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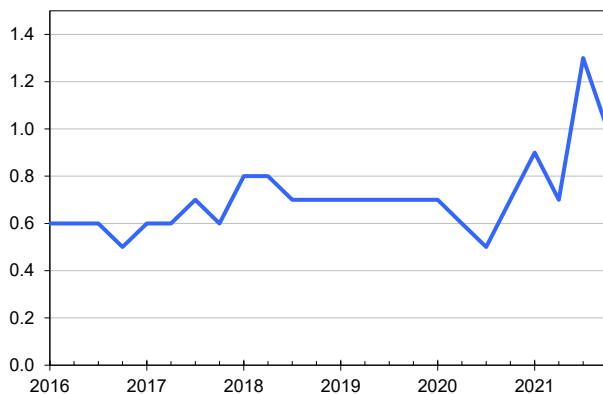
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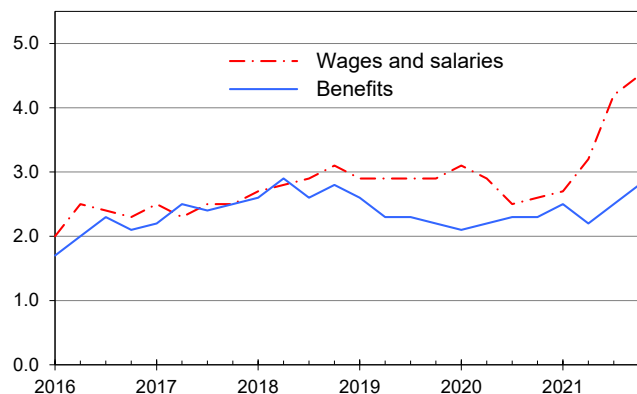
**EMPLOYMENT COST INDEX – December 2021**

**Compensation costs** for civilian workers increased 1.0 percent, seasonally adjusted, for the 3-month period ending in December 2021, the U.S. Bureau of Labor Statistics reported today. **Wages and salaries** increased 1.1 percent and **benefit costs** increased 0.9 percent from September 2021. (See chart 1 and tables A, 1, 2, and 3.)

**Chart 1. Three-month percent change, seasonally adjusted, civilian workers, total compensation**



**Chart 2. Twelve-month percent change, not seasonally adjusted, civilian workers**



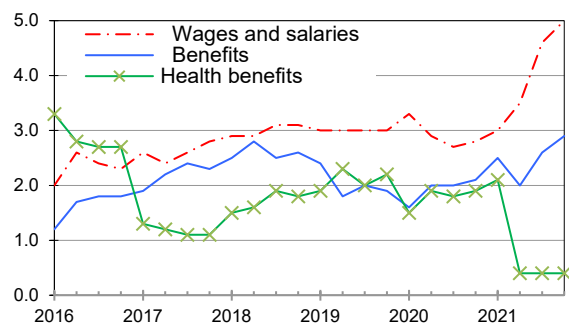
**Compensation costs** for civilian workers increased 4.0 percent for the 12-month period ending in December 2021 and increased 2.5 percent in December 2020. **Wages and salaries** increased 4.5 percent for the 12-month period ending in December 2021 and increased 2.6 percent for the 12-month period ending in December 2020. **Benefit costs** increased 2.8 percent over the year and increased 2.3 percent for the 12-month period ending in December 2020. (See chart 2 and tables A, 4, 8, and 12.)

**Compensation costs** for private industry workers increased 4.4 percent over the year. In December 2020, the increase was 2.6 percent. **Wages and salaries** increased 5.0 percent for the 12-month period ending in December 2021 and increased 2.8 percent in December 2020. The cost of **benefits** increased 2.9 percent for the 12-month period ending in December 2021 and increased 2.1 percent in December 2020. Inflation-adjusted (constant dollar) private wages and salaries declined 1.9 percent for the 12 months ending December 2021. Inflation-adjusted benefit costs in the private sector declined 3.8 percent. (See charts 3, 4, and tables A, 5, 9, 12 and [www.bls.gov/web/eci/eci-constant-real-dollar.pdf](http://www.bls.gov/web/eci/eci-constant-real-dollar.pdf).)

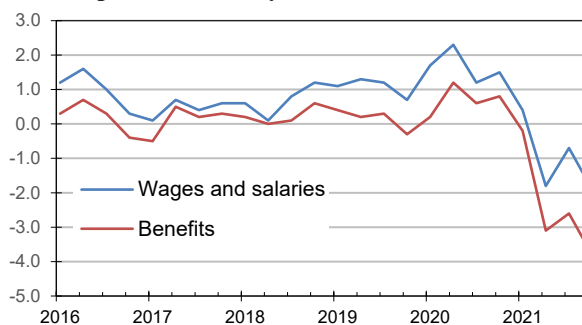
**Coronavirus (COVID-19) pandemic impact on the December 2021 Employment Cost Index**

For information on the effects of the COVID-19 pandemic and response on the ECI, see [www.bls.gov/covid19/home.htm](http://www.bls.gov/covid19/home.htm).

**Chart 3. Twelve-month percent change, current dollar, private industry workers**



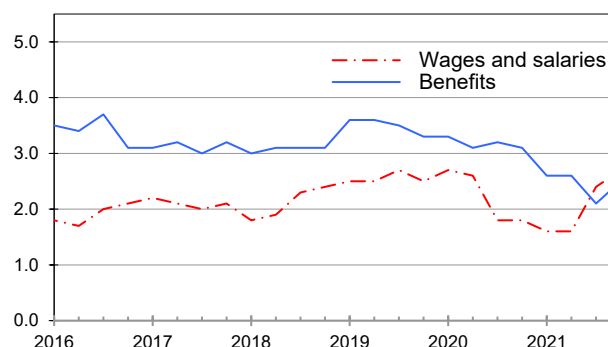
**Chart 4. Twelve-month percent change, constant dollar, private industry workers**



Among private industry **occupational groups**, compensation cost increases for the 12-month period ending in December 2021 ranged from 3.5 percent for management, professional, and related occupations to 7.1 percent for service occupations. Within **industry supersectors**, compensation cost increases ranged from 3.3 percent for financial activities to 8.0 percent for leisure and hospitality. (See table 5.)

**Compensation costs** for state and local government workers increased 2.6 percent for the 12-month period ending in December 2021, compared with an increase of 2.3 percent in December 2020. **Wages and salaries** increased 2.7 percent for the 12-month period ending in December 2021 and 1.8 percent a year ago. **Benefit costs** increased 2.5 percent for the 12-month period ending in December 2021. The prior year increase was 3.1 percent. (See chart 5 and tables A, 7, 11, and 12.)

**Chart 5. Twelve-month percent change, not seasonally adjusted, state and local government workers**



**Table A. Major series of the Employment Cost Index**  
[Percent change]

Category	3-month, seasonally adjusted		12-month, not seasonally adjusted				
	Sep. 2021	Dec. 2021	Dec. 2020	Mar. 2021	Jun. 2021	Sep. 2021	Dec. 2021
<b>Civilian workers<sup>1</sup></b>							
Compensation <sup>2</sup> .....	1.3	1.0	2.5	2.6	2.9	3.7	4.0
Wages and salaries.....	1.5	1.1	2.6	2.7	3.2	4.2	4.5
Benefits.....	0.9	0.9	2.3	2.5	2.2	2.5	2.8
<b>Private Industry</b>							
Compensation <sup>2</sup> .....	1.4	1.2	2.6	2.8	3.1	4.1	4.4
Wages and salaries.....	1.6	1.2	2.8	3.0	3.5	4.6	5.0
Benefits.....	1.1	1.0	2.1	2.5	2.0	2.6	2.9
<b>State and local government</b>							
Compensation <sup>2</sup> .....	0.8	0.7	2.3	2.0	2.0	2.3	2.6
Wages and salaries.....	1.0	0.7	1.8	1.6	1.6	2.4	2.7
Benefits.....	0.4	1.0	3.1	2.6	2.6	2.1	2.5

<sup>1</sup> Includes private industry and state and local government.

<sup>2</sup> Includes wages and salaries and benefits.

## TECHNICAL NOTE

The Employment Cost Index (ECI) measures the change in the cost of labor, free from the influence of employment shifts among occupations and industries. For information on survey concepts, coverage, methods, nonresponse adjustment, and imputation see *National Compensation Measures Handbook of Methods* at [www.bls.gov/opub/hom/ncs/home.htm](http://www.bls.gov/opub/hom/ncs/home.htm).

### Sample size

Data for this reference period were collected from a probability sample of approximately 30,100 occupational observations selected from a sample of about 7,500 private industry establishments and approximately 7,700 occupational observations selected from a sample of about 1,400 state and local government establishments that provided data at the initial interview. Beginning December 2021, an additional (fourth) private industry sample will be used in estimation to mitigate the impact of decreasing response rates.

### Standard errors

To assist users in ascertaining the reliability of ECI series, standard errors of all current quarter not seasonally adjusted 3- and 12-month percent change series are also available, see [www.bls.gov/ncs/ect/ectvar.htm](http://www.bls.gov/ncs/ect/ectvar.htm) and the database query tool at [www.bls.gov/ncs/ect/data.htm](http://www.bls.gov/ncs/ect/data.htm). Standard errors provide users a measure of the precision of an estimate to ensure that it is within an acceptable range for their intended purpose.

