.9	2.2	0.4	0.3	0.7	2.5
2002	94.3	94.6	95.1	95.9	-.1	.3	.5	.8	3.1	3.3	2.9	1.6
2003	95.6	97.1	97.4	98.5	-.3	1.6	.3	1.1	1.4	2.6	2.4	2.7
2004	99.2	99.5	100.2	100.6	.7	.3	.7	.4	3.8	2.5	2.9	2.1
2005	99.7	100.0	98.6	100.0	-.9	.3	-1.4	1.4	.5	.5	-1.6	-.6
2006	99.0	98.7	99.3	100.4	-1.0	-.3	.6	1.1	-.7	-1.3	.7	.4
2007	98.4	98.1	98.5	98.5	-2.0	-.3	.4	.0	-.6	-.6	-.8	-1.9
2008	97.6	95.9	96.6	101.1	-.9	-1.7	.7	4.7	-.8	-2.2	-1.9	2.6
2009	100.9	100.2	100.7	101.2	-.2	-.7	.5	.5	3.4	4.5	4.2	.1
2010	102.0	102.6	103.2	103.1	.8	.6	.6	-.1	1.1	2.4	2.5	1.9
2011	101.8	102.1	101.8	102.8	-1.3	.3	-.3	1.0	-.2	-.5	-1.4	-.3
2012	101.5	102.3	102.2	103.3	-1.3	.8	-.1	1.1	-.3	.2	.4	.5
2013	102.7	102.9	102.9	103.5	-.6	.2	.0	.6	1.2	.6	.7	.2
2014	102.9	103.2	104.0	106.2	-.6	.3	.8	2.1	.2	.3	1.1	2.6
2015	106.2	105.1	105.8	107.1	.0	-1.0	.7	1.2	3.2	1.8	1.7	.8
2016	107.1	106.1	106.3	106.5	.0	-.9	.2	.2	.8	1.0	.5	-.6
2017	106.5	106.6	106.6	107.4	.0	.1	.0	.8	-.6	.5	.3	.8
2018	106.8	107.3	107.4	108.7	-.6	.5	.1	1.2	.3	.7	.8	1.2
2019	108.4	108.1	108.4	109.0	-.3	-.3	.3	.6	1.5	.7	.9	.3
2020	109.1	110.4	110.1	110.5	.1	1.2	-.3	.4	.6	2.1	1.6	1.4
2021	109.6	107.5	107.7	106.7	-.8	-1.9	.2	-.9	.5	-2.6	-2.2	-3.4
2022	104.5	—	—	—	-2.1	—	—	—	-4.7	—	—	—
Blue-collar occupations ²												
2001	91.8	91.8	92.7	94.5	-.8	.0	1.0	1.9	.7	.2	.7	2.2
2002	94.3	94.9	95.3	96.2	-.2	.6	.4	.9	2.7	3.4	2.8	1.8
2003	95.7	97.3	97.4	98.6	-.5	1.7	.1	1.2	1.5	2.5	2.2	2.5
2004	99.5	99.7	100.5	100.8	.9	.2	.8	.3	4.0	2.5	3.2	2.2
2005	99.7	100.0	98.6	100.0	-1.1	.3	-1.4	1.4	.2	.3	-1.9	-.8
2006	98.7	98.4	99.0	100.0	-1.3	-.3	.6	1.0	-1.0	-1.6	.4	.0
Goods-producing industries ³												
2001	91.5	91.4	92.1	93.6	-.8	-.1	.8	1.6	.5	.1	.1	1.5
2002	93.4	93.5	93.9	94.8	-.2	.1	.4	1.0	2.1	2.3	2.0	1.3
2003	94.9	96.6	96.5	97.9	.1	1.8	-.1	1.5	1.6	3.3	2.8	3.3
2004	99.3	99.5	100.3	100.5	1.4	.2	.8	.2	4.6	3.0	3.9	2.7
2005	99.5	100.0	98.6	100.0	-1.0	.5	-1.4	1.4	.2	.5	-1.7	-.5
2006	98.4	98.2	98.7	99.7	-1.6	-.2	.5	1.0	-1.1	-1.8	.1	-.3
2007	97.2	97.1	97.3	97.4	-2.5	-.1	.2	.1	-1.2	-1.1	-1.4	-2.3
2008	96.4	95.0	95.5	100.0	-1.0	-1.5	.5	4.7	-.8	-2.2	-1.8	2.7
2009	99.9	99.4	99.8	100.2	-.1	-.5	.4	.4	3.6	4.6	4.5	.2
2010	101.2	101.7	102.5	102.3	1.0	.5	.8	-.2	1.3	2.3	2.7	2.1
2011	100.6	101.5	100.9	101.9	-1.7	.9	-.6	1.0	-.6	-.2	-1.6	-.4
2012	99.3	100.0	100.1	101.1	-2.6	.7	.1	1.0	-1.3	-1.5	-.8	-.8
2013	100.2	100.1	100.2	101.0	-.9	-.1	.1	.8	.9	.1	.1	-.1
2014	100.5	99.8	100.8	102.6	-.5	-.7	1.0	1.8	.3	-.3	.6	1.6
2015	102.5	102.1	103.0	104.3	-.1	-.4	.9	1.3	2.0	2.3	2.2	1.7
2016	104.1	103.6	103.6	104.3	-.2	-.5	.0	.7	1.6	1.5	.6	.0

See footnotes at end of table.

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

(Not seasonally adjusted)

Bargaining status, census region and division, and metropolitan area status	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Goods-producing industries³													
2017	103.6	104.0	104.6	105.2	-0.7	0.4	0.6	0.6	-0.5	0.4	1.0	0.9	
2018	104.3	104.1	103.4	104.3	-.9	-.2	-.7	.9	.7	.1	-1.1	-.9	
2019	103.8	104.1	104.5	104.9	-.5	.3	.4	.4	-.5	.0	1.1	.6	
2020	104.9	106.2	105.9	106.4	.0	1.2	-.3	.5	1.1	2.0	1.3	1.4	
2021	105.4	103.6	104.2	103.2	-.9	-1.7	.6	-1.0	.5	-2.4	-1.6	-3.0	
2022	101.0	—	—	—	-2.1	—	—	—	-4.2	—	—	—	
Manufacturing													
2001	90.6	90.0	90.5	92.4	-.9	-.7	.6	2.1	-.5	-1.1	-1.0	1.1	
2002	92.5	92.7	92.8	94.1	.1	.2	.1	1.4	2.1	3.0	2.5	1.8	
2003	94.7	95.8	95.7	97.2	.6	1.2	-.1	1.6	2.4	3.3	3.1	3.3	
2004	100.4	100.3	101.0	101.1	3.3	-.1	.7	.1	6.0	4.7	5.5	4.0	
2005	100.1	100.2	98.7	100.0	-1.0	.1	-1.5	1.3	-.3	-.1	-2.3	-1.1	
2006	97.8	97.1	97.5	98.3	-2.2	-.7	.4	.8	-2.3	-3.1	-1.2	-1.7	
2007	95.0	94.5	94.4	94.7	-3.4	-.5	-.1	.3	-2.9	-2.7	-3.2	-3.7	
2008	93.5	91.5	91.9	96.3	-1.3	-2.1	.4	4.8	-1.6	-3.2	-2.6	1.7	
2009	96.6	95.7	96.0	96.4	.3	-.9	.3	.4	3.3	4.6	4.5	.1	
2010	98.2	98.5	99.5	99.2	1.9	.3	1.0	-.3	1.7	2.9	3.6	2.9	
2011	97.7	99.3	98.2	99.2	-1.5	1.6	-1.1	1.0	-.5	.8	-1.3	.0	
2012	96.1	96.8	96.6	97.5	-3.1	.7	-.2	.9	-1.6	-2.5	-1.6	-1.7	
2013	96.3	96.2	95.6	96.4	-1.2	-.1	-.6	.8	.2	-.6	-1.0	-1.1	
2014	96.1	95.7	96.5	98.4	-.3	-.4	.8	2.0	-.2	-.5	.9	2.1	
2015	98.5	97.8	98.7	100.2	.1	-.7	.9	1.5	2.5	2.2	2.3	1.8	
2016	100.1	99.3	99.4	100.1	-.1	-.8	.1	.7	1.6	1.5	.7	-.1	
2017	99.2	99.5	101.1	101.6	-.9	.3	1.6	.5	-.9	.2	1.7	1.5	
2018	100.8	100.1	98.6	99.4	-.8	-.7	-1.5	.8	1.6	.6	-2.5	-2.2	
2019	98.9	98.6	99.0	99.4	-.5	-.3	.4	.4	-1.9	-1.5	.4	.0	
2020	99.5	101.3	100.9	101.7	.1	1.8	-.4	.8	.6	2.7	1.9	2.3	
2021	100.6	98.7	100.1	99.4	-1.1	-1.9	1.4	-.7	1.1	-2.6	-.8	-2.3	
2022	97.4	—	—	—	-2.0	—	—	—	-3.2	—	—	—	
Blue-collar occupations²													
2001	90.9	90.4	90.9	92.8	-.9	-.6	.6	2.1	-.5	-1.1	-1.0	1.2	
2002	92.8	93.0	93.1	94.4	.0	.2	.1	1.4	2.1	2.9	2.4	1.7	
2003	94.9	96.1	96.0	97.4	.5	1.3	-.1	1.5	2.3	3.3	3.1	3.2	
2004	100.7	100.7	101.4	101.5	3.4	.0	.7	.1	6.1	4.8	5.6	4.2	
2005	100.1	100.3	98.7	100.0	-1.4	.2	-1.6	1.3	-.6	-.4	-2.7	-1.5	
2006	97.9	97.2	97.5	98.3	-2.1	-.7	.3	.8	-2.2	-3.1	-1.2	-1.7	
Service-providing industries⁴													
2001	91.6	91.8	92.7	95.2	-.4	.2	1.0	2.7	.5	.4	1.3	3.5	
2002	95.1	95.6	96.1	96.9	-.1	.5	.5	.8	3.8	4.1	3.7	1.8	
2003	96.2	97.6	98.1	99.1	-.7	1.5	.5	1.0	1.2	2.1	2.1	2.3	
2004	99.1	99.4	100.1	100.7	.0	.3	.7	.6	3.0	1.8	2.0	1.6	
2005	99.8	100.0	98.6	100.0	-.9	.2	-1.4	1.4	.7	.6	-1.5	-.7	
2006	99.5	99.1	99.8	101.0	-.5	-.4	.7	1.2	-.3	-.9	1.2	1.0	
2007	99.3	98.9	99.5	99.3	-1.7	-.4	.6	-.2	-.2	-.2	-.3	-1.7	
2008	98.7	96.7	97.4	101.9	-.6	-2.0	.7	4.6	-.6	-2.2	-2.1	2.6	
2009	101.7	100.9	101.4	102.0	-.2	-.8	.5	.6	3.0	4.3	4.1	.1	
2010	102.6	103.4	103.8	103.7	.6	.8	.4	-.1	.9	2.5	2.4	1.7	

See footnotes at end of table.

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

(Not seasonally adjusted)

Bargaining status, census region and division, and metropolitan area status	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Service-providing industries⁴												
2011	102.8	102.7	102.6	103.6	-0.9	-0.1	-0.1	1.0	0.2	-0.7	-1.2	-0.1
2012	103.3	104.2	103.9	105.1	-.3	.9	-.3	1.2	.5	1.5	1.3	1.4
2013	104.8	105.3	105.2	105.7	-.3	.5	-.1	.5	1.5	1.1	1.3	.6
2014	105.0	105.9	106.6	108.9	-.7	.9	.7	2.2	.2	.6	1.3	3.0
2015	109.0	107.6	108.2	109.4	.1	-1.3	.6	1.1	3.8	1.6	1.5	.5
2016	109.6	108.3	108.6	108.5	.2	-1.2	.3	-.1	.6	.7	.4	-.8
2017	108.8	108.8	108.5	109.4	.3	.0	-.3	.8	-.7	.5	-.1	.8
2018	109.0	109.9	110.4	111.9	-.4	.8	.5	1.4	.2	1.0	1.8	2.3
2019	111.6	111.2	111.3	112.0	-.3	-.4	.1	.6	2.4	1.2	.8	.1
2020	112.2	113.6	113.1	113.5	.2	1.2	-.4	.4	.5	2.2	1.6	1.3
2021	112.6	110.4	110.3	109.4	-.8	-2.0	-.1	-.8	.4	-2.8	-2.5	-3.6
2022	107.1	—	—	—	-2.1	—	—	—	-4.9	—	—	—
Nonunion												
2001	95.5	95.4	96.2	97.7	.2	-.1	.8	1.6	1.3	.7	1.4	2.5
2002	97.6	98.0	97.9	98.3	-.1	.4	-.1	.4	2.2	2.7	1.8	.6
2003	98.0	99.1	99.3	100.2	-.3	1.1	.2	.9	.4	1.1	1.4	1.9
2004	99.8	99.5	100.3	100.5	-.4	-.3	.8	.2	1.8	.4	1.0	.3
2005	100.1	100.1	98.5	100.0	-.4	.0	-1.6	1.5	.3	.6	-1.8	-.5
2006	99.3	98.6	99.5	100.6	-.7	-.7	.9	1.1	-.8	-1.5	1.0	.6
2007	99.8	99.2	99.9	99.8	-.8	-.6	.7	-.1	.5	.6	.4	-.8
2008	99.1	97.4	97.9	102.1	-.7	-1.7	.5	4.3	-.7	-1.8	-2.0	2.3
2009	101.2	100.0	100.2	100.3	-.9	-1.2	.2	.1	2.1	2.7	2.3	-1.8
2010	100.2	100.6	100.7	100.7	-.1	.4	.1	.0	-1.0	.6	.5	.4
2011	99.5	99.2	99.1	99.9	-1.2	-.3	-.1	.8	-.7	-1.4	-1.6	-.8
2012	99.0	99.5	98.9	99.9	-.9	.5	-.6	1.0	-.5	.3	-.2	.0
2013	99.2	99.5	99.6	100.5	-.7	.3	.1	.9	.2	.0	.7	.6
2014	99.4	99.4	100.2	101.8	-1.1	.0	.8	1.6	.2	-.1	.6	1.3
2015	102.1	101.2	102.1	103.0	.3	-.9	.9	.9	2.7	1.8	1.9	1.2
2016	103.1	102.6	102.9	103.2	.1	-.5	.3	.3	1.0	1.4	.8	.2
2017	103.1	103.3	103.2	103.7	-.1	.2	-.1	.5	.0	.7	.3	.5
2018	103.6	103.3	103.8	104.8	-.1	-.3	.5	1.0	.5	.0	.6	1.1
2019	104.4	104.3	104.8	105.2	-.4	-.1	.5	.4	.8	1.0	1.0	.4
2020	105.8	106.4	105.9	106.5	.6	.6	-.5	.6	1.3	2.0	1.0	1.2
2021	106.0	104.2	104.6	103.9	-.5	-1.7	.4	-.7	.2	-2.1	-1.2	-2.4
2022	102.5	—	—	—	-1.3	—	—	—	-3.3	—	—	—
Blue-collar occupations²												
2001	96.3	95.9	97.1	98.3	.1	-.4	1.3	1.2	1.0	.3	1.4	2.2
2002	98.2	98.4	98.5	98.9	-.1	.2	.1	.4	2.0	2.6	1.4	.6
2003	98.4	99.6	99.6	100.5	-.5	1.2	.0	.9	.2	1.2	1.1	1.6
2004	100.2	100.1	100.6	100.8	-.3	-.1	.5	.2	1.8	.5	1.0	.3
2005	100.2	100.2	98.6	100.0	-.6	.0	-1.6	1.4	.0	.1	-2.0	-.8
2006	99.3	98.5	99.3	100.4	-.7	-.8	.8	1.1	-.9	-1.7	.7	.4
Goods-producing industries³												
2001	94.6	94.5	95.0	96.6	.1	-.1	.5	1.7	1.2	.4	.8	2.2
2002	96.6	96.8	96.6	97.6	.0	.2	-.2	1.0	2.1	2.4	1.7	1.0
2003	97.4	98.5	98.4	99.2	-.2	1.1	-.1	.8	.8	1.8	1.9	1.6
2004	99.2	98.8	99.9	100.1	.0	-.4	1.1	.2	1.8	.3	1.5	.9

See footnotes at end of table.

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

(Not seasonally adjusted)

Bargaining status, census region and division, and metropolitan area status	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Goods-producing industries³													
2005	99.9	100.2	98.9	100.0	-0.2	0.3	-1.3	1.1	0.7	1.4	-1.0	-0.1	
2006	98.9	98.3	98.9	100.0	-1.1	-6	.6	1.1	-1.0	-1.9	.0	.0	
2007	99.0	98.4	99.0	98.7	-1.0	-6	.6	-3	.1	.1	.1	-1.3	
2008	98.2	96.4	96.8	100.8	-5	-1.8	.4	4.1	-8	-2.0	-2.2	2.1	
2009	99.8	98.5	98.5	98.6	-1.0	-1.3	.0	.1	1.6	2.2	1.8	-2.2	
2010	98.6	98.9	99.2	98.9	.0	.3	.3	-3	-1.2	.4	.7	.3	
2011	98.0	97.9	97.6	98.4	-9	-1	-3	.8	-6	-1.0	-1.6	-5	
2012	97.4	97.8	97.5	98.5	-1.0	.4	-3	1.0	-6	-1	-1	.1	
2013	97.9	98.1	98.3	99.0	-6	.2	.2	.7	.5	.3	.8	.5	
2014	98.2	97.9	98.6	100.3	-8	-3	.7	1.7	.3	-2	.3	1.3	
2015	100.4	100.0	100.8	101.9	.1	-4	.8	1.1	2.2	2.1	2.2	1.6	
2016	101.8	101.3	101.6	102.0	-1	-5	.3	.4	1.4	1.3	.8	.1	
2017	101.7	101.7	101.7	102.2	-3	.0	.0	.5	-1	.4	.1	.2	
2018	101.9	101.7	101.9	102.9	-3	-2	.2	1.0	.2	.0	.2	.7	
2019	102.7	102.7	103.2	103.7	-2	.0	.5	.5	.8	1.0	1.3	.8	
2020	103.9	104.8	104.0	104.5	.2	.9	-8	.5	1.2	2.0	.8	.8	
2021	103.5	102.1	102.0	101.2	-1.0	-1.4	-1	-8	-4	-2.6	-1.9	-3.2	
2022	99.7	—	—	—	-1.5	—	—	—	-3.7	—	—	—	
Manufacturing													
2001	94.4	94.3	94.6	96.2	.2	-1	.3	1.7	.9	.1	.5	2.1	
2002	96.5	96.7	96.5	97.3	.3	.2	-2	.8	2.2	2.5	2.0	1.1	
2003	97.4	98.5	98.3	99.1	.1	1.1	-2	.8	.9	1.9	1.9	1.8	
2004	99.1	98.8	99.9	99.9	.0	-3	1.1	.0	1.7	.3	1.6	.8	
2005	100.0	100.2	98.8	100.0	.1	.2	-1.4	1.2	.9	1.4	-1.1	.1	
2006	98.8	98.2	98.6	99.6	-1.2	-6	.4	1.0	-1.2	-2.0	-2	-4	
2007	98.5	97.9	98.3	98.0	-1.1	-6	.4	-3	-3	-3	-3	-1.6	
2008	97.4	95.5	95.9	100.0	-6	-2.0	.4	4.3	-1.1	-2.5	-2.4	2.0	
2009	99.1	97.9	97.8	97.9	-9	-1.2	-1	.1	1.7	2.5	2.0	-2.1	
2010	98.1	98.6	99.0	98.8	.2	.5	.4	-2	-1.0	.7	1.2	.9	
2011	98.3	98.1	97.8	98.6	-5	-2	-3	.8	.2	-5	-1.2	-2	
2012	97.7	98.1	97.8	98.8	-9	.4	-3	1.0	-6	.0	.0	.2	
2013	98.3	98.6	98.8	99.5	-5	.3	.2	.7	.6	.5	1.0	.7	
2014	99.0	98.7	99.3	101.0	-5	-3	.6	1.7	.7	.1	.5	1.5	
2015	101.4	101.1	101.7	102.8	.4	-3	.6	1.1	2.4	2.4	2.4	1.8	
2016	102.8	102.3	102.7	103.0	.0	-5	.4	.3	1.4	1.2	1.0	.2	
2017	102.8	102.9	102.8	103.4	-2	.1	-1	.6	.0	.6	.1	.4	
2018	103.0	102.7	102.9	104.0	-4	-3	.2	1.1	.2	-2	.1	.6	
2019	103.9	103.8	104.1	104.6	-1	-1	.3	.5	.9	1.1	1.2	.6	
2020	104.9	105.6	104.9	105.4	.3	.7	-7	.5	1.0	1.7	.8	.8	
2021	104.4	102.9	102.9	101.9	-9	-1.4	.0	-1.0	-5	-2.6	-1.9	-3.3	
2022	100.8	—	—	—	-1.1	—	—	—	-3.4	—	—	—	
Blue-collar occupations²													
2001	95.7	95.2	95.9	97.6	-1	-5	.7	1.8	.5	-2	.6	1.9	
2002	97.7	97.9	97.6	98.5	.1	.2	-3	.9	2.1	2.8	1.8	.9	
2003	98.4	99.3	99.5	100.3	-1	.9	.2	.8	.7	1.4	1.9	1.8	
2004	100.3	99.8	100.9	101.1	.0	-5	1.1	.2	1.9	.5	1.4	.8	
2005	100.6	100.5	98.7	100.0	-5	-1	-1.8	1.3	.3	.7	-2.2	-1.1	

See footnotes at end of table.

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

(Not seasonally adjusted)

Bargaining status, census region and division, and metropolitan area status	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Blue-collar occupations²													
2006	99.2	98.3	99.0	100.1	-0.8	-0.9	0.7	1.1	-1.4	-2.2	0.3	0.1	
Service-providing industries⁴													
2001	95.7	95.7	96.6	98.1	.2	.0	.9	1.6	1.3	.9	1.6	2.7	
2002	97.9	98.4	98.2	98.5	-.2	.5	-.2	.3	2.3	2.8	1.7	.4	
2003	98.2	99.3	99.6	100.5	-.3	1.1	.3	.9	.3	.9	1.4	2.0	
2004	99.9	99.7	100.4	100.6	-.6	-.2	.7	.2	1.7	.4	.8	.1	
2005	100.1	100.1	98.4	100.0	-.5	.0	-1.7	1.6	.2	.4	-2.0	-.6	
2006	99.5	98.7	99.6	100.8	-.5	-.8	.9	1.2	-.6	-1.4	1.2	.8	
2007	100.0	99.4	100.2	100.1	-.8	-.6	.8	-.1	.5	.7	.6	-.7	
2008	99.3	97.6	98.2	102.4	-.8	-1.7	.6	4.3	-.7	-1.8	-2.0	2.3	
2009	101.6	100.4	100.6	100.8	-.8	-1.2	.2	.2	2.3	2.9	2.4	-1.6	
2010	100.7	101.0	101.2	101.2	-.1	.3	.2	.0	-.9	.6	.6	.4	
2011	99.9	99.6	99.4	100.3	-1.3	-.3	-.2	.9	-.8	-1.4	-1.8	-.9	
2012	99.4	99.9	99.3	100.3	-.9	.5	-.6	1.0	-.5	.3	-.1	.0	
2013	99.6	99.9	100.0	100.9	-.7	.3	.1	.9	.2	.0	.7	.6	
2014	99.8	99.8	100.6	102.3	-1.1	.0	.8	1.7	.2	-.1	.6	1.4	
2015	102.6	101.6	102.5	103.3	.3	-1.0	.9	.8	2.8	1.8	1.9	1.0	
2016	103.5	103.0	103.3	103.6	.2	-.5	.3	.3	.9	1.4	.8	.3	
2017	103.5	103.8	103.7	104.1	-.1	.3	-.1	.4	.0	.8	.4	.5	
2018	104.1	103.7	104.3	105.2	.0	-.4	.6	.9	.6	-.1	.6	1.1	
2019	104.9	104.8	105.3	105.6	-.3	-.1	.5	.3	.8	1.1	1.0	.4	
2020	106.3	106.8	106.4	107.0	.7	.5	-.4	.6	1.3	1.9	1.0	1.3	
2021	106.7	104.7	105.3	104.6	-.3	-1.9	.6	-.7	.4	-2.0	-1.0	-2.2	
2022	103.2	—	—	—	-1.3	—	—	—	-3.3	—	—	—	
Census region and division⁵													
Northeast													
2001	95.9	96.2	97.3	98.4	-.4	.3	1.1	1.1	.8	.6	1.4	2.2	
2002	98.0	98.5	98.0	98.5	-.4	.5	-.5	.5	2.2	2.4	.7	.1	
2003	98.1	99.2	99.0	99.6	-.4	1.1	-.2	.6	.1	.7	1.0	1.1	
2004	99.2	99.2	100.0	100.0	-.4	.1	.8	.0	1.1	.1	1.0	.4	
2005	99.0	99.8	98.3	100.0	-1.0	.8	-1.5	1.7	-.2	.6	-1.7	.0	
2006	99.1	98.1	99.0	100.3	-.9	-1.0	.9	1.3	.1	-1.7	.7	.3	
2007	99.6	99.1	100.2	99.9	-.7	-.5	1.1	-.3	.5	1.0	1.2	-.4	
2008	99.0	97.1	97.6	101.6	-.9	-1.9	.5	4.1	-.6	-2.0	-2.6	1.7	
2009	101.0	100.2	100.1	100.2	-.6	-.8	-.1	.1	2.0	3.2	2.6	-1.4	
2010	100.2	100.7	101.0	100.9	.0	.5	.3	-.1	-.8	.5	.9	.7	
2011	100.0	99.7	99.4	100.2	-.9	-.3	-.3	.8	-.2	-1.0	-1.6	-.7	
2012	99.3	99.8	99.3	99.9	-.9	.5	-.5	.6	-.7	.1	-.1	-.3	
2013	99.7	100.3	100.0	100.6	-.2	.6	-.3	.6	.4	.5	.7	.7	
2014	99.8	100.4	101.3	102.8	-.8	.6	.9	1.5	.1	.1	1.3	2.2	
2015	104.1	102.4	103.4	104.3	1.3	-1.6	1.0	.9	4.3	2.0	2.1	1.5	
2016	105.2	104.4	104.6	104.9	.9	-.8	.2	.3	1.1	2.0	1.2	.6	
2017	105.3	105.7	105.6	105.8	.4	.4	-.1	.2	.1	1.2	1.0	.9	
2018	106.1	105.9	106.5	107.6	.3	-.2	.6	1.0	.8	.2	.9	1.7	
2019	107.7	107.6	108.1	108.7	.1	-.1	.5	.6	1.5	1.6	1.5	1.0	
2020	108.7	109.5	109.2	109.7	.0	.7	-.3	.5	.9	1.8	1.0	.9	

See footnotes at end of table.

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

(Not seasonally adjusted)

Bargaining status, census region and division, and metropolitan area status	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Census region and division⁵													
Northeast													
2021	109.8	107.5	108.3	107.7	0.1	-2.1	0.7	-0.6	1.0	-1.8	-0.8	-1.8	
2022	106.6	—	—	—	-1.0	—	—	—	-2.9	—	—	—	
New England													
2006	98.9	97.8	98.7	100.1	-1.1	-1.1	.9	1.4	—	—	—	.1	
2007	99.2	98.8	99.5	99.2	-.9	-.4	.7	-.3	.3	1.0	.8	-.9	
2008	98.2	96.2	96.7	101.7	-1.0	-2.0	.5	5.2	-1.0	-2.6	-2.8	2.5	
2009	101.0	100.2	100.5	100.7	-.7	-.8	.3	.2	2.9	4.2	3.9	-1.0	
2010	100.6	101.1	101.2	101.4	-.1	.5	.1	.2	-4.4	.9	.7	.7	
2011	100.3	100.4	99.8	100.4	-1.1	.1	-.6	.6	-.3	-.7	-1.4	-1.0	
2012	99.6	100.1	99.7	100.5	-.8	.5	-.4	.8	-.7	-.3	-.1	.1	
2013	99.9	100.8	100.7	101.9	-.6	.9	-.1	1.2	.3	.7	1.0	1.4	
2014	100.6	101.7	103.4	104.1	-1.3	1.1	1.7	.7	.7	.9	2.7	2.2	
2015	108.5	103.3	105.4	106.1	4.2	-4.8	2.0	.7	7.9	1.6	1.9	1.9	
2016	108.4	107.4	106.3	106.8	2.2	-.9	-1.0	.5	-.1	4.0	.9	.7	
2017	107.3	107.9	108.0	108.4	.5	.6	.1	.4	-1.0	.5	1.6	1.5	
2018	108.3	107.4	109.5	110.2	-.1	-.8	2.0	.6	.9	-.5	1.4	1.7	
2019	110.0	109.8	110.7	111.3	-.2	-.2	.8	.5	1.6	2.2	1.1	1.0	
2020	111.2	111.9	111.8	112.0	-.1	.6	-.1	.2	1.1	1.9	1.0	.6	
2021	111.9	110.4	111.0	110.4	-.1	-1.3	.5	-.5	.6	-1.3	-.7	-1.4	
2022	109.6	—	—	—	-.7	—	—	—	-2.1	—	—	—	
Middle Atlantic													
2006	99.1	98.3	99.2	100.4	-.9	-.8	.9	1.2	—	—	—	.4	
2007	99.7	99.3	100.5	100.2	-.7	-.4	1.2	-.3	.6	1.0	1.3	-.2	
2008	99.3	97.5	97.9	101.6	-.9	-1.8	.4	3.8	-.4	-1.8	-2.6	1.4	
2009	101.0	100.2	99.9	100.1	-.6	-.8	-.3	.2	1.7	2.8	2.0	-1.5	
2010	100.0	100.6	100.9	100.8	-.1	.6	.3	-.1	-1.0	.4	1.0	.7	
2011	99.9	99.5	99.2	100.2	-.9	-.4	-.3	1.0	-.1	-1.1	-1.7	-.6	
2012	99.2	99.8	99.2	99.7	-1.0	.6	-.6	.5	-.7	.3	.0	-.5	
2013	99.7	100.1	99.8	100.2	.0	.4	-.3	.4	.5	.3	.6	.5	
2014	99.5	99.9	100.6	102.3	-.7	.4	.7	1.7	-.2	-.2	.8	2.1	
2015	102.5	102.1	102.6	103.6	.2	-.4	.5	1.0	3.0	2.2	2.0	1.3	
2016	104.0	103.4	104.0	104.2	.4	-.6	.6	.2	1.5	1.3	1.4	.6	
2017	104.5	104.9	104.7	104.9	.3	.4	-.2	.2	.5	1.5	.7	.7	
2018	105.2	105.3	105.4	106.6	.3	.1	.1	1.1	.7	.4	.7	1.6	
2019	106.9	106.8	107.2	107.8	.3	-.1	.4	.6	1.6	1.4	1.7	1.1	
2020	107.8	108.6	108.3	108.9	.0	.7	-.3	.6	.8	1.7	1.0	1.0	
2021	109.0	106.5	107.3	106.7	.1	-2.3	.8	-.6	1.1	-1.9	-.9	-2.0	
2022	105.6	—	—	—	-1.0	—	—	—	-3.1	—	—	—	
South													
2001	96.3	96.3	97.2	99.0	.3	.0	1.0	1.8	1.6	.9	1.8	3.0	
2002	98.9	99.2	99.6	99.3	-.1	.3	.4	-.3	2.7	3.0	2.4	.3	
2003	98.5	99.4	99.8	100.5	-.8	1.0	.4	.7	-.4	.2	.2	1.2	
2004	100.6	100.0	100.9	101.4	.1	-.6	.9	.5	2.1	.6	1.1	.9	
2005	101.1	100.5	98.7	100.0	-.3	-.5	-1.8	1.3	.5	.5	-2.2	-1.4	

See footnotes at end of table.

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

(Not seasonally adjusted)

Bargaining status, census region and division, and metropolitan area status	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
South												
2006	99.6	98.4	99.8	101.0	-0.4	-1.2	1.4	1.2	-1.5	-2.1	1.1	1.0
2007	100.2	99.3	100.0	99.7	-8	-9	.7	-3	.6	.9	.2	-1.3
2008	99.2	97.2	97.6	102.1	-5	-2.0	.4	4.6	-1.0	-2.1	-2.4	2.4
2009	101.3	99.9	100.6	100.5	-8	-1.4	.7	-1	2.1	2.8	3.1	-1.6
2010	100.3	100.8	100.9	100.9	-2	.5	.1	.0	-1.0	.9	.3	.4
2011	99.2	99.0	98.9	99.6	-1.7	-.2	-.1	.7	-1.1	-1.8	-2.0	-1.3
2012	98.8	99.6	99.0	100.3	-8	.8	-.6	1.3	-.4	.6	.1	.7
2013	99.5	99.8	99.9	100.5	-8	.3	.1	.6	.7	.2	.9	.2
2014	99.7	99.6	100.3	102.1	-8	-.1	.7	1.8	.2	-.2	.4	1.6
2015	102.1	101.5	102.3	103.2	.0	-.6	.8	.9	2.4	1.9	2.0	1.1
2016	102.9	102.4	102.5	102.4	-.3	-.5	.1	-.1	.8	.9	.2	-.8
2017	102.3	102.5	102.1	103.0	-.1	.2	-.4	.9	-.6	.1	-.4	.6
2018	102.6	102.5	103.0	104.0	-.4	-.1	.5	1.0	.3	.0	.9	1.0
2019	103.2	103.5	104.2	104.4	-8	.3	.7	.2	.6	1.0	1.2	.4
2020	104.8	106.2	105.2	105.6	.4	1.3	-.9	.4	1.6	2.6	1.0	1.1
2021	105.0	103.4	103.9	102.8	-.6	-1.5	.5	-1.1	.2	-2.6	-1.2	-2.7
2022	100.6	—	—	—	-2.1	—	—	—	-4.2	—	—	—
South Atlantic												
2006	99.8	98.7	100.1	101.3	-2	-1.1	1.4	1.2	—	—	—	1.3
2007	100.8	99.9	100.6	100.3	-5	-.9	.7	-3	1.0	1.2	.5	-1.0
2008	99.8	97.6	98.1	102.5	-5	-2.2	.5	4.5	-1.0	-2.3	-2.5	2.2
2009	101.8	100.6	101.3	101.2	-7	-1.2	.7	-.1	2.0	3.1	3.3	-1.3
2010	101.0	101.3	101.4	101.4	-2	.3	.1	.0	-.8	.7	.1	.2
2011	99.6	99.3	99.3	99.9	-1.8	-.3	.0	.6	-1.4	-2.0	-2.1	-1.5
2012	99.1	100.0	99.5	100.8	-8	.9	-.5	1.3	-.5	.7	.2	.9
2013	99.9	100.3	100.3	100.9	-9	.4	.0	.6	.8	.3	.8	.1
2014	100.2	100.2	100.8	102.7	-7	.0	.6	1.9	.3	-.1	.5	1.8
2015	102.9	102.1	103.2	104.0	.2	-.8	1.1	.8	2.7	1.9	2.4	1.3
2016	103.7	103.6	103.5	103.7	-.3	-.1	-.1	.2	.8	1.5	.3	-.3
2017	103.6	103.9	103.4	104.5	-.1	.3	-.5	1.1	-.1	.3	-.1	.8
2018	104.1	104.1	104.6	105.8	-.4	.0	.5	1.1	.5	.2	1.2	1.2
2019	105.0	105.3	105.8	106.1	-8	.3	.5	.3	.9	1.2	1.1	.3
2020	106.2	107.9	106.9	107.5	.1	1.6	-.9	.6	1.1	2.5	1.0	1.3
2021	107.0	105.1	105.1	104.2	-.5	-1.8	.0	-.9	.8	-2.6	-1.7	-3.1
2022	101.9	—	—	—	-2.2	—	—	—	-4.8	—	—	—
East South Central												
2006	99.2	97.7	98.5	99.9	-8	-1.5	.8	1.4	—	—	—	-.1
2007	99.3	97.8	98.8	98.5	-.6	-1.5	1.0	-.3	.1	.1	.3	-1.4
2008	97.9	96.0	96.6	100.9	-.6	-1.9	.6	4.5	-1.4	-1.8	-2.2	2.4
2009	100.2	98.7	99.4	99.2	-7	-1.5	.7	-.2	2.3	2.8	2.9	-1.7
2010	99.0	99.7	99.7	99.2	-2	.7	.0	-.5	-1.2	1.0	.3	.0
2011	98.1	97.7	97.5	98.1	-1.1	-.4	-.2	.6	-.9	-2.0	-2.2	-1.1
2012	97.1	98.1	97.4	98.6	-1.0	1.0	-.7	1.2	-1.0	.4	-.1	.5
2013	97.9	97.8	98.0	98.6	-.7	-.1	.2	.6	.8	-.3	.6	.0
2014	97.8	97.4	97.9	99.7	-8	-.4	.5	1.8	-.1	-.4	-.1	1.1
2015	100.0	99.4	100.2	101.4	.3	-.6	.8	1.2	2.2	2.1	2.3	1.7
2016	101.3	101.4	101.6	101.8	-.1	.1	.2	.2	1.3	2.0	1.4	.4

See footnotes at end of table.

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

(Not seasonally adjusted)

Bargaining status, census region and division, and metropolitan area status	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
East South Central													
2017	101.8	101.7	102.1	102.4	0.0	-0.1	0.4	0.3	0.5	0.3	0.5	0.6	
2018	102.3	101.5	102.3	103.1	-1	-8	.8	.8	.5	-2	.2	.7	
2019	102.2	102.5	103.8	104.1	-9	.3	1.3	.3	-1	1.0	1.5	1.0	
2020	104.3	105.2	104.2	104.2	.2	.9	-1.0	.0	2.1	2.6	.4	.1	
2021	103.8	102.3	103.1	102.8	-4	-1.4	.8	-3	-5	-2.8	-1.1	-1.3	
2022	101.1	—	—	—	-1.7	—	—	—	-2.6	—	—	—	
West South Central													
2006	99.3	98.2	99.7	100.9	-7	-1.1	1.5	1.2	—	—	—	.9	
2007	99.6	98.7	99.5	99.2	-1.3	-9	.8	-3	.3	.5	-2	-1.7	
2008	98.7	96.9	97.1	101.8	-5	-1.8	.2	4.8	-9	-1.8	-2.4	2.6	
2009	100.9	99.4	100.0	99.7	-9	-1.5	.6	-3	2.2	2.6	3.0	-2.1	
2010	99.8	100.3	100.7	100.8	.1	.5	.4	.1	-1.1	.9	.7	1.1	
2011	99.1	99.2	98.9	99.6	-1.7	.1	-3	.7	-7	-1.1	-1.8	-1.2	
2012	98.9	99.5	98.8	100.2	-7	.6	-7	1.4	-2	.3	-1	.6	
2013	99.4	99.9	99.9	100.6	-8	.5	.0	.7	.5	.4	1.1	.4	
2014	99.4	99.6	100.4	102.0	-1.2	.2	.8	1.6	.0	-3	.5	1.4	
2015	101.6	101.3	101.8	102.4	-4	-3	.5	.6	2.2	1.7	1.4	.4	
2016	102.1	100.7	101.2	100.5	-3	-1.4	.5	-7	.5	-6	-6	-1.9	
2017	100.1	100.3	99.9	100.8	-4	.2	-4	.9	-2.0	-4	-1.3	.3	
2018	100.3	100.1	100.6	101.4	-5	-2	.5	.8	.2	-2	.7	.6	
2019	100.6	101.0	101.5	101.7	-8	.4	.5	.2	.3	.9	.9	.3	
2020	102.4	103.6	102.6	103.0	.7	1.2	-1.0	.4	1.8	2.6	1.1	1.3	
2021	102.0	100.9	102.1	100.6	-1.0	-1.1	1.2	-1.5	-4	-2.6	-5	-2.3	
2022	98.3	—	—	—	-2.3	—	—	—	-3.6	—	—	—	
Midwest													
2001	93.7	93.2	93.6	95.7	.3	-5	.4	2.2	1.4	1.2	.7	2.5	
2002	96.2	96.0	95.8	96.7	.5	-2	-2	1.0	2.6	3.0	2.4	1.1	
2003	97.9	98.8	98.9	100.0	1.2	.9	.1	1.1	1.7	2.9	3.2	3.4	
2004	99.6	99.2	99.8	100.0	-4	-4	.6	.2	1.7	.4	.9	.0	
2005	99.6	99.4	98.0	100.0	-4	-2	-1.4	2.0	.0	.2	-1.8	.0	
2006	99.5	99.4	100.2	101.1	-5	-1	.8	.9	-1	.0	2.2	1.1	
2007	99.8	99.1	99.4	99.7	-1.3	-7	.3	.3	.3	-3	-8	-1.4	
2008	98.7	97.1	97.4	102.2	-1.0	-1.6	.3	4.9	-1.1	-2.0	-2.0	2.5	
2009	101.3	99.8	100.0	100.2	-9	-1.5	.2	.2	2.6	2.8	2.7	-2.0	
2010	100.5	100.8	100.8	100.8	.3	.3	.0	.0	-8	1.0	.8	.6	
2011	100.0	99.5	99.3	100.4	-8	-5	-2	1.1	-5	-1.3	-1.5	-4	
2012	99.4	99.9	99.2	100.4	-1.0	.5	-7	1.2	-6	.4	-1	.0	
2013	99.4	99.1	99.7	101.0	-1.0	-3	.6	1.3	.0	-8	.5	.6	
2014	99.6	99.6	100.3	102.4	-1.4	.0	.7	2.1	.2	.5	.6	1.4	
2015	102.8	101.9	102.9	104.3	.4	-9	1.0	1.4	3.2	2.3	2.6	1.9	
2016	104.2	103.7	104.5	105.2	-1	-5	.8	.7	1.4	1.8	1.6	.9	
2017	105.1	105.2	105.1	105.7	-1	.1	-1	.6	.9	1.4	.6	.5	
2018	105.7	105.2	106.0	107.5	.0	-5	.8	1.4	.6	.0	.9	1.7	
2019	107.0	106.8	107.2	107.8	-5	-2	.4	.6	1.2	1.5	1.1	.3	
2020	109.0	109.1	108.4	109.3	1.1	.1	-6	.8	1.9	2.2	1.1	1.4	
2021	108.4	106.3	106.4	106.3	-8	-1.9	.1	-1	-6	-2.6	-1.8	-2.7	
2022	105.0	—	—	—	-1.2	—	—	—	-3.1	—	—	—	

See footnotes at end of table.

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

(Not seasonally adjusted)

Bargaining status, census region and division, and metropolitan area status	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
East North Central													
2006	99.5	99.4	100.1	101.1	-0.5	-0.1	0.7	1.0	—	—	—	—	1.1
2007	99.7	99.1	99.2	99.5	-1.4	-.6	.1	.3	0.2	-0.3	-0.9	-1.6	
2008	98.3	96.7	96.9	101.7	-1.2	-1.6	.2	5.0	-1.4	-2.4	-2.3	-2.2	
2009	100.5	99.1	99.2	99.4	-1.2	-1.4	.1	.2	2.2	2.5	2.4	-2.3	
2010	99.9	100.2	100.2	100.2	.5	.3	.0	.0	-6	1.1	1.0	.8	
2011	99.4	99.0	98.9	99.8	-.8	-.4	-.1	.9	-.5	-1.2	-1.3	-.4	
2012	98.7	99.2	98.3	99.4	-1.1	.5	-.9	1.1	-.7	.2	-.6	-.4	
2013	98.5	98.3	98.9	100.1	-.9	-.2	.6	1.2	-.2	-.9	.6	.7	
2014	98.7	98.7	99.3	101.4	-1.4	.0	.6	2.1	.2	.4	.4	1.3	
2015	102.0	101.1	101.8	103.2	.6	-.9	.7	1.4	3.3	2.4	2.5	1.8	
2016	103.0	102.4	103.0	103.8	-.2	-.6	.6	.8	1.0	1.3	1.2	.6	
2017	103.8	104.0	103.9	104.5	.0	.2	-.1	.6	.8	1.6	.9	.7	
2018	104.6	103.9	104.8	106.4	.1	-.7	.9	1.5	.8	-.1	.9	1.8	
2019	105.9	105.7	106.0	106.6	-.5	-.2	.3	.6	1.2	1.7	1.1	.2	
2020	108.2	107.9	107.2	108.1	1.5	-.3	-.6	.8	2.2	2.1	1.1	1.4	
2021	107.2	105.1	105.3	105.1	-.8	-2.0	.2	-.2	-.9	-2.6	-1.8	-2.8	
2022	103.8	—	—	—	-1.2	—	—	—	-3.2	—	—	—	
West North Central													
2006	99.4	99.2	100.2	101.0	-.6	-.2	1.0	.8	—	—	—	1.0	
2007	100.0	99.3	100.0	100.3	-1.0	-.7	.7	.3	.6	.1	-.2	-.7	
2008	99.9	98.4	98.6	103.6	-.4	-1.5	.2	5.1	-.1	-.9	-1.4	3.3	
2009	103.2	101.8	102.1	102.1	-.4	-1.4	.3	.0	3.3	3.5	3.5	-1.4	
2010	102.1	102.2	102.5	102.6	.0	.1	.3	.1	-1.1	.4	.4	.5	
2011	101.5	100.9	100.6	101.9	-1.1	-.6	-.3	1.3	-.6	-1.3	-1.9	-.7	
2012	101.3	101.8	101.4	102.8	-.6	.5	-.4	1.4	-.2	-.9	.8	.9	
2013	101.8	101.2	101.9	103.5	-1.0	-.6	.7	1.6	.5	-.6	.5	.7	
2014	101.8	102.0	102.8	105.0	-1.6	.2	.8	2.1	.0	.8	.9	1.4	
2015	104.9	104.0	105.6	107.2	-.1	-.9	1.5	1.5	3.0	2.0	2.7	2.1	
2016	107.1	106.9	108.0	108.6	-.1	-.2	1.0	.6	2.1	2.8	2.3	1.3	
2017	108.5	108.0	108.1	108.7	-.1	-.5	.1	.6	1.3	1.0	.1	.1	
2018	108.5	108.3	108.9	110.3	-.2	-.2	.6	1.3	.0	.3	.7	1.5	
2019	109.4	109.5	110.2	110.7	-.8	.1	.6	.5	.8	1.1	1.2	.4	
2020	111.1	112.0	111.4	112.3	.4	.8	-.5	.8	1.6	2.3	1.1	1.4	
2021	111.4	109.3	109.3	109.3	-.8	-1.9	.0	.0	.3	-2.4	-1.9	-2.7	
2022	107.8	—	—	—	-1.4	—	—	—	-3.2	—	—	—	
West													
2001	93.3	93.4	94.1	95.7	.0	.1	.8	1.7	.6	.0	1.0	2.6	
2002	95.0	95.9	95.9	96.7	-.7	1.0	.0	.9	1.8	2.7	2.0	1.1	
2003	95.9	97.8	98.4	99.6	-.8	2.0	.6	1.2	1.0	2.0	2.6	2.9	
2004	99.1	99.4	100.0	100.3	-.5	.3	.6	.3	3.4	1.7	1.6	.7	
2005	99.8	100.3	98.8	100.0	-.5	.5	-1.5	1.2	.7	.9	-1.2	-.3	
2006	98.8	98.7	98.7	99.9	-1.2	-.1	.0	1.2	-1.0	-1.6	-.1	-.1	
2007	98.9	98.6	99.3	99.2	-1.0	-.3	.7	-.1	.1	-.1	.6	-.7	
2008	98.6	97.2	98.4	101.9	-.6	-1.4	1.2	3.6	-.3	-1.4	-.9	2.7	
2009	101.1	100.1	100.1	100.9	-.8	-1.0	.0	.8	2.5	3.0	1.7	-1.0	
2010	100.8	101.1	101.4	101.3	-.1	.3	.3	-.1	-.3	1.0	1.3	.4	
2011	100.2	100.2	100.0	100.9	-1.1	.0	-.2	.9	-.6	-.9	-1.4	-.4	
2012	99.7	100.0	99.8	100.7	-1.2	.3	-.2	.9	-.5	-.2	-.2	-.2	

See footnotes at end of table.

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

(Not seasonally adjusted)

Bargaining status, census region and division, and metropolitan area status	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
West													
2013	99.9	100.3	100.6	101.3	-0.8	0.4	0.3	0.7	0.2	0.3	0.8	0.6	
2014	100.5	100.1	100.8	102.5	-8	-4	.7	1.7	.6	-2	.2	1.2	
2015	101.9	101.3	102.0	103.0	-6	-6	.7	1.0	1.4	1.2	1.2	.5	
2016	102.8	102.5	102.6	103.1	-2	-3	.1	.5	.9	1.2	.6	.1	
2017	102.7	102.9	103.2	103.3	-4	.2	.3	.1	-1	.4	.6	.2	
2018	103.1	102.9	103.0	103.4	-2	-2	.1	.4	.4	.0	-2	.1	
2019	103.6	102.9	103.2	103.4	.2	-7	.3	.2	.5	.0	.2	.0	
2020	104.3	104.4	104.5	104.9	.9	.1	.1	.4	.7	1.5	1.3	1.5	
2021	104.6	102.9	103.1	102.2	-3	-1.6	.2	-9	.3	-1.4	-1.3	-2.6	
2022	101.1	—	—	—	-1.1	—	—	—	-3.3	—	—	—	
Mountain													
2006	99.2	98.7	98.9	100.0	-8	-5	.2	1.1	—	—	—	.0	
2007	99.8	98.9	100.2	100.1	-2	-9	1.3	-1	.6	.2	1.3	.1	
2008	99.2	98.1	99.3	102.8	-9	-1.1	1.2	3.5	-6	-8	-9	2.7	
2009	101.7	100.6	100.7	101.2	-1.1	-1.1	.1	.5	2.5	2.5	1.4	-1.6	
2010	100.8	101.6	102.1	101.5	-4	.8	.5	-6	-9	1.0	1.4	.3	
2011	100.1	99.9	100.2	101.1	-1.4	-2	.3	.9	-7	-1.7	-1.9	-4	
2012	99.5	99.7	99.5	99.7	-1.6	.2	-2	.2	-6	-2	-7	-1.4	
2013	99.0	100.0	100.1	101.0	-7	1.0	.1	.9	-5	.3	.6	1.3	
2014	99.9	99.2	99.3	100.9	-1.1	-7	.1	1.6	.9	-8	-8	-1	
2015	100.8	100.3	101.0	101.9	-1	-5	.7	.9	.9	1.1	1.7	1.0	
2016	101.1	101.1	101.0	101.3	-8	.0	-1	.3	.3	.8	.0	-6	
2017	100.8	101.1	100.9	101.0	-5	.3	-2	.1	-3	.0	-1	-3	
2018	100.9	100.5	100.5	101.1	-1	-4	.0	.6	.1	-6	-4	.1	
2019	101.2	100.9	101.3	101.2	.1	-3	.4	-1	.3	.4	.8	.1	
2020	101.8	102.5	102.3	102.7	.6	.7	-2	.4	.6	1.6	1.0	1.5	
2021	102.5	101.2	101.3	100.9	-2	-1.3	.1	-4	.7	-1.3	-1.0	-1.8	
2022	99.8	—	—	—	-1.1	—	—	—	-2.6	—	—	—	
Pacific													
2006	98.6	98.7	98.6	99.9	-1.4	.1	-1	1.3	—	—	—	-1	
2007	98.5	98.5	99.0	98.8	-1.4	.0	.5	-2	-1	-2	.4	-1.1	
2008	98.4	96.9	98.1	101.6	-4	-1.5	1.2	3.6	-1	-1.6	-9	2.8	
2009	100.9	99.9	99.9	100.8	-7	-1.0	.0	.9	2.5	3.1	1.8	-8	
2010	100.9	100.9	101.2	101.2	.1	.0	.3	.0	.0	1.0	1.3	.4	
2011	100.3	100.4	100.0	100.9	-9	.1	-4	.9	-6	-5	-1.2	-3	
2012	99.9	100.2	100.0	101.2	-1.0	.3	-2	1.2	-4	-2	.0	.3	
2013	100.3	100.5	100.8	101.5	-9	.2	.3	.7	.4	.3	.8	.3	
2014	100.8	100.5	101.4	103.2	-7	-3	.9	1.8	.5	.0	.6	1.7	
2015	102.4	101.8	102.5	103.5	-8	-6	.7	1.0	1.6	1.3	1.1	.3	
2016	103.6	103.1	103.4	103.9	.1	-5	.3	.5	1.2	1.3	.9	.4	
2017	103.5	103.7	104.2	104.3	-4	.2	.5	.1	-1	.6	.8	.4	
2018	104.1	104.0	104.1	104.4	-2	-1	.1	.3	.6	.3	-1	.1	
2019	104.6	103.9	104.1	104.4	.2	-7	.2	.3	.5	-1	.0	.0	
2020	105.3	105.2	105.4	105.9	.9	-1	.2	.5	.7	1.3	1.2	1.4	
2021	105.5	103.7	104.0	102.9	-4	-1.7	.3	-1.1	.2	-1.4	-1.3	-2.8	
2022	101.8	—	—	—	-1.1	—	—	—	-3.5	—	—	—	

See footnotes at end of table.

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

(Not seasonally adjusted)

Bargaining status, census region and division, and metropolitan area status	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Metropolitan area status													
Metropolitan areas													
2006	99.3	98.7	99.4	100.6	-0.7	-0.6	0.7	1.2	—	—	—	—	0.6
2007	99.6	99.0	99.7	99.6	-1.0	-.6	.7	-.1	0.3	0.3	0.3	0.3	-1.0
2008	98.8	97.1	97.7	—	-.8	-1.7	.6	—	-.8	-1.9	-2.0	—	—
Nonmetropolitan areas													
2006	99.3	98.4	99.5	100.7	-.7	-.9	1.1	1.2	—	—	—	—	.7
2007	99.8	99.2	99.9	99.8	-.9	-.6	.7	-.1	.5	.8	.4	—	-.9
2008	99.1	97.5	98.1	—	-.7	-1.6	.6	—	-.7	-1.7	-1.8	—	—

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

² Includes the following occupational groups: farming, fishing, and forestry; construction and extraction; installation, maintenance, and repair; production; and transportation and material moving.

³ Includes mining, construction, and manufacturing.

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

⁵ The census divisions are defined as follows: New England: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island and Vermont; Middle Atlantic: New Jersey, New York, and Pennsylvania; South Atlantic: Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, and West Virginia; East South Central: Alabama, Kentucky, Mississippi, and Tennessee; West South Central: Arkansas, Louisiana, Oklahoma, and Texas; East North Central: Illinois, Indiana, Michigan, Ohio, and Wisconsin; West North Central: Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota; Mountain: Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming; and Pacific: Alaska, California, Hawaii, Oregon, and Washington.

