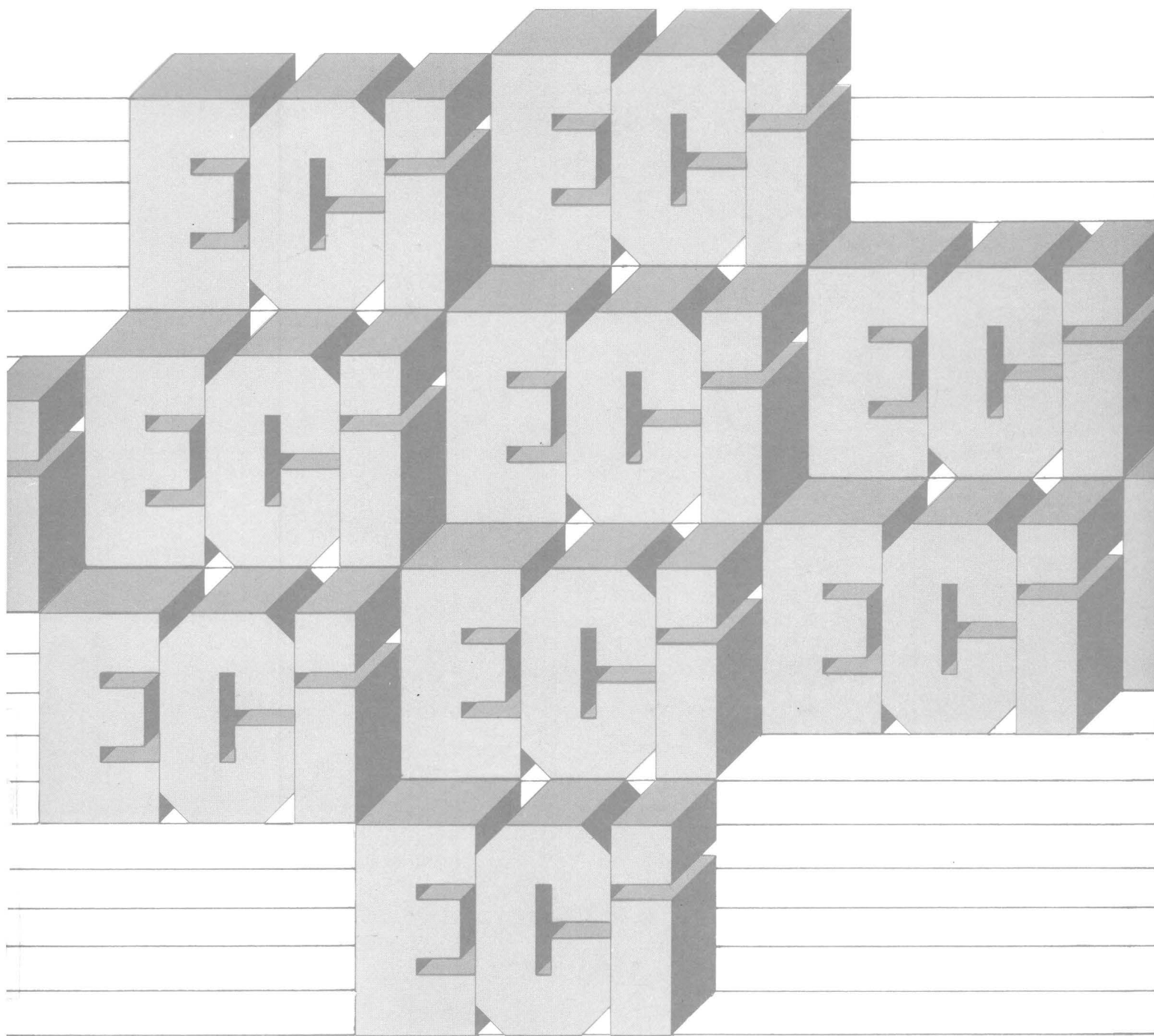


Employment Cost Indexes and Levels, 1975-91



U.S. Department of Labor
Bureau of Labor Statistics
December 1991

Bulletin 2389



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Employment Cost Indexes and Levels, 1975-91



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December 1991

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Preface

This bulletin provides data on two BLS measures of employee compensation: The Employment Cost Index (ECI) and Employer Costs for Employee Compensation. The ECI is a fixed-employment-weighted index which tracks quarterly changes in labor costs (wages, salaries, and employer costs for employee benefits), free from the influence of employment shifts among occupations and industries. The second measure uses current employment weights to produce information annually on the cost per hour worked of each component of compensation. Both measures are based on data collected in the same survey of establishments.

This bulletin provides a review of recent trends in compensation cost change and examines the structure of those costs in March 1991. It also includes complete historical data on the ECI from its inception in September 1975 through June 1991. In addition, it provides data on employer costs for employee compensation for private industry workers that relate to March 1987-91 and for State and local government workers that relate to March 1991.

Since 1989, the Bureau has also obtained data on employee benefit provisions from the same sample of establishments as the ECI. The information on benefit provisions is developed for the Bureau's Employee Benefits Survey (EBS) and is published separately. The

first release of EBS data collected jointly with the ECI was in *Employee Benefits in Small Private Establishments, 1990*, BLS Bulletin 2388, September 1991. Subsequent bulletins will provide data on medium and large establishments in private industry and State and local governments.

This bulletin was prepared in the Division of Employment Cost Trends, Office of Compensation and Working Conditions, by Albert Schwenk, Mark Brinkley, Charles Heflin, Wayne Shelly, and Brenda Rogers. The Office's Statistical Methods Group was responsible for the survey sample design, nonresponse adjustments, sample error computations, and other statistical procedures. Fieldwork for the survey was directed by the Bureau's Assistant Regional Commissioners for Operations. Collection procedures and systems design were provided by the Division of Directly Collected Periodic Surveys.

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Chapter I. Introduction

Economic analysis often involves relationships between prices, productivity, employment, and labor costs. Adequate measures of the first three have existed for some time, but it was not until the development of the Employment Cost Index (ECI) that a comprehensive indicator of changes in labor costs became available. The ECI covers all occupations and establishments in both the private nonfarm sector and State and local government, permitting analysis of labor cost changes for a major portion of the U.S. economy.

Background

The ECI was developed in the early 1970's in response to an expressed need for a timely, accurate, and comprehensive indicator of changes in employers' labor costs, free from the influence of employment shifts among industries and occupations. The objective of measuring change unaffected by employment shifts was accomplished by holding the distribution of employment among industries and occupations fixed over time, and by defining, narrowly enough, the jobs for which data are collected each quarter so that all workers in the job carry out the same task at roughly the same level of skill.

ECI statistics were first published for September-December 1975 and were limited to changes for private industry wage and salary workers. Data were published for major occupational and industry groups, region, union status, and area size. Over the next 14 years, new series were gradually added. In 1980, for example, measures of total compensation cost changes (employer costs for employee benefits in addition to wages and salaries) were developed as the rapid growth of employee benefits made defining the cost of labor in terms of a wage rate alone no longer appropriate.

Benefits covered by the ECI survey are: Paid leave (vacations, holidays, sick leave, and other paid leave); supplemental pay (premium pay for overtime and work on weekends and holidays, shift differentials, and nonproduction bonuses such as lump-sum payments provided in lieu of wage increases); insurance benefits (life, health, and sickness and accident); retirement and savings benefits (pensions and other retirement plans and savings and thrift plans); legally required benefits (Social Security, railroad retirement and supplemental retirement, railroad unemployment insurance, Federal and State unemployment insurance, workers' compensation, and other legally required benefits such as State temporary disability

insurance); and other benefits (severance pay and supplemental unemployment insurance).

In June 1981, the State and local government sector was added, and by June 1991, over 90 percent of all civilian wage and salary workers were covered. (See chart 1.)

Beginning in 1987, a new measure based on data from the ECI survey—Employer Costs for Employee Compensation—became available annually for private industry. These compensation cost levels are calculated by applying current, rather than fixed, employment weights to wage and salary and benefit cost data collected from the establishments in the survey. The cost levels are obtained with no additional burden on respondents and are published once a year with a March reference period. (Compensation cost levels for State and local government workers became available in 1991.)

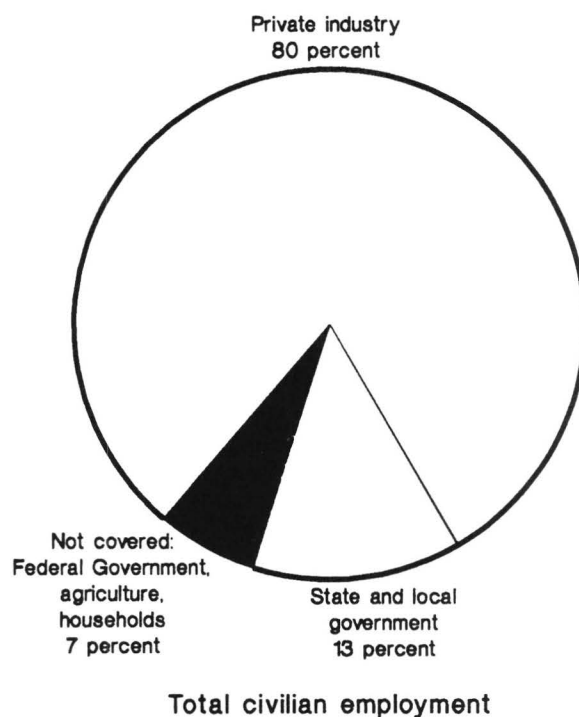
In March 1989, the Bureau began publishing detailed ECI data for the aerospace manufacturing industries, with funds provided by the Aerospace Industries Association (AIA). The new series, published in this bulletin for the convenience of all users, include compensation cost levels in those industries as well as measures of change in total compensation, wages and salaries, and benefits.

In addition to the aerospace industries, a number of new series have been published since 1981. Among these are wage and compensation cost changes for hospitals and all health services, as well as business services, communications, food stores, and insurance. Because the new series were made possible by a much larger sample size, indexes could not be extended back to 1981. Therefore, in March 1990 the ECI changed to a new base, June 1989 = 100. This change permitted publication of indexes for all ECI series.¹

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

¹ See Albert E. Schwenk, "ECI Rebased to June 1989," *Monthly Labor Review*, April 1990, pp. 38-39.

Chart 1. Coverage of the Employment Cost Index, June 1991



Uses

Analysts and policymakers, including the Federal Reserve Board, use the ECI to formulate monetary policies and to monitor the effects of those policies. The ECI is also used to forecast wage trends and facilitate wage and benefit cost planning. Another use is in collective bargaining in private industry and the public sector, both as a wage escalator in union contracts and as a guide in negotiations. Several health cost containment laws, including one for Medicare, use the ECI as an adjustment factor to determine the allowable increases in hospital charges. In addition, the ECI is increasingly being used as a labor cost escalator in long-term purchasing and service contracts in both the private and public sectors in the United States as well as in other countries.

The ECI is also used in the Federal pay-setting process. For example, the Ethics Reform Act of 1989 specifies that the pay of Congress, Federal judges, and top government officials is to be increased each year by the change in wages and salaries for private industry workers (less 0.5 percentage point).² The Federal Employees Pay Comparability Act of 1990 specifies that the ECI will be used to adjust pay for General Schedule employees.³

² See Public Law 101-154—November 30, 1989.

³ See Public Law 101-509—November 5, 1990.

The cost levels series is used by the U.S. Department of Labor in administering the Service Contract Act. The cost levels are also examined by employers who want to compare their own compensation costs with those of a broader group of employers. The costs for specific benefit categories such as insurance and Social Security are analyzed by government agencies and private organizations to determine the effect those costs have on employers and on the economy.

Limitations

Like other statistical series, the ECI has limitations. Currently, it does not cover all employers and employees, although it does cover nearly all workers in the civilian (non-Federal) economy. It excludes the self-employed and farm, household, and Federal Government employees. Because it is based on a probability sample, the ECI survey is subject to sampling errors that may cause the estimates to deviate from the results that would be obtained if the records of all establishments could be used in the calculations. Since probability samples are used, standard errors can be calculated and are presented in the appendix to this bulletin. Standard errors can be used to obtain a measure of the precision of the estimates.

Chapter II. Employment Cost Index: Trends in Compensation

The Employment Cost Index for total compensation increased 64.0 percent from June 1981 to June 1991 for civilian (non-Federal) workers. From June 1981 to June 1982, compensation costs increased 7.4 percent. Over the ensuing 5-year period, June 1982-87, the annual rate of increase slowed steadily. For the 12 months ended in June 1987, the increase was 3.4 percent, the lowest in the June 1981-87 period. This pattern was reversed with the year ended June 1988, as the growth in compensation costs began to accelerate. By June 1990, the annual rate of increase had climbed to 5.4 percent. Over the most recent 12-month period, June 1990-91, costs rose 4.6 percent.

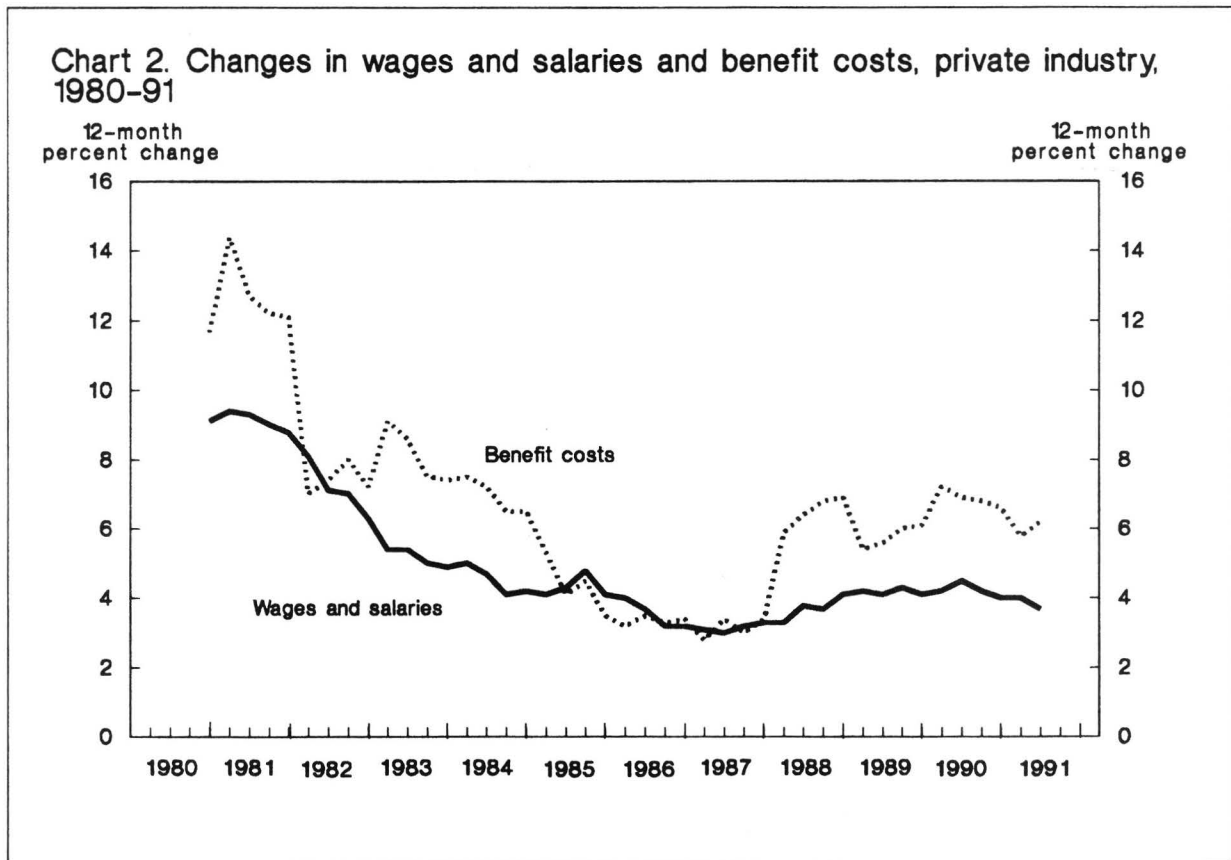
Complete historical data for all ECI series are presented in tables 1-12.⁴ The tables include data for civilian, private

⁴ Beginning with the release of ECI data for March 1990, ECI indexes were rebased to June 1989=100. Previously, the base was June 1981=100. Indexes on the old base (June 1981=100) will be available upon request from the Bureau of Labor Statistics until April 1992.

industry, and State and local government workers by occupational and industry group. The tables also include data by region, bargaining status, and area size for private industry workers. Table 13 provides separate data for selected aerospace manufacturing industries.

Wages and salaries compared with benefits

Wage and salary advances in private industry moved sharply downward from 1981 to 1985, while the rate of increase for benefit costs decelerated at a more moderate pace. (See chart 2.) Factors such as the 1981-82 recession, foreign competition, and smaller price increases contributed to the rapid slowdown in wage gains. The relatively faster growth rate for benefit costs was influenced by yearly boosts in employers' Social Security tax rate and a steady rise in health insurance costs.



Beginning in 1985, however, the deceleration in the rate of increase for benefit costs quickened. Over the 1985-87 period, benefit costs rose at about the same rate as wages and salaries. The slowdown in benefit cost increases was brought about by a decline in the growth of health insurance costs, including cost containment measures, combined with a rapid fall in the growth of retirement plan costs and smaller increases in the Social Security tax rate.⁵

To relieve pressure on their health insurance expenditures, employers undertook several cost containment measures. These included funding insurance plans by the employer,⁶ increasing the availability of health plan alternatives, such as health maintenance organizations (HMO's), and cost sharing by employees.

The steep decline in the growth of pension costs reflected a substantial rise in the value of pension fund portfolios over the 1981-87 period. Employer cost containment measures, such as increased numbers of defined contribution pension plans, also were important.

Beginning in 1988, the rate of increase in health insurance costs accelerated. Also, a Social Security tax increase of 5 percent (from 7.15 to 7.51 percent) was instituted in January 1988. Over the year ended in 1988, benefit costs rose 6.9 percent, compared with a rise of 4.1 percent for wages and salaries. Benefit costs have continued to rise more rapidly than wages and salaries; over the year ended in June 1991 benefit costs rose 6.2 percent, while wages rose

⁵ See Bradley Braden, "Increases in Employer Costs for Employee Benefits Dampen Dramatically," *Monthly Labor Review*, July 1988, pp. 3-7.

⁶ See Robert N. Frumkin, "Health Insurance Trends in Cost Control and Coverage," *Monthly Labor Review*, September 1986, pp. 3-8.

3.7 percent. The continued rise in benefit cost increases was due to a 1.9-percent increase in the Social Security tax rate in January 1990 (from 7.51 to 7.65 percent) and rising health insurance and workers' compensation costs.

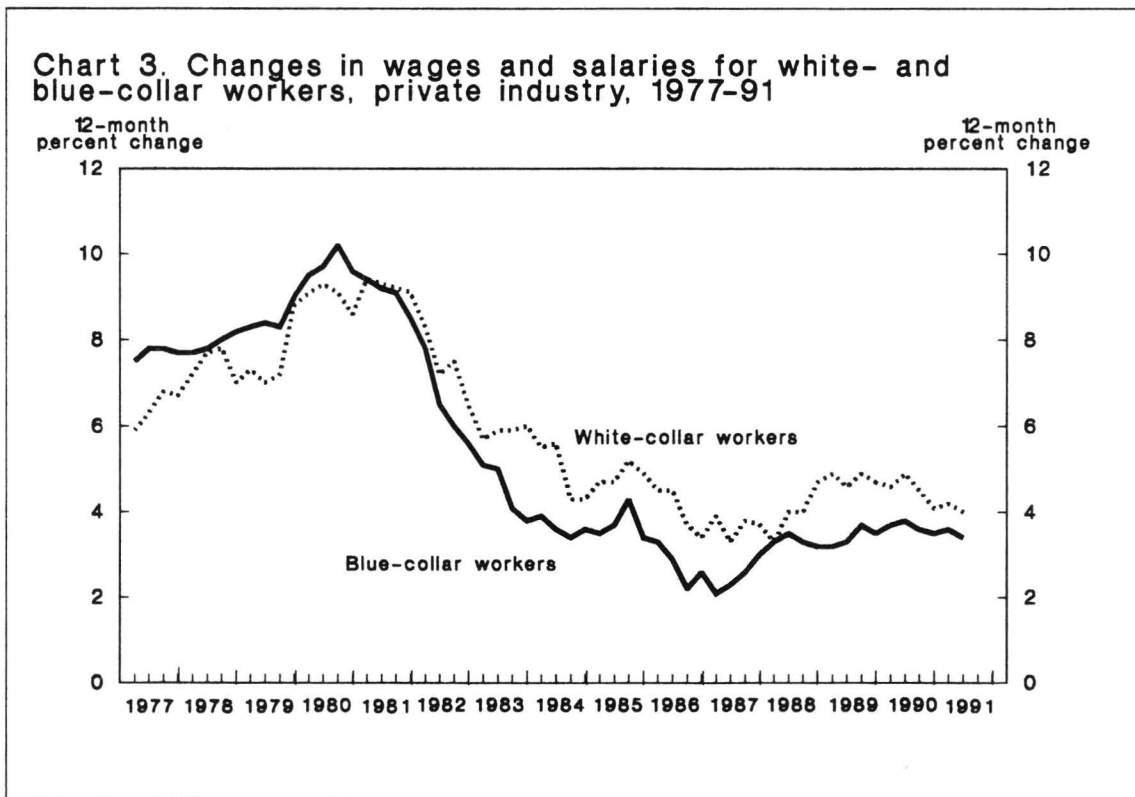
Pay changes by occupational group

White-collar wages grew more rapidly than blue-collar wages in private industry from 1981 to 1991. (See text table 1 and chart 3.) This pattern is in contrast to the one prevailing in the late 1970's, when blue-collar pay gains were higher. The slower rate of growth for blue-collar wages since 1981 partly reflects the influence of increased

Text table 1. Average annual percent changes in wages and salaries for selected occupational groups, private industry, selected periods, 1975-91

Occupational group	Sept. 1975-June 1981	June 1981-June 1991	Sept. 1975-June 1991
White-collar occupations	7.7	4.9	5.9
Professional specialty and technical	7.9	5.2	6.2
Executive, administrative, and managerial	7.0	4.9	5.7
Sales	-	4.2	-
Administrative support including clerical	7.9	4.8	5.9
Blue-collar occupations	8.5	3.8	5.5
Precision production, craft, and repair	8.3	4.0	5.5
Machine operators, assemblers, and inspectors	8.8	3.9	5.7
Transportation and material moving	8.5	3.1	5.1
Handlers, equipment cleaners, helpers, and laborers	8.7	3.6	5.4
Service occupations	8.2	4.3	5.7

- Data not available.



foreign competition on manufacturing industries and deregulation of transportation industries. Meanwhile, service occupations (for example, guards and nursing aides) consistently occupied the middle ground between the white-collar and blue-collar groups.

Over the 1975-81 period, the largest pay gains for any of the white-collar occupations were smaller than those for the blue-collar group registering the lowest gains. In contrast, since June 1981, white-collar workers have had the biggest pay gains. Over the entire 1975-91 period, white-collar pay rose faster than blue-collar pay (5.9 percent a year, on average, compared with 5.5 percent, respectively).

Pay changes by industry group

During the 1980's, pay rose faster in service-producing than in goods-producing industries in the private sector. (See chart 4.) Average pay gains for the broad industry groups, however, mask wide differences among industries within these groups, as text table 2 shows:

Text table 2. Average annual percent changes in wages and salaries by private industry group, June 1981-91

Industry group	Percent change
Private industry	4.4
Goods-producing industries	4.0
Construction	3.4
Manufacturing	4.2
Service-producing industries	4.7
Transportation and public utilities	3.7
Wholesale trade	5.0
Retail trade	3.9
Finance, insurance, and real estate	4.8
Service industries	5.7

The biggest wage advances were made by workers in the services industries, including health care, education, business services, and personal services. Increases for workers in wholesale trade, though relatively high, were well behind those in services. In contrast, the increase in pay in the construction industry was only slightly more than half that in the services industries.

