

Employment Cost Index

Historical Listing (June 1989=100)

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NOTES

The ECI uses a five-year moving average of standard errors to evaluate published series because standard errors vary from quarter to quarter. To assist users in ascertaining the reliability of series, the five-year moving average of standard errors for all estimates (excluding seasonally adjusted series) will be available on the Internet site (<http://www.bls.gov/ncs/ect/>) shortly after publication of the news release.

Beginning with March 1995, ECI measures are based on 1990 fixed employment counts. A report on this reweighting, "Introducing 1990 Weights for the Employment Cost Index," is available upon request. From June 1986 through December 1994, ECI measures were based on 1980 fixed employment counts, while prior to June 1986, they were based on 1970 employment counts.

Beginning with the March 1990 ECI news release, the base for ECI index numbers is June 1989=100, rather than June 1981=100. The change is explained in the technical note, "Employment Cost Index Rebased to June 1989," in the April 1990 issue of the Monthly Labor Review. The percent changes shown in the tables in this listing were calculated from the rebased indexes. Thus, changes may differ from those originally published because of rounding. A table of conversion factors, which allows users to calculate percent changes based on the June 1981 base, is available upon request.

When using the ECI for escalation contracts, users should request the article "Escalation in Employer Costs for Employee Compensation: A Guide for Contracting Parties."

More detailed information on the ECI is available in several sources. These include the bulletin – Employment Cost Indexes, 1975-99 (Bulletin 2532), a chapter in the BLS Handbook of Methods (Bulletin 2490), "National Compensation Measures," and several articles published in the Monthly Labor Review and Compensation and Working Conditions. Orders for bulletins should be made to the Bureau of Labor Statistics, Publication Sales Center, Room 960, 230 South Dearborn Street, Chicago, IL 60604 (312) 353-1880. Reprints of the articles and other descriptive pieces are available upon request by calling (202) 691-6199 or sending e-mail to ocltinfo@bls.gov. Current and historical data are available at the web site: (<http://www.bls.gov/ncs/ect/>).

TABLE 1a. EMPLOYMENT COST INDEX (COMPENSATION), CIVILIAN¹, STATE AND LOCAL GOVERNMENT, AND PRIVATE INDUSTRY WORKERS² BY OCCUPATION AND INDUSTRY GROUP (Seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for			
	Mar.	Jun.	Sep.	Dec.	3 months ended-			
					Mar.	Jun.	Sep.	Dec.
Civilian workers¹:								
1982	71.7	72.8	74.2	75.3	-	1.5	1.9	1.5
1983	76.3	77.4	78.4	79.5	1.3	1.4	1.3	1.4
1984	80.7	81.7	82.4	83.5	1.5	1.2	0.9	1.3
1985	84.5	85.4	86.4	87.1	1.2	1.1	1.2	0.8
1986	87.9	88.5	89.1	89.9	0.9	0.7	0.7	0.9
1987	90.6	91.4	92.2	93.1	0.8	0.9	0.9	1.0
1988	94.4	95.5	96.5	97.7	1.4	1.2	1.0	1.2
1989	98.8	100.0	101.4	102.7	1.1	1.2	1.4	1.3
1990	104.0	105.4	106.6	107.7	1.3	1.3	1.1	1.0
1991	108.9	110.2	111.2	112.2	1.1	1.2	0.9	0.9
1992	113.3	114.1	115.0	116.1	1.0	0.7	0.8	1.0
1993	117.2	118.2	119.2	120.1	0.9	0.9	0.8	0.8
1994	121.2	122.3	123.3	124.0	0.7	0.9	0.8	0.6
1995	124.9	125.8	126.5	127.3	0.7	0.7	0.6	0.6
1996	128.3	129.2	130.1	131.0	0.8	0.7	0.7	0.7
1997	131.9	132.9	133.9	135.2	0.7	0.8	0.8	1.0
1998	136.2	137.3	138.7	139.7	0.7	0.8	1.0	0.7
1999	140.2	141.7	143.0	144.6	0.4	1.1	0.9	1.1
2000	146.4	147.9	149.3	150.7	1.2	1.0	0.9	0.9
2001	152.3	153.8	155.3	156.9	1.1	1.0	1.0	1.0
2002	158.3	159.9	161.1	162.5	0.9	1.0	0.8	0.9
2003	164.5	166.0	167.6	168.9	1.2	0.9	1.0	0.8
2004	170.8	172.4	173.9	-	1.1	0.9	0.9	-
State and local government:								
1982	67.2	68.2	70.0	70.9	-	1.5	2.6	1.3
1983	71.9	73.0	73.9	75.0	1.4	1.5	1.2	1.5
1984	76.4	77.5	78.7	80.0	1.9	1.4	1.5	1.7
1985	81.2	82.2	83.5	84.6	1.5	1.2	1.6	1.3
1986	85.6	86.8	87.8	88.9	1.2	1.4	1.2	1.3
1987	89.8	90.9	91.5	92.8	1.0	1.2	0.7	1.4
1988	94.2	95.3	96.5	98.1	1.5	1.2	1.3	1.7
1989	99.3	100.8	102.7	104.2	1.2	1.5	1.9	1.5
1990	105.7	107.3	108.8	110.3	1.4	1.5	1.4	1.4
1991	111.7	112.7	113.3	114.2	1.3	0.9	0.5	0.8
1992	115.2	116.4	117.2	118.5	0.9	1.0	0.7	1.1
1993	119.3	120.1	120.8	121.7	0.7	0.7	0.6	0.7
1994	122.7	123.6	124.6	125.3	0.8	0.7	0.8	0.6
1995	126.4	127.4	128.3	129.1	0.9	0.8	0.7	0.6
1996	129.9	130.8	131.5	132.5	0.6	0.7	0.5	0.8
1997	133.2	133.9	134.6	135.4	0.5	0.5	0.5	0.6
1998	136.5	137.5	138.6	139.5	0.8	0.7	0.8	0.6
1999	140.4	141.6	142.6	144.2	0.6	0.9	0.7	1.1
2000	145.5	146.6	147.2	148.6	0.9	0.8	0.4	1.0
2001	150.2	152.0	153.7	154.8	1.1	1.2	1.1	0.7
2002	156.1	157.6	159.4	161.1	0.8	1.0	1.1	1.1
2003	162.7	164.3	165.2	166.5	1.0	1.0	0.5	0.8
2004	168.1	169.9	170.7	-	1.0	1.1	0.5	-
Private industry²:								
1980	60.8	62.3	63.7	65.2	-	2.5	2.2	2.4

See footnotes at end of table.

TABLE 1a. EMPLOYMENT COST INDEX (COMPENSATION), CIVILIAN¹, STATE AND LOCAL GOVERNMENT, AND PRIVATE INDUSTRY WORKERS² BY OCCUPATION AND INDUSTRY GROUP (Seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for			
	Mar.	Jun.	Sep.	Dec.	3 months ended—			
					Mar.	Jun.	Sep.	Dec.
Private industry²:								
1981	67.3	68.7	70.0	71.4	3.2	2.1	1.9	2.0
1982	72.5	73.5	75.0	76.1	1.5	1.4	2.0	1.5
1983	77.1	78.2	79.2	80.3	1.3	1.4	1.3	1.4
1984	81.4	82.4	83.0	84.1	1.4	1.2	0.7	1.3
1985	85.0	85.9	86.9	87.5	1.1	1.1	1.2	0.7
1986	88.3	89.0	89.6	90.2	0.9	0.8	0.7	0.7
1987	90.9	91.6	92.5	93.3	0.8	0.8	1.0	0.9
1988	94.5	95.7	96.6	97.8	1.3	1.3	0.9	1.2
1989	98.9	100.0	101.2	102.4	1.1	1.1	1.2	1.2
1990	103.8	105.1	106.2	107.2	1.4	1.3	1.0	0.9
1991	108.4	109.7	110.9	111.9	1.1	1.2	1.1	0.9
1992	113.0	113.7	114.7	115.7	1.0	0.6	0.9	0.9
1993	116.9	117.9	118.9	119.9	1.0	0.9	0.8	0.8
1994	120.9	121.9	123.0	123.7	0.8	0.8	0.9	0.6
1995	124.5	125.4	126.2	126.9	0.6	0.7	0.6	0.6
1996	127.9	128.9	129.8	130.7	0.8	0.8	0.7	0.7
1997	131.6	132.6	133.7	135.2	0.7	0.8	0.8	1.1
1998	136.1	137.3	138.7	139.8	0.7	0.9	1.0	0.8
1999	140.2	141.7	143.1	144.7	0.3	1.1	1.0	1.1
2000	146.6	148.2	149.8	151.1	1.3	1.1	1.1	0.9
2001	152.7	154.2	155.7	157.4	1.1	1.0	1.0	1.1
2002	158.8	160.5	161.5	162.8	0.9	1.1	0.6	0.8
2003	165.0	166.4	168.2	169.5	1.4	0.8	1.1	0.8
2004	171.3	173.0	174.5	—	1.1	1.0	0.9	—
White-collar occupations:								
1982	70.4	71.3	72.8	73.9	—	—	—	—
1983	75.0	76.0	77.4	78.6	1.5	1.3	1.8	1.6
1984	79.7	80.8	81.3	82.6	1.4	1.4	0.6	1.6
1985	83.6	84.6	85.6	86.6	1.2	1.2	1.2	1.2
1986	87.3	88.2	88.7	89.6	0.8	1.0	0.6	1.0
1987	90.5	91.1	92.1	92.9	1.0	0.7	1.1	0.9
1988	93.8	95.0	96.1	97.5	1.0	1.3	1.2	1.5
1989	98.8	99.9	101.3	102.6	1.3	1.1	1.4	1.3
1990	104.0	105.4	106.6	107.6	1.4	1.3	1.1	0.9
1991	108.9	110.2	111.4	112.4	1.2	1.2	1.1	0.9
1992	113.3	114.1	115.0	116.1	0.8	0.7	0.8	1.0
1993	117.3	118.2	119.3	120.4	1.0	0.8	0.9	0.9
1994	121.4	122.4	123.4	124.3	0.8	0.8	0.8	0.7
1995	125.2	126.2	126.9	127.8	0.7	0.8	0.6	0.7
1996	128.9	129.9	131.0	132.0	0.9	0.8	0.8	0.8
1997	133.0	134.0	135.1	137.0	0.8	0.8	0.8	1.4
1998	138.0	139.3	141.0	142.3	0.7	0.9	1.2	0.9
1999	142.3	144.0	145.5	147.2	0.0	1.2	1.0	1.2
2000	149.2	150.9	152.5	154.0	1.4	1.1	1.1	1.0
2001	155.6	157.2	158.6	160.5	1.0	1.0	0.9	1.2
2002	161.8	163.6	164.5	165.7	0.8	1.1	0.6	0.7
2003	168.0	169.1	171.1	172.5	1.4	0.7	1.2	0.8
2004	174.1	175.4	177.2	—	0.9	0.7	1.0	—

See footnotes at end of table.

TABLE 1a. EMPLOYMENT COST INDEX (COMPENSATION), CIVILIAN¹, STATE AND LOCAL GOVERNMENT, AND PRIVATE INDUSTRY WORKERS² BY OCCUPATION AND INDUSTRY GROUP (Seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for			
	Mar.	Jun.	Sep.	Dec.	3 months ended—			
					Mar.	Jun.	Sep.	Dec.
Blue-collar occupations:								
1980	62.8	64.4	66.0	67.6	—	2.5	2.5	2.4
1981	69.5	71.1	72.6	74.1	2.8	2.3	2.1	2.1
1982	75.0	76.1	77.4	78.5	1.2	1.5	1.7	1.4
1983	79.6	80.7	81.4	82.4	1.4	1.4	0.9	1.2
1984	83.5	84.2	84.9	85.9	1.3	0.8	0.8	1.2
1985	86.6	87.3	88.2	88.6	0.8	0.8	1.0	0.5
1986	89.3	89.8	90.5	91.1	0.8	0.6	0.8	0.7
1987	91.2	92.1	92.9	93.9	0.1	1.0	0.9	1.1
1988	95.3	96.3	97.1	98.1	1.5	1.0	0.8	1.0
1989	98.7	99.9	101.1	102.1	0.6	1.2	1.2	1.0
1990	103.4	104.6	105.6	106.6	1.3	1.2	1.0	0.9
1991	107.8	108.9	110.2	111.2	1.1	1.0	1.2	0.9
1992	112.4	113.3	114.3	115.2	1.1	0.8	0.9	0.8
1993	116.5	117.6	118.6	119.5	1.1	0.9	0.9	0.8
1994	120.3	121.1	122.2	122.8	0.7	0.7	0.9	0.5
1995	123.5	124.3	125.0	125.8	0.6	0.6	0.6	0.6
1996	126.6	127.5	128.0	129.2	0.6	0.7	0.4	0.9
1997	129.7	130.7	131.6	132.5	0.4	0.8	0.7	0.7
1998	133.2	134.1	135.1	136.1	0.5	0.7	0.7	0.7
1999	137.0	138.0	139.3	140.7	0.7	0.7	0.9	1.0
2000	142.6	143.9	145.4	146.7	1.4	0.9	1.0	0.9
2001	148.2	149.1	150.9	152.3	1.0	0.6	1.2	0.9
2002	153.5	154.9	156.2	157.7	0.8	0.9	0.8	1.0
2003	159.6	161.2	162.7	164.1	1.2	1.0	0.9	0.9
2004	166.8	168.5	170.0	—	1.6	1.0	0.9	—
Service occupations:								
1980	61.1	62.3	63.8	64.9	—	2.0	2.4	1.7
1981	67.5	68.5	70.0	70.8	4.0	1.5	2.2	1.1
1982	72.5	74.0	75.4	76.7	2.4	2.1	1.9	1.7
1983	77.3	78.5	79.0	80.8	0.8	1.6	0.6	2.3
1984	82.5	83.1	84.4	85.9	2.1	0.7	1.6	1.8
1985	85.9	86.7	88.1	88.5	0.0	0.9	1.6	0.5
1986	89.0	89.8	90.5	91.2	0.6	0.9	0.8	0.8
1987	91.9	92.6	92.9	93.4	0.8	0.8	0.3	0.5
1988	94.5	95.7	97.1	98.2	1.4	1.3	1.5	1.1
1989	99.1	100.1	101.1	102.5	0.9	1.0	1.0	1.4
1990	103.8	105.0	105.7	107.4	1.3	1.2	0.7	1.6
1991	108.2	110.0	111.5	112.5	0.8	1.7	1.4	0.9
1992	113.5	114.3	115.4	115.9	0.9	0.7	1.0	0.4
1993	117.2	118.1	118.9	119.5	1.0	0.8	0.7	0.5
1994	120.5	121.0	121.7	122.8	0.9	0.4	0.6	0.9
1995	123.3	123.9	124.5	125.0	0.4	0.5	0.5	0.4
1996	125.6	126.3	127.1	128.6	0.5	0.6	0.6	1.2
1997	129.5	130.6	132.7	133.8	0.7	0.8	1.6	0.8
1998	134.9	135.7	137.0	137.7	0.8	0.6	1.0	0.5
1999	139.1	140.2	140.6	142.2	1.0	0.8	0.3	1.1
2000	143.4	145.0	146.2	147.8	0.8	1.1	0.8	1.1

See footnotes at end of table.

TABLE 1a. EMPLOYMENT COST INDEX (COMPENSATION), CIVILIAN¹, STATE AND LOCAL GOVERNMENT, AND PRIVATE INDUSTRY WORKERS² BY OCCUPATION AND INDUSTRY GROUP (Seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for			
	Mar.	Jun.	Sep.	Dec.	3 months ended—			
					Mar.	Jun.	Sep.	Dec.
Service occupations:								
2001	149.6	150.9	152.3	154.5	1.2	0.9	0.9	1.4
2002	156.1	157.2	158.8	159.7	1.0	0.7	1.0	0.6
2003	161.5	162.6	163.9	165.0	1.1	0.7	0.8	0.7
2004	166.9	168.4	169.2	—	1.2	0.9	0.5	—
Goods-producing industries³:								
1980	62.5	63.9	65.5	67.0	—	2.2	2.5	2.3
1981	69.0	70.6	72.1	73.5	3.0	2.3	2.1	1.9
1982	74.7	75.7	77.2	78.1	1.6	1.3	2.0	1.2
1983	79.2	80.1	81.0	81.8	1.4	1.1	1.1	1.0
1984	82.9	83.6	84.5	85.6	1.3	0.8	1.1	1.3
1985	86.6	87.2	87.9	88.4	1.2	0.7	0.8	0.6
1986	89.2	90.1	90.6	91.2	0.9	1.0	0.6	0.7
1987	91.5	92.1	93.0	94.0	0.3	0.7	1.0	1.1
1988	95.5	96.5	97.2	98.1	1.6	1.0	0.7	0.9
1989	98.9	100.0	101.2	102.3	0.9	1.1	1.2	1.1
1990	103.8	105.1	106.2	107.2	1.5	1.3	1.0	0.9
1991	108.4	109.7	110.8	112.0	1.1	1.2	1.0	1.1
1992	113.3	114.1	115.2	116.2	1.2	0.7	1.0	0.9
1993	117.8	118.8	119.7	120.6	1.4	0.8	0.8	0.8
1994	121.8	123.0	123.9	124.6	0.8	1.0	0.7	0.6
1995	125.5	126.2	126.9	127.8	0.7	0.6	0.6	0.7
1996	128.5	129.6	130.4	131.3	0.5	0.9	0.6	0.7
1997	131.6	132.9	133.8	134.4	0.2	1.0	0.7	0.4
1998	135.2	136.3	137.2	138.0	0.6	0.8	0.7	0.6
1999	138.9	139.9	141.1	142.7	0.7	0.7	0.9	1.1
2000	144.9	146.7	148.2	149.2	1.5	1.2	1.0	0.7
2001	150.7	152.2	153.4	154.9	1.0	1.0	0.8	1.0
2002	156.2	157.7	159.0	160.8	0.8	1.0	0.8	1.1
2003	163.3	164.9	166.5	167.6	1.6	1.0	1.0	0.7
2004	170.6	172.1	174.0	—	1.8	0.9	1.1	—
Construction:								
1985	86.2	86.9	87.5	88.4	1.2	0.8	0.7	1.0
1986	88.6	89.7	90.5	90.9	0.2	1.2	0.9	0.4
1987	91.6	92.5	93.3	94.2	0.8	1.0	0.9	1.0
1988	95.3	96.2	97.1	98.2	1.2	0.9	0.9	1.1
1989	99.1	99.8	101.1	102.6	0.9	0.7	1.3	1.5
1990	103.2	104.1	105.0	105.8	0.6	0.9	0.9	0.8
1991	107.5	108.4	109.1	110.1	1.6	0.8	0.6	0.9
1992	110.7	111.6	112.9	114.0	0.5	0.8	1.2	1.0
1993	115.1	115.8	116.5	116.8	1.0	0.6	0.6	0.3
1994	118.8	120.0	121.1	121.1	1.7	1.0	0.9	0.0
1995	121.3	121.8	122.8	123.7	0.2	0.4	0.8	0.7
1996	124.5	125.1	125.6	126.7	0.6	0.5	0.4	0.9
1997	127.4	128.4	129.4	130.0	0.6	0.8	0.8	0.5
1998	130.8	132.4	133.2	134.6	0.6	1.2	0.6	1.1
1999	135.8	136.7	137.7	138.9	0.9	0.7	0.7	0.9
2000	141.0	143.0	145.0	146.9	1.5	1.4	1.4	1.3

See footnotes at end of table.

TABLE 1a. EMPLOYMENT COST INDEX (COMPENSATION), CIVILIAN¹, STATE AND LOCAL GOVERNMENT, AND PRIVATE INDUSTRY WORKERS² BY OCCUPATION AND INDUSTRY GROUP (Seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for			
	Mar.	Jun.	Sep.	Dec.	3 months ended—			
					Mar.	Jun.	Sep.	Dec.
Construction:								
2001	148.4	150.1	151.6	153.1	1.0	1.1	1.0	1.0
2002	154.3	155.0	156.2	158.0	0.8	0.5	0.8	1.2
2003	159.3	160.9	162.2	163.4	0.8	1.0	0.8	0.7
2004	164.8	165.7	166.9	—	0.9	0.5	0.7	—
Manufacturing:								
1980	61.6	63.1	64.5	66.1	—	2.4	2.2	2.5
1981	68.2	69.7	71.1	72.7	3.2	2.2	2.0	2.3
1982	73.7	74.8	76.2	77.2	1.4	1.5	1.9	1.3
1983	78.2	79.2	80.1	81.0	1.3	1.3	1.1	1.1
1984	82.0	83.0	83.9	85.1	1.2	1.2	1.1	1.4
1985	86.1	86.8	87.5	88.0	1.2	0.8	0.8	0.6
1986	88.7	89.7	90.2	90.9	0.8	1.1	0.6	0.8
1987	90.9	91.7	92.6	93.7	0.0	0.9	1.0	1.2
1988	95.1	96.1	96.9	97.8	1.5	1.1	0.8	0.9
1989	98.7	99.9	101.2	102.4	0.8	1.2	1.3	1.2
1990	103.8	105.1	106.4	107.5	1.5	1.3	1.2	1.0
1991	108.4	109.9	111.2	112.4	0.8	1.4	1.2	1.1
1992	113.8	114.7	115.7	116.8	1.2	0.8	0.9	1.0
1993	118.5	119.6	120.6	121.6	1.5	0.9	0.8	0.8
1994	122.4	123.4	124.5	125.3	0.7	0.8	0.9	0.6
1995	126.0	126.8	127.3	128.4	0.6	0.6	0.4	0.9
1996	129.1	130.3	131.2	132.1	0.5	0.9	0.7	0.7
1997	132.5	133.6	134.5	135.4	0.3	0.8	0.7	0.7
1998	136.2	137.0	138.2	139.0	0.6	0.6	0.9	0.6
1999	139.7	140.6	142.0	143.8	0.5	0.6	1.0	1.3
2000	145.7	147.3	148.7	149.6	1.3	1.1	1.0	0.6
2001	151.1	152.3	153.3	155.0	1.0	0.8	0.7	1.1
2002	156.3	157.7	159.1	161.0	0.8	0.9	0.9	1.2
2003	163.6	164.9	166.5	167.6	1.6	0.8	1.0	0.7
2004	171.4	172.8	174.9	—	2.3	0.8	1.2	—
Manufacturing, durable goods:								
1985	—	—	—	88.8	—	—	—	0.7
1986	89.4	90.1	90.7	91.3	0.7	0.8	0.7	0.7
1987	91.1	91.9	92.7	93.7	-0.2	0.9	0.9	1.1
1988	95.4	96.4	97.1	97.9	1.8	1.0	0.7	0.8
1989	98.7	99.9	101.2	102.5	0.7	1.2	1.3	1.3
1990	103.8	105.0	106.3	107.5	1.3	1.2	1.2	1.1
1991	108.3	109.8	111.2	112.4	0.7	1.4	1.3	1.1
1992	113.9	114.7	115.8	117.0	1.3	0.7	1.0	1.0
1993	118.8	119.9	121.0	122.1	1.5	0.9	0.9	0.9
1994	122.8	123.7	125.1	126.0	0.6	0.7	1.1	0.7
1995	126.9	127.6	128.2	129.1	0.7	0.6	0.5	0.7
1996	129.7	131.1	131.9	132.7	0.5	1.1	0.6	0.6
1997	133.0	134.0	135.0	135.8	0.2	0.8	0.7	0.6
1998	136.6	137.3	138.5	139.3	0.6	0.5	0.9	0.6
1999	139.9	140.8	142.3	144.2	0.4	0.6	1.1	1.3
2000	146.4	148.1	149.4	150.4	1.5	1.2	0.9	0.7

See footnotes at end of table.

TABLE 1a. EMPLOYMENT COST INDEX (COMPENSATION), CIVILIAN¹, STATE AND LOCAL GOVERNMENT, AND PRIVATE INDUSTRY WORKERS² BY OCCUPATION AND INDUSTRY GROUP (Seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for			
	Mar.	Jun.	Sep.	Dec.	3 months ended—			
					Mar.	Jun.	Sep.	Dec.
Manufacturing, durable goods:								
2001	151.7	152.8	154.1	155.7	0.9	0.7	0.9	1.0
2002	156.7	158.0	159.0	161.0	0.6	0.8	0.6	1.3
2003	164.2	165.1	166.7	167.8	2.0	0.5	1.0	0.7
2004	172.1	173.6	176.0	—	2.6	0.9	1.4	—
Manufacturing, nondurable goods:								
1985	—	—	—	86.7	—	—	—	0.5
1986	87.6	88.9	89.4	90.2	1.0	1.5	0.6	0.9
1987	90.6	91.2	92.3	93.6	0.4	0.7	1.2	1.4
1988	94.7	95.5	96.5	97.7	1.2	0.8	1.0	1.2
1989	98.7	99.9	101.2	102.1	1.0	1.2	1.3	0.9
1990	104.0	105.4	106.6	107.6	1.9	1.3	1.1	0.9
1991	108.7	110.0	111.3	112.5	1.0	1.2	1.2	1.1
1992	113.7	114.5	115.5	116.5	1.1	0.7	0.9	0.9
1993	117.8	118.8	119.8	120.5	1.1	0.8	0.8	0.6
1994	121.6	122.6	123.3	124.0	0.9	0.8	0.6	0.6
1995	124.5	125.3	125.8	127.2	0.4	0.6	0.4	1.1
1996	128.1	128.8	130.1	131.2	0.7	0.5	1.0	0.8
1997	131.5	132.9	133.8	134.7	0.2	1.1	0.7	0.7
1998	135.7	136.6	137.7	138.5	0.7	0.7	0.8	0.6
1999	139.3	140.3	141.6	143.2	0.6	0.7	0.9	1.1
2000	144.6	145.9	147.5	148.2	1.0	0.9	1.1	0.5
2001	150.0	151.4	152.0	153.8	1.2	0.9	0.4	1.2
2002	155.6	157.2	159.2	161.0	1.2	1.0	1.3	1.1
2003	162.7	164.5	166.0	167.4	1.1	1.1	0.9	0.8
2004	170.0	171.3	173.1	—	1.6	0.8	1.1	—
Service-producing industries⁴:								
1980	60.0	62.3	62.4	61.8	—	—	—	—
1981	66.4	68.5	68.3	68.0	2.8	2.3	2.1	2.1
1982	71.0	72.8	73.2	73.3	4.4	2.5	0.5	0.1
1983	75.5	77.2	77.7	78.4	3.0	2.3	0.6	0.9
1984	80.3	81.6	81.7	82.8	2.4	1.6	0.1	1.3
1985	83.7	84.8	86.0	86.7	1.1	1.3	1.4	0.8
1986	87.5	88.2	88.7	89.5	0.9	0.8	0.6	0.9
1987	90.5	91.2	92.0	92.8	1.0	0.8	0.9	0.9
1988	93.8	95.0	96.1	97.6	1.1	1.3	1.2	1.6
1989	98.9	100.0	101.2	102.5	1.3	1.1	1.2	1.3
1990	103.8	105.1	106.2	107.2	1.3	1.3	1.0	0.9
1991	108.4	109.7	110.9	111.8	1.1	1.2	1.1	0.8
1992	112.7	113.5	114.3	115.3	0.8	0.7	0.7	0.9
1993	116.3	117.2	118.3	119.4	0.9	0.8	0.9	0.9
1994	120.3	121.2	122.2	123.0	0.7	0.7	0.8	0.7
1995	124.0	125.0	125.8	126.5	0.8	0.8	0.6	0.6
1996	127.6	128.6	129.5	130.4	0.9	0.8	0.7	0.7
1997	131.5	132.5	133.6	135.6	0.8	0.8	0.8	1.5
1998	136.6	137.7	139.5	140.7	0.7	0.8	1.3	0.9
1999	140.8	142.6	144.0	145.6	0.1	1.3	1.0	1.1
2000	147.4	149.0	150.5	152.1	1.2	1.1	1.0	1.1

See footnotes at end of table.

TABLE 1a. EMPLOYMENT COST INDEX (COMPENSATION), CIVILIAN¹, STATE AND LOCAL GOVERNMENT, AND PRIVATE INDUSTRY WORKERS² BY OCCUPATION AND INDUSTRY GROUP (Seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for			
	Mar.	Jun.	Sep.	Dec.	3 months ended—			
					Mar.	Jun.	Sep.	Dec.
Service-producing industries⁴:								
2001	153.7	155.2	156.9	158.6	1.1	1.0	1.1	1.1
2002	160.0	161.8	162.8	163.7	0.9	1.1	0.6	0.6
2003	165.8	167.1	169.0	170.4	1.3	0.8	1.1	0.8
2004	171.7	173.4	174.8	—	0.8	1.0	0.8	—
Transportation and public utilities:								
1985	87.5	88.3	89.6	90.2	0.6	0.9	1.5	0.7
1986	91.1	91.3	91.8	92.2	1.0	0.2	0.5	0.4
1987	92.9	93.8	94.3	95.0	0.8	1.0	0.5	0.7
1988	95.8	96.6	97.4	97.8	0.7	0.8	0.8	0.4
1989	98.7	99.8	100.6	101.5	0.9	1.1	0.8	0.9
1990	103.0	103.1	104.1	105.4	1.5	0.1	1.0	1.2
1991	105.9	107.6	108.9	110.0	0.5	1.6	1.2	1.0
1992	111.0	111.8	112.8	113.8	0.9	0.7	0.9	0.9
1993	114.6	116.0	116.7	117.8	0.7	1.2	0.6	0.9
1994	119.0	119.8	121.3	122.4	1.0	0.7	1.3	0.9
1995	123.8	124.8	125.9	126.8	1.1	0.8	0.9	0.7
1996	127.7	128.5	129.2	130.6	0.7	0.6	0.5	1.1
1997	131.1	131.8	132.8	134.3	0.4	0.5	0.8	1.1
1998	135.7	137.1	138.4	139.4	1.0	1.0	0.9	0.7
1999	139.7	140.9	141.7	142.5	0.2	0.9	0.6	0.6
2000	143.9	145.6	147.2	148.5	1.0	1.2	1.1	0.9
2001	150.6	152.3	153.3	155.8	1.4	1.1	0.7	1.6
2002	157.4	158.7	160.5	162.0	1.0	0.8	1.1	0.9
2003	163.3	165.2	166.2	167.4	0.8	1.2	0.6	0.7
2004	169.9	172.3	173.3	—	1.5	1.4	0.6	—
Wholesale trade:								
1986	86.5	87.0	87.8	88.8	0.7	0.6	0.9	1.1
1987	89.8	90.8	91.6	92.3	1.0	1.1	0.9	0.8
1988	93.2	94.4	95.5	96.3	0.9	1.3	1.2	0.8
1989	98.7	99.8	102.5	104.7	2.6	1.1	2.7	2.1
1990	105.0	105.2	105.8	106.6	0.4	0.2	0.6	0.8
1991	107.9	109.3	110.7	111.3	1.2	1.3	1.3	0.5
1992	112.6	113.2	113.2	114.5	1.2	0.5	0.0	1.1
1993	115.4	116.1	116.6	118.0	0.7	0.6	0.4	1.2
1994	118.0	119.4	120.6	121.7	0.0	1.2	1.0	0.9
1995	123.3	124.6	126.1	127.2	1.3	1.1	1.2	0.9
1996	127.6	129.1	129.9	131.1	0.3	1.2	0.6	0.9
1997	133.0	133.6	134.6	135.2	1.4	0.5	0.7	0.4
1998	137.9	138.3	140.8	143.0	2.0	0.3	1.8	1.6
1999	142.9	144.3	146.3	148.7	-0.1	1.0	1.4	1.6
2000	150.2	151.3	152.1	154.7	1.0	0.7	0.5	1.7
2001	155.3	157.2	158.6	160.0	0.4	1.2	0.9	0.9
2002	162.1	165.6	165.9	167.4	1.3	2.2	0.2	0.9
2003	169.6	170.5	172.0	172.8	1.3	0.5	0.9	0.5
2004	173.9	175.0	177.8	—	0.6	0.6	1.6	—

See footnotes at end of table.

TABLE 1a. EMPLOYMENT COST INDEX (COMPENSATION), CIVILIAN¹, STATE AND LOCAL GOVERNMENT, AND PRIVATE INDUSTRY WORKERS² BY OCCUPATION AND INDUSTRY GROUP (Seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for			
	Mar.	Jun.	Sep.	Dec.	3 months ended—			
					Mar.	Jun.	Sep.	Dec.
Retail trade:								
1985	85.6	86.5	88.0	89.0	0.8	1.1	1.7	1.1
1986	89.3	89.7	90.4	91.0	0.3	0.4	0.8	0.7
1987	91.5	92.3	92.8	93.2	0.5	0.9	0.5	0.4
1988	94.7	96.1	97.1	98.6	1.6	1.5	1.0	1.5
1989	99.3	99.8	100.9	101.8	0.7	0.5	1.1	0.9
1990	103.2	104.6	105.3	106.3	1.4	1.4	0.7	0.9
1991	107.5	108.7	109.9	110.7	1.2	1.1	1.1	0.7
1992	111.0	111.9	112.7	113.6	0.3	0.8	0.7	0.8
1993	114.8	115.4	116.0	116.9	1.1	0.5	0.5	0.8
1994	117.7	119.0	120.1	120.4	0.5	1.1	0.9	0.2
1995	121.0	121.7	122.3	123.0	0.5	0.6	0.5	0.6
1996	124.6	124.7	125.9	127.8	1.3	0.1	1.0	1.5
1997	128.6	129.6	130.8	132.1	0.6	0.8	0.9	1.0
1998	133.1	134.3	135.6	136.1	0.8	0.9	1.0	0.4
1999	136.7	139.0	139.7	141.2	0.4	1.7	0.5	1.1
2000	143.1	144.6	146.0	147.1	1.3	1.0	1.0	0.8
2001	148.6	149.5	150.7	153.6	1.0	0.6	0.8	1.9
2002	153.4	155.5	155.8	156.2	-0.1	1.4	0.2	0.3
2003	156.5	157.3	159.7	161.3	0.2	0.5	1.5	1.0
2004	162.0	163.6	164.0	—	0.4	1.0	0.2	—
Finance, insurance, and real estate⁵:								
1985	83.1	83.0	84.6	85.9	—	-0.1	1.9	1.5
1986	86.7	87.4	87.9	88.6	0.9	0.8	0.6	0.8
1987	90.9	90.0	90.2	90.4	2.6	-1.0	0.2	0.2
1988	91.5	92.8	92.9	96.2	1.2	1.4	0.1	3.6
1989	98.3	100.0	100.4	101.4	2.2	1.7	0.4	1.0
1990	102.6	104.4	105.4	105.5	1.2	1.8	1.0	0.1
1991	108.3	109.5	109.7	110.0	2.7	1.1	0.2	0.3
1992	111.7	110.8	111.1	111.3	1.5	-0.8	0.3	0.2
1993	112.6	113.1	115.7	116.4	1.2	0.4	2.3	0.6
1994	117.7	117.7	118.5	118.9	1.1	0.0	0.7	0.3
1995	120.2	121.8	122.7	123.1	1.1	1.3	0.7	0.3
1996	124.5	126.3	126.7	126.0	1.1	1.4	0.3	-0.6
1997	128.6	129.4	130.5	134.5	2.1	0.6	0.9	3.1
1998	136.7	138.4	141.0	142.5	1.6	1.2	1.9	1.1
1999	141.5	145.8	147.6	148.3	-0.7	3.0	1.2	0.5
2000	152.0	153.1	155.2	155.7	2.5	0.7	1.4	0.3
2001	157.9	159.5	160.9	161.3	1.4	1.0	0.9	0.2
2002	165.2	167.3	168.0	168.5	2.4	1.3	0.4	0.3
2003	176.7	178.3	180.2	180.9	4.9	0.9	1.1	0.4
2004	182.5	183.6	184.8	—	0.9	0.6	0.7	—
Service industries:								
1985	81.2	82.4	83.6	84.1	0.2	1.5	1.5	0.6
1986	85.1	86.1	86.6	87.8	1.2	1.2	0.6	1.4
1987	88.9	89.8	91.1	92.3	1.3	1.0	1.4	1.3
1988	93.5	94.8	96.2	97.6	1.3	1.4	1.5	1.5
1989	98.9	100.3	101.6	103.0	1.3	1.4	1.3	1.4

See footnotes at end of table.

TABLE 1a. EMPLOYMENT COST INDEX (COMPENSATION), CIVILIAN¹, STATE AND LOCAL GOVERNMENT, AND PRIVATE INDUSTRY WORKERS² BY OCCUPATION AND INDUSTRY GROUP (Seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for			
	Mar.	Jun.	Sep.	Dec.	3 months ended—			
					Mar.	Jun.	Sep.	Dec.
Service industries:								
1990	104.9	106.7	107.9	109.4	1.8	1.7	1.1	1.4
1991	110.7	111.7	113.0	114.1	1.2	0.9	1.2	1.0
1992	115.2	116.6	117.7	119.0	1.0	1.2	0.9	1.1
1993	120.0	121.0	122.2	123.2	0.8	0.8	1.0	0.8
1994	124.3	125.0	125.8	126.7	0.9	0.6	0.6	0.7
1995	127.4	128.3	128.8	129.5	0.6	0.7	0.4	0.5
1996	130.7	131.8	132.6	133.5	0.9	0.8	0.6	0.7
1997	134.6	135.7	136.9	138.6	0.8	0.8	0.9	1.2
1998	139.3	140.3	141.7	142.8	0.5	0.7	1.0	0.8
1999	143.5	144.6	145.9	147.7	0.5	0.8	0.9	1.2
2000	149.4	151.2	152.7	154.3	1.2	1.2	1.0	1.0
2001	156.5	157.8	159.8	161.2	1.4	0.8	1.3	0.9
2002	162.6	163.7	164.6	165.7	0.9	0.7	0.5	0.7
2003	167.1	168.4	170.1	171.7	0.8	0.8	1.0	0.9
2004	173.5	175.1	176.6	—	1.0	0.9	0.9	—
Nonmanufacturing:								
1980	60.0	61.5	62.9	64.2	—	2.5	2.3	2.1
1981	66.5	67.8	69.1	70.5	3.6	2.0	1.9	2.0
1982	71.5	72.6	74.1	75.2	1.4	1.5	2.1	1.5
1983	76.2	77.4	78.5	79.7	1.3	1.6	1.4	1.5
1984	80.9	81.8	82.3	83.5	1.5	1.1	0.6	1.5
1985	84.2	85.1	86.3	87.1	0.8	1.1	1.4	0.9
1986	87.8	88.5	89.1	89.9	0.8	0.8	0.7	0.9
1987	90.9	91.5	92.3	93.1	1.1	0.7	0.9	0.9
1988	94.1	95.4	96.4	97.7	1.1	1.4	1.0	1.3
1989	98.8	99.9	101.2	102.5	1.1	1.1	1.3	1.3
1990	103.8	105.0	106.1	107.1	1.3	1.2	1.0	0.9
1991	108.4	109.7	110.8	111.7	1.2	1.2	1.0	0.8
1992	112.6	113.5	114.3	115.4	0.8	0.8	0.7	1.0
1993	116.2	117.1	118.3	119.2	0.8	0.8	1.0	0.8
1994	120.2	121.2	122.1	122.8	0.8	0.8	0.7	0.6
1995	123.6	124.6	125.4	126.1	0.7	0.8	0.6	0.6
1996	127.1	128.1	129.0	130.0	0.8	0.8	0.7	0.8
1997	131.1	132.0	133.2	134.9	0.8	0.7	0.9	1.3
1998	136.0	137.1	138.8	140.0	0.8	0.8	1.2	0.9
1999	140.2	141.9	143.3	144.8	0.1	1.2	1.0	1.0
2000	146.6	148.3	149.9	151.4	1.2	1.2	1.1	1.0
2001	153.0	154.6	156.2	157.9	1.1	1.0	1.0	1.1
2002	159.2	161.0	161.9	162.9	0.8	1.1	0.6	0.6
2003	164.8	166.3	168.0	169.4	1.2	0.9	1.0	0.8
2004	170.8	172.4	173.7	—	0.8	0.9	0.8	—

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

² Excludes farm and household workers.

³ Includes mining, construction, and manufacturing.

⁴ Includes transportation, communication, and public utilities;

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

⁵ No identifiable seasonality was found for this series.

NOTE: Dashes indicate data not available.

TABLE 1b. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), CIVILIAN¹, STATE AND LOCAL GOVERNMENT, AND PRIVATE INDUSTRY WORKERS² BY OCCUPATION AND INDUSTRY GROUP (Seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for			
	Mar.	Jun.	Sep.	Dec.	3 months ended-			
					Mar.	Jun.	Sep.	Dec.
Civilian workers¹:								
1982	73.7	74.6	75.9	76.9	-	1.2	1.7	1.3
1983	77.8	78.8	79.7	80.7	1.2	1.3	1.1	1.3
1984	81.8	82.6	83.2	84.3	1.4	1.0	0.7	1.3
1985	85.3	86.3	87.3	88.0	1.2	1.2	1.2	0.8
1986	88.9	89.6	90.2	91.0	1.0	0.8	0.7	0.9
1987	91.9	92.5	93.3	94.1	1.0	0.7	0.9	0.9
1988	95.0	96.1	97.0	98.1	1.0	1.2	0.9	1.1
1989	99.2	100.2	101.4	102.5	1.1	1.0	1.2	1.1
1990	103.6	104.8	105.8	106.8	1.1	1.2	1.0	0.9
1991	107.9	109.0	109.8	110.6	1.0	1.0	0.7	0.7
1992	111.5	112.2	112.7	113.7	0.8	0.6	0.4	0.9
1993	114.5	115.2	116.2	117.1	0.8	0.6	0.9	0.8
1994	117.7	118.7	119.6	120.4	0.6	0.8	0.8	0.7
1995	121.3	122.2	123.1	123.9	0.7	0.7	0.7	0.6
1996	125.1	126.2	127.0	128.0	1.0	0.9	0.6	0.8
1997	129.1	130.2	131.3	132.8	0.9	0.9	0.8	1.1
1998	133.9	135.1	136.6	137.7	0.8	0.9	1.1	0.8
1999	138.3	139.8	141.1	142.5	0.4	1.1	0.9	1.0
2000	144.0	145.4	146.7	147.9	1.1	1.0	0.9	0.8
2001	149.4	150.8	152.1	153.4	1.0	0.9	0.9	0.9
2002	154.7	156.1	157.0	157.8	0.8	0.9	0.6	0.5
2003	159.3	160.3	161.5	162.3	1.0	0.6	0.7	0.5
2004	163.3	164.3	165.5	-	0.6	0.6	0.7	-
State and local government:								
1982	69.2	70.2	71.9	72.6	-	1.4	2.4	1.0
1983	73.6	74.7	75.4	76.4	1.4	1.5	0.9	1.3
1984	77.8	78.7	79.8	81.0	1.8	1.2	1.4	1.5
1985	82.1	83.1	84.4	85.5	1.4	1.2	1.6	1.3
1986	86.6	87.7	89.0	90.1	1.3	1.3	1.5	1.2
1987	91.0	92.1	92.6	93.9	1.0	1.2	0.5	1.4
1988	95.0	96.0	97.0	98.5	1.2	1.1	1.0	1.5
1989	99.5	100.8	102.4	103.7	1.0	1.3	1.6	1.3
1990	105.1	106.5	107.9	109.3	1.4	1.3	1.3	1.3
1991	110.6	111.6	112.2	113.1	1.2	0.9	0.5	0.8
1992	113.8	114.9	115.3	116.5	0.6	1.0	0.3	1.0
1993	117.2	118.1	118.8	119.5	0.6	0.8	0.6	0.6
1994	120.4	121.3	122.3	123.2	0.8	0.7	0.8	0.7
1995	124.3	125.3	126.1	127.0	0.9	0.8	0.6	0.7
1996	127.8	128.8	129.7	130.6	0.6	0.8	0.7	0.7
1997	131.4	132.2	133.1	134.1	0.6	0.6	0.7	0.8
1998	135.2	136.1	137.1	138.2	0.8	0.7	0.7	0.8
1999	139.1	140.4	141.7	143.2	0.7	0.9	0.9	1.1
2000	144.4	145.5	146.6	148.0	0.8	0.8	0.8	1.0
2001	149.4	150.9	152.4	153.4	0.9	1.0	1.0	0.7
2002	154.5	155.7	157.1	158.3	0.7	0.8	0.9	0.8
2003	159.3	160.5	160.6	161.6	0.6	0.8	0.1	0.6
2004	162.6	163.7	163.8	-	0.6	0.7	0.1	-
Private industry²:								
1980	63.1	64.5	65.9	67.3	-	2.2	2.2	2.1

See footnotes at end of table.

TABLE 1b. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), CIVILIAN¹, STATE AND LOCAL GOVERNMENT, AND PRIVATE INDUSTRY WORKERS² BY OCCUPATION AND INDUSTRY GROUP (Seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for			
	Mar.	Jun.	Sep.	Dec.	3 months ended—			
					Mar.	Jun.	Sep.	Dec.
Private industry²:								
1981	69.0	70.5	71.8	73.2	2.5	2.2	1.8	1.9
1982	74.6	75.5	76.8	77.7	1.9	1.2	1.7	1.2
1983	78.6	79.6	80.6	81.6	1.2	1.3	1.3	1.2
1984	82.5	83.3	83.9	84.9	1.1	1.0	0.7	1.2
1985	85.9	86.9	87.9	88.5	1.2	1.2	1.2	0.7
1986	89.4	90.0	90.5	91.2	1.0	0.7	0.6	0.8
1987	92.0	92.6	93.5	94.2	0.9	0.7	1.0	0.7
1988	95.0	96.1	96.9	98.0	0.8	1.2	0.8	1.1
1989	99.1	100.0	101.1	102.2	1.1	0.9	1.1	1.1
1990	103.2	104.4	105.4	106.2	1.0	1.2	1.0	0.8
1991	107.3	108.4	109.2	110.1	1.0	1.0	0.7	0.8
1992	111.0	111.6	112.1	113.0	0.8	0.5	0.4	0.8
1993	113.9	114.6	115.6	116.5	0.8	0.6	0.9	0.8
1994	117.1	118.1	119.0	119.7	0.5	0.9	0.8	0.6
1995	120.6	121.5	122.4	123.2	0.8	0.7	0.7	0.7
1996	124.4	125.6	126.4	127.4	1.0	1.0	0.6	0.8
1997	128.5	129.7	130.9	132.5	0.9	0.9	0.9	1.2
1998	133.7	134.8	136.5	137.6	0.9	0.8	1.3	0.8
1999	138.1	139.7	140.9	142.3	0.4	1.2	0.9	1.0
2000	143.9	145.4	146.7	147.9	1.1	1.0	0.9	0.8
2001	149.4	150.8	152.0	153.5	1.0	0.9	0.8	1.0
2002	154.8	156.2	156.9	157.7	0.8	0.9	0.4	0.5
2003	159.3	160.3	161.7	162.5	1.0	0.6	0.9	0.5
2004	163.5	164.4	165.8	—	0.6	0.6	0.9	—
White-collar occupations:								
1982	72.2	72.8	74.1	75.2	—	—	—	—
1983	76.3	77.1	78.5	79.7	1.5	1.0	1.8	1.5
1984	80.5	81.4	81.9	83.1	1.0	1.1	0.6	1.5
1985	84.3	85.2	86.3	87.2	1.4	1.1	1.3	1.0
1986	88.0	89.0	89.5	90.2	0.9	1.1	0.6	0.8
1987	91.4	91.8	92.9	93.5	1.3	0.4	1.2	0.6
1988	94.4	95.5	96.6	97.9	1.0	1.2	1.2	1.3
1989	99.0	99.9	101.3	102.5	1.1	0.9	1.4	1.2
1990	103.6	104.8	105.9	106.7	1.1	1.2	1.0	0.8
1991	107.9	109.0	110.0	110.8	1.1	1.0	0.9	0.7
1992	111.7	112.2	112.8	113.8	0.8	0.4	0.5	0.9
1993	114.7	115.4	116.6	117.6	0.8	0.6	1.0	0.9
1994	118.3	119.2	120.1	121.0	0.6	0.8	0.8	0.7
1995	121.7	122.7	123.5	124.4	0.6	0.8	0.7	0.7
1996	125.8	126.9	127.9	128.8	1.1	0.9	0.8	0.7
1997	130.2	131.2	132.6	134.4	1.1	0.8	1.1	1.4
1998	135.7	136.9	138.9	140.1	1.0	0.9	1.5	0.9
1999	140.3	142.0	143.4	145.0	0.1	1.2	1.0	1.1
2000	146.6	148.2	149.6	150.9	1.1	1.1	0.9	0.9
2001	152.3	153.6	154.7	156.4	0.9	0.9	0.7	1.1
2002	157.7	159.2	159.9	160.8	0.8	1.0	0.4	0.6
2003	162.6	163.6	165.1	166.3	1.1	0.6	0.9	0.7
2004	167.1	167.9	169.5	—	0.5	0.5	1.0	—

See footnotes at end of table.

TABLE 1b. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), CIVILIAN¹, STATE AND LOCAL GOVERNMENT, AND PRIVATE INDUSTRY WORKERS² BY OCCUPATION AND INDUSTRY GROUP (Seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for			
	Mar.	Jun.	Sep.	Dec.	3 months ended—			
					Mar.	Jun.	Sep.	Dec.
Blue-collar occupations³:								
1975	—	—	46.2	47.0	—	—	—	1.7
1976	48.1	49.0	49.9	50.8	2.3	1.9	1.8	1.8
1977	51.7	52.8	53.8	54.7	1.8	2.1	1.9	1.7
1978	55.7	56.9	58.1	59.2	1.8	2.2	2.1	1.9
1979	60.3	61.7	62.9	64.5	1.9	2.3	1.9	2.5
1980	66.0	67.7	69.3	70.7	2.3	2.6	2.4	2.0
1981	72.2	73.9	75.6	76.7	2.1	2.4	2.3	1.5
1982	77.8	78.7	80.1	81.0	1.4	1.2	1.8	1.1
1983	81.8	82.6	83.4	84.1	1.0	1.0	1.0	0.8
1984	85.0	85.6	86.2	87.1	1.1	0.7	0.7	1.0
1985	88.0	88.8	89.9	90.1	1.0	0.9	1.2	0.2
1986	90.9	91.4	91.9	92.4	0.9	0.6	0.5	0.5
1987	92.8	93.5	94.3	95.2	0.4	0.8	0.9	1.0
1988	95.9	96.8	97.4	98.2	0.7	0.9	0.6	0.8
1989	99.0	100.0	101.0	101.6	0.8	1.0	1.0	0.6
1990	102.7	103.8	104.6	105.2	1.1	1.1	0.8	0.6
1991	106.4	107.3	108.0	108.8	1.1	0.8	0.7	0.7
1992	109.7	110.4	111.1	111.6	0.8	0.6	0.6	0.5
1993	112.5	113.2	114.1	114.8	0.8	0.6	0.8	0.6
1994	115.6	116.5	117.5	118.0	0.7	0.8	0.9	0.4
1995	119.0	120.1	120.8	121.4	0.8	0.9	0.6	0.5
1996	122.5	123.7	124.3	125.1	0.9	1.0	0.5	0.6
1997	126.0	127.3	128.3	129.1	0.7	1.0	0.8	0.6
1998	130.2	131.3	132.4	133.2	0.9	0.8	0.8	0.6
1999	134.3	135.6	136.8	137.7	0.8	1.0	0.9	0.7
2000	139.1	140.5	141.9	142.8	1.0	1.0	1.0	0.6
2001	144.6	145.9	147.5	148.3	1.3	0.9	1.1	0.5
2002	149.6	150.9	151.7	152.4	0.9	0.9	0.5	0.5
2003	153.6	154.6	155.6	156.1	0.8	0.7	0.6	0.3
2004	157.2	158.3	159.5	—	0.7	0.7	0.8	—
Service occupations³:								
1980	63.9	65.1	66.6	67.6	—	1.9	2.3	1.5
1981	69.9	71.0	72.5	73.2	3.4	1.6	2.1	1.0
1982	75.1	76.6	77.9	79.3	2.6	2.0	1.7	1.8
1983	79.5	80.7	81.0	82.8	0.3	1.5	0.4	2.2
1984	84.5	84.9	86.2	87.8	2.1	0.5	1.5	1.9
1985	87.5	88.5	89.8	89.9	-0.3	1.1	1.5	0.1
1986	90.5	91.0	91.6	92.3	0.7	0.6	0.7	0.8
1987	93.1	93.8	94.1	94.5	0.9	0.8	0.3	0.4
1988	95.4	96.5	97.7	98.6	1.0	1.2	1.2	0.9
1989	99.4	100.1	100.9	102.2	0.8	0.7	0.8	1.3
1990	103.1	104.3	104.8	106.4	0.8	1.2	0.5	1.5
1991	106.9	108.4	109.7	110.6	0.5	1.4	1.2	0.8
1992	111.2	111.7	112.4	112.8	0.6	0.4	0.6	0.4
1993	113.5	114.2	114.8	115.2	0.5	0.6	0.5	0.3
1994	116.3	116.9	117.5	118.7	0.9	0.5	0.5	1.0
1995	119.4	120.0	120.8	121.4	0.6	0.5	0.7	0.5

See footnotes at end of table.

TABLE 1b. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), CIVILIAN¹, STATE AND LOCAL GOVERNMENT, AND PRIVATE INDUSTRY WORKERS² BY OCCUPATION AND INDUSTRY GROUP (Seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for			
	Mar.	Jun.	Sep.	Dec.	3 months ended—			
					Mar.	Jun.	Sep.	Dec.
Service occupations³:								
1996	122.2	123.0	124.1	125.7	0.7	0.7	0.9	1.3
1997	126.6	127.6	129.9	131.1	0.7	0.8	1.8	0.9
1998	132.1	133.0	134.4	135.3	0.8	0.7	1.1	0.7
1999	136.7	137.8	138.0	139.6	1.0	0.8	0.1	1.2
2000	141.0	142.5	143.5	144.9	1.0	1.1	0.7	1.0
2001	146.4	147.5	148.7	150.6	1.0	0.8	0.8	1.3
2002	152.0	152.8	153.9	154.5	0.9	0.5	0.7	0.4
2003	155.5	156.1	157.1	157.8	0.6	0.4	0.6	0.4
2004	158.4	159.3	159.8	—	0.4	0.6	0.3	—
Goods-producing industries^{3,4}:								
1975	—	—	45.9	46.9	—	—	—	2.2
1976	47.7	48.5	49.5	50.4	1.7	1.7	2.1	1.8
1977	51.3	52.3	53.4	54.3	1.8	1.9	2.1	1.7
1978	55.3	56.3	57.4	58.8	1.8	1.8	2.0	2.4
1979	59.8	60.9	62.0	63.7	1.7	1.8	1.8	2.7
1980	65.3	66.7	68.2	69.7	2.5	2.1	2.2	2.2
1981	71.2	72.8	74.4	75.7	2.2	2.2	2.2	1.7
1982	77.1	77.9	79.3	80.0	1.8	1.0	1.8	0.9
1983	80.8	81.6	82.4	83.2	1.0	1.0	1.0	1.0
1984	84.1	84.7	85.5	86.4	1.1	0.7	0.9	1.1
1985	87.5	88.4	89.0	89.4	1.3	1.0	0.7	0.4
1986	90.4	91.3	91.8	92.3	1.1	1.0	0.5	0.5
1987	92.8	93.4	94.3	95.2	0.5	0.6	1.0	1.0
1988	96.1	96.9	97.5	98.2	0.9	0.8	0.6	0.7
1989	99.1	100.0	101.0	102.0	0.9	0.9	1.0	1.0
1990	103.1	104.2	105.1	105.8	1.1	1.1	0.9	0.7
1991	107.0	108.0	108.7	109.7	1.1	0.9	0.6	0.9
1992	110.7	111.4	112.1	112.8	0.9	0.6	0.6	0.6
1993	113.8	114.5	115.3	116.1	0.9	0.6	0.7	0.7
1994	116.9	118.0	118.9	119.6	0.7	0.9	0.8	0.6
1995	120.4	121.4	122.1	122.9	0.7	0.8	0.6	0.7
1996	123.9	125.1	126.1	126.8	0.8	1.0	0.8	0.6
1997	127.5	128.9	129.9	130.6	0.6	1.1	0.8	0.5
1998	132.0	133.2	134.3	135.2	1.1	0.9	0.8	0.7
1999	136.3	137.3	138.5	139.7	0.8	0.7	0.9	0.9
2000	141.3	143.0	144.3	145.2	1.1	1.2	0.9	0.6
2001	147.0	148.6	149.5	150.5	1.2	1.1	0.6	0.7
2002	151.7	153.1	153.9	155.0	0.8	0.9	0.5	0.7
2003	156.3	157.4	158.3	158.7	0.8	0.7	0.6	0.3
2004	159.9	160.9	162.3	—	0.8	0.6	0.9	—
Construction:								
1980	68.1	69.9	71.5	73.0	—	2.6	2.3	2.1
1981	74.4	76.1	77.9	79.4	1.9	2.3	2.4	1.9
1982	80.7	81.5	82.6	83.5	1.6	1.0	1.3	1.1
1983	84.1	85.2	85.0	85.9	0.7	1.3	-0.2	1.1
1984	86.3	86.5	86.7	87.0	0.5	0.2	0.2	0.3
1985	88.0	88.5	88.9	89.7	1.1	0.6	0.5	0.9

See footnotes at end of table.

TABLE 1b. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), CIVILIAN¹, STATE AND LOCAL GOVERNMENT, AND PRIVATE INDUSTRY WORKERS² BY OCCUPATION AND INDUSTRY GROUP (Seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for			
	Mar.	Jun.	Sep.	Dec.	3 months ended—			
					Mar.	Jun.	Sep.	Dec.
Construction:								
1986	90.0	90.9	91.5	91.9	0.3	1.0	0.7	0.4
1987	92.6	93.1	94.0	94.9	0.8	0.5	1.0	1.0
1988	95.8	96.9	97.6	98.4	0.9	1.1	0.7	0.8
1989	99.3	99.9	101.0	101.8	0.9	0.6	1.1	0.8
1990	102.2	102.8	103.3	103.9	0.4	0.6	0.5	0.6
1991	105.3	105.8	106.1	106.9	1.4	0.5	0.3	0.8
1992	107.4	107.8	108.5	109.0	0.5	0.4	0.6	0.5
1993	109.7	110.3	111.1	111.3	0.6	0.5	0.7	0.2
1994	112.4	113.5	114.4	114.9	1.0	1.0	0.8	0.4
1995	115.0	115.5	116.5	117.6	0.1	0.4	0.9	0.9
1996	118.5	119.4	120.1	121.1	0.8	0.8	0.6	0.8
1997	122.2	123.4	124.5	125.2	0.9	1.0	0.9	0.6
1998	126.1	127.8	128.3	129.6	0.7	1.3	0.4	1.0
1999	130.8	131.6	132.9	133.8	0.9	0.6	1.0	0.7
2000	136.1	137.8	139.3	140.8	1.7	1.2	1.1	1.1
2001	142.3	143.7	145.0	146.3	1.1	1.0	0.9	0.9
2002	147.3	148.0	148.9	150.2	0.7	0.5	0.6	0.9
2003	151.0	152.2	153.4	154.0	0.5	0.8	0.8	0.4
2004	155.5	155.7	156.9	—	1.0	0.1	0.8	—
Manufacturing³:								
1975	—	—	45.3	46.3	—	—	—	2.2
1976	47.1	47.8	48.7	49.7	1.7	1.5	1.9	2.1
1977	50.6	51.5	52.7	53.6	1.8	1.8	2.3	1.7
1978	54.7	55.5	56.6	58.1	2.1	1.5	2.0	2.7
1979	59.1	60.1	61.2	63.0	1.7	1.7	1.8	2.9
1980	64.8	66.1	67.4	68.9	2.9	2.0	2.0	2.2
1981	70.5	72.0	73.6	74.9	2.3	2.1	2.2	1.8
1982	76.3	77.1	78.4	79.1	1.9	1.0	1.7	0.9
1983	80.0	80.7	81.6	82.5	1.1	0.9	1.1	1.1
1984	83.4	84.1	85.0	86.1	1.1	0.8	1.1	1.3
1985	87.2	88.1	88.8	89.2	1.3	1.0	0.8	0.5
1986	90.3	91.1	91.6	92.1	1.2	0.9	0.5	0.5
1987	92.7	93.3	94.2	95.2	0.7	0.6	1.0	1.1
1988	96.0	96.8	97.3	98.1	0.8	0.8	0.5	0.8
1989	99.0	100.0	100.9	101.9	0.9	1.0	0.9	1.0
1990	103.3	104.5	105.4	106.2	1.4	1.2	0.9	0.8
1991	107.4	108.4	109.3	110.3	1.1	0.9	0.8	0.9
1992	111.5	112.2	112.9	113.7	1.1	0.6	0.6	0.7
1993	114.7	115.5	116.3	117.3	0.9	0.7	0.7	0.9
1994	118.0	119.0	120.0	120.8	0.6	0.8	0.8	0.7
1995	121.9	122.9	123.5	124.3	0.9	0.8	0.5	0.6
1996	125.4	126.5	127.7	128.4	0.9	0.9	0.9	0.5
1997	129.1	130.3	131.3	132.2	0.5	0.9	0.8	0.7
1998	133.7	134.6	136.0	136.8	1.1	0.7	1.0	0.6
1999	137.9	139.0	140.2	141.5	0.8	0.8	0.9	0.9
2000	142.9	144.4	145.7	146.5	1.0	1.0	0.9	0.5
2001	148.5	150.0	150.7	151.7	1.4	1.0	0.5	0.7

See footnotes at end of table.

TABLE 1b. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), CIVILIAN¹, STATE AND LOCAL GOVERNMENT, AND PRIVATE INDUSTRY WORKERS² BY OCCUPATION AND INDUSTRY GROUP (Seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for			
	Mar.	Jun.	Sep.	Dec.	3 months ended—			
					Mar.	Jun.	Sep.	Dec.
Manufacturing ³ :								
2002	153.1	154.5	155.4	156.5	0.9	0.9	0.6	0.7
2003	158.0	159.0	159.7	160.1	1.0	0.6	0.4	0.3
2004	161.3	162.4	163.8	—	0.7	0.7	0.9	—
Manufacturing, durable goods ³ :								
1976	—	—	48.6	49.8	—	—	—	2.5
1977	50.8	51.5	52.7	53.8	2.0	1.4	2.3	2.1
1978	54.7	55.6	56.7	58.3	1.7	1.6	2.0	2.8
1979	59.3	60.2	61.5	63.4	1.7	1.5	2.2	3.1
1980	65.0	66.4	68.1	69.7	2.5	2.2	2.6	2.3
1981	71.3	72.8	74.4	76.1	2.3	2.1	2.2	2.3
1982	77.4	78.2	79.4	80.3	1.7	1.0	1.5	1.1
1983	80.9	81.4	82.2	83.3	0.7	0.6	1.0	1.3
1984	84.3	84.9	85.7	86.7	1.2	0.7	0.9	1.2
1985	87.8	88.9	89.4	89.9	1.3	1.3	0.6	0.6
1986	90.9	91.6	92.1	92.6	1.1	0.8	0.5	0.5
1987	93.0	93.7	94.5	95.5	0.4	0.8	0.9	1.1
1988	96.2	96.9	97.4	98.0	0.7	0.7	0.5	0.6
1989	99.0	100.0	100.7	101.9	1.0	1.0	0.7	1.2
1990	103.2	104.3	105.3	106.1	1.3	1.1	1.0	0.8
1991	107.3	108.3	109.2	110.2	1.1	0.9	0.8	0.9
1992	111.2	111.8	112.7	113.4	0.9	0.5	0.8	0.6
1993	114.4	115.1	115.9	117.2	0.9	0.6	0.7	1.1
1994	117.8	118.7	119.8	120.8	0.5	0.8	0.9	0.8
1995	121.9	122.9	123.6	124.3	0.9	0.8	0.6	0.6
1996	125.1	126.5	127.7	128.4	0.6	1.1	0.9	0.5
1997	129.0	130.1	131.2	131.9	0.5	0.9	0.8	0.5
1998	133.4	134.5	135.9	136.9	1.1	0.8	1.0	0.7
1999	137.9	139.1	140.4	141.8	0.7	0.9	0.9	1.0
2000	143.0	144.7	146.1	147.3	0.8	1.2	1.0	0.8
2001	149.0	150.5	151.5	152.6	1.2	1.0	0.7	0.7
2002	153.9	155.3	156.0	157.3	0.9	0.9	0.5	0.8
2003	158.8	159.7	160.6	160.9	1.0	0.6	0.6	0.2
2004	161.9	162.9	164.5	—	0.6	0.6	1.0	—
Manufacturing, nondurable goods:								
1980	64.3	65.5	66.1	67.7	—	1.9	0.9	2.4
1981	69.0	70.6	71.9	73.0	1.9	2.3	1.8	1.5
1982	74.3	75.1	76.5	77.2	1.8	1.1	1.9	0.9
1983	78.2	79.3	80.3	81.0	1.3	1.4	1.3	0.9
1984	81.7	82.7	83.7	85.0	0.9	1.2	1.2	1.6
1985	85.8	86.6	87.5	88.1	0.9	0.9	1.0	0.7
1986	89.0	90.3	90.6	91.4	1.0	1.5	0.3	0.9
1987	92.1	92.5	93.8	94.8	0.8	0.4	1.4	1.1
1988	95.7	96.4	97.2	98.3	0.9	0.7	0.8	1.1
1989	98.9	99.9	101.1	101.9	0.6	1.0	1.2	0.8
1990	103.5	104.7	105.7	106.4	1.6	1.2	1.0	0.7
1991	107.5	108.5	109.5	110.7	1.0	0.9	0.9	1.1
1992	111.7	112.7	113.3	114.5	0.8	0.9	0.5	1.1

See footnotes at end of table.

TABLE 1b. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), CIVILIAN¹, STATE AND LOCAL GOVERNMENT, AND PRIVATE INDUSTRY WORKERS² BY OCCUPATION AND INDUSTRY GROUP (Seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for			
	Mar.	Jun.	Sep.	Dec.	3 months ended—			
					Mar.	Jun.	Sep.	Dec.
Manufacturing, nondurable goods:								
1993	115.4	116.2	117.0	117.6	0.8	0.7	0.7	0.5
1994	118.2	119.4	120.4	121.0	0.4	1.0	0.8	0.5
1995	121.8	122.8	123.4	124.5	0.7	0.8	0.5	0.9
1996	125.7	126.4	127.7	128.7	1.0	0.6	1.0	0.8
1997	129.2	130.5	131.5	132.8	0.4	1.0	0.8	1.0
1998	134.0	134.8	136.1	137.0	0.9	0.6	1.0	0.7
1999	137.8	138.6	139.8	141.1	0.6	0.6	0.9	0.9
2000	142.5	143.8	145.0	145.7	1.0	0.9	0.8	0.5
2001	147.3	148.9	149.3	150.5	1.1	1.1	0.3	0.8
2002	151.7	152.9	154.4	155.6	0.8	0.8	1.0	0.8
2003	156.4	157.6	158.3	159.1	0.5	0.8	0.4	0.5
2004	160.2	161.4	162.8	—	0.7	0.7	0.9	—
Service-producing industries⁵:								
1980	61.4	62.7	64.1	65.3	—	2.1	2.2	1.9
1981	67.3	68.7	69.8	71.1	3.1	2.1	1.6	1.9
1982	72.6	73.5	74.7	75.9	2.1	1.2	1.6	1.6
1983	76.9	77.9	79.1	80.2	1.3	1.3	1.5	1.4
1984	81.3	82.2	82.6	83.7	1.4	1.1	0.5	1.3
1985	84.6	85.7	87.0	87.8	1.1	1.3	1.5	0.9
1986	88.5	89.2	89.7	90.4	0.8	0.8	0.6	0.8
1987	91.5	92.1	92.9	93.5	1.2	0.7	0.9	0.6
1988	94.3	95.5	96.5	97.9	0.9	1.3	1.0	1.5
1989	99.2	100.0	101.2	102.3	1.3	0.8	1.2	1.1
1990	103.3	104.6	105.6	106.4	1.0	1.3	1.0	0.8
1991	107.5	108.7	109.6	110.3	1.0	1.1	0.8	0.6
1992	111.1	111.7	112.2	113.1	0.7	0.5	0.4	0.8
1993	113.9	114.7	115.8	116.7	0.7	0.7	1.0	0.8
1994	117.3	118.2	119.1	119.8	0.5	0.8	0.8	0.6
1995	120.7	121.6	122.5	123.3	0.8	0.7	0.7	0.7
1996	124.7	125.8	126.6	127.7	1.1	0.9	0.6	0.9
1997	129.0	130.1	131.4	133.3	1.0	0.9	1.0	1.4
1998	134.4	135.5	137.5	138.6	0.8	0.8	1.5	0.8
1999	138.9	140.7	142.0	143.5	0.2	1.3	0.9	1.1
2000	145.0	146.4	147.8	149.1	1.0	1.0	1.0	0.9
2001	150.5	151.8	153.1	154.7	0.9	0.9	0.9	1.0
2002	156.1	157.6	158.3	158.9	0.9	1.0	0.4	0.4
2003	160.6	161.5	163.2	164.2	1.1	0.6	1.1	0.6
2004	165.0	165.9	167.4	—	0.5	0.5	0.9	—
Transportation and public utilities:								
1980	65.3	66.7	68.7	70.8	—	2.1	3.0	3.1
1981	72.2	73.9	75.3	76.7	2.0	2.4	1.9	1.9
1982	78.1	79.0	80.9	82.2	1.8	1.2	2.4	1.6
1983	83.4	84.8	85.5	86.4	1.5	1.7	0.8	1.1
1984	87.6	88.2	88.5	89.4	1.4	0.7	0.3	1.0
1985	89.9	90.8	92.1	92.7	0.6	1.0	1.4	0.7
1986	93.3	93.6	94.0	94.4	0.6	0.3	0.4	0.4
1987	94.7	95.5	96.0	96.4	0.3	0.8	0.5	0.4

See footnotes at end of table.

TABLE 1b. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), CIVILIAN¹, STATE AND LOCAL GOVERNMENT, AND PRIVATE INDUSTRY WORKERS² BY OCCUPATION AND INDUSTRY GROUP (Seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for			
	Mar.	Jun.	Sep.	Dec.	3 months ended—			
					Mar.	Jun.	Sep.	Dec.
Transportation and public utilities:								
1988	97.1	97.8	98.5	98.8	0.7	0.7	0.7	0.3
1989	99.5	99.9	100.6	101.4	0.7	0.4	0.7	0.8
1990	102.6	103.1	104.0	104.8	1.2	0.5	0.9	0.8
1991	105.4	106.5	107.6	108.9	0.6	1.0	1.0	1.2
1992	109.7	110.5	111.2	111.9	0.8	0.7	0.6	0.6
1993	112.8	114.0	114.7	115.5	0.8	1.1	0.6	0.7
1994	116.3	117.2	118.9	119.7	0.7	0.8	1.5	0.7
1995	121.1	122.1	122.9	123.7	1.2	0.8	0.7	0.7
1996	124.5	125.1	125.9	127.0	0.6	0.5	0.6	0.9
1997	128.2	128.9	130.0	131.3	0.9	0.5	0.9	1.0
1998	132.1	132.8	134.3	135.1	0.6	0.5	1.1	0.6
1999	135.4	136.8	137.5	137.9	0.2	1.0	0.5	0.3
2000	138.5	140.0	141.3	142.3	0.4	1.1	0.9	0.7
2001	143.7	145.7	146.7	149.2	1.0	1.4	0.7	1.7
2002	150.5	152.1	153.4	154.1	0.9	1.1	0.9	0.5
2003	154.8	155.6	156.0	156.5	0.5	0.5	0.3	0.3
2004	157.6	159.1	160.4	—	0.7	1.0	0.8	—
Wholesale trade:								
1980	60.2	61.5	62.4	64.7	—	2.2	1.5	3.7
1981	66.1	66.8	68.5	69.7	2.2	1.1	2.5	1.8
1982	71.3	72.8	73.2	74.0	2.3	2.1	0.5	1.1
1983	75.0	76.2	77.7	78.5	1.4	1.6	2.0	1.0
1984	79.3	80.1	81.0	82.8	1.0	1.0	1.1	2.2
1985	83.1	84.7	85.7	86.3	0.4	1.9	1.2	0.7
1986	87.1	87.8	88.5	89.5	0.9	0.8	0.8	1.1
1987	90.7	91.8	92.4	93.1	1.3	1.2	0.7	0.8
1988	93.5	94.8	96.1	96.6	0.3	1.4	1.4	0.5
1989	99.2	99.7	102.8	105.3	2.7	0.5	3.1	2.4
1990	104.9	105.0	105.3	106.3	-0.4	0.1	0.3	0.9
1991	107.6	109.0	110.3	110.3	1.2	1.3	1.2	0.0
1992	111.7	112.2	111.9	113.5	1.3	0.4	-0.3	1.4
1993	114.2	114.8	115.2	116.4	0.6	0.5	0.3	1.0
1994	116.5	118.0	119.0	119.9	0.1	1.3	0.8	0.8
1995	121.1	122.4	124.0	125.5	1.0	1.1	1.3	1.2
1996	126.3	127.8	128.5	129.6	0.6	1.2	0.5	0.9
1997	131.6	132.1	133.0	133.5	1.5	0.4	0.7	0.4
1998	136.4	136.9	139.3	141.2	2.2	0.4	1.8	1.4
1999	141.0	142.0	144.3	146.5	-0.1	0.7	1.6	1.5
2000	147.8	148.8	149.7	151.8	0.9	0.7	0.6	1.4
2001	152.0	153.7	154.3	155.2	0.1	1.1	0.4	0.6
2002	157.5	160.3	160.6	161.6	1.5	1.8	0.2	0.6
2003	163.7	163.5	165.0	166.1	1.3	-0.1	0.9	0.7
2004	166.5	166.6	169.9	—	0.2	0.1	2.0	—
Retail trade:								
1980	66.7	67.3	68.7	69.9	—	0.9	2.1	1.7
1981	72.1	73.1	74.1	75.1	3.1	1.4	1.4	1.3
1982	75.7	76.4	77.4	78.1	0.8	0.9	1.3	0.9

See footnotes at end of table.

TABLE 1b. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), CIVILIAN¹, STATE AND LOCAL GOVERNMENT, AND PRIVATE INDUSTRY WORKERS² BY OCCUPATION AND INDUSTRY GROUP (Seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for			
	Mar.	Jun.	Sep.	Dec.	3 months ended—			
					Mar.	Jun.	Sep.	Dec.
Retail trade:								
1983	78.8	80.0	80.5	81.3	0.9	1.5	0.6	1.0
1984	83.0	83.6	84.2	85.5	2.1	0.7	0.7	1.5
1985	86.0	86.9	88.5	89.6	0.6	1.0	1.8	1.2
1986	90.1	90.5	91.1	91.5	0.6	0.4	0.7	0.4
1987	92.2	93.0	93.6	93.9	0.8	0.9	0.6	0.3
1988	95.1	96.3	97.5	98.7	1.3	1.3	1.2	1.2
1989	99.4	99.7	100.9	101.8	0.7	0.3	1.2	0.9
1990	103.0	104.1	104.8	105.5	1.2	1.1	0.7	0.7
1991	106.6	107.7	108.7	109.4	1.0	1.0	0.9	0.6
1992	109.7	110.3	111.1	111.9	0.3	0.5	0.7	0.7
1993	112.9	113.6	114.3	115.1	0.8	0.6	0.6	0.7
1994	115.4	116.8	117.7	118.1	0.1	1.2	0.8	0.3
1995	118.9	119.4	120.2	120.9	0.7	0.4	0.7	0.6
1996	122.9	123.0	124.1	126.2	1.7	0.1	0.9	1.7
1997	127.1	128.3	129.7	131.0	0.7	0.9	1.1	1.0
1998	131.9	133.1	135.0	135.2	0.7	0.9	1.4	0.1
1999	136.2	138.1	138.7	140.0	0.7	1.4	0.4	0.9
2000	142.1	143.4	144.6	145.6	1.5	0.9	0.8	0.7
2001	146.9	147.6	148.6	151.1	0.9	0.5	0.7	1.7
2002	150.9	152.5	152.7	153.1	-0.1	1.1	0.1	0.3
2003	153.1	153.7	156.1	156.8	0.0	0.4	1.6	0.4
2004	157.2	158.3	158.5	—	0.3	0.7	0.1	—
Finance, insurance, and real estate³:								
1978	—	—	—	52.8	—	—	—	—
1979	54.4	56.2	57.3	59.7	3.0	3.3	2.0	4.2
1980	60.0	61.6	62.8	64.1	0.5	2.7	1.9	2.1
1981	65.9	68.9	67.7	70.5	2.8	4.6	-1.7	4.1
1982	71.4	70.5	73.1	75.1	1.3	-1.3	3.7	2.7
1983	76.2	76.5	78.2	80.5	1.5	0.4	2.2	2.9
1984	80.0	80.5	79.4	79.8	-0.6	0.6	-1.4	0.5
1985	84.0	83.8	85.5	87.1	5.3	-0.2	2.0	1.9
1986	87.2	88.2	88.8	89.5	0.1	1.1	0.7	0.8
1987	91.9	90.6	90.8	90.6	2.7	-1.4	0.2	-0.2
1988	91.5	92.9	92.9	96.3	1.0	1.5	0.0	3.7
1989	98.3	100.0	100.6	101.3	2.1	1.7	0.6	0.7
1990	101.8	103.5	104.9	104.8	0.5	1.7	1.4	-0.1
1991	107.0	108.1	108.0	108.4	2.1	1.0	-0.1	0.4
1992	109.5	108.2	108.2	108.3	1.0	-1.2	0.0	0.1
1993	109.3	109.3	112.3	112.9	0.9	0.0	2.7	0.5
1994	113.7	113.2	113.8	114.2	0.7	-0.4	0.5	0.4
1995	115.0	117.0	118.0	118.4	0.7	1.7	0.9	0.3
1996	119.8	121.9	122.2	122.2	1.2	1.8	0.2	0.0
1997	124.5	125.3	126.4	130.6	1.9	0.6	0.9	3.3
1998	132.6	134.8	138.1	139.8	1.5	1.7	2.4	1.2
1999	137.2	142.4	144.5	145.2	-1.9	3.8	1.5	0.5
2000	148.7	149.5	151.7	151.7	2.4	0.5	1.5	0.0
2001	153.9	154.6	155.8	156.0	1.5	0.5	0.8	0.1
2002	160.3	162.0	162.4	162.6	2.8	1.1	0.2	0.1

See footnotes at end of table.

TABLE 1b. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), CIVILIAN¹, STATE AND LOCAL GOVERNMENT, AND PRIVATE INDUSTRY WORKERS² BY OCCUPATION AND INDUSTRY GROUP (Seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for			
	Mar.	Jun.	Sep.	Dec.	3 months ended—			
					Mar.	Jun.	Sep.	Dec.
Finance, insurance, and real estate ³ :								
2003	171.1	172.4	174.1	174.5	5.2	0.8	1.0	0.2
2004	175.2	175.3	176.5	—	0.4	0.1	0.7	—
Service industries:								
1980	57.2	58.5	59.5	60.6	—	2.3	1.7	1.8
1981	62.9	63.8	65.5	67.0	3.8	1.4	2.7	2.3
1982	68.7	70.1	71.1	72.5	2.5	2.0	1.4	2.0
1983	73.3	74.3	76.0	77.3	1.1	1.4	2.3	1.7
1984	78.5	79.4	80.2	82.2	1.6	1.1	1.0	2.5
1985	82.1	83.4	84.6	85.1	-0.1	1.6	1.4	0.6
1986	86.2	87.2	87.3	88.5	1.3	1.2	0.1	1.4
1987	89.8	90.9	92.2	93.2	1.6	1.2	1.4	1.1
1988	94.1	95.2	96.6	97.9	0.9	1.2	1.5	1.3
1989	99.0	100.3	101.3	102.5	1.2	1.3	1.0	1.2
1990	104.1	106.0	106.9	108.4	1.5	1.8	0.8	1.4
1991	109.4	110.2	111.3	112.2	0.9	0.7	1.0	0.8
1992	113.1	114.2	115.0	116.2	0.7	1.0	0.7	1.0
1993	116.9	117.8	118.8	119.7	0.6	0.8	0.8	0.8
1994	120.7	121.4	122.1	123.1	0.8	0.6	0.6	0.8
1995	123.8	124.5	125.3	126.0	0.6	0.6	0.6	0.6
1996	127.5	128.8	129.6	130.6	1.2	1.0	0.6	0.8
1997	131.7	133.1	134.6	136.3	0.8	1.1	1.1	1.3
1998	137.2	138.4	139.9	140.9	0.7	0.9	1.1	0.7
1999	142.2	143.3	144.4	146.1	0.9	0.8	0.8	1.2
2000	147.4	149.2	150.4	151.9	0.9	1.2	0.8	1.0
2001	153.8	155.1	156.9	158.3	1.3	0.8	1.2	0.9
2002	159.5	160.4	161.2	161.8	0.8	0.6	0.5	0.4
2003	162.8	164.1	165.6	166.9	0.6	0.8	0.9	0.8
2004	168.1	169.4	170.8	—	0.7	0.8	0.8	—
Nonmanufacturing:								
1980	62.2	63.5	64.8	66.3	—	2.1	2.0	2.3
1981	68.2	69.6	70.8	72.2	2.9	2.1	1.7	2.0
1982	73.6	74.5	75.7	76.9	1.9	1.2	1.6	1.6
1983	77.8	78.9	80.0	81.1	1.2	1.4	1.4	1.4
1984	82.0	82.8	83.2	84.3	1.1	1.0	0.5	1.3
1985	85.2	86.1	87.4	88.1	1.1	1.1	1.5	0.8
1986	88.7	89.4	90.0	90.7	0.7	0.8	0.7	0.8
1987	91.7	92.3	93.2	93.8	1.1	0.7	1.0	0.6
1988	94.5	95.8	96.8	97.9	0.7	1.4	1.0	1.1
1989	99.1	100.0	101.3	102.3	1.2	0.9	1.3	1.0
1990	103.2	104.5	105.3	106.2	0.9	1.3	0.8	0.9
1991	107.3	108.4	109.2	109.9	1.0	1.0	0.7	0.6
1992	110.7	111.3	111.8	112.7	0.7	0.5	0.4	0.8
1993	113.4	114.2	115.3	116.2	0.5	0.7	1.0	0.8
1994	116.8	117.7	118.6	119.2	0.6	0.8	0.8	0.5
1995	120.0	120.9	121.8	122.6	0.7	0.8	0.7	0.7
1996	123.9	125.1	125.8	126.9	1.1	1.0	0.6	0.9
1997	128.2	129.3	130.6	132.2	1.0	0.9	1.0	1.2

See footnotes at end of table.

TABLE 1b. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), CIVILIAN¹, STATE AND LOCAL GOVERNMENT, AND PRIVATE INDUSTRY WORKERS² BY OCCUPATION AND INDUSTRY GROUP (Seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for			
	Mar.	Jun.	Sep.	Dec.	3 months ended—			
					Mar.	Jun.	Sep.	Dec.
Nonmanufacturing:								
1998	133.4	134.6	136.4	137.5	0.9	0.9	1.3	0.8
1999	137.9	139.6	140.9	142.3	0.3	1.2	0.9	1.0
2000	143.9	145.4	146.8	148.1	1.1	1.0	1.0	0.9
2001	149.5	150.8	152.1	153.8	0.9	0.9	0.9	1.1
2002	155.0	156.4	157.0	157.8	0.8	0.9	0.4	0.5
2003	159.4	160.3	161.9	162.9	1.0	0.6	1.0	0.6
2004	163.7	164.6	166.0	—	0.5	0.5	0.9	—

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

² Excludes farm and household workers.

³ No identifiable seasonality was found for this series.

⁴ Includes mining, construction, and manufacturing.

⁵ Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

NOTE: Dashes indicate data not available.

TABLE 1c. EMPLOYMENT COST INDEX (BENEFITS ONLY), CIVILIAN¹, STATE AND LOCAL GOVERNMENT, AND PRIVATE INDUSTRY WORKERS² BY OCCUPATION AND INDUSTRY GROUP (Seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for			
	Mar.	Jun.	Sep.	Dec.	3 months ended-			
					Mar.	Jun.	Sep.	Dec.
Civilian workers¹:								
1982	66.3	67.8	69.6	70.7	-	2.3	2.7	1.6
1983	72.3	73.6	74.9	76.1	2.3	1.8	1.8	1.6
1984	77.8	79.0	79.9	81.3	2.2	1.5	1.1	1.8
1985	82.2	82.7	83.7	84.5	1.1	.6	1.2	1.0
1986	85.1	85.8	86.6	87.5	.7	.8	.9	1.0
1987	87.7	88.7	89.6	90.8	.2	1.1	1.0	1.3
1988	92.9	94.4	95.6	97.1	2.3	1.6	1.3	1.6
1989	98.3	100.1	101.9	103.5	1.3	1.8	1.8	1.6
1990	105.6	107.2	108.8	110.5	2.0	1.5	1.5	1.6
1991	111.9	113.6	115.3	116.8	1.3	1.5	1.5	1.3
1992	118.3	119.6	121.4	122.9	1.3	1.1	1.5	1.2
1993	124.7	126.2	127.3	128.5	1.5	1.2	.9	.9
1994	129.9	131.1	132.3	132.9	1.1	.9	.9	.5
1995	133.5	134.3	134.9	135.6	.5	.6	.4	.5
1996	135.9	136.7	137.4	138.3	.2	.6	.5	.7
1997	138.6	139.3	139.9	141.2	.2	.5	.4	.9
1998	141.6	142.7	143.7	144.7	.3	.8	.7	.7
1999	144.9	146.3	147.5	149.6	.1	1.0	.8	1.4
2000	152.1	154.0	155.4	157.2	1.7	1.2	.9	1.2
2001	159.1	161.0	163.2	165.3	1.2	1.2	1.4	1.3
2002	166.8	169.1	171.2	173.6	.9	1.4	1.2	1.4
2003	177.1	179.6	182.3	184.8	2.0	1.4	1.5	1.4
2004	189.2	192.6	194.7	-	2.4	1.8	1.1	-
State and local government:								
1989	-	100.8	103.4	105.3	-	1.9	2.6	1.8
1990	107.2	109.1	110.8	112.6	1.8	1.8	1.6	1.6
1991	114.4	115.2	115.9	117.0	1.6	.7	.6	.9
1992	118.3	120.0	121.9	123.3	1.1	1.4	1.6	1.1
1993	124.2	125.1	125.8	126.9	.7	.7	.6	.9
1994	128.0	128.9	129.9	130.5	.9	.7	.8	.5
1995	131.1	132.6	133.2	133.9	.5	1.1	.5	.5
1996	134.7	135.4	135.8	136.8	.6	.5	.3	.7
1997	137.3	137.7	138.0	138.6	.4	.3	.2	.4
1998	139.6	140.7	141.9	142.7	.7	.8	.9	.6
1999	143.4	144.5	144.6	146.7	.5	.8	.1	1.5
2000	148.0	149.2	148.5	150.1	.9	.8	-5	1.1
2001	152.1	154.5	156.6	158.2	1.3	1.6	1.4	1.0
2002	159.8	161.8	164.9	167.8	1.0	1.3	1.9	1.8
2003	170.5	173.1	175.8	178.1	1.6	1.5	1.6	1.3
2004	181.1	184.6	187.1	-	1.7	1.9	1.4	-
Private industry²:								
1980	54.9	56.7	58.2	59.8	-	3.3	2.6	2.7
1981	62.8	63.9	65.2	67.0	5.0	1.8	2.0	2.8
1982	67.2	68.6	70.4	71.8	.3	2.1	2.6	2.0
1983	73.3	74.5	75.8	77.1	2.1	1.6	1.7	1.7
1984	78.7	79.9	80.7	82.1	2.1	1.5	1.0	1.7

See footnotes at end of table.

TABLE 1c. EMPLOYMENT COST INDEX (BENEFITS ONLY), CIVILIAN¹, STATE AND LOCAL GOVERNMENT, AND PRIVATE INDUSTRY WORKERS² BY OCCUPATION AND INDUSTRY GROUP (Seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for			
	Mar.	Jun.	Sep.	Dec.	3 months ended—			
					Mar.	Jun.	Sep.	Dec.
Private industry²:								
1985	82.8	83.3	84.2	84.9	0.9	0.6	1.1	0.8
1986	85.5	86.1	87.0	87.8	.7	.7	1.0	.9
1987	87.9	88.9	89.7	90.9	.1	1.1	.9	1.3
1988	93.1	94.6	95.7	97.1	2.4	1.6	1.2	1.5
1989	98.1	99.9	101.5	103.0	1.1	1.8	1.6	1.5
1990	105.1	106.7	108.3	109.9	1.9	1.5	1.5	1.5
1991	111.3	113.3	115.2	116.7	1.3	1.8	1.7	1.3
1992	118.3	119.5	121.2	122.8	1.4	1.0	1.4	1.3
1993	124.9	126.5	127.7	128.9	1.7	1.3	.9	.9
1994	130.4	131.6	132.8	133.5	1.2	.9	.9	.5
1995	134.0	134.7	135.2	135.9	.4	.5	.4	.5
1996	136.2	136.9	137.7	138.6	.2	.5	.6	.7
1997	138.9	139.7	140.4	141.8	.2	.6	.5	1.0
1998	142.1	143.1	144.1	145.2	.2	.7	.7	.8
1999	145.2	146.7	148.2	150.3	.0	1.0	1.0	1.4
2000	153.1	155.1	157.0	158.9	1.9	1.3	1.2	1.2
2001	160.7	162.5	164.7	167.0	1.1	1.1	1.4	1.4
2002	168.4	170.8	172.6	175.0	.8	1.4	1.1	1.4
2003	178.6	181.1	183.8	186.3	2.1	1.4	1.5	1.4
2004	191.2	194.5	196.4	—	2.6	1.7	1.0	—
White-collar occupations:								
1980	54.1	56.0	57.1	58.7	—	3.5	2.0	2.8
1981	62.1	62.9	64.1	66.0	5.8	1.3	1.9	3.0
1982	65.9	67.3	69.2	70.5	-.2	2.1	2.8	1.9
1983	71.7	73.0	74.5	75.8	1.7	1.8	2.1	1.7
1984	77.6	79.0	79.7	81.2	2.4	1.8	.9	1.9
1985	82.1	82.7	83.8	84.6	1.1	.7	1.3	1.0
1986	85.2	85.9	86.7	87.6	.7	.8	.9	1.0
1987	87.9	88.8	89.8	90.8	.3	1.0	1.1	1.1
1988	92.5	93.9	95.1	96.6	1.9	1.5	1.3	1.6
1989	98.0	99.8	101.5	103.0	1.4	1.8	1.7	1.5
1990	105.3	106.9	108.6	110.2	2.2	1.5	1.6	1.5
1991	111.8	113.6	115.3	116.9	1.5	1.6	1.5	1.4
1992	118.0	119.2	121.0	122.5	.9	1.0	1.5	1.2
1993	124.3	125.7	126.8	128.1	1.5	1.1	.9	1.0
1994	130.2	131.4	132.8	133.8	1.6	.9	1.1	.8
1995	134.9	135.9	136.6	137.1	.8	.7	.5	.4
1996	137.5	138.3	139.5	140.1	.3	.6	.9	.4
1997	140.6	141.3	141.9	143.8	.4	.5	.4	1.3
1998	144.5	145.4	146.5	147.9	.5	.6	.8	1.0
1999	147.7	149.2	150.9	153.1	-.1	1.0	1.1	1.5
2000	156.0	158.2	160.4	162.2	1.9	1.4	1.4	1.1
2001	164.8	167.0	169.5	172.1	1.6	1.3	1.5	1.5
2002	173.0	175.7	177.2	179.4	.5	1.6	.9	1.2
2003	183.0	185.0	187.8	190.2	2.0	1.1	1.5	1.3
2004	193.8	196.9	199.2	—	1.9	1.6	1.2	—

See footnotes at end of table.

TABLE 1c. EMPLOYMENT COST INDEX (BENEFITS ONLY), CIVILIAN¹, STATE AND LOCAL GOVERNMENT, AND PRIVATE INDUSTRY WORKERS² BY OCCUPATION AND INDUSTRY GROUP (Seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for			
	Mar.	Jun.	Sep.	Dec.	3 months ended—			
					Mar.	Jun.	Sep.	Dec.
Blue-collar occupations:								
1980	56.1	57.7	59.6	61.1	—	2.9	3.3	2.5
1981	63.9	65.4	66.9	68.3	4.6	2.3	2.3	2.1
1982	69.0	70.5	72.2	73.3	1.0	2.2	2.4	1.5
1983	75.3	76.7	77.7	78.6	2.7	1.9	1.3	1.2
1984	80.2	81.2	82.0	83.3	2.0	1.2	1.0	1.6
1985	83.8	84.1	84.8	85.4	.6	.4	.8	.7
1986	86.0	86.4	87.5	88.0	.7	.5	1.3	.6
1987	88.0	89.0	89.9	91.0	.1	1.1	1.0	1.2
1988	93.9	95.6	96.6	97.7	3.2	1.8	1.0	1.1
1989	98.3	99.9	101.4	103.0	.5	1.6	1.5	1.6
1990	105.0	106.4	107.9	109.5	1.9	1.3	1.4	1.5
1991	110.8	112.7	114.9	116.1	1.3	1.7	2.0	1.0
1992	118.4	119.6	121.1	122.7	1.9	1.0	1.3	1.3
1993	125.3	127.2	128.3	129.3	2.1	1.5	.9	.8
1994	130.4	131.4	132.6	132.8	.9	.8	.9	.2
1995	133.3	133.5	134.0	134.9	.4	.2	.4	.7
1996	135.3	136.0	136.1	137.1	.3	.5	.1	.7
1997	137.3	137.8	138.7	139.1	.1	.4	.7	.3
1998	139.2	140.2	141.0	141.7	.1	.7	.6	.5
1999	142.3	143.4	144.7	146.6	.4	.8	.9	1.3
2000	149.9	151.4	153.0	154.7	2.3	1.0	1.1	1.1
2001	155.5	155.9	158.2	159.9	.5	.3	1.5	1.1
2002	161.9	163.6	166.1	168.7	1.3	1.1	1.5	1.6
2003	172.3	175.7	178.3	181.0	2.1	2.0	1.5	1.5
2004	187.8	191.3	193.2	—	3.8	1.9	1.0	—
Service occupations:								
1985	—	—	82.9	84.1	—	—	2.5	1.4
1986	84.4	85.6	86.8	87.7	.4	1.4	1.4	1.0
1987	87.8	88.6	88.9	89.8	.2	.9	.3	1.0
1988	91.8	93.5	95.2	96.9	2.2	1.9	1.8	1.8
1989	98.4	100.0	101.7	103.2	1.5	1.6	1.7	1.5
1990	105.7	107.0	108.2	110.1	2.4	1.2	1.1	1.8
1991	112.0	114.5	116.6	118.0	1.7	2.2	1.8	1.2
1992	119.8	121.6	123.7	124.8	1.5	1.5	1.7	.9
1993	127.5	129.3	130.5	131.6	2.2	1.4	.9	.8
1994	132.8	133.1	134.2	134.8	.9	.2	.8	.4
1995	135.0	135.6	135.7	136.1	.1	.4	.1	.3
1996	135.7	136.3	136.2	137.4	-.3	.4	-.1	.9
1997	138.3	139.6	141.4	142.1	.7	.9	1.3	.5
1998	143.2	143.7	144.7	144.9	.8	.3	.7	.1
1999	146.2	147.6	148.4	150.1	.9	1.0	.5	1.1
2000	150.5	152.7	154.5	156.7	.3	1.5	1.2	1.4
2001	159.1	161.1	163.4	166.4	1.5	1.3	1.4	1.8
2002	168.4	170.4	173.6	175.3	1.2	1.2	1.9	1.0
2003	179.5	182.1	184.3	186.9	2.4	1.4	1.2	1.4
2004	192.7	196.1	197.8	—	3.1	1.8	.9	—

See footnotes at end of table.

TABLE 1c. EMPLOYMENT COST INDEX (BENEFITS ONLY), CIVILIAN¹, STATE AND LOCAL GOVERNMENT, AND PRIVATE INDUSTRY WORKERS² BY OCCUPATION AND INDUSTRY GROUP (Seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for			
	Mar.	Jun.	Sep.	Dec.	3 months ended—			
					Mar.	Jun.	Sep.	Dec.
Goods-producing industries³:								
1980	55.9	57.4	59.2	61.0	—	2.7	3.1	3.0
1981	63.9	65.4	66.9	68.8	4.8	2.3	2.3	2.8
1982	69.2	70.8	72.6	73.5	.6	2.3	2.5	1.2
1983	75.5	76.7	77.9	78.6	2.7	1.6	1.6	.9
1984	80.1	81.2	82.2	83.5	1.9	1.4	1.2	1.6
1985	84.6	84.6	85.3	86.0	1.3	.0	.8	.8
1986	86.5	87.3	88.0	88.7	.6	.9	.8	.8
1987	88.4	89.3	90.1	91.3	-.3	1.0	.9	1.3
1988	94.0	95.6	96.6	97.7	3.0	1.7	1.0	1.1
1989	98.3	99.8	101.6	103.1	.6	1.5	1.8	1.5
1990	105.3	107.0	108.7	110.5	2.1	1.6	1.6	1.7
1991	111.5	113.7	115.8	117.3	.9	2.0	1.8	1.3
1992	119.3	120.4	122.3	124.1	1.7	.9	1.6	1.5
1993	126.9	128.8	130.0	130.9	2.3	1.5	.9	.7
1994	132.3	133.7	134.8	135.3	1.1	1.1	.8	.4
1995	135.7	135.7	136.2	137.4	.3	.0	.4	.9
1996	137.5	138.4	138.8	140.1	.1	.7	.3	.9
1997	139.8	140.7	141.5	141.9	-.2	.6	.6	.3
1998	141.4	142.3	143.0	143.5	-.4	.6	.5	.3
1999	144.1	145.0	146.3	148.7	.4	.6	.9	1.6
2000	151.9	153.9	155.8	156.9	2.2	1.3	1.2	.7
2001	158.0	159.2	161.0	163.5	.7	.8	1.1	1.6
2002	165.1	166.9	169.0	172.1	1.0	1.1	1.3	1.8
2003	177.2	179.6	182.6	185.1	3.0	1.4	1.7	1.4
2004	192.8	195.5	198.4	—	4.2	1.4	1.5	—
Manufacturing:								
1980	55.5	56.9	58.6	60.3	—	2.5	3.0	2.9
1981	63.3	64.9	66.2	67.9	5.0	2.5	2.0	2.6
1982	68.4	69.9	71.7	72.9	.7	2.2	2.6	1.7
1983	74.7	75.7	77.1	78.0	2.5	1.3	1.8	1.2
1984	79.1	80.5	81.6	83.2	1.4	1.8	1.4	2.0
1985	84.1	84.1	84.7	85.5	1.1	.0	.7	.9
1986	85.8	86.5	87.1	88.1	.4	.8	.7	1.1
1987	87.1	88.1	88.9	90.3	-1.0	1.1	.9	1.6
1988	93.1	94.8	95.9	97.3	3.0	1.8	1.2	1.5
1989	98.3	99.8	101.6	103.0	1.0	1.5	1.8	1.4
1990	104.9	106.7	108.4	110.3	1.8	1.7	1.6	1.8
1991	110.6	113.1	115.3	116.9	.3	2.3	1.9	1.4
1992	118.7	119.9	121.5	123.4	1.5	1.0	1.3	1.6
1993	126.3	128.4	129.7	130.6	2.4	1.7	1.0	.7
1994	131.6	132.8	134.0	134.8	.8	.9	.9	.6
1995	135.1	135.0	135.6	137.0	.2	-.1	.4	1.0
1996	137.3	138.3	138.9	140.1	.2	.7	.4	.9
1997	139.7	140.8	141.5	142.0	-.3	.8	.5	.4
1998	141.6	142.2	142.7	143.0	-.3	.4	.4	.2
1999	143.3	144.2	145.8	148.4	.2	.6	1.1	1.8
2000	151.8	153.5	155.1	155.7	2.3	1.1	1.0	.4

See footnotes at end of table.

TABLE 1c. EMPLOYMENT COST INDEX (BENEFITS ONLY), CIVILIAN¹, STATE AND LOCAL GOVERNMENT, AND PRIVATE INDUSTRY WORKERS² BY OCCUPATION AND INDUSTRY GROUP (Seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for			
	Mar.	Jun.	Sep.	Dec.	3 months ended—			
					Mar.	Jun.	Sep.	Dec.
Manufacturing:								
2001	156.4	157.4	158.7	161.5	0.4	0.6	0.8	1.8
2002	162.9	164.9	167.1	170.3	.9	1.2	1.3	1.9
2003	175.9	178.2	181.4	183.9	3.3	1.3	1.8	1.4
2004	193.3	196.0	199.5	—	5.1	1.4	1.8	—
Service-producing industries⁴:								
1980	54.0	55.9	57.1	58.6	—	3.5	2.1	2.6
1981	61.8	62.4	63.5	65.3	5.5	1.0	1.8	2.8
1982	65.1	66.6	68.5	69.8	-.3	2.3	2.9	1.9
1983	71.1	72.5	73.8	75.4	1.9	2.0	1.8	2.2
1984	77.4	78.6	79.2	80.7	2.7	1.6	.8	1.9
1985	81.2	81.9	83.2	83.9	.6	.9	1.6	.8
1986	84.6	85.1	86.1	87.1	.8	.6	1.2	1.2
1987	87.5	88.5	89.4	90.6	.5	1.1	1.0	1.3
1988	92.2	93.7	94.9	96.5	1.9	1.6	1.3	1.7
1989	97.9	99.9	101.4	103.0	1.5	2.0	1.5	1.6
1990	105.0	106.5	107.9	109.4	1.9	1.4	1.3	1.4
1991	111.1	112.8	114.6	116.1	1.6	1.5	1.6	1.3
1992	117.4	118.7	120.3	121.6	1.1	1.1	1.3	1.1
1993	123.1	124.5	125.7	127.1	1.2	1.1	1.0	1.1
1994	128.6	129.6	131.1	131.9	1.2	.8	1.2	.6
1995	133.0	134.0	134.7	135.1	.8	.8	.5	.3
1996	135.4	136.1	137.1	137.7	.2	.5	.7	.4
1997	138.4	139.1	139.7	141.8	.5	.5	.4	1.5
1998	142.6	143.6	144.7	146.2	.6	.7	.8	1.0
1999	145.9	147.7	149.3	151.2	-.2	1.2	1.1	1.3
2000	153.8	155.8	157.8	160.0	1.7	1.3	1.3	1.4
2001	162.3	164.4	166.9	169.1	1.4	1.3	1.5	1.3
2002	170.4	173.1	174.7	176.7	.8	1.6	.9	1.1
2003	179.5	182.1	184.5	187.0	1.6	1.4	1.3	1.4
2004	190.2	193.9	195.3	—	1.7	1.9	.7	—
Nonmanufacturing:								
1980	54.5	56.4	57.8	59.3	—	3.5	2.5	2.6
1981	62.3	63.2	64.6	66.3	5.1	1.4	2.2	2.6
1982	66.3	67.7	69.6	70.8	.0	2.1	2.8	1.7
1983	72.2	73.7	74.9	76.4	2.0	2.1	1.6	2.0
1984	78.3	79.3	80.0	81.3	2.5	1.3	.9	1.6
1985	81.8	82.5	83.9	84.7	.6	.9	1.7	1.0
1986	85.3	85.8	86.9	87.8	.7	.6	1.3	1.0
1987	88.5	89.4	90.3	91.4	.8	1.0	1.0	1.2
1988	93.0	94.4	95.5	97.2	1.9	1.5	1.2	1.8
1989	97.9	99.9	101.4	103.2	.7	2.0	1.5	1.8
1990	105.1	106.8	108.2	109.8	1.8	1.6	1.3	1.5
1991	111.6	113.3	115.1	116.7	1.7	1.5	1.6	1.4
1992	117.9	119.3	121.0	122.5	1.0	1.2	1.4	1.2
1993	123.9	125.4	126.4	127.8	1.1	1.2	.8	1.1
1994	129.7	130.7	132.1	132.7	1.5	.8	1.1	.5
1995	133.7	134.6	135.3	135.6	.8	.7	.5	.2

See footnotes at end of table.