NOTE: The indexes for these series are not strictly comparable to those for the aggregate, occupation, and industry series. Dashes indicate data not available.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
State and local government workers													
All workers													
2001	93.4	92.9	94.7	96.0	-0.3	-0.5	1.9	1.4	0.4	0.3	1.7	2.5	
2002	95.4	95.2	96.7	97.6	-6	-2	1.6	.9	2.1	2.5	2.1	1.7	
2003	96.6	97.2	98.1	99.1	-1.0	.6	.9	1.0	1.3	2.1	1.4	1.5	
2004	98.2	97.4	98.9	99.3	-9	-8	1.5	.4	1.7	.2	.8	.2	
2005	98.7	98.4	98.1	100.0	-6	-3	-3	1.9	.5	1.0	-8	.7	
2006	98.9	97.9	100.1	101.5	-1.1	-1.0	2.2	1.4	.2	-5	2.0	1.5	
2007	100.7	99.8	101.6	101.6	-8	-9	1.8	.0	1.8	1.9	1.5	.1	
2008	100.3	98.4	100.1	104.5	-1.3	-1.9	1.7	4.4	-4	-1.4	-1.5	2.9	
2009	103.9	102.9	103.8	104.0	-6	-1.0	.9	.2	3.6	4.6	3.7	-5	
2010	103.5	103.6	104.4	104.3	-5	.1	.8	-1	-4	.7	.6	.3	
2011	102.7	101.8	102.0	102.6	-1.5	-9	.2	.6	-8	-1.7	-2.3	-1.6	
2012	101.5	101.7	101.8	102.8	-1.1	.2	.1	1.0	-1.2	-1	-2	.2	
2013	101.9	101.7	102.3	103.2	-9	-2	.6	.9	.4	.0	.5	.4	
2014	102.3	101.6	102.7	104.5	-9	-7	1.1	1.8	.4	-1	.4	1.3	
2015	104.5	103.8	105.1	106.3	.0	-7	1.3	1.1	2.2	2.2	2.3	1.7	
2016	106.1	105.1	106.2	106.7	-2	-9	1.0	.5	1.5	1.3	1.0	.4	
2017	106.3	106.0	106.4	107.1	-4	-3	.4	.7	.2	.9	.2	.4	
2018	106.2	105.5	106.7	107.9	-8	-7	1.1	1.1	-1	-5	.3	.7	
2019	107.3	106.8	108.0	108.5	-6	-5	1.1	.5	1.0	1.2	1.2	.6	
2020	108.7	109.1	109.1	109.5	.2	.4	.0	.4	1.3	2.2	1.0	.9	
2021	108.0	105.6	105.9	104.9	-1.4	-2.2	.3	-9	-6	-3.2	-2.9	-4.2	
2022	102.7	-	-	-	-2.1	-	-	-	-4.9	-	-	-	
Occupational group													
White-collar occupations²													
2001	93.7	93.3	95.2	96.4	-5	-4	2.0	1.3	.2	.3	1.6	2.3	
2002	95.8	95.5	97.1	98.0	-6	-3	1.7	.9	2.2	2.4	2.0	1.7	
2003	96.9	97.5	98.4	99.4	-1.1	.6	.9	1.0	1.1	2.1	1.3	1.4	
2004	98.5	97.6	99.0	99.5	-9	-9	1.4	.5	1.7	.1	.6	.1	
2005	98.8	98.5	98.0	100.0	-7	-3	-5	2.0	.3	.9	-1.0	.5	
2006	98.9	97.9	100.2	101.4	-1.1	-1.0	2.3	1.2	.1	-6	2.2	1.4	
Management, professional, and related													
2001	93.9	93.5	95.5	96.7	-5	-4	2.1	1.3	.2	.3	1.7	2.4	
2002	96.0	95.6	97.3	98.2	-7	-4	1.8	.9	2.2	2.2	1.9	1.6	
2003	97.0	97.6	98.4	99.4	-1.2	.6	.8	1.0	1.0	2.1	1.1	1.2	
2004	98.5	97.6	99.0	99.4	-9	-9	1.4	.4	1.5	.0	.6	.0	
2005	98.7	98.4	98.0	100.0	-7	-3	-4	2.0	.2	.8	-1.0	.6	
2006	98.8	97.8	100.2	101.4	-1.2	-1.0	2.5	1.2	.1	-6	2.2	1.4	
2007	100.5	99.6	101.5	101.4	-9	-9	1.9	-1	1.7	1.8	1.3	.0	
2008	100.3	98.3	100.1	104.4	-1.1	-2.0	1.8	4.3	-2	-1.3	-1.4	3.0	
2009	103.7	102.6	103.6	103.7	-7	-1.1	1.0	.1	3.4	4.4	3.5	-7	
2010	103.1	103.1	103.9	103.7	-6	.0	.8	-2	-6	.5	.3	.0	
2011	102.1	101.1	101.4	102.0	-1.5	-1.0	.3	.6	-1.0	-1.9	-2.4	-1.6	
2012	100.9	101.1	101.2	102.1	-1.1	.2	.1	.9	-1.2	.0	-2	.1	
2013	101.2	101.0	101.5	102.4	-9	-2	.5	.9	.3	-1	.3	.3	
2014	101.4	100.8	101.9	103.7	-1.0	-6	1.1	1.8	.2	-2	.4	1.3	
2015	103.6	102.9	104.2	105.5	-1	-7	1.3	1.2	2.2	2.1	2.3	1.7	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Management, professional, and related													
2016	105.2	104.2	105.4	105.8	-0.3	-1.0	1.2	0.4	1.5	1.3	1.2	0.3	
2017	105.4	105.1	105.5	106.2	-.4	-.3	.4	.7	.2	.9	.1	.4	
2018	105.2	104.5	105.6	106.8	-.9	-.7	1.1	1.1	-.2	-.6	.1	.6	
2019	106.1	105.7	107.0	107.4	-.7	-.4	1.2	.4	.9	1.1	1.3	.6	
2020	107.5	107.9	107.9	108.2	.1	.4	.0	.3	1.3	2.1	.8	.7	
2021	106.7	104.3	104.6	103.4	-1.4	-2.2	.3	-1.1	-.7	-3.3	-3.1	-4.4	
2022	101.1	—	—	—	-2.2	—	—	—	-5.2	—	—	—	
Professional and related													
2001	93.8	93.3	95.4	96.5	-.5	-.5	2.3	1.2	.2	.1	1.7	2.3	
2002	95.7	95.4	97.2	98.1	-.8	-.3	1.9	.9	2.0	2.3	1.9	1.7	
2003	96.9	97.5	98.3	99.3	-1.2	.6	.8	1.0	1.3	2.2	1.1	1.2	
2004	98.3	97.4	99.0	99.3	-1.0	-.9	1.6	.3	1.4	-.1	.7	.0	
2005	98.5	98.3	97.9	100.0	-.8	-.2	-.4	2.1	.2	.9	-1.1	.7	
2006	98.7	97.7	100.3	101.5	-1.3	-1.0	2.7	1.2	.2	-.6	2.5	1.5	
2007	100.5	99.5	101.4	101.4	-1.0	-1.0	1.9	.0	1.8	1.8	1.1	-.1	
2008	100.1	98.1	100.0	104.3	-1.3	-2.0	1.9	4.3	-.4	-1.4	-1.4	2.9	
2009	103.5	102.5	103.5	103.8	-.8	-1.0	1.0	.3	3.4	4.5	3.5	-.5	
2010	103.1	103.1	103.9	103.7	-.7	.0	.8	-.2	-.4	.6	.4	-.1	
2011	102.0	101.0	101.3	101.9	-1.6	-1.0	.3	.6	-1.1	-2.0	-2.5	-1.7	
2012	100.8	100.9	101.0	102.0	-1.1	.1	.1	1.0	-1.2	-.1	-.3	.1	
2013	101.0	100.9	101.4	102.2	-1.0	-.1	.5	.8	.2	.0	.4	.2	
2014	101.2	100.6	101.7	103.5	-1.0	-.6	1.1	1.8	.2	-.3	.3	1.3	
2015	103.5	102.8	104.0	105.4	.0	-.7	1.2	1.3	2.3	2.2	2.3	1.8	
2016	105.0	104.0	105.3	105.7	-.4	-1.0	1.2	.4	1.4	1.2	1.2	.3	
2017	105.2	104.9	105.3	106.0	-.5	-.3	.4	.7	.2	.9	.0	.3	
2018	105.1	104.3	105.4	106.6	-.8	-.8	1.1	1.1	-.1	-.6	.1	.6	
2019	105.9	105.5	106.8	107.3	-.7	-.4	1.2	.5	.8	1.2	1.3	.7	
2020	107.3	107.8	107.8	108.1	.0	.5	.0	.3	1.3	2.2	.9	.7	
2021	106.7	104.2	104.5	103.4	-1.3	-2.3	.3	-1.1	-.6	-3.3	-3.1	-4.3	
2022	101.0	—	—	—	-2.3	—	—	—	-5.3	—	—	—	
Sales and office													
2001	92.4	91.9	93.3	94.8	-.3	-.5	1.5	1.6	.3	.1	1.2	2.3	
2002	94.7	94.7	96.0	96.9	-.1	.0	1.4	.9	2.5	3.0	2.9	2.2	
2003	95.9	96.7	98.1	99.1	-1.0	.8	1.4	1.0	1.3	2.1	2.2	2.3	
2004	98.4	97.9	99.2	99.8	-.7	-.5	1.3	.6	2.6	1.2	1.1	.7	
2005	99.3	98.7	98.3	100.0	-.5	-.6	-.4	1.7	.9	.8	-.9	.2	
2006	99.4	98.4	100.2	101.5	-.6	-1.0	1.8	1.3	.1	-.3	1.9	1.5	
2007	101.1	100.3	101.8	101.8	-.4	-.8	1.5	.0	1.7	1.9	1.6	.3	
2008	100.3	98.3	99.8	104.2	-1.5	-2.0	1.5	4.4	-.8	-2.0	-2.0	2.4	
2009	104.0	102.9	104.0	104.2	-.2	-1.1	1.1	.2	3.7	4.7	4.2	.0	
2010	104.0	104.1	104.9	104.7	-.2	.1	.8	-.2	.0	1.2	.9	.5	
2011	103.1	102.3	102.7	103.3	-1.5	-.8	.4	.6	-.9	-1.7	-2.1	-1.3	
2012	102.0	102.4	102.7	103.6	-1.3	.4	.3	.9	-1.1	.1	.0	.3	
2013	102.9	102.7	103.3	104.2	-.7	-.2	.6	.9	.9	.3	.6	.6	
2014	103.5	102.9	104.1	106.0	-.7	-.6	1.2	1.8	.6	.2	.8	1.7	
2015	106.0	105.2	106.5	107.5	.0	-.8	1.2	.9	2.4	2.2	2.3	1.4	
2016	107.6	106.7	107.9	107.9	.1	-.8	1.1	.0	1.5	1.4	1.3	.4	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Sales and office													
2017	107.6	107.3	107.5	108.3	-0.3	-0.3	0.2	0.7	0.0	0.6	-0.4	0.4	
2018	107.5	107.1	108.5	109.7	-7	-4	1.3	1.1	-1	-2	.9	1.3	
2019	109.1	108.7	109.9	110.3	-5	-4	1.1	.4	1.5	1.5	1.3	.5	
2020	110.6	111.1	111.2	111.8	.3	.5	.1	.5	1.4	2.2	1.2	1.4	
2021	110.3	107.9	108.0	106.9	-1.3	-2.2	.1	-1.0	-.3	-2.9	-2.9	-4.4	
2022	105.0	-	-	-	-1.8	-	-	-	-4.8	-	-	-	
Office and administrative support													
2001	92.3	91.7	93.1	94.8	-3	-7	1.5	1.8	.3	.0	1.1	2.4	
2002	94.7	94.7	96.0	96.7	-1	.0	1.4	.7	2.6	3.3	3.1	2.0	
2003	95.8	96.5	97.9	98.8	-9	.7	1.5	.9	1.2	1.9	2.0	2.2	
2004	98.2	97.8	99.1	99.7	-6	-4	1.3	.6	2.5	1.3	1.2	.9	
2005	99.2	98.7	98.2	100.0	-5	-5	-5	1.8	1.0	.9	-9	.3	
2006	99.4	98.5	100.3	101.6	-6	-9	1.8	1.3	.2	-2	2.1	1.6	
2007	101.3	100.5	102.1	102.0	-3	-8	1.6	-1	1.9	2.0	1.8	.4	
2008	100.7	98.7	100.2	104.6	-1.3	-2.0	1.5	4.4	-6	-1.8	-1.9	2.5	
2009	104.4	103.2	104.3	104.5	-2	-1.1	1.1	.2	3.7	4.6	4.1	-1	
2010	104.3	104.4	105.2	105.0	-2	.1	.8	-2	-1	1.2	.9	.5	
2011	103.4	102.6	102.9	103.4	-1.5	-8	.3	.5	-9	-1.7	-2.2	-1.5	
2012	102.2	102.6	102.8	103.7	-1.2	.4	.2	.9	-1.2	.0	-1	.3	
2013	103.0	102.8	103.3	104.2	-7	-2	.5	.9	.8	.2	.5	.5	
2014	103.5	102.9	104.1	106.0	-7	-6	1.2	1.8	.5	.1	.8	1.7	
2015	106.0	105.3	106.5	107.6	.0	-7	1.1	1.0	2.4	2.3	2.3	1.5	
2016	107.6	106.7	107.9	108.0	.0	-8	1.1	.1	1.5	1.3	1.3	.4	
2017	107.6	107.3	107.5	108.3	-4	-3	.2	.7	.0	.6	-4	.3	
2018	107.5	107.1	108.5	109.7	-7	-4	1.3	1.1	-1	-2	.9	1.3	
2019	109.1	108.8	110.0	110.4	-5	-3	1.1	.4	1.5	1.6	1.4	.6	
2020	110.7	111.2	111.3	111.9	.3	.5	.1	.5	1.5	2.2	1.2	1.4	
2021	110.3	108.0	108.1	106.9	-1.4	-2.1	.1	-1.1	-.4	-2.9	-2.9	-4.5	
2022	105.0	-	-	-	-1.8	-	-	-	-4.8	-	-	-	
Blue-collar occupations³													
2001	93.2	92.6	93.7	95.6	.1	-.6	1.2	2.0	.6	.5	1.5	2.7	
2002	95.0	94.8	96.1	97.1	-.6	-.2	1.4	1.0	1.9	2.4	2.6	1.6	
2003	96.4	97.0	97.4	98.6	-.7	.6	.4	1.2	1.5	2.3	1.4	1.5	
2004	98.0	97.4	98.8	99.1	-.6	-.6	1.4	.3	1.7	.4	1.4	.5	
2005	98.9	98.9	98.5	100.0	-.2	.0	-.4	1.5	.9	1.5	-.3	.9	
2006	99.1	98.0	99.8	101.4	-.9	-1.1	1.8	1.6	.2	-.9	1.3	1.4	
Service occupations													
2001	91.7	91.4	92.8	94.3	.2	-.3	1.5	1.6	1.0	1.2	2.2	3.1	
2002	93.8	93.9	95.0	95.7	-.5	.1	1.2	.7	2.3	2.7	2.4	1.5	
2003	94.9	95.6	96.7	97.8	-.8	.7	1.2	1.1	1.2	1.8	1.8	2.2	
2004	96.9	96.2	98.3	98.7	-.9	-.7	2.2	.4	2.1	.6	1.7	.9	
2005	98.0	97.8	98.1	100.0	-.7	-.2	.3	1.9	1.1	1.7	-.2	1.3	
2006	99.1	98.1	100.0	101.9	-.9	-1.0	1.9	1.9	1.1	.3	1.9	1.9	
2007	101.0	100.4	101.9	102.3	-.9	-.6	1.5	.4	1.9	2.3	1.9	.4	
2008	101.1	98.9	100.6	105.2	-1.2	-2.2	1.7	4.6	.1	-1.5	-1.3	2.8	
2009	104.9	103.8	104.5	105.1	-.3	-1.0	.7	.6	3.8	5.0	3.9	-1	
2010	104.7	104.9	105.9	105.9	-.4	.2	1.0	.0	-.2	1.1	1.3	.8	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Service occupations												
2011	104.4	103.4	103.4	104.2	-1.4	-1.0	0.0	0.8	-0.3	-1.4	-2.4	-1.6
2012	103.0	103.2	103.4	104.3	-1.2	.2	.2	.9	-1.3	-2	.0	.1
2013	103.5	103.3	104.0	105.0	-.8	-.2	.7	1.0	.5	.1	.6	.7
2014	104.0	103.6	104.6	106.5	-1.0	-.4	1.0	1.8	.5	.3	.6	1.4
2015	106.6	105.7	107.2	108.2	.1	-.8	1.4	.9	2.5	2.0	2.5	1.6
2016	108.2	107.3	108.3	108.8	.0	-.8	.9	.5	1.5	1.5	1.0	.6
2017	108.5	108.3	108.5	109.3	-.3	-.2	.2	.7	.3	.9	.2	.5
2018	108.6	107.9	109.0	110.3	-.6	-.6	1.0	1.2	.1	-.4	.5	.9
2019	110.0	109.5	110.6	111.1	-.3	-.5	1.0	.5	1.3	1.5	1.5	.7
2020	111.5	112.1	112.0	112.7	.4	.5	-.1	.6	1.4	2.4	1.3	1.4
2021	111.2	109.0	109.6	108.8	-1.3	-2.0	.6	-.7	-.3	-2.8	-2.1	-3.5
2022	106.9	—	—	—	-1.7	—	—	—	-3.9	—	—	—
Industry												
Education and health services												
2001	94.2	93.7	95.9	97.1	-.6	-.5	2.3	1.3	.3	.3	1.7	2.4
2002	96.2	95.8	97.5	98.3	-.9	-.4	1.8	.8	2.1	2.2	1.7	1.2
2003	97.0	97.6	98.5	99.5	-1.3	.6	.9	1.0	.8	1.9	1.0	1.2
2004	98.4	97.4	99.0	99.4	-1.1	-1.0	1.6	.4	1.4	-.2	.5	-.1
2005	98.5	98.2	98.0	100.0	-.9	-.3	-.2	2.0	.1	.8	-1.0	.6
2006	98.8	97.8	100.5	101.7	-1.2	-1.0	2.8	1.2	.3	-.4	2.6	1.7
2007	100.5	99.4	101.5	101.3	-1.2	-1.1	2.1	-.2	1.7	1.6	1.0	-.4
2008	100.1	98.1	100.1	104.3	-1.2	-2.0	2.0	4.2	-.4	-1.3	-1.4	3.0
2009	103.6	102.5	103.6	103.8	-.7	-1.1	1.1	.2	3.5	4.5	3.5	-.5
2010	103.1	103.1	103.9	103.8	-.7	.0	.8	-.1	-.5	.6	.3	.0
2011	102.1	101.1	101.4	102.0	-1.6	-1.0	.3	.6	-1.0	-1.9	-2.4	-1.7
2012	100.8	100.9	101.2	102.1	-1.2	.1	.3	.9	-1.3	-.2	-.2	.1
2013	101.1	100.9	101.5	102.3	-1.0	-.2	.6	.8	.3	.0	.3	.2
2014	101.3	100.5	101.7	103.5	-1.0	-.8	1.2	1.8	.2	-.4	.2	1.2
2015	103.4	102.7	104.1	105.4	-.1	-.7	1.4	1.2	2.1	2.2	2.4	1.8
2016	105.0	104.0	105.4	105.8	-.4	-1.0	1.3	.4	1.5	1.3	1.2	.4
2017	105.3	104.9	105.4	106.1	-.5	-.4	.5	.7	.3	.9	.0	.3
2018	105.2	104.4	105.7	106.9	-.8	-.8	1.2	1.1	-.1	-.5	.3	.8
2019	106.1	105.7	107.1	107.5	-.7	-.4	1.3	.4	.9	1.2	1.3	.6
2020	107.4	107.9	107.9	108.3	-.1	.5	.0	.4	1.2	2.1	.7	.7
2021	106.8	104.4	104.9	103.8	-1.4	-2.2	.5	-1.0	-.6	-3.2	-2.8	-4.2
2022	101.4	—	—	—	-2.3	—	—	—	-5.1	—	—	—
Educational services												
2001	94.3	93.7	96.0	97.1	-.6	-.6	2.5	1.1	.2	.1	1.6	2.3
2002	96.1	95.7	97.5	98.3	-1.0	-.4	1.9	.8	1.9	2.1	1.6	1.2
2003	97.0	97.6	98.5	99.4	-1.3	.6	.9	.9	.9	2.0	1.0	1.1
2004	98.3	97.3	98.9	99.3	-1.1	-1.0	1.6	.4	1.3	-.3	.4	-.1
2005	98.4	98.1	97.9	100.0	-.9	-.3	-.2	2.1	.1	.8	-1.0	.7
2006	98.7	97.5	100.4	101.5	-1.3	-1.2	3.0	1.1	.3	-.6	2.6	1.5
2007	100.2	99.1	101.3	101.2	-1.3	-1.1	2.2	-.1	1.5	1.6	.9	-.3
2008	99.9	97.9	99.9	104.1	-1.3	-2.0	2.0	4.2	-.3	-1.2	-1.4	2.9
2009	103.4	102.3	103.4	103.6	-.7	-1.1	1.1	.2	3.5	4.5	3.5	-.5

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Educational services													
2010	102.9	102.8	103.7	103.5	-0.7	-0.1	0.9	-0.2	-0.5	0.5	0.3	-0.1	
2011	101.8	100.7	101.1	101.6	-1.6	-1.1	.4	.5	-1.1	-2.0	-2.5	-1.8	
2012	100.4	100.5	100.8	101.8	-1.2	.1	.3	1.0	-1.4	-2	-3	.2	
2013	100.7	100.5	101.0	101.9	-1.1	-2	.5	.9	.3	.0	.2	.1	
2014	100.9	100.1	101.3	103.1	-1.0	-8	1.2	1.8	.2	-4	.3	1.2	
2015	103.0	102.3	103.8	105.0	-1	-7	1.5	1.2	2.1	2.2	2.5	1.8	
2016	104.6	103.6	105.1	105.5	-4	-1.0	1.4	.4	1.6	1.3	1.3	.5	
2017	105.0	104.6	105.1	105.8	-5	-4	.5	.7	.4	1.0	.0	.3	
2018	104.8	104.1	105.4	106.6	-9	-7	1.2	1.1	-2	-5	.3	.8	
2019	105.8	105.4	106.8	107.1	-8	-4	1.3	.3	1.0	1.2	1.3	.5	
2020	107.1	107.5	107.6	108.0	.0	.4	.1	.4	1.2	2.0	.7	.8	
2021	106.4	104.0	104.5	103.3	-1.5	-2.3	.5	-1.1	-7	-3.3	-2.9	-4.4	
2022	100.9	—	—	—	-2.3	—	—	—	-5.2	—	—	—	
Schools													
2001	94.3	93.7	96.0	97.1	-6	-6	2.5	1.1	.2	.1	1.6	2.3	
2002	96.1	95.7	97.5	98.3	-1.0	-4	1.9	.8	1.9	2.1	1.6	1.2	
2003	97.0	97.6	98.5	99.4	-1.3	.6	.9	.9	.9	2.0	1.0	1.1	
2004	98.3	97.3	98.9	99.4	-1.1	-1.0	1.6	.5	1.3	-3	.4	.0	
2005	98.4	98.1	97.9	100.0	-1.0	-3	-2	2.1	.1	.8	-1.0	.6	
2006	98.7	97.5	100.4	101.5	-1.3	-1.2	3.0	1.1	.3	-6	2.6	1.5	
2007	100.2	99.1	101.3	101.2	-1.3	-1.1	2.2	-1	1.5	1.6	.9	-3	
2008	99.9	97.9	99.9	104.1	-1.3	-2.0	2.0	4.2	-3	-1.2	-1.4	2.9	
2009	103.4	102.3	103.4	103.6	-7	-1.1	1.1	.2	3.5	4.5	3.5	-5	
2010	102.9	102.8	103.7	103.5	-7	-1	.9	-2	-5	.5	.3	-1	
2011	101.7	100.7	101.0	101.6	-1.7	-1.0	.3	.6	-1.2	-2.0	-2.6	-1.8	
2012	100.4	100.5	100.8	101.7	-1.2	.1	.3	.9	-1.3	-2	-2	.1	
2013	100.7	100.5	101.0	101.8	-1.0	-2	.5	.8	.3	.0	.2	.1	
2014	100.9	100.1	101.3	103.0	-9	-8	1.2	1.7	.2	-4	.3	1.2	
2015	103.0	102.3	103.8	105.0	.0	-7	1.5	1.2	2.1	2.2	2.5	1.9	
2016	104.6	103.6	105.0	105.5	-4	-1.0	1.4	.5	1.6	1.3	1.2	.5	
2017	104.9	104.6	105.1	105.7	-6	-3	.5	.6	.3	1.0	.1	.2	
2018	104.8	104.1	105.3	106.5	-9	-7	1.2	1.1	-1	-5	.2	.8	
2019	105.7	105.3	106.7	107.1	-8	-4	1.3	.4	.9	1.2	1.3	.6	
2020	107.0	107.5	107.6	107.9	-1	.5	.1	.3	1.2	2.1	.8	.7	
2021	106.4	103.9	104.4	103.3	-1.4	-2.3	.5	-1.1	-6	-3.3	-3.0	-4.3	
2022	100.8	—	—	—	-2.4	—	—	—	-5.3	—	—	—	
Elementary and secondary schools													
2001	93.9	93.3	95.4	96.5	-9	-6	2.3	1.2	-1	-2	1.1	1.8	
2002	95.6	95.2	97.1	97.8	-9	-4	2.0	.7	1.8	2.0	1.8	1.3	
2003	96.5	97.0	98.1	99.0	-1.3	.5	1.1	.9	.9	1.9	1.0	1.2	
2004	97.9	96.9	98.7	99.2	-1.1	-1.0	1.9	.5	1.5	-1	.6	.2	
2005	98.1	97.8	97.8	100.0	-1.1	-3	.0	2.2	.2	.9	-9	.8	
2006	98.7	97.5	100.5	101.7	-1.3	-1.2	3.1	1.2	.6	-3	2.8	1.7	
2007	100.3	99.1	101.4	101.2	-1.4	-1.2	2.3	-2	1.6	1.6	.9	-5	
2008	99.8	97.9	99.9	104.3	-1.4	-1.9	2.0	4.4	-5	-1.2	-1.5	3.1	
2009	103.6	102.3	103.9	104.0	-7	-1.3	1.6	.1	3.8	4.5	4.0	-3	
2010	103.2	103.2	104.1	103.8	-8	.0	.9	-3	-4	.9	.2	-2	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Elementary and secondary schools												
2011	101.9	101.0	101.3	101.9	-1.8	-0.9	0.3	0.6	-1.3	-2.1	-2.7	-1.8
2012	100.6	100.7	100.9	101.8	-1.3	.1	.2	.9	-1.3	-3	-4	-1
2013	100.7	100.5	100.9	101.7	-1.1	-2	.4	.8	.1	-2.1	.0	-1
2014	100.7	100.0	101.1	102.9	-1.0	-7	1.1	1.8	.0	-5	.2	1.2
2015	102.8	102.0	103.5	104.9	-1	-8	1.5	1.4	2.1	2.0	2.4	1.9
2016	104.5	103.5	105.0	105.4	-.4	-1.0	1.4	.4	1.7	1.5	1.4	.5
2017	104.8	104.5	105.1	105.7	-.6	-.3	.6	.6	.3	1.0	.1	.3
2018	104.8	104.1	105.5	106.7	-.9	-.7	1.3	1.1	.0	-.4	.4	.9
2019	105.8	105.4	106.9	107.2	-.8	-.4	1.4	.3	1.0	1.2	1.3	.5
2020	107.2	107.6	108.0	108.3	.0	.4	.4	.3	1.3	2.1	1.0	1.0
2021	106.8	104.4	104.9	103.6	-1.4	-2.2	.5	-1.2	-.4	-3.0	-2.9	-4.3
2022	101.2	—	—	—	-2.3	—	—	—	-5.2	—	—	—
Health care and social assistance												
2001	93.1	93.4	95.0	96.7	-.5	.3	1.7	1.8	.4	1.0	2.5	3.3
2002	96.7	96.5	97.3	98.6	.0	-.2	.8	1.3	3.9	3.3	2.4	2.0
2003	97.5	97.9	98.7	99.9	-1.1	.4	.8	1.2	.8	1.5	1.4	1.3
2004	98.9	98.2	99.8	99.8	-1.0	-.7	1.6	.0	1.4	.3	1.1	-.1
2005	99.4	99.1	98.5	100.0	-.4	-.3	-.6	1.5	.5	.9	-1.3	.2
2006	99.8	99.8	101.9	103.1	-.2	.0	2.1	1.2	.4	.7	3.5	3.1
2007	102.6	101.7	102.5	102.4	-.5	-.9	.8	-.1	2.8	1.9	.6	-.7
2008	101.5	99.9	101.4	106.0	-.9	-1.6	1.5	4.5	-1.1	-1.8	-1.1	3.5
2009	104.8	104.6	104.9	105.2	-1.1	-.2	.3	.3	3.3	4.7	3.5	-.8
2010	104.8	105.0	105.6	105.8	-.4	.2	.6	.2	.0	.4	.7	.6
2011	104.8	103.9	104.0	104.8	-.9	-.9	.1	.8	.0	-1.0	-1.5	-.9
2012	103.9	104.1	103.7	104.8	-.9	.2	-.4	1.1	-.9	.2	-.3	.0
2013	104.1	104.1	104.7	105.6	-.7	.0	.6	.9	.2	.0	1.0	.8
2014	104.1	103.6	104.5	106.3	-1.4	-.5	.9	1.7	.0	-.5	-.2	.7
2015	106.7	105.8	106.8	108.1	.4	-.8	.9	1.2	2.5	2.1	2.2	1.7
2016	108.2	107.2	107.8	108.3	.1	-.9	.6	.5	1.4	1.3	.9	.2
2017	107.6	107.2	107.7	108.4	-.6	-.4	.5	.6	-.6	.0	-.1	.1
2018	107.7	107.0	107.8	109.1	-.6	-.6	.7	1.2	.1	-.2	.1	.6
2019	108.8	108.2	109.2	109.9	-.3	-.6	.9	.6	1.0	1.1	1.3	.7
2020	110.3	110.6	110.2	110.8	.4	.3	-.4	.5	1.4	2.2	.9	.8
2021	109.7	107.6	107.7	107.4	-1.0	-1.9	.1	-.3	-.5	-2.7	-2.3	-3.1
2022	105.2	—	—	—	-2.0	—	—	—	-4.1	—	—	—
Hospitals												
2001	92.7	93.3	94.8	96.5	-1.1	.6	1.6	1.8	.1	1.1	1.9	3.0
2002	96.4	96.4	97.1	98.5	-.1	.0	.7	1.4	4.0	3.3	2.4	2.1
2003	97.2	97.6	98.6	99.7	-1.3	.4	1.0	1.1	.8	1.2	1.5	1.2
2004	98.7	98.0	99.6	100.0	-1.0	-.7	1.6	.4	1.5	.4	1.0	.3
2005	99.4	99.2	98.5	100.0	-.6	-.2	-.7	1.5	.7	1.2	-1.1	.0
2006	99.3	98.3	100.1	101.8	-.7	-1.0	1.8	1.7	-.1	-.9	1.6	1.8
2007	101.2	100.4	101.5	101.4	-.6	-.8	1.1	-.1	1.9	2.1	1.4	-.4
2008	100.7	98.7	99.7	104.2	-.7	-2.0	1.0	4.5	-.5	-1.7	-1.8	2.8
2009	104.0	103.4	103.8	104.2	-.2	-.6	.4	.4	3.3	4.8	4.1	.0
2010	104.0	104.4	104.6	105.1	-.2	.4	.2	.5	.0	1.0	.8	.9
2011	104.1	103.1	103.1	103.9	-1.0	-1.0	.0	.8	.1	-1.2	-1.4	-1.1

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Hospitals													
2012	103.1	103.3	102.9	103.9	-0.8	0.2	-0.4	1.0	-1.0	0.2	-0.2	0.0	
2013	103.2	103.2	103.6	104.5	-.7	.0	.4	.9	.1	-.1	.7	.6	
2014	102.9	102.5	103.1	104.8	-1.5	-.4	.6	1.6	-.3	-.7	-.5	.3	
2015	104.8	103.9	104.9	106.0	.0	-.9	1.0	1.0	1.8	1.4	1.7	1.1	
2016	106.1	105.3	105.8	106.3	.1	-.8	.5	.5	1.2	1.3	.9	.3	
2017	105.7	105.3	105.7	106.5	-.6	-.4	.4	.8	-.4	.0	-.1	.2	
2018	105.6	104.8	105.4	106.9	-.8	-.8	.6	1.4	-.1	-.5	-.3	.4	
2019	106.7	106.1	107.0	107.8	-.2	-.6	.8	.7	1.0	1.2	1.5	.8	
2020	108.2	108.6	108.1	108.7	.4	.4	-.5	.6	1.4	2.4	1.0	.8	
2021	107.7	105.6	105.7	105.4	-.9	-1.9	.1	-.3	-.5	-2.8	-2.2	-3.0	
2022	103.2	—	—	—	-2.1	—	—	—	-4.2	—	—	—	
Public administration													
2001	91.5	91.4	92.4	94.1	.2	-.1	1.1	1.8	.3	.8	1.9	3.1	
2002	93.9	93.9	95.0	96.1	-.2	.0	1.2	1.2	2.6	2.7	2.8	2.1	
2003	95.5	96.3	97.2	98.3	-.6	.8	.9	1.1	1.7	2.6	2.3	2.3	
2004	97.8	97.3	98.6	99.1	-.5	-.5	1.3	.5	2.4	1.0	1.4	.8	
2005	98.9	98.7	98.0	100.0	-.2	-.2	-.7	2.0	1.1	1.4	-.6	.9	
2006	99.1	98.1	99.4	101.3	-.9	-1.0	1.3	1.9	.2	-.6	1.4	1.3	
2007	101.2	100.7	102.0	102.3	-.1	-.5	1.3	.3	2.1	2.7	2.6	1.0	
2008	101.1	99.0	100.4	104.9	-1.2	-2.1	1.4	4.5	-.1	-1.7	-1.6	2.5	
2009	104.6	103.5	104.0	104.4	-.3	-1.1	.5	.4	3.5	4.5	3.6	-.5	
2010	104.1	104.2	105.1	104.9	-.3	.1	.9	-.2	-.5	.7	1.1	.5	
2011	103.5	102.5	102.4	103.0	-1.3	-1.0	-.1	.6	-.6	-1.6	-2.6	-1.8	
2012	102.2	102.5	102.4	103.4	-.8	.3	-.1	1.0	-1.3	.0	.0	.4	
2013	102.7	102.5	103.2	104.2	-.7	-.2	.7	1.0	.5	.0	.8	.8	
2014	103.4	103.2	104.0	105.9	-.8	-.2	.8	1.8	.7	.7	.8	1.6	
2015	105.7	105.0	106.3	107.4	-.2	-.7	1.2	1.0	2.2	1.7	2.2	1.4	
2016	107.4	106.5	107.3	107.6	.0	-.8	.8	.3	1.6	1.4	.9	.2	
2017	107.5	107.4	107.4	108.3	-.1	-.1	.0	.8	.1	.8	.1	.7	
2018	107.4	106.8	107.8	109.0	-.8	-.6	.9	1.1	-.1	-.6	.4	.6	
2019	108.7	108.2	109.2	109.8	-.3	-.5	.9	.5	1.2	1.3	1.3	.7	
2020	110.2	110.7	110.6	110.9	.4	.5	-.1	.3	1.4	2.3	1.3	1.0	
2021	109.5	107.1	107.4	106.3	-1.3	-2.2	.3	-1.0	-.6	-3.3	-2.9	-4.1	
2022	104.7	—	—	—	-1.5	—	—	—	-4.4	—	—	—	

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

² Includes the following occupational groups: management, business, and financial; professional and related; sales and related; and office and administrative support.

³ Includes the following occupational groups: farming, fishing, and forestry; construction and extraction; installation, maintenance, and repair; production; and transportation and material moving.

NOTE: Dashes indicate data not available.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Civilian workers												
All workers ¹												
2001	97.8	97.7	98.6	100.2	-0.2	-0.1	0.9	1.6	0.7	0.4	0.9	2.2
2002	99.8	100.0	100.1	100.5	-.4	.2	.1	.4	2.0	2.4	1.5	.3
2003	99.7	100.6	100.7	101.5	-.8	.9	.1	.8	-.1	.6	.6	1.0
2004	100.5	99.9	100.7	100.8	-1.0	-.6	.8	.1	.8	-.7	.0	-.7
2005	99.9	99.8	98.4	100.0	-.9	-.1	-1.4	1.6	-.6	-.1	-2.3	-.8
2006	99.2	98.5	99.5	100.7	-.8	-.7	1.0	1.2	-.7	-1.3	1.1	.7
2007	99.9	99.2	100.1	100.0	-.8	-.7	.9	-.1	.7	.7	.6	-.7
2008	99.2	97.5	98.3	102.6	-.8	-1.7	.8	4.4	-.7	-1.7	-1.8	2.6
2009	101.8	100.7	101.0	101.3	-.8	-1.1	.3	.3	2.6	3.3	2.7	-1.3
2010	101.0	101.2	101.5	101.4	-.3	.2	.3	-.1	-.8	.5	.5	.1
2011	99.8	99.3	99.2	100.0	-1.6	-.5	-.1	.8	-1.2	-1.9	-2.3	-1.4
2012	98.9	99.3	98.9	99.9	-1.1	.4	-.4	1.0	-.9	.0	-.3	-.1
2013	99.0	99.2	99.4	100.2	-.9	.2	.2	.8	.1	-.1	.5	.3
2014	99.2	99.0	99.8	101.6	-1.0	-.2	.8	1.8	.2	-2.0	.4	1.4
2015	101.7	101.0	101.9	102.9	.1	-.7	.9	1.0	2.5	2.0	2.1	1.3
2016	102.9	102.4	102.8	103.2	.0	-.5	.4	.4	1.2	1.4	.9	.3
2017	103.0	103.1	103.1	103.7	-.2	.1	.0	.6	.1	.7	.3	.5
2018	103.4	103.0	103.7	104.8	-.3	-.4	.7	1.1	.4	-.1	.6	1.1
2019	104.4	104.3	105.0	105.4	-.4	-.1	.7	.4	1.0	1.3	1.3	.6
2020	106.1	106.6	106.2	106.7	.7	.5	-.4	.5	1.6	2.2	1.1	1.2
2021	106.2	104.4	105.0	104.2	-.5	-1.7	.6	-.8	.1	-2.1	-1.1	-2.3
2022	102.4	—	—	—	-1.7	—	—	—	-3.6	—	—	—
Excluding sales occupations												
2001	97.9	97.7	98.7	100.3	-.1	-.2	1.0	1.6	1.0	.6	1.2	2.3
2002	100.0	100.1	100.2	100.7	-.3	.1	.1	.5	2.1	2.5	1.5	.4
2003	99.9	100.7	100.8	101.7	-.8	.8	.1	.9	-.1	.6	.6	1.0
2004	100.6	100.0	100.7	100.9	-1.1	-.6	.7	.2	.7	-.7	-.1	-.8
2005	100.0	99.9	98.4	100.0	-.9	-.1	-1.5	1.6	-.6	-.1	-2.3	-.9
2006	99.2	98.5	99.6	100.8	-.8	-.7	1.1	1.2	-.8	-1.4	1.2	.8
Excluding incentive paid occupations ²												
2006	99.2	98.4	99.4	100.7	-.8	-.8	1.0	1.3	—	—	—	.7
2007	99.9	99.2	100.2	100.1	-.8	-.7	1.0	-.1	.7	.8	.8	-.6
2008	99.4	97.7	98.6	103.1	-.7	-1.7	.9	4.6	-.5	-1.5	-1.6	3.0
2009	102.4	101.2	101.6	101.8	-.7	-1.2	.4	.2	3.0	3.6	3.0	-1.3
2010	101.5	101.7	101.9	101.9	-.3	.2	.2	.0	-.9	.5	.3	.1
2011	100.4	99.7	99.6	100.4	-1.5	-.7	-.1	.8	-1.1	-2.0	-2.3	-1.5
2012	99.2	99.5	99.1	100.1	-1.2	.3	-.4	1.0	-1.2	-.2	-.5	-.3
2013	99.3	99.4	99.6	100.3	-.8	.1	.2	.7	.1	-.1	.5	.2
2014	99.4	99.0	99.7	101.5	-.9	-.4	.7	1.8	.1	-.4	.1	1.2
2015	101.5	100.9	101.8	102.9	.0	-.6	.9	1.1	2.1	1.9	2.1	1.4
2016	102.9	102.3	102.8	103.2	.0	-.6	.5	.4	1.4	1.4	1.0	.3
2017	103.1	103.2	103.0	103.7	-.1	.1	-.2	.7	.2	.9	.2	.5
2018	103.4	103.0	103.6	104.7	-.3	-.4	.6	1.1	.3	-.2	.6	1.0
2019	104.3	104.2	104.8	105.3	-.4	-.1	.6	.5	.9	1.2	1.2	.6
2020	105.8	106.3	106.0	106.5	.5	.5	-.3	.5	1.4	2.0	1.1	1.1
2021	105.7	103.9	104.3	103.8	-.8	-1.7	.4	-.5	-.1	-2.3	-1.6	-2.5
2022	102.1	—	—	—	-1.6	—	—	—	-3.4	—	—	—

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Occupational group												
White-collar occupations³												
2001	97.3	97.2	98.2	99.7	-0.3	-0.1	1.0	1.5	0.6	0.3	0.9	2.2
2002	99.4	99.7	99.8	100.1	-3	.3	.1	.3	2.2	2.6	1.6	.4
2003	99.4	100.3	100.6	101.4	-7	.9	.3	.8	.0	.6	.8	1.3
2004	100.4	99.8	100.6	100.7	-1.0	-6	.8	.1	1.0	-5	.0	-7
2005	99.9	99.8	98.4	100.0	-8	-1	-1.4	1.6	-5	.0	-2.2	-7
2006	99.2	98.5	99.7	100.8	-8	-7	1.2	1.1	-7	-1.3	1.3	.8
Excluding sales occupations												
2001	97.4	97.2	98.3	99.9	-1	-2	1.1	1.6	1.1	.7	1.3	2.5
2002	99.6	99.7	99.9	100.3	-3	.1	.2	.4	2.3	2.6	1.6	.4
2003	99.7	100.5	100.7	101.6	-6	.8	.2	.9	.1	.8	.8	1.3
2004	100.5	99.8	100.6	100.9	-1.1	-7	.8	.3	.8	-7	-1	-7
2005	100.1	99.9	98.4	100.0	-8	-2	-1.5	1.6	-4	.1	-2.2	-9
2006	99.3	98.6	99.8	100.9	-7	-7	1.2	1.1	-8	-1.3	1.4	.9
Management, professional, and related												
2001	97.4	97.3	98.4	99.9	-2	-1	1.1	1.5	1.0	.8	1.3	2.4
2002	99.5	99.6	99.9	100.3	-4	.1	.3	.4	2.2	2.4	1.5	.4
2003	99.7	100.5	100.7	101.7	-6	.8	.2	1.0	.2	.9	.8	1.4
2004	100.6	99.8	100.6	100.9	-1.1	-8	.8	.3	.9	-7	-1	-8
2005	100.1	99.9	98.4	100.0	-8	-2	-1.5	1.6	-5	.1	-2.2	-9
2006	99.3	98.6	99.9	101.0	-7	-7	1.3	1.1	-8	-1.3	1.5	1.0
2007	100.3	99.5	100.6	100.4	-7	-8	1.1	-2	1.0	.9	.7	-6
2008	99.7	98.0	99.0	103.4	-7	-1.7	1.0	4.4	-6	-1.5	-1.6	3.0
2009	102.7	101.4	101.6	101.8	-7	-1.3	.2	.2	3.0	3.5	2.6	-1.5
2010	101.7	101.9	102.1	102.1	-1	.2	.2	.0	-1.0	.5	.5	.3
2011	100.6	99.9	99.8	100.5	-1.5	-7	-1	.7	-1.1	-2.0	-2.3	-1.6
2012	99.4	99.9	99.3	100.4	-1.1	.5	-6	1.1	-1.2	.0	-5	-1
2013	99.5	99.8	100.0	100.8	-9	.3	.2	.8	.1	-1	.7	.4
2014	99.7	99.5	100.4	102.0	-1.1	-2	.9	1.6	.2	-3	.4	1.2
2015	101.9	101.4	102.4	103.5	-1	-5	1.0	1.1	2.2	1.9	2.0	1.5
2016	103.3	102.5	103.0	103.3	-2	-8	.5	.3	1.4	1.1	.6	-2
2017	103.0	103.2	102.9	103.5	-3	.2	-3	.6	-3	.7	-1	.2
2018	103.0	102.5	103.2	104.1	-5	-5	.7	.9	.0	-7	.3	.6
2019	103.5	103.3	104.0	104.3	-6	-2	.7	.3	.5	.8	.8	.2
2020	104.7	105.0	104.6	104.8	.4	.3	-4	.2	1.2	1.6	.6	.5
2021	103.8	101.8	102.4	101.3	-1.0	-1.9	.6	-1.1	-9	-3.0	-2.1	-3.3
2022	99.2	-	-	-	-2.1	-	-	-	-4.4	-	-	-
Management, business, and financial												
2001	97.5	97.6	98.4	100.1	-2	.1	.8	1.7	.5	.5	1.2	2.5
2002	100.1	100.8	100.5	100.5	.0	.7	-3	.0	2.7	3.3	2.1	.4
2003	101.2	102.2	102.3	103.2	.7	1.0	.1	.9	1.1	1.4	1.8	2.7
2004	101.5	101.0	101.4	101.7	-1.6	-5	.4	.3	.3	-1.2	-9	-1.5
2005	100.9	100.7	98.6	100.0	-8	-2	-2.1	1.4	-6	-3	-2.8	-1.7
2006	99.7	98.9	99.6	100.6	-3	-8	.7	1.0	-1.2	-1.8	1.0	.6
2007	100.3	99.5	100.4	100.0	-3	-8	.9	-4	.6	.6	.8	-6
2008	99.7	98.0	98.7	103.0	-3	-1.7	.7	4.4	-6	-1.5	-1.7	3.0
2009	102.2	100.8	100.7	101.1	-8	-1.4	-1	.4	2.5	2.9	2.0	-1.8
2010	101.3	101.7	101.6	101.7	.2	.4	-1	.1	-9	.9	.9	.6

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Management, business, and financial												
2011	100.3	99.7	99.6	100.2	-1.4	-0.6	-0.1	0.6	-1.0	-2.0	-2.0	-1.5
2012	99.2	99.9	99.1	100.1	-1.0	.7	-.8	1.0	-1.1	.2	-.5	-.1
2013	99.5	100.2	100.1	100.9	-.6	.7	-.1	.8	.3	.3	1.0	.8
2014	99.8	100.2	101.2	102.5	-1.1	.4	1.0	1.3	.3	.0	1.1	1.6
2015	102.5	102.0	103.6	104.6	.0	-.5	1.6	1.0	2.7	1.8	2.4	2.0
2016	104.6	103.5	104.2	104.9	.0	-1.1	.7	.7	2.0	1.5	.6	.3
2017	104.4	104.8	104.6	105.1	-.5	.4	-.2	.5	-.2	1.3	.4	.2
2018	104.9	104.2	105.0	105.9	-.2	-.7	.8	.9	.5	-.6	.4	.8
2019	105.4	105.4	105.9	106.1	-.5	.0	.5	.2	.5	1.2	.9	.2
2020	106.5	107.1	106.3	106.5	.4	.6	-.7	.2	1.0	1.6	.4	.4
2021	105.4	103.8	104.6	103.1	-1.0	-1.5	.8	-1.4	-1.0	-3.1	-1.6	-3.2
2022	101.0	—	—	—	-2.0	—	—	—	-4.2	—	—	—
Professional and related												
2001	97.3	97.1	98.4	99.8	-.2	-.2	1.3	1.4	1.4	.9	1.4	2.4
2002	99.2	99.0	99.6	100.2	-.6	-.2	.6	.6	2.0	2.0	1.2	.4
2003	98.9	99.6	99.9	100.9	-1.3	.7	.3	1.0	-.3	.6	.3	.7
2004	100.0	99.2	100.1	100.4	-.9	-.8	.9	.3	1.1	-.4	-.2	-.5
2005	99.6	99.5	98.3	100.0	-.8	-.1	-1.2	1.7	-.4	.3	-1.8	-.4
2006	99.1	98.4	100.0	101.2	-.9	-.7	1.6	1.2	-.5	-1.1	1.7	1.2
2007	100.3	99.5	100.7	100.6	-.9	-.8	1.2	-.1	1.2	1.1	.7	-.6
2008	99.8	98.0	99.2	103.6	-.8	-1.8	1.2	4.4	-.5	-1.5	-1.5	3.0
2009	102.9	101.7	102.1	102.2	-.7	-1.2	.4	.1	3.1	3.8	2.9	-1.4
2010	101.9	102.0	102.4	102.3	-.3	.1	.4	-.1	-1.0	.3	.3	.1
2011	100.8	100.0	99.9	100.6	-1.5	-.8	-.1	.7	-1.1	-2.0	-2.4	-1.7
2012	99.6	99.8	99.4	100.6	-1.0	.2	-.4	1.2	-1.2	-.2	-.5	.0
2013	99.6	99.6	99.9	100.7	-1.0	.0	.3	.8	.0	-.2	.5	.1
2014	99.6	99.2	99.9	101.7	-1.1	-.4	.7	1.8	.0	-.4	.0	1.0
2015	101.6	101.1	101.8	102.8	-.1	-.5	.7	1.0	2.0	1.9	1.9	1.1
2016	102.7	101.9	102.4	102.5	-.1	-.8	.5	.1	1.1	.8	.6	-.3
2017	102.2	102.3	102.0	102.6	-.3	.1	-.3	.6	-.5	.4	-.4	.1
2018	102.0	101.5	102.3	103.2	-.6	-.5	.8	.9	-.2	-.8	.3	.6
2019	102.5	102.2	102.9	103.3	-.7	-.3	.7	.4	.5	-.7	.6	.1
2020	103.7	103.9	103.6	103.9	.4	.2	-.3	.3	1.2	1.7	.7	.6
2021	102.9	100.8	101.1	100.2	-1.0	-2.0	.3	-.9	-.8	-3.0	-2.4	-3.6
2022	98.2	—	—	—	-2.0	—	—	—	-4.6	—	—	—
Sales and office												
2001	97.1	97.1	97.6	99.3	-.4	.0	.5	1.7	-.3	-.4	-.2	1.8
2002	99.1	99.7	99.5	99.9	-.2	.6	-.2	.4	2.1	2.7	1.9	.6
2003	98.8	100.0	100.3	100.8	-1.1	1.2	.3	.5	-.3	.3	.8	.9
2004	99.9	99.7	100.7	100.5	-.9	-.2	1.0	-.2	1.1	-.3	.4	-.3
2005	99.6	99.6	98.3	100.0	-.9	.0	-1.3	1.7	-.3	-.1	-2.4	-.5
2006	98.9	98.5	99.3	100.4	-1.1	-.4	.8	1.1	-.7	-1.1	1.0	.4
2007	99.5	99.0	99.5	99.5	-.9	-.5	.5	.0	.6	.5	.2	-.9
2008	98.4	96.9	97.2	101.2	-1.1	-1.5	.3	4.1	-1.1	-2.1	-2.3	1.7
2009	100.0	99.1	99.5	99.9	-1.2	-.9	.4	.4	1.6	2.3	2.4	-1.3
2010	99.4	100.1	100.1	100.3	-.5	.7	.0	.2	-.6	1.0	.6	.4
2011	98.4	98.3	98.3	99.1	-1.9	-.1	.0	.8	-1.0	-1.8	-1.8	-1.2
2012	98.1	98.8	98.5	99.2	-1.0	.7	-.3	.7	-.3	.5	.2	.1

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Sales and office													
2013	98.4	98.8	98.9	99.9	-0.8	0.4	0.1	1.0	0.3	0.0	0.4	0.7	
2014	98.6	98.7	99.4	101.5	-1.3	.1	.7	2.1	.2	-.1	.5	1.6	
2015	102.4	100.7	101.7	102.6	.9	-1.7	1.0	.9	3.9	2.0	2.3	1.1	
2016	102.6	102.8	102.6	102.7	.0	.2	-.2	.1	.2	2.1	.9	.1	
2017	102.9	102.8	103.0	103.4	.2	-.1	.2	.4	.3	.0	.4	.7	
2018	103.6	103.4	104.4	105.4	.2	-.2	1.0	1.0	.7	.6	1.4	1.9	
2019	105.3	104.9	106.0	106.3	-.1	-.4	1.0	.3	1.6	1.5	1.5	.9	
2020	107.4	108.0	107.4	108.4	1.0	.6	-.6	.9	2.0	3.0	1.3	2.0	
2021	109.1	106.7	107.2	106.5	.6	-2.2	.5	-.7	1.6	-1.2	-.2	-1.8	
2022	104.9	—	—	—	-1.5	—	—	—	-3.8	—	—	—	
Sales and related													
2001	97.0	97.3	97.1	98.7	-.9	.3	-.2	1.6	-2.3	-1.8	-2.1	.8	
2002	98.2	99.6	99.0	98.9	-.5	1.4	-.6	-.1	1.2	2.4	2.0	.2	
2003	97.8	99.1	100.2	100.2	-1.1	1.3	1.1	.0	-.4	-.5	1.2	1.3	
2004	99.2	99.3	100.9	99.9	-1.0	.1	1.6	-1.0	1.4	.2	.7	-.3	
2005	99.1	99.0	98.2	100.0	-.8	-.1	-.8	1.8	-.1	-.3	-2.7	.1	
2006	98.3	98.2	98.9	100.0	-1.7	-.1	.7	1.1	-.8	-.8	.7	.0	
2007	98.4	98.2	98.5	98.8	-1.6	-.2	.3	.3	.1	.0	-.4	-1.2	
2008	96.9	95.8	95.6	98.9	-1.9	-1.1	-.2	3.5	-1.5	-2.4	-2.9	.1	
2009	96.5	95.5	96.3	96.8	-2.4	-1.0	.8	.5	-.4	-.3	.7	-2.1	
2010	96.0	97.5	97.1	97.6	-.8	1.6	-.4	.5	-.5	2.1	.8	.8	
2011	94.9	95.7	95.7	96.7	-2.8	.8	.0	1.0	-1.1	-1.8	-1.4	-.9	
2012	95.6	96.7	96.7	97.0	-1.1	1.2	.0	.3	.7	1.0	1.0	.3	
2013	96.0	96.6	96.8	97.9	-1.0	.6	.2	1.1	.4	-.1	.1	.9	
2014	96.1	96.7	97.6	100.0	-1.8	.6	.9	2.5	.1	.1	.8	2.1	
2015	102.2	98.6	99.9	100.4	2.2	-3.5	1.3	.5	6.3	2.0	2.4	.4	
2016	99.9	101.0	100.1	99.5	-.5	1.1	-.9	-.6	-2.3	2.4	.2	-.9	
2017	99.8	99.7	100.4	100.4	.3	-.1	.7	.0	-.1	-1.3	.3	.9	
2018	101.1	100.5	102.0	103.0	.7	-.6	1.5	1.0	1.3	.8	1.6	2.6	
2019	102.8	102.2	103.6	103.9	-.2	-.6	1.4	.3	1.7	1.7	1.6	.9	
2020	105.6	106.3	105.3	106.8	1.6	.7	-.9	1.4	2.7	4.0	1.6	2.8	
2021	109.2	106.0	106.7	105.9	2.2	-2.9	.7	-.7	3.4	-.3	1.3	-.8	
2022	104.3	—	—	—	-1.5	—	—	—	-4.5	—	—	—	
Office and administrative support													
2001	97.2	97.0	98.0	99.6	-.1	-.2	1.0	1.6	1.2	.6	1.3	2.4	
2002	99.8	99.8	99.9	100.6	.2	.0	.1	.7	2.7	2.9	1.9	1.0	
2003	99.5	100.5	100.4	101.2	-1.1	1.0	-.1	.8	-.3	.7	.5	.6	
2004	100.5	100.0	100.6	100.9	-.7	-.5	.6	.3	1.0	-.5	.2	-.3	
2005	100.0	100.0	98.4	100.0	-.9	.0	-1.6	1.6	-.5	.0	-2.2	-.9	
2006	99.3	98.7	99.5	100.7	-.7	-.6	.8	1.2	-.7	-1.3	1.1	.7	
2007	100.2	99.5	100.1	100.0	-.5	-.7	.6	-.1	.9	.8	.6	-.7	
2008	99.3	97.5	98.3	102.8	-.7	-1.8	.8	4.6	-.9	-2.0	-1.8	2.8	
2009	102.4	101.4	101.6	102.0	-.4	-1.0	.2	.4	3.1	4.0	3.4	-.8	
2010	101.5	101.7	102.1	102.0	-.5	.2	.4	-.1	-.9	.3	.5	.0	
2011	100.7	100.0	100.0	100.8	-1.3	-.7	.0	.8	-.8	-1.7	-2.1	-1.2	
2012	99.7	100.1	99.7	100.7	-1.1	.4	-.4	1.0	-1.0	.1	-.3	-.1	
2013	100.0	100.2	100.3	101.1	-.7	.2	.1	.8	.3	.1	.6	.4	
2014	100.3	100.0	100.6	102.4	-.8	-.3	.6	1.8	.3	-.2	.3	1.3	
2015	102.4	102.1	102.9	104.1	.0	-.3	.8	1.2	2.1	2.1	2.3	1.7	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Office and administrative support												
2016	104.5	103.9	104.4	105.0	0.4	-0.6	0.5	0.6	2.1	1.8	1.5	0.9
2017	104.9	104.9	104.8	105.4	-1	.0	-1	.6	.4	1.0	.4	.4
2018	105.3	105.3	105.9	107.0	-1	.0	.6	1.0	.4	.4	1.0	1.5
2019	106.9	106.8	107.5	107.8	-1	-1	.7	.3	1.5	1.4	1.5	.7
2020	108.5	109.1	108.7	109.3	.6	.6	-4	.6	1.5	2.2	1.1	1.4
2021	108.6	106.9	107.4	106.7	-6	-1.6	.5	-7	.1	-2.0	-1.2	-2.4
2022	105.0	—	—	—	-1.6	—	—	—	-3.3	—	—	—
Blue-collar occupations⁴												
2001	98.5	98.3	99.4	100.9	-1	-2	1.1	1.5	.9	.5	1.2	2.3
2002	100.5	100.7	100.7	101.2	-4	.2	.0	.5	2.0	2.4	1.3	.3
2003	100.1	101.1	100.9	101.7	-1.1	1.0	-2	.8	-4	.4	.2	.5
2004	100.7	100.2	100.9	101.0	-1.0	-5	.7	.1	.6	-9	.0	-7
2005	99.9	100.0	98.5	100.0	-1.1	.1	-1.5	1.5	-8	-2	-2.4	-1.0
2006	99.1	98.4	99.2	100.3	-9	-7	.8	1.1	-8	-1.6	.7	.3
Natural resources, construction, and maintenance												
2001	97.9	97.7	99.1	100.3	-2	-2	1.4	1.2	.9	.2	1.2	2.2
2002	99.7	100.3	100.4	100.8	-6	.6	.1	.4	1.8	2.7	1.3	.5
2003	99.7	100.8	100.7	101.6	-1.1	1.1	-1	.9	.0	.5	.3	.8
2004	100.6	100.2	100.5	100.7	-1.0	-4	.3	.2	.9	-6	-2	-9
2005	99.6	99.8	98.4	100.0	-1.1	.2	-1.4	1.6	-1.0	-4	-2.1	-7
2006	99.2	98.7	99.7	100.9	-8	-5	1.0	1.2	-4	-1.1	1.3	.9
2007	99.9	99.3	100.3	100.3	-1.0	-6	1.0	.0	.7	.6	.6	-6
2008	99.6	98.0	98.8	103.5	-7	-1.6	.8	4.8	-3	-1.3	-1.5	3.2
2009	102.5	101.4	101.8	102.2	-1.0	-1.1	.4	.4	2.9	3.5	3.0	-1.3
2010	101.8	101.9	102.0	101.8	-4	.1	.1	-2	-7	.5	.2	-4
2011	100.2	99.8	99.9	100.6	-1.6	-4	.1	.7	-1.6	-2.1	-2.1	-1.2
2012	99.2	99.5	99.2	100.1	-1.4	.3	-3	.9	-1.0	-3	-7	-5
2013	99.1	99.1	99.6	100.3	-1.0	.0	.5	.7	-1	-4	.4	.2
2014	99.4	99.1	99.9	101.6	-9	-3	.8	1.7	.3	.0	.3	1.3
2015	101.4	101.1	101.8	102.8	-2	-3	.7	1.0	2.0	2.0	1.9	1.2
2016	102.7	102.4	102.6	103.2	-1	-3	.2	.6	1.3	1.3	.8	.4
2017	102.9	103.3	103.4	104.0	-3	.4	.1	.6	.2	.9	.8	.8
2018	103.1	103.0	103.3	104.4	-9	-1	.3	1.1	.2	-3	-1	.4
2019	103.7	103.9	104.6	105.1	-7	.2	.7	.5	.6	.9	1.3	.7
2020	105.8	106.2	105.9	106.4	.7	.4	-3	.5	2.0	2.2	1.2	1.2
2021	105.7	104.2	104.2	103.6	-7	-1.4	.0	-6	-1	-1.9	-1.6	-2.6
2022	101.7	—	—	—	-1.8	—	—	—	-3.8	—	—	—
Construction, extraction, farming, fishing, and forestry												
2001	98.2	98.3	99.1	100.3	-2	.1	.8	1.2	1.4	.8	1.1	1.9
2002	99.8	99.9	100.0	100.6	-5	.1	.1	.6	1.6	1.6	.9	.3
2003	99.2	100.4	100.5	101.4	-1.4	1.2	.1	.9	-6	.5	.5	.8
2004	100.6	100.1	100.4	100.7	-8	-5	.3	.3	1.4	-3	-1	-7
2005	99.6	99.6	98.3	100.0	-1.1	.0	-1.3	1.7	-1.0	-5	-2.1	-7
2006	99.2	98.9	99.8	101.1	-8	-3	.9	1.3	-4	-7	1.5	1.1
2007	100.2	99.8	100.7	100.9	-9	-4	.9	.2	1.0	.9	.9	-2
2008	100.5	98.9	99.6	104.2	-4	-1.6	.7	4.6	.3	-9	-1.1	3.3