### Historical listings

Historical listings are available at [www.bls.gov/ect/#tables](http://www.bls.gov/ect/#tables). The continuous occupational and industry series listing uses the Standard Industrial Classification (SIC) Manual and Occupational Classification System (OCS) series from 1975 through 2005 and the North American Industry Classification System (NAICS) and Standard Occupational Classification (SOC) from 2006 to the present. It provides the official series deemed continuous after the change in classification systems. For more information on the criteria used in defining continuous series, see the article published in the *Monthly Labor Review* at [www.bls.gov/opub/mlr/2006/04/art2full.pdf](http://www.bls.gov/opub/mlr/2006/04/art2full.pdf).

### Employer Costs for Employee Compensation data

The costs per hour worked of compensation components are published as part of the Employer Costs for Employee Compensation (ECEC) news release. The ECEC release dates are available at [www.bls.gov/schedule/news\\_release/ecec.htm](http://www.bls.gov/schedule/news_release/ecec.htm). Historical ECEC data are available in summary documents at [www.bls.gov/ect/#tables](http://www.bls.gov/ect/#tables). Since the ECEC is calculated with current employment weights rather than the fixed weights used in computing the ECI, year-to-year changes in the cost levels usually differ from those in the ECI.

### Fixed employment weights

For additional information on the use of fixed employment weights in computing the ECI, see [www.bls.gov/opub/mlr/2016/article/introducing-2012-fixed-employment-weights-for-the-employment-cost-index.htm](http://www.bls.gov/opub/mlr/2016/article/introducing-2012-fixed-employment-weights-for-the-employment-cost-index.htm).

### Additional information

Starting with the ECI March 2022 release, inflation-adjusted or constant dollar estimates will be available in the database at [www.bls.gov/ncs/ect/data.htm](http://www.bls.gov/ncs/ect/data.htm). ECI release dates are available on the release calendar at [www.bls.gov/schedule/news\\_release/eci.htm](http://www.bls.gov/schedule/news_release/eci.htm). Subscribe to receive the BLS Economic News Release email at [www.bls.gov/bls/list.htm](http://www.bls.gov/bls/list.htm).

**Table 1. Employment Cost Index for total compensation, by occupational group and industry<sup>1</sup>**  
 [Seasonally adjusted]

Occupational group and industry	Indexes (Dec.2005=100)		Percent changes for 3-months ended-								
	Sep. 2021	Dec. 2021	Dec. 2019	Mar. 2020	Jun. 2020	Sep. 2020	Dec. 2020	Mar. 2021	Jun. 2021	Sep. 2021	Dec. 2021
<b>Civilian workers</b>											
All workers <sup>2</sup> .....	146.6	148.1	0.7	0.7	0.6	0.5	0.7	0.9	0.7	1.3	1.0
<b>Industry</b>											
Goods-producing industries <sup>3</sup> .....	142.8	144.1	0.6	0.6	0.7	0.4	0.6	0.7	1.1	0.9	0.9
Manufacturing.....	142.6	143.7	0.6	0.6	0.7	0.4	0.7	0.5	1.0	1.4	0.8
Service-providing industries <sup>4</sup> .....	147.4	149.0	0.6	0.8	0.5	0.6	0.7	0.9	0.7	1.3	1.1
Education and health services.....	145.0	146.6	0.5	0.7	0.2	0.6	0.6	0.6	0.6	1.0	1.1
Educational services.....	145.1	146.0	0.5	0.6	0.6	0.3	0.6	0.4	0.5	0.9	0.6
Elementary and secondary schools.....	145.7	146.5	0.5	0.6	0.6	0.6	0.6	0.5	0.6	0.8	0.5
Junior colleges, colleges, universities, and professional schools.....	143.7	144.8	0.6	0.6	0.6	-0.3	0.5	0.2	0.5	1.1	0.8
Health care and social assistance.....	145.0	147.2	0.5	0.7	-0.1	1.1	0.6	0.8	0.8	1.3	1.5
Hospitals.....	145.5	147.8	0.6	0.6	0.7	0.5	0.5	0.9	0.7	1.0	1.6
Nursing and residential care facilities.....	143.9	146.5	0.5	0.7	0.7	0.7	0.9	0.9	1.1	1.7	1.8
Public administration.....	149.7	151.0	0.8	0.7	0.6	0.5	0.6	0.2	0.7	0.8	0.9
<b>Private industry workers</b>											
All workers.....	146.3	148.0	0.7	0.7	0.5	0.6	0.8	1.0	0.8	1.4	1.2
<b>Occupational group</b>											
Management, professional, and related.....	143.5	144.7	0.6	0.6	0.3	0.5	0.5	0.6	0.7	1.3	0.8
Management, business, and financial.....	145.3	146.1	0.6	0.4	0.4	0.4	0.5	0.5	0.8	1.5	0.6
Professional and related.....	142.1	143.7	0.5	0.7	0.1	0.6	0.6	0.7	0.6	1.2	1.1
Sales and office.....	148.4	150.1	0.4	1.1	0.6	0.4	1.1	1.8	0.3	1.4	1.1
Sales and related.....	145.7	147.2	0.3	1.6	0.6	0.1	1.5	3.3	-0.5	1.5	1.0
Office and administrative support....	150.2	152.0	0.6	0.6	0.6	0.6	0.8	0.6	0.9	1.3	1.2
Natural resources, construction, and maintenance.....	145.3	146.8	0.6	1.0	0.2	0.6	0.6	1.0	0.8	0.9	1.0
Construction, extraction, farming, fishing, and forestry occupations..	145.5	146.7	0.7	1.1	-0.4	0.5	0.6	0.8	1.2	1.0	0.8
Installation, maintenance, and repair.....	145.2	146.9	0.7	0.8	0.9	0.6	0.7	1.1	0.5	0.9	1.2
Production, transportation, and material moving.....	149.0	151.0	0.9	0.7	0.9	0.7	0.9	0.6	1.3	1.5	1.3
Production.....	145.7	147.4	0.7	0.8	0.9	0.6	0.8	0.9	1.4	1.5	1.2
Transportation and material moving.....	153.1	155.4	1.1	0.7	0.9	0.8	1.1	0.3	1.3	1.5	1.5
Service occupations.....	153.1	156.0	1.0	0.9	0.8	0.9	0.9	1.2	1.7	2.1	1.9
<b>Industry</b>											
Goods-producing industries <sup>3</sup> .....	142.8	144.1	0.6	0.6	0.7	0.4	0.7	0.6	1.1	1.0	0.9
Construction.....	143.6	145.2	0.7	0.6	0.9	0.3	0.6	0.9	1.2	0.3	1.1
Manufacturing.....	142.6	143.7	0.6	0.6	0.7	0.4	0.7	0.5	1.0	1.4	0.8
Aircraft manufacturing.....	134.2	134.9	0.4	-1.6	1.4	0.8	0.5	0.6	0.6	7.0	0.5
Service-providing industries <sup>5</sup> .....	147.3	149.1	0.7	0.8	0.4	0.6	0.8	1.1	0.7	1.5	1.2
Trade, transportation, and utilities.....	150.0	152.9	0.7	0.7	0.8	0.3	1.2	0.8	1.2	1.2	1.9
Wholesale trade.....	143.7	145.9	0.4	0.8	1.1	0.0	0.4	0.9	2.0	0.9	1.5
Retail trade.....	152.3	156.3	0.8	0.6	0.6	0.6	1.6	1.0	0.9	1.6	2.6
Transportation and warehousing. . .	152.7	154.9	1.0	0.6	0.9	0.5	1.3	0.1	0.6	1.1	1.4
Utilities.....	158.0	159.3	0.7	0.2	0.8	0.6	0.7	0.5	0.5	1.2	0.8
Information.....	143.8	145.4	0.8	0.6	0.8	0.6	1.2	0.6	0.5	1.2	1.1
Financial activities.....	147.5	146.5	0.6	0.6	0.6	0.4	0.7	3.6	-1.7	2.0	-0.7
Finance and insurance.....	148.7	147.0	0.7	0.8	0.6	0.4	0.7	4.3	-2.2	2.2	-1.1

See footnotes at end of table.

**Table 1. Employment Cost Index for total compensation, by occupational group and industry<sup>1</sup> — Continued**  
 [Seasonally adjusted]