TABLE 1c. EMPLOYMENT COST INDEX (BENEFITS ONLY), CIVILIAN¹, STATE AND LOCAL GOVERNMENT, AND PRIVATE INDUSTRY WORKERS² BY OCCUPATION AND INDUSTRY GROUP (Seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for			
	Mar.	Jun.	Sep.	Dec.	3 months ended—			
					Mar.	Jun.	Sep.	Dec.
Nonmanufacturing:								
1996	135.9	136.6	137.4	138.2	0.2	0.5	0.6	0.6
1997	138.8	139.4	140.1	141.9	.4	.4	.5	1.3
1998	142.7	143.7	144.9	146.2	.6	.7	.8	.9
1999	146.1	147.8	149.3	151.2	-.1	1.2	1.0	1.3
2000	153.8	155.9	158.0	160.3	1.7	1.4	1.3	1.5
2001	162.6	164.7	167.3	169.5	1.4	1.3	1.6	1.3
2002	170.8	173.2	175.1	177.1	.8	1.4	1.1	1.1
2003	179.9	182.5	185.0	187.6	1.6	1.4	1.4	1.4
2004	190.5	193.9	195.6	—	1.5	1.8	.9	—

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

² Excludes farm and household workers.

³ Includes mining, construction, and manufacturing.

⁴ Includes transportation, communication, and public utilities;

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

NOTE: Dashes indicate data not available.

**TABLE 2a. EMPLOYMENT COST INDEX (COMPENSATION), CIVILIAN WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted)**

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Civilian workers¹:												
1981	—	67.2	68.9	70.2	—	—	2.5	1.9	—	—	—	—
1982	71.4	72.2	73.9	74.8	1.7	1.1	2.4	1.2	—	7.4	7.3	6.6
1983	76.0	76.9	78.2	79.1	1.6	1.2	1.7	1.2	6.4	6.5	5.8	5.7
1984	80.5	81.1	82.2	83.2	1.8	0.7	1.4	1.2	5.9	5.5	5.1	5.2
1985	84.3	84.9	86.2	86.8	1.3	0.7	1.5	0.7	4.7	4.7	4.9	4.3
1986	87.7	88.3	89.3	89.9	1.0	0.7	1.1	0.7	4.0	4.0	3.6	3.6
1987	90.7	91.3	92.3	93.1	0.9	0.7	1.1	0.9	3.4	3.4	3.4	3.6
1988	94.4	95.4	96.7	97.7	1.4	1.1	1.4	1.0	4.1	4.5	4.8	4.9
1989	98.9	100.0	101.6	102.6	1.2	1.1	1.6	1.0	4.8	4.8	5.1	5.0
1990	104.3	105.4	106.9	107.6	1.7	1.1	1.4	0.7	5.5	5.4	5.2	4.9
1991	109.1	110.2	111.5	112.2	1.4	1.0	1.2	0.6	4.6	4.6	4.3	4.3
1992	113.5	114.2	115.4	116.1	1.2	0.6	1.1	0.6	4.0	3.6	3.5	3.5
1993	117.5	118.3	119.5	120.2	1.2	0.7	1.0	0.6	3.5	3.6	3.6	3.5
1994	121.3	122.1	123.3	123.8	0.9	0.7	1.0	0.4	3.2	3.2	3.2	3.0
1995	124.8	125.6	126.6	127.2	0.8	0.6	0.8	0.5	2.9	2.9	2.7	2.7
1996	128.3	129.2	130.2	130.9	0.9	0.7	0.8	0.5	2.8	2.9	2.8	2.9
1997	132.0	132.8	134.1	135.2	0.8	0.6	1.0	0.8	2.9	2.8	3.0	3.3
1998	136.3	137.4	139.0	139.8	0.8	0.8	1.2	0.6	3.3	3.5	3.7	3.4
1999	140.4	141.8	143.3	144.6	0.4	1.0	1.1	0.9	3.0	3.2	3.1	3.4
2000	146.5	148.0	149.5	150.6	1.3	1.0	1.0	0.7	4.3	4.4	4.3	4.1
2001	152.5	153.8	155.6	156.8	1.3	0.9	1.2	0.8	4.1	3.9	4.1	4.1
2002	158.4	159.9	161.3	162.2	1.0	0.9	0.9	0.6	3.9	4.0	3.7	3.4
2003	164.5	165.8	167.6	168.4	1.4	0.8	1.1	0.5	3.9	3.7	3.9	3.8
2004	170.7	172.2	173.9	—	1.4	0.9	1.0	—	3.8	3.9	3.8	—
Civilian workers, excluding sales:												
1981	—	67.0	69.0	70.2	—	—	3.0	1.7	—	—	—	—
1982	71.4	72.3	74.1	74.9	1.7	1.3	2.5	1.1	—	7.9	7.4	6.7
1983	76.2	77.0	78.4	79.2	1.7	1.0	1.8	1.0	6.7	6.5	5.8	5.7
1984	80.6	81.3	82.4	83.4	1.8	0.9	1.4	1.2	5.8	5.6	5.1	5.3
1985	84.3	84.9	86.3	86.7	1.1	0.7	1.6	0.5	4.6	4.4	4.7	4.0
1986	87.7	88.3	89.3	89.9	1.2	0.7	1.1	0.7	4.0	4.0	3.5	3.7
1987	90.8	91.4	92.6	93.3	1.0	0.7	1.3	0.8	3.5	3.5	3.7	3.8
1988	94.7	95.6	96.9	97.8	1.5	1.0	1.4	0.9	4.3	4.6	4.6	4.8
1989	99.0	100.0	101.6	102.5	1.2	1.0	1.6	0.9	4.5	4.6	4.9	4.8
1990	104.3	105.4	106.9	107.8	1.8	1.1	1.4	0.8	5.4	5.4	5.2	5.2
1991	109.2	110.2	111.7	112.4	1.3	0.9	1.4	0.6	4.7	4.6	4.5	4.3
1992	113.6	114.4	115.7	116.4	1.1	0.7	1.1	0.6	4.0	3.8	3.6	3.6
1993	117.9	118.7	119.8	120.5	1.3	0.7	0.9	0.6	3.8	3.8	3.5	3.5
1994	121.6	122.4	123.7	124.2	0.9	0.7	1.1	0.4	3.1	3.1	3.3	3.1
1995	125.2	125.9	126.9	127.5	0.8	0.6	0.8	0.5	3.0	2.9	2.6	2.7
1996	128.6	129.4	130.5	131.2	0.9	0.6	0.9	0.5	2.7	2.8	2.8	2.9
1997	132.1	133.0	134.2	135.3	0.7	0.7	0.9	0.8	2.7	2.8	2.8	3.1
1998	136.4	137.4	138.8	139.5	0.8	0.7	1.0	0.5	3.3	3.3	3.4	3.1
1999	140.5	141.7	143.2	144.5	0.7	0.9	1.1	0.9	3.0	3.1	3.2	3.6
2000	146.3	147.7	149.4	150.5	1.2	1.0	1.2	0.7	4.1	4.2	4.3	4.2
2001	152.5	153.8	155.6	156.8	1.3	0.9	1.2	0.8	4.2	4.1	4.1	4.2
2002	158.4	159.7	161.3	162.2	1.0	0.8	1.0	0.6	3.9	3.8	3.7	3.4
2003	164.6	165.9	167.7	168.6	1.5	0.8	1.1	0.5	3.9	3.9	4.0	3.9
2004	170.8	172.3	173.9	—	1.3	0.9	0.9	—	3.8	3.9	3.7	—

See footnotes at end of table.

**TABLE 2a. EMPLOYMENT COST INDEX (COMPENSATION), CIVILIAN WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued**

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
White-collar occupations:												
1981	—	65.2	66.9	68.4	—	—	2.6	2.2	—	—	—	—
1982	69.4	70.2	72.2	72.9	1.5	1.2	2.8	1.0	—	7.7	7.9	6.6
1983	74.1	74.9	76.7	77.5	1.6	1.1	2.4	1.0	6.8	6.7	6.2	6.3
1984	78.8	79.6	80.8	81.8	1.7	1.0	1.5	1.2	6.3	6.3	5.3	5.5
1985	83.0	83.6	85.2	85.8	1.5	0.7	1.9	0.7	5.3	5.0	5.4	4.9
1986	86.8	87.5	88.7	89.2	1.2	0.8	1.4	0.6	4.6	4.7	4.1	4.0
1987	90.3	90.8	92.0	92.7	1.2	0.6	1.3	0.8	4.0	3.8	3.7	3.9
1988	94.0	95.0	96.4	97.6	1.4	1.1	1.5	1.2	4.1	4.6	4.8	5.3
1989	99.0	100.0	102.0	102.9	1.4	1.0	2.0	0.9	5.3	5.3	5.8	5.4
1990	104.6	105.8	107.5	108.3	1.7	1.1	1.6	0.7	5.7	5.8	5.4	5.2
1991	109.8	110.8	112.1	112.8	1.4	0.9	1.2	0.6	5.0	4.7	4.3	4.2
1992	113.9	114.6	115.8	116.6	1.0	0.6	1.0	0.7	3.7	3.4	3.3	3.4
1993	117.9	118.6	119.9	120.6	1.1	0.6	1.1	0.6	3.5	3.5	3.5	3.4
1994	121.8	122.6	123.9	124.4	1.0	0.7	1.1	0.4	3.3	3.4	3.3	3.2
1995	125.5	126.3	127.4	128.0	0.9	0.6	0.9	0.5	3.0	3.0	2.8	2.9
1996	129.1	130.0	131.3	131.9	0.9	0.7	1.0	0.5	2.9	2.9	3.1	3.0
1997	133.1	133.9	135.2	136.5	0.9	0.6	1.0	1.0	3.1	3.0	3.0	3.5
1998	137.7	138.7	140.6	141.4	0.9	0.7	1.4	0.6	3.5	3.6	4.0	3.6
1999	141.9	143.3	145.0	146.3	0.4	1.0	1.2	0.9	3.1	3.3	3.1	3.5
2000	148.4	149.9	151.5	152.5	1.4	1.0	1.1	0.7	4.6	4.6	4.5	4.2
2001	154.4	156.0	157.7	158.9	1.2	1.0	1.1	0.8	4.0	4.1	4.1	4.2
2002	160.5	162.1	163.5	164.3	1.0	1.0	0.9	0.5	4.0	3.9	3.7	3.4
2003	166.7	167.9	169.9	170.7	1.5	0.7	1.2	0.5	3.9	3.6	3.9	3.9
2004	172.7	174.0	175.8	—	1.2	0.8	1.0	—	3.6	3.6	3.5	—
White-collar occupations, excluding sales:												
1981	—	64.6	66.8	68.1	—	—	3.4	1.9	—	—	—	—
1982	69.2	70.1	72.0	72.8	1.6	1.3	2.7	1.1	—	8.5	7.8	6.9
1983	74.1	74.9	76.7	77.4	1.8	1.1	2.4	0.9	7.1	6.8	6.5	6.3
1984	78.9	79.6	81.1	82.0	1.9	0.9	1.9	1.1	6.5	6.3	5.7	5.9
1985	82.9	83.5	85.1	85.6	1.1	0.7	1.9	0.6	5.1	4.9	4.9	4.4
1986	86.7	87.3	88.6	89.2	1.3	0.7	1.5	0.7	4.6	4.6	4.1	4.2
1987	90.3	90.8	92.3	93.1	1.2	0.6	1.7	0.9	4.2	4.0	4.2	4.4
1988	94.3	95.2	96.8	97.7	1.3	1.0	1.7	0.9	4.4	4.8	4.9	4.9
1989	99.1	100.0	101.9	102.8	1.4	0.9	1.9	0.9	5.1	5.0	5.3	5.2
1990	104.7	105.8	107.7	108.5	1.8	1.1	1.8	0.7	5.7	5.8	5.7	5.5
1991	110.0	110.9	112.4	113.2	1.4	0.8	1.4	0.7	5.1	4.8	4.4	4.3
1992	114.2	114.9	116.4	117.2	0.9	0.6	1.3	0.7	3.8	3.6	3.6	3.5
1993	118.6	119.3	120.5	121.2	1.2	0.6	1.0	0.6	3.9	3.8	3.5	3.4
1994	122.4	123.2	124.5	125.1	1.0	0.7	1.1	0.5	3.2	3.3	3.3	3.2
1995	126.3	126.9	128.0	128.6	1.0	0.5	0.9	0.5	3.2	3.0	2.8	2.8
1996	129.7	130.5	131.9	132.4	0.9	0.6	1.1	0.4	2.7	2.8	3.0	3.0
1997	133.5	134.3	135.6	136.9	0.8	0.6	1.0	1.0	2.9	2.9	2.8	3.4
1998	138.1	138.9	140.6	141.2	0.9	0.6	1.2	0.4	3.4	3.4	3.7	3.1
1999	142.2	143.4	145.1	146.4	0.7	0.8	1.2	0.9	3.0	3.2	3.2	3.7
2000	148.3	149.8	151.5	152.6	1.3	1.0	1.1	0.7	4.3	4.5	4.4	4.2
2001	154.7	156.2	158.1	159.2	1.4	1.0	1.2	0.7	4.3	4.3	4.4	4.3
2002	160.9	162.1	163.7	164.6	1.1	0.7	1.0	0.5	4.0	3.8	3.5	3.4

See footnotes at end of table.

**TABLE 2a. EMPLOYMENT COST INDEX (COMPENSATION), CIVILIAN WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued**

Series and year	Indexes (June 1989=100)				Percent changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
White-collar occupations, excluding sales:													
2003	167.2	168.3	170.3	171.1	1.6	0.7	1.2	0.5	3.9	3.8	4.0	3.9	
2004	173.1	174.4	176.2	—	1.2	0.8	1.0	—	3.5	3.6	3.5	—	
Professional specialty and technical occupations:													
1989	—	100.0	102.6	103.7	—	—	2.6	1.1	—	—	—	—	
1990	105.5	106.3	108.7	109.8	1.7	0.8	2.3	1.0	—	6.3	5.9	5.9	
1991	111.0	111.7	113.5	114.4	1.1	0.6	1.6	0.8	5.2	5.1	4.4	4.2	
1992	115.4	116.2	118.2	119.1	0.9	0.7	1.7	0.8	4.0	4.0	4.1	4.1	
1993	120.1	120.6	122.0	122.5	0.8	0.4	1.2	0.4	4.1	3.8	3.2	2.9	
1994	123.7	124.2	125.7	126.2	1.0	0.4	1.2	0.4	3.0	3.0	3.0	3.0	
1995	127.0	127.5	128.9	129.4	0.6	0.4	1.1	0.4	2.7	2.7	2.5	2.5	
1996	130.6	131.4	132.6	133.1	0.9	0.6	0.9	0.4	2.8	3.1	2.9	2.9	
1997	133.7	134.6	135.8	136.7	0.5	0.7	0.9	0.7	2.4	2.4	2.4	2.7	
1998	137.5	138.3	140.0	141.0	0.6	0.6	1.2	0.7	2.8	2.7	3.1	3.1	
1999	141.3	142.2	143.9	145.3	0.2	0.6	1.2	1.0	2.8	2.8	2.8	3.0	
2000	146.7	148.3	150.0	151.3	1.0	1.1	1.1	0.9	3.8	4.3	4.2	4.1	
2001	153.2	154.3	156.7	157.5	1.3	0.7	1.6	0.5	4.4	4.0	4.5	4.1	
2002	158.5	159.3	161.4	162.4	0.6	0.5	1.3	0.6	3.5	3.2	3.0	3.1	
2003	164.1	165.0	167.0	168.0	1.0	0.5	1.2	0.6	3.5	3.6	3.5	3.4	
2004	170.2	171.2	173.6	—	1.3	0.6	1.4	—	3.7	3.8	4.0	—	
Executive, administrative, and managerial occupations:													
1989	—	100.0	101.2	101.9	—	—	1.2	0.7	—	—	—	—	
1990	104.0	105.4	107.0	107.7	2.1	1.3	1.5	0.7	—	5.4	5.7	5.7	
1991	109.4	110.6	111.8	112.5	1.6	1.1	1.1	0.6	5.2	4.9	4.5	4.5	
1992	113.0	113.4	114.3	115.0	0.4	0.4	0.8	0.6	3.3	2.5	2.2	2.2	
1993	116.9	117.5	118.6	119.4	1.7	0.5	0.9	0.7	3.5	3.6	3.8	3.8	
1994	120.6	121.6	122.9	123.6	1.0	0.8	1.1	0.6	3.2	3.5	3.6	3.5	
1995	125.2	125.7	126.7	127.4	1.3	0.4	0.8	0.6	3.8	3.4	3.1	3.1	
1996	128.5	129.1	131.1	131.5	0.9	0.5	1.5	0.3	2.6	2.7	3.5	3.2	
1997	133.2	134.0	135.3	137.3	1.3	0.6	1.0	1.5	3.7	3.8	3.2	4.4	
1998	139.1	139.7	141.7	141.8	1.3	0.4	1.4	0.1	4.4	4.3	4.7	3.3	
1999	143.5	145.4	147.3	148.6	1.2	1.3	1.3	0.9	3.2	4.1	4.0	4.8	
2000	150.5	151.9	153.7	154.6	1.3	0.9	1.2	0.6	4.9	4.5	4.3	4.0	
2001	156.6	158.6	159.6	161.2	1.3	1.3	0.6	1.0	4.1	4.4	3.8	4.3	
2002	163.7	165.6	166.3	166.7	1.6	1.2	0.4	0.2	4.5	4.4	4.2	3.4	
2003	171.1	172.0	174.0	174.9	2.6	0.5	1.2	0.5	4.5	3.9	4.6	4.9	
2004	175.8	177.1	178.2	—	0.5	0.7	0.6	—	2.7	3.0	2.4	—	
Administrative support, including clerical occupations:													
1989	—	100.0	101.4	102.5	—	—	1.4	1.1	—	—	—	—	
1990	104.4	105.4	106.8	107.8	1.9	1.0	1.3	0.9	—	5.4	5.3	5.2	
1991	109.2	110.2	111.4	112.2	1.3	0.9	1.1	0.7	4.6	4.6	4.3	4.1	
1992	113.9	114.6	115.9	116.8	1.5	0.6	1.1	0.8	4.3	4.0	4.0	4.1	
1993	118.3	119.3	120.4	121.3	1.3	0.8	0.9	0.7	3.9	4.1	3.9	3.9	
1994	122.6	123.5	124.6	125.2	1.1	0.7	0.9	0.5	3.6	3.5	3.5	3.2	
1995	126.5	127.3	128.1	129.0	1.0	0.6	0.6	0.7	3.2	3.1	2.8	3.0	

See footnotes at end of table.

**TABLE 2a. EMPLOYMENT COST INDEX (COMPENSATION), CIVILIAN WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued**

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Administrative support, including clerical occupations:												
1996	130.1	130.8	132.0	132.6	0.9	0.5	0.9	0.5	2.8	2.7	3.0	2.8
1997	133.6	134.6	135.8	136.9	0.8	0.7	0.9	0.8	2.7	2.9	2.9	3.2
1998	138.0	139.3	140.4	141.3	0.8	0.9	0.8	0.6	3.3	3.5	3.4	3.2
1999	142.5	143.4	144.7	146.1	0.8	0.6	0.9	1.0	3.3	2.9	3.1	3.4
2000	148.6	150.1	151.8	152.8	1.7	1.0	1.1	0.7	4.3	4.7	4.9	4.6
2001	155.3	156.8	158.8	160.0	1.6	1.0	1.3	0.8	4.5	4.5	4.6	4.7
2002	162.0	163.3	164.9	166.1	1.3	0.8	1.0	0.7	4.3	4.1	3.8	3.8
2003	168.3	170.0	171.7	172.5	1.3	1.0	1.0	0.5	3.9	4.1	4.1	3.9
2004	175.3	177.2	178.7	—	1.6	1.1	0.8	—	4.2	4.2	4.1	—
Blue-collar occupations:												
1981	—	70.8	72.4	73.7	—	—	2.3	1.8	—	—	—	—
1982	74.8	75.8	77.3	78.2	1.5	1.3	2.0	1.2	—	7.1	6.8	6.1
1983	79.5	80.4	81.2	82.0	1.7	1.1	1.0	1.0	6.3	6.1	5.0	4.9
1984	83.3	83.9	84.6	85.6	1.6	0.7	0.8	1.2	4.8	4.4	4.2	4.4
1985	86.5	87.1	88.0	88.4	1.1	0.7	1.0	0.5	3.8	3.8	4.0	3.3
1986	89.3	89.7	90.4	90.9	1.0	0.4	0.8	0.6	3.2	3.0	2.7	2.8
1987	91.4	92.1	92.9	93.8	0.6	0.8	0.9	1.0	2.4	2.7	2.8	3.2
1988	95.3	96.4	97.1	97.8	1.6	1.2	0.7	0.7	4.3	4.7	4.5	4.3
1989	98.8	100.0	101.1	102.0	1.0	1.2	1.1	0.9	3.7	3.7	4.1	4.3
1990	103.6	104.8	105.8	106.5	1.6	1.2	1.0	0.7	4.9	4.8	4.6	4.4
1991	108.0	109.2	110.3	111.1	1.4	1.1	1.0	0.7	4.2	4.2	4.3	4.3
1992	112.6	113.5	114.4	115.2	1.4	0.8	0.8	0.7	4.3	3.9	3.7	3.7
1993	116.7	117.8	118.8	119.4	1.3	0.9	0.8	0.5	3.6	3.8	3.8	3.6
1994	120.4	121.3	122.4	122.7	0.8	0.7	0.9	0.2	3.2	3.0	3.0	2.8
1995	123.6	124.5	125.2	125.8	0.7	0.7	0.6	0.5	2.7	2.6	2.3	2.5
1996	126.7	127.7	128.3	129.1	0.7	0.8	0.5	0.6	2.5	2.6	2.5	2.6
1997	129.8	130.9	131.8	132.4	0.5	0.8	0.7	0.5	2.4	2.5	2.7	2.6
1998	133.2	134.3	135.3	136.1	0.6	0.8	0.7	0.6	2.6	2.6	2.7	2.8
1999	137.1	138.3	139.5	140.6	0.7	0.9	0.9	0.8	2.9	3.0	3.1	3.3
2000	142.7	144.1	145.6	146.5	1.5	1.0	1.0	0.6	4.1	4.2	4.4	4.2
2001	148.2	149.3	151.1	152.0	1.2	0.7	1.2	0.6	3.9	3.6	3.8	3.8
2002	153.7	155.1	156.4	157.5	1.1	0.9	0.8	0.7	3.7	3.9	3.5	3.6
2003	159.8	161.4	162.9	163.7	1.5	1.0	0.9	0.5	4.0	4.1	4.2	3.9
2004	166.9	168.8	170.1	—	2.0	1.1	0.8	—	4.4	4.6	4.4	—
Service occupations:												
1981	—	66.1	68.0	68.9	—	—	2.9	1.3	—	—	—	—
1982	70.9	71.6	73.3	74.3	2.9	1.0	2.4	1.4	—	8.3	7.8	7.8
1983	75.6	76.1	77.2	78.8	1.7	0.7	1.4	2.1	6.6	6.3	5.3	6.1
1984	80.7	80.8	82.4	83.9	2.4	0.1	2.0	1.8	6.7	6.2	6.7	6.5
1985	84.5	84.7	86.6	87.2	0.7	0.2	2.2	0.7	4.7	4.8	5.1	3.9
1986	88.0	88.4	89.6	90.3	0.9	0.5	1.4	0.8	4.1	4.4	3.5	3.6
1987	91.3	91.6	92.5	93.1	1.1	0.3	1.0	0.6	3.8	3.6	3.2	3.1
1988	94.5	95.4	97.4	98.2	1.5	1.0	2.1	0.8	3.5	4.1	5.3	5.5
1989	99.2	100.0	101.7	102.8	1.0	0.8	1.7	1.1	5.0	4.8	4.4	4.7
1990	104.2	105.1	106.6	108.0	1.4	0.9	1.4	1.3	5.0	5.1	4.8	5.1
1991	109.4	110.4	112.3	113.1	1.3	0.9	1.7	0.7	5.0	5.0	5.3	4.7

See footnotes at end of table.

**TABLE 2a. EMPLOYMENT COST INDEX (COMPENSATION), CIVILIAN WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued**

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Service occupations:												
1992	114.1	114.7	116.2	116.7	0.9	0.5	1.3	0.4	4.3	3.9	3.5	3.2
1993	117.9	118.7	119.9	120.5	1.0	0.7	1.0	0.5	3.3	3.5	3.2	3.3
1994	121.6	122.1	123.5	124.3	0.9	0.4	1.1	0.6	3.1	2.9	3.0	3.2
1995	125.0	125.8	126.7	127.4	0.6	0.6	0.7	0.6	2.8	3.0	2.6	2.5
1996	128.0	128.7	129.7	131.0	0.5	0.5	0.8	1.0	2.4	2.3	2.4	2.8
1997	132.0	132.7	134.6	135.6	0.8	0.5	1.4	0.7	3.1	3.1	3.8	3.5
1998	136.9	137.9	139.4	140.0	1.0	0.7	1.1	0.4	3.7	3.9	3.6	3.2
1999	141.3	142.4	143.1	144.8	0.9	0.8	0.5	1.2	3.2	3.3	2.7	3.4
2000	146.0	147.1	148.5	150.0	0.8	0.8	1.0	1.0	3.3	3.3	3.8	3.6
2001	152.0	153.3	155.0	156.9	1.3	0.9	1.1	1.2	4.1	4.2	4.4	4.6
2002	158.4	159.4	161.3	162.2	1.0	0.6	1.2	0.6	4.2	4.0	4.1	3.4
2003	164.1	165.0	166.8	167.9	1.2	0.5	1.1	0.7	3.6	3.5	3.4	3.5
2004	169.7	170.9	172.7	—	1.1	0.7	1.1	—	3.4	3.6	3.5	—
Goods-producing industries²:												
1981	—	70.3	72.0	73.2	—	—	2.4	1.7	—	—	—	—
1982	74.6	75.5	77.0	77.7	1.9	1.2	2.0	0.9	—	7.4	6.9	6.1
1983	79.1	79.9	80.8	81.5	1.8	1.0	1.1	0.9	6.0	5.8	4.9	4.9
1984	82.8	83.6	84.4	85.3	1.6	1.0	1.0	1.1	4.7	4.6	4.5	4.7
1985	86.6	87.1	87.8	88.2	1.5	0.6	0.8	0.5	4.6	4.2	4.0	3.4
1986	89.2	90.0	90.5	91.0	1.1	0.9	0.6	0.6	3.0	3.3	3.1	3.2
1987	91.5	92.1	92.9	93.8	0.5	0.7	0.9	1.0	2.6	2.3	2.7	3.1
1988	95.4	96.5	97.1	97.9	1.7	1.2	0.6	0.8	4.3	4.8	4.5	4.4
1989	98.9	100.0	101.1	102.1	1.0	1.1	1.1	1.0	3.7	3.6	4.1	4.3
1990	103.9	105.2	106.2	107.1	1.8	1.3	1.0	0.8	5.1	5.2	5.0	4.9
1991	108.6	109.9	111.0	111.9	1.4	1.2	1.0	0.8	4.5	4.5	4.5	4.5
1992	113.5	114.3	115.3	116.2	1.4	0.7	0.9	0.8	4.5	4.0	3.9	3.8
1993	118.0	119.1	120.0	120.6	1.5	0.9	0.8	0.5	4.0	4.2	4.1	3.8
1994	121.9	123.0	123.9	124.4	1.1	0.9	0.7	0.4	3.3	3.3	3.3	3.2
1995	125.3	126.0	126.5	127.4	0.7	0.6	0.4	0.7	2.8	2.4	2.1	2.4
1996	128.3	129.3	130.1	130.9	0.7	0.8	0.6	0.6	2.4	2.6	2.8	2.7
1997	131.5	132.7	133.6	134.1	0.5	0.9	0.7	0.4	2.5	2.6	2.7	2.4
1998	135.1	136.3	137.2	137.9	0.7	0.9	0.7	0.5	2.7	2.7	2.7	2.8
1999	139.0	140.0	141.2	142.5	0.8	0.7	0.9	0.9	2.9	2.7	2.9	3.3
2000	144.9	146.6	148.0	148.8	1.7	1.2	1.0	0.5	4.2	4.7	4.8	4.4
2001	150.7	152.2	153.2	154.4	1.3	1.0	0.7	0.8	4.0	3.8	3.5	3.8
2002	156.3	157.7	158.7	160.2	1.2	0.9	0.6	0.9	3.7	3.6	3.6	3.8
2003	163.1	164.6	165.8	166.6	1.8	0.9	0.7	0.5	4.4	4.4	4.5	4.0
2004	170.4	171.9	173.4	—	2.3	0.9	0.9	—	4.5	4.4	4.6	—
Manufacturing:												
1981	—	69.7	71.1	72.5	—	—	2.0	2.0	—	—	—	—
1982	73.9	74.7	76.2	76.9	1.9	1.1	2.0	0.9	—	7.2	7.2	6.1
1983	78.4	79.1	80.1	80.8	2.0	0.9	1.3	0.9	6.1	5.9	5.1	5.1
1984	82.2	83.0	83.9	85.0	1.7	1.0	1.1	1.3	4.8	4.9	4.7	5.2
1985	86.3	86.8	87.5	87.8	1.5	0.6	0.8	0.3	5.0	4.6	4.3	3.3
1986	89.0	89.7	90.1	90.7	1.4	0.8	0.4	0.7	3.1	3.3	3.0	3.3
1987	91.1	91.6	92.5	93.4	0.4	0.5	1.0	1.0	2.4	2.1	2.7	3.0
1988	95.3	96.2	96.9	97.6	2.0	0.9	0.7	0.7	4.6	5.0	4.8	4.5
1989	98.9	100.0	101.1	102.0	1.3	1.1	1.1	0.9	3.8	4.0	4.3	4.5

See footnotes at end of table.

**TABLE 2a. EMPLOYMENT COST INDEX (COMPENSATION), CIVILIAN WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued**

Series and year	Indexes (June 1989=100)				Percent changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Manufacturing:													
1990	104.0	105.3	106.4	107.2	2.0	1.3	1.0	0.8	5.2	5.3	5.2	5.1	
1991	108.6	110.0	111.2	112.2	1.3	1.3	1.1	0.9	4.4	4.5	4.5	4.7	
1992	114.0	114.7	115.7	116.5	1.6	0.6	0.9	0.7	5.0	4.3	4.0	3.8	
1993	118.6	119.7	120.6	121.3	1.8	0.9	0.8	0.6	4.0	4.4	4.2	4.1	
1994	122.5	123.5	124.4	125.1	1.0	0.8	0.7	0.6	3.3	3.2	3.2	3.1	
1995	126.2	126.9	127.3	128.3	0.9	0.6	0.3	0.8	3.0	2.8	2.3	2.6	
1996	129.3	130.4	131.3	132.1	0.8	0.9	0.7	0.6	2.5	2.8	3.1	3.0	
1997	132.6	133.8	134.6	135.3	0.4	0.9	0.6	0.5	2.6	2.6	2.5	2.4	
1998	136.4	137.2	138.2	138.9	0.8	0.6	0.7	0.5	2.9	2.5	2.7	2.7	
1999	139.9	140.9	142.1	143.6	0.7	0.7	0.9	1.1	2.6	2.7	2.8	3.4	
2000	146.0	147.5	148.7	149.3	1.7	1.0	0.8	0.4	4.4	4.7	4.6	4.0	
2001	151.3	152.6	153.3	154.6	1.3	0.9	0.5	0.8	3.6	3.5	3.1	3.5	
2002	156.6	158.1	159.1	160.5	1.3	1.0	0.6	0.9	3.5	3.6	3.8	3.8	
2003	164.0	165.4	166.5	167.1	2.2	0.9	0.7	0.4	4.7	4.6	4.7	4.1	
2004	171.7	173.2	174.9	—	2.8	0.9	1.0	—	4.7	4.7	5.0	—	
Service-producing industries³:													
1981	—	65.4	67.2	68.5	—	—	2.8	1.9	—	—	—	—	
1982	69.6	70.3	72.3	73.2	1.6	1.0	2.8	1.2	—	7.5	7.6	6.9	
1983	74.3	75.1	76.8	77.8	1.5	1.1	2.3	1.3	6.8	6.8	6.2	6.3	
1984	79.1	79.9	81.0	82.1	1.7	1.0	1.4	1.4	6.5	6.4	5.5	5.5	
1985	83.0	83.6	85.5	86.0	1.1	0.7	2.3	0.6	4.9	4.6	5.6	4.8	
1986	86.9	87.4	88.7	89.3	1.0	0.6	1.5	0.7	4.7	4.5	3.7	3.8	
1987	90.3	90.8	92.1	92.7	1.1	0.6	1.4	0.7	3.9	3.9	3.8	3.8	
1988	93.9	94.9	96.5	97.6	1.3	1.1	1.7	1.1	4.0	4.5	4.8	5.3	
1989	99.0	100.0	102.0	102.9	1.4	1.0	2.0	0.9	5.4	5.4	5.7	5.4	
1990	104.4	105.5	107.2	108.0	1.5	1.1	1.6	0.7	5.5	5.5	5.1	5.0	
1991	109.5	110.4	111.8	112.4	1.4	0.8	1.3	0.5	4.9	4.6	4.3	4.1	
1992	113.5	114.2	115.4	116.2	1.0	0.6	1.1	0.7	3.7	3.4	3.2	3.4	
1993	117.2	118.0	119.3	120.0	0.9	0.7	1.1	0.6	3.3	3.3	3.4	3.3	
1994	121.0	121.7	123.1	123.6	0.8	0.6	1.2	0.4	3.2	3.1	3.2	3.0	
1995	124.6	125.5	126.6	127.1	0.8	0.7	0.9	0.4	3.0	3.1	2.8	2.8	
1996	128.2	129.1	130.2	130.9	0.9	0.7	0.9	0.5	2.9	2.9	2.8	3.0	
1997	132.1	132.9	134.2	135.5	0.9	0.6	1.0	1.0	3.0	2.9	3.1	3.5	
1998	136.8	137.7	139.6	140.4	1.0	0.7	1.4	0.6	3.6	3.6	4.0	3.6	
1999	140.9	142.4	144.0	145.3	0.4	1.1	1.1	0.9	3.0	3.4	3.2	3.5	
2000	147.1	148.4	150.1	151.1	1.2	0.9	1.1	0.7	4.4	4.2	4.2	4.0	
2001	153.0	154.4	156.4	157.6	1.3	0.9	1.3	0.8	4.0	4.0	4.2	4.3	
2002	159.1	160.7	162.2	162.8	1.0	1.0	0.9	0.4	4.0	4.1	3.7	3.3	
2003	165.0	166.2	168.2	169.1	1.4	0.7	1.2	0.5	3.7	3.4	3.7	3.9	
2004	170.8	172.3	174.0	—	1.0	0.9	1.0	—	3.5	3.7	3.4	—	
Service industries:													
1981	—	61.3	64.0	65.7	—	—	4.4	2.7	—	—	—	—	
1982	66.3	67.0	69.6	70.5	0.9	1.1	3.9	1.3	—	9.3	8.8	7.3	
1983	71.5	71.8	74.2	75.2	1.4	0.4	3.3	1.3	7.8	7.2	6.6	6.7	
1984	76.6	76.9	79.0	80.3	1.9	0.4	2.7	1.6	7.1	7.1	6.5	6.8	
1985	80.9	81.3	83.6	84.1	0.7	0.5	2.8	0.6	5.6	5.7	5.8	4.7	
1986	85.1	85.5	87.3	88.0	1.2	0.5	2.1	0.8	5.2	5.2	4.4	4.6	

See footnotes at end of table.

**TABLE 2a. EMPLOYMENT COST INDEX (COMPENSATION), CIVILIAN WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued**

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Service industries:												
1987	89.0	89.4	91.5	92.3	1.1	0.4	2.3	0.9	4.6	4.6	4.8	4.9
1988	93.7	94.3	96.7	97.9	1.5	0.6	2.5	1.2	5.3	5.5	5.7	6.1
1989	99.2	100.0	102.7	103.7	1.3	0.8	2.7	1.0	5.9	6.0	6.2	5.9
1990	105.5	106.6	109.0	110.2	1.7	1.0	2.3	1.1	6.4	6.6	6.1	6.3
1991	111.5	112.0	113.8	114.6	1.2	0.4	1.6	0.7	5.7	5.1	4.4	4.0
1992	115.5	116.3	118.2	119.2	0.8	0.7	1.6	0.8	3.6	3.8	3.9	4.0
1993	120.1	120.6	122.2	122.9	0.8	0.4	1.3	0.6	4.0	3.7	3.4	3.1
1994	123.8	124.2	125.8	126.4	0.7	0.3	1.3	0.5	3.1	3.0	2.9	2.8
1995	127.2	127.8	128.9	129.4	0.6	0.5	0.9	0.4	2.7	2.9	2.5	2.4
1996	130.4	131.2	132.5	133.2	0.8	0.6	1.0	0.5	2.5	2.7	2.8	2.9
1997	134.1	134.9	136.5	137.6	0.7	0.6	1.2	0.8	2.8	2.8	3.0	3.3
1998	138.3	139.0	140.8	141.7	0.5	0.5	1.3	0.6	3.1	3.0	3.2	3.0
1999	142.3	143.2	145.1	146.5	0.4	0.6	1.3	1.0	2.9	3.0	3.1	3.4
2000	148.0	149.3	151.2	152.4	1.0	0.9	1.3	0.8	4.0	4.3	4.2	4.0
2001	154.3	155.4	158.1	159.0	1.2	0.7	1.7	0.6	4.3	4.1	4.6	4.3
2002	160.2	161.1	163.2	163.9	0.8	0.6	1.3	0.4	3.8	3.7	3.2	3.1
2003	165.3	166.3	168.5	169.5	0.9	0.6	1.3	0.6	3.2	3.2	3.2	3.4
2004	171.2	172.3	174.5	—	1.0	0.6	1.3	—	3.6	3.6	3.6	—
Health services:												
1985	82.0	82.4	83.8	84.0	—	0.5	1.7	0.2	—	—	—	—
1986	85.0	85.6	87.0	87.9	1.2	0.7	1.6	1.0	3.7	3.9	3.8	4.6
1987	89.0	89.6	90.7	91.8	1.3	0.7	1.2	1.2	4.7	4.7	4.3	4.4
1988	92.9	94.2	95.8	97.0	1.2	1.4	1.7	1.3	4.4	5.1	5.6	5.7
1989	98.9	100.0	102.2	103.9	2.0	1.1	2.2	1.7	6.5	6.2	6.7	7.1
1990	105.9	107.1	109.2	110.9	1.9	1.1	2.0	1.6	7.1	7.1	6.8	6.7
1991	112.6	113.2	115.0	116.1	1.5	0.5	1.6	1.0	6.3	5.7	5.3	4.7
1992	117.5	118.4	120.2	121.3	1.2	0.8	1.5	0.9	4.4	4.6	4.5	4.5
1993	122.3	123.2	124.4	125.4	0.8	0.7	1.0	0.8	4.1	4.1	3.5	3.4
1994	126.1	126.6	127.8	128.5	0.6	0.4	0.9	0.5	3.1	2.8	2.7	2.5
1995	129.4	130.2	131.1	132.0	0.7	0.6	0.7	0.7	2.6	2.8	2.6	2.7
1996	132.5	133.4	134.1	134.4	0.4	0.7	0.5	0.2	2.4	2.5	2.3	1.8
1997	135.2	135.7	136.7	137.9	0.6	0.4	0.7	0.9	2.0	1.7	1.9	2.6
1998	138.0	138.5	139.1	139.1	0.1	0.4	0.4	0.0	2.1	2.1	1.8	0.9
1999	140.5	141.4	142.7	144.3	1.0	0.6	0.9	1.1	1.8	2.1	2.6	3.7
2000	145.9	147.5	149.0	150.7	1.1	1.1	1.0	1.1	3.8	4.3	4.4	4.4
2001	152.5	154.6	156.7	158.3	1.2	1.4	1.4	1.0	4.5	4.8	5.2	5.0
2002	160.5	161.8	163.1	164.5	1.4	0.8	0.8	0.9	5.2	4.7	4.1	3.9
2003	166.4	167.6	169.3	170.7	1.2	0.7	1.0	0.8	3.7	3.6	3.8	3.8
2004	173.0	174.4	176.7	—	1.3	0.8	1.3	—	4.0	4.1	4.4	—
Hospitals:												
1986	—	85.0	86.3	87.3	—	—	1.5	1.2	—	—	—	—
1987	88.1	88.8	90.3	91.4	0.9	0.8	1.7	1.2	—	4.5	4.6	4.7
1988	92.6	93.9	95.6	96.9	1.3	1.4	1.8	1.4	5.1	5.7	5.9	6.0
1989	98.7	100.0	102.3	103.7	1.9	1.3	2.3	1.4	6.6	6.5	7.0	7.0
1990	105.6	106.7	109.1	110.9	1.8	1.0	2.2	1.6	7.0	6.7	6.6	6.9
1991	112.2	112.9	114.7	115.9	1.2	0.6	1.6	1.0	6.3	5.8	5.1	4.5
1992	117.3	118.1	119.8	121.0	1.2	0.7	1.4	1.0	4.5	4.6	4.4	4.4
1993	122.0	122.6	123.9	125.0	0.8	0.5	1.1	0.9	4.0	3.8	3.4	3.3

See footnotes at end of table.

**TABLE 2a. EMPLOYMENT COST INDEX (COMPENSATION), CIVILIAN WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued**

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Hospitals:												
1994	125.9	126.4	127.5	128.4	0.7	0.4	0.9	0.7	3.2	3.1	2.9	2.7
1995	128.8	129.7	130.4	131.4	0.3	0.7	0.5	0.8	2.3	2.6	2.3	2.3
1996	132.3	132.9	133.6	133.8	0.7	0.5	0.5	0.1	2.7	2.5	2.5	1.8
1997	134.2	134.6	135.6	136.7	0.3	0.3	0.7	0.8	1.4	1.3	1.5	2.2
1998	137.1	138.2	139.4	140.2	0.3	0.8	0.9	0.6	2.2	2.7	2.8	2.6
1999	141.3	142.2	143.4	145.0	0.8	0.6	0.8	1.1	3.1	2.9	2.9	3.4
2000	146.3	147.7	149.5	151.3	0.9	1.0	1.2	1.2	3.5	3.9	4.3	4.3
2001	153.2	155.6	158.2	160.0	1.3	1.6	1.7	1.1	4.7	5.3	5.8	5.8
2002	162.3	163.8	165.7	167.6	1.4	0.9	1.2	1.1	5.9	5.3	4.7	4.8
2003	169.9	170.8	173.1	174.8	1.4	0.5	1.3	1.0	4.7	4.3	4.5	4.3
2004	176.8	178.2	180.5	—	1.1	0.8	1.3	—	4.1	4.3	4.3	—
Educational services:												
1989	99.5	100.0	104.1	104.8	—	0.5	4.1	0.7	—	—	—	—
1990	106.0	106.6	110.3	111.4	1.1	0.6	3.5	1.0	6.5	6.6	6.0	6.3
1991	112.3	112.4	114.9	115.4	0.8	0.1	2.2	0.4	5.9	5.4	4.2	3.6
1992	115.7	116.1	118.9	119.7	0.3	0.3	2.4	0.7	3.0	3.3	3.5	3.7
1993	120.1	120.2	122.6	122.9	0.3	0.1	2.0	0.2	3.8	3.5	3.1	2.7
1994	123.2	123.6	126.0	126.4	0.2	0.3	1.9	0.3	2.6	2.8	2.8	2.8
1995	126.9	127.4	129.8	130.2	0.4	0.4	1.9	0.3	3.0	3.1	3.0	3.0
1996	130.5	130.8	133.2	133.9	0.2	0.2	1.8	0.5	2.8	2.7	2.6	2.8
1997	134.0	134.2	136.5	137.0	0.1	0.1	1.7	0.4	2.7	2.6	2.5	2.3
1998	137.5	137.7	140.2	141.0	0.4	0.1	1.8	0.6	2.6	2.6	2.7	2.9
1999	141.3	141.7	144.6	145.8	0.2	0.3	2.0	0.8	2.8	2.9	3.1	3.4
2000	146.5	146.8	149.7	150.6	0.5	0.2	2.0	0.6	3.7	3.6	3.5	3.3
2001	151.7	152.2	156.1	156.6	0.7	0.3	2.6	0.3	3.5	3.7	4.3	4.0
2002	157.1	157.4	161.6	162.8	0.3	0.2	2.7	0.7	3.6	3.4	3.5	4.0
2003	163.6	164.2	166.9	167.6	0.5	0.4	1.6	0.4	4.1	4.3	3.3	2.9
2004	168.5	168.9	171.8	—	0.5	0.2	1.7	—	3.0	2.9	2.9	—
Public administration⁴:												
1981	—	63.3	66.1	67.1	—	—	4.4	1.5	—	—	—	—
1982	68.5	69.1	71.4	71.9	2.1	0.9	3.3	0.7	—	9.2	8.0	7.2
1983	73.6	74.1	75.9	76.9	2.4	0.7	2.4	1.3	7.4	7.2	6.3	7.0
1984	77.8	78.3	80.4	81.4	1.2	0.6	2.7	1.2	5.7	5.7	5.9	5.9
1985	82.4	82.5	85.0	85.4	1.2	0.1	3.0	0.5	5.9	5.4	5.7	4.9
1986	86.6	87.4	89.0	89.7	1.4	0.9	1.8	0.8	5.1	5.9	4.7	5.0
1987	91.3	91.6	92.7	93.8	1.8	0.3	1.2	1.2	5.4	4.8	4.2	4.6
1988	95.2	95.8	97.5	97.8	1.5	0.6	1.8	0.3	4.3	4.6	5.2	4.3
1989	99.2	100.0	102.5	103.2	1.4	0.8	2.5	0.7	4.2	4.4	5.1	5.5
1990	105.1	105.5	107.8	108.7	1.8	0.4	2.2	0.8	5.9	5.5	5.2	5.3
1991	110.8	110.9	112.2	112.6	1.9	0.1	1.2	0.4	5.4	5.1	4.1	3.6
1992	114.0	114.6	115.8	116.3	1.2	0.5	1.0	0.4	2.9	3.3	3.2	3.3
1993	117.6	118.0	119.3	120.0	1.1	0.3	1.1	0.6	3.2	3.0	3.0	3.2
1994	121.5	122.2	123.7	124.2	1.3	0.6	1.2	0.4	3.3	3.6	3.7	3.5
1995	125.4	126.1	127.4	128.3	1.0	0.6	1.0	0.7	3.2	3.2	3.0	3.3
1996	129.2	129.6	130.7	131.8	0.7	0.3	0.8	0.8	3.0	2.8	2.6	2.7
1997	133.0	133.0	134.1	135.1	0.9	0.0	0.8	0.7	2.9	2.6	2.6	2.5
1998	136.4	137.4	138.9	139.9	1.0	0.7	1.1	0.7	2.6	3.3	3.6	3.6
1999	140.8	141.5	142.4	144.4	0.6	0.5	0.6	1.4	3.2	3.0	2.5	3.2

See footnotes at end of table.

**TABLE 2a. EMPLOYMENT COST INDEX (COMPENSATION), CIVILIAN WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued**

Series and year	Indexes (June 1989=100)				Percent changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Public administration⁴:													
2000	145.7	146.1	146.9	148.3	0.9	0.3	0.5	1.0	3.5	3.3	3.2	2.7	
2001	150.6	151.9	153.8	155.2	1.6	0.9	1.3	0.9	3.4	4.0	4.7	4.7	
2002	156.5	157.5	160.2	161.7	0.8	0.6	1.7	0.9	3.9	3.7	4.2	4.2	
2003	163.4	164.3	167.3	168.1	1.1	0.6	1.8	0.5	4.4	4.3	4.4	4.0	
2004	170.1	171.4	174.1	—	1.2	0.8	1.6	—	4.1	4.3	4.1	—	
Nonmanufacturing:													
1981	—	66.1	68.0	69.3	—	—	2.9	1.9	—	—	—	—	
1982	70.4	71.2	73.1	73.9	1.6	1.1	2.7	1.1	—	7.7	7.5	6.6	
1983	75.1	76.0	77.5	78.4	1.6	1.2	2.0	1.2	6.7	6.7	6.0	6.1	
1984	79.8	80.4	81.5	82.5	1.8	0.8	1.4	1.2	6.3	5.8	5.2	5.2	
1985	83.5	84.1	85.8	86.4	1.2	0.7	2.0	0.7	4.6	4.6	5.3	4.7	
1986	87.2	87.8	89.0	89.6	0.9	0.7	1.4	0.7	4.4	4.4	3.7	3.7	
1987	90.5	91.1	92.3	92.9	1.0	0.7	1.3	0.7	3.8	3.8	3.7	3.7	
1988	94.1	95.2	96.6	97.7	1.3	1.2	1.5	1.1	4.0	4.5	4.7	5.2	
1989	99.0	100.0	101.9	102.8	1.3	1.0	1.9	0.9	5.2	5.0	5.5	5.2	
1990	104.3	105.5	107.0	107.8	1.5	1.2	1.4	0.7	5.4	5.5	5.0	4.9	
1991	109.4	110.3	111.7	112.3	1.5	0.8	1.3	0.5	4.9	4.5	4.4	4.2	
1992	113.3	114.1	115.3	116.0	0.9	0.7	1.1	0.6	3.6	3.4	3.2	3.3	
1993	117.1	117.9	119.2	119.8	0.9	0.7	1.1	0.5	3.4	3.3	3.4	3.3	
1994	120.9	121.7	123.0	123.4	0.9	0.7	1.1	0.3	3.2	3.2	3.2	3.0	
1995	124.4	125.2	126.3	126.8	0.8	0.6	0.9	0.4	2.9	2.9	2.7	2.8	
1996	127.9	128.8	129.8	130.5	0.9	0.7	0.8	0.5	2.8	2.9	2.8	2.9	
1997	131.7	132.5	133.8	135.1	0.9	0.6	1.0	1.0	3.0	2.9	3.1	3.5	
1998	136.2	137.3	139.0	139.9	0.8	0.8	1.2	0.6	3.4	3.6	3.9	3.6	
1999	140.5	141.9	143.4	144.7	0.4	1.0	1.1	0.9	3.2	3.4	3.2	3.4	
2000	146.6	148.0	149.6	150.7	1.3	1.0	1.1	0.7	4.3	4.3	4.3	4.1	
2001	152.6	154.0	156.0	157.2	1.3	0.9	1.3	0.8	4.1	4.1	4.3	4.3	
2002	158.7	160.2	161.7	162.4	1.0	0.9	0.9	0.4	4.0	4.0	3.7	3.3	
2003	164.5	165.8	167.8	168.6	1.3	0.8	1.2	0.5	3.7	3.5	3.8	3.8	
2004	170.4	171.8	173.5	—	1.1	0.8	1.0	—	3.6	3.6	3.4	—	

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

² Includes mining, construction, and manufacturing.

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

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

NOTE: Dashes indicate data not available.

**TABLE 2b. EMPLOYMENT COST INDEX (COMPENSATION), STATE AND LOCAL GOVERNMENT WORKERS, BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted)**

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended-				12 months ended-			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
State and local government:												
1981	-	61.5	64.8	66.1	-	-	5.4	2.0	-	-	-	-
1982	67.0	67.3	70.3	70.8	1.4	0.4	4.5	0.7	-	9.4	8.5	7.1
1983	71.7	72.1	74.3	75.1	1.3	0.6	3.1	1.1	7.0	7.1	5.7	6.1
1984	76.2	76.6	79.3	80.1	1.5	0.5	3.5	1.0	6.3	6.2	6.7	6.7
1985	81.0	81.2	84.0	84.6	1.1	0.2	3.4	0.7	6.3	6.0	5.9	5.6
1986	85.5	86.0	88.4	89.0	1.1	0.6	2.8	0.7	5.6	5.9	5.2	5.2
1987	89.8	90.0	92.1	93.0	0.9	0.2	2.3	1.0	5.0	4.7	4.2	4.5
1988	94.2	94.5	97.1	98.2	1.3	0.3	2.8	1.1	4.9	5.0	5.4	5.6
1989	99.4	100.0	103.3	104.3	1.2	0.6	3.3	1.0	5.5	5.8	6.4	6.2
1990	105.8	106.5	109.4	110.4	1.4	0.7	2.7	0.9	6.4	6.5	5.9	5.8
1991	111.8	112.0	113.9	114.4	1.3	0.2	1.7	0.4	5.7	5.2	4.1	3.6
1992	115.2	115.7	117.9	118.6	0.7	0.4	1.9	0.6	3.0	3.3	3.5	3.7
1993	119.3	119.6	121.4	121.9	0.6	0.3	1.5	0.4	3.6	3.4	3.0	2.8
1994	122.6	123.1	125.0	125.6	0.6	0.4	1.5	0.5	2.8	2.9	3.0	3.0
1995	126.4	126.9	128.7	129.3	0.6	0.4	1.4	0.5	3.1	3.1	3.0	2.9
1996	129.9	130.2	131.9	132.7	0.5	0.2	1.3	0.6	2.8	2.6	2.5	2.6
1997	133.2	133.3	135.0	135.7	0.4	0.1	1.3	0.5	2.5	2.4	2.4	2.3
1998	136.5	136.9	139.0	139.8	0.6	0.3	1.5	0.6	2.5	2.7	3.0	3.0
1999	140.5	141.0	143.1	144.6	0.5	0.4	1.5	1.0	2.9	3.0	2.9	3.4
2000	145.5	145.9	147.8	148.9	0.6	0.3	1.3	0.7	3.6	3.5	3.3	3.0
2001	150.3	151.2	154.3	155.2	0.9	0.6	2.1	0.6	3.3	3.6	4.4	4.2
2002	156.1	156.7	160.1	161.5	0.6	0.4	2.2	0.9	3.9	3.6	3.8	4.1
2003	162.6	163.2	165.9	166.8	0.7	0.4	1.7	0.5	4.2	4.1	3.6	3.3
2004	168.0	168.7	171.5	-	0.7	0.4	1.7	-	3.3	3.4	3.4	-
White-collar occupations:												
1981	-	60.8	64.2	65.5	-	-	5.6	2.0	-	-	-	-
1982	66.3	66.5	69.8	70.4	1.2	0.3	5.0	0.9	-	9.4	8.7	7.5
1983	71.1	71.4	73.8	74.5	1.0	0.4	3.4	0.9	7.2	7.4	5.7	5.8
1984	75.6	75.9	78.8	79.6	1.5	0.4	3.8	1.0	6.3	6.3	6.8	6.8
1985	80.5	80.7	83.6	84.2	1.1	0.2	3.6	0.7	6.5	6.3	6.1	5.8
1986	85.1	85.4	88.1	88.7	1.1	0.4	3.2	0.7	5.7	5.8	5.4	5.3
1987	89.4	89.6	91.9	92.8	0.8	0.2	2.6	1.0	5.1	4.9	4.3	4.6
1988	94.0	94.3	97.0	98.3	1.3	0.3	2.9	1.3	5.1	5.2	5.5	5.9
1989	99.5	100.0	103.6	104.6	1.2	0.5	3.6	1.0	5.9	6.0	6.8	6.4
1990	106.1	106.7	109.9	110.9	1.4	0.6	3.0	0.9	6.6	6.7	6.1	6.0
1991	112.2	112.3	114.2	114.6	1.2	0.1	1.7	0.4	5.7	5.2	3.9	3.3
1992	115.4	115.8	118.1	118.9	0.7	0.3	2.0	0.7	2.9	3.1	3.4	3.8
1993	119.5	119.6	121.5	121.9	0.5	0.1	1.6	0.3	3.6	3.3	2.9	2.5
1994	122.6	122.9	124.9	125.5	0.6	0.2	1.6	0.5	2.6	2.8	2.8	3.0
1995	126.2	126.6	128.6	129.1	0.6	0.3	1.6	0.4	2.9	3.0	3.0	2.9
1996	129.6	129.9	131.8	132.5	0.4	0.2	1.5	0.5	2.7	2.6	2.5	2.6
1997	132.9	133.0	134.8	135.5	0.3	0.1	1.4	0.5	2.5	2.4	2.3	2.3
1998	136.1	136.2	138.4	139.3	0.4	0.1	1.6	0.7	2.4	2.4	2.7	2.8
1999	139.8	140.2	142.6	144.0	0.4	0.3	1.7	1.0	2.7	2.9	3.0	3.4
2000	144.9	145.3	147.3	148.3	0.6	0.3	1.4	0.7	3.6	3.6	3.3	3.0
2001	149.5	150.4	153.7	154.4	0.8	0.6	2.2	0.5	3.2	3.5	4.3	4.1
2002	155.2	155.7	159.3	160.7	0.5	0.3	2.3	0.9	3.8	3.5	3.6	4.1

See footnotes at end of table.

TABLE 2b. EMPLOYMENT COST INDEX (COMPENSATION), STATE AND LOCAL GOVERNMENT WORKERS, BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for									
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—					
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.		
White-collar occupations:														
2003	161.7	162.2	164.9	165.7	0.6	0.3	1.7	0.5	4.2	4.2	3.5	3.1		
2004	166.8	167.5	170.0	—	0.7	0.4	1.5	—	3.2	3.3	3.1	—		
Professional specialty and technical occupations:														
1989	—	100.0	103.8	104.7	—	—	3.8	0.9	—	—	—	—		
1990	106.4	107.0	110.3	111.2	1.6	0.6	3.1	0.8	—	7.0	6.3	6.2		
1991	112.3	112.4	114.5	115.0	1.0	0.1	1.9	0.4	5.5	5.0	3.8	3.4		
1992	115.5	116.0	118.5	119.2	0.4	0.4	2.2	0.6	2.8	3.2	3.5	3.7		
1993	119.6	119.7	121.7	122.0	0.3	0.1	1.7	0.2	3.5	3.2	2.7	2.3		
1994	122.5	122.7	125.0	125.5	0.4	0.2	1.9	0.4	2.4	2.5	2.7	2.9		
1995	126.0	126.3	128.4	128.8	0.4	0.2	1.7	0.3	2.9	2.9	2.7	2.6		
1996	129.1	129.5	131.6	132.3	0.2	0.3	1.6	0.5	2.5	2.5	2.5	2.7		
1997	132.5	132.5	134.6	135.1	0.2	0.0	1.6	0.4	2.6	2.3	2.3	2.1		
1998	135.6	135.6	137.7	138.5	0.4	0.0	1.5	0.6	2.3	2.3	2.3	2.5		
1999	138.8	139.3	142.0	143.2	0.2	0.4	1.9	0.8	2.4	2.7	3.1	3.4		
2000	144.1	144.5	146.6	147.4	0.6	0.3	1.5	0.5	3.8	3.7	3.2	2.9		
2001	148.4	149.2	152.8	153.2	0.7	0.5	2.4	0.3	3.0	3.3	4.2	3.9		
2002	153.6	154.1	158.1	159.4	0.3	0.3	2.6	0.8	3.5	3.3	3.5	4.0		
2003	160.2	160.8	163.4	164.1	0.5	0.4	1.6	0.4	4.3	4.3	3.4	2.9		
2004	165.1	165.6	168.4	—	0.6	0.3	1.7	—	3.1	3.0	3.1	—		
Executive, administrative, and managerial occupations:														
1989	—	100.0	103.1	104.1	—	—	3.1	1.0	—	—	—	—		
1990	105.7	106.4	109.3	110.1	1.5	0.7	2.7	0.7	—	6.4	6.0	5.8		
1991	112.2	112.0	113.3	113.7	1.9	-0.2	1.2	0.4	6.1	5.3	3.7	3.3		
1992	115.0	115.2	116.8	117.8	1.1	0.2	1.4	0.9	2.5	2.9	3.1	3.6		
1993	119.0	119.2	121.0	121.6	1.0	0.2	1.5	0.5	3.5	3.5	3.6	3.2		
1994	122.8	123.4	124.7	125.3	1.0	0.5	1.1	0.5	3.2	3.5	3.1	3.0		
1995	126.9	127.4	129.1	129.9	1.3	0.4	1.3	0.6	3.3	3.2	3.5	3.7		
1996	130.7	131.0	132.0	132.9	0.6	0.2	0.8	0.7	3.0	2.8	2.2	2.3		
1997	134.1	134.4	135.6	136.4	0.9	0.2	0.9	0.6	2.6	2.6	2.7	2.6		
1998	137.5	137.9	140.4	141.6	0.8	0.3	1.8	0.9	2.5	2.6	3.5	3.8		
1999	142.6	142.8	144.5	146.1	0.7	0.1	1.2	1.1	3.7	3.6	2.9	3.2		
2000	147.0	147.2	149.2	150.7	0.6	0.1	1.4	1.0	3.1	3.1	3.3	3.1		
2001	152.4	153.7	156.4	157.6	1.1	0.9	1.8	0.8	3.7	4.4	4.8	4.6		
2002	159.5	159.8	162.3	163.8	1.2	0.2	1.6	0.9	4.7	4.0	3.8	3.9		
2003	165.3	165.7	168.0	169.1	0.9	0.2	1.4	0.7	3.6	3.7	3.5	3.2		
2004	170.1	171.0	172.1	—	0.6	0.5	0.6	—	2.9	3.2	2.4	—		
Administrative support, including clerical occupations:														
1989	—	100.0	102.9	103.9	—	—	2.9	1.0	—	—	—	—		
1990	105.4	106.0	108.7	110.2	1.4	0.6	2.5	1.4	—	6.0	5.6	6.1		
1991	111.8	111.7	113.5	114.0	1.5	-0.1	1.6	0.4	6.1	5.4	4.4	3.4		
1992	115.4	115.7	117.5	118.5	1.2	0.3	1.6	0.9	3.2	3.6	3.5	3.9		
1993	119.2	119.6	121.0	121.6	0.6	0.3	1.2	0.5	3.3	3.4	3.0	2.6		
1994	122.7	123.3	124.9	125.6	0.9	0.5	1.3	0.6	2.9	3.1	3.2	3.3		
1995	126.3	126.9	128.4	129.1	0.6	0.5	1.2	0.5	2.9	2.9	2.8	2.8		

See footnotes at end of table.

**TABLE 2b. EMPLOYMENT COST INDEX (COMPENSATION), STATE AND LOCAL GOVERNMENT WORKERS, BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued**

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Administrative support, including clerical occupations:												
1996	130.0	130.4	131.8	133.0	0.7	0.3	1.1	0.9	2.9	2.8	2.6	3.0
1997	133.3	133.5	135.3	136.1	0.2	0.2	1.3	0.6	2.5	2.4	2.7	2.3
1998	136.9	137.2	139.5	140.3	0.6	0.2	1.7	0.6	2.7	2.8	3.1	3.1
1999	141.4	141.3	143.0	145.0	0.8	-0.1	1.2	1.4	3.3	3.0	2.5	3.4
2000	145.9	146.5	148.3	149.4	0.6	0.4	1.2	0.7	3.2	3.7	3.7	3.0
2001	150.7	151.6	154.2	155.6	0.9	0.6	1.7	0.9	3.3	3.5	4.0	4.1
2002	156.9	158.0	161.0	162.4	0.8	0.7	1.9	0.9	4.1	4.2	4.4	4.4
2003	163.8	164.4	167.9	168.5	0.9	0.4	2.1	0.4	4.4	4.1	4.3	3.8
2004	170.4	171.8	174.3	—	1.1	0.8	1.5	—	4.0	4.5	3.8	—
Blue-collar occupations:												
1981	—	65.4	68.1	69.2	—	—	4.1	1.6	—	—	—	—
1982	70.7	71.2	73.7	73.9	2.2	0.7	3.5	0.3	—	8.9	8.2	6.8
1983	75.1	75.7	77.1	77.9	1.6	0.8	1.8	1.0	6.2	6.3	4.6	5.4
1984	79.7	79.9	81.7	82.3	2.3	0.3	2.3	0.7	6.1	5.5	6.0	5.6
1985	83.7	84.0	86.2	86.7	1.7	0.4	2.6	0.6	5.0	5.1	5.5	5.3
1986	88.0	89.1	90.5	91.2	1.5	1.3	1.6	0.8	5.1	6.1	5.0	5.2
1987	92.0	92.4	93.7	94.3	0.9	0.4	1.4	0.6	4.5	3.7	3.5	3.4
1988	95.4	95.4	97.0	97.5	1.2	0.0	1.7	0.5	3.7	3.2	3.5	3.4
1989	99.3	100.0	102.1	103.7	1.8	0.7	2.1	1.6	4.1	4.8	5.3	6.4
1990	105.5	106.3	108.2	108.7	1.7	0.8	1.8	0.5	6.2	6.3	6.0	4.8
1991	110.4	110.9	112.4	112.9	1.6	0.5	1.4	0.4	4.6	4.3	3.9	3.9
1992	114.2	115.3	116.9	117.8	1.2	1.0	1.4	0.8	3.4	4.0	4.0	4.3
1993	118.3	118.7	120.5	121.4	0.4	0.3	1.5	0.7	3.6	2.9	3.1	3.1
1994	122.3	122.7	124.2	124.7	0.7	0.3	1.2	0.4	3.4	3.4	3.1	2.7
1995	125.4	126.3	127.2	128.0	0.6	0.7	0.7	0.6	2.5	2.9	2.4	2.6
1996	129.0	129.5	130.3	131.2	0.8	0.4	0.6	0.7	2.9	2.5	2.4	2.5
1997	132.1	132.3	133.3	134.2	0.7	0.2	0.8	0.7	2.4	2.2	2.3	2.3
1998	135.0	135.2	136.8	137.8	0.6	0.1	1.2	0.7	2.2	2.2	2.6	2.7
1999	138.8	139.5	140.9	142.5	0.7	0.5	1.0	1.1	2.8	3.2	3.0	3.4
2000	143.7	144.2	145.9	147.2	0.8	0.3	1.2	0.9	3.5	3.4	3.5	3.3
2001	148.6	149.0	151.5	153.2	1.0	0.3	1.7	1.1	3.4	3.3	3.8	4.1
2002	154.0	154.7	158.4	159.8	0.5	0.5	2.4	0.9	3.6	3.8	4.6	4.3
2003	161.3	161.7	163.6	165.2	0.9	0.2	1.2	1.0	4.7	4.5	3.3	3.4
2004	166.7	167.5	169.9	—	0.9	0.5	1.4	—	3.3	3.6	3.9	—
Service occupations:												
1981	—	62.6	65.5	66.6	—	—	4.6	1.7	—	—	—	—
1982	67.6	68.3	70.7	71.3	1.5	1.0	3.5	0.8	—	9.1	7.9	7.1
1983	72.3	72.8	75.1	76.1	1.4	0.7	3.2	1.3	7.0	6.6	6.2	6.7
1984	77.0	77.5	79.8	80.8	1.2	0.6	3.0	1.3	6.5	6.5	6.3	6.2
1985	81.8	82.0	84.5	85.3	1.2	0.2	3.0	0.9	6.2	5.8	5.9	5.6
1986	86.1	86.9	88.4	89.1	0.9	0.9	1.7	0.8	5.3	6.0	4.6	4.5
1987	90.2	90.7	92.2	92.9	1.2	0.6	1.7	0.8	4.8	4.4	4.3	4.3
1988	94.4	95.1	97.9	98.2	1.6	0.7	2.9	0.3	4.7	4.9	6.2	5.7
1989	99.2	100.0	102.8	103.6	1.0	0.8	2.8	0.8	5.1	5.2	5.0	5.5
1990	104.8	105.3	108.1	109.2	1.2	0.5	2.7	1.0	5.6	5.3	5.2	5.4

See footnotes at end of table.

TABLE 2b. EMPLOYMENT COST INDEX (COMPENSATION), STATE AND LOCAL GOVERNMENT WORKERS, BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Service occupations:												
1991	111.0	111.3	113.4	114.0	1.6	0.3	1.9	0.5	5.9	5.7	4.9	4.4
1992	115.0	115.6	117.4	118.0	0.9	0.5	1.6	0.5	3.6	3.9	3.5	3.5
1993	119.1	119.7	121.4	122.1	0.9	0.5	1.4	0.6	3.6	3.5	3.4	3.5
1994	123.1	123.9	126.0	126.6	0.8	0.6	1.7	0.5	3.4	3.5	3.8	3.7
1995	127.6	128.8	130.1	131.0	0.8	0.9	1.0	0.7	3.7	4.0	3.3	3.5
1996	131.9	132.3	133.6	134.5	0.7	0.3	1.0	0.7	3.4	2.7	2.7	2.7
1997	135.6	135.6	137.0	137.8	0.8	0.0	1.0	0.6	2.8	2.5	2.5	2.5
1998	139.4	141.0	143.0	143.4	1.2	1.1	1.4	0.3	2.8	4.0	4.4	4.1
1999	144.3	145.3	146.7	148.6	0.6	0.7	1.0	1.3	3.5	3.0	2.6	3.6
2000	149.5	149.7	151.5	152.9	0.6	0.1	1.2	0.9	3.6	3.0	3.3	2.9
2001	155.3	156.5	159.0	160.5	1.6	0.8	1.6	0.9	3.9	4.5	5.0	5.0
2002	161.5	162.4	165.2	166.3	0.6	0.6	1.7	0.7	4.0	3.8	3.9	3.6
2003	168.0	168.9	172.0	173.0	1.0	0.5	1.8	0.6	4.0	4.0	4.1	4.0
2004	174.5	175.3	179.4	—	0.9	0.5	2.3	—	3.9	3.8	4.3	—
Service industries:												
1981	—	60.4	63.9	65.2	—	—	5.8	2.0	—	—	—	—
1982	65.9	66.1	69.4	70.0	1.1	0.3	5.0	0.9	—	9.4	8.6	7.4
1983	70.6	70.9	73.5	74.1	0.9	0.4	3.7	0.8	7.1	7.3	5.9	5.9
1984	75.2	75.5	78.5	79.3	1.5	0.4	4.0	1.0	6.5	6.5	6.8	7.0
1985	80.2	80.5	83.3	84.0	1.1	0.4	3.5	0.8	6.6	6.6	6.1	5.9
1986	84.8	85.1	87.9	88.6	1.0	0.4	3.3	0.8	5.7	5.7	5.5	5.5
1987	89.0	89.2	91.7	92.5	0.5	0.2	2.8	0.9	5.0	4.8	4.3	4.4
1988	93.8	94.0	97.0	98.5	1.4	0.2	3.2	1.5	5.4	5.4	5.8	6.5
1989	99.5	100.0	103.8	104.7	1.0	0.5	3.8	0.9	6.1	6.4	7.0	6.3
1990	106.1	106.8	110.2	111.3	1.3	0.7	3.2	1.0	6.6	6.8	6.2	6.3
1991	112.4	112.6	114.8	115.3	1.0	0.2	2.0	0.4	5.9	5.4	4.2	3.6
1992	115.8	116.2	118.8	119.6	0.4	0.3	2.2	0.7	3.0	3.2	3.5	3.7
1993	120.0	120.2	122.2	122.6	0.3	0.2	1.7	0.3	3.6	3.4	2.9	2.5
1994	123.1	123.4	125.6	126.1	0.4	0.2	1.8	0.4	2.6	2.7	2.8	2.9
1995	126.7	127.1	129.2	129.6	0.5	0.3	1.7	0.3	2.9	3.0	2.9	2.8
1996	130.0	130.3	132.4	133.1	0.3	0.2	1.6	0.5	2.6	2.5	2.5	2.7
1997	133.2	133.3	135.4	136.0	0.1	0.1	1.6	0.4	2.5	2.3	2.3	2.2
1998	136.5	136.6	139.0	139.7	0.4	0.1	1.8	0.5	2.5	2.5	2.7	2.7
1999	140.0	140.5	143.2	144.5	0.2	0.4	1.9	0.9	2.6	2.9	3.0	3.4
2000	145.2	145.5	148.0	148.9	0.5	0.2	1.7	0.6	3.7	3.6	3.4	3.0
2001	149.9	150.6	154.4	154.9	0.7	0.5	2.5	0.3	3.2	3.5	4.3	4.0
2002	155.5	155.9	159.7	160.9	0.4	0.3	2.4	0.8	3.7	3.5	3.4	3.9
2003	161.8	162.3	164.9	165.7	0.6	0.3	1.6	0.5	4.1	4.1	3.3	3.0
2004	166.5	166.8	169.7	—	0.5	0.2	1.7	—	2.9	2.8	2.9	—
Service industries, excluding schools:												
1981	—	63.0	66.2	67.9	—	—	5.1	2.6	—	—	—	—
1982	69.0	69.5	72.7	73.1	1.6	0.7	4.6	0.6	—	10.3	9.8	7.7
1983	74.0	74.9	76.3	77.3	1.2	1.2	1.9	1.3	7.2	7.8	5.0	5.7
1984	78.4	79.2	80.6	81.4	1.4	1.0	1.8	1.0	5.9	5.7	5.6	5.3
1985	82.6	82.9	84.5	85.2	1.5	0.4	1.9	0.8	5.4	4.7	4.8	4.7

See footnotes at end of table.

TABLE 2b. EMPLOYMENT COST INDEX (COMPENSATION), STATE AND LOCAL GOVERNMENT WORKERS, BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Service industries, excluding schools:												
1986	86.2	86.9	87.8	88.9	1.2	0.8	1.0	1.3	4.4	4.8	3.9	4.3
1987	89.8	90.3	91.4	92.2	1.0	0.6	1.2	0.9	4.2	3.9	4.1	3.7
1988	94.7	94.8	96.5	97.8	2.7	0.1	1.8	1.3	5.5	5.0	5.6	6.1
1989	99.1	100.0	102.5	103.2	1.3	0.9	2.5	0.7	4.6	5.5	6.2	5.5
1990	105.4	106.4	108.8	110.2	2.1	0.9	2.3	1.3	6.4	6.4	6.1	6.8
1991	112.2	111.7	113.7	114.4	1.8	-0.4	1.8	0.6	6.5	5.0	4.5	3.8
1992	115.1	115.6	117.5	118.6	0.6	0.4	1.6	0.9	2.6	3.5	3.3	3.7
1993	119.6	120.0	121.4	121.9	0.8	0.3	1.2	0.4	3.9	3.8	3.3	2.8
1994	122.8	123.3	124.9	125.6	0.7	0.4	1.3	0.6	2.7	2.8	2.9	3.0
1995	126.4	127.7	128.9	129.4	0.6	1.0	0.9	0.4	2.9	3.6	3.2	3.0
1996	130.3	130.8	131.9	132.0	0.7	0.4	0.8	0.1	3.1	2.4	2.3	2.0
1997	132.5	132.9	134.4	135.3	0.4	0.3	1.1	0.7	1.7	1.6	1.9	2.5
1998	136.1	136.2	138.7	138.8	0.6	0.1	1.8	0.1	2.7	2.5	3.2	2.6
1999	139.6	140.3	142.6	143.8	0.6	0.5	1.6	0.8	2.6	3.0	2.8	3.6
2000	145.2	145.8	147.6	148.8	1.0	0.4	1.2	0.8	4.0	3.9	3.5	3.5
2001	150.1	151.9	154.5	156.1	0.9	1.2	1.7	1.0	3.4	4.2	4.7	4.9
2002	157.9	158.7	161.0	162.8	1.2	0.5	1.4	1.1	5.2	4.5	4.2	4.3
2003	164.0	164.2	166.8	168.2	0.7	0.1	1.6	0.8	3.9	3.5	3.6	3.3
2004	169.4	170.1	173.0	—	0.7	0.4	1.7	—	3.3	3.6	3.7	—
Health services:												
1985	82.5	82.6	84.8	85.3	—	0.1	2.7	0.6	—	—	—	—
1986	86.0	86.8	88.1	88.8	0.8	0.9	1.5	0.8	4.2	5.1	3.9	4.1
1987	89.5	90.1	92.0	93.0	0.8	0.7	2.1	1.1	4.1	3.8	4.4	4.7
1988	94.0	94.4	96.5	97.3	1.1	0.4	2.2	0.8	5.0	4.8	4.9	4.6
1989	98.8	100.0	103.1	104.2	1.5	1.2	3.1	1.1	5.1	5.9	6.8	7.1
1990	106.2	106.9	109.9	111.1	1.9	0.7	2.8	1.1	7.5	6.9	6.6	6.6
1991	112.6	112.2	113.9	114.9	1.4	-0.4	1.5	0.9	6.0	5.0	3.6	3.4
1992	115.9	116.8	118.6	119.4	0.9	0.8	1.5	0.7	2.9	4.1	4.1	3.9
1993	120.2	120.7	122.2	123.1	0.7	0.4	1.2	0.7	3.7	3.3	3.0	3.1
1994	124.2	125.2	127.2	127.7	0.9	0.8	1.6	0.4	3.3	3.7	4.1	3.7
1995	128.4	129.8	131.0	131.6	0.5	1.1	0.9	0.5	3.4	3.7	3.0	3.1
1996	132.5	133.1	134.0	134.1	0.7	0.5	0.7	0.1	3.2	2.5	2.3	1.9
1997	134.5	134.9	136.0	137.2	0.3	0.3	0.8	0.9	1.5	1.4	1.5	2.3
1998	137.9	138.0	140.3	140.7	0.5	0.1	1.7	0.3	2.5	2.3	3.2	2.6
1999	141.2	142.0	144.2	145.8	0.4	0.6	1.5	1.1	2.4	2.9	2.8	3.6
2000	147.3	147.9	150.0	151.6	1.0	0.4	1.4	1.1	4.3	4.2	4.0	4.0
2001	152.1	154.4	157.1	158.6	0.3	1.5	1.7	1.0	3.3	4.4	4.7	4.6
2002	160.4	161.4	163.5	165.5	1.1	0.6	1.3	1.2	5.5	4.5	4.1	4.4
2003	166.4	166.7	169.5	171.0	0.5	0.2	1.7	0.9	3.7	3.3	3.7	3.3
2004	172.2	172.9	175.7	—	0.7	0.4	1.6	—	3.5	3.7	3.7	—
Hospitals:												
1988	94.0	94.8	97.0	97.6	—	0.9	2.3	0.6	—	—	—	—
1989	98.6	100.0	103.2	104.5	1.0	1.4	3.2	1.3	4.9	5.5	6.4	7.1
1990	106.0	107.0	109.8	111.4	1.4	0.9	2.6	1.5	7.5	7.0	6.4	6.6
1991	112.2	112.1	114.1	115.2	0.7	-0.1	1.8	1.0	5.8	4.8	3.9	3.4
1992	115.9	116.7	118.6	119.4	0.6	0.7	1.6	0.7	3.3	4.1	3.9	3.6

See footnotes at end of table.

TABLE 2b. EMPLOYMENT COST INDEX (COMPENSATION), STATE AND LOCAL GOVERNMENT WORKERS, BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Hospitals:												
1993	120.0	120.4	122.0	123.3	0.5	0.3	1.3	1.1	3.5	3.2	2.9	3.3
1994	123.7	124.5	127.0	127.7	0.3	0.6	2.0	0.6	3.1	3.4	4.1	3.6
1995	128.4	129.9	131.1	131.7	0.5	1.2	0.9	0.5	3.8	4.3	3.2	3.1
1996	132.6	133.2	134.2	134.3	0.7	0.5	0.8	0.1	3.3	2.5	2.4	2.0
1997	134.8	135.2	136.3	137.6	0.4	0.3	0.8	1.0	1.7	1.5	1.6	2.5
1998	138.4	138.4	140.7	141.2	0.6	0.0	1.7	0.4	2.7	2.4	3.2	2.6
1999	141.7	142.7	144.8	146.3	0.4	0.7	1.5	1.0	2.4	3.1	2.9	3.6
2000	147.9	148.4	150.7	152.0	1.1	0.3	1.5	0.9	4.4	4.0	4.1	3.9
2001	152.2	154.7	157.4	159.1	0.1	1.6	1.7	1.1	2.9	4.2	4.4	4.7
2002	160.7	161.8	164.1	166.2	1.0	0.7	1.4	1.3	5.6	4.6	4.3	4.5
2003	167.0	167.3	170.3	171.4	0.5	0.2	1.8	0.6	3.9	3.4	3.8	3.1
2004	172.4	173.2	176.3	—	0.6	0.5	1.8	—	3.2	3.5	3.5	—
Educational services:												
1989	99.5	100.0	104.1	104.9	—	0.5	4.1	0.8	—	—	—	—
1990	106.2	106.8	110.3	111.4	1.2	0.6	3.3	1.0	6.7	6.8	6.0	6.2
1991	112.4	112.6	114.9	115.3	0.9	0.2	2.0	0.3	5.8	5.4	4.2	3.5
1992	115.7	116.1	118.9	119.7	0.3	0.3	2.4	0.7	2.9	3.1	3.5	3.8
1993	120.0	120.1	122.3	122.7	0.3	0.1	1.8	0.3	3.7	3.4	2.9	2.5
1994	122.9	123.1	125.5	126.0	0.2	0.2	1.9	0.4	2.4	2.5	2.6	2.7
1995	126.5	126.8	129.0	129.4	0.4	0.2	1.7	0.3	2.9	3.0	2.8	2.7
1996	129.7	130.0	132.3	133.0	0.2	0.2	1.8	0.5	2.5	2.5	2.6	2.8
1997	133.1	133.2	135.4	135.9	0.1	0.1	1.7	0.4	2.6	2.5	2.3	2.2
1998	136.3	136.5	138.8	139.6	0.3	0.1	1.7	0.6	2.4	2.5	2.5	2.7
1999	139.9	140.3	143.1	144.4	0.2	0.3	2.0	0.9	2.6	2.8	3.1	3.4
2000	145.0	145.2	147.9	148.7	0.4	0.1	1.9	0.5	3.6	3.5	3.4	3.0
2001	149.6	150.1	154.1	154.5	0.6	0.3	2.7	0.3	3.2	3.4	4.2	3.9
2002	154.8	155.1	159.2	160.3	0.2	0.2	2.6	0.7	3.5	3.3	3.3	3.8
2003	161.1	161.7	164.3	165.0	0.5	0.4	1.6	0.4	4.1	4.3	3.2	2.9
2004	165.7	165.9	168.8	—	0.4	0.1	1.7	—	2.9	2.6	2.7	—
Schools:												
1981	—	59.6	63.2	64.3	—	—	6.0	1.7	—	—	—	—
1982	64.9	65.0	68.4	69.0	0.9	0.2	5.2	0.9	—	9.1	8.2	7.3
1983	69.5	69.7	72.6	73.1	0.7	0.3	4.2	0.7	7.1	7.2	6.1	5.9
1984	74.2	74.3	77.8	78.7	1.5	0.1	4.7	1.2	6.8	6.6	7.2	7.7
1985	79.5	79.7	82.9	83.6	1.0	0.3	4.0	0.8	7.1	7.3	6.6	6.2
1986	84.3	84.4	88.0	88.4	0.8	0.1	4.3	0.5	6.0	5.9	6.2	5.7
1987	88.7	88.9	91.8	92.7	0.3	0.2	3.3	1.0	5.2	5.3	4.3	4.9
1988	93.4	93.7	97.2	98.7	0.8	0.3	3.7	1.5	5.3	5.4	5.9	6.5
1989	99.6	100.0	104.4	105.3	0.9	0.4	4.4	0.9	6.6	6.7	7.4	6.7
1990	106.4	106.9	110.6	111.6	1.0	0.5	3.5	0.9	6.8	6.9	5.9	6.0
1991	112.5	112.9	115.2	115.6	0.8	0.4	2.0	0.3	5.7	5.6	4.2	3.6
1992	116.0	116.4	119.2	119.9	0.3	0.3	2.4	0.6	3.1	3.1	3.5	3.7
1993	120.2	120.3	122.5	122.9	0.3	0.1	1.8	0.3	3.6	3.4	2.8	2.5
1994	123.2	123.4	125.9	126.3	0.2	0.2	2.0	0.3	2.5	2.6	2.8	2.8
1995	126.8	127.1	129.4	129.8	0.4	0.2	1.8	0.3	2.9	3.0	2.8	2.8
1996	130.0	130.3	132.6	133.4	0.2	0.2	1.8	0.6	2.5	2.5	2.5	2.8
1997	133.4	133.5	135.7	136.2	0.0	0.1	1.6	0.4	2.6	2.5	2.3	2.1

See footnotes at end of table.

**TABLE 2b. EMPLOYMENT COST INDEX (COMPENSATION), STATE AND LOCAL GOVERNMENT WORKERS, BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued**

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Schools:												
1998	136.6	136.7	139.1	139.9	0.3	0.1	1.8	0.6	2.4	2.4	2.5	2.7
1999	140.2	140.6	143.5	144.7	0.2	0.3	2.1	0.8	2.6	2.9	3.2	3.4
2000	145.3	145.5	148.2	149.0	0.4	0.1	1.9	0.5	3.6	3.5	3.3	3.0
2001	149.9	150.5	154.4	154.8	0.6	0.4	2.6	0.3	3.2	3.4	4.2	3.9
2002	155.1	155.4	159.6	160.7	0.2	0.2	2.7	0.7	3.5	3.3	3.4	3.8
2003	161.4	162.0	164.7	165.3	0.4	0.4	1.7	0.4	4.1	4.2	3.2	2.9
2004	166.0	166.3	169.2	—	0.4	0.2	1.7	—	2.9	2.7	2.7	—
Elementary and secondary schools:												
1981	—	58.9	62.6	63.7	—	—	6.3	1.8	—	—	—	—
1982	64.3	64.4	68.0	68.6	0.9	0.2	5.6	0.9	—	9.3	8.6	7.7
1983	69.0	69.1	72.6	72.9	0.6	0.1	5.1	0.4	7.3	7.3	6.8	6.3
1984	73.8	74.0	77.8	78.6	1.2	0.3	5.1	1.0	7.0	7.1	7.2	7.8
1985	79.1	79.2	82.9	83.6	0.6	0.1	4.7	0.8	7.2	7.0	6.6	6.4
1986	84.2	84.3	87.9	88.5	0.7	0.1	4.3	0.7	6.4	6.4	6.0	5.9
1987	88.6	88.7	92.1	92.9	0.1	0.1	3.8	0.9	5.2	5.2	4.8	5.0
1988	93.5	93.8	97.4	99.1	0.6	0.3	3.8	1.7	5.5	5.7	5.8	6.7
1989	99.6	100.0	104.6	105.5	0.5	0.4	4.6	0.9	6.5	6.6	7.4	6.5
1990	106.5	107.1	111.1	112.1	0.9	0.6	3.7	0.9	6.9	7.1	6.2	6.3
1991	112.9	113.0	115.7	116.2	0.7	0.1	2.4	0.4	6.0	5.5	4.1	3.7
1992	116.6	117.1	119.9	120.7	0.3	0.4	2.4	0.7	3.3	3.6	3.6	3.9
1993	120.7	120.8	123.0	123.6	0.0	0.1	1.8	0.5	3.5	3.2	2.6	2.4
1994	123.7	123.8	126.3	126.5	0.1	0.1	2.0	0.2	2.5	2.5	2.7	2.3
1995	127.1	127.4	129.8	130.1	0.5	0.2	1.9	0.2	2.7	2.9	2.8	2.8
1996	130.2	130.5	132.6	133.1	0.1	0.2	1.6	0.4	2.4	2.4	2.2	2.3
1997	133.1	133.3	135.5	135.8	0.0	0.2	1.7	0.2	2.2	2.1	2.2	2.0
1998	136.1	136.2	138.8	139.3	0.2	0.1	1.9	0.4	2.3	2.2	2.4	2.6
1999	139.6	140.0	142.9	144.1	0.2	0.3	2.1	0.8	2.6	2.8	3.0	3.4
2000	144.5	144.7	147.3	148.1	0.3	0.1	1.8	0.5	3.5	3.4	3.1	2.8
2001	148.5	149.0	152.8	153.1	0.3	0.3	2.6	0.2	2.8	3.0	3.7	3.4
2002	153.4	153.6	157.7	158.8	0.2	0.1	2.7	0.7	3.3	3.1	3.2	3.7
2003	159.4	160.0	163.0	163.7	0.4	0.4	1.9	0.4	3.9	4.2	3.4	3.1
2004	164.4	164.6	168.0	—	0.4	0.1	2.1	—	3.1	2.9	3.1	—
Colleges and universities:												
1989	99.6	100.0	103.4	104.7	—	0.4	3.4	1.3	—	—	—	—
1990	106.1	106.3	109.2	110.2	1.3	0.2	2.7	0.9	6.5	6.3	5.6	5.3
1991	111.3	112.5	113.4	113.5	1.0	1.1	0.8	0.1	4.9	5.8	3.8	3.0
1992	114.0	114.1	116.9	117.2	0.4	0.1	2.5	0.3	2.4	1.4	3.1	3.3
1993	118.4	118.5	120.8	120.7	1.0	0.1	1.9	-0.1	3.9	3.9	3.3	3.0
1994	121.5	122.0	124.5	125.5	0.7	0.4	2.0	0.8	2.6	3.0	3.1	4.0
1995	126.0	126.1	128.0	128.7	0.4	0.1	1.5	0.5	3.7	3.4	2.8	2.5
1996	129.4	129.9	132.5	134.0	0.5	0.4	2.0	1.1	2.7	3.0	3.5	4.1
1997	134.3	134.1	136.3	137.2	0.2	-0.1	1.6	0.7	3.8	3.2	2.9	2.4
1998	137.9	138.1	140.1	141.5	0.5	0.1	1.4	1.0	2.7	3.0	2.8	3.1
1999	141.7	142.1	144.8	146.5	0.1	0.3	1.9	1.2	2.8	2.9	3.4	3.5
2000	147.4	147.6	150.5	151.7	0.6	0.1	2.0	0.8	4.0	3.9	3.9	3.5
2001	153.7	154.3	159.0	159.6	1.3	0.4	3.0	0.4	4.3	4.5	5.6	5.2
2002	160.0	160.4	164.7	165.8	0.3	0.3	2.7	0.7	4.1	4.0	3.6	3.9

See footnotes at end of table.

TABLE 2b. EMPLOYMENT COST INDEX (COMPENSATION), STATE AND LOCAL GOVERNMENT WORKERS, BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for									
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—					
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.		
Colleges and universities:														
2003	167.0	167.5	169.2	170.0	0.7	0.3	1.0	0.5	4.4	4.4	2.7	2.5		
2004	170.7	171.0	172.4	—	0.4	0.2	0.8	—	2.2	2.1	1.9	—		
Public administration ¹ :														
1981	—	63.3	66.1	67.1	—	—	4.4	1.5	—	—	—	—		
1982	68.5	69.1	71.4	71.9	2.1	0.9	3.3	0.7	—	9.2	8.0	7.2		
1983	73.6	74.1	75.9	76.9	2.4	0.7	2.4	1.3	7.4	7.2	6.3	7.0		
1984	77.8	78.3	80.4	81.4	1.2	0.6	2.7	1.2	5.7	5.7	5.9	5.9		
1985	82.4	82.5	85.0	85.4	1.2	0.1	3.0	0.5	5.9	5.4	5.7	4.9		
1986	86.6	87.4	89.0	89.7	1.4	0.9	1.8	0.8	5.1	5.9	4.7	5.0		
1987	91.3	91.6	92.7	93.8	1.8	0.3	1.2	1.2	5.4	4.8	4.2	4.6		
1988	95.2	95.8	97.5	97.8	1.5	0.6	1.8	0.3	4.3	4.6	5.2	4.3		
1989	99.2	100.0	102.5	103.2	1.4	0.8	2.5	0.7	4.2	4.4	5.1	5.5		
1990	105.1	105.5	107.8	108.7	1.8	0.4	2.2	0.8	5.9	5.5	5.2	5.3		
1991	110.8	110.9	112.2	112.6	1.9	0.1	1.2	0.4	5.4	5.1	4.1	3.6		
1992	114.0	114.6	115.8	116.3	1.2	0.5	1.0	0.4	2.9	3.3	3.2	3.3		
1993	117.6	118.0	119.3	120.0	1.1	0.3	1.1	0.6	3.2	3.0	3.0	3.2		
1994	121.5	122.2	123.7	124.2	1.3	0.6	1.2	0.4	3.3	3.6	3.7	3.5		
1995	125.4	126.1	127.4	128.3	1.0	0.6	1.0	0.7	3.2	3.2	3.0	3.3		
1996	129.2	129.6	130.7	131.8	0.7	0.3	0.8	0.8	3.0	2.8	2.6	2.7		
1997	133.0	133.0	134.1	135.1	0.9	0.0	0.8	0.7	2.9	2.6	2.6	2.5		
1998	136.4	137.4	138.9	139.9	1.0	0.7	1.1	0.7	2.6	3.3	3.6	3.6		
1999	140.8	141.5	142.4	144.4	0.6	0.5	0.6	1.4	3.2	3.0	2.5	3.2		
2000	145.7	146.1	146.9	148.3	0.9	0.3	0.5	1.0	3.5	3.3	3.2	2.7		
2001	150.6	151.9	153.8	155.2	1.6	0.9	1.3	0.9	3.4	4.0	4.7	4.7		
2002	156.5	157.5	160.2	161.7	0.8	0.6	1.7	0.9	3.9	3.7	4.2	4.2		
2003	163.4	164.3	167.3	168.1	1.1	0.6	1.8	0.5	4.4	4.3	4.4	4.0		
2004	170.1	171.4	174.1	—	1.2	0.8	1.6	—	4.1	4.3	4.1	—		

¹ Includes executive, legislative, judicial, administrative, and regulatory activities of State and local governments, SICs 91 through 96.

NOTE: Dashes indicate data not available.

**TABLE 3. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted)**

Series and year	Indexes (June 1989=100)				Percent changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended-				12 months ended-				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Private industry¹:													
1979	-	-	-	59.1	-	-	-	-	-	-	-	-	-
1980	60.6	62.1	63.5	64.8	2.5	2.5	2.3	2.0	-	-	-	-	9.6
1981	67.1	68.4	69.8	71.2	3.5	1.9	2.0	2.0	10.7	10.1	9.9	9.9	
1982	72.4	73.4	74.8	75.8	1.7	1.4	1.9	1.3	7.9	7.3	7.2	6.5	
1983	77.1	78.0	79.1	80.1	1.7	1.2	1.4	1.3	6.5	6.3	5.7	5.7	
1984	81.5	82.2	82.9	84.0	1.7	0.9	0.9	1.3	5.7	5.4	4.8	4.9	
1985	85.0	85.7	86.8	87.3	1.2	0.8	1.3	0.6	4.3	4.3	4.7	3.9	
1986	88.2	88.9	89.5	90.1	1.0	0.8	0.7	0.7	3.8	3.7	3.1	3.2	
1987	91.0	91.6	92.5	93.1	1.0	0.7	1.0	0.6	3.2	3.0	3.4	3.3	
1988	94.5	95.7	96.6	97.6	1.5	1.3	0.9	1.0	3.8	4.5	4.4	4.8	
1989	98.8	100.0	101.2	102.3	1.2	1.2	1.2	1.1	4.6	4.5	4.8	4.8	
1990	103.9	105.2	106.2	107.0	1.6	1.3	1.0	0.8	5.2	5.2	4.9	4.6	
1991	108.5	109.8	111.0	111.7	1.4	1.2	1.1	0.6	4.4	4.4	4.5	4.4	
1992	113.1	113.9	114.8	115.6	1.3	0.7	0.8	0.7	4.2	3.7	3.4	3.5	
1993	117.1	118.0	119.1	119.8	1.3	0.8	0.9	0.6	3.5	3.6	3.7	3.6	
1994	121.0	122.0	123.0	123.5	1.0	0.8	0.8	0.4	3.3	3.4	3.3	3.1	
1995	124.5	125.4	126.2	126.7	0.8	0.7	0.6	0.4	2.9	2.8	2.6	2.6	
1996	127.9	129.0	129.8	130.6	0.9	0.9	0.6	0.6	2.7	2.9	2.9	3.1	
1997	131.7	132.8	133.9	135.1	0.8	0.8	0.8	0.9	3.0	2.9	3.2	3.4	
1998	136.3	137.5	139.0	139.8	0.9	0.9	1.1	0.6	3.5	3.5	3.8	3.5	
1999	140.4	142.0	143.3	144.6	0.4	1.1	0.9	0.9	3.0	3.3	3.1	3.4	
2000	146.8	148.5	149.9	150.9	1.5	1.2	0.9	0.7	4.6	4.6	4.6	4.4	
2001	153.0	154.5	155.9	157.2	1.4	1.0	0.9	0.8	4.2	4.0	4.0	4.2	
2002	158.9	160.7	161.6	162.3	1.1	1.1	0.6	0.4	3.9	4.0	3.7	3.2	
2003	165.0	166.4	168.1	168.8	1.7	0.8	1.0	0.4	3.8	3.5	4.0	4.0	
2004	171.4	173.0	174.4	-	1.5	0.9	0.8	-	3.9	4.0	3.7	-	
Private industry, excluding sales occupations:													
1979	-	-	-	58.7	-	-	-	-	-	-	-	-	-
1980	60.5	62.0	63.5	64.8	3.1	2.5	2.4	2.0	-	-	-	-	10.4
1981	67.2	68.4	70.0	71.2	3.7	1.8	2.3	1.7	11.1	10.3	10.2	9.9	
1982	72.6	73.5	75.0	75.9	2.0	1.2	2.0	1.2	8.0	7.5	7.1	6.6	
1983	77.3	78.2	79.4	80.2	1.8	1.2	1.5	1.0	6.5	6.4	5.9	5.7	
1984	81.7	82.5	83.3	84.3	1.9	1.0	1.0	1.2	5.7	5.5	4.9	5.1	
1985	85.2	85.8	86.9	87.3	1.1	0.7	1.3	0.5	4.3	4.0	4.3	3.6	
1986	88.3	88.9	89.6	90.2	1.1	0.7	0.8	0.7	3.6	3.6	3.1	3.3	
1987	91.0	91.7	92.7	93.4	0.9	0.8	1.1	0.8	3.1	3.1	3.5	3.5	
1988	94.9	95.9	96.9	97.7	1.6	1.1	1.0	0.8	4.3	4.6	4.5	4.6	
1989	99.0	100.0	101.2	102.1	1.3	1.0	1.2	0.9	4.3	4.3	4.4	4.5	
1990	103.9	105.1	106.3	107.1	1.8	1.2	1.1	0.8	4.9	5.1	5.0	4.9	
1991	108.6	109.8	111.1	112.0	1.4	1.1	1.2	0.8	4.5	4.5	4.5	4.6	
1992	113.3	114.1	115.1	115.9	1.2	0.7	0.9	0.7	4.3	3.9	3.6	3.5	
1993	117.5	118.5	119.5	120.2	1.4	0.9	0.8	0.6	3.7	3.9	3.8	3.7	
1994	121.4	122.3	123.4	123.9	1.0	0.7	0.9	0.4	3.3	3.2	3.3	3.1	
1995	125.0	125.7	126.5	127.1	0.9	0.6	0.6	0.5	3.0	2.8	2.5	2.6	
1996	128.3	129.2	130.2	130.8	0.9	0.7	0.8	0.5	2.6	2.8	2.9	2.9	
1997	131.9	133.0	134.1	135.2	0.8	0.8	0.8	0.8	2.8	2.9	3.0	3.4	
1998	136.4	137.5	138.8	139.4	0.9	0.8	0.9	0.4	3.4	3.4	3.5	3.1	

See footnotes at end of table.