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Construction, extraction, farming, fishing, and forestry													
2009	103.0	101.9	102.3	102.7	-1.2	-1.1	0.4	0.4	2.5	3.0	2.7	-1.4	
2010	102.0	102.2	102.6	102.3	-7	.2	.4	-3	-1.0	.3	.3	-4	
2011	100.7	100.1	100.0	100.8	-1.6	-.6	-.1	.8	-1.3	-2.1	-2.5	-1.5	
2012	99.2	99.4	99.2	99.9	-1.6	.2	-.2	.7	-1.5	-.7	-.8	-.9	
2013	98.9	98.8	99.3	100.0	-1.0	-.1	.5	.7	-.3	-.6	.1	.1	
2014	98.8	98.6	99.3	101.4	-1.2	-.2	.7	2.1	-.1	-.2	.0	1.4	
2015	100.9	100.4	101.2	102.3	-.5	-.5	.8	1.1	2.1	1.8	1.9	.9	
2016	102.3	102.3	102.2	103.2	.0	.0	-.1	1.0	1.4	1.9	1.0	.9	
2017	103.0	103.3	103.3	103.9	-.2	.3	.0	.6	.7	1.0	1.1	.7	
2018	103.2	103.1	103.4	104.5	-.7	-.1	.3	1.1	.2	-.2	.1	.6	
2019	104.0	104.2	104.8	105.4	-.5	.2	.6	.6	.8	1.1	1.4	.9	
2020	106.4	106.1	105.6	106.2	.9	-.3	-.5	.6	2.3	1.8	.8	.8	
2021	105.4	104.2	104.3	103.5	-.8	-1.1	.1	-.8	-.9	-1.8	-1.2	-2.5	
2022	101.8	—	—	—	-1.6	—	—	—	-3.4	—	—	—	
Installation, maintenance, and repair													
2001	97.5	97.1	99.2	100.3	-.3	-.4	2.2	1.1	.2	-.5	1.4	2.6	
2002	99.5	100.7	101.0	101.0	-.8	1.2	.3	.0	2.1	3.7	1.8	.7	
2003	100.2	101.3	101.0	101.8	-.8	1.1	-.3	.8	.7	.6	.0	.8	
2004	100.5	100.2	100.8	100.7	-1.3	-.3	.6	-.1	.3	-1.1	-.2	-1.1	
2005	99.6	100.1	98.5	100.0	-1.1	.5	-1.6	1.5	-.9	-.1	-2.3	-.7	
2006	99.1	98.5	99.5	100.5	-.9	-.6	1.0	1.0	-.5	-1.6	1.0	.5	
2007	99.5	98.6	99.9	99.7	-1.0	-.9	1.3	-.2	.4	.1	.4	-.8	
2008	98.6	96.9	97.9	102.6	-1.1	-1.7	1.0	4.8	-.9	-1.7	-2.0	2.9	
2009	101.8	100.9	101.2	101.6	-.8	-.9	.3	.4	3.2	4.1	3.4	-1.0	
2010	101.6	101.5	101.3	101.3	.0	-.1	-.2	.0	-.2	.6	.1	-.3	
2011	99.6	99.5	99.9	100.5	-1.7	-.1	.4	.6	-2.0	-2.0	-1.4	-.8	
2012	99.3	99.6	99.2	100.2	-1.2	.3	-.4	1.0	-.3	.1	-.7	-.3	
2013	99.4	99.5	100.1	100.8	-.8	.1	.6	.7	.1	-.1	.9	.6	
2014	100.1	99.6	100.5	102.0	-.7	-.5	.9	1.5	.7	.1	.4	1.2	
2015	102.0	101.8	102.5	103.3	.0	-.2	.7	.8	1.9	2.2	2.0	1.3	
2016	103.2	102.5	103.1	103.3	-.1	-.7	.6	.2	1.2	.7	.6	.0	
2017	102.7	103.4	103.5	104.1	-.6	.7	.1	.6	-.5	.9	.4	.8	
2018	103.2	102.9	103.2	104.3	-.9	-.3	.3	1.1	.5	-.5	-.3	.2	
2019	103.4	103.6	104.4	104.9	-.9	.2	.8	.5	.2	.7	1.2	.6	
2020	105.1	106.4	106.2	106.7	.2	1.2	-.2	.5	1.6	2.7	1.7	1.7	
2021	106.1	104.2	104.3	103.7	-.6	-1.8	.1	-.6	1.0	-2.1	-1.8	-2.8	
2022	101.8	—	—	—	-1.8	—	—	—	-4.1	—	—	—	
Production, transportation, and material moving													
2001	99.0	98.8	99.5	101.3	.0	-.2	.7	1.8	1.0	.7	1.1	2.3	
2002	101.0	101.0	100.9	101.5	-.3	.0	-.1	.6	2.0	2.2	1.4	.2	
2003	100.4	101.3	101.1	101.9	-1.1	.9	-.2	.8	-.6	.3	.2	.4	
2004	100.8	100.3	101.1	101.1	-1.1	-.5	.8	.0	.4	-1.0	.0	-.8	
2005	100.1	100.1	98.6	100.0	-1.0	.0	-1.5	1.4	-.7	-.2	-2.5	-1.1	
2006	99.1	98.1	98.8	99.9	-.9	-1.0	.7	1.1	-1.0	-2.0	.2	-.1	
2007	98.9	98.1	98.8	98.5	-1.0	-.8	.7	-.3	-.2	.0	.0	-1.4	
2008	97.8	96.1	96.9	101.1	-.7	-1.7	.8	4.3	-1.1	-2.0	-1.9	2.6	
2009	100.3	99.4	99.9	100.1	-.8	-.9	.5	.2	2.6	3.4	3.1	-1.0	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Production, transportation, and material moving													
2010	99.5	99.8	100.3	100.1	-0.6	0.3	0.5	-0.2	-0.8	0.4	0.4	0.0	
2011	98.5	97.9	97.7	98.6	-1.6	-.6	-.2	.9	-1.0	-1.9	-2.6	-1.5	
2012	97.7	97.9	97.7	98.8	-.9	.2	-.2	1.1	-.8	.0	.0	.2	
2013	98.0	98.0	98.2	99.0	-.8	.0	.2	.8	.3	.1	.5	.2	
2014	98.4	98.1	98.9	100.5	-.6	-.3	.8	1.6	.4	.1	.7	1.5	
2015	100.7	100.3	101.1	102.2	.2	-.4	.8	1.1	2.3	2.2	2.2	1.7	
2016	102.4	102.0	102.6	103.3	.2	-.4	.6	.7	1.7	1.7	1.5	1.1	
2017	103.3	103.5	103.8	104.4	.0	.2	.3	.6	.9	1.5	1.2	1.1	
2018	104.4	104.0	104.7	105.8	.0	-.4	.7	1.1	1.1	.5	.9	1.3	
2019	106.1	105.8	106.6	107.5	.3	-.3	.8	.8	1.6	1.7	1.8	1.6	
2020	108.2	109.1	108.9	109.8	.7	.8	-.2	.8	2.0	3.1	2.2	2.1	
2021	109.1	108.0	108.5	108.4	-.6	-1.0	.5	-.1	.8	-1.0	-.4	-1.3	
2022	106.7	—	—	—	-1.6	—	—	—	-2.2	—	—	—	
Production													
2001	98.7	98.4	99.0	100.8	.1	-.3	.6	1.8	1.0	.7	1.0	2.2	
2002	100.4	100.4	100.2	100.9	-.4	.0	-.2	.7	1.7	2.0	1.2	.1	
2003	99.9	100.8	100.7	101.5	-1.0	.9	-.1	.8	-.5	.4	.5	.6	
2004	100.4	100.0	100.9	100.8	-1.1	-.4	.9	-.1	.5	-.8	.2	-.7	
2005	100.0	100.1	98.5	100.0	-.8	.1	-1.6	1.5	-.4	.1	-2.4	-.8	
2006	99.2	98.1	98.7	99.8	-.8	-1.1	.6	1.1	-.8	-2.0	.2	-.2	
2007	98.8	97.9	98.4	98.1	-1.0	-.9	.5	-.3	-.4	-.2	-.3	-1.7	
2008	97.4	95.8	96.5	100.6	-.7	-1.6	.7	4.2	-1.4	-2.1	-1.9	2.5	
2009	100.1	99.1	99.4	99.7	-.5	-1.0	.3	.3	2.8	3.4	3.0	-.9	
2010	99.2	99.4	99.6	99.4	-.5	.2	.2	-.2	-.9	.3	.2	-.3	
2011	97.9	97.3	97.2	98.0	-1.5	-.6	-.1	.8	-1.3	-2.1	-2.4	-1.4	
2012	97.2	97.4	97.0	97.9	-.8	.2	-.4	.9	-.7	.1	-.2	-.1	
2013	97.3	97.5	97.6	98.4	-.6	.2	.1	.8	.1	.1	.6	.5	
2014	97.8	97.3	98.1	99.9	-.6	-.5	.8	1.8	.5	-.2	.5	1.5	
2015	100.0	99.5	100.3	101.6	.1	-.5	.8	1.3	2.2	2.3	2.2	1.7	
2016	101.7	101.2	101.7	102.4	.1	-.5	.5	.7	1.7	1.7	1.4	.8	
2017	102.3	102.5	102.7	103.4	-.1	.2	.2	.7	.6	1.3	1.0	1.0	
2018	103.0	102.7	103.2	104.4	-.4	-.3	.5	1.2	.7	.2	.5	1.0	
2019	104.2	104.1	104.5	105.3	-.2	-.1	.4	.8	1.2	1.4	1.3	.9	
2020	105.9	106.9	106.6	107.2	.6	.9	-.3	.6	1.6	2.7	2.0	1.8	
2021	106.8	105.9	106.2	105.9	-.4	-.8	.3	-.3	.8	-.9	-.4	-1.2	
2022	104.1	—	—	—	-1.7	—	—	—	-2.5	—	—	—	
Transportation and material moving													
2001	99.3	99.3	100.2	102.0	-.2	.0	.9	1.8	.9	.8	1.5	2.5	
2002	101.8	101.7	101.7	102.2	-.2	-.1	.0	.5	2.5	2.4	1.5	.2	
2003	101.1	102.0	101.5	102.3	-1.1	.9	-.5	.8	-.7	.3	-.2	.1	
2004	101.2	100.6	101.4	101.5	-1.1	-.6	.8	.1	.1	-1.4	-.1	-.8	
2005	100.2	100.1	98.7	100.0	-1.3	-.1	-1.4	1.3	-1.0	-.5	-2.7	-1.5	
2006	99.0	98.1	99.0	100.2	-1.0	-.9	.9	1.2	-1.2	-2.0	.3	.2	
2007	99.0	98.4	99.2	98.9	-1.2	-.6	.8	-.3	.0	.3	.2	-1.3	
2008	98.2	96.5	97.3	101.6	-.7	-1.7	.8	4.4	-.8	-1.9	-1.9	2.7	
2009	100.7	99.8	100.4	100.6	-.9	-.9	.6	.2	2.5	3.4	3.2	-1.0	
2010	100.0	100.3	101.0	101.0	-.6	.3	.7	.0	-.7	.5	.6	.4	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Transportation and material moving												
2011	99.2	98.6	98.4	99.3	-1.8	-0.6	-0.2	0.9	-0.8	-1.7	-2.6	-1.7
2012	98.3	98.6	98.5	99.8	-1.0	.3	-.1	1.3	-.9	.0	.1	.5
2013	98.9	98.7	98.9	99.8	-.9	-.2	.2	.9	.6	.1	.4	.0
2014	99.0	98.9	99.9	101.3	-.8	-.1	1.0	1.4	.1	.2	1.0	1.5
2015	101.5	101.2	102.0	103.0	.2	-.3	.8	1.0	2.5	2.3	2.1	1.7
2016	103.3	103.0	103.6	104.2	.3	-.3	.6	.6	1.8	1.8	1.6	1.2
2017	104.5	104.6	105.1	105.6	.3	.1	.5	.5	1.2	1.6	1.4	1.3
2018	105.9	105.4	106.5	107.4	.3	-.5	1.0	.8	1.3	.8	1.3	1.7
2019	108.2	107.7	108.8	109.8	.7	-.5	1.0	.9	2.2	2.2	2.2	2.2
2020	110.8	111.5	111.5	112.6	.9	.6	.0	1.0	2.4	3.5	2.5	2.6
2021	111.7	110.3	111.1	111.1	-.8	-1.3	.7	.0	.8	-1.1	-.4	-1.3
2022	109.4	—	—	—	-1.5	—	—	—	-2.1	—	—	—
Service Occupations												
2001	99.6	99.1	99.7	101.7	-.2	-.5	.6	2.0	1.0	.2	.7	1.9
2002	101.3	101.0	101.2	101.7	-.4	-.3	.2	.5	1.7	1.9	1.5	.0
2003	100.5	101.2	101.2	102.2	-1.2	.7	.0	1.0	-.8	.2	.0	.5
2004	100.9	100.1	100.6	101.0	-1.3	-.8	.5	.4	-.4	-1.1	-.6	-1.2
2005	100.0	99.9	98.5	100.0	-1.0	-.1	-1.4	1.5	-.9	-.2	-2.1	-1.0
2006	99.0	98.1	99.1	100.6	-1.0	-.9	1.0	1.5	-1.0	-1.8	.6	.6
2007	100.2	99.4	100.5	100.5	-.4	-.8	1.1	.0	1.2	1.3	1.4	-1.1
2008	99.6	97.8	98.8	103.3	-.9	-1.8	1.0	4.6	-.6	-1.6	-1.7	2.8
2009	102.9	101.8	102.4	102.6	-.4	-1.1	.6	.2	3.3	4.1	3.6	-.7
2010	102.1	102.1	102.4	102.3	-.5	.0	.3	-.1	-.8	.3	.0	-.3
2011	100.9	99.9	99.7	100.7	-1.4	-1.0	-.2	1.0	-1.2	-2.2	-2.6	-1.6
2012	99.3	99.5	99.1	100.2	-1.4	.2	-.4	1.1	-1.6	-.4	-.6	-.5
2013	99.2	99.2	99.0	100.1	-1.0	.0	-.2	1.1	-.1	-.3	-.1	-.1
2014	98.9	98.5	99.4	101.3	-1.2	-.4	.9	1.9	-.3	-.7	.4	1.2
2015	101.4	100.4	101.3	102.4	.1	-1.0	.9	1.1	2.5	1.9	1.9	1.1
2016	102.6	102.2	102.9	103.5	.2	-.4	.7	.6	1.2	1.8	1.6	1.1
2017	103.6	103.6	103.5	104.4	.1	.0	-.1	.9	1.0	1.4	.6	.9
2018	104.4	104.0	104.8	106.2	.0	-.4	.8	1.3	.8	.4	1.3	1.7
2019	106.2	106.3	106.9	107.8	.0	.1	.6	.8	1.7	2.2	2.0	1.5
2020	108.5	109.3	109.2	110.1	.6	.7	-.1	.8	2.2	2.8	2.2	2.1
2021	109.8	108.7	109.9	110.2	-.3	-1.0	1.1	.3	1.2	-.5	.6	.1
2022	109.0	—	—	—	-1.1	—	—	—	-.7	—	—	—
Industry												
Goods-producing industries⁵												
2001	98.2	98.1	98.6	100.2	-.1	-.1	.5	1.6	1.0	.4	.7	1.9
2002	99.9	100.0	99.9	100.7	-.3	.1	-.1	.8	1.7	1.9	1.3	.5
2003	99.7	100.8	100.5	101.3	-1.0	1.1	-.3	.8	-.2	.8	.6	.6
2004	100.4	99.8	100.8	100.5	-.9	-.6	1.0	-.3	.7	-1.0	.3	-.8
2005	99.7	99.8	98.5	100.0	-.8	.1	-1.3	1.5	-.7	.0	-2.3	-.5
2006	99.2	98.7	99.2	100.3	-.8	-.5	.5	1.1	-.5	-1.1	.7	.3
2007	99.5	98.9	99.5	99.3	-.8	-.6	.6	-.2	.3	.2	.3	-1.0
2008	98.7	97.1	97.7	102.0	-.6	-1.6	.6	4.4	-.8	-1.8	-1.8	2.7
2009	101.1	99.9	100.1	100.3	-.9	-1.2	.2	.2	2.4	2.9	2.5	-1.7
2010	99.9	100.1	100.5	100.2	-.4	.2	.4	-.3	-1.2	.2	.4	-.1

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Industry												
Goods-producing industries⁵												
2011	98.8	98.3	98.2	99.0	-1.4	-0.5	-0.1	0.8	-1.1	-1.8	-2.3	-1.2
2012	97.8	98.2	97.9	98.9	-1.2	.4	-.3	1.0	-1.0	-.1	-.3	-.1
2013	98.1	98.4	98.6	99.3	-.8	.3	.2	.7	.3	.2	.7	.4
2014	98.4	98.2	98.9	100.7	-.9	-.2	.7	1.8	.3	-.2	.3	1.4
2015	100.7	100.4	101.3	102.5	.0	-.3	.9	1.2	2.3	2.2	2.4	1.8
2016	102.4	102.0	102.3	102.8	-.1	-.4	.3	.5	1.7	1.6	1.0	.3
2017	102.5	102.7	102.6	103.2	-.3	.2	-.1	.6	.1	.7	.3	.4
2018	102.8	102.6	103.0	104.1	-.4	-.2	.4	1.1	.3	-.1	.4	.9
2019	103.8	103.9	104.6	105.2	-.3	.1	.7	.6	1.0	1.3	1.6	1.1
2020	105.5	106.5	105.9	106.4	.3	.9	-.6	.5	1.6	2.5	1.2	1.1
2021	105.5	104.3	104.1	103.4	-.8	-1.1	-.2	-.7	.0	-2.1	-1.7	-2.8
2022	101.5	—	—	—	-1.8	—	—	—	-3.8	—	—	—
Manufacturing												
2001	98.6	98.5	98.8	100.4	.0	-.1	.3	1.6	.8	.3	.5	1.8
2002	100.4	100.4	100.2	101.0	.0	.0	-.2	.8	1.8	1.9	1.4	.6
2003	100.2	101.2	100.8	101.6	-.8	1.0	-.4	.8	-.2	.8	.6	.6
2004	100.6	100.1	100.9	100.8	-1.0	-.5	.8	-.1	.4	-1.1	.1	-.8
2005	100.0	100.1	98.6	100.0	-.8	.1	-1.5	1.4	-.6	.0	-2.3	-.8
2006	99.2	98.6	98.8	99.8	-.8	-.6	.2	1.0	-.8	-1.5	.2	-.2
2007	98.9	98.1	98.6	98.3	-.9	-.8	.5	-.3	-.3	-.5	-.2	-1.5
2008	97.6	96.0	96.6	100.8	-.7	-1.6	.6	4.3	-1.3	-2.1	-2.0	2.5
2009	100.0	98.9	99.0	99.2	-.8	-1.1	.1	.2	2.5	3.0	2.5	-1.6
2010	98.9	99.3	99.6	99.4	-.3	.4	.3	-.2	-1.1	.4	.6	.2
2011	98.2	97.7	97.6	98.3	-1.2	-.5	-.1	.7	-.7	-1.6	-2.0	-1.1
2012	97.4	97.8	97.5	98.4	-.9	.4	-.3	.9	-.8	.1	-.1	.1
2013	97.8	98.1	98.2	99.0	-.6	.3	.1	.8	.4	.3	.7	.6
2014	98.3	98.2	98.7	100.4	-.7	-.1	.5	1.7	.5	.1	.5	1.4
2015	100.7	100.4	101.2	102.3	.3	-.3	.8	1.1	2.4	2.2	2.5	1.9
2016	102.4	102.0	102.4	102.9	.1	-.4	.4	.5	1.7	1.6	1.2	.6
2017	102.6	102.8	102.6	103.2	-.3	.2	-.2	.6	.2	.8	.2	.3
2018	102.8	102.5	102.9	104.1	-.4	-.3	.4	1.2	.2	-.3	.3	.9
2019	103.9	103.9	104.3	105.0	-.2	.0	.4	.7	1.1	1.4	1.4	.9
2020	105.5	106.3	105.7	106.3	.5	.8	-.6	.6	1.5	2.3	1.3	1.2
2021	105.4	104.0	104.0	103.3	-.8	-1.3	.0	-.7	-.1	-2.2	-1.6	-2.8
2022	101.8	—	—	—	-1.5	—	—	—	-3.4	—	—	—
Service-providing industries⁶												
2001	97.7	97.6	98.6	100.1	-.2	-.1	1.0	1.5	.6	.4	1.0	2.2
2002	99.8	100.0	100.2	100.5	-.3	.2	.2	.3	2.1	2.5	1.6	.4
2003	99.7	100.5	100.8	101.6	-.8	.8	.3	.8	-.1	.5	.6	1.1
2004	100.5	99.9	100.7	100.9	-1.1	-.6	.8	.2	.8	-.6	-.1	-.7
2005	100.0	99.8	98.4	100.0	-.9	-.2	-1.4	1.6	-.5	-.1	-2.3	-.9
2006	99.2	98.4	99.6	100.8	-.8	-.8	1.2	1.2	-.8	-1.4	1.2	.8
2007	100.0	99.2	100.2	100.1	-.8	-.8	1.0	-.1	.8	.8	.6	-.7
2008	99.2	97.6	98.4	102.7	-.9	-1.6	.8	4.4	-.8	-1.6	-1.8	2.6
2009	101.9	100.8	101.2	101.5	-.8	-1.1	.4	.3	2.7	3.3	2.8	-1.2
2010	101.2	101.5	101.7	101.7	-.3	.3	.2	.0	-.7	.7	.5	.2

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Service-providing industries⁶												
2011	100.1	99.5	99.4	100.2	-1.6	-0.6	-0.1	0.8	-1.1	-2.0	-2.3	-1.5
2012	99.1	99.5	99.1	100.1	-1.1	.4	-4	1.0	-1.0	.0	-.3	-.1
2013	99.2	99.4	99.5	100.4	-.9	.2	.1	.9	.1	-.1	.4	.3
2014	99.3	99.1	100.0	101.8	-1.1	-.2	.9	1.8	.1	-.3	.5	1.4
2015	101.9	101.1	102.0	103.0	.1	-.8	.9	1.0	2.6	2.0	2.0	1.2
2016	103.0	102.5	102.9	103.2	.0	-.5	.4	.3	1.1	1.4	.9	.2
2017	103.1	103.2	103.2	103.7	-.1	.1	.0	.5	.1	.7	.3	.5
2018	103.5	103.0	103.9	104.9	-.2	-.5	.9	1.0	.4	-.2	.7	1.2
2019	104.5	104.3	105.1	105.5	-.4	-.2	.8	.4	1.0	1.3	1.2	.6
2020	106.2	106.6	106.2	106.8	.7	.4	-.4	.6	1.6	2.2	1.0	1.2
2021	106.3	104.4	105.1	104.4	-.5	-1.8	.7	-.7	.1	-2.1	-1.0	-2.2
2022	102.6	—	—	—	-1.7	—	—	—	-3.5	—	—	—
Education and health services												
2001	96.8	96.5	98.1	99.6	-.5	-.3	1.7	1.5	.9	.7	1.4	2.4
2002	98.9	98.7	99.7	100.4	-.7	-.2	1.0	.7	2.2	2.3	1.6	.8
2003	99.0	99.7	100.0	100.9	-1.4	.7	.3	.9	.1	1.0	.3	.5
2004	99.8	98.9	100.1	100.3	-1.1	-.9	1.2	.2	.8	-.8	.1	-.6
2005	99.4	99.1	98.1	100.0	-.9	-.3	-1.0	1.9	-.4	.2	-2.0	-.3
2006	98.9	98.1	100.0	101.2	-1.1	-.8	1.9	1.2	-.5	-1.0	1.9	1.2
2007	100.0	99.1	100.6	100.6	-1.2	-.9	1.5	.0	1.1	1.0	.6	-.6
2008	99.6	97.7	99.1	103.5	-1.0	-1.9	1.4	4.4	-.4	-1.4	-1.5	2.9
2009	102.7	101.7	102.3	102.6	-.8	-1.0	.6	.3	3.1	4.1	3.2	-.9
2010	102.0	102.1	102.5	102.4	-.6	.1	.4	-.1	-.7	.4	.2	-.2
2011	100.6	99.8	99.8	100.6	-1.8	-.8	.0	.8	-1.4	-2.3	-2.6	-1.8
2012	99.4	99.5	99.3	100.3	-1.2	.1	-.2	1.0	-1.2	-.3	-.5	-.3
2013	99.2	99.1	99.4	100.2	-1.1	-.1	.3	.8	-.2	-.4	.1	-.1
2014	99.0	98.5	99.3	101.2	-1.2	-.5	.8	1.9	-.2	-.6	-.1	1.0
2015	101.0	100.3	101.2	102.2	-.2	-.7	.9	1.0	2.0	1.8	1.9	1.0
2016	101.9	101.1	101.8	102.2	-.3	-.8	.7	.4	.9	.8	.6	.0
2017	101.7	101.7	101.5	102.2	-.5	.0	-.2	.7	-.2	.6	-.3	.0
2018	101.5	101.0	102.0	103.1	-.7	-.5	1.0	1.1	-.2	-.7	.5	.9
2019	102.2	101.9	102.9	103.3	-.9	-.3	1.0	.4	.7	.9	.9	.2
2020	103.5	103.5	103.5	104.0	.2	.0	.0	.5	1.3	1.6	.6	.7
2021	102.7	100.7	101.3	100.7	-1.2	-1.9	.6	-.6	-.8	-2.7	-2.1	-3.2
2022	98.6	—	—	—	-2.1	—	—	—	-4.0	—	—	—
Educational services												
2001	97.8	97.1	99.2	100.4	-.7	-.7	2.2	1.2	.7	.4	1.1	1.9
2002	99.4	98.9	100.6	101.2	-1.0	-.5	1.7	.6	1.6	1.9	1.4	.8
2003	99.5	100.0	100.4	101.2	-1.7	.5	.4	.8	.1	1.1	-.2	.0
2004	99.9	98.8	100.0	100.2	-1.3	-1.1	1.2	.2	.4	-1.2	-.4	-1.0
2005	99.1	98.7	98.0	100.0	-1.1	-.4	-.7	2.0	-.8	-.1	-2.0	-.2
2006	98.7	97.5	99.9	100.9	-1.3	-1.2	2.5	1.0	-.4	-1.2	1.9	.9
2007	99.4	98.2	100.2	100.2	-1.5	-1.2	2.0	.0	.7	.7	.3	-.7
2008	98.9	97.0	99.0	103.2	-1.3	-1.9	2.1	4.2	-.5	-1.2	-1.2	3.0
2009	102.2	101.0	101.9	102.1	-1.0	-1.2	.9	.2	3.3	4.1	2.9	-1.1
2010	101.4	101.4	102.0	101.8	-.7	.0	.6	-.2	-.8	.4	.1	-.3
2011	100.0	99.1	99.2	99.9	-1.8	-.9	.1	.7	-1.4	-2.3	-2.7	-1.9
2012	98.5	98.5	98.4	99.3	-1.4	.0	-.1	.9	-1.5	-.6	-.8	-.6

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Educational services													
2013	98.0	97.9	98.2	98.9	-1.3	-0.1	0.3	0.7	-0.5	-0.6	-0.2	-0.4	
2014	97.7	97.0	98.1	99.8	-1.2	-.7	1.1	1.7	-.3	-.9	-.1	.9	
2015	99.5	98.8	99.9	100.8	-.3	-.7	1.1	.9	1.8	1.9	1.8	1.0	
2016	100.3	99.5	100.4	100.8	-.5	-.8	.9	.4	.8	.7	.5	.0	
2017	100.2	99.9	100.1	100.6	-.6	-.3	.2	.5	-.1	.4	-.3	-.2	
2018	99.6	98.9	100.1	101.0	-1.0	-.7	1.2	.9	-.6	-1.0	.0	.4	
2019	100.1	99.7	101.2	101.4	-.9	-.4	1.5	.2	.5	.8	1.1	.4	
2020	101.3	101.7	101.5	101.8	-.1	.4	-.2	.3	1.2	2.0	.3	.4	
2021	100.2	97.9	98.6	97.3	-1.6	-2.3	.7	-1.3	-1.1	-3.7	-2.9	-4.4	
2022	94.8	-	-	-	-2.6	-	-	-	-5.4	-	-	-	
Elementary and secondary schools													
2001	97.8	97.1	99.1	100.3	-.9	-.7	2.1	1.2	.4	.2	.7	1.6	
2002	99.3	98.8	100.7	101.2	-1.0	-.5	1.9	.5	1.5	1.8	1.6	.9	
2003	99.5	99.9	100.4	101.1	-1.7	.4	.5	.7	.2	1.1	-.3	-.1	
2004	99.7	98.7	100.0	100.2	-1.4	-1.0	1.3	.2	.2	-1.2	-.4	-.9	
2005	98.8	98.4	97.9	100.0	-1.4	-.4	-.5	2.1	-.9	-.3	-2.1	-.2	
2006	98.5	97.3	99.9	100.8	-1.5	-1.2	2.7	.9	-.3	-1.1	2.0	.8	
2007	99.3	98.0	100.0	99.9	-1.5	-1.3	2.0	-.1	.8	.7	.1	-.9	
2008	98.6	96.7	98.8	103.1	-1.3	-1.9	2.2	4.4	-.7	-1.3	-1.2	3.2	
2009	102.1	100.8	102.0	102.1	-1.0	-1.3	1.2	.1	3.5	4.2	3.2	-1.0	
2010	101.5	101.5	102.1	101.9	-.6	.0	.6	-.2	-.6	.7	.1	-.2	
2011	100.0	99.0	99.1	99.7	-1.9	-1.0	.1	.6	-1.5	-2.5	-2.9	-2.2	
2012	98.2	98.3	98.1	98.9	-1.5	.1	-.2	.8	-1.8	-.7	-1.0	-.8	
2013	97.6	97.4	97.6	98.3	-1.3	-.2	.2	.7	-.6	-.9	-.5	-.6	
2014	97.1	96.3	97.4	99.0	-1.2	-.8	1.1	1.6	-.5	-1.1	-.2	.7	
2015	98.7	97.9	99.0	99.9	-.3	-.8	1.1	.9	1.6	1.7	1.6	.9	
2016	99.4	98.5	99.5	99.8	-.5	-.9	1.0	.3	.7	.6	.5	-.1	
2017	99.0	98.8	99.1	99.5	-.8	-.2	.3	.4	-.4	.3	-.4	-.3	
2018	98.5	97.9	99.2	100.0	-1.0	-.6	1.3	.8	-.5	-.9	.1	.5	
2019	99.1	98.6	100.3	100.5	-.9	-.5	1.7	.2	.6	.7	1.1	.5	
2020	100.3	100.7	100.9	101.1	-.2	.4	.2	.2	1.2	2.1	.6	.6	
2021	99.5	97.3	97.8	96.4	-1.6	-2.2	.5	-1.4	-.8	-3.4	-3.1	-4.6	
2022	93.9	-	-	-	-2.6	-	-	-	-5.6	-	-	-	
Junior colleges, colleges, universities, and professional schools													
2001	98.0	97.4	99.8	101.0	.0	-.6	2.5	1.2	1.4	1.1	2.6	3.1	
2002	99.8	99.4	100.7	101.4	-1.2	-.4	1.3	.7	1.8	2.1	.9	.4	
2003	99.8	100.3	100.7	101.7	-1.6	.5	.4	1.0	.0	.9	.0	.3	
2004	100.3	99.2	100.1	100.4	-1.4	-1.1	.9	.3	.5	-1.1	-.6	-1.3	
2005	99.7	99.4	98.3	100.0	-.7	-.3	-1.1	1.7	-.6	.2	-1.8	-.4	
2006	99.0	97.9	99.9	101.1	-1.0	-1.1	2.0	1.2	-.7	-1.5	1.6	1.1	
2007	99.5	98.5	100.6	100.7	-1.6	-1.0	2.1	.1	.5	.6	.7	-.4	
2008	99.5	97.5	99.3	103.3	-1.2	-2.0	1.8	4.0	.0	-1.0	-1.3	2.6	
2009	102.5	101.5	101.3	101.8	-.8	-1.0	-.2	.5	3.0	4.1	2.0	-1.5	
2010	101.0	100.8	101.4	101.4	-.8	-.2	.6	.0	-1.5	-.7	.1	-.4	
2011	99.7	98.7	99.0	99.6	-1.7	-1.0	.3	.6	-1.3	-2.1	-2.4	-1.8	
2012	98.4	98.5	98.9	99.9	-1.2	.1	.4	1.0	-1.3	-.2	-.1	.3	
2013	98.7	98.6	99.3	100.0	-1.2	-.1	.7	.7	.3	.1	.4	.1	
2014	98.9	98.1	99.2	101.0	-1.1	-.8	1.1	1.8	.2	-.5	-.1	1.0	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Junior colleges, colleges, universities, and professional schools													
2015	100.8	100.1	101.4	102.2	-0.2	-0.7	1.3	0.8	1.9	2.0	2.2	1.2	
2016	101.8	100.9	101.8	102.3	-.4	-.9	.9	.5	1.0	.8	.4	.1	
2017	102.0	101.5	101.8	102.3	-.3	-.5	.3	.5	.2	.6	.0	.0	
2018	101.2	100.5	101.5	102.7	-1.1	-.7	1.0	1.2	-.8	-1.0	-.3	.4	
2019	101.9	101.5	102.5	102.9	-.8	-.4	1.0	.4	.7	1.0	1.0	.2	
2020	102.7	103.1	102.3	102.5	-.2	.4	-.8	.2	.8	1.6	-.2	-.4	
2021	100.9	98.7	99.4	98.4	-1.6	-2.2	.7	-1.0	-1.8	-4.3	-2.8	-4.0	
2022	95.8	—	—	—	-2.6	—	—	—	-5.1	—	—	—	
Health care and social assistance													
2001	95.5	95.6	96.7	98.6	-.2	.1	1.2	2.0	1.4	1.1	1.9	3.0	
2002	98.4	98.4	98.5	99.3	-.2	.0	.1	.8	3.0	2.9	1.9	.7	
2003	98.3	99.3	99.4	100.5	-1.0	1.0	.1	1.1	-.1	.9	.9	1.2	
2004	99.8	99.1	100.2	100.4	-.7	-.7	1.1	.2	1.5	-.2	.8	-.1	
2005	99.7	99.7	98.2	100.0	-.7	.0	-1.5	1.8	-.1	.6	-2.0	-.4	
2006	99.2	98.7	100.1	101.5	-.8	-.5	1.4	1.4	-.5	-1.0	1.9	1.5	
2007	100.7	100.0	101.1	101.1	-.8	-.7	1.1	.0	1.5	1.3	1.0	-.4	
2008	100.4	98.5	99.3	103.8	-.7	-1.9	.8	4.5	-.3	-1.5	-1.8	2.7	
2009	103.3	102.4	102.8	103.1	-.5	-.9	.4	.3	2.9	4.0	3.5	-.7	
2010	102.7	102.9	103.0	103.0	-.4	.2	.1	.0	-.6	.5	.2	-.1	
2011	101.2	100.6	100.4	101.4	-1.7	-.6	-.2	1.0	-1.5	-2.2	-2.5	-1.6	
2012	100.4	100.8	100.3	101.4	-1.0	.4	-.5	1.1	-.8	.2	-.1	.0	
2013	100.4	100.5	100.7	101.7	-1.0	.1	.2	1.0	.0	-.3	.4	.3	
2014	100.5	100.2	100.6	102.8	-1.2	-.3	.4	2.2	.1	-.3	-.1	1.1	
2015	102.6	102.0	102.7	103.8	-.2	-.6	.7	1.1	2.1	1.8	2.1	1.0	
2016	103.6	103.0	103.4	103.8	-.2	-.6	.4	.4	1.0	1.0	.7	.0	
2017	103.4	103.6	103.1	104.0	-.4	.2	-.5	.9	-.2	.6	-.3	.2	
2018	103.7	103.3	104.0	105.3	-.3	-.4	.7	1.2	.3	-.3	.9	1.2	
2019	104.6	104.4	104.9	105.4	-.7	-.2	.5	.5	.9	1.1	.9	.1	
2020	105.9	105.5	105.7	106.3	.5	-.4	.2	.6	1.2	1.1	.8	.9	
2021	105.4	103.7	104.2	104.3	-.8	-1.6	.5	.1	-.5	-1.7	-1.4	-1.9	
2022	102.6	—	—	—	-1.6	—	—	—	-2.7	—	—	—	
Hospitals													
2001	92.7	93.2	94.5	96.7	-.2	.5	1.4	2.3	1.4	1.9	2.8	4.1	
2002	96.6	96.9	97.4	98.6	-.1	.3	.5	1.2	4.2	4.0	3.1	2.0	
2003	97.5	98.4	98.6	100.0	-1.1	.9	.2	1.4	.9	1.5	1.2	1.4	
2004	99.1	98.5	99.5	100.0	-.9	-.6	1.0	.5	1.6	.1	.9	.0	
2005	99.4	99.4	98.2	100.0	-.6	.0	-1.2	1.8	.3	.9	-1.3	.0	
2006	99.4	98.6	99.8	101.3	-.6	-.8	1.2	1.5	.0	-.8	1.6	1.3	
2007	100.4	99.7	100.7	100.7	-.9	-.7	1.0	.0	1.0	1.1	.9	-.6	
2008	100.0	98.4	99.4	104.2	-.7	-1.6	1.0	4.8	-.4	-1.3	-1.3	3.5	
2009	103.6	102.7	103.1	103.6	-.6	-.9	.4	.5	3.6	4.4	3.7	-.6	
2010	103.1	103.4	103.5	103.7	-.5	.3	.1	.2	-.5	.7	.4	.1	
2011	102.0	101.3	101.3	102.2	-1.6	-.7	.0	.9	-1.1	-2.0	-2.1	-1.4	
2012	100.9	101.1	100.6	101.8	-1.3	.2	-.5	1.2	-1.1	-.2	-.7	-.4	
2013	100.8	100.9	101.1	101.9	-1.0	.1	.2	.8	-.1	-.2	.5	.1	
2014	100.8	100.3	100.8	102.7	-1.1	-.5	.5	1.9	.0	-.6	-.3	.8	
2015	102.5	102.0	102.8	104.0	-.2	-.5	.8	1.2	1.7	1.7	2.0	1.3	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Hospitals												
2016	103.8	103.3	103.6	104.4	-0.2	-0.5	0.3	0.8	1.3	1.3	0.8	0.4
2017	103.9	104.0	103.7	104.5	-0.5	.1	-0.3	.8	.1	.7	.1	.1
2018	103.7	103.3	103.6	105.1	-0.8	-0.4	.3	1.4	-0.2	-0.7	-0.1	.6
2019	104.5	104.2	104.7	105.4	-0.6	-0.3	.5	.7	.8	.9	1.1	.3
2020	105.6	106.3	105.7	106.3	.2	.7	-0.6	.6	1.1	2.0	1.0	.9
2021	105.5	103.8	104.1	104.2	-0.8	-1.6	.3	.1	-0.1	-2.4	-1.5	-2.0
2022	102.4	—	—	—	-1.7	—	—	—	-2.9	—	—	—
Nursing and residential care facilities												
2001	95.8	95.2	97.6	99.5	.4	-0.6	2.5	1.9	2.7	1.6	3.3	4.3
2002	99.4	99.7	99.8	100.6	-0.1	.3	.1	.8	3.8	4.7	2.3	1.1
2003	99.5	100.4	100.1	101.1	-1.1	.9	-0.3	1.0	.1	.7	.3	.5
2004	100.2	99.3	99.7	100.2	-0.9	-0.9	.4	.5	.7	-1.1	-0.4	-0.9
2005	99.4	99.6	98.1	100.0	-0.8	.2	-1.5	1.9	-0.8	.3	-1.6	-0.2
2006	99.2	98.1	99.1	100.7	-0.8	-1.1	1.0	1.6	-0.2	-1.5	1.0	.7
2007	99.7	98.9	99.8	99.7	-1.0	-0.8	.9	-0.1	.5	.8	.7	-1.0
2008	99.0	97.2	98.1	102.7	-0.7	-1.8	.9	4.7	-0.7	-1.7	-1.7	3.0
2009	102.1	101.1	101.4	101.7	-0.6	-1.0	.3	.3	3.1	4.0	3.4	-1.0
2010	101.2	101.3	101.4	101.1	-0.5	.1	.1	-0.3	-0.9	.2	.0	-0.6
2011	99.5	98.9	98.6	99.2	-1.6	-0.6	-0.3	.6	-1.7	-2.4	-2.8	-1.9
2012	98.0	98.1	97.6	98.5	-1.2	.1	-0.5	.9	-1.5	-0.8	-1.0	-0.7
2013	97.5	97.4	97.5	98.4	-1.0	-0.1	.1	.9	-0.5	-0.7	-0.1	-0.1
2014	97.2	96.5	97.1	98.9	-1.2	-0.7	.6	1.9	-0.3	-0.9	-0.4	.5
2015	99.0	98.5	99.5	100.4	.1	-0.5	1.0	.9	1.9	2.1	2.5	1.5
2016	100.4	99.8	100.3	101.0	.0	-0.6	.5	.7	1.4	1.3	.8	.6
2017	100.8	101.0	100.9	101.6	-0.2	.2	-0.1	.7	.4	1.2	.6	.6
2018	101.4	101.1	101.6	103.0	-0.2	-0.3	.5	1.4	.6	.1	.7	1.4
2019	102.5	102.3	102.8	103.3	-0.5	-0.2	.5	.5	1.1	1.2	1.2	.3
2020	103.9	104.7	104.5	105.3	.6	.8	-0.2	.8	1.4	2.3	1.7	1.9
2021	104.7	103.4	104.4	104.7	-0.6	-1.2	1.0	.3	.8	-1.2	-0.1	-0.6
2022	103.3	—	—	—	-1.3	—	—	—	-1.3	—	—	—
Public administration												
2001	97.3	97.0	97.9	99.7	-0.2	-0.3	.9	1.8	.5	.7	1.1	2.3
2002	99.1	99.1	99.5	100.4	-0.6	.0	.4	.9	1.8	2.2	1.6	.7
2003	99.7	100.4	100.4	101.4	-0.7	.7	.0	1.0	.6	1.3	.9	1.0
2004	100.4	99.4	100.0	100.3	-1.0	-1.0	.6	.3	.7	-1.0	-0.4	-1.1
2005	99.7	99.4	98.3	100.0	-0.6	-0.3	-1.1	1.7	-0.7	.0	-1.7	-0.3
2006	99.0	98.0	99.0	101.0	-1.0	-1.0	1.0	2.0	-0.7	-1.4	.7	1.0
2007	100.1	99.4	100.4	100.6	-0.9	-0.7	1.0	.2	1.1	1.4	1.4	-0.4
2008	99.7	97.6	98.8	103.3	-0.9	-2.1	1.2	4.6	-0.4	-1.8	-1.6	2.7
2009	103.0	102.1	102.5	102.8	-0.3	-0.9	.4	.3	3.3	4.6	3.7	-0.5
2010	102.3	102.4	102.6	102.4	-0.5	.1	.2	-0.2	-0.7	.3	.1	-0.4
2011	100.7	99.9	99.5	100.3	-1.7	-0.8	-0.4	.8	-1.6	-2.4	-3.0	-2.1
2012	99.2	99.3	98.7	99.7	-1.1	.1	-0.6	1.0	-1.5	-0.6	-0.8	-0.6
2013	98.6	98.4	98.6	99.6	-1.1	-0.2	.2	1.0	-0.6	-0.9	-0.1	-0.1
2014	98.6	98.2	98.9	100.7	-1.0	-0.4	.7	1.8	.0	-0.2	.3	1.1
2015	100.7	99.9	100.9	101.8	.0	-0.8	1.0	.9	2.1	1.7	2.0	1.1
2016	101.7	100.7	101.4	101.8	-0.1	-1.0	.7	.4	1.0	.8	.5	.0
2017	101.6	101.3	101.2	102.0	-0.2	-0.3	-0.1	.8	-0.1	.6	-0.2	.2

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Public administration													
2018	101.2	100.5	101.3	102.5	-0.8	-0.7	0.8	1.2	-0.4	-0.8	0.1	0.5	
2019	102.0	101.5	102.3	102.8	-.5	-.5	.8	.5	.8	1.0	1.0	.3	
2020	103.0	103.4	102.7	103.1	.2	.4	-.7	.4	1.0	1.9	.4	.3	
2021	101.9	99.6	100.3	99.4	-1.2	-2.3	.7	-.9	-1.1	-3.7	-2.3	-3.6	
2022	97.7	—	—	—	-1.7	—	—	—	-4.1	—	—	—	

¹ Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government.

² The index for this series is not strictly comparable with other series in this table.

³ Includes the following occupational groups: management, business, and financial; professional and related; sales and related; and office and administrative support.

⁴ Includes the following occupational groups: farming, fishing, and forestry; construction and extraction; installation, maintenance, and repair; production; and transportation and material moving.

⁵ Includes mining, construction, and manufacturing.

⁶ Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; other services, except public administration; and public administration.

NOTE: Dashes indicate data not available.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Private industry workers													
All workers													
2001	97.8	97.8	98.5	100.1	-0.1	0.0	0.7	1.6	0.7	0.4	0.9	2.2	
2002	99.9	100.2	100.0	100.4	-.2	.3	-.2	.4	2.1	2.5	1.5	.3	
2003	99.7	100.7	100.8	101.6	-.7	1.0	.1	.8	-2	.5	.8	1.2	
2004	100.6	100.1	100.8	100.9	-1.0	-.5	.7	.1	.9	-.6	.0	-.7	
2005	100.1	100.1	98.5	100.0	-.8	.0	-1.6	1.5	-.5	.0	-2.3	-.9	
2006	99.2	98.6	99.5	100.6	-.8	-.6	.9	1.1	-.9	-1.5	1.0	.6	
2007	99.9	99.3	100.0	99.9	-.7	-.6	.7	-.1	.7	.7	.5	-.7	
2008	99.1	97.5	98.2	102.4	-.8	-1.6	.7	4.3	-.8	-1.8	-1.8	2.5	
2009	101.6	100.5	100.7	101.0	-.8	-1.1	.2	.3	2.5	3.1	2.5	-1.4	
2010	100.7	101.1	101.3	101.2	-.3	.4	.2	-.1	-.9	.6	.6	.2	
2011	99.7	99.2	99.1	99.9	-1.5	-.5	-.1	.8	-1.0	-1.9	-2.2	-1.3	
2012	98.9	99.4	99.0	100.0	-1.0	.5	-.4	1.0	-.8	.2	-.1	.1	
2013	99.2	99.5	99.6	100.5	-.8	.3	.1	.9	.3	.1	.6	.5	
2014	99.4	99.4	100.2	101.9	-1.1	.0	.8	1.7	.2	-.1	.6	1.4	
2015	102.2	101.4	102.3	103.3	.3	-.8	.9	1.0	2.8	2.0	2.1	1.4	
2016	103.4	103.0	103.3	103.6	.1	-.4	.3	.3	1.2	1.6	1.0	.3	
2017	103.5	103.7	103.7	104.2	-.1	.2	.0	.5	.1	.7	.4	.6	
2018	104.1	103.8	104.5	105.5	-.1	-.3	.7	1.0	.6	.1	.8	1.2	
2019	105.2	105.2	105.8	106.2	-.3	.0	.6	.4	1.1	1.3	1.2	.7	
2020	107.0	107.6	107.1	107.8	.8	.6	-.5	.7	1.7	2.3	1.2	1.5	
2021	107.4	105.7	106.3	105.7	-.4	-1.6	.6	-.6	.4	-1.8	-.7	-1.9	
2022	103.9	—	—	—	-1.7	—	—	—	-3.3	—	—	—	
Excluding sales occupations													
2001	97.9	97.8	98.6	100.3	.0	-.1	.8	1.7	1.1	.6	1.2	2.5	
2002	100.1	100.3	100.2	100.6	-.2	.2	-.1	.4	2.2	2.6	1.6	.3	
2003	99.9	100.9	100.8	101.7	-.7	1.0	-.1	.9	-2	.6	.6	1.1	
2004	100.7	100.2	100.8	101.1	-1.0	-.5	.6	.3	.8	-.7	.0	-.6	
2005	100.2	100.2	98.5	100.0	-.9	.0	-1.7	1.5	-.5	.0	-2.3	-1.1	
2006	99.4	98.7	99.5	100.7	-.6	-.7	.8	1.2	-.8	-1.5	1.0	.7	
Excluding incentive paid occupations¹													
2006	99.3	98.6	99.4	100.6	-.7	-.7	.8	1.2	—	—	—	.6	
2007	99.9	99.4	100.2	100.0	-.7	-.5	.8	-.2	.6	.8	.8	-.6	
2008	99.4	97.8	98.5	103.1	-.6	-1.6	.7	4.7	-.5	-1.6	-1.7	3.1	
2009	102.3	101.1	101.4	101.7	-.8	-1.2	.3	.3	2.9	3.4	2.9	-1.4	
2010	101.4	101.7	101.9	101.8	-.3	.3	.2	-.1	-.9	.6	.5	.1	
2011	100.4	99.8	99.6	100.4	-1.4	-.6	-.2	.8	-1.0	-1.9	-2.3	-1.4	
2012	99.3	99.7	99.2	100.3	-1.1	.4	-.5	1.1	-1.1	-.1	-.4	-.1	
2013	99.6	99.8	99.9	100.6	-.7	.2	.1	.7	.3	.1	.7	.3	
2014	99.7	99.5	100.1	101.8	-.9	-.2	.6	1.7	.1	-.3	.2	1.2	
2015	101.8	101.4	102.2	103.3	.0	-.4	.8	1.1	2.1	1.9	2.1	1.5	
2016	103.5	102.9	103.3	103.8	.2	-.6	.4	.5	1.7	1.5	1.1	.5	
2017	103.7	103.9	103.7	104.3	-.1	.2	-.2	.6	.2	1.0	.4	.5	
2018	104.2	103.9	104.4	105.4	-.1	-.3	.5	1.0	.5	.0	.7	1.1	
2019	105.2	105.2	105.7	106.1	-.2	.0	.5	.4	1.0	1.3	1.2	.7	
2020	106.8	107.4	107.0	107.6	.7	.6	-.4	.6	1.5	2.1	1.2	1.4	
2021	106.9	105.3	105.6	105.2	-.7	-1.5	.3	-.4	.1	-2.0	-1.3	-2.2	
2022	103.6	—	—	—	-1.5	—	—	—	-3.1	—	—	—	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Occupational group												
White-collar occupations²												
2001	97.2	97.2	97.9	99.5	-0.1	0.0	0.7	1.6	0.7	0.3	0.8	2.3
2002	99.3	99.8	99.5	99.8	-2	.5	-3	.3	2.2	2.7	1.6	.3
2003	99.3	100.4	100.6	101.3	-5	1.1	.2	.7	.0	.6	1.1	1.5
2004	100.4	100.0	100.8	100.9	-9	-4	.8	.1	1.1	-4	.2	-4
2005	100.1	100.1	98.5	100.0	-8	.0	-1.6	1.5	-3	.1	-2.3	-9
2006	99.3	98.8	99.6	100.8	-7	-5	.8	1.2	-8	-1.3	1.1	.8
Excluding sales occupations												
2001	97.2	97.2	98.1	99.7	.0	.0	.9	1.6	1.4	.8	1.4	2.6
2002	99.6	99.9	99.7	100.0	-1	.3	-2	.3	2.5	2.8	1.6	.3
2003	99.6	100.6	100.7	101.6	-4	1.0	.1	.9	.0	.7	1.0	1.6
2004	100.7	100.1	100.8	101.1	-9	-6	.7	.3	1.1	-5	.1	-5
2005	100.3	100.3	98.5	100.0	-8	.0	-1.8	1.5	-4	.2	-2.3	-1.1
2006	99.5	98.9	99.8	100.9	-5	-6	.9	1.1	-8	-1.4	1.3	.9
Management, professional, and related												
2001	97.2	97.3	98.1	99.7	-1	.1	.8	1.6	1.2	.9	1.4	2.5
2002	99.5	99.9	99.6	99.8	-2	.4	-3	.2	2.4	2.7	1.5	.1
2003	99.7	100.7	100.8	101.8	-1	1.0	.1	1.0	.2	.8	1.2	2.0
2004	100.8	100.1	100.8	101.1	-1.0	-7	.7	.3	1.1	-6	.0	-7
2005	100.4	100.3	98.6	100.0	-7	-1	-1.7	1.4	-4	.2	-2.2	-1.1
2006	99.6	98.9	99.9	101.0	-4	-7	1.0	1.1	-8	-1.4	1.3	1.0
2007	100.6	99.9	100.7	100.4	-4	-7	.8	-3	1.0	1.0	.8	-6
2008	100.0	98.3	99.0	103.4	-4	-1.7	.7	4.4	-6	-1.6	-1.7	3.0
2009	102.8	101.4	101.4	101.6	-6	-1.4	.0	.2	2.8	3.2	2.4	-1.7
2010	101.7	102.0	102.2	102.1	.1	.3	.2	-1	-1.1	.6	.8	.5
2011	100.8	100.2	100.0	100.7	-1.3	-6	-2	.7	-9	-1.8	-2.2	-1.4
2012	99.8	100.3	99.7	100.8	-9	.5	-6	1.1	-1.0	.1	-3	.1
2013	100.1	100.6	100.7	101.5	-7	.5	.1	.8	.3	.3	1.0	.7
2014	100.4	100.5	101.3	102.9	-1.1	.1	.8	1.6	.3	-1	.6	1.4
2015	102.8	102.4	103.5	104.5	-1	-4	1.1	1.0	2.4	1.9	2.2	1.6
2016	104.5	103.6	104.1	104.4	.0	-9	.5	.3	1.7	1.2	.6	-1
2017	104.1	104.5	104.1	104.6	-3	.4	-4	.5	-4	.9	.0	.2
2018	104.3	103.9	104.5	105.4	-3	-4	.6	.9	.2	-6	.4	.8
2019	104.8	104.8	105.2	105.5	-6	.0	.4	.3	.5	.9	.7	.1
2020	106.0	106.4	105.8	106.1	.5	.4	-6	.3	1.1	1.5	.6	.6
2021	105.2	103.4	104.0	102.9	-8	-1.7	.6	-1.1	-8	-2.8	-1.7	-3.0
2022	101.0	-	-	-	-1.8	-	-	-	-4.0	-	-	-
Excluding incentive paid occupations¹												
2006	99.5	98.8	99.8	101.0	-5	-7	1.0	1.2	-	-	-	1.0
2007	100.4	99.9	100.7	100.4	-6	-5	.8	-3	.9	1.1	.9	-6
2008	100.0	98.3	99.1	103.7	-4	-1.7	.8	4.6	-4	-1.6	-1.6	3.3
2009	102.9	101.5	101.6	101.8	-8	-1.4	.1	.2	2.9	3.3	2.5	-1.8
2010	101.7	102.0	102.3	102.3	-1	.3	.3	.0	-1.2	.5	.7	.5
2011	100.9	100.4	100.2	100.9	-1.4	-5	-2	.7	-8	-1.6	-2.1	-1.4
2012	99.8	100.3	99.7	100.8	-1.1	.5	-6	1.1	-1.1	-1	-5	-1
2013	100.1	100.5	100.6	101.3	-7	.4	.1	.7	.3	.2	.9	.5
2014	100.4	100.2	100.7	102.4	-9	-2	.5	1.7	.3	-3	.1	1.1
2015	102.4	102.0	102.8	103.8	.0	-4	.8	1.0	2.0	1.8	2.1	1.4

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Excluding incentive paid occupations ¹													
2016	103.8	103.0	103.4	103.7	0.0	-0.8	0.4	0.3	1.4	1.0	0.6	-0.1	
2017	103.5	103.7	103.3	103.9	-2	.2	-4	.6	-3	.7	-1	.2	
2018	103.6	103.1	103.6	104.5	-3	-5	.5	.9	.1	-6	.3	.6	
2019	104.0	103.9	104.3	104.5	-5	-1	.4	.2	.4	.8	.7	.0	
2020	105.1	105.4	104.9	105.2	.6	.3	-5	.3	1.1	1.4	.6	.7	
2021	104.4	102.4	102.4	101.7	-8	-1.9	.0	-7	-7	-2.8	-2.4	-3.3	
2022	100.1	—	—	—	-1.6	—	—	—	-4.1	—	—	—	
Management, business, and financial													
2001	97.5	97.6	98.3	100.0	-1	.1	.7	1.7	.6	.4	1.2	2.5	
2002	100.0	100.9	100.4	100.2	.0	.9	-5	-2	2.6	3.4	2.1	.2	
2003	101.3	102.3	102.4	103.3	1.1	1.0	.1	.9	1.3	1.4	2.0	3.1	
2004	101.7	101.2	101.6	101.9	-1.5	-5	.4	.3	.4	-1.1	-8	-1.4	
2005	101.0	100.8	98.5	100.0	-9	-2	-2.3	1.5	-7	-4	-3.1	-1.9	
2006	99.7	99.1	99.7	100.5	-3	-6	.6	.8	-1.3	-1.7	1.2	.5	
2007	100.3	99.6	100.4	99.9	-2	-7	.8	-5	.6	.5	.7	-6	
2008	99.7	98.1	98.6	102.9	-2	-1.6	.5	4.4	-6	-1.5	-1.8	3.0	
2009	102.0	100.7	100.6	101.0	-9	-1.3	-1	.4	2.3	2.7	2.0	-1.8	
2010	101.3	101.7	101.6	101.7	.3	.4	-1	.1	-7	1.0	1.0	.7	
2011	100.3	99.7	99.6	100.3	-1.4	-6	-1	.7	-1.0	-2.0	-2.0	-1.4	
2012	99.3	100.1	99.2	100.2	-1.0	.8	-9	1.0	-1.0	.4	-4	-1	
2013	99.7	100.5	100.3	101.1	-5	.8	-2	.8	.4	.4	1.1	.9	
2014	100.1	100.5	101.5	102.9	-1.0	.4	1.0	1.4	.4	.0	1.2	1.8	
2015	102.8	102.4	104.0	105.0	-1	-4	1.6	1.0	2.7	1.9	2.5	2.0	
2016	105.0	104.0	104.7	105.3	.0	-1.0	.7	.6	2.1	1.6	.7	.3	
2017	104.9	105.3	105.1	105.6	-4	.4	-2	.5	-1	1.2	.4	.3	
2018	105.4	104.8	105.5	106.4	-2	-6	.7	.9	.5	-5	.4	.8	
2019	105.9	106.0	106.5	106.6	-5	.1	.5	.1	.5	1.1	.9	.2	
2020	107.1	107.7	106.9	107.1	.5	.6	-7	.2	1.1	1.6	.4	.5	
2021	106.0	104.5	105.4	103.8	-1.0	-1.4	.9	-1.5	-1.0	-3.0	-1.4	-3.1	
2022	101.7	—	—	—	-2.0	—	—	—	-4.1	—	—	—	
Excluding incentive paid occupations ¹													
2006	99.6	98.9	99.5	100.6	-4	-7	.6	1.1	—	—	—	.6	
2007	100.2	99.8	100.6	100.2	-4	-4	.8	-4	.6	.9	1.1	-4	
2008	99.9	98.3	99.0	103.6	-3	-1.6	.7	4.6	-3	-1.5	-1.6	3.4	
2009	102.7	101.2	101.2	101.4	-9	-1.5	.0	.2	2.8	3.0	2.2	-2.1	
2010	101.7	101.9	102.2	102.1	.3	.2	.3	-1	-1.0	.7	1.0	.7	
2011	100.8	100.2	100.0	100.7	-1.3	-6	-2	.7	-9	-1.7	-2.2	-1.4	
2012	99.6	100.2	99.4	100.3	-1.1	.6	-8	.9	-1.2	.0	-6	-4	
2013	99.9	100.5	100.5	101.1	-4	.6	.0	.6	.3	.3	1.1	.8	
2014	100.3	100.1	100.6	102.3	-8	-2	.5	1.7	.4	-4	.1	1.2	
2015	102.5	102.0	102.9	103.9	.2	-5	.9	1.0	2.2	1.9	2.3	1.6	
2016	104.1	103.2	103.7	104.4	.2	-9	.5	.7	1.6	1.2	.8	.5	
2017	104.1	104.3	103.9	104.4	-3	.2	-4	.5	.0	1.1	.2	.0	
2018	104.3	103.7	104.1	105.0	-1	-6	.4	.9	.2	-6	.2	.6	
2019	104.6	104.6	105.0	105.2	-4	.0	.4	.2	.3	.9	.9	.2	
2020	105.6	106.1	105.3	105.6	.4	.5	-8	.3	1.0	1.4	.3	.4	
2021	104.7	102.6	102.4	101.6	-9	-2.0	-2	-8	-9	-3.3	-2.8	-3.8	
2022	100.2	—	—	—	-1.4	—	—	—	-4.3	—	—	—	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Professional and related													
2001	97.0	97.1	97.9	99.5	0.0	0.1	0.8	1.6	1.9	1.4	1.6	2.6	
2002	99.1	99.0	99.0	99.5	-.4	-.1	.0	.5	2.2	2.0	1.1	.0	
2003	98.4	99.3	99.5	100.5	-1.1	.9	.2	1.0	-.7	.3	.5	1.0	
2004	100.1	99.3	100.2	100.5	-.4	-.8	.9	.3	1.7	.0	.7	.0	
2005	99.9	100.0	98.6	100.0	-.6	.1	-1.4	1.4	-.2	.7	-1.6	-.5	
2006	99.4	98.8	100.0	101.4	-.6	-.6	1.2	1.4	-.5	-1.2	1.4	1.4	
2007	100.7	100.1	101.0	100.8	-.7	-.6	.9	-.2	1.3	1.3	1.0	-.6	
2008	100.2	98.5	99.3	103.8	-.6	-1.7	.8	4.5	-.5	-1.6	-1.7	3.0	
2009	103.3	102.0	102.1	102.2	-.5	-1.3	.1	.1	3.1	3.6	2.8	-1.5	
2010	102.0	102.2	102.6	102.5	-.2	.2	.4	-.1	-1.3	.2	.5	.3	
2011	101.1	100.5	100.3	101.0	-1.4	-.6	-.2	.7	-.9	-1.7	-2.2	-1.5	
2012	100.1	100.5	100.1	101.4	-.9	.4	-.4	1.3	-1.0	.0	-.2	.4	
2013	100.4	100.7	101.0	101.8	-1.0	.3	.3	.8	.3	.2	.9	.4	
2014	100.7	100.5	101.1	102.9	-1.1	-.2	.6	1.8	.3	-.2	.1	1.1	
2015	102.8	102.5	103.1	104.2	-.1	-.3	.6	1.1	2.1	2.0	2.0	1.3	
2016	104.1	103.4	103.7	103.7	-.1	-.7	.3	.0	1.3	.9	.6	-.5	
2017	103.5	103.8	103.3	103.9	-.2	.3	-.5	.6	-.6	.4	-.4	.2	
2018	103.5	103.2	103.8	104.7	-.4	-.3	.6	.9	.0	-.6	.5	.8	
2019	104.1	103.9	104.3	104.6	-.6	-.2	.4	.3	.6	.7	.5	-.1	
2020	105.3	105.4	105.0	105.4	.7	.1	-.4	.4	1.2	1.4	.7	.8	
2021	104.6	102.6	102.9	102.3	-.8	-1.9	.3	-.6	-.7	-2.7	-2.0	-2.9	
2022	100.5	—	—	—	-1.8	—	—	—	-3.9	—	—	—	
Sales and office													
2001	97.1	97.1	97.6	99.2	-.3	.0	.5	1.6	-.3	-.4	-.2	1.8	
2002	99.1	99.8	99.5	99.8	-.1	.7	-.3	.3	2.1	2.8	1.9	.6	
2003	98.7	99.9	100.3	100.7	-1.1	1.2	.4	.4	-.4	.1	.8	.9	
2004	99.9	99.7	100.7	100.5	-.8	-.2	1.0	-.2	1.2	-.2	.4	-.2	
2005	99.6	99.6	98.3	100.0	-.9	.0	-1.3	1.7	-.3	-.1	-2.4	-.5	
2006	98.9	98.6	99.3	100.4	-1.1	-.3	.7	1.1	-.7	-1.0	1.0	.4	
2007	99.4	99.0	99.4	99.5	-1.0	-.4	.4	.1	.5	.4	.1	-.9	
2008	98.3	96.9	97.1	101.1	-1.2	-1.4	.2	4.1	-1.1	-2.1	-2.3	1.6	
2009	99.8	98.9	99.3	99.7	-1.3	-.9	.4	.4	1.5	2.1	2.3	-1.4	
2010	99.1	99.9	99.9	100.1	-.6	.8	.0	.2	-.7	1.0	.6	.4	
2011	98.3	98.2	98.2	99.1	-1.8	-.1	.0	.9	-.8	-1.7	-1.7	-1.0	
2012	98.1	98.8	98.5	99.2	-1.0	.7	-.3	.7	-.2	.6	.3	.1	
2013	98.5	98.9	99.0	100.0	-.7	.4	.1	1.0	.4	.1	.5	.8	
2014	98.7	98.8	99.5	101.6	-1.3	.1	.7	2.1	.2	-.1	.5	1.6	
2015	102.7	100.8	101.9	102.8	1.1	-1.9	1.1	.9	4.1	2.0	2.4	1.2	
2016	102.8	103.1	102.8	102.9	.0	.3	-.3	.1	.1	2.3	.9	.1	
2017	103.1	103.0	103.3	103.6	.2	-.1	.3	.3	.3	-.1	.5	.7	
2018	103.9	103.7	104.7	105.7	.3	-.2	1.0	1.0	.8	.7	1.4	2.0	
2019	105.6	105.3	106.4	106.6	-.1	-.3	1.0	.2	1.6	1.5	1.6	.9	
2020	107.9	108.5	107.8	108.9	1.2	.6	-.6	1.0	2.2	3.0	1.3	2.2	
2021	109.7	107.3	107.9	107.2	.7	-2.2	.6	-.6	1.7	-1.1	.1	-1.6	
2022	105.6	—	—	—	-1.5	—	—	—	-3.7	—	—	—	
Excluding incentive paid occupations¹													
2006	99.3	98.7	99.3	100.5	-.7	-.6	.6	1.2	—	—	—	.5	
2007	99.8	99.3	100.1	100.0	-.7	-.5	.8	-.1	.5	.6	.8	-.5	
2008	99.5	97.8	98.5	103.0	-.5	-1.7	.7	4.6	-.3	-1.5	-1.6	3.0	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Excluding incentive paid occupations¹													
2009	102.4	101.3	101.6	101.9	-0.6	-1.1	0.3	0.3	2.9	3.6	3.1	-1.1	
2010	101.6	101.8	101.8	101.7	-.3	.2	.0	-.1	-8	.5	.2	-2	
2011	100.4	99.8	99.7	100.5	-1.3	-.6	-.1	.8	-1.2	-2.0	-2.1	-1.2	
2012	99.4	99.9	99.3	100.4	-1.1	.5	-.6	1.1	-1.0	.1	-.4	-.1	
2013	99.7	100.0	100.0	100.6	-.7	.3	.0	.6	.3	.1	.7	.2	
2014	99.9	99.6	100.2	101.9	-.7	-.3	.6	1.7	.2	-.4	.2	1.3	
2015	102.0	101.7	102.6	103.8	.1	-.3	.9	1.2	2.1	2.1	2.4	1.9	
2016	104.1	103.8	104.2	104.8	.3	-.3	.4	.6	2.1	2.1	1.6	1.0	
2017	104.9	105.0	104.9	105.5	.1	.1	-.1	.6	.8	1.2	.7	.7	
2018	105.6	105.7	106.2	107.2	.1	.1	.5	.9	.7	.7	1.2	1.6	
2019	107.2	107.2	107.8	108.1	.0	.0	.6	.3	1.5	1.4	1.5	.8	
2020	108.9	109.7	109.1	110.1	.7	.7	-.5	.9	1.6	2.3	1.2	1.9	
2021	109.5	107.9	108.2	108.2	-.5	-1.5	.3	.0	.6	-1.6	-.8	-1.7	
2022	106.6	—	—	—	-1.5	—	—	—	-2.6	—	—	—	
Sales and related													
2001	97.0	97.3	97.1	98.7	-.9	.3	-.2	1.6	-2.3	-1.8	-2.1	.8	
2002	98.2	99.6	99.0	98.9	-.5	1.4	-.6	-.1	1.2	2.4	2.0	.2	
2003	97.8	99.1	100.2	100.1	-1.1	1.3	1.1	-.1	-.4	-.5	1.2	1.2	
2004	99.1	99.3	100.9	99.9	-1.0	.2	1.6	-1.0	1.3	.2	.7	-.2	
2005	99.0	99.0	98.2	100.0	-.9	.0	-.8	1.8	-.1	-.3	-2.7	.1	
2006	98.3	98.2	98.9	100.0	-1.7	-.1	.7	1.1	-.7	-.8	.7	.0	
2007	98.5	98.2	98.5	98.8	-1.5	-.3	.3	.3	.2	.0	-.4	-1.2	
2008	97.0	95.9	95.7	98.9	-1.8	-1.1	-.2	3.3	-1.5	-2.3	-2.8	.1	
2009	96.5	95.5	96.3	96.8	-2.4	-1.0	.8	.5	-.5	-.4	.6	-2.1	
2010	96.0	97.5	97.1	97.6	-.8	1.6	-.4	.5	-.5	2.1	.8	.8	
2011	94.9	95.7	95.7	96.7	-2.8	.8	.0	1.0	-1.1	-1.8	-1.4	-.9	
2012	95.6	96.7	96.7	97.0	-1.1	1.2	.0	.3	.7	1.0	1.0	.3	
2013	96.0	96.6	96.8	98.0	-1.0	.6	.2	1.2	.4	-.1	.1	1.0	
2014	96.2	96.7	97.7	100.1	-1.8	.5	1.0	2.5	.2	.1	.9	2.1	
2015	102.2	98.7	99.9	100.5	2.1	-3.4	1.2	.6	6.2	2.1	2.3	.4	
2016	100.0	101.1	100.1	99.6	-.5	1.1	-1.0	-.5	-2.2	2.4	.2	-.9	
2017	99.9	99.7	100.5	100.5	.3	-.2	.8	.0	-.1	-1.4	.4	.9	
2018	101.1	100.6	102.1	103.0	.6	-.5	1.5	.9	1.2	.9	1.6	2.5	
2019	102.9	102.2	103.7	104.0	-.1	-.7	1.5	.3	1.8	1.6	1.6	1.0	
2020	105.7	106.3	105.4	106.9	1.6	.6	-.8	1.4	2.7	4.0	1.6	2.8	
2021	109.4	106.1	106.8	106.0	2.3	-3.0	.7	-.7	3.5	-.2	1.3	-.8	
2022	104.4	—	—	—	-1.5	—	—	—	-4.6	—	—	—	
Excluding incentive paid occupations¹													
2006	99.4	98.7	99.1	100.3	-.6	-.7	.4	1.2	—	—	—	.3	
2007	99.3	99.0	99.8	99.9	-1.0	-.3	.8	.1	-.1	.3	.7	-.4	
2008	99.8	98.1	98.7	103.3	-.1	-1.7	.6	4.7	.5	-.9	-1.1	3.4	
2009	102.4	101.2	101.8	102.1	-.9	-1.2	.6	.3	2.6	3.2	3.1	-1.2	
2010	101.8	102.1	101.3	101.2	-.3	.3	-.8	-.1	-.6	.9	-.5	-.9	
2011	99.7	99.1	99.0	99.9	-1.5	-.6	-.1	.9	-2.1	-2.9	-2.3	-1.3	
2012	98.6	99.1	98.4	99.4	-1.3	.5	-.7	1.0	-1.1	.0	-.6	-.5	
2013	98.6	99.0	99.0	99.3	-.8	.4	.0	.3	.0	-.1	.6	-.1	
2014	98.5	98.4	98.9	100.6	-.8	-.1	.5	1.7	-.1	-.6	-.1	1.3	
2015	100.8	100.5	101.6	102.6	.2	-.3	1.1	1.0	2.3	2.1	2.7	2.0	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Excluding incentive paid occupations¹												
2016	102.6	102.6	103.0	103.5	0.0	0.0	0.4	0.5	1.8	2.1	1.4	0.9
2017	103.8	104.0	104.0	104.6	.3	.2	.0	.6	1.2	1.4	1.0	1.1
2018	104.8	104.9	105.5	106.4	.2	.1	.6	.9	1.0	.9	1.4	1.7
2019	106.5	106.6	106.9	107.4	.1	.1	.3	.5	1.6	1.6	1.3	.9
2020	108.2	109.3	108.6	110.1	.7	1.0	-.6	1.4	1.6	2.5	1.6	2.5
2021	109.3	108.2	108.0	108.8	-.7	-1.0	-.2	.7	1.0	-1.0	-.6	-1.2
2022	107.5	—	—	—	-1.2	—	—	—	-1.6	—	—	—
Office and administrative support												
2001	97.2	97.0	98.0	99.6	.1	-.2	1.0	1.6	1.5	.8	1.4	2.6
2002	99.8	99.9	99.8	100.5	.2	.1	-.1	.7	2.7	3.0	1.8	.9
2003	99.5	100.5	100.3	101.2	-1.0	1.0	-.2	.9	-.3	.6	.5	.7
2004	100.4	100.0	100.6	101.0	-.8	-.4	.6	.4	.9	-.5	.3	-.2
2005	100.0	100.1	98.4	100.0	-1.0	.1	-1.7	1.6	-.4	.1	-2.2	-1.0
2006	99.3	98.8	99.5	100.7	-.7	-.5	.7	1.2	-.7	-1.3	1.1	.7
2007	100.1	99.5	100.1	100.0	-.6	-.6	.6	-.1	.8	.7	.6	-.7
2008	99.3	97.6	98.2	102.7	-.7	-1.7	.6	4.6	-.8	-1.9	-1.9	2.7
2009	102.3	101.4	101.5	101.9	-.4	-.9	.1	.4	3.0	3.9	3.4	-.8
2010	101.5	101.7	102.1	102.0	-.4	.2	.4	-.1	-.8	.3	.6	.1
2011	100.8	100.1	100.1	100.9	-1.2	-.7	.0	.8	-.7	-1.6	-2.0	-1.1
2012	99.9	100.3	99.8	100.9	-1.0	.4	-.5	1.1	-.9	.2	-.3	.0
2013	100.3	100.6	100.6	101.4	-.6	.3	.0	.8	.4	.3	.8	.5
2014	100.6	100.3	100.9	102.7	-.8	-.3	.6	1.8	.3	-.3	.3	1.3
2015	102.7	102.5	103.3	104.5	.0	-.2	.8	1.2	2.1	2.2	2.4	1.8
2016	105.0	104.5	104.9	105.6	.5	-.5	.4	.7	2.2	2.0	1.5	1.1
2017	105.5	105.6	105.4	106.1	-.1	.1	-.2	.7	.5	1.1	.5	.5
2018	106.1	106.2	106.7	107.8	.0	.1	.5	1.0	.6	.6	1.2	1.6
2019	107.7	107.7	108.4	108.7	-.1	.0	.6	.3	1.5	1.4	1.6	.8
2020	109.5	110.1	109.7	110.3	.7	.5	-.4	.5	1.7	2.2	1.2	1.5
2021	109.7	108.1	108.5	108.0	-.5	-1.5	.4	-.5	.2	-1.8	-1.1	-2.1
2022	106.3	—	—	—	-1.6	—	—	—	-3.1	—	—	—
Blue-collar occupations³												
2001	98.5	98.4	99.4	100.9	-.1	-.1	1.0	1.5	.9	.5	1.2	2.3
2002	100.5	100.7	100.7	101.2	-.4	.2	.0	.5	2.0	2.3	1.3	.3
2003	100.1	101.1	100.9	101.8	-1.1	1.0	-.2	.9	-.4	.4	.2	.6
2004	100.7	100.3	100.9	101.0	-1.1	-.4	.6	.1	.6	-.8	.0	-.8
2005	99.9	100.0	98.5	100.0	-1.1	.1	-1.5	1.5	-.8	-.3	-2.4	-1.0
2006	99.1	98.4	99.2	100.3	-.9	-.7	.8	1.1	-.8	-1.6	.7	.3
Natural resources, construction, and maintenance												
2001	97.9	97.8	99.2	100.3	-.1	-.1	1.4	1.1	1.0	.3	1.3	2.3
2002	99.7	100.3	100.4	100.8	-.6	.6	.1	.4	1.8	2.6	1.2	.5
2003	99.6	100.8	100.7	101.6	-1.2	1.2	-.1	.9	-.1	.5	.3	.8
2004	100.6	100.3	100.6	100.8	-1.0	-.3	.3	.2	1.0	-.5	-.1	-.8
2005	99.6	99.9	98.4	100.0	-1.2	.3	-1.5	1.6	-1.0	-.4	-2.2	-.8
2006	99.2	98.8	99.7	100.8	-.8	-.4	.9	1.1	-.4	-1.1	1.3	.8
2007	99.9	99.2	100.2	100.3	-.9	-.7	1.0	.1	.7	.4	.5	-.5
2008	99.6	98.0	98.7	103.5	-.7	-1.6	.7	4.9	-.3	-1.2	-1.5	3.2
2009	102.4	101.3	101.7	102.1	-1.1	-1.1	.4	.4	2.8	3.4	3.0	-1.4