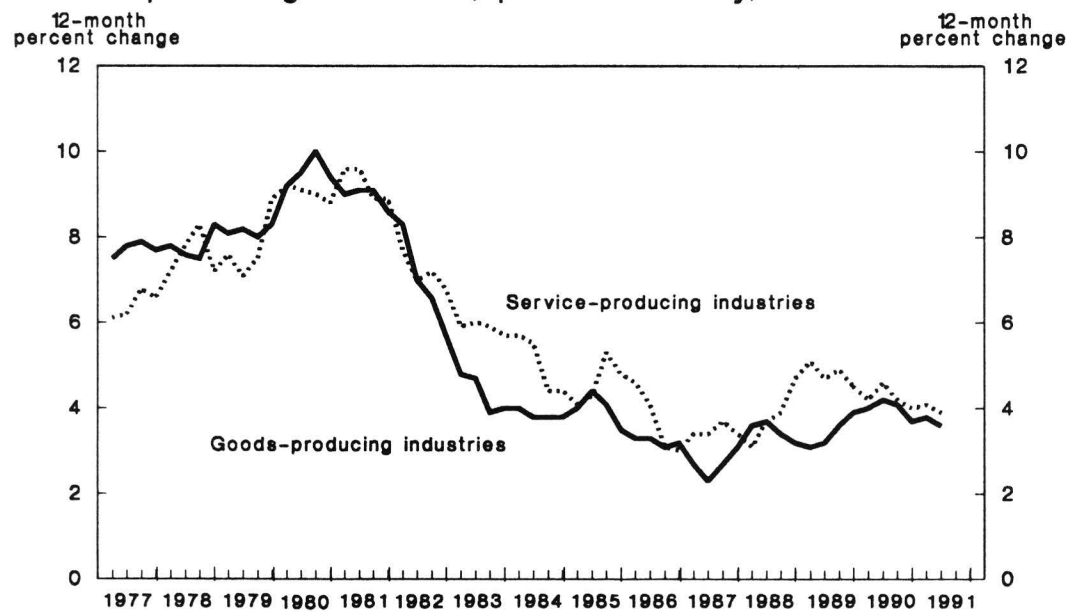
Private industry compared with State and local government

Over the past 10 years, total compensation has risen more rapidly in State and local governments than in private industry. (See chart 5.) This can be explained in part by the different occupational distributions of the two sectors.⁷ For example, professional specialty and technical occupations, which experienced above-average pay gains in both the private and public sectors, are more prevalent in State and local governments. These workers accounted for over three-eighths of State and local government compared with only one-quarter of private industry employment.

The pattern of more rapid compensation cost increases in State and local governments also is related to the different industry distributions of the two sectors. For example, services activities account for nearly two-thirds of State and local government employees compared with only one-quarter of private industry employees, and in both the public and private sectors pay gains in those industries were above average from June 1981 to June 1991.

⁷ See Richard E. Schumann, "State and Local Government Pay Increases Outpace Five-Year Rise in Private Industry," *Monthly Labor Review*, February 1987, pp. 18-20. Schumann based his analysis on wage and salary changes.

Chart 4. Changes in wages and salaries in goods- and service-producing industries, private industry, 1977-91



Wage and salary changes for union and nonunion workers

Pay for nonunion workers rose faster than pay for union workers in private industry from December 1982 to June 1991.⁸ (See chart 6.) This is in contrast to the 1975-82 period, when pay for union workers rose faster than for nonunion workers. Over the entire period (September 1975 to June 1991), pay rose slightly faster for nonunion than for union workers, as shown below:

Average annual percent changes

	Sept. 1975- Dec. 1982	Dec. 1982- June 1991	Sept. 1975- June 1991
Union workers	8.5	3.1	5.6
Nonunion workers	7.4	4.3	5.7

The dampening of pay gains for union workers from December 1982 to 1991 reflects, among other factors, deregulation in the transportation industry and the growth of foreign competition in manufacturing industries. The increasing number of union contracts stipulating lump-sum payments in lieu of wage increases has also contributed to the smaller pay gains. (The ECI defines lump-sum

⁸ For a discussion of union-nonunion differences in rates of wage and compensation change, see Kay E. Anderson, Philip M. Doyle, and Albert E. Schwenk, "Measuring Union-Nonunion Earnings Differences," *Monthly Labor Review*, June 1990, pp. 26-38.

payments as a benefit.) For the year ended June 1991, both union and nonunion workers had pay gains of 3.7 percent.

As discussed in chapter III, average wage rates are higher for union employees than for nonunion employees.

Another source of data on rates of wage change for union workers is effective wage adjustments from the Bureau's major bargaining settlements program.⁹ Although effective wage adjustments are not strictly comparable to the ECI, the two series show remarkably similar movements over the 1975-90 period. (See chart 7.)

Pay changes by region

There have been substantial differences among regions in the growth rates for wages, but the pattern of these regional differences has changed over time. During the September 1975-June 1981 period, wage increases in the West were the largest, followed by the South, the Midwest, and the Northeast. (See text table 3.) During the June 1981-91 period, in contrast, wage gains in the Northeast were the largest, followed by the West, the South, and the Midwest. Variation among regions in rates of wage change reflects differences in labor market forces and in the occupational and industry mix of the regions.

⁹ Effective wage adjustments data are obtained from all union contracts covering 1,000 workers or more. They measure all adjustments in the reference year, regardless of the settlement date. For a more complete discussion, see *BLS Handbook of Methods*, Bulletin 2285 (Bureau of Labor Statistics, 1988), chapter 7.

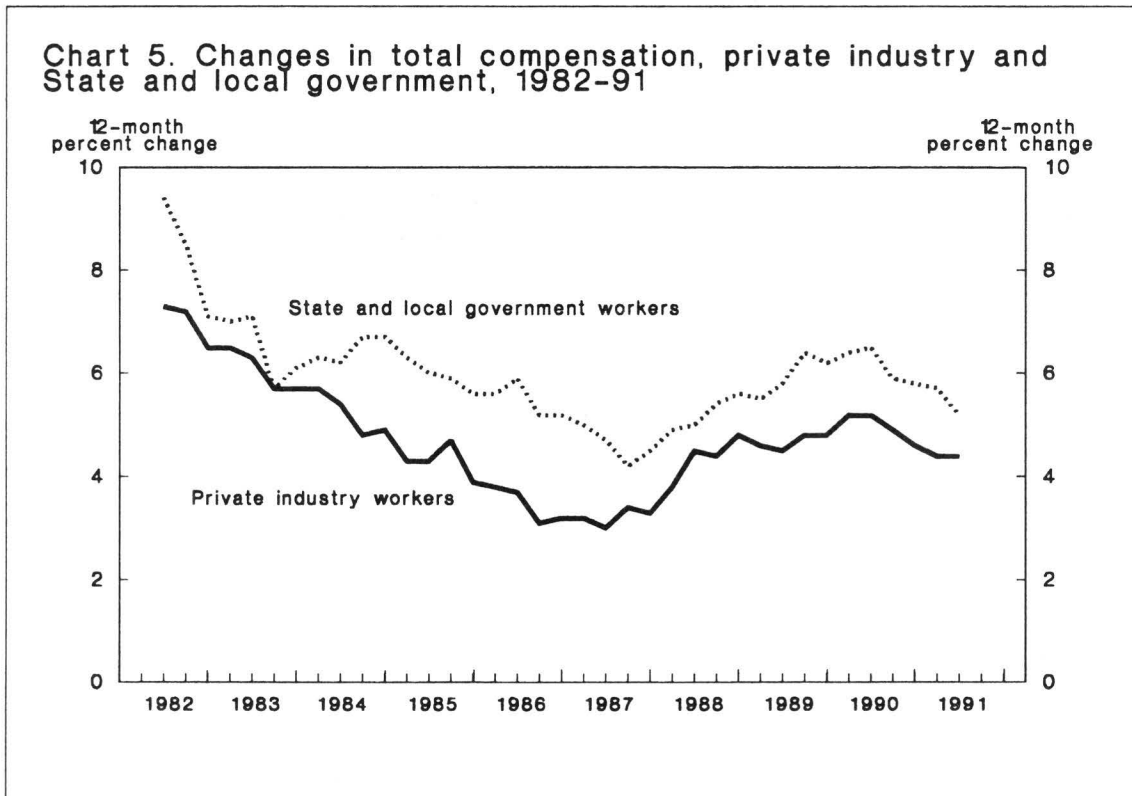


Chart 6. Changes in wages and salaries for union and nonunion workers, private industry, 1977-91

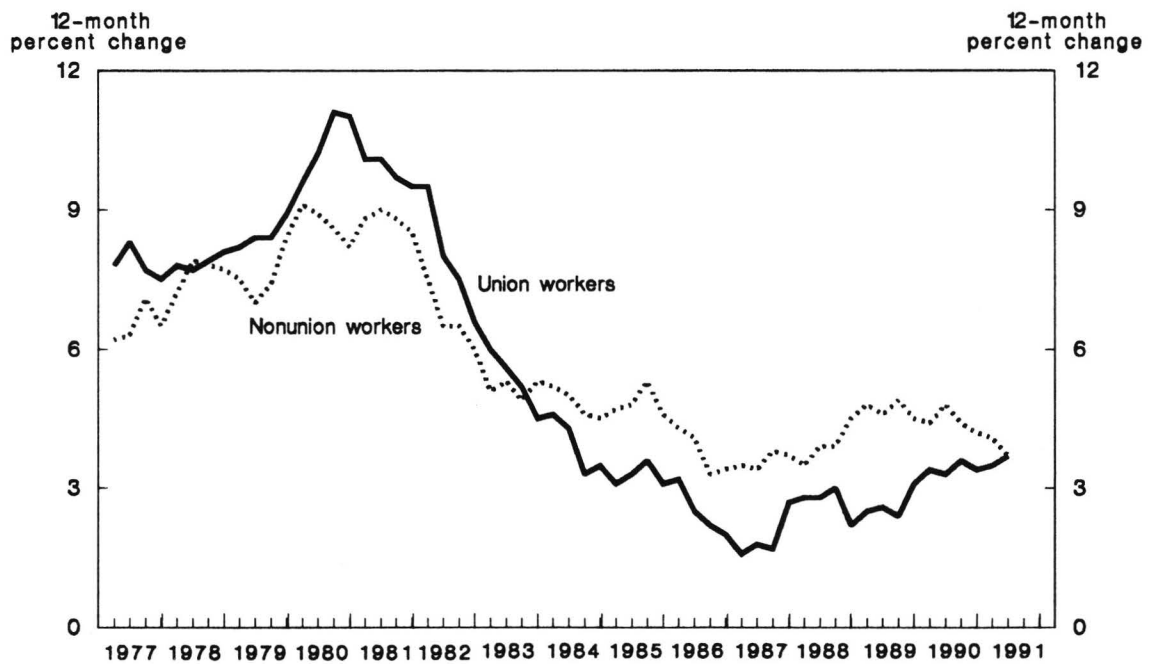
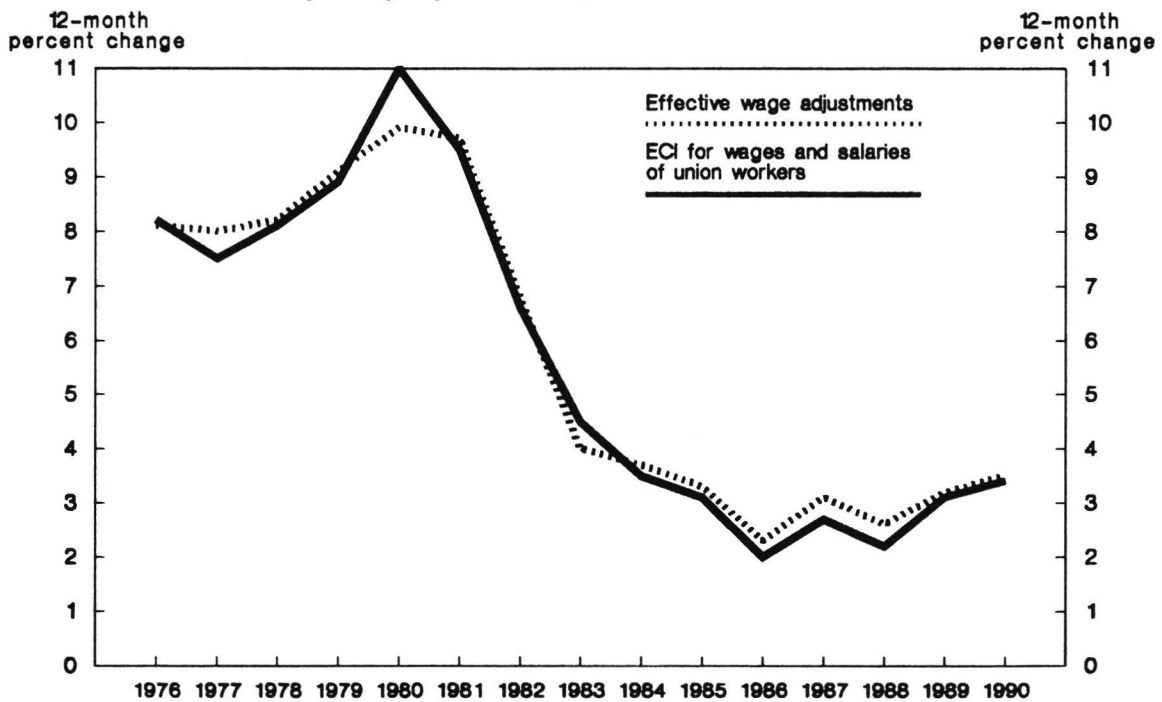


Chart 7. Changes in Employment Cost Index for wages and salaries of union workers and in the series on effective wage adjustments in major collective bargaining agreements, 1976-90



Text table 3. Average annual percent changes in wages and salaries by region, private industry, selected periods, 1975-91

Region	Sept. 1975- June 1981	June 1981- June 1991	Sept. 1975- June 1991
United States	8.1	4.4	5.7
Northeast	7.3	5.2	6.0
South	8.2	4.3	5.7
Midwest	8.1	4.0	5.4
West	8.8	4.2	5.9

Text table 4. Percent changes in ECI for wages and salaries in private industry and in the Consumer Price Index for All Urban Consumers (CPI-U), 1976-90

Year ended in December-	ECI change	CPI-U change	Constant-dollar ECI change
1976	7.2	4.9	2.2
1977	6.9	6.7	0.2
1978	7.6	9.0	-1.2
1979	8.7	13.3	-4.1
1980	9.1	12.5	-3.0
1981	8.8	8.9	-0.1
1982	6.3	3.8	2.4
1983	4.9	3.8	1.0
1984	4.2	3.9	0.2
1985	4.1	3.8	0.4
1986	3.2	1.1	2.0
1987	3.3	4.4	-1.1
1988	4.1	4.4	-0.3
1989	4.1	4.6	-0.5
1990	4.0	6.1	-2.0

Current- and constant-dollar wage and salary-changes

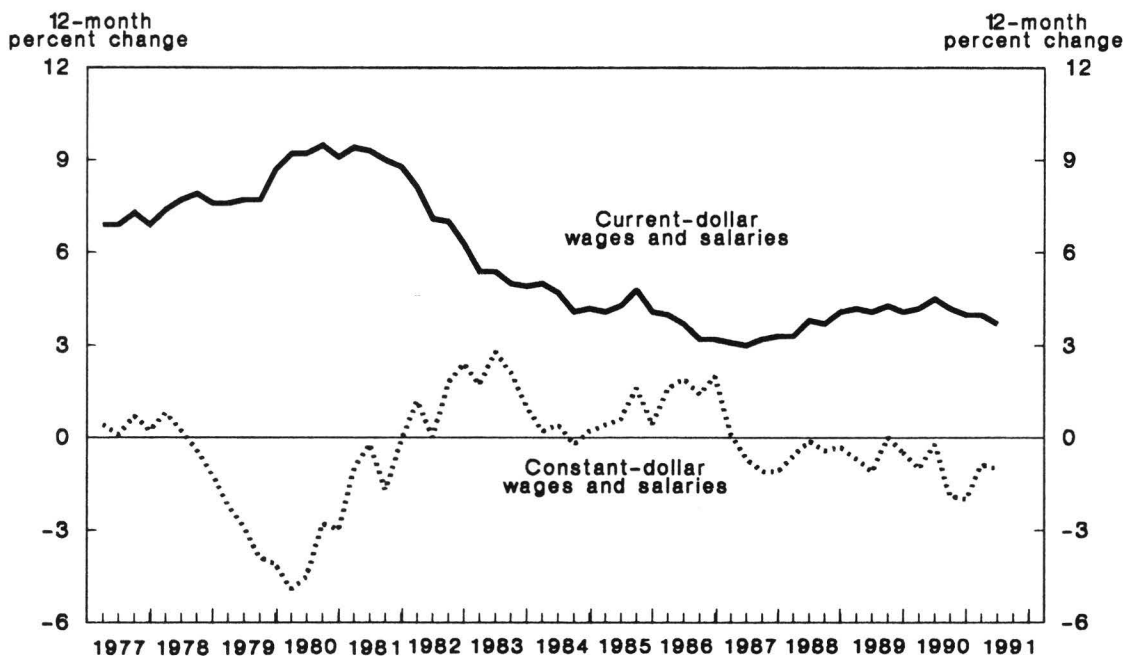
During 1978-80 there was a dramatic fall in wages and salaries adjusted for price increases (constant-dollar ECI).¹⁰ (See chart 8.) Beginning in 1982, this pattern was reversed, with wages rising more rapidly than prices. In 1987-90, prices once again rose more rapidly than wage rates.

From 1976 through 1987, the constant-dollar ECI was influenced more by prices than by wages. During the 1979-82 period, for example, when wages were rising most rapidly, the constant-dollar ECI declined; during 1982-86, the constant-dollar ECI rose despite much lower wage gains.¹¹

¹⁰ The constant-dollar ECI is derived by putting the Consumer Price Index for All Urban Consumers (CPI-U) on a June 1989=100 base, dividing the current-dollar ECI by the rebased CPI-U, and multiplying the result by 100. For a discussion of movements in the constant-dollar ECI, see Richard E. Schumann, "Workers' Purchasing Power Rises Despite Slowdown in Wage and Salary Gains," *Monthly Labor Review*, May 1984, pp. 10-14.

¹¹ Beginning with the index for January 1983, the method of pricing owner-occupied housing in the official CPI-U was changed from the "asset price" approach to a rental equivalence approach. Prior to that time, an experimental CPI measure using the rental equivalence approach was available; that index did not rise as rapidly as the CPI-U over the 1976-82 period. The conclusions in this section are not, however, affected by which of the measures of price change is used. For a discussion of methods of pricing housing, see *Problems in Measuring Consumer Prices*, Report 697 (Bureau of Labor Statistics, 1980), Appendix B.

Chart 8. Changes in current- and constant-dollar wages and salaries, private industry, 1977-91



Chapter III. Employer Costs For Employee Compensation

A comprehensive analysis of employee compensation requires data not only on changes from period to period, but also on dollar costs at a given time. The compensation cost levels, published as costs per hour worked, are based on wage and benefit data collected for the ECI.

To obtain the most current cost information, the cost levels are averaged using current employment weights.¹² Because the employment weights for the ECI remain fixed while weights for cost levels change each year as employment shifts occur, year-to-year changes in cost level estimates usually differ from changes in the ECI. Employment shifts among industries and occupations with different wage and benefit levels do not affect the ECI, but they do affect cost levels. An explanation of how the costs are calculated is presented in the appendix.

Compensation cost level estimates have been prepared for March 1991 for all workers in private industry, for industry and occupational groups, and by employer size, region, and union status. These are presented in tables 14-23. Summary data for 1990 are provided in tables 24-29, for 1989 in tables 30-33, data for 1988 in tables 34-37, and data for 1987 in tables 38-40. Compensation cost level estimates for workers in State and local governments are available only for March 1991 and are presented in tables 41-42.

Private industry

Components of compensation costs. In March 1991, employer costs for employee compensation in private industry averaged \$15.40 per hour worked. Benefits made up 27.7 percent of those costs, the highest proportion since March 1987 when it was 26.8 percent. (See chart 9.) Text table 5 compares the distribution of costs among major components in 1987-91.

Legally required benefits constitute the largest cost to employers among the benefit categories, averaging \$1.40 per hour worked in March 1991. They amounted to 9.1 percent of total compensation costs, compared with 9.0 percent in the preceding March and 8.4 percent in March 1987. The large increase in the proportion from 1987 to 1988 was due to a 5-percent rise in the Social Security tax rate in 1988 (from 7.15 percent to 7.51 percent); the tax rate did not increase in 1989 or 1991, whereas it rose 1.9 percent in 1990 (from 7.51 percent to 7.65 percent).

Social Security, the largest legally required benefit, cost employers, on average, 92 cents per hour worked—6.0

Text table 5. Percent distribution of components of compensation costs, private industry, March 1987-91

Compensation component	March				
	1987	1988	1989	1990	1991
Total compensation	100.0	100.0	100.0	100.0	100.0
Wages and salaries	73.2	72.7	72.7	72.4	72.3
Total benefit costs	26.8	27.3	27.3	27.6	27.7
Paid leave	6.9	7.0	7.0	6.9	6.8
Supplemental pay	2.4	2.4	2.4	2.5	2.3
Insurance	5.4	5.6	6.0	6.1	6.5
Retirement and savings	3.6	3.3	2.9	3.0	2.9
Legally required benefits	8.4	8.8	8.9	9.0	9.1
Other benefits	0.1	0.2	0.1	(*)	(*)

* Less than 0.05 percent.

percent of all compensation costs in March 1991.

Insurance has grown the most over the past several years. Life, health, and sickness and accident insurance accounted for 6.5 percent of compensation in March 1991, compared with 6.1 percent in the preceding March and 5.4 in March 1987. Health care costs are by far the most important of the insurance costs, and these costs rose most rapidly over the past 5 years.¹³

The retirement and savings category was the only one to decline significantly in importance from 1987, decreasing from 3.6 percent of total compensation costs to 2.9 percent in 1991.

Cost levels by industry group. Compensation costs per hour worked in March 1991 averaged more for workers in goods-producing industries (\$18.48) than for those in service-producing industries (\$14.31). (See text table 6.) Costs in service-producing industries showed wide variation, ranging from \$8.81 in retail trade to \$22.09 in transportation and public utilities. (See chart 10.) Among the goods-producing industries for which data are available, compensation costs ranged from \$16.36 in nondurables manufacturing to \$19.59 in durables manufacturing. There also was a wide variation in the proportion of compensation costs accounted for by benefits in both the goods- and service-producing industries.

In general, industries with relatively high compensation costs had higher proportions of benefits to total costs. For example, transportation and public utilities, which had the highest compensation costs, also had one of the highest proportions of benefits. In contrast, retail trade had the lowest compensation costs and the lowest proportion of benefits.

¹² See Felicia Nathan, "Analyzing Employer Costs for Wages, Salaries, and Benefits," *Monthly Labor Review*, October 1987, pp. 3-11.

¹³ Data for components of insurance are not shown separately because many survey respondents report data for all insurance items combined.

Text table 6. Total compensation costs per hour worked and benefits as a proportion of those costs, by private industry group March 1991

Industry group	Total compensation	Benefit cost as a percent of compensation
Private industry	\$15.40	27.7
Goods-producing industries	18.48	31.3
Construction	18.32	28.6
Manufacturing	18.22	31.9
Durables	19.59	32.7
Nondurables	16.36	30.6
Service-producing industries	14.31	26.0
Transportation and public utilities	22.09	31.5
Wholesale trade	17.10	27.6
Retail trade	8.81	22.5
Finance, insurance, and real estate	19.04	26.3
Service industries	14.70	25.3

Cost levels by occupational group. Compensation costs per hour worked were higher for white-collar workers (\$18.15) than for blue-collar workers (\$15.15) and service workers (\$7.82). (See text table 7 and chart 11.) Costs for white-collar workers varied widely, ranging from \$12.90 for sales workers to \$28.15 for executive, administrative, and managerial occupations. Costs for blue-collar workers ranged from \$10.94 for handlers, cleaners, helpers, and laborers to \$19.24 for precision production, craft, and repair occupations. No breakdown in compensation costs

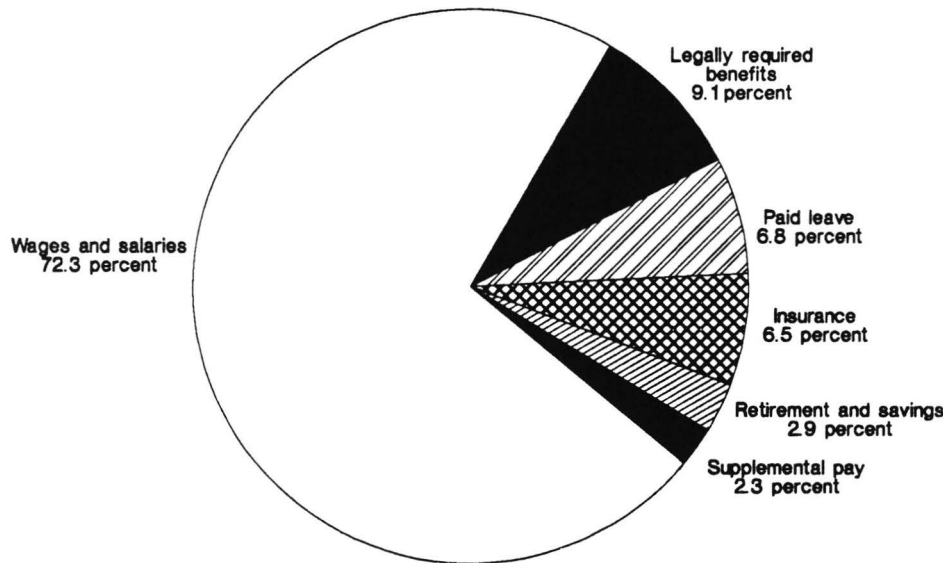
for various service occupations (e.g., janitors, waiters and waitresses, and nursing aides) is available.