Occupational group and industry	Indexes (Dec.2005=100)		Percent changes for 3-months ended-								
	Sep. 2021	Dec. 2021	Dec. 2019	Mar. 2020	Jun. 2020	Sep. 2020	Dec. 2020	Mar. 2021	Jun. 2021	Sep. 2021	Dec. 2021
Credit intermediation and related activities.....	152.5	149.4	0.7	0.7	0.9	0.5	0.4	0.2	2.3	5.5	-2.0
Insurance carriers and related activities.....	146.3	147.8	0.6	0.3	0.7	0.6	0.8	0.8	0.1	1.0	1.0
Real estate and rental and leasing..	141.9	144.0	0.6	0.1	0.8	0.6	0.2	0.4	0.8	1.0	1.5
Professional and business services. . .	146.7	148.1	0.5	1.1	0.3	0.4	0.8	0.6	0.8	1.5	1.0
Professional, scientific, and technical services.....	148.4	149.7	0.4	1.2	-0.1	0.3	1.0	0.2	0.8	1.7	0.9
Administrative and support and waste management and remediation services.....	145.6	147.6	0.6	1.1	0.7	0.6	1.0	1.2	1.1	1.4	1.4
Education and health services.....	144.1	146.0	0.5	0.8	-0.1	0.9	0.6	0.7	0.7	1.3	1.3
Educational services.....	143.2	143.8	0.4	0.9	0.6	-0.2	0.7	0.3	0.3	1.5	0.4
Junior colleges, colleges, universities, and professional schools.....	143.8	144.8	0.6	0.8	0.4	-0.7	0.4	0.3	0.6	1.3	0.7
Health care and social assistance...	144.3	146.5	0.5	0.8	-0.3	1.2	0.6	0.8	0.8	1.3	1.5
Hospitals.....	145.0	147.4	0.6	0.5	0.7	0.5	0.5	1.0	0.7	1.0	1.7
Nursing and residential care facilities.....	142.4	145.0	0.5	0.7	0.7	0.8	0.8	0.9	1.3	1.8	1.8
Leisure and hospitality.....	154.5	156.6	1.2	0.9	1.0	1.1	0.3	1.4	2.5	2.5	1.4
Accommodation and food services..	157.5	159.9	1.1	1.0	1.0	1.4	0.6	1.5	2.6	2.5	1.5
Other services, except public administration.....	148.4	150.4	1.2	0.5	0.6	0.5	0.6	1.1	1.4	1.6	1.3
<b>State and local government workers</b>											
All workers.....	147.7	148.8	0.6	0.7	0.6	0.5	0.6	0.4	0.6	0.8	0.7
<b>Industry</b>											
Education and health services.....	146.1	147.2	0.6	0.6	0.6	0.4	0.6	0.5	0.6	0.8	0.8
Educational services.....	145.6	146.5	0.6	0.6	0.6	0.4	0.6	0.4	0.6	0.8	0.6
Schools.....	145.5	146.5	0.6	0.6	0.6	0.4	0.6	0.5	0.5	0.8	0.7
Elementary and secondary schools.....	146.2	147.0	0.5	0.7	0.6	0.6	0.6	0.5	0.6	0.7	0.5
Health care and social assistance...	150.3	152.2	0.7	0.7	0.6	0.3	0.6	0.5	0.9	0.9	1.3
Hospitals.....	147.4	149.2	0.8	0.6	0.6	0.4	0.5	0.6	1.0	0.8	1.2
Public administration.....	149.7	151.0	0.8	0.7	0.6	0.5	0.6	0.2	0.7	0.8	0.9

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

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

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

<sup>4</sup> 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.

<sup>5</sup> 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.

SOURCE: U.S. Bureau of Labor Statistics, National Compensation Survey

**Table 2. Employment Cost Index for wages and salaries, by occupational group and industry**  
[Seasonally adjusted]

Occupational group and industry	Indexes (Dec. 2005=100)		Percent changes for 3-months ended-								
	Sep. 2021	Dec. 2021	Dec. 2019	Mar. 2020	Jun. 2020	Sep. 2020	Dec. 2020	Mar. 2021	Jun. 2021	Sep. 2021	Dec. 2021
<b>Civilian workers</b>											
All workers <sup>1</sup> .....	146.2	147.8	0.7	0.9	0.4	0.5	0.8	1.0	0.9	1.5	1.1
<b>Industry</b>											
Goods-producing industries <sup>2</sup> .....	145.0	146.7	0.8	0.7	0.7	0.5	0.6	0.6	1.3	0.8	1.2
Manufacturing.....	145.2	146.6	0.8	0.7	0.7	0.6	0.6	0.6	1.3	1.2	1.0
Service-providing industries <sup>3</sup> .....	146.5	148.1	0.7	0.9	0.4	0.5	0.8	1.1	0.8	1.6	1.1
Education and health services.....	141.0	142.5	0.5	0.7	0.0	0.7	0.6	0.6	0.7	1.2	1.1
Educational services.....	137.0	137.6	0.5	0.6	0.5	0.1	0.5	0.4	0.4	1.0	0.4
Elementary and secondary schools.....	135.8	136.3	0.5	0.6	0.5	0.4	0.5	0.4	0.4	0.7	0.4
Junior colleges, colleges, universities, and professional schools.....	138.3	139.1	0.5	0.6	0.4	-0.4	0.4	0.4	0.5	1.2	0.6
Health care and social assistance.....	145.3	147.7	0.6	0.9	-0.4	1.2	0.6	0.8	0.9	1.5	1.7
Hospitals.....	145.1	147.7	0.7	0.7	0.6	0.5	0.5	1.0	0.9	1.3	1.8
Nursing and residential care facilities.....	145.6	148.5	0.6	0.9	0.8	0.7	0.9	0.9	1.3	2.0	2.0
<b>Private industry workers</b>											
All workers.....	148.1	149.9	0.7	0.9	0.4	0.6	0.8	1.1	1.0	1.6	1.2
<b>Occupational group</b>											
Management, professional, and related.....	144.8	146.0	0.5	0.8	0.1	0.5	0.6	0.6	0.8	1.5	0.8
Professional and related.....	143.4	145.1	0.7	1.0	-0.1	0.7	0.6	0.8	0.6	1.3	1.2
Management, business, and financial.....	146.8	147.4	0.5	0.6	0.5	0.2	0.5	0.5	1.1	1.8	0.4
Sales and office.....	150.4	152.0	0.4	1.4	0.6	0.4	1.2	2.2	0.4	1.6	1.1
Office and administrative support.....	151.3	153.3	0.6	0.8	0.6	0.6	0.9	0.7	1.2	1.5	1.3
Natural resources, construction, and maintenance.....	145.7	147.3	0.7	1.2	0.1	0.7	0.6	1.2	0.9	1.0	1.1
Construction, extraction, farming, fishing, and forestry occupations.....	146.0	147.3	0.7	1.4	-0.6	0.7	0.6	0.8	1.4	1.2	0.9
Installation, maintenance, and repair.....	145.4	147.3	0.6	0.9	0.9	0.7	0.7	1.4	0.5	0.9	1.3
Production, transportation, and material moving.....	151.6	154.2	1.1	0.8	0.9	0.8	1.0	0.8	1.8	1.5	1.7
Production.....	148.1	150.1	1.0	0.8	0.9	0.7	0.8	1.2	1.7	1.3	1.4
Transportation and material moving.....	155.8	158.8	1.2	0.9	1.0	0.8	1.2	0.4	1.8	1.6	1.9
Service occupations.....	156.4	159.6	1.2	0.9	0.9	1.0	1.0	1.4	2.1	2.3	2.1
<b>Industry</b>											
Goods-producing industries <sup>2</sup> .....	145.1	146.7	0.8	0.7	0.7	0.4	0.7	0.6	1.3	0.8	1.1
Construction.....	144.8	146.6	0.7	0.7	1.1	0.3	0.7	0.9	1.4	0.3	1.3
Manufacturing.....	145.2	146.6	0.8	0.7	0.7	0.6	0.6	0.6	1.3	1.2	1.0
Aircraft manufacturing.....	150.4	151.2	0.6	-0.2	1.5	0.9	0.7	0.0	0.7	0.1	0.6
Service-providing industries <sup>4</sup> .....	148.9	150.7	0.7	1.0	0.4	0.6	0.9	1.3	0.9	1.7	1.2
Trade, transportation, and utilities.....	150.7	154.1	0.9	0.8	0.9	0.3	1.3	0.8	1.5	1.3	2.3
Wholesale trade.....	141.5	144.0	0.4	0.9	1.3	-0.2	0.4	0.8	2.4	1.1	1.8
Retail trade.....	154.7	159.3	0.8	0.8	0.7	0.5	1.9	1.0	1.2	1.7	3.0
Transportation and warehousing.....	154.9	157.4	1.3	0.8	1.0	0.5	1.5	0.3	1.0	1.2	1.6
Utilities.....	152.7	154.1	0.6	0.2	0.8	0.5	0.5	0.7	0.3	1.2	0.9
Information.....	143.1	144.6	0.7	0.9	0.2	0.5	1.4	1.0	0.5	1.2	1.0
Financial activities.....	150.5	148.3	0.6	0.9	0.5	0.1	0.8	5.0	-2.2	2.7	-1.5
Finance and insurance.....	152.6	149.3	0.6	1.0	0.4	0.0	1.0	6.0	-2.9	3.0	-2.2
Credit intermediation and related activities.....	156.5	151.4	0.5	0.8	0.6	0.6	0.4	0.0	3.7	7.7	-3.3
Insurance carriers and related activities.....	145.7	147.0	0.3	0.5	0.5	0.7	1.0	0.9	0.1	1.1	0.9

See footnotes at end of table.