TABLE 3. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Private industry, excluding sales occupations:												
1999	140.5	141.9	143.2	144.5	0.8	1.0	0.9	0.9	3.0	3.2	3.2	3.7
2000	146.5	148.2	149.8	150.9	1.4	1.2	1.1	0.7	4.3	4.4	4.6	4.4
2001	153.0	154.4	156.0	157.2	1.4	0.9	1.0	0.8	4.4	4.2	4.1	4.2
2002	159.0	160.5	161.6	162.4	1.1	0.9	0.7	0.5	3.9	4.0	3.6	3.3
2003	165.1	166.6	168.1	169.0	1.7	0.9	0.9	0.5	3.8	3.8	4.0	4.1
2004	171.6	173.2	174.6	—	1.5	0.9	0.8	—	3.9	4.0	3.9	—
White-collar occupations:												
1979	—	—	—	57.4	—	—	—	—	—	—	—	—
1980	59.0	60.4	61.6	62.9	2.8	2.4	2.0	2.1	—	—	—	9.6
1981	65.4	66.5	67.7	69.2	4.0	1.7	1.8	2.2	10.8	10.1	9.9	10.0
1982	70.4	71.3	72.9	73.7	1.7	1.3	2.2	1.1	7.6	7.2	7.7	6.5
1983	75.0	76.0	77.5	78.4	1.8	1.3	2.0	1.2	6.5	6.6	6.3	6.4
1984	79.8	80.8	81.4	82.4	1.8	1.3	0.7	1.2	6.4	6.3	5.0	5.1
1985	83.7	84.6	85.7	86.4	1.6	1.1	1.3	0.8	4.9	4.7	5.3	4.9
1986	87.4	88.2	88.8	89.4	1.2	0.9	0.7	0.7	4.4	4.3	3.6	3.5
1987	90.6	91.2	92.1	92.7	1.3	0.7	1.0	0.7	3.7	3.4	3.7	3.7
1988	93.9	95.1	96.2	97.3	1.3	1.3	1.2	1.1	3.6	4.3	4.5	5.0
1989	98.9	100.0	101.4	102.4	1.6	1.1	1.4	1.0	5.3	5.2	5.4	5.2
1990	104.1	105.5	106.7	107.4	1.7	1.3	1.1	0.7	5.3	5.5	5.2	4.9
1991	109.0	110.3	111.4	112.2	1.5	1.2	1.0	0.7	4.7	4.5	4.4	4.5
1992	113.4	114.2	115.1	115.9	1.1	0.7	0.8	0.7	4.0	3.5	3.3	3.3
1993	117.4	118.3	119.4	120.2	1.3	0.8	0.9	0.7	3.5	3.6	3.7	3.7
1994	121.5	122.5	123.5	124.1	1.1	0.8	0.8	0.5	3.5	3.6	3.4	3.2
1995	125.3	126.2	127.0	127.6	1.0	0.7	0.6	0.5	3.1	3.0	2.8	2.8
1996	129.0	130.0	131.1	131.7	1.1	0.8	0.8	0.5	3.0	3.0	3.2	3.2
1997	133.1	134.1	135.2	136.7	1.1	0.8	0.8	1.1	3.2	3.2	3.1	3.8
1998	138.1	139.4	141.1	142.0	1.0	0.9	1.2	0.6	3.8	4.0	4.4	3.9
1999	142.4	144.1	145.6	146.9	0.3	1.2	1.0	0.9	3.1	3.4	3.2	3.5
2000	149.3	151.1	152.6	153.6	1.6	1.2	1.0	0.7	4.8	4.9	4.8	4.6
2001	155.7	157.4	158.7	160.1	1.4	1.1	0.8	0.9	4.3	4.2	4.0	4.2
2002	161.9	163.8	164.6	165.2	1.1	1.2	0.5	0.4	4.0	4.1	3.7	3.2
2003	168.1	169.4	171.2	172.0	1.8	0.8	1.1	0.5	3.8	3.4	4.0	4.1
2004	174.2	175.7	177.3	—	1.3	0.9	0.9	—	3.6	3.7	3.6	—
White-collar occupations, excluding sales:												
1979	—	—	—	56.7	—	—	—	—	—	—	—	—
1980	58.6	60.0	61.2	62.5	3.4	2.4	2.0	2.1	—	—	—	10.2
1981	65.1	66.1	67.7	69.0	4.2	1.5	2.4	1.9	11.1	10.2	10.6	10.4
1982	70.3	71.3	72.9	73.6	1.9	1.4	2.2	1.0	8.0	7.9	7.7	6.7
1983	75.2	76.2	77.7	78.5	2.2	1.3	2.0	1.0	7.0	6.9	6.6	6.7
1984	80.1	81.0	81.9	82.9	2.0	1.1	1.1	1.2	6.5	6.3	5.4	5.6
1985	83.7	84.6	85.7	86.1	1.0	1.1	1.3	0.5	4.5	4.4	4.6	3.9
1986	87.3	88.1	88.7	89.4	1.4	0.9	0.7	0.8	4.3	4.1	3.5	3.8
1987	90.6	91.3	92.5	93.2	1.3	0.8	1.3	0.8	3.8	3.6	4.3	4.3
1988	94.5	95.5	96.7	97.5	1.4	1.1	1.3	0.8	4.3	4.6	4.5	4.6
1989	99.0	100.0	101.3	102.2	1.5	1.0	1.3	0.9	4.8	4.7	4.8	4.8
1990	104.2	105.4	106.9	107.7	2.0	1.2	1.4	0.7	5.3	5.4	5.5	5.4

See footnotes at end of table.

TABLE 3. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
White-collar occupations, excluding sales:												
1991	109.2	110.4	111.8	112.7	1.4	1.1	1.3	0.8	4.8	4.7	4.6	4.6
1992	113.8	114.6	115.8	116.6	1.0	0.7	1.0	0.7	4.2	3.8	3.6	3.5
1993	118.3	119.2	120.2	121.0	1.5	0.8	0.8	0.7	4.0	4.0	3.8	3.8
1994	122.4	123.3	124.4	125.1	1.2	0.7	0.9	0.6	3.5	3.4	3.5	3.4
1995	126.3	127.0	127.8	128.6	1.0	0.6	0.6	0.6	3.2	3.0	2.7	2.8
1996	129.9	130.7	132.0	132.5	1.0	0.6	1.0	0.4	2.9	2.9	3.3	3.0
1997	133.7	134.8	135.9	137.4	0.9	0.8	0.8	1.1	2.9	3.1	3.0	3.7
1998	138.8	139.9	141.3	141.9	1.0	0.8	1.0	0.4	3.8	3.8	4.0	3.3
1999	143.0	144.5	146.0	147.3	0.8	1.0	1.0	0.9	3.0	3.3	3.3	3.8
2000	149.4	151.3	152.9	154.1	1.4	1.3	1.1	0.8	4.5	4.7	4.7	4.6
2001	156.5	158.1	159.6	160.9	1.6	1.0	0.9	0.8	4.8	4.5	4.4	4.4
2002	162.8	164.3	165.3	165.9	1.2	0.9	0.6	0.4	4.0	3.9	3.6	3.1
2003	169.1	170.4	172.1	173.0	1.9	0.8	1.0	0.5	3.9	3.7	4.1	4.3
2004	175.3	176.7	178.3	—	1.3	0.8	0.9	—	3.7	3.7	3.6	—
Professional specialty and technical occupations:												
1985	—	—	—	86.1	—	—	—	—	—	—	—	—
1986	87.1	87.8	88.6	89.3	1.2	0.8	0.9	0.8	—	—	—	3.7
1987	90.3	90.8	92.1	92.9	1.1	0.6	1.4	0.9	3.7	3.4	4.0	4.0
1988	94.3	95.4	96.9	97.5	1.5	1.2	1.6	0.6	4.4	5.1	5.2	5.0
1989	99.0	100.0	101.8	102.9	1.5	1.0	1.8	1.1	5.0	4.8	5.1	5.5
1990	104.9	105.8	107.5	108.7	1.9	0.9	1.6	1.1	6.0	5.8	5.6	5.6
1991	110.1	111.1	112.8	113.9	1.3	0.9	1.5	1.0	5.0	5.0	4.9	4.8
1992	115.3	116.4	118.0	119.0	1.2	1.0	1.4	0.8	4.7	4.8	4.6	4.5
1993	120.4	121.3	122.2	122.9	1.2	0.7	0.7	0.6	4.4	4.2	3.6	3.3
1994	124.6	125.3	126.3	126.8	1.4	0.6	0.8	0.4	3.5	3.3	3.4	3.2
1995	127.7	128.4	129.3	129.9	0.7	0.5	0.7	0.5	2.5	2.5	2.4	2.4
1996	131.6	132.6	133.3	133.7	1.3	0.8	0.5	0.3	3.1	3.3	3.1	2.9
1997	134.6	135.9	136.7	137.8	0.7	1.0	0.6	0.8	2.3	2.5	2.6	3.1
1998	138.8	140.1	141.6	142.6	0.7	0.9	1.1	0.7	3.1	3.1	3.6	3.5
1999	142.9	144.1	145.2	146.7	0.2	0.8	0.8	1.0	3.0	2.9	2.5	2.9
2000	148.4	150.7	152.2	153.7	1.2	1.5	1.0	1.0	3.8	4.6	4.8	4.8
2001	156.3	157.5	159.2	160.3	1.7	0.8	1.1	0.7	5.3	4.5	4.6	4.3
2002	161.5	162.5	163.6	164.4	0.7	0.6	0.7	0.5	3.3	3.2	2.8	2.6
2003	166.5	167.7	169.4	170.5	1.3	0.7	1.0	0.6	3.1	3.2	3.5	3.7
2004	173.4	174.7	176.8	—	1.7	0.7	1.2	—	4.1	4.2	4.4	—
Executive, administrative, and managerial occupations:												
1985	—	—	—	86.4	—	—	—	—	—	—	—	—
1986	87.8	88.7	89.2	89.9	1.6	1.0	0.6	0.8	—	—	—	4.1
1987	91.6	92.2	93.5	93.9	1.9	0.7	1.4	0.4	4.3	3.9	4.8	4.4
1988	94.7	95.7	96.6	97.8	0.9	1.1	0.9	1.2	3.4	3.8	3.3	4.2
1989	99.1	100.0	100.9	101.5	1.3	0.9	0.9	0.6	4.6	4.5	4.5	3.8
1990	103.7	105.3	106.6	107.2	2.2	1.5	1.2	0.6	4.6	5.3	5.6	5.6
1991	108.9	110.3	111.5	112.3	1.6	1.3	1.1	0.7	5.0	4.7	4.6	4.8
1992	112.7	113.1	113.9	114.5	0.4	0.4	0.7	0.5	3.5	2.5	2.2	2.0

See footnotes at end of table.

TABLE 3. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Executive, administrative, and managerial occupations:												
1993	116.5	117.2	118.1	118.9	1.7	0.6	0.8	0.7	3.4	3.6	3.7	3.8
1994	120.3	121.3	122.6	123.3	1.2	0.8	1.1	0.6	3.3	3.5	3.8	3.7
1995	124.9	125.4	126.2	126.9	1.3	0.4	0.6	0.6	3.8	3.4	2.9	2.9
1996	128.0	128.8	130.9	131.3	0.9	0.6	1.6	0.3	2.5	2.7	3.7	3.5
1997	133.0	133.9	135.2	137.4	1.3	0.7	1.0	1.6	3.9	4.0	3.3	4.6
1998	139.4	140.0	141.9	141.8	1.5	0.4	1.4	-0.1	4.8	4.6	5.0	3.2
1999	143.7	145.8	147.7	149.1	1.3	1.5	1.3	0.9	3.1	4.1	4.1	5.1
2000	151.1	152.7	154.4	155.3	1.3	1.1	1.1	0.6	5.1	4.7	4.5	4.2
2001	157.3	159.4	160.2	161.8	1.3	1.3	0.5	1.0	4.1	4.4	3.8	4.2
2002	164.4	166.6	167.0	167.2	1.6	1.3	0.2	0.1	4.5	4.5	4.2	3.3
2003	172.1	173.1	175.0	175.9	2.9	0.6	1.1	0.5	4.7	3.9	4.8	5.2
2004	176.8	178.1	179.2	—	0.5	0.7	0.6	—	2.7	2.9	2.4	—
Sales occupations:												
1986	87.6	88.6	89.1	89.1	—	1.1	0.6	0.0	—	—	—	—
1987	90.0	90.5	90.5	90.2	1.0	0.6	0.0	-0.3	2.7	2.1	1.6	1.2
1988	91.4	93.6	94.1	96.3	1.3	2.4	0.5	2.3	1.6	3.4	4.0	6.8
1989	98.3	100.0	101.9	103.3	2.1	1.7	1.9	1.4	7.5	6.8	8.3	7.3
1990	103.6	105.6	105.9	106.0	0.3	1.9	0.3	0.1	5.4	5.6	3.9	2.6
1991	108.0	109.8	109.8	109.6	1.9	1.7	0.0	-0.2	4.2	4.0	3.7	3.4
1992	111.6	112.2	111.8	112.6	1.8	0.5	-0.4	0.7	3.3	2.2	1.8	2.7
1993	112.9	113.8	115.6	116.5	0.3	0.8	1.6	0.8	1.2	1.4	3.4	3.5
1994	117.2	118.8	119.2	119.6	0.6	1.4	0.3	0.3	3.8	4.4	3.1	2.7
1995	120.2	122.4	123.2	123.2	0.5	1.8	0.7	0.0	2.6	3.0	3.4	3.0
1996	124.8	126.9	126.7	128.1	1.3	1.7	-0.2	1.1	3.8	3.7	2.8	4.0
1997	130.1	130.7	132.2	133.5	1.6	0.5	1.1	1.0	4.2	3.0	4.3	4.2
1998	135.3	137.3	140.4	142.6	1.3	1.5	2.3	1.6	4.0	5.0	6.2	6.8
1999	139.6	142.6	144.1	145.3	-2.1	2.1	1.1	0.8	3.2	3.9	2.6	1.9
2000	148.9	150.3	151.2	151.4	2.5	0.9	0.6	0.1	6.7	5.4	4.9	4.2
2001	152.3	154.5	155.0	156.7	0.6	1.4	0.3	1.1	2.3	2.8	2.5	3.5
2002	157.7	161.6	161.6	161.9	0.6	2.5	0.0	0.2	3.5	4.6	4.3	3.3
2003	163.5	165.1	167.2	167.1	1.0	1.0	1.3	-0.1	3.7	2.2	3.5	3.2
2004	169.2	171.2	173.1	—	1.3	1.2	1.1	—	3.5	3.7	3.5	—
Administrative support, including clerical occupations:												
1985	—	—	—	85.9	—	—	—	—	—	—	—	—
1986	87.0	87.8	88.3	89.0	1.3	0.9	0.6	0.8	—	—	—	3.6
1987	90.0	90.8	91.8	92.6	1.1	0.9	1.1	0.9	3.4	3.4	4.0	4.0
1988	94.4	95.3	96.6	97.3	1.9	1.0	1.4	0.7	4.9	5.0	5.2	5.1
1989	98.9	100.0	101.2	102.3	1.6	1.1	1.2	1.1	4.8	4.9	4.8	5.1
1990	104.2	105.3	106.4	107.3	1.9	1.1	1.0	0.8	5.4	5.3	5.1	4.9
1991	108.6	109.9	111.0	111.9	1.2	1.2	1.0	0.8	4.2	4.4	4.3	4.3
1992	113.6	114.4	115.5	116.4	1.5	0.7	1.0	0.8	4.6	4.1	4.1	4.0
1993	118.1	119.2	120.3	121.2	1.5	0.9	0.9	0.7	4.0	4.2	4.2	4.1
1994	122.5	123.5	124.5	125.1	1.1	0.8	0.8	0.5	3.7	3.6	3.5	3.2
1995	126.5	127.3	128.1	129.0	1.1	0.6	0.6	0.7	3.3	3.1	2.9	3.1
1996	130.1	130.8	132.0	132.5	0.9	0.5	0.9	0.4	2.8	2.7	3.0	2.7

See footnotes at end of table.

TABLE 3. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Administrative support, including clerical occupations:												
1997	133.7	134.7	135.9	137.0	0.9	0.7	0.9	0.8	2.8	3.0	3.0	3.4
1998	138.2	139.6	140.6	141.4	0.9	1.0	0.7	0.6	3.4	3.6	3.5	3.2
1999	142.6	143.7	145.0	146.2	0.8	0.8	0.9	0.8	3.2	2.9	3.1	3.4
2000	149.0	150.6	152.3	153.4	1.9	1.1	1.1	0.7	4.5	4.8	5.0	4.9
2001	156.1	157.7	159.5	160.8	1.8	1.0	1.1	0.8	4.8	4.7	4.7	4.8
2002	162.8	164.2	165.6	166.7	1.2	0.9	0.9	0.7	4.3	4.1	3.8	3.7
2003	169.0	170.9	172.3	173.1	1.4	1.1	0.8	0.5	3.8	4.1	4.0	3.8
2004	176.1	178.1	179.4	—	1.7	1.1	0.7	—	4.2	4.2	4.1	—
Blue-collar occupations:												
1979	—	—	—	61.3	—	—	—	—	—	—	—	—
1980	62.8	64.4	66.1	67.5	2.4	2.5	2.6	2.1	—	—	—	10.1
1981	69.6	71.1	72.7	74.0	3.1	2.2	2.3	1.8	10.8	10.4	10.0	9.6
1982	75.1	76.1	77.5	78.4	1.5	1.3	1.8	1.2	7.9	7.0	6.6	5.9
1983	79.7	80.7	81.5	82.3	1.7	1.3	1.0	1.0	6.1	6.0	5.2	5.0
1984	83.6	84.2	84.9	85.8	1.6	0.7	0.8	1.1	4.9	4.3	4.2	4.3
1985	86.7	87.3	88.2	88.5	1.0	0.7	1.0	0.3	3.7	3.7	3.9	3.1
1986	89.4	89.8	90.5	90.9	1.0	0.4	0.8	0.4	3.1	2.9	2.6	2.7
1987	91.3	92.1	92.9	93.7	0.4	0.9	0.9	0.9	2.1	2.6	2.7	3.1
1988	95.4	96.4	97.1	97.9	1.8	1.0	0.7	0.8	4.5	4.7	4.5	4.5
1989	98.8	100.0	101.1	101.9	0.9	1.2	1.1	0.8	3.6	3.7	4.1	4.1
1990	103.5	104.7	105.6	106.4	1.6	1.2	0.9	0.8	4.8	4.7	4.5	4.4
1991	107.9	109.0	110.2	111.0	1.4	1.0	1.1	0.7	4.3	4.1	4.4	4.3
1992	112.5	113.4	114.3	115.0	1.4	0.8	0.8	0.6	4.3	4.0	3.7	3.6
1993	116.6	117.7	118.7	119.3	1.4	0.9	0.8	0.5	3.6	3.8	3.8	3.7
1994	120.3	121.2	122.3	122.6	0.8	0.7	0.9	0.2	3.2	3.0	3.0	2.8
1995	123.5	124.4	125.1	125.6	0.7	0.7	0.6	0.4	2.7	2.6	2.3	2.4
1996	126.6	127.6	128.1	129.0	0.8	0.8	0.4	0.7	2.5	2.6	2.4	2.7
1997	129.6	130.8	131.7	132.3	0.5	0.9	0.7	0.5	2.4	2.5	2.8	2.6
1998	133.1	134.3	135.2	135.9	0.6	0.9	0.7	0.5	2.7	2.7	2.7	2.7
1999	136.9	138.2	139.4	140.5	0.7	0.9	0.9	0.8	2.9	2.9	3.1	3.3
2000	142.6	144.1	145.5	146.4	1.5	1.1	1.0	0.6	4.2	4.3	4.4	4.2
2001	148.2	149.3	151.0	151.9	1.2	0.7	1.1	0.6	3.9	3.6	3.8	3.8
2002	153.6	155.1	156.3	157.3	1.1	1.0	0.8	0.6	3.6	3.9	3.5	3.6
2003	159.7	161.4	162.8	163.6	1.5	1.1	0.9	0.5	4.0	4.1	4.2	4.0
2004	166.9	168.8	170.1	—	2.0	1.1	0.8	—	4.5	4.6	4.5	—
Precision production, craft, and repair occupations:												
1985	—	—	—	89.0	—	—	—	—	—	—	—	—
1986	90.1	90.5	91.2	91.6	1.2	0.4	0.8	0.4	—	—	—	2.9
1987	92.0	92.7	93.7	94.4	0.4	0.8	1.1	0.7	2.1	2.4	2.7	3.1
1988	95.8	96.8	97.3	98.0	1.5	1.0	0.5	0.7	4.1	4.4	3.8	3.8
1989	98.7	100.0	101.2	102.0	0.7	1.3	1.2	0.8	3.0	3.3	4.0	4.1
1990	103.4	104.7	105.6	106.2	1.4	1.3	0.9	0.6	4.8	4.7	4.3	4.1
1991	108.0	109.2	110.5	111.0	1.7	1.1	1.2	0.5	4.4	4.3	4.6	4.5
1992	112.2	113.1	114.3	115.0	1.1	0.8	1.1	0.6	3.9	3.6	3.4	3.6
1993	116.6	117.6	118.7	118.9	1.4	0.9	0.9	0.2	3.9	4.0	3.8	3.4
1994	120.2	121.2	122.5	122.5	1.1	0.8	1.1	0.0	3.1	3.1	3.2	3.0

See footnotes at end of table.

TABLE 3. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Precision production, craft, and repair occupations:												
1995	123.4	124.4	125.4	125.7	0.7	0.8	0.8	0.2	2.7	2.6	2.4	2.6
1996	126.5	127.7	128.2	129.1	0.6	0.9	0.4	0.7	2.5	2.7	2.2	2.7
1997	129.6	130.9	131.7	131.9	0.4	1.0	0.6	0.2	2.5	2.5	2.7	2.2
1998	132.9	134.4	135.4	136.1	0.8	1.1	0.7	0.5	2.5	2.7	2.8	3.2
1999	137.2	138.4	139.6	140.6	0.8	0.9	0.9	0.7	3.2	3.0	3.1	3.3
2000	142.3	144.1	145.8	146.7	1.2	1.3	1.2	0.6	3.7	4.1	4.4	4.3
2001	148.7	149.7	151.8	152.5	1.4	0.7	1.4	0.5	4.5	3.9	4.1	4.0
2002	153.7	155.7	156.9	157.8	0.8	1.3	0.8	0.6	3.4	4.0	3.4	3.5
2003	160.0	162.0	163.1	164.2	1.4	1.3	0.7	0.7	4.1	4.0	4.0	4.1
2004	167.1	169.1	170.2	—	1.8	1.2	0.7	—	4.4	4.4	4.4	—
Machine operators, assemblers, and inspectors:												
1985	—	—	—	87.4	—	—	—	—	—	—	—	—
1986	88.3	88.7	89.2	89.8	1.0	0.5	0.6	0.7	—	—	—	2.7
1987	90.2	91.1	91.6	92.8	0.4	1.0	0.5	1.3	2.2	2.7	2.7	3.3
1988	94.7	95.8	96.5	97.6	2.0	1.2	0.7	1.1	5.0	5.2	5.3	5.2
1989	98.9	100.0	100.9	101.8	1.3	1.1	0.9	0.9	4.4	4.4	4.6	4.3
1990	103.7	105.0	105.9	106.9	1.9	1.3	0.9	0.9	4.9	5.0	5.0	5.0
1991	108.3	109.4	110.5	111.6	1.3	1.0	1.0	1.0	4.4	4.2	4.3	4.4
1992	113.9	114.6	115.0	115.8	2.1	0.6	0.3	0.7	5.2	4.8	4.1	3.8
1993	117.8	119.0	120.0	120.8	1.7	1.0	0.8	0.7	3.4	3.8	4.3	4.3
1994	121.3	122.2	122.9	123.4	0.4	0.7	0.6	0.4	3.0	2.7	2.4	2.2
1995	124.2	124.8	125.1	126.2	0.6	0.5	0.2	0.9	2.4	2.1	1.8	2.3
1996	127.1	128.1	128.7	129.5	0.7	0.8	0.5	0.6	2.3	2.6	2.9	2.6
1997	130.0	131.2	132.2	133.0	0.4	0.9	0.8	0.6	2.3	2.4	2.7	2.7
1998	133.6	134.7	135.7	136.8	0.5	0.8	0.7	0.8	2.8	2.7	2.6	2.9
1999	137.3	138.4	139.9	141.4	0.4	0.8	1.1	1.1	2.8	2.7	3.1	3.4
2000	144.0	145.0	146.0	146.8	1.8	0.7	0.7	0.5	4.9	4.8	4.4	3.8
2001	148.3	149.1	150.4	151.5	1.0	0.5	0.9	0.7	3.0	2.8	3.0	3.2
2002	153.6	154.7	155.4	156.7	1.4	0.7	0.5	0.8	3.6	3.8	3.3	3.4
2003	159.9	161.1	162.6	163.2	2.0	0.8	0.9	0.4	4.1	4.1	4.6	4.1
2004	168.7	170.5	172.2	—	3.4	1.1	1.0	—	5.5	5.8	5.9	—
Transportation and material moving occupations:												
1985	—	—	—	88.8	—	—	—	—	—	—	—	—
1986	89.3	89.9	90.9	91.2	0.6	0.7	1.1	0.3	—	—	—	2.7
1987	91.6	92.6	93.3	93.9	0.4	1.1	0.8	0.6	2.6	3.0	2.6	3.0
1988	95.3	97.0	97.9	98.2	1.5	1.8	0.9	0.3	4.0	4.8	4.9	4.6
1989	99.0	100.0	101.2	101.4	0.8	1.0	1.2	0.2	3.9	3.1	3.4	3.3
1990	103.1	104.3	104.9	105.5	1.7	1.2	0.6	0.6	4.1	4.3	3.7	4.0
1991	106.3	107.6	108.3	109.0	0.8	1.2	0.7	0.6	3.1	3.2	3.2	3.3
1992	110.4	111.4	112.5	113.0	1.3	0.9	1.0	0.4	3.9	3.5	3.9	3.7
1993	113.9	115.2	115.9	117.0	0.8	1.1	0.6	0.9	3.2	3.4	3.0	3.5
1994	118.5	119.1	120.3	120.6	1.3	0.5	1.0	0.2	4.0	3.4	3.8	3.1
1995	121.8	122.4	122.9	123.0	1.0	0.5	0.4	0.1	2.8	2.8	2.2	2.0
1996	123.9	124.7	124.9	125.2	0.7	0.6	0.2	0.2	1.7	1.9	1.6	1.8

See footnotes at end of table.

TABLE 3. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Transportation and material moving occupations:													
1997	126.1	126.8	128.0	128.9	0.7	0.6	0.9	0.7	1.8	1.7	2.5	3.0	
1998	129.3	129.9	130.7	130.7	0.3	0.5	0.6	0.0	2.5	2.4	2.1	1.4	
1999	131.6	133.6	134.4	135.2	0.7	1.5	0.6	0.6	1.8	2.8	2.8	3.4	
2000	137.5	138.6	139.9	141.1	1.7	0.8	0.9	0.9	4.5	3.7	4.1	4.4	
2001	142.6	143.9	145.6	146.3	1.1	0.9	1.2	0.5	3.7	3.8	4.1	3.7	
2002	148.7	149.6	151.0	151.8	1.6	0.6	0.9	0.5	4.3	4.0	3.7	3.8	
2003	153.2	155.1	156.7	156.9	0.9	1.2	1.0	0.1	3.0	3.7	3.8	3.4	
2004	158.5	160.6	161.8	—	1.0	1.3	0.7	—	3.5	3.5	3.3	—	
Handlers, equipment cleaners, helpers, and laborers:													
1985	—	—	—	89.1	—	—	—	—	—	—	—	—	
1986	89.6	89.9	90.5	91.0	0.6	0.3	0.7	0.6	—	—	—	2.1	
1987	91.3	91.7	92.5	93.5	0.3	0.4	0.9	1.1	1.9	2.0	2.2	2.7	
1988	95.5	96.2	97.0	97.7	2.1	0.7	0.8	0.7	4.6	4.9	4.9	4.5	
1989	98.8	100.0	101.3	102.2	1.1	1.2	1.3	0.9	3.5	4.0	4.4	4.6	
1990	103.6	104.7	105.7	106.7	1.4	1.1	1.0	0.9	4.9	4.7	4.3	4.4	
1991	108.1	109.3	110.4	111.4	1.3	1.1	1.0	0.9	4.3	4.4	4.4	4.4	
1992	112.6	113.4	114.6	115.3	1.1	0.7	1.1	0.6	4.2	3.8	3.8	3.5	
1993	116.8	117.6	118.4	119.1	1.3	0.7	0.7	0.6	3.7	3.7	3.3	3.3	
1994	120.2	121.4	122.7	122.9	0.9	1.0	1.1	0.2	2.9	3.2	3.6	3.2	
1995	124.1	125.3	125.9	126.8	1.0	1.0	0.5	0.7	3.2	3.2	2.6	3.2	
1996	128.5	129.3	130.0	131.3	1.3	0.6	0.5	1.0	3.5	3.2	3.3	3.5	
1997	132.8	133.4	134.2	135.8	1.1	0.5	0.6	1.2	3.3	3.2	3.2	3.4	
1998	137.0	137.6	138.5	139.2	0.9	0.4	0.7	0.5	3.2	3.1	3.2	2.5	
1999	141.0	142.3	143.2	144.4	1.3	0.9	0.6	0.8	2.9	3.4	3.4	3.7	
2000	146.4	148.1	149.4	150.4	1.4	1.2	0.9	0.7	3.8	4.1	4.3	4.2	
2001	152.2	153.4	154.9	156.5	1.2	0.8	1.0	1.0	4.0	3.6	3.7	4.1	
2002	158.7	159.9	161.4	162.9	1.4	0.8	0.9	0.9	4.3	4.2	4.2	4.1	
2003	164.9	166.8	168.6	169.5	1.2	1.2	1.1	0.5	3.9	4.3	4.5	4.1	
2004	171.7	173.2	174.3	—	1.3	0.9	0.6	—	4.1	3.8	3.4	—	
Service occupations:													
1979	—	—	—	58.8	—	—	—	—	—	—	—	—	
1980	61.4	62.0	63.3	64.4	4.4	1.0	2.1	1.7	—	—	—	9.5	
1981	67.8	68.3	69.6	70.4	5.3	0.7	1.9	1.1	10.4	10.2	10.0	9.3	
1982	72.8	73.7	74.8	76.3	3.4	1.2	1.5	2.0	7.4	7.9	7.5	8.4	
1983	77.7	78.2	78.6	80.5	1.8	0.6	0.5	2.4	6.7	6.1	5.1	5.5	
1984	82.9	82.7	84.1	85.8	3.0	-0.2	1.7	2.0	6.7	5.8	7.0	6.6	
1985	86.2	86.3	87.9	88.4	0.5	0.1	1.9	0.6	4.0	4.4	4.5	3.0	
1986	89.4	89.5	90.3	91.1	1.1	0.1	0.9	0.9	3.7	3.7	2.7	3.1	
1987	91.9	92.3	92.8	93.3	0.9	0.4	0.5	0.5	2.8	3.1	2.8	2.4	
1988	94.6	95.6	97.1	98.2	1.4	1.1	1.6	1.1	2.9	3.6	4.6	5.3	
1989	99.2	100.0	101.1	102.5	1.0	0.8	1.1	1.4	4.9	4.6	4.1	4.4	
1990	103.9	104.9	105.7	107.3	1.4	1.0	0.8	1.5	4.7	4.9	4.5	4.7	
1991	108.3	109.9	111.5	112.4	0.9	1.5	1.5	0.8	4.2	4.8	5.5	4.8	
1992	113.5	114.2	115.4	115.9	1.0	0.6	1.1	0.4	4.8	3.9	3.5	3.1	
1993	117.2	118.0	118.9	119.5	1.1	0.7	0.8	0.5	3.3	3.3	3.0	3.1	
1994	120.6	121.0	121.8	122.9	0.9	0.3	0.7	0.9	2.9	2.5	2.4	2.8	

See footnotes at end of table.

TABLE 3. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Service occupations:												
1995	123.4	124.0	124.7	125.2	0.4	0.5	0.6	0.4	2.3	2.5	2.4	1.9
1996	125.8	126.5	127.4	128.9	0.5	0.6	0.7	1.2	1.9	2.0	2.2	3.0
1997	129.8	130.9	133.1	134.1	0.7	0.8	1.7	0.8	3.2	3.5	4.5	4.0
1998	135.3	136.0	137.3	138.0	0.9	0.5	1.0	0.5	4.2	3.9	3.2	2.9
1999	139.5	140.6	141.0	142.6	1.1	0.8	0.3	1.1	3.1	3.4	2.7	3.3
2000	143.9	145.4	146.6	148.1	0.9	1.0	0.8	1.0	3.2	3.4	4.0	3.9
2001	150.0	151.3	152.6	154.8	1.3	0.9	0.9	1.4	4.2	4.1	4.1	4.5
2002	156.4	157.4	159.0	159.8	1.0	0.6	1.0	0.5	4.3	4.0	4.2	3.2
2003	161.7	162.6	163.8	164.9	1.2	0.6	0.7	0.7	3.4	3.3	3.0	3.2
2004	166.9	168.2	168.9	—	1.2	0.8	0.4	—	3.2	3.4	3.1	—
Production and nonsupervisory occupations²:												
1981	—	68.5	70.0	71.4	—	—	2.2	2.0	—	—	—	—
1982	72.4	73.5	75.1	76.1	1.4	1.5	2.2	1.3	—	7.3	7.3	6.6
1983	77.3	78.1	79.4	80.4	1.6	1.0	1.7	1.3	6.8	6.3	5.7	5.7
1984	81.8	82.5	83.1	84.2	1.7	0.9	0.7	1.3	5.8	5.6	4.7	4.7
1985	85.1	85.7	86.8	87.3	1.1	0.7	1.3	0.6	4.0	3.9	4.5	3.7
1986	88.1	88.7	89.4	89.8	0.9	0.7	0.8	0.4	3.5	3.5	3.0	2.9
1987	90.6	91.3	92.1	92.8	0.9	0.8	0.9	0.8	2.8	2.9	3.0	3.3
1988	94.3	95.5	96.6	97.5	1.6	1.3	1.2	0.9	4.1	4.6	4.9	5.1
1989	98.8	100.0	101.4	102.4	1.3	1.2	1.4	1.0	4.8	4.7	5.0	5.0
1990	103.8	105.1	106.0	106.9	1.4	1.3	0.9	0.8	5.1	5.1	4.5	4.4
1991	108.4	109.6	110.8	111.5	1.4	1.1	1.1	0.6	4.4	4.3	4.5	4.3
1992	113.0	113.8	114.8	115.5	1.3	0.7	0.9	0.6	4.2	3.8	3.6	3.6
1993	116.9	117.9	119.0	119.7	1.2	0.9	0.9	0.6	3.5	3.6	3.7	3.6
1994	120.7	121.6	122.6	123.1	0.8	0.7	0.8	0.4	3.3	3.1	3.0	2.8
1995	124.1	125.0	125.8	126.3	0.8	0.7	0.6	0.4	2.8	2.8	2.6	2.6
1996	127.5	128.6	129.2	130.0	1.0	0.9	0.5	0.6	2.7	2.9	2.7	2.9
1997	131.1	132.1	133.2	134.2	0.8	0.8	0.8	0.8	2.8	2.7	3.1	3.2
1998	135.3	136.6	138.0	139.0	0.8	1.0	1.0	0.7	3.2	3.4	3.6	3.6
1999	139.3	140.8	141.9	143.1	0.2	1.1	0.8	0.8	3.0	3.1	2.8	2.9
2000	145.3	146.9	148.4	149.5	1.5	1.1	1.0	0.7	4.3	4.3	4.6	4.5
2001	151.4	152.7	154.3	155.5	1.3	0.9	1.0	0.8	4.2	3.9	4.0	4.0
2002	157.1	158.7	159.7	160.5	1.0	1.0	0.6	0.5	3.8	3.9	3.5	3.2
2003	162.6	164.1	165.7	166.6	1.3	0.9	1.0	0.5	3.5	3.4	3.8	3.8
2004	169.3	171.0	172.4	—	1.6	1.0	0.8	—	4.1	4.2	4.0	—
Goods-producing industries³:												
1979	—	—	—	60.7	—	—	—	—	—	—	—	—
1980	62.3	63.7	65.3	66.7	2.6	2.2	2.5	2.1	—	—	—	9.9
1981	68.9	70.4	72.0	73.3	3.3	2.2	2.3	1.8	10.6	10.5	10.3	9.9
1982	74.7	75.6	77.1	77.8	1.9	1.2	2.0	0.9	8.4	7.4	7.1	6.1
1983	79.2	80.0	80.9	81.6	1.8	1.0	1.1	0.9	6.0	5.8	4.9	4.9
1984	82.9	83.7	84.4	85.4	1.6	1.0	0.8	1.2	4.7	4.6	4.3	4.7
1985	86.6	87.2	87.7	88.2	1.4	0.7	0.6	0.6	4.5	4.2	3.9	3.3
1986	89.2	90.0	90.6	91.0	1.1	0.9	0.7	0.4	3.0	3.2	3.3	3.2
1987	91.5	92.1	92.9	93.8	0.5	0.7	0.9	1.0	2.6	2.3	2.5	3.1
1988	95.5	96.5	97.1	97.9	1.8	1.0	0.6	0.8	4.4	4.8	4.5	4.4

See footnotes at end of table.

TABLE 3. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Goods-producing industries³:												
1989	98.9	100.0	101.1	102.1	1.0	1.1	1.1	1.0	3.6	3.6	4.1	4.3
1990	103.9	105.2	106.2	107.0	1.8	1.3	1.0	0.8	5.1	5.2	5.0	4.8
1991	108.5	109.8	111.0	111.9	1.4	1.2	1.1	0.8	4.4	4.4	4.5	4.6
1992	113.5	114.3	115.3	116.1	1.4	0.7	0.9	0.7	4.6	4.1	3.9	3.8
1993	118.0	119.1	119.9	120.6	1.6	0.9	0.7	0.6	4.0	4.2	4.0	3.9
1994	121.8	123.0	123.9	124.3	1.0	1.0	0.7	0.3	3.2	3.3	3.3	3.1
1995	125.3	125.9	126.5	127.3	0.8	0.5	0.5	0.6	2.9	2.4	2.1	2.4
1996	128.2	129.3	130.1	130.9	0.7	0.9	0.6	0.6	2.3	2.7	2.8	2.8
1997	131.4	132.7	133.6	134.1	0.4	1.0	0.7	0.4	2.5	2.6	2.7	2.4
1998	135.1	136.2	137.1	137.8	0.7	0.8	0.7	0.5	2.8	2.6	2.6	2.8
1999	138.9	139.9	141.1	142.5	0.8	0.7	0.9	1.0	2.8	2.7	2.9	3.4
2000	144.8	146.6	147.9	148.8	1.6	1.2	0.9	0.6	4.2	4.8	4.8	4.4
2001	150.7	152.1	153.1	154.4	1.3	0.9	0.7	0.8	4.1	3.8	3.5	3.8
2002	156.2	157.6	158.6	160.1	1.2	0.9	0.6	0.9	3.6	3.6	3.6	3.7
2003	163.0	164.5	165.7	166.5	1.8	0.9	0.7	0.5	4.4	4.4	4.5	4.0
2004	170.3	171.8	173.3	—	2.3	0.9	0.9	—	4.5	4.4	4.6	—
Goods-producing industries, excluding sales occupations:												
1979	—	—	—	60.9	—	—	—	—	—	—	—	—
1980	62.5	63.8	65.4	66.8	2.6	2.1	2.5	2.1	—	—	—	9.7
1981	69.0	70.6	72.2	73.5	3.3	2.3	2.3	1.8	10.4	10.7	10.4	10.0
1982	74.8	75.9	77.3	78.1	1.8	1.5	1.8	1.0	8.4	7.5	7.1	6.3
1983	79.4	80.2	81.2	81.9	1.7	1.0	1.2	0.9	6.1	5.7	5.0	4.9
1984	83.2	83.9	84.8	85.6	1.6	0.8	1.1	0.9	4.8	4.6	4.4	4.5
1985	86.6	87.2	87.9	88.3	1.2	0.7	0.8	0.5	4.1	3.9	3.7	3.2
1986	89.2	90.0	90.5	91.0	1.0	0.9	0.6	0.6	3.0	3.2	3.0	3.1
1987	91.5	92.1	92.9	93.8	0.5	0.7	0.9	1.0	2.6	2.3	2.7	3.1
1988	95.4	96.5	97.1	97.9	1.7	1.2	0.6	0.8	4.3	4.8	4.5	4.4
1989	98.9	100.0	101.1	102.2	1.0	1.1	1.1	1.1	3.7	3.6	4.1	4.4
1990	103.9	105.1	106.1	107.0	1.7	1.2	1.0	0.8	5.1	5.1	4.9	4.7
1991	108.4	109.8	110.9	111.8	1.3	1.3	1.0	0.8	4.3	4.5	4.5	4.5
1992	113.4	114.1	115.2	115.9	1.4	0.6	1.0	0.6	4.6	3.9	3.9	3.7
1993	117.8	118.8	119.6	120.1	1.6	0.8	0.7	0.4	3.9	4.1	3.8	3.6
1994	121.4	122.5	123.5	124.0	1.1	0.9	0.8	0.4	3.1	3.1	3.3	3.2
1995	124.9	125.6	126.1	127.0	0.7	0.6	0.4	0.7	2.9	2.5	2.1	2.4
1996	128.0	129.0	129.8	130.5	0.8	0.8	0.6	0.5	2.5	2.7	2.9	2.8
1997	131.1	132.3	133.1	133.6	0.5	0.9	0.6	0.4	2.4	2.6	2.5	2.4
1998	134.5	135.6	136.5	137.2	0.7	0.8	0.7	0.5	2.6	2.5	2.6	2.7
1999	138.3	139.3	140.5	141.8	0.8	0.7	0.9	0.9	2.8	2.7	2.9	3.3
2000	144.2	145.9	147.2	148.2	1.7	1.2	0.9	0.7	4.3	4.7	4.8	4.5
2001	150.1	151.5	152.5	153.7	1.3	0.9	0.7	0.8	4.1	3.8	3.6	3.7
2002	155.5	156.9	157.9	159.2	1.2	0.9	0.6	0.8	3.6	3.6	3.5	3.6
2003	162.4	163.8	165.0	165.9	2.0	0.9	0.7	0.5	4.4	4.4	4.5	4.2
2004	169.8	171.2	172.5	—	2.4	0.8	0.8	—	4.6	4.5	4.5	—
Goods-producing industries, white-collar occupations:												
1987	—	92.3	93.1	94.0	—	—	0.9	1.0	—	—	—	—
1988	95.6	96.4	97.2	97.8	1.7	0.8	0.8	0.6	—	4.4	4.4	4.0

See footnotes at end of table.

TABLE 3. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Goods-producing industries, white-collar occupations:												
1989	99.0	100.0	101.2	101.9	1.2	1.0	1.2	0.7	3.6	3.7	4.1	4.2
1990	104.1	105.3	106.7	107.4	2.2	1.2	1.3	0.7	5.2	5.3	5.4	5.4
1991	108.8	110.1	111.2	112.3	1.3	1.2	1.0	1.0	4.5	4.6	4.2	4.6
1992	113.6	114.5	115.5	116.7	1.2	0.8	0.9	1.0	4.4	4.0	3.9	3.9
1993	118.6	119.6	120.5	121.1	1.6	0.8	0.8	0.5	4.4	4.5	4.3	3.8
1994	123.0	124.3	125.1	125.9	1.6	1.1	0.6	0.6	3.7	3.9	3.8	4.0
1995	127.2	127.6	128.1	129.0	1.0	0.3	0.4	0.7	3.4	2.7	2.4	2.5
1996	130.0	131.0	132.2	132.9	0.8	0.8	0.9	0.5	2.2	2.7	3.2	3.0
1997	133.5	134.8	135.6	136.2	0.5	1.0	0.6	0.4	2.7	2.9	2.6	2.5
1998	137.7	138.8	139.7	140.2	1.1	0.8	0.6	0.4	3.1	3.0	3.0	2.9
1999	141.7	142.7	143.9	145.5	1.1	0.7	0.8	1.1	2.9	2.8	3.0	3.7
2000	148.1	150.1	151.3	151.9	1.8	1.4	0.8	0.4	4.5	5.2	5.1	4.4
2001	154.5	156.5	156.8	158.1	1.7	1.3	0.2	0.8	4.3	4.3	3.6	4.1
2002	160.1	161.9	162.9	164.3	1.3	1.1	0.6	0.9	3.6	3.5	3.9	3.9
2003	167.8	169.2	170.1	170.5	2.1	0.8	0.5	0.2	4.8	4.5	4.4	3.8
2004	173.5	174.7	176.4	—	1.8	0.7	1.0	—	3.4	3.3	3.7	—
Goods-producing industries, white-collar occupations excluding sales:												
1987	—	92.2	93.0	93.9	—	—	0.9	1.0	—	—	—	—
1988	95.4	96.4	97.1	97.7	1.6	1.0	0.7	0.6	—	4.6	4.4	4.0
1989	99.0	100.0	101.2	102.0	1.3	1.0	1.2	0.8	3.8	3.7	4.2	4.4
1990	103.9	105.2	106.4	107.1	1.9	1.3	1.1	0.7	4.9	5.2	5.1	5.0
1991	108.5	110.0	111.1	112.2	1.3	1.4	1.0	1.0	4.4	4.6	4.4	4.8
1992	113.2	113.9	115.1	116.2	0.9	0.6	1.1	1.0	4.3	3.5	3.6	3.6
1993	118.1	119.0	119.7	119.9	1.6	0.8	0.6	0.2	4.3	4.5	4.0	3.2
1994	121.9	123.2	124.1	125.0	1.7	1.1	0.7	0.7	3.2	3.5	3.7	4.3
1995	126.2	126.7	127.2	128.2	1.0	0.4	0.4	0.8	3.5	2.8	2.5	2.6
1996	129.4	130.2	131.5	132.1	0.9	0.6	1.0	0.5	2.5	2.8	3.4	3.0
1997	132.6	133.8	134.5	135.0	0.4	0.9	0.5	0.4	2.5	2.8	2.3	2.2
1998	136.3	137.4	138.3	138.8	1.0	0.8	0.7	0.4	2.8	2.7	2.8	2.8
1999	140.4	141.3	142.5	143.9	1.2	0.7	0.8	1.0	3.0	2.8	3.0	3.7
2000	146.5	148.4	149.6	150.5	1.8	1.3	0.8	0.6	4.4	5.0	5.0	4.6
2001	153.0	155.0	155.3	156.5	1.7	1.3	0.2	0.8	4.4	4.4	3.8	4.0
2002	158.4	160.2	161.1	162.3	1.2	1.1	0.6	0.7	3.5	3.4	3.7	3.7
2003	166.3	167.5	168.5	169.2	2.5	0.7	0.6	0.4	5.0	4.6	4.6	4.3
2004	172.2	173.3	174.5	—	1.8	0.6	0.7	—	3.5	3.5	3.6	—
Goods-producing industries, blue-collar occupations:												
1987	—	92.1	92.8	93.8	—	—	0.8	1.1	—	—	—	—
1988	95.4	96.6	97.1	98.0	1.7	1.3	0.5	0.9	—	4.9	4.6	4.5
1989	98.9	100.0	101.1	102.3	0.9	1.1	1.1	1.2	3.7	3.5	4.1	4.4
1990	103.9	105.1	106.0	106.9	1.6	1.2	0.9	0.8	5.1	5.1	4.8	4.5
1991	108.4	109.7	110.8	111.6	1.4	1.2	1.0	0.7	4.3	4.4	4.5	4.4
1992	113.4	114.1	115.1	115.8	1.6	0.6	0.9	0.6	4.6	4.0	3.9	3.8
1993	117.6	118.7	119.6	120.2	1.6	0.9	0.8	0.5	3.7	4.0	3.9	3.8
1994	121.1	122.2	123.1	123.4	0.7	0.9	0.7	0.2	3.0	2.9	2.9	2.7
1995	124.1	124.9	125.5	126.3	0.6	0.6	0.5	0.6	2.5	2.2	1.9	2.4

See footnotes at end of table.

TABLE 3. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Goods-producing industries, blue-collar occupations:												
1996	127.1	128.3	128.9	129.6	0.6	0.9	0.5	0.5	2.4	2.7	2.7	2.6
1997	130.2	131.4	132.4	132.8	0.5	0.9	0.8	0.3	2.4	2.4	2.7	2.5
1998	133.5	134.6	135.5	136.3	0.5	0.8	0.7	0.6	2.5	2.4	2.3	2.6
1999	137.1	138.3	139.4	140.7	0.6	0.9	0.8	0.9	2.7	2.7	2.9	3.2
2000	142.8	144.4	145.8	146.8	1.5	1.1	1.0	0.7	4.2	4.4	4.6	4.3
2001	148.2	149.3	150.8	151.9	1.0	0.7	1.0	0.7	3.8	3.4	3.4	3.5
2002	153.6	154.8	155.9	157.3	1.1	0.8	0.7	0.9	3.6	3.7	3.4	3.6
2003	159.9	161.5	162.9	163.9	1.7	1.0	0.9	0.6	4.1	4.3	4.5	4.2
2004	168.1	169.8	171.3	—	2.6	1.0	0.9	—	5.1	5.1	5.2	—
Goods-producing industries, service occupations⁴:												
1987	—	91.4	92.2	93.0	—	—	0.9	0.9	—	—	—	—
1988	95.0	95.7	96.2	97.0	2.2	0.7	0.5	0.8	—	4.7	4.3	4.3
1989	98.9	100.0	100.9	102.2	2.0	1.1	0.9	1.3	4.1	4.5	4.9	5.4
1990	104.0	104.4	105.3	106.4	1.8	0.4	0.9	1.0	5.2	4.4	4.4	4.1
1991	107.9	109.3	110.5	112.1	1.4	1.3	1.1	1.4	3.8	4.7	4.9	5.4
1992	113.8	115.5	116.9	117.5	1.5	1.5	1.2	0.5	5.5	5.7	5.8	4.8
1993	120.0	120.6	121.5	122.4	2.1	0.5	0.7	0.7	5.4	4.4	3.9	4.2
1994	123.5	123.8	126.5	126.3	0.9	0.2	2.2	-0.2	2.9	2.7	4.1	3.2
1995	127.3	127.9	128.8	129.5	0.8	0.5	0.7	0.5	3.1	3.3	1.8	2.5
1996	129.6	130.1	—	—	0.1	0.4	—	—	1.8	1.7	—	—
Construction:												
1985	86.1	87.1	87.7	88.2	—	1.2	0.7	0.6	—	—	—	—
1986	88.5	89.9	90.6	90.7	0.3	1.6	0.8	0.1	2.8	3.2	3.3	2.8
1987	91.5	92.7	93.4	94.0	0.9	1.3	0.8	0.6	3.4	3.1	3.1	3.6
1988	95.2	96.4	97.2	98.0	1.3	1.3	0.8	0.8	4.0	4.0	4.1	4.3
1989	99.0	100.0	101.2	102.4	1.0	1.0	1.2	1.2	4.0	3.7	4.1	4.5
1990	103.1	104.3	105.2	105.6	0.7	1.2	0.9	0.4	4.1	4.3	4.0	3.1
1991	107.4	108.5	109.3	109.9	1.7	1.0	0.7	0.5	4.2	4.0	3.9	4.1
1992	110.6	111.7	113.1	113.8	0.6	1.0	1.3	0.6	3.0	2.9	3.5	3.5
1993	114.9	116.0	116.8	116.5	1.0	1.0	0.7	-0.3	3.9	3.8	3.3	2.4
1994	118.6	120.2	121.4	120.8	1.8	1.3	1.0	-0.5	3.2	3.6	3.9	3.7
1995	121.1	122.0	123.1	123.4	0.2	0.7	0.9	0.2	2.1	1.5	1.4	2.2
1996	124.3	125.3	125.9	126.4	0.7	0.8	0.5	0.4	2.6	2.7	2.3	2.4
1997	127.2	128.7	129.7	129.7	0.6	1.2	0.8	0.0	2.3	2.7	3.0	2.6
1998	130.6	132.7	133.4	134.3	0.7	1.6	0.5	0.7	2.7	3.1	2.9	3.5
1999	135.6	136.9	137.9	138.7	1.0	1.0	0.7	0.6	3.8	3.2	3.4	3.3
2000	140.8	143.2	145.1	146.7	1.5	1.7	1.3	1.1	3.8	4.6	5.2	5.8
2001	148.2	150.3	151.7	153.0	1.0	1.4	0.9	0.9	5.3	5.0	4.5	4.3
2002	154.1	155.2	156.3	157.9	0.7	0.7	0.7	1.0	4.0	3.3	3.0	3.2
2003	159.1	161.1	162.3	163.3	0.8	1.3	0.7	0.6	3.2	3.8	3.8	3.4
2004	164.6	165.9	167.0	—	0.8	0.8	0.7	—	3.5	3.0	2.9	—
Manufacturing:												
1979	—	—	—	60.1	—	—	—	—	—	—	—	—
1980	61.8	63.1	64.5	66.0	2.8	2.1	2.2	2.3	—	—	—	9.8

See footnotes at end of table.

TABLE 3. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Manufacturing:												
1981	68.3	69.7	71.1	72.5	3.5	2.0	2.0	2.0	10.5	10.5	10.2	9.8
1982	73.9	74.7	76.2	76.9	1.9	1.1	2.0	0.9	8.2	7.2	7.2	6.1
1983	78.4	79.1	80.1	80.8	2.0	0.9	1.3	0.9	6.1	5.9	5.1	5.1
1984	82.2	83.0	83.9	85.0	1.7	1.0	1.1	1.3	4.8	4.9	4.7	5.2
1985	86.3	86.8	87.5	87.8	1.5	0.6	0.8	0.3	5.0	4.6	4.3	3.3
1986	89.0	89.7	90.1	90.7	1.4	0.8	0.4	0.7	3.1	3.3	3.0	3.3
1987	91.1	91.6	92.5	93.4	0.4	0.5	1.0	1.0	2.4	2.1	2.7	3.0
1988	95.3	96.2	96.9	97.6	2.0	0.9	0.7	0.7	4.6	5.0	4.8	4.5
1989	98.9	100.0	101.1	102.0	1.3	1.1	1.1	0.9	3.8	4.0	4.3	4.5
1990	104.0	105.3	106.4	107.2	2.0	1.3	1.0	0.8	5.2	5.3	5.2	5.1
1991	108.6	110.0	111.2	112.2	1.3	1.3	1.1	0.9	4.4	4.5	4.5	4.7
1992	114.0	114.7	115.7	116.5	1.6	0.6	0.9	0.7	5.0	4.3	4.0	3.8
1993	118.6	119.7	120.6	121.3	1.8	0.9	0.8	0.6	4.0	4.4	4.2	4.1
1994	122.5	123.5	124.4	125.1	1.0	0.8	0.7	0.6	3.3	3.2	3.2	3.1
1995	126.2	126.9	127.3	128.3	0.9	0.6	0.3	0.8	3.0	2.8	2.3	2.6
1996	129.3	130.4	131.3	132.1	0.8	0.9	0.7	0.6	2.5	2.8	3.1	3.0
1997	132.6	133.8	134.6	135.3	0.4	0.9	0.6	0.5	2.6	2.6	2.5	2.4
1998	136.4	137.2	138.2	138.9	0.8	0.6	0.7	0.5	2.9	2.5	2.7	2.7
1999	139.9	140.9	142.1	143.6	0.7	0.7	0.9	1.1	2.6	2.7	2.8	3.4
2000	146.0	147.5	148.7	149.3	1.7	1.0	0.8	0.4	4.4	4.7	4.6	4.0
2001	151.3	152.6	153.3	154.6	1.3	0.9	0.5	0.8	3.6	3.5	3.1	3.5
2002	156.6	158.1	159.1	160.5	1.3	1.0	0.6	0.9	3.5	3.6	3.8	3.8
2003	164.0	165.4	166.5	167.1	2.2	0.9	0.7	0.4	4.7	4.6	4.7	4.1
2004	171.7	173.2	174.9	—	2.8	0.9	1.0	—	4.7	4.7	5.0	—
Manufacturing, white-collar occupations:												
1987	—	92.2	93.1	94.1	—	—	1.0	1.1	—	—	—	—
1988	95.7	96.4	97.1	97.7	1.7	0.7	0.7	0.6	—	4.6	4.3	3.8
1989	99.0	100.0	101.1	101.9	1.3	1.0	1.1	0.8	3.4	3.7	4.1	4.3
1990	104.1	105.3	106.8	107.4	2.2	1.2	1.4	0.6	5.2	5.3	5.6	5.4
1991	108.8	110.2	111.3	112.4	1.3	1.3	1.0	1.0	4.5	4.7	4.2	4.7
1992	113.6	114.6	115.5	116.6	1.1	0.9	0.8	1.0	4.4	4.0	3.8	3.7
1993	118.7	119.7	120.5	121.3	1.8	0.8	0.7	0.7	4.5	4.5	4.3	4.0
1994	122.7	123.9	124.9	126.0	1.2	1.0	0.8	0.9	3.4	3.5	3.7	3.9
1995	127.4	128.0	128.7	129.5	1.1	0.5	0.5	0.6	3.8	3.3	3.0	2.8
1996	130.5	131.6	132.8	133.6	0.8	0.8	0.9	0.6	2.4	2.8	3.2	3.2
1997	133.9	135.2	135.8	136.7	0.2	1.0	0.4	0.7	2.6	2.7	2.3	2.3
1998	138.2	139.1	140.1	140.5	1.1	0.7	0.7	0.3	3.2	2.9	3.2	2.8
1999	141.8	143.0	144.3	145.8	0.9	0.8	0.9	1.0	2.6	2.8	3.0	3.8
2000	148.2	150.2	151.4	151.5	1.6	1.3	0.8	0.1	4.5	5.0	4.9	3.9
2001	154.2	156.0	156.0	156.9	1.8	1.2	0.0	0.6	4.0	3.9	3.0	3.6
2002	159.1	161.1	162.2	163.3	1.4	1.3	0.7	0.7	3.2	3.3	4.0	4.1
2003	167.1	168.7	169.5	169.6	2.3	1.0	0.5	0.1	5.0	4.7	4.5	3.9
2004	173.2	174.6	176.4	—	2.1	0.8	1.0	—	3.7	3.5	4.1	—
Manufacturing, white-collar occupations, excluding sales:												
1987	—	92.1	93.0	93.9	—	—	1.0	1.0	—	—	—	—
1988	95.5	96.3	97.1	97.7	1.7	0.8	0.8	0.6	—	4.6	4.4	4.0

See footnotes at end of table.

TABLE 3. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Manufacturing, white-collar occupations, excluding sales:												
1989	99.0	100.0	101.1	101.9	1.3	1.0	1.1	0.8	3.7	3.8	4.1	4.3
1990	104.0	105.1	106.4	107.0	2.1	1.1	1.2	0.6	5.1	5.1	5.2	5.0
1991	108.3	109.9	111.1	112.2	1.2	1.5	1.1	1.0	4.1	4.6	4.4	4.9
1992	113.0	113.8	115.0	115.9	0.7	0.7	1.1	0.8	4.3	3.5	3.5	3.3
1993	118.0	118.8	119.5	119.9	1.8	0.7	0.6	0.3	4.4	4.4	3.9	3.5
1994	121.3	122.5	123.6	124.9	1.2	1.0	0.9	1.1	2.8	3.1	3.4	4.2
1995	126.1	126.6	127.4	128.3	1.0	0.4	0.6	0.7	4.0	3.3	3.1	2.7
1996	129.5	130.5	131.8	132.5	0.9	0.8	1.0	0.5	2.7	3.1	3.5	3.3
1997	132.8	133.8	134.5	135.3	0.2	0.8	0.5	0.6	2.5	2.5	2.0	2.1
1998	136.5	137.3	138.3	138.7	0.9	0.6	0.7	0.3	2.8	2.6	2.8	2.5
1999	140.1	141.3	142.5	143.8	1.0	0.9	0.8	0.9	2.6	2.9	3.0	3.7
2000	146.2	148.2	149.3	149.7	1.7	1.4	0.7	0.3	4.4	4.9	4.8	4.1
2001	152.2	154.0	153.8	154.7	1.7	1.2	-0.1	0.6	4.1	3.9	3.0	3.3
2002	156.7	158.6	159.6	160.7	1.3	1.2	0.6	0.7	3.0	3.0	3.8	3.9
2003	165.1	166.4	167.4	167.8	2.7	0.8	0.6	0.2	5.4	4.9	4.9	4.4
2004	171.3	172.6	174.1	—	2.1	0.8	0.9	—	3.8	3.7	4.0	—
Manufacturing, blue-collar occupations:												
1987	—	91.3	92.0	93.1	—	—	0.8	1.2	—	—	—	—
1988	95.1	96.1	96.7	97.6	2.1	1.1	0.6	0.9	—	5.3	5.1	4.8
1989	98.8	100.0	101.1	102.1	1.2	1.2	1.1	1.0	3.9	4.1	4.6	4.6
1990	104.0	105.2	106.2	107.2	1.9	1.2	1.0	0.9	5.3	5.2	5.0	5.0
1991	108.5	109.8	111.1	112.0	1.2	1.2	1.2	0.8	4.3	4.4	4.6	4.5
1992	114.2	114.8	115.7	116.4	2.0	0.5	0.8	0.6	5.3	4.6	4.1	3.9
1993	118.5	119.6	120.5	121.3	1.8	0.9	0.8	0.7	3.8	4.2	4.1	4.2
1994	122.3	123.2	124.0	124.5	0.8	0.7	0.6	0.4	3.2	3.0	2.9	2.6
1995	125.3	126.0	126.3	127.5	0.6	0.6	0.2	1.0	2.5	2.3	1.9	2.4
1996	128.4	129.5	130.2	131.1	0.7	0.9	0.5	0.7	2.5	2.8	3.1	2.8
1997	131.7	132.8	133.7	134.3	0.5	0.8	0.7	0.4	2.6	2.5	2.7	2.4
1998	135.0	135.9	136.8	137.7	0.5	0.7	0.7	0.7	2.5	2.3	2.3	2.5
1999	138.5	139.4	140.5	142.1	0.6	0.6	0.8	1.1	2.6	2.6	2.7	3.2
2000	144.4	145.6	146.7	147.8	1.6	0.8	0.8	0.7	4.3	4.4	4.4	4.0
2001	149.1	150.0	151.3	152.7	0.9	0.6	0.9	0.9	3.3	3.0	3.1	3.3
2002	154.6	155.8	156.7	158.3	1.2	0.8	0.6	1.0	3.7	3.9	3.6	3.7
2003	161.6	162.8	164.1	165.1	2.1	0.7	0.8	0.6	4.5	4.5	4.7	4.3
2004	170.4	172.0	173.7	—	3.2	0.9	1.0	—	5.4	5.7	5.9	—
Manufacturing, service occupations⁴:												
1987	—	91.2	92.0	93.0	—	—	0.9	1.1	—	—	—	—
1988	95.0	95.9	96.4	97.3	2.2	0.9	0.5	0.9	—	5.2	4.8	4.6
1989	98.8	100.0	100.8	102.1	1.5	1.2	0.8	1.3	4.0	4.3	4.6	4.9
1990	104.1	104.5	105.1	106.3	2.0	0.4	0.6	1.1	5.4	4.5	4.3	4.1
1991	107.8	109.2	110.3	112.1	1.4	1.3	1.0	1.6	3.6	4.5	4.9	5.5
1992	113.9	115.4	117.0	117.6	1.6	1.3	1.4	0.5	5.7	5.7	6.1	4.9
1993	120.3	120.7	121.7	122.7	2.3	0.3	0.8	0.8	5.6	4.6	4.0	4.3
1994	123.8	124.1	127.0	127.0	0.9	0.2	2.3	0.0	2.9	2.8	4.4	3.5
1995	128.0	128.6	129.5	130.2	0.8	0.5	0.7	0.5	3.4	3.6	2.0	2.5

See footnotes at end of table.

TABLE 3. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Manufacturing, service occupations ⁴ :													
1996	130.3	131.0	—	—	0.1	0.5	—	—	1.8	1.9	—	—	
Manufacturing, durable goods:													
1985	—	—	—	88.6	—	—	—	—	—	—	—	—	—
1986	89.6	90.1	90.6	91.1	1.1	0.6	0.6	0.6	—	—	—	—	2.8
1987	91.3	92.0	92.6	93.5	0.2	0.8	0.7	1.0	1.9	2.1	2.2	2.2	2.6
1988	95.6	96.5	97.0	97.7	2.2	0.9	0.5	0.7	4.7	4.9	4.8	4.8	4.5
1989	99.0	100.0	101.1	102.2	1.3	1.0	1.1	1.1	3.6	3.6	4.2	4.2	4.6
1990	104.0	105.1	106.3	107.2	1.8	1.1	1.1	0.8	5.1	5.1	5.1	5.1	4.9
1991	108.5	109.9	111.2	112.1	1.2	1.3	1.2	0.8	4.3	4.6	4.6	4.6	4.6
1992	114.1	114.8	115.8	116.7	1.8	0.6	0.9	0.8	5.2	4.5	4.1	4.1	4.1
1993	119.0	120.0	121.0	121.9	2.0	0.8	0.8	0.7	4.3	4.5	4.5	4.5	4.5
1994	122.9	123.8	125.1	125.8	0.8	0.7	1.1	0.6	3.3	3.2	3.4	3.4	3.2
1995	127.0	127.7	128.2	129.0	1.0	0.6	0.4	0.6	3.3	3.2	2.5	2.5	2.5
1996	129.7	131.2	131.9	132.6	0.5	1.2	0.5	0.5	2.1	2.7	2.9	2.9	2.8
1997	133.0	134.1	135.0	135.7	0.3	0.8	0.7	0.5	2.5	2.2	2.4	2.4	2.3
1998	136.5	137.4	138.5	139.2	0.6	0.7	0.8	0.5	2.6	2.5	2.6	2.6	2.6
1999	139.9	141.0	142.3	144.0	0.5	0.8	0.9	1.2	2.5	2.6	2.7	2.7	3.4
2000	146.5	148.3	149.4	150.1	1.7	1.2	0.7	0.5	4.7	5.2	5.0	5.0	4.2
2001	151.8	153.1	154.0	155.3	1.1	0.9	0.6	0.8	3.6	3.2	3.1	3.1	3.5
2002	156.9	158.3	158.9	160.6	1.0	0.9	0.4	1.1	3.4	3.4	3.2	3.2	3.4
2003	164.4	165.5	166.6	167.3	2.4	0.7	0.7	0.4	4.8	4.5	4.8	4.8	4.2
2004	172.4	174.0	175.8	—	3.0	0.9	1.0	—	4.9	5.1	5.5	5.5	—
Aircraft manufacturing (SIC 3721):													
1988	—	—	—	98.8	—	—	—	—	—	—	—	—	—
1989	99.2	100.0	101.0	103.6	0.4	0.8	1.0	2.6	—	—	—	—	4.9
1990	105.4	107.0	108.5	108.6	1.7	1.5	1.4	0.1	6.3	7.0	7.4	7.4	4.8
1991	110.2	111.8	113.1	114.8	1.5	1.5	1.2	1.5	4.6	4.5	4.2	4.2	5.7
1992	116.9	119.0	120.1	122.9	1.8	1.8	0.9	2.3	6.1	6.4	6.2	6.2	7.1
1993	124.1	124.5	126.7	125.2	1.0	0.3	1.8	-1.2	6.2	4.6	5.5	5.5	1.9
1994	126.2	127.1	128.7	129.2	0.8	0.7	1.3	0.4	1.7	2.1	1.6	1.6	3.2
1995	130.6	131.0	131.5	133.8	1.1	0.3	0.4	1.7	3.5	3.1	2.2	2.2	3.6
1996	136.9	138.2	138.2	137.4	2.3	0.9	0.0	-0.6	4.8	5.5	5.1	5.1	2.7
1997	137.3	138.4	137.8	136.9	-0.1	0.8	-0.4	-0.7	0.3	0.1	-0.3	-0.3	-0.4
1998	137.2	138.9	139.3	140.6	0.2	1.2	0.3	0.9	-0.1	0.4	1.1	1.1	2.7
1999	140.5	142.4	143.7	146.9	-0.1	1.4	0.9	2.2	2.4	2.5	3.2	3.2	4.5
2000	151.2	154.3	156.0	155.3	2.9	2.1	1.1	-0.4	7.6	8.4	8.6	8.6	5.7
2001	159.8	160.4	160.3	163.4	2.9	0.4	-0.1	1.9	5.7	4.0	2.8	2.8	5.2
2002	167.5	168.9	168.8	172.3	2.5	0.8	-0.1	2.1	4.8	5.3	5.3	5.3	5.4
2003	183.2	183.7	184.4	182.1	6.3	0.3	0.4	-1.2	9.4	8.8	9.2	9.2	5.7
2004	198.9	200.9	201.6	—	9.2	1.0	0.3	—	8.6	9.4	9.3	9.3	—
Aircraft manufacturing (SIC 3721), white-collar occupations:													
1988	—	—	—	98.8	—	—	—	—	—	—	—	—	—
1989	99.1	100.0	100.8	102.8	0.3	0.9	0.8	2.0	—	—	—	—	4.0
1990	104.6	105.9	107.2	106.8	1.8	1.2	1.2	-0.4	5.5	5.9	6.3	6.3	3.9

See footnotes at end of table.

TABLE 3. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Aircraft manufacturing (SIC 3721), white-collar occupations:												
1991	108.1	109.7	110.5	112.0	1.2	1.5	0.7	1.4	3.3	3.6	3.1	4.9
1992	114.2	116.3	117.0	119.0	2.0	1.8	0.6	1.7	5.6	6.0	5.9	6.3
1993	120.5	121.2	123.2	121.8	1.3	0.6	1.7	-1.1	5.5	4.2	5.3	2.4
1994	122.7	123.8	125.3	125.3	0.7	0.9	1.2	0.0	1.8	2.1	1.7	2.9
1995	126.7	127.2	127.8	129.0	1.1	0.4	0.5	0.9	3.3	2.7	2.0	3.0
1996	132.4	133.9	133.8	133.7	2.6	1.1	-0.1	-0.1	4.5	5.3	4.7	3.6
1997	133.5	134.9	134.6	134.3	-0.1	1.0	-0.2	-0.2	0.8	0.7	0.6	0.4
1998	134.7	137.1	137.4	137.4	0.3	1.8	0.2	0.0	0.9	1.6	2.1	2.3
1999	137.3	139.5	139.8	141.7	-0.1	1.6	0.2	1.4	1.9	1.8	1.7	3.1
2000	146.6	150.7	151.8	151.2	3.5	2.8	0.7	-0.4	6.8	8.0	8.6	6.7
2001	157.3	157.3	156.3	159.0	4.0	0.0	-0.6	1.7	7.3	4.4	3.0	5.2
2002	163.3	164.2	163.7	165.3	2.7	0.6	-0.3	1.0	3.8	4.4	4.7	4.0
2003	177.9	177.3	177.5	177.0	7.6	-0.3	0.1	-0.3	8.9	8.0	8.4	7.1
2004	193.9	194.9	195.2	—	9.5	0.5	0.2	—	9.0	9.9	10.0	—
Aircraft manufacturing (SIC 3721), blue-collar occupations:												
1988	—	—	—	98.9	—	—	—	—	—	—	—	—
1989	99.5	100.0	101.4	104.7	0.6	0.5	1.4	3.3	—	—	—	5.9
1990	106.6	108.6	110.1	110.9	1.8	1.9	1.4	0.7	7.1	8.6	8.6	5.9
1991	113.2	114.7	116.7	118.8	2.1	1.3	1.7	1.8	6.2	5.6	6.0	7.1
1992	120.8	122.8	124.2	128.2	1.7	1.7	1.1	3.2	6.7	7.1	6.4	7.9
1993	129.2	129.2	131.5	129.8	0.8	0.0	1.8	-1.3	7.0	5.2	5.9	1.2
1994	130.9	131.5	133.2	134.2	0.8	0.5	1.3	0.8	1.3	1.8	1.3	3.4
1995	135.7	136.1	136.3	140.5	1.1	0.3	0.1	3.1	3.7	3.5	2.3	4.7
1996	143.3	144.1	144.4	142.3	2.0	0.6	0.2	-1.5	5.6	5.9	5.9	1.3
1997	142.3	142.8	141.8	139.6	0.0	0.4	-0.7	-1.6	-0.7	-0.9	-1.8	-1.9
1998	139.6	140.1	140.8	144.4	0.0	0.4	0.5	2.6	-1.9	-1.9	-0.7	3.4
1999	144.3	145.7	149.0	154.4	-0.1	1.0	2.3	3.6	3.4	4.0	5.8	6.9
2000	157.8	158.5	161.4	160.4	2.2	0.4	1.8	-0.6	9.4	8.8	8.3	3.9
2001	161.9	163.6	165.3	169.1	0.9	1.1	1.0	2.3	2.6	3.2	2.4	5.4
2002	172.6	174.8	175.4	182.3	2.1	1.3	0.3	3.9	6.6	6.8	6.1	7.8
2003	189.8	192.3	193.9	188.4	4.1	1.3	0.8	-2.8	10.0	10.0	10.5	3.3
2004	204.5	208.3	210.9	—	8.5	1.9	1.2	—	7.7	8.3	8.8	—
Manufacturing, nondurable goods:												
1985	—	—	—	86.5	—	—	—	—	—	—	—	—
1986	87.7	88.9	89.4	90.0	1.4	1.4	0.6	0.7	—	—	—	4.0
1987	90.7	91.2	92.3	93.4	0.8	0.6	1.2	1.2	3.4	2.6	3.2	3.8
1988	94.8	95.6	96.5	97.5	1.5	0.8	0.9	1.0	4.5	4.8	4.6	4.4
1989	98.8	100.0	101.2	101.9	1.3	1.2	1.2	0.7	4.2	4.6	4.9	4.5
1990	104.1	105.5	106.6	107.4	2.2	1.3	1.0	0.8	5.4	5.5	5.3	5.4
1991	108.8	110.1	111.2	112.3	1.3	1.2	1.0	1.0	4.5	4.4	4.3	4.6
1992	113.8	114.7	115.4	116.3	1.3	0.8	0.6	0.8	4.6	4.2	3.8	3.6
1993	117.9	119.0	119.7	120.3	1.4	0.9	0.6	0.5	3.6	3.7	3.7	3.4
1994	121.7	122.8	123.2	123.8	1.2	0.9	0.3	0.5	3.2	3.2	2.9	2.9
1995	124.7	125.4	125.7	127.0	0.7	0.6	0.2	1.0	2.5	2.1	2.0	2.6
1996	128.3	128.9	130.0	131.0	1.0	0.5	0.9	0.8	2.9	2.8	3.4	3.1

See footnotes at end of table.

TABLE 3. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Manufacturing, nondurable goods:												
1997	131.7	133.0	133.7	134.5	0.5	1.0	0.5	0.6	2.7	3.2	2.8	2.7
1998	135.9	136.7	137.6	138.2	1.0	0.6	0.7	0.4	3.2	2.8	2.9	2.8
1999	139.6	140.4	141.5	142.8	1.0	0.6	0.8	0.9	2.7	2.7	2.8	3.3
2000	144.9	146.0	147.5	147.7	1.5	0.8	1.0	0.1	3.8	4.0	4.2	3.4
2001	150.4	151.6	152.0	153.2	1.8	0.8	0.3	0.8	3.8	3.8	3.1	3.7
2002	156.0	157.5	159.2	160.3	1.8	1.0	1.1	0.7	3.7	3.9	4.7	4.6
2003	163.1	164.9	166.0	166.6	1.7	1.1	0.7	0.4	4.6	4.7	4.3	3.9
2004	170.4	171.7	173.1	—	2.3	0.8	0.8	—	4.5	4.1	4.3	—
Service-producing industries⁵:												
1979	—	—	—	57.7	—	—	—	—	—	—	—	—
1980	59.3	60.7	62.1	63.3	2.8	2.4	2.3	1.9	—	—	—	9.7
1981	65.8	66.9	68.1	69.5	3.9	1.7	1.8	2.1	11.0	10.2	9.7	9.8
1982	70.6	71.5	73.0	74.1	1.6	1.3	2.1	1.5	7.3	6.9	7.2	6.6
1983	75.4	76.4	77.7	78.9	1.8	1.3	1.7	1.5	6.8	6.9	6.4	6.5
1984	80.3	81.1	81.7	82.9	1.8	1.0	0.7	1.5	6.5	6.2	5.1	5.1
1985	83.7	84.5	86.1	86.6	1.0	1.0	1.9	0.6	4.2	4.2	5.4	4.5
1986	87.5	88.0	88.8	89.3	1.0	0.6	0.9	0.6	4.5	4.1	3.1	3.1
1987	90.5	91.2	92.1	92.6	1.3	0.8	1.0	0.5	3.4	3.6	3.7	3.7
1988	93.8	95.1	96.2	97.3	1.3	1.4	1.2	1.1	3.6	4.3	4.5	5.1
1989	98.8	100.0	101.3	102.3	1.5	1.2	1.3	1.0	5.3	5.2	5.3	5.1
1990	103.8	105.2	106.2	107.0	1.5	1.3	1.0	0.8	5.1	5.2	4.8	4.6
1991	108.5	109.8	111.0	111.6	1.4	1.2	1.1	0.5	4.5	4.4	4.5	4.3
1992	112.8	113.6	114.4	115.2	1.1	0.7	0.7	0.7	4.0	3.5	3.1	3.2
1993	116.4	117.3	118.5	119.3	1.0	0.8	1.0	0.7	3.2	3.3	3.6	3.6
1994	120.4	121.2	122.3	122.8	0.9	0.7	0.9	0.4	3.4	3.3	3.2	2.9
1995	123.9	124.9	125.8	126.2	0.9	0.8	0.7	0.3	2.9	3.1	2.9	2.8
1996	127.6	128.6	129.5	130.2	1.1	0.8	0.7	0.5	3.0	3.0	2.9	3.2
1997	131.6	132.5	133.8	135.3	1.1	0.7	1.0	1.1	3.1	3.0	3.3	3.9
1998	136.7	137.8	139.6	140.5	1.0	0.8	1.3	0.6	3.9	4.0	4.3	3.8
1999	140.9	142.8	144.1	145.3	0.3	1.3	0.9	0.8	3.1	3.6	3.2	3.4
2000	147.4	149.1	150.6	151.7	1.4	1.2	1.0	0.7	4.6	4.4	4.5	4.4
2001	153.8	155.3	156.9	158.2	1.4	1.0	1.0	0.8	4.3	4.2	4.2	4.3
2002	159.9	161.8	162.7	163.1	1.1	1.2	0.6	0.2	4.0	4.2	3.7	3.1
2003	165.6	167.0	168.8	169.7	1.5	0.8	1.1	0.5	3.6	3.2	3.7	4.0
2004	171.6	173.3	174.7	—	1.1	1.0	0.8	—	3.6	3.8	3.5	—
Service-producing industries, excluding sales occupations:												
1979	—	—	—	57.9	—	—	—	—	—	—	—	—
1980	59.1	60.5	61.8	63.0	2.1	2.4	2.1	1.9	—	—	—	8.8
1981	65.6	66.5	68.0	69.3	4.1	1.4	2.3	1.9	11.0	9.9	10.0	10.0
1982	70.5	71.5	73.1	74.1	1.7	1.4	2.2	1.4	7.5	7.5	7.5	6.9
1983	75.5	76.5	77.9	78.9	1.9	1.3	1.8	1.3	7.1	7.0	6.6	6.5
1984	80.5	81.3	82.0	83.2	2.0	1.0	0.9	1.5	6.6	6.3	5.3	5.4
1985	83.9	84.7	86.2	86.5	0.8	1.0	1.8	0.3	4.2	4.2	5.1	4.0
1986	87.5	88.0	88.8	89.5	1.2	0.6	0.9	0.8	4.3	3.9	3.0	3.5
1987	90.6	91.4	92.5	93.1	1.2	0.9	1.2	0.6	3.5	3.9	4.2	4.0
1988	94.3	95.4	96.7	97.5	1.3	1.2	1.4	0.8	4.1	4.4	4.5	4.7
1989	98.9	100.0	101.2	102.1	1.4	1.1	1.2	0.9	4.9	4.8	4.7	4.7

See footnotes at end of table.

TABLE 3. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Service-producing industries, excluding sales occupations:												
1990	103.9	105.1	106.4	107.3	1.8	1.2	1.2	0.8	5.1	5.1	5.1	5.1
1991	108.7	109.9	111.3	112.1	1.3	1.1	1.3	0.7	4.6	4.6	4.6	4.5
1992	113.2	114.0	115.1	115.9	1.0	0.7	1.0	0.7	4.1	3.7	3.4	3.4
1993	117.3	118.3	119.3	120.2	1.2	0.9	0.8	0.8	3.6	3.8	3.6	3.7
1994	121.4	122.1	123.3	123.8	1.0	0.6	1.0	0.4	3.5	3.2	3.4	3.0
1995	125.0	125.8	126.6	127.2	1.0	0.6	0.6	0.5	3.0	3.0	2.7	2.7
1996	128.4	129.2	130.3	130.9	0.9	0.6	0.9	0.5	2.7	2.7	2.9	2.9
1997	132.2	133.3	134.5	136.1	1.0	0.8	0.9	1.2	3.0	3.2	3.2	4.0
1998	137.4	138.5	140.0	140.6	1.0	0.8	1.1	0.4	3.9	3.9	4.1	3.3
1999	141.7	143.3	144.6	145.9	0.8	1.1	0.9	0.9	3.1	3.5	3.3	3.8
2000	147.7	149.4	151.1	152.2	1.2	1.2	1.1	0.7	4.2	4.3	4.5	4.3
2001	154.6	156.0	157.8	159.0	1.6	0.9	1.2	0.8	4.7	4.4	4.4	4.5
2002	160.9	162.4	163.5	164.0	1.2	0.9	0.7	0.3	4.1	4.1	3.6	3.1
2003	166.6	168.0	169.7	170.6	1.6	0.8	1.0	0.5	3.5	3.4	3.8	4.0
2004	172.5	174.2	175.6	—	1.1	1.0	0.8	—	3.5	3.7	3.5	—
Service-producing industries, white-collar occupations:												
1987	—	90.7	91.8	92.1	—	—	1.2	0.3	—	—	—	—
1988	93.4	94.7	95.9	97.2	1.4	1.4	1.3	1.4	—	4.4	4.5	5.5
1989	98.8	100.0	101.4	102.6	1.6	1.2	1.4	1.2	5.8	5.6	5.7	5.6
1990	104.2	105.5	106.7	107.4	1.6	1.2	1.1	0.7	5.5	5.5	5.2	4.7
1991	109.1	110.4	111.5	112.1	1.6	1.2	1.0	0.5	4.7	4.6	4.5	4.4
1992	113.4	114.1	114.9	115.7	1.2	0.6	0.7	0.7	3.9	3.4	3.0	3.2
1993	116.9	117.8	119.0	119.8	1.0	0.8	1.0	0.7	3.1	3.2	3.6	3.5
1994	121.0	121.9	122.9	123.4	1.0	0.7	0.8	0.4	3.5	3.5	3.3	3.0
1995	124.6	125.6	126.5	127.1	1.0	0.8	0.7	0.5	3.0	3.0	2.9	3.0
1996	128.5	129.6	130.6	131.1	1.1	0.9	0.8	0.4	3.1	3.2	3.2	3.1
1997	132.7	133.7	134.9	136.6	1.2	0.8	0.9	1.3	3.3	3.2	3.3	4.2
1998	138.0	139.3	141.2	142.2	1.0	0.9	1.4	0.7	4.0	4.2	4.7	4.1
1999	142.3	144.3	145.8	147.0	0.1	1.4	1.0	0.8	3.1	3.6	3.3	3.4
2000	149.3	151.0	152.6	153.7	1.6	1.1	1.1	0.7	4.9	4.6	4.7	4.6
2001	155.8	157.4	159.0	160.3	1.4	1.0	1.0	0.8	4.4	4.2	4.2	4.3
2002	162.1	164.0	164.7	165.1	1.1	1.2	0.4	0.2	4.0	4.2	3.6	3.0
2003	167.9	169.2	171.2	172.0	1.7	0.8	1.2	0.5	3.6	3.2	3.9	4.2
2004	174.1	175.7	177.3	—	1.2	0.9	0.9	—	3.7	3.8	3.6	—
Service-producing industries, white-collar occupations, excluding sales:												
1987	—	90.9	92.3	92.9	—	—	1.5	0.7	—	—	—	—
1988	94.1	95.1	96.6	97.5	1.3	1.1	1.6	0.9	—	4.6	4.7	5.0
1989	99.0	100.0	101.4	102.3	1.5	1.0	1.4	0.9	5.2	5.2	5.0	4.9
1990	104.4	105.6	107.1	108.0	2.1	1.1	1.4	0.8	5.5	5.6	5.6	5.6
1991	109.5	110.6	112.1	113.0	1.4	1.0	1.4	0.8	4.9	4.7	4.7	4.6
1992	114.1	114.9	116.1	116.8	1.0	0.7	1.0	0.6	4.2	3.9	3.6	3.4
1993	118.4	119.3	120.4	121.4	1.4	0.8	0.9	0.8	3.8	3.8	3.7	3.9
1994	122.7	123.4	124.6	125.1	1.1	0.6	1.0	0.4	3.6	3.4	3.5	3.0
1995	126.4	127.1	128.0	128.7	1.0	0.6	0.7	0.5	3.0	3.0	2.7	2.9

See footnotes at end of table.

TABLE 3. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Service-producing industries, white-collar occupations, excluding sales:												
1996	130.0	130.9	132.2	132.6	1.0	0.7	1.0	0.3	2.8	3.0	3.3	3.0
1997	134.0	135.1	136.3	138.1	1.1	0.8	0.9	1.3	3.1	3.2	3.1	4.1
1998	139.5	140.6	142.2	142.8	1.0	0.8	1.1	0.4	4.1	4.1	4.3	3.4
1999	143.8	145.5	147.0	148.3	0.7	1.2	1.0	0.9	3.1	3.5	3.4	3.9
2000	150.3	152.1	153.9	155.1	1.3	1.2	1.2	0.8	4.5	4.5	4.7	4.6
2001	157.5	159.1	160.9	162.2	1.5	1.0	1.1	0.8	4.8	4.6	4.5	4.6
2002	164.1	165.6	166.5	167.0	1.2	0.9	0.5	0.3	4.2	4.1	3.5	3.0
2003	169.9	171.3	173.1	174.2	1.7	0.8	1.1	0.6	3.5	3.4	4.0	4.3
2004	176.2	177.8	179.4	—	1.1	0.9	0.9	—	3.7	3.8	3.6	—
Service-producing industries, blue-collar occupations:												
1987	—	92.2	93.0	93.8	—	—	0.9	0.9	—	—	—	—
1988	95.2	96.2	97.1	97.5	1.5	1.1	0.9	0.4	—	4.3	4.4	3.9
1989	98.7	100.0	101.1	101.1	1.2	1.3	1.1	0.0	3.7	4.0	4.1	3.7
1990	102.6	103.9	104.8	105.4	1.5	1.3	0.9	0.6	4.0	3.9	3.7	4.3
1991	106.6	107.6	108.7	109.4	1.1	0.9	1.0	0.6	3.9	3.6	3.7	3.8
1992	110.4	111.6	112.4	113.2	0.9	1.1	0.7	0.7	3.6	3.7	3.4	3.5
1993	114.3	115.5	116.6	117.2	1.0	1.0	1.0	0.5	3.5	3.5	3.7	3.5
1994	118.4	119.1	120.6	120.7	1.0	0.6	1.3	0.1	3.6	3.1	3.4	3.0
1995	122.1	123.1	123.9	124.0	1.2	0.8	0.6	0.1	3.1	3.4	2.7	2.7
1996	125.2	126.0	126.4	127.3	1.0	0.6	0.3	0.7	2.5	2.4	2.0	2.7
1997	128.2	129.2	130.0	130.9	0.7	0.8	0.6	0.7	2.4	2.5	2.8	2.8
1998	132.1	133.2	134.3	134.8	0.9	0.8	0.8	0.4	3.0	3.1	3.3	3.0
1999	136.2	137.8	139.1	139.8	1.0	1.2	0.9	0.5	3.1	3.5	3.6	3.7
2000	141.8	143.1	144.5	145.3	1.4	0.9	1.0	0.6	4.1	3.8	3.9	3.9
2001	147.7	148.7	150.9	151.4	1.7	0.7	1.5	0.3	4.2	3.9	4.4	4.2
2002	153.2	155.2	156.6	156.9	1.2	1.3	0.9	0.2	3.7	4.4	3.8	3.6
2003	158.7	160.8	162.2	162.6	1.1	1.3	0.9	0.2	3.6	3.6	3.6	3.6
2004	164.1	166.4	167.4	—	0.9	1.4	0.6	—	3.4	3.5	3.2	—
Service-producing industries, service occupations:												
1987	—	92.4	92.9	93.4	—	—	0.5	0.5	—	—	—	—
1988	94.6	95.6	97.1	98.4	1.3	1.1	1.6	1.3	—	3.5	4.5	5.4
1989	99.3	100.0	101.1	102.5	0.9	0.7	1.1	1.4	5.0	4.6	4.1	4.2
1990	103.9	105.0	105.8	107.4	1.4	1.1	0.8	1.5	4.6	5.0	4.6	4.8
1991	108.4	109.9	111.6	112.5	0.9	1.4	1.5	0.8	4.3	4.7	5.5	4.7
1992	113.4	114.1	115.2	115.7	0.8	0.6	1.0	0.4	4.6	3.8	3.2	2.8
1993	116.8	117.7	118.6	119.1	1.0	0.8	0.8	0.4	3.0	3.2	3.0	2.9
1994	120.2	120.7	121.3	122.5	0.9	0.4	0.5	1.0	2.9	2.5	2.3	2.9
1995	123.0	123.6	124.2	124.8	0.4	0.5	0.5	0.5	2.3	2.4	2.4	1.9
1996	125.3	126.1	127.1	128.6	0.4	0.6	0.8	1.2	1.9	2.0	2.3	3.0
1997	129.5	130.6	132.7	133.9	0.7	0.8	1.6	0.9	3.4	3.6	4.4	4.1
1998	135.0	135.8	137.0	137.8	0.8	0.6	0.9	0.6	4.2	4.0	3.2	2.9
1999	139.3	140.5	140.8	142.4	1.1	0.9	0.2	1.1	3.2	3.5	2.8	3.3
2000	143.6	145.1	146.3	147.9	0.8	1.0	0.8	1.1	3.1	3.3	3.9	3.9
2001	149.6	150.8	152.2	154.2	1.1	0.8	0.9	1.3	4.2	3.9	4.0	4.3

See footnotes at end of table.

TABLE 3. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Service-producing industries, service occupations:													
2002	155.9	157.0	158.5	159.3	1.1	0.7	1.0	0.5	4.2	4.1	4.1	3.3	
2003	161.1	162.0	163.2	164.3	1.1	0.6	0.7	0.7	3.3	3.2	3.0	3.1	
2004	166.1	167.4	168.1	—	1.1	0.8	0.4	—	3.1	3.3	3.0	—	
Transportation and public utilities:													
1985	87.6	88.4	89.7	90.0	—	0.9	1.5	0.3	—	—	—	—	
1986	91.2	91.4	91.9	92.0	1.3	0.2	0.5	0.1	4.1	3.4	2.5	2.2	
1987	92.9	93.9	94.4	94.8	1.0	1.1	0.5	0.4	1.9	2.7	2.7	3.0	
1988	95.8	96.8	97.5	97.5	1.1	1.0	0.7	0.0	3.1	3.1	3.3	2.8	
1989	98.7	100.0	100.7	101.2	1.2	1.3	0.7	0.5	3.0	3.3	3.3	3.8	
1990	103.0	103.3	104.2	105.1	1.8	0.3	0.9	0.9	4.4	3.3	3.5	3.9	
1991	106.0	107.7	109.0	109.7	0.9	1.6	1.2	0.6	2.9	4.3	4.6	4.4	
1992	111.1	111.9	112.9	113.5	1.3	0.7	0.9	0.5	4.8	3.9	3.6	3.5	
1993	114.8	116.0	116.8	117.5	1.1	1.0	0.7	0.6	3.3	3.7	3.5	3.5	
1994	119.2	119.8	121.4	122.1	1.4	0.5	1.3	0.6	3.8	3.3	3.9	3.9	
1995	124.0	124.7	126.0	126.6	1.6	0.6	1.0	0.5	4.0	4.1	3.8	3.7	
1996	127.9	128.4	129.3	130.4	1.0	0.4	0.7	0.9	3.1	3.0	2.6	3.0	
1997	131.3	131.7	132.9	134.2	0.7	0.3	0.9	1.0	2.7	2.6	2.8	2.9	
1998	135.8	137.1	138.5	139.3	1.2	1.0	1.0	0.6	3.4	4.1	4.2	3.8	
1999	139.7	140.9	141.8	142.3	0.3	0.9	0.6	0.4	2.9	2.8	2.4	2.2	
2000	143.9	145.7	147.4	148.3	1.1	1.3	1.2	0.6	3.0	3.4	3.9	4.2	
2001	150.5	152.4	153.5	155.5	1.5	1.3	0.7	1.3	4.6	4.6	4.1	4.9	
2002	157.3	158.9	160.8	161.7	1.2	1.0	1.2	0.6	4.5	4.3	4.8	4.0	
2003	163.2	165.4	166.5	167.0	0.9	1.3	0.7	0.3	3.8	4.1	3.5	3.3	
2004	169.8	172.5	173.6	—	1.7	1.6	0.6	—	4.0	4.3	4.3	—	
Transportation:													
1985	87.5	88.3	89.5	89.5	—	0.9	1.4	0.0	—	—	—	—	
1986	91.3	91.1	91.9	91.5	2.0	-0.2	0.9	-0.4	4.3	3.2	2.7	2.2	
1987	92.4	93.7	93.8	94.0	1.0	1.4	0.1	0.2	1.2	2.9	2.1	2.7	
1988	95.3	96.9	97.6	97.3	1.4	1.7	0.7	-0.3	3.1	3.4	4.1	3.5	
1989	98.8	100.0	100.5	100.8	1.5	1.2	0.5	0.3	3.7	3.2	3.0	3.6	
1990	102.8	103.0	103.8	104.6	2.0	0.2	0.8	0.8	4.0	3.0	3.3	3.8	
1991	105.2	106.8	107.8	108.6	0.6	1.5	0.9	0.7	2.3	3.7	3.9	3.8	
1992	109.9	110.5	111.7	111.8	1.2	0.5	1.1	0.1	4.5	3.5	3.6	2.9	
1993	112.8	114.1	114.8	115.7	0.9	1.2	0.6	0.8	2.6	3.3	2.8	3.5	
1994	117.1	117.7	119.7	120.3	1.2	0.5	1.7	0.5	3.8	3.2	4.3	4.0	
1995	122.3	123.0	124.7	125.1	1.7	0.6	1.4	0.3	4.4	4.5	4.2	4.0	
1996	126.9	127.7	128.2	129.2	1.4	0.6	0.4	0.8	3.8	3.8	2.8	3.3	
1997	130.6	130.9	132.1	133.4	1.1	0.2	0.9	1.0	2.9	2.5	3.0	3.3	
1998	134.0	134.9	136.7	137.3	0.4	0.7	1.3	0.4	2.6	3.1	3.5	2.9	
1999	136.8	138.1	138.7	139.5	-0.4	1.0	0.4	0.6	2.1	2.4	1.5	1.6	
2000	140.4	141.8	142.8	143.9	0.6	1.0	0.7	0.8	2.6	2.7	3.0	3.2	
2001	145.4	146.9	148.2	151.1	1.0	1.0	0.9	2.0	3.6	3.6	3.8	5.0	
2002	152.5	153.9	155.4	156.1	0.9	0.9	1.0	0.5	4.9	4.8	4.9	3.3	
2003	157.8	158.9	159.4	159.6	1.1	0.7	0.3	0.1	3.5	3.2	2.6	2.2	
2004	162.0	164.7	166.2	—	1.5	1.7	0.9	—	2.7	3.7	4.3	—	

See footnotes at end of table.

TABLE 3. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Public utilities:													
1985	87.9	88.6	90.1	90.9	—	0.8	1.7	0.9	—	—	—	—	—
1986	91.1	91.6	92.1	92.7	0.2	0.5	0.5	0.7	3.6	3.4	2.2	2.0	—
1987	93.5	94.3	95.2	95.7	0.9	0.9	1.0	0.5	2.6	2.9	3.4	3.2	—
1988	96.4	96.7	97.3	97.7	0.7	0.3	0.6	0.4	3.1	2.5	2.2	2.1	—
1989	98.8	100.0	101.0	101.7	1.1	1.2	1.0	0.7	2.5	3.4	3.8	4.1	—
1990	103.2	103.8	104.8	105.7	1.5	0.6	1.0	0.9	4.5	3.8	3.8	3.9	—
1991	107.0	108.8	110.4	111.2	1.2	1.7	1.5	0.7	3.7	4.8	5.3	5.2	—
1992	112.6	113.7	114.4	115.6	1.3	1.0	0.6	1.0	5.2	4.5	3.6	4.0	—
1993	117.4	118.3	119.2	119.9	1.6	0.8	0.8	0.6	4.3	4.0	4.2	3.7	—
1994	121.7	122.6	123.6	124.4	1.5	0.7	0.8	0.6	3.7	3.6	3.7	3.8	—
1995	126.1	126.8	127.5	128.5	1.4	0.6	0.6	0.8	3.6	3.4	3.2	3.3	—
1996	128.9	129.1	130.4	131.7	0.3	0.2	1.0	1.0	2.2	1.8	2.3	2.5	—
1997	132.0	132.5	133.7	135.1	0.2	0.4	0.9	1.0	2.4	2.6	2.5	2.6	—
1998	137.9	139.7	140.7	141.9	2.1	1.3	0.7	0.9	4.5	5.4	5.2	5.0	—
1999	143.4	144.6	145.7	146.1	1.1	0.8	0.8	0.3	4.0	3.5	3.6	3.0	—
2000	148.6	150.9	153.5	154.1	1.7	1.5	1.7	0.4	3.6	4.4	5.4	5.5	—
2001	157.3	159.8	160.7	161.5	2.1	1.6	0.6	0.5	5.9	5.9	4.7	4.8	—
2002	163.9	165.5	168.2	169.2	1.5	1.0	1.6	0.6	4.2	3.6	4.7	4.8	—
2003	170.5	174.2	176.4	177.0	0.8	2.2	1.3	0.3	4.0	5.3	4.9	4.6	—
2004	180.4	183.1	183.6	—	1.9	1.5	0.3	—	5.8	5.1	4.1	—	—
Communications:													
1987	—	—	95.6	96.3	—	—	—	0.7	—	—	—	—	—
1988	96.7	96.9	97.5	97.5	0.4	0.2	0.6	0.0	—	—	2.0	1.2	—
1989	98.5	100.0	101.0	101.6	1.0	1.5	1.0	0.6	1.9	3.2	3.6	4.2	—
1990	103.1	103.1	104.2	105.2	1.5	0.0	1.1	1.0	4.7	3.1	3.2	3.5	—
1991	106.0	108.0	109.9	110.7	0.8	1.9	1.8	0.7	2.8	4.8	5.5	5.2	—
1992	111.8	112.7	113.4	114.7	1.0	0.8	0.6	1.1	5.5	4.4	3.2	3.6	—
1993	116.5	117.5	118.5	119.2	1.6	0.9	0.9	0.6	4.2	4.3	4.5	3.9	—
1994	121.0	122.1	122.9	124.0	1.5	0.9	0.7	0.9	3.9	3.9	3.7	4.0	—
1995	126.3	126.6	127.4	128.3	1.9	0.2	0.6	0.7	4.4	3.7	3.7	3.5	—
1996	128.0	127.5	129.1	131.1	-0.2	-0.4	1.3	1.5	1.3	0.7	1.3	2.2	—
1997	130.2	130.5	131.8	134.0	-0.7	0.2	1.0	1.7	1.7	2.4	2.1	2.2	—
1998	136.6	139.2	140.5	141.7	1.9	1.9	0.9	0.9	4.9	6.7	6.6	5.7	—
1999	143.3	144.9	146.1	146.0	1.1	1.1	0.8	-0.1	4.9	4.1	4.0	3.0	—
2000	148.4	150.9	153.9	154.7	1.6	1.7	2.0	0.5	3.6	4.1	5.3	6.0	—
2001	158.3	161.1	162.8	163.4	2.3	1.8	1.1	0.4	6.7	6.8	5.8	5.6	—
2002	166.0	166.1	169.0	170.1	1.6	0.1	1.7	0.7	4.9	3.1	3.8	4.1	—
2003	171.3	175.5	178.4	179.0	0.7	2.5	1.7	0.3	3.2	5.7	5.6	5.2	—
2004	182.2	183.6	183.8	—	1.8	0.8	0.1	—	6.4	4.6	3.0	—	—
Electric, gas, and sanitary services:													
1987	—	—	—	95.0	—	—	—	—	—	—	—	—	—
1988	96.0	96.7	97.1	98.0	1.1	0.7	0.4	0.9	—	—	—	3.2	—
1989	99.2	100.0	101.0	101.7	1.2	0.8	1.0	0.7	3.3	3.4	4.0	3.8	—
1990	103.2	104.6	105.5	106.2	1.5	1.4	0.9	0.7	4.0	4.6	4.5	4.4	—
1991	108.3	109.8	111.0	111.7	2.0	1.4	1.1	0.6	4.9	5.0	5.2	5.2	—
1992	113.7	115.0	115.9	116.7	1.8	1.1	0.8	0.7	5.0	4.7	4.4	4.5	—
1993	118.6	119.4	120.2	120.8	1.6	0.7	0.7	0.5	4.3	3.8	3.7	3.5	—
1994	122.7	123.2	124.4	124.8	1.6	0.4	1.0	0.3	3.5	3.2	3.5	3.3	—

See footnotes at end of table.

TABLE 3. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Electric, gas, and sanitary services:													
1995	125.9	127.0	127.7	128.7	0.9	0.9	0.6	0.8	2.6	3.1	2.7	3.1	
1996	130.1	131.1	132.0	132.4	1.1	0.8	0.7	0.3	3.3	3.2	3.4	2.9	
1997	134.2	134.9	136.0	136.4	1.4	0.5	0.8	0.3	3.2	2.9	3.0	3.0	
1998	139.6	140.3	141.0	142.1	2.3	0.5	0.5	0.8	4.0	4.0	3.7	4.2	
1999	143.4	144.2	145.1	146.1	0.9	0.6	0.6	0.7	2.7	2.8	2.9	2.8	
2000	148.9	151.0	152.9	153.4	1.9	1.4	1.3	0.3	3.8	4.7	5.4	5.0	
2001	156.0	158.1	158.1	159.1	1.7	1.3	0.0	0.6	4.8	4.7	3.4	3.7	
2002	161.3	164.8	167.2	168.1	1.4	2.2	1.5	0.5	3.4	4.2	5.8	5.7	
2003	169.5	172.6	173.8	174.6	0.8	1.8	0.7	0.5	5.1	4.7	3.9	3.9	
2004	178.2	182.4	183.3	—	2.1	2.4	0.5	—	5.1	5.7	5.5	—	
Wholesale and retail trade:													
1985	84.7	86.1	87.2	87.8	—	1.7	1.3	0.7	—	—	—	—	
1986	88.3	89.1	89.6	90.0	0.6	0.9	0.6	0.4	4.3	3.5	2.8	2.5	
1987	90.7	92.1	92.6	92.8	0.8	1.5	0.5	0.2	2.7	3.4	3.3	3.1	
1988	94.0	95.8	96.8	97.6	1.3	1.9	1.0	0.8	3.6	4.0	4.5	5.2	
1989	98.9	100.0	101.6	102.6	1.3	1.1	1.6	1.0	5.2	4.4	5.0	5.1	
1990	103.5	105.0	105.6	106.2	0.9	1.4	0.6	0.6	4.7	5.0	3.9	3.5	
1991	107.4	109.2	110.3	110.7	1.1	1.7	1.0	0.4	3.8	4.0	4.5	4.2	
1992	111.4	112.5	113.0	113.7	0.6	1.0	0.4	0.6	3.7	3.0	2.4	2.7	
1993	114.7	115.9	116.4	117.1	0.9	1.0	0.4	0.6	3.0	3.0	3.0	3.0	
1994	117.6	119.4	120.5	120.6	0.4	1.5	0.9	0.1	2.5	3.0	3.5	3.0	
1995	121.7	122.8	123.8	124.2	0.9	0.9	0.8	0.3	3.5	2.8	2.7	3.0	
1996	125.5	126.4	127.5	128.6	1.0	0.7	0.9	0.9	3.1	2.9	3.0	3.5	
1997	130.1	131.2	132.4	132.9	1.2	0.8	0.9	0.4	3.7	3.8	3.8	3.3	
1998	134.7	135.8	137.6	138.2	1.4	0.8	1.3	0.4	3.5	3.5	3.9	4.0	
1999	138.9	141.1	142.2	143.5	0.5	1.6	0.8	0.9	3.1	3.9	3.3	3.8	
2000	145.6	147.3	148.3	149.4	1.5	1.2	0.7	0.7	4.8	4.4	4.3	4.1	
2001	151.0	152.6	153.7	155.5	1.1	1.1	0.7	1.2	3.7	3.6	3.6	4.1	
2002	156.5	159.5	159.6	159.7	0.6	1.9	0.1	0.1	3.6	4.5	3.8	2.7	
2003	161.3	162.5	164.3	165.0	1.0	0.7	1.1	0.4	3.1	1.9	2.9	3.3	
2004	166.3	168.1	169.1	—	0.8	1.1	0.6	—	3.1	3.4	2.9	—	
Wholesale and retail trade, excluding sales occupations:													
1985	85.4	86.7	87.7	88.1	—	1.5	1.2	0.5	—	—	—	—	
1986	88.6	89.4	89.9	90.7	0.6	0.9	0.6	0.9	3.7	3.1	2.5	3.0	
1987	91.5	92.6	93.3	93.8	0.9	1.2	0.8	0.5	3.3	3.6	3.8	3.4	
1988	94.9	96.2	97.3	98.2	1.2	1.4	1.1	0.9	3.7	3.9	4.3	4.7	
1989	99.2	100.0	101.3	102.0	1.0	0.8	1.3	0.7	4.5	4.0	4.1	3.9	
1990	103.0	104.5	105.4	106.1	1.0	1.5	0.9	0.7	3.8	4.5	4.0	4.0	
1991	107.7	109.1	110.1	110.8	1.5	1.3	0.9	0.6	4.6	4.4	4.5	4.4	
1992	111.5	112.7	113.5	114.1	0.6	1.1	0.7	0.5	3.5	3.3	3.1	3.0	
1993	115.4	116.2	117.0	118.0	1.1	0.7	0.7	0.9	3.5	3.1	3.1	3.4	
1994	118.6	119.8	120.9	120.9	0.5	1.0	0.9	0.0	2.8	3.1	3.3	2.5	
1995	122.4	123.1	124.1	125.0	1.2	0.6	0.8	0.7	3.2	2.8	2.6	3.4	
1996	125.9	126.4	128.0	129.0	0.7	0.4	1.3	0.8	2.9	2.7	3.1	3.2	
1997	130.4	131.9	133.0	134.0	1.1	1.2	0.8	0.8	3.6	4.4	3.9	3.9	
1998	135.5	136.3	138.1	138.8	1.1	0.6	1.3	0.5	3.9	3.3	3.8	3.6	

See footnotes at end of table.