Occupations did not show the consistent positive relationships between compensation costs and the proportion of benefits to total costs that were found for industries. The occupational groups with the highest compensation costs—

Text table 7. Total compensation costs per hour worked and benefits as a proportion of those costs, by occupational group, private industry, March 1991

Occupational group	Total compensation	Benefit cost as a percent of compensation
All private industry	\$15.15	27.7
White-collar occupations	18.15	26.2
Professional specialty and technical	23.79	26.2
Executive, administrative, and managerial	28.15	25.9
Sales	12.90	22.5
Administrative support, including clerical	13.17	28.6
Blue-collar occupations	15.15	31.6
Precision production, craft, and repair	19.24	31.1
Machine operators, assemblers, and inspectors	14.24	33.6
Transportation and material moving	15.56	32.0
Handlers, equipment cleaners, helpers, and laborers	10.94	29.7
Service occupations	7.82	23.7

Chart 9. Components of employer costs for employee compensation, private industry, March 1991



professional specialty and technical workers and executive, administrative, and managerial—were below-average in benefit costs as a percent of total compensation costs.

In all private industry, benefits made up a larger proportion of compensation costs for blue-collar workers as a whole (31.6 percent) than for white-collar workers (26.2 percent) and service workers (23.7 percent). This relationship held when occupational groups within the blue-collar and white-collar categories were compared.

Blue- and white-collar workers also differed in the relative importance of individual benefits, as the following table shows:

Text table 8. Percent distribution of components of benefit cost, by occupational category, private industry, March 1991

Benefit component	All workers	White-collar	Blue-collar	Service workers
All benefits	100.0	100.0	100.0	100.0
Paid leave	24.6	29.1	19.0	18.9
Supplemental pay	8.4	6.7	11.3	5.9
Premium pay	4.0	1.9	7.6	2.7
Shift pay	1.2	1.1	1.3	.6
Nonproduction bonuses	3.0	3.8	2.3	1.6
Insurance	23.7	23.6	24.1	21.1
Retirement and savings	10.3	10.9	10.3	6.5
Legally required benefits	32.8	29.3	35.1	47.6

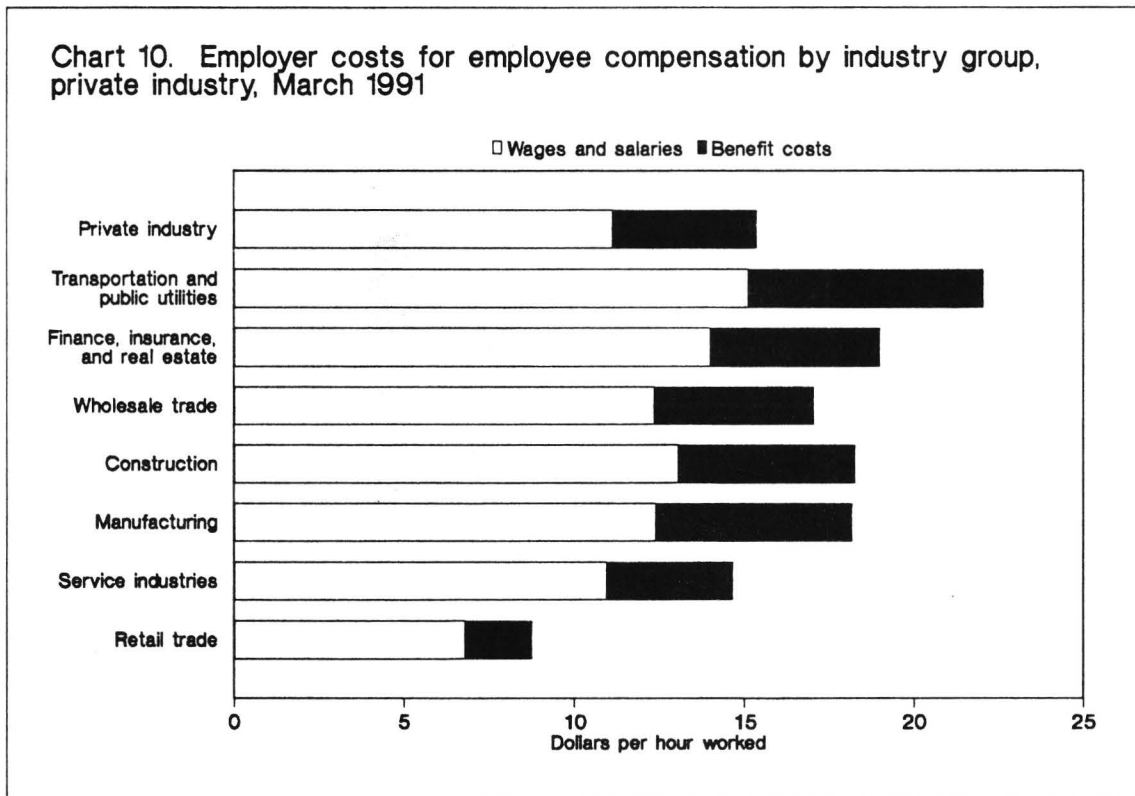
Paid leave and bonuses were relatively more important for white-collar workers, whereas premium pay and legally required benefits were more important for blue-collar workers and service workers, respectively.

Cost levels by occupation within industries. Group averages are sometimes misleading. For example, although overall pay may be substantially higher in one industry than another, the pay for a given occupation may not differ much between the two industries. Text table 9 shows that differences in compensation costs are narrower in most cases when comparisons are made for individual occupational groups than when the overall industry costs are compared. A major exception to that relationship is service workers, whose compensation costs are substantially higher, on average, in goods- than in service-producing industries.

Text table 9. Total compensation costs per hour worked by occupational groups within industries, private industry, March 1991

Occupational group	Total private	Goods-producing	Service-producing
All occupations	\$15.40	\$18.48	\$14.31
White-collar occupations	18.58	23.65	17.13
Professional specialty and technical	23.79	26.40	23.18
Executive, administrative, and managerial	28.15	34.22	26.12
Sales	12.90	(1)	12.54
Administrative support including clerical	13.17	14.59	12.89
Blue-collar occupations	15.15	16.32	13.70
Precision production, craft, and repair	19.24	20.30	17.83
Machine operators, assemblers, and inspectors	14.24	14.72	(1)
Transportation and material moving	15.56	16.67	15.10
Handlers, equipment cleaners, helpers, and laborers	10.94	12.40	10.12
Service occupations	7.82	14.12	7.66

¹ Data not available.



Text table 10. Employer costs per hour worked for employee compensation, by establishment size, and benefit costs as a percent of total compensation costs, private industry, March 1991

Series	All establishments	1-99 Employees	100 Employees or more		
			Total	100-499 Employees	500 employees or more
Private industry:					
Compensation costs	\$15.40	\$13.38	\$17.34	\$14.31	\$20.60
Wages and salaries	\$11.14	\$10.00	\$12.23	\$10.32	\$14.28
Benefits (percent)	27.7	25.3	29.5	27.9	30.7
Goods-producing industries:					
Compensation costs	\$18.48	\$15.66	\$20.01	\$16.27	\$23.41
Wages and salaries	\$12.70	\$11.23	\$13.50	\$11.34	\$15.46
Benefits (percent)	31.3	28.3	32.5	30.3	34.0
Service-producing industries:					
Compensation costs	\$14.31	\$12.85	\$16.00	\$13.43	\$19.00
Wages and salaries	\$10.58	\$9.71	\$11.59	\$9.86	\$13.61
Benefits (percent)	26.0	24.4	27.6	26.6	28.4
White-collar workers:					
Compensation costs	\$18.15	\$15.93	\$20.14	\$17.11	\$22.79
Wages and salaries	\$13.40	\$12.08	\$14.59	\$12.61	\$16.31
Benefits (percent)	26.2	24.2	27.6	26.3	28.4
Blue-collar workers:					
Compensation costs	\$15.15	\$13.30	\$16.88	\$14.08	\$20.25
Wages and salaries	\$10.37	\$9.51	\$11.17	\$9.68	\$12.96
Benefits (percent)	31.6	28.5	33.8	31.2	36.0

Cost levels by establishment size. Many studies have demonstrated that compensation costs rise with increased establishment size, and have offered a number of competing explanations for the relationship.¹⁴ The ECI estimates provide information not previously available on the relationship between size and compensation cost that will aid in the discussions.¹⁵

In March 1991, employer costs for employee compensation (wages, salaries, and benefits) were higher in large than in small establishments in private industry and in the major industry and occupational groups. For example, such costs were about 50 percent higher in establishments with 500 employees or more than in establishments with fewer than 100 employees (\$20.60 per hour worked, compared with \$13.38). (See text table 10.) This relationship held for goods-producing (\$23.41 compared with \$15.66) and service-producing industries (\$19.00 and \$12.85), as well as for white-collar (\$22.79 and \$15.93) and blue-collar occupations (\$20.25 and \$13.30).

Text table 10 also shows that, compared with the smallest size category, the size differential is much greater for establishments of 500 employees or more than for establishments of 100-499 employees. Compensation costs of private industry workers, for example, are about

one-eighth higher in establishments in the 100-499 employee range compared with the smallest establishments (\$14.31 compared with \$13.38), while establishments of 500 employees or more have a 50-percent advantage (\$20.60 compared with \$13.38).

Wages and salaries and employee benefits—the two major components of compensation—also were higher in large than in small establishments. However, wages and salaries averaged two-fifths more in establishments of 500 workers or more than in establishments of under 100 employees (\$14.28 compared with \$10.00), while benefit costs were nearly double in the larger establishments (\$6.32 compared with \$3.38). Consequently, the proportion of total compensation made up of benefit costs was greater in large establishments. Benefit costs, for example, accounted for 30.7 percent of total compensation costs for workers in establishments with 500 employees or more, compared with 25.3 percent of compensation for workers in establishments with fewer than 100 employees.

A variety of factors, in addition to employment size, contribute to variations in compensation cost levels, including differences in the mix of industries, occupations, union coverage, and location among establishment employment size groups. These other factors may be related to establishment size. Compared with small establishments, for example, large establishments tend to be located in metropolitan areas rather than nonmetropolitan areas, and are more likely to be covered by union contracts.

Also, establishment size may differ from firm size. An establishment, which may be part of a larger company, is a single physical location where business is conducted. About three-quarters of employees in small establishments are employed in small independent private busi-

¹⁴ For a review of many of the studies, and additional evidence, see Charles Brown and James Medoff, "The employer size-wage effect," *Journal of Political Economy*, October 1989, pp. 1027-1059. Also see: Walter Y. Oi, "The fixed employment costs of specialized labor," in Jack Triplett, ed., *Measurement of Labor Cost* (NBER, 1982) and Alice Nakamura and Masao Nakamura, "New measures of nonwage compensation components: Are they needed?," *Survey of Current Business*, March 1989, pp. 58-61.

¹⁵ See Wayne Shelly, "Compensation Cost Levels by Establishment Size," *Compensation and Working Conditions*, August 1991, pp. 1-8.

nesses¹⁶; the remainder are in establishments that are part of larger firms.

Cost levels by union status. Compensation costs averaged more for union workers than nonunion workers in private industry, in both manufacturing and nonmanufacturing industries, and also when the comparison was limited to blue-collar workers in manufacturing, as text table 11 shows.

Text table 11. Total compensation costs per hour worked, and benefits as a proportion of those costs, by union status and industry and occupational group, private industry, March 1991

Series	Union workers		Nonunion workers	
	Total compensation	Benefit cost as a percent of compensation	Total compensation	Benefit cost as a percent of compensation
Private industry	\$19.76	34.1	\$14.56	26.0
Nonmanufacturing	19.51	32.3	13.92	25.0
Manufacturing				
All workers	20.26	37.5	17.47	29.6
Blue-collar workers	20.29	37.8	13.24	30.8

Benefits consistently made up a larger part of total compensation costs among union establishments than among nonunion establishments.

Union and nonunion cost level differences reflect a variety of influences, including variation in the distribution of union and nonunion workers among occupations and industries.

Cost levels by geographic region. Compensation costs varied among regions ranging from \$17.56 per hour worked in the Northeast to \$13.68 in the South in March 1991. The proportion of compensation costs made up of benefits was also lowest in the South but was highest in the Midwest rather than the Northeast, as shown below:

Region	Percent
Midwest	28.9
Northeast	27.9
West	27.2
South	26.7

State and local governments

Employee compensation costs for State and local government workers averaged \$22.31 per hour worked in March 1991. Straight-time wages and salaries averaged \$15.52—69.6 percent of compensation costs—while benefits averaged \$6.79—30.4 percent of compensation.

Compensation costs were higher for State and local government workers than for private industry workers (\$22.31 compared with \$15.40). The difference in costs

between the two sectors can partly be explained by differences in the industrial activities and the resulting occupational mixes of their workforces. Generally, the industrial activities that require a mix of occupational groups with the higher hourly compensation (e.g., professionals) accounted for a larger proportion of the employment in State and local governments than in private industry.

In State and local governments, nearly a third of total compensation is in the form of benefits. The largest benefit category is retirement and savings (\$1.85 per hour worked, 8.3 percent of compensation costs and 27 percent of all benefit costs). The next three largest benefit categories are paid leave (\$1.75), insurance (\$1.63), and legally required benefits (\$1.34).

Occupational and industry groups. Compensation costs, and the proportion benefits made up of total compensation, differed widely by occupational group and industry, as shown in text table 12.

Total compensation costs were higher for white-collar occupations (\$25.07) than for blue-collar (\$17.66) or service occupations (\$16.02). Wages and salaries accounted for the majority of the differences. Wages and salaries for white-collar occupations (\$17.86) were 58 percent higher than those for blue-collar occupations (\$11.39), and 74 percent higher than those for service occupations (\$10.30). Benefit cost differences were smaller. Total benefit costs were \$7.21 for white-collar, \$6.27 for blue-collar, and \$5.72 for service occupations.

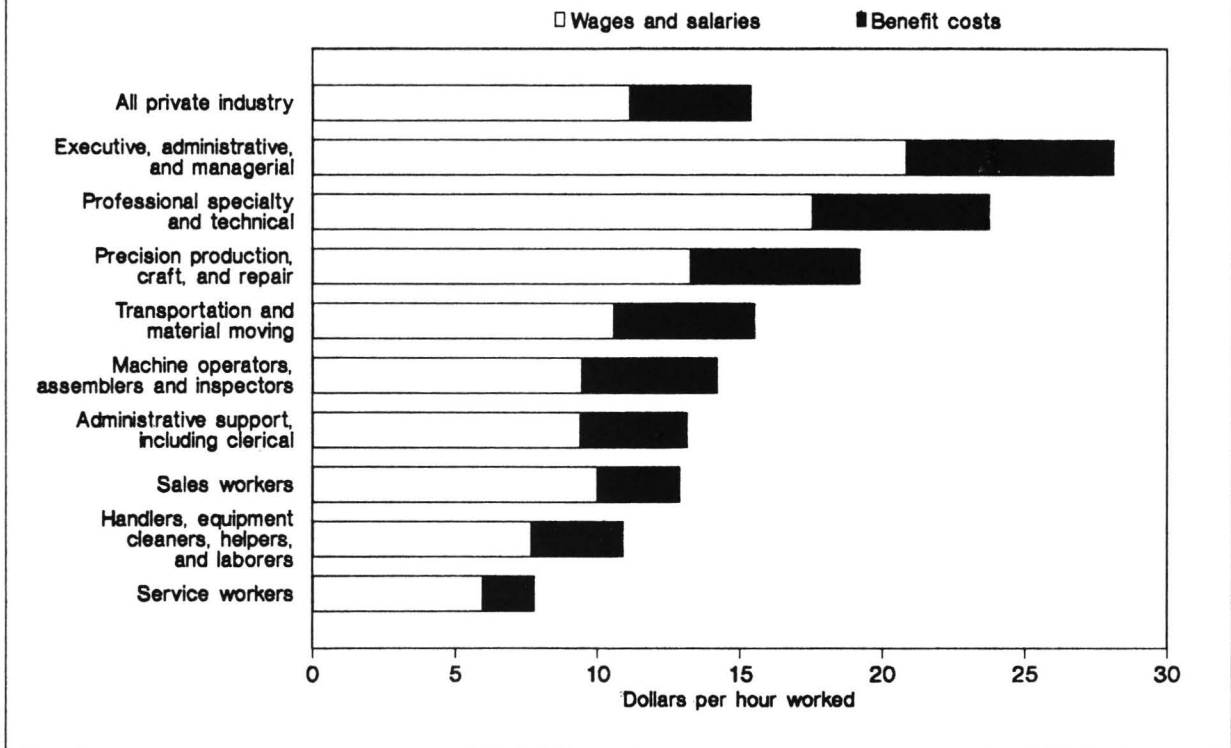
Text table 12. Total compensation costs per hour worked, and benefits as a percent of compensation, by occupational and industry category, State and local governments, March 1991

Occupational group or Industry	Total compensation		Wages and salaries		Total benefits	
	Cost	Percent	Cost	Percent	Cost	Percent
All workers	\$22.31	100.0	\$15.52	69.6	\$6.79	30.4
Occupational group:						
White-collar	25.07	100.0	17.86	71.2	7.21	28.8
Professional specialty and technical	29.74	100.0	21.72	73.0	8.02	27.0
Administration support, including clerical	14.37	100.0	9.54	66.4	4.82	33.6
Blue-collar	17.66	100.0	11.39	64.5	6.27	35.5
Service	6.02	100.0	10.30	64.3	5.72	35.7
Industry group:						
Services	23.69	100.0	16.96	71.6	6.73	28.4
Educational services	25.40	100.0	18.45	72.7	6.94	27.3
Health services	17.87	100.0	12.03	67.3	5.84	32.7
Public administration	20.11	100.0	13.32	66.2	6.79	33.8

There was also variation in compensation costs among industries. Among the major industry categories, compensation was highest in services at \$23.69. This reflected the concentration of educational and health services, two industries with relatively high proportions of professional employees.

¹⁶ See "BLS Reports on its First Survey of Employee Benefits in Small Private Establishments," USDL 91-260, June 10, 1991. That report, based on the Employee Benefit Survey (EBS), found that most benefits were less common in small independent private businesses than in other small establishments.

Chart 11. Employer costs for employee compensation by occupational group, private industry, March 1991



Text table 13. Percent distribution of components of benefit costs, by occupational category, State and local governments, March 1991

Benefit category	All workers	White-colla	Blue-collar	Service workers
Total benefits	100.0	100.0	100.0	100.0
Paid leave	25.8	25.7	25.7	26.0
Supplemental pay	3.1	1.9	5.6	6.5
Insurance	24.0	24.0	24.9	23.4
Retirement and savings	27.2	28.3	21.5	26.0
Legally required	19.7	19.8	22.0	8.0
Other benefits	0.3	0.3	*	0.3

* = 0.05 percent or less.

The relative importance of the benefit categories also differed by occupational group, as shown in text table 13.

Blue-collar workers differed noticeably from white-collar or service workers: Retirement and savings were relatively less important, while legally required benefits were more important. Unlike private industry workers, State and local government service workers were quite similar to white-collar workers, reflecting the predominance of police and firefighters among service workers in State and local governments.

Table 1. Total compensation,¹ civilian, State and local government, and private industry workers: Employment Cost Index by occupational and industry group, 1979-91

(Seasonally adjusted)

Series and year	Indexes (June 1989 = 100)				Percent changes for			
	March	June	Sept.	Dec.	3 months ended--			
					March	June	Sept.	Dec.
Civilian workers:²								
1982	71.7	72.8	74.2	75.3	-	1.5	1.9	1.5
1983	76.3	77.4	78.4	79.5	1.3	1.4	1.3	1.4
1984	80.7	81.7	82.4	83.5	1.5	1.2	.9	1.3
1985	84.5	85.4	86.4	87.1	1.2	1.1	1.2	.8
1986	87.9	88.5	89.1	89.9	.9	.7	.7	.9
1987	90.6	91.4	92.2	93.1	.8	.9	.9	1.0
1988	94.4	95.5	96.5	97.7	1.4	1.2	1.0	1.2
1989	98.9	100.0	101.4	102.6	1.2	1.1	1.4	1.2
1990	104.1	105.4	106.6	107.7	1.5	1.2	1.1	1.0
1991	109.0	110.3	-	-	1.2	1.2	-	-
State and local government:								
1982	67.2	68.2	70.0	70.9	-	1.5	2.6	1.3
1983	71.9	73.0	73.9	75.0	1.4	1.5	1.2	1.5
1984	76.4	77.5	78.7	80.0	1.9	1.4	1.5	1.7
1985	81.2	82.2	83.5	84.6	1.5	1.2	1.6	1.3
1986	85.6	86.8	87.8	88.9	1.2	1.4	1.2	1.3
1987	89.8	90.9	91.5	92.8	1.0	1.2	.7	1.4
1988	94.2	95.4	96.5	98.1	1.5	1.3	1.2	1.7
1989	99.4	100.9	102.7	104.1	1.3	1.5	1.8	1.4
1990	105.8	107.4	108.7	110.2	1.6	1.5	1.2	1.4
1991	111.9	113.1	-	-	1.6	1.1	-	-
Private industry:³								
1980	60.8	62.3	63.7	65.2	-	2.5	2.2	2.4
1981	67.3	68.7	70.0	71.4	3.2	2.1	1.9	2.0
1982	72.5	73.5	75.0	76.1	1.5	1.4	2.0	1.5
1983	77.1	78.2	79.2	80.3	1.3	1.4	1.3	1.4
1984	81.4	82.4	83.0	84.1	1.4	1.2	.7	1.3
1985	85.0	85.9	86.9	87.5	1.1	1.1	1.2	.7
1986	88.3	89.0	89.6	90.2	.9	.8	.7	.7
1987	90.9	91.6	92.5	93.3	.8	.8	1.0	.9
1988	94.5	95.7	96.6	97.8	1.3	1.3	.9	1.2
1989	98.8	100.0	101.3	102.4	1.0	1.2	1.3	1.1
1990	103.8	105.1	106.2	107.2	1.4	1.3	1.0	.9
1991	108.4	109.7	-	-	1.1	1.2	-	-
White-collar occupations:⁴								
1979	-	-	-	57.4	-	-	-	-
1980	59.0	60.4	61.6	62.9	2.8	2.4	2.0	2.1
1981	65.4	66.5	67.7	69.2	4.0	1.7	1.8	2.2
1982	70.4	71.3	72.9	73.7	1.7	1.3	2.2	1.1
1983	75.0	76.0	77.5	78.4	1.8	1.3	2.0	1.2
1984	79.8	80.8	81.4	82.4	1.8	1.3	.7	1.2
1985	83.7	84.6	85.7	86.4	1.6	1.1	1.3	.8
1986	87.4	88.2	88.8	89.4	1.2	.9	.7	.7
1987	90.6	91.2	92.1	92.7	1.3	.7	1.0	.7
1988	93.9	95.1	96.2	97.3	1.3	1.3	1.2	1.1
1989	98.9	100.0	101.4	102.4	1.6	1.1	1.4	1.0
1990	104.1	105.5	106.7	107.4	1.7	1.3	1.1	.7
1991	109.0	110.3	-	-	1.5	1.2	-	-
Blue-collar occupations:								
1980	62.8	64.4	66.0	67.6	-	2.5	2.5	2.4
1981	69.5	71.1	72.6	74.1	2.8	2.3	2.1	2.1
1982	75.0	76.1	77.4	78.5	1.2	1.5	1.7	1.4
1983	79.6	80.7	81.4	82.4	1.4	1.4	.9	1.2
1984	83.5	84.2	84.9	85.9	1.3	.8	.8	1.2
1985	86.6	87.3	88.2	88.6	.8	.8	1.0	.5
1986	89.3	89.8	90.5	91.1	.8	.6	.8	.7
1987	91.2	92.1	92.9	93.9	.1	1.0	.9	1.1
1988	95.3	96.3	97.1	98.1	1.5	1.0	.8	1.0
1989	98.7	99.9	101.1	102.1	.6	1.2	1.2	1.0
1990	103.4	104.6	105.6	106.6	1.3	1.2	1.0	.9
1991	107.8	108.9	-	-	1.1	1.0	-	-

See footnotes at end of table.