**Table 2. Employment Cost Index for wages and salaries, by occupational group and industry — Continued**  
 [Seasonally adjusted]

Occupational group and industry	Indexes (Dec. 2005=100)		Percent changes for 3-months ended-								
	Sep. 2021	Dec. 2021	Dec. 2019	Mar. 2020	Jun. 2020	Sep. 2020	Dec. 2020	Mar. 2021	Jun. 2021	Sep. 2021	Dec. 2021
Real estate and rental and leasing..	141.7	144.1	0.7	0.3	0.8	0.5	0.3	0.4	1.2	1.1	1.7
Professional and business services. . .	148.3	149.8	0.6	1.4	0.1	0.4	0.9	0.3	1.1	1.6	1.0
Professional, scientific, and technical services.....	149.8	151.1	0.5	1.8	-0.3	0.2	1.0	-0.2	1.2	1.8	0.8
Education and health services.....	144.9	147.0	0.5	0.9	-0.3	1.0	0.6	0.7	0.8	1.5	1.4
Educational services.....	142.4	142.7	0.4	1.0	0.6	-0.3	0.8	0.5	0.4	1.6	0.2
Junior colleges, colleges, universities, and professional schools.....	141.4	142.1	0.6	0.9	0.4	-0.9	0.4	0.4	0.9	1.1	0.5
Health care and social assistance...	145.4	147.9	0.6	0.9	-0.6	1.3	0.6	0.8	1.0	1.5	1.7
Hospitals.....	145.7	148.3	0.6	0.7	0.6	0.6	0.5	1.0	0.9	1.3	1.8
Nursing and residential care facilities.....	146.1	149.0	0.7	1.0	0.8	0.9	0.9	1.0	1.3	2.1	2.0
Leisure and hospitality.....	159.5	162.0	1.2	1.0	1.0	1.2	0.4	1.6	2.8	2.6	1.6
Accommodation and food services..	162.5	165.3	1.3	1.0	1.1	1.6	0.6	1.7	2.9	2.6	1.8
Other services, except public administration.....	150.0	152.2	1.3	0.5	0.6	0.7	0.6	1.3	1.6	1.6	1.5
<b>State and local government workers</b>											
All workers.....	138.0	138.9	0.5	0.6	0.5	0.2	0.4	0.4	0.5	1.0	0.7
<b>Industry</b>											
Education and health services.....	136.7	137.5	0.5	0.5	0.5	0.2	0.4	0.4	0.5	0.9	0.6
Educational services.....	135.9	136.5	0.5	0.5	0.5	0.2	0.5	0.4	0.4	0.8	0.4
Schools.....	135.9	136.5	0.5	0.5	0.5	0.3	0.5	0.4	0.4	0.8	0.4
Elementary and secondary schools.....	135.5	136.1	0.5	0.5	0.5	0.4	0.5	0.5	0.4	0.7	0.4
Health care and social assistance...	143.6	145.4	0.7	0.6	0.5	0.1	0.6	0.6	0.9	1.5	1.3
Hospitals.....	142.8	144.5	0.8	0.7	0.5	0.2	0.5	0.5	1.0	1.6	1.2
Public administration.....	139.7	140.8	0.7	0.5	0.6	0.1	0.5	0.4	0.5	1.5	0.8

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

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

<sup>3</sup> 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.

<sup>4</sup> 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.

SOURCE: U.S. Bureau of Labor Statistics, National Compensation Survey

**Table 3. Employment Cost Index for benefits, by occupational group and industry**  
[Seasonally adjusted]

Occupational group and industry	Indexes (Dec. 2005=100)		Percent changes for 3-months ended-								
	Sep. 2021	Dec. 2021	Dec. 2019	Mar. 2020	Jun. 2020	Sep. 2020	Dec. 2020	Mar. 2021	Jun. 2021	Sep. 2021	Dec. 2021
<b>Civilian workers</b>											
All workers <sup>1</sup> .....	147.6	149.0	0.5	0.5	0.6	0.6	0.6	0.6	0.4	0.9	0.9
<b>Private industry workers</b>											
All workers.....	142.1	143.5	0.4	0.3	0.7	0.6	0.6	0.6	0.3	1.1	1.0
<b>Occupational group</b>											
Management, professional, and related.....	140.3	141.7	0.5	0.1	0.7	0.6	0.5	0.7	0.3	1.0	1.0
Sales and office.....	143.4	145.1	0.4	0.3	0.7	0.4	0.8	0.7	-0.1	0.9	1.2
Natural resources, construction, and maintenance.....	144.7	145.8	0.4	0.4	0.5	0.4	0.6	0.6	0.6	0.8	0.8
Production, transportation, and material moving.....	143.7	144.7	0.4	0.6	1.0	0.4	0.8	0.2	0.5	1.5	0.7
Service occupations.....	142.7	144.1	0.6	0.4	0.8	0.6	0.6	0.8	0.5	1.4	1.0
<b>Industry</b>											
Goods-producing industries <sup>2</sup> .....	138.1	138.8	0.3	0.3	0.6	0.2	0.6	0.7	0.5	1.2	0.5
Manufacturing.....	137.7	138.2	0.2	0.2	0.8	0.2	0.6	0.4	0.4	1.6	0.4
Service-providing industries <sup>3</sup> .....	143.6	145.2	0.5	0.3	0.7	0.6	0.6	0.7	0.1	1.1	1.1
<b>State and local government workers</b>											
All workers <sup>1</sup> .....	166.8	168.4	0.8	0.8	0.7	0.7	0.7	0.4	0.7	0.4	1.0

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

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

<sup>3</sup> 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.

SOURCE: U.S. Bureau of Labor Statistics, National Compensation Survey



**Table 4. Employment Cost Index for total compensation, for civilian workers, by occupational group and industry<sup>1</sup>**

[Not seasonally adjusted]

Occupational group and industry	Indexes (Dec. 2005=100)			Percent changes for					
	Dec. 2020	Sep. 2021	Dec. 2021	3-months ended-			12-months ended-		
				Dec. 2020	Sep. 2021	Dec. 2021	Dec. 2020	Sep. 2021	Dec. 2021
All workers <sup>2</sup> .....	142.2	146.7	147.9	0.6	1.4	0.8	2.5	3.7	4.0
Excluding incentive paid occupations <sup>3</sup> .....	142.3	146.3	147.8	0.6	1.2	1.0	2.5	3.4	3.9
<b>Occupational group</b>									
Management, professional, and related.....	140.5	144.2	145.0	0.4	1.3	0.6	2.0	3.0	3.2
Management, business, and financial.....	141.3	145.5	146.0	0.2	1.5	0.3	1.8	3.2	3.3
Professional and related.....	140.1	143.4	144.5	0.4	1.2	0.8	2.1	2.8	3.1
Sales and office.....	143.7	148.7	150.1	0.9	1.3	0.9	3.2	4.4	4.5
Sales and related.....	139.7	145.8	147.2	1.3	1.4	1.0	3.8	5.7	5.4
Office and administrative support.....	146.0	150.3	151.6	0.6	1.2	0.9	2.7	3.6	3.8
Natural resources, construction, and maintenance.....	141.7	145.7	147.0	0.5	0.9	0.9	2.4	3.3	3.7
Construction, extraction, farming, fishing, and forestry occupations.....	141.6	145.7	146.9	0.6	0.8	0.8	1.9	3.5	3.7
Installation, maintenance, and repair.....	141.9	145.8	147.1	0.4	1.0	0.9	2.8	3.1	3.7
Production, transportation, and material moving.....	144.2	149.3	151.1	0.8	1.5	1.2	3.3	4.3	4.8
Production.....	140.5	145.8	147.5	0.7	1.3	1.2	3.2	4.5	5.0
Transportation and material moving.....	148.5	153.3	155.5	0.9	1.5	1.4	3.5	4.1	4.7
Service occupations.....	146.7	153.2	155.6	0.8	1.9	1.6	3.3	5.3	6.1
<b>Industry</b>									
Goods-producing industries <sup>4</sup> .....	139.0	142.9	144.0	0.6	0.9	0.8	2.4	3.4	3.6
Manufacturing.....	138.5	142.5	143.5	0.7	1.2	0.7	2.4	3.6	3.6
Service-providing industries <sup>5</sup> .....	142.8	147.3	148.7	0.6	1.4	1.0	2.6	3.7	4.1
Education and health services.....	141.7	145.1	146.5	0.5	1.4	1.0	2.2	2.9	3.4
Educational services.....	142.4	145.2	145.9	0.4	1.5	0.5	2.2	2.4	2.5
Elementary and secondary schools....	143.0	145.7	146.3	0.5	1.5	0.4	2.4	2.4	2.3
Junior colleges, colleges, universities, and professional schools.....	141.1	143.9	144.8	0.4	1.6	0.6	1.3	2.3	2.6
Health care and social assistance.....	141.0	145.0	147.3	0.6	1.3	1.6	2.2	3.4	4.5
Hospitals.....	141.6	145.4	147.7	0.5	1.0	1.6	2.2	3.2	4.3
Nursing and residential care facilities...	138.5	143.8	146.4	0.8	1.7	1.8	3.0	4.7	5.7
Public administration.....	146.8	149.6	150.6	0.4	1.1	0.7	2.4	2.3	2.6

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

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

<sup>3</sup> The index for this series is not strictly comparable with other series in this table.

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

<sup>5</sup> 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.

SOURCE: U.S. Bureau of Labor Statistics, National Compensation Survey

**Table 5. Employment Cost Index for total compensation, for private industry workers, by occupational group and industry<sup>1</sup>**

[Not seasonally adjusted]