TABLE 3. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Wholesale and retail trade, excluding sales occupations:												
1999	139.9	141.9	142.8	144.3	0.8	1.4	0.6	1.1	3.2	4.1	3.4	4.0
2000	146.4	148.1	149.6	150.6	1.5	1.2	1.0	0.7	4.6	4.4	4.8	4.4
2001	152.6	153.9	155.4	157.1	1.3	0.9	1.0	1.1	4.2	3.9	3.9	4.3
2002	157.5	160.0	160.3	160.4	0.3	1.6	0.2	0.1	3.2	4.0	3.2	2.1
2003	161.8	162.7	165.0	165.9	0.9	0.6	1.4	0.5	2.7	1.7	2.9	3.4
2004	167.4	168.6	169.6	—	0.9	0.7	0.6	—	3.5	3.6	2.8	—
Wholesale trade:												
1986	86.4	87.3	87.8	88.7	—	1.0	0.6	1.0	—	—	—	—
1987	89.7	91.1	91.6	92.2	1.1	1.6	0.5	0.7	3.8	4.4	4.3	3.9
1988	93.0	94.7	95.6	96.1	0.9	1.8	1.0	0.5	3.7	4.0	4.4	4.2
1989	98.5	100.0	102.6	104.5	2.5	1.5	2.6	1.9	5.9	5.6	7.3	8.7
1990	104.8	105.4	105.8	106.5	0.3	0.6	0.4	0.7	6.4	5.4	3.1	1.9
1991	107.8	109.6	110.7	111.1	1.2	1.7	1.0	0.4	2.9	4.0	4.6	4.3
1992	112.5	113.5	113.2	114.4	1.3	0.9	-0.3	1.1	4.4	3.6	2.3	3.0
1993	115.3	116.4	116.6	117.8	0.8	1.0	0.2	1.0	2.5	2.6	3.0	3.0
1994	117.9	119.7	120.6	121.5	0.1	1.5	0.8	0.7	2.3	2.8	3.4	3.1
1995	123.2	124.8	126.1	127.0	1.4	1.3	1.0	0.7	4.5	4.3	4.6	4.5
1996	127.5	129.3	129.9	130.9	0.4	1.4	0.5	0.8	3.5	3.6	3.0	3.1
1997	132.9	133.8	134.6	135.1	1.5	0.7	0.6	0.4	4.2	3.5	3.6	3.2
1998	137.7	138.6	140.8	142.8	1.9	0.7	1.6	1.4	3.6	3.6	4.6	5.7
1999	142.7	144.6	146.3	148.5	-0.1	1.3	1.2	1.5	3.6	4.3	3.9	4.0
2000	150.0	151.8	152.1	154.4	1.0	1.2	0.2	1.5	5.1	5.0	4.0	4.0
2001	155.1	157.8	158.6	159.5	0.5	1.7	0.5	0.6	3.4	4.0	4.3	3.3
2002	161.9	166.3	165.9	166.7	1.5	2.7	-0.2	0.5	4.4	5.4	4.6	4.5
2003	169.5	171.3	172.0	172.0	1.7	1.1	0.4	0.0	4.7	3.0	3.7	3.2
2004	173.8	175.9	177.8	—	1.0	1.2	1.1	—	2.5	2.7	3.4	—
Wholesale trade, excluding sales occupations:												
1986	88.3	89.5	89.9	90.8	—	1.4	0.4	1.0	—	—	—	—
1987	91.7	92.3	93.4	94.1	1.0	0.7	1.2	0.7	3.9	3.1	3.9	3.6
1988	95.2	96.2	97.2	97.7	1.2	1.1	1.0	0.5	3.8	4.2	4.1	3.8
1989	98.9	100.0	101.8	102.6	1.2	1.1	1.8	0.8	3.9	4.0	4.7	5.0
1990	103.7	105.0	105.4	106.2	1.1	1.3	0.4	0.8	4.9	5.0	3.5	3.5
1991	108.2	109.6	110.3	111.2	1.9	1.3	0.6	0.8	4.3	4.4	4.6	4.7
1992	112.5	113.5	114.1	114.9	1.2	0.9	0.5	0.7	4.0	3.6	3.4	3.3
1993	116.0	116.8	117.6	118.7	1.0	0.7	0.7	0.9	3.1	2.9	3.1	3.3
1994	119.3	120.3	121.3	122.0	0.5	0.8	0.8	0.6	2.8	3.0	3.1	2.8
1995	124.4	125.1	126.2	127.1	2.0	0.6	0.9	0.7	4.3	4.0	4.0	4.2
1996	127.4	128.7	130.0	130.9	0.2	1.0	1.0	0.7	2.4	2.9	3.0	3.0
1997	132.6	133.7	134.5	135.4	1.3	0.8	0.6	0.7	4.1	3.9	3.5	3.4
1998	137.0	138.2	140.0	141.2	1.2	0.9	1.3	0.9	3.3	3.4	4.1	4.3
1999	142.4	144.0	145.8	147.4	0.8	1.1	1.3	1.1	3.9	4.2	4.1	4.4
2000	149.6	151.1	152.7	154.9	1.5	1.0	1.1	1.4	5.1	4.9	4.7	5.1
2001	156.9	158.5	160.0	160.6	1.3	1.0	0.9	0.4	4.9	4.9	4.8	3.7
2002	162.3	164.4	166.1	167.2	1.1	1.3	1.0	0.7	3.4	3.7	3.8	4.1
2003	168.4	169.9	171.2	171.3	0.7	0.9	0.8	0.1	3.8	3.3	3.1	2.5

See footnotes at end of table.

TABLE 3. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Wholesale trade, excluding sales occupations:													
2004	173.7	174.0	175.3	—	1.4	0.2	0.7	—	3.1	2.4	2.4	—	
Retail trade:													
1985	85.5	86.7	88.1	88.8	—	1.4	1.6	0.8	—	—	—	—	
1986	89.2	89.9	90.5	90.8	0.5	0.8	0.7	0.3	4.3	3.7	2.7	2.3	
1987	91.3	92.5	93.0	93.0	0.6	1.3	0.5	0.0	2.4	2.9	2.8	2.4	
1988	94.5	96.3	97.3	98.4	1.6	1.9	1.0	1.1	3.5	4.1	4.6	5.8	
1989	99.1	100.0	101.1	101.6	0.7	0.9	1.1	0.5	4.9	3.8	3.9	3.3	
1990	103.0	104.8	105.5	106.0	1.4	1.7	0.7	0.5	3.9	4.8	4.4	4.3	
1991	107.3	109.0	110.1	110.5	1.2	1.6	1.0	0.4	4.2	4.0	4.4	4.2	
1992	110.8	112.1	112.9	113.4	0.3	1.2	0.7	0.4	3.3	2.8	2.5	2.6	
1993	114.5	115.6	116.2	116.8	1.0	1.0	0.5	0.5	3.3	3.1	2.9	3.0	
1994	117.5	119.2	120.4	120.1	0.6	1.4	1.0	-0.2	2.6	3.1	3.6	2.8	
1995	120.9	121.8	122.6	122.7	0.7	0.7	0.7	0.1	2.9	2.2	1.8	2.2	
1996	124.5	124.8	126.2	127.4	1.5	0.2	1.1	1.0	3.0	2.5	2.9	3.8	
1997	128.5	129.7	131.1	131.7	0.9	0.9	1.1	0.5	3.2	3.9	3.9	3.4	
1998	133.1	134.4	135.9	135.6	1.1	1.0	1.1	-0.2	3.6	3.6	3.7	3.0	
1999	136.8	139.1	140.0	140.7	0.9	1.7	0.6	0.5	2.8	3.5	3.0	3.8	
2000	143.2	144.8	146.2	146.6	1.8	1.1	1.0	0.3	4.7	4.1	4.4	4.2	
2001	148.7	149.7	150.9	153.2	1.4	0.7	0.8	1.5	3.8	3.4	3.2	4.5	
2002	153.5	155.6	156.0	155.8	0.2	1.4	0.3	-0.1	3.2	3.9	3.4	1.7	
2003	156.6	157.4	159.9	161.0	0.5	0.5	1.6	0.7	2.0	1.2	2.5	3.3	
2004	162.1	163.7	164.2	—	0.7	1.0	0.3	—	3.5	4.0	2.7	—	
General merchandise stores:													
1988	—	97.2	98.5	99.6	—	—	1.3	1.1	—	—	—	—	
1989	100.5	100.0	100.4	101.5	0.9	-0.5	0.4	1.1	—	2.9	1.9	1.9	
1990	102.6	105.7	105.9	106.9	1.1	3.0	0.2	0.9	2.1	5.7	5.5	5.3	
1991	108.3	110.1	111.2	111.1	1.3	1.7	1.0	-0.1	5.6	4.2	5.0	3.9	
1992	111.7	112.9	113.3	113.3	0.5	1.1	0.4	0.0	3.1	2.5	1.9	2.0	
1993	114.1	114.7	115.5	116.3	0.7	0.5	0.7	0.7	2.1	1.6	1.9	2.6	
1994	115.3	118.0	118.7	119.3	-0.9	2.3	0.6	0.5	1.1	2.9	2.8	2.6	
1995	120.1	120.7	121.0	121.7	0.7	0.5	0.2	0.6	4.2	2.3	1.9	2.0	
1996	122.4	123.6	124.6	126.3	0.6	1.0	0.8	1.4	1.9	2.4	3.0	3.8	
1997	126.4	127.7	128.6	130.0	0.1	1.0	0.7	1.1	3.3	3.3	3.2	2.9	
1998	131.2	133.0	133.2	134.0	0.9	1.4	0.2	0.6	3.8	4.2	3.6	3.1	
1999	135.0	135.6	137.2	138.3	0.7	0.4	1.2	0.8	2.9	2.0	3.0	3.2	
2000	139.7	141.0	142.2	144.4	1.0	0.9	0.9	1.5	3.5	4.0	3.6	4.4	
2001	147.3	149.4	149.7	150.9	2.0	1.4	0.2	0.8	5.4	6.0	5.3	4.5	
2002	152.4	154.2	156.1	155.1	1.0	1.2	1.2	-0.6	3.5	3.2	4.3	2.8	
2003	156.4	159.2	161.2	165.6	0.8	1.8	1.3	2.7	2.6	3.2	3.3	6.8	
2004	165.8	166.2	168.8	—	0.1	0.2	1.6	—	6.0	4.4	4.7	—	
Food stores:													
1987	—	—	94.5	95.5	—	—	—	1.1	—	—	—	—	
1988	96.3	96.8	97.1	98.2	0.8	0.5	0.3	1.1	—	—	2.8	2.8	
1989	99.8	100.0	100.8	101.7	1.6	0.2	0.8	0.9	3.6	3.3	3.8	3.6	
1990	103.2	104.6	105.7	106.4	1.5	1.4	1.1	0.7	3.4	4.6	4.9	4.6	
1991	107.5	109.3	110.3	111.7	1.0	1.7	0.9	1.3	4.2	4.5	4.4	5.0	

See footnotes at end of table.

TABLE 3. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Food stores:													
1992	112.6	113.6	114.2	115.1	0.8	0.9	0.5	0.8	4.7	3.9	3.5	3.0	
1993	115.9	117.2	117.1	118.3	0.7	1.1	-0.1	1.0	2.9	3.2	2.5	2.8	
1994	119.6	120.6	120.3	120.0	1.1	0.8	-0.2	-0.2	3.2	2.9	2.7	1.4	
1995	120.8	120.7	121.8	122.4	0.7	-0.1	0.9	0.5	1.0	0.1	1.2	2.0	
1996	123.6	124.4	127.0	128.4	1.0	0.6	2.1	1.1	2.3	3.1	4.3	4.9	
1997	128.2	128.2	129.8	129.4	-0.2	0.0	1.2	-0.3	3.7	3.1	2.2	0.8	
1998	131.3	132.9	133.7	132.7	1.5	1.2	0.6	-0.7	2.4	3.7	3.0	2.6	
1999	134.3	135.7	137.0	138.1	1.2	1.0	1.0	0.8	2.3	2.1	2.5	4.1	
2000	140.1	142.5	143.4	144.5	1.4	1.7	0.6	0.8	4.3	5.0	4.7	4.6	
2001	146.1	148.2	149.7	151.7	1.1	1.4	1.0	1.3	4.3	4.0	4.4	5.0	
2002	152.9	154.5	156.3	156.3	0.8	1.0	1.2	0.0	4.7	4.3	4.4	3.0	
2003	157.5	158.6	159.3	160.3	0.8	0.7	0.4	0.6	3.0	2.7	1.9	2.6	
2004	162.1	163.5	163.5	—	1.1	0.9	0.0	—	2.9	3.1	2.6	—	
Finance, insurance, and real estate:													
1985	83.1	83.0	84.6	85.9	—	-0.1	1.9	1.5	—	—	—	—	
1986	86.7	87.4	87.9	88.6	0.9	0.8	0.6	0.8	4.3	5.3	3.9	3.1	
1987	90.9	90.0	90.2	90.4	2.6	-1.0	0.2	0.2	4.8	3.0	2.6	2.0	
1988	91.5	92.8	92.9	96.2	1.2	1.4	0.1	3.6	0.7	3.1	3.0	6.4	
1989	98.3	100.0	100.4	101.4	2.2	1.7	0.4	1.0	7.4	7.8	8.1	5.4	
1990	102.6	104.4	105.4	105.5	1.2	1.8	1.0	0.1	4.4	4.4	5.0	4.0	
1991	108.3	109.5	109.7	110.0	2.7	1.1	0.2	0.3	5.6	4.9	4.1	4.3	
1992	111.7	110.8	111.1	111.3	1.5	-0.8	0.3	0.2	3.1	1.2	1.3	1.2	
1993	112.6	113.1	115.7	116.4	1.2	0.4	2.3	0.6	0.8	2.1	4.1	4.6	
1994	117.7	117.7	118.5	118.9	1.1	0.0	0.7	0.3	4.5	4.1	2.4	2.1	
1995	120.2	121.8	122.7	123.1	1.1	1.3	0.7	0.3	2.1	3.5	3.5	3.5	
1996	124.5	126.3	126.7	126.0	1.1	1.4	0.3	-0.6	3.6	3.7	3.3	2.4	
1997	128.6	129.4	130.5	134.5	2.1	0.6	0.9	3.1	3.3	2.5	3.0	6.7	
1998	136.7	138.4	141.0	142.5	1.6	1.2	1.9	1.1	6.3	7.0	8.0	5.9	
1999	141.5	145.8	147.6	148.3	-0.7	3.0	1.2	0.5	3.5	5.3	4.7	4.1	
2000	152.0	153.1	155.2	155.7	2.5	0.7	1.4	0.3	7.4	5.0	5.1	5.0	
2001	157.9	159.5	160.9	161.3	1.4	1.0	0.9	0.2	3.9	4.2	3.7	3.6	
2002	165.2	167.3	168.0	168.5	2.4	1.3	0.4	0.3	4.6	4.9	4.4	4.5	
2003	176.7	178.3	180.2	180.9	4.9	0.9	1.1	0.4	7.0	6.6	7.3	7.4	
2004	182.5	183.6	184.8	—	0.9	0.6	0.7	—	3.3	3.0	2.6	—	
Finance, insurance, and real estate, excluding sales occupations:													
1985	83.1	83.6	84.7	85.2	—	0.6	1.3	0.6	—	—	—	—	
1986	87.0	87.6	88.0	88.9	2.1	0.7	0.5	1.0	4.7	4.8	3.9	4.3	
1987	90.8	91.1	92.0	92.6	2.1	0.3	1.0	0.7	4.4	4.0	4.5	4.2	
1988	93.8	94.6	95.4	97.1	1.3	0.9	0.8	1.8	3.3	3.8	3.7	4.9	
1989	98.5	100.0	100.1	101.0	1.4	1.5	0.1	0.9	5.0	5.7	4.9	4.0	
1990	103.5	104.7	106.3	106.7	2.5	1.2	1.5	0.4	5.1	4.7	6.2	5.6	
1991	108.6	109.5	110.6	111.4	1.8	0.8	1.0	0.7	4.9	4.6	4.0	4.4	
1992	112.5	112.2	112.5	113.0	1.0	-0.3	0.3	0.4	3.6	2.5	1.7	1.4	
1993	114.9	116.4	117.5	118.2	1.7	1.3	0.9	0.6	2.1	3.7	4.4	4.6	
1994	119.7	120.3	121.5	121.8	1.3	0.5	1.0	0.2	4.2	3.4	3.4	3.0	
1995	123.7	124.6	125.4	125.7	1.6	0.7	0.6	0.2	3.3	3.6	3.2	3.2	

See footnotes at end of table.

TABLE 3. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Finance, insurance, and real estate, excluding sales occupations:												
1996	127.5	128.5	129.7	129.2	1.4	0.8	0.9	-0.4	3.1	3.1	3.4	2.8
1997	131.5	132.4	133.5	137.6	1.8	0.7	0.8	3.1	3.1	3.0	2.9	6.5
1998	140.2	141.3	143.2	143.3	1.9	0.8	1.3	0.1	6.6	6.7	7.3	4.1
1999	145.6	148.8	151.0	151.6	1.6	2.2	1.5	0.4	3.9	5.3	5.4	5.8
2000	154.2	155.5	157.4	158.4	1.7	0.8	1.2	0.6	5.9	4.5	4.2	4.5
2001	161.2	163.1	164.7	165.0	1.8	1.2	1.0	0.2	4.5	4.9	4.6	4.2
2002	169.8	171.3	172.1	173.1	2.9	0.9	0.5	0.6	5.3	5.0	4.5	4.9
2003	182.0	184.0	185.3	186.1	5.1	1.1	0.7	0.4	7.2	7.4	7.7	7.5
2004	186.6	188.7	190.0	—	0.3	1.1	0.7	—	2.5	2.6	2.5	—
Banking, savings and loan, and other credit agencies:												
1986	—	—	—	87.5	—	—	—	—	—	—	—	—
1987	89.8	90.7	91.4	92.3	2.6	1.0	0.8	1.0	—	—	—	5.5
1988	95.3	96.0	97.0	97.8	3.3	0.7	1.0	0.8	6.1	5.8	6.1	6.0
1989	98.8	100.0	100.6	100.7	1.0	1.2	0.6	0.1	3.7	4.2	3.7	3.0
1990	102.1	104.1	104.4	105.8	1.4	2.0	0.3	1.3	3.3	4.1	3.8	5.1
1991	107.4	107.0	107.5	107.4	1.5	-0.4	0.5	-0.1	5.2	2.8	3.0	1.5
1992	110.2	110.0	111.0	111.4	2.6	-0.2	0.9	0.4	2.6	2.8	3.3	3.7
1993	114.6	116.0	116.9	117.8	2.9	1.2	0.8	0.8	4.0	5.5	5.3	5.7
1994	118.7	119.4	120.8	120.5	0.8	0.6	1.2	-0.2	3.6	2.9	3.3	2.3
1995	123.5	124.1	124.8	124.4	2.5	0.5	0.6	-0.3	4.0	3.9	3.3	3.2
1996	126.9	128.2	130.3	128.0	2.0	1.0	1.6	-1.8	2.8	3.3	4.4	2.9
1997	130.6	131.6	133.1	140.6	2.0	0.8	1.1	5.6	2.9	2.7	2.1	9.8
1998	143.3	145.3	148.4	146.7	1.9	1.4	2.1	-1.1	9.7	10.4	11.5	4.3
1999	148.8	155.4	159.3	159.8	1.4	4.4	2.5	0.3	3.8	7.0	7.3	8.9
2000	162.7	164.2	165.8	166.5	1.8	0.9	1.0	0.4	9.3	5.7	4.1	4.2
2001	170.8	172.7	175.4	174.3	2.6	1.1	1.6	-0.6	5.0	5.2	5.8	4.7
2002	182.1	184.2	184.6	185.3	4.5	1.2	0.2	0.4	6.6	6.7	5.2	6.3
2003	204.3	206.3	207.6	209.0	10.3	1.0	0.6	0.7	12.2	12.0	12.5	12.8
2004	207.2	208.9	210.5	—	-0.9	0.8	0.8	—	1.4	1.3	1.4	—
Insurance:												
1987	—	89.6	90.3	91.9	—	—	0.8	1.8	—	—	—	—
1988	92.6	95.0	95.8	97.0	0.8	2.6	0.8	1.3	—	6.0	6.1	5.5
1989	98.3	100.0	99.9	101.0	1.3	1.7	-0.1	1.1	6.2	5.3	4.3	4.1
1990	103.2	105.2	106.5	106.0	2.2	1.9	1.2	-0.5	5.0	5.2	6.6	5.0
1991	107.4	109.5	109.5	110.7	1.3	2.0	0.0	1.1	4.1	4.1	2.8	4.4
1992	113.2	114.7	114.9	115.2	2.3	1.3	0.2	0.3	5.4	4.7	4.9	4.1
1993	114.3	116.1	117.4	119.7	-0.8	1.6	1.1	2.0	1.0	1.2	2.2	3.9
1994	119.9	120.5	121.5	122.3	0.2	0.5	0.8	0.7	4.9	3.8	3.5	2.2
1995	123.5	124.6	124.9	125.9	1.0	0.9	0.2	0.8	3.0	3.4	2.8	2.9
1996	127.6	128.2	129.3	129.6	1.4	0.5	0.9	0.2	3.3	2.9	3.5	2.9
1997	131.9	132.1	133.1	134.8	1.8	0.2	0.8	1.3	3.4	3.0	2.9	4.0
1998	137.4	138.9	141.9	141.7	1.9	1.1	2.2	-0.1	4.2	5.1	6.6	5.1
1999	141.7	144.0	144.5	145.8	0.0	1.6	0.3	0.9	3.1	3.7	1.8	2.9
2000	149.9	151.3	154.8	155.2	2.8	0.9	2.3	0.3	5.8	5.1	7.1	6.4
2001	157.6	159.3	159.9	161.3	1.5	1.1	0.4	0.9	5.1	5.3	3.3	3.9

See footnotes at end of table.

TABLE 3. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Insurance:													
2002	164.0	166.1	167.1	167.9	1.7	1.3	0.6	0.5	4.1	4.3	4.5	4.1	
2003	172.1	173.9	175.1	176.2	2.5	1.0	0.7	0.6	4.9	4.7	4.8	4.9	
2004	177.8	180.5	182.1	—	0.9	1.5	0.9	—	3.3	3.8	4.0	—	
Insurance, excluding sales occupations:													
1987	—	90.9	91.9	92.3	—	—	1.1	0.4	—	—	—	—	
1988	93.8	95.3	96.5	97.3	1.6	1.6	1.3	0.8	—	4.8	5.0	5.4	
1989	98.6	100.0	101.0	101.8	1.3	1.4	1.0	0.8	5.1	4.9	4.7	4.6	
1990	104.5	106.1	106.8	107.6	2.7	1.5	0.7	0.7	6.0	6.1	5.7	5.7	
1991	108.7	110.3	111.4	112.5	1.0	1.5	1.0	1.0	4.0	4.0	4.3	4.6	
1992	113.9	115.7	116.1	117.2	1.2	1.6	0.3	0.9	4.8	4.9	4.2	4.2	
1993	118.6	120.6	121.8	122.7	1.2	1.7	1.0	0.7	4.1	4.2	4.9	4.7	
1994	124.4	125.0	126.0	126.5	1.4	0.5	0.8	0.4	4.9	3.6	3.4	3.1	
1995	127.6	129.0	129.6	130.2	0.9	1.1	0.5	0.5	2.6	3.2	2.9	2.9	
1996	132.1	132.7	133.4	133.5	1.5	0.5	0.5	0.1	3.5	2.9	2.9	2.5	
1997	136.0	136.6	137.4	138.6	1.9	0.4	0.6	0.9	3.0	2.9	3.0	3.8	
1998	140.0	140.9	141.6	142.5	1.0	0.6	0.5	0.6	2.9	3.1	3.1	2.8	
1999	144.5	145.4	146.2	147.0	1.4	0.6	0.6	0.5	3.2	3.2	3.2	3.2	
2000	149.4	150.5	152.2	153.1	1.6	0.7	1.1	0.6	3.4	3.5	4.1	4.1	
2001	155.6	157.6	158.0	159.4	1.6	1.3	0.3	0.9	4.1	4.7	3.8	4.1	
2002	163.0	164.3	165.1	165.7	2.3	0.8	0.5	0.4	4.8	4.3	4.5	4.0	
2003	169.6	171.7	172.8	173.7	2.4	1.2	0.6	0.5	4.0	4.5	4.7	4.8	
2004	175.4	178.1	179.1	—	1.0	1.5	0.6	—	3.4	3.7	3.6	—	
Service industries:													
1985	81.3	82.0	83.8	84.1	—	0.9	2.2	0.4	—	—	—	—	
1986	85.3	85.8	86.8	87.7	1.4	0.6	1.2	1.0	4.9	4.6	3.6	4.3	
1987	89.0	89.5	91.3	92.2	1.5	0.6	2.0	1.0	4.3	4.3	5.2	5.1	
1988	93.6	94.5	96.4	97.5	1.5	1.0	2.0	1.1	5.2	5.6	5.6	5.7	
1989	99.0	100.0	101.8	102.9	1.5	1.0	1.8	1.1	5.8	5.8	5.6	5.5	
1990	105.0	106.5	108.1	109.3	2.0	1.4	1.5	1.1	6.1	6.5	6.2	6.2	
1991	110.8	111.5	113.1	114.0	1.4	0.6	1.4	0.8	5.5	4.7	4.6	4.3	
1992	115.3	116.4	117.8	118.9	1.1	1.0	1.2	0.9	4.1	4.4	4.2	4.3	
1993	120.1	120.9	122.3	123.1	1.0	0.7	1.2	0.7	4.2	3.9	3.8	3.5	
1994	124.4	124.9	125.9	126.6	1.1	0.4	0.8	0.6	3.6	3.3	2.9	2.8	
1995	127.5	128.2	128.9	129.4	0.7	0.5	0.5	0.4	2.5	2.6	2.4	2.2	
1996	130.7	131.7	132.7	133.4	1.0	0.8	0.8	0.5	2.5	2.7	2.9	3.1	
1997	134.6	135.7	137.0	138.5	0.9	0.8	1.0	1.1	3.0	3.0	3.2	3.8	
1998	139.3	140.3	141.8	142.7	0.6	0.7	1.1	0.6	3.5	3.4	3.5	3.0	
1999	143.5	144.6	146.1	147.6	0.6	0.8	1.0	1.0	3.0	3.1	3.0	3.4	
2000	149.4	151.2	152.9	154.1	1.2	1.2	1.1	0.8	4.1	4.6	4.7	4.4	
2001	156.5	157.8	160.0	161.0	1.6	0.8	1.4	0.6	4.8	4.4	4.6	4.5	
2002	162.6	163.7	164.9	165.4	1.0	0.7	0.7	0.3	3.9	3.7	3.1	2.7	
2003	167.1	168.4	170.4	171.4	1.0	0.8	1.2	0.6	2.8	2.9	3.3	3.6	
2004	173.5	175.1	176.9	—	1.2	0.9	1.0	—	3.8	4.0	3.8	—	
Business services:													
1986	—	—	—	87.2	—	—	—	—	—	—	—	—	
1987	88.5	89.5	91.7	92.5	1.5	1.1	2.5	0.9	—	—	—	6.1	

See footnotes at end of table.

TABLE 3. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Business services:												
1988	93.8	94.9	96.2	97.2	1.4	1.2	1.4	1.0	6.0	6.0	4.9	5.1
1989	98.1	100.0	100.7	101.3	0.9	1.9	0.7	0.6	4.6	5.4	4.7	4.2
1990	103.6	105.3	106.3	107.4	2.3	1.6	0.9	1.0	5.6	5.3	5.6	6.0
1991	110.3	110.4	110.0	111.1	2.7	0.1	-0.4	1.0	6.5	4.8	3.5	3.4
1992	112.5	113.6	115.2	115.9	1.3	1.0	1.4	0.6	2.0	2.9	4.7	4.3
1993	116.5	117.4	118.1	118.6	0.5	0.8	0.6	0.4	3.6	3.3	2.5	2.3
1994	121.3	122.1	122.4	123.0	2.3	0.7	0.2	0.5	4.1	4.0	3.6	3.7
1995	124.5	125.3	125.7	126.3	1.2	0.6	0.3	0.5	2.6	2.6	2.7	2.7
1996	128.9	129.2	130.2	131.8	2.1	0.2	0.8	1.2	3.5	3.1	3.6	4.4
1997	133.3	134.2	136.3	138.6	1.1	0.7	1.6	1.7	3.4	3.9	4.7	5.2
1998	139.5	140.7	143.5	145.9	0.6	0.9	2.0	1.7	4.7	4.8	5.3	5.3
1999	147.5	148.7	150.7	151.9	1.1	0.8	1.3	0.8	5.7	5.7	5.0	4.1
2000	154.2	156.3	157.5	158.4	1.5	1.4	0.8	0.6	4.5	5.1	4.5	4.3
2001	160.5	163.0	165.2	166.2	1.3	1.6	1.3	0.6	4.1	4.3	4.9	4.9
2002	166.3	166.6	167.2	167.5	0.1	0.2	0.4	0.2	3.6	2.2	1.2	0.8
2003	168.5	169.2	171.9	172.6	0.6	0.4	1.6	0.4	1.3	1.6	2.8	3.0
2004	174.8	176.9	178.5	—	1.3	1.2	0.9	—	3.7	4.6	3.8	—
Health services:												
1985	81.9	82.5	83.4	83.7	—	0.7	1.1	0.4	—	—	—	—
1986	84.7	85.2	86.6	87.7	1.2	0.6	1.6	1.3	3.4	3.3	3.8	4.8
1987	88.8	89.4	90.4	91.5	1.3	0.7	1.1	1.2	4.8	4.9	4.4	4.3
1988	92.6	94.1	95.6	97.0	1.2	1.6	1.6	1.5	4.3	5.3	5.8	6.0
1989	98.9	100.0	101.9	103.7	2.0	1.1	1.9	1.8	6.8	6.3	6.6	6.9
1990	105.8	107.1	109.0	110.8	2.0	1.2	1.8	1.7	7.0	7.1	7.0	6.8
1991	112.6	113.5	115.3	116.5	1.6	0.8	1.6	1.0	6.4	6.0	5.8	5.1
1992	117.9	118.9	120.6	121.8	1.2	0.8	1.4	1.0	4.7	4.8	4.6	4.5
1993	123.0	124.0	125.0	126.0	1.0	0.8	0.8	0.8	4.3	4.3	3.6	3.4
1994	126.7	127.1	127.9	128.7	0.6	0.3	0.6	0.6	3.0	2.5	2.3	2.1
1995	129.7	130.3	131.3	132.2	0.8	0.5	0.8	0.7	2.4	2.5	2.7	2.7
1996	132.6	133.5	134.2	134.5	0.3	0.7	0.5	0.2	2.2	2.5	2.2	1.7
1997	135.5	135.9	137.0	138.1	0.7	0.3	0.8	0.8	2.2	1.8	2.1	2.7
1998	138.2	138.7	139.0	139.0	0.1	0.4	0.2	0.0	2.0	2.1	1.5	0.7
1999	140.5	141.4	142.6	144.2	1.1	0.6	0.8	1.1	1.7	1.9	2.6	3.7
2000	145.8	147.5	149.0	150.6	1.1	1.2	1.0	1.1	3.8	4.3	4.5	4.4
2001	152.7	154.7	156.8	158.4	1.4	1.3	1.4	1.0	4.7	4.9	5.2	5.2
2002	160.6	162.0	163.2	164.4	1.4	0.9	0.7	0.7	5.2	4.7	4.1	3.8
2003	166.5	167.9	169.4	170.8	1.3	0.8	0.9	0.8	3.7	3.6	3.8	3.9
2004	173.3	174.8	177.0	—	1.5	0.9	1.3	—	4.1	4.1	4.5	—
Hospitals:												
1986	—	84.5	85.8	86.8	—	—	1.5	1.2	—	—	—	—
1987	87.8	88.3	89.9	91.0	1.2	0.6	1.8	1.2	—	4.5	4.8	4.8
1988	92.2	93.6	95.2	96.6	1.3	1.5	1.7	1.5	5.0	6.0	5.9	6.2
1989	98.8	100.0	101.9	103.5	2.3	1.2	1.9	1.6	7.2	6.8	7.0	7.1
1990	105.4	106.6	108.9	110.7	1.8	1.1	2.2	1.7	6.7	6.6	6.9	7.0
1991	112.2	113.2	114.9	116.1	1.4	0.9	1.5	1.0	6.5	6.2	5.5	4.9
1992	117.7	118.5	120.2	121.6	1.4	0.7	1.4	1.2	4.9	4.7	4.6	4.7
1993	122.7	123.4	124.5	125.6	0.9	0.6	0.9	0.9	4.2	4.1	3.6	3.3

See footnotes at end of table.

TABLE 3. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Hospitals:												
1994	126.7	127.1	127.7	128.6	0.9	0.3	0.5	0.7	3.3	3.0	2.6	2.4
1995	128.9	129.7	130.3	131.3	0.2	0.6	0.5	0.8	1.7	2.0	2.0	2.1
1996	132.2	132.8	133.4	133.7	0.7	0.5	0.5	0.2	2.6	2.4	2.4	1.8
1997	134.0	134.4	135.4	136.5	0.2	0.3	0.7	0.8	1.4	1.2	1.5	2.1
1998	136.7	138.2	139.1	139.9	0.1	1.1	0.7	0.6	2.0	2.8	2.7	2.5
1999	141.2	142.1	143.0	144.6	0.9	0.6	0.6	1.1	3.3	2.8	2.8	3.4
2000	145.8	147.5	149.2	151.1	0.8	1.2	1.2	1.3	3.3	3.8	4.3	4.5
2001	153.5	155.9	158.4	160.3	1.6	1.6	1.6	1.2	5.3	5.7	6.2	6.1
2002	162.8	164.5	166.2	168.1	1.6	1.0	1.0	1.1	6.1	5.5	4.9	4.9
2003	170.8	171.9	173.9	175.9	1.6	0.6	1.2	1.2	4.9	4.5	4.6	4.6
2004	178.1	179.7	181.8	—	1.3	0.9	1.2	—	4.3	4.5	4.5	—
Nursing homes:												
1992	—	—	—	—	—	1.1	1.0	0.9	—	—	—	—
1993	—	—	—	—	1.3	0.9	0.8	0.9	4.3	4.1	3.9	3.9
1994	—	—	—	—	1.2	0.8	0.6	0.5	3.9	3.9	3.7	3.3
1995	—	—	—	—	1.1	0.7	0.5	1.0	3.1	3.0	2.9	3.4
1996	—	—	—	—	0.5	1.0	0.2	0.9	2.7	3.1	2.8	2.6
1997	—	—	—	—	0.7	0.5	0.6	0.8	2.8	2.3	2.7	2.6
1998	—	—	—	—	0.8	0.8	1.0	0.6	2.7	3.0	3.3	3.2
1999	—	—	—	—	1.3	0.9	0.9	1.1	3.6	3.8	3.7	4.2
2000	—	—	—	—	1.3	1.5	1.7	1.5	4.2	4.8	5.7	6.1
2001	—	—	—	—	1.8	0.8	1.5	0.9	6.6	5.8	5.6	5.1
2002	—	—	—	—	1.4	1.1	0.7	0.8	4.7	5.0	4.1	4.0
2003	—	—	—	—	1.2	0.8	0.8	0.6	3.9	3.5	3.6	3.4
2004	—	—	—	—	1.2	0.7	0.5	—	3.4	3.3	3.1	—
Educational services:												
1988	—	—	—	98.3	—	—	—	—	—	—	—	—
1989	99.1	100.0	103.9	104.2	0.8	0.9	3.9	0.3	—	—	—	6.0
1990	105.4	105.9	110.2	111.4	1.2	0.5	4.1	1.1	6.4	5.9	6.1	6.9
1991	111.9	111.5	114.9	115.7	0.4	-0.4	3.0	0.7	6.2	5.3	4.3	3.9
1992	115.8	116.3	119.3	120.0	0.1	0.4	2.6	0.6	3.5	4.3	3.8	3.7
1993	120.5	120.6	123.8	124.1	0.4	0.1	2.7	0.2	4.1	3.7	3.8	3.4
1994	124.5	125.4	128.2	128.4	0.3	0.7	2.2	0.2	3.3	4.0	3.6	3.5
1995	128.8	130.3	133.2	133.7	0.3	1.2	2.2	0.4	3.5	3.9	3.9	4.1
1996	134.4	134.8	137.5	138.0	0.5	0.3	2.0	0.4	4.3	3.5	3.2	3.2
1997	138.5	138.8	141.6	142.6	0.4	0.2	2.0	0.7	3.1	3.0	3.0	3.3
1998	143.4	143.9	147.0	147.7	0.6	0.3	2.2	0.5	3.5	3.7	3.8	3.6
1999	148.3	148.7	152.2	153.0	0.4	0.3	2.4	0.5	3.4	3.3	3.5	3.6
2000	154.0	154.9	158.8	159.9	0.7	0.6	2.5	0.7	3.8	4.2	4.3	4.5
2001	162.3	162.6	166.4	167.6	1.5	0.2	2.3	0.7	5.4	5.0	4.8	4.8
2002	168.5	169.0	173.5	175.2	0.5	0.3	2.7	1.0	3.8	3.9	4.3	4.5
2003	176.3	177.1	180.2	181.3	0.6	0.5	1.8	0.6	4.6	4.8	3.9	3.5
2004	183.1	184.2	187.0	—	1.0	0.6	1.5	—	3.9	4.0	3.8	—
Colleges and universities:												
1988	—	—	—	98.2	—	—	—	—	—	—	—	—
1989	99.0	100.0	103.3	103.8	0.8	1.0	3.3	0.5	—	—	—	5.7
1990	105.2	105.7	109.8	110.6	1.3	0.5	3.9	0.7	6.3	5.7	6.3	6.6

See footnotes at end of table.

TABLE 3. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Colleges and universities:												
1991	111.3	112.0	115.5	116.3	0.6	0.6	3.1	0.7	5.8	6.0	5.2	5.2
1992	116.8	117.4	120.3	120.8	0.4	0.5	2.5	0.4	4.9	4.8	4.2	3.9
1993	121.5	121.5	125.0	125.3	0.6	0.0	2.9	0.2	4.0	3.5	3.9	3.7
1994	125.7	126.0	128.5	128.8	0.3	0.2	2.0	0.2	3.5	3.7	2.8	2.8
1995	129.3	131.3	134.6	135.2	0.4	1.5	2.5	0.4	2.9	4.2	4.7	5.0
1996	135.9	136.2	138.6	139.1	0.5	0.2	1.8	0.4	5.1	3.7	3.0	2.9
1997	139.5	139.9	142.5	143.7	0.3	0.3	1.9	0.8	2.6	2.7	2.8	3.3
1998	144.3	144.8	147.8	148.5	0.4	0.3	2.1	0.5	3.4	3.5	3.7	3.3
1999	149.2	149.6	152.6	153.3	0.5	0.3	2.0	0.5	3.4	3.3	3.2	3.2
2000	154.6	155.5	158.6	159.2	0.8	0.6	2.0	0.4	3.6	3.9	3.9	3.8
2001	162.2	162.6	166.2	167.5	1.9	0.2	2.2	0.8	4.9	4.6	4.8	5.2
2002	168.1	168.4	172.0	173.7	0.4	0.2	2.1	1.0	3.6	3.6	3.5	3.7
2003	174.5	175.4	178.4	179.4	0.5	0.5	1.7	0.6	3.8	4.2	3.7	3.3
2004	181.2	182.5	185.2	—	1.0	0.7	1.5	—	3.8	4.0	3.8	—
Nonmanufacturing:												
1979	—	—	—	58.5	—	—	—	—	—	—	—	—
1980	60.0	61.5	62.9	64.2	2.6	2.5	2.3	2.1	—	—	—	9.7
1981	66.5	67.8	69.1	70.4	3.6	2.0	1.9	1.9	10.8	10.2	9.9	9.7
1982	71.6	72.6	74.1	75.1	1.7	1.4	2.1	1.3	7.7	7.1	7.2	6.7
1983	76.3	77.4	78.6	79.6	1.6	1.4	1.6	1.3	6.6	6.6	6.1	6.0
1984	81.0	81.8	82.4	83.4	1.8	1.0	0.7	1.2	6.2	5.7	4.8	4.8
1985	84.3	85.1	86.4	87.0	1.1	0.9	1.5	0.7	4.1	4.0	4.9	4.3
1986	87.9	88.5	89.2	89.7	1.0	0.7	0.8	0.6	4.3	4.0	3.2	3.1
1987	90.9	91.5	92.4	92.9	1.3	0.7	1.0	0.5	3.4	3.4	3.6	3.6
1988	94.1	95.4	96.5	97.5	1.3	1.4	1.2	1.0	3.5	4.3	4.4	5.0
1989	98.8	100.0	101.3	102.3	1.3	1.2	1.3	1.0	5.0	4.8	5.0	4.9
1990	103.8	105.1	106.2	106.9	1.5	1.3	1.0	0.7	5.1	5.1	4.8	4.5
1991	108.5	109.7	110.9	111.5	1.5	1.1	1.1	0.5	4.5	4.4	4.4	4.3
1992	112.7	113.5	114.4	115.1	1.1	0.7	0.8	0.6	3.9	3.5	3.2	3.2
1993	116.3	117.2	118.4	119.0	1.0	0.8	1.0	0.5	3.2	3.3	3.5	3.4
1994	120.3	121.2	122.3	122.6	1.1	0.7	0.9	0.2	3.4	3.4	3.3	3.0
1995	123.7	124.6	125.5	125.9	0.9	0.7	0.7	0.3	2.8	2.8	2.6	2.7
1996	127.2	128.2	129.1	129.8	1.0	0.8	0.7	0.5	2.8	2.9	2.9	3.1
1997	131.1	132.1	133.3	134.7	1.0	0.8	0.9	1.1	3.1	3.0	3.3	3.8
1998	136.0	137.2	138.9	139.7	1.0	0.9	1.2	0.6	3.7	3.9	4.2	3.7
1999	140.3	142.0	143.4	144.5	0.4	1.2	1.0	0.8	3.2	3.5	3.2	3.4
2000	146.7	148.4	150.0	151.1	1.5	1.2	1.1	0.7	4.6	4.5	4.6	4.6
2001	153.1	154.7	156.3	157.6	1.3	1.0	1.0	0.8	4.4	4.2	4.2	4.3
2002	159.3	161.1	162.0	162.5	1.1	1.1	0.6	0.3	4.0	4.1	3.6	3.1
2003	164.9	166.4	168.1	169.0	1.5	0.9	1.0	0.5	3.5	3.3	3.8	4.0
2004	170.9	172.5	173.9	—	1.1	0.9	0.8	—	3.6	3.7	3.5	—
Nonmanufacturing, white-collar occupations:												
1987	—	90.8	91.8	92.2	—	—	1.1	0.4	—	—	—	—
1988	93.4	94.8	95.9	97.2	1.3	1.5	1.2	1.4	—	4.4	4.5	5.4
1989	98.8	100.0	101.4	102.6	1.6	1.2	1.4	1.2	5.8	5.5	5.7	5.6
1990	104.1	105.5	106.7	107.4	1.5	1.3	1.1	0.7	5.4	5.5	5.2	4.7

See footnotes at end of table.

TABLE 3. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Nonmanufacturing, white-collar occupations:												
1991	109.1	110.4	111.5	112.1	1.6	1.2	1.0	0.5	4.8	4.6	4.5	4.4
1992	113.4	114.1	114.9	115.7	1.2	0.6	0.7	0.7	3.9	3.4	3.0	3.2
1993	117.0	117.9	119.0	119.9	1.1	0.8	0.9	0.8	3.2	3.3	3.6	3.6
1994	121.1	122.1	123.1	123.5	1.0	0.8	0.8	0.3	3.5	3.6	3.4	3.0
1995	124.7	125.6	126.5	127.0	1.0	0.7	0.7	0.4	3.0	2.9	2.8	2.8
1996	128.5	129.5	130.5	131.1	1.2	0.8	0.8	0.5	3.0	3.1	3.2	3.2
1997	132.7	133.6	134.9	136.5	1.2	0.7	1.0	1.2	3.3	3.2	3.4	4.1
1998	137.9	139.2	141.1	142.0	1.0	0.9	1.4	0.6	3.9	4.2	4.6	4.0
1999	142.3	144.1	145.6	146.9	0.2	1.3	1.0	0.9	3.2	3.5	3.2	3.5
2000	149.2	151.0	152.6	153.7	1.6	1.2	1.1	0.7	4.8	4.8	4.8	4.6
2001	155.8	157.5	159.0	160.5	1.4	1.1	1.0	0.9	4.4	4.3	4.2	4.4
2002	162.2	164.1	164.8	165.3	1.1	1.2	0.4	0.3	4.1	4.2	3.6	3.0
2003	168.0	169.3	171.2	172.1	1.6	0.8	1.1	0.5	3.6	3.2	3.9	4.1
2004	174.1	175.7	177.2	—	1.2	0.9	0.9	—	3.6	3.8	3.5	—
Nonmanufacturing, white-collar occupations, excluding sales:												
1987	—	91.0	92.3	92.9	—	—	1.4	0.7	—	—	—	—
1988	94.1	95.3	96.6	97.5	1.3	1.3	1.4	0.9	—	4.7	4.7	5.0
1989	99.0	100.0	101.4	102.3	1.5	1.0	1.4	0.9	5.2	4.9	5.0	4.9
1990	104.3	105.6	107.0	108.0	2.0	1.2	1.3	0.9	5.4	5.6	5.5	5.6
1991	109.5	110.6	112.1	112.9	1.4	1.0	1.4	0.7	5.0	4.7	4.8	4.5
1992	114.1	114.9	116.0	116.9	1.1	0.7	1.0	0.8	4.2	3.9	3.5	3.5
1993	118.5	119.4	120.4	121.4	1.4	0.8	0.8	0.8	3.9	3.9	3.8	3.8
1994	122.8	123.6	124.7	125.1	1.2	0.7	0.9	0.3	3.6	3.5	3.6	3.0
1995	126.4	127.1	128.0	128.6	1.0	0.6	0.7	0.5	2.9	2.8	2.6	2.8
1996	130.0	130.8	132.1	132.5	1.1	0.6	1.0	0.3	2.8	2.9	3.2	3.0
1997	134.0	135.1	136.2	137.9	1.1	0.8	0.8	1.2	3.1	3.3	3.1	4.1
1998	139.3	140.5	142.0	142.7	1.0	0.9	1.1	0.5	4.0	4.0	4.3	3.5
1999	143.7	145.3	146.8	148.1	0.7	1.1	1.0	0.9	3.2	3.4	3.4	3.8
2000	150.2	152.0	153.8	155.1	1.4	1.2	1.2	0.8	4.5	4.6	4.8	4.7
2001	157.5	159.1	160.9	162.3	1.5	1.0	1.1	0.9	4.9	4.7	4.6	4.6
2002	164.2	165.7	166.6	167.1	1.2	0.9	0.5	0.3	4.3	4.1	3.5	3.0
2003	170.0	171.4	173.2	174.2	1.7	0.8	1.1	0.6	3.5	3.4	4.0	4.2
2004	176.2	177.7	179.3	—	1.1	0.9	0.9	—	3.6	3.7	3.5	—
Nonmanufacturing, blue-collar occupations:												
1987	—	92.9	93.7	94.5	—	—	0.9	0.9	—	—	—	—
1988	95.7	96.8	97.6	98.1	1.3	1.1	0.8	0.5	—	4.2	4.2	3.8
1989	98.8	100.0	101.1	101.7	0.7	1.2	1.1	0.6	3.2	3.3	3.6	3.7
1990	102.9	104.1	105.0	105.6	1.2	1.2	0.9	0.6	4.1	4.1	3.9	3.8
1991	107.2	108.2	109.2	109.8	1.5	0.9	0.9	0.5	4.2	3.9	4.0	4.0
1992	110.7	111.8	112.8	113.4	0.8	1.0	0.9	0.5	3.3	3.3	3.3	3.3
1993	114.6	115.6	116.6	117.1	1.1	0.9	0.9	0.4	3.5	3.4	3.4	3.3
1994	118.2	119.1	120.5	120.5	0.9	0.8	1.2	0.0	3.1	3.0	3.3	2.9
1995	121.5	122.5	123.5	123.7	0.8	0.8	0.8	0.2	2.8	2.9	2.5	2.7
1996	124.6	125.6	125.9	126.7	0.7	0.8	0.2	0.6	2.6	2.5	1.9	2.4
1997	127.5	128.6	129.4	130.1	0.6	0.9	0.6	0.5	2.3	2.4	2.8	2.7

See footnotes at end of table.

TABLE 3. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Nonmanufacturing, blue-collar occupations:												
1998	131.0	132.4	133.4	134.0	0.7	1.1	0.8	0.4	2.7	3.0	3.1	3.0
1999	135.2	136.8	138.0	138.7	0.9	1.2	0.9	0.5	3.2	3.3	3.4	3.5
2000	140.6	142.3	143.9	144.8	1.4	1.2	1.1	0.6	4.0	4.0	4.3	4.4
2001	146.9	148.1	150.2	150.6	1.5	0.8	1.4	0.3	4.5	4.1	4.4	4.0
2002	152.2	154.0	155.4	155.9	1.1	1.2	0.9	0.3	3.6	4.0	3.5	3.5
2003	157.5	159.7	161.1	161.7	1.0	1.4	0.9	0.4	3.5	3.7	3.7	3.7
2004	163.4	165.5	166.4	—	1.1	1.3	0.5	—	3.7	3.6	3.3	—
Nonmanufacturing, service occupations:												
1987	—	92.4	92.8	93.3	—	—	0.4	0.5	—	—	—	—
1988	94.6	95.6	97.1	98.3	1.4	1.1	1.6	1.2	—	3.5	4.6	5.4
1989	99.2	100.0	101.0	102.4	0.9	0.8	1.0	1.4	4.9	4.6	4.0	4.2
1990	103.9	105.0	105.8	107.4	1.5	1.1	0.8	1.5	4.7	5.0	4.8	4.9
1991	108.4	109.9	111.7	112.5	0.9	1.4	1.6	0.7	4.3	4.7	5.6	4.7
1992	113.4	114.1	115.2	115.7	0.8	0.6	1.0	0.4	4.6	3.8	3.1	2.8
1993	116.8	117.7	118.6	119.1	1.0	0.8	0.8	0.4	3.0	3.2	3.0	2.9
1994	120.2	120.7	121.3	122.4	0.9	0.4	0.5	0.9	2.9	2.5	2.3	2.8
1995	123.0	123.5	124.2	124.7	0.5	0.4	0.6	0.4	2.3	2.3	2.4	1.9
1996	125.3	126.0	127.0	128.6	0.5	0.6	0.8	1.3	1.9	2.0	2.3	3.1
1997	129.4	130.5	132.7	133.8	0.6	0.9	1.7	0.8	3.3	3.6	4.5	4.0
1998	134.9	135.7	136.9	137.7	0.8	0.6	0.9	0.6	4.3	4.0	3.2	2.9
1999	139.2	140.4	140.7	142.3	1.1	0.9	0.2	1.1	3.2	3.5	2.8	3.3
2000	143.5	145.1	146.3	147.8	0.8	1.1	0.8	1.0	3.1	3.3	4.0	3.9
2001	149.5	150.7	152.1	154.1	1.2	0.8	0.9	1.3	4.2	3.9	4.0	4.3
2002	155.9	156.9	158.4	159.2	1.2	0.6	1.0	0.5	4.3	4.1	4.1	3.3
2003	161.1	162.0	163.2	164.2	1.2	0.6	0.7	0.6	3.3	3.3	3.0	3.1
2004	166.0	167.3	168.0	—	1.1	0.8	0.4	—	3.0	3.3	2.9	—

¹ Excludes farm and household workers.

² This series has the same industry and occupational coverage as the Hourly Earnings Index, which was discontinued in January 1989.

³ Includes mining, construction, and manufacturing.

⁴ Publication of data for service occupations in manufacturing and other

goods-producing industries has been discontinued due to insufficient sample size.

⁵ Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

NOTE: Dashes indicate data not available.

**TABLE 4. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹ BY BARGAINING STATUS, REGION², AND AREA SIZE
(Not seasonally adjusted)**

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended-				12 months ended-			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Union workers:												
1979	-	-	-	60.4	-	-	-	-	-	-	-	-
1980	61.9	63.6	65.5	67.1	2.5	2.7	3.0	2.4	-	-	-	11.1
1981	69.2	70.9	72.6	74.3	3.1	2.5	2.4	2.3	11.8	11.5	10.8	10.7
1982	75.5	76.8	78.4	79.6	1.6	1.7	2.1	1.5	9.1	8.3	8.0	7.1
1983	81.1	82.2	83.5	84.2	1.9	1.4	1.6	0.8	7.4	7.0	6.5	5.8
1984	85.5	86.3	86.9	87.8	1.5	0.9	0.7	1.0	5.4	5.0	4.1	4.3
1985	88.4	88.9	89.7	90.1	0.7	0.6	0.9	0.4	3.4	3.0	3.2	2.6
1986	91.0	91.2	91.7	92.0	1.0	0.2	0.5	0.3	2.9	2.6	2.2	2.1
1987	92.5	93.0	93.6	94.5	0.5	0.5	0.6	1.0	1.6	2.0	2.1	2.7
1988	96.1	97.0	97.7	98.2	1.7	0.9	0.7	0.5	3.9	4.3	4.4	3.9
1989	99.0	100.0	100.9	101.8	0.8	1.0	0.9	0.9	3.0	3.1	3.3	3.7
1990	103.3	104.1	105.1	106.2	1.5	0.8	1.0	1.0	4.3	4.1	4.2	4.3
1991	107.5	108.8	110.1	111.1	1.2	1.2	1.2	0.9	4.1	4.5	4.8	4.6
1992	113.1	114.0	115.2	115.9	1.8	0.8	1.1	0.6	5.2	4.8	4.6	4.3
1993	117.8	119.1	120.0	120.9	1.6	1.1	0.8	0.8	4.2	4.5	4.2	4.3
1994	121.9	123.0	123.8	124.2	0.8	0.9	0.7	0.3	3.5	3.3	3.2	2.7
1995	125.1	125.8	126.8	127.7	0.7	0.6	0.8	0.7	2.6	2.3	2.4	2.8
1996	128.5	129.7	130.1	130.8	0.6	0.9	0.3	0.5	2.7	3.1	2.6	2.4
1997	131.0	131.8	133.2	133.5	0.2	0.6	1.1	0.2	1.9	1.6	2.4	2.1
1998	134.0	135.3	136.8	137.5	0.4	1.0	1.1	0.5	2.3	2.7	2.7	3.0
1999	138.0	139.0	140.2	141.2	0.4	0.7	0.9	0.7	3.0	2.7	2.5	2.7
2000	143.0	144.4	146.1	146.9	1.3	1.0	1.2	0.5	3.6	3.9	4.2	4.0
2001	147.9	149.5	151.0	153.1	0.7	1.1	1.0	1.4	3.4	3.5	3.4	4.2
2002	154.8	156.3	158.1	159.5	1.1	1.0	1.2	0.9	4.7	4.5	4.7	4.2
2003	162.1	164.1	165.7	166.8	1.6	1.2	1.0	0.7	4.7	5.0	4.8	4.6
2004	171.4	173.9	175.3	-	2.8	1.5	0.8	-	5.7	6.0	5.8	-
Union blue-collar workers:												
1987	-	92.7	93.2	94.2	-	-	0.5	1.1	-	-	-	-
1988	96.1	97.0	97.6	98.3	2.0	0.9	0.6	0.7	-	4.6	4.7	4.4
1989	98.9	100.0	100.9	101.7	0.6	1.1	0.9	0.8	2.9	3.1	3.4	3.5
1990	103.0	104.1	104.8	105.9	1.3	1.1	0.7	1.0	4.1	4.1	3.9	4.1
1991	107.4	108.6	109.7	110.7	1.4	1.1	1.0	0.9	4.3	4.3	4.7	4.5
1992	112.9	113.8	114.8	115.5	2.0	0.8	0.9	0.6	5.1	4.8	4.6	4.3
1993	117.4	118.7	119.7	120.6	1.6	1.1	0.8	0.8	4.0	4.3	4.3	4.4
1994	121.2	122.4	123.1	123.4	0.5	1.0	0.6	0.2	3.2	3.1	2.8	2.3
1995	124.0	124.8	125.7	126.3	0.5	0.6	0.7	0.5	2.3	2.0	2.1	2.4
1996	126.8	128.0	128.3	128.9	0.4	0.9	0.2	0.5	2.3	2.6	2.1	2.1
1997	128.9	129.9	131.2	131.6	0.0	0.8	1.0	0.3	1.7	1.5	2.3	2.1
1998	131.8	133.3	134.6	135.3	0.2	1.1	1.0	0.5	2.2	2.6	2.6	2.8
1999	135.6	136.7	137.8	138.9	0.2	0.8	0.8	0.8	2.9	2.6	2.4	2.7
2000	141.1	142.5	144.3	145.0	1.6	1.0	1.3	0.5	4.1	4.2	4.7	4.4
2001	145.9	147.2	148.7	150.0	0.6	0.9	1.0	0.9	3.4	3.3	3.0	3.4
2002	151.7	153.5	155.2	156.6	1.1	1.2	1.1	0.9	4.0	4.3	4.4	4.4
2003	159.2	161.4	163.1	164.2	1.7	1.4	1.1	0.7	4.9	5.1	5.1	4.9
2004	169.0	171.2	172.6	-	2.9	1.3	0.8	-	6.2	6.1	5.8	-

See footnotes at end of table.

**TABLE 4. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹ BY BARGAINING STATUS, REGION², AND AREA SIZE
(Not seasonally adjusted) — Continued**

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Union workers, goods-producing industries³:												
1981	—	71.7	73.7	75.1	—	—	2.8	1.9	—	—	—	—
1982	76.3	77.6	79.2	80.2	1.6	1.7	2.1	1.3	—	8.2	7.5	6.8
1983	81.7	82.6	83.6	84.1	1.9	1.1	1.2	0.6	7.1	6.4	5.6	4.9
1984	85.5	86.4	87.1	88.2	1.7	1.1	0.8	1.3	4.7	4.6	4.2	4.9
1985	88.7	88.9	89.4	89.8	0.6	0.2	0.6	0.4	3.7	2.9	2.6	1.8
1986	90.7	90.9	91.3	91.5	1.0	0.2	0.4	0.2	2.3	2.2	2.1	1.9
1987	91.8	92.3	92.9	94.2	0.3	0.5	0.7	1.4	1.2	1.5	1.8	3.0
1988	96.2	97.1	97.7	98.4	2.1	0.9	0.6	0.7	4.8	5.2	5.2	4.5
1989	98.9	100.0	100.9	101.9	0.5	1.1	0.9	1.0	2.8	3.0	3.3	3.6
1990	103.3	104.5	105.1	106.3	1.4	1.2	0.6	1.1	4.4	4.5	4.2	4.3
1991	107.9	109.2	110.3	111.3	1.5	1.2	1.0	0.9	4.5	4.5	4.9	4.7
1992	114.0	114.6	115.7	116.4	2.4	0.5	1.0	0.6	5.7	4.9	4.9	4.6
1993	118.7	120.0	121.0	121.9	2.0	1.1	0.8	0.7	4.1	4.7	4.6	4.7
1994	122.5	123.8	124.4	124.7	0.5	1.1	0.5	0.2	3.2	3.2	2.8	2.3
1995	125.2	125.9	126.7	127.5	0.4	0.6	0.6	0.6	2.2	1.7	1.8	2.2
1996	127.9	129.0	129.2	129.8	0.3	0.9	0.2	0.5	2.2	2.5	2.0	1.8
1997	130.0	131.2	132.3	132.5	0.2	0.9	0.8	0.2	1.6	1.7	2.4	2.1
1998	132.7	134.3	135.6	136.5	0.2	1.2	1.0	0.7	2.1	2.4	2.5	3.0
1999	136.8	138.2	139.2	140.8	0.2	1.1	0.7	1.1	3.1	2.9	2.7	3.2
2000	143.3	144.8	146.8	147.3	1.8	1.0	1.4	0.3	4.8	4.8	5.5	4.6
2001	147.9	149.3	150.6	151.8	0.4	0.9	0.9	0.8	3.2	3.1	2.6	3.1
2002	153.4	154.7	156.2	157.8	1.1	0.8	1.0	1.0	3.7	3.6	3.7	4.0
2003	161.4	163.4	164.7	165.9	2.3	1.2	0.8	0.7	5.2	5.6	5.4	5.1
2004	172.3	174.6	176.0	—	3.9	1.3	0.8	—	6.8	6.9	6.9	—
Union workers, service-producing industries⁴:												
1981	—	69.5	71.0	73.0	—	—	2.2	2.8	—	—	—	—
1982	74.2	75.5	77.1	78.6	1.6	1.8	2.1	1.9	—	8.6	8.6	7.7
1983	80.2	81.6	83.3	84.3	2.0	1.7	2.1	1.2	8.1	8.1	8.0	7.3
1984	85.4	85.9	86.5	87.3	1.3	0.6	0.7	0.9	6.5	5.3	3.8	3.6
1985	88.0	89.0	90.0	90.5	0.8	1.1	1.1	0.6	3.0	3.6	4.0	3.7
1986	91.5	91.7	92.3	92.7	1.1	0.2	0.7	0.4	4.0	3.0	2.6	2.4
1987	93.4	94.0	94.4	95.0	0.8	0.6	0.4	0.6	2.1	2.5	2.3	2.5
1988	95.9	96.9	97.6	97.9	0.9	1.0	0.7	0.3	2.7	3.1	3.4	3.1
1989	99.1	100.0	100.8	101.7	1.2	0.9	0.8	0.9	3.3	3.2	3.3	3.9
1990	103.2	103.6	104.9	106.0	1.5	0.4	1.3	1.0	4.1	3.6	4.1	4.2
1991	107.1	108.3	109.8	110.9	1.0	1.1	1.4	1.0	3.8	4.5	4.7	4.6
1992	111.9	113.2	114.6	115.2	0.9	1.2	1.2	0.5	4.5	4.5	4.4	3.9
1993	116.7	117.7	118.6	119.6	1.3	0.9	0.8	0.8	4.3	4.0	3.5	3.8
1994	121.0	121.8	122.9	123.6	1.2	0.7	0.9	0.6	3.7	3.5	3.6	3.3
1995	124.8	125.6	126.8	127.9	1.0	0.6	1.0	0.9	3.1	3.1	3.2	3.5
1996	129.0	130.3	131.0	131.7	0.9	1.0	0.5	0.5	3.4	3.7	3.3	3.0
1997	131.9	132.4	134.0	134.5	0.2	0.4	1.2	0.4	2.2	1.6	2.3	2.1
1998	135.3	136.2	138.0	138.5	0.6	0.7	1.3	0.4	2.6	2.9	3.0	3.0
1999	139.2	139.7	141.0	141.4	0.5	0.4	0.9	0.3	2.9	2.6	2.2	2.1
2000	142.5	143.9	145.2	146.4	0.8	1.0	0.9	0.8	2.4	3.0	3.0	3.5

See footnotes at end of table.

**TABLE 4. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹ BY BARGAINING STATUS, REGION², AND AREA SIZE
(Not seasonally adjusted) — Continued**

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Union workers, service-producing industries⁴:												
2001	147.6	149.5	151.2	154.2	0.8	1.3	1.1	2.0	3.6	3.9	4.1	5.3
2002	156.0	157.6	159.9	161.1	1.2	1.0	1.5	0.8	5.7	5.4	5.8	4.5
2003	162.6	164.6	166.5	167.5	0.9	1.2	1.2	0.6	4.2	4.4	4.1	4.0
2004	170.2	172.9	174.4	—	1.6	1.6	0.9	—	4.7	5.0	4.7	—
Union workers, manufacturing:												
1981	—	70.8	72.4	74.0	—	—	2.3	2.2	—	—	—	—
1982	75.2	76.4	78.1	79.1	1.6	1.6	2.2	1.3	—	7.9	7.9	6.9
1983	80.7	81.2	82.3	82.9	2.0	0.6	1.4	0.7	7.3	6.3	5.4	4.8
1984	84.4	85.3	86.1	87.2	1.8	1.1	0.9	1.3	4.6	5.0	4.6	5.2
1985	87.9	87.9	88.5	88.8	0.8	0.0	0.7	0.3	4.1	3.0	2.8	1.8
1986	89.9	89.8	90.2	90.5	1.2	-0.1	0.4	0.3	2.3	2.2	1.9	1.9
1987	90.6	91.1	91.6	93.1	0.1	0.6	0.5	1.6	0.8	1.4	1.6	2.9
1988	95.5	96.4	97.0	97.8	2.6	0.9	0.6	0.8	5.4	5.8	5.9	5.0
1989	99.0	100.0	100.8	102.0	1.2	1.0	0.8	1.2	3.7	3.7	3.9	4.3
1990	103.6	104.7	105.3	106.6	1.6	1.1	0.6	1.2	4.6	4.7	4.5	4.5
1991	108.1	109.5	110.6	111.7	1.4	1.3	1.0	1.0	4.3	4.6	5.0	4.8
1992	114.8	115.2	116.1	116.9	2.8	0.3	0.8	0.7	6.2	5.2	5.0	4.7
1993	119.8	121.1	121.9	123.0	2.5	1.1	0.7	0.9	4.4	5.1	5.0	5.2
1994	123.6	124.8	125.3	125.8	0.5	1.0	0.4	0.4	3.2	3.1	2.8	2.3
1995	126.3	126.6	127.1	128.1	0.4	0.2	0.4	0.8	2.2	1.4	1.4	1.8
1996	128.8	129.8	129.8	130.6	0.5	0.8	0.0	0.6	2.0	2.5	2.1	2.0
1997	130.8	131.7	133.0	133.3	0.2	0.7	1.0	0.2	1.6	1.5	2.5	2.1
1998	133.6	134.6	136.0	136.9	0.2	0.7	1.0	0.7	2.1	2.2	2.3	2.7
1999	137.0	138.1	139.1	141.0	0.1	0.8	0.7	1.4	2.5	2.6	2.3	3.0
2000	144.5	145.4	147.1	147.4	2.5	0.6	1.2	0.2	5.5	5.3	5.8	4.5
2001	147.9	148.8	149.9	151.4	0.3	0.6	0.7	1.0	2.4	2.3	1.9	2.7
2002	153.4	154.6	155.9	157.9	1.3	0.8	0.8	1.3	3.7	3.9	4.0	4.3
2003	162.3	163.8	165.0	166.3	2.8	0.9	0.7	0.8	5.8	6.0	5.8	5.3
2004	175.0	177.0	178.4	—	5.2	1.1	0.8	—	7.8	8.1	8.1	—
Union workers, manufacturing, blue-collar occupations:												
1987	—	90.9	91.5	93.0	—	—	0.7	1.6	—	—	—	—
1988	95.5	96.4	96.9	97.8	2.7	0.9	0.5	0.9	—	6.1	5.9	5.2
1989	99.0	100.0	100.9	101.9	1.2	1.0	0.9	1.0	3.7	3.7	4.1	4.2
1990	103.5	104.6	105.1	106.5	1.6	1.1	0.5	1.3	4.5	4.6	4.2	4.5
1991	108.1	109.4	110.6	111.6	1.5	1.2	1.1	0.9	4.4	4.6	5.2	4.8
1992	114.7	115.1	116.0	116.8	2.8	0.3	0.8	0.7	6.1	5.2	4.9	4.7
1993	119.6	121.0	121.8	122.9	2.4	1.2	0.7	0.9	4.3	5.1	5.0	5.2
1994	123.5	124.6	125.1	125.6	0.5	0.9	0.4	0.4	3.3	3.0	2.7	2.2
1995	126.1	126.4	126.8	127.8	0.4	0.2	0.3	0.8	2.1	1.4	1.4	1.8
1996	128.3	129.4	129.5	130.1	0.4	0.9	0.1	0.5	1.7	2.4	2.1	1.8
1997	130.5	131.4	132.6	133.0	0.3	0.7	0.9	0.3	1.7	1.5	2.4	2.2
1998	133.1	134.2	135.5	136.4	0.1	0.8	1.0	0.7	2.0	2.1	2.2	2.6
1999	136.5	137.5	138.5	140.4	0.1	0.7	0.7	1.4	2.6	2.5	2.2	2.9
2000	143.9	144.8	146.5	147.0	2.5	0.6	1.2	0.3	5.4	5.3	5.8	4.7
2001	147.3	148.1	149.4	150.9	0.2	0.5	0.9	1.0	2.4	2.3	2.0	2.7

See footnotes at end of table.

**TABLE 4. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹ BY BARGAINING STATUS, REGION², AND AREA SIZE
(Not seasonally adjusted) — Continued**

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Union workers, manufacturing, blue-collar occupations:												
2002	152.5	153.7	155.0	157.0	1.1	0.8	0.8	1.3	3.5	3.8	3.7	4.0
2003	161.1	162.5	163.7	165.1	2.6	0.9	0.7	0.9	5.6	5.7	5.6	5.2
2004	173.8	175.9	177.3	—	5.3	1.2	0.8	—	7.9	8.2	8.3	—
Union workers, nonmanufacturing:												
1981	—	70.9	72.8	74.5	—	—	2.7	2.3	—	—	—	—
1982	75.7	77.1	78.7	80.0	1.6	1.8	2.1	1.7	—	8.7	8.1	7.4
1983	81.5	83.0	84.5	85.4	1.9	1.8	1.8	1.1	7.7	7.7	7.4	6.8
1984	86.5	87.1	87.7	88.3	1.3	0.7	0.7	0.7	6.1	4.9	3.8	3.4
1985	88.9	89.8	90.6	91.2	0.7	1.0	0.9	0.7	2.8	3.1	3.3	3.3
1986	92.0	92.5	93.0	93.3	0.9	0.5	0.5	0.3	3.5	3.0	2.6	2.3
1987	94.0	94.7	95.2	95.8	0.8	0.7	0.5	0.6	2.2	2.4	2.4	2.7
1988	96.6	97.5	98.3	98.5	0.8	0.9	0.8	0.2	2.8	3.0	3.3	2.8
1989	98.9	100.0	100.8	101.6	0.4	1.1	0.8	0.8	2.4	2.6	2.5	3.1
1990	103.0	103.7	104.9	105.9	1.4	0.7	1.2	1.0	4.1	3.7	4.1	4.2
1991	107.1	108.3	109.7	110.6	1.1	1.1	1.3	0.8	4.0	4.4	4.6	4.4
1992	111.8	113.1	114.5	115.1	1.1	1.2	1.2	0.5	4.4	4.4	4.4	4.1
1993	116.3	117.4	118.5	119.3	1.0	0.9	0.9	0.7	4.0	3.8	3.5	3.6
1994	120.5	121.5	122.6	123.0	1.0	0.8	0.9	0.3	3.6	3.5	3.5	3.1
1995	124.0	125.0	126.2	127.1	0.8	0.8	1.0	0.7	2.9	2.9	2.9	3.3
1996	128.0	129.2	129.9	130.4	0.7	0.9	0.5	0.4	3.2	3.4	2.9	2.6
1997	130.6	131.5	132.9	133.2	0.2	0.7	1.1	0.2	2.0	1.8	2.3	2.1
1998	133.9	135.3	136.9	137.4	0.5	1.0	1.2	0.4	2.5	2.9	3.0	3.2
1999	138.1	139.2	140.3	140.8	0.5	0.8	0.8	0.4	3.1	2.9	2.5	2.5
2000	141.7	143.4	145.0	146.2	0.6	1.2	1.1	0.8	2.6	3.0	3.3	3.8
2001	147.3	149.4	151.1	153.5	0.8	1.4	1.1	1.6	4.0	4.2	4.2	5.0
2002	155.0	156.6	158.8	159.9	1.0	1.0	1.4	0.7	5.2	4.8	5.1	4.2
2003	161.4	163.7	165.5	166.5	0.9	1.4	1.1	0.6	4.1	4.5	4.2	4.1
2004	168.8	171.6	173.0	—	1.4	1.7	0.8	—	4.6	4.8	4.5	—
Nonunion workers:												
1979	—	—	—	58.8	—	—	—	—	—	—	—	—
1980	60.5	61.7	62.8	64.0	2.9	2.0	1.8	1.9	—	—	—	8.8
1981	66.6	67.7	68.9	70.1	4.1	1.7	1.8	1.7	10.1	9.7	9.7	9.5
1982	71.3	72.1	73.5	74.3	1.7	1.1	1.9	1.1	7.1	6.5	6.7	6.0
1983	75.5	76.4	77.5	78.5	1.6	1.2	1.4	1.3	5.9	6.0	5.4	5.7
1984	79.9	80.7	81.4	82.5	1.8	1.0	0.9	1.4	5.8	5.6	5.0	5.1
1985	83.8	84.6	85.8	86.3	1.6	1.0	1.4	0.6	4.9	4.8	5.4	4.6
1986	87.3	88.2	88.8	89.4	1.2	1.0	0.7	0.7	4.2	4.3	3.5	3.6
1987	90.5	91.1	92.1	92.7	1.2	0.7	1.1	0.7	3.7	3.3	3.7	3.7
1988	94.0	95.3	96.3	97.4	1.4	1.4	1.0	1.1	3.9	4.6	4.6	5.1
1989	98.8	100.0	101.4	102.4	1.4	1.2	1.4	1.0	5.1	4.9	5.3	5.1
1990	104.1	105.5	106.6	107.3	1.7	1.3	1.0	0.7	5.4	5.5	5.1	4.8
1991	108.8	110.1	111.2	111.9	1.4	1.2	1.0	0.6	4.5	4.4	4.3	4.3
1992	113.1	113.8	114.7	115.5	1.1	0.6	0.8	0.7	4.0	3.4	3.1	3.2
1993	116.8	117.7	118.8	119.5	1.1	0.8	0.9	0.6	3.3	3.4	3.6	3.5
1994	120.7	121.7	122.7	123.2	1.0	0.8	0.8	0.4	3.3	3.4	3.3	3.1
1995	124.3	125.2	126.0	126.5	0.9	0.7	0.6	0.4	3.0	2.9	2.7	2.7

See footnotes at end of table.

**TABLE 4. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹ BY BARGAINING STATUS, REGION², AND AREA SIZE
(Not seasonally adjusted) — Continued**

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Nonunion workers:												
1996	127.7	128.7	129.7	130.4	0.9	0.8	0.8	0.5	2.7	2.8	2.9	3.1
1997	131.8	132.8	133.9	135.3	1.1	0.8	0.8	1.0	3.2	3.2	3.2	3.8
1998	136.7	137.8	139.3	140.1	1.0	0.8	1.1	0.6	3.7	3.8	4.0	3.5
1999	140.8	142.5	143.8	145.2	0.5	1.2	0.9	1.0	3.0	3.4	3.2	3.6
2000	147.4	149.1	150.6	151.6	1.5	1.2	1.0	0.7	4.7	4.6	4.7	4.4
2001	153.8	155.3	156.7	157.8	1.5	1.0	0.9	0.7	4.3	4.2	4.1	4.1
2002	159.6	161.4	162.2	162.8	1.1	1.1	0.5	0.4	3.8	3.9	3.5	3.2
2003	165.4	166.8	168.4	169.1	1.6	0.8	1.0	0.4	3.6	3.3	3.8	3.9
2004	171.3	172.7	174.2	—	1.3	0.8	0.9	—	3.6	3.5	3.4	—
Nonunion blue-collar workers:												
1987	—	91.6	92.6	93.3	—	—	1.1	0.8	—	—	—	—
1988	94.6	96.0	96.6	97.5	1.4	1.5	0.6	0.9	—	4.8	4.3	4.5
1989	98.7	100.0	101.3	102.1	1.2	1.3	1.3	0.8	4.3	4.2	4.9	4.7
1990	103.9	105.3	106.3	106.8	1.8	1.3	0.9	0.5	5.3	5.3	4.9	4.6
1991	108.3	109.4	110.6	111.2	1.4	1.0	1.1	0.5	4.2	3.9	4.0	4.1
1992	112.2	113.0	113.9	114.6	0.9	0.7	0.8	0.6	3.6	3.3	3.0	3.1
1993	115.9	116.9	117.8	118.2	1.1	0.9	0.8	0.3	3.3	3.5	3.4	3.1
1994	119.6	120.4	121.7	121.9	1.2	0.7	1.1	0.2	3.2	3.0	3.3	3.1
1995	123.0	123.9	124.5	125.1	0.9	0.7	0.5	0.5	2.8	2.9	2.3	2.6
1996	126.3	127.3	127.8	128.9	1.0	0.8	0.4	0.9	2.7	2.7	2.7	3.0
1997	129.9	131.2	131.8	132.6	0.8	1.0	0.5	0.6	2.9	3.1	3.1	2.9
1998	133.8	134.7	135.5	136.3	0.9	0.7	0.6	0.6	3.0	2.7	2.8	2.8
1999	137.6	139.0	140.3	141.4	1.0	1.0	0.9	0.8	2.8	3.2	3.5	3.7
2000	143.4	144.9	146.1	147.2	1.4	1.0	0.8	0.8	4.2	4.2	4.1	4.1
2001	149.4	150.3	152.2	152.9	1.5	0.6	1.3	0.5	4.2	3.7	4.2	3.9
2002	154.7	156.0	156.9	157.7	1.2	0.8	0.6	0.5	3.5	3.8	3.1	3.1
2003	159.8	161.3	162.6	163.2	1.3	0.9	0.8	0.4	3.3	3.4	3.6	3.5
2004	165.7	167.4	168.6	—	1.5	1.0	0.7	—	3.7	3.8	3.7	—
Nonunion workers, goods-producing industries³:												
1981	—	69.8	71.1	72.3	—	—	1.9	1.7	—	—	—	—
1982	73.8	74.5	75.8	76.3	2.1	0.9	1.7	0.7	—	6.7	6.6	5.5
1983	77.5	78.4	79.2	80.0	1.6	1.2	1.0	1.0	5.0	5.2	4.5	4.8
1984	81.1	81.8	82.7	83.5	1.4	0.9	1.1	1.0	4.6	4.3	4.4	4.4
1985	85.5	86.2	86.9	87.4	2.4	0.8	0.8	0.6	5.4	5.4	5.1	4.7
1986	88.5	89.5	90.2	90.8	1.3	1.1	0.8	0.7	3.5	3.8	3.8	3.9
1987	91.3	92.0	92.9	93.6	0.6	0.8	1.0	0.8	3.2	2.8	3.0	3.1
1988	95.1	96.2	96.9	97.7	1.6	1.2	0.7	0.8	4.2	4.6	4.3	4.4
1989	98.9	100.0	101.3	102.3	1.2	1.1	1.3	1.0	4.0	4.0	4.5	4.7
1990	104.2	105.5	106.7	107.4	1.9	1.2	1.1	0.7	5.4	5.5	5.3	5.0
1991	108.8	110.1	111.3	112.2	1.3	1.2	1.1	0.8	4.4	4.4	4.3	4.5
1992	113.3	114.1	115.1	116.0	1.0	0.7	0.9	0.8	4.1	3.6	3.4	3.4
1993	117.7	118.6	119.4	119.9	1.5	0.8	0.7	0.4	3.9	3.9	3.7	3.4
1994	121.5	122.6	123.6	124.1	1.3	0.9	0.8	0.4	3.2	3.4	3.5	3.5
1995	125.2	125.9	126.4	127.2	0.9	0.6	0.4	0.6	3.0	2.7	2.3	2.5
1996	128.3	129.4	130.4	131.3	0.9	0.9	0.8	0.7	2.5	2.8	3.2	3.2
1997	132.0	133.2	134.0	134.7	0.5	0.9	0.6	0.5	2.9	2.9	2.8	2.6

See footnotes at end of table.

**TABLE 4. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹ BY BARGAINING STATUS, REGION², AND AREA SIZE
(Not seasonally adjusted) — Continued**

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Nonunion workers, goods-producing industries³:												
1998	135.9	136.9	137.7	138.3	0.9	0.7	0.6	0.4	3.0	2.8	2.8	2.7
1999	139.7	140.5	141.8	143.1	1.0	0.6	0.9	0.9	2.8	2.6	3.0	3.5
2000	145.4	147.2	148.4	149.3	1.6	1.2	0.8	0.6	4.1	4.8	4.7	4.3
2001	151.6	153.1	154.0	155.3	1.5	1.0	0.6	0.8	4.3	4.0	3.8	4.0
2002	157.2	158.6	159.5	160.8	1.2	0.9	0.6	0.8	3.7	3.6	3.6	3.5
2003	163.6	164.9	166.1	166.7	1.7	0.8	0.7	0.4	4.1	4.0	4.1	3.7
2004	169.7	170.9	172.4	—	1.8	0.7	0.9	—	3.7	3.6	3.8	—
Nonunion workers, service-producing industries⁴:												
1981	—	66.4	67.6	68.8	—	—	1.8	1.8	—	—	—	—
1982	69.8	70.6	72.1	73.1	1.5	1.1	2.1	1.4	—	6.3	6.7	6.3
1983	74.2	75.1	76.4	77.5	1.5	1.2	1.7	1.4	6.3	6.4	6.0	6.0
1984	79.1	80.1	80.7	81.9	2.1	1.3	0.7	1.5	6.6	6.7	5.6	5.7
1985	82.9	83.6	85.2	85.7	1.2	0.8	1.9	0.6	4.8	4.4	5.6	4.6
1986	86.6	87.3	88.0	88.6	1.1	0.8	0.8	0.7	4.5	4.4	3.3	3.4
1987	89.9	90.6	91.6	92.1	1.5	0.8	1.1	0.5	3.8	3.8	4.1	4.0
1988	93.4	94.7	95.9	97.2	1.4	1.4	1.3	1.4	3.9	4.5	4.7	5.5
1989	98.7	100.0	101.5	102.4	1.5	1.3	1.5	0.9	5.7	5.6	5.8	5.3
1990	103.9	105.5	106.5	107.2	1.5	1.5	0.9	0.7	5.3	5.5	4.9	4.7
1991	108.8	110.1	111.2	111.8	1.5	1.2	1.0	0.5	4.7	4.4	4.4	4.3
1992	113.0	113.7	114.4	115.2	1.1	0.6	0.6	0.7	3.9	3.3	2.9	3.0
1993	116.3	117.2	118.4	119.2	1.0	0.8	1.0	0.7	2.9	3.1	3.5	3.5
1994	120.3	121.1	122.2	122.7	0.9	0.7	0.9	0.4	3.4	3.3	3.2	2.9
1995	123.8	124.8	125.6	126.0	0.9	0.8	0.6	0.3	2.9	3.1	2.8	2.7
1996	127.3	128.3	129.2	129.9	1.0	0.8	0.7	0.5	2.8	2.8	2.9	3.1
1997	131.5	132.5	133.7	135.3	1.2	0.8	0.9	1.2	3.3	3.3	3.5	4.2
1998	136.7	138.0	139.7	140.6	1.0	1.0	1.2	0.6	4.0	4.2	4.5	3.9
1999	141.1	143.0	144.4	145.7	0.4	1.3	1.0	0.9	3.2	3.6	3.4	3.6
2000	148.0	149.6	151.2	152.3	1.6	1.1	1.1	0.7	4.9	4.6	4.7	4.5
2001	154.4	155.9	157.5	158.6	1.4	1.0	1.0	0.7	4.3	4.2	4.2	4.1
2002	160.3	162.2	162.9	163.3	1.1	1.2	0.4	0.2	3.8	4.0	3.4	3.0
2003	165.9	167.2	169.0	169.8	1.6	0.8	1.1	0.5	3.5	3.1	3.7	4.0
2004	171.6	173.2	174.6	—	1.1	0.9	0.8	—	3.4	3.6	3.3	—
Nonunion workers, manufacturing:												
1981	—	69.1	70.3	71.5	—	—	1.7	1.7	—	—	—	—
1982	73.0	73.6	74.9	75.4	2.1	0.8	1.8	0.7	—	6.5	6.5	5.5
1983	76.8	77.6	78.6	79.4	1.9	1.0	1.3	1.0	5.2	5.4	4.9	5.3
1984	80.5	81.4	82.4	83.4	1.4	1.1	1.2	1.2	4.8	4.9	4.8	5.0
1985	85.4	86.2	86.8	87.2	2.4	0.9	0.7	0.5	6.1	5.9	5.3	4.6
1986	88.5	89.6	90.1	90.7	1.5	1.2	0.6	0.7	3.6	3.9	3.8	4.0
1987	91.3	92.0	93.0	93.6	0.7	0.8	1.1	0.6	3.2	2.7	3.2	3.2
1988	95.2	96.1	96.8	97.6	1.7	0.9	0.7	0.8	4.3	4.5	4.1	4.3
1989	98.8	100.0	101.2	102.1	1.2	1.2	1.2	0.9	3.8	4.1	4.5	4.6
1990	104.2	105.5	106.9	107.6	2.1	1.2	1.3	0.7	5.5	5.5	5.6	5.4
1991	108.8	110.2	111.5	112.4	1.1	1.3	1.2	0.8	4.4	4.5	4.3	4.5
1992	113.6	114.5	115.5	116.4	1.1	0.8	0.9	0.8	4.4	3.9	3.6	3.6

See footnotes at end of table.

**TABLE 4. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹ BY BARGAINING STATUS, REGION², AND AREA SIZE
(Not seasonally adjusted) — Continued**

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Nonunion workers, manufacturing:												
1993	118.1	119.0	120.0	120.6	1.5	0.8	0.8	0.5	4.0	3.9	3.9	3.6
1994	122.0	122.9	124.0	124.8	1.2	0.7	0.9	0.6	3.3	3.3	3.3	3.5
1995	126.1	126.9	127.3	128.3	1.0	0.6	0.3	0.8	3.4	3.3	2.7	2.8
1996	129.3	130.5	131.7	132.5	0.8	0.9	0.9	0.6	2.5	2.8	3.5	3.3
1997	133.1	134.4	135.1	135.9	0.5	1.0	0.5	0.6	2.9	3.0	2.6	2.6
1998	137.2	138.0	138.9	139.4	1.0	0.6	0.7	0.4	3.1	2.7	2.8	2.6
1999	140.7	141.7	143.0	144.4	0.9	0.7	0.9	1.0	2.6	2.7	3.0	3.5
2000	146.5	148.2	149.2	149.9	1.5	1.2	0.7	0.5	4.1	4.6	4.3	3.8
2001	152.4	153.7	154.4	155.5	1.7	0.9	0.5	0.7	4.0	3.7	3.5	3.7
2002	157.6	159.1	160.1	161.3	1.4	1.0	0.6	0.7	3.4	3.5	3.7	3.7
2003	164.5	165.8	166.9	167.3	2.0	0.8	0.7	0.2	4.4	4.2	4.2	3.7
2004	170.6	172.0	173.8	—	2.0	0.8	1.0	—	3.7	3.7	4.1	—
Nonunion workers, manufacturing, blue-collar occupations:												
1987	—	91.8	92.8	93.2	—	—	1.1	0.4	—	—	—	—
1988	94.6	95.7	96.4	97.4	1.5	1.2	0.7	1.0	—	4.2	3.9	4.5
1989	98.7	100.0	101.4	102.4	1.3	1.3	1.4	1.0	4.3	4.5	5.2	5.1
1990	104.4	105.9	107.2	107.9	2.0	1.4	1.2	0.7	5.8	5.9	5.7	5.4
1991	109.0	110.3	111.7	112.5	1.0	1.2	1.3	0.7	4.4	4.2	4.2	4.3
1992	113.8	114.6	115.5	116.2	1.2	0.7	0.8	0.6	4.4	3.9	3.4	3.3
1993	117.5	118.4	119.4	119.9	1.1	0.8	0.8	0.4	3.3	3.3	3.4	3.2
1994	121.2	121.9	123.0	123.5	1.1	0.6	0.9	0.4	3.1	3.0	3.0	3.0
1995	124.5	125.5	125.7	127.0	0.8	0.8	0.2	1.0	2.7	3.0	2.2	2.8
1996	128.1	129.3	130.3	131.4	0.9	0.9	0.8	0.8	2.9	3.0	3.7	3.5
1997	132.2	133.5	134.2	134.8	0.6	1.0	0.5	0.4	3.2	3.2	3.0	2.6
1998	136.0	136.7	137.4	138.3	0.9	0.5	0.5	0.7	2.9	2.4	2.4	2.6
1999	139.5	140.2	141.6	142.9	0.9	0.5	1.0	0.9	2.6	2.6	3.1	3.3
2000	144.4	145.8	146.7	148.0	1.0	1.0	0.6	0.9	3.5	4.0	3.6	3.6
2001	149.9	150.8	152.1	153.5	1.3	0.6	0.9	0.9	3.8	3.4	3.7	3.7
2002	155.6	156.7	157.5	158.8	1.4	0.7	0.5	0.8	3.8	3.9	3.6	3.5
2003	161.5	162.6	164.1	164.8	1.7	0.7	0.9	0.4	3.8	3.8	4.2	3.8
2004	168.1	169.3	171.2	—	2.0	0.7	1.1	—	4.1	4.1	4.3	—
Nonunion workers, nonmanufacturing:												
1981	—	67.1	68.2	69.4	—	—	1.6	1.8	—	—	—	—
1982	70.6	71.4	72.8	73.7	1.7	1.1	2.0	1.2	—	6.4	6.7	6.2
1983	74.8	75.8	76.9	78.1	1.5	1.3	1.5	1.6	5.9	6.2	5.6	6.0
1984	79.5	80.3	81.0	82.1	1.8	1.0	0.9	1.4	6.3	5.9	5.3	5.1
1985	83.1	83.9	85.4	85.9	1.2	1.0	1.8	0.6	4.5	4.5	5.4	4.6
1986	86.9	87.5	88.3	88.9	1.2	0.7	0.9	0.7	4.6	4.3	3.4	3.5
1987	90.1	90.7	91.8	92.2	1.3	0.7	1.2	0.4	3.7	3.7	4.0	3.7
1988	93.5	94.9	96.0	97.3	1.4	1.5	1.2	1.4	3.8	4.6	4.6	5.5
1989	98.8	100.0	101.4	102.4	1.5	1.2	1.4	1.0	5.7	5.4	5.6	5.2
1990	104.0	105.4	106.5	107.2	1.6	1.3	1.0	0.7	5.3	5.4	5.0	4.7
1991	108.8	110.1	111.2	111.7	1.5	1.2	1.0	0.4	4.6	4.5	4.4	4.2
1992	112.9	113.5	114.3	115.1	1.1	0.5	0.7	0.7	3.8	3.1	2.8	3.0
1993	116.3	117.2	118.3	119.0	1.0	0.8	0.9	0.6	3.0	3.3	3.5	3.4
1994	120.2	121.1	122.2	122.5	1.0	0.7	0.9	0.2	3.4	3.3	3.3	2.9

See footnotes at end of table.

**TABLE 4. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹ BY BARGAINING STATUS, REGION², AND AREA SIZE
(Not seasonally adjusted) — Continued**

Series and year	Indexes (June 1989=100)				Percent changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Nonunion workers, nonmanufacturing:													
1995	123.6	124.5	125.3	125.7	0.9	0.7	0.6	0.3	2.8	2.8	2.5	2.6	
1996	127.0	128.0	128.9	129.6	1.0	0.8	0.7	0.5	2.8	2.8	2.9	3.1	
1997	131.1	132.2	133.4	134.9	1.2	0.8	0.9	1.1	3.2	3.3	3.5	4.1	
1998	136.3	137.5	139.1	140.0	1.0	0.9	1.2	0.6	4.0	4.0	4.3	3.8	
1999	140.6	142.4	143.8	145.1	0.4	1.3	1.0	0.9	3.2	3.6	3.4	3.6	
2000	147.4	149.1	150.7	151.8	1.6	1.2	1.1	0.7	4.8	4.7	4.8	4.6	
2001	153.9	155.4	157.0	158.2	1.4	1.0	1.0	0.8	4.4	4.2	4.2	4.2	
2002	159.9	161.7	162.4	162.9	1.1	1.1	0.4	0.3	3.9	4.1	3.4	3.0	
2003	165.4	166.7	168.5	169.3	1.5	0.8	1.1	0.5	3.4	3.1	3.8	3.9	
2004	171.1	172.6	174.0	—	1.1	0.9	0.8	—	3.4	3.5	3.3	—	
Northeast:													
1982	—	—	—	71.8	—	—	—	—	—	—	—	—	
1983	72.4	73.5	74.6	75.6	0.8	1.5	1.5	1.3	—	—	—	5.3	
1984	76.5	77.6	78.7	79.6	1.2	1.4	1.4	1.1	5.7	5.6	5.5	5.3	
1985	80.5	81.3	82.8	83.5	1.1	1.0	1.8	0.8	5.2	4.8	5.2	4.9	
1986	84.6	85.7	86.3	86.9	1.3	1.3	0.7	0.7	5.1	5.4	4.2	4.1	
1987	88.4	89.1	90.2	91.3	1.7	0.8	1.2	1.2	4.5	4.0	4.5	5.1	
1988	92.4	93.8	95.0	96.7	1.2	1.5	1.3	1.8	4.5	5.3	5.3	5.9	
1989	98.7	100.0	101.8	102.9	2.1	1.3	1.8	1.1	6.8	6.6	7.2	6.4	
1990	104.4	105.3	106.5	107.6	1.5	0.9	1.1	1.0	5.8	5.3	4.6	4.6	
1991	109.4	110.6	111.7	112.5	1.7	1.1	1.0	0.7	4.8	5.0	4.9	4.6	
1992	113.9	114.5	115.5	116.4	1.2	0.5	0.9	0.8	4.1	3.5	3.4	3.5	
1993	117.8	119.1	120.2	120.7	1.2	1.1	0.9	0.4	3.4	4.0	4.1	3.7	
1994	121.6	122.8	124.0	124.3	0.7	1.0	1.0	0.2	3.2	3.1	3.2	3.0	
1995	125.6	126.6	127.4	127.8	1.0	0.8	0.6	0.3	3.3	3.1	2.7	2.8	
1996	128.9	129.7	130.6	131.1	0.9	0.6	0.7	0.4	2.6	2.4	2.5	2.6	
1997	132.2	133.1	134.0	135.0	0.8	0.7	0.7	0.7	2.6	2.6	2.6	3.0	
1998	136.0	137.0	138.7	139.5	0.7	0.7	1.2	0.6	2.9	2.9	3.5	3.3	
1999	140.5	141.5	143.2	144.3	0.7	0.7	1.2	0.8	3.3	3.3	3.2	3.4	
2000	146.3	147.6	149.3	150.3	1.4	0.9	1.2	0.7	4.1	4.3	4.3	4.2	
2001	151.6	153.7	155.2	156.3	0.9	1.4	1.0	0.7	3.6	4.1	4.0	4.0	
2002	158.3	159.9	160.5	161.3	1.3	1.0	0.4	0.5	4.4	4.0	3.4	3.2	
2003	163.8	165.2	166.9	167.9	1.5	0.9	1.0	0.6	3.5	3.3	4.0	4.1	
2004	170.2	172.3	173.7	—	1.4	1.2	0.8	—	3.9	4.3	4.1	—	
South:													
1982	—	—	—	76.8	—	—	—	—	—	—	—	—	
1983	78.1	78.8	80.2	81.3	1.7	0.9	1.8	1.4	—	—	—	5.9	
1984	83.1	83.8	83.8	84.8	2.2	0.8	0.0	1.2	6.4	6.3	4.5	4.3	
1985	86.2	86.9	87.8	88.3	1.7	0.8	1.0	0.6	3.7	3.7	4.8	4.1	
1986	89.3	89.9	90.7	91.2	1.1	0.7	0.9	0.6	3.6	3.5	3.3	3.3	
1987	91.7	92.4	93.1	94.0	0.5	0.8	0.8	1.0	2.7	2.8	2.6	3.1	
1988	95.1	96.7	97.4	98.1	1.2	1.7	0.7	0.7	3.7	4.7	4.6	4.4	
1989	99.0	100.0	101.2	102.2	0.9	1.0	1.2	1.0	4.1	3.4	3.9	4.2	
1990	104.0	105.7	106.3	106.9	1.8	1.6	0.6	0.6	5.1	5.7	5.0	4.6	
1991	108.4	109.8	110.7	111.2	1.4	1.3	0.8	0.5	4.2	3.9	4.1	4.0	
1992	112.5	113.3	114.1	114.8	1.2	0.7	0.7	0.6	3.8	3.2	3.1	3.2	
1993	116.2	117.0	118.1	118.8	1.2	0.7	0.9	0.6	3.3	3.3	3.5	3.5	

See footnotes at end of table.

**TABLE 4. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹ BY BARGAINING STATUS, REGION², AND AREA SIZE
(Not seasonally adjusted) — Continued**

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
South:												
1994	120.0	120.8	121.8	122.5	1.0	0.7	0.8	0.6	3.3	3.2	3.1	3.1
1995	123.7	124.3	125.2	125.6	1.0	0.5	0.7	0.3	3.1	2.9	2.8	2.5
1996	127.0	127.8	128.8	129.7	1.1	0.6	0.8	0.7	2.7	2.8	2.9	3.3
1997	130.8	131.5	132.5	134.6	0.8	0.5	0.8	1.6	3.0	2.9	2.9	3.8
1998	135.5	136.4	137.6	138.1	0.7	0.7	0.9	0.4	3.6	3.7	3.8	2.6
1999	139.1	140.7	141.8	143.0	0.7	1.2	0.8	0.8	2.7	3.2	3.1	3.5
2000	145.0	146.7	147.6	148.6	1.4	1.2	0.6	0.7	4.2	4.3	4.1	3.9
2001	151.1	152.3	153.5	154.6	1.7	0.8	0.8	0.7	4.2	3.8	4.0	4.0
2002	156.2	157.6	158.9	159.0	1.0	0.9	0.8	0.1	3.4	3.5	3.5	2.8
2003	160.6	161.6	163.2	163.9	1.0	0.6	1.0	0.4	2.8	2.5	2.7	3.1
2004	166.4	167.9	169.5	—	1.5	0.9	1.0	—	3.6	3.9	3.9	—
Midwest:												
1982	—	—	—	77.1	—	—	—	—	—	—	—	—
1983	78.7	79.8	80.8	81.4	2.1	1.4	1.3	0.7	—	—	—	5.6
1984	83.2	83.7	85.0	85.7	2.2	0.6	1.6	0.8	5.7	4.9	5.2	5.3
1985	86.6	87.1	88.1	88.4	1.1	0.6	1.1	0.3	4.1	4.1	3.6	3.2
1986	89.4	89.6	90.3	90.9	1.1	0.2	0.8	0.7	3.2	2.9	2.5	2.8
1987	91.6	92.4	93.1	93.5	0.8	0.9	0.8	0.4	2.5	3.1	3.1	2.9
1988	95.4	96.2	97.0	97.9	2.0	0.8	0.8	0.9	4.1	4.1	4.2	4.7
1989	98.9	100.0	101.0	101.9	1.0	1.1	1.0	0.9	3.7	4.0	4.1	4.1
1990	103.5	104.8	106.3	107.1	1.6	1.3	1.4	0.8	4.7	4.8	5.2	5.1
1991	108.5	109.7	111.2	112.2	1.3	1.1	1.4	0.9	4.8	4.7	4.6	4.8
1992	113.8	114.6	115.3	116.1	1.4	0.7	0.6	0.7	4.9	4.5	3.7	3.5
1993	117.9	119.3	120.1	121.2	1.6	1.2	0.7	0.9	3.6	4.1	4.2	4.4
1994	122.8	123.6	124.6	125.0	1.3	0.7	0.8	0.3	4.2	3.6	3.7	3.1
1995	125.8	126.9	127.7	128.3	0.6	0.9	0.6	0.5	2.4	2.7	2.5	2.6
1996	129.5	130.7	131.3	132.1	0.9	0.9	0.5	0.6	2.9	3.0	2.8	3.0
1997	133.3	134.7	136.2	136.9	0.9	1.1	1.1	0.5	2.9	3.1	3.7	3.6
1998	138.3	139.6	140.9	141.4	1.0	0.9	0.9	0.4	3.8	3.6	3.5	3.3
1999	141.7	143.6	145.0	146.3	0.2	1.3	1.0	0.9	2.5	2.9	2.9	3.5
2000	148.9	150.7	152.2	153.3	1.8	1.2	1.0	0.7	5.1	4.9	5.0	4.8
2001	154.8	156.0	157.4	158.6	1.0	0.8	0.9	0.8	4.0	3.5	3.4	3.5
2002	161.1	162.6	163.5	164.6	1.6	0.9	0.6	0.7	4.1	4.2	3.9	3.8
2003	169.0	170.4	171.7	172.5	2.7	0.8	0.8	0.5	4.9	4.8	5.0	4.8
2004	174.7	176.2	177.6	—	1.3	0.9	0.8	—	3.4	3.4	3.4	—
West:												
1982	—	—	—	77.9	—	—	—	—	—	—	—	—
1983	79.6	80.5	81.4	82.8	2.2	1.1	1.1	1.7	—	—	—	6.3
1984	83.5	84.3	84.5	86.2	0.8	1.0	0.2	2.0	4.9	4.7	3.8	4.1
1985	87.5	88.3	89.1	89.6	1.5	0.9	0.9	0.6	4.8	4.7	5.4	3.9
1986	90.3	90.8	91.2	91.6	0.8	0.6	0.4	0.4	3.2	2.8	2.4	2.2
1987	92.5	92.6	93.7	94.1	1.0	0.1	1.2	0.4	2.4	2.0	2.7	2.7
1988	95.4	96.3	97.0	97.7	1.4	0.9	0.7	0.7	3.1	4.0	3.5	3.8
1989	98.8	100.0	101.0	101.8	1.1	1.2	1.0	0.8	3.6	3.8	4.1	4.2
1990	103.3	104.5	105.6	106.3	1.5	1.2	1.1	0.7	4.6	4.5	4.6	4.4
1991	107.5	108.9	110.0	110.9	1.1	1.3	1.0	0.8	4.1	4.2	4.2	4.3
1992	111.9	112.9	114.1	114.9	0.9	0.9	1.1	0.7	4.1	3.7	3.7	3.6
1993	116.2	116.4	117.8	118.1	1.1	0.2	1.2	0.3	3.8	3.1	3.2	2.8

See footnotes at end of table.