Table 1. Total compensation,¹ civilian, State and local government, and private industry workers: Employment Cost Index by occupational and industry group, 1979-91—Continued

(Seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for			
	March	June	Sept.	Dec.	3 months ended--			
					March	June	Sept.	Dec.
Service occupations:								
1980	61.1	62.3	63.8	64.9	-	2.0	2.4	1.7
1981	67.5	68.5	70.0	70.8	4.0	1.5	2.2	1.1
1982	72.5	74.0	75.4	76.7	2.4	2.1	1.9	1.7
1983	77.3	78.5	79.0	80.8	.8	1.6	.6	2.3
1984	82.5	83.1	84.4	85.9	2.1	.7	1.6	1.8
1985	85.9	86.7	88.1	88.5	.0	.9	1.6	.5
1986	89.0	89.8	90.5	91.2	.6	.9	.8	.8
1987	91.9	92.6	93.0	93.4	.8	.8	.4	.4
1988	94.5	95.8	97.2	98.2	1.2	1.4	1.5	1.0
1989	99.1	100.1	101.2	102.4	.9	1.0	1.1	1.2
1990	103.6	104.9	105.8	107.1	1.2	1.3	.9	1.2
1991	108.2	109.9	-	-	1.0	1.6	-	-
Goods-producing industries:⁵								
1980	62.5	63.9	65.5	67.0	-	2.2	2.5	2.3
1981	69.0	70.6	72.1	73.5	3.0	2.3	2.1	1.9
1982	74.7	75.7	77.2	78.1	1.6	1.3	2.0	1.2
1983	79.2	80.1	81.0	81.8	1.4	1.1	1.1	1.0
1984	82.9	83.6	84.5	85.6	1.3	.8	1.1	1.3
1985	86.6	87.2	87.9	88.4	1.2	.7	.8	.6
1986	89.2	90.1	90.6	91.2	.9	1.0	.6	.7
1987	91.5	92.2	93.0	94.0	.3	.8	.9	1.1
1988	95.5	96.5	97.2	98.1	1.6	1.0	.7	.9
1989	98.9	100.0	101.2	102.3	.8	1.1	1.2	1.1
1990	103.8	105.1	106.2	107.2	1.5	1.3	1.0	.9
1991	108.4	109.7	-	-	1.1	1.2	-	-
Contract construction:								
1980	64.4	66.1	67.7	69.4	-	2.6	2.4	2.4
1981	71.1	72.7	74.5	76.1	2.6	2.3	2.5	2.1
1982	77.3	78.4	79.5	80.5	1.6	1.4	1.4	1.3
1983	81.2	82.6	82.5	83.7	.9	1.7	-1.1	1.5
1984	84.3	84.5	84.7	85.2	.7	.2	.2	.6
1985	86.2	86.9	87.5	88.4	1.2	.8	.7	1.0
1986	88.6	89.7	90.5	90.9	.2	1.2	.9	.4
1987	91.6	92.5	93.3	94.2	.8	1.0	.9	1.0
1988	95.3	96.2	97.1	98.2	1.2	.9	.9	1.1
1989	99.1	99.9	101.1	102.5	.9	.8	1.2	1.4
1990	103.2	104.2	105.1	105.7	.7	1.0	.9	.6
1991	107.5	108.4	-	-	1.7	.8	-	-
Manufacturing:								
1980	61.6	63.1	64.5	66.1	-	2.4	2.2	2.5
1981	68.2	69.7	71.1	72.7	3.2	2.2	2.0	2.3
1982	73.7	74.8	76.2	77.2	1.4	1.5	1.9	1.3
1983	78.2	79.2	80.1	81.0	1.3	1.3	1.1	1.1
1984	82.0	83.0	83.9	85.1	1.2	1.2	1.1	1.4
1985	86.1	86.8	87.5	88.0	1.2	.8	.8	.6
1986	88.7	89.7	90.2	90.9	.8	1.1	.6	.8
1987	90.9	91.7	92.6	93.7	.0	.9	1.0	1.2
1988	95.1	96.1	96.9	97.8	1.5	1.1	.8	.9
1989	98.7	99.9	101.2	102.3	.9	1.2	1.3	1.1
1990	103.8	105.2	106.5	107.5	1.5	1.3	1.2	.9
1991	108.6	109.9	-	-	1.0	1.2	-	-
Manufacturing, durable goods:								
1980	61.8	63.4	65.0	66.6	-	2.6	2.5	2.5
1981	69.0	70.5	71.9	73.7	3.6	2.2	2.0	2.5
1982	74.7	75.7	77.0	78.1	1.4	1.3	1.7	1.4
1983	79.1	79.9	80.8	81.8	1.3	1.0	1.1	1.2
1984	82.9	84.0	84.9	85.9	1.3	1.3	1.1	1.2
1985	86.9	87.6	88.2	88.8	1.2	.8	.7	.7
1986	89.4	90.1	90.7	91.3	.7	.8	.7	.7
1987	91.1	92.0	92.7	93.7	-2.1	1.0	.8	1.1
1988	95.4	96.4	97.1	97.9	1.8	1.0	.7	.8
1989	98.8	99.9	101.2	102.5	.9	1.1	1.3	1.3

See footnotes at end of table.

Table 1. Total compensation,¹ civilian, State and local government, and private industry workers: Employment Cost Index by occupational and industry group, 1979-91—Continued

(Seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for			
	March	June	Sept.	Dec.	3 months ended--			
					March	June	Sept.	Dec.
Manufacturing, durable goods:—Continued								
1990	103.8	105.0	106.4	107.5	1.3	1.2	1.3	1.0
1991	108.3	109.8	-	-	.7	1.4	-	-
Manufacturing, nondurable goods:								
1980	61.4	62.6	63.6	65.3	-	2.0	1.6	2.7
1981	66.8	68.3	69.7	70.8	2.3	2.2	2.0	1.6
1982	72.0	73.2	74.7	75.5	1.7	1.7	2.0	1.1
1983	76.6	77.8	78.8	79.6	1.5	1.6	1.3	1.0
1984	80.4	81.2	82.3	83.7	1.0	1.0	1.4	1.7
1985	84.9	85.4	86.3	86.7	1.4	.6	1.1	.5
1986	87.6	88.9	89.4	90.2	1.0	1.5	.6	.9
1987	90.6	91.2	92.3	93.6	.4	.7	1.2	1.4
1988	94.7	95.6	96.5	97.7	1.2	1.0	.9	1.2
1989	98.7	99.9	101.2	102.1	1.0	1.2	1.3	.9
1990	104.0	105.4	106.6	107.6	1.9	1.3	1.1	.9
1991	108.7	110.0	-	-	1.0	1.2	-	-
Service-producing industries:⁶								
1980	60.0	62.3	62.4	61.8	-	-	-	-
1981	66.4	68.5	68.3	68.0	2.8	2.3	2.1	2.1
1982	71.0	72.8	73.2	73.3	4.4	2.5	.5	.1
1983	75.5	77.2	77.7	78.4	3.0	2.3	.6	.9
1984	80.3	81.6	81.7	82.8	2.4	1.6	.1	1.3
1985	83.7	84.8	86.0	86.7	1.1	1.3	1.4	.8
1986	87.5	88.2	88.7	89.5	.9	.8	.6	.9
1987	90.5	91.2	92.0	92.8	1.1	.8	.9	.9
1988	93.8	95.0	96.1	97.6	1.1	1.3	1.2	1.6
1989	98.8	99.9	101.3	102.5	1.2	1.1	1.4	1.2
1990	103.8	105.1	106.2	107.2	1.3	1.3	1.0	.9
1991	108.5	109.7	-	-	1.2	1.1	-	-
Transportation and public utilities:								
1980	61.5	63.0	65.1	67.0	-	2.4	3.3	2.9
1981	69.0	70.7	71.9	73.2	3.0	2.5	1.7	1.8
1982	74.6	75.7	77.3	78.9	1.9	1.5	2.1	2.1
1983	80.0	81.6	82.3	83.5	1.4	2.0	.9	1.5
1984	84.6	85.4	86.0	87.0	1.3	.9	.7	1.2
1985	87.5	88.3	89.6	90.2	.6	.9	1.5	.7
1986	91.1	91.3	91.8	92.2	1.0	.2	.5	.4
1987	92.8	93.8	94.3	95.1	.7	1.1	.5	.8
1988	95.7	96.7	97.4	97.8	.6	1.0	.7	.4
1989	98.6	99.9	100.6	101.5	.8	1.3	.7	.9
1990	102.9	103.1	104.1	105.4	1.4	.2	1.0	1.2
1991	105.9	107.5	-	-	.5	1.5	-	-
Wholesale trade:								
1980	58.2	60.0	60.9	63.2	-	3.1	1.5	3.8
1981	65.0	66.4	68.1	69.2	2.8	2.2	2.6	1.6
1982	70.5	71.6	72.4	73.1	1.9	1.6	1.1	1.0
1983	74.2	75.4	76.8	78.2	1.5	1.6	1.9	1.8
1984	79.1	80.3	81.0	82.7	1.2	1.5	.9	2.1
1985	83.0	84.4	85.2	85.9	.4	1.7	.9	.8
1986	86.5	87.0	87.8	88.8	.7	.6	.9	1.1
1987	89.9	90.8	91.6	92.3	1.2	1.0	.9	.8
1988	93.2	94.5	95.6	96.1	1.0	1.4	1.2	.5
1989	98.7	99.9	102.5	104.4	2.7	1.2	2.6	1.9
1990	105.0	105.4	105.7	106.3	.6	.4	.3	.6
1991	108.0	109.6	-	-	1.6	1.5	-	-
Retail trade:								
1980	64.6	65.4	67.0	68.0	-	1.2	2.4	1.5
1981	70.4	71.4	72.4	73.3	3.5	1.4	1.4	1.2
1982	74.2	74.9	75.8	76.6	1.2	.9	1.2	1.1
1983	77.4	78.8	79.5	80.5	1.0	1.8	.9	1.3

See footnotes at end of table.

Table 1. Total compensation,¹ civilian, State and local government, and private industry workers: Employment Cost Index by occupational and industry group, 1979-91—Continued

(Seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for			
	March	June	Sept.	Dec.	3 months ended--			
					March	June	Sept.	Dec.
Retail trade:—Continued								
1984	82.2	83.2	83.7	84.9	2.1	1.2	0.6	1.4
1985	85.6	86.5	88.0	89.0	.8	1.1	1.7	1.1
1986	89.3	89.7	90.4	91.0	.3	.4	.8	.7
1987	91.5	92.3	92.9	93.2	.5	.9	.7	.3
1988	94.7	96.1	97.1	98.6	1.6	1.5	1.0	1.5
1989	99.3	99.7	101.0	101.8	.7	.4	1.3	.8
1990	103.2	104.5	105.4	106.2	1.4	1.3	.9	.8
1991	107.5	108.7	-	-	1.2	1.1	-	-
Finance, insurance, and real estate:⁴								
1985	83.1	83.0	84.6	85.9	-	-.1	1.9	1.5
1986	86.7	87.4	87.9	88.6	.9	.8	.6	.8
1987	90.9	90.0	90.2	90.4	2.6	-1.0	.2	.2
1988	91.5	92.8	92.9	96.2	1.2	1.4	.1	3.6
1989	98.3	100.0	100.4	101.4	2.2	1.7	.4	1.0
1990	102.6	104.4	105.4	105.5	1.2	1.8	1.0	.1
1991	108.3	109.5	-	-	2.7	1.1	-	-
Service industries:								
1980	55.3	57.3	58.1	59.2	-	3.6	1.4	1.9
1981	62.0	62.3	63.8	66.0	4.7	.5	2.4	3.4
1982	66.5	68.0	69.5	70.9	.8	2.3	2.2	2.0
1983	72.0	72.9	74.6	75.9	1.6	1.3	2.3	1.7
1984	77.6	78.5	79.2	81.0	2.2	1.2	.9	2.3
1985	81.2	82.4	83.6	84.1	.2	1.5	1.5	.6
1986	85.1	86.1	86.6	87.8	1.2	1.2	.6	1.4
1987	88.8	89.8	91.1	92.3	1.1	1.1	1.4	1.3
1988	93.4	94.8	96.2	97.6	1.2	1.5	1.5	1.5
1989	98.8	100.3	101.6	103.0	1.2	1.5	1.3	1.4
1990	104.8	106.8	107.9	109.4	1.7	1.9	1.0	1.4
1991	110.6	111.8	-	-	1.1	1.1	-	-
Nonmanufacturing:								
1980	60.0	61.5	62.9	64.2	-	.0	2.5	2.3
1981	66.5	67.8	69.1	70.5	3.6	2.0	1.9	2.0
1982	71.5	72.6	74.1	75.2	1.4	1.5	2.1	1.5
1983	76.2	77.4	78.5	79.7	1.3	1.6	1.4	1.5
1984	80.9	81.8	82.3	83.5	1.5	1.1	.6	1.5
1985	84.2	85.1	86.3	87.1	.8	1.1	1.4	.9
1986	87.8	88.5	89.1	89.9	.8	.8	.7	.9
1987	90.9	91.5	92.3	93.1	1.1	.7	.9	.9
1988	94.1	95.4	96.4	97.7	1.1	1.4	1.0	1.3
1989	98.8	99.9	101.2	102.5	1.1	1.1	1.3	1.3
1990	103.8	105.0	106.1	107.1	1.3	1.2	1.0	.9
1991	108.5	109.6	-	-	1.3	1.0	-	-

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

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

³ Excludes farm and household workers.

⁴ No identifiable seasonality was found for this series.

⁵ Includes mining, construction, and manufacturing.

⁶ Includes transportation, public utilities, trade, finance, insurance, real estate, and services.

- Data not available.

Table 2. Wages and salaries, civilian, State and local government, and private industry workers: Employment Cost Index by occupational and industry group, 1979-91

(Seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for			
	March	June	Sept.	Dec.	3 months ended--			
					March	June	Sept.	Dec.
Civilian workers:¹								
1982	73.7	74.6	75.9	76.9	-	1.2	1.7	1.3
1983	77.8	78.8	79.7	80.7	1.2	1.3	1.1	1.3
1984	81.8	82.6	83.2	84.3	1.4	1.0	.7	1.3
1985	85.3	86.3	87.3	88.0	1.2	1.2	1.2	.8
1986	88.9	89.6	90.2	91.0	1.0	.8	.7	.9
1987	91.9	92.5	93.3	94.1	1.0	.7	.9	.9
1988	95.1	96.1	96.9	98.1	1.1	1.1	.8	1.2
1989	99.2	100.2	101.4	102.5	1.1	1.0	1.2	1.1
1990	103.6	104.8	105.8	106.7	1.1	1.2	1.0	.9
1991	108.0	109.1	-	-	1.2	1.0	-	-
State and local government:								
1982	69.2	70.2	71.9	72.6	-	1.4	2.4	1.0
1983	73.6	74.7	75.4	76.4	1.4	1.5	.9	1.3
1984	77.8	78.7	79.8	81.0	1.8	1.2	1.4	1.5
1985	82.1	83.1	84.4	85.5	1.4	1.2	1.6	1.3
1986	86.6	87.7	89.0	90.1	1.3	1.3	1.5	1.2
1987	91.1	92.1	92.6	93.9	1.1	1.1	.5	1.4
1988	95.1	96.1	97.0	98.5	1.3	1.1	.9	1.5
1989	99.6	100.9	102.4	103.7	1.1	1.3	1.5	1.3
1990	105.2	106.6	107.9	109.1	1.4	1.3	1.2	1.1
1991	110.7	111.9	-	-	1.5	1.1	-	-
Private industry:²								
1980	63.1	64.5	65.9	67.3	-	2.2	2.2	2.1
1981	69.0	70.5	71.8	73.2	2.5	2.2	1.8	1.9
1982	74.6	75.5	76.8	77.7	1.9	1.2	1.7	1.2
1983	78.6	79.6	80.6	81.6	1.2	1.3	1.3	1.2
1984	82.5	83.3	83.9	84.9	1.1	1.0	.7	1.2
1985	85.9	86.9	87.9	88.5	1.2	1.2	1.2	.7
1986	89.4	90.0	90.5	91.2	1.0	.7	.6	.8
1987	92.0	92.7	93.5	94.2	.9	.8	.9	.7
1988	95.0	96.1	96.9	98.0	.8	1.2	.8	1.1
1989	99.1	100.0	101.1	102.2	1.1	.9	1.1	1.1
1990	103.3	104.4	105.4	106.2	1.1	1.1	1.0	.8
1991	107.3	108.4	-	-	1.0	1.0	-	-
White-collar occupations:³								
1975	-	-	44.3	44.9	-	-	-	1.4
1976	45.8	46.4	47.0	47.9	2.0	1.3	1.3	1.9
1977	48.5	49.3	50.2	51.1	1.3	1.6	1.8	1.8
1978	52.0	53.1	54.1	54.7	1.8	2.1	1.9	1.1
1979	55.8	56.8	58.0	59.5	2.0	1.8	2.1	2.6
1980	60.9	62.1	63.3	64.6	2.4	2.0	1.9	2.1
1981	66.6	67.9	69.1	70.5	3.1	2.0	1.8	2.0
1982	72.1	72.8	74.3	75.1	2.3	1.0	2.1	1.1
1983	76.2	77.1	78.7	79.6	1.5	1.2	2.1	1.1
1984	80.4	81.4	82.1	83.0	1.0	1.2	.9	1.1
1985	84.2	85.2	86.4	87.1	1.4	1.2	1.4	.8
1986	88.0	89.0	89.6	90.1	1.0	1.1	.7	.6
1987	91.4	91.9	93.0	93.4	1.4	.5	1.2	.4
1988	94.4	95.6	96.7	97.8	1.1	1.3	1.2	1.1
1989	99.0	100.0	101.4	102.4	1.2	1.0	1.4	1.0
1990	103.6	104.9	106.0	106.6	1.2	1.3	1.0	.6
1991	107.9	109.1	-	-	1.2	1.1	-	-
Blue-collar occupations:³								
1975	-	-	46.2	47.0	-	-	-	1.7
1976	48.1	49.0	49.9	50.8	2.3	1.9	1.8	1.8
1977	51.7	52.8	53.8	54.7	1.8	2.1	1.9	1.7
1978	55.7	56.9	58.1	59.2	1.8	2.2	2.1	1.9
1979	60.3	61.7	62.9	64.5	1.9	2.3	1.9	2.5
1980	66.0	67.7	69.3	70.7	2.3	2.6	2.4	2.0
1981	72.2	73.9	75.6	76.7	2.1	2.4	2.3	1.5
1982	77.8	78.7	80.1	81.0	1.4	1.2	1.8	1.1
1983	81.8	82.6	83.4	84.1	1.0	1.0	1.0	.8
1984	85.0	85.6	86.2	87.1	1.1	.7	.7	1.0

See footnotes at end of table.

Table 2. Wages and salaries, civilian, State and local government, and private industry workers: Employment Cost Index by occupational and industry group, 1979-91—Continued

(Seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for			
	March	June	Sept.	Dec.	3 months ended--			
					March	June	Sept.	Dec.
Blue-collar occupations:³—Continued								
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	.9	.6	.5	.5
1987	92.8	93.5	94.3	95.2	.4	.8	.9	1.0
1988	95.9	96.8	97.4	98.2	.7	.9	.6	.8
1989	99.0	100.0	101.0	101.6	.8	1.0	1.0	.6
1990	102.7	103.8	104.6	105.2	1.1	1.1	.8	.6
1991	106.4	107.3	-	-	1.1	.8	-	-
Service occupations:								
1980	63.9	65.1	66.6	67.6	-	1.9	2.3	1.5
1981	69.9	71.0	72.5	73.2	3.4	1.6	2.1	1.0
1982	75.1	76.6	77.9	79.3	2.6	2.0	1.7	1.8
1983	79.5	80.7	81.0	82.8	.3	1.5	.4	2.2
1984	84.5	84.9	86.2	87.8	2.1	.5	1.5	1.9
1985	87.5	88.5	89.8	89.9	-.3	1.1	1.5	.1
1986	90.5	91.0	91.6	92.3	.7	.6	.7	.8
1987	93.1	93.8	94.1	94.5	.9	.8	.3	.4
1988	95.4	96.5	97.8	98.6	1.0	1.2	1.3	.8
1989	99.3	100.1	101.0	102.2	.7	.8	.9	1.2
1990	103.1	104.3	105.1	106.2	.9	1.2	.8	1.0
1991	106.9	108.4	-	-	.7	1.4	-	-
Goods-producing industries:^{3,4}								
1975	-	-	45.9	46.9	-	-	-	2.2
1976	47.7	48.5	49.5	50.4	1.7	1.7	2.1	1.8
1977	51.3	52.3	53.4	54.3	1.8	1.9	2.1	1.7
1978	55.3	56.3	57.4	58.8	1.8	1.8	2.0	2.4
1979	59.8	60.9	62.0	63.7	1.7	1.8	1.8	2.7
1980	65.3	66.7	68.2	69.7	2.5	2.1	2.2	2.2
1981	71.2	72.8	74.4	75.7	2.2	2.2	2.2	1.7
1982	77.1	77.9	79.3	80.0	1.8	1.0	1.8	.9
1983	80.8	81.6	82.4	83.2	1.0	1.0	1.0	1.0
1984	84.1	84.7	85.5	86.4	1.1	.7	.9	1.1
1985	87.5	88.4	89.0	89.4	1.3	1.0	.7	.4
1986	90.4	91.3	91.8	92.3	1.1	1.0	.5	.5
1987	92.8	93.4	94.3	95.2	.5	.6	1.0	1.0
1988	96.1	96.9	97.5	98.2	.9	.8	.6	.7
1989	99.1	100.0	101.0	102.0	.9	.9	1.0	1.0
1990	103.1	104.2	105.1	105.8	1.1	1.1	.9	.7
1991	107.0	108.0	-	-	1.1	.9	-	-
Contract 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	.7	1.3	-.2	1.1
1984	86.3	86.5	86.7	87.0	.5	.2	.2	.3
1985	88.0	88.5	88.9	89.7	1.1	.6	.5	.9
1986	90.0	90.9	91.5	91.9	.3	1.0	.7	.4
1987	92.6	93.1	94.0	94.9	.8	.5	1.0	1.0
1988	95.9	96.9	97.6	98.4	1.1	1.0	.7	.8
1989	99.3	99.9	100.9	101.7	.9	.6	1.0	.8
1990	102.2	102.9	103.3	103.7	.5	.7	.4	.4
1991	105.3	105.9	-	-	1.5	.6	-	-
Manufacturing:³								
1975	-	-	45.3	46.3	-	-	-	2.2
1976	47.1	47.8	48.7	49.7	1.7	1.5	1.9	2.1
1977	50.6	51.5	52.7	53.6	1.8	1.8	2.3	1.7
1978	54.7	55.5	56.6	58.1	2.1	1.5	2.0	2.7
1979	59.1	60.1	61.2	63.0	1.7	1.7	1.8	2.9
1980	64.8	66.1	67.4	68.9	2.9	2.0	2.0	2.2
1981	70.5	72.0	73.6	74.9	2.3	2.1	2.2	1.8
1982	76.3	77.1	78.4	79.1	1.9	1.0	1.7	.9
1983	80.0	80.7	81.6	82.5	1.1	.9	1.1	1.1
1984	83.4	84.1	85.0	86.1	1.1	.8	1.1	1.3

See footnotes at end of table.