Occupational group and industry	Indexes (Dec. 2005=100)			Percent changes for					
	Dec. 2020	Sep. 2021	Dec. 2021	3-months ended-			12-months ended-		
				Dec. 2020	Sep. 2021	Dec. 2021	Dec. 2020	Sep. 2021	Dec. 2021
All workers.....	141.6	146.4	147.8	0.6	1.4	1.0	2.6	4.1	4.4
Excluding incentive paid occupations <sup>2</sup> .....	141.6	145.9	147.6	0.6	1.1	1.2	2.5	3.6	4.2
<b>Occupational group</b>									
Management, professional, and related.....	139.5	143.5	144.4	0.4	1.3	0.6	2.0	3.2	3.5
Excluding incentive paid occupations <sup>2</sup> .....	138.8	142.1	143.4	0.4	0.9	0.9	2.0	2.7	3.3
Management, business, and financial.....	141.0	145.3	145.8	0.2	1.4	0.3	1.9	3.3	3.4
Excluding incentive paid occupations <sup>2</sup> .....	139.9	142.9	144.0	0.3	0.8	0.8	1.8	2.4	2.9
Professional and related.....	138.4	142.2	143.4	0.4	1.2	0.8	2.1	3.2	3.6
Sales and office.....	143.2	148.5	149.9	0.9	1.3	0.9	3.2	4.7	4.7
Excluding incentive paid occupations <sup>2</sup> .....	145.0	149.5	151.6	0.8	1.0	1.4	2.9	3.9	4.6
Sales and related.....	139.6	145.7	147.1	1.3	1.4	1.0	3.8	5.7	5.4
Excluding incentive paid occupations <sup>2</sup> .....	143.9	148.2	151.5	1.2	0.7	2.2	3.5	4.2	5.3
Office and administrative support.....	145.6	150.2	151.7	0.6	1.2	1.0	2.6	3.7	4.2
Natural resources, construction, and maintenance.....	141.3	145.5	146.7	0.5	0.9	0.8	2.5	3.5	3.8
Construction, extraction, farming, fishing, and forestry occupations.....	141.2	145.5	146.6	0.6	0.8	0.8	1.9	3.6	3.8
Installation, maintenance, and repair.....	141.4	145.4	146.8	0.4	0.9	1.0	3.0	3.3	3.8
Production, transportation, and material moving.....	143.8	149.0	150.9	0.8	1.5	1.3	3.3	4.4	4.9
Excluding incentive paid occupations <sup>2</sup> .....	143.6	148.6	150.6	0.8	1.4	1.3	3.3	4.3	4.9
Production.....	140.3	145.7	147.3	0.7	1.4	1.1	3.2	4.6	5.0
Excluding incentive paid occupations <sup>2</sup> .....	140.8	146.1	147.9	0.7	1.4	1.2	3.2	4.5	5.0
Transportation and material moving.....	148.2	153.2	155.3	0.9	1.6	1.4	3.5	4.3	4.8
Service occupations.....	145.6	153.1	155.9	0.9	2.0	1.8	3.6	6.1	7.1
<b>Industry and occupational group</b>									
Goods-producing industries <sup>3</sup> .....	138.9	142.8	144.0	0.5	0.9	0.8	2.3	3.3	3.7
Excluding incentive paid occupations <sup>2</sup> .....	138.8	142.9	144.0	0.5	1.0	0.8	2.1	3.5	3.7
Management, professional, and related.....	135.6	138.5	139.3	0.3	0.6	0.6	1.7	2.4	2.7
Sales and office.....	143.4	146.6	148.3	0.6	0.3	1.2	2.5	2.8	3.4
Natural resources, construction, and maintenance.....	140.7	144.9	146.0	0.6	1.0	0.8	2.1	3.6	3.8
Production, transportation, and material moving.....	139.2	144.1	145.6	0.7	1.4	1.0	3.0	4.3	4.6
Construction.....	140.3	143.9	145.2	0.4	0.4	0.9	2.4	3.0	3.5
Manufacturing.....	138.5	142.5	143.5	0.7	1.2	0.7	2.4	3.6	3.6
Management, professional, and related.....	136.9	139.8	140.5	0.4	0.8	0.5	1.9	2.6	2.6
Sales and office occupations.....	140.6	145.0	145.7	0.5	1.0	0.5	0.5	3.6	3.6
Natural resources, construction, and maintenance.....	139.4	143.3	144.2	0.9	1.3	0.6	3.1	3.7	3.4
Production, transportation, and material moving.....	138.9	143.8	145.2	0.7	1.4	1.0	3.0	4.3	4.5
Aircraft manufacturing.....	123.1	136.8	136.9	0.1	9.0	0.1	0.7	11.2	11.2
Service-providing industries <sup>4</sup> .....	142.4	147.4	148.9	0.6	1.4	1.0	2.7	4.2	4.6
Excluding incentive paid occupations <sup>2</sup> .....	142.5	146.9	148.7	0.6	1.2	1.2	2.7	3.7	4.4
Management, professional, and related.....	140.2	144.4	145.4	0.3	1.4	0.7	2.0	3.3	3.7
Sales and office.....	143.2	148.7	150.1	1.0	1.4	0.9	3.2	4.9	4.8
Natural resources, construction, and maintenance.....	142.4	146.4	147.8	0.4	0.8	1.0	3.0	3.2	3.8
Production, transportation, and material moving.....	149.0	154.4	156.7	0.9	1.5	1.5	3.6	4.5	5.2
Service occupations.....	145.6	153.1	155.9	0.9	2.0	1.8	3.6	6.1	7.1
Trade, transportation, and utilities.....	145.1	150.1	152.6	0.9	1.2	1.7	3.1	4.4	5.2
Excluding incentive paid occupations <sup>2</sup> .....	146.0	150.2	152.6	1.0	1.1	1.6	3.3	3.9	4.5
Wholesale trade.....	138.1	143.9	145.6	0.1	1.1	1.2	2.4	4.3	5.4
Excluding incentive paid occupations <sup>2</sup> .....	142.1	146.1	148.2	0.6	1.0	1.4	2.2	3.5	4.3

See footnotes at end of table.

**Table 5. Employment Cost Index for total compensation, for private industry workers, by occupational group and industry<sup>1</sup> — Continued**  
 [Not seasonally adjusted]

Occupational group and industry	Indexes (Dec. 2005=100)			Percent changes for					
	Dec. 2020	Sep. 2021	Dec. 2021	3-months ended-			12-months ended-		
				Dec. 2020	Sep. 2021	Dec. 2021	Dec. 2020	Sep. 2021	Dec. 2021
Service-providing industries - Continued									
Retail trade.....	146.7	152.3	156.0	1.4	1.3	2.4	3.5	5.3	6.3
Excluding incentive paid occupations <sup>2</sup> ....	145.8	150.8	153.9	1.4	1.3	2.1	4.0	4.9	5.6
Transportation and warehousing.....	149.6	153.0	154.7	0.9	1.3	1.1	3.3	3.2	3.4
Utilities.....	154.0	157.8	158.5	0.5	0.6	0.4	2.4	2.9	2.9
Information.....	139.9	143.9	144.7	0.6	1.1	0.6	3.1	3.5	3.4
Financial activities.....	141.4	147.6	146.0	0.1	1.8	-1.1	2.3	4.5	3.3
Excluding incentive paid occupations <sup>2</sup> ....	141.5	144.8	146.0	0.0	0.6	0.8	2.2	2.3	3.2
Finance and insurance.....	142.0	148.8	146.5	0.2	1.9	-1.5	2.5	5.0	3.2
Credit intermediation and related activities.....	140.5	152.8	148.8	-0.1	5.2	-2.6	2.5	8.6	5.9
Excluding incentive paid.....	144.2	147.5	148.4	0.1	0.7	0.6	2.3	2.4	2.9
Insurance carriers and related activities....	143.0	146.4	147.1	0.2	0.5	0.5	2.4	2.6	2.9
Excluding incentive paid occupations <sup>2</sup> ....	142.0	144.8	145.8	0.1	0.4	0.7	2.3	2.0	2.7
Real estate and rental and leasing.....	138.8	142.2	143.9	0.0	1.1	1.2	1.8	2.4	3.7
Excluding incentive paid occupations <sup>2</sup> ....	142.7	146.5	148.1	0.0	1.1	1.1	1.9	2.7	3.8
Professional and business services.....	142.4	146.7	147.9	0.7	1.5	0.8	2.7	3.7	3.9
Professional, scientific, and technical services.....	144.0	148.4	149.2	0.8	1.7	0.5	2.5	3.8	3.6
Administrative and support and waste management and remediation services...	140.3	145.6	147.5	0.9	1.4	1.3	3.3	4.7	5.1
Education and health services.....	140.2	144.2	146.1	0.5	1.4	1.3	2.2	3.4	4.2
Educational services.....	140.4	143.6	144.0	0.6	2.1	0.3	2.0	2.9	2.6
Junior colleges, colleges, universities, and professional schools.....	140.8	144.1	144.9	0.3	1.8	0.6	0.9	2.6	2.9
Health care and social assistance.....	140.2	144.3	146.6	0.6	1.3	1.6	2.3	3.5	4.6
Hospitals.....	141.1	145.0	147.4	0.5	1.0	1.7	2.2	3.3	4.5
Nursing and residential care facilities.....	136.8	142.4	145.0	0.7	1.8	1.8	3.0	4.9	6.0
Nursing care facilities <sup>2</sup> .....	136.1	141.8	144.1	0.9	1.8	1.6	3.0	5.1	5.9
Leisure and hospitality.....	144.7	154.1	156.3	0.4	2.3	1.4	3.4	6.9	8.0
Accommodation and food service.....	147.3	157.1	159.6	0.5	2.3	1.6	4.0	7.2	8.4
Other services, except public administration..	142.3	148.4	150.1	0.4	1.4	1.1	2.2	4.7	5.5

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

<sup>2</sup> The index for this series is not strictly comparable with other series in this table.

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

<sup>4</sup> 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.