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Natural resources, construction, and maintenance												
2010	101.8	101.8	101.9	101.7	-0.3	0.0	0.1	-0.2	-0.6	0.5	0.2	-0.4
2011	100.1	99.8	99.9	100.6	-1.6	-.3	.1	.7	-1.7	-2.0	-2.0	-1.1
2012	99.2	99.5	99.2	100.0	-1.4	.3	-.3	.8	-.9	-.3	-.7	-.6
2013	99.1	99.1	99.6	100.3	-.9	.0	.5	.7	-.1	-.4	.4	.3
2014	99.4	99.1	99.9	101.7	-.9	-.3	.8	1.8	.3	.0	.3	1.4
2015	101.4	101.2	101.9	102.8	-.3	-.2	.7	.9	2.0	2.1	2.0	1.1
2016	102.7	102.4	102.7	103.3	-.1	-.3	.3	.6	1.3	1.2	.8	.5
2017	102.9	103.4	103.5	104.1	-.4	.5	.1	.6	.2	1.0	.8	.8
2018	103.3	103.1	103.4	104.5	-.8	-.2	.3	1.1	.4	-.3	-.1	.4
2019	103.8	104.0	104.7	105.2	-.7	.2	.7	.5	.5	.9	1.3	.7
2020	106.0	106.5	106.1	106.6	.8	.5	-.4	.5	2.1	2.4	1.3	1.3
2021	106.0	104.5	104.6	103.9	-.6	-1.4	.1	-.7	.0	-1.9	-1.4	-2.5
2022	102.0	—	—	—	-1.8	—	—	—	-3.8	—	—	—
Construction, extraction, farming, fishing, and forestry												
2001	98.1	98.2	99.1	100.2	-.2	.1	.9	1.1	1.6	.9	1.2	1.9
2002	99.7	99.9	99.9	100.6	-.5	.2	.0	.7	1.6	1.7	.8	.4
2003	99.1	100.4	100.5	101.4	-1.5	1.3	.1	.9	-.6	.5	.6	.8
2004	100.6	100.2	100.4	100.8	-.8	-.4	.2	.4	1.5	-.2	-.1	-.6
2005	99.6	99.6	98.3	100.0	-1.2	.0	-1.3	1.7	-1.0	-.6	-2.1	-.8
2006	99.2	99.0	99.9	101.1	-.8	-.2	.9	1.2	-.4	-.6	1.6	1.1
2007	100.3	99.9	100.7	101.0	-.8	-.4	.8	.3	1.1	.9	.8	-.1
2008	100.6	99.0	99.7	104.4	-.4	-1.6	.7	4.7	.3	-.9	-1.0	3.4
2009	103.1	102.0	102.4	102.7	-1.2	-1.1	.4	.3	2.5	3.0	2.7	-1.6
2010	102.1	102.3	102.6	102.4	-.6	.2	.3	-.2	-1.0	.3	.2	-.3
2011	100.8	100.2	100.1	100.9	-1.6	-.6	-.1	.8	-1.3	-2.1	-2.4	-1.5
2012	99.3	99.5	99.3	100.1	-1.6	.2	-.2	.8	-1.5	-.7	-.8	-.8
2013	99.0	98.9	99.4	100.0	-1.1	-.1	.5	.6	-.3	-.6	.1	-.1
2014	98.8	98.7	99.4	101.5	-1.2	-.1	.7	2.1	-.2	-.2	.0	1.5
2015	101.0	100.6	101.4	102.4	-.5	-.4	.8	1.0	2.2	1.9	2.0	.9
2016	102.4	102.5	102.4	103.4	.0	.1	-.1	1.0	1.4	1.9	1.0	1.0
2017	103.2	103.5	103.6	104.1	-.2	.3	.1	.5	.8	1.0	1.2	.7
2018	103.4	103.3	103.6	104.7	-.7	-.1	.3	1.1	.2	-.2	.0	.6
2019	104.2	104.5	105.1	105.7	-.5	.3	.6	.6	.8	1.2	1.4	1.0
2020	106.8	106.4	105.9	106.5	1.0	-.4	-.5	.6	2.5	1.8	.8	.8
2021	105.8	104.6	104.7	103.9	-.7	-1.1	.1	-.8	-.9	-1.7	-1.1	-2.4
2022	102.0	—	—	—	-1.8	—	—	—	-3.6	—	—	—
Installation, maintenance, and repair												
2001	97.6	97.2	99.4	100.4	-.2	-.4	2.3	1.0	.3	-.5	1.6	2.7
2002	99.5	100.9	101.1	101.0	-.9	1.4	.2	-.1	1.9	3.8	1.7	.6
2003	100.3	101.3	101.1	101.9	-.7	1.0	-.2	.8	.8	.4	.0	.9
2004	100.7	100.4	100.9	100.8	-1.2	-.3	.5	-.1	.4	-.9	-.2	-1.1
2005	99.6	100.2	98.5	100.0	-1.2	.6	-1.7	1.5	-1.1	-.2	-2.4	-.8
2006	99.1	98.6	99.5	100.4	-.9	-.5	.9	.9	-.5	-1.6	1.0	.4
2007	99.3	98.4	99.6	99.4	-1.1	-.9	1.2	-.2	.2	-.2	.1	-1.0
2008	98.4	96.8	97.6	102.4	-1.0	-1.6	.8	4.9	-.9	-1.6	-2.0	3.0
2009	101.5	100.5	100.9	101.3	-.9	-1.0	.4	.4	3.2	3.8	3.4	-1.1
2010	101.4	101.2	101.0	101.0	.1	-.2	-.2	.0	-.1	.7	.1	-.3

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Installation, maintenance, and repair												
2011	99.3	99.3	99.7	100.2	-1.7	0.0	0.4	0.5	-2.1	-1.9	-1.3	-0.8
2012	99.1	99.4	99.0	100.0	-1.1	.3	-.4	1.0	-.2	.1	-.7	-.2
2013	99.3	99.4	100.0	100.7	-.7	.1	.6	.7	.2	.0	1.0	.7
2014	100.0	99.5	100.5	102.0	-.7	-.5	1.0	1.5	.7	.1	.5	1.3
2015	101.9	101.8	102.5	103.3	-.1	-.1	.7	.8	1.9	2.3	2.0	1.3
2016	103.1	102.5	103.0	103.2	-.2	-.6	.5	.2	1.2	.7	.5	-.1
2017	102.7	103.4	103.5	104.2	-.5	.7	.1	.7	-.4	.9	.5	1.0
2018	103.2	102.9	103.2	104.3	-1.0	-.3	.3	1.1	.5	-.5	-.3	.1
2019	103.4	103.6	104.4	104.9	-.9	.2	.8	.5	.2	.7	1.2	.6
2020	105.2	106.6	106.4	106.9	.3	1.3	-.2	.5	1.7	2.9	1.9	1.9
2021	106.4	104.5	104.5	103.9	-.5	-1.8	.0	-.6	1.1	-2.0	-1.8	-2.8
2022	102.1	—	—	—	-1.7	—	—	—	-4.0	—	—	—
Production, transportation, and material moving												
2001	99.0	98.9	99.5	101.3	-.1	-.1	.6	1.8	.9	.7	1.0	2.2
2002	101.1	101.0	101.0	101.5	-.2	-.1	.0	.5	2.1	2.1	1.5	.2
2003	100.5	101.3	101.1	101.9	-1.0	.8	-.2	.8	-.6	.3	.1	.4
2004	100.8	100.3	101.2	101.2	-1.1	-.5	.9	.0	.3	-1.0	.1	-.7
2005	100.1	100.1	98.6	100.0	-1.1	.0	-1.5	1.4	-.7	-.2	-2.6	-1.2
2006	99.0	98.1	98.8	99.9	-1.0	-.9	.7	1.1	-1.1	-2.0	.2	-.1
2007	98.8	98.1	98.7	98.3	-1.1	-.7	.6	-.4	-.2	.0	-.1	-1.6
2008	97.7	96.1	96.7	100.9	-.6	-1.6	.6	4.3	-1.1	-2.0	-2.0	2.6
2009	100.2	99.3	99.7	99.9	-.7	-.9	.4	.2	2.6	3.3	3.1	-1.0
2010	99.3	99.6	100.1	99.9	-.6	.3	.5	-.2	-.9	.3	.4	.0
2011	98.3	97.7	97.6	98.4	-1.6	-.6	-.1	.8	-1.0	-1.9	-2.5	-1.5
2012	97.6	97.8	97.5	98.6	-.8	.2	-.3	1.1	-.7	.1	-.1	.2
2013	97.9	97.9	98.1	99.0	-.7	.0	.2	.9	.3	.1	.6	.4
2014	98.3	98.0	98.9	100.5	-.7	-.3	.9	1.6	.4	.1	.8	1.5
2015	100.6	100.2	101.1	102.2	.1	-.4	.9	1.1	2.3	2.2	2.2	1.7
2016	102.4	102.0	102.6	103.2	.2	-.4	.6	.6	1.8	1.8	1.5	1.0
2017	103.3	103.4	103.8	104.4	.1	.1	.4	.6	.9	1.4	1.2	1.2
2018	104.4	104.0	104.8	105.8	.0	-.4	.8	1.0	1.1	.6	1.0	1.3
2019	106.2	105.9	106.6	107.6	.4	-.3	.7	.9	1.7	1.8	1.7	1.7
2020	108.3	109.2	109.1	109.9	.7	.8	-.1	.7	2.0	3.1	2.3	2.1
2021	109.3	108.2	108.7	108.7	-.5	-1.0	.5	.0	.9	-.9	-.4	-1.1
2022	106.9	—	—	—	-1.7	—	—	—	-2.2	—	—	—
Excluding incentive paid occupations¹												
2006	99.1	98.1	98.6	99.7	-.9	-1.0	.5	1.1	—	—	—	-.3
2007	98.8	98.0	98.7	98.3	-.9	-.8	.7	-.4	-.3	-.1	.1	-1.4
2008	97.7	96.0	96.7	101.1	-.6	-1.7	.7	4.6	-1.1	-2.0	-2.0	2.8
2009	100.5	99.5	99.9	100.2	-.6	-1.0	.4	.3	2.9	3.6	3.3	-.9
2010	99.7	99.9	100.3	100.1	-.5	.2	.4	-.2	-.8	.4	.4	-.1
2011	98.6	97.9	97.7	98.6	-1.5	-.7	-.2	.9	-1.1	-2.0	-2.6	-1.5
2012	97.7	97.9	97.6	98.7	-.9	.2	-.3	1.1	-.9	.0	-.1	.1
2013	98.1	98.1	98.2	99.0	-.6	.0	.1	.8	.4	.2	.6	.3
2014	98.5	98.2	98.9	100.6	-.5	-.3	.7	1.7	.4	.1	.7	1.6
2015	100.8	100.3	101.1	102.5	.2	-.5	.8	1.4	2.3	2.1	2.2	1.9
2016	102.7	102.2	102.8	103.4	.2	-.5	.6	.6	1.9	1.9	1.7	.9

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Excluding incentive paid occupations¹													
2017	103.6	103.7	103.8	104.4	0.2	0.1	0.1	0.6	0.9	1.5	1.0	1.0	1.0
2018	104.5	104.2	104.6	105.9	.1	-.3	.4	1.2	.9	.5	.8	1.4	1.4
2019	105.9	106.0	106.5	107.4	.0	.1	.5	.8	1.3	1.7	1.8	1.4	1.4
2020	108.0	109.0	108.9	109.7	.6	.9	-.1	.7	2.0	2.8	2.3	2.1	2.1
2021	109.0	107.9	108.5	108.4	-.6	-1.0	.6	-.1	.9	-1.0	-.4	-1.2	-1.2
2022	106.6	—	—	—	-1.7	—	—	—	-2.2	—	—	—	—
Production													
2001	98.8	98.5	99.0	100.8	.1	-.3	.5	1.8	1.0	.6	.9	2.1	2.1
2002	100.5	100.5	100.3	100.9	-.3	.0	-.2	.6	1.7	2.0	1.3	.1	.1
2003	100.0	100.8	100.7	101.5	-.9	.8	-.1	.8	-.5	.3	.4	.6	.6
2004	100.4	100.1	101.0	100.8	-1.1	-.3	.9	-.2	.4	-.7	.3	-.7	-.7
2005	100.0	100.1	98.5	100.0	-.8	.1	-1.6	1.5	-.4	.0	-2.5	-.8	-.8
2006	99.1	98.1	98.7	99.7	-.9	-1.0	.6	1.0	-.9	-2.0	.2	-.3	-.3
2007	98.8	97.8	98.4	98.0	-.9	-1.0	.6	-.4	-.3	-.3	-.3	-1.7	-1.7
2008	97.3	95.7	96.4	100.5	-.7	-1.6	.7	4.3	-1.5	-2.1	-2.0	2.6	2.6
2009	100.0	99.0	99.3	99.6	-.5	-1.0	.3	.3	2.8	3.4	3.0	-.9	-.9
2010	99.1	99.3	99.6	99.3	-.5	.2	.3	-.3	-.9	.3	.3	-.3	-.3
2011	97.8	97.2	97.1	97.9	-1.5	-.6	-.1	.8	-1.3	-2.1	-2.5	-1.4	-1.4
2012	97.2	97.3	96.9	97.9	-.7	.1	-.4	1.0	-.6	.1	-.2	.0	.0
2013	97.2	97.4	97.5	98.3	-.7	.2	.1	.8	.0	.1	.6	.4	.4
2014	97.8	97.3	98.0	99.8	-.5	-.5	.7	1.8	.6	-.1	.5	1.5	1.5
2015	99.9	99.4	100.3	101.5	.1	-.5	.9	1.2	2.1	2.2	2.3	1.7	1.7
2016	101.7	101.2	101.7	102.2	.2	-.5	.5	.5	1.8	1.8	1.4	.7	.7
2017	102.1	102.4	102.5	103.2	-.1	.3	.1	.7	.4	1.2	.8	1.0	1.0
2018	102.8	102.6	103.0	104.3	-.4	-.2	.4	1.3	.7	.2	.5	1.1	1.1
2019	104.1	104.0	104.4	105.2	-.2	-.1	.4	.8	1.3	1.4	1.4	.9	.9
2020	105.8	106.8	106.5	107.1	.6	.9	-.3	.6	1.6	2.7	2.0	1.8	1.8
2021	106.7	105.9	106.1	105.9	-.4	-.7	.2	-.2	.9	-.8	-.4	-1.1	-1.1
2022	104.1	—	—	—	-1.7	—	—	—	-2.4	—	—	—	—
Excluding incentive paid occupations¹													
2006	99.1	98.2	98.6	99.6	-.9	-.9	.4	1.0	—	—	—	-.4	-.4
2007	98.7	97.8	98.3	98.0	-.9	-.9	.5	-.3	-.4	-.4	-.3	-1.6	-1.6
2008	97.3	95.6	96.4	100.7	-.7	-1.7	.8	4.5	-1.4	-2.2	-1.9	2.8	2.8
2009	100.1	99.1	99.4	99.7	-.6	-1.0	.3	.3	2.9	3.7	3.1	-1.0	-1.0
2010	99.2	99.4	99.7	99.5	-.5	.2	.3	-.2	-.9	.3	.3	-.2	-.2
2011	98.0	97.3	97.2	98.1	-1.5	-.7	-.1	.9	-1.2	-2.1	-2.5	-1.4	-1.4
2012	97.3	97.5	97.1	98.0	-.8	.2	-.4	.9	-.7	.2	-.1	-.1	-.1
2013	97.3	97.5	97.6	98.4	-.7	.2	.1	.8	.0	.0	.5	.4	.4
2014	97.9	97.4	98.1	99.9	-.5	-.5	.7	1.8	.6	-.1	.5	1.5	1.5
2015	100.0	99.5	100.4	101.7	.1	-.5	.9	1.3	2.1	2.2	2.3	1.8	1.8
2016	101.8	101.3	101.9	102.4	.1	-.5	.6	.5	1.8	1.8	1.5	.7	.7
2017	102.4	102.6	102.7	103.4	.0	.2	.1	.7	.6	1.3	.8	1.0	1.0
2018	103.1	102.8	103.3	104.5	-.3	-.3	.5	1.2	.7	.2	.6	1.1	1.1
2019	104.3	104.3	104.7	105.5	-.2	.0	.4	.8	1.2	1.5	1.4	1.0	1.0
2020	106.0	107.0	106.9	107.5	.5	.9	-.1	.6	1.6	2.6	2.1	1.9	1.9
2021	107.1	106.2	106.5	106.3	-.4	-.8	.3	-.2	1.0	-.7	-.4	-1.1	-1.1
2022	104.5	—	—	—	-1.7	—	—	—	-2.4	—	—	—	—

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Transportation and material moving													
2001	99.4	99.4	100.2	102.1	-0.2	0.0	0.8	1.9	1.0	0.8	1.3	2.5	
2002	102.0	101.8	101.8	102.3	-.1	-.2	.0	.5	2.6	2.4	1.6	.2	
2003	101.2	102.1	101.6	102.3	-1.1	.9	-.5	.7	-.8	.3	-.2	.0	
2004	101.2	100.7	101.5	101.6	-1.1	-.5	.8	.1	.0	-1.4	-1	-.7	
2005	100.2	100.1	98.7	100.0	-1.4	-.1	-1.4	1.3	-1.0	-.6	-2.8	-1.6	
2006	98.9	98.1	98.9	100.1	-1.1	-.8	.8	1.2	-1.3	-2.0	.2	.1	
2007	98.9	98.4	99.1	98.8	-1.2	-.5	.7	-.3	.0	.3	-.2	-1.3	
2008	98.2	96.6	97.1	101.4	-.6	-1.6	.5	4.4	-.7	-1.8	-2.0	2.6	
2009	100.4	99.6	100.1	100.3	-1.0	-.8	.5	.2	2.2	3.1	3.1	-1.1	
2010	99.6	100.0	100.8	100.8	-.7	.4	.8	.0	-.8	.4	.7	.5	
2011	98.8	98.3	98.2	99.0	-2.0	-.5	-.1	.8	-.8	-1.7	-2.6	-1.8	
2012	98.1	98.4	98.4	99.7	-.9	.3	.0	1.3	-.7	.1	.2	.7	
2013	98.8	98.6	98.9	99.8	-.9	-.2	.3	.9	.7	.2	.5	.1	
2014	99.0	99.0	100.0	101.4	-.8	.0	1.0	1.4	.2	.4	1.1	1.6	
2015	101.6	101.3	102.1	103.0	.2	-.3	.8	.9	2.6	2.3	2.1	1.6	
2016	103.4	103.1	103.7	104.4	.4	-.3	.6	.7	1.8	1.8	1.6	1.4	
2017	104.7	104.8	105.3	105.8	.3	.1	.5	.5	1.3	1.6	1.5	1.3	
2018	106.2	105.7	106.8	107.7	.4	-.5	1.0	.8	1.4	.9	1.4	1.8	
2019	108.6	108.2	109.3	110.3	.8	-.4	1.0	.9	2.3	2.4	2.3	2.4	
2020	111.3	112.0	112.0	113.1	.9	.6	.0	1.0	2.5	3.5	2.5	2.5	
2021	112.3	110.9	111.8	111.8	-.7	-1.2	.8	.0	.9	-1.0	-.2	-1.1	
2022	110.1	-	-	-	-1.5	-	-	-	-2.0	-	-	-	
Service occupations													
2001	100.2	99.7	100.0	102.1	-.1	-.5	.3	2.1	.8	-.2	.4	1.8	
2002	101.8	101.5	101.6	102.1	-.3	-.3	.1	.5	1.6	1.8	1.6	.0	
2003	101.0	101.6	101.6	102.6	-1.1	.6	.0	1.0	-.8	.1	.0	.5	
2004	101.2	100.6	100.9	101.3	-1.4	-.6	.3	.4	.2	-1.0	-.7	-1.3	
2005	100.3	100.2	98.6	100.0	-1.0	-.1	-1.6	1.4	-.9	-.4	-2.3	-1.3	
2006	99.1	98.3	99.0	100.3	-.9	-.8	.7	1.3	-1.2	-1.9	.4	.3	
2007	100.2	99.4	100.5	100.4	-.1	-.8	1.1	-.1	1.1	1.1	1.5	.1	
2008	99.5	97.8	98.7	103.1	-.9	-1.7	.9	4.5	-.7	-1.6	-1.8	2.7	
2009	102.7	101.5	102.2	102.3	-.4	-1.2	.7	.1	3.2	3.8	3.5	-.8	
2010	101.8	101.8	102.1	101.9	-.5	.0	.3	-.2	-.9	.3	-.1	-.4	
2011	100.6	99.6	99.4	100.4	-1.3	-1.0	-.2	1.0	-1.2	-2.2	-2.6	-1.5	
2012	99.0	99.3	98.9	100.1	-1.4	.3	-.4	1.2	-1.6	-.3	-.5	-.3	
2013	99.1	99.1	98.9	99.9	-1.0	.0	-.2	1.0	.1	-.2	.0	-.2	
2014	98.7	98.3	99.3	101.2	-1.2	-.4	1.0	1.9	-.4	-.8	.4	1.3	
2015	101.3	100.3	101.1	102.2	.1	-1.0	.8	1.1	2.6	2.0	1.8	1.0	
2016	102.5	102.3	103.0	103.6	.3	-.2	.7	.6	1.2	2.0	1.9	1.4	
2017	103.8	103.9	103.8	104.8	.2	.1	-.1	1.0	1.3	1.6	.8	1.2	
2018	104.9	104.6	105.4	106.9	.1	-.3	.8	1.4	1.1	.7	1.5	2.0	
2019	107.1	107.3	107.7	108.9	.2	.2	.4	1.1	2.1	2.6	2.2	1.9	
2020	109.7	110.6	110.5	111.5	.7	.8	-.1	.9	2.4	3.1	2.6	2.4	
2021	111.5	110.7	112.1	112.6	.0	-.7	1.3	-.4	1.6	.1	1.4	1.0	
2022	111.6	-	-	-	-.9	-	-	-	.1	-	-	-	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Industry and occupational group													
Goods-producing industries⁴													
2001	98.2	98.2	98.6	100.2	-0.1	0.0	0.4	1.6	1.0	0.5	0.7	1.9	
2002	99.9	100.0	99.9	100.7	-3	.1	-1	.8	1.7	1.8	1.3	.5	
2003	99.7	100.8	100.5	101.3	-1.0	1.1	-3	.8	-2	.8	.6	.6	
2004	100.4	99.8	100.8	100.5	-9	-6	1.0	-3	.7	-1.0	.3	-8	
2005	99.7	99.8	98.5	100.0	-8	.1	-1.3	1.5	-7	.0	-2.3	-5	
2006	99.2	98.8	99.2	100.3	-8	-4	.4	1.1	-5	-1.0	.7	.3	
2007	99.5	98.9	99.5	99.3	-8	-6	.6	-2	.3	.1	.3	-1.0	
2008	98.7	97.1	97.7	102.0	-6	-1.6	.6	4.4	-8	-1.8	-1.8	2.7	
2009	101.1	99.9	100.1	100.3	-9	-1.2	.2	.2	2.4	2.9	2.5	-1.7	
2010	99.9	100.1	100.5	100.2	-4	.2	.4	-3	-1.2	.2	.4	-1	
2011	98.8	98.3	98.1	99.0	-1.4	-5	-2	.9	-1.1	-1.8	-2.4	-1.2	
2012	97.8	98.2	97.9	98.9	-1.2	.4	-3	1.0	-1.0	-1	-2	-1	
2013	98.1	98.4	98.6	99.3	-8	.3	.2	.7	.3	.2	.7	.4	
2014	98.4	98.2	98.9	100.7	-9	-2	.7	1.8	.3	-2	.3	1.4	
2015	100.7	100.4	101.3	102.5	.0	-3	.9	1.2	2.3	2.2	2.4	1.8	
2016	102.4	102.0	102.3	102.8	-1	-4	.3	.5	1.7	1.6	1.0	.3	
2017	102.6	102.7	102.7	103.3	-2	.1	.0	.6	.2	.7	.4	.5	
2018	102.8	102.7	103.1	104.2	-5	-1	.4	1.1	.2	.0	.4	.9	
2019	103.9	104.0	104.7	105.3	-3	.1	.7	.6	1.1	1.3	1.6	1.1	
2020	105.6	106.6	106.0	106.5	.3	.9	-6	.5	1.6	2.5	1.2	1.1	
2021	105.5	104.3	104.1	103.5	-9	-1.1	-2	-6	-1	-2.2	-1.8	-2.8	
2022	101.5	-	-	-	-1.9	-	-	-	-3.8	-	-	-	
Excluding sales occupations													
2001	98.5	98.5	99.0	100.5	-2	.0	.5	1.5	1.0	.5	.8	1.8	
2002	100.1	100.3	100.2	101.0	-4	.2	-1	.8	1.6	1.8	1.2	.5	
2003	99.9	100.9	100.7	101.6	-1.1	1.0	-2	.9	-2	.6	.5	.6	
2004	100.6	100.0	100.6	100.7	-1.0	-6	.6	.1	.7	-9	-1	-9	
2005	99.8	99.9	98.5	100.0	-9	.1	-1.4	1.5	-8	-1	-2.1	-7	
2006	99.3	98.6	99.2	100.3	-7	-7	.6	1.1	-5	-1.3	.7	.3	
Excluding incentive paid occupations¹													
2006	99.3	98.6	99.3	100.4	-7	-7	.7	1.1	-	-	-	.4	
2007	99.6	99.1	99.7	99.5	-8	-5	.6	-2	.3	.5	.4	-9	
2008	99.0	97.3	97.9	102.4	-5	-1.7	.6	4.6	-6	-1.8	-1.8	2.9	
2009	101.5	100.3	100.4	100.7	-9	-1.2	.1	.3	2.5	3.1	2.6	-1.7	
2010	100.4	100.6	100.9	100.6	-3	.2	.3	-3	-1.1	.3	.5	-1	
2011	99.4	98.8	98.6	99.4	-1.2	-6	-2	.8	-1.0	-1.8	-2.3	-1.2	
2012	98.3	98.6	98.2	99.3	-1.1	.3	-4	1.1	-1.1	-2	-4	-1	
2013	98.6	98.8	99.0	99.7	-7	.2	.2	.7	.3	.2	.8	.4	
2014	98.9	98.6	99.2	100.9	-8	-3	.6	1.7	.3	-2	.2	1.2	
2015	101.1	100.7	101.5	102.7	.2	-4	.8	1.2	2.2	2.1	2.3	1.8	
2016	102.8	102.3	102.6	103.2	.1	-5	.3	.6	1.7	1.6	1.1	.5	
2017	103.0	103.1	103.0	103.6	-2	.1	-1	.6	.2	.8	.4	.4	
2018	103.2	103.0	103.4	104.5	-4	-2	.4	1.1	.2	-1	.4	.9	
2019	104.2	104.3	104.8	105.3	-3	.1	.5	.5	1.0	1.3	1.4	.8	
2020	105.9	106.4	105.8	106.3	.6	.5	-6	.5	1.6	2.0	1.0	.9	
2021	105.5	104.2	104.1	103.4	-8	-1.2	-1	-7	-4	-2.1	-1.6	-2.7	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Excluding incentive paid occupations ¹													
2022	101.7	—	—	—	-1.6	—	—	—	-3.6	—	—	—	—
White-collar occupations ²													
2001	97.7	97.8	97.8	99.5	-1	0.1	0.0	1.7	.9	0.2	0.3	1.7	
2002	99.4	99.5	99.2	100.2	-1	.1	-.3	1.0	1.7	1.7	1.4	.7	
2003	99.4	100.6	100.0	100.7	-8	1.2	-.6	.7	.0	1.1	.8	.5	
2004	99.9	99.5	100.9	100.2	-8	-.4	1.4	-.7	.5	-1.1	.9	-.5	
2005	99.4	99.6	98.7	100.0	-8	.2	-.9	1.3	-.5	.1	-2.2	-.2	
2006	99.2	99.1	99.3	100.3	-8	-.1	.2	1.0	-.2	-.5	.6	.3	
Excluding sales occupations													
2001	98.7	98.7	98.8	100.4	-.3	.0	.1	1.6	1.0	.3	.5	1.4	
2002	100.0	100.4	100.1	100.8	-.4	.4	-.3	.7	1.3	1.7	1.3	.4	
2003	99.9	101.0	100.6	101.5	-.9	1.1	-.4	.9	-.1	.6	.5	.7	
2004	100.4	100.0	100.4	100.5	-1.1	-.4	.4	.1	.5	-1.0	-.2	-1.0	
2005	99.7	99.9	98.6	100.0	-.8	.2	-1.3	1.4	-.7	-.1	-1.8	-.5	
2006	99.6	98.7	99.4	100.4	-.4	-.9	.7	1.0	-.1	-1.2	.8	.4	
Management, professional, and related													
2001	99.6	99.6	99.5	101.1	-.4	.0	-.1	1.6	.8	.1	.3	1.1	
2002	100.8	101.1	100.8	101.3	-.3	.3	-.3	.5	1.2	1.5	1.3	.2	
2003	100.5	101.4	101.0	101.8	-.8	.9	-.4	.8	-.3	.3	.2	.5	
2004	100.6	100.2	100.5	100.5	-1.2	-.4	.3	.0	.1	-1.2	-.5	-1.3	
2005	99.8	99.9	98.7	100.0	-.7	.1	-1.2	1.3	-.8	-.3	-1.8	-.5	
2006	99.5	98.7	99.3	100.3	-.5	-.8	.6	1.0	-.3	-1.2	.6	.3	
2007	100.0	99.5	100.0	99.4	-.3	-.5	.5	-.6	.5	.8	.7	-.9	
2008	99.3	97.5	97.8	101.9	-.1	-1.8	.3	4.2	-.7	-2.0	-2.2	2.5	
2009	101.1	99.7	99.7	99.7	-.8	-1.4	.0	.0	1.8	2.3	1.9	-2.2	
2010	99.9	100.3	100.5	100.1	.2	.4	.2	-.4	-1.2	.6	.8	.4	
2011	99.0	98.7	98.4	99.1	-1.1	-.3	-.3	.7	-.9	-1.6	-2.1	-1.0	
2012	98.2	98.8	98.4	99.4	-.9	.6	-.4	1.0	-.8	.1	.0	.3	
2013	99.0	99.5	99.5	99.9	-.4	.5	.0	.4	.8	.7	1.1	.5	
2014	99.0	98.8	99.4	100.9	-.9	-.2	.6	1.5	.0	-.7	-.1	1.0	
2015	101.5	101.3	102.1	103.2	.6	-.2	.8	1.1	2.5	2.5	2.7	2.3	
2016	103.2	102.6	102.9	103.3	.0	-.6	.3	.4	1.7	1.3	.8	.1	
2017	103.1	103.1	102.5	103.0	-.2	.0	-.6	.5	-.1	.5	-.4	-.3	
2018	103.0	102.7	103.0	103.9	.0	-.3	.3	.9	-.1	-.4	.5	.9	
2019	103.8	103.8	104.1	104.4	-.1	.0	.3	.3	.8	1.1	1.1	.5	
2020	105.3	105.8	104.9	105.2	.9	.5	-.9	.3	1.4	1.9	.8	.8	
2021	104.0	102.3	101.6	100.7	-1.1	-1.6	-.7	-.9	-1.2	-3.3	-3.1	-4.3	
2022	99.4	—	—	—	-1.3	—	—	—	-4.4	—	—	—	
Sales and office													
2001	93.8	94.0	94.3	96.3	.5	.2	.3	2.1	1.3	.3	.4	3.2	
2002	96.5	96.2	96.0	97.8	.2	-.3	-.2	1.9	2.9	2.3	1.8	1.6	
2003	97.2	99.0	98.0	98.5	-.6	1.9	-1.0	.5	.7	2.9	2.1	.7	
2004	98.4	98.1	101.8	99.5	-.1	-.3	3.8	-2.3	1.2	-.9	3.9	1.0	
2005	98.6	99.0	98.7	100.0	-.9	.4	-.3	1.3	.2	.9	-3.0	.5	
2006	98.3	100.3	99.1	100.5	-1.7	2.0	-1.2	1.4	-.3	1.3	.4	.5	
2007	99.0	98.3	98.9	98.8	-1.5	-.7	.6	-.1	.7	-2.0	-.2	-1.7	
2008	97.5	96.4	96.7	101.0	-1.3	-1.1	.3	4.4	-1.5	-1.9	-2.2	2.2	
2009	100.0	98.8	98.8	99.1	-1.0	-1.2	.0	.3	2.6	2.5	2.2	-1.9	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Sales and office													
2010	98.0	98.3	99.0	99.2	-1.1	0.3	0.7	0.2	-2.0	-0.5	0.2	0.1	
2011	96.9	96.7	96.7	97.9	-2.3	-.2	.0	1.2	-1.1	-1.6	-2.3	-1.3	
2012	97.1	97.9	97.9	98.6	-.8	.8	.0	.7	.2	1.2	1.2	.7	
2013	97.7	98.7	98.9	99.9	-.9	1.0	.2	1.0	.6	.8	1.0	1.3	
2014	98.4	99.1	99.8	101.7	-1.5	.7	.7	1.9	.7	.4	.9	1.8	
2015	101.1	101.8	102.8	104.5	-.6	.7	1.0	1.7	2.7	2.7	3.0	2.8	
2016	103.3	103.3	103.4	103.9	-1.1	.0	.1	.5	2.2	1.5	.6	-.6	
2017	102.8	103.0	103.9	103.7	-1.1	.2	.9	-.2	-.5	-.3	.5	-.2	
2018	103.1	103.6	104.7	106.0	-.6	.5	1.1	1.2	.3	.6	.8	2.2	
2019	105.6	105.7	108.0	108.9	-.4	.1	2.2	.8	2.4	2.0	3.2	2.7	
2020	105.6	111.2	110.3	111.0	-3.0	5.3	-.8	.6	.0	5.2	2.1	1.9	
2021	109.0	108.7	107.8	107.6	-1.8	-.3	-.8	-.2	3.2	-2.2	-2.3	-3.1	
2022	103.0	—	—	—	-4.3	—	—	—	-5.5	—	—	—	
Blue-collar occupations³													
2001	98.5	98.4	99.1	100.6	-.1	-.1	.7	1.5	1.1	.6	.9	2.0	
2002	100.2	100.3	100.3	101.1	-.4	.1	.0	.8	1.7	1.9	1.2	.5	
2003	99.8	100.9	100.8	101.7	-1.3	1.1	-.1	.9	-.4	.6	.5	.6	
2004	100.7	100.1	100.7	100.8	-1.0	-.6	.6	.1	-.9	-.8	-.1	-.9	
2005	99.8	100.0	98.4	100.0	-1.0	.2	-1.6	1.6	-.9	-.1	-2.3	-.8	
2006	99.2	98.5	99.2	100.3	-.8	-.7	.7	1.1	-.6	-1.5	.8	.3	
Natural resources, construction, and maintenance													
2001	98.4	98.4	99.1	100.3	-.1	.0	.7	1.2	1.4	.7	1.0	1.8	
2002	99.7	100.0	100.1	100.8	-.6	.3	.1	.7	1.3	1.6	1.0	.5	
2003	99.2	100.6	100.6	101.6	-1.6	1.4	.0	1.0	-.5	.6	.5	.8	
2004	100.7	100.1	100.5	100.7	-.9	-.6	.4	.2	1.5	-.5	-.1	-.9	
2005	99.6	99.8	98.4	100.0	-1.1	.2	-1.4	1.6	-1.1	-.3	-2.1	-.7	
2006	99.2	98.8	99.6	100.8	-.8	-.4	.8	1.2	-.4	-1.0	1.2	.8	
2007	100.1	99.7	100.6	100.8	-.7	-.4	.9	.2	.9	.9	1.0	.0	
2008	100.3	98.6	99.4	104.2	-.5	-1.7	.8	4.8	.2	-1.1	-1.2	3.4	
2009	102.8	101.6	101.9	102.4	-1.3	-1.2	.3	.5	2.5	3.0	2.5	-1.7	
2010	101.8	101.9	102.2	101.9	-.6	.1	.3	-.3	-1.0	.3	.3	-.5	
2011	100.4	99.9	99.8	100.5	-1.5	-.5	-.1	.7	-1.4	-2.0	-2.3	-1.4	
2012	98.9	99.1	99.0	100.0	-1.6	.2	-.1	1.0	-1.5	-.8	-.8	-.5	
2013	98.8	98.9	99.4	100.0	-1.2	.1	.5	.6	-.1	-.2	.4	.0	
2014	99.0	98.7	99.5	101.5	-1.0	-.3	.8	2.0	.2	-.2	.1	1.5	
2015	101.1	100.7	101.6	102.6	-.4	-.4	.9	1.0	2.1	2.0	2.1	1.1	
2016	102.6	102.4	102.4	103.2	.0	-.2	.0	.8	1.5	1.7	.8	.6	
2017	103.1	103.4	103.3	104.1	-.1	.3	-.1	.8	.5	1.0	.9	.9	
2018	103.3	103.4	103.6	104.6	-.8	.1	.2	1.0	.2	.0	.3	.5	
2019	104.1	104.5	105.1	105.7	-.5	.4	.6	.6	.8	1.1	1.4	1.1	
2020	106.6	106.4	106.0	106.5	.9	-.2	-.4	.5	2.4	1.8	.9	.8	
2021	105.8	104.5	104.5	103.7	-.7	-1.2	.0	-.8	-.8	-1.8	-1.4	-2.6	
2022	101.8	—	—	—	-1.8	—	—	—	-3.8	—	—	—	
Production, transportation, and material moving													
2001	98.5	98.4	99.1	100.8	-.2	-.1	.7	1.7	.7	.4	.9	2.1	
2002	100.6	100.6	100.4	101.3	-.2	.0	-.2	.9	2.1	2.2	1.3	.5	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Production, transportation, and material moving													
2003	100.3	101.2	101.0	101.8	-1.0	0.9	-0.2	0.8	-0.3	0.6	0.6	0.5	
2004	100.7	100.0	100.9	100.8	-1.1	-7	.9	-1	.4	-1.2	-1	-1.0	
2005	100.0	100.1	98.5	100.0	-8	.1	-1.6	1.5	-7	.1	-2.4	-8	
2006	99.2	98.3	98.8	99.9	-8	-9	.5	1.1	-8	-1.8	.3	-1	
2007	98.9	98.0	98.6	98.2	-1.0	-9	.6	-4	-3	-3	-2	-1.7	
2008	97.4	95.9	96.5	100.7	-8	-1.5	.6	4.4	-1.5	-2.1	-2.1	2.5	
2009	99.9	99.0	99.2	99.4	-8	-9	.2	.2	2.6	3.2	2.8	-1.3	
2010	98.9	99.2	99.4	99.2	-5	.3	.2	-2	-1.0	.2	.2	-2	
2011	97.8	97.2	97.0	97.9	-1.4	-6	-2	.9	-1.1	-2.0	-2.4	-1.3	
2012	96.9	97.1	96.7	97.7	-1.0	.2	-4	1.0	-9	-1	-3	-2	
2013	97.0	97.2	97.3	98.2	-7	.2	.1	.9	.1	.1	.6	.5	
2014	97.6	97.2	97.8	99.6	-6	-4	.6	1.8	.6	.0	.5	1.4	
2015	99.7	99.2	100.0	101.3	.1	-5	.8	1.3	2.2	2.1	2.2	1.7	
2016	101.3	100.9	101.4	102.0	.0	-4	.5	.6	1.6	1.7	1.4	.7	
2017	101.8	101.9	102.2	102.8	-2	.1	.3	.6	.5	1.0	.8	.8	
2018	102.3	101.9	102.3	103.6	-5	-4	.4	1.3	.5	.0	.1	.8	
2019	103.4	103.3	103.8	104.7	-2	-1	.5	.9	1.1	1.4	1.5	1.1	
2020	105.3	106.1	105.8	106.4	.6	.8	-3	.6	1.8	2.7	1.9	1.6	
2021	105.8	104.9	105.2	104.9	-6	-9	.3	-3	.5	-1.1	-6	-1.4	
2022	103.2	-	-	-	-1.6	-	-	-	-2.5	-	-	-	
Construction													
2001	97.5	97.5	98.1	99.8	-3	.0	.6	1.7	1.6	.7	.9	2.0	
2002	98.9	99.2	99.2	100.2	-9	.3	.0	1.0	1.4	1.7	1.1	.4	
2003	98.7	100.1	100.1	100.9	-1.5	1.4	.0	.8	-2	.9	.9	.7	
2004	100.2	99.5	100.6	100.2	-7	-7	1.1	-4	1.5	-6	.5	-7	
2005	99.1	99.4	98.4	100.0	-1.1	.3	-1.0	1.6	-1.1	-1	-2.2	-2	
2006	99.1	98.9	99.8	101.1	-9	-2	.9	1.3	.0	-5	1.4	1.1	
2007	100.5	100.1	101.0	101.0	-6	-4	.9	.0	1.4	1.2	1.2	-1	
2008	100.5	98.9	99.5	104.0	-5	-1.6	.6	4.5	.0	-1.2	-1.5	3.0	
2009	102.9	101.6	101.7	102.0	-1.1	-1.3	.1	.3	2.4	2.7	2.2	-1.9	
2010	101.3	101.3	101.6	101.2	-7	.0	.3	-4	-1.6	-3	-1	-8	
2011	99.3	98.7	98.6	99.5	-1.9	-6	-1	.9	-2.0	-2.6	-3.0	-1.7	
2012	97.7	98.1	98.0	99.0	-1.8	.4	-1	1.0	-1.6	-6	-6	-5	
2013	97.9	98.1	98.6	99.1	-1.1	.2	.5	.5	.2	.0	.6	.1	
2014	97.7	97.3	98.4	100.2	-1.4	-4	1.1	1.8	-2	-8	-2	1.1	
2015	99.8	99.5	100.7	102.1	-4	-3	1.2	1.4	2.1	2.3	2.3	1.9	
2016	101.5	101.2	101.2	102.1	-6	-3	.0	.9	1.7	1.7	.5	.0	
2017	101.8	101.9	102.0	102.5	-3	.1	.1	.5	.3	.7	.8	.4	
2018	102.1	102.2	102.7	103.7	-4	.1	.5	1.0	.3	.3	.7	1.2	
2019	103.2	103.5	104.8	105.2	-5	.3	1.3	.4	1.1	1.3	2.0	1.4	
2020	105.2	106.8	106.3	106.7	.0	1.5	-5	.4	1.9	3.2	1.4	1.4	
2021	105.6	104.6	104.1	103.5	-1.0	-9	-5	-6	.4	-2.1	-2.1	-3.0	
2022	100.7	-	-	-	-2.7	-	-	-	-4.6	-	-	-	
Manufacturing													
2001	98.6	98.5	98.8	100.4	.0	-1	.3	1.6	.8	.3	.5	1.8	
2002	100.4	100.4	100.2	101.0	.0	.0	-2	.8	1.8	1.9	1.4	.6	
2003	100.2	101.2	100.8	101.6	-8	1.0	-4	.8	-2	.8	.6	.6	
2004	100.6	100.1	100.9	100.8	-1.0	-5	.8	-1	.4	-1.1	.1	-8	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Manufacturing													
2005	100.0	100.1	98.6	100.0	-0.8	0.1	-1.5	1.4	-0.6	0.0	-2.3	-0.8	
2006	99.2	98.6	98.8	99.8	-8	-6	.2	1.0	-8	-1.5	.2	-2	
2007	98.9	98.1	98.6	98.3	-9	-8	.5	-3	-3	-5	-2	-1.5	
2008	97.6	96.0	96.6	100.8	-7	-1.6	.6	4.3	-1.3	-2.1	-2.0	2.5	
2009	100.0	98.9	99.0	99.2	-8	-1.1	.1	.2	2.5	3.0	2.5	-1.6	
2010	98.9	99.3	99.6	99.4	-3	.4	.3	-2	-1.1	.4	.6	.2	
2011	98.2	97.7	97.6	98.3	-1.2	-5	-1	.7	-7	-1.6	-2.0	-1.1	
2012	97.4	97.8	97.5	98.4	-9	.4	-3	.9	-8	.1	-1	.1	
2013	97.8	98.1	98.2	99.0	-6	.3	.1	.8	.4	.3	.7	.6	
2014	98.3	98.2	98.7	100.4	-7	-1	.5	1.7	.5	.1	.5	1.4	
2015	100.7	100.4	101.2	102.3	.3	-3	.8	1.1	2.4	2.2	2.5	1.9	
2016	102.4	102.0	102.4	102.9	.1	-4	.4	.5	1.7	1.6	1.2	.6	
2017	102.6	102.8	102.6	103.2	-3	.2	-2	.6	.2	.8	.2	.3	
2018	102.8	102.5	102.9	104.1	-4	-3	.4	1.2	.2	-3	.3	.9	
2019	103.9	103.9	104.3	105.0	-2	.0	.4	.7	1.1	1.4	1.4	.9	
2020	105.5	106.3	105.7	106.3	.5	.8	-6	.6	1.5	2.3	1.3	1.2	
2021	105.4	104.0	104.0	103.3	-8	-1.3	.0	-7	-1	-2.2	-1.6	-2.8	
2022	101.8	-	-	-	-1.5	-	-	-	-3.4	-	-	-	
White-collar occupations²													
2001	98.8	98.7	98.7	100.0	.1	-1	.0	1.3	.7	-1	.0	1.3	
2002	100.2	100.2	100.0	100.6	.2	.0	-2	.6	1.4	1.5	1.3	.6	
2003	100.0	101.2	100.5	101.3	-6	1.2	-7	.8	-2	1.0	.5	.7	
2004	100.3	100.1	101.0	100.7	-1.0	-2	.9	-3	.3	-1.1	.5	-6	
2005	99.9	100.0	98.9	100.0	-8	.1	-1.1	1.1	-4	-1	-2.1	-7	
2006	99.1	99.1	98.8	99.7	-9	.0	-3	.9	-8	-9	-1	-3	
Excluding sales occupations													
2001	99.6	99.5	99.3	100.5	-3	-1	-2	1.2	.8	.0	-1	.6	
2002	100.2	100.6	100.4	101.0	-3	.4	-2	.6	.6	1.1	1.1	.5	
2003	100.3	101.3	100.9	101.8	-7	1.0	-4	.9	.1	.7	.5	.8	
2004	100.6	100.4	100.9	100.8	-1.2	-2	.5	-1	.3	-9	.0	-1.0	
2005	99.9	100.1	98.8	100.0	-9	.2	-1.3	1.2	-7	-3	-2.1	-8	
2006	99.6	98.6	99.2	100.0	-4	-1.0	.6	.8	-3	-1.5	.4	.0	
Management, professional, and related													
2001	100.4	100.3	99.9	101.1	-5	-1	-4	1.2	.7	-2	-5	.2	
2002	100.8	101.2	100.9	101.4	-3	.4	-3	.5	.4	.9	1.0	.3	
2003	100.8	101.6	101.2	102.1	-6	.8	-4	.9	.0	.4	.3	.7	
2004	100.8	100.5	100.9	100.8	-1.3	-3	.4	-1	.0	-1.1	-3	-1.3	
2005	100.0	100.1	98.9	100.0	-8	.1	-1.2	1.1	-8	-4	-2.0	-8	
2006	99.6	98.5	99.1	99.8	-4	-1.1	.6	.7	-4	-1.6	.2	-2	
2007	99.4	98.7	99.1	98.6	-4	-7	.4	-5	-2	.2	.0	-1.2	
2008	98.4	96.4	96.8	101.0	-2	-2.0	.4	4.3	-1.0	-2.3	-2.3	2.4	
2009	100.3	99.0	98.9	99.1	-7	-1.3	-1	.2	1.9	2.7	2.2	-1.9	
2010	99.5	100.0	100.2	99.8	.4	.5	.2	-4	-8	1.0	1.3	.7	
2011	98.9	98.4	98.3	98.9	-9	-5	-1	.6	-6	-1.6	-1.9	-9	
2012	98.1	98.7	98.2	99.2	-8	.6	-5	1.0	-8	.3	-1	.3	
2013	98.8	99.2	99.2	99.7	-4	.4	.0	.5	.7	.5	1.0	.5	
2014	99.2	99.1	99.6	101.3	-5	-1	.5	1.7	.4	-1	.4	1.6	
2015	101.9	101.8	102.4	103.2	.6	-1	.6	.8	2.7	2.7	2.8	1.9	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Management, professional, and related												
2016	103.6	103.2	103.5	103.8	0.4	-0.4	0.3	0.3	1.7	1.4	1.1	0.6
2017	103.5	103.6	103.0	103.4	-3	.1	-6	.4	-1	.4	-5	-4
2018	103.3	103.0	103.2	104.3	-1	-3	.2	1.1	-2	-6	.2	.9
2019	104.2	104.0	104.4	104.8	-1	-2	.4	.4	.9	1.0	1.2	.5
2020	105.7	106.3	105.5	105.9	.9	.6	-8	.4	1.4	2.2	1.1	1.0
2021	104.5	102.8	102.2	101.2	-1.3	-1.6	-6	-1.0	-1.1	-3.3	-3.1	-4.4
2022	99.8	—	—	—	-1.4	—	—	—	-4.5	—	—	—
Sales and office												
2001	95.2	95.3	96.0	97.4	1.6	.1	.7	1.5	1.0	.1	1.1	3.9
2002	98.9	98.0	98.0	98.9	1.5	-.9	.0	.9	3.9	2.8	2.1	1.5
2003	98.3	100.3	99.0	99.5	-6	2.0	-1.3	.5	-6	2.3	1.0	.6
2004	99.3	99.3	101.3	100.5	-2	.0	2.0	-8	1.0	-1.0	2.3	1.0
2005	99.7	99.8	99.0	100.0	-8	.1	-8	1.0	.4	.5	-2.3	-5
2006	98.0	100.6	98.0	99.5	-2.0	2.7	-2.6	1.5	-1.7	.8	-1.0	-5
2007	98.1	97.4	98.0	98.1	-1.4	-.7	.6	.1	.1	-3.2	.0	-1.4
2008	97.2	96.1	96.8	101.2	-.9	-1.1	.7	4.5	-.9	-1.3	-1.2	3.2
2009	100.1	98.7	98.6	99.0	-1.1	-1.4	-1	.4	3.0	2.7	1.9	-2.2
2010	97.9	98.5	99.4	99.7	-1.1	.6	.9	.3	-2.2	-2	.8	.7
2011	98.5	98.4	98.1	99.0	-1.2	-.1	-.3	.9	.6	-.1	-1.3	-.7
2012	98.6	98.8	98.7	99.4	-.4	.2	-.1	.7	.1	.4	.6	.4
2013	98.4	99.1	99.3	100.5	-1.0	.7	.2	1.2	-2	.3	.6	1.1
2014	99.2	100.0	100.1	101.7	-1.3	.8	.1	1.6	.8	.9	.8	1.2
2015	101.6	102.2	103.1	104.5	-.1	.6	.9	1.4	2.4	2.2	3.0	2.8
2016	104.1	103.9	104.0	104.4	-.4	-.2	.1	.4	2.5	1.7	.9	-.1
2017	103.9	104.3	104.3	105.0	-.5	.4	.0	.7	-2	.4	.3	.6
2018	104.5	104.5	105.3	106.5	-.5	.0	.8	1.1	.6	.2	1.0	1.4
2019	106.5	106.7	107.0	108.1	.0	.2	.3	1.0	1.9	2.1	1.6	1.5
2020	107.3	107.8	106.6	107.3	-.7	.5	-1.1	.7	.8	1.0	-.4	-.7
2021	106.7	105.4	105.6	104.4	-.6	-1.2	.2	-1.1	-.6	-2.2	-.9	-2.7
2022	103.2	—	—	—	-1.1	—	—	—	-3.3	—	—	—
Blue-collar occupations³												
2001	98.4	98.4	99.0	100.7	-.1	.0	.6	1.7	.8	.6	1.0	2.2
2002	100.5	100.5	100.4	101.3	-.2	.0	-.1	.9	2.1	2.1	1.4	.6
2003	100.4	101.2	101.0	101.8	-.9	.8	-.2	.8	-.1	.7	.6	.5
2004	100.7	100.0	100.9	100.8	-1.1	-.7	.9	-.1	.3	-1.2	-.1	-1.0
2005	100.0	100.1	98.4	100.0	-.8	.1	-1.7	1.6	-.7	.1	-2.5	-.8
2006	99.2	98.3	98.8	99.9	-.8	-.9	.5	1.1	-.8	-1.8	.4	-.1
Natural resources, construction, and maintenance												
2001	97.6	97.8	98.1	100.3	-.2	.2	.3	2.2	1.2	1.0	1.0	2.6
2002	99.8	99.6	99.8	100.8	-.5	-.2	.2	1.0	2.3	1.8	1.7	.5
2003	100.2	100.9	100.4	101.6	-.6	.7	-.5	1.2	.4	1.3	.6	.8
2004	100.5	99.8	100.3	100.5	-1.1	-.7	.5	.2	.3	-1.1	-.1	-1.1
2005	99.6	99.8	98.1	100.0	-.9	.2	-1.7	1.9	-.9	.0	-2.2	-.5
2006	99.4	98.6	99.2	100.4	-.6	-.8	.6	1.2	-.2	-1.2	1.1	.4
2007	99.4	98.5	99.1	99.2	-1.0	-.9	.6	.1	.0	-.1	-.1	-1.2
2008	98.4	96.3	97.3	102.0	-.8	-2.1	1.0	4.8	-1.0	-2.2	-1.8	2.8
2009	100.7	99.7	99.9	100.1	-1.3	-1.0	.2	.2	2.3	3.5	2.7	-1.9