Table 2. Wages and salaries, civilian, State and local government, and private industry workers: Employment Cost Index by occupational and industry group, 1979-91—Continued

(Seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for			
	March	June	Sept.	Dec.	3 months ended--			
					March	June	Sept.	Dec.
Manufacturing:³—Continued								
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	.9	.5	.5
1987	92.7	93.3	94.2	95.2	.7	.6	1.0	1.1
1988	96.0	96.8	97.3	98.1	.8	.8	.5	.8
1989	99.0	100.0	100.9	101.9	.9	1.0	.9	1.0
1990	103.3	104.5	105.4	106.2	1.4	1.2	.9	.8
1991	107.4	108.4	-	-	1.1	.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	.7	.6	1.0	1.3
1984	84.3	84.9	85.7	86.7	1.2	.7	.9	1.2
1985	87.8	88.9	89.4	89.9	1.3	1.3	.6	.6
1986	90.9	91.6	92.1	92.6	1.1	.8	.5	.5
1987	93.0	93.7	94.5	95.5	.4	.8	.9	1.1
1988	96.2	96.9	97.4	98.0	.7	.7	.5	.6
1989	99.0	100.0	100.7	101.9	1.0	1.0	.7	1.2
1990	103.2	104.3	105.3	106.1	1.3	1.1	1.0	.8
1991	107.3	108.3	-	-	1.1	.9	-	-
Manufacturing, nondurable goods:³								
1976	-	-	48.7	49.4	-	-	-	1.4
1977	50.4	51.5	52.5	53.4	2.0	2.2	1.9	1.7
1978	54.6	55.4	56.3	57.7	2.2	1.5	1.6	2.5
1979	58.6	59.9	60.6	62.2	1.6	2.2	1.2	2.6
1980	64.3	65.5	66.2	67.6	3.4	1.9	1.1	2.1
1981	69.1	70.6	72.0	72.8	2.2	2.2	2.0	1.1
1982	74.4	75.1	76.6	77.0	2.2	.9	2.0	.5
1983	78.3	79.3	80.4	80.9	1.7	1.3	1.4	.6
1984	81.8	82.7	83.8	84.9	1.1	1.1	1.3	1.3
1985	85.9	86.6	87.6	88.0	1.2	.8	1.2	.5
1986	89.1	90.3	90.7	91.3	1.3	1.3	.4	.7
1987	92.2	92.5	93.8	94.7	1.0	.3	1.4	1.0
1988	95.8	96.5	97.2	98.2	1.2	.7	.7	1.0
1989	99.0	100.0	101.1	101.8	.8	1.0	1.1	.7
1990	103.6	104.8	105.7	106.3	1.8	1.2	.9	.6
1991	107.6	108.6	-	-	1.2	.9	-	-
Service-producing industries:⁵								
1980	61.4	62.7	64.1	65.3	-	2.1	2.2	1.9
1981	67.3	68.7	69.8	71.1	3.1	2.1	1.6	1.9
1982	72.6	73.5	74.7	75.9	2.1	1.2	1.6	1.6
1983	76.9	77.9	79.1	80.2	1.3	1.3	1.5	1.4
1984	81.3	82.2	82.6	83.7	1.4	1.1	.5	1.3
1985	84.6	85.7	87.0	87.8	1.1	1.3	1.5	.9
1986	88.5	89.2	89.7	90.4	.8	.8	.6	.8
1987	91.5	92.1	93.0	93.5	1.2	.7	1.0	.5
1988	94.3	95.5	96.5	97.9	.9	1.3	1.0	1.5
1989	99.1	100.0	101.2	102.3	1.2	.9	1.2	1.1
1990	103.4	104.6	105.5	106.4	1.1	1.2	.9	.9
1991	107.6	108.7	-	-	1.1	1.0	-	-
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	.8	1.1
1984	87.6	88.2	88.5	89.4	1.4	.7	.3	1.0

See footnotes at end of table.

Table 2. Wages and salaries, civilian, State and local government, and private industry workers: Employment Cost Index by occupational and industry group, 1979-91—Continued

(Seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for			
	March	June	Sept.	Dec.	3 months ended--			
					March	June	Sept.	Dec.
Transportation and public utilities:—Continued								
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	.6	.3	.4	.4
1987	94.7	95.6	96.0	96.5	.3	1.0	.4	.5
1988	96.9	97.9	98.6	98.9	.4	1.0	.7	.3
1989	99.4	100.0	100.6	101.5	.5	.6	.6	.9
1990	102.5	103.2	104.0	104.9	1.0	.7	.8	.9
1991	105.2	106.6	-	-	.3	1.3	-	-
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	.5	1.1
1983	75.0	76.2	77.7	78.5	1.4	1.6	2.0	1.0
1984	79.3	80.1	81.0	82.8	1.0	1.0	1.1	2.2
1985	83.1	84.7	85.7	86.3	.4	1.9	1.2	.7
1986	87.1	87.8	88.5	89.5	.9	.8	.8	1.1
1987	90.7	91.8	92.5	93.0	1.3	1.2	.8	.5
1988	93.6	94.9	96.0	96.3	.6	1.4	1.2	.3
1989	99.3	99.9	102.7	105.0	3.1	.6	2.8	2.2
1990	105.0	105.2	105.4	105.9	.0	.2	.2	.5
1991	107.7	109.2	-	-	1.7	1.4	-	-
Retail trade:								
1980	66.7	67.3	68.7	69.9	-	.9	2.1	1.7
1981	72.1	73.1	74.1	75.1	3.1	1.4	1.4	1.3
1982	75.7	76.4	77.4	78.1	.8	.9	1.3	.9
1983	78.8	80.0	80.5	81.3	.9	1.5	.6	1.0
1984	83.0	83.6	84.2	85.5	2.1	.7	.7	1.5
1985	86.0	86.9	88.5	89.6	.6	1.0	1.8	1.2
1986	90.1	90.5	91.1	91.5	.6	.4	.7	.4
1987	92.1	93.0	93.6	93.9	.7	1.0	.6	.3
1988	95.1	96.3	97.5	98.8	1.3	1.3	1.2	1.3
1989	99.4	99.7	100.9	101.9	.6	.3	1.2	1.0
1990	103.0	104.1	104.8	105.6	1.1	1.1	.7	.8
1991	106.5	107.7	-	-	.9	1.1	-	-
Finance, insurance, and real estate:³								
1978	-	-	-	52.8	-	-	-	-
1979	54.4	56.2	57.3	59.7	3.0	3.3	2.0	4.2
1980	60.0	61.6	62.8	64.1	.5	2.7	1.9	2.1
1981	65.9	68.9	67.7	70.5	2.8	4.6	-1.7	4.1
1982	71.4	70.5	73.1	75.1	1.3	-1.3	3.7	2.7
1983	76.2	76.5	78.2	80.5	1.5	.4	2.2	2.9
1984	80.0	80.5	79.4	79.8	-6	.6	-1.4	.5
1985	84.0	83.8	85.5	87.1	5.3	-2	2.0	1.9
1986	87.2	88.2	88.8	89.5	.1	1.1	.7	.8
1987	91.9	90.6	90.8	90.6	2.7	-1.4	.2	-2
1988	91.5	92.9	92.9	96.3	1.0	1.5	.0	3.7
1989	98.3	100.0	100.6	101.3	2.1	1.7	.6	.7
1990	101.8	103.5	104.9	104.8	.5	1.7	1.4	-1
1991	107.0	108.1	-	-	2.1	1.0	-	-
Service industries:								
1980	57.2	58.5	59.5	60.6	-	2.3	1.7	1.8
1981	62.9	63.8	65.5	67.0	3.8	1.4	2.7	2.3
1982	68.7	70.1	71.1	72.5	2.5	2.0	1.4	2.0
1983	73.3	74.3	76.0	77.3	1.1	1.4	2.3	1.7
1984	78.5	79.4	80.2	82.2	1.6	1.1	1.0	2.5
1985	82.1	83.4	84.6	85.1	-.1	1.6	1.4	.6
1986	86.2	87.2	87.3	88.5	1.3	1.2	.1	1.4
1987	89.8	90.9	92.2	93.3	1.5	1.2	1.4	1.2
1988	94.1	95.3	96.6	97.9	.9	1.3	1.4	1.3
1989	99.0	100.3	101.3	102.6	1.1	1.3	1.0	1.3
1990	104.1	106.0	106.8	108.4	1.5	1.8	.8	1.5
1991	109.4	110.3	-	-	.9	.8	-	-

See footnotes at end of table.

Table 2. Wages and salaries, civilian, State and local government, and private industry workers: Employment Cost Index by occupational and industry group, 1979-91—Continued

(Seasonally adjusted)

Series and year	Indexes (June 1989 = 100)				Percent changes for			
	March	June	Sept.	Dec.	3 months ended--			
					March	June	Sept.	Dec.
Nonmanufacturing:								
1980	62.2	63.5	64.8	66.3	-	0.0	2.1	2.0
1981	68.2	69.6	70.8	72.2	2.9	2.1	1.7	2.0
1982	73.6	74.5	75.7	76.9	1.9	1.2	1.6	1.6
1983	77.8	78.9	80.0	81.1	1.2	1.4	1.4	1.4
1984	82.0	82.8	83.2	84.3	1.1	1.0	.5	1.3
1985	85.2	86.1	87.4	88.1	1.1	1.1	1.5	.8
1986	88.7	89.4	90.0	90.7	.7	.8	.7	.8
1987	91.7	92.3	93.2	93.8	1.1	.7	1.0	.6
1988	94.5	95.8	96.8	97.9	.7	1.4	1.0	1.1
1989	99.1	100.0	101.3	102.3	1.2	.9	1.3	1.0
1990	103.3	104.5	105.3	106.2	1.0	1.2	.8	.9
1991	107.4	108.4	-	-	1.1	.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, public utilities, trade, finance, insurance, real estate, and services.

- Data not available.

**Table 3. Benefit costs, civilian, State and local government, and private industry workers:
Employment Cost Index by occupational and industry group, 1979-91**

(Seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for			
	March	June	Sept.	Dec.	3 months ended--			
					March	June	Sept.	Dec.
Civilian workers:¹								
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	88.8	89.6	90.7	.2	1.3	.9	1.2
1988	92.9	94.4	95.6	97.0	2.4	1.6	1.3	1.5
1989	98.3	100.1	101.9	103.5	1.3	1.8	1.8	1.6
1990	105.6	107.2	108.8	110.4	2.0	1.5	1.5	1.5
1991	111.9	113.6	-	-	1.4	1.5	-	-
State and local government:								
1982	61.8	63.1	65.0	66.1	-	2.1	3.0	1.7
1983	67.3	68.5	69.9	71.2	1.8	1.8	2.0	1.9
1984	72.9	74.3	75.8	77.5	2.4	1.9	2.0	2.2
1985	78.8	79.9	81.1	82.1	1.7	1.4	1.5	1.2
1986	83.0	84.7	85.1	86.0	1.1	2.0	.5	1.1
1987	86.8	88.2	88.9	90.2	.9	1.6	.8	1.5
1988	92.2	93.7	95.3	97.0	2.2	1.6	1.7	1.8
1989	98.9	100.8	103.4	105.2	2.0	1.9	2.6	1.7
1990	107.2	109.2	110.8	112.6	1.9	1.9	1.5	1.6
1991	114.3	115.4	-	-	1.5	1.0	-	-
Private industry:²								
1980	54.9	56.7	58.2	59.8	-	3.3	2.6	2.7
1981	62.8	63.9	65.2	67.0	5.0	1.8	2.0	2.8
1982	67.2	68.6	70.4	71.8	.3	2.1	2.6	2.0
1983	73.3	74.5	75.8	77.1	2.1	1.6	1.7	1.7
1984	78.7	79.9	80.7	82.1	2.1	1.5	1.0	1.7
1985	82.8	83.3	84.2	84.9	.9	.6	1.1	.8
1986	85.5	86.1	87.0	87.8	.7	.7	1.0	.9
1987	87.9	88.9	89.7	90.9	.1	1.1	.9	1.3
1988	93.1	94.5	95.7	97.1	2.4	1.5	1.3	1.5
1989	98.1	99.8	101.5	103.1	1.0	1.7	1.7	1.6
1990	105.1	106.7	108.4	109.9	1.9	1.5	1.6	1.4
1991	111.3	113.2	-	-	1.3	1.7	-	-
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	103.1	1.4	1.8	1.7	1.6
1990	105.2	106.9	108.7	110.2	2.0	1.6	1.7	1.4
1991	111.7	113.6	-	-	1.4	1.7	-	-
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	87.9	89.0	89.9	91.0	-1	1.3	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	101.5	102.9	.6	1.6	1.6	1.4
1990	104.9	106.5	108.0	109.3	1.9	1.5	1.4	1.2
1991	110.7	112.6	-	-	1.3	1.7	-	-

See footnotes at end of table.

Table 3. Benefit costs, civilian, State and local government, and private industry workers: Employment Cost Index by occupational and industry group, 1979-91—Continued

(Seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for			
	March	June	Sept.	Dec.	3 months ended--			
					March	June	Sept.	Dec.
Service occupations:								
1980	52.3	53.4	55.2	56.4	-	2.1	3.4	2.2
1981	60.1	60.9	62.4	63.6	6.6	1.3	2.5	1.9
1982	64.5	65.9	67.5	68.7	1.4	2.2	2.4	1.8
1983	70.3	71.7	72.7	74.4	2.3	2.0	1.4	2.3
1984	76.4	77.5	78.8	80.1	2.7	1.4	1.7	1.6
1985	81.0	80.9	82.9	84.1	1.1	-1	2.5	1.4
1986	84.4	85.6	86.8	87.7	.4	1.4	1.4	1.0
1987	87.7	88.6	88.9	89.8	.0	1.0	.3	1.0
1988	91.7	93.5	95.3	96.9	2.1	2.0	1.9	1.7
1989	98.2	100.1	101.9	103.2	1.3	1.9	1.8	1.3
1990	105.5	107.0	108.4	110.1	2.2	1.4	1.3	1.6
1991	111.8	114.5	-	-	1.5	2.4	-	-
Goods-producing industries:³								
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	98.4	99.8	101.6	103.0	.7	1.4	1.8	1.4
1990	105.3	107.0	108.8	110.4	2.2	1.6	1.7	1.5
1991	111.5	113.7	-	-	1.0	2.0	-	-
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	87.0	88.1	88.9	90.4	-1.2	1.3	.9	1.7
1988	93.1	94.8	95.9	97.2	3.0	1.8	1.2	1.4
1989	98.2	99.8	101.7	103.0	1.0	1.6	1.9	1.3
1990	104.9	106.7	108.5	110.2	1.8	1.7	1.7	1.6
1991	110.6	113.1	-	-	.4	2.3	-	-
Service-producing industries:⁴								
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	90.5	.5	1.1	1.0	1.2
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	108.0	109.5	1.9	1.4	1.4	1.4
1991	111.0	112.8	-	-	1.4	1.6	-	-
Nonmanufacturing:								
1980	54.5	56.4	57.8	59.3	-	.0	3.5	2.5
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	91.3	.8	1.0	1.0	1.1

See footnotes at end of table.

Table 3. Benefit costs, civilian, State and local government, and private industry workers: Employment Cost Index by occupational and industry group, 1979-91—Continued

(Seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for			
	March	June	Sept.	Dec.	3 months ended--			
					March	June	Sept.	Dec.
Nonmanufacturing:—Continued								
1988	93.0	94.4	95.5	97.1	1.9	1.5	1.2	1.7
1989	97.9	99.9	101.4	103.1	.8	2.0	1.5	1.7
1990	105.1	106.8	108.3	109.7	1.9	1.6	1.4	1.3
1991	111.6	113.3	-	-	1.7	1.5	-	-

¹ Includes private industry and State and local government workers and excludes farm, household, and Federal Government workers.
² Excludes farm and household workers.

³ Includes mining, construction, and manufacturing.
⁴ Includes transportation, public utilities, trade, finance, insurance, real estate, and services.
 - Data not available.

Table 4. Total compensation,¹ civilian workers:² Employment Cost Index by occupational and industry group, 1981-91

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended--				12 months ended--			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
Civilian workers:²												
1981	-	67.2	68.9	70.2	-	-	2.5	1.9	-	-	-	-
1982	71.4	72.2	73.9	74.8	1.7	1.1	2.4	1.2	-	7.4	7.3	6.6
1983	76.0	76.9	78.2	79.1	1.6	1.2	1.7	1.2	6.4	6.5	5.8	5.7
1984	80.5	81.1	82.2	83.2	1.8	.7	1.4	1.2	5.9	5.5	5.1	5.2
1985	84.3	84.9	86.2	86.8	1.3	.7	1.5	.7	4.7	4.7	4.9	4.3
1986	87.7	88.3	89.3	89.9	1.0	.7	1.1	.7	4.0	4.0	3.6	3.6
1987	90.7	91.3	92.3	93.1	.9	.7	1.1	.9	3.4	3.4	3.4	3.6
1988	94.4	95.4	96.7	97.7	1.4	1.1	1.4	1.0	4.1	4.5	4.8	4.9
1989	98.9	100.0	101.6	102.6	1.2	1.1	1.6	1.0	4.8	4.8	5.1	5.0
1990	104.3	105.4	106.9	107.6	1.7	1.1	1.4	.7	5.5	5.4	5.2	4.9
1991	109.1	110.2	-	-	1.4	1.0	-	-	4.6	4.6	-	-
Civilian workers excluding sales:												
1981	-	67.0	69.0	70.2	-	-	3.0	1.7	-	-	-	-
1982	71.4	72.3	74.1	74.9	1.7	1.3	2.5	1.1	-	7.9	7.4	6.7
1983	76.2	77.0	78.4	79.2	1.7	1.0	1.8	1.0	6.7	6.5	5.8	5.7
1984	80.6	81.3	82.4	83.4	1.8	.9	1.4	1.2	5.8	5.6	5.1	5.3
1985	84.3	84.9	86.3	86.7	1.1	.7	1.6	.5	4.6	4.4	4.7	4.0
1986	87.7	88.3	89.3	89.9	1.2	.7	1.1	.7	4.0	4.0	3.5	3.7
1987	90.8	91.4	92.6	93.3	1.0	.7	1.3	.8	3.5	3.5	3.7	3.8
1988	94.7	95.6	96.9	97.8	1.5	1.0	1.4	.9	4.3	4.6	4.6	4.8
1989	99.0	100.0	101.6	102.5	1.2	1.0	1.6	.9	4.5	4.6	4.9	4.8
1990	104.3	105.4	106.9	107.8	1.8	1.1	1.4	.8	5.4	5.4	5.2	5.2
1991	109.2	110.2	-	-	1.3	.9	-	-	4.7	4.6	-	-
White-collar occupations:												
1981	-	65.2	66.9	68.4	-	-	2.6	2.2	-	-	-	-
1982	69.4	70.2	72.2	72.9	1.5	1.2	2.8	1.0	-	7.7	7.9	6.6
1983	74.1	74.9	76.7	77.5	1.6	1.1	2.4	1.0	6.8	6.7	6.2	6.3
1984	78.8	79.6	80.8	81.8	1.7	1.0	1.5	1.2	6.3	6.3	5.3	5.5
1985	83.0	83.6	85.2	85.8	1.5	.7	1.9	.7	5.3	5.0	5.4	4.9
1986	86.8	87.5	88.7	89.2	1.2	.8	1.4	.6	4.6	4.7	4.1	4.0
1987	90.3	90.8	92.0	92.7	1.2	.6	1.3	.8	4.0	3.8	3.7	3.9
1988	94.0	95.0	96.4	97.6	1.4	1.1	1.5	1.2	4.1	4.6	4.8	5.3
1989	99.0	100.0	102.0	102.9	1.4	1.0	2.0	.9	5.3	5.3	5.8	5.4
1990	104.6	105.8	107.5	108.3	1.7	1.1	1.6	.7	5.7	5.8	5.4	5.2
1991	109.8	110.8	-	-	1.4	.9	-	-	5.0	4.7	-	-
White-collar occupations excluding sales:												
1981	-	64.6	66.8	68.1	-	-	3.4	1.9	-	-	-	-
1982	69.2	70.1	72.0	72.8	1.6	1.3	2.7	1.1	-	8.5	7.8	6.9
1983	74.1	74.9	76.7	77.4	1.8	1.1	2.4	.9	7.1	6.8	6.5	6.3
1984	78.9	79.6	81.1	82.0	1.9	.9	1.9	1.1	6.5	6.3	5.7	5.9
1985	82.9	83.5	85.1	85.6	1.1	.7	1.9	.6	5.1	4.9	4.9	4.4
1986	86.7	87.3	88.6	89.2	1.3	.7	1.5	.7	4.6	4.6	4.1	4.2
1987	90.3	90.8	92.3	93.1	1.2	.6	1.7	.9	4.2	4.0	4.2	4.4
1988	94.3	95.2	96.8	97.7	1.3	1.0	1.7	.9	4.4	4.8	4.9	4.9
1989	99.1	100.0	101.9	102.8	1.4	.9	1.9	.9	5.1	5.0	5.3	5.2
1990	104.7	105.8	107.7	108.5	1.8	1.1	1.8	.7	5.7	5.8	5.7	5.5
1991	110.0	110.9	-	-	1.4	.8	-	-	5.1	4.8	-	-
Professional specialty and technical occupations:												
1989	-	100.0	102.6	103.7	-	-	2.6	1.1	-	-	-	-
1990	105.5	106.3	108.7	109.8	1.7	.8	2.3	1.0	-	6.3	5.9	5.9
1991	111.0	111.7	-	-	1.1	.6	-	-	5.2	5.1	-	-
Executive, administrative, and managerial occupations:												
1989	-	100.0	101.2	101.9	-	-	1.2	.7	-	-	-	-
1990	104.0	105.4	107.0	107.7	2.1	1.3	1.5	.7	-	5.4	5.7	5.7
1991	109.4	110.6	-	-	1.6	1.1	-	-	5.2	4.9	-	-

See footnotes at end of table.