SOURCE: U.S. Bureau of Labor Statistics, National Compensation Survey

**Table 6. Employment Cost Index for total compensation, for private industry workers, by bargaining status and Census region and division<sup>1</sup>**  
 [Not seasonally adjusted]

Bargaining status and Census region and division	Indexes (Dec. 2005=100)			Percent changes for					
	Dec. 2020	Sep. 2021	Dec. 2021	3-months ended-			12-months ended-		
				Dec. 2020	Sep. 2021	Dec. 2021	Dec. 2020	Sep. 2021	Dec. 2021
<b>Bargaining status</b>									
Union.....	146.3	150.1	151.2	0.5	1.1	0.7	2.8	3.1	3.3
Goods-producing industries <sup>2</sup> .....	140.8	145.3	146.2	0.5	1.5	0.6	2.8	3.7	3.8
Manufacturing.....	134.7	139.5	140.7	0.9	2.4	0.9	3.8	4.5	4.5
Service-providing industries <sup>3</sup> .....	150.2	153.8	155.0	0.4	0.9	0.8	2.7	2.8	3.2
Nonunion.....	140.9	145.8	147.2	0.6	1.4	1.0	2.6	4.1	4.5
Goods-producing industries <sup>2</sup> .....	138.3	142.1	143.3	0.5	0.8	0.8	2.1	3.3	3.6
Manufacturing.....	139.5	143.4	144.4	0.6	1.0	0.7	2.1	3.4	3.5
Service-providing industries <sup>3</sup> .....	141.6	146.8	148.2	0.6	1.5	1.0	2.7	4.3	4.7
<b>Census region and division<sup>4</sup></b>									
Northeast.....	144.0	148.4	149.6	0.6	1.4	0.8	2.3	3.7	3.9
New England.....	147.0	152.2	153.4	0.3	1.2	0.8	2.1	3.9	4.4
Middle Atlantic.....	142.9	147.1	148.3	0.7	1.4	0.8	2.4	3.7	3.8
South.....	139.3	144.6	145.6	0.7	1.6	0.7	2.6	4.5	4.5
South Atlantic.....	141.8	146.3	147.5	0.8	1.2	0.8	2.8	4.0	4.0
East South Central.....	137.4	143.5	145.6	0.2	1.9	1.5	1.4	4.7	6.0
West South Central.....	135.9	142.1	142.5	0.6	2.3	0.3	2.7	5.2	4.9
Midwest.....	139.1	143.5	145.5	0.7	1.2	1.4	2.5	3.8	4.6
East North Central.....	137.6	141.9	143.8	0.7	1.3	1.3	2.6	3.8	4.5
West North Central.....	142.9	147.3	149.6	0.6	1.0	1.6	2.5	3.7	4.7
West.....	145.1	150.1	151.4	0.5	1.2	0.9	3.0	3.9	4.3
Mountain.....	142.0	147.4	149.3	0.4	1.0	1.3	2.9	4.2	5.1
Pacific.....	146.4	151.3	152.4	0.5	1.2	0.7	3.0	3.8	4.1

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

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

<sup>3</sup> 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.

<sup>4</sup> 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.

SOURCE: U.S. Bureau of Labor Statistics, National Compensation Survey

**Table 7. Employment Cost Index for total compensation, for state and local government workers, by occupational group and industry<sup>1</sup>**  
 [Not seasonally adjusted]

Occupational group and industry	Indexes (Dec. 2005=100)			Percent changes for					
	Dec. 2020	Sep. 2021	Dec. 2021	3-months ended-			12-months ended-		
				Dec. 2020	Sep. 2021	Dec. 2021	Dec. 2020	Sep. 2021	Dec. 2021
All workers.....	144.9	147.6	148.6	0.4	1.2	0.7	2.3	2.3	2.6
<b>Occupational group</b>									
Management, professional, and related. ....	143.2	145.8	146.6	0.4	1.3	0.5	2.1	2.2	2.4
Professional and related.....	143.1	145.7	146.5	0.4	1.3	0.5	2.1	2.2	2.4
Sales and office.....	148.0	150.6	151.4	0.6	1.1	0.5	2.8	2.4	2.3
Office and administrative support.....	148.1	150.7	151.4	0.6	1.1	0.5	2.8	2.4	2.2
Service occupations.....	149.1	152.7	154.1	0.6	1.5	0.9	2.8	3.0	3.4
<b>Industry</b>									
Education and health services.....	143.4	146.2	147.0	0.5	1.5	0.5	2.2	2.5	2.5
Educational services.....	142.9	145.6	146.4	0.4	1.4	0.5	2.1	2.2	2.4
Schools.....	142.9	145.6	146.3	0.4	1.5	0.5	2.2	2.3	2.4
Elementary and secondary schools. ...	143.4	146.2	146.8	0.4	1.5	0.4	2.4	2.4	2.4
Health care and social assistance.....	146.7	150.2	152.1	0.7	1.1	1.3	2.2	3.1	3.7
Hospitals.....	143.9	147.3	149.2	0.6	1.0	1.3	2.2	3.0	3.7
Public administration.....	146.8	149.6	150.6	0.4	1.1	0.7	2.4	2.3	2.6

<sup>1</sup> Includes wages, salaries, and employer costs for employee benefits.  
 SOURCE: U.S. Bureau of Labor Statistics, National Compensation Survey

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

[Not seasonally adjusted]

Occupational group and industry	Indexes (Dec. 2005=100)			Percent changes for					
	Dec. 2020	Sep. 2021	Dec. 2021	3-months ended-			12-months ended-		
				Dec. 2020	Sep. 2021	Dec. 2021	Dec. 2020	Sep. 2021	Dec. 2021
All workers <sup>1</sup> .....	141.3	146.3	147.7	0.6	1.5	1.0	2.6	4.2	4.5
Excluding incentive paid occupations <sup>2</sup> .....	140.9	145.3	147.0	0.6	1.3	1.2	2.5	3.7	4.3
<b>Occupational group</b>									
Management, professional, and related.....	138.7	142.7	143.4	0.3	1.5	0.5	1.9	3.2	3.4
Management, business, and financial.....	141.0	145.8	146.1	0.2	1.7	0.2	1.7	3.6	3.6
Professional and related.....	137.5	141.0	142.0	0.4	1.4	0.7	2.0	2.9	3.3
Sales and office.....	143.4	149.5	150.9	1.0	1.5	0.9	3.4	5.3	5.2
Sales and related.....	141.4	148.8	150.0	1.6	1.6	0.8	4.2	6.9	6.1
Office and administrative support.....	144.7	149.6	151.2	0.6	1.4	1.1	2.8	4.0	4.5
Natural resources, construction, and maintenance.....	140.8	145.3	146.7	0.6	1.0	1.0	2.6	3.8	4.2
Construction, extraction, farming, fishing, and forestry occupations.....	140.5	145.3	146.7	0.6	1.0	1.0	2.1	4.1	4.4
Installation, maintenance, and repair.....	141.2	145.3	146.9	0.5	1.0	1.1	3.1	3.4	4.0
Production, transportation, and material moving.....	145.3	151.3	153.6	0.8	1.5	1.5	3.6	5.0	5.7
Production.....	141.9	148.0	150.1	0.6	1.2	1.4	3.2	5.0	5.8
Transportation and material moving.....	149.0	154.9	157.5	1.0	1.8	1.7	3.9	5.0	5.7
Service occupations.....	145.7	153.2	156.1	0.9	2.1	1.9	3.5	6.1	7.1
<b>Industry</b>									
Goods-producing industries <sup>3</sup> .....	140.9	145.0	146.5	0.6	0.8	1.0	2.5	3.5	4.0
Manufacturing.....	140.7	145.0	146.4	0.6	1.0	1.0	2.6	3.7	4.1
Service-providing industries <sup>4</sup> .....	141.3	146.5	147.9	0.6	1.7	1.0	2.6	4.3	4.7
Education and health services.....	137.6	141.2	142.6	0.5	1.6	1.0	2.0	3.1	3.6
Educational services.....	134.8	137.4	137.8	0.4	1.6	0.3	1.8	2.3	2.2
Elementary and secondary schools....	133.8	136.3	136.5	0.3	1.5	0.1	2.0	2.2	2.0
Junior colleges, colleges, and universities.....	135.6	138.6	139.3	0.3	1.8	0.5	1.0	2.5	2.7
Health care and social assistance.....	140.7	145.3	147.8	0.6	1.5	1.7	2.2	3.9	5.0
Hospitals.....	140.6	145.0	147.7	0.6	1.2	1.9	2.2	3.7	5.0
Nursing and residential care facilities...	139.4	145.5	148.4	0.9	2.0	2.0	3.4	5.3	6.5
Public administration.....	136.5	139.8	140.8	0.4	1.7	0.7	1.7	2.9	3.2

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

<sup>2</sup> The index for this series is not strictly comparable with other series in this table.

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

<sup>4</sup> 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.

SOURCE: U.S. Bureau of Labor Statistics, National Compensation Survey

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

[Not seasonally adjusted]