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Natural resources, construction, and maintenance												
2010	99.8	100.1	100.3	100.0	-0.3	0.3	0.2	-0.3	-0.9	0.4	0.4	-0.1
2011	98.8	98.4	98.7	99.0	-1.2	-.4	.3	.3	-1.0	-1.7	-1.6	-1.0
2012	97.9	98.1	98.3	99.5	-1.1	.2	.2	1.2	-.9	-.3	-.4	.5
2013	98.9	99.0	99.7	100.0	-.6	.1	.7	.3	1.0	.9	1.4	.5
2014	99.5	99.3	100.1	101.9	-.5	-.2	.8	1.8	.6	.3	.4	1.9
2015	101.8	101.3	102.4	103.6	-.1	-.5	1.1	1.2	2.3	2.0	2.3	1.7
2016	103.4	103.0	103.6	103.9	-.2	-.4	.6	.3	1.6	1.7	1.2	.3
2017	103.3	103.5	103.5	104.6	-.6	.2	.0	1.1	-.1	.5	-.1	.7
2018	103.5	103.4	103.6	104.6	-1.1	-.1	.2	1.0	.2	-.1	.1	.0
2019	104.0	104.2	104.6	105.4	-.6	.2	.4	.8	.5	.8	1.0	.8
2020	105.9	106.9	106.5	107.4	.5	.9	-.4	.8	1.8	2.6	1.8	1.9
2021	106.5	105.0	105.1	104.2	-.8	-1.4	.1	-.9	.6	-1.8	-1.3	-3.0
2022	101.7	—	—	—	-2.4	—	—	—	-4.5	—	—	—
Production, transportation, and material moving												
2001	98.6	98.5	99.1	100.8	-.1	-.1	.6	1.7	.8	.6	1.0	2.1
2002	100.6	100.7	100.5	101.3	-.2	.1	-.2	.8	2.0	2.2	1.4	.5
2003	100.4	101.2	101.0	101.8	-.9	.8	-.2	.8	-.2	.5	.5	.5
2004	100.7	100.1	101.0	100.9	-1.1	-.6	.9	-.1	.3	-1.1	.0	-.9
2005	100.1	100.2	98.5	100.0	-.8	.1	-1.7	1.5	-.6	.1	-2.5	-.9
2006	99.1	98.2	98.8	99.8	-.9	-.9	.6	1.0	-1.0	-2.0	.3	-.2
2007	98.8	97.8	98.4	98.0	-1.0	-1.0	.6	-.4	-.3	-.4	-.4	-1.8
2008	97.2	95.6	96.3	100.4	-.8	-1.6	.7	4.3	-1.6	-2.2	-2.1	2.4
2009	99.7	98.8	99.0	99.2	-.7	-.9	.2	.2	2.6	3.3	2.8	-1.2
2010	98.7	99.0	99.2	99.0	-.5	.3	.2	-.2	-1.0	.2	.2	-.2
2011	97.6	96.9	96.8	97.7	-1.4	-.7	-.1	.9	-1.1	-2.1	-2.4	-1.3
2012	96.7	96.9	96.5	97.5	-1.0	.2	-.4	1.0	-.9	.0	-.3	-.2
2013	96.8	97.0	97.1	98.0	-.7	.2	.1	.9	.1	.1	.6	.5
2014	97.4	97.0	97.6	99.4	-.6	-.4	.6	1.8	.6	.0	.5	1.4
2015	99.5	98.9	99.8	101.0	.1	-.6	.9	1.2	2.2	2.0	2.3	1.6
2016	101.1	100.6	101.2	101.7	.1	-.5	.6	.5	1.6	1.7	1.4	.7
2017	101.5	101.7	101.9	102.6	-.2	.2	.2	.7	.4	1.1	.7	.9
2018	102.1	101.7	102.1	103.3	-.5	-.4	.4	1.2	.6	.0	.2	.7
2019	103.2	103.1	103.6	104.5	-.1	-.1	.5	.9	1.1	1.4	1.5	1.2
2020	105.0	106.0	105.6	106.3	.5	1.0	-.4	.7	1.7	2.8	1.9	1.7
2021	105.7	104.7	105.1	104.7	-.6	-.9	.4	-.4	.7	-1.2	-.5	-1.5
2022	103.1	—	—	—	-1.5	—	—	—	-2.5	—	—	—
Durable goods												
2001	98.2	98.2	98.9	100.5	-.2	.0	.7	1.6	.9	.5	1.0	2.1
2002	100.2	100.5	100.3	101.3	-.3	.3	-.2	1.0	2.0	2.3	1.4	.8
2003	100.3	101.1	100.9	101.5	-1.0	.8	-.2	.6	.1	.6	.6	.2
2004	100.4	99.9	100.9	100.8	-1.1	-.5	1.0	-.1	.1	-1.2	.0	-.7
2005	100.0	100.1	98.6	100.0	-.8	.1	-1.5	1.4	-.4	.2	-2.3	-.8
2006	99.2	98.9	98.9	99.7	-.8	-.3	.0	.8	-.8	-1.2	.3	-.3
Aircraft manufacturing												
2001	97.0	96.5	97.3	99.1	.5	-.5	.8	1.8	2.6	1.0	1.6	2.7
2002	99.9	100.0	99.3	99.7	.8	.1	-.7	.4	3.0	3.6	2.1	.6

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Aircraft manufacturing													
2003	99.7	100.5	100.0	100.6	0.0	0.8	-0.5	0.6	-0.2	0.5	0.7	0.9	
2004	100.6	100.1	100.5	100.4	.0	-.5	.4	-.1	.9	-.4	.5	-.2	
2005	100.6	100.3	98.5	100.0	.2	-.3	-1.8	1.5	.0	.2	-2.0	-.4	
2006	100.4	99.5	99.8	100.1	.4	-.9	.3	.3	-.2	-.8	1.3	.1	
2007	100.3	99.0	98.6	98.0	.2	-1.3	-.4	-.6	-.1	-.5	-1.2	-2.1	
2008	98.7	96.6	96.8	101.2	.7	-2.1	.2	4.5	-1.6	-2.4	-1.8	3.3	
2009	102.3	101.2	101.6	101.6	1.1	-1.1	.4	.0	3.6	4.8	5.0	.4	
2010	102.8	102.8	103.2	102.7	1.2	.0	.4	-.5	.5	1.6	1.6	1.1	
2011	102.4	101.8	101.9	102.3	-.3	-.6	.1	.4	-.4	-1.0	-1.3	-.4	
2012	102.6	102.8	102.6	103.4	.3	.2	-.2	.8	.2	1.0	.7	1.1	
2013	103.7	104.2	104.5	105.0	.3	.5	.3	.5	1.1	1.4	1.9	1.5	
2014	105.8	105.2	105.7	107.0	.8	-.6	.5	1.2	2.0	1.0	1.1	1.9	
2015	108.8	107.9	108.7	109.2	1.7	-.8	.7	.5	2.8	2.6	2.8	2.1	
2016	110.4	109.5	109.7	109.8	1.1	-.8	.2	.1	1.5	1.5	.9	.5	
2017	110.9	110.9	110.4	110.5	1.0	.0	-.5	.1	.5	1.3	.6	.6	
2018	111.3	110.2	110.1	110.8	.7	-1.0	-.1	.6	.4	-.6	-.3	.3	
2019	111.3	110.7	110.4	110.3	.5	-.5	-.3	-.1	.0	.5	.3	-.5	
2020	110.9	112.4	112.0	112.0	.5	1.4	-.4	.0	-.4	1.5	1.4	1.5	
2021	111.4	109.2	107.8	106.1	-.5	-2.0	-1.3	-1.6	.5	-2.8	-3.8	-5.3	
2022	105.1	—	—	—	-.9	—	—	—	-5.7	—	—	—	
White-collar occupations²													
2001	97.4	96.6	96.8	98.4	1.5	-.8	.2	1.7	2.6	-.1	.4	2.5	
2002	99.8	99.4	98.5	98.7	1.4	-.4	-.9	.2	2.5	2.9	1.8	.3	
2003	99.7	99.8	99.0	99.7	1.0	.1	-.8	.7	-.1	.4	.5	1.0	
2004	100.7	100.0	99.9	99.7	1.0	-.7	-.1	-.2	1.0	.2	.9	.0	
2005	100.9	100.4	98.4	100.0	1.2	-.5	-2.0	1.6	.2	.4	-1.5	.3	
2006	101.5	100.3	100.5	100.9	1.5	-1.2	.2	.4	.6	-.1	2.1	.9	
Blue-collar occupations³													
2001	96.2	96.2	97.8	99.9	-.7	.0	1.7	2.1	2.8	3.0	3.3	3.1	
2002	99.9	100.7	100.4	101.0	.0	.8	-.3	.6	3.8	4.7	2.7	1.1	
2003	99.4	101.2	101.2	101.7	-1.6	1.8	.0	.5	-.5	.5	.8	.7	
2004	100.1	100.1	101.4	101.4	-1.6	.0	1.3	.0	.7	-1.1	.2	-.3	
2005	100.1	100.1	98.6	100.0	-1.3	.0	-1.5	1.4	.0	.0	-2.8	-1.4	
2006	98.4	98.1	98.7	98.8	-1.6	-.3	.6	.1	-1.7	-2.0	.1	-1.2	
Nondurable goods													
2001	99.2	99.1	98.8	100.3	.4	-.1	-.3	1.5	.5	-.1	-.2	1.5	
2002	100.7	100.3	100.1	100.5	.4	-.4	-.2	.4	1.5	1.2	1.3	.2	
2003	100.1	101.3	100.6	101.7	-.4	1.2	-.7	1.1	-.6	1.0	.5	1.2	
2004	100.9	100.4	101.0	100.7	-.8	-.5	.6	-.3	.8	-.9	.4	-1.0	
2005	100.0	100.0	98.7	100.0	-.7	.0	-1.3	1.3	-.9	-.4	-2.3	-.7	
2006	99.1	98.2	98.7	99.9	-.9	-.9	.5	1.2	-.9	-1.8	.0	-.1	
Service-providing industries⁵													
2001	97.7	97.6	98.4	100.1	-.1	-.1	.8	1.7	.7	.3	.9	2.4	
2002	99.8	100.3	100.1	100.2	-.3	.5	-.2	.1	2.1	2.8	1.7	.1	
2003	99.6	100.6	100.8	101.6	-.6	1.0	.2	.8	-.2	.3	.7	1.4	
2004	100.6	100.2	100.9	101.1	-1.0	-.4	.7	.2	1.0	-.4	.1	-.5	
2005	100.2	100.1	98.5	100.0	-.9	-.1	-1.6	1.5	-.4	-.1	-2.4	-1.1	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Service-providing industries⁵												
2006	99.3	98.6	99.5	100.7	-0.7	-0.7	0.9	1.2	-0.9	-1.5	1.0	0.7
2007	100.0	99.4	100.2	100.0	-7	-6	.8	-2	.7	.8	.7	-7
2008	99.3	97.7	98.3	102.6	-7	-1.6	.6	4.4	-7	-1.7	-1.9	2.6
2009	101.8	100.6	101.0	101.2	-8	-1.2	.4	.2	2.5	3.0	2.7	-1.4
2010	101.0	101.4	101.5	101.6	-2	.4	.1	.1	-8	.8	.5	.4
2011	100.0	99.5	99.4	100.2	-1.6	-.5	-.1	.8	-1.0	-1.9	-2.1	-1.4
2012	99.2	99.8	99.3	100.3	-1.0	.6	-.5	1.0	-8	.3	-.1	.1
2013	99.5	99.8	99.9	100.8	-8	.3	.1	.9	.3	.0	.6	.5
2014	99.7	99.7	100.5	102.3	-1.1	.0	.8	1.8	.2	-.1	.6	1.5
2015	102.6	101.7	102.6	103.6	.3	-.9	.9	1.0	2.9	2.0	2.1	1.3
2016	103.7	103.3	103.6	103.9	.1	-.4	.3	.3	1.1	1.6	1.0	.3
2017	103.8	104.1	104.0	104.5	-.1	.3	-.1	.5	.1	.8	.4	.6
2018	104.5	104.1	104.9	105.9	.0	-.4	.8	1.0	.7	.0	.9	1.3
2019	105.6	105.5	106.1	106.5	-.3	-.1	.6	.4	1.1	1.3	1.1	.6
2020	107.4	107.9	107.5	108.1	.8	.5	-.4	.6	1.7	2.3	1.3	1.5
2021	108.0	106.1	106.9	106.2	-.1	-1.8	.8	-.7	.6	-1.7	-.6	-1.8
2022	104.6	—	—	—	-1.5	—	—	—	-3.1	—	—	—
Excluding sales occupations												
2001	97.7	97.6	98.5	100.2	.0	-.1	.9	1.7	1.2	.7	1.3	2.6
2002	100.1	100.3	100.2	100.4	-.1	.2	-.1	.2	2.5	2.8	1.7	.2
2003	99.9	100.8	100.9	101.8	-.5	.9	.1	.9	-2	.5	.7	1.4
2004	100.8	100.3	100.9	101.2	-1.0	-.5	.6	.3	.9	-.5	.0	-.6
2005	100.3	100.3	98.5	100.0	-.9	.0	-1.8	1.5	-.5	.0	-2.4	-1.2
2006	99.4	98.7	99.6	100.8	-.6	-.7	.9	1.2	-.9	-1.6	1.1	.8
Excluding incentive paid occupations¹												
2006	99.3	98.6	99.4	100.7	-.7	-.7	.8	1.3	—	—	—	.7
2007	100.0	99.5	100.3	100.2	-.7	-.5	.8	-.1	.7	.9	.9	-.5
2008	99.6	97.9	98.7	103.3	-.6	-1.7	.8	4.7	-.4	-1.6	-1.6	3.1
2009	102.6	101.4	101.7	102.0	-.7	-1.2	.3	.3	3.0	3.6	3.0	-1.3
2010	101.8	102.0	102.2	102.2	-.2	.2	.2	.0	-8	.6	.5	.2
2011	100.7	100.1	99.9	100.8	-1.5	-.6	-.2	.9	-1.1	-1.9	-2.3	-1.4
2012	99.6	100.0	99.5	100.6	-1.2	.4	-.5	1.1	-1.1	-.1	-.4	-.2
2013	99.9	100.1	100.2	100.9	-.7	.2	.1	.7	.3	.1	.7	.3
2014	100.0	99.8	100.4	102.1	-.9	-.2	.6	1.7	.1	-.3	.2	1.2
2015	102.1	101.6	102.5	103.5	.0	-.5	.9	1.0	2.1	1.8	2.1	1.4
2016	103.7	103.1	103.5	104.0	.2	-.6	.4	.5	1.6	1.5	1.0	.5
2017	104.0	104.2	103.9	104.6	.0	.2	-.3	.7	.3	1.1	.4	.6
2018	104.5	104.2	104.7	105.8	-.1	-.3	.5	1.1	.5	.0	.8	1.1
2019	105.5	105.4	105.9	106.4	-.3	-.1	.5	.5	1.0	1.2	1.1	.6
2020	107.1	107.7	107.3	107.9	.7	.6	-.4	.6	1.5	2.2	1.3	1.4
2021	107.3	105.6	106.0	105.7	-.6	-1.6	.4	-.3	.2	-1.9	-1.2	-2.0
2022	104.2	—	—	—	-1.4	—	—	—	-2.9	—	—	—
White-collar occupations²												
2001	97.1	97.2	97.9	99.5	-.2	.1	.7	1.6	.6	.5	.8	2.3
2002	99.3	99.9	99.6	99.7	-.2	.6	-.3	.1	2.3	2.8	1.7	.2
2003	99.3	100.3	100.7	101.4	-.4	1.0	.4	.7	.0	.4	1.1	1.7
2004	100.5	100.0	100.8	101.0	-.9	-.5	.8	.2	1.2	-.3	.1	-.4
2005	100.2	100.1	98.4	100.0	-.8	-.1	-1.7	1.6	-.3	.1	-2.4	-1.0

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
White-collar occupations ²													
2006	99.3	98.7	99.7	100.9	-0.7	-0.6	1.0	1.2	-0.9	-1.4	1.3	0.9	
Excluding sales occupations													
2001	97.0	97.0	97.9	99.6	.1	.0	.9	1.7	1.5	1.0	1.6	2.8	
2002	99.5	99.8	99.6	99.9	-1	.3	-.2	.3	2.6	2.9	1.7	.3	
2003	99.6	100.6	100.7	101.6	-.3	1.0	.1	.9	.1	.8	1.1	1.7	
2004	100.7	100.1	100.8	101.2	-.9	-.6	.7	.4	1.1	-.5	.1	-.4	
2005	100.4	100.4	98.5	100.0	-.8	.0	-1.9	1.5	-.3	.3	-2.3	-1.2	
2006	99.5	98.9	99.9	101.0	-.5	-.6	1.0	1.1	-.9	-1.5	1.4	1.0	
Management, professional, and related													
2001	96.8	96.9	97.9	99.5	.0	.1	1.0	1.6	1.4	1.0	1.7	2.8	
2002	99.3	99.7	99.4	99.5	-.2	.4	-.3	.1	2.6	2.9	1.5	.0	
2003	99.6	100.5	100.7	101.7	.1	.9	.2	1.0	.3	.8	1.3	2.2	
2004	100.8	100.1	100.9	101.2	-.9	-.7	.8	.3	1.2	-.4	.2	-.5	
2005	100.5	100.4	98.6	100.0	-.7	-.1	-1.8	1.4	-.3	.3	-2.3	-1.2	
2006	99.6	99.0	100.0	101.1	-.4	-.6	1.0	1.1	-.9	-1.4	1.4	1.1	
2007	100.6	100.0	100.8	100.6	-.5	-.6	.8	-.2	1.0	1.0	.8	-.5	
2008	100.1	98.4	99.2	103.7	-.5	-1.7	.8	4.5	-.5	-1.6	-1.6	3.1	
2009	103.0	101.7	101.8	102.0	-.7	-1.3	.1	.2	2.9	3.4	2.6	-1.6	
2010	102.0	102.3	102.5	102.5	.0	.3	.2	.0	-1.0	.6	.7	.5	
2011	101.1	100.4	100.3	101.0	-1.4	-.7	-.1	.7	-.9	-1.9	-2.1	-1.5	
2012	100.0	100.6	100.0	101.1	-1.0	.6	-.6	1.1	-1.1	.2	-.3	.1	
2013	100.3	100.8	100.9	101.8	-.8	.5	.1	.9	.3	.2	.9	.7	
2014	100.7	100.8	101.6	103.2	-1.1	.1	.8	1.6	.4	.0	.7	1.4	
2015	103.1	102.6	103.7	104.7	-.1	-.5	1.1	1.0	2.4	1.8	2.1	1.5	
2016	104.7	103.8	104.3	104.6	.0	-.9	.5	.3	1.6	1.2	.6	-.1	
2017	104.3	104.7	104.4	104.9	-.3	.4	-.3	.5	-.4	.9	.1	.3	
2018	104.6	104.1	104.8	105.7	-.3	-.5	.7	.9	.3	-.6	.4	.8	
2019	105.0	104.9	105.4	105.6	-.7	-.1	.5	.2	.4	.8	.6	-.1	
2020	106.2	106.5	106.0	106.3	.6	.3	-.5	.3	1.1	1.5	.6	.7	
2021	105.4	103.6	104.4	103.3	-.8	-1.7	.8	-1.1	-.8	-2.7	-1.5	-2.8	
2022	101.3	—	—	—	-1.9	—	—	—	-3.9	—	—	—	
Sales and office													
2001	97.5	97.5	98.0	99.6	-.4	.0	.5	1.6	-.4	-.5	-.2	1.7	
2002	99.4	100.2	99.9	100.0	-.2	.8	-.3	.1	1.9	2.8	1.9	.4	
2003	98.9	100.0	100.5	101.0	-1.1	1.1	.5	.5	-.5	-.2	.6	1.0	
2004	100.0	99.9	100.6	100.6	-1.0	-.1	.7	.0	1.1	-.1	.1	-.4	
2005	99.7	99.7	98.3	100.0	-.9	.0	-1.4	1.7	-.3	-.2	-2.3	-.6	
2006	99.0	98.4	99.3	100.4	-1.0	-.6	.9	1.1	-.7	-1.3	1.0	.4	
2007	99.5	99.0	99.5	99.6	-.9	-.5	.5	.1	.5	.6	.2	-.8	
2008	98.4	96.9	97.2	101.1	-1.2	-1.5	.3	4.0	-1.1	-2.1	-2.3	1.5	
2009	99.8	98.9	99.4	99.8	-1.3	-.9	.5	.4	1.4	2.1	2.3	-1.3	
2010	99.3	100.1	100.0	100.2	-.5	.8	-.1	.2	-.5	1.2	.6	.4	
2011	98.4	98.4	98.4	99.2	-1.8	.0	.0	.8	-.9	-1.7	-1.6	-1.0	
2012	98.2	98.9	98.6	99.3	-1.0	.7	-.3	.7	-.2	.5	.2	.1	
2013	98.6	98.9	99.0	100.0	-.7	.3	.1	1.0	.4	.0	.4	.7	
2014	98.7	98.8	99.5	101.6	-1.3	.1	.7	2.1	.1	-.1	.5	1.6	
2015	102.8	100.8	101.8	102.6	1.2	-1.9	1.0	.8	4.2	2.0	2.3	1.0	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Sales and office												
2016	102.8	103.1	102.8	102.8	0.2	0.3	-0.3	0.0	0.0	2.3	1.0	0.2
2017	103.1	103.0	103.2	103.6	.3	-.1	.2	.4	.3	-.1	.4	.8
2018	104.0	103.7	104.7	105.7	.4	-.3	1.0	1.0	.9	.7	1.5	2.0
2019	105.6	105.3	106.2	106.4	-.1	-.3	.9	.2	1.5	1.5	1.4	.7
2020	108.1	108.2	107.6	108.7	1.6	.1	-.6	1.0	2.4	2.8	1.3	2.2
2021	109.8	107.2	107.9	107.2	1.0	-2.4	.7	-.6	1.6	-.9	.3	-1.4
2022	105.9	—	—	—	-1.2	—	—	—	-3.6	—	—	—
Blue-collar occupations³												
2001	98.6	98.4	99.8	101.3	.0	-.2	1.4	1.5	.8	.5	1.5	2.7
2002	100.9	101.3	101.3	101.4	-.4	.4	.0	.1	2.3	2.9	1.5	.1
2003	100.4	101.4	101.1	101.9	-1.0	1.0	-.3	.8	-.5	.1	-.2	.5
2004	100.7	100.6	101.2	101.3	-1.2	-.1	.6	.1	.3	-.8	.1	-.6
2005	100.0	100.1	98.5	100.0	-1.3	.1	-1.6	1.5	-.7	-.5	-2.7	-1.3
2006	99.0	98.2	99.1	100.2	-1.0	-.8	.9	1.1	-1.0	-1.9	.6	.2
Natural resources, construction, and maintenance												
2001	97.1	96.9	99.4	100.3	-.2	-.2	2.6	.9	.3	-.3	2.1	3.1
2002	99.6	100.9	100.9	100.7	-.7	1.3	.0	-.2	2.6	4.1	1.5	.4
2003	100.1	101.1	101.0	101.7	-.6	1.0	-.1	.7	.5	.2	.1	1.0
2004	100.5	100.5	100.8	100.9	-1.2	.0	.3	.1	.4	-.6	-.2	-.8
2005	99.6	100.1	98.4	100.0	-1.3	.5	-1.7	1.6	-.9	-.4	-2.4	-.9
2006	99.2	98.7	99.9	100.8	-.8	-.5	1.2	.9	-.4	-1.4	1.5	.8
2007	99.6	98.5	99.8	99.6	-1.2	-1.1	1.3	-.2	.4	-.2	-.1	-1.2
2008	98.6	97.1	97.7	102.3	-1.0	-1.5	.6	4.7	-1.0	-1.4	-2.1	2.7
2009	101.7	100.8	101.3	101.7	-.6	-.9	.5	.4	3.1	3.8	3.7	-.6
2010	101.7	101.7	101.4	101.5	.0	.0	-.3	.1	.0	.9	.1	-.2
2011	99.7	99.6	100.2	100.7	-1.8	-.1	.6	.5	-2.0	-2.1	-1.2	-.8
2012	99.7	100.1	99.5	100.1	-1.0	.4	-.6	.6	.0	.5	-.7	-.6
2013	99.6	99.5	100.0	100.8	-.5	-.1	.5	.8	-.1	-.6	.5	.7
2014	100.0	99.7	100.6	102.0	-.8	-.3	.9	1.4	.4	.2	.6	1.2
2015	101.9	101.9	102.3	103.1	-.1	.0	.4	.8	1.9	2.2	1.7	1.1
2016	102.9	102.6	103.1	103.4	-.2	-.3	.5	.3	1.0	.7	.8	.3
2017	102.7	103.6	103.8	104.2	-.7	.9	.2	.4	-.2	1.0	.7	.8
2018	103.2	102.8	103.1	104.3	-1.0	-.4	.3	1.2	.5	-.8	-.7	.1
2019	103.4	103.5	104.2	104.7	-.9	.1	.7	.5	.2	.7	1.1	.4
2020	105.2	106.6	106.4	106.8	.5	1.3	-.2	.4	1.7	3.0	2.1	2.0
2021	106.4	104.6	104.7	104.2	-.4	-1.7	.1	-.5	1.1	-1.9	-1.6	-2.4
2022	102.4	—	—	—	-1.7	—	—	—	-3.8	—	—	—
Production, transportation, and material moving												
2001	99.6	99.4	100.1	101.9	.1	-.2	.7	1.8	1.2	1.0	1.3	2.4
2002	101.7	101.6	101.6	101.8	-.2	-.1	.0	.2	2.1	2.2	1.5	-.1
2003	100.6	101.6	101.2	102.0	-1.2	1.0	-.4	.8	-1.1	.0	-.4	.2
2004	100.9	100.7	101.5	101.6	-1.1	-.2	.8	.1	.3	-.9	.3	-.4
2005	100.2	100.1	98.7	100.0	-1.4	-.1	-1.4	1.3	-.7	-.6	-2.8	-1.6
2006	98.9	97.9	98.7	99.9	-1.1	-1.0	.8	1.2	-1.3	-2.2	.0	-.1
2007	98.7	98.2	98.8	98.5	-1.2	-.5	.6	-.3	-.2	.3	.1	-1.4
2008	98.0	96.3	97.0	101.2	-.5	-1.7	.7	4.3	-.7	-1.9	-1.8	2.7

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Production, transportation, and material moving													
2009	100.5	99.7	100.2	100.5	-0.7	-0.8	0.5	0.3	2.6	3.5	3.3	-0.7	
2010	99.8	100.1	100.8	100.7	-7	.3	.7	-1	-7	.4	.6	.2	
2011	98.8	98.3	98.2	99.0	-1.9	-.5	-.1	.8	-1.0	-1.8	-2.6	-1.7	
2012	98.4	98.6	98.6	99.8	-.6	.2	.0	1.2	-.4	.3	.4	.8	
2013	98.9	98.8	99.1	99.9	-.9	-.1	.3	.8	.5	.2	.5	.1	
2014	99.1	99.1	100.2	101.5	-.8	.0	1.1	1.3	.2	.3	1.1	1.6	
2015	101.7	101.4	102.3	103.2	.2	-.3	.9	.9	2.6	2.3	2.1	1.7	
2016	103.6	103.4	103.9	104.6	.4	-.2	.5	.7	1.9	2.0	1.6	1.4	
2017	105.0	105.1	105.5	106.1	.4	.1	.4	.6	1.4	1.6	1.5	1.4	
2018	106.5	106.2	107.3	108.2	.4	-.3	1.0	.8	1.4	1.0	1.7	2.0	
2019	109.0	108.6	109.6	110.5	.7	-.4	.9	.8	2.3	2.3	2.1	2.1	
2020	111.4	112.3	112.4	113.4	.8	.8	.1	.9	2.2	3.4	2.6	2.6	
2021	112.8	111.5	112.3	112.4	-.5	-1.2	.7	.1	1.3	-.7	-.1	-.9	
2022	110.6	-	-	-	-1.6	-	-	-	-2.0	-	-	-	
Service occupations													
2001	100.3	99.8	100.1	102.2	-.1	-.5	.3	2.1	.8	-.2	.4	1.8	
2002	101.9	101.6	101.7	102.2	-.3	-.3	.1	.5	1.6	1.8	1.6	.0	
2003	101.0	101.6	101.7	102.6	-1.2	.6	.1	.9	-.9	.0	.0	.4	
2004	101.3	100.6	100.9	101.3	-1.3	-.7	.3	.4	.3	-1.0	-.8	-1.3	
2005	100.4	100.2	98.6	100.0	-.9	-.2	-1.6	1.4	-.9	-.4	-2.3	-1.3	
2006	99.1	98.2	99.0	100.3	-.9	-.9	.8	1.3	-1.3	-2.0	.4	.3	
2007	100.2	99.4	100.6	100.4	-.1	-.8	1.2	-.2	1.1	1.2	1.6	.1	
2008	99.5	97.8	98.7	103.1	-.9	-1.7	.9	4.5	-.7	-1.6	-1.9	2.7	
2009	102.7	101.5	102.2	102.3	-.4	-1.2	.7	.1	3.2	3.8	3.5	-.8	
2010	101.8	101.8	102.1	101.9	-.5	.0	.3	-.2	-.9	.3	-.1	-.4	
2011	100.6	99.6	99.4	100.4	-1.3	-1.0	-.2	1.0	-1.2	-2.2	-2.6	-1.5	
2012	99.0	99.3	98.8	100.1	-1.4	.3	-.5	1.3	-1.6	-.3	-.6	-.3	
2013	99.1	99.1	98.9	99.9	-1.0	.0	-.2	1.0	.1	-.2	.1	-.2	
2014	98.7	98.3	99.2	101.2	-1.2	-.4	.9	2.0	-.4	-.8	.3	1.3	
2015	101.3	100.3	101.1	102.2	.1	-1.0	.8	1.1	2.6	2.0	1.9	1.0	
2016	102.5	102.2	103.0	103.6	.3	-.3	.8	.6	1.2	1.9	1.9	1.4	
2017	103.8	103.9	103.8	104.7	.2	.1	-.1	.9	1.3	1.7	.8	1.1	
2018	104.9	104.6	105.3	106.8	.2	-.3	.7	1.4	1.1	.7	1.4	2.0	
2019	107.0	107.3	107.7	108.8	.2	.3	.4	1.0	2.0	2.6	2.3	1.9	
2020	109.7	110.6	110.5	111.5	.8	.8	-.1	.9	2.5	3.1	2.6	2.5	
2021	111.5	110.7	112.1	112.6	.0	-.7	1.3	.4	1.6	.1	1.4	1.0	
2022	111.6	-	-	-	-.9	-	-	-	.1	-	-	-	
Trade, transportation, and utilities													
2001	98.6	98.7	99.0	101.2	-.4	.1	.3	2.2	.3	.3	.5	2.2	
2002	100.6	101.7	101.1	101.3	-.6	1.1	-.6	.2	2.0	3.0	2.1	.1	
2003	100.1	101.1	101.1	101.7	-1.2	1.0	.0	.6	-.5	-.6	.0	.4	
2004	100.6	100.3	100.9	100.7	-1.1	-.3	.6	-.2	.5	-.8	-.2	-1.0	
2005	99.7	99.6	98.5	100.0	-1.0	-.1	-1.1	1.5	-.9	-.7	-2.4	-.7	
2006	98.8	97.9	99.0	100.1	-1.2	-.9	1.1	1.1	-.9	-1.7	.5	.1	
2007	98.9	98.5	98.8	98.8	-1.2	-.4	.3	.0	.1	.6	-.2	-1.3	
2008	97.6	96.4	96.7	100.6	-1.2	-1.2	.3	4.0	-1.3	-2.1	-2.1	1.8	
2009	99.7	98.7	99.0	99.3	-.9	-1.0	.3	.3	2.2	2.4	2.4	-1.3	
2010	99.1	99.8	99.7	99.6	-.2	.7	-.1	-.1	-.6	1.1	.7	.3	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Trade, transportation, and utilities												
2011	97.7	97.4	97.6	98.5	-1.9	-0.3	0.2	0.9	-1.4	-2.4	-2.1	-1.1
2012	97.7	98.2	97.9	98.7	-.8	.5	-.3	.8	.0	.8	.3	.2
2013	97.9	98.4	98.7	99.8	-.8	.5	.3	1.1	.2	.2	.8	1.1
2014	98.6	98.9	100.3	101.9	-1.2	.3	1.4	1.6	.7	.5	1.6	2.1
2015	101.7	101.2	102.6	103.1	-.2	-.5	1.4	.5	3.1	2.3	2.3	1.2
2016	103.4	103.1	103.3	103.6	.3	-.3	.2	.3	1.7	1.9	.7	.5
2017	104.1	104.2	104.3	104.7	.5	.1	.1	.4	.7	1.1	1.0	1.1
2018	104.8	104.4	105.6	106.3	.1	-.4	1.1	.7	.7	.2	1.2	1.5
2019	106.4	106.2	107.0	107.3	.1	-.2	.8	.3	1.5	1.7	1.3	.9
2020	108.2	109.2	108.5	109.5	.8	.9	-.6	.9	1.7	2.8	1.4	2.1
2021	109.0	107.7	108.2	108.5	-.5	-1.2	.5	.3	.7	-1.4	-.3	-.9
2022	106.8	—	—	—	-1.6	—	—	—	-2.0	—	—	—
Excluding incentive paid occupations¹												
2006	99.2	98.3	99.0	100.1	-.8	-.9	.7	1.1	—	—	—	.1
2007	99.2	98.8	99.4	99.3	-.9	-.4	.6	-.1	.0	.5	.4	-.8
2008	98.4	96.9	97.6	102.0	-.9	-1.5	.7	4.5	-.8	-1.9	-1.8	2.7
2009	101.4	100.4	100.7	101.0	-.6	-1.0	.3	.3	3.0	3.6	3.2	-1.0
2010	100.7	101.0	100.9	100.8	-.3	.3	-.1	-.1	-.7	.6	.2	-.2
2011	99.4	98.7	98.6	99.5	-1.4	-.7	-.1	.9	-1.3	-2.3	-2.3	-1.3
2012	98.4	98.9	98.3	99.3	-1.1	.5	-.6	1.0	-1.0	.2	-.3	-.2
2013	98.8	99.0	99.2	99.8	-.5	.2	.2	.6	.4	.1	.9	.5
2014	99.0	98.9	99.5	101.1	-.8	-.1	.6	1.6	.2	-.1	.3	1.3
2015	101.2	100.9	101.9	103.0	.1	-.3	1.0	1.1	2.2	2.0	2.4	1.9
2016	103.4	103.1	103.5	104.1	.4	-.3	.4	.6	2.2	2.2	1.6	1.1
2017	104.3	104.6	104.3	104.9	.2	.3	-.3	.6	.9	1.5	.8	.8
2018	104.9	104.8	105.4	106.3	.0	-.1	.6	.9	.6	.2	1.1	1.3
2019	106.3	106.5	107.1	107.6	.0	.2	.6	.5	1.3	1.6	1.6	1.2
2020	108.4	109.4	108.8	109.9	.7	.9	-.5	1.0	2.0	2.7	1.6	2.1
2021	109.2	107.5	107.8	108.1	-.6	-1.6	.3	.3	.7	-1.7	-.9	-1.6
2022	106.4	—	—	—	-1.6	—	—	—	-2.6	—	—	—
Wholesale trade												
2001	97.6	98.7	98.2	99.0	-1.2	1.1	-.5	.8	-.4	.5	.5	.2
2002	99.2	100.9	99.7	100.2	.2	1.7	-1.2	.5	1.6	2.2	1.5	1.2
2003	99.9	101.1	100.2	101.0	-.3	1.2	-.9	.8	.7	.2	.5	.8
2004	99.9	99.6	100.8	99.4	-1.1	-.3	1.2	-1.4	.0	-1.5	.6	-1.6
2005	99.3	98.5	98.0	100.0	-.1	-.8	-.5	2.0	-.6	-1.1	-2.8	.6
2006	98.7	97.7	99.6	100.4	-1.3	-1.0	1.9	.8	-.6	-.8	1.6	.4
2007	99.5	98.9	98.2	98.6	-.9	-.6	-.7	.4	.8	1.2	-1.4	-1.8
2008	97.0	96.5	96.0	99.6	-1.6	-.5	-.5	3.8	-2.5	-2.4	-2.2	1.0
2009	98.8	97.2	96.8	96.9	-.8	-1.6	-.4	.1	1.9	.7	.8	-2.7
2010	96.8	97.6	97.0	97.4	-.1	.8	-.6	.4	-2.0	.4	.2	.5
2011	95.0	94.6	94.9	96.1	-2.5	-.4	.3	1.3	-1.9	-3.1	-2.2	-1.3
2012	95.8	96.0	96.3	96.3	-.3	.2	.3	.0	.8	1.5	1.5	.2
2013	95.3	96.3	96.8	98.6	-1.0	1.0	.5	1.9	-.5	.3	.5	2.4
2014	97.1	98.0	100.2	101.5	-1.5	.9	2.2	1.3	1.9	1.8	3.5	2.9
2015	100.9	99.1	101.1	100.8	-.6	-1.8	2.0	-.3	3.9	1.1	.9	-.7
2016	100.7	100.3	99.7	99.3	-.1	-.4	-.6	-.4	-.2	1.2	-1.4	-1.5
2017	100.3	100.0	100.2	100.6	1.0	-.3	.2	.4	-.4	-.3	.5	1.3