**TABLE 4. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹ BY BARGAINING STATUS, REGION², AND AREA SIZE
(Not seasonally adjusted) — Continued**

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
West:												
1994	119.4	120.5	121.3	121.7	1.1	0.9	0.7	0.3	2.8	3.5	3.0	3.0
1995	122.6	123.4	123.9	125.0	0.7	0.7	0.4	0.9	2.7	2.4	2.1	2.7
1996	125.9	127.3	128.3	128.9	0.7	1.1	0.8	0.5	2.7	3.2	3.6	3.1
1997	130.3	131.4	132.5	133.4	1.1	0.8	0.8	0.7	3.5	3.2	3.3	3.5
1998	135.2	136.6	138.5	140.0	1.3	1.0	1.4	1.1	3.8	4.0	4.5	4.9
1999	140.3	142.1	143.3	144.7	0.2	1.3	0.8	1.0	3.8	4.0	3.5	3.4
2000	147.0	148.8	150.8	151.8	1.6	1.2	1.3	0.7	4.8	4.7	5.2	4.9
2001	154.3	156.0	157.6	159.4	1.6	1.1	1.0	1.1	5.0	4.8	4.5	5.0
2002	160.4	162.9	163.8	165.0	0.6	1.6	0.6	0.7	4.0	4.4	3.9	3.5
2003	167.3	169.5	171.4	172.2	1.4	1.3	1.1	0.5	4.3	4.1	4.6	4.4
2004	175.3	176.8	178.1	—	1.8	0.9	0.7	—	4.8	4.3	3.9	—
Metropolitan areas:												
1979	—	—	—	58.6	—	—	—	—	—	—	—	—
1980	60.0	61.5	63.0	64.2	2.4	2.5	2.4	1.9	—	—	—	9.6
1981	66.6	67.8	69.3	70.6	3.7	1.8	2.2	1.9	11.0	10.2	10.0	10.0
1982	71.7	72.7	74.2	75.2	1.6	1.4	2.1	1.3	7.7	7.2	7.1	6.5
1983	76.6	77.5	78.7	79.6	1.9	1.2	1.5	1.1	6.8	6.6	6.1	5.9
1984	81.0	81.8	82.4	83.6	1.8	1.0	0.7	1.5	5.7	5.5	4.7	5.0
1985	84.6	85.3	86.4	86.9	1.2	0.8	1.3	0.6	4.4	4.3	4.9	3.9
1986	87.9	88.5	89.1	89.7	1.2	0.7	0.7	0.7	3.9	3.8	3.1	3.2
1987	90.6	91.2	92.1	92.7	1.0	0.7	1.0	0.7	3.1	3.1	3.4	3.3
1988	94.2	95.3	96.3	97.4	1.6	1.2	1.0	1.1	4.0	4.5	4.6	5.1
1989	98.8	100.0	101.4	102.2	1.4	1.2	1.4	0.8	4.9	4.9	5.3	4.9
1990	103.9	105.1	106.3	107.1	1.7	1.2	1.1	0.8	5.2	5.1	4.8	4.8
1991	108.5	109.8	111.0	111.8	1.3	1.2	1.1	0.7	4.4	4.5	4.4	4.4
1992	113.1	113.9	114.8	115.6	1.2	0.7	0.8	0.7	4.2	3.7	3.4	3.4
1993	117.1	118.1	119.1	119.8	1.3	0.9	0.8	0.6	3.5	3.7	3.7	3.6
1994	120.9	121.9	122.9	123.4	0.9	0.8	0.8	0.4	3.2	3.2	3.2	3.0
1995	124.5	125.4	126.2	126.8	0.9	0.7	0.6	0.5	3.0	2.9	2.7	2.8
1996	128.0	129.1	130.0	130.6	0.9	0.9	0.7	0.5	2.8	3.0	3.0	3.0
1997	131.7	132.8	133.9	135.1	0.8	0.8	0.8	0.9	2.9	2.9	3.0	3.4
1998	136.4	137.5	139.1	139.8	1.0	0.8	1.2	0.5	3.6	3.5	3.9	3.5
1999	140.4	142.0	143.3	144.7	0.4	1.1	0.9	1.0	2.9	3.3	3.0	3.5
2000	146.9	148.6	150.1	151.0	1.5	1.2	1.0	0.6	4.6	4.6	4.7	4.4
2001	153.1	154.6	156.0	157.4	1.4	1.0	0.9	0.9	4.2	4.0	3.9	4.2
2002	159.1	160.9	161.8	162.5	1.1	1.1	0.6	0.4	3.9	4.1	3.7	3.2
2003	165.2	166.6	168.3	169.1	1.7	0.8	1.0	0.5	3.8	3.5	4.0	4.1
2004	171.5	173.1	174.6	—	1.4	0.9	0.9	—	3.8	3.9	3.7	—
Other areas:												
1979	—	—	—	61.9	—	—	—	—	—	—	—	—
1980	64.2	65.3	66.4	68.1	3.7	1.7	1.7	2.6	—	—	—	10.0
1981	70.9	72.3	73.6	74.6	4.1	2.0	1.8	1.4	10.4	10.7	10.8	9.5
1982	76.8	77.4	78.5	78.9	2.9	0.8	1.4	0.5	8.3	7.1	6.7	5.8
1983	80.1	81.2	82.0	82.8	1.5	1.4	1.0	1.0	4.3	4.9	4.5	4.9
1984	84.4	84.9	86.0	86.6	1.9	0.6	1.3	0.7	5.4	4.6	4.9	4.6
1985	87.8	88.6	89.6	89.6	1.4	0.9	1.1	0.0	4.0	4.4	4.2	3.5
1986	90.7	91.4	92.0	92.5	1.2	0.8	0.7	0.5	3.3	3.2	2.7	3.2

See footnotes at end of table.

**TABLE 4. EMPLOYMENT COST INDEX (COMPENSATION), PRIVATE INDUSTRY WORKERS¹ BY BARGAINING STATUS, REGION², AND AREA SIZE
(Not seasonally adjusted) — Continued**

Series and year	Indexes (June 1989=100)				Percent changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Other areas:													
1987	93.3	94.1	94.9	95.4	0.9	0.9	0.9	0.5	2.9	3.0	3.2	3.1	
1988	96.6	98.0	98.5	98.9	1.3	1.4	0.5	0.4	3.5	4.1	3.8	3.7	
1989	99.4	100.0	100.8	102.0	0.5	0.6	0.8	1.2	2.9	2.0	2.3	3.1	
1990	103.6	105.2	106.0	106.8	1.6	1.5	0.8	0.8	4.2	5.2	5.2	4.7	
1991	108.4	109.9	110.7	111.2	1.5	1.4	0.7	0.5	4.6	4.5	4.4	4.1	
1992	113.1	113.7	114.8	115.6	1.7	0.5	1.0	0.7	4.3	3.5	3.7	4.0	
1993	117.0	117.8	118.7	119.7	1.2	0.7	0.8	0.8	3.4	3.6	3.4	3.5	
1994	121.3	122.5	123.2	123.5	1.3	1.0	0.6	0.2	3.7	4.0	3.8	3.2	
1995	124.8	125.3	126.1	126.5	1.1	0.4	0.6	0.3	2.9	2.3	2.4	2.4	
1996	127.2	128.0	128.7	130.2	0.6	0.6	0.5	1.2	1.9	2.2	2.1	2.9	
1997	131.4	132.4	133.8	135.3	0.9	0.8	1.1	1.1	3.3	3.4	4.0	3.9	
1998	135.9	137.1	138.2	139.4	0.4	0.9	0.8	0.9	3.4	3.5	3.3	3.0	
1999	140.5	141.8	143.1	143.6	0.8	0.9	0.9	0.3	3.4	3.4	3.5	3.0	
2000	146.0	147.7	148.8	150.3	1.7	1.2	0.7	1.0	3.9	4.2	4.0	4.7	
2001	152.1	153.7	154.8	155.6	1.2	1.1	0.7	0.5	4.2	4.1	4.0	3.5	
2002	157.5	158.5	160.0	160.8	1.2	0.6	0.9	0.5	3.6	3.1	3.4	3.3	
2003	163.5	165.0	166.1	166.9	1.7	0.9	0.7	0.5	3.8	4.1	3.8	3.8	
2004	170.2	172.1	173.3	—	2.0	1.1	0.7	—	4.1	4.3	4.3	—	

¹ Excludes farm and household workers.

² The regional coverage is as follows: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South

Dakota, and Wisconsin; and West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

³ Includes mining, construction, and manufacturing.

⁴ Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

NOTE: Dashes indicate data not available.

TABLE 5a. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), CIVILIAN WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended-				12 months ended-			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Civilian workers¹:												
1981	-	69.2	70.9	72.2	-	-	2.5	1.8	-	-	-	-
1982	73.5	74.2	75.9	76.7	1.8	1.0	2.3	1.1	-	7.2	7.1	6.2
1983	77.6	78.4	79.7	80.6	1.2	1.0	1.7	1.1	5.6	5.7	5.0	5.1
1984	81.5	82.2	83.2	84.2	1.1	0.9	1.2	1.2	5.0	4.8	4.4	4.5
1985	85.1	85.9	87.3	87.8	1.1	0.9	1.6	0.6	4.4	4.5	4.9	4.3
1986	88.7	89.4	90.4	90.9	1.0	0.8	1.1	0.6	4.2	4.1	3.6	3.5
1987	91.8	92.3	93.5	94.1	1.0	0.5	1.3	0.6	3.5	3.2	3.4	3.5
1988	95.0	95.9	97.2	98.1	1.0	0.9	1.4	0.9	3.5	3.9	4.0	4.3
1989	99.2	100.0	101.6	102.4	1.1	0.8	1.6	0.8	4.4	4.3	4.5	4.4
1990	103.6	104.7	106.0	106.8	1.2	1.1	1.2	0.8	4.4	4.7	4.3	4.3
1991	108.0	108.9	110.0	110.6	1.1	0.8	1.0	0.5	4.2	4.0	3.8	3.6
1992	111.5	112.1	113.0	113.6	0.8	0.5	0.8	0.5	3.2	2.9	2.7	2.7
1993	114.5	115.2	116.4	117.1	0.8	0.6	1.0	0.6	2.7	2.8	3.0	3.1
1994	117.8	118.6	119.8	120.4	0.6	0.7	1.0	0.5	2.9	3.0	2.9	2.8
1995	121.3	122.2	123.2	123.9	0.7	0.7	0.8	0.6	3.0	3.0	2.8	2.9
1996	125.1	126.1	127.2	128.0	1.0	0.8	0.9	0.6	3.1	3.2	3.2	3.3
1997	129.2	130.1	131.6	132.8	0.9	0.7	1.2	0.9	3.3	3.2	3.5	3.8
1998	134.0	135.0	136.8	137.7	0.9	0.7	1.3	0.7	3.7	3.8	4.0	3.7
1999	138.4	139.8	141.3	142.5	0.5	1.0	1.1	0.8	3.3	3.6	3.3	3.5
2000	144.0	145.4	147.0	147.9	1.1	1.0	1.1	0.6	4.0	4.0	4.0	3.8
2001	149.5	150.8	152.3	153.4	1.1	0.9	1.0	0.7	3.8	3.7	3.6	3.7
2002	154.8	156.1	157.2	157.8	0.9	0.8	0.7	0.4	3.5	3.5	3.2	2.9
2003	159.3	160.3	161.8	162.3	1.0	0.6	0.9	0.3	2.9	2.7	2.9	2.9
2004	163.3	164.3	165.7	-	0.6	0.6	0.9	-	2.5	2.5	2.4	-
Civilian workers, excluding sales:												
1981	-	68.9	70.9	72.1	-	-	2.9	1.7	-	-	-	-
1982	73.5	74.3	75.9	76.7	1.9	1.1	2.2	1.1	-	7.8	7.1	6.4
1983	77.7	78.5	79.8	80.6	1.3	1.0	1.7	1.0	5.7	5.7	5.1	5.1
1984	81.7	82.3	83.5	84.4	1.4	0.7	1.5	1.1	5.1	4.8	4.6	4.7
1985	85.2	85.9	87.4	87.8	0.9	0.8	1.7	0.5	4.3	4.4	4.7	4.0
1986	88.8	89.3	90.4	91.0	1.1	0.6	1.2	0.7	4.2	4.0	3.4	3.6
1987	91.9	92.4	93.7	94.4	1.0	0.5	1.4	0.7	3.5	3.5	3.7	3.7
1988	95.2	96.1	97.3	98.2	0.8	0.9	1.2	0.9	3.6	4.0	3.8	4.0
1989	99.2	100.0	101.4	102.3	1.0	0.8	1.4	0.9	4.2	4.1	4.2	4.2
1990	103.6	104.6	106.1	106.8	1.3	1.0	1.4	0.7	4.4	4.6	4.6	4.4
1991	108.0	108.9	110.1	110.8	1.1	0.8	1.1	0.6	4.2	4.1	3.8	3.7
1992	111.6	112.2	113.2	113.9	0.7	0.5	0.9	0.6	3.3	3.0	2.8	2.8
1993	114.8	115.5	116.6	117.2	0.8	0.6	1.0	0.5	2.9	2.9	3.0	2.9
1994	118.0	118.8	120.1	120.7	0.7	0.7	1.1	0.5	2.8	2.9	3.0	3.0
1995	121.7	122.4	123.4	124.2	0.8	0.6	0.8	0.6	3.1	3.0	2.7	2.9
1996	125.3	126.2	127.5	128.1	0.9	0.7	1.0	0.5	3.0	3.1	3.3	3.1
1997	129.2	130.2	131.7	132.8	0.9	0.8	1.2	0.8	3.1	3.2	3.3	3.7
1998	134.0	134.9	136.6	137.3	0.9	0.7	1.3	0.5	3.7	3.6	3.7	3.4
1999	138.4	139.6	141.1	142.3	0.8	0.9	1.1	0.9	3.3	3.5	3.3	3.6
2000	143.7	145.0	146.7	147.7	1.0	0.9	1.2	0.7	3.8	3.9	4.0	3.8
2001	149.4	150.7	152.3	153.4	1.2	0.9	1.1	0.7	4.0	3.9	3.8	3.9
2002	154.8	155.9	157.1	157.8	0.9	0.7	0.8	0.4	3.6	3.5	3.2	2.9
2003	159.4	160.3	161.7	162.3	1.0	0.6	0.9	0.4	3.0	2.8	2.9	2.9

See footnotes at end of table.

TABLE 5a. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), CIVILIAN WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Civilian workers, excluding sales:													
2004	163.3	164.2	165.6	—	0.6	0.6	0.9	—	2.4	2.4	2.4	—	
White-collar occupations:													
1981	—	66.8	68.5	69.9	—	—	2.5	2.0	—	—	—	—	
1982	71.2	71.8	73.7	74.4	1.9	0.8	2.6	0.9	—	7.5	7.6	6.4	
1983	75.4	76.2	77.9	78.7	1.3	1.1	2.2	1.0	5.9	6.1	5.7	5.8	
1984	79.6	80.4	81.6	82.4	1.1	1.0	1.5	1.0	5.6	5.5	4.7	4.7	
1985	83.6	84.4	86.0	86.6	1.5	1.0	1.9	0.7	5.0	5.0	5.4	5.1	
1986	87.6	88.4	89.5	90.1	1.2	0.9	1.2	0.7	4.8	4.7	4.1	4.0	
1987	91.2	91.7	93.1	93.6	1.2	0.5	1.5	0.5	4.1	3.7	4.0	3.9	
1988	94.5	95.5	96.9	98.0	1.0	1.1	1.5	1.1	3.6	4.1	4.1	4.7	
1989	99.2	100.0	101.9	102.8	1.2	0.8	1.9	0.9	5.0	4.7	5.2	4.9	
1990	104.1	105.2	106.8	107.4	1.3	1.1	1.5	0.6	4.9	5.2	4.8	4.5	
1991	108.7	109.6	110.8	111.3	1.2	0.8	1.1	0.5	4.4	4.2	3.7	3.6	
1992	112.2	112.8	113.7	114.5	0.8	0.5	0.8	0.7	3.2	2.9	2.6	2.9	
1993	115.4	116.0	117.4	118.1	0.8	0.5	1.2	0.6	2.9	2.8	3.3	3.1	
1994	118.8	119.7	120.8	121.5	0.6	0.8	0.9	0.6	2.9	3.2	2.9	2.9	
1995	122.4	123.1	124.3	125.1	0.7	0.6	1.0	0.6	3.0	2.8	2.9	3.0	
1996	126.3	127.3	128.6	129.3	1.0	0.8	1.0	0.5	3.2	3.4	3.5	3.4	
1997	130.6	131.5	133.0	134.3	1.0	0.7	1.1	1.0	3.4	3.3	3.4	3.9	
1998	135.6	136.7	138.8	139.7	1.0	0.8	1.5	0.6	3.8	4.0	4.4	4.0	
1999	140.1	141.6	143.3	144.6	0.3	1.1	1.2	0.9	3.3	3.6	3.2	3.5	
2000	146.2	147.6	149.2	150.2	1.1	1.0	1.1	0.7	4.4	4.2	4.1	3.9	
2001	151.7	153.1	154.5	155.6	1.0	0.9	0.9	0.7	3.8	3.7	3.6	3.6	
2002	157.0	158.4	159.6	160.1	0.9	0.9	0.8	0.3	3.5	3.5	3.3	2.9	
2003	161.9	162.9	164.5	165.1	1.1	0.6	1.0	0.4	3.1	2.8	3.1	3.1	
2004	166.1	167.1	168.7	—	0.6	0.6	1.0	—	2.6	2.6	2.6	—	
White-collar occupations, excluding sales:													
1981	—	66.0	68.2	69.4	—	—	3.3	1.8	—	—	—	—	
1982	70.9	71.6	73.5	74.1	2.2	1.0	2.7	0.8	—	8.5	7.8	6.8	
1983	75.2	76.0	77.9	78.5	1.5	1.1	2.5	0.8	6.1	6.1	6.0	5.9	
1984	79.7	80.3	81.8	82.7	1.5	0.8	1.9	1.1	6.0	5.7	5.0	5.4	
1985	83.5	84.3	85.9	86.4	1.0	1.0	1.9	0.6	4.8	5.0	5.0	4.5	
1986	87.5	88.2	89.4	90.1	1.3	0.8	1.4	0.8	4.8	4.6	4.1	4.3	
1987	91.2	91.7	93.3	94.0	1.2	0.5	1.7	0.8	4.2	4.0	4.4	4.3	
1988	94.9	95.6	97.2	98.2	1.0	0.7	1.7	1.0	4.1	4.3	4.2	4.5	
1989	99.3	100.0	101.8	102.6	1.1	0.7	1.8	0.8	4.6	4.6	4.7	4.5	
1990	104.2	105.1	107.0	107.8	1.6	0.9	1.8	0.7	4.9	5.1	5.1	5.1	
1991	109.0	109.8	111.2	111.9	1.1	0.7	1.3	0.6	4.6	4.5	3.9	3.8	
1992	112.6	113.2	114.4	115.1	0.6	0.5	1.1	0.6	3.3	3.1	2.9	2.9	
1993	116.2	116.8	118.0	118.7	1.0	0.5	1.0	0.6	3.2	3.2	3.1	3.1	
1994	119.5	120.2	121.5	122.2	0.7	0.6	1.1	0.6	2.8	2.9	3.0	2.9	
1995	123.2	123.8	125.0	125.8	0.8	0.5	1.0	0.6	3.1	3.0	2.9	2.9	
1996	127.0	127.8	129.4	129.9	1.0	0.6	1.3	0.4	3.1	3.2	3.5	3.3	
1997	131.0	132.0	133.5	134.8	0.8	0.8	1.1	1.0	3.1	3.3	3.2	3.8	
1998	136.1	137.0	138.8	139.5	1.0	0.7	1.3	0.5	3.9	3.8	4.0	3.5	
1999	140.5	141.8	143.5	144.8	0.7	0.9	1.2	0.9	3.2	3.5	3.4	3.8	

See footnotes at end of table.

**TABLE 5a. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), CIVILIAN WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued**

Series and year	Indexes (June 1989=100)				Percent changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
White-collar occupations, excluding sales:													
2000	146.2	147.6	149.3	150.4	1.0	1.0	1.2	0.7	4.1	4.1	4.0	3.9	
2001	152.1	153.3	155.1	156.1	1.1	0.8	1.2	0.6	4.0	3.9	3.9	3.8	
2002	157.6	158.7	160.1	160.7	1.0	0.7	0.9	0.4	3.6	3.5	3.2	2.9	
2003	162.5	163.5	165.0	165.7	1.1	0.6	0.9	0.4	3.1	3.0	3.1	3.1	
2004	166.7	167.6	169.1	—	0.6	0.5	0.9	—	2.6	2.5	2.5	—	
Professional specialty and technical occupations:													
1989	—	100.0	102.5	103.3	—	—	2.5	0.8	—	—	—	—	
1990	104.8	105.5	107.9	108.8	1.5	0.7	2.3	0.8	—	5.5	5.3	5.3	
1991	109.9	110.4	112.3	113.0	1.0	0.5	1.7	0.6	4.9	4.6	4.1	3.9	
1992	113.6	114.4	116.0	116.7	0.5	0.7	1.4	0.6	3.4	3.6	3.3	3.3	
1993	117.5	118.0	119.5	120.0	0.7	0.4	1.3	0.4	3.4	3.1	3.0	2.8	
1994	120.7	121.3	122.8	123.5	0.6	0.5	1.2	0.6	2.7	2.8	2.8	2.9	
1995	124.2	124.7	126.1	126.9	0.6	0.4	1.1	0.6	2.9	2.8	2.7	2.8	
1996	128.0	128.8	130.2	130.7	0.9	0.6	1.1	0.4	3.1	3.3	3.3	3.0	
1997	131.4	132.3	134.0	135.0	0.5	0.7	1.3	0.7	2.7	2.7	2.9	3.3	
1998	135.8	136.6	138.5	139.4	0.6	0.6	1.4	0.6	3.3	3.3	3.4	3.3	
1999	140.1	141.0	142.6	144.0	0.5	0.6	1.1	1.0	3.2	3.2	3.0	3.3	
2000	144.9	146.4	148.3	149.6	0.6	1.0	1.3	0.9	3.4	3.8	4.0	3.9	
2001	151.1	152.0	154.2	155.1	1.0	0.6	1.4	0.6	4.3	3.8	4.0	3.7	
2002	155.6	156.2	158.0	158.6	0.3	0.4	1.2	0.4	3.0	2.8	2.5	2.3	
2003	159.3	160.1	161.8	162.5	0.4	0.5	1.1	0.4	2.4	2.5	2.4	2.5	
2004	163.8	164.4	166.5	—	0.8	0.4	1.3	—	2.8	2.7	2.9	—	
Executive, administrative, and managerial occupations:													
1989	—	100.0	101.1	101.8	—	—	1.1	0.7	—	—	—	—	
1990	103.6	105.0	106.5	107.2	1.8	1.4	1.4	0.7	—	5.0	5.3	5.3	
1991	108.5	109.6	110.8	111.5	1.2	1.0	1.1	0.6	4.7	4.4	4.0	4.0	
1992	111.9	112.2	112.8	113.5	0.4	0.3	0.5	0.6	3.1	2.4	1.8	1.8	
1993	115.0	115.5	116.5	117.3	1.3	0.4	0.9	0.7	2.8	2.9	3.3	3.3	
1994	118.1	119.0	120.2	120.8	0.7	0.8	1.0	0.5	2.7	3.0	3.2	3.0	
1995	122.2	122.8	123.8	124.7	1.2	0.5	0.8	0.7	3.5	3.2	3.0	3.2	
1996	126.2	127.0	129.0	129.4	1.2	0.6	1.6	0.3	3.3	3.4	4.2	3.8	
1997	131.0	132.0	133.5	135.6	1.2	0.8	1.1	1.6	3.8	3.9	3.5	4.8	
1998	137.4	138.3	140.5	140.3	1.3	0.7	1.6	-0.1	4.9	4.8	5.2	3.5	
1999	141.6	143.8	145.9	147.2	0.9	1.6	1.5	0.9	3.1	4.0	3.8	4.9	
2000	148.6	149.9	151.6	152.4	1.0	0.9	1.1	0.5	4.9	4.2	3.9	3.5	
2001	154.0	155.8	156.7	158.1	1.0	1.2	0.6	0.9	3.6	3.9	3.4	3.7	
2002	160.7	162.6	163.5	163.8	1.6	1.2	0.6	0.2	4.4	4.4	4.3	3.6	
2003	167.9	169.0	170.5	171.2	2.5	0.7	0.9	0.4	4.5	3.9	4.3	4.5	
2004	171.4	172.4	173.4	—	0.1	0.6	0.6	—	2.1	2.0	1.7	—	
Administrative support, including clerical occupations:													
1989	—	100.0	101.4	102.4	—	—	1.4	1.0	—	—	—	—	
1990	103.7	104.7	105.9	106.7	1.3	1.0	1.1	0.8	—	4.7	4.4	4.2	
1991	107.9	108.8	109.9	110.6	1.1	0.8	1.0	0.6	4.1	3.9	3.8	3.7	

See footnotes at end of table.

TABLE 5a. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), CIVILIAN WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Administrative support, including clerical occupations:												
1992	111.8	112.5	113.4	114.2	1.1	0.6	0.8	0.7	3.6	3.4	3.2	3.3
1993	115.3	116.1	117.1	118.0	1.0	0.7	0.9	0.8	3.1	3.2	3.3	3.3
1994	118.9	119.8	120.9	121.6	0.8	0.8	0.9	0.6	3.1	3.2	3.2	3.1
1995	122.8	123.4	124.3	125.2	1.0	0.5	0.7	0.7	3.3	3.0	2.8	3.0
1996	126.4	127.1	128.4	129.1	1.0	0.6	1.0	0.5	2.9	3.0	3.3	3.1
1997	130.4	131.4	132.7	133.7	1.0	0.8	1.0	0.8	3.2	3.4	3.3	3.6
1998	135.0	136.2	137.5	138.6	1.0	0.9	1.0	0.8	3.5	3.7	3.6	3.7
1999	140.0	140.9	142.3	143.5	1.0	0.6	1.0	0.8	3.7	3.5	3.5	3.5
2000	145.5	146.9	148.5	149.6	1.4	1.0	1.1	0.7	3.9	4.3	4.4	4.3
2001	151.6	152.8	154.6	155.7	1.3	0.8	1.2	0.7	4.2	4.0	4.1	4.1
2002	157.3	158.4	159.6	160.6	1.0	0.7	0.8	0.6	3.8	3.7	3.2	3.1
2003	161.8	163.1	164.3	164.9	0.7	0.8	0.7	0.4	2.9	3.0	2.9	2.7
2004	166.3	167.5	168.8	—	0.8	0.7	0.8	—	2.8	2.7	2.7	—
Blue-collar occupations:												
1981	—	73.5	75.3	76.5	—	—	2.4	1.6	—	—	—	—
1982	77.6	78.5	79.9	80.7	1.4	1.2	1.8	1.0	—	6.8	6.1	5.5
1983	81.5	82.4	83.2	83.8	1.0	1.1	1.0	0.7	5.0	5.0	4.1	3.8
1984	84.8	85.4	86.0	86.9	1.2	0.7	0.7	1.0	4.0	3.6	3.4	3.7
1985	87.7	88.6	89.7	89.9	0.9	1.0	1.2	0.2	3.4	3.7	4.3	3.5
1986	90.7	91.2	91.9	92.4	0.9	0.6	0.8	0.5	3.4	2.9	2.5	2.8
1987	92.8	93.5	94.3	95.1	0.4	0.8	0.9	0.8	2.3	2.5	2.6	2.9
1988	95.9	96.8	97.4	98.1	0.8	0.9	0.6	0.7	3.3	3.5	3.3	3.2
1989	99.0	100.0	101.0	101.7	0.9	1.0	1.0	0.7	3.2	3.3	3.7	3.7
1990	102.8	103.9	104.7	105.4	1.1	1.1	0.8	0.7	3.8	3.9	3.7	3.6
1991	106.6	107.4	108.2	108.9	1.1	0.8	0.7	0.6	3.7	3.4	3.3	3.3
1992	109.8	110.6	111.3	111.9	0.8	0.7	0.6	0.5	3.0	3.0	2.9	2.8
1993	112.7	113.4	114.4	115.0	0.7	0.6	0.9	0.5	2.6	2.5	2.8	2.8
1994	115.8	116.7	117.8	118.2	0.7	0.8	0.9	0.3	2.8	2.9	3.0	2.8
1995	119.2	120.3	121.1	121.7	0.8	0.9	0.7	0.5	2.9	3.1	2.8	3.0
1996	122.8	123.9	124.5	125.4	0.9	0.9	0.5	0.7	3.0	3.0	2.8	3.0
1997	126.2	127.5	128.4	129.3	0.6	1.0	0.7	0.7	2.8	2.9	3.1	3.1
1998	130.4	131.4	132.6	133.3	0.9	0.8	0.9	0.5	3.3	3.1	3.3	3.1
1999	134.5	135.8	137.0	137.9	0.9	1.0	0.9	0.7	3.1	3.3	3.3	3.5
2000	139.2	140.6	142.0	142.9	0.9	1.0	1.0	0.6	3.5	3.5	3.6	3.6
2001	144.7	146.0	147.6	148.5	1.3	0.9	1.1	0.6	4.0	3.8	3.9	3.9
2002	149.7	151.0	151.9	152.6	0.8	0.9	0.6	0.5	3.5	3.4	2.9	2.8
2003	153.8	154.8	155.8	156.3	0.8	0.7	0.6	0.3	2.7	2.5	2.6	2.4
2004	157.3	158.4	159.7	—	0.6	0.7	0.8	—	2.3	2.3	2.5	—
Service occupations:												
1981	—	69.1	70.8	71.5	—	—	2.5	1.0	—	—	—	—
1982	73.8	74.5	76.0	77.2	3.2	0.9	2.0	1.6	—	7.8	7.3	8.0
1983	78.2	78.7	79.5	81.1	1.3	0.6	1.0	2.0	6.0	5.6	4.6	5.1
1984	82.9	82.7	84.5	85.8	2.2	-0.2	2.2	1.5	6.0	5.1	6.3	5.8
1985	86.2	86.5	88.4	88.8	0.5	0.3	2.2	0.5	4.0	4.6	4.6	3.5
1986	89.6	89.8	91.0	91.7	0.9	0.2	1.3	0.8	3.9	3.8	2.9	3.3
1987	92.7	93.0	93.9	94.3	1.1	0.3	1.0	0.4	3.5	3.6	3.2	2.8

See footnotes at end of table.

**TABLE 5a. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), CIVILIAN WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued**

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Service occupations:												
1988	95.3	96.2	97.9	98.7	1.1	0.9	1.8	0.8	2.8	3.4	4.3	4.7
1989	99.4	100.0	101.4	102.5	0.7	0.6	1.4	1.1	4.3	4.0	3.6	3.9
1990	103.4	104.2	105.6	106.8	0.9	0.8	1.3	1.1	4.0	4.2	4.1	4.2
1991	107.8	108.9	110.6	111.3	0.9	1.0	1.6	0.6	4.3	4.5	4.7	4.2
1992	111.9	112.4	113.4	113.8	0.5	0.4	0.9	0.4	3.8	3.2	2.5	2.2
1993	114.5	115.2	116.1	116.6	0.6	0.6	0.8	0.4	2.3	2.5	2.4	2.5
1994	117.5	118.1	119.4	120.4	0.8	0.5	1.1	0.8	2.6	2.5	2.8	3.3
1995	121.2	121.8	122.8	123.4	0.7	0.5	0.8	0.5	3.1	3.1	2.8	2.5
1996	124.2	124.9	126.2	127.6	0.6	0.6	1.0	1.1	2.5	2.5	2.8	3.4
1997	128.6	129.3	131.5	132.6	0.8	0.5	1.7	0.8	3.5	3.5	4.2	3.9
1998	133.7	134.5	136.1	137.0	0.8	0.6	1.2	0.7	4.0	4.0	3.5	3.3
1999	138.3	139.4	140.1	141.7	0.9	0.8	0.5	1.1	3.4	3.6	2.9	3.4
2000	143.0	144.0	145.7	147.1	0.9	0.7	1.2	1.0	3.4	3.3	4.0	3.8
2001	148.6	149.7	151.2	153.0	1.0	0.7	1.0	1.2	3.9	4.0	3.8	4.0
2002	154.2	155.1	156.2	156.9	0.8	0.6	0.7	0.4	3.8	3.6	3.3	2.5
2003	158.0	158.7	159.8	160.6	0.7	0.4	0.7	0.5	2.5	2.3	2.3	2.4
2004	161.2	161.9	162.8	—	0.4	0.4	0.6	—	2.0	2.0	1.9	—
Goods-producing industries²:												
1981	—	72.6	74.3	75.6	—	—	2.3	1.7	—	—	—	—
1982	77.1	77.9	79.2	79.9	2.0	1.0	1.7	0.9	—	7.3	6.6	5.7
1983	80.7	81.5	82.3	83.1	1.0	1.0	1.0	1.0	4.7	4.6	3.9	4.0
1984	84.0	84.6	85.4	86.3	1.1	0.7	0.9	1.1	4.1	3.8	3.8	3.9
1985	87.4	88.2	89.0	89.4	1.3	0.9	0.9	0.4	4.0	4.3	4.2	3.6
1986	90.3	91.2	91.7	92.2	1.0	1.0	0.5	0.5	3.3	3.4	3.0	3.1
1987	92.8	93.3	94.3	95.1	0.7	0.5	1.1	0.8	2.8	2.3	2.8	3.1
1988	96.0	96.9	97.4	98.1	0.9	0.9	0.5	0.7	3.4	3.9	3.3	3.2
1989	99.0	100.0	100.9	101.9	0.9	1.0	0.9	1.0	3.1	3.2	3.6	3.9
1990	103.1	104.2	105.1	105.8	1.2	1.1	0.9	0.7	4.1	4.2	4.2	3.8
1991	107.0	108.0	108.8	109.7	1.1	0.9	0.7	0.8	3.8	3.6	3.5	3.7
1992	110.7	111.4	112.2	112.9	0.9	0.6	0.7	0.6	3.5	3.1	3.1	2.9
1993	113.8	114.6	115.4	116.2	0.8	0.7	0.7	0.7	2.8	2.9	2.9	2.9
1994	117.0	118.0	119.0	119.6	0.7	0.9	0.8	0.5	2.8	3.0	3.1	2.9
1995	120.5	121.4	122.1	122.9	0.8	0.7	0.6	0.7	3.0	2.9	2.6	2.8
1996	123.9	125.1	126.1	126.8	0.8	1.0	0.8	0.6	2.8	3.0	3.3	3.2
1997	127.6	128.9	129.9	130.6	0.6	1.0	0.8	0.5	3.0	3.0	3.0	3.0
1998	132.0	133.3	134.4	135.2	1.1	1.0	0.8	0.6	3.4	3.4	3.5	3.5
1999	136.3	137.4	138.6	139.7	0.8	0.8	0.9	0.8	3.3	3.1	3.1	3.3
2000	141.3	143.0	144.3	145.3	1.1	1.2	0.9	0.7	3.7	4.1	4.1	4.0
2001	147.0	148.6	149.5	150.5	1.2	1.1	0.6	0.7	4.0	3.9	3.6	3.6
2002	151.8	153.1	153.9	155.1	0.9	0.9	0.5	0.8	3.3	3.0	2.9	3.1
2003	156.3	157.5	158.3	158.7	0.8	0.8	0.5	0.3	3.0	2.9	2.9	2.3
2004	159.9	161.0	162.3	—	0.8	0.7	0.8	—	2.3	2.2	2.5	—
Manufacturing:												
1981	—	72.0	73.6	74.9	—	—	2.2	1.8	—	—	—	—
1982	76.3	77.1	78.4	79.1	1.9	1.0	1.7	0.9	—	7.1	6.5	5.6
1983	80.0	80.7	81.6	82.5	1.1	0.9	1.1	1.1	4.8	4.7	4.1	4.3
1984	83.4	84.1	85.0	86.1	1.1	0.8	1.1	1.3	4.3	4.2	4.2	4.4

See footnotes at end of table.

TABLE 5a. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), CIVILIAN WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Manufacturing:													
1985	87.2	88.1	88.8	89.2	1.3	1.0	0.8	0.5	4.6	4.8	4.5	3.6	
1986	90.3	91.1	91.6	92.1	1.2	0.9	0.5	0.5	3.6	3.4	3.2	3.3	
1987	92.7	93.3	94.2	95.2	0.7	0.6	1.0	1.1	2.7	2.4	2.8	3.4	
1988	96.0	96.8	97.3	98.1	0.8	0.8	0.5	0.8	3.6	3.8	3.3	3.0	
1989	99.0	100.0	100.9	101.9	0.9	1.0	0.9	1.0	3.1	3.3	3.7	3.9	
1990	103.3	104.5	105.4	106.2	1.4	1.2	0.9	0.8	4.3	4.5	4.5	4.2	
1991	107.4	108.4	109.3	110.3	1.1	0.9	0.8	0.9	4.0	3.7	3.7	3.9	
1992	111.5	112.2	112.9	113.7	1.1	0.6	0.6	0.7	3.8	3.5	3.3	3.1	
1993	114.7	115.5	116.3	117.3	0.9	0.7	0.7	0.9	2.9	2.9	3.0	3.2	
1994	118.0	119.0	120.0	120.8	0.6	0.8	0.8	0.7	2.9	3.0	3.2	3.0	
1995	121.9	122.9	123.5	124.3	0.9	0.8	0.5	0.6	3.3	3.3	2.9	2.9	
1996	125.4	126.5	127.7	128.4	0.9	0.9	0.9	0.5	2.9	2.9	3.4	3.3	
1997	129.1	130.3	131.3	132.2	0.5	0.9	0.8	0.7	3.0	3.0	2.8	3.0	
1998	133.7	134.6	136.0	136.8	1.1	0.7	1.0	0.6	3.6	3.3	3.6	3.5	
1999	137.9	139.0	140.2	141.5	0.8	0.8	0.9	0.9	3.1	3.3	3.1	3.4	
2000	142.9	144.4	145.7	146.5	1.0	1.0	0.9	0.5	3.6	3.9	3.9	3.5	
2001	148.5	150.0	150.7	151.7	1.4	1.0	0.5	0.7	3.9	3.9	3.4	3.5	
2002	153.1	154.5	155.4	156.5	0.9	0.9	0.6	0.7	3.1	3.0	3.1	3.2	
2003	158.0	159.0	159.7	160.1	1.0	0.6	0.4	0.3	3.2	2.9	2.8	2.3	
2004	161.3	162.4	163.8	—	0.7	0.7	0.9	—	2.1	2.1	2.6	—	
Service-producing industries³:													
1981	—	67.2	69.0	70.3	—	—	2.7	1.9	—	—	—	—	
1982	71.6	72.2	74.1	74.9	1.8	0.8	2.6	1.1	—	7.4	7.4	6.5	
1983	75.9	76.7	78.3	79.2	1.3	1.1	2.1	1.1	6.0	6.2	5.7	5.7	
1984	80.3	80.9	82.0	83.0	1.4	0.7	1.4	1.2	5.8	5.5	4.7	4.8	
1985	83.9	84.6	86.5	87.0	1.1	0.8	2.2	0.6	4.5	4.6	5.5	4.8	
1986	87.9	88.4	89.7	90.2	1.0	0.6	1.5	0.6	4.8	4.5	3.7	3.7	
1987	91.3	91.8	93.1	93.6	1.2	0.5	1.4	0.5	3.9	3.8	3.8	3.8	
1988	94.5	95.4	97.0	98.0	1.0	1.0	1.7	1.0	3.5	3.9	4.2	4.7	
1989	99.2	100.0	101.8	102.7	1.2	0.8	1.8	0.9	5.0	4.8	4.9	4.8	
1990	103.8	104.9	106.5	107.2	1.1	1.1	1.5	0.7	4.6	4.9	4.6	4.4	
1991	108.4	109.3	110.6	111.0	1.1	0.8	1.2	0.4	4.4	4.2	3.8	3.5	
1992	111.8	112.4	113.3	114.0	0.7	0.5	0.8	0.6	3.1	2.8	2.4	2.7	
1993	114.8	115.5	116.8	117.5	0.7	0.6	1.1	0.6	2.7	2.8	3.1	3.1	
1994	118.2	118.9	120.2	120.7	0.6	0.6	1.1	0.4	3.0	2.9	2.9	2.7	
1995	121.7	122.5	123.7	124.3	0.8	0.7	1.0	0.5	3.0	3.0	2.9	3.0	
1996	125.6	126.5	127.7	128.5	1.0	0.7	0.9	0.6	3.2	3.3	3.2	3.4	
1997	129.8	130.6	132.2	133.6	1.0	0.6	1.2	1.1	3.3	3.2	3.5	4.0	
1998	134.8	135.7	137.8	138.7	0.9	0.7	1.5	0.7	3.9	3.9	4.2	3.8	
1999	139.2	140.7	142.3	143.5	0.4	1.1	1.1	0.8	3.3	3.7	3.3	3.5	
2000	145.0	146.3	148.0	148.9	1.0	0.9	1.2	0.6	4.2	4.0	4.0	3.8	
2001	150.5	151.7	153.4	154.5	1.1	0.8	1.1	0.7	3.8	3.7	3.6	3.8	
2002	155.9	157.2	158.4	158.8	0.9	0.8	0.8	0.3	3.6	3.6	3.3	2.8	
2003	160.5	161.4	163.0	163.6	1.1	0.6	1.0	0.4	3.0	2.7	2.9	3.0	
2004	164.6	165.5	167.0	—	0.6	0.5	0.9	—	2.6	2.5	2.5	—	

See footnotes at end of table.

TABLE 5a. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), CIVILIAN WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Service industries:												
1981	—	63.1	65.9	67.3	—	—	4.4	2.1	—	—	—	—
1982	68.6	69.1	71.5	72.2	1.9	0.7	3.5	1.0	—	9.5	8.5	7.3
1983	73.1	73.4	75.8	76.6	1.2	0.4	3.3	1.1	6.6	6.2	6.0	6.1
1984	77.8	78.2	80.3	81.4	1.6	0.5	2.7	1.4	6.4	6.5	5.9	6.3
1985	81.9	82.4	84.7	85.1	0.6	0.6	2.8	0.5	5.3	5.4	5.5	4.5
1986	86.1	86.5	88.3	89.1	1.2	0.5	2.1	0.9	5.1	5.0	4.3	4.7
1987	90.1	90.5	92.7	93.6	1.1	0.4	2.4	1.0	4.6	4.6	5.0	5.1
1988	94.4	94.9	97.2	98.3	0.9	0.5	2.4	1.1	4.8	4.9	4.9	5.0
1989	99.4	100.0	102.5	103.3	1.1	0.6	2.5	0.8	5.3	5.4	5.5	5.1
1990	104.8	105.9	108.1	109.2	1.5	1.0	2.1	1.0	5.4	5.9	5.5	5.7
1991	110.2	110.7	112.4	113.0	0.9	0.5	1.5	0.5	5.2	4.5	4.0	3.5
1992	113.7	114.3	115.9	116.7	0.6	0.5	1.4	0.7	3.2	3.3	3.1	3.3
1993	117.4	117.8	119.5	120.0	0.6	0.3	1.4	0.4	3.3	3.1	3.1	2.8
1994	120.9	121.3	122.8	123.5	0.8	0.3	1.2	0.6	3.0	3.0	2.8	2.9
1995	124.4	124.8	126.2	126.9	0.7	0.3	1.1	0.6	2.9	2.9	2.8	2.8
1996	128.0	128.9	130.3	131.1	0.9	0.7	1.1	0.6	2.9	3.3	3.2	3.3
1997	132.0	132.9	134.8	136.0	0.7	0.7	1.4	0.9	3.1	3.1	3.5	3.7
1998	136.9	137.6	139.6	140.5	0.7	0.5	1.5	0.6	3.7	3.5	3.6	3.3
1999	141.5	142.3	144.1	145.5	0.7	0.6	1.3	1.0	3.4	3.4	3.2	3.6
2000	146.6	147.9	149.9	151.0	0.8	0.9	1.4	0.7	3.6	3.9	4.0	3.8
2001	152.6	153.6	156.2	157.1	1.1	0.7	1.7	0.6	4.1	3.9	4.2	4.0
2002	158.1	158.8	160.7	161.1	0.6	0.4	1.2	0.2	3.6	3.4	2.9	2.5
2003	161.9	162.8	164.7	165.4	0.5	0.6	1.2	0.4	2.4	2.5	2.5	2.7
2004	166.5	167.4	169.3	—	0.7	0.5	1.1	—	2.8	2.8	2.8	—
Health services:												
1985	82.3	82.9	84.0	84.2	—	0.7	1.3	0.2	—	—	—	—
1986	85.1	85.7	87.2	88.2	1.1	0.7	1.8	1.1	3.4	3.4	3.8	4.8
1987	89.4	90.0	91.3	92.3	1.4	0.7	1.4	1.1	5.1	5.0	4.7	4.6
1988	92.9	94.4	96.1	97.4	0.7	1.6	1.8	1.4	3.9	4.9	5.3	5.5
1989	99.0	100.0	102.0	103.5	1.6	1.0	2.0	1.5	6.6	5.9	6.1	6.3
1990	105.3	106.2	108.3	109.7	1.7	0.9	2.0	1.3	6.4	6.2	6.2	6.0
1991	111.1	111.8	113.4	114.5	1.3	0.6	1.4	1.0	5.5	5.3	4.7	4.4
1992	115.4	116.2	117.7	118.6	0.8	0.7	1.3	0.8	3.9	3.9	3.8	3.6
1993	119.5	120.3	121.4	122.2	0.8	0.7	0.9	0.7	3.6	3.5	3.1	3.0
1994	122.8	123.4	124.4	125.4	0.5	0.5	0.8	0.8	2.8	2.6	2.5	2.6
1995	126.1	126.6	127.5	128.4	0.6	0.4	0.7	0.7	2.7	2.6	2.5	2.4
1996	129.3	130.0	130.8	131.4	0.7	0.5	0.6	0.5	2.5	2.7	2.6	2.3
1997	132.4	133.1	134.3	135.4	0.8	0.5	0.9	0.8	2.4	2.4	2.7	3.0
1998	136.2	136.5	137.6	137.6	0.6	0.2	0.8	0.0	2.9	2.6	2.5	1.6
1999	138.8	139.7	140.9	142.5	0.9	0.6	0.9	1.1	1.9	2.3	2.4	3.6
2000	143.8	145.3	146.7	148.3	0.9	1.0	1.0	1.1	3.6	4.0	4.1	4.1
2001	149.8	151.8	153.7	155.5	1.0	1.3	1.3	1.2	4.2	4.5	4.8	4.9
2002	157.3	158.5	159.6	160.9	1.2	0.8	0.7	0.8	5.0	4.4	3.8	3.5
2003	162.0	163.2	164.7	165.9	0.7	0.7	0.9	0.7	3.0	3.0	3.2	3.1
2004	167.7	168.6	170.8	—	1.1	0.5	1.3	—	3.5	3.3	3.7	—

See footnotes at end of table.

TABLE 5a. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), CIVILIAN WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Hospitals:												
1986	—	85.3	86.6	87.6	—	—	1.5	1.2	—	—	—	—
1987	88.7	89.3	90.9	92.0	1.3	0.7	1.8	1.2	—	4.7	5.0	5.0
1988	92.9	94.3	96.0	97.3	1.0	1.5	1.8	1.4	4.7	5.6	5.6	5.8
1989	98.9	100.0	102.2	103.5	1.6	1.1	2.2	1.3	6.5	6.0	6.5	6.4
1990	105.0	106.0	108.3	109.8	1.4	1.0	2.2	1.4	6.2	6.0	6.0	6.1
1991	110.8	111.5	113.1	114.3	0.9	0.6	1.4	1.1	5.5	5.2	4.4	4.1
1992	115.2	115.7	117.1	118.0	0.8	0.4	1.2	0.8	4.0	3.8	3.5	3.2
1993	118.9	119.5	120.7	121.7	0.8	0.5	1.0	0.8	3.2	3.3	3.1	3.1
1994	122.4	123.0	124.0	124.9	0.6	0.5	0.8	0.7	2.9	2.9	2.7	2.6
1995	125.5	126.0	126.8	127.8	0.5	0.4	0.6	0.8	2.5	2.4	2.3	2.3
1996	128.6	129.2	130.0	130.5	0.6	0.5	0.6	0.4	2.5	2.5	2.5	2.1
1997	131.0	131.5	132.5	133.6	0.4	0.4	0.8	0.8	1.9	1.8	1.9	2.4
1998	134.2	135.1	136.4	137.1	0.4	0.7	1.0	0.5	2.4	2.7	2.9	2.6
1999	138.1	138.8	140.1	141.6	0.7	0.5	0.9	1.1	2.9	2.7	2.7	3.3
2000	142.6	143.8	145.6	147.3	0.7	0.8	1.3	1.2	3.3	3.6	3.9	4.0
2001	148.8	151.2	153.5	155.5	1.0	1.6	1.5	1.3	4.3	5.1	5.4	5.6
2002	157.2	158.6	160.3	162.2	1.1	0.9	1.1	1.2	5.6	4.9	4.4	4.3
2003	163.5	164.4	166.3	167.7	0.8	0.6	1.2	0.8	4.0	3.7	3.7	3.4
2004	169.0	169.9	171.8	—	0.8	0.5	1.1	—	3.4	3.3	3.3	—
Educational services:												
1989	99.5	100.0	103.8	104.4	—	0.5	3.8	0.6	—	—	—	—
1990	105.4	105.8	109.6	110.4	1.0	0.4	3.6	0.7	5.9	5.8	5.6	5.7
1991	111.1	111.1	113.6	114.0	0.6	0.0	2.3	0.4	5.4	5.0	3.6	3.3
1992	114.1	114.4	116.9	117.5	0.1	0.3	2.2	0.5	2.7	3.0	2.9	3.1
1993	117.9	118.0	120.4	120.7	0.3	0.1	2.0	0.2	3.3	3.1	3.0	2.7
1994	121.0	121.3	123.8	124.3	0.2	0.2	2.1	0.4	2.6	2.8	2.8	3.0
1995	125.0	125.1	127.8	128.5	0.6	0.1	2.2	0.5	3.3	3.1	3.2	3.4
1996	128.8	129.1	131.6	132.3	0.2	0.2	1.9	0.5	3.0	3.2	3.0	3.0
1997	132.5	132.6	135.3	135.9	0.2	0.1	2.0	0.4	2.9	2.7	2.8	2.7
1998	136.3	136.5	139.1	140.0	0.3	0.1	1.9	0.6	2.9	2.9	2.8	3.0
1999	140.2	140.6	143.7	144.7	0.1	0.3	2.2	0.7	2.9	3.0	3.3	3.4
2000	145.3	145.6	148.9	149.6	0.4	0.2	2.3	0.5	3.6	3.6	3.6	3.4
2001	150.5	151.0	154.6	155.1	0.6	0.3	2.4	0.3	3.6	3.7	3.8	3.7
2002	155.3	155.6	159.3	160.1	0.1	0.2	2.4	0.5	3.2	3.0	3.0	3.2
2003	160.4	160.7	162.7	163.2	0.2	0.2	1.2	0.3	3.3	3.3	2.1	1.9
2004	163.6	163.8	166.0	—	0.2	0.1	1.3	—	2.0	1.9	2.0	—
Public administration⁴:												
1981	—	65.9	68.4	69.5	—	—	3.8	1.6	—	—	—	—
1982	70.8	71.4	73.7	74.2	1.9	0.8	3.2	0.7	—	8.3	7.7	6.8
1983	75.5	76.0	77.9	78.7	1.8	0.7	2.5	1.0	6.6	6.4	5.7	6.1
1984	79.3	79.9	81.9	82.8	0.8	0.8	2.5	1.1	5.0	5.1	5.1	5.2
1985	83.7	83.8	86.6	87.0	1.1	0.1	3.3	0.5	5.5	4.9	5.7	5.1
1986	88.1	88.7	90.6	91.0	1.3	0.7	2.1	0.4	5.3	5.8	4.6	4.6
1987	92.6	92.9	93.9	94.7	1.8	0.3	1.1	0.9	5.1	4.7	3.6	4.1
1988	95.8	96.4	98.1	98.4	1.2	0.6	1.8	0.3	3.5	3.8	4.5	3.9
1989	99.4	100.0	102.1	102.8	1.0	0.6	2.1	0.7	3.8	3.7	4.1	4.5
1990	104.3	104.6	106.5	107.3	1.5	0.3	1.8	0.8	4.9	4.6	4.3	4.4

See footnotes at end of table.

**TABLE 5a. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), CIVILIAN WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued**

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Public administration⁴:												
1991	109.1	109.5	110.6	110.9	1.7	0.4	1.0	0.3	4.6	4.7	3.8	3.4
1992	111.9	112.4	113.1	113.6	0.9	0.4	0.6	0.4	2.6	2.6	2.3	2.4
1993	114.4	114.9	115.9	116.6	0.7	0.4	0.9	0.6	2.2	2.2	2.5	2.6
1994	117.9	118.5	119.9	120.6	1.1	0.5	1.2	0.6	3.1	3.1	3.5	3.4
1995	121.9	122.3	123.2	124.1	1.1	0.3	0.7	0.7	3.4	3.2	2.8	2.9
1996	124.9	125.3	126.6	127.7	0.6	0.3	1.0	0.9	2.5	2.5	2.8	2.9
1997	128.9	129.0	130.3	131.4	0.9	0.1	1.0	0.8	3.2	3.0	2.9	2.9
1998	132.7	133.2	134.8	135.9	1.0	0.4	1.2	0.8	2.9	3.3	3.5	3.4
1999	136.9	137.8	139.5	141.5	0.7	0.7	1.2	1.4	3.2	3.5	3.5	4.1
2000	142.5	142.9	144.6	146.1	0.7	0.3	1.2	1.0	4.1	3.7	3.7	3.3
2001	147.6	148.7	150.3	151.6	1.0	0.7	1.1	0.9	3.6	4.1	3.9	3.8
2002	152.5	153.4	154.8	155.8	0.6	0.6	0.9	0.6	3.3	3.2	3.0	2.8
2003	157.2	158.0	159.4	160.0	0.9	0.5	0.9	0.4	3.1	3.0	3.0	2.7
2004	161.1	161.4	162.6	—	0.7	0.2	0.7	—	2.5	2.2	2.0	—
Nonmanufacturing:												
1981	—	68.0	69.9	71.1	—	—	2.8	1.7	—	—	—	—
1982	72.4	73.1	74.9	75.7	1.8	1.0	2.5	1.1	—	7.5	7.2	6.5
1983	76.7	77.6	79.0	79.9	1.3	1.2	1.8	1.1	5.9	6.2	5.5	5.5
1984	80.9	81.4	82.5	83.4	1.3	0.6	1.4	1.1	5.5	4.9	4.4	4.4
1985	84.3	85.0	86.8	87.3	1.1	0.8	2.1	0.6	4.2	4.4	5.2	4.7
1986	88.2	88.7	89.9	90.5	1.0	0.6	1.4	0.7	4.6	4.4	3.6	3.7
1987	91.5	92.0	93.3	93.7	1.1	0.5	1.4	0.4	3.7	3.7	3.8	3.5
1988	94.6	95.6	97.1	98.0	1.0	1.1	1.6	0.9	3.4	3.9	4.1	4.6
1989	99.2	100.0	101.8	102.6	1.2	0.8	1.8	0.8	4.9	4.6	4.8	4.7
1990	103.7	104.8	106.2	106.9	1.1	1.1	1.3	0.7	4.5	4.8	4.3	4.2
1991	108.1	109.0	110.2	110.7	1.1	0.8	1.1	0.5	4.2	4.0	3.8	3.6
1992	111.5	112.0	113.0	113.6	0.7	0.4	0.9	0.5	3.1	2.8	2.5	2.6
1993	114.4	115.1	116.4	117.0	0.7	0.6	1.1	0.5	2.6	2.8	3.0	3.0
1994	117.7	118.5	119.7	120.2	0.6	0.7	1.0	0.4	2.9	3.0	2.8	2.7
1995	121.1	121.9	123.1	123.7	0.7	0.7	1.0	0.5	2.9	2.9	2.8	2.9
1996	125.0	125.9	127.0	127.8	1.1	0.7	0.9	0.6	3.2	3.3	3.2	3.3
1997	129.1	130.0	131.5	132.8	1.0	0.7	1.2	1.0	3.3	3.3	3.5	3.9
1998	134.0	135.1	137.0	137.8	0.9	0.8	1.4	0.6	3.8	3.9	4.2	3.8
1999	138.4	139.9	141.5	142.6	0.4	1.1	1.1	0.8	3.3	3.6	3.3	3.5
2000	144.2	145.5	147.2	148.1	1.1	0.9	1.2	0.6	4.2	4.0	4.0	3.9
2001	149.7	150.9	152.6	153.8	1.1	0.8	1.1	0.8	3.8	3.7	3.7	3.8
2002	155.0	156.4	157.5	158.0	0.8	0.9	0.7	0.3	3.5	3.6	3.2	2.7
2003	159.6	160.5	162.1	162.7	1.0	0.6	1.0	0.4	3.0	2.6	2.9	3.0
2004	163.7	164.6	166.0	—	0.6	0.5	0.9	—	2.6	2.6	2.4	—

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

² Includes mining, construction, and manufacturing.

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

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

NOTE: Dashes indicate data not available.

TABLE 5b. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), STATE AND LOCAL GOVERNMENT WORKERS, BY OCCUPATION AND INDUSTRY GROUP (Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended-				12 months ended-			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
State and local government:												
1981	-	63.9	67.0	68.3	-	-	4.9	1.9	-	-	-	-
1982	69.1	69.4	72.5	72.8	1.2	0.4	4.5	0.4	-	8.6	8.2	6.6
1983	73.5	73.9	76.1	76.6	1.0	0.5	3.0	0.7	6.4	6.5	5.0	5.2
1984	77.7	77.9	80.5	81.2	1.4	0.3	3.3	0.9	5.7	5.4	5.8	6.0
1985	82.0	82.2	85.1	85.7	1.0	0.2	3.5	0.7	5.5	5.5	5.7	5.5
1986	86.5	86.8	89.7	90.3	0.9	0.3	3.3	0.7	5.5	5.6	5.4	5.4
1987	91.0	91.2	93.3	94.1	0.8	0.2	2.3	0.9	5.2	5.1	4.0	4.2
1988	95.0	95.2	97.7	98.7	1.0	0.2	2.6	1.0	4.4	4.4	4.7	4.9
1989	99.5	100.0	103.1	103.9	0.8	0.5	3.1	0.8	4.7	5.0	5.5	5.3
1990	105.1	105.7	108.6	109.4	1.2	0.6	2.7	0.7	5.6	5.7	5.3	5.3
1991	110.6	110.9	112.8	113.2	1.1	0.3	1.7	0.4	5.2	4.9	3.9	3.5
1992	113.8	114.2	115.9	116.6	0.5	0.4	1.5	0.6	2.9	3.0	2.7	3.0
1993	117.2	117.4	119.3	119.7	0.5	0.2	1.6	0.3	3.0	2.8	2.9	2.7
1994	120.4	120.7	122.8	123.4	0.6	0.2	1.7	0.5	2.7	2.8	2.9	3.1
1995	124.3	124.6	126.6	127.3	0.7	0.2	1.6	0.6	3.2	3.2	3.1	3.2
1996	127.8	128.1	130.1	130.9	0.4	0.2	1.6	0.6	2.8	2.8	2.8	2.8
1997	131.4	131.5	133.6	134.4	0.4	0.1	1.6	0.6	2.8	2.7	2.7	2.7
1998	135.1	135.4	137.6	138.5	0.5	0.2	1.6	0.7	2.8	3.0	3.0	3.1
1999	139.0	139.6	142.2	143.5	0.4	0.4	1.9	0.9	2.9	3.1	3.3	3.6
2000	144.3	144.7	147.2	148.3	0.6	0.3	1.7	0.7	3.8	3.7	3.5	3.3
2001	149.3	150.1	153.0	153.7	0.7	0.5	1.9	0.5	3.5	3.7	3.9	3.6
2002	154.4	154.9	157.7	158.6	0.5	0.3	1.8	0.6	3.4	3.2	3.1	3.2
2003	159.2	159.7	161.3	161.9	0.4	0.3	1.0	0.4	3.1	3.1	2.3	2.1
2004	162.5	162.8	164.5	-	0.4	0.2	1.0	-	2.1	1.9	2.0	-
White-collar occupations:												
1981	-	63.0	66.4	67.7	-	-	5.4	2.0	-	-	-	-
1982	68.4	68.6	72.0	72.2	1.0	0.3	5.0	0.3	-	8.9	8.4	6.6
1983	72.8	73.2	75.5	76.0	0.8	0.5	3.1	0.7	6.4	6.7	4.9	5.3
1984	77.0	77.2	80.1	80.7	1.3	0.3	3.8	0.7	5.8	5.5	6.1	6.2
1985	81.5	81.7	84.6	85.3	1.0	0.2	3.5	0.8	5.8	5.8	5.6	5.7
1986	86.1	86.3	89.4	90.0	0.9	0.2	3.6	0.7	5.6	5.6	5.7	5.5
1987	90.7	90.8	93.1	94.1	0.8	0.1	2.5	1.1	5.3	5.2	4.1	4.6
1988	94.8	95.0	97.6	98.8	0.7	0.2	2.7	1.2	4.5	4.6	4.8	5.0
1989	99.6	100.0	103.4	104.2	0.8	0.4	3.4	0.8	5.1	5.3	5.9	5.5
1990	105.5	106.0	109.2	109.9	1.2	0.5	3.0	0.6	5.9	6.0	5.6	5.5
1991	111.0	111.2	113.1	113.5	1.0	0.2	1.7	0.4	5.2	4.9	3.6	3.3
1992	114.0	114.3	116.2	116.9	0.4	0.3	1.7	0.6	2.7	2.8	2.7	3.0
1993	117.5	117.6	119.6	119.9	0.5	0.1	1.7	0.3	3.1	2.9	2.9	2.6
1994	120.6	120.9	122.9	123.6	0.6	0.2	1.7	0.6	2.6	2.8	2.8	3.1
1995	124.4	124.6	126.8	127.4	0.6	0.2	1.8	0.5	3.2	3.1	3.2	3.1
1996	127.9	128.2	130.3	131.1	0.4	0.2	1.6	0.6	2.8	2.9	2.8	2.9
1997	131.4	131.5	133.7	134.5	0.2	0.1	1.7	0.6	2.7	2.6	2.6	2.6
1998	135.0	135.2	137.6	138.5	0.4	0.1	1.8	0.7	2.7	2.8	2.9	3.0
1999	138.9	139.3	142.1	143.4	0.3	0.3	2.0	0.9	2.9	3.0	3.3	3.5
2000	144.1	144.5	147.1	148.0	0.5	0.3	1.8	0.6	3.7	3.7	3.5	3.2
2001	149.0	149.8	152.7	153.3	0.7	0.5	1.9	0.4	3.4	3.7	3.8	3.6
2002	153.9	154.4	157.4	158.4	0.4	0.3	1.9	0.6	3.3	3.1	3.1	3.3

See footnotes at end of table.

TABLE 5b. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), STATE AND LOCAL GOVERNMENT WORKERS, BY OCCUPATION AND INDUSTRY GROUP (Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
White-collar occupations:													
2003	158.9	159.2	161.0	161.5	0.3	0.2	1.1	0.3	3.2	3.1	2.3	2.0	
2004	162.1	162.4	164.1	—	0.4	0.2	1.0	—	2.0	2.0	1.9	—	
Professional specialty and technical occupations:													
1989	—	100.0	103.7	104.4	—	—	3.7	0.7	—	—	—	—	
1990	105.8	106.3	109.8	110.6	1.3	0.5	3.3	0.7	—	6.3	5.9	5.9	
1991	111.5	111.7	113.8	114.2	0.8	0.2	1.9	0.4	5.4	5.1	3.6	3.3	
1992	114.5	114.8	117.0	117.6	0.3	0.3	1.9	0.5	2.7	2.8	2.8	3.0	
1993	118.1	118.2	120.4	120.7	0.4	0.1	1.9	0.2	3.1	3.0	2.9	2.6	
1994	121.1	121.3	123.6	124.2	0.3	0.2	1.9	0.5	2.5	2.6	2.7	2.9	
1995	124.8	125.0	127.4	128.0	0.5	0.2	1.9	0.5	3.1	3.1	3.1	3.1	
1996	128.3	128.6	131.1	131.7	0.2	0.2	1.9	0.5	2.8	2.9	2.9	2.9	
1997	131.9	132.0	134.4	135.1	0.2	0.1	1.8	0.5	2.8	2.6	2.5	2.6	
1998	135.5	135.6	137.9	138.7	0.3	0.1	1.7	0.6	2.7	2.7	2.6	2.7	
1999	138.9	139.4	142.5	143.6	0.1	0.4	2.2	0.8	2.5	2.8	3.3	3.5	
2000	144.3	144.7	147.4	148.2	0.5	0.3	1.9	0.5	3.9	3.8	3.4	3.2	
2001	149.1	149.8	153.0	153.4	0.6	0.5	2.1	0.3	3.3	3.5	3.8	3.5	
2002	153.6	154.1	157.5	158.4	0.1	0.3	2.2	0.6	3.0	2.9	2.9	3.3	
2003	158.8	159.1	161.0	161.4	0.3	0.2	1.2	0.2	3.4	3.2	2.2	1.9	
2004	162.1	162.3	164.4	—	0.4	0.1	1.3	—	2.1	2.0	2.1	—	
Executive, administrative, and managerial occupations:													
1989	—	100.0	102.8	103.7	—	—	2.8	0.9	—	—	—	—	
1990	104.9	105.7	108.4	108.9	1.2	0.8	2.6	0.5	—	5.7	5.4	5.0	
1991	110.6	110.7	112.0	112.3	1.6	0.1	1.2	0.3	5.4	4.7	3.3	3.1	
1992	113.3	113.5	114.7	115.5	0.9	0.2	1.1	0.7	2.4	2.5	2.4	2.8	
1993	116.5	116.6	118.2	118.8	0.9	0.1	1.4	0.5	2.8	2.7	3.1	2.9	
1994	119.8	120.3	121.6	122.4	0.8	0.4	1.1	0.7	2.8	3.2	2.9	3.0	
1995	124.1	124.3	126.0	126.9	1.4	0.2	1.4	0.7	3.6	3.3	3.6	3.7	
1996	127.7	128.0	129.3	130.2	0.6	0.2	1.0	0.7	2.9	3.0	2.6	2.6	
1997	131.3	131.7	133.1	134.1	0.8	0.3	1.1	0.8	2.8	2.9	2.9	3.0	
1998	135.1	135.6	138.0	139.3	0.7	0.4	1.8	0.9	2.9	3.0	3.7	3.9	
1999	140.1	140.5	142.7	144.3	0.6	0.3	1.6	1.1	3.7	3.6	3.4	3.6	
2000	144.9	145.1	147.3	148.8	0.4	0.1	1.5	1.0	3.4	3.3	3.2	3.1	
2001	150.1	151.5	153.9	155.1	0.9	0.9	1.6	0.8	3.6	4.4	4.5	4.2	
2002	156.6	156.8	159.0	160.1	1.0	0.1	1.4	0.7	4.3	3.5	3.3	3.2	
2003	160.9	161.0	162.5	163.3	0.5	0.1	0.9	0.5	2.7	2.7	2.2	2.0	
2004	163.5	163.8	164.3	—	0.1	0.2	0.3	—	1.6	1.7	1.1	—	
Administrative support, including clerical occupations:													
1989	—	100.0	102.4	103.0	—	—	2.4	0.6	—	—	—	—	
1990	104.4	104.8	107.2	107.9	1.4	0.4	2.3	0.7	—	4.8	4.7	4.8	
1991	109.4	109.7	111.4	111.8	1.4	0.3	1.5	0.4	4.8	4.7	3.9	3.6	
1992	112.7	112.9	114.1	114.9	0.8	0.2	1.1	0.7	3.0	2.9	2.4	2.8	
1993	115.4	115.9	117.2	117.8	0.4	0.4	1.1	0.5	2.4	2.7	2.7	2.5	
1994	118.9	119.4	120.9	121.7	0.9	0.4	1.3	0.7	3.0	3.0	3.2	3.3	
1995	122.5	122.9	124.4	125.1	0.7	0.3	1.2	0.6	3.0	2.9	2.9	2.8	

See footnotes at end of table.

TABLE 5b. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), STATE AND LOCAL GOVERNMENT WORKERS, BY OCCUPATION AND INDUSTRY GROUP (Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Administrative support, including clerical occupations:												
1996	125.8	126.1	127.7	129.0	0.6	0.2	1.3	1.0	2.7	2.6	2.7	3.1
1997	129.2	129.5	131.4	132.3	0.2	0.2	1.5	0.7	2.7	2.7	2.9	2.6
1998	133.0	133.3	135.4	136.5	0.5	0.2	1.6	0.8	2.9	2.9	3.0	3.2
1999	137.4	137.5	139.6	141.7	0.7	0.1	1.5	1.5	3.3	3.2	3.1	3.8
2000	142.4	143.0	145.0	146.2	0.5	0.4	1.4	0.8	3.6	4.0	3.9	3.2
2001	147.0	147.6	149.8	150.9	0.5	0.4	1.5	0.7	3.2	3.2	3.3	3.2
2002	151.9	152.8	155.1	156.0	0.7	0.6	1.5	0.6	3.3	3.5	3.5	3.4
2003	156.9	157.2	159.1	159.5	0.6	0.2	1.2	0.3	3.3	2.9	2.6	2.2
2004	160.4	160.8	162.6	—	0.6	0.2	1.1	—	2.2	2.3	2.2	—
Blue-collar occupations:												
1981	—	68.1	70.8	71.9	—	—	4.0	1.6	—	—	—	—
1982	73.2	73.5	76.0	76.3	1.8	0.4	3.4	0.4	—	7.9	7.3	6.1
1983	77.2	77.9	79.3	79.6	1.2	0.9	1.8	0.4	5.5	6.0	4.3	4.3
1984	81.1	81.5	83.0	83.4	1.9	0.5	1.8	0.5	5.1	4.6	4.7	4.8
1985	84.6	84.8	87.1	87.5	1.4	0.2	2.7	0.5	4.3	4.0	4.9	4.9
1986	88.8	89.9	91.6	92.0	1.5	1.2	1.9	0.4	5.0	6.0	5.2	5.1
1987	92.8	93.3	94.7	95.1	0.9	0.5	1.5	0.4	4.5	3.8	3.4	3.4
1988	96.1	96.1	97.8	98.2	1.1	0.0	1.8	0.4	3.6	3.0	3.3	3.3
1989	99.5	100.0	101.9	103.3	1.3	0.5	1.9	1.4	3.5	4.1	4.2	5.2
1990	104.3	105.3	107.2	107.7	1.0	1.0	1.8	0.5	4.8	5.3	5.2	4.3
1991	109.1	110.0	111.1	111.6	1.3	0.8	1.0	0.5	4.6	4.5	3.6	3.6
1992	112.5	113.7	115.0	115.6	0.8	1.1	1.1	0.5	3.1	3.4	3.5	3.6
1993	116.2	116.5	118.4	119.0	0.5	0.3	1.6	0.5	3.3	2.5	3.0	2.9
1994	119.7	120.1	121.8	122.5	0.6	0.3	1.4	0.6	3.0	3.1	2.9	2.9
1995	123.1	123.8	124.8	125.7	0.5	0.6	0.8	0.7	2.8	3.1	2.5	2.6
1996	126.6	127.0	127.9	128.8	0.7	0.3	0.7	0.7	2.8	2.6	2.5	2.5
1997	129.6	129.8	131.2	132.3	0.6	0.2	1.1	0.8	2.4	2.2	2.6	2.7
1998	133.1	133.5	135.1	136.0	0.6	0.3	1.2	0.7	2.7	2.9	3.0	2.8
1999	136.9	137.6	139.4	140.7	0.7	0.5	1.3	0.9	2.9	3.1	3.2	3.5
2000	141.5	142.1	143.9	145.1	0.6	0.4	1.3	0.8	3.4	3.3	3.2	3.1
2001	146.0	146.5	149.1	150.8	0.6	0.3	1.8	1.1	3.2	3.1	3.6	3.9
2002	151.6	152.1	154.5	155.1	0.5	0.3	1.6	0.4	3.8	3.8	3.6	2.9
2003	156.2	156.5	157.6	158.3	0.7	0.2	0.7	0.4	3.0	2.9	2.0	2.1
2004	158.9	159.2	160.7	—	0.4	0.2	0.9	—	1.7	1.7	2.0	—
Service occupations:												
1981	—	65.4	68.1	69.2	—	—	4.1	1.6	—	—	—	—
1982	70.1	70.7	73.2	73.6	1.3	0.9	3.5	0.5	—	8.1	7.5	6.4
1983	74.5	75.1	77.3	78.1	1.2	0.8	2.9	1.0	6.3	6.2	5.6	6.1
1984	78.9	79.3	81.5	82.2	1.0	0.5	2.8	0.9	5.9	5.6	5.4	5.2
1985	83.2	83.2	86.1	86.9	1.2	0.0	3.5	0.9	5.4	4.9	5.6	5.7
1986	87.6	88.0	90.0	90.6	0.8	0.5	2.3	0.7	5.3	5.8	4.5	4.3
1987	91.7	92.1	93.5	93.9	1.2	0.4	1.5	0.4	4.7	4.7	3.9	3.6
1988	95.1	95.9	98.4	98.7	1.3	0.8	2.6	0.3	3.7	4.1	5.2	5.1
1989	99.3	100.0	102.4	102.9	0.6	0.7	2.4	0.5	4.4	4.3	4.1	4.3
1990	103.9	104.2	106.7	107.6	1.0	0.3	2.4	0.8	4.6	4.2	4.2	4.6

See footnotes at end of table.

TABLE 5b. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), STATE AND LOCAL GOVERNMENT WORKERS, BY OCCUPATION AND INDUSTRY GROUP (Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Service occupations:												
1991	109.3	110.1	112.0	112.7	1.6	0.7	1.7	0.6	5.2	5.7	5.0	4.7
1992	113.2	113.7	114.9	115.5	0.4	0.4	1.1	0.5	3.6	3.3	2.6	2.5
1993	116.3	117.1	118.3	118.9	0.7	0.7	1.0	0.5	2.7	3.0	3.0	2.9
1994	119.7	120.4	122.7	123.3	0.7	0.6	1.9	0.5	2.9	2.8	3.7	3.7
1995	124.6	125.2	126.6	127.3	1.1	0.5	1.1	0.6	4.1	4.0	3.2	3.2
1996	128.1	128.6	130.1	131.0	0.6	0.4	1.2	0.7	2.8	2.7	2.8	2.9
1997	132.4	132.4	134.2	135.2	1.1	0.0	1.4	0.7	3.4	3.0	3.2	3.2
1998	136.5	137.2	139.2	140.0	1.0	0.5	1.5	0.6	3.1	3.6	3.7	3.6
1999	141.1	142.1	144.1	145.7	0.8	0.7	1.4	1.1	3.4	3.6	3.5	4.1
2000	146.4	146.6	149.6	151.2	0.5	0.1	2.0	1.1	3.8	3.2	3.8	3.8
2001	152.8	153.7	156.1	157.4	1.1	0.6	1.6	0.8	4.4	4.8	4.3	4.1
2002	158.3	159.2	160.6	161.2	0.6	0.6	0.9	0.4	3.6	3.6	2.9	2.4
2003	162.7	163.8	164.9	165.8	0.9	0.7	0.7	0.5	2.8	2.9	2.7	2.9
2004	166.7	167.0	168.5	—	0.5	0.2	0.9	—	2.5	2.0	2.2	—
Service industries:												
1981	—	62.8	66.2	67.5	—	—	5.4	2.0	—	—	—	—
1982	68.0	68.3	71.7	71.9	0.7	0.4	5.0	0.3	—	8.8	8.3	6.5
1983	72.5	72.8	75.2	75.7	0.8	0.4	3.3	0.7	6.6	6.6	4.9	5.3
1984	76.7	76.9	79.8	80.4	1.3	0.3	3.8	0.8	5.8	5.6	6.1	6.2
1985	81.2	81.4	84.4	85.1	1.0	0.2	3.7	0.8	5.9	5.9	5.8	5.8
1986	85.9	86.1	89.2	90.0	0.9	0.2	3.6	0.9	5.8	5.8	5.7	5.8
1987	90.3	90.5	93.0	93.8	0.3	0.2	2.8	0.9	5.1	5.1	4.3	4.2
1988	94.6	94.9	97.7	98.9	0.9	0.3	3.0	1.2	4.8	4.9	5.1	5.4
1989	99.6	100.0	103.6	104.3	0.7	0.4	3.6	0.7	5.3	5.4	6.0	5.5
1990	105.5	106.0	109.5	110.3	1.2	0.5	3.3	0.7	5.9	6.0	5.7	5.8
1991	111.3	111.5	113.7	114.1	0.9	0.2	2.0	0.4	5.5	5.2	3.8	3.4
1992	114.4	114.7	116.9	117.5	0.3	0.3	1.9	0.5	2.8	2.9	2.8	3.0
1993	118.1	118.2	120.3	120.6	0.5	0.1	1.8	0.2	3.2	3.1	2.9	2.6
1994	121.1	121.3	123.6	124.2	0.4	0.2	1.9	0.5	2.5	2.6	2.7	3.0
1995	124.9	125.1	127.6	128.2	0.6	0.2	2.0	0.5	3.1	3.1	3.2	3.2
1996	128.6	128.9	131.2	131.9	0.3	0.2	1.8	0.5	3.0	3.0	2.8	2.9
1997	132.1	132.2	134.7	135.3	0.2	0.1	1.9	0.4	2.7	2.6	2.7	2.6
1998	135.7	135.9	138.4	139.2	0.3	0.1	1.8	0.6	2.7	2.8	2.7	2.9
1999	139.5	139.9	142.9	144.0	0.2	0.3	2.1	0.8	2.8	2.9	3.3	3.4
2000	144.6	144.9	147.9	148.7	0.4	0.2	2.1	0.5	3.7	3.6	3.5	3.3
2001	149.5	150.2	153.7	154.2	0.5	0.5	2.3	0.3	3.4	3.7	3.9	3.7
2002	154.6	155.0	158.4	159.2	0.3	0.3	2.2	0.5	3.4	3.2	3.1	3.2
2003	159.5	159.8	161.6	162.1	0.2	0.2	1.1	0.3	3.2	3.1	2.0	1.8
2004	162.6	162.7	164.8	—	0.3	0.1	1.3	—	1.9	1.8	2.0	—
Service industries, excluding schools:												
1981	—	66.0	69.0	70.8	—	—	4.5	2.6	—	—	—	—
1982	71.8	72.3	75.4	75.8	1.4	0.7	4.3	0.5	—	9.5	9.3	7.1
1983	76.9	77.7	79.0	79.6	1.5	1.0	1.7	0.8	7.1	7.5	4.8	5.0
1984	80.5	81.3	82.6	83.1	1.1	1.0	1.6	0.6	4.7	4.6	4.6	4.4
1985	84.3	84.5	85.9	86.4	1.4	0.2	1.7	0.6	4.7	3.9	4.0	4.0

See footnotes at end of table.

TABLE 5b. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), STATE AND LOCAL GOVERNMENT WORKERS, BY OCCUPATION AND INDUSTRY GROUP (Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Service industries, excluding schools:												
1986	87.4	88.0	89.6	90.6	1.2	0.7	1.8	1.1	3.7	4.1	4.3	4.9
1987	91.5	92.0	93.2	93.9	1.0	0.5	1.3	0.8	4.7	4.5	4.0	3.6
1988	95.4	95.5	97.3	98.2	1.6	0.1	1.9	0.9	4.3	3.8	4.4	4.6
1989	99.1	100.0	102.5	103.0	0.9	0.9	2.5	0.5	3.9	4.7	5.3	4.9
1990	105.4	106.4	108.8	109.6	2.3	0.9	2.3	0.7	6.4	6.4	6.1	6.4
1991	111.4	111.4	113.5	114.2	1.6	0.0	1.9	0.6	5.7	4.7	4.3	4.2
1992	114.8	115.2	116.4	117.4	0.5	0.3	1.0	0.9	3.1	3.4	2.6	2.8
1993	118.4	118.7	120.1	120.4	0.9	0.3	1.2	0.2	3.1	3.0	3.2	2.6
1994	121.3	121.9	123.2	124.0	0.7	0.5	1.1	0.6	2.4	2.7	2.6	3.0
1995	125.0	125.5	126.9	127.4	0.8	0.4	1.1	0.4	3.1	3.0	3.0	2.7
1996	128.2	128.7	130.1	130.5	0.6	0.4	1.1	0.3	2.6	2.5	2.5	2.4
1997	131.2	131.6	133.3	134.4	0.5	0.3	1.3	0.8	2.3	2.3	2.5	3.0
1998	135.4	135.5	137.8	138.2	0.7	0.1	1.7	0.3	3.2	3.0	3.4	2.8
1999	139.0	139.6	142.1	143.2	0.6	0.4	1.8	0.8	2.7	3.0	3.1	3.6
2000	144.3	144.8	146.7	147.9	0.8	0.3	1.3	0.8	3.8	3.7	3.2	3.3
2001	149.1	150.7	153.2	154.9	0.8	1.1	1.7	1.1	3.3	4.1	4.4	4.7
2002	156.7	157.3	159.1	160.3	1.2	0.4	1.1	0.8	5.1	4.4	3.9	3.5
2003	161.4	161.8	163.2	164.5	0.7	0.2	0.9	0.8	3.0	2.9	2.6	2.6
2004	165.1	165.6	167.5	—	0.4	0.3	1.1	—	2.3	2.3	2.6	—
Health services:												
1985	83.3	83.3	85.5	85.8	—	0.0	2.6	0.4	—	—	—	—
1986	86.3	86.9	88.8	89.3	0.6	0.7	2.2	0.6	3.6	4.3	3.9	4.1
1987	89.9	90.5	92.3	93.2	0.7	0.7	2.0	1.0	4.2	4.1	3.9	4.4
1988	93.8	94.4	96.7	97.7	0.6	0.6	2.4	1.0	4.3	4.3	4.8	4.8
1989	98.9	100.0	102.7	103.7	1.2	1.1	2.7	1.0	5.4	5.9	6.2	6.1
1990	105.5	106.1	108.9	109.7	1.7	0.6	2.6	0.7	6.7	6.1	6.0	5.8
1991	111.1	111.7	113.0	114.0	1.3	0.5	1.2	0.9	5.3	5.3	3.8	3.9
1992	114.9	115.7	116.7	117.4	0.8	0.7	0.9	0.6	3.4	3.6	3.3	3.0
1993	118.1	118.8	120.4	121.0	0.6	0.6	1.3	0.5	2.8	2.7	3.2	3.1
1994	121.9	122.9	124.7	125.3	0.7	0.8	1.5	0.5	3.2	3.5	3.6	3.6
1995	126.0	126.6	127.9	128.6	0.6	0.5	1.0	0.5	3.4	3.0	2.6	2.6
1996	129.3	129.9	131.1	131.4	0.5	0.5	0.9	0.2	2.6	2.6	2.5	2.2
1997	132.1	132.6	133.9	135.3	0.5	0.4	1.0	1.0	2.2	2.1	2.1	3.0
1998	136.3	136.5	138.7	139.2	0.7	0.1	1.6	0.4	3.2	2.9	3.6	2.9
1999	139.7	140.4	142.8	144.2	0.4	0.5	1.7	1.0	2.5	2.9	3.0	3.6
2000	145.3	145.7	147.7	149.3	0.8	0.3	1.4	1.1	4.0	3.8	3.4	3.5
2001	149.9	151.9	154.2	155.8	0.4	1.3	1.5	1.0	3.2	4.3	4.4	4.4
2002	157.8	158.8	160.5	162.2	1.3	0.6	1.1	1.1	5.3	4.5	4.1	4.1
2003	162.9	163.5	165.1	166.7	0.4	0.4	1.0	1.0	3.2	3.0	2.9	2.8
2004	167.4	167.8	169.6	—	0.4	0.2	1.1	—	2.8	2.6	2.7	—
Hospitals:												
1988	94.0	94.8	97.0	97.9	—	0.9	2.3	0.9	—	—	—	—
1989	98.7	100.0	102.9	103.8	0.8	1.3	2.9	0.9	5.0	5.5	6.1	6.0
1990	105.0	105.9	108.6	109.8	1.2	0.9	2.5	1.1	6.4	5.9	5.5	5.8
1991	110.7	111.3	112.9	114.1	0.8	0.5	1.4	1.1	5.4	5.1	4.0	3.9
1992	114.5	115.2	116.5	117.1	0.4	0.6	1.1	0.5	3.4	3.5	3.2	2.6

See footnotes at end of table.

TABLE 5b. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), STATE AND LOCAL GOVERNMENT WORKERS, BY OCCUPATION AND INDUSTRY GROUP (Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Hospitals:												
1993	117.6	118.2	119.9	120.7	0.4	0.5	1.4	0.7	2.7	2.6	2.9	3.1
1994	121.2	122.0	124.2	125.1	0.4	0.7	1.8	0.7	3.1	3.2	3.6	3.6
1995	125.8	126.3	127.6	128.4	0.6	0.4	1.0	0.6	3.8	3.5	2.7	2.6
1996	129.1	129.7	130.9	131.3	0.5	0.5	0.9	0.3	2.6	2.7	2.6	2.3
1997	131.9	132.4	133.7	135.2	0.5	0.4	1.0	1.1	2.2	2.1	2.1	3.0
1998	136.3	136.5	138.6	139.1	0.8	0.1	1.5	0.4	3.3	3.1	3.7	2.9
1999	139.7	140.6	142.8	144.1	0.4	0.6	1.6	0.9	2.5	3.0	3.0	3.6
2000	145.3	145.6	147.7	149.2	0.8	0.2	1.4	1.0	4.0	3.6	3.4	3.5
2001	149.5	151.8	154.2	155.7	0.2	1.5	1.6	1.0	2.9	4.3	4.4	4.4
2002	157.7	158.8	160.6	162.5	1.3	0.7	1.1	1.2	5.5	4.6	4.2	4.4
2003	163.1	163.8	165.5	166.7	0.4	0.4	1.0	0.7	3.4	3.1	3.1	2.6
2004	167.4	167.9	169.9	—	0.4	0.3	1.2	—	2.6	2.5	2.7	—
Educational services:												
1989	99.6	100.0	103.8	104.5	—	0.4	3.8	0.7	—	—	—	—
1990	105.5	106.0	109.7	110.5	1.0	0.5	3.5	0.7	5.9	6.0	5.7	5.7
1991	111.3	111.5	113.8	114.1	0.7	0.2	2.1	0.3	5.5	5.2	3.7	3.3
1992	114.3	114.6	116.9	117.6	0.2	0.3	2.0	0.6	2.7	2.8	2.7	3.1
1993	118.0	118.1	120.3	120.6	0.3	0.1	1.9	0.2	3.2	3.1	2.9	2.6
1994	120.9	121.1	123.6	124.2	0.2	0.2	2.1	0.5	2.5	2.5	2.7	3.0
1995	124.8	124.9	127.7	128.3	0.5	0.1	2.2	0.5	3.2	3.1	3.3	3.3
1996	128.5	128.8	131.3	132.0	0.2	0.2	1.9	0.5	3.0	3.1	2.8	2.9
1997	132.1	132.2	134.8	135.3	0.1	0.1	2.0	0.4	2.8	2.6	2.7	2.5
1998	135.7	135.8	138.4	139.3	0.3	0.1	1.9	0.7	2.7	2.7	2.7	3.0
1999	139.5	139.8	142.9	144.0	0.1	0.2	2.2	0.8	2.8	2.9	3.3	3.4
2000	144.5	144.8	148.0	148.7	0.3	0.2	2.2	0.5	3.6	3.6	3.6	3.3
2001	149.5	150.0	153.6	154.0	0.5	0.3	2.4	0.3	3.5	3.6	3.8	3.6
2002	154.2	154.5	158.1	158.9	0.1	0.2	2.3	0.5	3.1	3.0	2.9	3.2
2003	159.1	159.3	161.2	161.6	0.1	0.1	1.2	0.2	3.2	3.1	2.0	1.7
2004	162.0	162.1	164.2	—	0.2	0.1	1.3	—	1.8	1.8	1.9	—
Schools:												
1981	—	61.8	65.4	66.6	—	—	5.8	1.8	—	—	—	—
1982	67.0	67.1	70.6	70.8	0.6	0.1	5.2	0.3	—	8.6	8.0	6.3
1983	71.2	71.4	74.1	74.6	0.6	0.3	3.8	0.7	6.3	6.4	5.0	5.4
1984	75.6	75.6	79.0	79.6	1.3	0.0	4.5	0.8	6.2	5.9	6.6	6.7
1985	80.3	80.5	84.0	84.7	0.9	0.2	4.3	0.8	6.2	6.5	6.3	6.4
1986	85.3	85.5	89.1	89.7	0.7	0.2	4.2	0.7	6.2	6.2	6.1	5.9
1987	90.0	90.0	92.9	93.9	0.3	0.0	3.2	1.1	5.5	5.3	4.3	4.7
1988	94.4	94.6	97.7	99.1	0.5	0.2	3.3	1.4	4.9	5.1	5.2	5.5
1989	99.7	100.0	104.0	104.7	0.6	0.3	4.0	0.7	5.6	5.7	6.4	5.7
1990	105.5	105.9	109.7	110.5	0.8	0.4	3.6	0.7	5.8	5.9	5.5	5.5
1991	111.2	111.5	113.7	114.0	0.6	0.3	2.0	0.3	5.4	5.3	3.6	3.2
1992	114.3	114.6	117.0	117.5	0.3	0.3	2.1	0.4	2.8	2.8	2.9	3.1
1993	117.9	118.0	120.3	120.7	0.3	0.1	1.9	0.3	3.1	3.0	2.8	2.7
1994	121.0	121.2	123.8	124.3	0.2	0.2	2.1	0.4	2.6	2.7	2.9	3.0
1995	125.0	125.1	127.8	128.4	0.6	0.1	2.2	0.5	3.3	3.2	3.2	3.3
1996	128.7	128.9	131.4	132.2	0.2	0.2	1.9	0.6	3.0	3.0	2.8	3.0
1997	132.2	132.3	134.9	135.5	0.0	0.1	2.0	0.4	2.7	2.6	2.7	2.5

See footnotes at end of table.

TABLE 5b. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), STATE AND LOCAL GOVERNMENT WORKERS, BY OCCUPATION AND INDUSTRY GROUP (Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Schools:												
1998	135.8	136.0	138.5	139.5	0.2	0.1	1.8	0.7	2.7	2.8	2.7	3.0
1999	139.6	140.0	143.1	144.2	0.1	0.3	2.2	0.8	2.8	2.9	3.3	3.4
2000	144.7	144.9	148.1	148.9	0.3	0.1	2.2	0.5	3.7	3.5	3.5	3.3
2001	149.7	150.2	153.8	154.1	0.5	0.3	2.4	0.2	3.5	3.7	3.8	3.5
2002	154.3	154.6	158.3	159.0	0.1	0.2	2.4	0.4	3.1	2.9	2.9	3.2
2003	159.2	159.5	161.4	161.8	0.1	0.2	1.2	0.2	3.2	3.2	2.0	1.8
2004	162.1	162.3	164.3	—	0.2	0.1	1.2	—	1.8	1.8	1.8	—
Elementary and secondary schools:												
1981	—	61.2	64.9	66.1	—	—	6.0	1.8	—	—	—	—
1982	66.6	66.6	70.4	70.5	0.8	0.0	5.7	0.1	—	8.8	8.5	6.7
1983	70.8	70.9	74.2	74.5	0.4	0.1	4.7	0.4	6.3	6.5	5.4	5.7
1984	75.3	75.3	79.2	79.7	1.1	0.0	5.2	0.6	6.4	6.2	6.7	7.0
1985	80.1	80.3	84.2	84.8	0.5	0.2	4.9	0.7	6.4	6.6	6.3	6.4
1986	85.4	85.4	89.2	89.7	0.7	0.0	4.4	0.6	6.6	6.4	5.9	5.8
1987	89.7	89.8	93.1	93.9	0.0	0.1	3.7	0.9	5.0	5.2	4.4	4.7
1988	94.3	94.5	97.8	99.3	0.4	0.2	3.5	1.5	5.1	5.2	5.0	5.8
1989	99.7	100.0	104.2	104.9	0.4	0.3	4.2	0.7	5.7	5.8	6.5	5.6
1990	105.5	105.9	110.1	110.9	0.6	0.4	4.0	0.7	5.8	5.9	5.7	5.7
1991	111.6	111.7	114.3	114.7	0.6	0.1	2.3	0.3	5.8	5.5	3.8	3.4
1992	114.9	115.3	117.9	118.5	0.2	0.3	2.3	0.5	3.0	3.2	3.1	3.3
1993	118.7	118.8	121.1	121.6	0.2	0.1	1.9	0.4	3.3	3.0	2.7	2.6
1994	121.7	121.8	124.5	124.9	0.1	0.1	2.2	0.3	2.5	2.5	2.8	2.7
1995	125.5	125.8	128.7	129.2	0.5	0.2	2.3	0.4	3.1	3.3	3.4	3.4
1996	129.3	129.5	132.0	132.4	0.1	0.2	1.9	0.3	3.0	2.9	2.6	2.5
1997	132.4	132.6	135.3	135.7	0.0	0.2	2.0	0.3	2.4	2.4	2.5	2.5
1998	136.0	136.1	138.7	139.3	0.2	0.1	1.9	0.4	2.7	2.6	2.5	2.7
1999	139.5	139.9	143.1	144.1	0.1	0.3	2.3	0.7	2.6	2.8	3.2	3.4
2000	144.5	144.6	147.9	148.5	0.3	0.1	2.3	0.4	3.6	3.4	3.4	3.1
2001	149.0	149.5	152.8	153.1	0.3	0.3	2.2	0.2	3.1	3.4	3.3	3.1
2002	153.4	153.6	157.4	158.1	0.2	0.1	2.5	0.4	3.0	2.7	3.0	3.3
2003	158.2	158.5	160.6	160.9	0.1	0.2	1.3	0.2	3.1	3.2	2.0	1.8
2004	161.3	161.5	163.8	—	0.2	0.1	1.4	—	2.0	1.9	2.0	—
Colleges and universities:												
1989	99.6	100.0	102.9	104.1	—	0.4	2.9	1.2	—	—	—	—
1990	105.6	105.9	108.4	109.2	1.4	0.3	2.4	0.7	6.0	5.9	5.3	4.9
1991	110.2	111.0	112.0	112.0	0.9	0.7	0.9	0.0	4.4	4.8	3.3	2.6
1992	112.3	112.3	114.1	114.3	0.3	0.0	1.6	0.2	1.9	1.2	1.9	2.1
1993	115.5	115.6	117.8	117.7	1.0	0.1	1.9	-0.1	2.8	2.9	3.2	3.0
1994	118.6	119.2	121.5	122.5	0.8	0.5	1.9	0.8	2.7	3.1	3.1	4.1
1995	123.2	122.9	125.0	125.9	0.6	-0.2	1.7	0.7	3.9	3.1	2.9	2.8
1996	126.8	127.1	129.8	131.2	0.7	0.2	2.1	1.1	2.9	3.4	3.8	4.2
1997	131.5	131.4	133.6	134.6	0.2	-0.1	1.7	0.7	3.7	3.4	2.9	2.6
1998	135.2	135.5	137.7	139.6	0.4	0.2	1.6	1.4	2.8	3.1	3.1	3.7
1999	139.6	139.8	142.6	144.4	0.0	0.1	2.0	1.3	3.3	3.2	3.6	3.4
2000	144.9	145.6	148.3	149.5	0.3	0.5	1.9	0.8	3.8	4.1	4.0	3.5
2001	151.4	151.8	156.5	156.7	1.3	0.3	3.1	0.1	4.5	4.3	5.5	4.8
2002	156.8	157.3	160.7	161.6	0.1	0.3	2.2	0.6	3.6	3.6	2.7	3.1

See footnotes at end of table.

TABLE 5b. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), STATE AND LOCAL GOVERNMENT WORKERS, BY OCCUPATION AND INDUSTRY GROUP (Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Colleges and universities:													
2003	162.1	162.1	163.5	164.0	0.3	0.0	0.9	0.3	3.4	3.1	1.7	1.5	
2004	164.3	164.4	165.4	—	0.2	0.1	0.6	—	1.4	1.4	1.2	—	
Public administration ¹ :													
1981	—	65.9	68.4	69.5	—	—	3.8	1.6	—	—	—	—	
1982	70.8	71.4	73.7	74.2	1.9	0.8	3.2	0.7	—	8.3	7.7	6.8	
1983	75.5	76.0	77.9	78.7	1.8	0.7	2.5	1.0	6.6	6.4	5.7	6.1	
1984	79.3	79.9	81.9	82.8	0.8	0.8	2.5	1.1	5.0	5.1	5.1	5.2	
1985	83.7	83.8	86.6	87.0	1.1	0.1	3.3	0.5	5.5	4.9	5.7	5.1	
1986	88.1	88.7	90.6	91.0	1.3	0.7	2.1	0.4	5.3	5.8	4.6	4.6	
1987	92.6	92.9	93.9	94.7	1.8	0.3	1.1	0.9	5.1	4.7	3.6	4.1	
1988	95.8	96.4	98.1	98.4	1.2	0.6	1.8	0.3	3.5	3.8	4.5	3.9	
1989	99.4	100.0	102.1	102.8	1.0	0.6	2.1	0.7	3.8	3.7	4.1	4.5	
1990	104.3	104.6	106.5	107.3	1.5	0.3	1.8	0.8	4.9	4.6	4.3	4.4	
1991	109.1	109.5	110.6	110.9	1.7	0.4	1.0	0.3	4.6	4.7	3.8	3.4	
1992	111.9	112.4	113.1	113.6	0.9	0.4	0.6	0.4	2.6	2.6	2.3	2.4	
1993	114.4	114.9	115.9	116.6	0.7	0.4	0.9	0.6	2.2	2.2	2.5	2.6	
1994	117.9	118.5	119.9	120.6	1.1	0.5	1.2	0.6	3.1	3.1	3.5	3.4	
1995	121.9	122.3	123.2	124.1	1.1	0.3	0.7	0.7	3.4	3.2	2.8	2.9	
1996	124.9	125.3	126.6	127.7	0.6	0.3	1.0	0.9	2.5	2.5	2.8	2.9	
1997	128.9	129.0	130.3	131.4	0.9	0.1	1.0	0.8	3.2	3.0	2.9	2.9	
1998	132.7	133.2	134.8	135.9	1.0	0.4	1.2	0.8	2.9	3.3	3.5	3.4	
1999	136.9	137.8	139.5	141.5	0.7	0.7	1.2	1.4	3.2	3.5	3.5	4.1	
2000	142.5	142.9	144.6	146.1	0.7	0.3	1.2	1.0	4.1	3.7	3.7	3.3	
2001	147.6	148.7	150.3	151.6	1.0	0.7	1.1	0.9	3.6	4.1	3.9	3.8	
2002	152.5	153.4	154.8	155.8	0.6	0.6	0.9	0.6	3.3	3.2	3.0	2.8	
2003	157.2	158.0	159.4	160.0	0.9	0.5	0.9	0.4	3.1	3.0	3.0	2.7	
2004	161.1	161.4	162.6	—	0.7	0.2	0.7	—	2.5	2.2	2.0	—	

¹ Includes executive, legislative, judicial, administrative, and regulatory activities of State and local governments, SICs 91 through 96.

NOTE: Dashes indicate data not available.