Table 4. Total compensation,¹ civilian workers:² Employment Cost Index by occupational and industry group, 1981-91—Continued

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for								
	March	June	Sept.	Dec.	3 months ended--				12 months ended--				
					March	June	Sept.	Dec.	March	June	Sept.	Dec.	
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	.9	-	5.4	5.3	5.2	-
1991	109.2	110.2	-	-	1.3	.9	-	-	4.6	4.6	-	-	-
Blue-collar occupations:													
1981	-	70.8	72.4	73.7	-	-	2.3	1.8	-	-	-	-	-
1982	74.8	75.8	77.3	78.2	1.5	1.3	2.0	1.2	-	7.1	6.8	6.1	-
1983	79.5	80.4	81.2	82.0	1.7	1.1	1.0	1.0	6.3	6.1	5.0	4.9	-
1984	83.3	83.9	84.6	85.6	1.6	.7	.8	1.2	4.8	4.4	4.2	4.4	-
1985	86.5	87.1	88.0	88.4	1.1	.7	1.0	.5	3.8	3.8	4.0	3.3	-
1986	89.3	89.7	90.4	90.9	1.0	.4	.8	.6	3.2	3.0	2.7	2.8	-
1987	91.4	92.1	92.9	93.8	.6	.8	.9	1.0	2.4	2.7	2.8	3.2	-
1988	95.3	96.4	97.1	97.8	1.6	1.2	.7	.7	4.3	4.7	4.5	4.3	-
1989	98.8	100.0	101.1	102.0	1.0	1.2	1.1	.9	3.7	3.7	4.1	4.3	-
1990	103.6	104.8	105.8	106.5	1.6	1.2	1.0	.7	4.9	4.8	4.6	4.4	-
1991	108.0	109.2	-	-	1.4	1.1	-	-	4.2	4.2	-	-	-
Service occupations:													
1981	-	66.1	68.0	68.9	-	-	2.9	1.3	-	-	-	-	-
1982	70.9	71.6	73.3	74.3	2.9	1.0	2.4	1.4	-	8.3	7.8	7.8	-
1983	75.6	76.1	77.2	78.8	1.7	.7	1.4	2.1	6.6	6.3	5.3	6.1	-
1984	80.7	80.8	82.4	83.9	2.4	.1	2.0	1.8	6.7	6.2	6.7	6.5	-
1985	84.5	84.7	86.6	87.2	.7	.2	2.2	.7	4.7	4.8	5.1	3.9	-
1986	88.0	88.4	89.6	90.3	.9	.5	1.4	.8	4.1	4.4	3.5	3.6	-
1987	91.3	91.6	92.5	93.1	1.1	.3	1.0	.6	3.8	3.6	3.2	3.1	-
1988	94.5	95.4	97.4	98.2	1.5	1.0	2.1	.8	3.5	4.1	5.3	5.5	-
1989	99.2	100.0	101.7	102.8	1.0	.8	1.7	1.1	5.0	4.8	4.4	4.7	-
1990	104.2	105.1	106.6	108.0	1.4	.9	1.4	1.3	5.0	5.1	4.8	5.1	-
1991	109.4	110.4	-	-	1.3	.9	-	-	5.0	5.0	-	-	-
Goods-producing industries:³													
1981	-	70.3	72.0	73.2	-	-	2.4	1.7	-	-	-	-	-
1982	74.6	75.5	77.0	77.7	1.9	1.2	2.0	.9	-	7.4	6.9	6.1	-
1983	79.1	79.9	80.8	81.5	1.8	1.0	1.1	.9	6.0	5.8	4.9	4.9	-
1984	82.8	83.6	84.4	85.3	1.6	1.0	1.0	1.1	4.7	4.6	4.5	4.7	-
1985	86.6	87.1	87.8	88.2	1.5	.6	.8	.5	4.6	4.2	4.0	3.4	-
1986	89.2	90.0	90.5	91.0	1.1	.9	.6	.6	3.0	3.3	3.1	3.2	-
1987	91.5	92.1	92.9	93.8	.5	.7	.9	1.0	2.6	2.3	2.7	3.1	-
1988	95.4	96.5	97.1	97.9	1.7	1.2	.6	.8	4.3	4.8	4.5	4.4	-
1989	98.9	100.0	101.1	102.1	1.0	1.1	1.1	1.0	3.7	3.6	4.1	4.3	-
1990	103.9	105.2	106.2	107.1	1.8	1.3	1.0	.8	5.1	5.2	5.0	4.9	-
1991	108.6	109.9	-	-	1.4	1.2	-	-	4.5	4.5	-	-	-
Manufacturing:													
1981	-	69.7	71.1	72.5	-	-	2.0	2.0	-	-	-	-	-
1982	73.9	74.7	76.2	76.9	1.9	1.1	2.0	.9	-	7.2	7.2	6.1	-
1983	78.4	79.1	80.1	80.8	2.0	.9	1.3	.9	6.1	5.9	5.1	5.1	-
1984	82.2	83.0	83.9	85.0	1.7	1.0	1.1	1.3	4.8	4.9	4.7	5.2	-
1985	86.3	86.8	87.5	87.8	1.5	.6	.8	.3	5.0	4.6	4.3	3.3	-
1986	89.0	89.7	90.1	90.7	1.4	.8	.4	.7	3.1	3.3	3.0	3.3	-
1987	91.1	91.6	92.5	93.4	.4	.5	1.0	1.0	2.4	2.1	2.7	3.0	-
1988	95.3	96.2	96.9	97.6	2.0	.9	.7	.7	4.6	5.0	4.8	4.5	-
1989	98.9	100.0	101.1	102.0	1.3	1.1	1.1	.9	3.8	4.0	4.3	4.5	-
1990	104.0	105.3	106.4	107.2	2.0	1.3	1.0	.8	5.2	5.3	5.2	5.1	-
1991	108.6	110.0	-	-	1.3	1.3	-	-	4.4	4.5	-	-	-
Service-producing industries:⁴													
1981	-	65.4	67.2	68.5	-	-	2.8	1.9	-	-	-	-	-
1982	69.6	70.3	72.3	73.2	1.6	1.0	2.8	1.2	-	7.5	7.6	6.9	-
1983	74.3	75.1	76.8	77.8	1.5	1.1	2.3	1.3	6.8	6.8	6.2	6.3	-
1984	79.1	79.9	81.0	82.1	1.7	1.0	1.4	1.4	6.5	6.4	5.5	5.5	-
1985	83.0	83.6	85.5	86.0	1.1	.7	2.3	.6	4.9	4.6	5.6	4.8	-
1986	86.9	87.4	88.7	89.3	1.0	.6	1.5	.7	4.7	4.5	3.7	3.8	-
1987	90.3	90.8	92.1	92.7	1.1	.6	1.4	.7	3.9	3.9	3.8	3.8	-
1988	93.9	94.9	96.5	97.6	1.3	1.1	1.7	1.1	4.0	4.5	4.8	5.3	-

See footnotes at end of table.

Table 4. Total compensation,¹ civilian workers:² Employment Cost Index by occupational and industry group, 1981-91—Continued

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended--				12 months ended--			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
Service-producing industries:⁴—Continued												
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	.7	5.5	5.5	5.1	5.0
1991	109.5	110.4	-	-	1.4	.8	-	-	4.9	4.6	-	-
Service industries:												
1981	-	61.3	64.0	65.7	-	-	4.4	2.7	-	-	-	-
1982	66.3	67.0	69.6	70.5	.9	1.1	3.9	1.3	-	9.3	8.8	7.3
1983	71.5	71.8	74.2	75.2	1.4	.4	3.3	1.3	7.8	7.2	6.6	6.7
1984	76.6	76.9	79.0	80.3	1.9	.4	2.7	1.6	7.1	7.1	6.5	6.8
1985	80.9	81.3	83.6	84.1	.7	.5	2.8	.6	5.6	5.7	5.8	4.7
1986	85.1	85.5	87.3	88.0	1.2	.5	2.1	.8	5.2	5.2	4.4	4.6
1987	89.0	89.4	91.5	92.3	1.1	.4	2.3	.9	4.6	4.6	4.8	4.9
1988	93.7	94.3	96.7	97.9	1.5	.6	2.5	1.2	5.3	5.5	5.7	6.1
1989	99.2	100.0	102.7	103.7	1.3	.8	2.7	1.0	5.9	6.0	6.2	5.9
1990	105.5	106.6	109.0	110.2	1.7	1.0	2.3	1.1	6.4	6.6	6.1	6.3
1991	111.5	112.0	-	-	1.2	.4	-	-	5.7	5.1	-	-
Health services:												
1985	82.0	82.4	83.8	84.0	-	.5	1.7	.2	-	-	-	-
1986	85.0	85.6	87.0	87.9	1.2	.7	1.6	1.0	3.7	3.9	3.8	4.6
1987	89.0	89.6	90.7	91.8	1.3	.7	1.2	1.2	4.7	4.7	4.3	4.4
1988	92.9	94.2	95.8	97.0	1.2	1.4	1.7	1.3	4.4	5.1	5.6	5.7
1989	98.9	100.0	102.2	103.9	2.0	1.1	2.2	1.7	6.5	6.2	6.7	7.1
1990	105.9	107.1	109.2	110.9	1.9	1.1	2.0	1.6	7.1	7.1	6.8	6.7
1991	112.6	113.2	-	-	1.5	.5	-	-	6.3	5.7	-	-
Hospitals:												
1986	-	85.0	86.3	87.3	-	-	1.5	1.2	-	-	-	-
1987	88.1	88.8	90.3	91.4	.9	.8	1.7	1.2	-	4.5	4.6	4.7
1988	92.6	93.9	95.6	96.9	1.3	1.4	1.8	1.4	5.1	5.7	5.9	6.0
1989	98.7	100.0	102.3	103.7	1.9	1.3	2.3	1.4	6.6	6.5	7.0	7.0
1990	105.6	106.7	109.1	110.9	1.8	1.0	2.2	1.6	7.0	6.7	6.6	6.9
1991	112.2	112.9	-	-	1.2	.6	-	-	6.3	5.8	-	-
Educational services:												
1989	99.5	100.0	104.1	104.8	-	.5	4.1	.7	-	-	-	-
1990	106.0	106.6	110.3	111.4	1.1	.6	3.5	1.0	6.5	6.6	6.0	6.3
1991	112.3	112.4	-	-	.8	.1	-	-	5.9	5.4	-	-
Public administration:												
1981	-	63.3	66.1	67.1	-	-	4.4	1.5	-	-	-	-
1982	68.5	69.1	71.4	71.9	2.1	.9	3.3	.7	-	9.2	8.0	7.2
1983	73.6	74.1	75.9	76.9	2.4	.7	2.4	1.3	7.4	7.2	6.3	7.0
1984	77.8	78.3	80.4	81.4	1.2	.6	2.7	1.2	5.7	5.7	5.9	5.9
1985	82.4	82.5	85.0	85.4	1.2	.1	3.0	.5	5.9	5.4	5.7	4.9
1986	86.6	87.4	89.0	89.7	1.4	.9	1.8	.8	5.1	5.9	4.7	5.0
1987	91.3	91.6	92.7	93.8	1.8	.3	1.2	1.2	5.4	4.8	4.2	4.6
1988	95.2	95.8	97.5	97.8	1.5	.6	1.8	.3	4.3	4.6	5.2	4.3
1989	99.2	100.0	102.5	103.2	1.4	.8	2.5	.7	4.2	4.4	5.1	5.5
1990	105.1	105.5	107.8	108.7	1.8	.4	2.2	.8	5.9	5.5	5.2	5.3
1991	110.8	110.9	-	-	1.9	.1	-	-	5.4	5.1	-	-
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	.8	1.4	1.2	6.3	5.8	5.2	5.2
1985	83.5	84.1	85.8	86.4	1.2	.7	2.0	.7	4.6	4.6	5.3	4.7
1986	87.2	87.8	89.0	89.6	.9	.7	1.4	.7	4.4	4.4	3.7	3.7
1987	90.5	91.1	92.3	92.9	1.0	.7	1.3	.7	3.8	3.8	3.7	3.7
1988	94.1	95.2	96.6	97.7	1.3	1.2	1.5	1.1	4.0	4.5	4.7	5.2
1989	99.0	100.0	101.9	102.8	1.3	1.0	1.9	.9	5.2	5.0	5.5	5.2
1990	104.3	105.5	107.0	107.8	1.5	1.2	1.4	.7	5.4	5.5	5.0	4.9
1991	109.4	110.3	-	-	1.5	.8	-	-	4.9	4.5	-	-

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

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

³ Includes mining, construction, and manufacturing.

⁴ Includes transportation, public utilities, trade, finance, insurance, real estate, services, and public administration.

- Data not available.

Table 5. Total compensation,¹ State and local government workers: Employment Cost Index by occupational and industry group, 1981-91

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended--				12 months ended--			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
State and local government:												
1981	-	61.5	64.8	66.1	-	-	5.4	2.0	-	-	-	-
1982	67.0	67.3	70.3	70.8	1.4	0.4	4.5	.7	-	9.4	8.5	7.1
1983	71.7	72.1	74.3	75.1	1.3	.6	3.1	1.1	7.0	7.1	5.7	6.1
1984	76.2	76.6	79.3	80.1	1.5	.5	3.5	1.0	6.3	6.2	6.7	6.7
1985	81.0	81.2	84.0	84.6	1.1	.2	3.4	.7	6.3	6.0	5.9	5.6
1986	85.5	86.0	88.4	89.0	1.1	.6	2.8	.7	5.6	5.9	5.2	5.2
1987	89.8	90.0	92.1	93.0	.9	.2	2.3	1.0	5.0	4.7	4.2	4.5
1988	94.2	94.5	97.1	98.2	1.3	.3	2.8	1.1	4.9	5.0	5.4	5.6
1989	99.4	100.0	103.3	104.3	1.2	.6	3.3	1.0	5.5	5.8	6.4	6.2
1990	105.8	106.5	109.4	110.4	1.4	.7	2.7	.9	6.4	6.5	5.9	5.8
1991	111.8	112.0	-	-	1.3	.2	-	-	5.7	5.2	-	-
White-collar occupations:												
1981	-	60.8	64.2	65.5	-	-	5.6	2.0	-	-	-	-
1982	66.3	66.5	69.8	70.4	1.2	.3	5.0	.9	-	9.4	8.7	7.5
1983	71.1	71.4	73.8	74.5	1.0	.4	3.4	.9	7.2	7.4	5.7	5.8
1984	75.6	75.9	78.8	79.6	1.5	.4	3.8	1.0	6.3	6.3	6.8	6.8
1985	80.5	80.7	83.6	84.2	1.1	.2	3.6	.7	6.5	6.3	6.1	5.8
1986	85.1	85.4	88.1	88.7	1.1	.4	3.2	.7	5.7	5.8	5.4	5.3
1987	89.4	89.6	91.9	92.8	.8	.2	2.6	1.0	5.1	4.9	4.3	4.6
1988	94.0	94.3	97.0	98.3	1.3	.3	2.9	1.3	5.1	5.2	5.5	5.9
1989	99.5	100.0	103.6	104.6	1.2	.5	3.6	1.0	5.9	6.0	6.8	6.4
1990	106.1	106.7	109.9	110.9	1.4	.6	3.0	.9	6.6	6.7	6.1	6.0
1991	112.2	112.3	-	-	1.2	.1	-	-	5.7	5.2	-	-
Professional specialty and technical occupations:												
1989	-	100.0	103.8	104.7	-	-	3.8	.9	-	-	-	-
1990	106.4	107.0	110.3	111.2	1.6	.6	3.1	.8	-	7.0	6.3	6.2
1991	112.3	112.4	-	-	1.0	.1	-	-	5.5	5.0	-	-
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	.7	2.7	.7	-	6.4	6.0	5.8
1991	112.2	112.0	-	-	1.9	-2	-	-	6.1	5.3	-	-
Administrative support including clerical occupations:												
1989	-	100.0	102.9	103.9	-	-	2.9	1.0	-	-	-	-
1990	105.4	106.0	108.7	110.2	1.4	.6	2.5	1.4	-	6.0	5.6	6.1
1991	111.8	111.7	-	-	1.5	-1	-	-	6.1	5.4	-	-
Blue-collar occupations:												
1981	-	65.4	68.1	69.2	-	-	4.1	1.6	-	-	-	-
1982	70.7	71.2	73.7	73.9	2.2	.7	3.5	.3	-	8.9	8.2	6.8
1983	75.1	75.7	77.1	77.9	1.6	.8	1.8	1.0	6.2	6.3	4.6	5.4
1984	79.7	79.9	81.7	82.3	2.3	.3	2.3	.7	6.1	5.5	6.0	5.6
1985	83.7	84.0	86.2	86.7	1.7	.4	2.6	.6	5.0	5.1	5.5	5.3
1986	88.0	89.1	90.5	91.2	1.5	1.3	1.6	.8	5.1	6.1	5.0	5.2
1987	92.0	92.4	93.7	94.3	.9	.4	1.4	.6	4.5	3.7	3.5	3.4
1988	95.4	95.4	97.0	97.5	1.2	.0	1.7	.5	3.7	3.2	3.5	3.4
1989	99.3	100.0	102.1	103.7	1.8	.7	2.1	1.6	4.1	4.8	5.3	6.4
1990	105.5	106.3	108.2	108.7	1.7	.8	1.8	.5	6.2	6.3	6.0	4.8
1991	110.4	110.9	-	-	1.6	.5	-	-	4.6	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	.3	5.0	.9	-	9.4	8.6	7.4
1983	70.6	70.9	73.5	74.1	.9	.4	3.7	.8	7.1	7.3	5.9	5.9
1984	75.2	75.5	78.5	79.3	1.5	.4	4.0	1.0	6.5	6.5	6.8	7.0
1985	80.2	80.5	83.3	84.0	1.1	.4	3.5	.8	6.6	6.6	6.1	5.9
1986	84.8	85.1	87.9	88.6	1.0	.4	3.3	.8	5.7	5.7	5.5	5.5
1987	89.0	89.2	91.7	92.5	.5	.2	2.8	.9	5.0	4.8	4.3	4.4
1988	93.8	94.0	97.0	98.5	1.4	.2	3.2	1.5	5.4	5.4	5.8	6.5
1989	99.5	100.0	103.8	104.7	1.0	.5	3.8	.9	6.1	6.4	7.0	6.3

See footnotes at end of table.

Table 5. Total compensation,¹ State and local government workers: Employment Cost Index by occupational and industry group, 1981-91—Continued

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended--				12 months ended--			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
Service industries:—Continued												
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	-	-	1.0	.2	-	-	5.9	5.4	-	-
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	.7	4.6	.6	-	10.3	9.8	7.7
1983	74.0	74.9	76.3	77.3	1.2	1.2	1.9	1.3	7.2	7.8	5.0	5.7
1984	78.4	79.2	80.6	81.4	1.4	1.0	1.8	1.0	5.9	5.7	5.6	5.3
1985	82.6	82.9	84.5	85.2	1.5	.4	1.9	.8	5.4	4.7	4.8	4.7
1986	86.2	86.9	87.8	88.9	1.2	.8	1.0	1.3	4.4	4.8	3.9	4.3
1987	89.8	90.3	91.4	92.2	1.0	.6	1.2	.9	4.2	3.9	4.1	3.7
1988	94.7	94.8	96.5	97.8	2.7	.1	1.8	1.3	5.5	5.0	5.6	6.1
1989	99.1	100.0	102.5	103.2	1.3	.9	2.5	.7	4.6	5.5	6.2	5.5
1990	105.4	106.4	108.8	110.2	2.1	.9	2.3	1.3	6.4	6.4	6.1	6.8
1991	112.2	111.7	-	-	1.8	-4	-	-	6.5	5.0	-	-
Health services:												
1985	82.5	82.6	84.8	85.3	-	.1	2.7	.6	-	-	-	-
1986	86.0	86.8	88.1	88.8	.8	.9	1.5	.8	4.2	5.1	3.9	4.1
1987	89.5	90.1	92.0	93.0	.8	.7	2.1	1.1	4.1	3.8	4.4	4.7
1988	94.0	94.4	96.5	97.3	1.1	.4	2.2	.8	5.0	4.8	4.9	4.6
1989	98.8	100.0	103.1	104.2	1.5	1.2	3.1	1.1	5.1	5.9	6.8	7.1
1990	106.2	106.9	109.9	111.1	1.9	.7	2.8	1.1	7.5	6.9	6.6	6.6
1991	112.6	112.2	-	-	1.4	-4	-	-	6.0	5.0	-	-
Hospitals:												
1988	94.0	94.8	97.0	97.6	-	.9	2.3	.6	-	-	-	-
1989	98.6	100.0	103.2	104.5	1.0	1.4	3.2	1.3	4.9	5.5	6.4	7.1
1990	106.0	107.0	109.8	111.4	1.4	.9	2.6	1.5	7.5	7.0	6.4	6.6
1991	112.2	112.1	-	-	.7	-1	-	-	5.8	4.8	-	-
Educational services:												
1989	99.5	100.0	104.1	104.9	-	.5	4.1	.8	-	-	-	-
1990	106.2	106.8	110.3	111.4	1.2	.6	3.3	1.0	6.7	6.8	6.0	6.2
1991	112.4	112.6	-	-	.9	.2	-	-	5.8	5.4	-	-
Schools:												
1981	-	59.6	63.2	64.3	-	-	6.0	1.7	-	-	-	-
1982	64.9	65.0	68.4	69.0	.9	.2	5.2	.9	-	9.1	8.2	7.3
1983	69.5	69.7	72.6	73.1	.7	.3	4.2	.7	7.1	7.2	6.1	5.9
1984	74.2	74.3	77.8	78.7	1.5	.1	4.7	1.2	6.8	6.6	7.2	7.7
1985	79.5	79.7	82.9	83.6	1.0	.3	4.0	.8	7.1	7.3	6.6	6.2
1986	84.3	84.4	88.0	88.4	.8	.1	4.3	.5	6.0	5.9	6.2	5.7
1987	88.7	88.9	91.8	92.7	.3	.2	3.3	1.0	5.2	5.3	4.3	4.9
1988	93.4	93.7	97.2	98.7	.8	.3	3.7	1.5	5.3	5.4	5.9	6.5
1989	99.6	100.0	104.4	105.3	.9	.4	4.4	.9	6.6	6.7	7.4	6.7
1990	106.4	106.9	110.6	111.6	1.0	.5	3.5	.9	6.8	6.9	5.9	6.0
1991	112.5	112.9	-	-	.8	.4	-	-	5.7	5.6	-	-
Elementary and secondary schools:												
1981	-	58.9	62.6	63.7	-	-	6.3	1.8	-	-	-	-
1982	64.3	64.4	68.0	68.6	.9	.2	5.6	.9	-	9.3	8.6	7.7
1983	69.0	69.1	72.6	72.9	.6	.1	5.1	.4	7.3	7.3	6.8	6.3
1984	73.8	74.0	77.8	78.6	1.2	.3	5.1	1.0	7.0	7.1	7.2	7.8
1985	79.1	79.2	82.9	83.6	.6	.1	4.7	.8	7.2	7.0	6.6	6.4
1986	84.2	84.3	87.9	88.5	.7	.1	4.3	.7	6.4	6.4	6.0	5.9
1987	88.6	88.7	92.1	92.9	.1	.1	3.8	.9	5.2	5.2	4.8	5.0
1988	93.5	93.8	97.4	99.1	.6	.3	3.8	1.7	5.5	5.7	5.8	6.7
1989	99.6	100.0	104.6	105.5	.5	.4	4.6	.9	6.5	6.6	7.4	6.5
1990	106.5	107.1	111.1	112.1	.9	.6	3.7	.9	6.9	7.1	6.2	6.3
1991	112.9	113.0	-	-	.7	.1	-	-	6.0	5.5	-	-
Colleges and universities:												
1989	99.6	100.0	103.4	104.7	-	.4	3.4	1.3	-	-	-	-

See footnotes at end of table.

Table 5. Total compensation,¹ State and local government workers: Employment Cost Index by occupational and industry group, 1981-91—Continued

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended--				12 months ended--			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
Colleges and universities:—Continued												
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	-	-	1.0	1.1	-	-	4.9	5.8	-	-
Public administration:												
1981	-	63.3	66.1	67.1	-	-	4.4	1.5	-	-	-	-
1982	68.5	69.1	71.4	71.9	2.1	.9	3.3	.7	-	9.2	8.0	7.2
1983	73.6	74.1	75.9	76.9	2.4	.7	2.4	1.3	7.4	7.2	6.3	7.0
1984	77.8	78.3	80.4	81.4	1.2	.6	2.7	1.2	5.7	5.7	5.9	5.9
1985	82.4	82.5	85.0	85.4	1.2	.1	3.0	.5	5.9	5.4	5.7	4.9
1986	86.6	87.4	89.0	89.7	1.4	.9	1.8	.8	5.1	5.9	4.7	5.0
1987	91.3	91.6	92.7	93.8	1.8	.3	1.2	1.2	5.4	4.8	4.2	4.6
1988	95.2	95.8	97.5	97.8	1.5	.6	1.8	.3	4.3	4.6	5.2	4.3
1989	99.2	100.0	102.5	103.2	1.4	.8	2.5	.7	4.2	4.4	5.1	5.5
1990	105.1	105.5	107.8	108.7	1.8	.4	2.2	.8	5.9	5.5	5.2	5.3
1991	110.8	110.9	-	-	1.9	.1	-	-	5.4	5.1	-	-

¹ Includes wages, salaries, and employer costs for employee benefits. - Data not available.