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Wholesale trade													
2018	100.4	99.0	101.0	102.1	-0.2	-1.4	2.0	1.1	0.1	-1.0	0.8	1.5	
2019	102.0	100.6	101.3	101.2	-.1	-1.4	.7	-.1	1.6	1.6	.3	-.9	
2020	102.2	103.1	102.4	102.3	1.0	.9	-.7	-.1	.2	2.5	1.1	1.1	
2021	101.9	101.2	101.7	101.4	-.4	-.7	.5	-.3	-.3	-1.8	-.7	-.9	
2022	100.3	—	—	—	-1.1	—	—	—	-1.6	—	—	—	
Excluding sales occupations													
2001	100.9	100.9	101.1	101.8	.0	.0	.2	.7	1.6	1.3	1.2	.9	
2002	101.8	102.2	102.0	102.9	.0	.4	-.2	.9	.9	1.3	.9	1.1	
2003	101.1	102.1	101.6	102.5	-1.7	1.0	-.5	.9	-.7	-.1	-.4	-.4	
2004	101.7	100.4	101.0	101.1	-.8	-1.3	.6	.1	.6	-1.7	-.6	-1.4	
2005	101.1	100.5	98.6	100.0	.0	-.6	-1.9	1.4	-.6	.1	-2.4	-1.1	
2006	99.4	98.8	99.8	101.0	-.6	-.6	1.0	1.2	-1.7	-1.7	1.2	1.0	
Excluding incentive paid occupations¹													
2006	99.6	98.8	99.6	100.8	-.4	-.8	.8	1.2	—	—	—	.8	
2007	100.0	99.3	99.9	99.7	-.8	-.7	.6	-.2	.4	.5	.3	-1.1	
2008	99.0	97.4	98.1	102.3	-.7	-1.6	.7	4.3	-1.0	-1.9	-1.8	2.6	
2009	101.7	100.5	100.6	100.9	-.6	-1.2	.1	.3	2.7	3.2	2.5	-1.4	
2010	100.6	100.7	99.7	99.6	-.3	.1	-1.0	-.1	-1.1	.2	-.9	-1.3	
2011	98.1	97.5	97.6	98.4	-1.5	-.6	.1	.8	-2.5	-3.2	-2.1	-1.2	
2012	97.5	97.5	97.0	98.1	-.9	.0	-.5	1.1	-.6	.0	-.6	-.3	
2013	97.3	97.5	97.8	98.6	-.8	.2	.3	.8	-.2	.0	.8	.5	
2014	97.8	97.8	98.1	99.7	-.8	.0	.3	1.6	.5	.3	.3	1.1	
2015	99.9	99.5	100.4	101.5	.2	-.4	.9	1.1	2.1	1.7	2.3	1.8	
2016	101.6	101.1	101.3	101.5	.1	-.5	.2	.2	1.7	1.6	.9	.0	
2017	101.5	102.0	101.7	102.4	.0	.5	-.3	.7	-.1	.9	.4	.9	
2018	102.1	102.1	102.6	103.3	-.3	.0	.5	.7	.6	.1	.9	.9	
2019	103.1	102.9	103.3	103.9	-.2	-.2	.4	.6	1.0	.8	.7	.6	
2020	104.5	105.1	104.2	104.9	.6	.6	-.9	.7	1.4	2.1	.9	1.0	
2021	104.1	102.4	102.6	102.6	-.8	-1.6	.2	.0	-.4	-2.6	-1.5	-2.2	
2022	101.1	—	—	—	-1.5	—	—	—	-2.9	—	—	—	
Retail trade													
2001	99.1	98.7	99.3	102.0	.1	-.4	.6	2.7	.6	.2	.5	3.0	
2002	100.7	101.9	101.3	101.1	-1.3	1.2	-.6	-.2	1.6	3.2	2.0	-.9	
2003	99.6	100.5	101.3	101.8	-1.5	.9	.8	.5	-1.1	-1.4	.0	.7	
2004	100.6	100.4	100.4	100.8	-1.2	-.2	.0	.4	1.0	-.1	-.9	-1.0	
2005	99.8	100.0	98.6	100.0	-1.0	.2	-1.4	1.4	-.8	-.4	-1.8	-.8	
2006	99.0	97.9	98.9	100.2	-1.0	-1.1	1.0	1.3	-.8	-2.1	.3	.2	
2007	98.8	98.4	99.2	99.4	-1.4	-.4	.8	.2	-.2	.5	.3	-.8	
2008	98.1	96.7	97.3	101.2	-1.3	-1.4	.6	4.0	-.7	-1.7	-1.9	1.8	
2009	100.2	99.4	100.2	100.6	-1.0	-.8	.8	.4	2.1	2.8	3.0	-.6	
2010	100.4	101.1	100.9	100.6	-.2	.7	-.2	-.3	.2	1.7	.7	.0	
2011	98.8	98.6	98.9	99.7	-1.8	-.2	.3	.8	-1.6	-2.5	-2.0	-.9	
2012	98.6	99.2	98.2	99.1	-1.1	.6	-1.0	.9	-.2	.6	-.7	-.6	
2013	98.4	98.9	98.9	99.8	-.7	.5	.0	.9	-.2	-.3	.7	.7	
2014	98.4	98.5	99.6	101.5	-1.4	.1	1.1	1.9	.0	-.4	.7	1.7	
2015	101.3	101.7	102.8	103.9	-.2	.4	1.1	1.1	2.9	3.2	3.2	2.4	
2016	104.1	104.1	104.6	105.1	.2	.0	.5	.5	2.8	2.4	1.8	1.2	
2017	105.3	105.7	105.7	106.3	.2	.4	.0	.6	1.2	1.5	1.1	1.1	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Retail trade													
2018	106.2	106.5	107.1	107.7	-0.1	0.3	0.6	0.6	0.9	0.8	1.3	1.3	
2019	107.7	108.3	108.9	109.5	.0	.6	.6	.6	1.4	1.7	1.7	1.7	
2020	110.0	111.2	110.5	112.2	.5	1.1	-6	1.5	2.1	2.7	1.5	2.5	
2021	111.7	110.5	111.1	112.3	-.4	-1.1	.5	1.1	1.5	-6	.5	.1	
2022	110.5	—	—	—	-1.6	—	—	—	-1.1	—	—	—	
Excluding incentive paid occupations¹													
2006	99.2	98.3	99.0	100.1	-.8	-.9	.7	1.1	—	—	—	.1	
2007	99.1	98.8	99.6	99.6	-1.0	-.3	.8	.0	-.1	.5	.6	-.5	
2008	98.7	97.2	97.9	102.3	-.9	-1.5	.7	4.5	-.4	-1.6	-1.7	2.7	
2009	101.6	100.7	101.2	101.4	-.7	-.9	.5	.2	2.9	3.6	3.4	-.9	
2010	101.1	101.4	101.5	101.3	-.3	.3	.1	-.2	-.5	.7	.3	-.1	
2011	99.8	99.1	98.9	99.9	-1.5	-.7	-.2	1.0	-1.3	-2.3	-2.6	-1.4	
2012	98.6	99.1	98.2	99.0	-1.3	.5	-.9	.8	-1.2	.0	-.7	-.9	
2013	98.4	98.7	98.7	99.3	-.6	.3	.0	.6	-.2	-.4	.5	.3	
2014	98.3	98.1	98.7	100.5	-1.0	-.2	.6	1.8	-.1	-.6	.0	1.2	
2015	100.4	100.3	101.4	102.6	-.1	-.1	1.1	1.2	2.1	2.2	2.7	2.1	
2016	102.8	102.8	103.1	104.0	.2	.0	.3	.9	2.4	2.5	1.7	1.4	
2017	104.3	104.5	104.3	104.9	.3	.2	-.2	.6	1.5	1.7	1.2	.9	
2018	104.7	104.8	105.5	106.5	-.2	.1	.7	.9	.4	.3	1.2	1.5	
2019	106.6	106.9	107.4	108.0	.1	.3	.5	.6	1.8	2.0	1.8	1.4	
2020	108.9	110.2	109.6	111.2	.8	1.2	-.5	1.5	2.2	3.1	2.0	3.0	
2021	110.6	109.1	109.6	110.3	-.5	-1.4	.5	.6	1.6	-1.0	.0	-.8	
2022	108.9	—	—	—	-1.3	—	—	—	-1.5	—	—	—	
Transportation and warehousing													
2001	99.2	99.1	99.7	102.5	-.5	-.1	.6	2.8	.8	.3	.6	2.8	
2002	102.6	102.7	103.0	103.3	.1	.1	.3	.3	3.4	3.6	3.3	.8	
2003	102.0	102.7	102.1	102.6	-1.3	.7	-.6	.5	-.6	.0	-.9	-.7	
2004	101.7	101.3	102.1	102.1	-.9	-.4	.8	.0	-.3	-1.4	.0	-.5	
2005	100.0	100.0	98.9	100.0	-2.1	.0	-1.1	1.1	-1.7	-1.3	-3.1	-2.1	
2006	98.6	97.7	98.4	99.4	-1.4	-.9	.7	1.0	-1.4	-2.3	-.5	-.6	
2007	98.2	97.9	98.3	97.6	-1.2	-.3	.4	-.7	-.4	-.2	-.1	-1.8	
2008	96.8	95.3	96.0	100.1	-.8	-1.5	.7	4.3	-1.4	-2.7	-2.3	2.6	
2009	99.2	98.5	98.7	98.7	-.9	-.7	.2	.0	2.5	3.4	2.8	-1.4	
2010	98.3	98.9	99.6	99.7	-.4	.6	.7	.1	-.9	.4	.9	1.0	
2011	98.0	97.5	97.3	97.8	-1.7	-.5	-.2	.5	-.3	-1.4	-2.3	-1.9	
2012	97.5	98.1	98.4	99.7	-.3	.6	.3	1.3	-.5	.6	1.1	1.9	
2013	99.4	99.0	99.5	100.2	-.3	-.4	.5	.7	1.9	.9	1.1	.5	
2014	99.7	99.6	100.7	102.0	-.5	-.1	1.1	1.3	.3	.6	1.2	1.8	
2015	102.1	101.8	102.8	103.4	.1	-.3	1.0	.6	2.4	2.2	2.1	1.4	
2016	104.2	103.9	104.5	105.2	.8	-.3	.6	.7	2.1	2.1	1.7	1.7	
2017	105.4	105.5	105.9	106.3	.2	.1	.4	.4	1.2	1.5	1.3	1.0	
2018	106.8	106.5	108.0	108.4	.5	-.3	1.4	.4	1.3	.9	2.0	2.0	
2019	109.1	108.7	110.1	111.0	.6	-.4	1.3	.8	2.2	2.1	1.9	2.4	
2020	112.0	112.8	112.5	113.7	.9	.7	-.3	1.1	2.7	3.8	2.2	2.4	
2021	112.8	110.7	111.2	110.8	-.8	-1.9	.5	-.4	.7	-1.9	-1.2	-2.6	
2022	108.3	—	—	—	-2.3	—	—	—	-4.0	—	—	—	
Utilities													
2001	97.2	97.4	97.5	99.3	-.1	.2	.1	1.8	.7	.5	.6	2.1	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Utilities													
2002	98.8	99.9	99.8	100.3	-0.5	1.1	-0.1	0.5	1.6	2.6	2.4	1.0	
2003	99.3	100.3	99.9	101.0	-1.0	1.0	-.4	1.1	.5	.4	.1	.7	
2004	100.2	100.2	100.6	100.8	-.8	.0	.4	.2	.9	-.1	.7	-.2	
2005	100.1	100.3	98.5	100.0	-.7	.2	-1.8	1.5	-.1	.1	-2.1	-.8	
2006	99.3	99.0	99.9	101.0	-.7	-.3	.9	1.1	-.8	-1.3	1.4	1.0	
2007	99.9	99.6	100.2	100.1	-1.1	-.3	.6	-.1	.6	.6	.3	-.9	
2008	99.6	98.3	98.3	102.6	-.5	-1.3	.0	4.4	-.3	-1.3	-1.9	2.5	
2009	102.7	102.2	102.2	103.3	.1	-.5	.0	1.1	3.1	4.0	4.0	.7	
2010	103.0	103.5	104.0	103.8	-.3	.5	.5	-.2	.3	1.3	1.8	.5	
2011	102.9	102.9	102.8	103.6	-.9	.0	-.1	.8	-.1	-.6	-1.2	-.2	
2012	102.6	104.1	103.1	104.3	-1.0	1.5	-1.0	1.2	-.3	1.2	.3	.7	
2013	104.0	104.7	105.0	105.7	-.3	.7	.3	.7	1.4	.6	1.8	1.3	
2014	105.5	105.3	106.1	107.6	-.2	-.2	.8	1.4	1.4	.6	1.0	1.8	
2015	108.2	107.9	108.7	109.3	.6	-.3	.7	.6	2.6	2.5	2.5	1.6	
2016	109.8	109.0	109.6	110.0	.5	-.7	.6	.4	1.5	1.0	.8	.6	
2017	110.3	110.6	110.0	110.3	.3	.3	-.5	.3	.5	1.5	.4	.3	
2018	110.6	110.1	110.1	110.8	.3	-.5	.0	.6	.3	-.5	.1	.5	
2019	111.2	111.4	111.4	111.5	.4	.2	.0	.1	.5	1.2	1.2	.6	
2020	112.0	113.3	112.2	112.4	.4	1.2	-1.0	.2	.7	1.7	.7	.8	
2021	112.0	109.8	109.4	108.3	-.4	-2.0	-.4	-1.0	.0	-3.1	-2.5	-3.6	
2022	106.5	-	-	-	-1.7	-	-	-	-4.9	-	-	-	
Information													
2001	97.9	98.2	99.0	100.7	.1	.3	.8	1.7	1.0	1.0	1.7	3.0	
2002	100.5	101.0	101.3	102.1	-.2	.5	.3	.8	2.7	2.9	2.3	1.4	
2003	100.7	101.7	101.7	102.3	-1.4	1.0	.0	.6	.2	.7	.4	.2	
2004	101.8	100.3	100.9	101.0	-.5	-1.5	.6	.1	1.1	-1.4	-.8	-1.3	
2005	100.2	100.4	98.3	100.0	-.8	.2	-2.1	1.7	-1.6	.1	-2.6	-1.0	
2006	99.5	98.6	99.5	99.9	-.5	-.9	.9	.4	-.7	-1.8	1.2	-.1	
2007	99.4	99.1	99.3	98.6	-.5	-.3	.2	-.7	-.1	.5	-.2	-1.3	
2008	97.0	95.6	96.5	100.6	-1.6	-1.4	.9	4.2	-2.4	-3.5	-2.8	2.0	
2009	99.7	98.7	99.1	99.4	-.9	-1.0	.4	.3	2.8	3.2	2.7	-1.2	
2010	99.1	99.6	99.8	99.2	-.3	.5	.2	-.6	-.6	.9	.7	-.2	
2011	98.6	97.9	97.6	98.2	-.6	-.7	-.3	.6	-.5	-1.7	-2.2	-1.0	
2012	97.1	97.7	97.3	98.4	-1.1	.6	-.4	1.1	-1.5	-.2	-.3	.2	
2013	97.8	98.0	98.0	98.1	-.6	.2	.0	.1	.7	.3	.7	-.3	
2014	97.4	97.5	97.6	99.3	-.7	.1	.1	1.7	-.4	-.5	-.4	1.2	
2015	99.5	99.2	100.0	100.7	.2	-.3	.8	.7	2.2	1.7	2.5	1.4	
2016	101.3	100.9	101.4	101.8	.6	-.4	.5	.4	1.8	1.7	1.4	1.1	
2017	100.9	101.7	101.6	101.8	-.9	.8	-.1	.2	-.4	.8	.2	.0	
2018	101.3	101.6	102.4	102.9	-.5	.3	.8	.5	.4	-.1	.8	1.1	
2019	102.7	102.8	103.0	103.2	-.2	.1	.2	.2	1.4	1.2	.6	.3	
2020	103.9	104.5	104.0	104.9	.7	.6	-.5	.9	1.2	1.7	1.0	1.6	
2021	104.4	102.6	102.8	101.8	-.5	-1.7	.2	-1.0	.5	-1.8	-1.2	-3.0	
2022	100.4	-	-	-	-1.4	-	-	-	-3.8	-	-	-	
Financial activities													
2001	94.5	94.1	94.8	95.4	.4	-.4	.7	.6	.4	.3	.4	1.4	
2002	97.3	97.9	97.5	97.4	2.0	.6	-.4	-.1	3.0	4.0	2.8	2.1	
2003	100.3	101.5	101.4	101.9	3.0	1.2	-.1	.5	3.1	3.7	4.0	4.6	
2004	100.1	99.9	100.4	101.1	-1.8	-.2	.5	.7	-.2	-1.6	-1.0	-.8	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Financial activities													
2005	100.4	101.0	98.4	100.0	-0.7	0.6	-2.6	1.6	0.3	1.1	-2.0	-1.1	
2006	99.7	99.2	99.4	100.3	-.3	-.5	.2	.9	-.7	-1.8	1.0	.3	
2007	100.3	99.0	100.0	99.2	.0	-1.3	1.0	-.8	.6	-.2	.6	-1.1	
2008	98.8	96.8	96.9	100.3	-.4	-2.0	.1	3.5	-1.5	-2.2	-3.1	1.1	
2009	98.8	98.5	98.9	99.2	-1.5	-.3	.4	.3	.0	1.8	2.1	-1.1	
2010	99.3	100.2	100.1	100.6	.1	.9	-.1	.5	.5	1.7	1.2	1.4	
2011	99.5	98.9	98.9	99.3	-1.1	-.6	.0	.4	.2	-1.3	-1.2	-1.3	
2012	98.1	99.3	98.9	99.5	-1.2	1.2	-.4	.6	-1.4	.4	.0	.2	
2013	98.9	99.7	99.8	100.6	-.6	.8	.1	.8	.8	.4	.9	1.1	
2014	99.8	99.7	100.1	101.7	-.8	-.1	.4	1.6	.9	.0	.3	1.1	
2015	102.1	101.9	102.1	103.3	.4	-.2	.2	1.2	2.3	2.2	2.0	1.6	
2016	103.0	103.2	104.0	104.5	-.3	.2	.8	.5	.9	1.3	1.9	1.2	
2017	103.5	104.5	104.1	104.5	-1.0	1.0	-.4	.4	.5	1.3	.1	.0	
2018	104.9	105.2	105.0	105.8	.4	.3	-.2	.8	1.4	.7	.9	1.2	
2019	105.6	105.5	106.3	106.4	-.2	-.1	.8	.1	.7	.3	1.2	.6	
2020	107.2	108.3	107.1	107.4	.8	1.0	-1.1	.3	1.5	2.7	.8	.9	
2021	111.1	106.5	108.1	104.3	3.4	-4.1	1.5	-3.5	3.6	-1.7	.9	-2.9	
2022	102.6	—	—	—	-1.6	—	—	—	-7.7	—	—	—	
Excluding sales occupations													
2001	93.7	93.5	94.1	95.0	.4	-.2	.6	1.0	1.5	1.2	1.3	1.8	
2002	97.2	97.3	97.0	97.9	2.3	.1	-.3	.9	3.7	4.1	3.1	3.1	
2003	101.9	103.1	102.8	103.5	4.1	1.2	-.3	.7	4.8	6.0	6.0	5.7	
2004	101.5	101.0	101.5	101.9	-1.9	-.5	.5	.4	-.4	-2.0	-1.3	-1.5	
2005	101.2	101.8	98.5	100.0	-.7	.6	-3.2	1.5	-.3	.8	-3.0	-1.9	
2006	100.3	99.6	100.0	100.4	.3	-.7	.4	.4	-.9	-2.2	1.5	.4	
Excluding incentive paid occupations¹													
2006	99.6	98.9	99.6	100.5	-.4	-.7	.7	.9	—	—	—	.5	
2007	100.2	99.8	100.1	99.6	-.3	-.4	.3	-.5	.6	.9	.5	-.9	
2008	99.6	97.9	98.2	102.4	.0	-1.7	.3	4.3	-.6	-1.9	-1.9	2.8	
2009	101.8	100.7	100.9	101.2	-.6	-1.1	.2	.3	2.2	2.9	2.7	-1.2	
2010	101.4	101.8	101.7	101.6	.2	.4	-.1	-.1	-.4	1.1	.8	.4	
2011	100.6	99.9	99.7	100.4	-1.0	-.7	-.2	.7	-.8	-1.9	-2.0	-1.2	
2012	99.2	100.0	99.3	100.0	-1.2	.8	-.7	.7	-1.4	.1	-.4	-.4	
2013	99.4	100.0	99.9	100.7	-.6	.6	-.1	.8	.2	.0	.6	.7	
2014	100.3	100.2	100.5	102.1	-.4	-.1	.3	1.6	.9	.2	.6	1.4	
2015	102.7	102.4	102.9	103.8	.6	-.3	.5	.9	2.4	2.2	2.4	1.7	
2016	104.3	103.8	104.1	104.5	.5	-.5	.3	.4	1.6	1.4	1.2	.7	
2017	104.2	104.6	104.2	104.5	-.3	.4	-.4	.3	-.1	.8	.1	.0	
2018	104.9	104.7	104.9	105.7	.4	-.2	.2	.8	.7	.1	.7	1.1	
2019	105.8	105.6	105.7	105.9	.1	-.2	.1	.2	.9	.9	.8	.2	
2020	106.6	107.4	106.5	106.6	.7	.8	-.8	.1	.8	1.7	.8	.7	
2021	105.9	104.0	103.8	103.0	-.7	-1.8	-.2	-.8	-.7	-3.2	-2.5	-3.4	
2022	102.1	—	—	—	-.9	—	—	—	-3.6	—	—	—	
Finance and insurance													
2001	94.4	94.2	94.7	95.1	.3	-.2	.5	.4	.7	1.0	.3	1.1	
2002	97.5	97.7	97.3	97.3	2.5	.2	-.4	.0	3.3	3.7	2.7	2.3	
2003	102.4	103.6	103.3	104.2	5.2	1.2	-.3	.9	5.0	6.0	6.2	7.1	
2004	102.0	101.5	101.9	102.6	-2.1	-.5	.4	.7	-.4	-2.0	-1.4	-1.5	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Finance and insurance													
2005	100.9	101.9	98.7	100.0	-1.7	1.0	-3.1	1.3	-1.1	0.4	-3.1	-2.5	
2006	100.1	99.8	99.8	100.6	.1	-.3	.0	.8	-.8	-2.1	1.1	.6	
2007	101.0	99.6	100.5	99.9	.4	-1.4	.9	-.6	-.9	-.2	.7	-.7	
2008	99.5	97.5	97.4	100.7	-.4	-2.0	-.1	3.4	-1.5	-2.1	-3.1	.8	
2009	99.1	99.0	99.4	99.7	-1.6	-.1	.4	.3	-.4	1.5	2.1	-1.0	
2010	99.7	101.0	100.9	101.5	.0	1.3	-.1	.6	.6	2.0	1.5	1.8	
2011	100.3	99.7	99.6	99.8	-1.2	-.6	-.1	.2	.6	-1.3	-1.3	-1.7	
2012	98.7	100.0	99.6	100.1	-1.1	1.3	-.4	.5	-1.6	.3	.0	.3	
2013	99.7	100.6	100.7	101.3	-.4	.9	.1	.6	1.0	.6	1.1	1.2	
2014	100.3	100.3	100.6	102.3	-1.0	.0	.3	1.7	.6	-.3	-.1	1.0	
2015	102.5	102.5	102.7	103.9	.2	.0	.2	1.2	2.2	2.2	2.1	1.6	
2016	103.5	103.7	104.7	105.0	-.4	.2	1.0	.3	1.0	1.2	1.9	1.1	
2017	103.9	105.1	104.5	105.0	-1.0	1.2	-.6	.5	.4	1.4	-.2	.0	
2018	105.5	106.1	105.7	106.4	.5	.6	-.4	.7	1.5	1.0	1.1	1.3	
2019	106.2	106.2	107.1	107.1	-.2	.0	.8	.0	.7	.1	1.3	.7	
2020	108.0	109.2	107.8	108.2	.8	1.1	-1.3	.4	1.7	2.8	.7	1.0	
2021	113.0	107.8	109.6	105.0	4.4	-4.6	1.7	-4.2	4.6	-1.3	1.7	-3.0	
2022	103.0	—	—	—	-1.9	—	—	—	-8.8	—	—	—	
Credit intermediation and related activities													
2001	88.6	88.4	89.5	89.3	1.0	-.2	1.2	-.2	1.6	1.3	2.2	1.8	
2002	93.7	93.9	93.3	94.1	4.9	.2	-.6	.9	5.8	6.2	4.2	5.4	
2003	104.7	106.2	105.5	106.5	11.3	1.4	-.7	.9	11.7	13.1	13.1	13.2	
2004	102.8	102.1	102.9	103.6	-3.5	-.7	.8	.7	-1.8	-3.9	-2.5	-2.7	
2005	101.7	103.4	98.6	100.0	-1.8	1.7	-4.6	1.4	-1.1	1.3	-4.2	-3.5	
2006	99.9	99.8	99.7	99.2	-.1	-.1	-.1	-.5	-1.8	-3.5	1.1	-.8	
2007	100.2	97.3	97.7	97.6	1.0	-2.9	.4	-.1	.3	-2.5	-2.0	-1.6	
2008	97.0	95.3	95.2	99.0	-.6	-1.8	-.1	4.0	-3.2	-2.1	-2.6	1.4	
2009	98.2	97.5	97.3	98.2	-.8	-.7	-.2	.9	1.2	2.3	2.2	-.8	
2010	97.1	98.1	98.0	99.1	-1.1	1.0	-.1	1.1	-1.1	.6	.7	.9	
2011	98.4	97.5	97.4	97.7	-.7	-.9	-.1	.3	1.3	-.6	-.6	-1.4	
2012	96.9	98.1	97.2	98.3	-.8	1.2	-.9	1.1	-1.5	.6	-.2	.6	
2013	98.0	98.6	98.2	98.7	-.3	.6	-.4	.5	1.1	.5	1.0	.4	
2014	97.7	97.5	98.0	99.8	-1.0	-.2	.5	1.8	-.3	-1.1	-.2	1.1	
2015	100.0	99.9	100.5	101.3	.2	-.1	.6	.8	2.4	2.5	2.6	1.5	
2016	101.4	101.1	101.7	102.0	.1	-.3	.6	.3	1.4	1.2	1.2	.7	
2017	101.8	102.5	102.0	102.2	-.2	.7	-.5	.2	.4	1.4	.3	.2	
2018	102.4	102.6	102.5	103.1	.2	.2	-.1	.6	.6	.1	.5	.9	
2019	103.3	103.3	104.3	104.3	.2	.0	1.0	.0	.9	.7	1.8	1.2	
2020	105.0	106.2	105.6	105.3	.7	1.1	-.6	-.3	1.6	2.8	1.2	1.0	
2021	104.1	105.7	112.4	106.4	-1.1	1.5	6.3	-5.3	-.9	-.5	6.4	1.0	
2022	101.7	—	—	—	-4.4	—	—	—	-2.3	—	—	—	
Excluding incentive paid occupations¹													
2006	99.8	99.2	99.8	100.7	-.2	-.6	.6	.9	—	—	—	.7	
2007	100.5	99.7	100.4	100.0	-.2	-.8	.7	-.4	.7	.5	.6	-.7	
2008	100.2	98.5	98.9	103.3	.2	-1.7	.4	4.4	-.3	-1.2	-1.5	3.3	
2009	102.8	101.5	101.7	101.8	-.5	-1.3	.2	.1	2.6	3.0	2.8	-1.5	
2010	101.5	102.0	101.9	101.8	-.3	.5	-.1	-.1	-1.3	.5	.2	.0	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Excluding incentive paid occupations¹													
2011	101.0	100.0	99.8	100.4	-0.8	-1.0	-0.2	0.6	-0.5	-2.0	-2.1	-1.4	
2012	99.7	100.4	99.8	100.8	-.7	.7	-.6	1.0	-1.3	.4	.0	.4	
2013	100.3	100.9	100.8	101.4	-.5	.6	-.1	.6	.6	.5	1.0	.6	
2014	100.9	100.8	101.2	103.1	-.5	-.1	.4	1.9	.6	-.1	.4	1.7	
2015	103.5	102.9	103.4	104.3	.4	-.6	.5	.9	2.6	2.1	2.2	1.2	
2016	105.0	104.4	104.6	104.9	.7	-.6	.2	.3	1.4	1.5	1.2	.6	
2017	105.2	105.6	105.1	105.4	.3	.4	-.5	.3	.2	1.1	.5	.5	
2018	105.7	105.6	105.9	106.5	.3	-.1	.3	.6	.5	.0	.8	1.0	
2019	107.0	106.7	107.1	107.0	.5	-.3	.4	-.1	1.2	1.0	1.1	.5	
2020	107.9	108.5	107.4	107.6	.8	.6	-1.0	.2	.8	1.7	.3	.6	
2021	107.1	105.3	105.1	104.2	-.5	-1.7	-.2	-.9	-.7	-2.9	-2.1	-3.2	
2022	103.4	—	—	—	-.8	—	—	—	-3.5	—	—	—	
Insurance carriers and related activities													
2001	97.2	96.8	96.8	98.7	-.2	-.4	.0	2.0	2.1	1.6	-.7	1.3	
2002	98.8	99.2	99.2	98.9	.1	.4	.0	-.3	1.6	2.5	2.5	.2	
2003	98.8	99.9	99.7	100.6	-.1	1.1	-.2	.9	.0	.7	.5	1.7	
2004	99.3	99.4	100.4	101.1	-1.3	.1	1.0	.7	.5	-.5	.7	.5	
2005	100.2	100.8	98.7	100.0	-.9	.6	-2.1	1.3	.9	1.4	-1.7	-1.1	
2006	99.5	98.8	99.2	100.4	-.5	-.7	.4	1.2	-.7	-2.0	.5	.4	
2007	99.8	99.9	101.2	99.7	-.6	.1	1.3	-1.5	.3	1.1	2.0	-.7	
2008	99.5	97.6	98.1	101.8	-.2	-1.9	.5	3.8	-.3	-2.3	-3.1	2.1	
2009	101.2	100.4	100.8	100.4	-.6	-.8	.4	-.4	1.7	2.9	2.8	-1.4	
2010	100.5	101.3	101.2	100.9	.1	.8	-.1	-.3	-.7	.9	.4	.5	
2011	99.6	99.4	99.1	100.1	-1.3	-.2	-.3	1.0	-.9	-1.9	-2.1	-.8	
2012	98.9	99.5	99.9	99.7	-1.2	.6	.4	-.2	-.7	.1	.8	-.4	
2013	98.7	100.2	101.3	102.1	-1.0	1.5	1.1	.8	-.2	.7	1.4	2.4	
2014	101.2	100.9	100.5	101.9	-.9	-.3	-.4	1.4	2.5	.7	-.8	-.2	
2015	102.2	101.7	102.4	104.2	.3	-.5	.7	1.8	1.0	.8	1.9	2.3	
2016	104.3	104.4	105.5	105.5	.1	.1	1.1	.0	2.1	2.7	3.0	1.2	
2017	105.1	106.4	105.1	105.5	-.4	1.2	-1.2	.4	.8	1.9	-.4	.0	
2018	105.3	106.0	105.2	105.5	-.2	.7	-.8	.3	.2	-.4	.1	.0	
2019	106.0	106.0	106.2	105.9	.5	.0	.2	-.3	.7	.0	1.0	.4	
2020	106.5	107.7	106.9	107.4	.6	1.1	-.7	.5	.5	1.6	.7	1.4	
2021	106.9	105.0	104.6	103.3	-.5	-1.8	-.4	-1.2	.4	-2.5	-2.2	-3.8	
2022	101.9	—	—	—	-1.4	—	—	—	-4.7	—	—	—	
Excluding sales occupations													
2001	97.5	97.5	97.5	99.3	-.2	.0	.0	1.8	.7	.7	.3	1.6	
2002	100.0	100.0	100.1	100.2	.7	.0	.1	.1	2.6	2.6	2.7	.9	
2003	99.5	100.9	100.6	101.3	-.7	1.4	-.3	.7	-.5	.9	.5	1.1	
2004	100.2	100.3	100.8	101.2	-1.1	.1	.5	.4	.7	-.6	.2	-.1	
2005	100.5	100.8	98.7	100.0	-.7	.3	-2.1	1.3	.3	.5	-2.1	-1.2	
2006	99.6	98.8	99.1	100.1	-.4	-.8	.3	1.0	-.9	-2.0	.4	.1	
Excluding incentive paid occupations¹													
2006	99.4	98.8	99.1	100.1	-.6	-.6	.3	1.0	—	—	—	.1	
2007	99.6	99.5	99.7	99.2	-.5	-.1	.2	-.5	.2	.7	.6	-.9	
2008	98.7	97.4	97.7	102.0	-.5	-1.3	.3	4.4	-.9	-2.1	-2.0	2.8	
2009	101.7	100.9	100.9	101.1	-.3	-.8	.0	.2	3.0	3.6	3.3	-.9	
2010	101.1	101.8	101.5	101.3	.0	.7	-.3	-.2	-.6	.9	.6	.2	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Excluding incentive paid occupations¹													
2011	100.1	99.7	99.4	100.2	-1.2	-0.4	-0.3	0.8	-1.0	-2.1	-2.1	-1.1	
2012	98.8	99.8	99.1	99.8	-1.4	1.0	-7	.7	-1.3	.1	-3	-4	
2013	99.1	99.8	99.8	100.5	-7	.7	.0	.7	.3	.0	.7	.7	
2014	99.8	100.1	100.5	101.7	-7	.3	.4	1.2	.7	.3	.7	1.2	
2015	102.1	101.9	102.7	103.4	.4	-2	.8	.7	2.3	1.8	2.2	1.7	
2016	103.7	103.3	103.7	103.9	.3	-4	.4	.2	1.6	1.4	1.0	.5	
2017	103.6	103.8	103.3	103.6	-3	.2	-5	.3	-1	.5	-4	-3	
2018	103.6	103.4	103.7	104.3	.0	-2	.3	.6	.0	-4	.4	.7	
2019	104.4	104.5	104.2	104.4	.1	.1	-3	.2	.8	1.1	.5	.1	
2020	105.1	106.2	105.5	105.6	.7	1.0	-7	.1	.7	1.6	1.2	1.1	
2021	104.8	102.9	102.3	101.4	-8	-1.8	-6	-9	-3	-3.1	-3.0	-4.0	
2022	100.1	—	—	—	-1.3	—	—	—	-4.5	—	—	—	
Real estate and rental and leasing													
2001	93.7	93.0	94.4	96.3	-1.4	-7	1.5	2.0	-4.2	-5.6	-1.0	1.4	
2002	95.7	98.0	97.4	96.0	-6	2.4	-6	-1.4	2.1	5.4	3.2	-3	
2003	89.9	90.8	91.2	91.0	-6.4	1.0	.4	-2	-6.1	-7.3	-6.4	-5.2	
2004	91.7	92.4	94.0	93.7	.8	.8	1.7	-3	2.0	1.8	3.1	3.0	
2005	98.5	97.4	97.3	100.0	5.1	-1.1	-1	2.8	7.4	5.4	3.5	6.7	
2006	98.3	96.9	97.8	98.9	-1.7	-1.4	.9	1.1	-2	-5	.5	-1.1	
2007	97.4	96.7	97.8	96.6	-1.5	-7	1.1	-1.2	-9	-2	.0	-2.3	
2008	96.3	94.1	94.8	98.9	-3	-2.3	.7	4.3	-1.1	-2.7	-3.1	2.4	
2009	97.7	96.6	96.9	97.3	-1.2	-1.1	.3	.4	1.5	2.7	2.2	-1.6	
2010	97.6	96.8	96.9	97.0	.3	-8	.1	.1	-1	.2	.0	-3	
2011	96.1	95.5	96.1	96.9	-9	-6	.6	.8	-1.5	-1.3	-8	-1	
2012	95.6	96.2	95.7	96.8	-1.3	.6	-5	1.1	-5	.7	-4	-1	
2013	95.6	96.0	96.0	97.8	-1.2	.4	.0	1.9	.0	-2	.3	1.0	
2014	97.5	96.9	97.7	99.1	-3	-6	.8	1.4	2.0	.9	1.8	1.3	
2015	100.1	99.3	99.7	100.5	1.0	-8	.4	.8	2.7	2.5	2.0	1.4	
2016	101.1	100.8	101.4	102.2	.6	-3	.6	.8	1.0	1.5	1.7	1.7	
2017	101.4	101.9	102.1	102.3	-8	.5	.2	.2	.3	1.1	.7	.1	
2018	102.4	101.6	102.1	103.3	.1	-8	.5	1.2	1.0	-3	.0	1.0	
2019	103.3	102.5	103.2	103.6	.0	-8	.7	.4	.9	.9	1.1	.3	
2020	103.8	104.4	104.1	104.1	.2	.6	-3	.0	.5	1.9	.9	.5	
2021	103.2	101.5	101.8	101.6	-9	-1.6	.3	-2	-6	-2.8	-2.2	-2.4	
2022	100.8	—	—	—	-8	—	—	—	-2.3	—	—	—	
Excluding incentive paid occupations¹													
2006	99.3	98.4	99.4	100.5	-7	-9	1.0	1.1	—	—	—	.5	
2007	100.0	99.3	99.8	99.1	-5	-7	.5	-7	.7	.9	.4	-1.4	
2008	99.0	97.0	97.8	102.1	-1	-2.0	.8	4.4	-1.0	-2.3	-2.0	3.0	
2009	101.2	99.7	100.0	100.4	-9	-1.5	.3	.4	2.2	2.8	2.2	-1.7	
2010	99.7	99.6	100.0	99.8	-7	-1	.4	-2	-1.5	-1	.0	-6	
2011	99.2	98.3	98.7	99.5	-6	-9	.4	.8	-5	-1.3	-1.3	-3	
2012	98.3	99.2	98.5	99.4	-1.2	.9	-7	.9	-9	.9	-2	-1	
2013	98.6	99.0	99.0	100.4	-8	.4	.0	1.4	.3	-2	.5	1.0	
2014	100.3	100.0	100.4	102.3	-1	-3	.4	1.9	1.7	1.0	1.4	1.9	
2015	103.0	102.5	102.8	103.7	.7	-5	.3	.9	2.7	2.5	2.4	1.4	
2016	104.2	103.8	104.4	104.9	.5	-4	.6	.5	1.2	1.3	1.6	1.2	
2017	104.0	104.5	104.4	104.8	-9	.5	-1	.4	-2	.7	.0	-1	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Excluding incentive paid occupations¹													
2018	104.9	104.4	105.0	106.3	0.1	-0.5	0.6	1.2	0.9	-0.1	0.6	1.4	
2019	106.3	105.6	106.0	106.7	.0	-.7	.4	.7	1.3	1.1	1.0	.4	
2020	107.0	107.6	107.3	107.3	.3	.6	-.3	.0	.7	1.9	1.2	.6	
2021	106.6	104.9	105.2	104.9	-.7	-1.6	.3	-.3	-.4	-2.5	-2.0	-2.2	
2022	104.0	—	—	—	-.9	—	—	—	-2.4	—	—	—	
Professional and business services													
2001	99.6	99.8	100.8	102.3	-.2	.2	1.0	1.5	.7	.3	1.0	2.5	
2002	101.4	101.4	101.0	100.7	-.9	.0	-.4	-.3	1.8	1.6	.2	-1.6	
2003	99.7	100.7	101.3	102.3	-1.0	1.0	.6	1.0	-1.7	-.7	.3	1.6	
2004	101.5	101.4	102.0	102.4	-.8	-.1	.6	.4	1.8	.7	.7	.1	
2005	101.3	100.8	98.7	100.0	-1.1	-.5	-2.1	1.3	-.2	-.6	-3.2	-2.3	
2006	99.4	99.2	99.9	101.0	-.6	-.2	.7	1.1	-1.9	-1.6	1.2	1.0	
2007	100.4	100.0	100.7	100.7	-.6	-.4	.7	.0	1.0	.8	.8	-.3	
2008	100.5	99.0	99.8	104.7	-.2	-1.5	.8	4.9	.1	-1.0	-.9	4.0	
2009	103.9	102.4	102.3	102.7	-.8	-1.4	-.1	.4	3.4	3.4	2.5	-1.9	
2010	102.4	102.6	103.0	103.2	-.3	.2	.4	.2	-1.4	.2	.7	.5	
2011	101.8	101.6	101.2	102.0	-1.4	-.2	-.4	.8	-.6	-1.0	-1.7	-1.2	
2012	100.9	101.5	100.8	102.2	-1.1	.6	-.7	1.4	-.9	-.1	-.4	.2	
2013	101.4	101.5	101.3	102.2	-.8	.1	-.2	.9	.5	.0	.5	.0	
2014	100.9	101.2	102.0	103.9	-1.3	.3	.8	1.9	-.5	-.3	.7	1.7	
2015	105.0	102.8	104.1	105.3	1.1	-2.1	1.3	1.2	4.1	1.6	2.1	1.3	
2016	105.6	104.8	104.6	104.6	.3	-.8	-.2	.0	.6	1.9	.5	-.7	
2017	104.6	104.6	104.9	105.4	.0	.0	.3	.5	-.9	-.2	.3	.8	
2018	105.3	104.5	105.4	106.3	-.1	-.8	.9	.9	.7	-.1	.5	.9	
2019	106.0	106.0	106.6	106.8	-.3	.0	.6	.2	.7	1.4	1.1	.5	
2020	108.4	108.4	107.8	108.5	1.5	.0	-.6	.6	2.3	2.3	1.1	1.6	
2021	107.6	105.8	106.4	105.6	-.8	-1.7	.6	-.8	-.7	-2.4	-1.3	-2.7	
2022	103.8	—	—	—	-1.7	—	—	—	-3.5	—	—	—	
Professional, scientific, and technical services													
2001	100.9	100.6	101.6	102.9	-.1	-.3	1.0	1.3	.8	-.2	.1	1.9	
2002	101.8	101.7	101.2	100.9	-1.1	-.1	-.5	-.3	.9	1.1	-.4	-1.9	
2003	99.6	100.6	101.2	102.4	-1.3	1.0	.6	1.2	-2.2	-1.1	.0	1.5	
2004	101.7	101.5	102.3	102.7	-.7	-.2	.8	.4	2.1	.9	1.1	.3	
2005	101.8	100.9	98.6	100.0	-.9	-.9	-2.3	1.4	.1	-.6	-3.6	-2.6	
2006	99.8	99.6	100.6	101.8	-.2	-.2	1.0	1.2	-2.0	-1.3	2.0	1.8	
2007	101.5	101.1	101.9	101.9	-.3	-.4	.8	.0	1.7	1.5	1.3	.1	
2008	102.2	100.5	101.4	106.7	.3	-1.7	.9	5.2	.7	-.6	-.5	4.7	
2009	105.8	104.0	104.1	104.2	-.8	-1.7	.1	.1	3.5	3.5	2.7	-2.3	
2010	104.2	104.4	104.9	105.3	.0	.2	.5	.4	-1.5	.4	.8	1.1	
2011	104.0	103.9	103.5	104.3	-1.2	-.1	-.4	.8	-.2	-.5	-1.3	-.9	
2012	103.3	103.6	103.0	104.4	-1.0	.3	-.6	1.4	-.7	-.3	-.5	.1	
2013	103.5	103.6	103.5	104.3	-.9	.1	-.1	.8	.2	.0	.5	-.1	
2014	103.3	103.2	103.9	105.6	-1.0	-.1	.7	1.6	-.2	-.4	.4	1.2	
2015	108.1	104.4	105.7	106.9	2.4	-3.4	1.2	1.1	4.6	1.2	1.7	1.2	
2016	107.6	106.8	106.2	106.3	.7	-.7	-.6	.1	-.5	2.3	.5	-.6	
2017	106.6	106.6	106.9	107.1	.3	.0	.3	.2	-.9	-.2	.7	.8	
2018	107.4	106.1	107.5	108.2	.3	-1.2	1.3	.7	.8	-.5	.6	1.0	
2019	107.7	107.6	108.2	108.3	-.5	-.1	.6	.1	.3	1.4	.7	.1	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Professional, scientific, and technical services													
2020	110.6	109.8	109.1	109.7	2.1	-0.7	-0.6	0.5	2.7	2.0	0.8	1.3	
2021	108.6	106.5	107.5	106.3	-1.0	-1.9	.9	-1.1	-1.8	-3.0	-1.5	-3.1	
2022	104.2	—	—	—	-2.0	—	—	—	-4.1	—	—	—	
Administrative and support and waste management and remediation services													
2001	98.1	98.9	100.6	102.3	.0	.8	1.7	1.7	1.7	1.7	3.0	4.3	
2002	101.3	101.1	101.3	100.8	-1.0	-.2	.2	-.5	3.3	2.2	.7	-1.5	
2003	99.8	100.4	101.6	102.4	-1.0	.6	1.2	.8	-1.5	-.7	.3	1.6	
2004	101.2	101.7	102.2	102.4	-1.2	.5	.5	.2	1.4	1.3	.6	.0	
2005	101.2	101.3	99.0	100.0	-1.2	.1	-2.3	1.0	.0	-.4	-3.1	-2.3	
2006	99.0	98.7	98.9	100.1	-1.0	-.3	.2	1.2	-2.2	-2.6	-.1	.1	
2007	99.4	99.0	99.7	99.8	-.7	-.4	.7	.1	.4	.3	.8	-.3	
2008	99.0	97.4	98.4	102.7	-.8	-1.6	1.0	4.4	-.4	-1.6	-1.3	2.9	
2009	102.0	101.0	100.6	101.5	-.7	-1.0	-.4	.9	3.0	3.7	2.2	-1.2	
2010	100.7	100.5	100.7	100.8	-.8	-.2	.2	.1	-1.3	-.5	.1	-.7	
2011	98.9	98.7	98.2	99.1	-1.9	-.2	-.5	.9	-1.8	-1.8	-2.5	-1.7	
2012	97.8	98.7	98.0	99.6	-1.3	.9	-.7	1.6	-1.1	.0	-.2	.5	
2013	98.9	99.1	98.5	99.7	-.7	.2	-.6	1.2	1.1	.4	.5	.1	
2014	97.7	98.9	99.9	102.0	-2.0	1.2	1.0	2.1	-1.2	-.2	1.4	2.3	
2015	101.3	101.0	102.4	103.6	-.7	-.3	1.4	1.2	3.7	2.1	2.5	1.6	
2016	103.4	102.6	102.9	102.1	-.2	-.8	.3	-.8	2.1	1.6	.5	-1.4	
2017	101.7	102.0	102.7	103.5	-.4	.3	.7	.8	-1.6	-.6	-.2	1.4	
2018	102.8	102.7	103.2	104.5	-.7	-.1	.5	1.3	1.1	.7	.5	1.0	
2019	104.3	104.4	104.9	105.5	-.2	.1	.5	.6	1.5	1.7	1.6	1.0	
2020	106.4	107.3	107.0	108.0	.9	.8	-.3	.9	2.0	2.8	2.0	2.4	
2021	107.6	106.2	106.8	106.7	-.4	-1.3	.6	-.1	1.1	-1.0	-.2	-1.2	
2022	105.4	—	—	—	-1.2	—	—	—	-2.0	—	—	—	
Education and health services													
2001	95.4	95.4	96.6	98.4	-.2	.0	1.3	1.9	1.5	1.1	1.8	2.9	
2002	98.0	98.0	98.3	99.1	-.4	.0	.3	.8	2.7	2.7	1.8	.7	
2003	98.0	99.0	99.2	100.2	-1.1	1.0	.2	1.0	.0	1.0	.9	1.1	
2004	99.5	98.8	100.0	100.3	-.7	-.7	1.2	.3	1.5	-.2	.8	.1	
2005	99.6	99.6	98.3	100.0	-.7	.0	-1.3	1.7	.1	.8	-1.7	-.3	
2006	99.2	98.5	99.9	101.4	-.8	-.7	1.4	1.5	-.4	-1.1	1.6	1.4	
2007	100.4	99.7	100.9	100.9	-1.0	-.7	1.2	.0	1.2	1.2	1.0	-.5	
2008	100.1	98.3	99.2	103.6	-.8	-1.8	.9	4.4	-.3	-1.4	-1.7	2.7	
2009	103.1	102.0	102.5	102.8	-.5	-1.1	.5	.3	3.0	3.8	3.3	-.8	
2010	102.4	102.5	102.8	102.8	-.4	.1	.3	.0	-.7	.5	.3	.0	
2011	100.9	100.3	100.3	101.3	-1.8	-.6	.0	1.0	-1.5	-2.1	-2.4	-1.5	
2012	100.3	100.6	100.2	101.3	-1.0	.3	-.4	1.1	-.6	.3	-.1	.0	
2013	100.3	100.4	100.7	101.6	-1.0	.1	.3	.9	.0	-.2	.5	.3	
2014	100.4	100.0	100.6	102.7	-1.2	-.4	.6	2.1	.1	-.4	-.1	1.1	
2015	102.5	101.9	102.7	103.8	-.2	-.6	.8	1.1	2.1	1.9	2.1	1.1	
2016	103.5	102.9	103.3	103.8	-.3	-.6	.4	.5	1.0	1.0	.6	.0	
2017	103.4	103.5	103.1	103.9	-.4	.1	-.4	.8	-.1	.6	-.2	.1	
2018	103.5	103.1	103.9	105.2	-.4	-.4	.8	1.3	.1	-.4	.8	1.3	
2019	104.3	104.1	104.8	105.3	-.9	-.2	.7	.5	.8	1.0	.9	.1	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Education and health services													
2020	105.7	105.4	105.6	106.2	0.4	-0.3	0.2	0.6	1.3	1.2	0.8	0.9	
2021	105.2	103.3	104.0	103.8	-0.9	-1.8	.7	-2	-5	-2.0	-1.5	-2.3	
2022	102.0	—	—	—	-1.7	—	—	—	-3.0	—	—	—	
Educational services													
2001	95.2	94.8	96.6	98.0	-0.8	-0.4	1.9	1.4	1.3	1.1	1.2	2.1	
2002	97.2	96.6	98.4	99.2	-0.8	-0.6	1.9	.8	2.1	1.9	1.9	1.2	
2003	97.7	98.4	99.0	99.9	-1.5	.7	.6	.9	.5	1.9	.6	.7	
2004	98.7	97.8	99.5	100.1	-1.2	-0.9	1.7	.6	1.0	-0.6	.5	.2	
2005	99.2	98.9	98.7	100.0	-0.9	-0.3	-0.2	1.3	.5	1.1	-0.8	-0.1	
2006	99.2	98.3	100.0	101.6	-0.8	-0.9	1.7	1.6	.0	-0.6	1.3	1.6	
2007	99.9	98.8	100.4	100.6	-1.7	-1.1	1.6	.2	.7	.5	.4	-1.0	
2008	99.4	97.6	99.7	103.7	-1.2	-1.8	2.2	4.0	-0.5	-1.2	-0.7	3.1	
2009	102.8	101.5	102.3	102.6	-0.9	-1.3	.8	.3	3.4	4.0	2.6	-1.1	
2010	101.7	101.7	102.9	102.8	-0.9	.0	1.2	-0.1	-1.1	.2	.6	.2	
2011	101.0	100.2	100.8	101.9	-1.8	-0.8	.6	1.1	-0.7	-1.5	-2.0	-0.9	
2012	100.4	100.4	100.5	101.4	-1.5	.0	.1	.9	-0.6	.2	-0.3	-0.5	
2013	100.1	100.2	101.1	101.8	-1.3	.1	.9	.7	-0.3	-0.2	.6	.4	
2014	100.2	99.6	101.0	102.8	-1.6	-0.6	1.4	1.8	.1	-0.6	-0.1	1.0	
2015	102.4	101.4	102.7	103.6	-0.4	-1.0	1.3	.9	2.2	1.8	1.7	.8	
2016	103.1	102.5	103.1	103.9	-0.5	-0.6	.6	.8	.7	1.1	.4	.3	
2017	103.1	102.8	103.2	103.8	-0.8	-0.3	.4	.6	.0	.3	.1	-0.1	
2018	102.6	102.1	103.3	104.2	-1.2	-0.5	1.2	.9	-0.5	-0.7	.1	.4	
2019	103.0	102.6	104.3	104.4	-1.2	-0.4	1.7	.1	.4	.5	1.0	.2	
2020	104.6	105.2	104.6	105.3	.2	.6	-0.6	.7	1.6	2.5	.3	.9	
2021	103.6	101.2	102.5	101.0	-1.6	-2.3	1.3	-1.5	-1.0	-3.8	-2.0	-4.1	
2022	98.7	—	—	—	-2.3	—	—	—	-4.7	—	—	—	
Junior colleges, colleges, universities, and professional schools													
2001	96.5	96.4	98.0	99.6	-0.6	-0.1	1.7	1.6	.6	.9	1.2	2.6	
2002	98.6	97.7	99.2	100.0	-1.0	-0.9	1.5	.8	2.2	1.3	1.2	.4	
2003	98.1	98.9	99.5	100.4	-1.9	.8	.6	.9	-0.5	1.2	.3	.4	
2004	99.3	98.3	100.0	100.1	-1.1	-1.0	1.7	.1	1.2	-0.6	.5	-0.3	
2005	99.1	99.0	98.5	100.0	-1.0	-0.1	-0.5	1.5	-0.2	.7	-1.5	-0.1	
2006	99.4	98.3	100.2	101.8	-0.6	-1.1	1.9	1.6	.3	-0.7	1.7	1.8	
2007	99.8	98.8	100.5	100.6	-2.0	-1.0	1.7	.1	.4	.5	.3	-1.2	
2008	99.4	97.5	99.7	103.6	-1.2	-1.9	2.3	3.9	-0.4	-1.3	-0.8	3.0	
2009	102.9	101.5	102.0	102.4	-0.7	-1.4	.5	.4	3.5	4.1	2.3	-1.2	
2010	101.6	101.6	102.6	102.5	-0.8	.0	1.0	-0.1	-1.3	.1	.6	.1	
2011	100.8	99.7	100.4	101.2	-1.7	-1.1	.7	.8	-0.8	-1.9	-2.1	-1.3	
2012	100.2	100.2	100.5	101.6	-1.0	.0	.3	1.1	-0.6	.5	.1	.4	
2013	100.5	100.6	101.6	102.3	-1.1	.1	1.0	.7	.3	.4	1.1	.7	
2014	100.7	100.1	101.2	103.1	-1.6	-0.6	1.1	1.9	.2	-0.5	-0.4	.8	
2015	102.6	101.7	102.9	103.9	-0.5	-0.9	1.2	1.0	1.9	1.6	1.7	.8	
2016	103.2	102.4	103.3	104.1	-0.7	-0.8	.9	.8	.6	.7	.4	.2	
2017	103.3	103.0	103.7	104.3	-0.8	-0.3	.7	.6	.1	.6	.4	.2	
2018	103.2	102.7	103.9	105.0	-1.1	-0.5	1.2	1.1	-0.1	-0.3	.2	.7	
2019	104.0	103.6	104.6	105.1	-1.0	-0.4	1.0	.5	.8	.9	.7	.1	
2020	105.2	105.5	104.2	104.4	.1	.3	-1.2	.2	1.2	1.8	-0.4	-0.7	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Junior colleges, colleges, universities, and professional schools													
2021	102.9	100.9	101.8	100.5	-1.4	-1.9	0.9	-1.3	-2.2	-4.4	-2.3	-3.7	
2022	97.9	—	—	—	-2.6	—	—	—	-4.9	—	—	—	
Health care and social assistance													
2001	95.4	95.5	96.6	98.5	-.2	.1	1.2	2.0	1.5	1.1	1.9	3.0	
2002	98.2	98.3	98.3	99.1	-.3	.1	.0	.8	2.9	2.9	1.8	.6	
2003	98.1	99.1	99.3	100.3	-1.0	1.0	.2	1.0	-.1	.8	1.0	1.2	
2004	99.7	99.0	100.1	100.4	-.6	-.7	1.1	.3	1.6	-.1	.8	.1	
2005	99.7	99.7	98.2	100.0	-.7	.0	-1.5	1.8	.0	.7	-1.9	-.4	
2006	99.2	98.6	99.9	101.3	-.8	-.6	1.3	1.4	-.5	-1.1	1.7	1.3	
2007	100.5	99.9	101.0	101.0	-.8	-.6	1.1	.0	1.3	1.3	1.1	-.3	
2008	100.2	98.4	99.0	103.5	-.8	-1.8	.6	4.5	-.3	-1.5	-2.0	2.5	
2009	103.2	102.1	102.5	102.8	-.3	-1.1	.4	.3	3.0	3.8	3.5	-.7	
2010	102.5	102.6	102.8	102.8	-.3	.1	.2	.0	-.7	.5	.3	.0	
2011	100.9	100.4	100.2	101.2	-1.8	-.5	-.2	1.0	-1.6	-2.1	-2.5	-1.6	
2012	100.3	100.6	100.1	101.3	-.9	.3	-.5	1.2	-.6	.2	-.1	.1	
2013	100.3	100.4	100.6	101.6	-1.0	.1	.2	1.0	.0	-.2	.5	.3	
2014	100.4	100.1	100.6	102.8	-1.2	-.3	.5	2.2	.1	-.3	.0	1.2	
2015	102.6	102.0	102.7	103.8	-.2	-.6	.7	1.1	2.2	1.9	2.1	1.0	
2016	103.6	103.0	103.3	103.8	-.2	-.6	.3	.5	1.0	1.0	.6	.0	
2017	103.4	103.7	103.1	103.9	-.4	.3	-.6	.8	-.2	.7	-.2	.1	
2018	103.7	103.3	104.1	105.4	-.2	-.4	.8	1.2	.3	-.4	1.0	1.4	
2019	104.7	104.5	104.9	105.4	-.7	-.2	.4	.5	1.0	1.2	.8	.0	
2020	105.9	105.5	105.8	106.4	.5	-.4	.3	.6	1.1	1.0	.9	.9	
2021	105.5	103.8	104.3	104.4	-.8	-1.6	.5	.1	-.4	-1.6	-1.4	-1.9	
2022	102.8	—	—	—	-1.5	—	—	—	-2.6	—	—	—	
Hospitals													
2001	92.2	92.7	94.0	96.2	.0	.5	1.4	2.3	1.9	2.1	3.2	4.3	
2002	96.0	96.4	96.9	98.0	-.2	.4	.5	1.1	4.1	4.0	3.1	1.9	
2003	97.1	98.0	98.2	99.6	-.9	.9	.2	1.4	1.1	1.7	1.3	1.6	
2004	98.8	98.3	99.2	99.8	-.8	-.5	.9	.6	1.8	.3	1.0	.2	
2005	99.2	99.3	98.1	100.0	-.6	.1	-1.2	1.9	.4	1.0	-1.1	.2	
2006	99.4	98.7	99.8	101.1	-.6	-.7	1.1	1.3	.2	-.6	1.7	1.1	
2007	100.3	99.5	100.5	100.4	-.8	-.8	1.0	-.1	-.9	.8	.7	-.7	
2008	99.7	98.2	99.3	104.0	-.7	-1.5	1.1	4.7	-.6	-1.3	-1.2	3.6	
2009	103.4	102.4	102.9	103.3	-.6	-1.0	.5	.4	3.7	4.3	3.6	-.7	
2010	102.8	103.2	103.4	103.5	-.5	.4	.2	.1	-.6	.8	.5	.2	
2011	101.8	101.2	101.2	102.1	-1.6	-.6	.0	.9	-1.0	-1.9	-2.1	-1.4	
2012	100.7	101.0	100.6	101.8	-1.4	.3	-.4	1.2	-1.1	-.2	-.6	-.3	
2013	100.8	100.9	101.1	101.9	-1.0	.1	.2	.8	.1	-.1	.5	.1	
2014	101.0	100.5	100.9	102.8	-.9	-.5	.4	1.9	.2	-.4	-.2	.9	
2015	102.7	102.2	103.0	104.1	-.1	-.5	.8	1.1	1.7	1.7	2.1	1.3	
2016	104.0	103.5	103.8	104.6	-.1	-.5	.3	.8	1.3	1.3	.8	.5	
2017	104.2	104.3	103.9	104.7	-.4	.1	-.4	.8	.2	.8	.1	.1	
2018	103.9	103.6	103.8	105.5	-.8	-.3	.2	1.6	-.3	-.7	-.1	.8	
2019	104.8	104.7	105.0	105.6	-.7	-.1	.3	.6	.9	1.1	1.2	.1	
2020	105.9	106.6	106.1	106.6	.3	.7	-.5	.5	1.0	1.8	1.0	.9	
2021	106.0	104.3	104.4	104.7	-.6	-1.6	.1	.3	.1	-2.2	-1.6	-1.8	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Hospitals													
2022	103.0	—	—	—	-1.6	—	—	—	-2.8	—	—	—	—
Nursing and residential care facilities													
2001	95.5	94.9	97.4	99.3	.4	-0.6	2.6	2.0	2.8	1.6	3.3	4.4	
2002	99.2	99.6	99.7	100.5	-.1	.4	.1	.8	3.9	5.0	2.4	1.2	
2003	99.4	100.4	100.2	101.1	-1.1	1.0	-.2	.9	.2	.8	.5	.6	
2004	100.3	99.4	99.9	100.4	-.8	-.9	.5	.5	-.9	-1.0	-.3	-.7	
2005	99.5	99.5	98.1	100.0	-.9	.0	-1.4	1.9	-.8	.1	-1.8	-.4	
2006	99.2	98.2	99.1	100.8	-.8	-1.0	.9	1.7	-.3	-1.3	1.0	.8	
2007	99.8	99.0	99.9	99.8	-1.0	-.8	.9	-.1	.6	.8	.8	-1.0	
2008	99.0	97.2	98.0	102.7	-.8	-1.8	.8	4.8	-.8	-1.8	-1.9	2.9	
2009	102.1	100.9	101.3	101.6	-.6	-1.2	.4	.3	3.1	3.8	3.4	-1.1	
2010	101.1	101.1	101.3	101.0	-.5	.0	.2	-.3	-1.0	.2	.0	-.6	
2011	99.3	98.8	98.5	99.1	-1.7	-.5	-.3	.6	-1.8	-2.3	-2.8	-1.9	
2012	97.9	98.0	97.5	98.5	-1.2	.1	-.5	1.0	-1.4	-.8	-1.0	-.6	
2013	97.4	97.4	97.3	98.2	-1.1	.0	-.1	.9	-.5	-.6	-.2	-.3	
2014	97.1	96.4	96.9	98.7	-1.1	-.7	.5	1.9	-.3	-1.0	-.4	.5	
2015	98.7	98.3	99.2	100.2	.0	-.4	.9	1.0	1.6	2.0	2.4	1.5	
2016	100.2	99.6	100.2	100.9	.0	-.6	.6	.7	1.5	1.3	1.0	.7	
2017	100.7	100.9	100.8	101.6	-.2	.2	-.1	.8	.5	1.3	.6	.7	
2018	101.3	101.0	101.6	102.9	-.3	-.3	.6	1.3	.6	.1	.8	1.3	
2019	102.5	102.3	102.7	103.2	-.4	-.2	.4	.5	1.2	1.3	1.1	.3	
2020	103.9	104.8	104.7	105.5	.7	.9	-.1	.8	1.4	2.4	1.9	2.2	
2021	105.0	103.7	104.7	105.1	-.5	-1.2	1.0	.4	1.1	-1.0	.0	-.4	
2022	103.8	—	—	—	-1.2	—	—	—	-1.1	—	—	—	
Nursing care facilities ¹													
2006	99.2	98.2	99.0	100.6	-.8	-1.0	.8	1.6	—	—	—	.6	
2007	99.9	99.0	100.0	99.7	-.7	-.9	1.0	-.3	.7	.8	1.0	-.9	
2008	98.9	97.2	98.1	102.6	-.8	-1.7	.9	4.6	-1.0	-1.8	-1.9	2.9	
2009	102.0	100.8	101.3	101.6	-.6	-1.2	.5	.3	3.1	3.7	3.3	-1.0	
2010	101.3	101.4	101.6	101.2	-.3	.1	.2	-.4	-.7	.6	.3	-.4	
2011	99.6	99.2	98.8	99.3	-1.6	-.4	-.4	.5	-1.7	-2.2	-2.8	-1.9	
2012	98.1	98.2	97.6	98.4	-1.2	.1	-.6	.8	-1.5	-1.0	-1.2	-.9	
2013	97.4	97.3	97.3	98.1	-1.0	-.1	.0	.8	-.7	-.9	-.3	-.3	
2014	97.0	96.3	97.0	98.8	-1.1	-.7	.7	1.9	-.4	-1.0	-.3	.7	
2015	98.7	98.4	99.5	100.6	-.1	-.3	1.1	1.1	1.8	2.2	2.6	1.8	
2016	100.3	99.7	100.4	101.0	-.3	-.6	.7	.6	1.6	1.3	.9	.4	
2017	100.5	100.8	100.6	101.4	-.5	.3	-.2	.8	.2	1.1	.2	.4	
2018	100.9	100.5	101.1	102.6	-.5	-.4	.6	1.5	.4	-.3	.5	1.2	
2019	101.9	101.7	101.9	102.5	-.7	-.2	.2	.6	1.0	1.2	.8	-.1	
2020	103.1	104.0	103.8	104.8	.6	.9	-.2	1.0	1.2	2.3	1.9	2.2	
2021	104.3	103.1	104.1	104.2	-.5	-1.2	1.0	.1	1.2	-.9	.3	-.6	
2022	102.8	—	—	—	-1.3	—	—	—	-1.4	—	—	—	
Leisure and hospitality													
2001	102.2	101.8	102.5	103.9	-.3	-.4	.7	1.4	.0	-.9	.2	1.4	
2002	103.4	103.3	103.1	103.6	-.5	-.1	-.2	.5	1.2	1.5	.6	-.3	
2003	102.4	102.8	102.3	103.4	-1.2	.4	-.5	1.1	-1.0	-.5	-.8	-.2	
2004	102.0	101.0	100.8	100.9	-1.4	-1.0	-.2	.1	-.4	-1.8	-1.5	-2.4	
2005	100.1	100.0	98.5	100.0	-.8	-.1	-1.5	1.5	-1.9	-1.0	-2.3	-.9	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Leisure and hospitality												
2006	99.1	98.2	99.2	101.1	-0.9	-0.9	1.0	1.9	-1.0	-1.8	0.7	1.1
2007	101.2	100.4	102.0	101.9	.1	-.8	1.6	-.1	2.1	2.2	2.8	.8
2008	101.1	98.8	100.2	105.1	-.8	-2.3	1.4	4.9	-.1	-1.6	-1.8	3.1
2009	104.7	102.9	103.6	103.7	-.4	-1.7	.7	.1	3.6	4.1	3.4	-1.3
2010	103.5	103.2	103.4	103.3	-.2	-.3	.2	-.1	-1.1	.3	-.2	-.4
2011	101.4	100.3	100.4	101.0	-1.8	-1.1	.1	.6	-2.0	-2.8	-2.9	-2.2
2012	99.6	100.0	99.2	100.3	-1.4	.4	-.8	1.1	-1.8	-.3	-1.2	-.7
2013	99.1	99.0	99.0	99.8	-1.2	-.1	.0	.8	-.5	-1.0	-.2	-.5
2014	99.0	98.3	99.4	101.1	-.8	-.7	1.1	1.7	-.1	-.7	.4	1.3
2015	101.4	100.7	101.0	102.3	.3	-.7	.3	1.3	2.4	2.4	1.6	1.2
2016	102.8	102.5	103.4	103.8	.5	-.3	.9	.4	1.4	1.8	2.4	1.5
2017	105.1	105.0	104.8	105.7	1.3	-.1	-.2	.9	2.2	2.4	1.4	1.8
2018	106.2	105.6	106.4	108.5	.5	-.6	.8	2.0	1.0	.6	1.5	2.6
2019	108.4	108.2	108.5	109.8	-.1	-.2	.3	1.2	2.1	2.5	2.0	1.2
2020	110.9	111.8	111.9	112.2	1.0	.8	.1	.3	2.3	3.3	3.1	2.2
2021	112.7	112.5	114.2	114.1	.4	-.2	1.5	-.1	1.6	.6	2.1	1.7
2022	113.2	—	—	—	-.8	—	—	—	.4	—	—	—
Accommodation and food services												
2001	99.6	98.5	100.1	101.7	-.7	-1.1	1.6	1.6	-.2	-1.5	.4	1.4
2002	101.6	101.3	101.5	102.1	-.1	-.3	.2	.6	2.0	2.8	1.4	.4
2003	101.6	102.2	102.0	102.8	-.5	.6	-.2	.8	.0	.9	.5	.7
2004	101.2	100.1	100.2	100.8	-1.6	-1.1	.1	.6	-.4	-2.1	-1.8	-1.9
2005	99.6	99.4	98.3	100.0	-1.2	-.2	-1.1	1.7	-1.6	-.7	-1.9	-.8
2006	99.0	98.2	99.1	101.2	-1.0	-.8	.9	2.1	-.6	-1.2	.8	1.2
2007	101.6	100.6	102.4	102.1	.4	-1.0	1.8	-.3	2.6	2.4	3.3	.9
2008	101.4	99.3	100.7	105.6	-.7	-2.1	1.4	4.9	-.2	-1.3	-1.7	3.4
2009	105.2	103.3	104.1	104.2	-.4	-1.8	.8	.1	3.7	4.0	3.4	-1.3
2010	103.7	103.5	103.7	103.5	-.5	-.2	.2	-.2	-1.4	.2	-.4	-.7
2011	101.9	100.8	100.9	101.6	-1.5	-1.1	.1	.7	-1.7	-2.6	-2.7	-1.8
2012	100.1	100.5	99.7	100.9	-1.5	.4	-.8	1.2	-1.8	-.3	-1.2	-.7
2013	99.5	99.4	99.5	100.2	-1.4	-.1	.1	.7	-.6	-1.1	-.2	-.7
2014	99.3	98.5	99.6	101.4	-.9	-.8	1.1	1.8	-.2	-.9	.1	1.2
2015	101.7	100.7	101.3	102.5	.3	-1.0	.6	1.2	2.4	2.2	1.7	1.1
2016	103.2	103.0	104.1	104.5	.7	-.2	1.1	.4	1.5	2.3	2.8	2.0
2017	105.7	105.7	105.3	106.2	1.1	.0	-.4	.9	2.4	2.6	1.2	1.6
2018	106.8	106.2	106.9	108.7	.6	-.6	.7	1.7	1.0	.5	1.5	2.4
2019	108.9	109.1	109.6	110.9	.2	.2	.5	1.2	2.0	2.7	2.5	2.0
2020	112.1	113.1	113.5	114.1	1.1	.9	.4	.5	2.9	3.7	3.6	2.9
2021	114.7	114.7	116.4	116.5	.5	.0	1.5	.1	2.3	1.4	2.6	2.1
2022	115.6	—	—	—	-.8	—	—	—	.8	—	—	—
Other services, except public administration												
2001	95.7	95.0	96.3	97.8	-.1	-.7	1.4	1.6	.4	-.1	.8	2.1
2002	98.4	99.3	100.3	99.7	.6	.9	1.0	-.6	2.8	4.5	4.2	1.9
2003	98.1	99.3	99.0	100.3	-1.6	1.2	-.3	1.3	-.3	.0	-1.3	.6
2004	99.8	99.9	100.2	100.4	-.5	.1	.3	.2	1.7	.6	1.2	.1
2005	99.5	99.5	98.8	100.0	-.9	.0	-.7	1.2	-.3	-.4	-1.4	-.4
2006	99.8	99.5	100.3	101.3	-.2	-.3	.8	1.0	.3	.0	1.5	1.3

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Other services, except public administration													
2007	101.3	100.2	101.3	101.1	0.0	-1.1	1.1	-0.2	1.5	0.7	1.0	-0.2	
2008	100.6	98.8	99.3	103.3	-.5	-1.8	.5	4.0	-.7	-1.4	-2.0	2.2	
2009	103.1	101.7	102.5	102.2	-.2	-1.4	.8	-.3	2.5	2.9	3.2	-1.1	
2010	101.5	101.7	102.2	101.6	-.7	.2	.5	-.6	-1.6	.0	-.3	-.6	
2011	100.6	99.5	99.5	100.5	-1.0	-1.1	.0	1.0	-.9	-2.2	-2.6	-1.1	
2012	99.6	99.7	99.3	100.0	-.9	.1	-.4	.7	-1.0	.2	-.2	-.5	
2013	100.1	100.6	100.6	102.0	.1	.5	.0	1.4	.5	.9	1.3	2.0	
2014	100.6	100.0	101.1	102.1	-1.4	-.6	1.1	1.0	.5	-.6	.5	.1	
2015	102.9	102.4	103.4	104.2	.8	-.5	1.0	.8	2.3	2.4	2.3	2.1	
2016	103.9	103.7	104.7	104.9	-.3	-.2	1.0	.2	1.0	1.3	1.3	.7	
2017	104.5	104.6	104.9	105.3	-.4	.1	.3	.4	.6	.9	.2	.4	
2018	105.0	104.7	104.7	106.1	-.3	-.3	.0	1.3	.5	.1	-.2	.8	
2019	106.1	106.4	106.1	107.1	.0	.3	-.3	.9	1.0	1.6	1.3	.9	
2020	107.5	108.2	108.0	108.2	.4	.7	-.2	.2	1.3	1.7	1.8	1.0	
2021	108.0	107.0	107.7	107.2	-.2	-.9	.7	-.5	.5	-1.1	-.3	-.9	
2022	105.8	—	—	—	-1.3	—	—	—	-2.0	—	—	—	

¹ The index for this series is not strictly comparable with other series in this table.

² Includes the following occupational groups: management, business, and financial; professional and related; sales and related; and office and administrative support.

³ Includes the following occupational groups: farming, fishing, and forestry; construction and extraction; installation, maintenance, and repair; production; and transportation and material moving.

⁴ Includes mining, construction, and manufacturing.

⁵ Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; and other services, except public administration.

NOTE: Dashes indicate data not available.

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

(Not seasonally adjusted)

Bargaining status, census region and division, and metropolitan area status	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Bargaining status												
Union												
2001	96.6	96.6	97.4	99.8	-0.6	0.0	0.8	2.5	0.6	0.4	0.8	2.7
2002	99.3	99.6	99.9	100.7	-.5	.3	.3	.8	2.8	3.1	2.6	.9
2003	99.4	100.5	100.3	101.3	-1.3	1.1	-.2	1.0	.1	.9	.4	.6
2004	100.4	100.0	100.7	100.9	-.9	-.4	.7	.2	1.0	-.5	.4	-.4
2005	99.6	99.9	98.5	100.0	-1.3	.3	-1.4	1.5	-.8	-.1	-2.2	-.9
2006	98.8	98.1	98.7	99.7	-1.2	-.7	.6	1.0	-.8	-1.8	.2	-.3
2007	98.5	97.9	98.6	98.1	-1.2	-.6	.7	-.5	-.3	-.2	-.1	-1.6
2008	97.3	96.0	96.7	101.2	-.8	-1.3	.7	4.7	-1.2	-1.9	-1.9	3.2
2009	100.6	100.0	100.5	101.0	-.6	-.6	.5	.5	3.4	4.2	3.9	-.2
2010	100.8	101.2	101.5	101.4	-.2	.4	.3	-.1	.2	1.2	1.0	.4
2011	100.1	99.4	99.4	100.2	-1.3	-.7	.0	.8	-.7	-1.8	-2.1	-1.2
2012	99.2	99.7	99.4	100.6	-1.0	.5	-.3	1.2	-.9	.3	.0	.4
2013	100.1	100.3	100.5	101.1	-.5	.2	.2	.6	.9	.6	1.1	.5
2014	100.4	100.1	101.0	103.2	-.7	-.3	.9	2.2	.3	-.2	.5	2.1
2015	103.1	102.7	103.2	104.4	-.1	-.4	.5	1.2	2.7	2.6	2.2	1.2
2016	104.4	103.5	103.7	103.8	.0	-.9	.2	.1	1.3	.8	.5	-.6
2017	103.8	103.8	103.6	104.5	.0	.0	-.2	.9	-.6	.3	-.1	.7
2018	103.8	103.7	104.1	105.4	-.7	-.1	.4	1.2	.0	-.1	.5	.9
2019	105.1	105.2	105.8	106.6	-.3	.1	.6	.8	1.3	1.4	1.6	1.1
2020	106.9	107.8	107.5	108.1	.3	.8	-.3	.6	1.7	2.5	1.6	1.4
2021	107.4	105.7	105.6	104.9	-.6	-1.6	-.1	-.7	.5	-1.9	-1.8	-3.0
2022	102.5	—	—	—	-2.3	—	—	—	-4.6	—	—	—
Blue-collar occupations ¹												
2001	97.3	97.4	98.2	100.4	-.6	.1	.8	2.2	.9	.7	.9	2.6
2002	99.8	100.2	100.4	101.2	-.6	.4	.2	.8	2.6	2.9	2.2	.8
2003	99.7	100.9	100.7	101.7	-1.5	1.2	-.2	1.0	-.1	.7	.3	.5
2004	100.6	100.2	101.0	101.0	-1.1	-.4	.8	.0	.9	-.7	.3	-.7
2005	99.6	99.8	98.4	100.0	-1.4	.2	-1.4	1.6	-1.0	-.4	-2.6	-1.0
2006	98.7	98.0	98.5	99.4	-1.3	-.7	.5	.9	-.9	-1.8	.1	-.6
Goods-producing industries ²												
2001	97.4	97.5	98.1	99.7	-.5	.1	.6	1.6	1.0	.8	.8	1.8
2002	99.1	99.4	99.7	100.5	-.6	.3	.3	.8	1.7	1.9	1.6	.8
2003	99.3	100.8	100.4	101.4	-1.2	1.5	-.4	1.0	.2	1.4	.7	.9
2004	100.2	99.9	100.5	100.4	-1.2	-.3	.6	-.1	.9	-.9	.1	-1.0
2005	99.3	99.6	98.2	100.0	-1.1	.3	-1.4	1.8	-.9	-.3	-2.3	-.4
2006	99.0	98.5	98.8	99.8	-1.0	-.5	.3	1.0	-.3	-1.1	.6	-.2
2007	98.4	97.9	98.4	97.7	-1.4	-.5	.5	-.7	-.6	-.6	-.4	-2.1
2008	96.9	95.7	96.3	100.8	-.8	-1.2	.6	4.7	-1.5	-2.2	-2.1	3.2
2009	100.1	99.3	99.7	100.1	-.7	-.8	.4	.4	3.3	3.8	3.5	-.7
2010	99.7	100.0	100.1	99.8	-.4	.3	.1	-.3	-.4	.7	.4	-.3
2011	98.4	97.8	97.8	98.5	-1.4	-.6	.0	.7	-1.3	-2.2	-2.3	-1.3
2012	97.4	97.6	97.3	98.5	-1.1	.2	-.3	1.2	-1.0	-.2	-.5	.0
2013	97.8	97.7	98.1	98.8	-.7	-.1	.4	.7	.4	.1	.8	.3
2014	98.0	97.6	98.4	100.1	-.8	-.4	.8	1.7	.2	-.1	.3	1.3
2015	100.0	99.5	100.2	101.4	-.1	-.5	.7	1.2	2.0	1.9	1.8	1.3
2016	101.1	100.7	100.8	101.6	-.3	-.4	.1	.8	1.1	1.2	.6	.2

See footnotes at end of table.

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

(Not seasonally adjusted)

Bargaining status, census region and division, and metropolitan area status	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Goods-producing industries²													
2017	101.1	101.3	101.1	101.9	-0.5	0.2	-0.2	0.8	0.0	0.6	0.3	0.3	0.3
2018	100.9	100.9	101.0	102.0	-1.0	.0	.1	1.0	-2	-4	-1	.1	.1
2019	101.3	101.6	102.0	102.7	-7	.3	.4	.7	.4	.7	1.0	.7	.7
2020	102.8	103.7	103.5	103.9	.1	.9	-2	.4	1.5	2.1	1.5	1.2	1.2
2021	103.0	101.7	101.5	100.6	-9	-1.3	-2	-9	.2	-1.9	-1.9	-3.2	-3.2
2022	98.2	—	—	—	-2.4	—	—	—	-4.7	—	—	—	—
Manufacturing													
2001	97.5	97.4	98.0	99.9	-4	-1	.6	1.9	.8	.7	.8	2.0	2.0
2002	99.4	99.3	99.6	100.7	-5	-1	.3	1.1	1.9	2.0	1.6	.8	.8
2003	99.7	100.9	100.5	101.4	-1.0	1.2	-4	.9	.3	1.6	.9	.7	.7
2004	100.3	99.8	100.5	100.4	-1.1	-5	.7	-1	.6	-1.1	.0	-1.0	-1.0
2005	99.3	99.5	98.0	100.0	-1.1	.2	-1.5	2.0	-1.0	-3	-2.5	-4	-4
2006	99.1	98.2	98.3	99.2	-9	-9	.1	.9	-2	-1.3	.3	-8	-8
2007	97.7	96.8	97.2	96.1	-1.5	-9	.4	-1.1	-1.4	-1.4	-1.1	-3.1	-3.1
2008	95.3	93.9	94.4	98.8	-8	-1.5	.5	4.7	-2.5	-3.0	-2.9	2.8	2.8
2009	98.1	97.1	97.5	97.8	-7	-1.0	.4	.3	2.9	3.4	3.3	-1.0	-1.0
2010	97.5	97.7	97.8	97.6	-3	.2	.1	-2	-6	.6	.3	-2	-2
2011	96.3	95.7	95.9	96.5	-1.3	-6	.2	.6	-1.2	-2.0	-1.9	-1.1	-1.1
2012	95.7	95.9	95.3	96.4	-8	.2	-6	1.2	-6	.2	-6	-1	-1
2013	95.9	96.0	96.2	97.0	-5	.1	.2	.8	.2	.1	.9	.6	.6
2014	96.3	96.0	96.4	98.0	-7	-3	.4	1.7	.4	.0	.2	1.0	1.0
2015	98.2	97.7	98.3	99.5	.2	-5	.6	1.2	2.0	1.8	2.0	1.5	1.5
2016	99.3	98.7	98.9	99.7	-2	-6	.2	.8	1.1	1.0	.6	.2	.2
2017	99.1	99.3	99.2	99.9	-6	.2	-1	.7	-2	.6	.3	.2	.2
2018	99.1	98.6	98.9	99.9	-8	-5	.3	1.0	.0	-7	-3	.0	.0
2019	99.1	98.8	99.3	100.2	-8	-3	.5	.9	.0	.2	.4	.3	.3
2020	100.5	101.9	101.9	102.4	.3	1.4	.0	.5	1.4	3.1	2.6	2.2	2.2
2021	101.6	100.3	100.4	99.8	-8	-1.3	.1	-6	1.1	-1.6	-1.5	-2.5	-2.5
2022	97.4	—	—	—	-2.4	—	—	—	-4.1	—	—	—	—
Blue-collar occupations¹													
2001	97.6	97.4	98.0	100.0	-3	-2	.6	2.0	.9	.7	.8	2.1	2.1
2002	99.3	99.3	99.6	100.7	-7	.0	.3	1.1	1.7	2.0	1.6	.7	.7
2003	99.7	100.9	100.5	101.5	-1.0	1.2	-4	1.0	.4	1.6	.9	.8	.8
2004	100.3	99.8	100.6	100.4	-1.2	-5	.8	-2	.6	-1.1	.1	-1.1	-1.1
2005	99.3	99.5	98.0	100.0	-1.1	.2	-1.5	2.0	-1.0	-3	-2.6	-4	-4
2006	99.1	98.1	98.2	99.0	-9	-1.0	.1	.8	-2	-1.4	.2	-1.0	-1.0
Service-providing industries³													
2001	96.0	95.9	96.9	99.8	-6	-1	1.0	3.0	.3	.1	.8	3.3	3.3
2002	99.4	99.8	100.0	100.9	-4	.4	.2	.9	3.5	4.1	3.2	1.1	1.1
2003	99.4	100.3	100.3	101.2	-1.5	.9	.0	.9	.0	.5	.3	.3	.3
2004	100.5	100.1	100.8	101.3	-7	-4	.7	.5	1.1	-2	.5	.1	.1
2005	99.9	100.1	98.7	100.0	-1.4	.2	-1.4	1.3	-6	.0	-2.1	-1.3	-1.3
2006	98.6	97.8	98.6	99.7	-1.4	-8	.8	1.1	-1.3	-2.3	-1	-3	-3
2007	98.6	98.0	98.7	98.3	-1.1	-6	.7	-4	.0	.2	.1	-1.4	-1.4
2008	97.5	96.2	96.9	101.4	-8	-1.3	.7	4.6	-1.1	-1.8	-1.8	3.2	3.2
2009	101.0	100.4	101.0	101.7	-4	-6	.6	.7	3.6	4.4	4.2	.3	.3
2010	101.7	102.1	102.5	102.5	.0	.4	.4	.0	.7	1.7	1.5	.8	.8

See footnotes at end of table.