**TABLE 6. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted)**

Series and year	Indexes (June 1989=100)				Percent changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended-				12 months ended-				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Private industry ¹ :													
1975	-	-	45.0	45.9	-	-	-	2.0	-	-	-	-	-
1976	46.7	47.5	48.2	49.2	1.7	1.7	1.5	2.1	-	-	7.1	7.2	-
1977	49.9	50.8	51.7	52.6	1.4	1.8	1.8	1.7	6.9	6.9	7.3	6.9	-
1978	53.6	54.7	55.8	56.6	1.9	2.1	2.0	1.4	7.4	7.7	7.9	7.6	-
1979	57.7	58.9	60.1	61.5	1.9	2.1	2.0	2.3	7.6	7.7	7.7	8.7	-
1980	63.0	64.3	65.8	67.1	2.4	2.1	2.3	2.0	9.2	9.2	9.5	9.1	-
1981	68.9	70.3	71.7	73.0	2.7	2.0	2.0	1.8	9.4	9.3	9.0	8.8	-
1982	74.5	75.3	76.7	77.6	2.1	1.1	1.9	1.2	8.1	7.1	7.0	6.3	-
1983	78.5	79.4	80.5	81.4	1.2	1.1	1.4	1.1	5.4	5.4	5.0	4.9	-
1984	82.4	83.1	83.8	84.8	1.2	0.8	0.8	1.2	5.0	4.7	4.1	4.2	-
1985	85.8	86.7	87.8	88.3	1.2	1.0	1.3	0.6	4.1	4.3	4.8	4.1	-
1986	89.2	89.9	90.6	91.1	1.0	0.8	0.8	0.6	4.0	3.7	3.2	3.2	-
1987	92.0	92.6	93.5	94.1	1.0	0.7	1.0	0.6	3.1	3.0	3.2	3.3	-
1988	95.0	96.1	97.0	98.0	1.0	1.2	0.9	1.0	3.3	3.8	3.7	4.1	-
1989	99.0	100.0	101.2	102.0	1.0	1.0	1.2	0.8	4.2	4.1	4.3	4.1	-
1990	103.2	104.5	105.4	106.1	1.2	1.3	0.9	0.7	4.2	4.5	4.2	4.0	-
1991	107.3	108.4	109.3	110.0	1.1	1.0	0.8	0.6	4.0	3.7	3.7	3.7	-
1992	110.9	111.6	112.2	112.9	0.8	0.6	0.5	0.6	3.4	3.0	2.7	2.6	-
1993	113.9	114.6	115.7	116.4	0.9	0.6	1.0	0.6	2.7	2.7	3.1	3.1	-
1994	117.2	118.1	119.1	119.7	0.7	0.8	0.8	0.5	2.9	3.1	2.9	2.8	-
1995	120.6	121.5	122.4	123.1	0.8	0.7	0.7	0.6	2.9	2.9	2.8	2.8	-
1996	124.4	125.6	126.5	127.3	1.1	1.0	0.7	0.6	3.2	3.4	3.3	3.4	-
1997	128.6	129.7	131.0	132.3	1.0	0.9	1.0	1.0	3.4	3.3	3.6	3.9	-
1998	133.7	134.9	136.6	137.4	1.1	0.9	1.3	0.6	4.0	4.0	4.3	3.9	-
1999	138.1	139.7	141.0	142.2	0.5	1.2	0.9	0.9	3.3	3.6	3.2	3.5	-
2000	143.9	145.4	146.8	147.7	1.2	1.0	1.0	0.6	4.2	4.1	4.1	3.9	-
2001	149.4	150.9	152.1	153.3	1.2	1.0	0.8	0.8	3.8	3.8	3.6	3.8	-
2002	154.7	156.3	157.0	157.5	0.9	1.0	0.4	0.3	3.5	3.6	3.2	2.7	-
2003	159.3	160.4	161.7	162.3	1.1	0.7	0.8	0.4	3.0	2.6	3.0	3.0	-
2004	163.4	164.5	165.9	-	0.7	0.7	0.9	-	2.6	2.6	2.6	-	-
Private industry, excluding sales occupations:													
1975	-	-	44.9	45.8	-	-	-	2.0	-	-	-	-	-
1976	46.6	47.4	48.1	49.0	1.7	1.7	1.5	1.9	-	-	7.1	7.0	-
1977	49.8	50.7	51.6	52.4	1.6	1.8	1.8	1.6	6.9	7.0	7.3	6.9	-
1978	53.5	54.5	55.6	56.4	2.1	1.9	2.0	1.4	7.4	7.5	7.8	7.6	-
1979	57.7	58.7	60.0	61.4	2.3	1.7	2.2	2.3	7.9	7.7	7.9	8.9	-
1980	63.1	64.4	65.8	67.0	2.8	2.1	2.2	1.8	9.4	9.7	9.7	9.1	-
1981	68.9	70.2	71.9	73.0	2.8	1.9	2.4	1.5	9.2	9.0	9.3	9.0	-
1982	74.6	75.5	76.8	77.7	2.2	1.2	1.7	1.2	8.3	7.5	6.8	6.4	-
1983	78.7	79.6	80.8	81.5	1.3	1.1	1.5	0.9	5.5	5.4	5.2	4.9	-
1984	82.7	83.4	84.2	85.3	1.5	0.8	1.0	1.3	5.1	4.8	4.2	4.7	-
1985	86.0	86.9	88.1	88.4	0.8	1.0	1.4	0.3	4.0	4.2	4.6	3.6	-
1986	89.3	90.0	90.6	91.2	1.0	0.8	0.7	0.7	3.8	3.6	2.8	3.2	-
1987	92.1	92.7	93.8	94.5	1.0	0.7	1.2	0.7	3.1	3.0	3.5	3.6	-
1988	95.4	96.3	97.3	98.0	1.0	0.9	1.0	0.7	3.6	3.9	3.7	3.7	-
1989	99.1	100.0	101.1	101.9	1.1	0.9	1.1	0.8	3.9	3.8	3.9	4.0	-
1990	103.2	104.4	105.4	106.2	1.3	1.2	1.0	0.8	4.1	4.4	4.3	4.2	-

See footnotes at end of table.

**TABLE 6. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued**

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Private industry, excluding sales occupations:												
1991	107.4	108.4	109.4	110.2	1.1	0.9	0.9	0.7	4.1	3.8	3.8	3.8
1992	111.1	111.8	112.5	113.2	0.8	0.6	0.6	0.6	3.4	3.1	2.8	2.7
1993	114.2	115.0	115.9	116.6	0.9	0.7	0.8	0.6	2.8	2.9	3.0	3.0
1994	117.5	118.3	119.4	120.0	0.8	0.7	0.9	0.5	2.9	2.9	3.0	2.9
1995	121.0	121.8	122.6	123.4	0.8	0.7	0.7	0.7	3.0	3.0	2.7	2.8
1996	124.7	125.7	126.8	127.5	1.1	0.8	0.9	0.6	3.1	3.2	3.4	3.3
1997	128.6	129.9	131.2	132.4	0.9	1.0	1.0	0.9	3.1	3.3	3.5	3.8
1998	133.7	134.8	136.3	136.9	1.0	0.8	1.1	0.4	4.0	3.8	3.9	3.4
1999	138.2	139.6	140.8	142.0	0.9	1.0	0.9	0.9	3.4	3.6	3.3	3.7
2000	143.5	145.1	146.5	147.6	1.1	1.1	1.0	0.8	3.8	3.9	4.0	3.9
2001	149.5	150.8	152.2	153.3	1.3	0.9	0.9	0.7	4.2	3.9	3.9	3.9
2002	154.9	156.1	157.0	157.5	1.0	0.8	0.6	0.3	3.6	3.5	3.2	2.7
2003	159.4	160.5	161.7	162.4	1.2	0.7	0.7	0.4	2.9	2.8	3.0	3.1
2004	163.5	164.5	165.8	—	0.7	0.6	0.8	—	2.6	2.5	2.5	—
White-collar occupations:												
1975	—	—	44.3	44.9	—	—	—	1.4	—	—	—	—
1976	45.8	46.4	47.0	47.9	2.0	1.3	1.3	1.9	—	—	6.1	6.7
1977	48.5	49.3	50.2	51.1	1.3	1.6	1.8	1.8	5.9	6.3	6.8	6.7
1978	52.0	53.1	54.1	54.7	1.8	2.1	1.9	1.1	7.2	7.7	7.8	7.0
1979	55.8	56.8	58.0	59.5	2.0	1.8	2.1	2.6	7.3	7.0	7.2	8.8
1980	60.9	62.1	63.3	64.6	2.4	2.0	1.9	2.1	9.1	9.3	9.1	8.6
1981	66.6	67.9	69.1	70.5	3.1	2.0	1.8	2.0	9.4	9.3	9.2	9.1
1982	72.1	72.8	74.3	75.1	2.3	1.0	2.1	1.1	8.3	7.2	7.5	6.5
1983	76.2	77.1	78.7	79.6	1.5	1.2	2.1	1.1	5.7	5.9	5.9	6.0
1984	80.4	81.4	82.1	83.0	1.0	1.2	0.9	1.1	5.5	5.6	4.3	4.3
1985	84.2	85.2	86.4	87.1	1.4	1.2	1.4	0.8	4.7	4.7	5.2	4.9
1986	88.0	89.0	89.6	90.1	1.0	1.1	0.7	0.6	4.5	4.5	3.7	3.4
1987	91.4	91.9	93.0	93.4	1.4	0.5	1.2	0.4	3.9	3.3	3.8	3.7
1988	94.4	95.6	96.7	97.8	1.1	1.3	1.2	1.1	3.3	4.0	4.0	4.7
1989	99.0	100.0	101.4	102.4	1.2	1.0	1.4	1.0	4.9	4.6	4.9	4.7
1990	103.6	104.9	106.0	106.6	1.2	1.3	1.0	0.6	4.6	4.9	4.5	4.1
1991	107.9	109.1	110.1	110.7	1.2	1.1	0.9	0.5	4.2	4.0	3.9	3.8
1992	111.7	112.3	112.9	113.7	0.9	0.5	0.5	0.7	3.5	2.9	2.5	2.7
1993	114.7	115.5	116.7	117.5	0.9	0.7	1.0	0.7	2.7	2.8	3.4	3.3
1994	118.3	119.3	120.2	120.8	0.7	0.8	0.8	0.5	3.1	3.3	3.0	2.8
1995	121.7	122.7	123.6	124.3	0.7	0.8	0.7	0.6	2.9	2.8	2.8	2.9
1996	125.8	127.0	128.0	128.7	1.2	1.0	0.8	0.5	3.4	3.5	3.6	3.5
1997	130.2	131.3	132.7	134.2	1.2	0.8	1.1	1.1	3.5	3.4	3.7	4.3
1998	135.7	137.0	139.0	139.9	1.1	1.0	1.5	0.6	4.2	4.3	4.7	4.2
1999	140.3	142.1	143.5	144.8	0.3	1.3	1.0	0.9	3.4	3.7	3.2	3.5
2000	146.6	148.3	149.7	150.6	1.2	1.2	0.9	0.6	4.5	4.4	4.3	4.0
2001	152.3	153.8	154.8	156.1	1.1	1.0	0.7	0.8	3.9	3.7	3.4	3.7
2002	157.7	159.4	160.0	160.4	1.0	1.1	0.4	0.3	3.5	3.6	3.4	2.8
2003	162.6	163.8	165.3	165.9	1.4	0.7	0.9	0.4	3.1	2.8	3.3	3.4
2004	167.1	168.2	169.7	—	0.7	0.7	0.9	—	2.8	2.7	2.7	—

See footnotes at end of table.

TABLE 6. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
White-collar occupations, excluding sales:													
1975	—	—	43.9	44.6	—	—	—	1.6	—	—	—	—	—
1976	45.3	46.0	46.7	47.4	1.6	1.5	1.5	1.5	—	—	6.4	6.3	6.3
1977	48.2	48.9	49.8	50.5	1.7	1.5	1.8	1.4	6.4	6.3	6.6	6.5	6.5
1978	51.5	52.3	53.2	54.0	2.0	1.6	1.7	1.5	6.8	7.0	6.8	6.9	6.9
1979	55.2	56.0	57.4	58.6	2.2	1.4	2.5	2.1	7.2	7.1	7.9	8.5	8.5
1980	60.3	61.4	62.8	63.9	2.9	1.8	2.3	1.8	9.2	9.6	9.4	9.0	9.0
1981	66.1	67.1	68.9	70.0	3.4	1.5	2.7	1.6	9.6	9.3	9.7	9.5	9.5
1982	71.8	72.8	74.0	74.8	2.6	1.4	1.6	1.1	8.6	8.5	7.4	6.9	6.9
1983	76.2	77.1	78.8	79.5	1.9	1.2	2.2	0.9	6.1	5.9	6.5	6.3	6.3
1984	80.7	81.5	82.5	83.5	1.5	1.0	1.2	1.2	5.9	5.7	4.7	5.0	5.0
1985	84.3	85.3	86.4	86.8	1.0	1.2	1.3	0.5	4.5	4.7	4.7	4.0	4.0
1986	88.0	88.9	89.5	90.1	1.4	1.0	0.7	0.7	4.4	4.2	3.6	3.8	3.8
1987	91.4	92.0	93.4	94.0	1.4	0.7	1.5	0.6	3.9	3.5	4.4	4.3	4.3
1988	95.0	95.9	97.1	98.0	1.1	0.9	1.3	0.9	3.9	4.2	4.0	4.3	4.3
1989	99.2	100.0	101.2	102.1	1.2	0.8	1.2	0.9	4.4	4.3	4.2	4.2	4.2
1990	103.7	104.8	106.2	106.9	1.6	1.1	1.3	0.7	4.5	4.8	4.9	4.7	4.7
1991	108.2	109.2	110.5	111.3	1.2	0.9	1.2	0.7	4.3	4.2	4.0	4.1	4.1
1992	112.1	112.8	113.7	114.4	0.7	0.6	0.8	0.6	3.6	3.3	2.9	2.8	2.8
1993	115.7	116.4	117.4	118.2	1.1	0.6	0.9	0.7	3.2	3.2	3.3	3.3	3.3
1994	119.0	119.9	121.0	121.7	0.7	0.8	0.9	0.6	2.9	3.0	3.1	3.0	3.0
1995	122.8	123.4	124.3	125.2	0.9	0.5	0.7	0.7	3.2	2.9	2.7	2.9	2.9
1996	126.7	127.6	129.0	129.4	1.2	0.7	1.1	0.3	3.2	3.4	3.8	3.4	3.4
1997	130.8	132.0	133.4	134.8	1.1	0.9	1.1	1.0	3.2	3.4	3.4	4.2	4.2
1998	136.3	137.5	139.1	139.7	1.1	0.9	1.2	0.4	4.2	4.2	4.3	3.6	3.6
1999	141.0	142.5	143.9	145.2	0.9	1.1	1.0	0.9	3.4	3.6	3.5	3.9	3.9
2000	146.7	148.5	149.9	151.1	1.0	1.2	0.9	0.8	4.0	4.2	4.2	4.1	4.1
2001	153.0	154.4	155.7	156.9	1.3	0.9	0.8	0.8	4.3	4.0	3.9	3.8	3.8
2002	158.6	160.0	160.8	161.3	1.1	0.9	0.5	0.3	3.7	3.6	3.3	2.8	2.8
2003	163.6	164.8	166.2	167.0	1.4	0.7	0.8	0.5	3.2	3.0	3.4	3.5	3.5
2004	168.1	169.2	170.6	—	0.7	0.7	0.8	—	2.8	2.7	2.6	—	—
Professional specialty and technical occupations:													
1975	—	—	42.4	43.1	—	—	—	1.7	—	—	—	—	—
1976	43.7	44.2	45.0	45.8	1.4	1.1	1.8	1.8	—	—	6.1	6.3	6.3
1977	46.5	47.2	48.1	48.8	1.5	1.5	1.9	1.5	6.4	6.8	6.9	6.6	6.6
1978	49.6	50.3	51.3	52.1	1.6	1.4	2.0	1.6	6.7	6.6	6.7	6.8	6.8
1979	53.1	53.7	55.2	56.7	1.9	1.1	2.8	2.7	7.1	6.8	7.6	8.8	8.8
1980	58.6	59.7	61.3	62.7	3.4	1.9	2.7	2.3	10.4	11.2	11.1	10.6	10.6
1981	64.6	65.7	67.9	69.4	3.0	1.7	3.3	2.2	10.2	10.1	10.8	10.7	10.7
1982	71.0	71.9	73.5	74.2	2.3	1.3	2.2	1.0	9.9	9.4	8.2	6.9	6.9
1983	75.5	76.2	78.8	79.2	1.8	0.9	3.4	0.5	6.3	6.0	7.2	6.7	6.7
1984	80.3	81.4	82.3	83.7	1.4	1.4	1.1	1.7	6.4	6.8	4.4	5.7	5.7
1985	84.0	84.6	86.3	86.5	0.4	0.7	2.0	0.2	4.6	3.9	4.9	3.3	3.3
1986	87.2	88.1	89.0	89.7	0.8	1.0	1.0	0.8	3.8	4.1	3.1	3.7	3.7
1987	91.0	91.5	92.8	93.8	1.4	0.5	1.4	1.1	4.4	3.9	4.3	4.6	4.6
1988	94.7	95.9	97.4	97.9	1.0	1.3	1.6	0.5	4.1	4.8	5.0	4.4	4.4
1989	99.3	100.0	101.6	102.5	1.4	0.7	1.6	0.9	4.9	4.3	4.3	4.7	4.7

See footnotes at end of table.

**TABLE 6. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued**

Series and year	Indexes (June 1989=100)				Percent changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Professional specialty and technical occupations:													
1990	104.1	104.8	106.5	107.5	1.6	0.7	1.6	0.9	4.8	4.8	4.8	4.9	
1991	108.6	109.5	111.1	112.0	1.0	0.8	1.5	0.8	4.3	4.5	4.3	4.2	
1992	113.0	114.0	115.3	116.0	0.9	0.9	1.1	0.6	4.1	4.1	3.8	3.6	
1993	117.1	117.9	118.9	119.5	0.9	0.7	0.8	0.5	3.6	3.4	3.1	3.0	
1994	120.4	121.3	122.2	123.0	0.8	0.7	0.7	0.7	2.8	2.9	2.8	2.9	
1995	123.7	124.4	125.3	126.1	0.6	0.6	0.7	0.6	2.7	2.6	2.5	2.5	
1996	127.8	128.8	129.6	129.9	1.3	0.8	0.6	0.2	3.3	3.5	3.4	3.0	
1997	131.0	132.4	133.7	134.8	0.8	1.1	1.0	0.8	2.5	2.8	3.2	3.8	
1998	135.9	137.1	138.7	139.7	0.8	0.9	1.2	0.7	3.7	3.5	3.7	3.6	
1999	140.7	141.8	142.6	144.1	0.7	0.8	0.6	1.1	3.5	3.4	2.8	3.1	
2000	145.1	147.3	148.6	150.2	0.7	1.5	0.9	1.1	3.1	3.9	4.2	4.2	
2001	152.1	153.2	154.8	155.9	1.3	0.7	1.0	0.7	4.8	4.0	4.2	3.8	
2002	156.7	157.4	158.2	158.5	0.5	0.4	0.5	0.2	3.0	2.7	2.2	1.7	
2003	159.5	160.5	162.1	163.0	0.6	0.6	1.0	0.6	1.8	2.0	2.5	2.8	
2004	164.7	165.5	167.6	—	1.0	0.5	1.3	—	3.3	3.1	3.4	—	
Executive, administrative, and managerial occupations:													
1975	—	—	45.9	46.4	—	—	—	1.1	—	—	—	—	
1976	47.0	48.1	48.5	49.0	1.3	2.3	0.8	1.0	—	—	5.7	5.6	
1977	50.0	51.1	51.7	52.1	2.0	2.2	1.2	0.8	6.4	6.2	6.6	6.3	
1978	53.3	54.2	55.0	55.8	2.3	1.7	1.5	1.5	6.6	6.1	6.4	7.1	
1979	57.2	58.0	59.1	59.9	2.5	1.4	1.9	1.4	7.3	7.0	7.5	7.3	
1980	61.5	62.5	63.5	64.3	2.7	1.6	1.6	1.3	7.5	7.8	7.4	7.3	
1981	66.9	67.9	69.0	69.8	4.0	1.5	1.6	1.2	8.8	8.6	8.7	8.6	
1982	71.8	72.8	73.7	74.2	2.9	1.4	1.2	0.7	7.3	7.2	6.8	6.3	
1983	76.0	77.4	77.9	78.5	2.4	1.8	0.6	0.8	5.8	6.3	5.7	5.8	
1984	80.1	80.9	82.1	83.0	2.0	1.0	1.5	1.1	5.4	4.5	5.4	5.7	
1985	84.0	85.9	86.7	87.2	1.2	2.3	0.9	0.6	4.9	6.2	5.6	5.1	
1986	88.6	89.7	89.9	90.6	1.6	1.2	0.2	0.8	5.5	4.4	3.7	3.9	
1987	92.1	92.6	94.1	94.5	1.7	0.5	1.6	0.4	4.0	3.2	4.7	4.3	
1988	95.0	95.9	96.7	98.0	0.5	0.9	0.8	1.3	3.1	3.6	2.8	3.7	
1989	99.3	100.0	100.8	101.5	1.3	0.7	0.8	0.7	4.5	4.3	4.2	3.6	
1990	103.3	104.9	106.2	106.9	1.8	1.5	1.2	0.7	4.0	4.9	5.4	5.3	
1991	108.2	109.4	110.6	111.4	1.2	1.1	1.1	0.7	4.7	4.3	4.1	4.2	
1992	111.6	112.0	112.5	113.2	0.2	0.4	0.4	0.6	3.1	2.4	1.7	1.6	
1993	114.7	115.3	116.2	117.0	1.3	0.5	0.8	0.7	2.8	2.9	3.3	3.4	
1994	117.8	118.8	120.0	120.5	0.7	0.8	1.0	0.4	2.7	3.0	3.3	3.0	
1995	121.9	122.5	123.4	124.4	1.2	0.5	0.7	0.8	3.5	3.1	2.8	3.2	
1996	125.9	126.8	128.9	129.3	1.2	0.7	1.7	0.3	3.3	3.5	4.5	3.9	
1997	131.0	132.1	133.6	135.8	1.3	0.8	1.1	1.6	4.1	4.2	3.6	5.0	
1998	137.8	138.7	140.9	140.5	1.5	0.7	1.6	-0.3	5.2	5.0	5.5	3.5	
1999	141.9	144.3	146.4	147.6	1.0	1.7	1.5	0.8	3.0	4.0	3.9	5.1	
2000	149.2	150.7	152.3	153.0	1.1	1.0	1.1	0.5	5.1	4.4	4.0	3.7	
2001	154.7	156.5	157.2	158.6	1.1	1.2	0.4	0.9	3.7	3.8	3.2	3.7	
2002	161.3	163.6	164.3	164.5	1.7	1.4	0.4	0.1	4.3	4.5	4.5	3.7	
2003	169.1	170.3	171.8	172.5	2.8	0.7	0.9	0.4	4.8	4.1	4.6	4.9	
2004	172.7	173.9	174.9	—	0.1	0.7	0.6	—	2.1	2.1	1.8	—	

See footnotes at end of table.

TABLE 6. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Sales occupations:												
1977	50.5	51.3	52.2	54.3	—	1.6	1.8	4.0	—	—	—	—
1978	54.5	57.4	58.8	58.9	0.4	5.3	2.4	0.2	7.9	11.9	12.6	8.5
1979	58.8	61.2	61.6	64.1	-0.2	4.1	0.7	4.1	7.9	6.6	4.8	8.8
1980	63.8	65.4	66.5	68.3	-0.5	2.5	1.7	2.7	8.5	6.9	8.0	6.6
1981	69.4	72.1	70.7	73.5	1.6	3.9	-1.9	4.0	8.8	10.2	6.3	7.6
1982	73.7	73.4	75.3	76.6	0.3	-0.4	2.6	1.7	6.2	1.8	6.5	4.2
1983	76.2	77.2	78.2	80.2	-0.5	1.3	1.3	2.6	3.4	5.2	3.9	4.7
1984	79.5	80.7	79.7	80.5	-0.9	1.5	-1.2	1.0	4.3	4.5	1.9	0.4
1985	83.9	84.6	86.0	88.3	4.2	0.8	1.7	2.7	5.5	4.8	7.9	9.7
1986	88.2	89.6	90.3	90.1	-0.1	1.6	0.8	-0.2	5.1	5.9	5.0	2.0
1987	91.3	91.6	91.6	90.9	1.3	0.3	0.0	-0.8	3.5	2.2	1.4	0.9
1988	91.9	94.3	94.8	96.9	1.1	2.6	0.5	2.2	0.7	2.9	3.5	6.6
1989	98.6	100.0	102.1	103.7	1.8	1.4	2.1	1.6	7.3	6.0	7.7	7.0
1990	103.3	105.3	105.4	105.2	-0.4	1.9	0.1	-0.2	4.8	5.3	3.2	1.4
1991	106.8	108.5	108.2	107.9	1.5	1.6	-0.3	-0.3	3.4	3.0	2.7	2.6
1992	109.7	110.1	109.7	110.7	1.7	0.4	-0.4	0.9	2.7	1.5	1.4	2.6
1993	110.5	111.6	113.8	114.7	-0.2	1.0	2.0	0.8	0.7	1.4	3.7	3.6
1994	114.8	116.2	116.5	116.7	0.1	1.2	0.3	0.2	3.9	4.1	2.4	1.7
1995	116.9	119.3	120.5	120.4	0.2	2.1	1.0	-0.1	1.8	2.7	3.4	3.2
1996	122.0	124.4	123.9	125.9	1.3	2.0	-0.4	1.6	4.4	4.3	2.8	4.6
1997	127.8	128.3	129.8	131.4	1.5	0.4	1.2	1.2	4.8	3.1	4.8	4.4
1998	133.1	135.2	138.8	141.3	1.3	1.6	2.7	1.8	4.1	5.4	6.9	7.5
1999	137.3	140.5	142.1	143.3	-2.8	2.3	1.1	0.8	3.2	3.9	2.4	1.4
2000	146.7	147.9	149.0	148.7	2.4	0.8	0.7	-0.2	6.8	5.3	4.9	3.8
2001	149.2	151.5	151.2	152.6	0.3	1.5	-0.2	0.9	1.7	2.4	1.5	2.6
2002	153.6	157.0	156.9	156.8	0.7	2.2	-0.1	-0.1	2.9	3.6	3.8	2.8
2003	158.1	159.3	161.6	161.1	0.8	0.8	1.4	-0.3	2.9	1.5	3.0	2.7
2004	162.6	163.9	165.9	—	0.9	0.8	1.2	—	2.8	2.9	2.7	—
Administrative support, including clerical occupations:												
1975	—	—	43.7	44.4	—	—	—	1.6	—	—	—	—
1976	45.5	46.0	46.9	47.6	2.5	1.1	2.0	1.5	—	—	7.3	7.2
1977	48.4	49.0	50.0	50.9	1.7	1.2	2.0	1.8	6.4	6.5	6.6	6.9
1978	52.0	52.8	53.7	54.4	2.2	1.5	1.7	1.3	7.4	7.8	7.4	6.9
1979	55.9	56.6	58.3	59.5	2.8	1.3	3.0	2.1	7.5	7.2	8.6	9.4
1980	61.3	62.3	63.6	64.9	3.0	1.6	2.1	2.0	9.7	10.1	9.1	9.1
1981	66.9	67.8	69.7	70.7	3.1	1.3	2.8	1.4	9.1	8.8	9.6	8.9
1982	72.6	73.5	74.8	75.7	2.7	1.2	1.8	1.2	8.5	8.4	7.3	7.1
1983	76.9	77.7	79.2	80.3	1.6	1.0	1.9	1.4	5.9	5.7	5.9	6.1
1984	81.3	81.9	82.8	83.4	1.2	0.7	1.1	0.7	5.7	5.4	4.5	3.9
1985	84.6	85.2	86.2	86.8	1.4	0.7	1.2	0.7	4.1	4.0	4.1	4.1
1986	87.9	88.7	89.3	90.0	1.3	0.9	0.7	0.8	3.9	4.1	3.6	3.7
1987	91.1	91.9	93.0	93.7	1.2	0.9	1.2	0.8	3.6	3.6	4.1	4.1
1988	95.1	95.8	97.2	97.8	1.5	0.7	1.5	0.6	4.4	4.2	4.5	4.4
1989	99.1	100.0	101.1	102.2	1.3	0.9	1.1	1.1	4.2	4.4	4.0	4.5
1990	103.6	104.7	105.7	106.4	1.4	1.1	1.0	0.7	4.5	4.7	4.5	4.1
1991	107.6	108.6	109.6	110.4	1.1	0.9	0.9	0.7	3.9	3.7	3.7	3.8
1992	111.6	112.4	113.2	114.0	1.1	0.7	0.7	0.7	3.7	3.5	3.3	3.3

See footnotes at end of table.

TABLE 6. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Administrative support, including clerical occupations:													
1993	115.2	116.1	117.1	118.0	1.1	0.8	0.9	0.8	3.2	3.3	3.4	3.5	
1994	119.0	119.9	120.9	121.6	0.8	0.8	0.8	0.6	3.3	3.3	3.2	3.1	
1995	122.9	123.5	124.3	125.3	1.1	0.5	0.6	0.8	3.3	3.0	2.8	3.0	
1996	126.5	127.3	128.5	129.2	1.0	0.6	0.9	0.5	2.9	3.1	3.4	3.1	
1997	130.6	131.7	132.9	133.9	1.1	0.8	0.9	0.8	3.2	3.5	3.4	3.6	
1998	135.3	136.7	137.9	138.9	1.0	1.0	0.9	0.7	3.6	3.8	3.8	3.7	
1999	140.4	141.4	142.7	143.8	1.1	0.7	0.9	0.8	3.8	3.4	3.5	3.5	
2000	146.0	147.5	149.1	150.1	1.5	1.0	1.1	0.7	4.0	4.3	4.5	4.4	
2001	152.3	153.6	155.3	156.5	1.5	0.9	1.1	0.8	4.3	4.1	4.2	4.3	
2002	158.2	159.2	160.3	161.3	1.1	0.6	0.7	0.6	3.9	3.6	3.2	3.1	
2003	162.6	164.0	165.1	165.7	0.8	0.9	0.7	0.4	2.8	3.0	3.0	2.7	
2004	167.2	168.6	169.7	—	0.9	0.8	0.7	—	2.8	2.8	2.8	—	
Blue-collar occupations:													
1975	—	—	46.2	47.0	—	—	—	1.7	—	—	—	—	
1976	48.1	49.0	49.9	50.8	2.3	1.9	1.8	1.8	—	—	8.0	8.1	
1977	51.7	52.8	53.8	54.7	1.8	2.1	1.9	1.7	7.5	7.8	7.8	7.7	
1978	55.7	56.9	58.1	59.2	1.8	2.2	2.1	1.9	7.7	7.8	8.0	8.2	
1979	60.3	61.7	62.9	64.5	1.9	2.3	1.9	2.5	8.3	8.4	8.3	9.0	
1980	66.0	67.7	69.3	70.7	2.3	2.6	2.4	2.0	9.5	9.7	10.2	9.6	
1981	72.2	73.9	75.6	76.7	2.1	2.4	2.3	1.5	9.4	9.2	9.1	8.5	
1982	77.8	78.7	80.1	81.0	1.4	1.2	1.8	1.1	7.8	6.5	6.0	5.6	
1983	81.8	82.6	83.4	84.1	1.0	1.0	1.0	0.8	5.1	5.0	4.1	3.8	
1984	85.0	85.6	86.2	87.1	1.1	0.7	0.7	1.0	3.9	3.6	3.4	3.6	
1985	88.0	88.8	89.9	90.1	1.0	0.9	1.2	0.2	3.5	3.7	4.3	3.4	
1986	90.9	91.4	91.9	92.4	0.9	0.6	0.5	0.5	3.3	2.9	2.2	2.6	
1987	92.8	93.5	94.3	95.2	0.4	0.8	0.9	1.0	2.1	2.3	2.6	3.0	
1988	95.9	96.8	97.4	98.2	0.7	0.9	0.6	0.8	3.3	3.5	3.3	3.2	
1989	99.0	100.0	101.0	101.6	0.8	1.0	1.0	0.6	3.2	3.3	3.7	3.5	
1990	102.7	103.8	104.6	105.2	1.1	1.1	0.8	0.6	3.7	3.8	3.6	3.5	
1991	106.4	107.3	108.0	108.8	1.1	0.8	0.7	0.7	3.6	3.4	3.3	3.4	
1992	109.7	110.4	111.1	111.6	0.8	0.6	0.6	0.5	3.1	2.9	2.9	2.6	
1993	112.5	113.2	114.1	114.8	0.8	0.6	0.8	0.6	2.6	2.5	2.7	2.9	
1994	115.6	116.5	117.5	118.0	0.7	0.8	0.9	0.4	2.8	2.9	3.0	2.8	
1995	119.0	120.1	120.8	121.4	0.8	0.9	0.6	0.5	2.9	3.1	2.8	2.9	
1996	122.5	123.7	124.3	125.1	0.9	1.0	0.5	0.6	2.9	3.0	2.9	3.0	
1997	126.0	127.3	128.3	129.1	0.7	1.0	0.8	0.6	2.9	2.9	3.2	3.2	
1998	130.2	131.3	132.4	133.2	0.9	0.8	0.8	0.6	3.3	3.1	3.2	3.2	
1999	134.3	135.6	136.8	137.7	0.8	1.0	0.9	0.7	3.1	3.3	3.3	3.4	
2000	139.1	140.5	141.9	142.8	1.0	1.0	1.0	0.6	3.6	3.6	3.7	3.7	
2001	144.6	145.9	147.5	148.3	1.3	0.9	1.1	0.5	4.0	3.8	3.9	3.9	
2002	149.6	150.9	151.7	152.4	0.9	0.9	0.5	0.5	3.5	3.4	2.8	2.8	
2003	153.6	154.6	155.6	156.1	0.8	0.7	0.6	0.3	2.7	2.5	2.6	2.4	
2004	157.2	158.3	159.5	—	0.7	0.7	0.8	—	2.3	2.4	2.5	—	
Precision production, craft, and repair occupations:													
1975	—	—	46.0	46.8	—	—	—	1.7	—	—	—	—	

See footnotes at end of table.

TABLE 6. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Precision production, craft, and repair occupations:												
1976	47.7	48.7	49.6	50.4	1.9	2.1	1.8	1.6	—	—	7.8	7.7
1977	51.4	52.3	53.6	54.4	2.0	1.8	2.5	1.5	7.8	7.4	8.1	7.9
1978	55.2	56.5	57.8	58.6	1.5	2.4	2.3	1.4	7.4	8.0	7.8	7.7
1979	59.9	61.1	62.5	63.7	2.2	2.0	2.3	1.9	8.5	8.1	8.1	8.7
1980	64.8	66.3	68.2	69.7	1.7	2.3	2.9	2.2	8.2	8.5	9.1	9.4
1981	71.0	72.6	74.7	75.7	1.9	2.3	2.9	1.3	9.6	9.5	9.5	8.6
1982	77.1	78.1	79.5	80.7	1.8	1.3	1.8	1.5	8.6	7.6	6.4	6.6
1983	81.4	82.3	82.9	83.7	0.9	1.1	0.7	1.0	5.6	5.4	4.3	3.7
1984	84.5	85.1	85.6	86.6	1.0	0.7	0.6	1.2	3.8	3.4	3.3	3.5
1985	87.7	88.5	89.8	89.8	1.3	0.9	1.5	0.0	3.8	4.0	4.9	3.7
1986	90.9	91.2	91.9	92.5	1.2	0.3	0.8	0.7	3.6	3.1	2.3	3.0
1987	92.8	93.5	94.5	95.1	0.3	0.8	1.1	0.6	2.1	2.5	2.8	2.8
1988	95.9	96.8	97.2	97.9	0.8	0.9	0.4	0.7	3.3	3.5	2.9	2.9
1989	98.8	100.0	101.0	101.6	0.9	1.2	1.0	0.6	3.0	3.3	3.9	3.8
1990	102.5	103.6	104.4	104.9	0.9	1.1	0.8	0.5	3.7	3.6	3.4	3.2
1991	106.3	107.0	107.8	108.4	1.3	0.7	0.7	0.6	3.7	3.3	3.3	3.3
1992	109.3	110.1	111.0	111.5	0.8	0.7	0.8	0.5	2.8	2.9	3.0	2.9
1993	112.4	113.2	114.2	114.7	0.8	0.7	0.9	0.4	2.8	2.8	2.9	2.9
1994	115.5	116.5	117.8	117.9	0.7	0.9	1.1	0.1	2.8	2.9	3.2	2.8
1995	118.8	119.9	121.0	121.4	0.8	0.9	0.9	0.3	2.9	2.9	2.7	3.0
1996	122.4	123.7	124.2	125.1	0.8	1.1	0.4	0.7	3.0	3.2	2.6	3.0
1997	125.8	127.4	128.2	128.7	0.6	1.3	0.6	0.4	2.8	3.0	3.2	2.9
1998	129.8	131.2	132.3	133.0	0.9	1.1	0.8	0.5	3.2	3.0	3.2	3.3
1999	134.3	135.6	136.7	137.5	1.0	1.0	0.8	0.6	3.5	3.4	3.3	3.4
2000	138.9	140.6	142.0	142.8	1.0	1.2	1.0	0.6	3.4	3.7	3.9	3.9
2001	144.6	145.7	147.7	148.4	1.3	0.8	1.4	0.5	4.1	3.6	4.0	3.9
2002	149.2	151.0	151.8	152.3	0.5	1.2	0.5	0.3	3.2	3.6	2.8	2.6
2003	153.4	154.7	155.5	156.2	0.7	0.8	0.5	0.5	2.8	2.5	2.4	2.6
2004	157.1	158.3	159.3	—	0.6	0.8	0.6	—	2.4	2.3	2.4	—
Machine operators, assemblers, and inspectors:												
1975	—	—	45.2	46.2	—	—	—	2.2	—	—	—	—
1976	47.5	47.9	48.9	50.3	2.8	0.8	2.1	2.9	—	—	8.2	8.9
1977	51.1	51.9	52.8	53.9	1.6	1.6	1.7	2.1	7.6	8.4	8.0	7.2
1978	55.2	56.0	57.1	58.4	2.4	1.4	2.0	2.3	8.0	7.9	8.1	8.3
1979	59.5	60.8	61.9	63.7	1.9	2.2	1.8	2.9	7.8	8.6	8.4	9.1
1980	65.8	67.3	68.9	70.3	3.3	2.3	2.4	2.0	10.6	10.7	11.3	10.4
1981	72.0	73.6	75.1	76.6	2.4	2.2	2.0	2.0	9.4	9.4	9.0	9.0
1982	77.6	78.4	79.7	80.4	1.3	1.0	1.7	0.9	7.8	6.5	6.1	5.0
1983	80.9	81.8	82.6	83.6	0.6	1.1	1.0	1.2	4.3	4.3	3.6	4.0
1984	84.5	85.2	85.8	86.8	1.1	0.8	0.7	1.2	4.4	4.2	3.9	3.8
1985	87.5	88.4	89.1	89.5	0.8	1.0	0.8	0.4	3.6	3.8	3.8	3.1
1986	90.2	90.9	91.3	91.9	0.8	0.8	0.4	0.7	3.1	2.8	2.5	2.7
1987	92.3	93.2	93.8	95.1	0.4	1.0	0.6	1.4	2.3	2.5	2.7	3.5
1988	95.6	96.5	97.1	98.1	0.5	0.9	0.6	1.0	3.6	3.5	3.5	3.2
1989	99.0	100.0	100.6	101.6	0.9	1.0	0.6	1.0	3.6	3.6	3.6	3.6
1990	103.0	104.2	104.9	105.8	1.4	1.2	0.7	0.9	4.0	4.2	4.3	4.1

See footnotes at end of table.

**TABLE 6. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued**

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Machine operators, assemblers, and inspectors:												
1991	107.1	108.0	108.7	109.8	1.2	0.8	0.6	1.0	4.0	3.6	3.6	3.8
1992	110.9	111.6	111.7	112.4	1.0	0.6	0.1	0.6	3.5	3.3	2.8	2.4
1993	113.2	113.8	114.7	115.6	0.7	0.5	0.8	0.8	2.1	2.0	2.7	2.8
1994	116.2	117.2	118.0	118.8	0.5	0.9	0.7	0.7	2.7	3.0	2.9	2.8
1995	119.6	120.9	121.4	122.3	0.7	1.1	0.4	0.7	2.9	3.2	2.9	2.9
1996	123.4	124.5	125.4	126.4	0.9	0.9	0.7	0.8	3.2	3.0	3.3	3.4
1997	127.2	128.5	129.5	130.6	0.6	1.0	0.8	0.8	3.1	3.2	3.3	3.3
1998	131.6	132.7	133.8	134.9	0.8	0.8	0.8	0.8	3.5	3.3	3.3	3.3
1999	135.7	136.7	138.3	139.5	0.6	0.7	1.2	0.9	3.1	3.0	3.4	3.4
2000	140.7	141.6	142.9	143.7	0.9	0.6	0.9	0.6	3.7	3.6	3.3	3.0
2001	145.6	146.9	148.1	149.0	1.3	0.9	0.8	0.6	3.5	3.7	3.6	3.7
2002	150.5	151.6	152.0	153.2	1.0	0.7	0.3	0.8	3.4	3.2	2.6	2.8
2003	154.7	155.3	156.8	156.9	1.0	0.4	1.0	0.1	2.8	2.4	3.2	2.4
2004	158.6	159.8	161.6	—	1.1	0.8	1.1	—	2.5	2.9	3.1	—
Transportation and material moving occupations:												
1975	—	—	48.6	49.4	—	—	—	1.6	—	—	—	—
1976	50.0	52.2	52.6	53.0	1.2	4.4	0.8	0.8	—	—	8.2	7.3
1977	53.2	55.4	56.3	56.9	0.4	4.1	1.6	1.1	6.4	6.1	7.0	7.4
1978	57.7	60.2	61.1	62.1	1.4	4.3	1.5	1.6	8.5	8.7	8.5	9.1
1979	63.0	65.2	66.8	68.5	1.4	3.5	2.5	2.5	9.2	8.3	9.3	10.3
1980	69.2	71.6	72.6	74.0	1.0	3.5	1.4	1.9	9.8	9.8	8.7	8.0
1981	75.2	77.7	78.5	79.8	1.6	3.3	1.0	1.7	8.7	8.5	8.1	7.8
1982	80.2	80.9	82.4	83.1	0.5	0.9	1.9	0.8	6.6	4.1	5.0	4.1
1983	83.9	85.7	86.0	85.6	1.0	2.1	0.4	-0.5	4.6	5.9	4.4	3.0
1984	86.8	87.6	88.1	88.6	1.4	0.9	0.6	0.6	3.5	2.2	2.4	3.5
1985	89.0	89.9	91.5	91.5	0.5	1.0	1.8	0.0	2.5	2.6	3.9	3.3
1986	91.7	92.4	93.1	93.3	0.2	0.8	0.8	0.2	3.0	2.8	1.7	2.0
1987	93.6	94.4	95.0	95.5	0.3	0.9	0.6	0.5	2.1	2.2	2.0	2.4
1988	96.1	97.4	98.4	98.6	0.6	1.4	1.0	0.2	2.7	3.2	3.6	3.2
1989	99.3	100.0	101.2	101.2	0.7	0.7	1.2	0.0	3.3	2.7	2.8	2.6
1990	102.0	103.1	103.6	104.1	0.8	1.1	0.5	0.5	2.7	3.1	2.4	2.9
1991	104.5	105.6	106.1	106.7	0.4	1.1	0.5	0.6	2.5	2.4	2.4	2.5
1992	107.4	108.3	109.3	109.7	0.7	0.8	0.9	0.4	2.8	2.6	3.0	2.8
1993	110.0	111.2	111.7	112.6	0.3	1.1	0.4	0.8	2.4	2.7	2.2	2.6
1994	113.5	114.0	115.2	115.6	0.8	0.4	1.1	0.3	3.2	2.5	3.1	2.7
1995	117.0	117.8	118.5	118.6	1.2	0.7	0.6	0.1	3.1	3.3	2.9	2.6
1996	120.0	120.6	121.0	121.1	1.2	0.5	0.3	0.1	2.6	2.4	2.1	2.1
1997	122.3	123.0	124.1	125.1	1.0	0.6	0.9	0.8	1.9	2.0	2.6	3.3
1998	125.9	126.4	127.6	127.8	0.6	0.4	0.9	0.2	2.9	2.8	2.8	2.2
1999	129.1	131.0	131.9	132.7	1.0	1.5	0.7	0.6	2.5	3.6	3.4	3.8
2000	134.1	135.2	136.5	137.6	1.1	0.8	1.0	0.8	3.9	3.2	3.5	3.7
2001	139.5	140.7	142.1	142.8	1.4	0.9	1.0	0.5	4.0	4.1	4.1	3.8
2002	144.8	145.2	146.3	146.9	1.4	0.3	0.8	0.4	3.8	3.2	3.0	2.9
2003	147.8	149.0	149.8	149.8	0.6	0.8	0.5	0.0	2.1	2.6	2.4	2.0
2004	150.4	151.8	152.9	—	0.4	0.9	0.7	—	1.8	1.9	2.1	—

See footnotes at end of table.

TABLE 6. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Handlers, equipment cleaners, helpers, and laborers:													
1975	—	—	47.1	48.3	—	—	—	2.5	—	—	—	—	—
1976	49.2	50.2	50.8	52.0	1.9	2.0	1.2	2.4	—	—	7.9	7.7	7.7
1977	52.9	54.4	55.2	55.9	1.7	2.8	1.5	1.3	7.5	8.4	8.7	7.5	7.5
1978	57.3	58.5	59.5	60.9	2.5	2.1	1.7	2.4	8.3	7.5	7.8	8.9	8.9
1979	61.9	63.4	64.5	66.4	1.6	2.4	1.7	2.9	8.0	8.4	8.4	9.0	9.0
1980	68.1	69.8	71.4	72.7	2.6	2.5	2.3	1.8	10.0	10.1	10.7	9.5	9.5
1981	74.1	76.0	77.1	78.5	1.9	2.6	1.4	1.8	8.8	8.9	8.0	8.0	8.0
1982	79.1	79.9	80.9	81.9	0.8	1.0	1.3	1.2	6.7	5.1	4.9	4.3	4.3
1983	82.8	83.4	84.2	85.2	1.1	0.7	1.0	1.2	4.7	4.4	4.1	4.0	4.0
1984	85.8	86.7	87.2	88.1	0.7	1.0	0.6	1.0	3.6	4.0	3.6	3.4	3.4
1985	88.7	90.0	90.1	91.0	0.7	1.5	0.1	1.0	3.4	3.8	3.3	3.3	3.3
1986	91.2	91.4	91.9	92.2	0.2	0.2	0.5	0.3	2.8	1.6	2.0	1.3	1.3
1987	92.6	93.2	94.0	95.0	0.4	0.6	0.9	1.1	1.5	2.0	2.3	3.0	3.0
1988	96.3	96.9	97.6	98.3	1.4	0.6	0.7	0.7	4.0	4.0	3.8	3.5	3.5
1989	99.1	100.0	101.1	102.0	0.8	0.9	1.1	0.9	2.9	3.2	3.6	3.8	3.8
1990	103.0	104.4	105.3	106.2	1.0	1.4	0.9	0.9	3.9	4.4	4.2	4.1	4.1
1991	107.3	108.5	109.2	109.9	1.0	1.1	0.6	0.6	4.2	3.9	3.7	3.5	3.5
1992	110.6	111.3	112.1	112.6	0.6	0.6	0.7	0.4	3.1	2.6	2.7	2.5	2.5
1993	113.6	114.3	114.9	115.7	0.9	0.6	0.5	0.7	2.7	2.7	2.5	2.8	2.8
1994	116.6	117.3	117.9	118.9	0.8	0.6	0.5	0.8	2.6	2.6	2.6	2.8	2.8
1995	120.1	121.2	121.5	122.6	1.0	0.9	0.2	0.9	3.0	3.3	3.1	3.1	3.1
1996	124.2	125.1	125.8	127.1	1.3	0.7	0.6	1.0	3.4	3.2	3.5	3.7	3.7
1997	128.4	129.3	130.2	131.8	1.0	0.7	0.7	1.2	3.4	3.4	3.5	3.7	3.7
1998	133.2	133.7	135.1	135.8	1.1	0.4	1.0	0.5	3.7	3.4	3.8	3.0	3.0
1999	137.3	138.3	139.4	140.4	1.1	0.7	0.8	0.7	3.1	3.4	3.2	3.4	3.4
2000	141.8	143.6	145.0	146.2	1.0	1.3	1.0	0.8	3.3	3.8	4.0	4.1	4.1
2001	148.0	149.8	151.0	152.4	1.2	1.2	0.8	0.9	4.4	4.3	4.1	4.2	4.2
2002	154.2	155.1	156.0	157.2	1.2	0.6	0.6	0.8	4.2	3.5	3.3	3.1	3.1
2003	158.4	159.0	159.9	160.6	0.8	0.4	0.6	0.4	2.7	2.5	2.5	2.2	2.2
2004	161.8	162.7	163.6	—	0.7	0.6	0.6	—	2.1	2.3	2.3	—	—
Service occupations:													
1975	—	—	45.1	46.6	—	—	—	3.3	—	—	—	—	—
1976	47.5	49.0	49.2	50.2	1.9	3.2	0.4	2.0	—	—	9.1	7.7	7.7
1977	50.9	52.0	52.9	53.4	1.4	2.2	1.7	0.9	7.2	6.1	7.5	6.4	6.4
1978	55.4	56.4	57.7	58.1	3.7	1.8	2.3	0.7	8.8	8.5	9.1	8.8	8.8
1979	60.0	60.5	61.2	62.2	3.3	0.8	1.2	1.6	8.3	7.3	6.1	7.1	7.1
1980	64.4	65.2	66.3	67.3	3.5	1.2	1.7	1.5	7.3	7.8	8.3	8.2	8.2
1981	70.4	71.0	72.2	72.9	4.6	0.9	1.7	1.0	9.3	8.9	8.9	8.3	8.3
1982	75.7	76.6	77.6	79.1	3.8	1.2	1.3	1.9	7.5	7.9	7.5	8.5	8.5
1983	80.1	80.6	80.7	82.7	1.3	0.6	0.1	2.5	5.8	5.2	4.0	4.6	4.6
1984	85.0	84.7	86.0	87.8	2.8	-0.4	1.5	2.1	6.1	5.1	6.6	6.2	6.2
1985	87.9	88.3	89.6	89.9	0.1	0.5	1.5	0.3	3.4	4.3	4.2	2.4	2.4
1986	90.8	90.8	91.5	92.3	1.0	0.0	0.8	0.9	3.3	2.8	2.1	2.7	2.7
1987	93.3	93.6	94.1	94.5	1.1	0.3	0.5	0.4	2.8	3.1	2.8	2.4	2.4
1988	95.5	96.4	97.7	98.7	1.1	0.9	1.3	1.0	2.4	3.0	3.8	4.4	4.4
1989	99.4	100.0	100.9	102.3	0.7	0.6	0.9	1.4	4.1	3.7	3.3	3.6	3.6
1990	103.1	104.2	104.9	106.4	0.8	1.1	0.7	1.4	3.7	4.2	4.0	4.0	4.0

See footnotes at end of table.

**TABLE 6. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued**

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Service occupations:												
1991	106.9	108.3	109.8	110.6	0.5	1.3	1.4	0.7	3.7	3.9	4.7	3.9
1992	111.2	111.6	112.5	112.9	0.5	0.4	0.8	0.4	4.0	3.0	2.5	2.1
1993	113.5	114.1	114.9	115.3	0.5	0.5	0.7	0.3	2.1	2.2	2.1	2.1
1994	116.3	116.8	117.6	118.8	0.9	0.4	0.7	1.0	2.5	2.4	2.3	3.0
1995	119.4	120.0	120.8	121.4	0.5	0.5	0.7	0.5	2.7	2.7	2.7	2.2
1996	122.2	123.0	124.1	125.7	0.7	0.7	0.9	1.3	2.3	2.5	2.7	3.5
1997	126.6	127.6	129.9	131.1	0.7	0.8	1.8	0.9	3.6	3.7	4.7	4.3
1998	132.1	133.0	134.4	135.3	0.8	0.7	1.1	0.7	4.3	4.2	3.5	3.2
1999	136.7	137.8	138.0	139.6	1.0	0.8	0.1	1.2	3.5	3.6	2.7	3.2
2000	141.0	142.5	143.5	144.9	1.0	1.1	0.7	1.0	3.1	3.4	4.0	3.8
2001	146.4	147.5	148.7	150.6	1.0	0.8	0.8	1.3	3.8	3.5	3.6	3.9
2002	152.0	152.8	153.9	154.5	0.9	0.5	0.7	0.4	3.8	3.6	3.5	2.6
2003	155.5	156.1	157.1	157.8	0.6	0.4	0.6	0.4	2.3	2.2	2.1	2.1
2004	158.4	159.3	159.8	—	0.4	0.6	0.3	—	1.9	2.0	1.7	—
Production and nonsupervisory occupations²:												
1975	—	—	44.7	45.7	—	—	—	2.2	—	—	—	—
1976	46.6	47.3	48.1	49.0	2.0	1.5	1.7	1.9	—	—	7.6	7.2
1977	49.7	50.6	51.5	52.5	1.4	1.8	1.8	1.9	6.7	7.0	7.1	7.1
1978	53.5	54.7	55.9	56.6	1.9	2.2	2.2	1.3	7.6	8.1	8.5	7.8
1979	57.7	58.9	60.2	61.7	1.9	2.1	2.2	2.5	7.9	7.7	7.7	9.0
1980	63.1	64.5	66.1	67.5	2.3	2.2	2.5	2.1	9.4	9.5	9.8	9.4
1981	69.2	70.7	72.2	73.6	2.5	2.2	2.1	1.9	9.7	9.6	9.2	9.0
1982	74.8	75.6	77.1	78.2	1.6	1.1	2.0	1.4	8.1	6.9	6.8	6.3
1983	78.9	79.7	81.0	82.0	0.9	1.0	1.6	1.2	5.5	5.4	5.1	4.9
1984	82.9	83.6	84.1	85.2	1.1	0.8	0.6	1.3	5.1	4.9	3.8	3.9
1985	86.0	86.8	88.1	88.6	0.9	0.9	1.5	0.6	3.7	3.8	4.8	4.0
1986	89.3	89.9	90.5	91.0	0.8	0.7	0.7	0.6	3.8	3.6	2.7	2.7
1987	91.9	92.5	93.4	93.9	1.0	0.7	1.0	0.5	2.9	2.9	3.2	3.2
1988	94.8	96.0	97.0	97.9	1.0	1.3	1.0	0.9	3.2	3.8	3.9	4.3
1989	99.0	100.0	101.3	102.2	1.1	1.0	1.3	0.9	4.4	4.2	4.4	4.4
1990	103.2	104.3	105.2	105.9	1.0	1.1	0.9	0.7	4.2	4.3	3.8	3.6
1991	107.0	108.1	109.0	109.6	1.0	1.0	0.8	0.6	3.7	3.6	3.6	3.5
1992	110.6	111.3	112.0	112.6	0.9	0.6	0.6	0.5	3.4	3.0	2.8	2.7
1993	113.4	114.2	115.3	115.9	0.7	0.7	1.0	0.5	2.5	2.6	2.9	2.9
1994	116.6	117.5	118.5	119.1	0.6	0.8	0.9	0.5	2.8	2.9	2.8	2.8
1995	119.9	121.0	121.8	122.4	0.7	0.9	0.7	0.5	2.8	3.0	2.8	2.8
1996	123.7	124.9	125.6	126.5	1.1	1.0	0.6	0.7	3.2	3.2	3.1	3.3
1997	127.7	128.8	130.1	131.2	0.9	0.9	1.0	0.8	3.2	3.1	3.6	3.7
1998	132.3	133.6	135.2	136.4	0.8	1.0	1.2	0.9	3.6	3.7	3.9	4.0
1999	136.8	138.2	139.3	140.4	0.3	1.0	0.8	0.8	3.4	3.4	3.0	2.9
2000	142.1	143.7	145.0	146.0	1.2	1.1	0.9	0.7	3.9	4.0	4.1	4.0
2001	147.7	149.0	150.3	151.5	1.2	0.9	0.9	0.8	3.9	3.7	3.7	3.8
2002	152.7	154.0	154.7	155.2	0.8	0.9	0.5	0.3	3.4	3.4	2.9	2.4
2003	156.4	157.4	158.8	159.4	0.8	0.6	0.9	0.4	2.4	2.2	2.7	2.7
2004	160.7	161.7	163.1	—	0.8	0.6	0.9	—	2.7	2.7	2.7	—

See footnotes at end of table.

**TABLE 6. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued**

Series and year	Indexes (June 1989=100)				Percent changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Goods-producing industries³:													
1975	—	—	45.9	46.9	—	—	—	2.2	—	—	—	—	—
1976	47.7	48.5	49.5	50.4	1.7	1.7	2.1	1.8	—	—	7.8	7.5	—
1977	51.3	52.3	53.4	54.3	1.8	1.9	2.1	1.7	7.5	7.8	7.9	7.7	—
1978	55.3	56.3	57.4	58.8	1.8	1.8	2.0	2.4	7.8	7.6	7.5	8.3	—
1979	59.8	60.9	62.0	63.7	1.7	1.8	1.8	2.7	8.1	8.2	8.0	8.3	—
1980	65.3	66.7	68.2	69.7	2.5	2.1	2.2	2.2	9.2	9.5	10.0	9.4	—
1981	71.2	72.8	74.4	75.7	2.2	2.2	2.2	1.7	9.0	9.1	9.1	8.6	—
1982	77.1	77.9	79.3	80.0	1.8	1.0	1.8	0.9	8.3	7.0	6.6	5.7	—
1983	80.8	81.6	82.4	83.2	1.0	1.0	1.0	1.0	4.8	4.7	3.9	4.0	—
1984	84.1	84.7	85.5	86.4	1.1	0.7	0.9	1.1	4.1	3.8	3.8	3.8	—
1985	87.5	88.4	89.0	89.4	1.3	1.0	0.7	0.4	4.0	4.4	4.1	3.5	—
1986	90.4	91.3	91.8	92.3	1.1	1.0	0.5	0.5	3.3	3.3	3.1	3.2	—
1987	92.8	93.4	94.3	95.2	0.5	0.6	1.0	1.0	2.7	2.3	2.7	3.1	—
1988	96.1	96.9	97.5	98.2	0.9	0.8	0.6	0.7	3.6	3.7	3.4	3.2	—
1989	99.1	100.0	101.0	102.0	0.9	0.9	1.0	1.0	3.1	3.2	3.6	3.9	—
1990	103.1	104.2	105.1	105.8	1.1	1.1	0.9	0.7	4.0	4.2	4.1	3.7	—
1991	107.0	108.0	108.7	109.7	1.1	0.9	0.6	0.9	3.8	3.6	3.4	3.7	—
1992	110.7	111.4	112.1	112.8	0.9	0.6	0.6	0.6	3.5	3.1	3.1	2.8	—
1993	113.8	114.5	115.3	116.1	0.9	0.6	0.7	0.7	2.8	2.8	2.9	2.9	—
1994	116.9	118.0	118.9	119.6	0.7	0.9	0.8	0.6	2.7	3.1	3.1	3.0	—
1995	120.4	121.4	122.1	122.9	0.7	0.8	0.6	0.7	3.0	2.9	2.7	2.8	—
1996	123.9	125.1	126.1	126.8	0.8	1.0	0.8	0.6	2.9	3.0	3.3	3.2	—
1997	127.5	128.9	129.9	130.6	0.6	1.1	0.8	0.5	2.9	3.0	3.0	3.0	—
1998	132.0	133.2	134.3	135.2	1.1	0.9	0.8	0.7	3.5	3.3	3.4	3.5	—
1999	136.3	137.3	138.5	139.7	0.8	0.7	0.9	0.9	3.3	3.1	3.1	3.3	—
2000	141.3	143.0	144.3	145.2	1.1	1.2	0.9	0.6	3.7	4.2	4.2	3.9	—
2001	147.0	148.6	149.5	150.5	1.2	1.1	0.6	0.7	4.0	3.9	3.6	3.7	—
2002	151.7	153.1	153.9	155.0	0.8	0.9	0.5	0.7	3.2	3.0	2.9	3.0	—
2003	156.3	157.4	158.3	158.7	0.8	0.7	0.6	0.3	3.0	2.8	2.9	2.4	—
2004	159.9	160.9	162.3	—	0.8	0.6	0.9	—	2.3	2.2	2.5	—	—
Goods-producing industries, excluding sales occupations:													
1975	—	—	45.9	46.8	—	—	—	2.0	—	—	—	—	—
1976	47.6	48.4	49.3	50.3	1.7	1.7	1.9	2.0	—	—	7.4	7.5	—
1977	51.2	52.2	53.2	54.1	1.8	2.0	1.9	1.7	7.6	7.9	7.9	7.6	—
1978	55.2	56.2	57.3	58.6	2.0	1.8	2.0	2.3	7.8	7.7	7.7	8.3	—
1979	59.6	60.7	61.9	63.5	1.7	1.8	2.0	2.6	8.0	8.0	8.0	8.4	—
1980	65.2	66.7	68.2	69.6	2.7	2.3	2.2	2.1	9.4	9.9	10.2	9.6	—
1981	71.1	72.8	74.5	75.8	2.2	2.4	2.3	1.7	9.0	9.1	9.2	8.9	—
1982	77.1	78.0	79.3	80.1	1.7	1.2	1.7	1.0	8.4	7.1	6.4	5.7	—
1983	80.9	81.6	82.5	83.3	1.0	0.9	1.1	1.0	4.9	4.6	4.0	4.0	—
1984	84.3	84.9	85.7	86.5	1.2	0.7	0.9	0.9	4.2	4.0	3.9	3.8	—
1985	87.5	88.4	89.1	89.5	1.2	1.0	0.8	0.4	3.8	4.1	4.0	3.5	—
1986	90.4	91.2	91.8	92.2	1.0	0.9	0.7	0.4	3.3	3.2	3.0	3.0	—
1987	92.9	93.4	94.3	95.2	0.8	0.5	1.0	1.0	2.8	2.4	2.7	3.3	—
1988	95.9	96.9	97.4	98.2	0.7	1.0	0.5	0.8	3.2	3.7	3.3	3.2	—
1989	99.1	100.0	101.0	102.0	0.9	0.9	1.0	1.0	3.3	3.2	3.7	3.9	—
1990	103.0	104.2	105.0	105.7	1.0	1.2	0.8	0.7	3.9	4.2	4.0	3.6	—

See footnotes at end of table.

TABLE 6. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Goods-producing industries, excluding sales occupations:												
1991	106.9	107.9	108.7	109.7	1.1	0.9	0.7	0.9	3.8	3.6	3.5	3.8
1992	110.5	111.2	112.0	112.6	0.7	0.6	0.7	0.5	3.4	3.1	3.0	2.6
1993	113.5	114.2	114.9	115.6	0.8	0.6	0.6	0.6	2.7	2.7	2.6	2.7
1994	116.4	117.4	118.4	119.1	0.7	0.9	0.9	0.6	2.6	2.8	3.0	3.0
1995	119.9	120.9	121.6	122.4	0.7	0.8	0.6	0.7	3.0	3.0	2.7	2.8
1996	123.5	124.6	125.7	126.3	0.9	0.9	0.9	0.5	3.0	3.1	3.4	3.2
1997	127.0	128.3	129.3	130.0	0.6	1.0	0.8	0.5	2.8	3.0	2.9	2.9
1998	131.3	132.5	133.6	134.4	1.0	0.9	0.8	0.6	3.4	3.3	3.3	3.4
1999	135.5	136.6	137.8	138.9	0.8	0.8	0.9	0.8	3.2	3.1	3.1	3.3
2000	140.5	142.1	143.4	144.6	1.2	1.1	0.9	0.8	3.7	4.0	4.1	4.1
2001	146.3	147.8	148.7	149.7	1.2	1.0	0.6	0.7	4.1	4.0	3.7	3.5
2002	150.9	152.2	153.0	154.0	0.8	0.9	0.5	0.7	3.1	3.0	2.9	2.9
2003	155.4	156.5	157.4	158.0	0.9	0.7	0.6	0.4	3.0	2.8	2.9	2.6
2004	159.2	160.2	161.2	—	0.8	0.6	0.6	—	2.4	2.4	2.4	—
Goods-producing industries, white-collar occupations:												
1987	—	92.9	94.0	94.9	—	—	1.2	1.0	—	—	—	—
1988	96.2	96.9	97.6	98.3	1.4	0.7	0.7	0.7	—	4.3	3.8	3.6
1989	99.2	100.0	101.0	101.9	0.9	0.8	1.0	0.9	3.1	3.2	3.5	3.7
1990	103.5	104.6	105.7	106.3	1.6	1.1	1.1	0.6	4.3	4.6	4.7	4.3
1991	107.4	108.5	109.5	110.4	1.0	1.0	0.9	0.8	3.8	3.7	3.6	3.9
1992	111.7	112.5	113.2	114.2	1.2	0.7	0.6	0.9	4.0	3.7	3.4	3.4
1993	115.4	116.4	117.3	118.2	1.1	0.9	0.8	0.8	3.3	3.5	3.6	3.5
1994	119.1	120.3	121.1	122.0	0.8	1.0	0.7	0.7	3.2	3.4	3.2	3.2
1995	123.0	123.8	124.4	125.3	0.8	0.7	0.5	0.7	3.3	2.9	2.7	2.7
1996	126.2	127.3	128.6	129.1	0.7	0.9	1.0	0.4	2.6	2.8	3.4	3.0
1997	130.0	131.4	132.3	132.9	0.7	1.1	0.7	0.5	3.0	3.2	2.9	2.9
1998	135.0	136.3	137.4	138.2	1.6	1.0	0.8	0.6	3.8	3.7	3.9	4.0
1999	139.4	140.5	141.7	143.0	0.9	0.8	0.9	0.9	3.3	3.1	3.1	3.5
2000	145.0	146.8	147.9	148.7	1.4	1.2	0.7	0.5	4.0	4.5	4.4	4.0
2001	150.5	152.3	152.6	153.6	1.2	1.2	0.2	0.7	3.8	3.7	3.2	3.3
2002	155.0	156.6	157.5	158.6	0.9	1.0	0.6	0.7	3.0	2.8	3.2	3.3
2003	160.0	161.4	161.9	162.1	0.9	0.9	0.3	0.1	3.2	3.1	2.8	2.2
2004	163.2	164.5	166.0	—	0.7	0.8	0.9	—	2.0	1.9	2.5	—
Goods-producing industries, white-collar occupations excluding sales:												
1987	—	92.9	93.9	94.8	—	—	1.1	1.0	—	—	—	—
1988	96.0	96.9	97.6	98.2	1.3	0.9	0.7	0.6	—	4.3	3.9	3.6
1989	99.2	100.0	101.0	102.0	1.0	0.8	1.0	1.0	3.3	3.2	3.5	3.9
1990	103.3	104.4	105.6	106.2	1.3	1.1	1.1	0.6	4.1	4.4	4.6	4.1
1991	107.2	108.5	109.5	110.5	0.9	1.2	0.9	0.9	3.8	3.9	3.7	4.0
1992	111.3	112.0	112.9	113.7	0.7	0.6	0.8	0.7	3.8	3.2	3.1	2.9
1993	114.9	115.6	116.4	116.8	1.1	0.6	0.7	0.3	3.2	3.2	3.1	2.7
1994	117.7	118.8	119.8	120.8	0.8	0.9	0.8	0.8	2.4	2.8	2.9	3.4
1995	121.8	122.5	123.2	124.2	0.8	0.6	0.6	0.8	3.5	3.1	2.8	2.8
1996	125.3	126.3	127.7	128.1	0.9	0.8	1.1	0.3	2.9	3.1	3.7	3.1

See footnotes at end of table.

**TABLE 6. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued**

Series and year	Indexes (June 1989=100)				Percent changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Goods-producing industries, white-collar occupations excluding sales:													
1997	128.9	130.0	130.9	131.6	0.6	0.9	0.7	0.5	2.9	2.9	2.5	2.7	
1998	133.3	134.6	135.7	136.4	1.3	1.0	0.8	0.5	3.4	3.5	3.7	3.6	
1999	137.8	138.8	140.1	141.3	1.0	0.7	0.9	0.9	3.4	3.1	3.2	3.6	
2000	143.2	144.9	146.0	147.2	1.3	1.2	0.8	0.8	3.9	4.4	4.2	4.2	
2001	148.9	150.5	150.8	151.7	1.2	1.1	0.2	0.6	4.0	3.9	3.3	3.1	
2002	152.9	154.5	155.4	156.3	0.8	1.0	0.6	0.6	2.7	2.7	3.1	3.0	
2003	158.0	159.2	159.9	160.4	1.1	0.8	0.4	0.3	3.3	3.0	2.9	2.6	
2004	161.5	162.7	163.6	—	0.7	0.7	0.6	—	2.2	2.2	2.3	—	
Goods-producing industries, blue-collar occupations:													
1987	—	93.6	94.4	95.3	—	—	0.9	1.0	—	—	—	—	
1988	95.9	96.9	97.3	98.1	0.6	1.0	0.4	0.8	—	3.5	3.1	2.9	
1989	99.0	100.0	101.0	101.9	0.9	1.0	1.0	0.9	3.2	3.2	3.8	3.9	
1990	102.9	104.1	104.7	105.5	1.0	1.2	0.6	0.8	3.9	4.1	3.7	3.5	
1991	106.8	107.6	108.3	109.2	1.2	0.7	0.7	0.8	3.8	3.4	3.4	3.5	
1992	110.1	110.7	111.4	111.9	0.8	0.5	0.6	0.4	3.1	2.9	2.9	2.5	
1993	112.8	113.4	114.1	114.9	0.8	0.5	0.6	0.7	2.5	2.4	2.4	2.7	
1994	115.6	116.6	117.5	118.1	0.6	0.9	0.8	0.5	2.5	2.8	3.0	2.8	
1995	118.8	119.9	120.7	121.4	0.6	0.9	0.7	0.6	2.8	2.8	2.7	2.8	
1996	122.4	123.7	124.5	125.3	0.8	1.1	0.6	0.6	3.0	3.2	3.1	3.2	
1997	126.0	127.3	128.4	129.2	0.6	1.0	0.9	0.6	2.9	2.9	3.1	3.1	
1998	130.1	131.3	132.3	133.3	0.7	0.9	0.8	0.8	3.3	3.1	3.0	3.2	
1999	134.3	135.4	136.6	137.6	0.8	0.8	0.9	0.7	3.2	3.1	3.3	3.2	
2000	139.0	140.5	142.0	143.1	1.0	1.1	1.1	0.8	3.5	3.8	4.0	4.0	
2001	144.7	146.1	147.4	148.4	1.1	1.0	0.9	0.7	4.1	4.0	3.8	3.7	
2002	149.6	150.7	151.5	152.6	0.8	0.7	0.5	0.7	3.4	3.1	2.8	2.8	
2003	153.8	154.8	155.9	156.4	0.8	0.7	0.7	0.3	2.8	2.7	2.9	2.5	
2004	157.7	158.6	159.8	—	0.8	0.6	0.8	—	2.5	2.5	2.5	—	
Goods-producing industries, service occupations⁴:													
1987	—	94.0	95.0	96.1	—	—	1.1	1.2	—	—	—	—	
1988	96.4	96.8	96.9	97.8	0.3	0.4	0.1	0.9	—	3.0	2.0	1.8	
1989	99.0	100.0	100.7	101.9	1.2	1.0	0.7	1.2	2.7	3.3	3.9	4.2	
1990	102.7	103.0	104.3	105.0	0.8	0.3	1.3	0.7	3.7	3.0	3.6	3.0	
1991	106.0	106.7	107.8	109.4	1.0	0.7	1.0	1.5	3.2	3.6	3.4	4.2	
1992	110.1	111.0	112.2	113.1	0.6	0.8	1.1	0.8	3.9	4.0	4.1	3.4	
1993	113.9	114.4	115.7	116.9	0.7	0.4	1.1	1.0	3.5	3.1	3.1	3.4	
1994	116.4	117.7	120.1	119.7	-0.4	1.1	2.0	-0.3	2.2	2.9	3.8	2.4	
1995	120.6	121.9	122.8	123.5	0.8	1.1	0.7	0.6	3.6	3.6	2.2	3.2	
1996	124.3	124.6	—	—	0.6	0.2	—	—	3.1	2.2	—	—	
Construction:													
1976	50.9	52.5	53.9	54.4	—	3.1	2.7	0.9	—	—	—	—	
1977	54.9	56.2	57.2	58.0	0.9	2.4	1.8	1.4	7.9	7.0	6.1	6.6	
1978	58.7	60.4	61.9	62.5	1.2	2.9	2.5	1.0	6.9	7.5	8.2	7.8	
1979	63.3	65.0	66.3	67.0	1.3	2.7	2.0	1.1	7.8	7.6	7.1	7.2	
1980	67.9	69.8	71.8	72.9	1.3	2.8	2.9	1.5	7.3	7.4	8.3	8.8	

See footnotes at end of table.

TABLE 6. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Construction:												
1981	74.2	76.0	78.3	79.3	1.8	2.4	3.0	1.3	9.3	8.9	9.1	8.8
1982	80.5	81.5	82.9	83.4	1.5	1.2	1.7	0.6	8.5	7.2	5.9	5.2
1983	83.9	85.2	85.3	85.8	0.6	1.5	0.1	0.6	4.2	4.5	2.9	2.9
1984	86.1	86.6	86.9	86.9	0.3	0.6	0.3	0.0	2.6	1.6	1.9	1.3
1985	87.8	88.6	89.1	89.6	1.0	0.9	0.6	0.6	2.0	2.3	2.5	3.1
1986	89.9	91.0	91.6	91.8	0.3	1.2	0.7	0.2	2.4	2.7	2.8	2.5
1987	92.5	93.2	94.1	94.8	0.8	0.8	1.0	0.7	2.9	2.4	2.7	3.3
1988	95.7	97.0	97.7	98.3	0.9	1.4	0.7	0.6	3.5	4.1	3.8	3.7
1989	99.1	100.0	101.1	101.7	0.8	0.9	1.1	0.6	3.6	3.1	3.5	3.5
1990	102.0	102.9	103.5	103.7	0.3	0.9	0.6	0.2	2.9	2.9	2.4	2.0
1991	105.1	105.9	106.3	106.8	1.4	0.8	0.4	0.5	3.0	2.9	2.7	3.0
1992	107.2	107.9	108.7	108.9	0.4	0.7	0.7	0.2	2.0	1.9	2.3	2.0
1993	109.5	110.4	111.3	111.1	0.6	0.8	0.8	-0.2	2.1	2.3	2.4	2.0
1994	112.2	113.6	114.6	114.7	1.0	1.2	0.9	0.1	2.5	2.9	3.0	3.2
1995	114.8	115.7	116.8	117.4	0.1	0.8	1.0	0.5	2.3	1.8	1.9	2.4
1996	118.3	119.6	120.4	120.8	0.8	1.1	0.7	0.3	3.0	3.4	3.1	2.9
1997	122.0	123.6	124.7	124.9	1.0	1.3	0.9	0.2	3.1	3.3	3.6	3.4
1998	126.0	128.1	128.5	129.3	0.9	1.7	0.3	0.6	3.3	3.6	3.0	3.5
1999	130.7	131.9	133.0	133.6	1.1	0.9	0.8	0.5	3.7	3.0	3.5	3.3
2000	136.0	138.0	139.4	140.7	1.8	1.5	1.0	0.9	4.1	4.6	4.8	5.3
2001	142.1	143.9	145.1	146.3	1.0	1.3	0.8	0.8	4.5	4.3	4.1	4.0
2002	147.0	148.2	149.0	150.2	0.5	0.8	0.5	0.8	3.4	3.0	2.7	2.7
2003	150.6	152.4	153.6	154.0	0.3	1.2	0.8	0.3	2.4	2.8	3.1	2.5
2004	155.1	155.9	157.1	—	0.7	0.5	0.8	—	3.0	2.3	2.3	—
Manufacturing:												
1975	—	—	45.3	46.3	—	—	—	2.2	—	—	—	—
1976	47.1	47.8	48.7	49.7	1.7	1.5	1.9	2.1	—	—	7.5	7.3
1977	50.6	51.5	52.7	53.6	1.8	1.8	2.3	1.7	7.4	7.7	8.2	7.8
1978	54.7	55.5	56.6	58.1	2.1	1.5	2.0	2.7	8.1	7.8	7.4	8.4
1979	59.1	60.1	61.2	63.0	1.7	1.7	1.8	2.9	8.0	8.3	8.1	8.4
1980	64.8	66.1	67.4	68.9	2.9	2.0	2.0	2.2	9.6	10.0	10.1	9.4
1981	70.5	72.0	73.6	74.9	2.3	2.1	2.2	1.8	8.8	8.9	9.2	8.7
1982	76.3	77.1	78.4	79.1	1.9	1.0	1.7	0.9	8.2	7.1	6.5	5.6
1983	80.0	80.7	81.6	82.5	1.1	0.9	1.1	1.1	4.8	4.7	4.1	4.3
1984	83.4	84.1	85.0	86.1	1.1	0.8	1.1	1.3	4.3	4.2	4.2	4.4
1985	87.2	88.1	88.8	89.2	1.3	1.0	0.8	0.5	4.6	4.8	4.5	3.6
1986	90.3	91.1	91.6	92.1	1.2	0.9	0.5	0.5	3.6	3.4	3.2	3.3
1987	92.7	93.3	94.2	95.2	0.7	0.6	1.0	1.1	2.7	2.4	2.8	3.4
1988	96.0	96.8	97.3	98.1	0.8	0.8	0.5	0.8	3.6	3.8	3.3	3.0
1989	99.0	100.0	100.9	101.9	0.9	1.0	0.9	1.0	3.1	3.3	3.7	3.9
1990	103.3	104.5	105.4	106.2	1.4	1.2	0.9	0.8	4.3	4.5	4.5	4.2
1991	107.4	108.4	109.3	110.3	1.1	0.9	0.8	0.9	4.0	3.7	3.7	3.9
1992	111.5	112.2	112.9	113.7	1.1	0.6	0.6	0.7	3.8	3.5	3.3	3.1
1993	114.7	115.5	116.3	117.3	0.9	0.7	0.7	0.9	2.9	2.9	3.0	3.2
1994	118.0	119.0	120.0	120.8	0.6	0.8	0.8	0.7	2.9	3.0	3.2	3.0
1995	121.9	122.9	123.5	124.3	0.9	0.8	0.5	0.6	3.3	3.3	2.9	2.9
1996	125.4	126.5	127.7	128.4	0.9	0.9	0.9	0.5	2.9	2.9	3.4	3.3

See footnotes at end of table.

**TABLE 6. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued**

Series and year	Indexes (June 1989=100)				Percent changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Manufacturing:													
1997	129.1	130.3	131.3	132.2	0.5	0.9	0.8	0.7	3.0	3.0	2.8	3.0	
1998	133.7	134.6	136.0	136.8	1.1	0.7	1.0	0.6	3.6	3.3	3.6	3.5	
1999	137.9	139.0	140.2	141.5	0.8	0.8	0.9	0.9	3.1	3.3	3.1	3.4	
2000	142.9	144.4	145.7	146.5	1.0	1.0	0.9	0.5	3.6	3.9	3.9	3.5	
2001	148.5	150.0	150.7	151.7	1.4	1.0	0.5	0.7	3.9	3.9	3.4	3.5	
2002	153.1	154.5	155.4	156.5	0.9	0.9	0.6	0.7	3.1	3.0	3.1	3.2	
2003	158.0	159.0	159.7	160.1	1.0	0.6	0.4	0.3	3.2	2.9	2.8	2.3	
2004	161.3	162.4	163.8	—	0.7	0.7	0.9	—	2.1	2.1	2.6	—	
Manufacturing, white-collar occupations:													
1987	—	93.0	94.0	95.0	—	—	1.1	1.1	—	—	—	—	
1988	96.2	96.9	97.5	98.2	1.3	0.7	0.6	0.7	—	4.2	3.7	3.4	
1989	99.2	100.0	100.9	101.8	1.0	0.8	0.9	0.9	3.1	3.2	3.5	3.7	
1990	103.7	104.7	105.9	106.4	1.9	1.0	1.1	0.5	4.5	4.7	5.0	4.5	
1991	107.6	108.8	109.8	110.7	1.1	1.1	0.9	0.8	3.8	3.9	3.7	4.0	
1992	111.9	112.9	113.6	114.6	1.1	0.9	0.6	0.9	4.0	3.8	3.5	3.5	
1993	116.0	116.9	117.7	118.8	1.2	0.8	0.7	0.9	3.7	3.5	3.6	3.7	
1994	119.5	120.6	121.7	122.7	0.6	0.9	0.9	0.8	3.0	3.2	3.4	3.3	
1995	123.9	124.7	125.3	126.1	1.0	0.6	0.5	0.6	3.7	3.4	3.0	2.8	
1996	127.1	128.2	129.6	130.1	0.8	0.9	1.1	0.4	2.6	2.8	3.4	3.2	
1997	130.6	131.9	132.8	133.6	0.4	1.0	0.7	0.6	2.8	2.9	2.5	2.7	
1998	135.6	136.8	138.3	139.0	1.5	0.9	1.1	0.5	3.8	3.7	4.1	4.0	
1999	140.1	141.4	142.7	144.0	0.8	0.9	0.9	0.9	3.3	3.4	3.2	3.6	
2000	145.8	147.7	148.7	149.2	1.3	1.3	0.7	0.3	4.1	4.5	4.2	3.6	
2001	151.1	152.7	152.8	153.3	1.3	1.1	0.1	0.3	3.6	3.4	2.8	2.7	
2002	154.9	156.6	157.7	158.6	1.0	1.1	0.7	0.6	2.5	2.6	3.2	3.5	
2003	160.1	161.6	162.0	162.1	0.9	0.9	0.2	0.1	3.4	3.2	2.7	2.2	
2004	163.3	164.7	166.1	—	0.7	0.9	0.9	—	2.0	1.9	2.5	—	
Manufacturing, white-collar occupations, excluding sales:													
1987	—	92.9	93.9	94.8	—	—	1.1	1.0	—	—	—	—	
1988	96.0	96.8	97.4	98.0	1.3	0.8	0.6	0.6	—	4.2	3.7	3.4	
1989	99.1	100.0	100.9	101.9	1.1	0.9	0.9	1.0	3.2	3.3	3.6	4.0	
1990	103.4	104.4	105.6	106.2	1.5	1.0	1.1	0.6	4.3	4.4	4.7	4.2	
1991	107.2	108.6	109.7	110.7	0.9	1.3	1.0	0.9	3.7	4.0	3.9	4.2	
1992	111.4	112.2	113.0	114.0	0.6	0.7	0.7	0.9	3.9	3.3	3.0	3.0	
1993	115.3	115.9	116.7	117.2	1.1	0.5	0.7	0.4	3.5	3.3	3.3	2.8	
1994	118.0	119.1	120.2	121.4	0.7	0.9	0.9	1.0	2.3	2.8	3.0	3.6	
1995	122.4	123.2	123.9	124.8	0.8	0.7	0.6	0.7	3.7	3.4	3.1	2.8	
1996	126.0	127.0	128.4	128.9	1.0	0.8	1.1	0.4	2.9	3.1	3.6	3.3	
1997	129.3	130.5	131.3	132.2	0.3	0.9	0.6	0.7	2.6	2.8	2.3	2.6	
1998	133.8	135.0	136.3	137.1	1.2	0.9	1.0	0.6	3.5	3.4	3.8	3.7	
1999	138.3	139.6	140.8	142.0	0.9	0.9	0.9	0.9	3.4	3.4	3.3	3.6	
2000	143.7	145.6	146.6	147.5	1.2	1.3	0.7	0.6	3.9	4.3	4.1	3.9	
2001	149.1	150.5	150.5	151.0	1.1	0.9	0.0	0.3	3.8	3.4	2.7	2.4	
2002	152.3	153.9	155.0	155.9	0.9	1.1	0.7	0.6	2.1	2.3	3.0	3.2	
2003	157.7	158.9	159.5	160.0	1.2	0.8	0.4	0.3	3.5	3.2	2.9	2.6	
2004	161.2	162.5	163.5	—	0.8	0.8	0.6	—	2.2	2.3	2.5	—	

See footnotes at end of table.

**TABLE 6. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued**

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Manufacturing, blue-collar occupations:												
1987	—	93.5	94.4	95.4	—	—	1.0	1.1	—	—	—	—
1988	96.0	96.8	97.2	98.1	0.6	0.8	0.4	0.9	—	3.5	3.0	2.8
1989	98.9	100.0	100.9	102.0	0.8	1.1	0.9	1.1	3.0	3.3	3.8	4.0
1990	103.1	104.4	105.1	106.1	1.1	1.3	0.7	1.0	4.2	4.4	4.2	4.0
1991	107.3	108.2	109.0	110.0	1.1	0.8	0.7	0.9	4.1	3.6	3.7	3.7
1992	111.1	111.7	112.4	113.1	1.0	0.5	0.6	0.6	3.5	3.2	3.1	2.8
1993	113.9	114.5	115.2	116.2	0.7	0.5	0.6	0.9	2.5	2.5	2.5	2.7
1994	116.9	117.8	118.7	119.5	0.6	0.8	0.8	0.7	2.6	2.9	3.0	2.8
1995	120.4	121.6	122.2	123.1	0.8	1.0	0.5	0.7	3.0	3.2	2.9	3.0
1996	124.2	125.4	126.3	127.3	0.9	1.0	0.7	0.8	3.2	3.1	3.4	3.4
1997	128.0	129.2	130.2	131.2	0.5	0.9	0.8	0.8	3.1	3.0	3.1	3.1
1998	132.3	133.1	134.3	135.3	0.8	0.6	0.9	0.7	3.4	3.0	3.1	3.1
1999	136.3	137.2	138.4	139.7	0.7	0.7	0.9	0.9	3.0	3.1	3.1	3.3
2000	140.8	142.0	143.4	144.6	0.8	0.9	1.0	0.8	3.3	3.5	3.6	3.5
2001	146.4	147.8	149.1	150.3	1.2	1.0	0.9	0.8	4.0	4.1	4.0	3.9
2002	151.7	152.8	153.5	154.7	0.9	0.7	0.5	0.8	3.6	3.4	3.0	2.9
2003	156.3	156.9	157.9	158.5	1.0	0.4	0.6	0.4	3.0	2.7	2.9	2.5
2004	159.8	160.6	162.1	—	0.8	0.5	0.9	—	2.2	2.4	2.7	—
Manufacturing, service occupations⁴:												
1987	—	94.0	95.0	96.2	—	—	1.1	1.3	—	—	—	—
1988	96.4	97.0	97.2	98.1	0.2	0.6	0.2	0.9	—	3.2	2.3	2.0
1989	98.9	100.0	100.7	102.0	0.8	1.1	0.7	1.3	2.6	3.1	3.6	4.0
1990	102.9	103.2	104.1	104.9	0.9	0.3	0.9	0.8	4.0	3.2	3.4	2.8
1991	105.8	106.5	107.7	109.3	0.9	0.7	1.1	1.5	2.8	3.2	3.5	4.2
1992	110.1	111.0	112.3	113.4	0.7	0.8	1.2	1.0	4.1	4.2	4.3	3.8
1993	114.3	114.5	116.0	117.3	0.8	0.2	1.3	1.1	3.8	3.2	3.3	3.4
1994	116.8	118.2	120.6	120.6	-0.4	1.2	2.0	0.0	2.2	3.2	4.0	2.8
1995	121.5	122.8	123.7	124.3	0.7	1.1	0.7	0.5	4.0	3.9	2.6	3.1
1996	125.1	125.7	—	—	0.6	0.5	—	—	3.0	2.4	—	—
Manufacturing, durable goods:												
1976	—	—	48.6	49.8	—	—	—	2.5	—	—	—	—
1977	50.8	51.5	52.7	53.8	2.0	1.4	2.3	2.1	—	—	8.4	8.0
1978	54.7	55.6	56.7	58.3	1.7	1.6	2.0	2.8	7.7	8.0	7.6	8.4
1979	59.3	60.2	61.5	63.4	1.7	1.5	2.2	3.1	8.4	8.3	8.5	8.7
1980	65.0	66.4	68.1	69.7	2.5	2.2	2.6	2.3	9.6	10.3	10.7	9.9
1981	71.3	72.8	74.4	76.1	2.3	2.1	2.2	2.3	9.7	9.6	9.3	9.2
1982	77.4	78.2	79.4	80.3	1.7	1.0	1.5	1.1	8.6	7.4	6.7	5.5
1983	80.9	81.4	82.2	83.3	0.7	0.6	1.0	1.3	4.5	4.1	3.5	3.7
1984	84.3	84.9	85.7	86.7	1.2	0.7	0.9	1.2	4.2	4.3	4.3	4.1
1985	87.8	88.9	89.4	89.9	1.3	1.3	0.6	0.6	4.2	4.7	4.3	3.7
1986	90.9	91.6	92.1	92.6	1.1	0.8	0.5	0.5	3.5	3.0	3.0	3.0
1987	93.0	93.7	94.5	95.5	0.4	0.8	0.9	1.1	2.3	2.3	2.6	3.1
1988	96.2	96.9	97.4	98.0	0.7	0.7	0.5	0.6	3.4	3.4	3.1	2.6
1989	99.0	100.0	100.7	101.9	1.0	1.0	0.7	1.2	2.9	3.2	3.4	4.0
1990	103.2	104.3	105.3	106.1	1.3	1.1	1.0	0.8	4.2	4.3	4.6	4.1

See footnotes at end of table.

**TABLE 6. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued**

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Manufacturing, durable goods:												
1991	107.3	108.3	109.2	110.2	1.1	0.9	0.8	0.9	4.0	3.8	3.7	3.9
1992	111.2	111.8	112.7	113.4	0.9	0.5	0.8	0.6	3.6	3.2	3.2	2.9
1993	114.4	115.1	115.9	117.2	0.9	0.6	0.7	1.1	2.9	3.0	2.8	3.4
1994	117.8	118.7	119.8	120.8	0.5	0.8	0.9	0.8	3.0	3.1	3.4	3.1
1995	121.9	122.9	123.6	124.3	0.9	0.8	0.6	0.6	3.5	3.5	3.2	2.9
1996	125.1	126.5	127.7	128.4	0.6	1.1	0.9	0.5	2.6	2.9	3.3	3.3
1997	129.0	130.1	131.2	131.9	0.5	0.9	0.8	0.5	3.1	2.8	2.7	2.7
1998	133.4	134.5	135.9	136.9	1.1	0.8	1.0	0.7	3.4	3.4	3.6	3.8
1999	137.9	139.1	140.4	141.8	0.7	0.9	0.9	1.0	3.4	3.4	3.3	3.6
2000	143.0	144.7	146.1	147.3	0.8	1.2	1.0	0.8	3.7	4.0	4.1	3.9
2001	149.0	150.5	151.5	152.6	1.2	1.0	0.7	0.7	4.2	4.0	3.7	3.6
2002	153.9	155.3	156.0	157.3	0.9	0.9	0.5	0.8	3.3	3.2	3.0	3.1
2003	158.8	159.7	160.6	160.9	1.0	0.6	0.6	0.2	3.2	2.8	2.9	2.3
2004	161.9	162.9	164.5	—	0.6	0.6	1.0	—	2.0	2.0	2.4	—
Aircraft manufacturing (SIC 3721):												
1988	—	—	—	98.8	—	—	—	—	—	—	—	—
1989	99.4	100.0	100.6	102.2	0.6	0.6	0.6	1.6	—	—	—	3.4
1990	103.2	104.9	105.7	107.0	1.0	1.6	0.8	1.2	3.8	4.9	5.1	4.7
1991	108.4	109.8	110.9	112.6	1.3	1.3	1.0	1.5	5.0	4.7	4.9	5.2
1992	113.6	115.2	116.0	117.2	0.9	1.4	0.7	1.0	4.8	4.9	4.6	4.1
1993	117.9	118.8	120.5	121.6	0.6	0.8	1.4	0.9	3.8	3.1	3.9	3.8
1994	122.4	123.3	124.0	124.8	0.7	0.7	0.6	0.6	3.8	3.8	2.9	2.6
1995	125.7	126.5	127.4	128.1	0.7	0.6	0.7	0.5	2.7	2.6	2.7	2.6
1996	129.0	130.3	130.6	130.9	0.7	1.0	0.2	0.2	2.6	3.0	2.5	2.2
1997	132.0	133.5	133.3	134.0	0.8	1.1	-0.1	0.5	2.3	2.5	2.1	2.4
1998	135.1	136.9	137.2	138.3	0.8	1.3	0.2	0.8	2.3	2.5	2.9	3.2
1999	139.4	141.5	142.7	143.6	0.8	1.5	0.8	0.6	3.2	3.4	4.0	3.8
2000	146.3	148.6	150.0	151.6	1.9	1.6	0.9	1.1	4.9	5.0	5.1	5.6
2001	154.3	155.1	156.6	158.3	1.8	0.5	1.0	1.1	5.5	4.4	4.4	4.4
2002	161.4	162.5	162.5	163.1	2.0	0.7	0.0	0.4	4.6	4.8	3.8	3.0
2003	166.0	166.9	167.4	167.7	1.8	0.5	0.3	0.2	2.9	2.7	3.0	2.8
2004	170.6	171.9	172.4	—	1.7	0.8	0.3	—	2.8	3.0	3.0	—
Aircraft manufacturing (SIC 3721), white-collar occupations:												
1988	—	—	—	98.7	—	—	—	—	—	—	—	—
1989	99.3	100.0	100.4	101.5	0.6	0.7	0.4	1.1	—	—	—	2.8
1990	102.3	103.8	104.2	105.0	0.8	1.5	0.4	0.8	3.0	3.8	3.8	3.4
1991	106.0	107.4	107.9	108.9	1.0	1.3	0.5	0.9	3.6	3.5	3.6	3.7
1992	110.0	111.6	112.2	113.1	1.0	1.5	0.5	0.8	3.8	3.9	4.0	3.9
1993	113.9	115.2	116.7	117.3	0.7	1.1	1.3	0.5	3.5	3.2	4.0	3.7
1994	118.1	119.1	119.8	120.2	0.7	0.8	0.6	0.3	3.7	3.4	2.7	2.5
1995	121.0	121.6	122.7	123.2	0.7	0.5	0.9	0.4	2.5	2.1	2.4	2.5
1996	124.1	125.9	126.1	126.5	0.7	1.5	0.2	0.3	2.6	3.5	2.8	2.7
1997	127.8	129.6	129.3	129.8	1.0	1.4	-0.2	0.4	3.0	2.9	2.5	2.6
1998	131.2	133.7	133.9	134.5	1.1	1.9	0.1	0.4	2.7	3.2	3.6	3.6
1999	135.5	138.0	138.3	139.1	0.7	1.8	0.2	0.6	3.3	3.2	3.3	3.4
2000	142.1	145.2	146.0	146.2	2.2	2.2	0.6	0.1	4.9	5.2	5.6	5.1

See footnotes at end of table.

TABLE 6. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Aircraft manufacturing (SIC 3721), white-collar occupations:												
2001	149.8	150.1	150.9	152.2	2.5	0.2	0.5	0.9	5.4	3.4	3.4	4.1
2002	155.9	156.4	155.9	156.2	2.4	0.3	-0.3	0.2	4.1	4.2	3.3	2.6
2003	160.4	160.2	160.3	160.6	2.7	-0.1	0.1	0.2	2.9	2.4	2.8	2.8
2004	164.7	165.5	165.7	—	2.6	0.5	0.1	—	2.7	3.3	3.4	—
Aircraft manufacturing (SIC 3721), blue-collar occupations:												
1988	—	—	—	98.9	—	—	—	—	—	—	—	—
1989	99.6	100.0	100.9	103.3	0.7	0.4	0.9	2.4	—	—	—	4.4
1990	104.6	106.7	107.8	110.0	1.3	2.0	1.0	2.0	5.0	6.7	6.8	6.5
1991	112.0	113.5	115.4	118.0	1.8	1.3	1.7	2.3	7.1	6.4	7.1	7.3
1992	119.0	120.5	121.5	123.3	0.8	1.3	0.8	1.5	6.3	6.2	5.3	4.5
1993	123.9	124.1	126.1	127.9	0.5	0.2	1.6	1.4	4.1	3.0	3.8	3.7
1994	128.7	129.4	130.2	131.7	0.6	0.5	0.6	1.2	3.9	4.3	3.3	3.0
1995	132.7	133.6	134.1	135.1	0.8	0.7	0.4	0.7	3.1	3.2	3.0	2.6
1996	136.1	136.4	137.0	137.1	0.7	0.2	0.4	0.1	2.6	2.1	2.2	1.5
1997	137.7	138.8	138.4	139.6	0.4	0.8	-0.3	0.9	1.2	1.8	1.0	1.8
1998	140.1	140.5	141.0	143.2	0.4	0.3	0.4	1.6	1.7	1.2	1.9	2.6
1999	144.5	145.5	148.9	149.9	0.9	0.7	2.3	0.7	3.1	3.6	5.6	4.7
2000	151.8	152.1	155.1	159.3	1.3	0.2	2.0	2.7	5.1	4.5	4.2	6.3
2001	160.3	162.1	164.9	167.4	0.6	1.1	1.7	1.5	5.6	6.6	6.3	5.1
2002	169.0	171.4	172.2	173.2	1.0	1.4	0.5	0.6	5.4	5.7	4.4	3.5
2003	173.6	176.5	177.8	178.2	0.2	1.7	0.7	0.2	2.7	3.0	3.3	2.9
2004	178.4	180.7	183.0	—	0.1	1.3	1.3	—	2.8	2.4	2.9	—
Manufacturing, nondurable goods:												
1976	—	—	48.7	49.4	—	—	—	1.4	—	—	—	—
1977	50.4	51.5	52.5	53.4	2.0	2.2	1.9	1.7	—	—	7.8	8.1
1978	54.6	55.4	56.3	57.7	2.2	1.5	1.6	2.5	8.3	7.6	7.2	8.1
1979	58.6	59.9	60.6	62.2	1.6	2.2	1.2	2.6	7.3	8.1	7.6	7.8
1980	64.3	65.5	66.2	67.6	3.4	1.9	1.1	2.1	9.7	9.3	9.2	8.7
1981	69.1	70.6	72.0	72.8	2.2	2.2	2.0	1.1	7.5	7.8	8.8	7.7
1982	74.4	75.1	76.6	77.0	2.2	0.9	2.0	0.5	7.7	6.4	6.4	5.8
1983	78.3	79.3	80.4	80.9	1.7	1.3	1.4	0.6	5.2	5.6	5.0	5.1
1984	81.8	82.7	83.8	84.9	1.1	1.1	1.3	1.3	4.5	4.3	4.2	4.9
1985	85.9	86.6	87.6	88.0	1.2	0.8	1.2	0.5	5.0	4.7	4.5	3.7
1986	89.1	90.3	90.7	91.3	1.3	1.3	0.4	0.7	3.7	4.3	3.5	3.8
1987	92.2	92.5	93.8	94.7	1.0	0.3	1.4	1.0	3.5	2.4	3.4	3.7
1988	95.8	96.5	97.2	98.2	1.2	0.7	0.7	1.0	3.9	4.3	3.6	3.7
1989	99.0	100.0	101.1	101.8	0.8	1.0	1.1	0.7	3.3	3.6	4.0	3.7
1990	103.6	104.8	105.7	106.3	1.8	1.2	0.9	0.6	4.6	4.8	4.5	4.4
1991	107.6	108.6	109.4	110.6	1.2	0.9	0.7	1.1	3.9	3.6	3.5	4.0
1992	111.8	112.8	113.2	114.3	1.1	0.9	0.4	1.0	3.9	3.9	3.5	3.3
1993	115.5	116.3	116.9	117.5	1.0	0.7	0.5	0.5	3.3	3.1	3.3	2.8
1994	118.3	119.5	120.3	120.8	0.7	1.0	0.7	0.4	2.4	2.8	2.9	2.8
1995	121.9	122.9	123.3	124.4	0.9	0.8	0.3	0.9	3.0	2.8	2.5	3.0
1996	125.8	126.5	127.6	128.5	1.1	0.6	0.9	0.7	3.2	2.9	3.5	3.3
1997	129.3	130.6	131.4	132.6	0.6	1.0	0.6	0.9	2.8	3.2	3.0	3.2

See footnotes at end of table.

TABLE 6. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Manufacturing, nondurable goods:													
1998	134.2	134.9	136.0	136.8	1.2	0.5	0.8	0.6	3.8	3.3	3.5	3.2	
1999	138.0	138.7	139.7	140.9	0.9	0.5	0.7	0.9	2.8	2.8	2.7	3.0	
2000	142.7	143.9	145.0	145.4	1.3	0.8	0.8	0.3	3.4	3.7	3.8	3.2	
2001	147.5	149.0	149.3	150.2	1.4	1.0	0.2	0.6	3.4	3.5	3.0	3.3	
2002	151.9	153.1	154.4	155.2	1.1	0.8	0.8	0.5	3.0	2.8	3.4	3.3	
2003	156.6	157.8	158.3	158.7	0.9	0.8	0.3	0.3	3.1	3.1	2.5	2.3	
2004	160.4	161.6	162.8	—	1.1	0.7	0.7	—	2.4	2.4	2.8	—	
Service-producing industries⁵:													
1975	—	—	44.3	45.1	—	—	—	1.8	—	—	—	—	
1976	46.0	46.8	47.3	48.2	2.0	1.7	1.1	1.9	—	—	6.8	6.9	
1977	48.8	49.7	50.5	51.4	1.2	1.8	1.6	1.8	6.1	6.2	6.8	6.6	
1978	52.3	53.6	54.7	55.1	1.8	2.5	2.1	0.7	7.2	7.8	8.3	7.2	
1979	56.3	57.4	58.8	60.0	2.2	2.0	2.4	2.0	7.6	7.1	7.5	8.9	
1980	61.5	62.6	64.1	65.3	2.5	1.8	2.4	1.9	9.2	9.1	9.0	8.8	
1981	67.4	68.6	69.8	71.1	3.2	1.8	1.7	1.9	9.6	9.6	8.9	8.9	
1982	72.6	73.4	74.8	75.9	2.1	1.1	1.9	1.5	7.7	7.0	7.2	6.8	
1983	76.9	77.8	79.2	80.2	1.3	1.2	1.8	1.3	5.9	6.0	5.9	5.7	
1984	81.3	82.1	82.7	83.7	1.4	1.0	0.7	1.2	5.7	5.5	4.4	4.4	
1985	84.6	85.6	87.1	87.7	1.1	1.2	1.8	0.7	4.1	4.3	5.3	4.8	
1986	88.5	89.1	89.8	90.3	0.9	0.7	0.8	0.6	4.6	4.1	3.1	3.0	
1987	91.5	92.1	93.1	93.4	1.3	0.7	1.1	0.3	3.4	3.4	3.7	3.4	
1988	94.3	95.5	96.7	97.8	1.0	1.3	1.3	1.1	3.1	3.7	3.9	4.7	
1989	99.1	100.0	101.4	102.2	1.3	0.9	1.4	0.8	5.1	4.7	4.9	4.5	
1990	103.3	104.6	105.7	106.3	1.1	1.3	1.1	0.6	4.2	4.6	4.2	4.0	
1991	107.5	108.7	109.7	110.2	1.1	1.1	0.9	0.5	4.1	3.9	3.8	3.7	
1992	111.1	111.7	112.3	113.0	0.8	0.5	0.5	0.6	3.3	2.8	2.4	2.5	
1993	113.9	114.7	115.9	116.6	0.8	0.7	1.0	0.6	2.5	2.7	3.2	3.2	
1994	117.3	118.2	119.2	119.7	0.6	0.8	0.8	0.4	3.0	3.1	2.8	2.7	
1995	120.7	121.6	122.6	123.2	0.8	0.7	0.8	0.5	2.9	2.9	2.9	2.9	
1996	124.7	125.8	126.7	127.5	1.2	0.9	0.7	0.6	3.3	3.5	3.3	3.5	
1997	129.0	130.1	131.5	133.1	1.2	0.9	1.1	1.2	3.4	3.4	3.8	4.4	
1998	134.4	135.6	137.6	138.4	1.0	0.9	1.5	0.6	4.2	4.2	4.6	4.0	
1999	138.9	140.8	142.1	143.3	0.4	1.4	0.9	0.8	3.3	3.8	3.3	3.5	
2000	145.0	146.5	147.9	148.9	1.2	1.0	1.0	0.7	4.4	4.0	4.1	3.9	
2001	150.5	151.9	153.2	154.5	1.1	0.9	0.9	0.8	3.8	3.7	3.6	3.8	
2002	156.1	157.7	158.4	158.6	1.0	1.0	0.4	0.1	3.7	3.8	3.4	2.7	
2003	160.6	161.7	163.3	163.9	1.3	0.7	1.0	0.4	2.9	2.5	3.1	3.3	
2004	165.0	166.1	167.5	—	0.7	0.7	0.8	—	2.7	2.7	2.6	—	
Service-producing industries, excluding sales occupations:													
1975	—	—	44.2	44.9	—	—	—	1.6	—	—	—	—	
1976	45.8	46.6	47.2	47.9	2.0	1.7	1.3	1.5	—	—	6.8	6.7	
1977	48.7	49.6	50.4	51.1	1.7	1.8	1.6	1.4	6.3	6.4	6.8	6.7	
1978	52.2	53.2	54.2	54.7	2.2	1.9	1.9	0.9	7.2	7.3	7.5	7.0	
1979	56.1	57.0	58.4	59.6	2.6	1.6	2.5	2.1	7.5	7.1	7.7	9.0	
1980	61.2	62.4	63.7	64.9	2.7	2.0	2.1	1.9	9.1	9.5	9.1	8.9	
1981	67.1	68.1	69.8	70.8	3.4	1.5	2.5	1.4	9.6	9.1	9.6	9.1	

See footnotes at end of table.