Table 6. Total compensation,¹ private industry workers: Employment Cost Index by occupational and industry group, 1979-91

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended--				12 months ended--			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
Private industry:²												
1979	-	-	-	59.1	-	-	-	-	-	-	-	-
1980	60.6	62.1	63.5	64.8	2.5	2.5	2.3	2.0	-	-	-	9.6
1981	67.1	68.4	69.8	71.2	3.5	1.9	2.0	2.0	10.7	10.1	9.9	9.9
1982	72.4	73.4	74.8	75.8	1.7	1.4	1.9	1.3	7.9	7.3	7.2	6.5
1983	77.1	78.0	79.1	80.1	1.7	1.2	1.4	1.3	6.5	6.3	5.7	5.7
1984	81.5	82.2	82.9	84.0	1.7	.9	.9	1.3	5.7	5.4	4.8	4.9
1985	85.0	85.7	86.8	87.3	1.2	.8	1.3	.6	4.3	4.3	4.7	3.9
1986	88.2	88.9	89.5	90.1	1.0	.8	.7	.7	3.8	3.7	3.1	3.2
1987	91.0	91.6	92.5	93.1	1.0	.7	1.0	.6	3.2	3.0	3.4	3.3
1988	94.5	95.7	96.6	97.6	1.5	1.3	.9	1.0	3.8	4.5	4.4	4.8
1989	98.8	100.0	101.2	102.3	1.2	1.2	1.2	1.1	4.6	4.5	4.8	4.8
1990	103.9	105.2	106.2	107.0	1.6	1.3	1.0	.8	5.2	5.2	4.9	4.6
1991	108.5	109.8	-	-	1.4	1.2	-	-	4.4	4.4	-	-
Private industry excluding sales occupations:												
1979	-	-	-	58.7	-	-	-	-	-	-	-	-
1980	60.5	62.0	63.5	64.8	3.1	2.5	2.4	2.0	-	-	-	10.4
1981	67.2	68.4	70.0	71.2	3.7	1.8	2.3	1.7	11.1	10.3	10.2	9.9
1982	72.6	73.5	75.0	75.9	2.0	1.2	2.0	1.2	8.0	7.5	7.1	6.6
1983	77.3	78.2	79.4	80.2	1.8	1.2	1.5	1.0	6.5	6.4	5.9	5.7
1984	81.7	82.5	83.3	84.3	1.9	1.0	1.0	1.2	5.7	5.5	4.9	5.1
1985	85.2	85.8	86.9	87.3	1.1	.7	1.3	.5	4.3	4.0	4.3	3.6
1986	88.3	88.9	89.6	90.2	1.1	.7	.8	.7	3.6	3.6	3.1	3.3
1987	91.0	91.7	92.7	93.4	.9	.8	1.1	.8	3.1	3.1	3.5	3.5
1988	94.9	95.9	96.9	97.7	1.6	1.1	1.0	.8	4.3	4.6	4.5	4.6
1989	99.0	100.0	101.2	102.1	1.3	1.0	1.2	.9	4.3	4.3	4.4	4.5
1990	103.9	105.1	106.3	107.1	1.8	1.2	1.1	.8	4.9	5.1	5.0	4.9
1991	108.6	109.8	-	-	1.4	1.1	-	-	4.5	4.5	-	-
White-collar occupations:												
1979	-	-	-	57.4	-	-	-	-	-	-	-	-
1980	59.0	60.4	61.6	62.9	2.8	2.4	2.0	2.1	-	-	-	9.6
1981	65.4	66.5	67.7	69.2	4.0	1.7	1.8	2.2	10.8	10.1	9.9	10.0
1982	70.4	71.3	72.9	73.7	1.7	1.3	2.2	1.1	7.6	7.2	7.7	6.5
1983	75.0	76.0	77.5	78.4	1.8	1.3	2.0	1.2	6.5	6.6	6.3	6.4
1984	79.8	80.8	81.4	82.4	1.8	1.3	.7	1.2	6.4	6.3	5.0	5.1
1985	83.7	84.6	85.7	86.4	1.6	1.1	1.3	.8	4.9	4.7	5.3	4.9
1986	87.4	88.2	88.8	89.4	1.2	.9	.7	.7	4.4	4.3	3.6	3.5
1987	90.6	91.2	92.1	92.7	1.3	.7	1.0	.7	3.7	3.4	3.7	3.7
1988	93.9	95.1	96.2	97.3	1.3	1.3	1.2	1.1	3.6	4.3	4.5	5.0
1989	98.9	100.0	101.4	102.4	1.6	1.1	1.4	1.0	5.3	5.2	5.4	5.2
1990	104.1	105.5	106.7	107.4	1.7	1.3	1.1	.7	5.3	5.5	5.2	4.9
1991	109.0	110.3	-	-	1.5	1.2	-	-	4.7	4.5	-	-
White-collar occupations excluding sales:												
1979	-	-	-	56.7	-	-	-	-	-	-	-	-
1980	58.6	60.0	61.2	62.5	3.4	2.4	2.0	2.1	-	-	-	10.2
1981	65.1	66.1	67.7	69.0	4.2	1.5	2.4	1.9	11.1	10.2	10.6	10.4
1982	70.3	71.3	72.9	73.6	1.9	1.4	2.2	1.0	8.0	7.9	7.7	6.7
1983	75.2	76.2	77.7	78.5	2.2	1.3	2.0	1.0	7.0	6.9	6.6	6.7
1984	80.1	81.0	81.9	82.9	2.0	1.1	1.1	1.2	6.5	6.3	5.4	5.6
1985	83.7	84.6	85.7	86.1	1.0	1.1	1.3	.5	4.5	4.4	4.6	3.9
1986	87.3	88.1	88.7	89.4	1.4	.9	.7	.8	4.3	4.1	3.5	3.8
1987	90.6	91.3	92.5	93.2	1.3	.8	1.3	.8	3.8	3.6	4.3	4.3
1988	94.5	95.5	96.7	97.5	1.4	1.1	1.3	.8	4.3	4.6	4.5	4.6
1989	99.0	100.0	101.3	102.2	1.5	1.0	1.3	.9	4.8	4.7	4.8	4.8
1990	104.2	105.4	106.9	107.7	2.0	1.2	1.4	.7	5.3	5.4	5.5	5.4
1991	109.2	110.4	-	-	1.4	1.1	-	-	4.8	4.7	-	-
Professional specialty and technical occupations:												
1985	-	-	-	86.1	-	-	-	-	-	-	-	-
1986	87.1	87.8	88.6	89.3	1.2	.8	.9	.8	-	-	-	3.7
1987	90.3	90.8	92.1	92.9	1.1	.6	1.4	.9	3.7	3.4	4.0	4.0

See footnotes at end of table.

Table 6. Total compensation,¹ private industry workers: Employment Cost Index by occupational and industry group, 1979-91—Continued

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended--				12 months ended--			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
Professional specialty and technical occupations:—Continued												
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	.9	1.6	1.1	6.0	5.8	5.6	5.6
1991	110.1	111.1	-	-	1.3	.9	-	-	5.0	5.0	-	-
Executive, administrative, and managerial occupations:												
1985	-	-	-	86.4	-	-	-	-	-	-	-	-
1986	87.8	88.7	89.2	89.9	1.6	1.0	.6	.8	-	-	-	4.1
1987	91.6	92.2	93.5	93.9	1.9	.7	1.4	.4	4.3	3.9	4.8	4.4
1988	94.7	95.7	96.6	97.8	.9	1.1	.9	1.2	3.4	3.8	3.3	4.2
1989	99.1	100.0	100.9	101.5	1.3	.9	.9	.6	4.6	4.5	4.5	3.8
1990	103.7	105.3	106.6	107.2	2.2	1.5	1.2	.6	4.6	5.3	5.6	5.6
1991	108.9	110.3	-	-	1.6	1.3	-	-	5.0	4.7	-	-
Sales occupations:												
1986	87.6	88.6	89.1	89.1	-	1.1	.6	.0	-	-	-	-
1987	90.0	90.5	90.5	90.2	1.0	.6	.0	-.3	2.7	2.1	1.6	1.2
1988	91.4	93.6	94.1	96.3	1.3	2.4	.5	2.3	1.6	3.4	4.0	6.8
1989	98.3	100.0	101.9	103.3	2.1	1.7	1.9	1.4	7.5	6.8	8.3	7.3
1990	103.6	105.6	105.9	106.0	.3	1.9	.3	.1	5.4	5.6	3.9	2.6
1991	108.0	109.8	-	-	1.9	1.7	-	-	4.2	4.0	-	-
Administrative support including clerical occupations:												
1985	-	-	-	85.9	-	-	-	-	-	-	-	-
1986	87.0	87.8	88.3	89.0	1.3	.9	.6	.8	-	-	-	3.6
1987	90.0	90.8	91.8	92.6	1.1	.9	1.1	.9	3.4	3.4	4.0	4.0
1988	94.4	95.3	96.6	97.3	1.9	1.0	1.4	.7	4.9	5.0	5.2	5.1
1989	98.9	100.0	101.2	102.3	1.6	1.1	1.2	1.1	4.8	4.9	4.8	5.1
1990	104.2	105.3	106.4	107.3	1.9	1.1	1.0	.8	5.4	5.3	5.1	4.9
1991	108.6	109.9	-	-	1.2	1.2	-	-	4.2	4.4	-	-
Blue-collar occupations:												
1979	-	-	-	61.3	-	-	-	-	-	-	-	-
1980	62.8	64.4	66.1	67.5	2.4	2.5	2.6	2.1	-	-	-	10.1
1981	69.6	71.1	72.7	74.0	3.1	2.2	2.3	1.8	10.8	10.4	10.0	9.6
1982	75.1	76.1	77.5	78.4	1.5	1.3	1.8	1.2	7.9	7.0	6.6	5.9
1983	79.7	80.7	81.5	82.3	1.7	1.3	1.0	1.0	6.1	6.0	5.2	5.0
1984	83.6	84.2	84.9	85.8	1.6	.7	.8	1.1	4.9	4.3	4.2	4.3
1985	86.7	87.3	88.2	88.5	1.0	.7	1.0	.3	3.7	3.7	3.9	3.1
1986	89.4	89.8	90.5	90.9	1.0	.4	.8	.4	3.1	2.9	2.6	2.7
1987	91.3	92.1	92.9	93.7	.4	.9	.9	.9	2.1	2.6	2.7	3.1
1988	95.4	96.4	97.1	97.9	1.8	1.0	.7	.8	4.5	4.7	4.5	4.5
1989	98.8	100.0	101.1	101.9	.9	1.2	1.1	.8	3.6	3.7	4.1	4.1
1990	103.5	104.7	105.6	106.4	1.6	1.2	.9	.8	4.8	4.7	4.5	4.4
1991	107.9	109.0	-	-	1.4	1.0	-	-	4.3	4.1	-	-
Precision production, craft, and repair occupations:												
1985	-	-	-	89.0	-	-	-	-	-	-	-	-
1986	90.1	90.5	91.2	91.6	1.2	.4	.8	.4	-	-	-	2.9
1987	92.0	92.7	93.7	94.4	.4	.8	1.1	.7	2.1	2.4	2.7	3.1
1988	95.8	96.8	97.3	98.0	1.5	1.0	.5	.7	4.1	4.4	3.8	3.8
1989	98.7	100.0	101.2	102.0	.7	1.3	1.2	.8	3.0	3.3	4.0	4.1
1990	103.4	104.7	105.6	106.2	1.4	1.3	.9	.6	4.8	4.7	4.3	4.1
1991	108.0	109.2	-	-	1.7	1.1	-	-	4.4	4.3	-	-
Machine operators, assemblers, and inspectors:												
1985	-	-	-	87.4	-	-	-	-	-	-	-	-
1986	88.3	88.7	89.2	89.8	1.0	.5	.6	.7	-	-	-	2.7
1987	90.2	91.1	91.6	92.8	.4	1.0	.5	1.3	2.2	2.7	2.7	3.3
1988	94.7	95.8	96.5	97.6	2.0	1.2	.7	1.1	5.0	5.2	5.3	5.2
1989	98.9	100.0	100.9	101.8	1.3	1.1	.9	.9	4.4	4.4	4.6	4.3

See footnotes at end of table.

Table 6. Total compensation,¹ private industry workers: Employment Cost Index by occupational and industry group, 1979-91—Continued

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended--				12 months ended--			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
Machine operators, assemblers, and inspectors:—Continued												
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	-	-	1.3	1.0	-	-	4.4	4.2	-	-
Transportation and material moving occupations:												
1985	-	-	-	88.8	-	-	-	-	-	-	-	-
1986	89.3	89.9	90.9	91.2	.6	.7	1.1	.3	-	-	-	2.7
1987	91.6	92.6	93.3	93.9	.4	1.1	.8	.6	2.6	3.0	2.6	3.0
1988	95.3	97.0	97.9	98.2	1.5	1.8	.9	.3	4.0	4.8	4.9	4.6
1989	99.0	100.0	101.2	101.4	.8	1.0	1.2	.2	3.9	3.1	3.4	3.3
1990	103.1	104.3	104.9	105.5	1.7	1.2	.6	.6	4.1	4.3	3.7	4.0
1991	106.3	107.6	-	-	.8	1.2	-	-	3.1	3.2	-	-
Handlers, equipment cleaners, helpers, and laborers:												
1985	-	-	-	89.1	-	-	-	-	-	-	-	-
1986	89.6	89.9	90.5	91.0	.6	.3	.7	.6	-	-	-	2.1
1987	91.3	91.7	92.5	93.5	.3	.4	.9	1.1	1.9	2.0	2.2	2.7
1988	95.5	96.2	97.0	97.7	2.1	.7	.8	.7	4.6	4.9	4.9	4.5
1989	98.8	100.0	101.3	102.2	1.1	1.2	1.3	.9	3.5	4.0	4.4	4.6
1990	103.6	104.7	105.7	106.7	1.4	1.1	1.0	.9	4.9	4.7	4.3	4.4
1991	108.1	109.3	-	-	1.3	1.1	-	-	4.3	4.4	-	-
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	.7	1.9	1.1	10.4	10.2	10.0	9.3
1982	72.8	73.7	74.8	76.3	3.4	1.2	1.5	2.0	7.4	7.9	7.5	8.4
1983	77.7	78.2	78.6	80.5	1.8	.6	.5	2.4	6.7	6.1	5.1	5.5
1984	82.9	82.7	84.1	85.8	3.0	-2	1.7	2.0	6.7	5.8	7.0	6.6
1985	86.2	86.3	87.9	88.4	.5	.1	1.9	.6	4.0	4.4	4.5	3.0
1986	89.4	89.5	90.3	91.1	1.1	.1	.9	.9	3.7	3.7	2.7	3.1
1987	91.9	92.3	92.8	93.3	.9	.4	.5	.5	2.8	3.1	2.8	2.4
1988	94.6	95.6	97.1	98.2	1.4	1.1	1.6	1.1	2.9	3.6	4.6	5.3
1989	99.2	100.0	101.1	102.5	1.0	.8	1.1	1.4	4.9	4.6	4.1	4.4
1990	103.9	104.9	105.7	107.3	1.4	1.0	.8	1.5	4.7	4.9	4.5	4.7
1991	108.3	109.9	-	-	.9	1.5	-	-	4.2	4.8	-	-
Production and nonsupervisory occupations:³												
1981	-	68.5	70.0	71.4	-	-	2.2	2.0	-	-	-	-
1982	72.4	73.5	75.1	76.1	1.4	1.5	2.2	1.3	-	7.3	7.3	6.6
1983	77.3	78.1	79.4	80.4	1.6	1.0	1.7	1.3	6.8	6.3	5.7	5.7
1984	81.8	82.5	83.1	84.2	1.7	.9	.7	1.3	5.8	5.6	4.7	4.7
1985	85.1	85.7	86.8	87.3	1.1	.7	1.3	.6	4.0	3.9	4.5	3.7
1986	88.1	88.7	89.4	89.8	.9	.7	.8	.4	3.5	3.5	3.0	2.9
1987	90.6	91.3	92.1	92.8	.9	.8	.9	.8	2.8	2.9	3.0	3.3
1988	94.3	95.5	96.6	97.5	1.6	1.3	1.2	.9	4.1	4.6	4.9	5.1
1989	98.8	100.0	101.4	102.4	1.3	1.2	1.4	1.0	4.8	4.7	5.0	5.0
1990	103.8	105.1	106.0	106.9	1.4	1.3	.9	.8	5.1	5.1	4.5	4.4
1991	108.4	109.6	-	-	1.4	1.1	-	-	4.4	4.3	-	-
Goods-producing industries:⁴												
1979	-	-	-	60.7	-	-	-	-	-	-	-	-
1980	62.3	63.7	65.3	66.7	2.6	2.2	2.5	2.1	-	-	-	9.9
1981	68.9	70.4	72.0	73.3	3.3	2.2	2.3	1.8	10.6	10.5	10.3	9.9
1982	74.7	75.6	77.1	77.8	1.9	1.2	2.0	.9	8.4	7.4	7.1	6.1
1983	79.2	80.0	80.9	81.6	1.8	1.0	1.1	.9	6.0	5.8	4.9	4.9
1984	82.9	83.7	84.4	85.4	1.6	1.0	.8	1.2	4.7	4.6	4.3	4.7
1985	86.6	87.2	87.7	88.2	1.4	.7	.6	.6	4.5	4.2	3.9	3.3
1986	89.2	90.0	90.6	91.0	1.1	.9	.7	.4	3.0	3.2	3.3	3.2
1987	91.5	92.1	92.9	93.8	.5	.7	.9	1.0	2.6	2.3	2.5	3.1
1988	95.5	96.5	97.1	97.9	1.8	1.0	.6	.8	4.4	4.8	4.5	4.4
1989	98.9	100.0	101.1	102.1	1.0	1.1	1.1	1.0	3.6	3.6	4.1	4.3
1990	103.9	105.2	106.2	107.0	1.8	1.3	1.0	.8	5.1	5.2	5.0	4.8
1991	108.5	109.8	-	-	1.4	1.2	-	-	4.4	4.4	-	-

See footnotes at end of table.

Table 6. Total compensation,¹ private industry workers: Employment Cost Index by occupational and industry group, 1979-91—Continued

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended--				12 months ended--			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
Goods-producing industries excluding sales occupations:												
1979	-	-	-	60.9	-	-	-	-	-	-	-	-
1980	62.5	63.8	65.4	66.8	2.6	2.1	2.5	2.1	-	-	-	9.7
1981	69.0	70.6	72.2	73.5	3.3	2.3	2.3	1.8	10.4	10.7	10.4	10.0
1982	74.8	75.9	77.3	78.1	1.8	1.5	1.8	1.0	8.4	7.5	7.1	6.3
1983	79.4	80.2	81.2	81.9	1.7	1.0	1.2	.9	6.1	5.7	5.0	4.9
1984	83.2	83.9	84.8	85.6	1.6	.8	1.1	.9	4.8	4.6	4.4	4.5
1985	86.6	87.2	87.9	88.3	1.2	.7	.8	.5	4.1	3.9	3.7	3.2
1986	89.2	90.0	90.5	91.0	1.0	.9	.6	.6	3.0	3.2	3.0	3.1
1987	91.5	92.1	92.9	93.8	.5	.7	.9	1.0	2.6	2.3	2.7	3.1
1988	95.4	96.5	97.1	97.9	1.7	1.2	.6	.8	4.3	4.8	4.5	4.4
1989	98.9	100.0	101.1	102.2	1.0	1.1	1.1	1.1	3.7	3.6	4.1	4.4
1990	103.9	105.1	106.1	107.0	1.7	1.2	1.0	.8	5.1	5.1	4.9	4.7
1991	108.4	109.8	-	-	1.3	1.3	-	-	4.3	4.5	-	-
Goods-producing industries, white-collar occupations:												
1987	-	92.3	93.1	94.0	-	-	.9	1.0	-	-	-	-
1988	95.6	96.4	97.2	97.8	1.7	.8	.8	.6	-	4.4	4.4	4.0
1989	99.0	100.0	101.2	101.9	1.2	1.0	1.2	.7	3.6	3.7	4.1	4.2
1990	104.1	105.3	106.7	107.4	2.2	1.2	1.3	.7	5.2	5.3	5.4	5.4
1991	108.8	110.1	-	-	1.3	1.2	-	-	4.5	4.6	-	-
Goods-producing industries, white-collar occupations excluding sales:												
1987	-	92.2	93.0	93.9	-	-	.9	1.0	-	-	-	-
1988	95.4	96.4	97.1	97.7	1.6	1.0	.7	.6	-	4.6	4.4	4.0
1989	99.0	100.0	101.2	102.0	1.3	1.0	1.2	.8	3.8	3.7	4.2	4.4
1990	103.9	105.2	106.4	107.1	1.9	1.3	1.1	.7	4.9	5.2	5.1	5.0
1991	108.5	110.0	-	-	1.3	1.4	-	-	4.4	4.6	-	-
Goods-producing industries, blue-collar occupations:												
1987	-	92.1	92.8	93.8	-	-	.8	1.1	-	-	-	-
1988	95.4	96.6	97.1	98.0	1.7	1.3	.5	.9	-	4.9	4.6	4.5
1989	98.9	100.0	101.1	102.3	.9	1.1	1.1	1.2	3.7	3.5	4.1	4.4
1990	103.9	105.1	106.0	106.9	1.6	1.2	.9	.8	5.1	5.1	4.8	4.5
1991	108.4	109.7	-	-	1.4	1.2	-	-	4.3	4.4	-	-
Goods-producing industries, service occupations:												
1987	-	91.4	92.2	93.0	-	-	.9	.9	-	-	-	-
1988	95.0	95.7	96.2	97.0	2.2	.7	.5	.8	-	4.7	4.3	4.3
1989	98.9	100.0	100.9	102.2	2.0	1.1	.9	1.3	4.1	4.5	4.9	5.4
1990	104.0	104.4	105.3	106.4	1.8	.4	.9	1.0	5.2	4.4	4.4	4.1
1991	107.9	109.3	-	-	1.4	1.3	-	-	3.8	4.7	-	-
Contract construction:												
1985	86.1	87.1	87.7	88.2	-	1.2	.7	.6	-	-	-	-
1986	88.5	89.9	90.6	90.7	.3	1.6	.8	.1	2.8	3.2	3.3	2.8
1987	91.5	92.7	93.4	94.0	.9	1.3	.8	.6	3.4	3.1	3.1	3.6
1988	95.2	96.4	97.2	98.0	1.3	1.3	.8	.8	4.0	4.0	4.1	4.3
1989	99.0	100.0	101.2	102.4	1.0	1.0	1.2	1.2	4.0	3.7	4.1	4.5
1990	103.1	104.3	105.2	105.6	.7	1.2	.9	.4	4.1	4.3	4.0	3.1
1991	107.4	108.5	-	-	1.7	1.0	-	-	4.2	4.0	-	-
Manufacturing:												
1979	-	-	-	60.1	-	-	-	-	-	-	-	-
1980	61.8	63.1	64.5	66.0	2.8	2.1	2.2	2.3	-	-	-	9.8
1981	68.3	69.7	71.1	72.5	3.5	2.0	2.0	2.0	10.5	10.5	10.2	9.8
1982	73.9	74.7	76.2	76.9	1.9	1.1	2.0	.9	8.2	7.2	7.2	6.1
1983	78.4	79.1	80.1	80.8	2.0	.9	1.3	.9	6.1	5.9	5.1	5.1
1984	82.2	83.0	83.9	85.0	1.7	1.0	1.1	1.3	4.8	4.9	4.7	5.2
1985	86.3	86.8	87.5	87.8	1.5	.6	.8	.3	5.0	4.6	4.3	3.3
1986	89.0	89.7	90.1	90.7	1.4	.8	.4	.7	3.1	3.3	3.0	3.3

See footnotes at end of table.