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

(Not seasonally adjusted)

Bargaining status, census region and division, and metropolitan area status	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Service-providing industries³												
2011	101.2	100.5	100.5	101.4	-1.3	-0.7	0.0	0.9	-0.5	-1.6	-2.0	-1.1
2012	100.4	101.1	101.0	102.1	-1.0	.7	-1	1.1	-8	.6	.5	.7
2013	101.8	102.2	102.3	102.9	-3	.4	.1	.6	1.4	1.1	1.3	.8
2014	102.1	101.9	102.8	105.3	-8	-2	.9	2.4	.3	-3	.5	2.3
2015	105.3	104.9	105.3	106.5	.0	-4	.4	1.1	3.1	2.9	2.4	1.1
2016	106.7	105.5	105.8	105.5	.2	-1.1	.3	-3	1.3	.6	.5	-9
2017	105.7	105.6	105.4	106.4	.2	-1	-2	.9	-9	.1	-4	.9
2018	105.8	105.6	106.2	107.7	-6	-2	.6	1.4	.1	.0	.8	1.2
2019	107.5	107.6	108.4	109.2	-2	.1	.7	.7	1.6	1.9	2.1	1.4
2020	109.5	110.5	110.1	110.8	.3	.9	-4	.6	1.9	2.7	1.6	1.5
2021	110.2	108.2	108.3	107.6	-5	-1.8	.1	-6	.6	-2.1	-1.6	-2.9
2022	105.3	—	—	—	-2.1	—	—	—	-4.4	—	—	—
Nonunion												
2001	98.0	97.9	98.6	100.1	.0	-1	.7	1.5	.8	.3	.8	2.1
2002	99.9	100.3	100.1	100.3	-2	.4	-2	.2	1.9	2.5	1.5	.2
2003	99.7	100.7	100.8	101.6	-6	1.0	.1	.8	-2	.4	.7	1.3
2004	100.6	100.1	100.9	100.9	-1.0	-5	.8	.0	.9	-6	.1	-7
2005	100.1	100.1	98.5	100.0	-8	.0	-1.6	1.5	-5	.0	-2.4	-9
2006	99.3	98.7	99.6	100.7	-7	-6	.9	1.1	-8	-1.4	1.1	.7
2007	100.1	99.5	100.2	100.1	-6	-6	.7	-1	.8	.8	.6	-6
2008	99.4	97.8	98.4	102.6	-7	-1.6	.6	4.3	-7	-1.7	-1.8	2.5
2009	101.7	100.5	100.8	101.0	-9	-1.2	.3	.2	2.3	2.8	2.4	-1.6
2010	100.7	101.1	101.3	101.2	-3	.4	.2	-1	-1.0	.6	.5	.2
2011	99.7	99.2	99.1	99.9	-1.5	-5	-1	.8	-1.0	-1.9	-2.2	-1.3
2012	98.9	99.4	98.9	99.9	-1.0	.5	-5	1.0	-8	.2	-2	.0
2013	99.1	99.4	99.5	100.4	-8	.3	.1	.9	.2	.0	.6	.5
2014	99.3	99.3	100.1	101.8	-1.1	.0	.8	1.7	.2	-1	.6	1.4
2015	102.1	101.2	102.2	103.2	.3	-9	1.0	1.0	2.8	1.9	2.1	1.4
2016	103.3	102.9	103.2	103.6	.1	-4	.3	.4	1.2	1.7	1.0	.4
2017	103.5	103.7	103.7	104.2	-1	.2	.0	.5	.2	.8	.5	.6
2018	104.2	103.8	104.5	105.5	.0	-4	.7	1.0	.7	.1	.8	1.2
2019	105.3	105.1	105.8	106.2	-2	-2	.7	.4	1.1	1.3	1.2	.7
2020	107.1	107.6	107.1	107.7	.8	.5	-5	.6	1.7	2.4	1.2	1.4
2021	107.4	105.7	106.4	105.7	-3	-1.6	.7	-7	.3	-1.8	-7	-1.9
2022	104.1	—	—	—	-1.5	—	—	—	-3.1	—	—	—
Blue-collar occupations¹												
2001	99.1	98.9	99.9	101.1	.2	-2	1.0	1.2	1.0	.5	1.3	2.2
2002	100.8	101.0	100.8	101.2	-3	.2	-2	.4	1.7	2.1	.9	.1
2003	100.3	101.2	101.1	101.8	-9	.9	-1	.7	-5	.2	.3	.6
2004	100.8	100.3	100.9	101.0	-1.0	-5	.6	.1	.5	-9	-2	-8
2005	100.1	100.1	98.5	100.0	-9	.0	-1.6	1.5	-7	-2	-2.4	-1.0
2006	99.3	98.6	99.5	100.7	-7	-7	.9	1.2	-8	-1.5	1.0	.7
Goods-producing industries²												
2001	98.4	98.4	98.7	100.4	.0	.0	.3	1.7	1.0	.4	.6	2.0
2002	100.1	100.2	99.9	100.8	-3	.1	-3	.9	1.7	1.8	1.2	.4
2003	99.8	100.8	100.6	101.3	-1.0	1.0	-2	.7	-3	.6	.7	.5
2004	100.4	99.8	100.9	100.6	-9	-6	1.1	-3	.6	-1.0	.3	-7

See footnotes at end of table.

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

(Not seasonally adjusted)

Bargaining status, census region and division, and metropolitan area status	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Goods-producing industries²													
2005	99.8	99.9	98.6	100.0	-0.8	0.1	-1.3	1.4	-0.6	0.1	-2.3	-0.6	
2006	99.2	98.8	99.3	100.5	-8	-4	.5	1.2	-6	-1.1	.7	.5	
2007	99.9	99.2	99.8	99.7	-6	-7	.6	-1	-7	.4	.5	-8	
2008	99.2	97.5	98.1	102.3	-5	-1.7	.6	4.3	-7	-1.7	-1.7	2.6	
2009	101.3	100.1	100.2	100.3	-1.0	-1.2	.1	.1	2.1	2.7	2.1	-2.0	
2010	100.0	100.2	100.6	100.3	-3	.2	.4	-3	-1.3	.1	.4	.0	
2011	98.9	98.4	98.3	99.1	-1.4	-5	-1	.8	-1.1	-1.8	-2.3	-1.2	
2012	97.9	98.4	98.1	99.0	-1.2	.5	-3	.9	-1.0	.0	-2	-1	
2013	98.3	98.6	98.8	99.5	-7	.3	.2	.7	.4	.2	.7	.5	
2014	98.6	98.4	99.0	100.8	-9	-2	.6	1.8	.3	-2	.2	1.3	
2015	100.9	100.7	101.6	102.8	.1	-2	.9	1.2	2.3	2.3	2.6	2.0	
2016	102.8	102.3	102.7	103.2	.0	-5	.4	.5	1.9	1.6	1.1	.4	
2017	103.0	103.1	103.1	103.6	-2	.1	.0	.5	.2	.8	.4	.4	
2018	103.3	103.1	103.6	104.7	-3	-2	.5	1.1	.3	.0	.5	1.1	
2019	104.5	104.5	105.3	105.9	-2	.0	.8	.6	1.2	1.4	1.6	1.1	
2020	106.2	107.2	106.6	107.1	.3	.9	-6	.5	1.6	2.6	1.2	1.1	
2021	106.1	104.9	104.7	104.1	-9	-1.1	-2	-6	-1	-2.1	-1.8	-2.8	
2022	102.3	-	-	-	-1.7	-	-	-	-3.6	-	-	-	
Manufacturing													
2001	98.9	98.8	99.1	100.6	.1	-1	.3	1.5	.9	.2	.5	1.8	
2002	100.7	100.7	100.4	101.1	.1	.0	-3	.7	1.8	1.9	1.3	.5	
2003	100.4	101.3	100.9	101.6	-7	.9	-4	.7	-3	.6	.5	.5	
2004	100.6	100.1	101.1	100.9	-1.0	-5	1.0	-2	.2	-1.2	.2	-7	
2005	100.1	100.2	98.8	100.0	-8	.1	-1.4	1.2	-5	.1	-2.3	-9	
2006	99.2	98.7	99.0	100.0	-8	-5	.3	1.0	-9	-1.5	.2	.0	
2007	99.3	98.4	99.0	98.8	-7	-9	.6	-2	.1	-3	.0	-1.2	
2008	98.2	96.5	97.1	101.3	-6	-1.7	.6	4.3	-1.1	-1.9	-1.9	2.5	
2009	100.5	99.4	99.4	99.6	-8	-1.1	.0	.2	2.3	3.0	2.4	-1.7	
2010	99.3	99.7	100.1	99.9	-3	.4	.4	-2	-1.2	.3	.7	.3	
2011	98.7	98.2	98.0	98.8	-1.2	-5	-2	.8	-6	-1.5	-2.1	-1.1	
2012	97.9	98.3	98.0	98.9	-9	.4	-3	.9	-8	.1	.0	.1	
2013	98.3	98.7	98.8	99.5	-6	.4	.1	.7	.4	.4	.8	.6	
2014	98.8	98.7	99.2	101.0	-7	-1	.5	1.8	.5	.0	.4	1.5	
2015	101.3	101.1	101.9	103.0	.3	-2	.8	1.1	2.5	2.4	2.7	2.0	
2016	103.2	102.8	103.2	103.6	.2	-4	.4	.4	1.9	1.7	1.3	.6	
2017	103.4	103.5	103.4	104.0	-2	.1	-1	.6	.2	.7	.2	.4	
2018	103.6	103.4	103.7	105.0	-4	-2	.3	1.3	.2	-1	.3	1.0	
2019	104.9	104.9	105.3	106.0	-1	.0	.4	.7	1.3	1.5	1.5	1.0	
2020	106.5	107.2	106.5	107.1	.5	.7	-7	.6	1.5	2.2	1.1	1.0	
2021	106.2	104.9	104.9	104.1	-8	-1.2	.0	-8	-3	-2.1	-1.5	-2.8	
2022	102.7	-	-	-	-1.3	-	-	-	-3.3	-	-	-	
Blue-collar occupations¹													
2001	98.9	98.9	99.5	101.2	.0	.0	.6	1.7	.8	.5	1.0	2.3	
2002	101.1	101.2	100.8	101.6	-1	.1	-4	.8	2.2	2.3	1.3	.4	
2003	100.8	101.3	101.2	102.0	-8	.5	-1	.8	-3	.1	.4	.4	
2004	100.9	100.1	101.1	101.1	-1.1	-8	1.0	.0	.1	-1.2	-1	-9	
2005	100.4	100.4	98.7	100.0	-7	.0	-1.7	1.3	-5	.3	-2.4	-1.1	

See footnotes at end of table.

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

(Not seasonally adjusted)

Bargaining status, census region and division, and metropolitan area status	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Blue-collar occupations¹													
2006	99.2	98.4	99.2	100.3	-0.8	-0.8	0.8	1.1	-1.2	-2.0	0.5	0.3	
Service-providing industries³													
2001	97.8	97.8	98.6	100.1	-1	.0	.8	1.5	.6	.4	.9	2.2	
2002	99.9	100.3	100.1	100.2	-2	.4	-.2	.1	2.1	2.6	1.5	.1	
2003	99.7	100.7	100.9	101.7	-5	1.0	.2	.8	-2	.4	.8	1.5	
2004	100.6	100.2	100.9	101.0	-1.1	-.4	.7	.1	.9	-.5	.0	-.7	
2005	100.2	100.1	98.5	100.0	-.8	-.1	-1.6	1.5	-.4	-.1	-2.4	-1.0	
2006	99.3	98.7	99.6	100.8	-.7	-.6	.9	1.2	-.9	-1.4	1.1	.8	
2007	100.2	99.5	100.3	100.2	-.6	-.7	.8	-.1	.9	.8	.7	-.6	
2008	99.5	97.8	98.4	102.7	-.7	-1.7	.6	4.4	-.7	-1.7	-1.9	2.5	
2009	101.8	100.7	101.0	101.2	-.9	-1.1	.3	.2	2.3	3.0	2.6	-1.5	
2010	100.9	101.3	101.4	101.5	-.3	.4	.1	.1	-.9	.6	.4	.3	
2011	99.9	99.4	99.3	100.1	-1.6	-.5	-.1	.8	-1.0	-1.9	-2.1	-1.4	
2012	99.1	99.6	99.1	100.1	-1.0	.5	-.5	1.0	-.8	.2	-.2	.0	
2013	99.3	99.6	99.7	100.6	-.8	.3	.1	.9	.2	.0	.6	.5	
2014	99.5	99.5	100.3	102.0	-1.1	.0	.8	1.7	.2	-.1	.6	1.4	
2015	102.3	101.4	102.4	103.3	.3	-.9	1.0	.9	2.8	1.9	2.1	1.3	
2016	103.4	103.1	103.4	103.7	.1	-.3	.3	.3	1.1	1.7	1.0	.4	
2017	103.6	103.9	103.9	104.4	-.1	.3	.0	.5	.2	.8	.5	.7	
2018	104.4	104.0	104.8	105.7	.0	-.4	.8	.9	.8	.1	.9	1.2	
2019	105.5	105.3	105.9	106.3	-.2	-.2	.6	.4	1.1	1.2	1.0	.6	
2020	107.3	107.7	107.2	107.9	.9	.4	-.5	.7	1.7	2.3	1.2	1.5	
2021	107.8	105.9	106.8	106.1	-.1	-1.8	.8	-.7	.5	-1.7	-.4	-1.7	
2022	104.5	—	—	—	-1.5	—	—	—	-3.1	—	—	—	
Census region and division⁴													
Northeast													
2001	98.7	99.0	100.0	101.2	-.4	.3	1.0	1.2	.7	.4	1.1	2.1	
2002	100.8	101.2	100.5	100.9	-.4	.4	-.7	.4	2.1	2.3	.5	-.3	
2003	100.1	101.0	100.8	101.3	-.8	.9	-.2	.5	-.7	-.2	.3	.4	
2004	100.3	100.1	100.8	100.7	-1.0	-.2	.7	-.1	.2	-.9	.0	-.6	
2005	99.2	99.9	98.4	100.0	-1.5	.7	-1.5	1.6	-1.1	-.2	-2.4	-.7	
2006	99.0	98.1	99.0	100.1	-1.0	-.9	.9	1.1	-.2	-1.8	.6	.1	
2007	99.6	99.0	100.2	99.7	-.5	-.6	1.2	-.5	.6	.9	1.2	-.4	
2008	99.0	97.2	97.6	101.8	-.7	-1.8	.4	4.3	-.6	-1.8	-2.6	2.1	
2009	101.1	100.2	100.1	100.3	-.7	-.9	-.1	.2	2.1	3.1	2.6	-1.5	
2010	100.1	100.7	100.8	100.8	-.2	.6	.1	.0	-1.0	.5	.7	.5	
2011	99.4	99.1	98.7	99.6	-1.4	-.3	-.4	.9	-.7	-1.6	-2.1	-1.2	
2012	98.7	99.2	98.6	99.2	-.9	.5	-.6	.6	-.7	.1	-.1	-.4	
2013	98.9	99.5	99.1	99.8	-.3	.6	-.4	.7	.2	.3	.5	.6	
2014	98.9	99.4	100.5	101.9	-.9	.5	1.1	1.4	.0	-.1	1.4	2.1	
2015	103.6	101.5	102.6	103.6	1.7	-2.0	1.1	1.0	4.8	2.1	2.1	1.7	
2016	104.9	104.1	104.2	104.6	1.3	-.8	.1	.4	1.3	2.6	1.6	1.0	
2017	104.9	105.4	105.3	105.6	.3	.5	-.1	.3	.0	1.2	1.1	1.0	
2018	105.8	105.2	106.0	107.2	.2	-.6	.8	1.1	.9	-.2	.7	1.5	
2019	107.3	107.4	108.0	108.7	.1	.1	.6	.6	1.4	2.1	1.9	1.4	
2020	108.8	109.5	109.2	109.8	.1	.6	-.3	.5	1.4	2.0	1.1	1.0	

See footnotes at end of table.

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

(Not seasonally adjusted)

Bargaining status, census region and division, and metropolitan area status	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Census region and division⁴												
Northeast												
2021	110.2	108.0	109.1	108.5	0.4	-2.0	1.0	-0.5	1.3	-1.4	-0.1	-1.2
2022	107.2	—	—	—	-1.2	—	—	—	-2.7	—	—	—
New England												
2006	98.9	97.9	98.8	100.1	-1.1	-1.0	.9	1.3	—	—	—	.1
2007	99.2	98.9	99.7	99.5	-.9	-.3	.8	-.2	.3	1.0	.9	-.6
2008	98.7	96.7	97.2	102.4	-.8	-2.0	.5	5.3	-.5	-2.2	-2.5	2.9
2009	101.6	100.6	101.0	101.2	-.8	-1.0	.4	.2	2.9	4.0	3.9	-1.2
2010	100.9	101.4	101.4	101.6	-.3	.5	.0	.2	-.7	.8	.4	.4
2011	100.1	100.3	99.6	100.2	-1.5	.2	-.7	.6	-.8	-1.1	-1.8	-1.4
2012	99.4	99.9	99.5	100.2	-.8	.5	-.4	.7	-.7	-.4	-.1	.0
2013	99.7	100.7	100.6	102.0	-.5	1.0	-.1	1.4	.3	.8	1.1	1.8
2014	100.6	101.8	104.0	104.5	-1.4	1.2	2.2	.5	.9	1.1	3.4	2.5
2015	110.7	103.4	106.1	106.7	5.9	-6.6	2.6	.6	10.0	1.6	2.0	2.1
2016	109.9	108.6	107.0	107.7	3.0	-1.2	-1.5	.7	-.7	5.0	.8	.9
2017	108.4	108.9	109.3	109.6	.6	.5	.4	.3	-1.4	.3	2.1	1.8
2018	109.4	108.0	110.8	111.5	-.2	-1.3	2.6	.6	.9	-.8	1.4	1.7
2019	111.3	111.2	112.3	113.0	-.2	-.1	1.0	.6	1.7	3.0	1.4	1.3
2020	112.8	113.4	113.4	113.6	-.2	.5	.0	.2	1.3	2.0	1.0	.5
2021	113.8	112.5	113.4	112.5	.2	-1.1	.8	-.8	.9	-.8	.0	-1.0
2022	111.6	—	—	—	-.8	—	—	—	-1.9	—	—	—
Middle Atlantic												
2006	99.0	98.1	99.1	100.2	-1.0	-.9	1.0	1.1	—	—	—	.2
2007	99.7	99.1	100.4	99.9	-.5	-.6	1.3	-.5	.7	1.0	1.3	-.3
2008	99.1	97.4	97.8	101.5	-.8	-1.7	.4	3.8	-.6	-1.7	-2.6	1.6
2009	100.9	100.1	99.8	99.9	-.6	-.8	-.3	.1	1.8	2.8	2.0	-1.6
2010	99.7	100.4	100.7	100.5	-.2	.7	.3	-.2	-1.2	.3	.9	.6
2011	99.1	98.6	98.3	99.4	-1.4	-.5	-.3	1.1	-.6	-1.8	-2.4	-1.1
2012	98.4	98.9	98.3	98.8	-1.0	.5	-.6	.5	-.7	.3	.0	-.6
2013	98.5	99.0	98.5	98.9	-.3	.5	-.5	.4	.1	.1	.2	.1
2014	98.2	98.4	99.2	100.9	-.7	.2	.8	1.7	-.3	-.6	.7	2.0
2015	101.0	100.8	101.3	102.4	.1	-.2	.5	1.1	2.9	2.4	2.1	1.5
2016	103.0	102.4	103.1	103.4	.6	-.6	.7	.3	2.0	1.6	1.8	1.0
2017	103.5	104.0	103.8	104.1	.1	.5	-.2	.3	.5	1.6	.7	.7
2018	104.4	104.1	104.3	105.6	.3	-.3	.2	1.2	.9	.1	.5	1.4
2019	105.8	105.9	106.4	107.2	.2	.1	.5	.8	1.3	1.7	2.0	1.5
2020	107.3	108.1	107.6	108.4	.1	.7	-.5	.7	1.4	2.1	1.1	1.1
2021	108.9	106.4	107.5	107.0	.5	-2.3	1.0	-.5	1.5	-1.6	-.1	-1.3
2022	105.6	—	—	—	-1.3	—	—	—	-3.0	—	—	—
South												
2001	99.1	99.0	99.8	101.6	.1	-.1	.9	1.8	1.1	.4	1.3	2.5
2002	101.4	101.5	101.9	101.5	-.2	.1	.4	-.4	2.3	2.5	2.1	-.1
2003	100.1	100.9	101.2	101.8	-1.4	.8	.3	.5	-1.3	-.6	-.7	.2
2004	101.2	100.5	101.3	101.7	-.6	-.7	.8	.4	1.1	-.4	.1	-.1
2005	101.1	100.5	98.7	100.0	-.6	-.6	-1.8	1.3	-.1	.0	-2.6	-1.7

See footnotes at end of table.

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

(Not seasonally adjusted)

Bargaining status, census region and division, and metropolitan area status	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
South												
2006	99.6	98.4	99.9	101.1	-0.4	-1.2	1.5	1.2	-1.5	-2.1	1.2	1.1
2007	100.5	99.6	100.4	100.0	-6	-9	.8	-4	.9	1.2	.5	-1.1
2008	99.5	97.6	98.1	102.7	-5	-1.9	.5	4.7	-1.0	-2.0	-2.3	2.7
2009	101.8	100.6	101.3	101.2	-9	-1.2	.7	-1	2.3	3.1	3.3	-1.5
2010	100.7	101.1	101.4	101.4	-5	.4	.3	.0	-1.1	.5	.1	.2
2011	99.5	99.1	99.2	99.8	-1.9	-4	.1	.6	-1.2	-2.0	-2.2	-1.6
2012	98.8	99.5	99.1	100.4	-1.0	.7	-4	1.3	-7	.4	-1	.6
2013	99.6	99.9	99.9	100.6	-8	.3	.0	.7	.8	.4	.8	.2
2014	99.7	99.6	100.4	102.2	-9	-1	.8	1.8	.1	-3	.5	1.6
2015	102.2	101.7	102.7	103.5	.0	-5	1.0	.8	2.5	2.1	2.3	1.3
2016	103.2	102.8	103.0	102.9	-3	-4	.2	-1	1.0	1.1	.3	-6
2017	102.8	103.0	102.7	103.7	-1	.2	-3	1.0	-4	.2	-3	.8
2018	103.4	103.2	103.8	104.9	-3	-2	.6	1.1	.6	.2	1.1	1.2
2019	104.0	104.5	105.3	105.6	-9	.5	.8	.3	.6	1.3	1.4	.7
2020	106.0	107.4	106.4	107.1	.4	1.3	-9	.7	1.9	2.8	1.0	1.4
2021	106.5	105.1	105.9	104.8	-6	-1.3	.8	-1.0	.5	-2.1	-5	-2.1
2022	102.3	—	—	—	-2.4	—	—	—	-3.9	—	—	—
South Atlantic												
2006	99.9	98.7	100.2	101.4	-1	-1.2	1.5	1.2	—	—	—	1.4
2007	100.9	100.0	100.8	100.4	-5	-9	.8	-4	1.0	1.3	.6	-1.0
2008	99.9	98.0	98.5	103.0	-5	-1.9	.5	4.6	-1.0	-2.0	-2.3	2.6
2009	102.3	101.1	101.8	101.8	-7	-1.2	.7	.0	2.4	3.2	3.4	-1.2
2010	101.3	101.6	101.7	101.7	-5	.3	.1	.0	-1.0	.5	-1	-1
2011	99.8	99.4	99.5	100.1	-1.9	-4	.1	.6	-1.5	-2.2	-2.2	-1.6
2012	99.1	100.0	99.7	101.0	-1.0	.9	-3	1.3	-7	.6	.2	.9
2013	100.0	100.4	100.3	101.0	-1.0	.4	-1	.7	.9	.4	.6	.0
2014	100.2	100.1	100.8	102.7	-8	-1	.7	1.9	.2	-3	.5	1.7
2015	102.8	102.2	103.4	104.3	.1	-6	1.2	.9	2.6	2.1	2.6	1.6
2016	104.0	104.1	103.9	104.1	-3	.1	-2	.2	1.2	1.9	.5	-2
2017	104.0	104.3	104.0	105.2	-1	.3	-3	1.2	.0	.2	.1	1.1
2018	104.9	104.9	105.4	106.7	-3	.0	.5	1.2	.9	.6	1.3	1.4
2019	105.8	106.3	107.1	107.4	-8	.5	.8	.3	.9	1.3	1.6	.7
2020	107.6	109.3	108.4	109.2	.2	1.6	-8	.7	1.7	2.8	1.2	1.7
2021	108.9	107.1	107.3	106.3	-3	-1.7	.2	-9	1.2	-2.0	-1.0	-2.7
2022	103.7	—	—	—	-2.4	—	—	—	-4.8	—	—	—
East South Central												
2006	99.3	98.3	99.1	100.6	-7	-1.0	.8	1.5	—	—	—	.6
2007	100.1	98.5	99.5	99.3	-5	-1.6	1.0	-2	.8	.2	.4	-1.3
2008	98.6	96.6	97.4	101.8	-7	-2.0	.8	4.5	-1.5	-1.9	-2.1	2.5
2009	100.7	99.4	100.2	100.0	-1.1	-1.3	.8	-2	2.1	2.9	2.9	-1.8
2010	99.7	100.3	100.2	99.8	-3	.6	-1	-4	-1.0	.9	.0	-2
2011	98.5	97.9	97.9	98.3	-1.3	-6	.0	.4	-1.2	-2.4	-2.3	-1.5
2012	97.1	97.9	97.1	98.3	-1.2	.8	-8	1.2	-1.4	.0	-8	.0
2013	97.6	97.4	97.5	98.2	-7	-2	.1	.7	.5	-5	.4	-1
2014	97.3	97.0	97.5	99.3	-9	-3	.5	1.8	-3	-4	.0	1.1
2015	99.6	99.3	100.2	101.4	.3	-3	.9	1.2	2.4	2.4	2.8	2.1
2016	101.2	101.4	101.7	101.9	-2	.2	.3	.2	1.6	2.1	1.5	.5

See footnotes at end of table.

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

(Not seasonally adjusted)

Bargaining status, census region and division, and metropolitan area status	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
East South Central													
2017	102.0	101.9	102.4	102.5	0.1	-0.1	0.5	0.1	0.8	0.5	0.7	0.6	
2018	102.5	101.8	102.6	103.4	.0	-.7	.8	.8	.5	-.1	.2	.9	
2019	102.5	102.9	104.4	104.8	-.9	.4	1.5	.4	.0	1.1	1.8	1.4	
2020	105.0	105.9	104.9	105.0	.2	.9	-.9	.1	2.4	2.9	.5	.2	
2021	104.6	103.3	103.8	103.7	-.4	-1.2	.5	-.1	-.4	-2.5	-1.0	-1.2	
2022	101.9	—	—	—	-1.7	—	—	—	-2.6	—	—	—	
West South Central													
2006	99.2	98.0	99.7	101.0	-.8	-1.2	1.7	1.3	—	—	—	1.0	
2007	100.0	99.2	100.0	99.6	-1.0	-.8	.8	-.4	.8	1.2	.3	-1.4	
2008	99.2	97.4	97.8	102.6	-.4	-1.8	.4	4.9	-.8	-1.8	-2.2	3.0	
2009	101.6	100.1	100.8	100.6	-1.0	-1.5	.7	-.2	2.4	2.8	3.1	-1.9	
2010	100.2	100.7	101.3	101.5	-.4	.5	.6	.2	-1.4	.6	.5	.9	
2011	99.5	99.3	99.2	99.8	-2.0	-.2	-.1	.6	-.7	-1.4	-2.1	-1.7	
2012	98.8	99.4	98.9	100.3	-1.0	.6	-.5	1.4	-.7	.1	-.3	.5	
2013	99.6	100.0	100.1	101.0	-.7	.4	.1	.9	.8	.6	1.2	.7	
2014	99.8	99.8	100.8	102.4	-1.2	.0	1.0	1.6	.2	-.2	.7	1.4	
2015	102.1	102.0	102.4	103.0	-.3	-.1	.4	.6	2.3	2.2	1.6	.6	
2016	102.7	101.2	101.9	101.1	-.3	-1.5	.7	-.8	.6	-.8	-.5	-1.8	
2017	100.9	101.1	100.8	101.7	-.2	.2	-.3	.9	-1.8	-.1	-1.1	.6	
2018	101.1	100.9	101.6	102.4	-.6	-.2	.7	.8	.2	-.2	.8	.7	
2019	101.6	102.0	102.6	102.8	-.8	.4	.6	.2	.5	1.1	1.0	.4	
2020	103.7	104.7	103.7	104.3	.9	1.0	-1.0	.6	2.1	2.6	1.1	1.5	
2021	103.3	102.6	104.5	102.8	-1.0	-.7	1.9	-1.6	-.4	-2.0	.8	-1.4	
2022	100.2	—	—	—	-2.5	—	—	—	-3.0	—	—	—	
Midwest													
2001	95.9	95.6	96.0	98.1	-.1	-.3	.4	2.2	.9	1.0	.4	2.2	
2002	98.7	98.5	98.3	99.1	.6	-.2	-.2	.8	2.9	3.0	2.4	1.0	
2003	100.1	100.8	100.7	101.6	1.0	.7	-.1	.9	1.4	2.3	2.4	2.5	
2004	100.2	99.5	100.1	100.2	-1.4	-.7	.6	.1	.1	-1.3	-.6	-1.4	
2005	99.6	99.2	97.9	100.0	-.6	-.4	-1.3	2.1	-.6	-.3	-2.1	-.2	
2006	99.2	99.1	99.9	100.9	-.8	-.1	.8	1.0	-.4	-.1	2.0	.9	
2007	100.1	99.4	99.7	100.0	-.8	-.7	.3	.3	.9	.3	-.2	-.9	
2008	99.0	97.6	97.8	102.7	-1.0	-1.4	.2	5.0	-1.1	-1.8	-1.9	2.7	
2009	101.8	100.3	100.5	100.7	-.9	-1.5	.2	.2	2.8	2.8	2.8	-1.9	
2010	100.5	100.8	100.8	100.8	-.2	.3	.0	.0	-1.3	.5	.3	.1	
2011	99.6	98.6	98.5	99.5	-1.2	-1.0	-.1	1.0	-.9	-2.2	-2.3	-1.3	
2012	98.6	99.0	98.4	99.6	-.9	.4	-.6	1.2	-1.0	.4	-.1	.1	
2013	98.7	98.3	99.1	100.5	-.9	-.4	.8	1.4	.1	-.7	.7	.9	
2014	98.8	98.6	99.4	101.4	-1.7	-.2	.8	2.0	.1	.3	.3	.9	
2015	101.6	101.2	102.3	103.7	.2	-.4	1.1	1.4	2.8	2.6	2.9	2.3	
2016	103.4	103.1	104.0	104.8	-.3	-.3	.9	.8	1.8	1.9	1.7	1.1	
2017	104.8	104.7	104.7	105.4	.0	-.1	.0	.7	1.4	1.6	.7	.6	
2018	105.4	104.8	105.8	107.5	.0	-.6	1.0	1.6	.6	.1	1.1	2.0	
2019	106.9	106.7	107.3	108.0	-.6	-.2	.6	.7	1.4	1.8	1.4	.5	
2020	109.6	109.4	108.8	109.7	1.5	-.2	-.5	.8	2.5	2.5	1.4	1.6	
2021	108.8	106.8	107.1	107.2	-.8	-1.8	.3	.1	-.7	-2.4	-1.6	-2.3	
2022	105.8	—	—	—	-1.3	—	—	—	-2.8	—	—	—	

See footnotes at end of table.

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

(Not seasonally adjusted)

Bargaining status, census region and division, and metropolitan area status	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
East North Central													
2006	99.1	99.1	99.8	100.8	-0.9	0.0	0.7	1.0	-	-	-	0.8	
2007	100.0	99.4	99.5	99.8	-8	-6	.1	.3	0.9	0.3	-0.3	-1.0	
2008	98.5	97.1	97.3	102.1	-1.3	-1.4	.2	4.9	-1.5	-2.3	-2.2	2.3	
2009	101.0	99.5	99.7	99.9	-1.1	-1.5	.2	.2	2.5	2.5	2.5	-2.2	
2010	99.8	100.1	100.0	100.0	-1	.3	-1	.0	-1.2	.6	.3	.1	
2011	98.8	97.8	97.8	98.6	-1.2	-1.0	.0	.8	-1.0	-2.3	-2.2	-1.4	
2012	97.7	98.0	97.3	98.3	-9	.3	-7	1.0	-1.1	.2	-5	-3	
2013	97.4	97.2	97.9	99.2	-9	-2	.7	1.3	-3	-8	.6	.9	
2014	97.6	97.3	98.0	100.0	-1.6	-3	.7	2.0	.2	.1	.1	.8	
2015	100.5	100.2	100.9	102.3	.5	-3	.7	1.4	3.0	3.0	3.0	2.3	
2016	102.1	101.7	102.3	103.2	-2	-4	.6	.9	1.6	1.5	1.4	.9	
2017	103.2	103.4	103.3	104.1	.0	.2	-1	.8	1.1	1.7	1.0	.9	
2018	104.1	103.4	104.5	106.2	.0	-7	1.1	1.6	.9	.0	1.2	2.0	
2019	105.8	105.4	105.9	106.7	-4	-4	.5	.8	1.6	1.9	1.3	.5	
2020	108.8	108.0	107.5	108.4	2.0	-7	-5	.8	2.8	2.5	1.5	1.6	
2021	107.4	105.5	105.9	105.9	-9	-1.8	.4	.0	-1.3	-2.3	-1.5	-2.3	
2022	104.6	-	-	-	-1.2	-	-	-	-2.6	-	-	-	
West North Central													
2006	99.4	99.2	100.3	101.0	-6	-2	1.1	.7	-	-	-	1.0	
2007	100.3	99.4	100.3	100.7	-7	-9	.9	.4	.9	.2	.0	-3	
2008	100.4	98.9	99.3	104.2	-3	-1.5	.4	4.9	.1	-5	-1.0	3.5	
2009	103.9	102.4	102.6	102.8	-3	-1.4	.2	.2	3.5	3.5	3.3	-1.3	
2010	102.4	102.6	102.8	102.9	-4	.2	.2	.1	-1.4	.2	.2	.1	
2011	101.5	100.6	100.4	101.8	-1.4	-9	-2	1.4	-9	-1.9	-2.3	-1.1	
2012	101.0	101.5	101.2	102.7	-8	.5	-3	1.5	-5	.9	.8	.9	
2013	101.6	101.1	101.8	103.5	-1.1	-5	.7	1.7	.6	-4	.6	.8	
2014	101.6	101.7	102.6	104.8	-1.8	.1	.9	2.1	.0	.6	.8	1.3	
2015	104.4	103.7	105.5	107.1	-4	-7	1.7	1.5	2.8	2.0	2.8	2.2	
2016	106.8	106.7	107.8	108.6	-3	-1	1.0	.7	2.3	2.9	2.2	1.4	
2017	108.6	107.9	108.0	108.7	.0	-6	.1	.6	1.7	1.1	.2	.1	
2018	108.5	108.3	109.1	110.6	-2	-2	.7	1.4	-1	.4	1.0	1.7	
2019	109.7	109.8	110.5	111.3	-8	.1	.6	.7	1.1	1.4	1.3	.6	
2020	111.7	112.6	112.0	112.9	.4	.8	-5	.8	1.8	2.6	1.4	1.4	
2021	112.1	110.1	110.2	110.3	-7	-1.8	.1	.1	.4	-2.2	-1.6	-2.3	
2022	108.6	-	-	-	-1.5	-	-	-	-3.1	-	-	-	
West													
2001	97.0	97.0	97.7	99.3	-2	.0	.7	1.6	.2	-3	.5	2.2	
2002	98.3	99.1	99.0	99.6	-1.0	.8	-1	.6	1.3	2.2	1.3	.3	
2003	98.2	99.8	100.3	101.4	-1.4	1.6	.5	1.1	-1	.7	1.4	1.8	
2004	100.3	100.3	100.9	100.9	-1.1	.0	.5	.0	2.1	.5	.5	-5	
2005	99.8	100.3	98.7	100.0	-1.1	.5	-1.6	1.3	-5	.0	-2.2	-9	
2006	98.9	98.9	98.9	100.1	-1.1	.0	.0	1.2	-9	-1.4	.2	.1	
2007	99.4	99.1	99.8	99.7	-7	-3	.7	-1	.5	.2	.9	-4	
2008	99.1	97.7	99.0	102.6	-6	-1.4	1.3	3.6	-3	-1.4	-8	2.9	
2009	101.7	100.8	100.9	101.8	-9	-9	.1	.9	2.6	3.2	1.9	-8	
2010	101.5	101.6	102.0	101.8	-3	.1	.4	-2	-2	.8	1.1	.0	
2011	100.3	100.0	100.0	100.8	-1.5	-3	.0	.8	-1.2	-1.6	-2.0	-1.0	
2012	99.4	99.8	99.5	100.3	-1.4	.4	-3	.8	-9	-2	-5	-5	

See footnotes at end of table.

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

(Not seasonally adjusted)

Bargaining status, census region and division, and metropolitan area status	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
West													
2013	99.4	100.0	100.2	101.0	-0.9	0.6	0.2	0.8	0.0	0.2	0.7	0.7	
2014	100.0	99.7	100.4	102.2	-1.0	-.3	.7	1.8	.6	-.3	.2	1.2	
2015	101.4	101.0	101.9	102.9	-.8	-.4	.9	1.0	1.4	1.3	1.5	.7	
2016	102.6	102.3	102.6	103.2	-.3	-.3	.3	.6	1.2	1.3	.7	.3	
2017	102.7	102.9	103.1	103.3	-.5	.2	.2	.2	.1	.6	.5	.1	
2018	103.1	103.0	103.5	103.9	-.2	-.1	.5	.4	.4	.1	.4	.6	
2019	104.2	103.5	103.9	104.1	.3	-.7	.4	.2	1.1	.5	.4	.2	
2020	105.3	105.3	105.5	105.9	1.2	.0	.2	.4	1.1	1.7	1.5	1.7	
2021	105.8	104.2	104.5	103.7	-.1	-1.5	.3	-.8	.5	-1.0	-.9	-2.1	
2022	102.5	—	—	—	-1.2	—	—	—	-3.1	—	—	—	
Mountain													
2006	98.7	98.6	98.9	100.1	-1.3	-.1	.3	1.2	—	—	—	.1	
2007	99.9	99.2	100.3	100.4	-.2	-.7	1.1	.1	1.2	.6	1.4	.3	
2008	99.6	98.5	99.8	103.4	-.8	-1.1	1.3	3.6	-.3	-.7	-.5	3.0	
2009	102.2	101.3	101.6	102.1	-1.2	-.9	.3	.5	2.6	2.8	1.8	-1.3	
2010	101.7	102.4	103.1	102.4	-.4	.7	.7	-.7	-.5	1.1	1.5	.3	
2011	100.4	100.0	100.4	101.0	-2.0	-.4	.4	.6	-1.3	-2.3	-2.6	-1.4	
2012	99.3	99.5	99.4	99.3	-1.7	.2	-.1	-.1	-1.1	-.5	-1.0	-1.7	
2013	98.5	99.7	99.8	100.6	-.8	1.2	.1	.8	-.8	.2	.4	1.3	
2014	99.5	99.7	99.9	101.6	-1.1	.2	.2	1.7	1.0	.0	.1	1.0	
2015	101.3	100.7	101.6	102.6	-.3	-.6	.9	1.0	1.8	1.0	1.7	1.0	
2016	101.4	101.5	101.4	101.8	-1.2	.1	-.1	.4	.1	.8	-.2	-.8	
2017	101.2	101.6	101.4	101.6	-.6	.4	-.2	.2	-.2	.1	.0	-.2	
2018	101.5	101.2	101.3	101.9	-.1	-.3	.1	.6	.3	-.4	-.1	.3	
2019	101.9	101.5	102.1	102.0	.0	-.4	.6	-.1	.4	.3	.8	.1	
2020	102.8	103.5	103.3	103.8	.8	.7	-.2	.5	.9	2.0	1.2	1.8	
2021	103.5	102.4	102.7	102.6	-.3	-1.1	.3	-.1	.7	-1.1	-.6	-1.2	
2022	101.3	—	—	—	-1.3	—	—	—	-2.1	—	—	—	
Pacific													
2006	98.9	99.1	98.9	100.1	-1.1	.2	-.2	1.2	—	—	—	.1	
2007	99.3	99.0	99.6	99.5	-.8	-.3	.6	-.1	.4	-.1	.7	-.6	
2008	98.9	97.4	98.7	102.3	-.6	-1.5	1.3	3.6	-.4	-1.6	-.9	2.8	
2009	101.5	100.6	100.7	101.7	-.8	-.9	.1	1.0	2.6	3.3	2.0	-.6	
2010	101.4	101.4	101.6	101.6	-.3	.0	.2	.0	-.1	.8	.9	-.1	
2011	100.3	100.1	99.8	100.8	-1.3	-.2	-.3	1.0	-1.1	-1.3	-1.8	-.8	
2012	99.6	99.9	99.7	100.8	-1.2	.3	-.2	1.1	-.7	-.2	-.1	.0	
2013	99.8	100.2	100.5	101.2	-1.0	.4	.3	.7	.2	.3	.8	.4	
2014	100.2	99.7	100.7	102.5	-1.0	-.5	1.0	1.8	.4	-.5	.2	1.3	
2015	101.5	101.2	102.0	103.0	-1.0	-.3	.8	1.0	1.3	1.5	1.3	.5	
2016	103.1	102.8	103.2	103.8	.1	-.3	.4	.6	1.6	1.6	1.2	.8	
2017	103.3	103.5	103.8	104.0	-.5	.2	.3	.2	.2	.7	.6	.2	
2018	103.9	103.8	104.4	104.8	-.1	-.1	.6	.4	.6	.3	.6	.8	
2019	105.2	104.4	104.7	105.1	.4	-.8	.3	.4	1.3	.6	.3	.3	
2020	106.4	106.1	106.4	106.9	1.2	-.3	.3	.5	1.1	1.6	1.6	1.7	
2021	106.7	105.1	105.3	104.3	-.2	-1.5	.2	-.9	.3	-.9	-1.0	-2.4	
2022	103.1	—	—	—	-1.2	—	—	—	-3.4	—	—	—	

See footnotes at end of table.

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

(Not seasonally adjusted)

Bargaining status, census region and division, and metropolitan area status	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Metropolitan area status												
Metropolitan areas												
2006	99.2	98.6	99.5	100.6	-0.8	-0.6	0.9	1.1	—	—	—	0.6
2007	99.9	99.3	100.0	99.8	-7	-6	.7	-2	0.7	0.7	0.5	-8
2008	99.1	97.5	98.1	—	-7	-1.6	.6	—	-8	-1.8	-1.9	—
Nonmetropolitan areas												
2006	99.4	98.5	99.5	100.9	-6	-9	1.0	1.4	—	—	—	.9
2007	100.0	99.3	100.2	100.3	-9	-7	.9	.1	.6	.8	.7	-6
2008	99.6	97.9	98.8	—	-7	-1.7	.9	—	-4	-1.4	-1.4	—

¹ Includes the following occupational groups: farming, fishing, and forestry; construction and extraction; installation, maintenance, and repair; production; and transportation and material moving.

² Includes mining, construction, and manufacturing.

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

⁴ The census divisions are defined as follows: New England: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island and Vermont; Middle Atlantic: New Jersey, New York, and Pennsylvania; South Atlantic: Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, and West Virginia; East South Central: Alabama, Kentucky, Mississippi, and Tennessee; West South Central: Arkansas, Louisiana, Oklahoma, and Texas; East North Central: Illinois, Indiana, Michigan, Ohio, and Wisconsin; West North Central: Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota; Mountain: Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming; and Pacific: Alaska, California, Hawaii, Oregon, and Washington.

NOTE: The indexes for these series are not strictly comparable to those for the aggregate, occupation, and industry series. Dashes indicate data not available.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
State and local government workers													
All workers													
2001	97.8	97.3	99.0	100.4	-0.5	-0.5	1.7	1.4	0.5	0.5	1.2	2.1	
2002	99.6	99.3	100.5	101.1	-0.8	-0.3	1.2	0.6	1.8	2.1	1.5	0.7	
2003	99.8	100.3	100.6	101.5	-1.3	0.5	0.3	0.9	0.2	1.0	0.1	0.4	
2004	100.2	99.1	100.1	100.3	-1.3	-1.1	1.0	0.2	0.4	-1.2	-0.5	-1.2	
2005	99.4	99.0	98.1	100.0	-0.9	-0.4	-0.9	1.9	-0.8	-0.1	-2.0	-0.3	
2006	98.8	97.8	99.7	101.0	-1.2	-1.0	1.9	1.3	-0.6	-1.2	1.6	1.0	
2007	99.8	98.7	100.4	100.4	-1.2	-1.1	1.7	0.0	1.0	0.9	0.7	-0.6	
2008	99.3	97.3	99.0	103.4	-1.1	-2.0	1.7	4.4	-0.5	-1.4	-1.4	3.0	
2009	102.6	101.6	102.3	102.5	-0.8	-1.0	0.7	0.2	3.3	4.4	3.3	-0.9	
2010	101.9	101.9	102.3	102.2	-0.6	0.0	0.4	-0.1	-0.7	0.3	0.0	-0.3	
2011	100.5	99.5	99.5	100.2	-1.7	-1.0	0.0	0.7	-1.4	-2.4	-2.7	-2.0	
2012	98.9	98.9	98.6	99.6	-1.3	0.0	-0.3	1.0	-1.6	-0.6	-0.9	-0.6	
2013	98.4	98.2	98.4	99.2	-1.2	-0.2	0.2	0.8	-0.5	-0.7	-0.2	-0.4	
2014	98.1	97.5	98.4	100.1	-1.1	-0.6	0.9	1.7	-0.3	-0.7	0.0	0.9	
2015	100.0	99.2	100.2	101.2	-0.1	-0.8	1.0	1.0	1.9	1.7	1.8	1.1	
2016	100.9	99.9	100.8	101.2	-0.3	-1.0	0.9	0.4	0.9	0.7	0.6	0.0	
2017	100.7	100.4	100.6	101.1	-0.5	-0.3	0.2	0.5	-0.2	0.5	-0.2	-0.1	
2018	100.2	99.5	100.5	101.6	-0.9	-0.7	1.0	1.1	-0.5	-0.9	-0.1	0.5	
2019	100.8	100.4	101.6	101.9	-0.8	-0.4	1.2	0.3	0.6	0.9	1.1	0.3	
2020	101.9	102.3	102.0	102.3	0.0	0.4	-0.3	0.3	1.1	1.9	0.4	0.4	
2021	100.9	98.7	99.2	98.1	-1.4	-2.2	0.5	-1.1	-1.0	-3.5	-2.7	-4.1	
2022	95.8	-	-	-	-2.3	-	-	-	-5.1	-	-	-	
Occupational group													
White-collar occupations ¹													
2001	97.8	97.3	99.1	100.3	-0.5	-0.5	1.8	1.2	0.5	0.4	1.2	2.0	
2002	99.5	99.2	100.5	101.3	-0.8	-0.3	1.3	0.8	1.7	2.0	1.4	1.0	
2003	99.8	100.3	100.6	101.5	-1.5	0.5	0.3	0.9	0.3	1.1	0.1	0.2	
2004	100.2	99.2	100.1	100.4	-1.3	-1.0	0.9	0.3	0.4	-1.1	-0.5	-1.1	
2005	99.4	99.0	98.0	100.0	-1.0	-0.4	-1.0	2.0	-0.8	-0.2	-2.1	-0.4	
2006	98.8	97.7	99.7	100.9	-1.2	-1.1	2.0	1.2	-0.6	-1.3	1.7	0.9	
Management, professional, and related													
2001	97.8	97.3	99.1	100.4	-0.5	-0.5	1.8	1.3	0.5	0.5	1.2	2.1	
2002	99.5	99.1	100.6	101.3	-0.9	-0.4	1.5	0.7	1.7	1.8	1.5	0.9	
2003	99.8	100.2	100.6	101.4	-1.5	0.4	0.4	0.8	0.3	1.1	0.0	0.1	
2004	100.1	99.1	100.1	100.3	-1.3	-1.0	1.0	0.2	0.3	-1.1	-0.5	-1.1	
2005	99.3	98.9	98.0	100.0	-1.0	-0.4	-0.9	2.0	-0.8	-0.2	-2.1	-0.3	
2006	98.7	97.7	99.8	100.9	-1.3	-1.0	2.1	1.1	-0.6	-1.2	1.8	0.9	
2007	99.6	98.5	100.3	100.3	-1.3	-1.1	1.8	0.0	0.9	0.8	0.5	-0.6	
2008	99.2	97.3	99.1	103.4	-1.1	-1.9	1.8	4.3	-0.4	-1.2	-1.2	3.1	
2009	102.4	101.4	102.1	102.3	-1.0	-1.0	0.7	0.2	3.2	4.2	3.0	-1.1	
2010	101.7	101.6	102.1	101.9	-0.6	-0.1	0.5	-0.2	-0.7	0.2	0.0	-0.4	
2011	100.2	99.2	99.2	99.9	-1.7	-1.0	0.0	0.7	-1.5	-2.4	-2.8	-2.0	
2012	98.6	98.7	98.4	99.3	-1.3	0.1	-0.3	0.9	-1.6	-0.5	-0.8	-0.6	
2013	98.1	97.9	98.1	98.9	-1.2	-0.2	0.2	0.8	-0.5	-0.8	-0.3	-0.4	
2014	97.8	97.1	98.0	99.7	-1.1	-0.7	0.9	1.7	-0.3	-0.8	-0.1	0.8	
2015	99.5	98.8	99.8	100.7	-0.2	-0.7	1.0	0.9	1.7	1.8	1.8	1.0	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Management, professional, and related													
2016	100.3	99.4	100.3	100.6	-0.4	-0.9	0.9	0.3	0.8	0.6	0.5	-0.1	
2017	100.1	99.8	100.0	100.5	-0.5	-0.3	.2	.5	-0.2	.4	-0.3	-0.1	
2018	99.5	98.8	99.8	100.8	-1.0	-0.7	1.0	1.0	-0.6	-1.0	-0.2	.3	
2019	100.1	99.6	100.9	101.2	-0.7	-0.5	1.3	.3	.6	.8	1.1	.4	
2020	101.1	101.5	101.2	101.4	-0.1	.4	-0.3	.2	1.0	1.9	.3	.2	
2021	100.0	97.7	98.1	96.9	-1.4	-2.3	.4	-1.2	-1.1	-3.7	-3.1	-4.4	
2022	94.5	—	—	—	-2.5	—	—	—	-5.5	—	—	—	
Professional and related													
2001	97.7	97.2	99.1	100.3	-0.6	-0.5	2.0	1.2	.5	.4	1.2	2.0	
2002	99.3	99.0	100.5	101.2	-1.0	-0.3	1.5	.7	1.6	1.9	1.4	.9	
2003	99.7	100.1	100.5	101.3	-1.5	.4	.4	.8	.4	1.1	.0	.1	
2004	100.0	99.0	100.1	100.2	-1.3	-1.0	1.1	.1	.3	-1.1	-0.4	-1.1	
2005	99.1	98.8	97.9	100.0	-1.1	-0.3	-0.9	2.1	-0.9	-0.2	-2.2	-0.2	
2006	98.7	97.7	99.9	101.0	-1.3	-1.0	2.3	1.1	-0.4	-1.1	2.0	1.0	
2007	99.5	98.4	100.3	100.3	-1.5	-1.1	1.9	.0	.8	.7	.4	-0.7	
2008	99.1	97.2	99.0	103.3	-1.2	-1.9	1.9	4.3	-0.4	-1.2	-1.3	3.0	
2009	102.3	101.3	102.1	102.3	-1.0	-1.0	.8	.2	3.2	4.2	3.1	-1.0	
2010	101.7	101.6	102.1	102.0	-0.6	-0.1	.5	-0.1	-0.6	.3	.0	-0.3	
2011	100.2	99.2	99.3	99.9	-1.8	-1.0	.1	.6	-1.5	-2.4	-2.7	-2.1	
2012	98.6	98.6	98.4	99.3	-1.3	.0	-0.2	.9	-1.6	-0.6	-0.9	-0.6	
2013	98.1	97.9	98.1	98.9	-1.2	-0.2	.2	.8	-0.5	-0.7	-0.3	-0.4	
2014	97.7	97.0	98.0	99.6	-1.2	-0.7	1.0	1.6	-0.4	-0.9	-0.1	.7	
2015	99.5	98.8	99.7	100.7	-0.1	-0.7	.9	1.0	1.8	1.9	1.7	1.1	
2016	100.2	99.3	100.2	100.5	-0.5	-0.9	.9	.3	.7	.5	.5	-0.2	
2017	100.0	99.7	99.9	100.4	-0.5	-0.3	.2	.5	-0.2	.4	-0.3	-0.1	
2018	99.4	98.6	99.6	100.6	-1.0	-0.8	1.0	1.0	-0.6	-1.1	-0.3	.2	
2019	99.8	99.4	100.7	101.0	-0.8	-0.4	1.3	.3	.4	.8	1.1	.4	
2020	101.0	101.4	101.1	101.4	.0	.4	-0.3	.3	1.2	2.0	.4	.4	
2021	99.9	97.6	98.1	96.8	-1.5	-2.3	.5	-1.3	-1.1	-3.7	-3.0	-4.5	
2022	94.3	—	—	—	-2.6	—	—	—	-5.6	—	—	—	
Sales and office													
2001	97.6	97.0	98.3	99.8	-0.7	-0.6	1.3	1.5	.1	-0.1	.7	1.5	
2002	99.5	99.4	100.4	101.1	-0.3	-0.1	1.0	.7	1.9	2.5	2.1	1.3	
2003	99.9	100.5	101.1	101.9	-1.2	.6	.6	.8	.4	1.1	.7	.8	
2004	100.8	99.8	100.8	101.0	-1.1	-1.0	1.0	.2	.9	-0.7	-0.3	-0.9	
2005	99.8	99.2	98.4	100.0	-1.2	-0.6	-0.8	1.6	-1.0	-0.6	-2.4	-1.0	
2006	99.1	98.2	99.5	100.6	-0.9	-0.9	1.3	1.1	-0.7	-1.0	1.1	.6	
2007	100.1	99.0	100.3	100.3	-0.5	-1.1	1.3	.0	1.0	.8	.8	-0.3	
2008	98.9	97.0	98.3	102.6	-1.4	-1.9	1.3	4.4	-1.2	-2.0	-2.0	2.3	
2009	102.2	101.2	102.0	102.2	-0.4	-1.0	.8	.2	3.3	4.3	3.8	-0.4	
2010	101.8	101.6	101.9	101.6	-0.4	-0.2	.3	-0.3	-0.4	.4	-0.1	-0.6	
2011	99.9	99.1	99.1	99.6	-1.7	-0.8	.0	.5	-1.9	-2.5	-2.7	-2.0	
2012	98.2	98.4	98.2	99.1	-1.4	.2	-0.2	.9	-1.7	-0.7	-0.9	-0.5	
2013	98.0	97.7	97.8	98.6	-1.1	-0.3	.1	.8	-0.2	-0.7	-0.4	-0.5	
2014	97.8	97.1	98.1	100.0	-0.8	-0.7	1.0	1.9	-0.2	-0.6	.3	1.4	
2015	99.9	99.1	100.1	101.1	-0.1	-0.8	1.0	1.0	2.1	2.1	2.0	1.1	
2016	100.8	99.8	100.8	100.9	-0.3	-1.0	1.0	.1	.9	.7	.7	-0.2	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Sales and office													
2017	100.6	100.2	100.1	100.8	-0.3	-0.4	-0.1	0.7	-0.2	0.4	-0.7	-0.1	
2018	99.9	99.4	100.5	101.6	-9	-5	1.1	1.1	-7	-8	.4	.8	
2019	100.8	100.4	101.5	101.8	-8	-4	1.1	.3	.9	1.0	1.0	.2	
2020	101.9	102.3	102.0	102.5	.1	.4	-3	.5	1.1	1.9	.5	.7	
2021	101.2	99.1	99.4	98.3	-1.3	-2.1	.3	-1.1	-.7	-3.1	-2.5	-4.1	
2022	96.2	-	-	-	-2.1	-	-	-	-4.9	-	-	-	
Office and administrative support													
2001	97.7	97.0	98.3	99.9	-.7	-.7	1.3	1.6	.1	-.3	.7	1.5	
2002	99.6	99.5	100.5	100.9	-.3	-.1	1.0	.4	1.9	2.6	2.2	1.0	
2003	99.8	100.4	101.0	101.8	-1.1	.6	.6	.8	.2	.9	.5	.9	
2004	100.7	99.7	100.7	100.8	-1.1	-1.0	1.0	.1	.9	-.7	-.3	-1.0	
2005	99.7	99.1	98.3	100.0	-1.1	-.6	-.8	1.7	-1.0	-.6	-2.4	-.8	
2006	99.2	98.3	99.6	100.8	-.8	-.9	1.3	1.2	-.5	-.8	1.3	.8	
2007	100.3	99.1	100.5	100.5	-.5	-1.2	1.4	.0	1.1	.8	.9	-.3	
2008	99.4	97.4	98.7	103.1	-1.1	-2.0	1.3	4.5	-.9	-1.7	-1.8	2.6	
2009	102.7	101.6	102.4	102.6	-.4	-1.1	.8	.2	3.3	4.3	3.7	-.5	
2010	102.2	102.1	102.3	102.0	-.4	-.1	.2	-.3	-.5	.5	-.1	-.6	
2011	100.3	99.5	99.5	99.9	-1.7	-.8	.0	.4	-1.9	-2.5	-2.7	-2.1	
2012	98.6	98.7	98.5	99.4	-1.3	.1	-.2	.9	-1.7	-.8	-1.0	-.5	
2013	98.3	98.0	98.1	98.9	-1.1	-.3	.1	.8	-.3	-.7	-.4	-.5	
2014	98.1	97.4	98.4	100.3	-.8	-.7	1.0	1.9	-.2	-.6	.3	1.4	
2015	100.2	99.4	100.5	101.4	-.1	-.8	1.1	.9	2.1	2.1	2.1	1.1	
2016	101.1	100.1	101.1	101.2	-.3	-1.0	1.0	.1	.9	.7	.6	-.2	
2017	100.9	100.5	100.4	101.1	-.3	-.4	-.1	.7	-.2	.4	-.7	-.1	
2018	100.1	99.7	100.8	101.9	-1.0	-.4	1.1	1.1	-.8	-.8	.4	.8	
2019	101.1	100.8	101.9	102.1	-.8	-.3	1.1	.2	1.0	1.1	1.1	.2	
2020	102.3	102.7	102.4	102.9	.2	.4	-.3	.5	1.2	1.9	.5	.8	
2021	101.6	99.5	99.8	98.6	-1.3	-2.1	.3	-1.2	-.7	-3.1	-2.5	-4.2	
2022	96.5	-	-	-	-2.1	-	-	-	-5.0	-	-	-	
Blue-collar occupations²													
2001	98.0	97.4	98.7	100.7	-.4	-.6	1.3	2.0	.3	.2	1.1	2.3	
2002	100.0	99.7	100.5	101.0	-.7	-.3	.8	.5	2.0	2.4	1.8	.3	
2003	100.1	100.7	100.7	101.6	-.9	.6	.0	.9	.1	1.0	.2	.6	
2004	100.2	99.3	100.2	100.4	-1.4	-.9	.9	.2	.1	-1.4	-.5	-1.2	
2005	99.7	99.4	98.5	100.0	-.7	-.3	-.9	1.5	-.5	.1	-1.7	-.4	
2006	99.2	98.0	99.6	101.0	-.8	-1.2	1.6	1.4	-.5	-1.4	1.1	1.0	
Service occupations													
2001	98.1	97.6	99.1	100.6	-.3	-.5	1.5	1.5	1.4	1.6	1.6	2.2	
2002	99.9	99.8	100.1	100.5	-.7	-.1	.3	.4	1.8	2.3	1.0	-.1	
2003	99.4	100.3	100.2	101.3	-1.1	.9	-.1	1.1	-.5	.5	.1	.8	
2004	100.0	99.0	99.9	100.1	-1.3	-1.0	.9	.2	.6	-1.3	-.3	-1.2	
2005	99.1	98.9	98.3	100.0	-1.0	-.2	-.6	1.7	-.9	-.1	-1.6	-.1	
2006	98.8	97.8	99.4	101.3	-1.2	-1.0	1.6	1.9	-.3	-1.1	1.1	1.3	
2007	100.1	99.4	100.6	100.9	-1.2	-.7	1.2	.3	1.3	1.6	1.2	-.4	
2008	99.9	97.7	99.3	103.8	-1.0	-2.2	1.6	4.5	-.2	-1.7	-1.3	2.9	
2009	103.6	102.6	103.0	103.4	-.2	-1.0	.4	.4	3.7	5.0	3.7	-.4	
2010	103.1	103.1	103.5	103.4	-.3	.0	.4	-.1	-.5	.5	.5	.0	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Service occupations												
2011	101.7	100.7	100.6	101.4	-1.6	-1.0	-0.1	0.8	-1.4	-2.3	-2.8	-1.9
2012	100.0	100.1	99.7	100.6	-1.4	.1	-.4	.9	-1.7	-6	-9	-8
2013	99.6	99.3	99.5	100.5	-1.0	-.3	.2	1.0	-.4	-8	-2	-1
2014	99.5	99.0	99.9	101.7	-1.0	-.5	.9	1.8	-.1	-3	.4	1.2
2015	101.6	100.7	101.8	102.8	-.1	-.9	1.1	1.0	2.1	1.7	1.9	1.1
2016	102.7	101.8	102.5	103.1	-.1	-.9	.7	.6	1.1	1.1	.7	.3
2017	102.7	102.4	102.5	103.2	-.4	-.3	.1	.7	.0	.6	.0	.1
2018	102.5	101.9	102.7	103.8	-.7	-.6	.8	1.1	-.2	-.5	.2	.6
2019	103.4	102.9	103.9	104.2	-.4	-.5	1.0	.3	.9	1.0	1.2	.4
2020	104.5	105.0	104.6	105.2	.3	.5	-.4	.6	1.1	2.0	.7	1.0
2021	103.9	101.8	102.7	102.3	-1.2	-2.0	.9	-.4	-.6	-3.0	-1.8	-2.8
2022	100.4	—	—	—	-1.9	—	—	—	-3.4	—	—	—
Industry												
Education and health services												
2001	98.0	97.4	99.5	100.7	-.7	-.6	2.2	1.2	.5	.4	1.2	2.0
2002	99.8	99.4	100.9	101.5	-.9	-.4	1.5	.6	1.8	2.1	1.4	.8
2003	99.8	100.3	100.6	101.5	-1.7	.5	.3	.9	.0	.9	-.3	.0
2004	100.1	99.0	100.1	100.3	-1.4	-1.1	1.1	.2	.3	-1.3	-.5	-1.2
2005	99.2	98.8	98.0	100.0	-1.1	-.4	-.8	2.0	-.9	-.2	-2.1	-.3
2006	98.7	97.6	100.0	101.0	-1.3	-1.1	2.5	1.0	-.5	-1.2	2.0	1.0
2007	99.6	98.4	100.4	100.3	-1.4	-1.2	2.0	-.1	.9	.8	.4	-.7
2008	99.1	97.2	99.1	103.4	-1.2	-1.9	2.0	4.3	-.5	-1.2	-1.3	3.1
2009	102.4	101.3	102.1	102.3	-1.0	-1.1	.8	.2	3.3	4.2	3.0	-1.1
2010	101.7	101.6	102.1	102.0	-.6	-.1	.5	-.1	-.7	.3	.0	-.3
2011	100.2	99.2	99.3	99.9	-1.8	-1.0	.1	.6	-1.5	-2.4	-2.7	-2.1
2012	98.5	98.5	98.4	99.3	-1.4	.0	-.1	.9	-1.7	-.7	-.9	-.6
2013	98.1	97.8	98.1	98.8	-1.2	-.3	.3	.7	-.4	-.7	-.3	-.5
2014	97.7	96.9	97.9	99.6	-1.1	-.8	1.0	1.7	-.4	-.9	-.2	.8
2015	99.4	98.7	99.8	100.7	-.2	-.7	1.1	.9	1.7	1.9	1.9	1.1
2016	100.3	99.4	100.3	100.6	-.4	-.9	.9	.3	.9	.7	.5	-.1
2017	100.0	99.7	100.0	100.4	-.6	-.3	.3	.4	-.3	.3	-.3	-.2
2018	99.5	98.8	99.9	100.9	-.9	-.7	1.1	1.0	-.5	-.9	-.1	.5
2019	100.0	99.6	101.0	101.2	-.9	-.4	1.4	.2	.5	.8	1.1	.3
2020	101.1	101.5	101.3	101.6	-.1	.4	-.2	.3	1.1	1.9	.3	.4
2021	100.1	97.8	98.3	97.2	-1.5	-2.3	.5	-1.1	-1.0	-3.6	-3.0	-4.3
2022	94.7	—	—	—	-2.6	—	—	—	-5.4	—	—	—
Educational services												
2001	98.2	97.5	99.7	100.8	-.7	-.7	2.3	1.1	.5	.3	1.2	1.9
2002	99.8	99.4	101.0	101.5	-1.0	-.4	1.6	.5	1.6	1.9	1.3	.7
2003	99.8	100.3	100.6	101.5	-1.7	.5	.3	.9	.0	.9	-.4	.0
2004	100.1	98.9	100.1	100.3	-1.4	-1.2	1.2	.2	.3	-1.4	-.5	-1.2
2005	99.1	98.7	97.9	100.0	-1.2	-.4	-.8	2.1	-1.0	-.2	-2.2	-.3
2006	98.6	97.4	99.9	100.8	-1.4	-1.2	2.6	.9	-.5	-1.3	2.0	.8
2007	99.3	98.1	100.2	100.1	-1.5	-1.2	2.1	-.1	.7	.7	.3	-.7
2008	98.8	96.9	98.9	103.1	-1.3	-1.9	2.1	4.2	-.5	-1.2	-1.3	3.0
2009	102.1	101.0	101.8	102.0	-1.0	-1.1	.8	.2	3.3	4.2	2.9	-1.1