TABLE 6. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Service-producing industries, excluding sales occupations:													
1982	72.6	73.5	74.7	75.7	2.5	1.2	1.6	1.3	8.2	7.9	7.0	6.9	
1983	77.1	78.1	79.4	80.2	1.8	1.3	1.7	1.0	6.2	6.3	6.3	5.9	
1984	81.6	82.2	83.1	84.3	1.7	0.7	1.1	1.4	5.8	5.2	4.7	5.1	
1985	84.8	85.8	87.3	87.5	0.6	1.2	1.7	0.2	3.9	4.4	5.1	3.8	
1986	88.5	89.0	89.7	90.4	1.1	0.6	0.8	0.8	4.4	3.7	2.7	3.3	
1987	91.5	92.2	93.5	94.0	1.2	0.8	1.4	0.5	3.4	3.6	4.2	4.0	
1988	94.9	95.8	97.1	98.0	1.0	0.9	1.4	0.9	3.7	3.9	3.9	4.3	
1989	99.2	100.0	101.2	101.8	1.2	0.8	1.2	0.6	4.5	4.4	4.2	3.9	
1990	103.4	104.5	105.8	106.6	1.6	1.1	1.2	0.8	4.2	4.5	4.5	4.7	
1991	107.7	108.7	110.0	110.7	1.0	0.9	1.2	0.6	4.2	4.0	4.0	3.8	
1992	111.5	112.2	113.0	113.7	0.7	0.6	0.7	0.6	3.5	3.2	2.7	2.7	
1993	114.8	115.6	116.6	117.4	1.0	0.7	0.9	0.7	3.0	3.0	3.2	3.3	
1994	118.3	119.0	120.2	120.7	0.8	0.6	1.0	0.4	3.0	2.9	3.1	2.8	
1995	121.8	122.5	123.4	124.2	0.9	0.6	0.7	0.6	3.0	2.9	2.7	2.9	
1996	125.6	126.5	127.6	128.3	1.1	0.7	0.9	0.5	3.1	3.3	3.4	3.3	
1997	129.7	130.9	132.3	133.9	1.1	0.9	1.1	1.2	3.3	3.5	3.7	4.4	
1998	135.2	136.2	137.9	138.5	1.0	0.7	1.2	0.4	4.2	4.0	4.2	3.4	
1999	139.8	141.4	142.6	143.8	0.9	1.1	0.8	0.8	3.4	3.8	3.4	3.8	
2000	145.3	146.9	148.3	149.4	1.0	1.1	1.0	0.7	3.9	3.9	4.0	3.9	
2001	151.3	152.6	154.2	155.5	1.3	0.9	1.0	0.8	4.1	3.9	4.0	4.1	
2002	157.2	158.5	159.3	159.6	1.1	0.8	0.5	0.2	3.9	3.9	3.3	2.6	
2003	161.7	162.8	164.2	165.0	1.3	0.7	0.9	0.5	2.9	2.7	3.1	3.4	
2004	166.0	167.1	168.5	—	0.6	0.7	0.8	—	2.7	2.6	2.6	—	
Service-producing industries, white-collar occupations:													
1987	—	91.6	92.6	92.9	—	—	1.1	0.3	—	—	—	—	
1988	93.7	95.1	96.3	97.5	0.9	1.5	1.3	1.2	—	3.8	4.0	5.0	
1989	99.0	100.0	101.5	102.5	1.5	1.0	1.5	1.0	5.7	5.2	5.4	5.1	
1990	103.6	105.0	106.1	106.8	1.1	1.4	1.0	0.7	4.6	5.0	4.5	4.2	
1991	108.1	109.3	110.3	110.7	1.2	1.1	0.9	0.4	4.3	4.1	4.0	3.7	
1992	111.7	112.2	112.8	113.6	0.9	0.4	0.5	0.7	3.3	2.7	2.3	2.6	
1993	114.5	115.2	116.5	117.3	0.8	0.6	1.1	0.7	2.5	2.7	3.3	3.3	
1994	118.0	118.9	119.9	120.4	0.6	0.8	0.8	0.4	3.1	3.2	2.9	2.6	
1995	121.3	122.3	123.2	124.0	0.7	0.8	0.7	0.6	2.8	2.9	2.8	3.0	
1996	125.6	126.8	127.8	128.5	1.3	1.0	0.8	0.5	3.5	3.7	3.7	3.6	
1997	130.1	131.2	132.6	134.3	1.2	0.8	1.1	1.3	3.6	3.5	3.8	4.5	
1998	135.7	137.0	139.2	140.1	1.0	1.0	1.6	0.6	4.3	4.4	5.0	4.3	
1999	140.3	142.3	143.8	145.0	0.1	1.4	1.1	0.8	3.4	3.9	3.3	3.5	
2000	146.9	148.5	150.0	150.9	1.3	1.1	1.0	0.6	4.7	4.4	4.3	4.1	
2001	152.5	154.0	155.2	156.5	1.1	1.0	0.8	0.8	3.8	3.7	3.5	3.7	
2002	158.2	159.9	160.5	160.7	1.1	1.1	0.4	0.1	3.7	3.8	3.4	2.7	
2003	163.0	164.1	166.0	166.6	1.4	0.7	1.2	0.4	3.0	2.6	3.4	3.7	
2004	167.8	168.9	170.4	—	0.7	0.7	0.9	—	2.9	2.9	2.7	—	
Service-producing industries, white-collar occupations, excluding sales:													
1987	—	91.7	93.1	93.7	—	—	1.5	0.6	—	—	—	—	
1988	94.5	95.5	96.9	97.9	0.9	1.1	1.5	1.0	—	4.1	4.1	4.5	

See footnotes at end of table.

**TABLE 6. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued**

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Service-producing industries, white-collar occupations, excluding sales:												
1989	99.2	100.0	101.3	102.1	1.3	0.8	1.3	0.8	5.0	4.7	4.5	4.3
1990	103.8	105.0	106.4	107.2	1.7	1.2	1.3	0.8	4.6	5.0	5.0	5.0
1991	108.5	109.5	110.9	111.6	1.2	0.9	1.3	0.6	4.5	4.3	4.2	4.1
1992	112.4	113.1	114.0	114.7	0.7	0.6	0.8	0.6	3.6	3.3	2.8	2.8
1993	116.0	116.8	117.8	118.7	1.1	0.7	0.9	0.8	3.2	3.3	3.3	3.5
1994	119.6	120.4	121.5	122.1	0.8	0.7	0.9	0.5	3.1	3.1	3.1	2.9
1995	123.2	123.8	124.7	125.6	0.9	0.5	0.7	0.7	3.0	2.8	2.6	2.9
1996	127.2	128.1	129.5	129.9	1.3	0.7	1.1	0.3	3.2	3.5	3.8	3.4
1997	131.5	132.7	134.2	135.9	1.2	0.9	1.1	1.3	3.4	3.6	3.6	4.6
1998	137.3	138.4	140.2	140.7	1.0	0.8	1.3	0.4	4.4	4.3	4.5	3.5
1999	142.0	143.7	145.1	146.4	0.9	1.2	1.0	0.9	3.4	3.8	3.5	4.1
2000	147.8	149.6	151.2	152.3	1.0	1.2	1.1	0.7	4.1	4.1	4.2	4.0
2001	154.3	155.6	157.2	158.6	1.3	0.8	1.0	0.9	4.4	4.0	4.0	4.1
2002	160.4	161.6	162.5	162.8	1.1	0.7	0.6	0.2	4.0	3.9	3.4	2.6
2003	165.3	166.5	168.2	169.0	1.5	0.7	1.0	0.5	3.1	3.0	3.5	3.8
2004	170.2	171.2	172.8	—	0.7	0.6	0.9	—	3.0	2.8	2.7	—
Service-producing industries, blue-collar occupations:												
1987	—	93.2	94.1	94.8	—	—	1.0	0.7	—	—	—	—
1988	95.9	96.7	97.5	98.0	1.2	0.8	0.8	0.5	—	3.8	3.6	3.4
1989	99.0	100.0	100.9	100.9	1.0	1.0	0.9	0.0	3.2	3.4	3.5	3.0
1990	102.1	103.3	104.2	104.7	1.2	1.2	0.9	0.5	3.1	3.3	3.3	3.8
1991	105.6	106.5	107.3	107.8	0.9	0.9	0.8	0.5	3.4	3.1	3.0	3.0
1992	108.7	109.7	110.3	111.0	0.8	0.9	0.5	0.6	2.9	3.0	2.8	3.0
1993	111.9	112.9	114.1	114.6	0.8	0.9	1.1	0.4	2.9	2.9	3.4	3.2
1994	115.5	116.2	117.5	117.6	0.8	0.6	1.1	0.1	3.2	2.9	3.0	2.6
1995	119.2	120.3	121.1	121.4	1.4	0.9	0.7	0.2	3.2	3.5	3.1	3.2
1996	122.7	123.5	123.8	124.8	1.1	0.7	0.2	0.8	2.9	2.7	2.2	2.8
1997	126.0	127.2	127.9	128.9	1.0	1.0	0.6	0.8	2.7	3.0	3.3	3.3
1998	130.2	131.1	132.4	132.9	1.0	0.7	1.0	0.4	3.3	3.1	3.5	3.1
1999	134.4	135.9	137.0	137.8	1.1	1.1	0.8	0.6	3.2	3.7	3.5	3.7
2000	139.1	140.3	141.6	142.2	0.9	0.9	0.9	0.4	3.5	3.2	3.4	3.2
2001	144.3	145.3	147.5	148.1	1.5	0.7	1.5	0.4	3.7	3.6	4.2	4.1
2002	149.4	151.1	151.8	152.0	0.9	1.1	0.5	0.1	3.5	4.0	2.9	2.6
2003	153.2	154.3	155.1	155.4	0.8	0.7	0.5	0.2	2.5	2.1	2.2	2.2
2004	156.2	157.8	158.9	—	0.5	1.0	0.7	—	2.0	2.3	2.5	—
Service-producing industries, service occupations:												
1987	—	93.6	94.1	94.4	—	—	0.5	0.3	—	—	—	—
1988	95.3	96.3	97.7	98.8	1.0	1.0	1.5	1.1	—	2.9	3.8	4.7
1989	99.4	100.0	100.8	102.3	0.6	0.6	0.8	1.5	4.3	3.8	3.2	3.5
1990	103.2	104.3	105.0	106.5	0.9	1.1	0.7	1.4	3.8	4.3	4.2	4.1
1991	107.0	108.4	110.0	110.7	0.5	1.3	1.5	0.6	3.7	3.9	4.8	3.9
1992	111.3	111.7	112.6	112.9	0.5	0.4	0.8	0.3	4.0	3.0	2.4	2.0
1993	113.5	114.1	114.9	115.2	0.5	0.5	0.7	0.3	2.0	2.1	2.0	2.0
1994	116.3	116.7	117.3	118.7	1.0	0.3	0.5	1.2	2.5	2.3	2.1	3.0
1995	119.3	119.8	120.7	121.3	0.5	0.4	0.8	0.5	2.6	2.7	2.9	2.2

See footnotes at end of table.

TABLE 6. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Service-producing industries, service occupations:												
1996	122.0	122.8	124.0	125.6	0.6	0.7	1.0	1.3	2.3	2.5	2.7	3.5
1997	126.5	127.5	129.8	131.0	0.7	0.8	1.8	0.9	3.7	3.8	4.7	4.3
1998	132.1	133.0	134.2	135.2	0.8	0.7	0.9	0.7	4.4	4.3	3.4	3.2
1999	136.7	137.8	138.0	139.6	1.1	0.8	0.1	1.2	3.5	3.6	2.8	3.3
2000	141.1	142.5	143.5	144.8	1.1	1.0	0.7	0.9	3.2	3.4	4.0	3.7
2001	146.1	147.2	148.4	150.2	0.9	0.8	0.8	1.2	3.5	3.3	3.4	3.7
2002	151.6	152.4	153.5	154.1	0.9	0.5	0.7	0.4	3.8	3.5	3.4	2.6
2003	155.1	155.6	156.6	157.4	0.6	0.3	0.6	0.5	2.3	2.1	2.0	2.1
2004	158.0	158.8	159.4	—	0.4	0.5	0.4	—	1.9	2.1	1.8	—
Transportation and public utilities:												
1975	—	—	44.3	45.5	—	—	—	2.7	—	—	—	—
1976	46.4	47.7	48.3	49.4	2.0	2.8	1.3	2.3	—	—	9.0	8.6
1977	50.3	51.8	52.9	54.0	1.8	3.0	2.1	2.1	8.4	8.6	9.5	9.3
1978	54.8	55.9	57.1	58.1	1.5	2.0	2.1	1.8	8.9	7.9	7.9	7.6
1979	59.6	60.6	62.3	63.6	2.6	1.7	2.8	2.1	8.8	8.4	9.1	9.5
1980	65.2	66.7	68.8	70.7	2.5	2.3	3.1	2.8	9.4	10.1	10.4	11.2
1981	72.2	73.9	75.4	76.6	2.1	2.4	2.0	1.6	10.7	10.8	9.6	8.3
1982	78.1	79.0	80.9	82.1	2.0	1.2	2.4	1.5	8.2	6.9	7.3	7.2
1983	83.4	84.8	85.5	86.3	1.6	1.7	0.8	0.9	6.8	7.3	5.7	5.1
1984	87.6	88.2	88.6	89.2	1.5	0.7	0.5	0.7	5.0	4.0	3.6	3.4
1985	89.9	90.8	92.2	92.5	0.8	1.0	1.5	0.3	2.6	2.9	4.1	3.7
1986	93.3	93.6	94.1	94.2	0.9	0.3	0.5	0.1	3.8	3.1	2.1	1.8
1987	94.7	95.6	96.1	96.2	0.5	1.0	0.5	0.1	1.5	2.1	2.1	2.1
1988	97.0	97.9	98.7	98.6	0.8	0.9	0.8	-0.1	2.4	2.4	2.7	2.5
1989	99.5	100.0	100.7	101.2	0.9	0.5	0.7	0.5	2.6	2.1	2.0	2.6
1990	102.6	103.2	104.1	104.6	1.4	0.6	0.9	0.5	3.1	3.2	3.4	3.4
1991	105.4	106.6	107.7	108.4	0.8	1.1	1.0	0.6	2.7	3.3	3.5	3.6
1992	109.7	110.6	111.2	111.8	1.2	0.8	0.5	0.5	4.1	3.8	3.2	3.1
1993	112.9	114.0	114.7	115.4	1.0	1.0	0.6	0.6	2.9	3.1	3.1	3.2
1994	116.4	117.2	118.9	119.6	0.9	0.7	1.5	0.6	3.1	2.8	3.7	3.6
1995	121.2	122.0	122.9	123.7	1.3	0.7	0.7	0.7	4.1	4.1	3.4	3.4
1996	124.6	125.0	125.9	127.0	0.7	0.3	0.7	0.9	2.8	2.5	2.4	2.7
1997	128.2	128.8	130.1	131.3	0.9	0.5	1.0	0.9	2.9	3.0	3.3	3.4
1998	132.1	132.8	134.3	135.1	0.6	0.5	1.1	0.6	3.0	3.1	3.2	2.9
1999	135.4	136.8	137.5	137.9	0.2	1.0	0.5	0.3	2.5	3.0	2.4	2.1
2000	138.5	140.0	141.3	142.3	0.4	1.1	0.9	0.7	2.3	2.3	2.8	3.2
2001	143.7	145.7	146.7	149.2	1.0	1.4	0.7	1.7	3.8	4.1	3.8	4.8
2002	150.5	152.1	153.4	154.1	0.9	1.1	0.9	0.5	4.7	4.4	4.6	3.3
2003	154.8	155.6	156.0	156.5	0.5	0.5	0.3	0.3	2.9	2.3	1.7	1.6
2004	157.6	159.1	160.4	—	0.7	1.0	0.8	—	1.8	2.2	2.8	—
Transportation:												
1985	91.2	92.2	93.6	93.5	—	1.1	1.5	-0.1	—	—	—	—
1986	94.5	94.5	95.0	94.7	1.1	0.0	0.5	-0.3	3.6	2.5	1.5	1.3
1987	94.9	96.1	96.5	96.3	0.2	1.3	0.4	-0.2	0.4	1.7	1.6	1.7
1988	97.1	98.2	99.0	98.7	0.8	1.1	0.8	-0.3	2.3	2.2	2.6	2.5
1989	99.4	100.0	100.6	100.7	0.7	0.6	0.6	0.1	2.4	1.8	1.6	2.0

See footnotes at end of table.

TABLE 6. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Transportation:												
1990	102.3	102.3	103.3	103.5	1.6	0.0	1.0	0.2	2.9	2.3	2.7	2.8
1991	104.3	105.5	106.6	107.0	0.8	1.2	1.0	0.4	2.0	3.1	3.2	3.4
1992	108.3	109.2	109.8	109.9	1.2	0.8	0.5	0.1	3.8	3.5	3.0	2.7
1993	110.8	112.0	112.6	113.4	0.8	1.1	0.5	0.7	2.3	2.6	2.6	3.2
1994	114.2	114.8	116.7	117.5	0.7	0.5	1.7	0.7	3.1	2.5	3.6	3.6
1995	119.0	119.8	121.0	121.6	1.3	0.7	1.0	0.5	4.2	4.4	3.7	3.5
1996	122.9	123.2	123.8	124.7	1.1	0.2	0.5	0.7	3.3	2.8	2.3	2.5
1997	126.5	126.9	128.5	129.5	1.4	0.3	1.3	0.8	2.9	3.0	3.8	3.8
1998	130.1	130.4	132.4	132.9	0.5	0.2	1.5	0.4	2.8	2.8	3.0	2.6
1999	132.3	133.7	134.4	134.9	-0.5	1.1	0.5	0.4	1.7	2.5	1.5	1.5
2000	134.9	136.2	137.4	138.6	0.0	1.0	0.9	0.9	2.0	1.9	2.2	2.7
2001	139.8	141.6	142.6	145.7	0.9	1.3	0.7	2.2	3.6	4.0	3.8	5.1
2002	147.4	148.6	149.6	150.1	1.2	0.8	0.7	0.3	5.4	4.9	4.9	3.0
2003	150.5	150.6	150.4	150.8	0.3	0.1	-0.1	0.3	2.1	1.3	0.5	0.5
2004	151.7	153.4	155.0	—	0.6	1.1	1.0	—	0.8	1.9	3.1	—
Public utilities:												
1985	88.4	89.0	90.6	91.5	—	0.7	1.8	1.0	—	—	—	—
1986	92.0	92.7	93.1	93.8	0.5	0.8	0.4	0.8	4.1	4.2	2.8	2.5
1987	94.4	95.1	95.7	96.2	0.6	0.7	0.6	0.5	2.6	2.6	2.8	2.6
1988	97.0	97.6	98.3	98.7	0.8	0.6	0.7	0.4	2.8	2.6	2.7	2.6
1989	99.5	100.0	101.1	101.8	0.8	0.5	1.1	0.7	2.6	2.5	2.8	3.1
1990	103.0	104.1	105.0	106.0	1.2	1.1	0.9	1.0	3.5	4.1	3.9	4.1
1991	106.9	108.0	109.0	110.0	0.8	1.0	0.9	0.9	3.8	3.7	3.8	3.8
1992	111.4	112.4	113.0	114.1	1.3	0.9	0.5	1.0	4.2	4.1	3.7	3.7
1993	115.4	116.4	117.2	117.9	1.1	0.9	0.7	0.6	3.6	3.6	3.7	3.3
1994	119.1	120.1	121.4	122.3	1.0	0.8	1.1	0.7	3.2	3.2	3.6	3.7
1995	123.9	124.5	125.2	126.1	1.3	0.5	0.6	0.7	4.0	3.7	3.1	3.1
1996	126.5	127.1	128.4	129.8	0.3	0.5	1.0	1.1	2.1	2.1	2.6	2.9
1997	130.1	130.9	132.0	133.5	0.2	0.6	0.8	1.1	2.8	3.0	2.8	2.9
1998	134.5	135.7	136.5	137.8	0.7	0.9	0.6	1.0	3.4	3.7	3.4	3.2
1999	139.2	140.6	141.5	141.8	1.0	1.0	0.6	0.2	3.5	3.6	3.7	2.9
2000	143.2	144.9	146.4	147.1	1.0	1.2	1.0	0.5	2.9	3.1	3.5	3.7
2001	148.7	151.0	152.0	153.6	1.1	1.5	0.7	1.1	3.8	4.2	3.8	4.4
2002	154.3	156.4	158.2	159.3	0.5	1.4	1.2	0.7	3.8	3.6	4.1	3.7
2003	160.4	162.1	163.4	164.1	0.7	1.1	0.8	0.4	4.0	3.6	3.3	3.0
2004	165.3	166.4	167.5	—	0.7	0.7	0.7	—	3.1	2.7	2.5	—
Communications:												
1987	—	—	96.4	97.1	—	—	—	0.7	—	—	—	—
1988	97.6	98.1	98.9	99.0	0.5	0.5	0.8	0.1	—	—	2.6	2.0
1989	99.9	100.0	101.1	101.8	0.9	0.1	1.1	0.7	2.4	1.9	2.2	2.8
1990	103.1	104.1	105.0	106.1	1.3	1.0	0.9	1.0	3.2	4.1	3.9	4.2
1991	106.5	107.6	108.5	109.6	0.4	1.0	0.8	1.0	3.3	3.4	3.3	3.3
1992	110.8	111.7	112.2	113.5	1.1	0.8	0.4	1.2	4.0	3.8	3.4	3.6
1993	114.7	115.6	116.5	117.1	1.1	0.8	0.8	0.5	3.5	3.5	3.8	3.2
1994	118.4	119.5	121.0	122.1	1.1	0.9	1.3	0.9	3.2	3.4	3.9	4.3
1995	124.3	124.6	125.3	126.2	1.8	0.2	0.6	0.7	5.0	4.3	3.6	3.4
1996	126.1	126.5	128.2	130.3	-0.1	0.3	1.3	1.6	1.4	1.5	2.3	3.2

See footnotes at end of table.

TABLE 6. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Communications:												
1997	129.8	130.6	131.8	134.0	-0.4	0.6	0.9	1.7	2.9	3.2	2.8	2.8
1998	134.4	135.8	136.7	138.0	0.3	1.0	0.7	1.0	3.5	4.0	3.7	3.0
1999	139.4	141.1	141.9	142.2	1.0	1.2	0.6	0.2	3.7	3.9	3.8	3.0
2000	143.4	145.0	146.7	147.4	0.8	1.1	1.2	0.5	2.9	2.8	3.4	3.7
2001	149.2	151.8	153.3	155.2	1.2	1.7	1.0	1.2	4.0	4.7	4.5	5.3
2002	155.3	157.1	159.6	160.7	0.1	1.2	1.6	0.7	4.1	3.5	4.1	3.5
2003	161.9	163.4	165.4	165.9	0.7	0.9	1.2	0.3	4.2	4.0	3.6	3.2
2004	167.0	167.5	168.8	—	0.7	0.3	0.8	—	3.2	2.5	2.1	—
Electric, gas, and sanitary services:												
1987	—	—	—	94.9	—	—	—	—	—	—	—	—
1988	96.1	96.9	97.3	98.2	1.3	0.8	0.4	0.9	—	—	—	3.5
1989	99.0	100.0	101.0	101.7	0.8	1.0	1.0	0.7	3.0	3.2	3.8	3.6
1990	103.0	104.2	105.0	105.7	1.3	1.2	0.8	0.7	4.0	4.2	4.0	3.9
1991	107.3	108.6	109.5	110.5	1.5	1.2	0.8	0.9	4.3	4.2	4.3	4.5
1992	112.2	113.3	114.2	114.8	1.5	1.0	0.8	0.5	4.6	4.3	4.3	3.9
1993	116.3	117.4	118.2	118.8	1.3	0.9	0.7	0.5	3.7	3.6	3.5	3.5
1994	119.9	120.9	121.9	122.4	0.9	0.8	0.8	0.4	3.1	3.0	3.1	3.0
1995	123.4	124.4	125.2	125.9	0.8	0.8	0.6	0.6	2.9	2.9	2.7	2.9
1996	127.0	127.7	128.5	129.0	0.9	0.6	0.6	0.4	2.9	2.7	2.6	2.5
1997	130.4	131.2	132.2	132.9	1.1	0.6	0.8	0.5	2.7	2.7	2.9	3.0
1998	134.7	135.6	136.3	137.4	1.4	0.7	0.5	0.8	3.3	3.4	3.1	3.4
1999	138.9	140.0	140.9	141.3	1.1	0.8	0.6	0.3	3.1	3.2	3.4	2.8
2000	143.0	144.7	145.9	146.6	1.2	1.2	0.8	0.5	3.0	3.4	3.5	3.8
2001	148.1	149.9	150.4	151.7	1.0	1.2	0.3	0.9	3.6	3.6	3.1	3.5
2002	153.0	155.5	156.5	157.4	0.9	1.6	0.6	0.6	3.3	3.7	4.1	3.8
2003	158.6	160.4	161.0	161.8	0.8	1.1	0.4	0.5	3.7	3.2	2.9	2.8
2004	163.3	165.1	165.9	—	0.9	1.1	0.5	—	3.0	2.9	3.0	—
Wholesale and retail trade:												
1975	—	—	46.3	47.2	—	—	—	1.9	—	—	—	—
1976	48.2	49.2	49.7	50.6	2.1	2.1	1.0	1.8	—	—	7.3	7.2
1977	51.8	52.7	53.1	54.0	2.4	1.7	0.8	1.7	7.5	7.1	6.8	6.7
1978	55.6	57.1	57.8	58.4	3.0	2.7	1.2	1.0	7.3	8.3	8.9	8.1
1979	59.7	61.1	62.3	63.0	2.2	2.3	2.0	1.1	7.4	7.0	7.8	7.9
1980	64.7	65.9	66.9	68.0	2.7	1.9	1.5	1.6	8.4	7.9	7.4	7.9
1981	70.2	71.5	72.4	73.1	3.2	1.9	1.3	1.0	8.5	8.5	8.2	7.5
1982	74.3	75.6	76.1	76.6	1.6	1.7	0.7	0.7	5.8	5.7	5.1	4.8
1983	77.6	79.2	79.7	80.3	1.3	2.1	0.6	0.8	4.4	4.8	4.7	4.8
1984	81.7	82.9	83.3	84.4	1.7	1.5	0.5	1.3	5.3	4.7	4.5	5.1
1985	84.9	86.6	87.7	88.4	0.6	2.0	1.3	0.8	3.9	4.5	5.3	4.7
1986	89.0	89.9	90.4	90.7	0.7	1.0	0.6	0.3	4.8	3.8	3.1	2.6
1987	91.4	92.9	93.4	93.4	0.8	1.6	0.5	0.0	2.7	3.3	3.3	3.0
1988	94.3	96.2	97.2	97.9	1.0	2.0	1.0	0.7	3.2	3.6	4.1	4.8
1989	99.1	100.0	101.6	102.7	1.2	0.9	1.6	1.1	5.1	4.0	4.5	4.9
1990	103.3	104.6	105.1	105.6	0.6	1.3	0.5	0.5	4.2	4.6	3.4	2.8
1991	106.6	108.4	109.4	109.6	0.9	1.7	0.9	0.2	3.2	3.6	4.1	3.8
1992	109.9	111.2	111.5	112.3	0.3	1.2	0.3	0.7	3.1	2.6	1.9	2.5
1993	113.0	114.2	114.7	115.4	0.6	1.1	0.4	0.6	2.8	2.7	2.9	2.8
1994	115.5	117.4	118.3	118.4	0.1	1.6	0.8	0.1	2.2	2.8	3.1	2.6

See footnotes at end of table.

**TABLE 6. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued**

Series and year	Indexes (June 1989=100)				Percent changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Wholesale and retail trade:													
1995	119.4	120.6	121.6	122.3	0.8	1.0	0.8	0.6	3.4	2.7	2.8	3.3	
1996	123.9	124.8	125.8	127.0	1.3	0.7	0.8	1.0	3.8	3.5	3.5	3.8	
1997	128.5	129.7	130.9	131.6	1.2	0.9	0.9	0.5	3.7	3.9	4.1	3.6	
1998	133.3	134.6	136.6	137.0	1.3	1.0	1.5	0.3	3.7	3.8	4.4	4.1	
1999	137.7	139.6	140.7	142.0	0.5	1.4	0.8	0.9	3.3	3.7	3.0	3.6	
2000	143.8	145.5	146.4	147.4	1.3	1.2	0.6	0.7	4.4	4.2	4.1	3.8	
2001	148.4	150.1	150.6	152.1	0.7	1.1	0.3	1.0	3.2	3.2	2.9	3.2	
2002	153.0	155.7	155.5	155.5	0.6	1.8	-0.1	0.0	3.1	3.7	3.3	2.2	
2003	156.7	157.5	159.2	159.5	0.8	0.5	1.1	0.2	2.4	1.2	2.4	2.6	
2004	160.3	161.6	162.5	—	0.5	0.8	0.6	—	2.3	2.6	2.1	—	
Wholesale and retail trade, excluding sales occupations:													
1981	—	71.4	72.6	73.4	—	—	1.7	1.1	—	—	—	—	
1982	74.9	76.1	76.7	77.3	2.0	1.6	0.8	0.8	—	6.6	5.6	5.3	
1983	78.5	80.0	80.4	81.1	1.6	1.9	0.5	0.9	4.8	5.1	4.8	4.9	
1984	82.5	83.5	84.1	85.2	1.7	1.2	0.7	1.3	5.1	4.4	4.6	5.1	
1985	85.8	87.4	88.5	88.7	0.7	1.9	1.3	0.2	4.0	4.7	5.2	4.1	
1986	89.4	90.2	90.6	91.4	0.8	0.9	0.4	0.9	4.2	3.2	2.4	3.0	
1987	92.2	93.2	94.1	94.5	0.9	1.1	1.0	0.4	3.1	3.3	3.9	3.4	
1988	95.3	96.6	97.5	98.4	0.8	1.4	0.9	0.9	3.4	3.6	3.6	4.1	
1989	99.4	100.0	101.1	101.9	1.0	0.6	1.1	0.8	4.3	3.5	3.7	3.6	
1990	102.6	104.2	104.9	105.5	0.7	1.6	0.7	0.6	3.2	4.2	3.8	3.5	
1991	106.8	108.3	109.2	109.6	1.2	1.4	0.8	0.4	4.1	3.9	4.1	3.9	
1992	110.1	111.4	112.1	112.6	0.5	1.2	0.6	0.4	3.1	2.9	2.7	2.7	
1993	113.6	114.4	115.2	116.1	0.9	0.7	0.7	0.8	3.2	2.7	2.8	3.1	
1994	116.5	117.8	118.7	118.8	0.3	1.1	0.8	0.1	2.6	3.0	3.0	2.3	
1995	120.2	120.9	121.9	123.2	1.2	0.6	0.8	1.1	3.2	2.6	2.7	3.7	
1996	124.4	124.9	126.5	127.7	1.0	0.4	1.3	0.9	3.5	3.3	3.8	3.7	
1997	129.3	131.1	132.2	133.2	1.3	1.4	0.8	0.8	3.9	5.0	4.5	4.3	
1998	134.7	135.6	137.6	138.2	1.1	0.7	1.5	0.4	4.2	3.4	4.1	3.8	
1999	139.5	141.1	141.8	143.3	0.9	1.1	0.5	1.1	3.6	4.1	3.1	3.7	
2000	145.2	146.8	148.2	149.0	1.3	1.1	1.0	0.5	4.1	4.0	4.5	4.0	
2001	150.7	151.9	153.1	154.6	1.1	0.8	0.8	1.0	3.8	3.5	3.3	3.8	
2002	154.8	157.1	157.1	157.0	0.1	1.5	0.0	-0.1	2.7	3.4	2.6	1.6	
2003	157.9	158.7	160.7	161.3	0.6	0.5	1.3	0.4	2.0	1.0	2.3	2.7	
2004	162.3	162.9	163.5	—	0.6	0.4	0.4	—	2.8	2.6	1.7	—	
Wholesale trade:													
1977	—	49.2	49.1	50.4	—	—	-0.2	2.6	—	—	—	—	
1978	51.7	52.6	53.2	54.2	2.6	1.7	1.1	1.9	—	6.9	8.4	7.5	
1979	55.0	56.6	57.3	58.5	1.5	2.9	1.2	2.1	6.4	7.6	7.7	7.9	
1980	60.2	61.8	62.4	64.4	2.9	2.7	1.0	3.2	9.5	9.2	8.9	10.1	
1981	66.1	67.1	68.5	69.4	2.6	1.5	2.1	1.3	9.8	8.6	9.8	7.8	
1982	71.3	73.1	73.2	73.7	2.7	2.5	0.1	0.7	7.9	8.9	6.9	6.2	
1983	75.0	76.6	77.7	78.2	1.8	2.1	1.4	0.6	5.2	4.8	6.1	6.1	
1984	79.3	80.5	81.0	82.5	1.4	1.5	0.6	1.9	5.7	5.1	4.2	5.5	
1985	83.0	85.1	85.7	86.1	0.6	2.5	0.7	0.5	4.7	5.7	5.8	4.4	
1986	87.0	88.1	88.5	89.3	1.0	1.3	0.5	0.9	4.8	3.5	3.3	3.7	

See footnotes at end of table.

**TABLE 6. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued**

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Wholesale trade:												
1987	90.5	92.1	92.5	93.0	1.3	1.8	0.4	0.5	4.0	4.5	4.5	4.1
1988	93.3	95.1	96.1	96.4	0.3	1.9	1.1	0.3	3.1	3.3	3.9	3.7
1989	99.0	100.0	102.8	105.2	2.7	1.0	2.8	2.3	6.1	5.2	7.0	9.1
1990	104.6	105.2	105.5	106.2	-0.6	0.6	0.3	0.7	5.7	5.2	2.6	1.0
1991	107.3	109.2	110.4	110.3	1.0	1.8	1.1	-0.1	2.6	3.8	4.6	3.9
1992	111.4	112.5	111.9	113.5	1.0	1.0	-0.5	1.4	3.8	3.0	1.4	2.9
1993	113.9	115.1	115.1	116.4	0.4	1.1	0.0	1.1	2.2	2.3	2.9	2.6
1994	116.2	118.3	118.9	119.9	-0.2	1.8	0.5	0.8	2.0	2.8	3.3	3.0
1995	120.9	122.7	123.9	125.5	0.8	1.5	1.0	1.3	4.0	3.7	4.2	4.7
1996	126.1	128.0	128.5	129.6	0.5	1.5	0.4	0.9	4.3	4.3	3.7	3.3
1997	131.4	132.2	133.0	133.6	1.4	0.6	0.6	0.5	4.2	3.3	3.5	3.1
1998	136.2	137.1	139.3	141.3	1.9	0.7	1.6	1.4	3.7	3.7	4.7	5.8
1999	140.7	142.3	144.3	146.5	-0.4	1.1	1.4	1.5	3.3	3.8	3.6	3.7
2000	147.4	149.4	149.6	151.6	0.6	1.4	0.1	1.3	4.8	5.0	3.7	3.5
2001	151.6	154.5	154.1	154.8	0.0	1.9	-0.3	0.5	2.8	3.4	3.0	2.1
2002	157.2	161.3	160.4	161.0	1.6	2.6	-0.6	0.4	3.7	4.4	4.1	4.0
2003	163.4	164.7	164.8	165.3	1.5	0.8	0.1	0.3	3.9	2.1	2.7	2.7
2004	166.2	167.8	169.7	—	0.5	1.0	1.1	—	1.7	1.9	3.0	—
Wholesale trade, excluding sales occupations:												
1981	—	70.0	71.6	72.7	—	—	2.3	1.5	—	—	—	—
1982	74.9	76.6	77.0	77.3	3.0	2.3	0.5	0.4	—	9.4	7.5	6.3
1983	78.9	80.1	80.9	81.6	2.1	1.5	1.0	0.9	5.3	4.6	5.1	5.6
1984	82.9	83.5	84.5	85.8	1.6	0.7	1.2	1.5	5.1	4.2	4.4	5.1
1985	86.5	87.8	88.7	88.9	0.8	1.5	1.0	0.2	4.3	5.1	5.0	3.6
1986	89.4	90.6	91.0	91.8	0.6	1.3	0.4	0.9	3.4	3.2	2.6	3.3
1987	92.7	93.3	94.4	95.2	1.0	0.6	1.2	0.8	3.7	3.0	3.7	3.7
1988	95.7	96.7	97.7	98.3	0.5	1.0	1.0	0.6	3.2	3.6	3.5	3.3
1989	99.2	100.0	101.7	102.5	0.9	0.8	1.7	0.8	3.7	3.4	4.1	4.3
1990	103.2	104.7	105.2	105.9	0.7	1.5	0.5	0.7	4.0	4.7	3.4	3.3
1991	107.9	109.2	109.8	110.5	1.9	1.2	0.5	0.6	4.6	4.3	4.4	4.3
1992	111.5	112.7	113.3	114.1	0.9	1.1	0.5	0.7	3.3	3.2	3.2	3.3
1993	114.7	115.5	116.3	117.5	0.5	0.7	0.7	1.0	2.9	2.5	2.6	3.0
1994	117.8	118.8	119.6	120.2	0.3	0.8	0.7	0.5	2.7	2.9	2.8	2.3
1995	122.2	122.9	123.7	125.7	1.7	0.6	0.7	1.6	3.7	3.5	3.4	4.6
1996	126.3	127.6	128.9	129.8	0.5	1.0	1.0	0.7	3.4	3.8	4.2	3.3
1997	131.8	132.8	133.9	135.0	1.5	0.8	0.8	0.8	4.4	4.1	3.9	4.0
1998	136.5	137.8	139.6	140.8	1.1	1.0	1.3	0.9	3.6	3.8	4.3	4.3
1999	141.9	143.0	144.8	146.4	0.8	0.8	1.3	1.1	4.0	3.8	3.7	4.0
2000	147.9	149.7	151.3	153.2	1.0	1.2	1.1	1.3	4.2	4.7	4.5	4.6
2001	154.9	156.5	157.4	157.9	1.1	1.0	0.6	0.3	4.7	4.5	4.0	3.1
2002	159.4	161.2	162.6	163.7	0.9	1.1	0.9	0.7	2.9	3.0	3.3	3.7
2003	163.9	165.2	165.7	166.3	0.1	0.8	0.3	0.4	2.8	2.5	1.9	1.6
2004	167.8	167.6	168.6	—	0.9	-0.1	0.6	—	2.4	1.5	1.8	—
Retail trade:												
1976	—	—	51.7	52.5	—	—	—	1.5	—	—	—	—
1977	53.2	54.1	54.9	55.5	1.3	1.7	1.5	1.1	—	—	6.2	5.7

See footnotes at end of table.

TABLE 6. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Retail trade:													
1978	57.3	59.1	59.8	60.3	3.2	3.1	1.2	0.8	7.7	9.2	8.9	8.6	
1979	61.6	63.0	64.4	65.0	2.2	2.3	2.2	0.9	7.5	6.6	7.7	7.8	
1980	66.6	67.6	68.8	69.6	2.5	1.5	1.8	1.2	8.1	7.3	6.8	7.1	
1981	72.0	73.4	74.1	74.8	3.4	1.9	1.0	0.9	8.1	8.6	7.7	7.5	
1982	75.6	76.7	77.4	77.8	1.1	1.5	0.9	0.5	5.0	4.5	4.5	4.0	
1983	78.7	80.3	80.6	81.1	1.2	2.0	0.4	0.6	4.1	4.7	4.1	4.2	
1984	82.8	83.9	84.3	85.3	2.1	1.3	0.5	1.2	5.2	4.5	4.6	5.2	
1985	85.8	87.2	88.6	89.4	0.6	1.6	1.6	0.9	3.6	3.9	5.1	4.8	
1986	89.9	90.8	91.3	91.3	0.6	1.0	0.6	0.0	4.8	4.1	3.0	2.1	
1987	91.9	93.3	93.8	93.7	0.7	1.5	0.5	-0.1	2.2	2.8	2.7	2.6	
1988	94.8	96.6	97.7	98.5	1.2	1.9	1.1	0.8	3.2	3.5	4.2	5.1	
1989	99.1	100.0	101.0	101.6	0.6	0.9	1.0	0.6	4.5	3.5	3.4	3.1	
1990	102.7	104.4	105.0	105.3	1.1	1.7	0.6	0.3	3.6	4.4	4.0	3.6	
1991	106.2	108.0	109.0	109.2	0.9	1.7	0.9	0.2	3.4	3.4	3.8	3.7	
1992	109.3	110.6	111.3	111.8	0.1	1.2	0.6	0.4	2.9	2.4	2.1	2.4	
1993	112.6	113.8	114.5	115.0	0.7	1.1	0.6	0.4	3.0	2.9	2.9	2.9	
1994	115.2	117.0	118.0	117.8	0.2	1.6	0.9	-0.2	2.3	2.8	3.1	2.4	
1995	118.7	119.6	120.5	120.6	0.8	0.8	0.8	0.1	3.0	2.2	2.1	2.4	
1996	122.8	123.1	124.4	125.8	1.8	0.2	1.1	1.1	3.5	2.9	3.2	4.3	
1997	127.1	128.5	129.9	130.6	1.0	1.1	1.1	0.5	3.5	4.4	4.4	3.8	
1998	131.9	133.3	135.2	134.8	1.0	1.1	1.4	-0.3	3.8	3.7	4.1	3.2	
1999	136.2	138.3	138.9	139.6	1.0	1.5	0.4	0.5	3.3	3.8	2.7	3.6	
2000	142.1	143.5	144.8	145.2	1.8	1.0	0.9	0.3	4.3	3.8	4.2	4.0	
2001	146.9	147.8	148.8	150.7	1.2	0.6	0.7	1.3	3.4	3.0	2.8	3.8	
2002	150.9	152.7	152.9	152.7	0.1	1.2	0.1	-0.1	2.7	3.3	2.8	1.3	
2003	153.1	153.8	156.3	156.5	0.3	0.5	1.6	0.1	1.5	0.7	2.2	2.5	
2004	157.3	158.4	158.7	—	0.5	0.7	0.2	—	2.7	3.0	1.5	—	
General merchandise stores:													
1988	—	95.6	97.0	98.2	—	—	1.5	1.2	—	—	—	—	
1989	99.2	100.0	100.3	101.4	1.0	0.8	0.3	1.1	—	4.6	3.4	3.3	
1990	102.4	105.2	105.6	106.5	1.0	2.7	0.4	0.9	3.2	5.2	5.3	5.0	
1991	107.8	110.0	110.9	110.6	1.2	2.0	0.8	-0.3	5.3	4.6	5.0	3.8	
1992	111.1	111.7	111.7	111.8	0.5	0.5	0.0	0.1	3.1	1.5	0.7	1.1	
1993	112.4	113.4	114.5	115.0	0.5	0.9	1.0	0.4	1.2	1.5	2.5	2.9	
1994	114.0	116.4	116.5	117.5	-0.9	2.1	0.1	0.9	1.4	2.6	1.7	2.2	
1995	117.9	118.6	119.0	120.1	0.3	0.6	0.3	0.9	3.4	1.9	2.1	2.2	
1996	121.0	121.7	122.6	124.7	0.7	0.6	0.7	1.7	2.6	2.6	3.0	3.8	
1997	125.0	126.2	126.7	128.4	0.2	1.0	0.4	1.3	3.3	3.7	3.3	3.0	
1998	129.4	131.5	132.2	133.0	0.8	1.6	0.5	0.6	3.5	4.2	4.3	3.6	
1999	133.7	134.3	135.6	136.7	0.5	0.4	1.0	0.8	3.3	2.1	2.6	2.8	
2000	137.8	138.5	139.7	142.2	0.8	0.5	0.9	1.8	3.1	3.1	3.0	4.0	
2001	143.8	145.5	145.7	146.5	1.1	1.2	0.1	0.5	4.4	5.1	4.3	3.0	
2002	147.9	148.9	150.1	149.2	1.0	0.7	0.8	-0.6	2.9	2.3	3.0	1.8	
2003	149.8	152.0	153.1	153.6	0.4	1.5	0.7	0.3	1.3	2.1	2.0	2.9	
2004	154.1	154.9	157.5	—	0.3	0.5	1.7	—	2.9	1.9	2.9	—	
Food stores:													
1987	—	—	95.8	96.7	—	—	—	0.9	—	—	—	—	
1988	97.3	97.8	98.2	99.0	0.6	0.5	0.4	0.8	—	—	2.5	2.4	

See footnotes at end of table.

**TABLE 6. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued**

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Food stores:												
1989	100.0	100.0	100.4	101.7	1.0	0.0	0.4	1.3	2.8	2.2	2.2	2.7
1990	102.8	104.3	105.1	105.8	1.1	1.5	0.8	0.7	2.8	4.3	4.7	4.0
1991	106.9	108.7	109.4	110.4	1.0	1.7	0.6	0.9	4.0	4.2	4.1	4.3
1992	110.9	112.3	112.9	113.7	0.5	1.3	0.5	0.7	3.7	3.3	3.2	3.0
1993	114.6	115.4	114.9	115.9	0.8	0.7	-0.4	0.9	3.3	2.8	1.8	1.9
1994	117.0	117.8	117.4	117.3	0.9	0.7	-0.3	-0.1	2.1	2.1	2.2	1.2
1995	117.8	117.6	118.6	119.1	0.4	-0.2	0.9	0.4	0.7	-0.2	1.0	1.5
1996	120.5	121.2	123.1	124.7	1.2	0.6	1.6	1.3	2.3	3.1	3.8	4.7
1997	124.8	124.7	126.7	127.0	0.1	-0.1	1.6	0.2	3.6	2.9	2.9	1.8
1998	129.0	130.5	131.7	130.5	1.6	1.2	0.9	-0.9	3.4	4.7	3.9	2.8
1999	131.8	132.8	133.9	134.9	1.0	0.8	0.8	0.7	2.2	1.8	1.7	3.4
2000	136.7	139.5	140.2	141.6	1.3	2.0	0.5	1.0	3.7	5.0	4.7	5.0
2001	143.3	144.5	145.7	146.7	1.2	0.8	0.8	0.7	4.8	3.6	3.9	3.6
2002	148.0	148.9	150.1	150.3	0.9	0.6	0.8	0.1	3.3	3.0	3.0	2.5
2003	151.0	151.6	152.2	152.8	0.5	0.4	0.4	0.4	2.0	1.8	1.4	1.7
2004	153.8	154.3	154.5	—	0.7	0.3	0.1	—	1.9	1.8	1.5	—
Finance, insurance, and real estate:												
1978	—	—	—	52.8	—	—	—	—	—	—	—	—
1979	54.4	56.2	57.3	59.7	3.0	3.3	2.0	4.2	—	—	—	13.1
1980	60.0	61.6	62.8	64.1	0.5	2.7	1.9	2.1	10.3	9.6	9.6	7.4
1981	65.9	68.9	67.7	70.5	2.8	4.6	-1.7	4.1	9.8	11.9	7.8	10.0
1982	71.4	70.5	73.1	75.1	1.3	-1.3	3.7	2.7	8.3	2.3	8.0	6.5
1983	76.2	76.5	78.2	80.5	1.5	0.4	2.2	2.9	6.7	8.5	7.0	7.2
1984	80.0	80.5	79.4	79.8	-0.6	0.6	-1.4	0.5	5.0	5.2	1.5	-0.9
1985	84.0	83.8	85.5	87.1	5.3	-0.2	2.0	1.9	5.0	4.1	7.7	9.1
1986	87.2	88.2	88.8	89.5	0.1	1.1	0.7	0.8	3.8	5.3	3.9	2.8
1987	91.9	90.6	90.8	90.6	2.7	-1.4	0.2	-0.2	5.4	2.7	2.3	1.2
1988	91.5	92.9	92.9	96.3	1.0	1.5	0.0	3.7	-0.4	2.5	2.3	6.3
1989	98.3	100.0	100.6	101.3	2.1	1.7	0.6	0.7	7.4	7.6	8.3	5.2
1990	101.8	103.5	104.9	104.8	0.5	1.7	1.4	-0.1	3.6	3.5	4.3	3.5
1991	107.0	108.1	108.0	108.4	2.1	1.0	-0.1	0.4	5.1	4.4	3.0	3.4
1992	109.5	108.2	108.2	108.3	1.0	-1.2	0.0	0.1	2.3	0.1	0.2	-0.1
1993	109.3	109.3	112.3	112.9	0.9	0.0	2.7	0.5	-0.2	1.0	3.8	4.2
1994	113.7	113.2	113.8	114.2	0.7	-0.4	0.5	0.4	4.0	3.6	1.3	1.2
1995	115.0	117.0	118.0	118.4	0.7	1.7	0.9	0.3	1.1	3.4	3.7	3.7
1996	119.8	121.9	122.2	122.2	1.2	1.8	0.2	0.0	4.2	4.2	3.6	3.2
1997	124.5	125.3	126.4	130.6	1.9	0.6	0.9	3.3	3.9	2.8	3.4	6.9
1998	132.6	134.8	138.1	139.8	1.5	1.7	2.4	1.2	6.5	7.6	9.3	7.0
1999	137.2	142.4	144.5	145.2	-1.9	3.8	1.5	0.5	3.5	5.6	4.6	3.9
2000	148.7	149.5	151.7	151.7	2.4	0.5	1.5	0.0	8.4	5.0	5.0	4.5
2001	153.9	154.6	155.8	156.0	1.5	0.5	0.8	0.1	3.5	3.4	2.7	2.8
2002	160.3	162.0	162.4	162.6	2.8	1.1	0.2	0.1	4.2	4.8	4.2	4.2
2003	171.1	172.4	174.1	174.5	5.2	0.8	1.0	0.2	6.7	6.4	7.2	7.3
2004	175.2	175.3	176.5	—	0.4	0.1	0.7	—	2.4	1.7	1.4	—
Finance, insurance, and real estate, excluding sales occupations:												
1978	—	—	—	54.2	—	—	—	—	—	—	—	—
1979	56.1	56.8	58.0	59.1	3.5	1.2	2.1	1.9	—	—	—	9.0

See footnotes at end of table.

TABLE 6. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Finance, insurance, and real estate, excluding sales occupations:													
1980	61.1	62.2	63.0	63.7	3.4	1.8	1.3	1.1	8.9	9.5	8.6	7.8	
1981	66.5	67.8	68.8	69.0	4.4	2.0	1.5	0.3	8.8	9.0	9.2	8.3	
1982	71.2	72.5	73.0	73.5	3.2	1.8	0.7	0.7	7.1	6.9	6.1	6.5	
1983	76.0	77.2	78.4	78.8	3.4	1.6	1.6	0.5	6.7	6.5	7.4	7.2	
1984	79.9	81.0	81.6	82.2	1.4	1.4	0.7	0.7	5.1	4.9	4.1	4.3	
1985	83.6	84.2	85.3	85.8	1.7	0.7	1.3	0.6	4.6	4.0	4.5	4.4	
1986	87.5	88.1	88.7	89.6	2.0	0.7	0.7	1.0	4.7	4.6	4.0	4.4	
1987	91.3	91.5	92.5	92.9	1.9	0.2	1.1	0.4	4.3	3.9	4.3	3.7	
1988	93.8	94.5	95.3	97.1	1.0	0.7	0.8	1.9	2.7	3.3	3.0	4.5	
1989	98.4	100.0	100.2	100.9	1.3	1.6	0.2	0.7	4.9	5.8	5.1	3.9	
1990	103.0	103.9	105.8	106.1	2.1	0.9	1.8	0.3	4.7	3.9	5.6	5.2	
1991	107.6	108.4	109.5	110.4	1.4	0.7	1.0	0.8	4.5	4.3	3.5	4.1	
1992	110.6	109.9	109.9	110.2	0.2	-0.6	0.0	0.3	2.8	1.4	0.4	-0.2	
1993	112.0	113.1	114.0	114.6	1.6	1.0	0.8	0.5	1.3	2.9	3.7	4.0	
1994	115.5	116.0	117.2	117.4	0.8	0.4	1.0	0.2	3.1	2.6	2.8	2.4	
1995	119.3	120.2	121.1	121.3	1.6	0.8	0.7	0.2	3.3	3.6	3.3	3.3	
1996	123.4	124.5	126.0	125.3	1.7	0.9	1.2	-0.6	3.4	3.6	4.0	3.3	
1997	127.2	128.1	129.3	133.6	1.5	0.7	0.9	3.3	3.1	2.9	2.6	6.6	
1998	135.9	137.5	139.7	139.6	1.7	1.2	1.6	-0.1	6.8	7.3	8.0	4.5	
1999	141.0	144.8	147.5	148.0	1.0	2.7	1.9	0.3	3.8	5.3	5.6	6.0	
2000	150.2	151.5	153.3	154.1	1.5	0.9	1.2	0.5	6.5	4.6	3.9	4.1	
2001	156.6	157.6	159.1	159.1	1.6	0.6	1.0	0.0	4.3	4.0	3.8	3.2	
2002	164.5	165.7	166.1	167.3	3.4	0.7	0.2	0.7	5.0	5.1	4.4	5.2	
2003	176.7	178.5	179.2	179.8	5.6	1.0	0.4	0.3	7.4	7.7	7.9	7.5	
2004	179.2	180.5	181.8	—	-0.3	0.7	0.7	—	1.4	1.1	1.5	—	
Banking, savings and loan, and other credit agencies:													
1986	—	—	—	87.7	—	—	—	—	—	—	—	—	
1987	89.8	90.9	91.7	92.4	2.4	1.2	0.9	0.8	—	—	—	5.4	
1988	95.2	96.0	97.0	97.8	3.0	0.8	1.0	0.8	6.0	5.6	5.8	5.8	
1989	98.8	100.0	101.1	100.9	1.0	1.2	1.1	-0.2	3.8	4.2	4.2	3.2	
1990	101.6	103.6	103.9	105.4	0.7	2.0	0.3	1.4	2.8	3.6	2.8	4.5	
1991	106.6	105.9	106.4	106.3	1.1	-0.7	0.5	-0.1	4.9	2.2	2.4	0.9	
1992	108.2	107.7	108.6	109.0	1.8	-0.5	0.8	0.4	1.5	1.7	2.1	2.5	
1993	112.1	112.9	113.7	114.5	2.8	0.7	0.7	0.7	3.6	4.8	4.7	5.0	
1994	114.7	115.0	116.5	116.2	0.2	0.3	1.3	-0.3	2.3	1.9	2.5	1.5	
1995	119.2	119.7	120.4	120.1	2.6	0.4	0.6	-0.2	3.9	4.1	3.3	3.4	
1996	122.7	124.2	126.8	123.8	2.2	1.2	2.1	-2.4	2.9	3.8	5.3	3.1	
1997	125.9	126.8	128.9	138.3	1.7	0.7	1.7	7.3	2.6	2.1	1.7	11.7	
1998	140.9	143.2	147.0	144.4	1.9	1.6	2.7	-1.8	11.9	12.9	14.0	4.4	
1999	146.1	154.5	159.2	159.6	1.2	5.7	3.0	0.3	3.7	7.9	8.3	10.5	
2000	162.0	163.3	165.0	165.7	1.5	0.8	1.0	0.4	10.9	5.7	3.6	3.8	
2001	169.4	170.8	173.2	171.7	2.2	0.8	1.4	-0.9	4.6	4.6	5.0	3.6	
2002	181.2	182.8	182.7	183.9	5.5	0.9	-0.1	0.7	7.0	7.0	5.5	7.1	
2003	206.4	208.7	209.1	210.2	12.2	1.1	0.2	0.5	13.9	14.2	14.4	14.3	
2004	206.7	207.6	209.5	—	-1.7	0.4	0.9	—	0.1	-0.5	0.2	—	

See footnotes at end of table.

TABLE 6. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Insurance:													
1987	—	90.0	90.8	92.4	—	—	0.9	1.8	—	—	—	—	—
1988	93.1	95.4	96.2	97.4	0.8	2.5	0.8	1.2	—	6.0	5.9	5.4	—
1989	98.5	100.0	99.6	100.8	1.1	1.5	-0.4	1.2	5.8	4.8	3.5	3.5	—
1990	102.3	104.1	105.8	105.1	1.5	1.8	1.6	-0.7	3.9	4.1	6.2	4.3	—
1991	105.7	107.8	107.5	108.6	0.6	2.0	-0.3	1.0	3.3	3.6	1.6	3.3	—
1992	111.2	112.7	112.7	112.7	2.4	1.3	0.0	0.0	5.2	4.5	4.8	3.8	—
1993	111.2	112.9	113.9	116.6	-1.3	1.5	0.9	2.4	0.0	0.2	1.1	3.5	—
1994	116.0	116.8	117.7	118.6	-0.5	0.7	0.8	0.8	4.3	3.5	3.3	1.7	—
1995	119.8	120.8	121.1	122.2	1.0	0.8	0.2	0.9	3.3	3.4	2.9	3.0	—
1996	123.6	124.1	125.4	126.0	1.1	0.4	1.0	0.5	3.2	2.7	3.6	3.1	—
1997	127.9	128.0	128.7	130.2	1.5	0.1	0.5	1.2	3.5	3.1	2.6	3.3	—
1998	133.1	134.8	138.7	138.5	2.2	1.3	2.9	-0.1	4.1	5.3	7.8	6.4	—
1999	137.4	139.8	140.2	141.5	-0.8	1.7	0.3	0.9	3.2	3.7	1.1	2.2	—
2000	145.5	146.6	150.7	150.8	2.8	0.8	2.8	0.1	5.9	4.9	7.5	6.6	—
2001	152.4	153.3	153.6	155.0	1.1	0.6	0.2	0.9	4.7	4.6	1.9	2.8	—
2002	157.1	158.6	159.6	159.1	1.4	1.0	0.6	-0.3	3.1	3.5	3.9	2.6	—
2003	161.6	163.0	163.9	164.5	1.6	0.9	0.6	0.4	2.9	2.8	2.7	3.4	—
2004	165.1	167.2	168.9	—	0.4	1.3	1.0	—	2.2	2.6	3.1	—	—
Insurance, excluding sales occupations:													
1987	—	91.6	92.6	93.0	—	—	1.1	0.4	—	—	—	—	—
1988	94.4	95.8	97.0	97.6	1.5	1.5	1.3	0.6	—	4.6	4.8	4.9	—
1989	98.5	100.0	100.9	101.5	0.9	1.5	0.9	0.6	4.3	4.4	4.0	4.0	—
1990	103.8	105.2	105.9	106.5	2.3	1.3	0.7	0.6	5.4	5.2	5.0	4.9	—
1991	107.1	108.7	109.4	110.5	0.6	1.5	0.6	1.0	3.2	3.3	3.3	3.8	—
1992	111.7	113.4	113.8	114.9	1.1	1.5	0.4	1.0	4.3	4.3	4.0	4.0	—
1993	115.8	117.6	118.3	119.2	0.8	1.6	0.6	0.8	3.7	3.7	4.0	3.7	—
1994	120.6	121.4	122.3	122.7	1.2	0.7	0.7	0.3	4.1	3.2	3.4	2.9	—
1995	123.8	125.2	125.7	126.3	0.9	1.1	0.4	0.5	2.7	3.1	2.8	2.9	—
1996	128.0	128.6	129.3	129.7	1.3	0.5	0.5	0.3	3.4	2.7	2.9	2.7	—
1997	131.6	132.2	132.9	133.7	1.5	0.5	0.5	0.6	2.8	2.8	2.8	3.1	—
1998	134.7	135.7	136.6	137.9	0.7	0.7	0.7	1.0	2.4	2.6	2.8	3.1	—
1999	139.1	139.9	140.9	141.6	0.9	0.6	0.7	0.5	3.3	3.1	3.1	2.7	—
2000	143.2	144.1	145.7	146.5	1.1	0.6	1.1	0.5	2.9	3.0	3.4	3.5	—
2001	148.3	149.6	149.8	151.2	1.2	0.9	0.1	0.9	3.6	3.8	2.8	3.2	—
2002	154.3	155.1	155.9	155.9	2.1	0.5	0.5	0.0	4.0	3.7	4.1	3.1	—
2003	157.9	159.6	160.4	160.7	1.3	1.1	0.5	0.2	2.3	2.9	2.9	3.1	—
2004	161.7	163.7	164.6	—	0.6	1.2	0.5	—	2.4	2.6	2.6	—	—
Service industries:													
1975	—	—	42.7	43.5	—	—	—	1.9	—	—	—	—	—
1976	44.1	44.7	45.5	45.8	1.4	1.4	1.8	0.7	—	—	6.6	5.3	—
1977	46.2	47.0	47.8	48.2	0.9	1.7	1.7	0.8	4.8	5.1	5.1	5.2	—
1978	49.0	49.9	51.1	51.5	1.7	1.8	2.4	0.8	6.1	6.2	6.9	6.8	—
1979	52.5	53.0	54.4	55.8	1.9	1.0	2.6	2.6	7.1	6.2	6.5	8.3	—
1980	57.4	58.2	59.7	60.6	2.9	1.4	2.6	1.5	9.3	9.8	9.7	8.6	—
1981	63.1	63.4	65.7	67.0	4.1	0.5	3.6	2.0	9.9	8.9	10.1	10.6	—
1982	68.9	69.7	71.3	72.4	2.8	1.2	2.3	1.5	9.2	9.9	8.5	8.1	—
1983	73.5	73.9	76.3	77.2	1.5	0.5	3.2	1.2	6.7	6.0	7.0	6.6	—

See footnotes at end of table.

TABLE 6. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Service industries:												
1984	78.7	79.0	80.5	82.1	1.9	0.4	1.9	2.0	7.1	6.9	5.5	6.3
1985	82.3	83.0	84.9	85.0	0.2	0.9	2.3	0.1	4.6	5.1	5.5	3.5
1986	86.3	86.8	87.6	88.4	1.5	0.6	0.9	0.9	4.9	4.6	3.2	4.0
1987	89.9	90.5	92.5	93.2	1.7	0.7	2.2	0.8	4.2	4.3	5.6	5.4
1988	94.2	94.9	96.9	97.8	1.1	0.7	2.1	0.9	4.8	4.9	4.8	4.9
1989	99.1	100.0	101.6	102.5	1.3	0.9	1.6	0.9	5.2	5.4	4.9	4.8
1990	104.2	105.7	107.1	108.3	1.7	1.4	1.3	1.1	5.1	5.7	5.4	5.7
1991	109.5	110.0	111.5	112.2	1.1	0.5	1.4	0.6	5.1	4.1	4.1	3.6
1992	113.2	114.0	115.2	116.1	0.9	0.7	1.1	0.8	3.4	3.6	3.3	3.5
1993	117.0	117.6	118.9	119.6	0.8	0.5	1.1	0.6	3.4	3.2	3.2	3.0
1994	120.8	121.3	122.2	123.0	1.0	0.4	0.7	0.7	3.2	3.1	2.8	2.8
1995	123.9	124.4	125.3	126.0	0.7	0.4	0.7	0.6	2.6	2.6	2.5	2.4
1996	127.6	128.7	129.7	130.5	1.3	0.9	0.8	0.6	3.0	3.5	3.5	3.6
1997	131.8	133.0	134.7	136.2	1.0	0.9	1.3	1.1	3.3	3.3	3.9	4.4
1998	137.2	138.3	140.0	140.8	0.7	0.8	1.2	0.6	4.1	4.0	3.9	3.4
1999	142.2	143.2	144.5	146.0	1.0	0.7	0.9	1.0	3.6	3.5	3.2	3.7
2000	147.4	149.1	150.6	151.8	1.0	1.2	1.0	0.8	3.7	4.1	4.2	4.0
2001	153.8	155.0	157.1	158.2	1.3	0.8	1.4	0.7	4.3	4.0	4.3	4.2
2002	159.5	160.3	161.5	161.7	0.8	0.5	0.7	0.1	3.7	3.4	2.8	2.2
2003	162.8	164.0	165.9	166.7	0.7	0.7	1.2	0.5	2.1	2.3	2.7	3.1
2004	168.1	169.3	171.1	—	0.8	0.7	1.1	—	3.3	3.2	3.1	—
Business services:												
1986	—	—	—	87.6	—	—	—	—	—	—	—	—
1987	89.1	90.2	92.8	93.5	1.7	1.2	2.9	0.8	—	—	—	6.7
1988	94.3	95.1	96.5	97.4	0.9	0.8	1.5	0.9	5.8	5.4	4.0	4.2
1989	98.4	100.0	100.9	101.2	1.0	1.6	0.9	0.3	4.3	5.2	4.6	3.9
1990	103.0	105.1	105.7	107.4	1.8	2.0	0.6	1.6	4.7	5.1	4.8	6.1
1991	109.6	109.5	108.9	110.0	2.0	-0.1	-0.5	1.0	6.4	4.2	3.0	2.4
1992	111.0	111.7	113.3	113.9	0.9	0.6	1.4	0.5	1.3	2.0	4.0	3.5
1993	114.2	114.6	115.3	115.7	0.3	0.4	0.6	0.3	2.9	2.6	1.8	1.6
1994	118.8	119.4	119.9	120.4	2.7	0.5	0.4	0.4	4.0	4.2	4.0	4.1
1995	122.1	122.9	123.6	124.3	1.4	0.7	0.6	0.6	2.8	2.9	3.1	3.2
1996	126.9	127.7	128.5	130.1	2.1	0.6	0.6	1.2	3.9	3.9	4.0	4.7
1997	131.4	132.4	134.9	137.3	1.0	0.8	1.9	1.8	3.5	3.7	5.0	5.5
1998	137.6	139.2	141.8	144.1	0.2	1.2	1.9	1.6	4.7	5.1	5.1	5.0
1999	145.4	146.3	148.5	149.8	0.9	0.6	1.5	0.9	5.7	5.1	4.7	4.0
2000	152.0	154.1	155.3	156.0	1.5	1.4	0.8	0.5	4.5	5.3	4.6	4.1
2001	158.2	160.8	162.8	163.7	1.4	1.6	1.2	0.6	4.1	4.3	4.8	4.9
2002	164.0	164.0	164.6	164.8	0.2	0.0	0.4	0.1	3.7	2.0	1.1	0.7
2003	165.6	166.4	169.1	169.8	0.5	0.5	1.6	0.4	1.0	1.5	2.7	3.0
2004	171.0	172.7	174.3	—	0.7	1.0	0.9	—	3.3	3.8	3.1	—
Health services:												
1985	82.1	82.8	83.6	83.8	—	0.9	1.0	0.2	—	—	—	—
1986	84.8	85.4	86.8	88.0	1.2	0.7	1.6	1.4	3.3	3.1	3.8	5.0
1987	89.2	89.8	91.1	92.1	1.4	0.7	1.4	1.1	5.2	5.2	5.0	4.7
1988	92.7	94.4	96.0	97.3	0.7	1.8	1.7	1.4	3.9	5.1	5.4	5.6
1989	99.1	100.0	101.9	103.5	1.8	0.9	1.9	1.6	6.9	5.9	6.1	6.4

See footnotes at end of table.

TABLE 6. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Health services:												
1990	105.3	106.3	108.1	109.7	1.7	0.9	1.7	1.5	6.3	6.3	6.1	6.0
1991	111.1	111.9	113.5	114.6	1.3	0.7	1.4	1.0	5.5	5.3	5.0	4.5
1992	115.6	116.3	117.9	118.9	0.9	0.6	1.4	0.8	4.1	3.9	3.9	3.8
1993	119.8	120.7	121.7	122.6	0.8	0.8	0.8	0.7	3.6	3.8	3.2	3.1
1994	123.1	123.5	124.3	125.4	0.4	0.3	0.6	0.9	2.8	2.3	2.1	2.3
1995	126.2	126.7	127.5	128.4	0.6	0.4	0.6	0.7	2.5	2.6	2.6	2.4
1996	129.3	130.1	130.8	131.4	0.7	0.6	0.5	0.5	2.5	2.7	2.6	2.3
1997	132.5	133.2	134.3	135.4	0.8	0.5	0.8	0.8	2.5	2.4	2.7	3.0
1998	136.2	136.5	137.5	137.4	0.6	0.2	0.7	-0.1	2.8	2.5	2.4	1.5
1999	138.7	139.6	140.6	142.2	0.9	0.6	0.7	1.1	1.8	2.3	2.3	3.5
2000	143.5	145.3	146.6	148.1	0.9	1.3	0.9	1.0	3.5	4.1	4.3	4.1
2001	149.8	151.8	153.6	155.4	1.1	1.3	1.2	1.2	4.4	4.5	4.8	4.9
2002	157.3	158.4	159.5	160.7	1.2	0.7	0.7	0.8	5.0	4.3	3.8	3.4
2003	161.9	163.2	164.6	165.8	0.7	0.8	0.9	0.7	2.9	3.0	3.2	3.2
2004	167.8	168.8	170.9	—	1.2	0.6	1.2	—	3.6	3.4	3.8	—
Hospitals:												
1986	—	84.7	85.8	87.1	—	—	1.3	1.5	—	—	—	—
1987	88.2	88.8	90.4	91.5	1.3	0.7	1.8	1.2	—	4.8	5.4	5.1
1988	92.5	94.0	95.6	96.9	1.1	1.6	1.7	1.4	4.9	5.9	5.8	5.9
1989	98.9	100.0	101.9	103.3	2.1	1.1	1.9	1.4	6.9	6.4	6.6	6.6
1990	105.0	106.0	108.2	109.8	1.6	1.0	2.1	1.5	6.2	6.0	6.2	6.3
1991	110.8	111.6	113.2	114.4	0.9	0.7	1.4	1.1	5.5	5.3	4.6	4.2
1992	115.4	115.9	117.3	118.3	0.9	0.4	1.2	0.9	4.2	3.9	3.6	3.4
1993	119.3	119.9	121.0	122.0	0.8	0.5	0.9	0.8	3.4	3.5	3.2	3.1
1994	122.8	123.3	123.9	124.8	0.7	0.4	0.5	0.7	2.9	2.8	2.4	2.3
1995	125.4	125.9	126.6	127.7	0.5	0.4	0.6	0.9	2.1	2.1	2.2	2.3
1996	128.5	129.1	129.7	130.3	0.6	0.5	0.5	0.5	2.5	2.5	2.4	2.0
1997	130.7	131.2	132.2	133.2	0.3	0.4	0.8	0.8	1.7	1.6	1.9	2.2
1998	133.6	134.7	135.8	136.5	0.3	0.8	0.8	0.5	2.2	2.7	2.7	2.5
1999	137.6	138.3	139.3	140.9	0.8	0.5	0.7	1.1	3.0	2.7	2.6	3.2
2000	141.8	143.3	144.9	146.8	0.6	1.1	1.1	1.3	3.1	3.6	4.0	4.2
2001	148.5	151.0	153.3	155.4	1.2	1.7	1.5	1.4	4.7	5.4	5.8	5.9
2002	157.1	158.6	160.2	162.1	1.1	1.0	1.0	1.2	5.8	5.0	4.5	4.3
2003	163.6	164.6	166.5	167.9	0.9	0.6	1.2	0.8	4.1	3.8	3.9	3.6
2004	169.4	170.5	172.4	—	0.9	0.6	1.1	—	3.5	3.6	3.5	—
Nursing homes:												
1992	—	—	—	—	—	1.0	0.9	0.9	—	—	—	—
1993	—	—	—	—	1.1	0.8	0.9	0.8	4.0	3.8	3.8	3.7
1994	—	—	—	—	1.4	0.8	0.8	0.6	4.0	3.9	3.8	3.6
1995	—	—	—	—	1.1	0.8	0.5	0.9	3.3	3.4	3.0	3.3
1996	—	—	—	—	0.8	0.6	0.4	1.0	3.1	2.8	2.8	2.8
1997	—	—	—	—	1.1	0.4	0.8	0.8	3.1	3.0	3.3	3.1
1998	—	—	—	—	1.3	0.8	1.0	0.5	3.3	3.7	3.9	3.7
1999	—	—	—	—	1.4	0.9	0.9	1.1	3.8	3.9	3.8	4.4
2000	—	—	—	—	1.3	1.5	1.7	1.2	4.3	4.9	5.7	5.8
2001	—	—	—	—	1.7	0.7	1.5	1.1	6.2	5.3	5.1	5.1
2002	—	—	—	—	1.4	0.9	0.8	0.9	4.7	5.0	4.3	4.1

See footnotes at end of table.

TABLE 6. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Nursing homes:												
2003	—	—	—	—	0.8	0.7	0.7	0.6	3.5	3.3	3.1	2.8
2004	—	—	—	—	0.8	0.6	0.5	—	2.7	2.6	2.5	—
Educational services:												
1988	—	—	—	98.8	—	—	—	—	—	—	—	—
1989	99.1	100.0	103.7	103.9	0.3	0.9	3.7	0.2	—	—	—	5.2
1990	104.7	105.0	109.2	110.2	0.8	0.3	4.0	0.9	5.7	5.0	5.3	6.1
1991	110.3	109.7	113.0	113.7	0.1	-0.5	3.0	0.6	5.3	4.5	3.5	3.2
1992	113.4	113.6	116.5	117.1	-0.3	0.2	2.6	0.5	2.8	3.6	3.1	3.0
1993	117.5	117.4	120.7	120.9	0.3	-0.1	2.8	0.2	3.6	3.3	3.6	3.2
1994	121.2	122.2	124.9	125.1	0.2	0.8	2.2	0.2	3.1	4.1	3.5	3.5
1995	125.6	125.9	128.6	129.4	0.4	0.2	2.1	0.6	3.6	3.0	3.0	3.4
1996	130.1	130.4	133.3	133.8	0.5	0.2	2.2	0.4	3.6	3.6	3.7	3.4
1997	134.5	134.8	137.8	138.4	0.5	0.2	2.2	0.4	3.4	3.4	3.4	3.4
1998	139.1	139.6	142.8	143.5	0.5	0.4	2.3	0.5	3.4	3.6	3.6	3.7
1999	143.9	144.2	147.5	148.2	0.3	0.2	2.3	0.5	3.5	3.3	3.3	3.3
2000	148.9	149.6	153.4	154.3	0.5	0.5	2.5	0.6	3.5	3.7	4.0	4.1
2001	155.4	156.1	159.6	160.6	0.7	0.5	2.2	0.6	4.4	4.3	4.0	4.1
2002	161.2	161.2	165.2	166.5	0.4	0.0	2.5	0.8	3.7	3.3	3.5	3.7
2003	167.1	167.7	170.3	171.0	0.4	0.4	1.6	0.4	3.7	4.0	3.1	2.7
2004	171.9	172.6	175.5	—	0.5	0.4	1.7	—	2.9	2.9	3.1	—
Colleges and universities:												
1988	—	—	—	98.7	—	—	—	—	—	—	—	—
1989	99.1	100.0	103.3	103.7	0.4	0.9	3.3	0.4	—	—	—	5.1
1990	104.4	104.8	108.7	109.3	0.7	0.4	3.7	0.6	5.3	4.8	5.2	5.4
1991	109.6	110.2	113.7	114.2	0.3	0.5	3.2	0.4	5.0	5.2	4.6	4.5
1992	114.2	114.5	117.3	117.6	0.0	0.3	2.4	0.3	4.2	3.9	3.2	3.0
1993	118.0	117.7	121.3	121.6	0.3	-0.3	3.1	0.2	3.3	2.8	3.4	3.4
1994	122.0	122.2	124.5	124.9	0.3	0.2	1.9	0.3	3.4	3.8	2.6	2.7
1995	125.5	125.9	129.0	130.1	0.5	0.3	2.5	0.9	2.9	3.0	3.6	4.2
1996	130.6	130.9	133.4	133.8	0.4	0.2	1.9	0.3	4.1	4.0	3.4	2.8
1997	134.6	135.0	137.8	138.7	0.6	0.3	2.1	0.7	3.1	3.1	3.3	3.7
1998	139.1	139.7	142.8	143.6	0.3	0.4	2.2	0.6	3.3	3.5	3.6	3.5
1999	144.1	144.4	147.2	147.9	0.3	0.2	1.9	0.5	3.6	3.4	3.1	3.0
2000	148.9	149.4	152.5	152.9	0.7	0.3	2.1	0.3	3.3	3.5	3.6	3.4
2001	154.1	155.0	158.4	159.6	0.8	0.6	2.2	0.8	3.5	3.7	3.9	4.4
2002	159.9	159.9	163.1	164.3	0.2	0.0	2.0	0.7	3.8	3.2	3.0	2.9
2003	164.4	165.1	167.6	168.4	0.1	0.4	1.5	0.5	2.8	3.3	2.8	2.5
2004	169.5	170.0	172.9	—	0.7	0.3	1.7	—	3.1	3.0	3.2	—
Nonmanufacturing:												
1975	—	—	44.9	45.7	—	—	—	1.8	—	—	—	—
1976	46.6	47.4	48.0	48.9	2.0	1.7	1.3	1.9	—	—	6.9	7.0
1977	49.5	50.5	51.2	52.1	1.2	2.0	1.4	1.8	6.2	6.5	6.7	6.5
1978	53.1	54.3	55.5	55.9	1.9	2.3	2.2	0.7	7.3	7.5	8.4	7.3
1979	57.1	58.3	59.6	60.8	2.1	2.1	2.2	2.0	7.5	7.4	7.4	8.8
1980	62.2	63.4	64.9	66.2	2.3	1.9	2.4	2.0	8.9	8.7	8.9	8.9
1981	68.2	69.5	70.9	72.1	3.0	1.9	2.0	1.7	9.6	9.6	9.2	8.9
1982	73.6	74.4	75.8	76.8	2.1	1.1	1.9	1.3	7.9	7.1	6.9	6.5

See footnotes at end of table.

TABLE 6. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Nonmanufacturing:													
1983	77.8	78.8	80.1	81.0	1.3	1.3	1.6	1.1	5.7	5.9	5.7	5.5	
1984	82.0	82.7	83.3	84.2	1.2	0.9	0.7	1.1	5.4	4.9	4.0	4.0	
1985	85.2	86.1	87.5	88.0	1.2	1.1	1.6	0.6	3.9	4.1	5.0	4.5	
1986	88.7	89.4	90.1	90.6	0.8	0.8	0.8	0.6	4.1	3.8	3.0	3.0	
1987	91.7	92.3	93.3	93.7	1.2	0.7	1.1	0.4	3.4	3.2	3.6	3.4	
1988	94.5	95.8	96.9	97.8	0.9	1.4	1.1	0.9	3.1	3.8	3.9	4.4	
1989	99.1	100.0	101.4	102.2	1.3	0.9	1.4	0.8	4.9	4.4	4.6	4.5	
1990	103.2	104.5	105.4	106.1	1.0	1.3	0.9	0.7	4.1	4.5	3.9	3.8	
1991	107.3	108.4	109.3	109.8	1.1	1.0	0.8	0.5	4.0	3.7	3.7	3.5	
1992	110.7	111.3	111.9	112.6	0.8	0.5	0.5	0.6	3.2	2.7	2.4	2.6	
1993	113.4	114.2	115.4	116.0	0.7	0.7	1.1	0.5	2.4	2.6	3.1	3.0	
1994	116.8	117.7	118.7	119.1	0.7	0.8	0.8	0.3	3.0	3.1	2.9	2.7	
1995	120.0	120.9	121.9	122.5	0.8	0.8	0.8	0.5	2.7	2.7	2.7	2.9	
1996	123.9	125.1	125.9	126.8	1.1	1.0	0.6	0.7	3.3	3.5	3.3	3.5	
1997	128.2	129.3	130.7	132.1	1.1	0.9	1.1	1.1	3.5	3.4	3.8	4.2	
1998	133.4	134.7	136.5	137.4	1.0	1.0	1.3	0.7	4.1	4.2	4.4	4.0	
1999	137.9	139.7	141.0	142.1	0.4	1.3	0.9	0.8	3.4	3.7	3.3	3.4	
2000	143.9	145.5	146.9	147.9	1.3	1.1	1.0	0.7	4.4	4.2	4.2	4.1	
2001	149.5	150.9	152.2	153.5	1.1	0.9	0.9	0.9	3.9	3.7	3.6	3.8	
2002	155.0	156.5	157.2	157.5	1.0	1.0	0.4	0.2	3.7	3.7	3.3	2.6	
2003	159.4	160.5	162.1	162.6	1.2	0.7	1.0	0.3	2.8	2.6	3.1	3.2	
2004	163.7	164.8	166.2	—	0.7	0.7	0.8	—	2.7	2.7	2.5	—	
Nonmanufacturing, white-collar occupations:													
1987	—	91.7	92.7	93.0	—	—	1.1	0.3	—	—	—	—	
1988	93.8	95.2	96.4	97.6	0.9	1.5	1.3	1.2	—	3.8	4.0	4.9	
1989	99.1	100.0	101.5	102.5	1.5	0.9	1.5	1.0	5.7	5.0	5.3	5.0	
1990	103.6	105.0	106.1	106.7	1.1	1.4	1.0	0.6	4.5	5.0	4.5	4.1	
1991	108.0	109.2	110.2	110.6	1.2	1.1	0.9	0.4	4.2	4.0	3.9	3.7	
1992	111.6	112.1	112.8	113.5	0.9	0.4	0.6	0.6	3.3	2.7	2.4	2.6	
1993	114.4	115.2	116.4	117.2	0.8	0.7	1.0	0.7	2.5	2.8	3.2	3.3	
1994	117.9	118.9	119.7	120.2	0.6	0.8	0.7	0.4	3.1	3.2	2.8	2.6	
1995	121.1	122.1	123.1	123.8	0.7	0.8	0.8	0.6	2.7	2.7	2.8	3.0	
1996	125.4	126.6	127.6	128.3	1.3	1.0	0.8	0.5	3.6	3.7	3.7	3.6	
1997	129.9	131.0	132.4	134.1	1.2	0.8	1.1	1.3	3.6	3.5	3.8	4.5	
1998	135.5	136.8	138.9	139.8	1.0	1.0	1.5	0.6	4.3	4.4	4.9	4.3	
1999	140.1	142.0	143.5	144.7	0.2	1.4	1.1	0.8	3.4	3.8	3.3	3.5	
2000	146.5	148.2	149.6	150.6	1.2	1.2	0.9	0.7	4.6	4.4	4.3	4.1	
2001	152.3	153.8	155.0	156.4	1.1	1.0	0.8	0.9	4.0	3.8	3.6	3.9	
2002	158.0	159.6	160.2	160.5	1.0	1.0	0.4	0.2	3.7	3.8	3.4	2.6	
2003	162.8	163.9	165.7	166.3	1.4	0.7	1.1	0.4	3.0	2.7	3.4	3.6	
2004	167.5	168.6	170.1	—	0.7	0.7	0.9	—	2.9	2.9	2.7	—	
Nonmanufacturing, white-collar occupations, excluding sales:													
1987	—	91.7	93.1	93.7	—	—	1.5	0.6	—	—	—	—	
1988	94.5	95.6	97.0	97.9	0.9	1.2	1.5	0.9	—	4.3	4.2	4.5	
1989	99.2	100.0	101.3	102.0	1.3	0.8	1.3	0.7	5.0	4.6	4.4	4.2	
1990	103.8	105.0	106.3	107.2	1.8	1.2	1.2	0.8	4.6	5.0	4.9	5.1	

See footnotes at end of table.

**TABLE 6. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued**

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Nonmanufacturing, white-collar occupations, excluding sales:												
1991	108.5	109.4	110.7	111.5	1.2	0.8	1.2	0.7	4.5	4.2	4.1	4.0
1992	112.3	113.0	113.9	114.6	0.7	0.6	0.8	0.6	3.5	3.3	2.9	2.8
1993	115.8	116.6	117.6	118.5	1.0	0.7	0.9	0.8	3.1	3.2	3.2	3.4
1994	119.4	120.2	121.3	121.8	0.8	0.7	0.9	0.4	3.1	3.1	3.1	2.8
1995	122.9	123.5	124.4	125.4	0.9	0.5	0.7	0.8	2.9	2.7	2.6	3.0
1996	126.9	127.8	129.2	129.6	1.2	0.7	1.1	0.3	3.3	3.5	3.9	3.3
1997	131.2	132.4	133.8	135.5	1.2	0.9	1.1	1.3	3.4	3.6	3.6	4.6
1998	136.9	138.1	139.8	140.3	1.0	0.9	1.2	0.4	4.3	4.3	4.5	3.5
1999	141.6	143.2	144.6	145.9	0.9	1.1	1.0	0.9	3.4	3.7	3.4	4.0
2000	147.4	149.1	150.7	151.9	1.0	1.2	1.1	0.8	4.1	4.1	4.2	4.1
2001	153.9	155.3	156.9	158.3	1.3	0.9	1.0	0.9	4.4	4.2	4.1	4.2
2002	160.1	161.3	162.1	162.5	1.1	0.7	0.5	0.2	4.0	3.9	3.3	2.7
2003	164.9	166.1	167.7	168.5	1.5	0.7	1.0	0.5	3.0	3.0	3.5	3.7
2004	169.7	170.7	172.3	—	0.7	0.6	0.9	—	2.9	2.8	2.7	—
Nonmanufacturing, blue-collar occupations:												
1987	—	93.5	94.3	95.0	—	—	0.9	0.7	—	—	—	—
1988	95.9	96.9	97.7	98.1	0.9	1.0	0.8	0.4	—	3.6	3.6	3.3
1989	99.0	100.0	101.0	101.3	0.9	1.0	1.0	0.3	3.2	3.2	3.4	3.3
1990	102.2	103.2	104.0	104.3	0.9	1.0	0.8	0.3	3.2	3.2	3.0	3.0
1991	105.5	106.3	107.1	107.5	1.2	0.8	0.8	0.4	3.2	3.0	3.0	3.1
1992	108.2	109.1	109.7	110.2	0.7	0.8	0.5	0.5	2.6	2.6	2.4	2.5
1993	111.1	111.9	113.0	113.4	0.8	0.7	1.0	0.4	2.7	2.6	3.0	2.9
1994	114.2	115.1	116.4	116.4	0.7	0.8	1.1	0.0	2.8	2.9	3.0	2.6
1995	117.5	118.5	119.4	119.8	0.9	0.9	0.8	0.3	2.9	3.0	2.6	2.9
1996	120.9	122.0	122.4	123.1	0.9	0.9	0.3	0.6	2.9	3.0	2.5	2.8
1997	124.1	125.5	126.4	127.1	0.8	1.1	0.7	0.6	2.6	2.9	3.3	3.2
1998	128.2	129.5	130.5	131.1	0.9	1.0	0.8	0.5	3.3	3.2	3.2	3.1
1999	132.4	134.0	135.1	135.8	1.0	1.2	0.8	0.5	3.3	3.5	3.5	3.6
2000	137.4	138.9	140.3	140.9	1.2	1.1	1.0	0.4	3.8	3.7	3.8	3.8
2001	142.8	143.9	145.8	146.4	1.3	0.8	1.3	0.4	3.9	3.6	3.9	3.9
2002	147.5	149.0	149.8	150.2	0.8	1.0	0.5	0.3	3.3	3.5	2.7	2.6
2003	151.1	152.4	153.4	153.8	0.6	0.9	0.7	0.3	2.4	2.3	2.4	2.4
2004	154.7	156.1	157.1	—	0.6	0.9	0.6	—	2.4	2.4	2.4	—
Nonmanufacturing, service occupations:												
1987	—	93.6	94.1	94.4	—	—	0.5	0.3	—	—	—	—
1988	95.4	96.3	97.7	98.8	1.1	0.9	1.5	1.1	—	2.9	3.8	4.7
1989	99.4	100.0	100.8	102.3	0.6	0.6	0.8	1.5	4.2	3.8	3.2	3.5
1990	103.2	104.3	105.0	106.5	0.9	1.1	0.7	1.4	3.8	4.3	4.2	4.1
1991	107.1	108.4	110.0	110.7	0.6	1.2	1.5	0.6	3.8	3.9	4.8	3.9
1992	111.3	111.7	112.6	112.9	0.5	0.4	0.8	0.3	3.9	3.0	2.4	2.0
1993	113.4	114.1	114.8	115.1	0.4	0.6	0.6	0.3	1.9	2.1	2.0	1.9
1994	116.3	116.7	117.3	118.6	1.0	0.3	0.5	1.1	2.6	2.3	2.2	3.0
1995	119.2	119.8	120.6	121.2	0.5	0.5	0.7	0.5	2.5	2.7	2.8	2.2
1996	122.0	122.7	123.9	125.5	0.7	0.6	1.0	1.3	2.3	2.4	2.7	3.5
1997	126.4	127.4	129.7	130.9	0.7	0.8	1.8	0.9	3.6	3.8	4.7	4.3

See footnotes at end of table.

**TABLE 6. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹ BY OCCUPATION AND INDUSTRY GROUP
(Not seasonally adjusted) — Continued**

Series and year	Indexes (June 1989=100)				Percent changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Nonmanufacturing, service occupations:													
1998	132.0	132.9	134.1	135.1	0.8	0.7	0.9	0.7	4.4	4.3	3.4	3.2	
1999	136.5	137.7	137.9	139.5	1.0	0.9	0.1	1.2	3.4	3.6	2.8	3.3	
2000	140.9	142.4	143.4	144.7	1.0	1.1	0.7	0.9	3.2	3.4	4.0	3.7	
2001	146.0	147.1	148.2	150.1	0.9	0.8	0.7	1.3	3.6	3.3	3.3	3.7	
2002	151.4	152.3	153.4	154.0	0.9	0.6	0.7	0.4	3.7	3.5	3.5	2.6	
2003	155.0	155.5	156.5	157.3	0.6	0.3	0.6	0.5	2.4	2.1	2.0	2.1	
2004	157.9	158.7	159.2	—	0.4	0.5	0.3	—	1.9	2.1	1.7	—	

¹ Excludes farm and household workers.

² This series has the same industry and occupational coverage as the Hourly Earnings Index, which was discontinued in January 1989.

³ Includes mining, construction, and manufacturing.

⁴ Publication of data for service occupations in manufacturing and other

goods-producing industries has been discontinued due to insufficient sample size.

⁵ Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

NOTE: Dashes indicate data not available.

**TABLE 7. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹ BY BARGAINING STATUS, REGION², AND AREA SIZE
(Not seasonally adjusted)**

Series and year	Indexes (June 1989=100)				Percent changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended-				12 months ended-				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Union workers:													
1975	-	-	45.6	46.6	-	-	-	2.2	-	-	-	-	-
1976	47.4	48.2	49.4	50.4	1.7	1.7	2.5	2.0	-	-	8.3	8.2	
1977	51.1	52.2	53.2	54.2	1.4	2.2	1.9	1.9	7.8	8.3	7.7	7.5	
1978	55.1	56.2	57.4	58.6	1.7	2.0	2.1	2.1	7.8	7.7	7.9	8.1	
1979	59.6	60.9	62.2	63.8	1.7	2.2	2.1	2.6	8.2	8.4	8.4	8.9	
1980	65.3	67.1	69.1	70.8	2.4	2.8	3.0	2.5	9.6	10.2	11.1	11.0	
1981	71.9	73.9	75.8	77.5	1.6	2.8	2.6	2.2	10.1	10.1	9.7	9.5	
1982	78.7	79.8	81.5	82.6	1.5	1.4	2.1	1.3	9.5	8.0	7.5	6.6	
1983	83.4	84.3	85.7	86.3	1.0	1.1	1.7	0.7	6.0	5.6	5.2	4.5	
1984	87.2	87.9	88.5	89.3	1.0	0.8	0.7	0.9	4.6	4.3	3.3	3.5	
1985	89.9	90.8	91.7	92.1	0.7	1.0	1.0	0.4	3.1	3.3	3.6	3.1	
1986	92.8	93.1	93.7	93.9	0.8	0.3	0.6	0.2	3.2	2.5	2.2	2.0	
1987	94.3	94.8	95.3	96.4	0.4	0.5	0.5	1.2	1.6	1.8	1.7	2.7	
1988	96.8	97.5	98.2	98.5	0.4	0.7	0.7	0.3	2.7	2.8	3.0	2.2	
1989	99.2	100.0	100.6	101.6	0.7	0.8	0.6	1.0	2.5	2.6	2.4	3.1	
1990	102.6	103.3	104.2	105.1	1.0	0.7	0.9	0.9	3.4	3.3	3.6	3.4	
1991	106.2	107.1	108.0	108.9	1.0	0.8	0.8	0.8	3.5	3.7	3.6	3.6	
1992	109.8	110.8	111.7	112.3	0.8	0.9	0.8	0.5	3.4	3.5	3.4	3.1	
1993	113.1	113.9	114.8	115.7	0.7	0.7	0.8	0.8	3.0	2.8	2.8	3.0	
1994	116.5	117.6	118.6	119.1	0.7	0.9	0.9	0.4	3.0	3.2	3.3	2.9	
1995	119.8	120.6	121.5	122.2	0.6	0.7	0.7	0.6	2.8	2.6	2.4	2.6	
1996	122.8	124.2	124.8	125.4	0.5	1.1	0.5	0.5	2.5	3.0	2.7	2.6	
1997	126.0	126.9	128.3	128.9	0.5	0.7	1.1	0.5	2.6	2.2	2.8	2.8	
1998	129.6	130.7	132.4	133.1	0.5	0.8	1.3	0.5	2.9	3.0	3.2	3.3	
1999	133.6	134.7	135.7	136.5	0.4	0.8	0.7	0.6	3.1	3.1	2.5	2.6	
2000	137.2	138.5	140.0	141.2	0.5	0.9	1.1	0.9	2.7	2.8	3.2	3.4	
2001	142.1	143.7	145.1	147.4	0.6	1.1	1.0	1.6	3.6	3.8	3.6	4.4	
2002	148.4	149.8	151.3	152.5	0.7	0.9	1.0	0.8	4.4	4.2	4.3	3.5	
2003	153.3	154.3	155.3	156.2	0.5	0.7	0.6	0.6	3.3	3.0	2.6	2.4	
2004	157.2	158.7	160.0	-	0.6	1.0	0.8	-	2.5	2.9	3.0	-	
Union blue-collar workers:													
1987	-	94.5	95.0	96.2	-	-	0.5	1.3	-	-	-	-	
1988	96.5	97.2	97.8	98.4	0.3	0.7	0.6	0.6	-	2.9	2.9	2.3	
1989	99.1	100.0	100.7	101.5	0.7	0.9	0.7	0.8	2.7	2.9	3.0	3.2	
1990	102.2	103.2	103.8	104.8	0.7	1.0	0.6	1.0	3.1	3.2	3.1	3.3	
1991	105.8	106.7	107.3	108.2	1.0	0.9	0.6	0.8	3.5	3.4	3.4	3.2	
1992	109.1	109.9	110.8	111.3	0.8	0.7	0.8	0.5	3.1	3.0	3.3	2.9	
1993	112.0	112.8	113.7	114.5	0.6	0.7	0.8	0.7	2.7	2.6	2.6	2.9	
1994	115.1	116.2	117.3	117.6	0.5	1.0	0.9	0.3	2.8	3.0	3.2	2.7	
1995	118.2	119.1	120.0	120.3	0.5	0.8	0.8	0.3	2.7	2.5	2.3	2.3	
1996	120.9	122.0	122.8	123.4	0.5	0.9	0.7	0.5	2.3	2.4	2.3	2.6	
1997	123.6	124.7	126.0	126.7	0.2	0.9	1.0	0.6	2.2	2.2	2.6	2.7	
1998	127.2	128.5	129.9	130.6	0.4	1.0	1.1	0.5	2.9	3.0	3.1	3.1	
1999	131.2	132.5	133.6	134.5	0.5	1.0	0.8	0.7	3.1	3.1	2.8	3.0	
2000	135.2	136.5	138.2	139.2	0.5	1.0	1.2	0.7	3.0	3.0	3.4	3.5	
2001	140.3	141.8	143.3	144.7	0.8	1.1	1.1	1.0	3.8	3.9	3.7	4.0	
2002	145.6	147.2	148.4	149.6	0.6	1.1	0.8	0.8	3.8	3.8	3.6	3.4	
2003	150.5	151.6	152.8	153.5	0.6	0.7	0.8	0.5	3.4	3.0	3.0	2.6	

See footnotes at end of table.

TABLE 7. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹ BY BARGAINING STATUS, REGION², AND AREA SIZE (Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Union blue-collar workers:													
2004	154.3	155.5	156.7	—	0.5	0.8	0.8	—	2.5	2.6	2.6	—	
Union workers, goods-producing industries ³ :													
1975	—	—	46.0	47.2	—	—	—	2.6	—	—	—	—	
1976	47.9	48.7	49.9	51.0	1.5	1.7	2.5	2.2	—	—	8.5	8.1	
1977	51.7	52.8	54.0	55.0	1.4	2.1	2.3	1.9	7.9	8.4	8.2	7.8	
1978	55.9	57.0	58.4	59.7	1.6	2.0	2.5	2.2	8.1	8.0	8.1	8.5	
1979	60.6	62.0	63.2	64.9	1.5	2.3	1.9	2.7	8.4	8.8	8.2	8.7	
1980	66.3	68.3	70.3	71.8	2.2	3.0	2.9	2.1	9.4	10.2	11.2	10.6	
1981	73.1	75.0	77.1	78.6	1.8	2.6	2.8	1.9	10.3	9.8	9.7	9.5	
1982	79.5	80.7	82.3	83.2	1.1	1.5	2.0	1.1	8.8	7.6	6.7	5.9	
1983	83.7	84.5	85.5	86.2	0.6	1.0	1.2	0.8	5.3	4.7	3.9	3.6	
1984	87.0	87.9	88.5	89.4	0.9	1.0	0.7	1.0	3.9	4.0	3.5	3.7	
1985	90.0	90.9	91.6	92.0	0.7	1.0	0.8	0.4	3.4	3.4	3.5	2.9	
1986	92.5	93.0	93.3	93.6	0.5	0.5	0.3	0.3	2.8	2.3	1.9	1.7	
1987	93.7	94.3	94.8	96.3	0.1	0.6	0.5	1.6	1.3	1.4	1.6	2.9	
1988	96.5	97.2	97.8	98.4	0.2	0.7	0.6	0.6	3.0	3.1	3.2	2.2	
1989	99.0	100.0	100.6	101.6	0.6	1.0	0.6	1.0	2.6	2.9	2.9	3.3	
1990	102.3	103.5	104.0	105.0	0.7	1.2	0.5	1.0	3.3	3.5	3.4	3.3	
1991	106.2	107.1	107.7	108.7	1.1	0.8	0.6	0.9	3.8	3.5	3.6	3.5	
1992	109.6	110.2	111.1	111.7	0.8	0.5	0.8	0.5	3.2	2.9	3.2	2.8	
1993	112.2	113.0	113.8	114.8	0.4	0.7	0.7	0.9	2.4	2.5	2.4	2.8	
1994	115.4	116.7	117.5	117.9	0.5	1.1	0.7	0.3	2.9	3.3	3.3	2.7	
1995	118.4	119.3	120.2	120.6	0.4	0.8	0.8	0.3	2.6	2.2	2.3	2.3	
1996	121.3	122.5	123.2	123.6	0.6	1.0	0.6	0.3	2.4	2.7	2.5	2.5	
1997	124.1	125.4	126.6	127.1	0.4	1.0	1.0	0.4	2.3	2.4	2.8	2.8	
1998	127.9	129.4	131.0	131.7	0.6	1.2	1.2	0.5	3.1	3.2	3.5	3.6	
1999	132.3	133.8	134.9	136.1	0.5	1.1	0.8	0.9	3.4	3.4	3.0	3.3	
2000	137.2	138.4	140.2	141.3	0.8	0.9	1.3	0.8	3.7	3.4	3.9	3.8	
2001	142.4	144.2	145.3	146.3	0.8	1.3	0.8	0.7	3.8	4.2	3.6	3.5	
2002	147.2	148.6	150.0	151.2	0.6	1.0	0.9	0.8	3.4	3.1	3.2	3.3	
2003	152.4	153.9	154.8	155.4	0.8	1.0	0.6	0.4	3.5	3.6	3.2	2.8	
2004	156.3	157.5	158.7	—	0.6	0.8	0.8	—	2.6	2.3	2.5	—	
Union workers, service-producing industries ⁴ :													
1975	—	—	44.8	45.9	—	—	—	2.5	—	—	—	—	
1976	46.6	47.5	48.6	49.5	1.5	1.9	2.3	1.9	—	—	8.5	7.8	
1977	50.1	51.3	52.0	53.0	1.2	2.4	1.4	1.9	7.5	8.0	7.0	7.1	
1978	53.8	54.9	55.9	56.8	1.5	2.0	1.8	1.6	7.4	7.0	7.5	7.2	
1979	58.0	59.1	60.8	62.1	2.1	1.9	2.9	2.1	7.8	7.7	8.8	9.3	
1980	63.7	65.2	67.1	69.1	2.6	2.4	2.9	3.0	9.8	10.3	10.4	11.3	
1981	70.3	72.3	73.9	76.2	1.7	2.8	2.2	3.1	10.4	10.9	10.1	10.3	
1982	77.4	78.7	80.3	81.6	1.6	1.7	2.0	1.6	10.1	8.9	8.7	7.1	
1983	83.0	84.2	86.1	86.7	1.7	1.4	2.3	0.7	7.2	7.0	7.2	6.3	
1984	87.7	88.1	88.5	89.2	1.2	0.5	0.5	0.8	5.7	4.6	2.8	2.9	
1985	89.7	90.8	91.8	92.3	0.6	1.2	1.1	0.5	2.3	3.1	3.7	3.5	
1986	93.2	93.4	94.3	94.6	1.0	0.2	1.0	0.3	3.9	2.9	2.7	2.5	

See footnotes at end of table.