Occupational group and industry	Index value (Dec. 2005=100)			Percent changes for					
	Dec. 2020	Sep. 2021	Dec. 2021	3-months ended-			12-months ended-		
				Dec. 2020	Sep. 2021	Dec. 2021	Dec. 2020	Sep. 2021	Dec. 2021
All workers.....	142.6	148.2	149.7	0.6	1.6	1.0	2.8	4.6	5.0
Excluding incentive paid occupations <sup>1</sup> .....	142.4	147.1	149.0	0.6	1.2	1.3	2.7	4.0	4.6
<b>Occupational group</b>									
Management, professional, and related.....	140.4	144.9	145.8	0.3	1.5	0.6	2.0	3.5	3.8
Excluding incentive paid occupations <sup>1</sup> .....	139.2	142.7	144.1	0.4	1.0	1.0	2.0	2.9	3.5
Management, business, and financial.....	141.7	146.9	147.1	0.2	1.8	0.1	1.8	3.9	3.8
Excluding incentive paid occupations <sup>1</sup> .....	139.8	142.8	144.0	0.4	0.8	0.8	1.7	2.5	3.0
Professional and related.....	139.5	143.5	144.9	0.4	1.3	1.0	2.1	3.3	3.9
Sales and office.....	144.1	150.4	151.9	1.1	1.5	1.0	3.5	5.5	5.4
Excluding incentive paid occupations <sup>1</sup> .....	145.7	150.8	153.2	0.9	1.2	1.6	3.2	4.4	5.1
Sales and related.....	141.5	148.9	150.1	1.6	1.6	0.8	4.2	6.9	6.1
Excluding incentive paid occupations <sup>1</sup> .....	145.7	150.5	154.1	1.5	0.8	2.4	3.9	4.8	5.8
Office and administrative support.....	146.0	151.3	153.0	0.7	1.4	1.1	2.9	4.3	4.8
Natural resources, construction, and maintenance.....	141.2	145.8	147.2	0.6	1.0	1.0	2.8	3.9	4.2
Construction, extraction, farming, fishing, and forestry occupations.....	141.0	145.9	147.2	0.6	1.0	0.9	2.2	4.1	4.4
Installation, maintenance, and repair.....	141.4	145.7	147.2	0.5	1.0	1.0	3.3	3.6	4.1
Production, transportation, and material moving.....	145.5	151.6	153.9	0.9	1.5	1.5	3.6	5.1	5.8
Excluding incentive paid occupations <sup>1</sup> .....	145.2	151.2	153.6	0.8	1.5	1.6	3.5	5.0	5.8
Production.....	141.8	148.0	150.0	0.7	1.2	1.4	3.2	5.1	5.8
Excluding incentive paid occupations <sup>1</sup> .....	142.3	148.5	150.6	0.6	1.2	1.4	3.3	5.0	5.8
Transportation and material moving.....	149.7	155.8	158.5	1.0	1.8	1.7	4.0	5.1	5.9
Service occupations.....	147.6	156.2	159.5	1.0	2.2	2.1	3.8	6.8	8.1
<b>Industry and occupational group</b>									
Goods-producing industries <sup>2</sup> .....	141.0	145.1	146.6	0.6	0.8	1.0	2.5	3.5	4.0
Excluding incentive paid occupations <sup>1</sup> .....	140.7	145.1	146.5	0.6	0.8	1.0	2.3	3.7	4.1
Management, professional, and related.....	139.2	141.7	142.7	0.3	0.3	0.7	2.1	2.1	2.5
Sales and office.....	146.9	150.3	152.4	0.7	0.1	1.4	3.3	3.0	3.7
Natural resources, construction, and maintenance.....	141.0	145.7	147.0	0.6	1.0	0.9	2.2	4.0	4.3
Production, transportation, and material moving.....	140.8	146.7	148.6	0.6	1.3	1.3	3.0	4.9	5.5
Construction.....	141.2	145.1	146.6	0.5	0.5	1.0	2.8	3.3	3.8
Manufacturing.....	140.7	145.0	146.4	0.6	1.0	1.0	2.6	3.7	4.1
Management, professional, and related.....	140.2	142.5	143.4	0.5	0.4	0.6	2.5	2.2	2.3
Sales and office.....	142.1	147.1	147.9	0.8	1.1	0.5	0.7	4.3	4.1
Natural resources, construction, and maintenance.....	142.1	146.5	147.6	0.9	1.1	0.8	3.3	4.0	3.9
Production, transportation, and material moving.....	140.7	146.5	148.4	0.7	1.3	1.3	3.1	4.9	5.5
Aircraft manufacturing.....	148.2	150.3	150.2	0.1	-0.3	-0.1	2.8	1.5	1.3
Service-providing industries <sup>3</sup> .....	143.1	149.0	150.5	0.7	1.7	1.0	2.9	4.9	5.2
Excluding incentive paid occupations <sup>1</sup> .....	142.9	147.7	149.8	0.7	1.3	1.4	2.9	4.1	4.8
Management, professional, and related.....	140.7	145.4	146.3	0.4	1.6	0.6	2.0	3.7	4.0
Sales and office.....	143.8	150.4	151.8	1.1	1.6	0.9	3.5	5.7	5.6
Natural resources, construction, and maintenance.....	141.4	146.0	147.5	0.5	1.0	1.0	3.4	3.8	4.3
Production, transportation, and material moving.....	150.1	156.5	159.3	1.0	1.6	1.8	4.0	5.3	6.1
Service occupations.....	147.6	156.2	159.5	1.0	2.2	2.1	3.9	6.8	8.1
Trade, transportation, and utilities.....	144.9	150.8	153.7	1.0	1.4	1.9	3.4	5.1	6.1
Excluding incentive paid occupations <sup>1</sup> .....	145.5	150.3	153.1	1.2	1.3	1.9	3.6	4.5	5.2
Wholesale trade.....	135.3	141.8	143.6	-0.1	1.5	1.3	2.4	4.7	6.1
Excluding incentive paid occupations <sup>1</sup> .....	138.8	143.0	145.3	0.7	1.1	1.6	2.4	3.7	4.7

See footnotes at end of table.

**Table 9. Employment Cost Index for wages and salaries, for private industry workers, by occupational group and industry — Continued**  
 [Not seasonally adjusted]

Occupational group and industry	Index value (Dec. 2005=100)			Percent changes for					
	Dec. 2020	Sep. 2021	Dec. 2021	3-months ended-			12-months ended-		
				Dec. 2020	Sep. 2021	Dec. 2021	Dec. 2020	Sep. 2021	Dec. 2021
Service-providing industries - Continued									
Retail trade.....	148.6	154.8	159.0	1.6	1.5	2.7	4.0	5.9	7.0
Excluding incentive paid occupations <sup>1</sup> ....	147.2	152.8	156.3	1.6	1.5	2.3	4.4	5.5	6.2
Transportation and warehousing.....	150.5	155.0	157.0	1.1	1.4	1.3	3.9	4.2	4.3
Utilities.....	148.7	152.5	153.4	0.2	0.7	0.6	2.1	2.8	3.2
Information.....	138.9	143.3	144.3	0.9	1.1	0.7	3.0	4.1	3.9
Financial activities.....	142.2	150.6	147.8	0.4	2.4	-1.9	2.3	6.3	3.9
Excluding incentive paid occupations <sup>1</sup> ....	141.1	144.7	146.0	0.1	0.8	0.9	2.0	2.7	3.5
Finance and insurance.....	143.3	152.8	148.8	0.5	2.7	-2.6	2.4	7.2	3.8
Credit intermediation and related activities.....	139.4	156.7	150.7	-0.2	7.4	-3.8	2.4	12.2	8.1
Excluding incentive paid occupations <sup>1</sup> .....	142.4	146.4	147.5	0.3	0.8	0.8	1.9	3.1	3.6
Insurance carriers and related activities..	142.1	145.7	146.3	0.5	0.6	0.4	2.7	3.0	3.0
Excluding incentive paid occupations <sup>1</sup> .....	139.8	142.6	143.6	0.2	0.4	0.7	2.6	2.2	2.7
Real estate and rental and leasing.....	137.8	141.8	143.9	0.1	1.2	1.5	1.9	3.0	4.4
Excluding incentive paid occupations <sup>1</sup> ....	142.0	146.6	148.6	0.1	1.2	1.4	1.9	3.3	4.6
Professional and business services.....	143.6	148.3	149.5	0.7	1.6	0.8	2.9	4.0	4.1
Professional, scientific, and technical services.....	145.2	149.8	150.5	0.6	1.8	0.5	2.7	3.8	3.7
Administrative and support and waste management and remediation services...	142.9	148.9	151.1	1.0	1.6	1.5	3.8	5.2	5.7
Education and health services.....	140.6	145.0	147.1	0.6	1.6	1.4	2.3	3.8	4.6
Educational services.....	139.3	142.8	143.0	0.7	2.2	0.1	2.1	3.3	2.7
Junior colleges, colleges, universities, and professional schools.....	138.2	141.8	142.4	0.3	1.8	0.4	0.7	2.9	3.0
Health care and social assistance.....	140.8	145.4	148.0	0.6	1.5	1.8	2.3	3.9	5.1
Hospitals.....	141.1	145.6	148.3	0.6	1.2	1.9	2.3	3.8	5.1
Nursing and residential care facilities....	139.7	146.0	148.9	0.9	2.0	2.0	3.6	5.5	6.6
Nursing care facilities <sup>1</sup> .....	138.7	145.1	147.5	1.0	2.0	1.7	3.7	5.7	6.3
Leisure and hospitality.....	148.5	159.1	161.7	0.4	2.4	1.6	3.6	7.6	8.9
Accommodation and food service.....	151.1	162.2	165.1	0.7	2.5	1.8	4.4	8.1	9.3
Other services, except public administration..	143.2	150.1	151.9	0.3	1.6	1.2	2.4	5.1	6.1

<sup>1</sup> The index for this series is not strictly comparable with other series in this table.

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

<sup>3</sup> 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.