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Educational services													
2010	101.4	101.3	101.8	101.7	-0.6	-0.1	0.5	-0.1	-0.7	0.3	0.0	-0.3	
2011	99.8	98.9	98.9	99.5	-1.9	-.9	.0	.6	-1.6	-2.4	-2.8	-2.2	
2012	98.1	98.1	98.1	98.9	-1.4	.0	.0	.8	-1.7	-8	-8	-6	
2013	97.7	97.4	97.7	98.4	-1.2	-.3	.3	.7	-4	-7	-4	-5	
2014	97.3	96.5	97.6	99.2	-1.1	-.8	1.1	1.6	-4	-9	-1	.8	
2015	99.0	98.3	99.4	100.3	-.2	-.7	1.1	.9	1.7	1.9	1.8	1.1	
2016	99.8	98.9	100.0	100.2	-.5	-.9	1.1	.2	.8	.6	.6	-.1	
2017	99.6	99.3	99.6	100.0	-.6	-.3	.3	.4	-2	.4	-.4	-.2	
2018	99.0	98.3	99.5	100.4	-1.0	-.7	1.2	.9	-6	-1.0	-.1	.4	
2019	99.6	99.1	100.6	100.8	-.8	-.5	1.5	.2	.6	.8	1.1	.4	
2020	100.6	101.0	100.9	101.2	-.2	.4	-.1	.3	1.0	1.9	.3	.4	
2021	99.6	97.3	97.8	96.5	-1.6	-2.3	.5	-1.3	-1.0	-3.7	-3.1	-4.6	
2022	94.0	—	—	—	-2.6	—	—	—	-5.6	—	—	—	
Schools													
2001	98.2	97.6	99.7	100.8	-.7	-.6	2.2	1.1	.5	.4	1.2	1.9	
2002	99.8	99.4	101.0	101.5	-1.0	-.4	1.6	.5	1.6	1.8	1.3	.7	
2003	99.8	100.3	100.7	101.5	-1.7	.5	.4	.8	.0	.9	-.3	.0	
2004	100.1	98.9	100.1	100.3	-1.4	-1.2	1.2	.2	.3	-1.4	-.6	-1.2	
2005	99.1	98.7	97.9	100.0	-1.2	-.4	-.8	2.1	-1.0	-.2	-2.2	-.3	
2006	98.6	97.4	99.9	100.8	-1.4	-1.2	2.6	.9	-.5	-1.3	2.0	.8	
2007	99.3	98.1	100.2	100.1	-1.5	-1.2	2.1	-.1	.7	.7	.3	-.7	
2008	98.8	96.9	98.9	103.1	-1.3	-1.9	2.1	4.2	-.5	-1.2	-1.3	3.0	
2009	102.1	101.0	101.8	102.0	-1.0	-1.1	.8	.2	3.3	4.2	2.9	-1.1	
2010	101.4	101.3	101.8	101.7	-.6	-.1	.5	-.1	-.7	.3	.0	-.3	
2011	99.8	98.9	98.9	99.5	-1.9	-.9	.0	.6	-1.6	-2.4	-2.8	-2.2	
2012	98.1	98.1	98.0	98.9	-1.4	.0	-.1	.9	-1.7	-8	-.9	-.6	
2013	97.6	97.4	97.7	98.4	-1.3	-.2	.3	.7	-.5	-.7	-.3	-.5	
2014	97.3	96.5	97.5	99.2	-1.1	-.8	1.0	1.7	-.3	-.9	-.2	.8	
2015	99.0	98.3	99.4	100.3	-.2	-.7	1.1	.9	1.7	1.9	1.9	1.1	
2016	99.8	98.9	99.9	100.2	-.5	-.9	1.0	.3	.8	.6	.5	-.1	
2017	99.6	99.3	99.5	100.0	-.6	-.3	.2	.5	-2	.4	-.4	-.2	
2018	99.0	98.3	99.5	100.4	-1.0	-.7	1.2	.9	-6	-1.0	.0	.4	
2019	99.5	99.1	100.6	100.8	-.9	-.4	1.5	.2	.5	.8	1.1	.4	
2020	100.6	101.0	100.9	101.1	-.2	.4	-.1	.2	1.1	1.9	.3	.3	
2021	99.6	97.3	97.8	96.5	-1.5	-2.3	.5	-1.3	-1.0	-3.7	-3.1	-4.5	
2022	94.0	—	—	—	-2.6	—	—	—	-5.6	—	—	—	
Elementary and secondary schools													
2001	98.1	97.5	99.4	100.6	-1.0	-.6	1.9	1.2	.2	.1	.6	1.5	
2002	99.6	99.1	100.9	101.4	-1.0	-.5	1.8	.5	1.5	1.6	1.5	.8	
2003	99.6	100.0	100.5	101.2	-1.8	.4	.5	.7	.0	.9	-.4	-.2	
2004	99.8	98.7	100.0	100.2	-1.4	-1.1	1.3	.2	.2	-1.3	-.5	-1.0	
2005	98.8	98.4	97.9	100.0	-1.4	-.4	-.5	2.1	-1.0	-.3	-2.1	-.2	
2006	98.5	97.3	99.9	100.8	-1.5	-1.2	2.7	.9	-.3	-1.1	2.0	.8	
2007	99.3	98.0	100.0	99.9	-1.5	-1.3	2.0	-.1	.8	.7	.1	-.9	
2008	98.5	96.7	98.8	103.1	-1.4	-1.8	2.2	4.4	-.8	-1.3	-1.2	3.2	
2009	102.1	100.8	102.1	102.2	-1.0	-1.3	1.3	.1	3.7	4.2	3.3	-.9	
2010	101.6	101.6	102.2	101.9	-.6	.0	.6	-.3	-.5	.8	.1	-.3	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Elementary and secondary schools												
2011	100.0	99.1	99.1	99.7	-1.9	-0.9	0.0	0.6	-1.6	-2.5	-3.0	-2.2
2012	98.2	98.3	98.0	98.8	-1.5	.1	-.3	.8	-1.8	-.8	-1.1	-.9
2013	97.5	97.3	97.5	98.2	-1.3	-.2	.2	.7	-.7	-1.0	-.5	-.6
2014	97.0	96.2	97.3	98.9	-1.2	-.8	1.1	1.6	-.5	-1.1	-.2	.7
2015	98.6	97.9	98.9	99.9	-.3	-.7	1.0	1.0	1.6	1.8	1.6	1.0
2016	99.3	98.4	99.5	99.7	-.6	-.9	1.1	.2	.7	.5	.6	-.2
2017	99.0	98.8	99.1	99.4	-.7	-.2	.3	.3	-.3	.4	-.4	-.3
2018	98.5	97.9	99.1	100.0	-.9	-.6	1.2	.9	-.5	-.9	.0	.6
2019	99.0	98.6	100.2	100.4	-1.0	-.4	1.6	.2	.5	.7	1.1	.4
2020	100.2	100.6	100.8	101.0	-.2	.4	.2	.2	1.2	2.0	.6	.6
2021	99.4	97.2	97.6	96.2	-1.6	-2.2	.4	-1.4	-.8	-3.4	-3.2	-4.8
2022	93.7	—	—	—	-2.6	—	—	—	-5.7	—	—	—
Health care and social assistance												
2001	96.1	96.3	97.8	99.7	-.5	.2	1.6	1.9	.5	1.0	2.2	3.2
2002	99.8	99.6	100.2	101.2	.1	-.2	.6	1.0	3.9	3.4	2.5	1.5
2003	99.9	100.6	100.6	101.8	-1.3	.7	.0	1.2	.1	1.0	.4	.6
2004	100.5	99.6	100.6	100.7	-1.3	-.9	1.0	.1	.6	-1.0	.0	-1.1
2005	99.9	99.6	98.4	100.0	-.8	-.3	-1.2	1.6	-.6	.0	-2.2	-.7
2006	99.5	99.9	101.7	102.9	-.5	.4	1.8	1.2	-.4	.3	3.4	2.9
2007	102.1	101.2	102.2	102.3	-.8	-.9	1.0	.1	2.6	1.3	.5	-.6
2008	101.5	99.8	101.5	106.2	-.8	-1.7	1.7	4.6	-.6	-1.4	-.7	3.8
2009	104.7	104.6	104.8	105.0	-1.4	-.1	.2	.2	3.2	4.8	3.3	-1.1
2010	104.5	104.6	104.7	104.9	-.5	.1	.1	.2	-.2	.0	-.1	-.1
2011	103.3	102.4	102.3	103.0	-1.5	-.9	-.1	.7	-1.1	-2.1	-2.3	-1.8
2012	101.9	102.0	101.3	102.4	-1.1	.1	-.7	1.1	-1.4	-.4	-1.0	-.6
2013	101.4	101.2	101.4	102.2	-1.0	-.2	.2	.8	-.5	-.8	.1	-.2
2014	100.9	100.3	100.9	102.7	-1.3	-.6	.6	1.8	-.5	-.9	-.5	.5
2015	102.8	102.0	102.8	104.2	.1	-.8	.8	1.4	1.9	1.7	1.9	1.5
2016	104.0	103.1	103.4	104.0	-.2	-.9	.3	.6	1.2	1.1	.6	-.2
2017	103.4	103.2	103.4	104.2	-.6	-.2	.2	.8	-.6	.1	.0	.2
2018	103.6	102.8	103.3	104.5	-.6	-.8	.5	1.2	.2	-.4	-.1	.3
2019	103.9	103.3	104.2	105.0	-.6	-.6	.9	.8	.3	.5	.9	.5
2020	105.2	105.5	104.7	105.4	.2	.3	-.8	.7	1.3	2.1	.5	.4
2021	104.3	102.3	103.0	102.7	-1.0	-1.9	.7	-.3	-.9	-3.0	-1.6	-2.6
2022	100.4	—	—	—	-2.2	—	—	—	-3.7	—	—	—
Hospitals												
2001	95.3	95.8	97.1	98.9	-.9	.5	1.4	1.9	.1	1.2	1.9	2.8
2002	99.0	99.1	99.7	100.9	.1	.1	.6	1.2	3.9	3.4	2.7	2.0
2003	99.5	100.2	100.4	101.7	-1.4	.7	.2	1.3	.5	1.1	.7	.8
2004	100.4	99.5	100.6	101.0	-1.3	-.9	1.1	.4	.9	-.7	.2	-.7
2005	100.0	99.7	98.4	100.0	-1.0	-.3	-1.3	1.6	-.4	.2	-2.2	-1.0
2006	99.4	98.3	100.0	101.8	-.6	-1.1	1.7	1.8	-.6	-1.4	1.6	1.8
2007	101.2	100.6	101.5	101.7	-.6	-.6	.9	.2	1.8	2.3	1.5	-.1
2008	101.2	99.2	100.2	104.9	-.5	-2.0	1.0	4.7	.0	-1.4	-1.3	3.1
2009	104.4	103.9	104.1	104.5	-.5	-.5	.2	.4	3.2	4.7	3.9	-.4
2010	104.2	104.3	104.2	104.4	-.3	.1	-.1	.2	-.2	.4	.1	-.1
2011	103.0	101.9	101.7	102.4	-1.3	-1.1	-.2	.7	-1.2	-2.3	-2.4	-1.9

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Hospitals													
2012	101.4	101.5	100.9	102.0	-1.0	0.1	-0.6	1.1	-1.6	-0.4	-0.8	-0.4	
2013	101.2	100.9	100.9	101.8	-.8	-.3	.0	.9	-.2	-.6	.0	-.2	
2014	100.4	99.7	100.3	102.0	-1.4	-.7	.6	1.7	-.8	-1.2	-.6	-.2	
2015	101.8	101.0	101.9	103.1	-.2	-.8	.9	1.2	1.4	1.3	1.6	1.1	
2016	102.9	102.2	102.5	103.2	-.2	-.7	.3	.7	1.1	1.2	.6	.1	
2017	102.6	102.4	102.7	103.5	-.6	-.2	.3	.8	-.3	-.2	.2	.3	
2018	102.7	101.8	102.2	103.5	-.8	-.9	.4	1.3	.1	-.6	-.5	.0	
2019	103.0	102.3	103.1	104.1	-.5	-.7	.8	1.0	.3	.5	.9	.6	
2020	104.4	104.7	103.9	104.6	.3	.3	-.8	.7	1.4	2.3	.8	.5	
2021	103.6	101.7	102.3	102.1	-1.0	-1.8	.6	-.2	-.8	-2.9	-1.5	-2.4	
2022	99.7	—	—	—	-2.4	—	—	—	-3.8	—	—	—	
Public administration													
2001	97.3	97.0	97.9	99.7	-.2	-.3	.9	1.8	.5	.7	1.1	2.3	
2002	99.1	99.1	99.5	100.4	-.6	.0	.4	.9	1.8	2.2	1.6	.7	
2003	99.7	100.4	100.4	101.4	-.7	.7	.0	1.0	.6	1.3	.9	1.0	
2004	100.4	99.4	100.0	100.3	-1.0	-1.0	.6	.3	.7	-1.0	-.4	-1.1	
2005	99.7	99.4	98.3	100.0	-.6	-.3	-1.1	1.7	-.7	.0	-1.7	-.3	
2006	99.0	98.0	99.0	101.0	-1.0	-1.0	1.0	2.0	-.7	-1.4	.7	1.0	
2007	100.1	99.4	100.4	100.6	-.9	-.7	1.0	.2	1.1	1.4	1.4	-.4	
2008	99.7	97.6	98.8	103.3	-.9	-2.1	1.2	4.6	-.4	-1.8	-1.6	2.7	
2009	103.0	102.1	102.5	102.8	-.3	-.9	.4	.3	3.3	4.6	3.7	-.5	
2010	102.3	102.4	102.6	102.4	-.5	.1	.2	-.2	-.7	.3	.1	-.4	
2011	100.7	99.9	99.5	100.3	-1.7	-.8	-.4	.8	-1.6	-2.4	-3.0	-2.1	
2012	99.2	99.3	98.7	99.7	-1.1	.1	-.6	1.0	-1.5	-.6	-.8	-.6	
2013	98.6	98.4	98.6	99.6	-1.1	-.2	.2	1.0	-.6	-.9	-.1	-.1	
2014	98.6	98.2	98.9	100.7	-1.0	-.4	.7	1.8	.0	-.2	.3	1.1	
2015	100.7	99.9	100.9	101.8	.0	-.8	1.0	.9	2.1	1.7	2.0	1.1	
2016	101.7	100.7	101.4	101.8	-.1	-1.0	.7	.4	1.0	.8	.5	.0	
2017	101.6	101.3	101.2	102.0	-.2	-.3	-.1	.8	-.1	.6	-.2	.2	
2018	101.2	100.5	101.3	102.5	-.8	-.7	.8	1.2	-.4	-.8	.1	.5	
2019	102.0	101.5	102.3	102.8	-.5	-.5	.8	.5	.8	1.0	1.0	.3	
2020	103.0	103.4	102.7	103.1	.2	.4	-.7	.4	1.0	1.9	.4	.3	
2021	101.9	99.6	100.3	99.4	-1.2	-2.3	.7	-.9	-1.1	-3.7	-2.3	-3.6	
2022	97.7	—	—	—	-1.7	—	—	—	-4.1	—	—	—	

¹ Includes the following occupational groups: management, business, and financial; professional and related; sales and related; and office and administrative support.

² Includes the following occupational groups: farming, fishing, and forestry; construction and extraction; installation, maintenance, and repair; production; and transportation and material moving.

NOTE: Dashes indicate data not available.

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

(Not seasonally adjusted)

Occupational group, industry, and bargaining status	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Civilian workers												
All workers ¹												
2001	87.2	87.1	88.3	89.7	0.6	-0.1	1.4	1.6	1.6	1.3	2.4	3.5
2002	89.8	90.2	90.9	91.7	.1	.4	.8	.9	3.0	3.6	2.9	2.2
2003	92.3	93.7	94.5	95.8	.7	1.5	.9	1.4	2.8	3.9	4.0	4.5
2004	96.9	97.1	98.3	99.0	1.1	.2	1.2	.7	5.0	3.6	4.0	3.3
2005	99.3	99.5	98.5	100.0	.3	.2	-1.0	1.5	2.5	2.5	.2	1.0
2006	99.4	98.6	99.8	101.0	-6	-8	1.2	1.2	.1	-9	1.3	1.0
2007	99.7	99.3	100.2	100.1	-1.3	-4	.9	-1	.3	.7	.4	-9
2008	99.2	97.2	98.0	102.1	-9	-2.0	.8	4.2	-5	-2.1	-2.2	2.0
2009	101.5	100.3	100.7	100.9	-6	-1.2	.4	.2	2.3	3.2	2.8	-1.2
2010	101.3	101.7	102.4	102.2	.4	.4	.7	-2	-2	1.4	1.7	1.3
2011	101.7	101.9	101.6	102.5	-5	.2	-3	.9	.4	.2	-8	.3
2012	101.7	102.3	102.1	103.1	-8	.6	-2	1.0	.0	.4	.5	.6
2013	102.6	102.8	103.1	103.9	-5	.2	.3	.8	.9	.5	1.0	.8
2014	103.2	103.3	104.0	105.7	-7	.1	.7	1.6	.6	.5	.9	1.7
2015	106.0	104.9	105.8	106.8	.3	-1.0	.9	.9	2.7	1.5	1.7	1.0
2016	106.9	106.0	106.6	106.8	.1	-8	.6	.2	.8	1.0	.8	.0
2017	106.7	106.8	106.9	107.3	-1	.1	.1	.4	-2	.8	.3	.5
2018	107.0	106.8	107.2	108.2	-3	-2	.4	.9	.3	.0	.3	.8
2019	107.8	107.5	107.9	108.1	-4	-3	.4	.2	.7	.7	.7	-1
2020	108.3	109.2	108.8	109.2	.2	.8	-4	.4	.5	1.6	.8	1.0
2021	108.2	105.9	105.8	104.9	-9	-2.1	-1	-9	-1	-3.0	-2.8	-3.9
2022	103.7	-	-	-	-1.1	-	-	-	-4.2	-	-	-
Private industry workers												
All workers												
2001	88.1	88.0	89.0	90.5	.7	-1	1.1	1.7	2.2	1.6	2.3	3.4
2002	90.6	91.2	91.4	92.2	.1	.7	.2	.9	2.8	3.6	2.7	1.9
2003	93.0	94.5	95.0	96.3	.9	1.6	.5	1.4	2.6	3.6	3.9	4.4
2004	97.7	98.1	98.8	99.5	1.5	.4	.7	.7	5.1	3.8	4.0	3.3
2005	99.9	100.1	98.7	100.0	.4	.2	-1.4	1.3	2.3	2.0	-1	.5
2006	99.4	98.7	99.4	100.6	-6	-7	.7	1.2	-5	-1.4	.7	.6
2007	98.9	98.5	99.1	99.0	-1.7	-4	.6	-1	-5	-2	-3	-1.6
2008	98.2	96.3	96.7	100.8	-8	-1.9	.4	4.2	-7	-2.2	-2.4	1.8
2009	100.1	98.9	99.0	99.1	-7	-1.2	.1	.1	1.9	2.7	2.4	-1.7
2010	99.9	100.3	100.6	100.5	.8	.4	.3	-1	-2	1.4	1.6	1.4
2011	100.1	100.6	100.1	101.0	-4	.5	-5	.9	.2	.3	-5	.5
2012	100.3	100.9	100.3	101.3	-7	.6	-6	1.0	.2	.3	.2	.3
2013	100.8	101.0	101.1	101.8	-5	.2	.1	.7	.5	.1	.8	.5
2014	101.1	101.3	101.8	103.5	-7	.2	.5	1.7	.3	.3	.7	1.7
2015	103.8	102.6	103.2	104.1	.3	-1.2	.6	.9	2.7	1.3	1.4	.6
2016	104.1	103.3	103.5	103.7	.0	-8	.2	.2	.3	.7	.3	-4
2017	103.6	103.8	103.7	104.0	-1	.2	-1	.3	-5	.5	.2	.3
2018	103.8	103.8	103.8	104.6	-2	.0	.0	.8	.2	.0	.1	.6
2019	104.2	104.0	104.1	104.3	-4	-2	.1	.2	.4	.2	.3	-3
2020	104.4	105.3	104.7	105.1	.1	.9	-6	.4	.2	1.2	.6	.8
2021	104.2	102.0	102.0	101.1	-9	-2.1	.0	-9	-2	-3.1	-2.6	-3.8
2022	100.0	-	-	-	-1.1	-	-	-	-4.0	-	-	-

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group, industry, and bargaining status	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Occupational group												
White-collar occupations ²												
2001	88.3	88.5	89.3	90.9	1.3	0.2	0.9	1.8	2.8	2.4	3.0	4.2
2002	90.9	91.5	91.5	92.1	.0	.7	.0	.7	2.9	3.4	2.5	1.3
2003	93.1	94.4	94.9	96.2	1.1	1.4	.5	1.4	2.4	3.2	3.7	4.5
2004	97.0	97.4	98.1	98.8	.8	.4	.7	.7	4.2	3.2	3.4	2.7
2005	99.7	99.9	98.6	100.0	.9	.2	-1.3	1.4	2.8	2.6	.5	1.2
2006	99.6	98.6	99.4	100.7	-4	-1.0	.8	1.3	-1	-1.3	.8	.7
Management, professional, and related												
2001	89.1	89.3	90.0	91.3	1.7	.2	.8	1.4	3.1	2.9	3.1	4.2
2002	91.3	91.7	91.4	92.1	.0	.4	-.3	.8	2.5	2.7	1.6	.9
2003	93.4	94.4	95.0	96.2	1.4	1.1	.6	1.3	2.3	2.9	3.9	4.5
2004	96.8	97.0	97.8	98.7	.6	.2	.8	.9	3.6	2.8	2.9	2.6
2005	100.0	100.1	98.8	100.0	1.3	.1	-1.3	1.2	3.3	3.2	1.0	1.3
2006	99.8	98.7	99.7	100.9	-.2	-1.1	1.0	1.2	-.2	-1.4	.9	.9
2007	99.5	99.0	99.6	99.3	-1.4	-.5	.6	-.3	-.3	.3	-.1	-1.6
2008	98.9	97.0	97.6	101.6	-.4	-1.9	.6	4.1	-.6	-2.0	-2.0	2.3
2009	100.6	99.3	99.2	99.2	-1.0	-1.3	-.1	.0	1.7	2.4	1.6	-2.4
2010	99.6	99.8	100.0	99.8	.4	.2	.2	-.2	-1.0	.5	.8	.6
2011	99.9	100.1	99.5	100.5	.1	.2	-.6	1.0	.3	.3	-.5	.7
2012	100.2	100.7	100.1	101.1	-.3	.5	-.6	1.0	.3	.6	.6	.6
2013	100.3	100.7	101.0	101.5	-.8	.4	.3	.5	.1	.0	.9	.4
2014	100.9	101.2	101.8	103.5	-.6	.3	.6	1.7	.6	.5	.8	2.0
2015	104.0	102.3	102.8	103.6	.5	-1.6	.5	.8	3.1	1.1	1.0	.1
2016	103.4	102.4	102.6	102.7	-.2	-1.0	.2	.1	-.6	.1	-.2	-.9
2017	102.8	103.1	102.8	103.1	.1	.3	-.3	.3	-.6	.7	.2	.4
2018	103.0	102.8	102.7	103.5	-.1	-.2	-.1	.8	.2	-.3	-.1	.4
2019	103.2	102.9	103.1	103.2	-.3	-.3	.2	.1	.2	.1	.4	-.3
2020	103.2	104.0	103.5	103.7	.0	.8	-.5	.2	.0	1.1	.4	.5
2021	103.0	100.8	100.7	99.8	-.7	-2.1	-.1	-.9	-.2	-3.1	-2.7	-3.8
2022	98.7	—	—	—	-1.1	—	—	—	-4.2	—	—	—
Sales and office												
2001	87.2	87.2	88.4	90.3	.8	.0	1.4	2.1	2.3	1.9	3.0	4.4
2002	90.3	91.3	91.5	92.2	.0	1.1	.2	.8	3.6	4.7	3.5	2.1
2003	92.7	94.5	94.9	96.1	.5	1.9	.4	1.3	2.7	3.5	3.7	4.2
2004	97.3	98.0	98.6	99.0	1.2	.7	.6	.4	5.0	3.7	3.9	3.0
2005	99.4	99.7	98.3	100.0	.4	.3	-1.4	1.7	2.2	1.7	-.3	1.0
2006	99.3	98.5	99.0	100.3	-.7	-.8	.5	1.3	-.1	-1.2	.7	.3
2007	99.0	98.5	99.3	99.3	-1.3	-.5	.8	.0	-.3	.0	.3	-1.0
2008	98.2	96.3	96.7	100.9	-1.1	-1.9	.4	4.3	-.8	-2.2	-2.6	1.6
2009	100.0	98.7	98.9	99.1	-.9	-1.3	.2	.2	1.8	2.5	2.3	-1.8
2010	99.7	100.3	100.6	100.4	.6	.6	.3	-.2	-.3	1.6	1.7	1.3
2011	99.9	100.3	100.0	100.7	-.5	.4	-.3	.7	.2	.0	-.6	.3
2012	100.1	100.9	99.8	100.8	-.6	.8	-1.1	1.0	.2	.6	-.2	.1
2013	100.7	100.8	100.9	101.7	-.1	.1	.1	.8	.6	-.1	1.1	.9
2014	101.0	101.4	101.7	103.4	-.7	.4	.3	1.7	.3	.6	.8	1.7
2015	103.2	102.3	103.1	104.0	-.2	-.9	.8	.9	2.2	.9	1.4	.6
2016	104.8	104.2	104.6	104.6	.8	-.6	.4	.0	1.6	1.9	1.5	.6

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group, industry, and bargaining status	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Sales and office													
2017	104.4	104.6	104.3	104.4	-0.2	0.2	-0.3	0.1	-0.4	0.4	-0.3	-0.2	
2018	104.4	104.7	105.1	106.0	.0	.3	.4	.9	.0	.1	.8	1.5	
2019	105.5	105.4	105.5	105.5	-.5	-.1	.1	.0	1.1	.7	.4	-.5	
2020	105.6	106.7	105.9	106.4	.1	1.0	-.7	.5	.1	1.2	.4	.9	
2021	105.6	103.2	102.9	102.2	-.8	-2.3	-.3	-.7	.0	-3.3	-2.8	-3.9	
2022	101.5	—	—	—	-.7	—	—	—	-3.9	—	—	—	
Blue-collar occupations³													
2001	87.5	87.0	88.2	89.4	-.3	-.6	1.4	1.4	.9	-.1	.9	1.8	
2002	89.9	90.4	90.9	91.8	.6	.6	.6	1.0	2.7	3.9	3.1	2.7	
2003	92.4	94.4	94.8	96.1	.7	2.2	.4	1.4	2.8	4.4	4.3	4.7	
2004	98.5	99.2	99.9	100.5	2.5	.7	.7	.6	6.6	5.1	5.4	4.6	
2005	100.2	100.5	98.9	100.0	-.3	.3	-1.6	1.1	1.7	1.3	-1.0	-.5	
2006	99.0	98.6	99.3	100.2	-1.0	-.4	.7	.9	-1.2	-1.9	.4	.2	
Natural resources, construction, and maintenance													
2001	86.8	86.5	87.9	88.8	.1	-.3	1.6	1.0	2.8	1.5	2.1	2.4	
2002	89.4	90.1	90.8	91.5	.7	.8	.8	.8	3.0	4.2	3.3	3.0	
2003	91.9	94.2	94.4	95.9	.4	2.5	.2	1.6	2.8	4.6	4.0	4.8	
2004	97.5	98.4	98.9	99.7	1.7	.9	.5	.8	6.1	4.5	4.8	4.0	
2005	99.7	100.5	98.8	100.0	.0	.8	-1.7	1.2	2.3	2.1	-.1	.3	
2006	99.6	99.7	100.4	101.4	-.4	.1	.7	1.0	-.1	-.8	1.6	1.4	
2007	99.1	99.0	99.4	99.3	-2.3	-.1	.4	-.1	-.5	-.7	-1.0	-2.1	
2008	98.2	96.2	96.7	100.8	-1.1	-2.0	.5	4.2	-.9	-2.8	-2.7	1.5	
2009	100.1	99.3	99.5	99.8	-.7	-.8	.2	.3	1.9	3.2	2.9	-1.0	
2010	100.9	101.5	101.8	101.6	1.1	.6	.3	-.2	.8	2.2	2.3	1.8	
2011	100.5	101.0	100.8	101.8	-1.1	.5	-.2	1.0	-.4	-.5	-1.0	.2	
2012	101.1	102.1	102.0	103.0	-.7	1.0	-.1	1.0	.6	1.1	1.2	1.2	
2013	102.8	103.0	103.1	103.8	-.2	.2	.1	.7	1.7	.9	1.1	.8	
2014	103.2	104.3	104.8	106.6	-.6	1.1	.5	1.7	.4	1.3	1.6	2.7	
2015	106.4	104.8	105.6	106.4	-.2	-1.5	.8	.8	3.1	.5	.8	-.2	
2016	106.2	105.4	105.5	105.9	-.2	-.8	.1	.4	-.2	.6	-.1	-.5	
2017	105.3	105.8	105.6	106.1	-.6	.5	-.2	.5	-.8	.4	.1	.2	
2018	105.3	106.4	106.4	107.2	-.8	1.0	.0	.8	.0	.6	.8	1.0	
2019	106.7	105.8	106.3	106.4	-.5	-.8	.5	.1	1.3	-.6	-.1	-.7	
2020	106.5	107.4	106.8	107.0	.1	.8	-.6	.2	-.2	1.5	.5	.6	
2021	106.0	104.2	103.9	102.7	-.9	-1.7	-.3	-1.2	-.5	-3.0	-2.7	-4.0	
2022	100.7	—	—	—	-1.9	—	—	—	-5.0	—	—	—	
Production, transportation, and material moving													
2001	88.1	87.3	88.4	89.9	-.5	-.9	1.3	1.7	-.3	-1.4	.0	1.6	
2002	90.2	90.7	91.1	91.9	.3	.6	.4	.9	2.4	3.9	3.1	2.2	
2003	92.8	94.6	95.0	96.3	1.0	1.9	.4	1.4	2.9	4.3	4.3	4.8	
2004	99.2	99.7	100.6	101.1	3.0	.5	.9	.5	6.9	5.4	5.9	5.0	
2005	100.5	100.4	99.0	100.0	-.6	-.1	-1.4	1.0	1.3	.7	-1.6	-1.1	
2006	98.6	97.9	98.5	99.5	-1.4	-.7	.6	1.0	-1.9	-2.5	-.5	-.5	
2007	97.0	96.7	97.0	97.2	-2.5	-.3	.3	.2	-1.6	-1.2	-1.5	-2.3	
2008	96.2	94.0	94.3	98.3	-1.0	-2.3	.3	4.2	-.8	-2.8	-2.8	1.1	
2009	98.5	97.4	97.6	97.9	.2	-1.1	.2	.3	2.4	3.6	3.5	-.4	
2010	99.4	100.0	100.7	100.6	1.5	.6	.7	-.1	.9	2.7	3.2	2.8	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group, industry, and bargaining status	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Production, transportation, and material moving													
2011	100.0	101.5	100.9	102.0	-0.6	1.5	-0.6	1.1	0.6	1.5	0.2	1.4	
2012	99.6	100.4	100.1	101.1	-2.4	.8	-.3	1.0	-.4	-1.1	-.8	-.9	
2013	100.3	100.4	100.1	100.9	-.8	.1	-.3	.8	.7	.0	.0	-.2	
2014	100.4	99.9	100.6	102.4	-.5	-.5	.7	1.8	.1	-.5	.5	1.5	
2015	103.0	102.5	103.3	104.3	.6	-.5	.8	1.0	2.6	2.6	2.7	1.9	
2016	104.4	103.5	103.9	104.2	.1	-.9	.4	.3	1.4	1.0	.6	-.1	
2017	104.0	104.1	104.5	104.9	-.2	.1	.4	.4	-.4	.6	.6	.7	
2018	104.6	104.1	104.0	104.8	-.3	-.5	-.1	.8	.6	.0	-.5	-.1	
2019	104.5	104.3	104.3	104.6	-.3	-.2	.0	.3	-.1	.2	.3	-.2	
2020	104.9	106.0	105.4	106.1	.3	1.0	-.6	.7	.4	1.6	1.1	1.4	
2021	104.7	102.6	103.1	102.1	-1.3	-2.0	.5	-1.0	-.2	-3.2	-2.2	-3.8	
2022	101.0	—	—	—	-1.1	—	—	—	-3.5	—	—	—	
Service occupations													
2001	89.0	89.0	89.7	91.9	.5	.0	.8	2.5	3.0	2.4	2.9	3.7	
2002	92.1	92.3	93.4	94.1	.2	.2	1.2	.7	3.5	3.7	4.1	2.4	
2003	94.8	95.8	96.4	97.9	.7	1.1	.6	1.6	2.9	3.8	3.2	4.0	
2004	99.4	99.4	100.2	100.3	1.5	.0	.8	.1	4.9	3.8	3.9	2.5	
2005	100.1	100.1	98.5	100.0	-.2	.0	-1.6	1.5	.7	.7	-1.7	-.3	
2006	100.0	99.1	99.9	101.0	.0	-.9	.8	1.1	-.1	-1.0	1.4	1.0	
2007	99.8	99.3	100.0	100.0	-1.2	-.5	.7	.0	-.2	.2	.1	-1.0	
2008	99.1	97.6	97.7	101.9	-.9	-1.5	.1	4.3	-.7	-1.7	-2.3	1.9	
2009	101.5	100.4	100.6	100.7	-.4	-1.1	.2	.1	2.4	2.9	3.0	-1.2	
2010	101.0	101.6	102.0	101.9	.3	.6	.4	-.1	-.5	1.2	1.4	1.2	
2011	101.7	101.2	100.5	101.5	-.2	-.5	-.7	1.0	.7	-.4	-1.5	-.4	
2012	101.3	101.4	100.9	102.1	-.2	.1	-.5	1.2	-.4	.2	.4	.6	
2013	101.5	101.5	101.4	102.1	-.6	.0	-.1	.7	.2	.1	.5	.0	
2014	100.9	100.0	100.6	102.4	-1.2	-.9	.6	1.8	-.6	-1.5	-.8	-.3	
2015	102.6	101.7	102.4	103.4	.2	-.9	.7	1.0	1.7	1.7	1.8	1.0	
2016	103.7	102.9	103.2	103.6	.3	-.8	.3	.4	1.1	1.2	.8	.2	
2017	103.6	103.3	103.0	103.5	.0	-.3	-.3	.5	-.1	.4	-.2	-.1	
2018	103.5	102.7	103.2	104.1	.0	-.8	.5	.9	-.1	-.6	.2	.6	
2019	103.4	103.3	103.3	103.8	-.7	-.1	.0	.5	-.1	.6	.1	-.3	
2020	103.9	104.9	104.3	104.9	.1	1.0	-.6	.6	.5	1.5	1.0	1.1	
2021	104.1	102.0	102.3	101.7	-.8	-2.0	.3	-.6	.2	-2.8	-1.9	-3.1	
2022	100.8	—	—	—	-.9	—	—	—	-3.2	—	—	—	
Industry													
Goods-producing industries⁴													
2001	85.5	85.2	85.9	87.4	-.1	-.4	.8	1.7	.9	.0	.5	2.1	
2002	88.1	88.2	88.3	89.5	.8	.1	.1	1.4	3.0	3.5	2.8	2.4	
2003	91.1	92.7	93.0	94.2	1.8	1.8	.3	1.3	3.4	5.1	5.3	5.3	
2004	97.1	97.4	98.5	99.6	3.1	.3	1.1	1.1	6.6	5.1	5.9	5.7	
2005	100.1	100.8	99.3	100.0	.5	.7	-1.5	.7	3.1	3.5	.8	.4	
2006	98.1	97.4	98.3	99.1	-1.9	-.7	.9	.8	-2.0	-3.4	-1.0	-.9	
2007	96.7	96.5	96.7	96.7	-2.4	-.2	.2	.0	-1.4	-.9	-1.6	-2.4	
2008	95.9	93.9	94.1	98.0	-.8	-2.1	.2	4.1	-.8	-2.7	-2.7	1.3	
2009	97.5	96.4	96.3	96.4	-.5	-1.1	-.1	.1	1.7	2.7	2.3	-1.6	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group, industry, and bargaining status	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Industry												
Goods-producing industries⁴												
2010	98.0	98.4	99.1	98.8	1.7	0.4	0.7	-0.3	0.5	2.1	2.9	2.5
2011	98.4	99.5	98.8	99.8	-4	1.1	-7	1.0	.4	1.1	-3	1.0
2012	97.9	98.6	98.4	99.4	-1.9	.7	-2	1.0	-5	-9	-4	-4
2013	98.9	98.9	98.9	99.7	-5	.0	.0	.8	1.0	.3	.5	.3
2014	99.3	98.6	99.5	101.2	-4	-7	.9	1.7	.4	-3	.6	1.5
2015	101.2	100.7	101.2	102.5	.0	-5	.5	1.3	1.9	2.1	1.7	1.3
2016	102.1	101.5	101.6	101.8	-4	-6	.1	.2	.9	.8	.4	-7
2017	101.2	101.3	101.8	102.2	-6	.1	.5	.4	-9	-2	.2	.4
2018	101.7	101.3	100.8	101.5	-5	-4	-5	.7	.5	.0	-1.0	-7
2019	101.3	101.1	101.4	101.5	-2	-2	.3	.1	-4	-2	.6	.0
2020	101.4	102.2	101.5	101.9	-1	.8	-7	.4	.1	1.1	.1	.4
2021	100.9	98.9	99.2	97.9	-1.0	-2.0	.3	-1.3	-5	-3.2	-2.3	-3.9
2022	97.0	—	—	—	-9	—	—	—	-3.9	—	—	—
Manufacturing												
2001	84.3	83.8	84.3	85.9	-1	-6	.6	1.9	-2	-1.1	-5	1.8
2002	86.8	87.2	87.2	88.4	1.0	.5	.0	1.4	3.0	4.1	3.4	2.9
2003	90.5	91.9	92.2	93.3	2.4	1.5	.3	1.2	4.3	5.4	5.7	5.5
2004	97.4	97.6	98.8	99.3	4.4	.2	1.2	.5	7.6	6.2	7.2	6.4
2005	100.0	100.6	99.0	100.0	.7	.6	-1.6	1.0	2.7	3.1	.2	.7
2006	97.5	96.7	97.5	98.3	-2.5	-8	.8	.8	-2.5	-3.9	-1.5	-1.7
2007	95.4	95.3	95.1	95.3	-3.0	-1	-2	.2	-2.2	-1.4	-2.5	-3.1
2008	94.3	91.9	92.0	95.9	-1.0	-2.5	.1	4.2	-1.2	-3.6	-3.3	.6
2009	95.7	94.5	94.2	94.4	-2	-1.3	-3	.2	1.5	2.8	2.4	-1.6
2010	96.4	97.0	97.9	97.7	2.1	.6	.9	-2	.7	2.6	3.9	3.5
2011	97.8	99.4	98.3	99.3	.1	1.6	-1.1	1.0	1.5	2.5	.4	1.6
2012	97.1	97.7	97.6	98.6	-2.2	.6	-1	1.0	-7	-1.7	-7	-7
2013	97.9	97.9	97.8	98.4	-7	.0	-1	.6	.8	.2	.2	-2
2014	98.4	97.7	98.6	100.4	.0	-7	.9	1.8	.5	-2	.8	2.0
2015	100.8	100.2	100.6	101.9	.4	-6	.4	1.3	2.4	2.6	2.0	1.5
2016	101.8	101.0	101.1	101.3	-1	-8	.1	.2	1.0	.8	.5	-6
2017	100.9	100.9	101.8	102.2	-4	.0	.9	.4	-9	-1	.7	.9
2018	101.8	101.4	100.5	101.2	-4	-4	-9	.7	.9	.5	-1.3	-1.0
2019	101.0	100.8	100.9	101.0	-2	-2	.1	.1	-8	-6	.4	-2
2020	100.8	101.8	100.9	101.5	-2	1.0	-9	.6	-2	1.0	.0	.5
2021	100.3	98.2	98.8	97.5	-1.2	-2.1	.6	-1.3	-5	-3.5	-2.1	-3.9
2022	97.0	—	—	—	-5	—	—	—	-3.3	—	—	—
Aircraft manufacturing												
2001	51.3	50.9	49.7	52.0	3.4	-8	-2.4	4.6	2.0	-8	-3.7	4.8
2002	53.2	53.5	53.2	56.3	2.3	.6	-6	5.8	3.7	5.1	7.0	8.3
2003	63.4	63.5	63.3	61.1	12.6	.2	-3	-3.5	19.2	18.7	19.0	8.5
2004	73.5	73.4	73.7	73.5	20.3	-1	.4	-3	15.9	15.6	16.4	20.3
2005	98.8	98.4	96.4	100.0	34.4	-4	-2.0	3.7	34.4	34.1	30.8	36.1
2006	78.0	76.9	81.8	81.1	-22.0	-1.4	6.4	-9	-21.1	-21.8	-15.1	-18.9
2007	69.6	69.3	64.7	64.3	-14.2	-4	-6.6	-6	-10.8	-9.9	-20.9	-20.7
2008	65.6	64.1	65.8	68.7	2.0	-2.3	2.7	4.4	-5.7	-7.5	1.7	6.8
2009	67.9	67.1	65.6	65.7	-1.2	-1.2	-2.2	.2	3.5	4.7	-3	-4.4

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group, industry, and bargaining status	Indexes (Dec. 2005 = 100)				Percent changes for—								
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—				
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.	
Aircraft manufacturing													
2010	65.0	64.7	75.0	74.7	-1.1	-0.5	15.9	-0.4	-4.3	-3.6	14.3	13.7	
2011	77.0	76.4	64.8	65.1	3.1	-.8	-15.2	.5	18.5	18.1	-13.6	-12.9	
2012	66.3	66.4	73.7	74.2	1.8	.2	11.0	.7	-13.9	-13.1	13.7	14.0	
2013	73.2	73.2	69.2	69.6	-1.3	.0	-5.5	.6	10.4	10.2	-6.1	-6.2	
2014	71.9	71.9	75.8	76.9	3.3	.0	5.4	1.5	-1.8	-1.8	9.5	10.5	
2015	75.7	74.7	72.4	72.7	-1.6	-1.3	-3.1	.4	5.3	3.9	-4.5	-5.5	
2016	75.7	75.0	71.7	73.1	4.1	-.9	-4.4	2.0	.0	.4	-1.0	.6	
2017	75.0	75.1	94.3	94.5	2.6	.1	25.6	.2	-.9	.1	31.5	29.3	
2018	96.4	95.6	76.8	76.5	2.0	-.8	-19.7	-.4	28.5	27.3	-18.6	-19.0	
2019	76.6	76.2	76.1	75.8	.1	-.5	-.1	-.4	-20.5	-20.3	-.9	-.9	
2020	71.9	73.0	72.8	72.8	-5.1	1.5	-.3	.0	-6.1	-4.2	-4.3	-4.0	
2021	73.1	71.5	87.6	86.4	.4	-2.2	22.5	-1.4	1.7	-2.1	20.3	18.7	
2022	87.2	—	—	—	.9	—	—	—	19.3	—	—	—	
White-collar occupations²													
2001	52.6	52.0	50.2	52.5	6.3	-1.1	-3.5	4.6	9.1	4.0	.2	6.1	
2002	53.4	53.5	53.1	54.2	1.7	.2	-.7	2.1	1.5	2.9	5.8	3.2	
2003	62.9	62.7	62.2	62.1	16.1	-.3	-.8	-.2	17.8	17.2	17.1	14.6	
2004	74.7	74.0	74.0	73.8	20.3	-.9	.0	-.3	18.8	18.0	19.0	18.8	
2005	100.6	100.4	98.4	100.0	36.3	-.2	-2.0	1.6	34.7	35.7	33.0	35.5	
2006	79.4	78.2	83.4	83.7	-20.6	-1.5	6.6	.4	-21.1	-22.1	-15.2	-16.3	
Blue-collar occupations³													
2001	49.4	49.3	48.9	51.3	-.4	-.2	-.8	4.9	-7.0	-7.2	-8.8	3.4	
2002	52.9	53.4	53.2	59.1	3.1	.9	-.4	11.1	7.1	8.3	8.8	15.2	
2003	64.0	64.6	64.7	59.6	8.3	.9	.2	-7.9	21.0	21.0	21.6	.8	
2004	71.7	72.4	73.2	73.1	20.3	1.0	1.1	-.1	12.0	12.1	13.1	22.7	
2005	96.3	95.5	93.7	100.0	31.7	-.8	-1.9	6.7	34.3	31.9	28.0	36.8	
2006	76.0	75.0	79.5	77.5	-24.0	-1.3	6.0	-2.5	-21.1	-21.5	-15.2	-22.5	
Service-providing industries⁵													
2001	89.3	89.2	90.3	91.8	1.2	-.1	1.2	1.7	2.9	2.3	3.1	4.1	
2002	91.7	92.5	92.7	93.3	-.1	.9	.2	.6	2.7	3.7	2.7	1.6	
2003	93.8	95.3	95.8	97.2	.5	1.6	.5	1.5	2.3	3.0	3.3	4.2	
2004	97.9	98.4	99.0	99.4	.7	.5	.6	.4	4.4	3.3	3.3	2.3	
2005	99.8	99.9	98.4	100.0	.4	.1	-1.5	1.6	1.9	1.5	-.6	.6	
2006	100.0	99.2	99.9	101.1	.0	-.8	.7	1.2	.2	-.7	1.5	1.1	
2007	99.8	99.3	100.0	99.9	-1.3	-.5	.7	-.1	-.2	.1	.1	-1.2	
2008	99.1	97.2	97.8	101.9	-.8	-1.9	.6	4.2	-.7	-2.1	-2.2	2.0	
2009	101.1	99.9	100.1	100.2	-.8	-1.2	.2	.1	2.0	2.8	2.4	-1.7	
2010	100.6	101.0	101.2	101.1	.4	.4	.2	-.1	-.5	1.1	1.1	.9	
2011	100.8	101.0	100.6	101.5	-.3	.2	-.4	.9	.2	.0	-.6	.4	
2012	101.2	101.8	101.1	102.1	-.3	.6	-.7	1.0	.4	.8	.5	.6	
2013	101.5	101.8	102.0	102.6	-.6	.3	.2	.6	.3	.0	.9	.5	
2014	101.9	102.3	102.7	104.5	-.7	.4	.4	1.8	.4	.5	.7	1.9	
2015	104.8	103.3	104.0	104.8	.3	-1.4	.7	.8	2.8	1.0	1.3	.3	
2016	105.0	104.1	104.4	104.6	.2	-.9	.3	.2	.2	.8	.4	-.2	
2017	104.6	104.9	104.5	104.7	.0	.3	-.4	.2	-.4	.8	.1	.1	
2018	104.7	104.8	105.0	105.8	.0	.1	.2	.8	.1	-.1	.5	1.1	
2019	105.4	105.1	105.2	105.3	-.4	-.3	.1	.1	.7	.3	.2	-.5	
2020	105.5	106.5	105.9	106.2	.2	.9	-.6	.3	.1	1.3	.7	.9	

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group, industry, and bargaining status	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Service-providing industries⁵												
2021	105.5	103.2	103.0	102.2	-0.7	-2.2	-0.2	-0.8	0.0	-3.1	-2.7	-3.8
2022	101.2	—	—	—	-1.0	—	—	—	-4.1	—	—	—
Bargaining status												
Union												
2001	83.6	83.7	84.5	86.0	-.6	.1	1.0	1.8	.4	.0	.5	2.3
2002	86.5	86.7	87.5	88.4	.6	.2	.9	1.0	3.5	3.6	3.6	2.8
2003	89.6	91.8	92.7	94.1	1.4	2.5	1.0	1.5	3.6	5.9	5.9	6.4
2004	97.5	98.6	99.4	100.1	3.6	1.1	.8	.7	8.8	7.4	7.2	6.4
2005	99.7	100.1	98.8	100.0	-.4	.4	-1.3	1.2	2.3	1.5	-6	-1
2006	99.3	99.6	100.3	101.6	-.7	.3	.7	1.3	-.4	-.5	1.5	1.6
2007	98.1	98.3	98.5	99.1	-3.4	.2	.2	.6	-1.2	-1.3	-1.8	-2.5
2008	98.2	95.9	96.4	100.9	-.9	-2.3	.5	4.7	.1	-2.4	-2.1	1.8
2009	101.3	100.6	101.1	101.5	.4	-.7	.5	.4	3.2	4.9	4.9	.6
2010	103.8	104.9	106.0	105.9	2.3	1.1	1.0	-.1	2.5	4.3	4.8	4.3
2011	104.8	106.6	105.8	107.1	-1.0	1.7	-.8	1.2	1.0	1.6	-.2	1.1
2012	105.4	106.6	106.7	107.7	-1.6	1.1	.1	.9	.6	.0	.9	.6
2013	107.0	107.3	106.9	107.5	-.6	.3	-.4	.6	1.5	.7	.2	-.2
2014	107.0	108.4	109.0	111.1	-.5	1.3	.6	1.9	.0	1.0	2.0	3.3
2015	111.2	109.1	110.2	111.4	.1	-1.9	1.0	1.1	3.9	.6	1.1	.3
2016	111.6	110.5	110.5	110.9	.2	-1.0	.0	.4	.4	1.3	.3	-.4
2017	110.9	111.2	111.6	112.2	.0	.3	.4	.5	-.6	.6	1.0	1.2
2018	111.7	113.3	113.0	114.2	-.4	1.4	-.3	1.1	.7	1.9	1.3	1.8
2019	113.8	112.9	112.6	112.9	-.4	-.8	-.3	.3	1.9	-.4	-.4	-1.1
2020	112.8	114.8	114.3	114.5	-.1	1.8	-.4	.2	-.9	1.7	1.5	1.4
2021	113.2	110.5	111.1	109.8	-1.1	-2.4	.5	-1.2	.4	-3.7	-2.8	-4.1
2022	107.6	—	—	—	-2.0	—	—	—	-4.9	—	—	—
Nonunion												
2001	89.2	89.1	90.0	91.5	1.0	-.1	1.0	1.7	2.6	2.1	2.6	3.6
2002	91.6	92.3	92.3	93.0	.1	.8	.0	.8	2.7	3.6	2.6	1.6
2003	93.8	95.1	95.5	96.8	.9	1.4	.4	1.4	2.4	3.0	3.5	4.1
2004	97.7	98.0	98.7	99.3	.9	.3	.7	.6	4.2	3.0	3.4	2.6
2005	100.0	100.1	98.6	100.0	.7	.1	-1.5	1.4	2.4	2.1	-.1	.7
2006	99.5	98.5	99.2	100.3	-.5	-1.0	.7	1.1	-.5	-1.6	.6	.3
2007	99.1	98.5	99.2	98.9	-1.2	-.6	.7	-.3	-.4	.0	.0	-1.4
2008	98.2	96.3	96.8	100.8	-.7	-1.9	.5	4.1	-.9	-2.2	-2.4	1.9
2009	99.8	98.5	98.6	98.6	-1.0	-1.3	.1	.0	1.6	2.3	1.9	-2.2
2010	99.0	99.3	99.5	99.3	.4	.3	.2	-.2	-.8	.8	.9	.7
2011	99.1	99.3	98.9	99.8	-.2	.2	-.4	.9	.1	.0	-.6	.5
2012	99.2	99.7	99.0	100.0	-.6	.5	-.7	1.0	.1	.4	.1	.2
2013	99.5	99.7	99.9	100.6	-.5	.2	.2	.7	.3	.0	.9	.6
2014	99.8	99.8	100.3	102.0	-.8	.0	.5	1.7	.3	.1	.4	1.4
2015	102.3	101.2	101.8	102.6	.3	-1.1	.6	.8	2.5	1.4	1.5	.6
2016	102.6	101.9	102.1	102.3	.0	-.7	.2	.2	.3	.7	.3	-.3
2017	102.2	102.4	102.1	102.3	-.1	.2	-.3	.2	-.4	.5	.0	.0
2018	102.2	101.9	102.0	102.8	-.1	-.3	.1	.8	.0	-.5	-.1	.5
2019	102.4	102.2	102.4	102.6	-.4	-.2	.2	.2	.2	.3	.4	-.2
2020	102.7	103.5	102.9	103.2	.1	.8	-.6	.3	.3	1.3	.5	.6

See footnotes at end of table.

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

(Not seasonally adjusted)

Occupational group, industry, and bargaining status	Indexes (Dec. 2005 = 100)				Percent changes for—							
	Mar.	June	Sep.	Dec.	3-months ended—				12-months ended—			
					Mar.	June	Sep.	Dec.	Mar.	June	Sep.	Dec.
Bargaining status												
Nonunion												
2021	102.5	100.3	100.2	99.4	-0.7	-2.1	-0.1	-0.8	-0.2	-3.1	-2.6	-3.7
2022	98.5	—	—	—	-9	—	—	—	-3.9	—	—	—
State and local government workers												
All workers												
2001	84.1	83.8	85.7	87.0	.1	-.4	2.3	1.5	-.1	.1	2.8	3.6
2002	86.8	86.7	88.9	90.3	-.2	-.1	2.5	1.6	3.2	3.5	3.7	3.8
2003	89.9	90.7	92.8	94.1	-.4	.9	2.3	1.4	3.6	4.6	4.4	4.2
2004	94.0	93.7	96.4	97.3	-.1	-.3	2.9	.9	4.6	3.3	3.9	3.4
2005	97.3	97.2	98.0	100.0	.0	-.1	.8	2.0	3.5	3.7	1.7	2.8
2006	99.2	98.2	101.0	102.6	-.8	-1.0	2.9	1.6	2.0	1.0	3.1	2.6
2007	102.5	102.0	104.1	104.0	-.1	-.5	2.1	-.1	3.3	3.9	3.1	1.4
2008	102.6	100.5	102.5	106.9	-1.3	-2.0	2.0	4.3	.1	-1.5	-1.5	2.8
2009	106.6	105.5	106.9	107.3	-.3	-1.0	1.3	.4	3.9	5.0	4.3	.4
2010	106.8	107.1	108.8	108.7	-.5	.3	1.6	-.1	.2	1.5	1.8	1.3
2011	107.4	106.5	107.3	107.8	-1.2	-.8	.8	.5	.6	-.6	-1.4	-.8
2012	107.0	107.6	108.5	109.6	-.7	.6	.8	1.0	-.4	1.0	1.1	1.7
2013	109.2	109.2	110.4	111.5	-.4	.0	1.1	1.0	2.1	1.5	1.8	1.7
2014	110.9	110.4	111.8	113.8	-.5	-.5	1.3	1.8	1.6	1.1	1.3	2.1
2015	114.0	113.3	115.2	117.0	.2	-.6	1.7	1.6	2.8	2.6	3.0	2.8
2016	117.0	115.9	117.6	118.2	.0	-.9	1.5	.5	2.6	2.3	2.1	1.0
2017	117.9	117.6	118.5	119.5	-.3	-.3	.8	.8	.8	1.5	.8	1.1
2018	118.6	117.9	119.4	121.0	-.8	-.6	1.3	1.3	.6	.3	.8	1.3
2019	120.6	120.3	121.5	122.2	-.3	-.2	1.0	.6	1.7	2.0	1.8	1.0
2020	122.6	123.2	123.7	124.2	.3	.5	.4	.4	1.7	2.4	1.8	1.6
2021	122.7	120.0	119.9	118.9	-1.2	-2.2	-.1	-.8	.1	-2.6	-3.1	-4.3
2022	116.9	—	—	—	-1.7	—	—	—	-4.7	—	—	—

¹ Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government.

² Includes the following occupational groups: management, business, and financial; professional and related; sales and related; and office and administrative support.

³ Includes the following occupational groups: farming, fishing, and forestry; construction and extraction; installation, maintenance, and repair; production; and transportation and material moving.

⁴ Includes mining, construction, and manufacturing.

⁵ Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; and other services, except public administration.

NOTE: Dashes indicate data not available.