**TABLE 7. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹ BY BARGAINING STATUS, REGION², AND AREA SIZE
(Not seasonally adjusted) — Continued**

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Union workers, service-producing industries⁴:												
1987	95.2	95.5	96.0	96.5	0.6	0.3	0.5	0.5	2.1	2.2	1.8	2.0
1988	97.1	97.8	98.8	98.8	0.6	0.7	1.0	0.0	2.0	2.4	2.9	2.4
1989	99.6	100.0	100.7	101.7	0.8	0.4	0.7	1.0	2.6	2.2	1.9	2.9
1990	102.9	103.1	104.4	105.2	1.2	0.2	1.3	0.8	3.3	3.1	3.7	3.4
1991	106.1	107.0	108.4	109.2	0.9	0.8	1.3	0.7	3.1	3.8	3.8	3.8
1992	110.1	111.5	112.5	113.1	0.8	1.3	0.9	0.5	3.8	4.2	3.8	3.6
1993	114.2	115.1	116.0	116.8	1.0	0.8	0.8	0.7	3.7	3.2	3.1	3.3
1994	118.0	118.7	120.1	120.6	1.0	0.6	1.2	0.4	3.3	3.1	3.5	3.3
1995	121.6	122.3	123.2	124.2	0.8	0.6	0.7	0.8	3.1	3.0	2.6	3.0
1996	124.8	126.2	126.8	127.6	0.5	1.1	0.5	0.6	2.6	3.2	2.9	2.7
1997	128.2	128.8	130.4	131.2	0.5	0.5	1.2	0.6	2.7	2.1	2.8	2.8
1998	131.8	132.2	134.1	134.8	0.5	0.3	1.4	0.5	2.8	2.6	2.8	2.7
1999	135.4	135.8	136.8	137.2	0.4	0.3	0.7	0.3	2.7	2.7	2.0	1.8
2000	137.6	138.9	140.1	141.5	0.3	0.9	0.9	1.0	1.6	2.3	2.4	3.1
2001	142.2	143.7	145.4	148.9	0.5	1.1	1.2	2.4	3.3	3.5	3.8	5.2
2002	150.0	151.4	152.9	154.1	0.7	0.9	1.0	0.8	5.5	5.4	5.2	3.5
2003	154.6	155.1	156.3	157.3	0.3	0.3	0.8	0.6	3.1	2.4	2.2	2.1
2004	158.5	160.3	161.7	—	0.8	1.1	0.9	—	2.5	3.4	3.5	—
Union workers, manufacturing:												
1976	—	—	48.7	50.1	—	—	—	2.9	—	—	—	—
1977	50.8	51.8	53.1	54.2	1.4	2.0	2.5	2.1	—	—	9.0	8.2
1978	55.1	56.0	57.4	58.9	1.7	1.6	2.5	2.6	8.5	8.1	8.1	8.7
1979	59.9	61.1	62.3	64.4	1.7	2.0	2.0	3.4	8.7	9.1	8.5	9.3
1980	66.1	67.9	69.8	71.5	2.6	2.7	2.8	2.4	10.4	11.1	12.0	11.0
1981	72.7	74.4	76.3	77.9	1.7	2.3	2.6	2.1	10.0	9.6	9.3	9.0
1982	78.8	79.8	81.5	82.4	1.2	1.3	2.1	1.1	8.4	7.3	6.8	5.8
1983	82.9	83.6	84.6	85.4	0.6	0.8	1.2	0.9	5.2	4.8	3.8	3.6
1984	86.4	87.1	87.9	88.9	1.2	0.8	0.9	1.1	4.2	4.2	3.9	4.1
1985	89.6	90.6	91.4	91.7	0.8	1.1	0.9	0.3	3.7	4.0	4.0	3.1
1986	92.4	92.7	93.0	93.4	0.8	0.3	0.3	0.4	3.1	2.3	1.8	1.9
1987	93.5	93.9	94.5	96.2	0.1	0.4	0.6	1.8	1.2	1.3	1.6	3.0
1988	96.4	97.0	97.5	98.3	0.2	0.6	0.5	0.8	3.1	3.3	3.2	2.2
1989	99.0	100.0	100.5	101.7	0.7	1.0	0.5	1.2	2.7	3.1	3.1	3.5
1990	102.6	103.8	104.3	105.5	0.9	1.2	0.5	1.2	3.6	3.8	3.8	3.7
1991	106.7	107.5	108.3	109.4	1.1	0.7	0.7	1.0	4.0	3.6	3.8	3.7
1992	110.4	110.9	111.7	112.5	0.9	0.5	0.7	0.7	3.5	3.2	3.1	2.8
1993	113.2	113.9	114.6	115.9	0.6	0.6	0.6	1.1	2.5	2.7	2.6	3.0
1994	116.6	117.8	118.5	119.2	0.6	1.0	0.6	0.6	3.0	3.4	3.4	2.8
1995	119.8	120.5	121.3	122.0	0.5	0.6	0.7	0.6	2.7	2.3	2.4	2.3
1996	122.9	123.9	124.5	125.2	0.7	0.8	0.5	0.6	2.6	2.8	2.6	2.6
1997	125.6	126.5	127.8	128.6	0.3	0.7	1.0	0.6	2.2	2.1	2.7	2.7
1998	129.6	130.4	132.2	133.0	0.8	0.6	1.4	0.6	3.2	3.1	3.4	3.4
1999	133.6	134.7	135.8	137.5	0.5	0.8	0.8	1.3	3.1	3.3	2.7	3.4
2000	138.8	139.7	141.4	142.6	0.9	0.6	1.2	0.8	3.9	3.7	4.1	3.7
2001	143.9	145.5	146.7	148.0	0.9	1.1	0.8	0.9	3.7	4.2	3.7	3.8
2002	149.0	150.2	151.6	153.1	0.7	0.8	0.9	1.0	3.5	3.2	3.3	3.4
2003	154.6	155.9	156.7	157.1	1.0	0.8	0.5	0.3	3.8	3.8	3.4	2.6

See footnotes at end of table.

**TABLE 7. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹ BY BARGAINING STATUS, REGION², AND AREA SIZE
(Not seasonally adjusted) — Continued**

Series and year	Indexes (June 1989=100)				Percent changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Union workers, manufacturing:													
2004	158.1	159.2	160.5	—	0.6	0.7	0.8	—	2.3	2.1	2.4	—	
Union workers, manufacturing, blue-collar occupations:													
1987	—	93.8	94.4	96.2	—	—	0.6	1.9	—	—	—	—	—
1988	96.4	97.0	97.5	98.3	0.2	0.6	0.5	0.8	—	3.4	3.3	2.2	—
1989	99.0	100.0	100.6	101.8	0.7	1.0	0.6	1.2	2.7	3.1	3.2	3.6	—
1990	102.6	103.8	104.2	105.4	0.8	1.2	0.4	1.2	3.6	3.8	3.6	3.5	—
1991	106.6	107.5	108.2	109.3	1.1	0.8	0.7	1.0	3.9	3.6	3.8	3.7	—
1992	110.3	110.8	111.6	112.4	0.9	0.5	0.7	0.7	3.5	3.1	3.1	2.8	—
1993	113.1	113.8	114.4	115.7	0.6	0.6	0.5	1.1	2.5	2.7	2.5	2.9	—
1994	116.4	117.6	118.3	118.9	0.6	1.0	0.6	0.5	2.9	3.3	3.4	2.8	—
1995	119.5	120.2	121.0	121.6	0.5	0.6	0.7	0.5	2.7	2.2	2.3	2.3	—
1996	122.4	123.5	124.2	125.0	0.7	0.9	0.6	0.6	2.4	2.7	2.6	2.8	—
1997	125.4	126.2	127.6	128.4	0.3	0.6	1.1	0.6	2.5	2.2	2.7	2.7	—
1998	129.0	130.0	131.4	132.4	0.5	0.8	1.1	0.8	2.9	3.0	3.0	3.1	—
1999	133.0	134.1	135.1	136.8	0.5	0.8	0.7	1.3	3.1	3.2	2.8	3.3	—
2000	137.8	138.7	140.4	141.7	0.7	0.7	1.2	0.9	3.6	3.4	3.9	3.6	—
2001	143.0	144.3	145.8	147.0	0.9	0.9	1.0	0.8	3.8	4.0	3.8	3.7	—
2002	147.8	149.0	150.3	151.8	0.5	0.8	0.9	1.0	3.4	3.3	3.1	3.3	—
2003	153.3	154.4	155.2	155.8	1.0	0.7	0.5	0.4	3.7	3.6	3.3	2.6	—
2004	156.7	157.8	159.2	—	0.6	0.7	0.9	—	2.2	2.2	2.6	—	—
Union workers, nonmanufacturing:													
1976	—	—	50.1	50.8	—	—	—	1.4	—	—	—	—	—
1977	51.5	52.6	53.5	54.4	1.4	2.1	1.7	1.7	—	—	6.8	7.1	—
1978	55.1	56.5	57.5	58.3	1.3	2.5	1.8	1.4	7.0	7.4	7.5	7.2	—
1979	59.4	60.7	62.3	63.3	1.9	2.2	2.6	1.6	7.8	7.4	8.3	8.6	—
1980	64.6	66.4	68.4	70.1	2.1	2.8	3.0	2.5	8.8	9.4	9.8	10.7	—
1981	71.3	73.4	75.5	77.2	1.7	2.9	2.9	2.3	10.4	10.5	10.4	10.1	—
1982	78.6	79.9	81.6	82.7	1.8	1.7	2.1	1.3	10.2	8.9	8.1	7.1	—
1983	83.9	85.2	86.9	87.3	1.5	1.5	2.0	0.5	6.7	6.6	6.5	5.6	—
1984	88.2	88.6	89.1	89.6	1.0	0.5	0.6	0.6	5.1	4.0	2.5	2.6	—
1985	90.2	91.1	92.0	92.4	0.7	1.0	1.0	0.4	2.3	2.8	3.3	3.1	—
1986	93.2	93.5	94.3	94.5	0.9	0.3	0.9	0.2	3.3	2.6	2.5	2.3	—
1987	95.1	95.5	96.0	96.5	0.6	0.4	0.5	0.5	2.0	2.1	1.8	2.1	—
1988	97.0	97.9	98.8	98.8	0.5	0.9	0.9	0.0	2.0	2.5	2.9	2.4	—
1989	99.4	100.0	100.7	101.5	0.6	0.6	0.7	0.8	2.5	2.1	1.9	2.7	—
1990	102.5	103.0	104.1	104.8	1.0	0.5	1.1	0.7	3.1	3.0	3.4	3.3	—
1991	105.8	106.7	107.9	108.6	1.0	0.9	1.1	0.6	3.2	3.6	3.7	3.6	—
1992	109.4	110.7	111.7	112.2	0.7	1.2	0.9	0.4	3.4	3.7	3.5	3.3	—
1993	113.0	113.9	114.9	115.5	0.7	0.8	0.9	0.5	3.3	2.9	2.9	2.9	—
1994	116.4	117.3	118.6	119.0	0.8	0.8	1.1	0.3	3.0	3.0	3.2	3.0	—
1995	119.9	120.6	121.6	122.3	0.7	0.7	0.8	0.6	2.9	2.8	2.5	2.8	—
1996	122.8	124.3	124.9	125.5	0.4	1.2	0.5	0.5	2.5	3.1	2.7	2.6	—
1997	126.1	127.1	128.6	129.1	0.5	0.8	1.2	0.4	2.7	2.3	3.0	2.9	—
1998	129.6	130.8	132.4	133.1	0.4	0.9	1.2	0.5	2.8	2.9	3.0	3.1	—
1999	133.7	134.6	135.6	135.9	0.5	0.7	0.7	0.2	3.2	2.9	2.4	2.1	—
2000	136.4	137.8	139.2	140.4	0.4	1.0	1.0	0.9	2.0	2.4	2.7	3.3	—

See footnotes at end of table.

**TABLE 7. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹ BY BARGAINING STATUS, REGION², AND AREA SIZE
(Not seasonally adjusted) — Continued**

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Union workers, nonmanufacturing:												
2001	141.1	142.7	144.3	147.1	0.5	1.1	1.1	1.9	3.4	3.6	3.7	4.8
2002	148.1	149.6	151.1	152.1	0.7	1.0	1.0	0.7	5.0	4.8	4.7	3.4
2003	152.5	153.5	154.6	155.6	0.3	0.7	0.7	0.6	3.0	2.6	2.3	2.3
2004	156.6	158.4	159.6	—	0.6	1.1	0.8	—	2.7	3.2	3.2	—
Nonunion workers:												
1975	—	—	45.2	45.9	—	—	—	1.5	—	—	—	—
1976	46.8	47.6	48.1	49.0	2.0	1.7	1.1	1.9	—	—	6.4	6.8
1977	49.7	50.6	51.5	52.2	1.4	1.8	1.8	1.4	6.2	6.3	7.1	6.5
1978	53.3	54.6	55.5	56.2	2.1	2.4	1.6	1.3	7.2	7.9	7.8	7.7
1979	57.3	58.4	59.6	60.9	2.0	1.9	2.1	2.2	7.5	7.0	7.4	8.4
1980	62.5	63.6	64.7	65.9	2.6	1.8	1.7	1.9	9.1	8.9	8.6	8.2
1981	68.0	69.3	70.4	71.5	3.2	1.9	1.6	1.6	8.8	9.0	8.8	8.5
1982	73.1	73.8	75.0	75.8	2.2	1.0	1.6	1.1	7.5	6.5	6.5	6.0
1983	76.8	77.7	78.7	79.8	1.3	1.2	1.3	1.4	5.1	5.3	4.9	5.3
1984	80.8	81.6	82.3	83.4	1.3	1.0	0.9	1.3	5.2	5.0	4.6	4.5
1985	84.6	85.5	86.7	87.2	1.4	1.1	1.4	0.6	4.7	4.8	5.3	4.6
1986	88.2	89.0	89.6	90.2	1.1	0.9	0.7	0.7	4.3	4.1	3.3	3.4
1987	91.3	92.0	93.0	93.5	1.2	0.8	1.1	0.5	3.5	3.4	3.8	3.7
1988	94.5	95.6	96.6	97.7	1.1	1.2	1.0	1.1	3.5	3.9	3.9	4.5
1989	99.0	100.0	101.3	102.1	1.3	1.0	1.3	0.8	4.8	4.6	4.9	4.5
1990	103.4	104.8	105.8	106.4	1.3	1.4	1.0	0.6	4.4	4.8	4.4	4.2
1991	107.6	108.7	109.7	110.3	1.1	1.0	0.9	0.5	4.1	3.7	3.7	3.7
1992	111.2	111.8	112.4	113.1	0.8	0.5	0.5	0.6	3.3	2.9	2.5	2.5
1993	114.1	114.8	115.9	116.6	0.9	0.6	1.0	0.6	2.6	2.7	3.1	3.1
1994	117.4	118.3	119.2	119.8	0.7	0.8	0.8	0.5	2.9	3.0	2.8	2.7
1995	120.8	121.8	122.6	123.3	0.8	0.8	0.7	0.6	2.9	3.0	2.9	2.9
1996	124.8	125.9	126.9	127.7	1.2	0.9	0.8	0.6	3.3	3.4	3.5	3.6
1997	129.1	130.3	131.6	133.0	1.1	0.9	1.0	1.1	3.4	3.5	3.7	4.2
1998	134.5	135.7	137.4	138.3	1.1	0.9	1.3	0.7	4.2	4.1	4.4	4.0
1999	139.0	140.7	142.0	143.3	0.5	1.2	0.9	0.9	3.3	3.7	3.3	3.6
2000	145.1	146.7	148.1	149.0	1.3	1.1	1.0	0.6	4.4	4.3	4.3	4.0
2001	150.8	152.2	153.4	154.4	1.2	0.9	0.8	0.7	3.9	3.7	3.6	3.6
2002	155.9	157.5	158.1	158.5	1.0	1.0	0.4	0.3	3.4	3.5	3.1	2.7
2003	160.4	161.5	163.0	163.4	1.2	0.7	0.9	0.2	2.9	2.5	3.1	3.1
2004	164.6	165.6	167.0	—	0.7	0.6	0.8	—	2.6	2.5	2.5	—
Nonunion blue-collar workers:												
1987	—	92.6	93.7	94.2	—	—	1.2	0.5	—	—	—	—
1988	95.3	96.4	97.0	97.8	1.2	1.2	0.6	0.8	—	4.1	3.5	3.8
1989	98.8	100.0	101.2	101.7	1.0	1.2	1.2	0.5	3.7	3.7	4.3	4.0
1990	103.0	104.3	105.1	105.5	1.3	1.3	0.8	0.4	4.3	4.3	3.9	3.7
1991	106.8	107.7	108.5	109.2	1.2	0.8	0.7	0.6	3.7	3.3	3.2	3.5
1992	110.1	110.8	111.3	111.9	0.8	0.6	0.5	0.5	3.1	2.9	2.6	2.5
1993	112.8	113.6	114.4	115.0	0.8	0.7	0.7	0.5	2.5	2.5	2.8	2.8
1994	115.9	116.7	117.7	118.3	0.8	0.7	0.9	0.5	2.7	2.7	2.9	2.9
1995	119.5	120.7	121.4	122.1	1.0	1.0	0.6	0.6	3.1	3.4	3.1	3.2
1996	123.6	124.7	125.2	126.3	1.2	0.9	0.4	0.9	3.4	3.3	3.1	3.4
1997	127.5	128.9	129.7	130.6	1.0	1.1	0.6	0.7	3.2	3.4	3.6	3.4

See footnotes at end of table.

TABLE 7. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹ BY BARGAINING STATUS, REGION², AND AREA SIZE (Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Nonunion blue-collar workers:												
1998	132.0	132.9	134.0	134.8	1.1	0.7	0.8	0.6	3.5	3.1	3.3	3.2
1999	136.2	137.5	138.7	139.7	1.0	1.0	0.9	0.7	3.2	3.5	3.5	3.6
2000	141.4	142.9	144.1	144.9	1.2	1.1	0.8	0.6	3.8	3.9	3.9	3.7
2001	147.1	148.2	150.0	150.5	1.5	0.7	1.2	0.3	4.0	3.7	4.1	3.9
2002	151.9	153.1	153.7	154.2	0.9	0.8	0.4	0.3	3.3	3.3	2.5	2.5
2003	155.5	156.5	157.5	157.8	0.8	0.6	0.6	0.2	2.4	2.2	2.5	2.3
2004	159.0	160.2	161.4	—	0.8	0.8	0.7	—	2.3	2.4	2.5	—
Nonunion workers, goods-producing industries³:												
1975	—	—	46.5	47.4	—	—	—	1.9	—	—	—	—
1976	48.2	49.1	49.7	50.7	1.7	1.9	1.2	2.0	—	—	6.9	7.0
1977	51.7	52.5	53.5	54.3	2.0	1.5	1.9	1.5	7.3	6.9	7.6	7.1
1978	55.5	56.6	57.3	58.7	2.2	2.0	1.2	2.4	7.4	7.8	7.1	8.1
1979	59.6	60.7	61.7	63.3	1.5	1.8	1.6	2.6	7.4	7.2	7.7	7.8
1980	65.2	66.2	67.0	68.5	3.0	1.5	1.2	2.2	9.4	9.1	8.6	8.2
1981	70.2	71.7	72.8	74.1	2.5	2.1	1.5	1.8	7.7	8.3	8.7	8.2
1982	75.8	76.5	77.5	78.1	2.3	0.9	1.3	0.8	8.0	6.7	6.5	5.4
1983	79.1	80.0	80.6	81.5	1.3	1.1	0.8	1.1	4.4	4.6	4.0	4.4
1984	82.3	82.9	83.8	84.7	1.0	0.7	1.1	1.1	4.0	3.6	4.0	3.9
1985	86.2	87.0	87.7	88.2	1.8	0.9	0.8	0.6	4.7	4.9	4.7	4.1
1986	89.2	90.4	91.0	91.6	1.1	1.3	0.7	0.7	3.5	3.9	3.8	3.9
1987	92.3	92.9	94.0	94.7	0.8	0.7	1.2	0.7	3.5	2.8	3.3	3.4
1988	95.8	96.8	97.3	98.1	1.2	1.0	0.5	0.8	3.8	4.2	3.5	3.6
1989	99.1	100.0	101.1	102.1	1.0	0.9	1.1	1.0	3.4	3.3	3.9	4.1
1990	103.5	104.5	105.5	106.1	1.4	1.0	1.0	0.6	4.4	4.5	4.4	3.9
1991	107.3	108.3	109.2	110.1	1.1	0.9	0.8	0.8	3.7	3.6	3.5	3.8
1992	111.2	111.9	112.6	113.3	1.0	0.6	0.6	0.6	3.6	3.3	3.1	2.9
1993	114.4	115.2	116.0	116.7	1.0	0.7	0.7	0.6	2.9	2.9	3.0	3.0
1994	117.6	118.6	119.5	120.3	0.8	0.9	0.8	0.7	2.8	3.0	3.0	3.1
1995	121.3	122.2	122.9	123.8	0.8	0.7	0.6	0.7	3.1	3.0	2.8	2.9
1996	124.9	126.1	127.3	128.0	0.9	1.0	1.0	0.5	3.0	3.2	3.6	3.4
1997	128.9	130.2	131.2	132.0	0.7	1.0	0.8	0.6	3.2	3.3	3.1	3.1
1998	133.6	134.7	135.7	136.5	1.2	0.8	0.7	0.6	3.6	3.5	3.4	3.4
1999	137.8	138.8	140.0	141.1	1.0	0.7	0.9	0.8	3.1	3.0	3.2	3.4
2000	142.9	144.7	145.8	146.8	1.3	1.3	0.8	0.7	3.7	4.3	4.1	4.0
2001	148.8	150.3	151.1	152.1	1.4	1.0	0.5	0.7	4.1	3.9	3.6	3.6
2002	153.5	154.8	155.5	156.6	0.9	0.8	0.5	0.7	3.2	3.0	2.9	3.0
2003	157.8	158.9	159.7	160.1	0.8	0.7	0.5	0.3	2.8	2.6	2.7	2.2
2004	161.4	162.4	163.8	—	0.8	0.6	0.9	—	2.3	2.2	2.6	—
Nonunion workers, service-producing industries⁴:												
1975	—	—	44.5	45.1	—	—	—	1.3	—	—	—	—
1976	46.1	46.8	47.2	48.1	2.2	1.5	0.9	1.9	—	—	6.1	6.7
1977	48.6	49.5	50.3	51.1	1.0	1.9	1.6	1.6	5.4	5.8	6.6	6.2
1978	52.2	53.5	54.6	54.8	2.2	2.5	2.1	0.4	7.4	8.1	8.5	7.2
1979	56.1	57.2	58.4	59.7	2.4	2.0	2.1	2.2	7.5	6.9	7.0	8.9
1980	61.0	62.2	63.5	64.5	2.2	2.0	2.1	1.6	8.7	8.7	8.7	8.0

See footnotes at end of table.

**TABLE 7. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹ BY BARGAINING STATUS, REGION², AND AREA SIZE
(Not seasonally adjusted) — Continued**

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Nonunion workers, service-producing industries⁴:												
1981	66.8	67.9	69.1	70.1	3.6	1.6	1.8	1.4	9.5	9.2	8.8	8.7
1982	71.7	72.3	73.6	74.6	2.3	0.8	1.8	1.4	7.3	6.5	6.5	6.4
1983	75.6	76.5	77.7	78.8	1.3	1.2	1.6	1.4	5.4	5.8	5.6	5.6
1984	80.0	80.8	81.5	82.6	1.5	1.0	0.9	1.3	5.8	5.6	4.9	4.8
1985	83.6	84.5	86.2	86.8	1.2	1.1	2.0	0.7	4.5	4.6	5.8	5.1
1986	87.6	88.2	88.9	89.5	0.9	0.7	0.8	0.7	4.8	4.4	3.1	3.1
1987	90.8	91.4	92.5	92.9	1.5	0.7	1.2	0.4	3.7	3.6	4.0	3.8
1988	93.8	95.1	96.3	97.6	1.0	1.4	1.3	1.3	3.3	4.0	4.1	5.1
1989	98.9	100.0	101.4	102.2	1.3	1.1	1.4	0.8	5.4	5.2	5.3	4.7
1990	103.4	104.9	105.9	106.5	1.2	1.5	1.0	0.6	4.6	4.9	4.4	4.2
1991	107.8	108.9	109.9	110.4	1.2	1.0	0.9	0.5	4.3	3.8	3.8	3.7
1992	111.2	111.7	112.3	113.0	0.7	0.4	0.5	0.6	3.2	2.6	2.2	2.4
1993	113.8	114.6	115.9	116.6	0.7	0.7	1.1	0.6	2.3	2.6	3.2	3.2
1994	117.2	118.1	119.0	119.5	0.5	0.8	0.8	0.4	3.0	3.1	2.7	2.5
1995	120.5	121.5	122.4	123.0	0.8	0.8	0.7	0.5	2.8	2.9	2.9	2.9
1996	124.6	125.7	126.6	127.5	1.3	0.9	0.7	0.7	3.4	3.5	3.4	3.7
1997	129.1	130.2	131.6	133.2	1.3	0.9	1.1	1.2	3.6	3.6	3.9	4.5
1998	134.6	135.9	137.9	138.8	1.1	1.0	1.5	0.7	4.3	4.4	4.8	4.2
1999	139.3	141.3	142.6	143.9	0.4	1.4	0.9	0.9	3.5	4.0	3.4	3.7
2000	145.8	147.3	148.7	149.6	1.3	1.0	1.0	0.6	4.7	4.2	4.3	4.0
2001	151.4	152.7	154.1	155.1	1.2	0.9	0.9	0.6	3.8	3.7	3.6	3.7
2002	156.7	158.3	158.9	159.0	1.0	1.0	0.4	0.1	3.5	3.7	3.1	2.5
2003	161.2	162.3	164.0	164.5	1.4	0.7	1.0	0.3	2.9	2.5	3.2	3.5
2004	165.6	166.6	168.0	—	0.7	0.6	0.8	—	2.7	2.6	2.4	—
Nonunion workers, manufacturing:												
1976	—	—	49.2	49.9	—	—	—	1.4	—	—	—	—
1977	51.0	51.8	52.9	53.7	2.2	1.6	2.1	1.5	—	—	7.5	7.6
1978	54.9	55.7	56.5	57.9	2.2	1.5	1.4	2.5	7.6	7.5	6.8	7.8
1979	58.9	59.9	60.8	62.5	1.7	1.7	1.5	2.8	7.3	7.5	7.6	7.9
1980	64.4	65.3	66.1	67.5	3.0	1.4	1.2	2.1	9.3	9.0	8.7	8.0
1981	69.2	70.7	71.9	73.1	2.5	2.2	1.7	1.7	7.5	8.3	8.8	8.3
1982	74.9	75.5	76.5	77.2	2.5	0.8	1.3	0.9	8.2	6.8	6.4	5.6
1983	78.3	79.1	79.9	80.8	1.4	1.0	1.0	1.1	4.5	4.8	4.4	4.7
1984	81.6	82.4	83.4	84.5	1.0	1.0	1.2	1.3	4.2	4.2	4.4	4.6
1985	85.9	86.8	87.5	88.0	1.7	1.0	0.8	0.6	5.3	5.3	4.9	4.1
1986	89.2	90.3	90.9	91.6	1.4	1.2	0.7	0.8	3.8	4.0	3.9	4.1
1987	92.4	93.0	94.1	94.7	0.9	0.6	1.2	0.6	3.6	3.0	3.5	3.4
1988	95.8	96.7	97.2	98.0	1.2	0.9	0.5	0.8	3.7	4.0	3.3	3.5
1989	98.9	100.0	101.0	102.0	0.9	1.1	1.0	1.0	3.2	3.4	3.9	4.1
1990	103.6	104.8	105.9	106.5	1.6	1.2	1.0	0.6	4.8	4.8	4.9	4.4
1991	107.7	108.8	109.7	110.7	1.1	1.0	0.8	0.9	4.0	3.8	3.6	3.9
1992	111.9	112.7	113.4	114.2	1.1	0.7	0.6	0.7	3.9	3.6	3.4	3.2
1993	115.4	116.1	117.0	117.9	1.1	0.6	0.8	0.8	3.1	3.0	3.2	3.2
1994	118.6	119.5	120.5	121.5	0.6	0.8	0.8	0.8	2.8	2.9	3.0	3.1
1995	122.7	123.8	124.3	125.2	1.0	0.9	0.4	0.7	3.5	3.6	3.2	3.0
1996	126.3	127.5	128.8	129.6	0.9	1.0	1.0	0.6	2.9	3.0	3.6	3.5

See footnotes at end of table.

**TABLE 7. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹ BY BARGAINING STATUS, REGION², AND AREA SIZE
(Not seasonally adjusted) — Continued**

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Nonunion workers, manufacturing:												
1997	130.3	131.7	132.6	133.5	0.5	1.1	0.7	0.7	3.2	3.3	3.0	3.0
1998	135.1	136.2	137.3	138.2	1.2	0.8	0.8	0.7	3.7	3.4	3.5	3.5
1999	139.4	140.5	141.7	142.9	0.9	0.8	0.9	0.8	3.2	3.2	3.2	3.4
2000	144.4	146.1	147.2	148.0	1.0	1.2	0.8	0.5	3.6	4.0	3.9	3.6
2001	150.1	151.6	152.2	153.1	1.4	1.0	0.4	0.6	3.9	3.8	3.4	3.4
2002	154.7	156.1	156.8	157.8	1.0	0.9	0.4	0.6	3.1	3.0	3.0	3.1
2003	159.3	160.2	160.9	161.3	1.0	0.6	0.4	0.2	3.0	2.6	2.6	2.2
2004	162.6	163.7	165.2	—	0.8	0.7	0.9	—	2.1	2.2	2.7	—
Nonunion workers, manufacturing, blue-collar occupations:												
1987	—	93.1	94.2	94.4	—	—	1.2	0.2	—	—	—	—
1988	95.4	96.3	96.8	97.8	1.1	0.9	0.5	1.0	—	3.4	2.8	3.6
1989	98.7	100.0	101.2	102.2	0.9	1.3	1.2	1.0	3.5	3.8	4.5	4.5
1990	103.6	105.0	106.0	106.7	1.4	1.4	1.0	0.7	5.0	5.0	4.7	4.4
1991	107.9	108.8	109.7	110.7	1.1	0.8	0.8	0.9	4.2	3.6	3.5	3.7
1992	111.9	112.5	113.1	113.7	1.1	0.5	0.5	0.5	3.7	3.4	3.1	2.7
1993	114.6	115.2	116.0	116.7	0.8	0.5	0.7	0.6	2.4	2.4	2.6	2.6
1994	117.5	118.1	119.1	120.0	0.7	0.5	0.8	0.8	2.5	2.5	2.7	2.8
1995	121.2	122.6	123.1	124.2	1.0	1.2	0.4	0.9	3.1	3.8	3.4	3.5
1996	125.4	126.7	127.8	128.8	1.0	1.0	0.9	0.8	3.5	3.3	3.8	3.7
1997	129.8	131.2	132.0	133.0	0.8	1.1	0.6	0.8	3.5	3.6	3.3	3.3
1998	134.4	135.1	136.2	137.2	1.1	0.5	0.8	0.7	3.5	3.0	3.2	3.2
1999	138.5	139.2	140.5	141.6	0.9	0.5	0.9	0.8	3.1	3.0	3.2	3.2
2000	142.8	144.2	145.4	146.6	0.8	1.0	0.8	0.8	3.1	3.6	3.5	3.5
2001	148.7	150.1	151.3	152.6	1.4	0.9	0.8	0.9	4.1	4.1	4.1	4.1
2002	154.3	155.3	155.7	156.8	1.1	0.6	0.3	0.7	3.8	3.5	2.9	2.8
2003	158.3	158.7	159.8	160.4	1.0	0.3	0.7	0.4	2.6	2.2	2.6	2.3
2004	161.9	162.6	164.1	—	0.9	0.4	0.9	—	2.3	2.5	2.7	—
Nonunion workers, nonmanufacturing:												
1976	—	—	47.7	48.6	—	—	—	1.9	—	—	—	—
1977	49.2	50.1	50.8	51.6	1.2	1.8	1.4	1.6	—	—	6.5	6.2
1978	52.7	54.1	55.2	55.5	2.1	2.7	2.0	0.5	7.1	8.0	8.7	7.6
1979	56.7	57.9	59.1	60.4	2.2	2.1	2.1	2.2	7.6	7.0	7.1	8.8
1980	61.7	62.8	64.1	65.2	2.2	1.8	2.1	1.7	8.8	8.5	8.5	7.9
1981	67.5	68.7	69.8	70.9	3.5	1.8	1.6	1.6	9.4	9.4	8.9	8.7
1982	72.5	73.1	74.4	75.3	2.3	0.8	1.8	1.2	7.4	6.4	6.6	6.2
1983	76.2	77.2	78.3	79.4	1.2	1.3	1.4	1.4	5.1	5.6	5.2	5.4
1984	80.5	81.2	81.9	82.9	1.4	0.9	0.9	1.2	5.6	5.2	4.6	4.4
1985	84.0	84.9	86.5	87.0	1.3	1.1	1.9	0.6	4.3	4.6	5.6	4.9
1986	87.8	88.5	89.1	89.7	0.9	0.8	0.7	0.7	4.5	4.2	3.0	3.1
1987	90.9	91.6	92.7	93.0	1.3	0.8	1.2	0.3	3.5	3.5	4.0	3.7
1988	94.0	95.3	96.4	97.7	1.1	1.4	1.2	1.3	3.4	4.0	4.0	5.1
1989	99.0	100.0	101.4	102.3	1.3	1.0	1.4	0.9	5.3	4.9	5.2	4.7
1990	103.3	104.8	105.7	106.3	1.0	1.5	0.9	0.6	4.3	4.8	4.2	3.9
1991	107.6	108.7	109.6	110.1	1.2	1.0	0.8	0.5	4.2	3.7	3.7	3.6
1992	110.9	111.4	112.0	112.7	0.7	0.5	0.5	0.6	3.1	2.5	2.2	2.4
1993	113.5	114.3	115.5	116.1	0.7	0.7	1.0	0.5	2.3	2.6	3.1	3.0

See footnotes at end of table.

**TABLE 7. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹ BY BARGAINING STATUS, REGION², AND AREA SIZE
(Not seasonally adjusted) — Continued**

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Nonunion workers, nonmanufacturing:												
1994	116.9	117.8	118.7	119.1	0.7	0.8	0.8	0.3	3.0	3.1	2.8	2.6
1995	120.0	121.0	121.9	122.6	0.8	0.8	0.7	0.6	2.7	2.7	2.7	2.9
1996	124.2	125.2	126.1	127.0	1.3	0.8	0.7	0.7	3.5	3.5	3.4	3.6
1997	128.5	129.7	131.1	132.6	1.2	0.9	1.1	1.1	3.5	3.6	4.0	4.4
1998	134.0	135.3	137.1	138.0	1.1	1.0	1.3	0.7	4.3	4.3	4.6	4.1
1999	138.6	140.5	141.8	143.0	0.4	1.4	0.9	0.8	3.4	3.8	3.4	3.6
2000	145.0	146.6	148.0	148.9	1.4	1.1	1.0	0.6	4.6	4.3	4.4	4.1
2001	150.7	152.0	153.3	154.4	1.2	0.9	0.9	0.7	3.9	3.7	3.6	3.7
2002	155.9	157.5	158.1	158.3	1.0	1.0	0.4	0.1	3.5	3.6	3.1	2.5
2003	160.4	161.5	163.1	163.7	1.3	0.7	1.0	0.4	2.9	2.5	3.2	3.4
2004	164.7	165.7	167.1	—	0.6	0.6	0.8	—	2.7	2.6	2.5	—
Northeast:												
1975	—	—	43.9	44.6	—	—	—	1.6	—	—	—	—
1976	45.0	45.6	46.8	47.6	0.9	1.3	2.6	1.7	—	—	6.6	6.7
1977	48.1	49.0	49.9	50.7	1.1	1.9	1.8	1.6	6.9	7.5	6.6	6.5
1978	51.5	52.4	53.3	54.2	1.6	1.7	1.7	1.7	7.1	6.9	6.8	6.9
1979	55.0	56.0	56.9	58.2	1.5	1.8	1.6	2.3	6.8	6.9	6.8	7.4
1980	59.6	60.9	62.0	63.2	2.4	2.2	1.8	1.9	8.4	8.8	9.0	8.6
1981	64.7	65.8	66.9	68.7	2.4	1.7	1.7	2.7	8.6	8.0	7.9	8.7
1982	69.8	70.2	72.2	73.4	1.6	0.6	2.8	1.7	7.9	6.7	7.9	6.8
1983	73.7	74.7	75.9	76.7	0.4	1.4	1.6	1.1	5.6	6.4	5.1	4.5
1984	77.2	78.2	79.3	80.2	0.7	1.3	1.4	1.1	4.7	4.7	4.5	4.6
1985	80.9	82.0	83.4	84.3	0.9	1.4	1.7	1.1	4.8	4.9	5.2	5.1
1986	85.0	86.4	87.0	87.6	0.8	1.6	0.7	0.7	5.1	5.4	4.3	3.9
1987	89.1	89.9	91.0	91.9	1.7	0.9	1.2	1.0	4.8	4.1	4.6	4.9
1988	92.7	94.0	95.1	96.9	0.9	1.4	1.2	1.9	4.0	4.6	4.5	5.4
1989	98.7	100.0	101.8	102.9	1.9	1.3	1.8	1.1	6.5	6.4	7.0	6.2
1990	104.0	104.8	105.9	106.9	1.1	0.8	1.0	0.9	5.4	4.8	4.0	3.9
1991	108.3	109.4	110.3	110.9	1.3	1.0	0.8	0.5	4.1	4.4	4.2	3.7
1992	111.7	112.2	113.0	113.7	0.7	0.4	0.7	0.6	3.1	2.6	2.4	2.5
1993	114.6	115.7	116.8	117.3	0.8	1.0	1.0	0.4	2.6	3.1	3.4	3.2
1994	117.8	118.8	120.0	120.2	0.4	0.8	1.0	0.2	2.8	2.7	2.7	2.5
1995	121.3	122.1	123.1	123.6	0.9	0.7	0.8	0.4	3.0	2.8	2.6	2.8
1996	124.9	126.0	127.0	127.7	1.1	0.9	0.8	0.6	3.0	3.2	3.2	3.3
1997	128.8	129.8	130.7	131.6	0.9	0.8	0.7	0.7	3.1	3.0	2.9	3.1
1998	132.6	133.8	135.4	136.4	0.8	0.9	1.2	0.7	3.0	3.1	3.6	3.6
1999	137.1	138.2	139.9	140.9	0.5	0.8	1.2	0.7	3.4	3.3	3.3	3.3
2000	142.3	143.7	145.3	146.0	1.0	1.0	1.1	0.5	3.8	4.0	3.9	3.6
2001	147.3	149.2	150.6	151.7	0.9	1.3	0.9	0.7	3.5	3.8	3.6	3.9
2002	153.5	154.9	155.1	155.7	1.2	0.9	0.1	0.4	4.2	3.8	3.0	2.6
2003	157.3	158.4	160.0	160.9	1.0	0.7	1.0	0.6	2.5	2.3	3.2	3.3
2004	162.0	163.6	164.9	—	0.7	1.0	0.8	—	3.0	3.3	3.1	—
South:												
1975	—	—	45.4	46.1	—	—	—	1.5	—	—	—	—
1976	47.1	47.8	48.6	49.2	2.2	1.5	1.7	1.2	—	—	7.0	6.7
1977	49.9	51.0	51.9	52.6	1.4	2.2	1.8	1.3	5.9	6.7	6.8	6.9

See footnotes at end of table.

**TABLE 7. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹ BY BARGAINING STATUS, REGION², AND AREA SIZE
(Not seasonally adjusted) — Continued**

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
South:												
1978	54.1	55.3	56.6	57.4	2.9	2.2	2.4	1.4	8.4	8.4	9.1	9.1
1979	58.9	59.9	60.9	62.4	2.6	1.7	1.7	2.5	8.9	8.3	7.6	8.7
1980	64.1	65.3	66.6	67.8	2.7	1.9	2.0	1.8	8.8	9.0	9.4	8.7
1981	70.0	71.4	72.8	73.4	3.2	2.0	2.0	0.8	9.2	9.3	9.3	8.3
1982	75.5	76.7	77.7	78.4	2.9	1.6	1.3	0.9	7.9	7.4	6.7	6.8
1983	79.6	80.4	81.6	82.6	1.5	1.0	1.5	1.2	5.4	4.8	5.0	5.4
1984	84.2	85.0	85.0	85.9	1.9	1.0	0.0	1.1	5.8	5.7	4.2	4.0
1985	87.4	88.1	89.1	89.6	1.7	0.8	1.1	0.6	3.8	3.6	4.8	4.3
1986	90.6	91.3	92.0	92.4	1.1	0.8	0.8	0.4	3.7	3.6	3.3	3.1
1987	92.9	93.6	94.4	95.0	0.5	0.8	0.9	0.6	2.5	2.5	2.6	2.8
1988	95.7	97.2	97.9	98.4	0.7	1.6	0.7	0.5	3.0	3.8	3.7	3.6
1989	99.2	100.0	101.2	102.1	0.8	0.8	1.2	0.9	3.7	2.9	3.4	3.8
1990	103.5	105.2	105.7	106.1	1.4	1.6	0.5	0.4	4.3	5.2	4.4	3.9
1991	107.4	108.5	109.2	109.6	1.2	1.0	0.6	0.4	3.8	3.1	3.3	3.3
1992	110.8	111.5	112.0	112.7	1.1	0.6	0.4	0.6	3.2	2.8	2.6	2.8
1993	113.6	114.3	115.3	116.0	0.8	0.6	0.9	0.6	2.5	2.5	2.9	2.9
1994	116.6	117.4	118.5	119.1	0.5	0.7	0.9	0.5	2.6	2.7	2.8	2.7
1995	120.0	120.8	121.8	122.4	0.8	0.7	0.8	0.5	2.9	2.9	2.8	2.8
1996	124.1	125.1	126.0	127.0	1.4	0.8	0.7	0.8	3.4	3.6	3.4	3.8
1997	128.5	129.4	130.6	133.0	1.2	0.7	0.9	1.8	3.5	3.4	3.7	4.7
1998	134.0	134.9	136.5	136.7	0.8	0.7	1.2	0.1	4.3	4.3	4.5	2.8
1999	137.9	139.4	140.2	141.5	0.9	1.1	0.6	0.9	2.9	3.3	2.7	3.5
2000	143.0	144.6	145.3	146.3	1.1	1.1	0.5	0.7	3.7	3.7	3.6	3.4
2001	148.3	149.3	150.2	151.2	1.4	0.7	0.6	0.7	3.7	3.3	3.4	3.3
2002	152.5	153.6	154.7	154.6	0.9	0.7	0.7	-0.1	2.8	2.9	3.0	2.2
2003	155.3	156.1	157.4	157.9	0.5	0.5	0.8	0.3	1.8	1.6	1.7	2.1
2004	159.1	160.1	161.6	—	0.8	0.6	0.9	—	2.4	2.6	2.7	—
Midwest:												
1975	—	—	46.7	47.7	—	—	—	2.1	—	—	—	—
1976	48.4	49.2	50.0	51.3	1.5	1.7	1.6	2.6	—	—	7.1	7.5
1977	51.6	52.4	53.5	54.7	0.6	1.6	2.1	2.2	6.6	6.5	7.0	6.6
1978	55.4	56.8	57.6	58.5	1.3	2.5	1.4	1.6	7.4	8.4	7.7	6.9
1979	59.7	61.1	62.4	64.0	2.1	2.3	2.1	2.6	7.8	7.6	8.3	9.4
1980	65.5	66.9	68.2	69.6	2.3	2.1	1.9	2.1	9.7	9.5	9.3	8.8
1981	71.7	73.0	74.2	75.5	3.0	1.8	1.6	1.8	9.5	9.1	8.8	8.5
1982	76.5	77.5	78.6	79.3	1.3	1.3	1.4	0.9	6.7	6.2	5.9	5.0
1983	80.4	81.4	82.4	83.0	1.4	1.2	1.2	0.7	5.1	5.0	4.8	4.7
1984	84.4	84.7	86.0	86.7	1.7	0.4	1.5	0.8	5.0	4.1	4.4	4.5
1985	87.4	88.5	89.5	89.8	0.8	1.3	1.1	0.3	3.6	4.5	4.1	3.6
1986	90.7	90.9	91.5	92.2	1.0	0.2	0.7	0.8	3.8	2.7	2.2	2.7
1987	93.1	93.9	94.7	94.9	1.0	0.9	0.9	0.2	2.6	3.3	3.5	2.9
1988	95.9	96.5	97.4	98.2	1.1	0.6	0.9	0.8	3.0	2.8	2.9	3.5
1989	99.1	100.0	100.8	101.6	0.9	0.9	0.8	0.8	3.3	3.6	3.5	3.5
1990	102.6	103.7	105.1	105.8	1.0	1.1	1.4	0.7	3.5	3.7	4.3	4.1
1991	106.9	107.7	108.9	109.9	1.0	0.7	1.1	0.9	4.2	3.9	3.6	3.9
1992	110.7	111.3	111.8	112.5	0.7	0.5	0.4	0.6	3.6	3.3	2.7	2.4
1993	113.5	114.6	115.2	116.5	0.9	1.0	0.5	1.1	2.5	3.0	3.0	3.6
1994	117.5	118.3	119.5	120.1	0.9	0.7	1.0	0.5	3.5	3.2	3.7	3.1

See footnotes at end of table.

**TABLE 7. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹ BY BARGAINING STATUS, REGION², AND AREA SIZE
(Not seasonally adjusted) — Continued**

Series and year	Indexes (June 1989=100)				Percent changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Midwest:													
1995	120.9	122.2	123.0	123.6	0.7	1.1	0.7	0.5	2.9	3.3	2.9	2.9	
1996	125.1	126.2	126.9	127.7	1.2	0.9	0.6	0.6	3.5	3.3	3.2	3.3	
1997	129.0	130.4	132.2	133.0	1.0	1.1	1.4	0.6	3.1	3.3	4.2	4.2	
1998	134.7	136.0	137.5	138.0	1.3	1.0	1.1	0.4	4.4	4.3	4.0	3.8	
1999	138.9	141.0	142.4	143.6	0.7	1.5	1.0	0.8	3.1	3.7	3.6	4.1	
2000	145.3	147.1	148.6	149.6	1.2	1.2	1.0	0.7	4.6	4.3	4.4	4.2	
2001	150.9	152.3	153.6	154.7	0.9	0.9	0.9	0.7	3.9	3.5	3.4	3.4	
2002	157.1	158.5	159.2	160.2	1.6	0.9	0.4	0.6	4.1	4.1	3.6	3.6	
2003	164.1	165.0	166.1	166.5	2.4	0.5	0.7	0.2	4.5	4.1	4.3	3.9	
2004	166.9	167.7	169.2	—	0.2	0.5	0.9	—	1.7	1.6	1.9	—	
West:													
1975	—	—	43.9	44.8	—	—	—	2.1	—	—	—	—	
1976	46.3	47.4	47.7	48.4	3.3	2.4	0.6	1.5	—	—	8.7	8.0	
1977	49.7	50.5	51.3	52.2	2.7	1.6	1.6	1.8	7.3	6.5	7.5	7.9	
1978	53.2	54.4	55.5	56.3	1.9	2.3	2.0	1.4	7.0	7.7	8.2	7.9	
1979	57.4	58.6	60.1	61.1	2.0	2.1	2.6	1.7	7.9	7.7	8.3	8.5	
1980	62.7	64.3	66.5	67.7	2.6	2.6	3.4	1.8	9.2	9.7	10.6	10.8	
1981	69.6	71.1	73.3	74.7	2.8	2.2	3.1	1.9	11.0	10.6	10.2	10.3	
1982	76.7	77.2	78.7	79.6	2.7	0.7	1.9	1.1	10.2	8.6	7.4	6.6	
1983	81.1	81.7	82.8	84.2	1.9	0.7	1.3	1.7	5.7	5.8	5.2	5.8	
1984	84.4	85.0	85.3	87.1	0.2	0.7	0.4	2.1	4.1	4.0	3.0	3.4	
1985	88.1	88.9	90.0	90.3	1.1	0.9	1.2	0.3	4.4	4.6	5.5	3.7	
1986	91.0	91.6	91.9	92.5	0.8	0.7	0.3	0.7	3.3	3.0	2.1	2.4	
1987	93.2	93.2	94.6	94.9	0.8	0.0	1.5	0.3	2.4	1.7	2.9	2.6	
1988	95.9	96.7	97.7	98.2	1.1	0.8	1.0	0.5	2.9	3.8	3.3	3.5	
1989	99.1	100.0	100.8	101.4	0.9	0.9	0.8	0.6	3.3	3.4	3.2	3.3	
1990	102.5	104.0	104.8	105.4	1.1	1.5	0.8	0.6	3.4	4.0	4.0	3.9	
1991	106.4	107.6	108.6	109.4	0.9	1.1	0.9	0.7	3.8	3.5	3.6	3.8	
1992	110.2	111.1	112.2	112.8	0.7	0.8	1.0	0.5	3.6	3.3	3.3	3.1	
1993	113.6	113.7	115.3	115.7	0.7	0.1	1.4	0.3	3.1	2.3	2.8	2.6	
1994	116.6	117.9	118.1	119.0	0.8	1.1	0.2	0.8	2.6	3.7	2.4	2.9	
1995	119.9	120.9	121.4	122.7	0.8	0.8	0.4	1.1	2.8	2.5	2.8	3.1	
1996	123.3	124.8	125.8	126.5	0.5	1.2	0.8	0.6	2.8	3.2	3.6	3.1	
1997	127.7	128.9	130.2	131.2	0.9	0.9	1.0	0.8	3.6	3.3	3.5	3.7	
1998	132.9	134.5	136.7	138.4	1.3	1.2	1.6	1.2	4.1	4.3	5.0	5.5	
1999	138.2	140.2	141.3	142.6	-0.1	1.4	0.8	0.9	4.0	4.2	3.4	3.0	
2000	144.7	146.3	148.2	149.2	1.5	1.1	1.3	0.7	4.7	4.4	4.9	4.6	
2001	151.3	152.9	154.3	156.0	1.4	1.1	0.9	1.1	4.6	4.5	4.1	4.6	
2002	156.4	158.7	159.3	160.1	0.3	1.5	0.4	0.5	3.4	3.8	3.2	2.6	
2003	161.3	163.1	164.7	165.2	0.7	1.1	1.0	0.3	3.1	2.8	3.4	3.2	
2004	166.8	167.9	169.1	—	1.0	0.7	0.7	—	3.4	2.9	2.7	—	
Metropolitan areas:													
1975	—	—	44.7	45.5	—	—	—	1.8	—	—	—	—	
1976	46.4	47.1	47.9	48.8	2.0	1.5	1.7	1.9	—	—	7.2	7.3	
1977	49.4	50.3	51.2	52.2	1.2	1.8	1.8	2.0	6.5	6.8	6.9	7.0	
1978	53.1	54.2	55.2	56.1	1.7	2.1	1.8	1.6	7.5	7.8	7.8	7.5	
1979	57.2	58.3	59.6	61.1	2.0	1.9	2.2	2.5	7.7	7.6	8.0	8.9	

See footnotes at end of table.

**TABLE 7. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹ BY BARGAINING STATUS, REGION², AND AREA SIZE
(Not seasonally adjusted) — Continued**

Series and year	Indexes (June 1989=100)				Percent changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Metropolitan areas:													
1980	62.3	63.7	65.2	66.5	2.0	2.2	2.4	2.0	8.9	9.3	9.4	8.8	
1981	68.3	69.7	71.2	72.5	2.7	2.0	2.2	1.8	9.6	9.4	9.2	9.0	
1982	73.8	74.7	76.1	77.1	1.8	1.2	1.9	1.3	8.1	7.2	6.9	6.3	
1983	78.0	78.9	80.1	81.0	1.2	1.2	1.5	1.1	5.7	5.6	5.3	5.1	
1984	82.0	82.7	83.3	84.4	1.2	0.9	0.7	1.3	5.1	4.8	4.0	4.2	
1985	85.4	86.3	87.5	88.1	1.2	1.1	1.4	0.7	4.1	4.4	5.0	4.4	
1986	88.8	89.6	90.2	90.8	0.8	0.9	0.7	0.7	4.0	3.8	3.1	3.1	
1987	91.8	92.3	93.2	93.9	1.1	0.5	1.0	0.8	3.4	3.0	3.3	3.4	
1988	94.7	95.7	96.7	97.8	0.9	1.1	1.0	1.1	3.2	3.7	3.8	4.2	
1989	99.0	100.0	101.3	102.1	1.2	1.0	1.3	0.8	4.5	4.5	4.8	4.4	
1990	103.3	104.4	105.4	106.1	1.2	1.1	1.0	0.7	4.3	4.4	4.0	3.9	
1991	107.3	108.4	109.3	110.1	1.1	1.0	0.8	0.7	3.9	3.8	3.7	3.8	
1992	110.9	111.6	112.3	112.9	0.7	0.6	0.6	0.5	3.4	3.0	2.7	2.5	
1993	113.9	114.7	115.8	116.5	0.9	0.7	1.0	0.6	2.7	2.8	3.1	3.2	
1994	117.2	118.1	119.1	119.7	0.6	0.8	0.8	0.5	2.9	3.0	2.8	2.7	
1995	120.6	121.6	122.4	123.2	0.8	0.8	0.7	0.7	2.9	3.0	2.8	2.9	
1996	124.6	125.8	126.7	127.4	1.1	1.0	0.7	0.6	3.3	3.5	3.5	3.4	
1997	128.7	129.9	131.1	132.3	1.0	0.9	0.9	0.9	3.3	3.3	3.5	3.8	
1998	133.8	135.1	136.9	137.7	1.1	1.0	1.3	0.6	4.0	4.0	4.4	4.1	
1999	138.3	139.9	141.2	142.5	0.4	1.2	0.9	0.9	3.4	3.6	3.1	3.5	
2000	144.1	145.7	147.1	148.0	1.1	1.1	1.0	0.6	4.2	4.1	4.2	3.9	
2001	149.8	151.2	152.4	153.7	1.2	0.9	0.8	0.9	4.0	3.8	3.6	3.9	
2002	155.1	156.7	157.4	157.9	0.9	1.0	0.4	0.3	3.5	3.6	3.3	2.7	
2003	159.6	160.7	162.2	162.7	1.1	0.7	0.9	0.3	2.9	2.6	3.0	3.0	
2004	163.8	164.9	166.3	—	0.7	0.7	0.8	—	2.6	2.6	2.5	—	
Other areas:													
1975	—	—	47.0	47.8	—	—	—	1.7	—	—	—	—	
1976	48.8	49.9	50.4	51.3	2.1	2.3	1.0	1.8	—	—	7.2	7.3	
1977	52.1	53.2	54.1	54.7	1.6	2.1	1.7	1.1	6.8	6.6	7.3	6.6	
1978	56.6	57.8	58.9	59.6	3.5	2.1	1.9	1.2	8.6	8.6	8.9	9.0	
1979	60.9	62.1	63.2	64.3	2.2	2.0	1.8	1.7	7.6	7.4	7.3	7.9	
1980	66.6	67.7	68.7	70.3	3.6	1.7	1.5	2.3	9.4	9.0	8.7	9.3	
1981	72.7	74.0	75.3	76.3	3.4	1.8	1.8	1.3	9.2	9.3	9.6	8.5	
1982	78.4	79.0	80.1	80.5	2.8	0.8	1.4	0.5	7.8	6.8	6.4	5.5	
1983	81.4	82.4	83.1	83.9	1.1	1.2	0.8	1.0	3.8	4.3	3.7	4.2	
1984	85.1	85.8	86.9	87.5	1.4	0.8	1.3	0.7	4.5	4.1	4.6	4.3	
1985	88.5	89.2	90.2	90.2	1.1	0.8	1.1	0.0	4.0	4.0	3.8	3.1	
1986	91.4	92.1	92.5	92.9	1.3	0.8	0.4	0.4	3.3	3.3	2.5	3.0	
1987	93.6	94.5	95.5	96.0	0.8	1.0	1.1	0.5	2.4	2.6	3.2	3.3	
1988	96.8	98.4	98.7	98.9	0.8	1.7	0.3	0.2	3.4	4.1	3.4	3.0	
1989	99.6	100.0	100.7	101.9	0.7	0.4	0.7	1.2	2.9	1.6	2.0	3.0	
1990	103.0	104.6	105.3	106.0	1.1	1.6	0.7	0.7	3.4	4.6	4.6	4.0	
1991	107.2	108.4	109.0	109.4	1.1	1.1	0.6	0.4	4.1	3.6	3.5	3.2	
1992	110.7	111.2	112.0	112.8	1.2	0.5	0.7	0.7	3.3	2.6	2.8	3.1	
1993	113.5	114.4	115.0	115.8	0.6	0.8	0.5	0.7	2.5	2.9	2.7	2.7	
1994	117.0	118.1	118.6	119.0	1.0	0.9	0.4	0.3	3.1	3.2	3.1	2.8	
1995	120.5	121.3	122.1	122.4	1.3	0.7	0.7	0.2	3.0	2.7	3.0	2.9	

See footnotes at end of table.

TABLE 7. EMPLOYMENT COST INDEX (WAGES AND SALARIES ONLY), PRIVATE INDUSTRY WORKERS¹ BY BARGAINING STATUS, REGION², AND AREA SIZE (Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Other areas:													
1996	123.4	124.2	125.0	126.5	0.8	0.6	0.6	1.2	2.4	2.4	2.4	3.3	3.3
1997	127.7	128.8	130.4	132.0	0.9	0.9	1.2	1.2	3.5	3.7	4.3	4.3	4.3
1998	132.5	133.4	134.7	136.0	0.4	0.7	1.0	1.0	3.8	3.6	3.3	3.0	3.0
1999	137.1	138.4	139.8	140.2	0.8	0.9	1.0	0.3	3.5	3.7	3.8	3.1	3.1
2000	142.2	143.7	144.7	146.0	1.4	1.1	0.7	0.9	3.7	3.8	3.5	4.1	4.1
2001	147.4	148.8	149.7	150.5	1.0	0.9	0.6	0.5	3.7	3.5	3.5	3.1	3.1
2002	151.7	152.6	153.8	154.8	0.8	0.6	0.8	0.7	2.9	2.6	2.7	2.9	2.9
2003	156.8	158.0	158.9	159.5	1.3	0.8	0.6	0.4	3.4	3.5	3.3	3.0	3.0
2004	160.8	162.1	163.3	—	0.8	0.8	0.7	—	2.6	2.6	2.8	—	—

¹ Excludes farm and household workers.

² The regional coverage is as follows: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South

Dakota, and Wisconsin; and West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

³ Includes mining, construction, and manufacturing.

⁴ Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

NOTE: Dashes indicate data not available.

TABLE 8. EMPLOYMENT COST INDEX (BENEFITS ONLY), CIVILIAN¹, STATE AND LOCAL GOVERNMENT, AND PRIVATE INDUSTRY WORKERS² BY OCCUPATION AND INDUSTRY GROUP (Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended-				12 months ended-			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Civilian workers¹:												
1981	-	62.5	64.1	65.5	-	-	2.6	2.2	-	-	-	-
1982	66.3	67.5	69.4	70.4	1.2	1.8	2.8	1.4	-	8.0	8.3	7.5
1983	72.3	73.3	74.7	75.7	2.7	1.4	1.9	1.3	9.0	8.6	7.6	7.5
1984	77.8	78.6	79.8	80.9	2.8	1.0	1.5	1.4	7.6	7.2	6.8	6.9
1985	82.3	82.4	83.6	84.1	1.7	0.1	1.5	0.6	5.8	4.8	4.8	4.0
1986	85.3	85.7	86.6	87.3	1.4	0.5	1.1	0.8	3.6	4.0	3.6	3.8
1987	88.0	88.6	89.6	90.5	0.8	0.7	1.1	1.0	3.2	3.4	3.5	3.7
1988	93.2	94.3	95.7	96.8	3.0	1.2	1.5	1.1	5.9	6.4	6.8	7.0
1989	98.6	100.0	101.9	103.2	1.9	1.4	1.9	1.3	5.8	6.0	6.5	6.6
1990	105.9	107.2	108.9	110.1	2.6	1.2	1.6	1.1	7.4	7.2	6.9	6.7
1991	112.2	113.6	115.4	116.3	1.9	1.2	1.6	0.8	5.9	6.0	6.0	5.6
1992	118.6	119.6	121.4	122.5	2.0	0.8	1.5	0.9	5.7	5.3	5.2	5.3
1993	125.0	126.2	127.4	128.1	2.0	1.0	1.0	0.5	5.4	5.5	4.9	4.6
1994	130.1	131.0	132.3	132.5	1.6	0.7	1.0	0.2	4.1	3.8	3.8	3.4
1995	133.8	134.5	135.2	135.5	1.0	0.5	0.5	0.2	2.8	2.7	2.2	2.3
1996	136.2	136.9	137.7	138.2	0.5	0.5	0.6	0.4	1.8	1.8	1.8	2.0
1997	138.9	139.6	140.3	141.1	0.5	0.5	0.5	0.6	2.0	2.0	1.9	2.1
1998	142.0	143.0	144.0	144.7	0.6	0.7	0.7	0.5	2.2	2.4	2.6	2.6
1999	145.3	146.6	147.9	149.5	0.4	0.9	0.9	1.1	2.3	2.5	2.7	3.3
2000	152.6	154.3	155.8	156.9	2.1	1.1	1.0	0.7	5.0	5.3	5.3	4.9
2001	159.7	161.3	163.7	165.1	1.8	1.0	1.5	0.9	4.7	4.5	5.1	5.2
2002	167.5	169.4	171.7	173.3	1.5	1.1	1.4	0.9	4.9	5.0	4.9	5.0
2003	177.8	180.0	182.8	184.3	2.6	1.2	1.6	0.8	6.1	6.3	6.5	6.3
2004	190.0	192.9	195.2	-	3.1	1.5	1.2	-	6.9	7.2	6.8	-
State and local government:												
1989	-	100.0	103.9	105.3	-	-	3.9	1.3	-	-	-	-
1990	107.5	108.3	111.3	112.7	2.1	0.7	2.8	1.3	-	8.3	7.1	7.0
1991	114.6	114.4	116.4	117.1	1.7	-0.2	1.7	0.6	6.6	5.6	4.6	3.9
1992	118.5	119.3	122.3	123.4	1.2	0.7	2.5	0.9	3.4	4.3	5.1	5.4
1993	124.2	124.5	126.2	127.0	0.6	0.2	1.4	0.6	4.8	4.4	3.2	2.9
1994	127.9	128.5	130.3	130.5	0.7	0.5	1.4	0.2	3.0	3.2	3.2	2.8
1995	131.1	132.2	133.6	133.9	0.5	0.8	1.1	0.2	2.5	2.9	2.5	2.6
1996	134.7	135.1	136.1	136.8	0.6	0.3	0.7	0.5	2.7	2.2	1.9	2.2
1997	137.4	137.4	138.2	138.6	0.4	0.0	0.6	0.3	2.0	1.7	1.5	1.3
1998	139.7	140.3	142.1	142.7	0.8	0.4	1.3	0.4	1.7	2.1	2.8	3.0
1999	143.6	144.0	145.0	146.7	0.6	0.3	0.7	1.2	2.8	2.6	2.0	2.8
2000	148.2	148.5	149.0	150.2	1.0	0.2	0.3	0.8	3.2	3.1	2.8	2.4
2001	152.3	153.5	157.3	158.4	1.4	0.8	2.5	0.7	2.8	3.4	5.6	5.5
2002	159.9	160.6	165.8	168.2	0.9	0.4	3.2	1.4	5.0	4.6	5.4	6.2
2003	170.5	171.6	176.9	178.5	1.4	0.6	3.1	0.9	6.6	6.8	6.7	6.1
2004	181.1	183.0	188.3	-	1.5	1.0	2.9	-	6.2	6.6	6.4	-
Private industry²:												
1979	-	-	-	53.2	-	-	-	-	-	-	-	-
1980	55.0	56.7	58.1	59.4	3.4	3.1	2.5	2.2	-	-	-	11.7
1981	62.9	63.9	65.2	66.6	5.9	1.6	2.0	2.1	14.4	12.7	12.2	12.1

See footnotes at end of table.

TABLE 8. EMPLOYMENT COST INDEX (BENEFITS ONLY), CIVILIAN¹, STATE AND LOCAL GOVERNMENT, AND PRIVATE INDUSTRY WORKERS² BY OCCUPATION AND INDUSTRY GROUP (Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Private industry²:												
1982	67.3	68.6	70.4	71.4	1.1	1.9	2.6	1.4	7.0	7.4	8.0	7.2
1983	73.4	74.5	75.7	76.7	2.8	1.5	1.6	1.3	9.1	8.6	7.5	7.4
1984	78.9	79.9	80.6	81.7	2.9	1.3	0.9	1.4	7.5	7.2	6.5	6.5
1985	83.1	83.2	84.2	84.6	1.7	0.1	1.2	0.5	5.3	4.1	4.5	3.5
1986	85.8	86.1	87.0	87.5	1.4	0.3	1.0	0.6	3.2	3.5	3.3	3.4
1987	88.2	89.0	89.6	90.5	0.8	0.9	0.7	1.0	2.8	3.4	3.0	3.4
1988	93.4	94.7	95.7	96.7	3.2	1.4	1.1	1.0	5.9	6.4	6.8	6.9
1989	98.4	100.0	101.4	102.6	1.8	1.6	1.4	1.2	5.4	5.6	6.0	6.1
1990	105.5	106.9	108.3	109.4	2.8	1.3	1.3	1.0	7.2	6.9	6.8	6.6
1991	111.6	113.5	115.2	116.2	2.0	1.7	1.5	0.9	5.8	6.2	6.4	6.2
1992	118.6	119.7	121.2	122.2	2.1	0.9	1.3	0.8	6.3	5.5	5.2	5.2
1993	125.2	126.7	127.7	128.3	2.5	1.2	0.8	0.5	5.6	5.8	5.4	5.0
1994	130.7	131.7	132.8	133.0	1.9	0.8	0.8	0.2	4.4	3.9	4.0	3.7
1995	134.5	135.1	135.6	135.9	1.1	0.4	0.4	0.2	2.9	2.6	2.1	2.2
1996	136.6	137.4	138.1	138.6	0.5	0.6	0.5	0.4	1.6	1.7	1.8	2.0
1997	139.4	140.1	140.8	141.8	0.6	0.5	0.5	0.7	2.0	2.0	2.0	2.3
1998	142.6	143.7	144.5	145.2	0.6	0.8	0.6	0.5	2.3	2.6	2.6	2.4
1999	145.8	147.3	148.6	150.2	0.4	1.0	0.9	1.1	2.2	2.5	2.8	3.4
2000	153.8	155.7	157.5	158.6	2.4	1.2	1.2	0.7	5.5	5.7	6.0	5.6
2001	161.5	163.2	165.2	166.7	1.8	1.1	1.2	0.9	5.0	4.8	4.9	5.1
2002	169.3	171.6	173.1	174.6	1.6	1.4	0.9	0.9	4.8	5.1	4.8	4.7
2003	179.6	182.0	184.3	185.8	2.9	1.3	1.3	0.8	6.1	6.1	6.5	6.4
2004	192.2	195.3	196.9	—	3.4	1.6	0.8	—	7.0	7.3	6.8	—
White-collar occupations:												
1979	—	—	—	52.1	—	—	—	—	—	—	—	—
1980	54.2	56.1	57.2	58.4	4.0	3.5	2.0	2.1	—	—	—	12.1
1981	62.2	63.0	64.2	65.7	6.5	1.3	1.9	2.3	14.8	12.3	12.2	12.5
1982	66.0	67.4	69.3	70.2	0.5	2.1	2.8	1.3	6.1	7.0	7.9	6.8
1983	71.9	73.0	74.5	75.5	2.4	1.5	2.1	1.3	8.9	8.3	7.5	7.5
1984	77.8	79.0	79.7	80.9	3.0	1.5	0.9	1.5	8.2	8.2	7.0	7.2
1985	82.3	82.7	83.8	84.3	1.7	0.5	1.3	0.6	5.8	4.7	5.1	4.2
1986	85.5	86.0	86.6	87.3	1.4	0.6	0.7	0.8	3.9	4.0	3.3	3.6
1987	88.2	88.9	89.7	90.5	1.0	0.8	0.9	0.9	3.2	3.4	3.6	3.7
1988	92.8	94.0	95.0	96.2	2.5	1.3	1.1	1.3	5.2	5.7	5.9	6.3
1989	98.3	100.0	101.4	102.6	2.2	1.7	1.4	1.2	5.9	6.4	6.7	6.7
1990	105.6	107.1	108.6	109.7	2.9	1.4	1.4	1.0	7.4	7.1	7.1	6.9
1991	112.1	113.8	115.3	116.4	2.2	1.5	1.3	1.0	6.2	6.3	6.2	6.1
1992	118.4	119.4	121.0	122.0	1.7	0.8	1.3	0.8	5.6	4.9	4.9	4.8
1993	124.7	125.9	126.8	127.6	2.2	1.0	0.7	0.6	5.3	5.4	4.8	4.6
1994	130.5	131.6	132.8	133.3	2.3	0.8	0.9	0.4	4.7	4.5	4.7	4.5
1995	135.2	136.0	136.6	136.7	1.4	0.6	0.4	0.1	3.6	3.3	2.9	2.6
1996	137.7	138.4	139.5	139.7	0.7	0.5	0.8	0.1	1.8	1.8	2.1	2.2
1997	140.8	141.5	142.0	143.4	0.8	0.5	0.4	1.0	2.3	2.2	1.8	2.6
1998	144.7	145.6	146.6	147.4	0.9	0.6	0.7	0.5	2.8	2.9	3.2	2.8
1999	147.9	149.4	151.0	152.5	0.3	1.0	1.1	1.0	2.2	2.6	3.0	3.5
2000	156.3	158.5	160.4	161.5	2.5	1.4	1.2	0.7	5.7	6.1	6.2	5.9
2001	165.2	167.4	169.5	171.2	2.3	1.3	1.3	1.0	5.7	5.6	5.7	6.0

See footnotes at end of table.

TABLE 8. EMPLOYMENT COST INDEX (BENEFITS ONLY), CIVILIAN¹, STATE AND LOCAL GOVERNMENT, AND PRIVATE INDUSTRY WORKERS² BY OCCUPATION AND INDUSTRY GROUP (Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
White-collar occupations:													
2002	173.5	176.1	177.2	178.5	1.3	1.5	0.6	0.7	5.0	5.2	4.5	4.3	
2003	183.6	185.5	187.7	189.2	2.9	1.0	1.2	0.8	5.8	5.3	5.9	6.0	
2004	194.4	197.4	199.1	—	2.7	1.5	0.9	—	5.9	6.4	6.1	—	
Blue-collar occupations:													
1979	—	—	—	54.8	—	—	—	—	—	—	—	—	
1980	56.3	57.7	59.6	60.9	2.7	2.5	3.3	2.2	—	—	—	11.1	
1981	64.2	65.4	66.8	68.1	5.4	1.9	2.1	1.9	14.0	13.3	12.1	11.8	
1982	69.3	70.5	72.1	73.1	1.8	1.7	2.3	1.4	7.9	7.8	7.9	7.3	
1983	75.6	76.7	77.6	78.4	3.4	1.5	1.2	1.0	9.1	8.8	7.6	7.3	
1984	80.5	81.2	81.9	83.0	2.7	0.9	0.9	1.3	6.5	5.9	5.5	5.9	
1985	84.1	84.1	84.7	85.1	1.3	0.0	0.7	0.5	4.5	3.6	3.4	2.5	
1986	86.3	86.5	87.4	87.7	1.4	0.2	1.0	0.3	2.6	2.9	3.2	3.1	
1987	88.2	89.1	89.8	90.7	0.6	1.0	0.8	1.0	2.2	3.0	2.7	3.4	
1988	94.2	95.7	96.5	97.4	3.9	1.6	0.8	0.9	6.8	7.4	7.5	7.4	
1989	98.6	100.0	101.4	102.6	1.2	1.4	1.4	1.2	4.7	4.5	5.1	5.3	
1990	105.2	106.6	107.9	109.0	2.5	1.3	1.2	1.0	6.7	6.6	6.4	6.2	
1991	111.0	112.8	114.9	115.7	1.8	1.6	1.9	0.7	5.5	5.8	6.5	6.1	
1992	118.7	119.7	121.2	122.2	2.6	0.8	1.3	0.8	6.9	6.1	5.5	5.6	
1993	125.5	127.3	128.4	128.9	2.7	1.4	0.9	0.4	5.7	6.3	5.9	5.5	
1994	130.5	131.5	132.7	132.5	1.2	0.8	0.9	-0.2	4.0	3.3	3.3	2.8	
1995	133.3	133.6	134.1	134.7	0.6	0.2	0.4	0.4	2.1	1.6	1.1	1.7	
1996	135.2	136.1	136.2	137.0	0.4	0.7	0.1	0.6	1.4	1.9	1.6	1.7	
1997	137.2	138.0	138.8	139.0	0.1	0.6	0.6	0.1	1.5	1.4	1.9	1.5	
1998	139.1	140.4	141.0	141.6	0.1	0.9	0.4	0.4	1.4	1.7	1.6	1.9	
1999	142.2	143.6	144.8	146.2	0.4	1.0	0.8	1.0	2.2	2.3	2.7	3.2	
2000	150.0	151.6	153.1	154.1	2.6	1.1	1.0	0.7	5.5	5.6	5.7	5.4	
2001	155.7	156.2	158.3	159.2	1.0	0.3	1.3	0.6	3.8	3.0	3.4	3.3	
2002	162.2	164.0	166.2	167.8	1.9	1.1	1.3	1.0	4.2	5.0	5.0	5.4	
2003	172.7	176.1	178.4	179.9	2.9	2.0	1.3	0.8	6.5	7.4	7.3	7.2	
2004	188.3	191.8	193.3	—	4.7	1.9	0.8	—	9.0	8.9	8.4	—	
Service occupations:													
1985	—	—	82.7	84.0	—	—	—	1.6	—	—	—	—	
1986	84.9	85.4	86.6	87.6	1.1	0.6	1.4	1.2	—	—	4.7	4.3	
1987	88.2	88.4	88.7	89.7	0.7	0.2	0.3	1.1	3.9	3.5	2.4	2.4	
1988	92.1	93.4	95.1	96.8	2.7	1.4	1.8	1.8	4.4	5.7	7.2	7.9	
1989	98.7	100.0	101.6	103.0	2.0	1.3	1.6	1.4	7.2	7.1	6.8	6.4	
1990	106.0	107.0	108.1	109.9	2.9	0.9	1.0	1.7	7.4	7.0	6.4	6.7	
1991	112.3	114.5	116.5	117.8	2.2	2.0	1.7	1.1	5.9	7.0	7.8	7.2	
1992	120.0	121.6	123.7	124.6	1.9	1.3	1.7	0.7	6.9	6.2	6.2	5.8	
1993	127.7	129.3	130.5	131.5	2.5	1.3	0.9	0.8	6.4	6.3	5.5	5.5	
1994	132.9	133.1	134.2	134.7	1.1	0.2	0.8	0.4	4.1	2.9	2.8	2.4	
1995	135.0	135.6	135.7	136.0	0.2	0.4	0.1	0.2	1.6	1.9	1.1	1.0	
1996	135.7	136.3	136.2	137.4	-0.2	0.4	-0.1	0.9	0.5	0.5	0.4	1.0	
1997	138.3	139.6	141.4	142.0	0.7	0.9	1.3	0.4	1.9	2.4	3.8	3.3	
1998	143.3	143.7	144.7	144.8	0.9	0.3	0.7	0.1	3.6	2.9	2.3	2.0	
1999	146.3	147.6	148.4	149.9	1.0	0.9	0.5	1.0	2.1	2.7	2.6	3.5	
2000	150.8	152.7	154.4	156.4	0.6	1.3	1.1	1.3	3.1	3.5	4.0	4.3	

See footnotes at end of table.

TABLE 8. EMPLOYMENT COST INDEX (BENEFITS ONLY), CIVILIAN¹, STATE AND LOCAL GOVERNMENT, AND PRIVATE INDUSTRY WORKERS² BY OCCUPATION AND INDUSTRY GROUP (Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Service occupations:												
2001	159.5	161.1	163.2	166.0	2.0	1.0	1.3	1.7	5.8	5.5	5.7	6.1
2002	168.9	170.4	173.4	174.9	1.7	0.9	1.8	0.9	5.9	5.8	6.3	5.4
2003	180.2	182.1	184.1	186.4	3.0	1.1	1.1	1.2	6.7	6.9	6.2	6.6
2004	193.4	196.1	197.5	—	3.8	1.4	0.7	—	7.3	7.7	7.3	—
Goods-producing industries³:												
1979	—	—	—	54.6	—	—	—	—	—	—	—	—
1980	56.2	57.5	59.3	60.5	2.9	2.3	3.1	2.0	—	—	—	10.8
1981	64.2	65.5	67.0	68.2	6.1	2.0	2.3	1.8	14.2	13.9	13.0	12.7
1982	69.5	70.8	72.5	73.2	1.9	1.9	2.4	1.0	8.3	8.1	8.2	7.3
1983	75.8	76.7	77.8	78.3	3.6	1.2	1.4	0.6	9.1	8.3	7.3	7.0
1984	80.4	81.3	82.1	83.2	2.7	1.1	1.0	1.3	6.1	6.0	5.5	6.3
1985	84.9	84.7	85.2	85.7	2.0	-0.2	0.6	0.6	5.6	4.2	3.8	3.0
1986	86.8	87.4	87.9	88.3	1.3	0.7	0.6	0.5	2.2	3.2	3.2	3.0
1987	88.7	89.4	90.0	90.9	0.5	0.8	0.7	1.0	2.2	2.3	2.4	2.9
1988	94.4	95.7	96.5	97.3	3.9	1.4	0.8	0.8	6.4	7.0	7.2	7.0
1989	98.7	100.0	101.5	102.6	1.4	1.3	1.5	1.1	4.6	4.5	5.2	5.4
1990	105.7	107.2	108.7	109.9	3.0	1.4	1.4	1.1	7.1	7.2	7.1	7.1
1991	111.9	113.9	115.8	116.7	1.8	1.8	1.7	0.8	5.9	6.3	6.5	6.2
1992	119.7	120.6	122.3	123.4	2.6	0.8	1.4	0.9	7.0	5.9	5.6	5.7
1993	127.3	129.0	130.0	130.3	3.2	1.3	0.8	0.2	6.3	7.0	6.3	5.6
1994	132.7	133.9	134.8	134.8	1.8	0.9	0.7	0.0	4.2	3.8	3.7	3.5
1995	135.9	135.9	136.2	137.1	0.8	0.0	0.2	0.7	2.4	1.5	1.0	1.7
1996	137.7	138.6	138.8	139.7	0.4	0.7	0.1	0.6	1.3	2.0	1.9	1.9
1997	139.9	140.9	141.5	141.5	0.1	0.7	0.4	0.0	1.6	1.7	1.9	1.3
1998	141.5	142.5	143.0	143.2	0.0	0.7	0.4	0.1	1.1	1.1	1.1	1.2
1999	144.3	145.2	146.3	148.2	0.8	0.7	0.8	1.3	2.0	1.9	2.3	3.4
2000	152.3	154.2	155.7	156.2	2.8	1.2	1.0	0.3	5.6	6.2	6.4	5.4
2001	158.5	159.6	160.8	162.6	1.5	0.7	0.8	1.1	4.1	3.5	3.3	4.1
2002	165.8	167.4	168.8	171.0	2.0	1.0	0.8	1.3	4.6	4.9	5.0	5.2
2003	178.0	180.2	182.3	183.8	4.1	1.2	1.2	0.8	7.4	7.6	8.0	7.5
2004	193.7	196.2	198.1	—	5.4	1.3	1.0	—	8.8	8.9	8.7	—
Manufacturing:												
1979	—	—	—	54.2	—	—	—	—	—	—	—	—
1980	55.8	56.9	58.6	59.9	3.0	2.0	3.0	2.2	—	—	—	10.5
1981	63.7	64.9	66.2	67.5	6.3	1.9	2.0	2.0	14.2	14.1	13.0	12.7
1982	68.8	69.9	71.7	72.4	1.9	1.6	2.6	1.0	8.0	7.7	8.3	7.3
1983	75.2	75.8	77.0	77.5	3.9	0.8	1.6	0.6	9.3	8.4	7.4	7.0
1984	79.6	80.6	81.5	82.7	2.7	1.3	1.1	1.5	5.9	6.3	5.8	6.7
1985	84.6	84.2	84.6	85.0	2.3	-0.5	0.5	0.5	6.3	4.5	3.8	2.8
1986	86.3	86.6	87.0	87.5	1.5	0.3	0.5	0.6	2.0	2.9	2.8	2.9
1987	87.5	88.2	88.8	89.8	0.0	0.8	0.7	1.1	1.4	1.8	2.1	2.6
1988	93.7	94.9	95.8	96.6	4.3	1.3	0.9	0.8	7.1	7.6	7.9	7.6
1989	98.8	100.0	101.6	102.3	2.3	1.2	1.6	0.7	5.4	5.4	6.1	5.9
1990	105.5	106.9	108.4	109.5	3.1	1.3	1.4	1.0	6.8	6.9	6.7	7.0
1991	111.2	113.3	115.3	116.1	1.6	1.9	1.8	0.7	5.4	6.0	6.4	6.0
1992	119.3	120.1	121.5	122.6	2.8	0.7	1.2	0.9	7.3	6.0	5.4	5.6
1993	126.8	128.6	129.7	130.0	3.4	1.4	0.9	0.2	6.3	7.1	6.7	6.0

See footnotes at end of table.

TABLE 8. EMPLOYMENT COST INDEX (BENEFITS ONLY), CIVILIAN¹, STATE AND LOCAL GOVERNMENT, AND PRIVATE INDUSTRY WORKERS² BY OCCUPATION AND INDUSTRY GROUP (Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Manufacturing:													
1994	132.0	133.0	133.9	134.3	1.5	0.8	0.7	0.3	4.1	3.4	3.2	3.3	
1995	135.4	135.2	135.5	136.7	0.8	-0.1	0.2	0.9	2.6	1.7	1.2	1.8	
1996	137.5	138.5	138.8	139.8	0.6	0.7	0.2	0.7	1.6	2.4	2.4	2.3	
1997	139.9	141.0	141.4	141.7	0.1	0.8	0.3	0.2	1.7	1.8	1.9	1.4	
1998	141.7	142.4	142.6	142.7	0.0	0.5	0.1	0.1	1.3	1.0	0.8	0.7	
1999	143.6	144.5	145.7	147.8	0.6	0.6	0.8	1.4	1.3	1.5	2.2	3.4	
2000	152.3	153.9	154.9	154.8	3.0	1.1	0.6	-0.1	6.1	6.5	6.3	4.7	
2001	157.1	157.9	158.5	160.4	1.5	0.5	0.4	1.2	3.2	2.6	2.3	3.6	
2002	163.7	165.5	166.8	168.9	2.1	1.1	0.8	1.3	4.2	4.8	5.2	5.3	
2003	176.9	179.0	181.1	182.3	4.7	1.2	1.2	0.7	8.1	8.2	8.6	7.9	
2004	194.4	196.9	199.2	—	6.6	1.3	1.2	—	9.9	10.0	10.0	—	
Aircraft manufacturing (SIC 3721):													
1988	—	—	—	99.0	—	—	—	—	—	—	—	—	
1989	99.1	100.0	102.0	106.5	0.1	0.9	2.0	4.4	—	—	—	7.6	
1990	110.1	111.4	114.5	111.9	3.4	1.2	2.8	-2.3	11.1	11.4	12.3	5.1	
1991	114.2	116.0	117.7	119.7	2.1	1.6	1.5	1.7	3.7	4.1	2.8	7.0	
1992	124.1	127.3	128.9	135.1	3.7	2.6	1.3	4.8	8.7	9.7	9.5	12.9	
1993	137.6	137.0	140.1	133.1	1.9	-0.4	2.3	-5.0	10.9	7.6	8.7	-1.5	
1994	134.4	135.3	138.7	138.4	1.0	0.7	2.5	-0.2	-2.3	-1.2	-1.0	4.0	
1995	141.0	140.8	140.5	146.1	1.9	-0.1	-0.2	4.0	4.9	4.1	1.3	5.6	
1996	154.2	155.4	154.8	151.6	5.5	0.8	-0.4	-2.1	9.4	10.4	10.2	3.8	
1997	148.6	148.8	147.6	143.0	-2.0	0.1	-0.8	-3.1	-3.6	-4.2	-4.7	-5.7	
1998	141.7	143.1	143.8	145.3	-0.9	1.0	0.5	1.0	-4.6	-3.8	-2.6	1.6	
1999	142.6	144.3	145.6	153.9	-1.9	1.2	0.9	5.7	0.6	0.8	1.3	5.9	
2000	161.9	166.6	168.7	163.1	5.2	2.9	1.3	-3.3	13.5	15.5	15.9	6.0	
2001	171.4	171.7	168.2	174.4	5.1	0.2	-2.0	3.7	5.9	3.1	-0.3	6.9	
2002	180.7	182.6	182.6	192.4	3.6	1.1	0.0	5.4	5.4	6.3	8.6	10.3	
2003	220.4	220.3	221.4	213.4	14.6	0.0	0.5	-3.6	22.0	20.6	21.2	10.9	
2004	260.6	264.0	265.2	—	22.1	1.3	0.5	—	18.2	19.8	19.8	—	
Aircraft manufacturing (SIC 3721), white-collar occupations:													
1988	—	—	—	99.1	—	—	—	—	—	—	—	—	
1989	98.9	100.0	101.7	105.7	-0.2	1.1	1.7	3.9	—	—	—	6.7	
1990	109.9	110.9	114.3	111.2	4.0	0.9	3.1	-2.7	11.1	10.9	12.4	5.2	
1991	113.1	115.1	116.4	119.2	1.7	1.8	1.1	2.4	2.9	3.8	1.8	7.2	
1992	124.0	127.5	128.4	133.0	4.0	2.8	0.7	3.6	9.6	10.8	10.3	11.6	
1993	136.2	135.4	138.7	132.5	2.4	-0.6	2.4	-4.5	9.8	6.2	8.0	-0.4	
1994	133.5	134.7	138.0	137.3	0.8	0.9	2.4	-0.5	-2.0	-0.5	-0.5	3.6	
1995	140.1	140.2	139.9	142.5	2.0	0.1	-0.2	1.9	4.9	4.1	1.4	3.8	
1996	152.0	152.9	152.1	150.9	6.7	0.6	-0.5	-0.8	8.5	9.1	8.7	5.9	
1997	146.8	147.3	146.8	144.8	-2.7	0.3	-0.3	-1.4	-3.4	-3.7	-3.5	-4.0	
1998	142.9	145.0	145.5	143.9	-1.3	1.5	0.3	-1.1	-2.7	-1.6	-0.9	-0.6	
1999	141.3	142.7	142.9	147.6	-1.8	1.0	0.1	3.3	-1.1	-1.6	-1.8	2.6	
2000	156.8	163.6	165.4	162.8	6.2	4.3	1.1	-1.6	11.0	14.6	15.7	10.3	
2001	175.0	174.2	168.9	175.0	7.5	-0.5	-3.0	3.6	11.6	6.5	2.1	7.5	
2002	180.7	182.6	182.2	187.0	3.3	1.1	-0.2	2.6	3.3	4.8	7.9	6.9	
2003	219.7	218.3	218.7	216.3	17.5	-0.6	0.2	-1.1	21.6	19.6	20.0	15.7	
2004	264.0	265.3	265.9	—	22.1	0.5	0.2	—	20.2	21.5	21.6	—	

See footnotes at end of table.

TABLE 8. EMPLOYMENT COST INDEX (BENEFITS ONLY), CIVILIAN¹, STATE AND LOCAL GOVERNMENT, AND PRIVATE INDUSTRY WORKERS² BY OCCUPATION AND INDUSTRY GROUP (Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for								
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—				
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.	
Aircraft manufacturing (SIC 3721), blue-collar occupations:													
1988	—	—	—	98.8	—	—	—	—	—	—	—	—	—
1989	99.2	100.0	102.3	107.4	0.4	0.8	2.3	5.0	—	—	—	—	8.7
1990	110.5	112.2	114.6	112.8	2.9	1.5	2.1	-1.6	11.4	12.2	12.0	5.0	
1991	115.5	117.1	119.3	120.4	2.4	1.4	1.9	0.9	4.5	4.4	4.1	6.7	
1992	124.2	127.2	129.5	137.7	3.2	2.4	1.8	6.3	7.5	8.6	8.5	14.4	
1993	139.3	139.0	141.9	133.5	1.2	-0.2	2.1	-5.9	12.2	9.3	9.6	-3.1	
1994	135.0	135.6	139.0	139.2	1.1	0.4	2.5	0.1	-3.1	-2.4	-2.0	4.3	
1995	141.6	140.9	140.6	150.8	1.7	-0.5	-0.2	7.3	4.9	3.9	1.2	8.3	
1996	156.7	158.4	158.4	152.2	3.9	1.1	0.0	-3.9	10.7	12.4	12.7	0.9	
1997	150.9	150.4	148.2	139.6	-0.9	-0.3	-1.5	-5.8	-3.7	-5.1	-6.4	-8.3	
1998	139.0	139.5	140.7	146.6	-0.4	0.4	0.9	4.2	-7.9	-7.2	-5.1	5.0	
1999	144.2	146.3	149.5	163.0	-1.6	1.5	2.2	9.0	3.7	4.9	6.3	11.2	
2000	169.2	170.5	173.3	162.7	3.8	0.8	1.6	-6.1	17.3	16.5	15.9	-0.2	
2001	165.0	166.7	166.1	172.4	1.4	1.0	-0.4	3.8	-2.5	-2.2	-4.2	6.0	
2002	179.5	181.4	181.8	199.3	4.1	1.1	0.2	9.6	8.8	8.8	9.5	15.6	
2003	220.1	221.8	224.0	207.5	10.4	0.8	1.0	-7.4	22.6	22.3	23.2	4.1	
2004	253.1	259.9	262.9	—	22.0	2.7	1.2	—	15.0	17.2	17.4	—	
Service-producing industries ⁴ :													
1979	—	—	—	51.9	—	—	—	—	—	—	—	—	—
1980	54.0	56.0	57.2	58.4	4.0	3.7	2.1	2.1	—	—	—	12.5	
1981	61.8	62.5	63.6	65.1	5.8	1.1	1.8	2.4	14.4	11.6	11.2	11.5	
1982	65.3	66.6	68.5	69.6	0.3	2.0	2.9	1.6	5.7	6.6	7.7	6.9	
1983	71.3	72.5	73.8	75.2	2.4	1.7	1.8	1.9	9.2	8.9	7.7	8.0	
1984	77.6	78.6	79.2	80.4	3.2	1.3	0.8	1.5	8.8	8.4	7.3	6.9	
1985	81.4	81.9	83.2	83.6	1.2	0.6	1.6	0.5	4.9	4.2	5.1	4.0	
1986	84.9	85.1	86.1	86.8	1.6	0.2	1.2	0.8	4.3	3.9	3.5	3.8	
1987	87.8	88.6	89.4	90.2	1.2	0.9	0.9	0.9	3.4	4.1	3.8	3.9	
1988	92.5	93.8	94.9	96.1	2.5	1.4	1.2	1.3	5.4	5.9	6.2	6.5	
1989	98.2	100.0	101.4	102.6	2.2	1.8	1.4	1.2	6.2	6.6	6.8	6.8	
1990	105.3	106.6	107.9	109.0	2.6	1.2	1.2	1.0	7.2	6.6	6.4	6.2	
1991	111.4	113.0	114.6	115.7	2.2	1.4	1.4	1.0	5.8	6.0	6.2	6.1	
1992	117.7	118.8	120.4	121.2	1.7	0.9	1.3	0.7	5.7	5.1	5.1	4.8	
1993	123.4	124.6	125.7	126.7	1.8	1.0	0.9	0.8	4.8	4.9	4.4	4.5	
1994	128.9	129.7	131.2	131.5	1.7	0.6	1.2	0.2	4.5	4.1	4.4	3.8	
1995	133.2	134.1	134.8	134.7	1.3	0.7	0.5	-0.1	3.3	3.4	2.7	2.4	
1996	135.5	136.2	137.2	137.4	0.6	0.5	0.7	0.1	1.7	1.6	1.8	2.0	
1997	138.5	139.2	139.8	141.4	0.8	0.5	0.4	1.1	2.2	2.2	1.9	2.9	
1998	142.7	143.8	144.9	145.7	0.9	0.8	0.8	0.6	3.0	3.3	3.6	3.0	
1999	146.1	147.9	149.4	150.7	0.3	1.2	1.0	0.9	2.4	2.9	3.1	3.4	
2000	154.0	156.0	157.9	159.4	2.2	1.3	1.2	0.9	5.4	5.5	5.7	5.8	
2001	162.6	164.6	167.1	168.4	2.0	1.2	1.5	0.8	5.6	5.5	5.8	5.6	
2002	170.7	173.3	174.9	175.9	1.4	1.5	0.9	0.6	5.0	5.3	4.7	4.5	
2003	179.9	182.3	184.7	186.2	2.3	1.3	1.3	0.8	5.4	5.2	5.6	5.9	
2004	190.6	194.1	195.5	—	2.4	1.8	0.7	—	5.9	6.5	5.8	—	
Nonmanufacturing:													
1979	—	—	—	52.5	—	—	—	—	—	—	—	—	—
1980	54.6	56.5	57.8	59.1	4.0	3.5	2.3	2.2	—	—	—	12.6	

See footnotes at end of table.

TABLE 8. EMPLOYMENT COST INDEX (BENEFITS ONLY), CIVILIAN¹, STATE AND LOCAL GOVERNMENT, AND PRIVATE INDUSTRY WORKERS² BY OCCUPATION AND INDUSTRY GROUP (Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Nonmanufacturing:												
1981	62.4	63.3	64.6	66.1	5.6	1.4	2.1	2.3	14.3	12.0	11.8	11.8
1982	66.4	67.8	69.6	70.6	0.5	2.1	2.7	1.4	6.4	7.1	7.7	6.8
1983	72.3	73.7	74.9	76.2	2.4	1.9	1.6	1.7	8.9	8.7	7.6	7.9
1984	78.5	79.4	80.0	81.1	3.0	1.1	0.8	1.4	8.6	7.7	6.8	6.4
1985	82.0	82.6	83.9	84.4	1.1	0.7	1.6	0.6	4.5	4.0	4.9	4.1
1986	85.5	85.9	86.9	87.5	1.3	0.5	1.2	0.7	4.3	4.0	3.6	3.7
1987	88.7	89.5	90.3	91.0	1.4	0.9	0.9	0.8	3.7	4.2	3.9	4.0
1988	93.2	94.5	95.5	96.8	2.4	1.4	1.1	1.4	5.1	5.6	5.8	6.4
1989	98.2	100.0	101.4	102.8	1.4	1.8	1.4	1.4	5.4	5.8	6.2	6.2
1990	105.4	106.9	108.2	109.3	2.5	1.4	1.2	1.0	7.3	6.9	6.7	6.3
1991	111.9	113.5	115.1	116.2	2.4	1.4	1.4	1.0	6.2	6.2	6.4	6.3
1992	118.2	119.4	121.0	122.0	1.7	1.0	1.3	0.8	5.6	5.2	5.1	5.0
1993	124.2	125.5	126.5	127.4	1.8	1.0	0.8	0.7	5.1	5.1	4.5	4.4
1994	129.9	130.8	132.2	132.3	2.0	0.7	1.1	0.1	4.6	4.2	4.5	3.8
1995	133.9	134.7	135.4	135.3	1.2	0.6	0.5	-0.1	3.1	3.0	2.4	2.3
1996	136.0	136.7	137.5	137.9	0.5	0.5	0.6	0.3	1.6	1.5	1.6	1.9
1997	138.9	139.5	140.2	141.5	0.7	0.4	0.5	0.9	2.1	2.0	2.0	2.6
1998	142.7	143.9	145.0	145.8	0.8	0.8	0.8	0.6	2.7	3.2	3.4	3.0
1999	146.3	148.0	149.4	150.7	0.3	1.2	0.9	0.9	2.5	2.8	3.0	3.4
2000	154.0	156.1	158.1	159.7	2.2	1.4	1.3	1.0	5.3	5.5	5.8	6.0
2001	162.9	164.9	167.4	168.8	2.0	1.2	1.5	0.8	5.8	5.6	5.9	5.7
2002	171.1	173.5	175.2	176.3	1.4	1.4	1.0	0.6	5.0	5.2	4.7	4.4
2003	180.3	182.8	185.1	186.7	2.3	1.4	1.3	0.9	5.4	5.4	5.7	5.9
2004	190.9	194.3	195.7	-	2.2	1.8	0.7	-	5.9	6.3	5.7	-
Union workers:												
1979	-	-	-	54.1	-	-	-	-	-	-	-	-
1980	55.6	57.0	58.9	60.3	2.8	2.5	3.3	2.4	-	-	-	11.5
1981	63.9	65.2	66.6	68.0	6.0	2.0	2.1	2.1	14.9	14.4	13.1	12.8
1982	69.5	71.0	72.6	74.0	2.2	2.2	2.3	1.9	8.8	8.9	9.0	8.8
1983	76.9	78.1	79.2	80.1	3.9	1.6	1.4	1.1	10.6	10.0	9.1	8.2
1984	82.1	83.0	83.9	84.9	2.5	1.1	1.1	1.2	6.8	6.3	5.9	6.0
1985	85.7	85.3	85.8	86.4	0.9	-0.5	0.6	0.7	4.4	2.8	2.3	1.8
1986	87.6	87.6	88.0	88.3	1.4	0.0	0.5	0.3	2.2	2.7	2.6	2.2
1987	89.0	89.7	90.2	91.1	0.8	0.8	0.6	1.0	1.6	2.4	2.5	3.2
1988	94.9	96.1	96.9	97.5	4.2	1.3	0.8	0.6	6.6	7.1	7.4	7.0
1989	98.6	100.0	101.3	102.1	1.1	1.4	1.3	0.8	3.9	4.1	4.5	4.7
1990	104.6	105.6	106.7	108.2	2.4	1.0	1.0	1.4	6.1	5.6	5.3	6.0
1991	110.1	112.1	113.9	115.2	1.8	1.8	1.6	1.1	5.3	6.2	6.7	6.5
1992	119.2	120.0	121.7	122.5	3.5	0.7	1.4	0.7	8.3	7.0	6.8	6.3
1993	126.6	128.5	129.7	130.6	3.3	1.5	0.9	0.7	6.2	7.1	6.6	6.6
1994	131.9	132.9	133.3	133.7	1.0	0.8	0.3	0.3	4.2	3.4	2.8	2.4
1995	134.8	135.5	136.6	138.0	0.8	0.5	0.8	1.0	2.2	2.0	2.5	3.2
1996	139.1	140.0	139.9	140.7	0.8	0.6	-0.1	0.6	3.2	3.3	2.4	2.0
1997	140.2	140.9	142.2	142.0	-0.4	0.5	0.9	-0.1	0.8	0.6	1.6	0.9
1998	142.1	143.8	145.0	145.5	0.1	1.2	0.8	0.3	1.4	2.1	2.0	2.5
1999	145.8	146.9	148.3	149.7	0.2	0.8	1.0	0.9	2.6	2.2	2.3	2.8
2000	153.7	155.5	157.4	157.5	2.7	1.2	1.2	0.1	5.4	5.9	6.1	5.2

See footnotes at end of table.

TABLE 8. EMPLOYMENT COST INDEX (BENEFITS ONLY), CIVILIAN¹, STATE AND LOCAL GOVERNMENT, AND PRIVATE INDUSTRY WORKERS² BY OCCUPATION AND INDUSTRY GROUP (Not seasonally adjusted) — Continued

Series and year	Indexes (June 1989=100)				Percent changes for							
	Mar.	Jun.	Sep.	Dec.	3 months ended—				12 months ended—			
					Mar.	Jun.	Sep.	Dec.	Mar.	Jun.	Sep.	Dec.
Union workers:												
2001	158.5	160.1	161.9	163.4	0.6	1.0	1.1	0.9	3.1	3.0	2.9	3.7
2002	166.5	168.1	170.8	172.7	1.9	1.0	1.6	1.1	5.0	5.0	5.5	5.7
2003	178.7	182.7	185.4	187.1	3.5	2.2	1.5	0.9	7.3	8.7	8.5	8.3
2004	198.8	203.3	205.0	—	6.3	2.3	0.8	—	11.2	11.3	10.6	—
Nonunion workers:												
1979	—	—	—	52.9	—	—	—	—	—	—	—	—
1980	54.8	56.6	57.8	59.0	3.6	3.3	2.1	2.1	—	—	—	11.5
1981	62.5	63.4	64.7	66.1	5.9	1.4	2.1	2.2	14.1	12.0	11.9	12.0
1982	66.3	67.5	69.3	70.0	0.3	1.8	2.7	1.0	6.1	6.5	7.1	5.9
1983	71.7	72.5	73.9	74.9	2.4	1.1	1.9	1.4	8.1	7.4	6.6	7.0
1984	77.3	78.2	78.9	80.1	3.2	1.2	0.9	1.5	7.8	7.9	6.8	6.9
1985	81.7	82.2	83.4	83.8	2.0	0.6	1.5	0.5	5.7	5.1	5.7	4.6
1986	85.0	85.5	86.5	87.1	1.4	0.6	1.2	0.7	4.0	4.0	3.7	3.9
1987	88.0	88.7	89.5	90.3	1.0	0.8	0.9	0.9	3.5	3.7	3.5	3.7
1988	92.6	94.0	95.1	96.3	2.5	1.5	1.2	1.3	5.2	6.0	6.3	6.6
1989	98.4	100.0	101.5	102.9	2.2	1.6	1.5	1.4	6.3	6.4	6.7	6.9
1990	105.8	107.4	108.9	109.9	2.8	1.5	1.4	0.9	7.5	7.4	7.3	6.8
1991	112.3	114.0	115.7	116.6	2.2	1.5	1.5	0.8	6.1	6.1	6.2	6.1
1992	118.4	119.5	121.0	122.1	1.5	0.9	1.3	0.9	5.4	4.8	4.6	4.7
1993	124.6	125.9	126.9	127.4	2.0	1.0	0.8	0.4	5.2	5.4	4.9	4.3
1994	130.1	131.1	132.6	132.7	2.1	0.8	1.1	0.1	4.4	4.1	4.5	4.2
1995	134.2	134.8	135.2	135.1	1.1	0.4	0.3	-0.1	3.2	2.8	2.0	1.8
1996	135.8	136.5	137.4	137.8	0.5	0.5	0.7	0.3	1.2	1.3	1.6	2.0
1997	138.9	139.7	140.2	141.5	0.8	0.6	0.4	0.9	2.3	2.3	2.0	2.7
1998	142.5	143.4	144.2	144.9	0.7	0.6	0.6	0.5	2.6	2.6	2.9	2.4
1999	145.6	147.1	148.5	150.0	0.5	1.0	1.0	1.0	2.2	2.6	3.0	3.5
2000	153.6	155.5	157.3	158.6	2.4	1.2	1.2	0.8	5.5	5.7	5.9	5.7
2001	162.0	163.7	165.8	167.2	2.1	1.0	1.3	0.8	5.5	5.3	5.4	5.4
2002	169.7	172.1	173.4	174.7	1.5	1.4	0.8	0.7	4.8	5.1	4.6	4.5
2003	179.5	181.5	183.7	185.1	2.7	1.1	1.2	0.8	5.8	5.5	5.9	6.0
2004	190.2	193.0	194.6	—	2.8	1.5	0.8	—	6.0	6.3	5.9	—

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

² Excludes farm and household workers.

³ Includes mining, construction, and manufacturing.

⁴ Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

NOTE: Dashes indicate data not available.