SOURCE: U.S. Bureau of Labor Statistics, National Compensation Survey



**Table 10. Employment Cost Index for wages and salaries, for private industry workers, by bargaining status and Census region and division**  
 [Not seasonally adjusted]

Bargaining status and Census region and division	Indexes (Dec.2005=100)			Percent changes for-					
	Dec. 2020	Sep. 2021	Dec. 2021	3-months ended-			12-months ended-		
				Dec. 2020	Sep. 2021	Dec. 2021	Dec. 2020	Sep. 2021	Dec. 2021
<b>Bargaining status</b>									
Union.....	143.0	147.2	148.6	0.6	0.9	1.0	2.7	3.5	3.9
Goods-producing industries <sup>1</sup> .....	137.5	141.5	142.6	0.4	0.8	0.8	2.5	3.4	3.7
Manufacturing.....	135.5	139.9	141.4	0.6	1.0	1.1	3.5	3.9	4.4
Service-providing industries <sup>2</sup> .....	146.6	150.9	152.4	0.7	1.0	1.0	2.9	3.6	4.0
Nonunion.....	142.6	148.3	149.8	0.7	1.6	1.0	2.8	4.7	5.0
Goods-producing industries <sup>1</sup> .....	141.8	146.0	147.5	0.6	0.8	1.0	2.6	3.6	4.0
Manufacturing.....	141.8	146.2	147.5	0.6	1.0	0.9	2.5	3.8	4.0
Service-providing industries <sup>2</sup> .....	142.8	148.8	150.3	0.7	1.8	1.0	2.9	4.9	5.3
<b>Census region and division<sup>3</sup></b>									
Northeast.....	144.1	149.5	150.7	0.7	1.6	0.8	2.4	4.5	4.6
New England.....	149.0	155.4	156.3	0.2	1.4	0.6	2.0	4.5	4.9
Middle Atlantic.....	142.3	147.4	148.7	0.9	1.7	0.9	2.6	4.5	4.5
South.....	141.2	147.4	148.4	0.8	1.9	0.7	2.8	5.2	5.1
South Atlantic.....	144.0	149.3	150.6	0.9	1.3	0.9	3.1	4.6	4.6
East South Central.....	138.4	144.5	146.8	0.3	1.7	1.6	1.5	4.7	6.1
West South Central.....	137.6	145.4	145.6	0.8	3.0	0.1	2.9	6.5	5.8
Midwest.....	139.6	144.4	146.7	0.6	1.3	1.6	2.6	4.1	5.1
East North Central.....	138.0	142.7	145.0	0.7	1.4	1.6	2.8	4.2	5.1
West North Central.....	143.7	148.5	151.0	0.6	1.1	1.7	2.6	4.0	5.1
West.....	146.5	152.1	153.6	0.5	1.3	1.0	3.2	4.3	4.8
Mountain.....	143.5	149.4	151.9	0.5	1.2	1.7	3.2	4.6	5.9
Pacific.....	147.8	153.3	154.5	0.5	1.2	0.8	3.2	4.2	4.5

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

<sup>2</sup> 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.

<sup>3</sup> 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.

SOURCE: U.S. Bureau of Labor Statistics, National Compensation Survey

**Table 11. Employment Cost Index for wages and salaries, for state and local government workers, by occupational group and industry**  
 [Not seasonally adjusted]

Occupational group and industry	Indexes (Dec. 2005=100)			Percent changes for-					
	Dec. 2020	Sep. 2021	Dec. 2021	3-months ended-			12-months ended-		
				Dec. 2020	Sep. 2021	Dec. 2021	Dec. 2020	Sep. 2021	Dec. 2021
All workers.....	135.4	138.2	139.0	0.4	1.5	0.6	1.8	2.4	2.7
<b>Occupational group</b>									
Management, professional, and related. ....	134.3	136.8	137.3	0.3	1.4	0.4	1.6	2.2	2.2
Professional and related.....	134.2	136.7	137.1	0.3	1.5	0.3	1.7	2.2	2.2
Sales and office.....	135.7	138.6	139.3	0.6	1.2	0.5	2.1	2.7	2.7
Office and administrative support.....	136.2	139.1	139.7	0.6	1.2	0.4	2.2	2.7	2.6
Service occupations.....	139.2	143.2	144.9	0.6	1.9	1.2	2.3	3.5	4.1
<b>Industry</b>									
Education and health services.....	134.5	137.1	137.7	0.4	1.5	0.4	1.7	2.3	2.4
Educational services.....	133.9	136.3	136.7	0.3	1.5	0.3	1.7	2.1	2.1
Schools.....	133.9	136.3	136.7	0.3	1.5	0.3	1.7	2.1	2.1
Elementary and secondary schools. ...	133.6	136.0	136.3	0.2	1.4	0.2	1.9	2.0	2.0
Health care and social assistance.....	139.6	143.5	145.6	0.8	1.6	1.5	1.8	3.6	4.3
Hospitals.....	138.5	142.6	144.6	0.7	1.6	1.4	1.9	3.7	4.4
Public administration.....	136.5	139.8	140.8	0.4	1.7	0.7	1.7	2.9	3.2

SOURCE: U.S. Bureau of Labor Statistics, National Compensation Survey

**Table 12. Employment Cost Index for benefits, by occupational group, industry, and bargaining status**  
 [Not seasonally adjusted]

Occupational group, industry, and bargaining status	Indexes (Dec. 2005=100)			Percent changes for-					
	Dec. 2020	Sep. 2021	Dec. 2021	3-months ended-			12-months ended-		
				Dec. 2020	Sep. 2021	Dec. 2021	Dec. 2020	Sep. 2021	Dec. 2021
<b>Civilian workers</b>									
All workers <sup>1</sup> .....	144.5	147.5	148.6	0.4	0.9	0.7	2.3	2.5	2.8
<b>Private industry workers</b>									
All workers.....	139.1	142.1	143.2	0.4	0.9	0.8	2.1	2.6	2.9
<b>Occupational group</b>									
Management, professional, and related.....	137.2	140.3	141.3	0.2	0.9	0.7	1.8	2.5	3.0
Sales and office.....	140.9	143.5	144.7	0.6	0.7	0.8	2.3	2.4	2.7
Natural resources, construction, and maintenance.....	141.6	144.8	145.6	0.3	0.7	0.6	1.9	2.5	2.8
Production, transportation, and material moving.....	140.5	143.7	144.6	0.7	1.5	0.6	2.9	3.0	2.9
Service occupations.....	138.8	142.6	144.0	0.6	1.3	1.0	2.4	3.3	3.7
<b>Industry</b>									
Goods-producing industries <sup>2</sup> .....	134.9	138.2	138.7	0.5	1.2	0.4	1.8	3.0	2.8
Manufacturing.....	134.3	137.7	138.2	0.6	1.6	0.4	1.8	3.1	2.9
Aircraft manufacturing.....	96.4	122.1	122.4	0.1	23.7	0.2	-2.6	26.8	27.0
Service-providing industries <sup>3</sup> .....	140.6	143.6	144.8	0.4	0.8	0.8	2.2	2.5	3.0
<b>Bargaining status</b>									
Union.....	151.5	154.8	155.5	0.3	1.4	0.5	2.8	2.4	2.6
Nonunion.....	136.6	139.7	140.8	0.4	0.9	0.8	2.0	2.7	3.1
<b>State and local government workers</b>									
All workers.....	164.4	167.1	168.5	0.5	0.9	0.8	3.1	2.1	2.5

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

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

<sup>3</sup> 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.

SOURCE: U.S. Bureau of Labor Statistics, National Compensation Survey

**Table 13. Employment Cost Index for total compensation and wages and salaries, for private industry workers by area**  
 [Not seasonally adjusted]

Census region and metropolitan area <sup>1</sup>	12-month percent changes -					
	Total compensation <sup>2</sup>			Wages and salaries		
	Dec. 2020	Sep. 2021	Dec. 2021	Dec. 2020	Sep. 2021	Dec. 2021
<b>Northeast</b>						
Boston-Worcester-Providence, MA-RI-NH-CT CSA.....	3.3	3.7	4.2	3.2	4.2	4.8
New York-Newark, NY-NJ-CT-PA CSA.....	1.8	3.7	3.9	1.8	4.3	4.6
Philadelphia-Reading-Camden, PA-NJ-DE-MD CSA.....	2.8	3.3	3.8	3.7	4.2	4.1
<b>South</b>						
Atlanta-Athens-Clarke County-Sandy Springs, GA CSA.....	2.9	2.3	2.5	3.4	3.0	3.1
Dallas-Fort Worth, TX-OK CSA.....	3.4	3.5	3.6	2.8	4.3	4.6
Houston-The Woodlands, TX CSA.....	2.7	2.3	3.5	3.0	2.7	3.9
Miami-Fort Lauderdale-Port St. Lucie, FL CSA.....	1.5	4.1	5.2	1.5	4.7	6.0
Washington-Baltimore-Arlington, DC-MD-VA-WV-PA CSA....	3.6	4.2	4.0	3.9	4.7	4.2
<b>Midwest</b>						
Chicago-Naperville, IL-IN-WI CSA.....	2.8	4.0	4.0	3.2	4.4	4.1
Detroit-Warren-Ann Arbor, MI CSA.....	3.1	2.6	3.3	2.9	2.7	3.7
Minneapolis-St. Paul, MN-WI CSA.....	1.6	3.4	4.4	1.8	3.4	4.5
<b>West</b>						
Los Angeles-Long Beach, CA CSA.....	3.7	5.5	4.8	4.5	6.5	5.5
Phoenix-Mesa-Scottsdale, AZ MSA.....	3.8	4.6	4.9	4.2	4.4	5.3
San Jose-San Francisco-Oakland, CA CSA.....	3.5	3.0	2.8	3.7	3.3	3.2
Seattle-Tacoma, WA CSA.....	3.1	5.2	6.3	4.1	2.5	3.8

<sup>1</sup> These areas include Consolidated Statistical Areas (CSAs) and Metropolitan Statistical Areas (MSAs). Beginning with the December 2018 release, area definitions are based on Office of Management and Budget Bulletin No. 13-01, dated February 28, 2013. Previous area definitions are based on Office of Management and Budget Bulletin No. 04-03, dated February 18, 2004. For more information on metropolitan area definitions, see [www.census.gov/programs-surveys/metro-micro.html](http://www.census.gov/programs-surveys/metro-micro.html).

<sup>2</sup> Includes wages, salaries, and employer costs for employee benefits.

SOURCE: U.S. Bureau of Labor Statistics, National Compensation Survey