Table 6. Total compensation,¹ private industry workers: Employment Cost Index by occupational and industry group, 1979-91—Continued

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended--				12 months ended--			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
Manufacturing:—Continued												
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	.9	.7	.7	4.6	5.0	4.8	4.5
1989	98.9	100.0	101.1	102.0	1.3	1.1	1.1	.9	3.8	4.0	4.3	4.5
1990	104.0	105.3	106.4	107.2	2.0	1.3	1.0	.8	5.2	5.3	5.2	5.1
1991	108.6	110.0	-	-	1.3	1.3	-	-	4.4	4.5	-	-
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	.7	.7	.6	-	4.6	4.3	3.8
1989	99.0	100.0	101.1	101.9	1.3	1.0	1.1	.8	3.4	3.7	4.1	4.3
1990	104.1	105.3	106.8	107.4	2.2	1.2	1.4	.6	5.2	5.3	5.6	5.4
1991	108.8	110.2	-	-	1.3	1.3	-	-	4.5	4.7	-	-
Manufacturing, white-collar occupations excluding sales:												
1987	-	92.1	93.0	93.9	-	-	1.0	1.0	-	-	-	-
1988	95.5	96.3	97.1	97.7	1.7	.8	.8	.6	-	4.6	4.4	4.0
1989	99.0	100.0	101.1	101.9	1.3	1.0	1.1	.8	3.7	3.8	4.1	4.3
1990	104.0	105.1	106.4	107.0	2.1	1.1	1.2	.6	5.1	5.1	5.2	5.0
1991	108.3	109.9	-	-	1.2	1.5	-	-	4.1	4.6	-	-
Manufacturing, blue-collar occupations:												
1987	-	91.3	92.0	93.1	-	-	.8	1.2	-	-	-	-
1988	95.1	96.1	96.7	97.6	2.1	1.1	.6	.9	-	5.3	5.1	4.8
1989	98.8	100.0	101.1	102.1	1.2	1.2	1.1	1.0	3.9	4.1	4.6	4.6
1990	104.0	105.2	106.2	107.2	1.9	1.2	1.0	.9	5.3	5.2	5.0	5.0
1991	108.5	109.8	-	-	1.2	1.2	-	-	4.3	4.4	-	-
Manufacturing, service occupations:												
1987	-	91.2	92.0	93.0	-	-	.9	1.1	-	-	-	-
1988	95.0	95.9	96.4	97.3	2.2	.9	.5	.9	-	5.2	4.8	4.6
1989	98.8	100.0	100.8	102.1	1.5	1.2	.8	1.3	4.0	4.3	4.6	4.9
1990	104.1	104.5	105.1	106.3	2.0	.4	.6	1.1	5.4	4.5	4.3	4.1
1991	107.8	109.2	-	-	1.4	1.3	-	-	3.6	4.5	-	-
Manufacturing, durable goods:												
1985	-	-	-	88.6	-	-	-	-	-	-	-	-
1986	89.6	90.1	90.6	91.1	1.1	.6	.6	.6	-	-	-	2.8
1987	91.3	92.0	92.6	93.5	.2	.8	.7	1.0	1.9	2.1	2.2	2.6
1988	95.6	96.5	97.0	97.7	2.2	.9	.5	.7	4.7	4.9	4.8	4.5
1989	99.0	100.0	101.1	102.2	1.3	1.0	1.1	1.1	3.6	3.6	4.2	4.6
1990	104.0	105.1	106.3	107.2	1.8	1.1	1.1	.8	5.1	5.1	5.1	4.9
1991	108.5	109.9	-	-	1.2	1.3	-	-	4.3	4.6	-	-
Manufacturing, nondurable goods:												
1985	-	-	-	86.5	-	-	-	-	-	-	-	-
1986	87.7	88.9	89.4	90.0	1.4	1.4	.6	.7	-	-	-	4.0
1987	90.7	91.2	92.3	93.4	.8	.6	1.2	1.2	3.4	2.6	3.2	3.8
1988	94.8	95.6	96.5	97.5	1.5	.8	.9	1.0	4.5	4.8	4.6	4.4
1989	98.8	100.0	101.2	101.9	1.3	1.2	1.2	.7	4.2	4.6	4.9	4.5
1990	104.1	105.5	106.6	107.4	2.2	1.3	1.0	.8	5.4	5.5	5.3	5.4
1991	108.8	110.1	-	-	1.3	1.2	-	-	4.5	4.4	-	-
Service-producing industries:⁵												
1979	-	-	-	57.7	-	-	-	-	-	-	-	-
1980	59.3	60.7	62.1	63.3	2.8	2.4	2.3	1.9	-	-	-	9.7
1981	65.8	66.9	68.1	69.5	3.9	1.7	1.8	2.1	11.0	10.2	9.7	9.8
1982	70.6	71.5	73.0	74.1	1.6	1.3	2.1	1.5	7.3	6.9	7.2	6.6
1983	75.4	76.4	77.7	78.9	1.8	1.3	1.7	1.5	6.8	6.9	6.4	6.5
1984	80.3	81.1	81.7	82.9	1.8	1.0	.7	1.5	6.5	6.2	5.1	5.1
1985	83.7	84.5	86.1	86.6	1.0	1.0	1.9	.6	4.2	4.2	5.4	4.5

See footnotes at end of table.

Table 6. Total compensation,¹ private industry workers: Employment Cost Index by occupational and industry group, 1979-91—Continued

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended--				12 months ended--			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
Service-producing industries:⁵—Continued												
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	.8	1.0	.5	3.4	3.6	3.7	3.7
1988	93.8	95.1	96.2	97.3	1.3	1.4	1.2	1.1	3.6	4.3	4.5	5.1
1989	98.8	100.0	101.3	102.3	1.5	1.2	1.3	1.0	5.3	5.2	5.3	5.1
1990	103.8	105.2	106.2	107.0	1.5	1.3	1.0	.8	5.1	5.2	4.8	4.6
1991	108.5	109.8	-	-	1.4	1.2	-	-	4.5	4.4	-	-
Service-producing industries excluding sales occupations:												
1979	-	-	-	57.9	-	-	-	-	-	-	-	-
1980	59.1	60.5	61.8	63.0	2.1	2.4	2.1	1.9	-	-	-	8.8
1981	65.6	66.5	68.0	69.3	4.1	1.4	2.3	1.9	11.0	9.9	10.0	10.0
1982	70.5	71.5	73.1	74.1	1.7	1.4	2.2	1.4	7.5	7.5	7.5	6.9
1983	75.5	76.5	77.9	78.9	1.9	1.3	1.8	1.3	7.1	7.0	6.6	6.5
1984	80.5	81.3	82.0	83.2	2.0	1.0	.9	1.5	6.6	6.3	5.3	5.4
1985	83.9	84.7	86.2	86.5	.8	1.0	1.8	.3	4.2	4.2	5.1	4.0
1986	87.5	88.0	88.8	89.5	1.2	.6	.9	.8	4.3	3.9	3.0	3.5
1987	90.6	91.4	92.5	93.1	1.2	.9	1.2	.6	3.5	3.9	4.2	4.0
1988	94.3	95.4	96.7	97.5	1.3	1.2	1.4	.8	4.1	4.4	4.5	4.7
1989	98.9	100.0	101.2	102.1	1.4	1.1	1.2	.9	4.9	4.8	4.7	4.7
1990	103.9	105.1	106.4	107.3	1.8	1.2	1.2	.8	5.1	5.1	5.1	5.1
1991	108.7	109.9	-	-	1.3	1.1	-	-	4.6	4.6	-	-
Service-producing industries, white-collar occupations:												
1987	-	90.7	91.8	92.1	-	-	1.2	.3	-	-	-	-
1988	93.4	94.7	95.9	97.2	1.4	1.4	1.3	1.4	-	4.4	4.5	5.5
1989	98.8	100.0	101.4	102.6	1.6	1.2	1.4	1.2	5.8	5.6	5.7	5.6
1990	104.2	105.5	106.7	107.4	1.6	1.2	1.1	.7	5.5	5.5	5.2	4.7
1991	109.1	110.4	-	-	1.6	1.2	-	-	4.7	4.6	-	-
Service-producing industries, white-collar occupations excluding sales:												
1987	-	90.9	92.3	92.9	-	-	1.5	.7	-	-	-	-
1988	94.1	95.1	96.6	97.5	1.3	1.1	1.6	.9	-	4.6	4.7	5.0
1989	99.0	100.0	101.4	102.3	1.5	1.0	1.4	.9	5.2	5.2	5.0	4.9
1990	104.4	105.6	107.1	108.0	2.1	1.1	1.4	.8	5.5	5.6	5.6	5.6
1991	109.5	110.6	-	-	1.4	1.0	-	-	4.9	4.7	-	-
Service-producing industries, blue-collar occupations:												
1987	-	92.2	93.0	93.8	-	-	.9	.9	-	-	-	-
1988	95.2	96.2	97.1	97.5	1.5	1.1	.9	.4	-	4.3	4.4	3.9
1989	98.7	100.0	101.1	101.1	1.2	1.3	1.1	.0	3.7	4.0	4.1	3.7
1990	102.6	103.9	104.8	105.4	1.5	1.3	.9	.6	4.0	3.9	3.7	4.3
1991	106.6	107.6	-	-	1.1	.9	-	-	3.9	3.6	-	-
Service-producing industries, service occupations:												
1987	-	92.4	92.9	93.4	-	-	.5	.5	-	-	-	-
1988	94.6	95.6	97.1	98.4	1.3	1.1	1.6	1.3	-	3.5	4.5	5.4
1989	99.3	100.0	101.1	102.5	.9	.7	1.1	1.4	5.0	4.6	4.1	4.2
1990	103.9	105.0	105.8	107.4	1.4	1.1	.8	1.5	4.6	5.0	4.6	4.8
1991	108.4	109.9	-	-	.9	1.4	-	-	4.3	4.7	-	-
Transportation and public utilities:												
1985	87.6	88.4	89.7	90.0	-	.9	1.5	.3	-	-	-	-
1986	91.2	91.4	91.9	92.0	1.3	.2	.5	.1	4.1	3.4	2.5	2.2
1987	92.9	93.9	94.4	94.8	1.0	1.1	.5	.4	1.9	2.7	2.7	3.0
1988	95.8	96.8	97.5	97.5	1.1	1.0	.7	.0	3.1	3.1	3.3	2.8
1989	98.7	100.0	100.7	101.2	1.2	1.3	.7	.5	3.0	3.3	3.3	3.8
1990	103.0	103.3	104.2	105.1	1.8	.3	.9	.9	4.4	3.3	3.5	3.9
1991	106.0	107.7	-	-	.9	1.6	-	-	2.9	4.3	-	-

See footnotes at end of table.

Table 6. Total compensation,¹ private industry workers: Employment Cost Index by occupational and industry group, 1979-91—Continued

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for								
	March	June	Sept.	Dec.	3 months ended--				12 months ended--				
					March	June	Sept.	Dec.	March	June	Sept.	Dec.	
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	-.2	.9	-.4	4.3	3.2	2.7	2.2	2.2
1987	92.4	93.7	93.8	94.0	1.0	1.4	.1	.2	1.2	2.9	2.1	2.7	2.7
1988	95.3	96.9	97.6	97.3	1.4	1.7	.7	-.3	3.1	3.4	4.1	3.5	3.5
1989	98.8	100.0	100.5	100.8	1.5	1.2	.5	.3	3.7	3.2	3.0	3.6	3.6
1990	102.8	103.0	103.8	104.6	2.0	.2	.8	.8	4.0	3.0	3.3	3.8	3.8
1991	105.2	106.8	-	-	.6	1.5	-	-	2.3	3.7	-	-	-
Public utilities:													
1985	87.9	88.6	90.1	90.9	-	.8	1.7	.9	-	-	-	-	-
1986	91.1	91.6	92.1	92.7	.2	.5	.5	.7	3.6	3.4	2.2	2.0	2.0
1987	93.5	94.3	95.2	95.7	.9	.9	1.0	.5	2.6	2.9	3.4	3.2	3.2
1988	96.4	96.7	97.3	97.7	.7	.3	.6	.4	3.1	2.5	2.2	2.1	2.1
1989	98.8	100.0	101.0	101.7	1.1	1.2	1.0	.7	2.5	3.4	3.8	4.1	4.1
1990	103.2	103.8	104.8	105.7	1.5	.6	1.0	.9	4.5	3.8	3.8	3.9	3.9
1991	107.0	108.8	-	-	1.2	1.7	-	-	3.7	4.8	-	-	-
Communications:													
1987	-	-	95.6	96.3	-	-	-	.7	-	-	-	-	-
1988	96.7	96.9	97.5	97.5	.4	.2	.6	.0	-	-	2.0	1.2	1.2
1989	98.5	100.0	101.0	101.6	1.0	1.5	1.0	.6	1.9	3.2	3.6	4.2	4.2
1990	103.1	103.1	104.2	105.2	1.5	.0	1.1	1.0	4.7	3.1	3.2	3.5	3.5
1991	106.0	108.0	-	-	.8	1.9	-	-	2.8	4.8	-	-	-
Electric, gas, and sanitary services:													
1987	-	-	-	95.0	-	-	-	-	-	-	-	-	-
1988	96.0	96.7	97.1	98.0	1.1	.7	.4	.9	-	-	-	3.2	3.2
1989	99.2	100.0	101.0	101.7	1.2	.8	1.0	.7	3.3	3.4	4.0	3.8	3.8
1990	103.2	104.6	105.5	106.2	1.5	1.4	.9	.7	4.0	4.6	4.5	4.4	4.4
1991	108.3	109.8	-	-	2.0	1.4	-	-	4.9	5.0	-	-	-
Wholesale and retail trade:													
1985	84.7	86.1	87.2	87.8	-	1.7	1.3	.7	-	-	-	-	-
1986	88.3	89.1	89.6	90.0	.6	.9	.6	.4	4.3	3.5	2.8	2.5	2.5
1987	90.7	92.1	92.6	92.8	.8	1.5	.5	.2	2.7	3.4	3.3	3.1	3.1
1988	94.0	95.8	96.8	97.6	1.3	1.9	1.0	.8	3.6	4.0	4.5	5.2	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	5.1
1990	103.5	105.0	105.6	106.2	.9	1.4	.6	.6	4.7	5.0	3.9	3.5	3.5
1991	107.4	109.2	-	-	1.1	1.7	-	-	3.8	4.0	-	-	-
Wholesale and retail trade excluding sales occupations:													
1985	85.4	86.7	87.7	88.1	-	1.5	1.2	.5	-	-	-	-	-
1986	88.6	89.4	89.9	90.7	.6	.9	.6	.9	3.7	3.1	2.5	3.0	3.0
1987	91.5	92.6	93.3	93.8	.9	1.2	.8	.5	3.3	3.6	3.8	3.4	3.4
1988	94.9	96.2	97.3	98.2	1.2	1.4	1.1	.9	3.7	3.9	4.3	4.7	4.7
1989	99.2	100.0	101.3	102.0	1.0	.8	1.3	.7	4.5	4.0	4.1	3.9	3.9
1990	103.0	104.5	105.4	106.1	1.0	1.5	.9	.7	3.8	4.5	4.0	4.0	4.0
1991	107.7	109.1	-	-	1.5	1.3	-	-	4.6	4.4	-	-	-
Wholesale trade:													
1986	86.4	87.3	87.8	88.7	-	1.0	.6	1.0	-	-	-	-	-
1987	89.7	91.1	91.6	92.2	1.1	1.6	.5	.7	3.8	4.4	4.3	3.9	3.9
1988	93.0	94.7	95.6	96.1	.9	1.8	1.0	.5	3.7	4.0	4.4	4.2	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	8.7
1990	104.8	105.4	105.8	106.5	.3	.6	.4	.7	6.4	5.4	3.1	1.9	1.9
1991	107.8	109.6	-	-	1.2	1.7	-	-	2.9	4.0	-	-	-
Wholesale trade excluding sales occupations:													
1986	88.3	89.5	89.9	90.8	-	1.4	.4	1.0	-	-	-	-	-
1987	91.7	92.3	93.4	94.1	1.0	.7	1.2	.7	3.9	3.1	3.9	3.6	3.6
1988	95.2	96.2	97.2	97.7	1.2	1.1	1.0	.5	3.8	4.2	4.1	3.8	3.8
1989	98.9	100.0	101.8	102.6	1.2	1.1	1.8	.8	3.9	4.0	4.7	5.0	5.0

See footnotes at end of table.

Table 6. Total compensation,¹ private industry workers: Employment Cost Index by occupational and industry group, 1979-91—Continued

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended--				12 months ended--			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
Wholesale trade excluding sales occupations:—Continued												
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	-	-	1.9	1.3	-	-	4.3	4.4	-	-
Retail trade:												
1985	85.5	86.7	88.1	88.8	-	1.4	1.6	.8	-	-	-	-
1986	89.2	89.9	90.5	90.8	.5	.8	.7	.3	4.3	3.7	2.7	2.3
1987	91.3	92.5	93.0	93.0	.6	1.3	.5	.0	2.4	2.9	2.8	2.4
1988	94.5	96.3	97.3	98.4	1.6	1.9	1.0	1.1	3.5	4.1	4.6	5.8
1989	99.1	100.0	101.1	101.6	.7	.9	1.1	.5	4.9	3.8	3.9	3.3
1990	103.0	104.8	105.5	106.0	1.4	1.7	.7	.5	3.9	4.8	4.4	4.3
1991	107.3	109.0	-	-	1.2	1.6	-	-	4.2	4.0	-	-
General merchandise stores:												
1988	-	97.2	98.5	99.6	-	-	1.3	1.1	-	-	-	-
1989	100.5	100.0	100.4	101.5	.9	-.5	.4	1.1	-	2.9	1.9	1.9
1990	102.6	105.7	105.9	106.9	1.1	3.0	.2	.9	2.1	5.7	5.5	5.3
1991	108.3	110.1	-	-	1.3	1.7	-	-	5.6	4.2	-	-
Food stores:												
1987	-	-	94.5	95.5	-	-	-	1.1	-	-	-	-
1988	96.3	96.8	97.1	98.2	.8	.5	.3	1.1	-	-	2.8	2.8
1989	99.8	100.0	100.8	101.7	1.6	.2	.8	.9	3.6	3.3	3.8	3.6
1990	103.2	104.6	105.7	106.4	1.5	1.4	1.1	.7	3.4	4.6	4.9	4.6
1991	107.5	109.3	-	-	1.0	1.7	-	-	4.2	4.5	-	-
Finance, insurance, and real estate:												
1985	83.1	83.0	84.6	85.9	-	-.1	1.9	1.5	-	-	-	-
1986	86.7	87.4	87.9	88.6	.9	.8	.6	.8	4.3	5.3	3.9	3.1
1987	90.9	90.0	90.2	90.4	2.6	-1.0	.2	.2	4.8	3.0	2.6	2.0
1988	91.5	92.8	92.9	96.2	1.2	1.4	.1	3.6	.7	3.1	3.0	6.4
1989	98.3	100.0	100.4	101.4	2.2	1.7	.4	1.0	7.4	7.8	8.1	5.4
1990	102.6	104.4	105.4	105.5	1.2	1.8	1.0	.1	4.4	4.4	5.0	4.0
1991	108.3	109.5	-	-	2.7	1.1	-	-	5.6	4.9	-	-
Finance, insurance, and real estate excluding sales occupations:												
1985	83.1	83.6	84.7	85.2	-	.6	1.3	.6	-	-	-	-
1986	87.0	87.6	88.0	88.9	2.1	.7	.5	1.0	4.7	4.8	3.9	4.3
1987	90.8	91.1	92.0	92.6	2.1	.3	1.0	.7	4.4	4.0	4.5	4.2
1988	93.8	94.6	95.4	97.1	1.3	.9	.8	1.8	3.3	3.8	3.7	4.9
1989	98.5	100.0	100.1	101.0	1.4	1.5	.1	.9	5.0	5.7	4.9	4.0
1990	103.5	104.7	106.3	106.7	2.5	1.2	1.5	.4	5.1	4.7	6.2	5.6
1991	108.6	109.5	-	-	1.8	.8	-	-	4.9	4.6	-	-
Banking, savings and loan, and other credit agencies:												
1986	-	-	-	87.5	-	-	-	-	-	-	-	-
1987	89.8	90.7	91.4	92.3	2.6	1.0	.8	1.0	-	-	-	5.5
1988	95.3	96.0	97.0	97.8	3.3	.7	1.0	.9	6.1	5.8	6.1	6.0
1989	98.8	100.0	100.6	100.7	1.0	1.2	.6	.1	3.7	4.2	3.7	3.0
1990	102.1	104.1	104.4	105.8	1.4	2.0	.3	1.3	3.3	4.1	3.8	5.1
1991	107.4	107.0	-	-	1.5	-.4	-	-	5.2	2.8	-	-
Insurance:												
1987	-	89.6	90.3	91.9	-	-	.8	1.8	-	-	-	-
1988	92.6	95.0	95.8	97.0	.8	2.6	.8	1.3	-	6.0	6.1	5.5
1989	98.3	100.0	99.9	101.0	1.3	1.7	-.1	1.1	6.2	5.3	4.3	4.1
1990	103.2	105.2	106.5	106.0	2.2	1.9	1.2	-.5	5.0	5.2	6.6	5.0
1991	107.4	109.5	-	-	1.3	2.0	-	-	4.1	4.1	-	-
Service industries:												
1985	81.3	82.0	83.8	84.1	-	.9	2.2	.4	-	-	-	-
1986	85.3	85.8	86.8	87.7	1.4	.6	1.2	1.0	4.9	4.6	3.6	4.3

See footnotes at end of table.

Table 6. Total compensation,¹ private industry workers: Employment Cost Index by occupational and industry group, 1979-91—Continued

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended--				12 months ended--			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
Service industries:—Continued												
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	-	-	1.4	.6	-	-	5.5	4.7	-	-
Business services:												
1986	-	-	-	87.2	-	-	-	-	-	-	-	-
1987	88.5	89.5	91.7	92.5	1.5	1.1	2.5	.9	-	-	-	6.1
1988	93.8	94.9	96.2	97.2	1.4	1.2	1.4	1.0	6.0	6.0	4.9	5.1
1989	98.1	100.0	100.7	101.3	.9	1.9	.7	.6	4.6	5.4	4.7	4.2
1990	103.6	105.3	106.3	107.4	2.3	1.6	.9	1.0	5.6	5.3	5.6	6.0
1991	110.3	110.4	-	-	2.7	.1	-	-	6.5	4.8	-	-
Health services:												
1985	81.9	82.5	83.4	83.7	-	.7	1.1	.4	-	-	-	-
1986	84.7	85.2	86.6	87.7	1.2	.6	1.6	1.3	3.4	3.3	3.8	4.8
1987	88.8	89.4	90.4	91.5	1.3	.7	1.1	1.2	4.8	4.9	4.4	4.3
1988	92.6	94.1	95.6	97.0	1.2	1.6	1.6	1.5	4.3	5.3	5.8	6.0
1989	98.9	100.0	101.9	103.7	2.0	1.1	1.9	1.8	6.8	6.3	6.6	6.9
1990	105.8	107.1	109.0	110.8	2.0	1.2	1.8	1.7	7.0	7.1	7.0	6.8
1991	112.6	113.5	-	-	1.6	.8	-	-	6.4	6.0	-	-
Hospitals:												
1986	-	84.5	85.8	86.8	-	-	1.5	1.2	-	-	-	-
1987	87.8	88.3	89.9	91.0	1.2	.6	1.8	1.2	-	4.5	4.8	4.8
1988	92.2	93.6	95.2	96.6	1.3	1.5	1.7	1.5	5.0	6.0	5.9	6.2
1989	98.8	100.0	101.9	103.5	2.3	1.2	1.9	1.6	7.2	6.8	7.0	7.1
1990	105.4	106.6	108.9	110.7	1.8	1.1	2.2	1.7	6.7	6.6	6.9	7.0
1991	112.2	113.2	-	-	1.4	.9	-	-	6.5	6.2	-	-
Educational services:												
1988	-	-	-	98.3	-	-	-	-	-	-	-	-
1989	99.1	100.0	103.9	104.2	.8	.9	3.9	.3	-	-	-	6.0
1990	105.4	105.9	110.2	111.4	1.2	.5	4.1	1.1	6.4	5.9	6.1	6.9
1991	111.9	111.5	-	-	.4	-4	-	-	6.2	5.3	-	-
Colleges and universities:												
1988	-	-	-	98.2	-	-	-	-	-	-	-	-
1989	99.0	100.0	103.3	103.8	.8	1.0	3.3	.5	-	-	-	5.7
1990	105.2	105.7	109.8	110.6	1.3	.5	3.9	.7	6.3	5.7	6.3	6.6
1991	111.3	112.0	-	-	.6	.6	-	-	5.8	6.0	-	-
Nonmanufacturing:												
1979	-	-	-	58.5	-	-	-	-	-	-	-	-
1980	60.0	61.5	62.9	64.2	2.6	2.5	2.3	2.1	-	-	-	9.7
1981	66.5	67.8	69.1	70.4	3.6	2.0	1.9	1.9	10.8	10.2	9.9	9.7
1982	71.6	72.6	74.1	75.1	1.7	1.4	2.1	1.3	7.7	7.1	7.2	6.7
1983	76.3	77.4	78.6	79.6	1.6	1.4	1.6	1.3	6.6	6.6	6.1	6.0
1984	81.0	81.8	82.4	83.4	1.8	1.0	.7	1.2	6.2	5.7	4.8	4.8
1985	84.3	85.1	86.4	87.0	1.1	.9	1.5	.7	4.1	4.0	4.9	4.3
1986	87.9	88.5	89.2	89.7	1.0	.7	.8	.6	4.3	4.0	3.2	3.1
1987	90.9	91.5	92.4	92.9	1.3	.7	1.0	.5	3.4	3.4	3.6	3.6
1988	94.1	95.4	96.5	97.5	1.3	1.4	1.2	1.0	3.5	4.3	4.4	5.0
1989	98.8	100.0	101.3	102.3	1.3	1.2	1.3	1.0	5.0	4.8	5.0	4.9
1990	103.8	105.1	106.2	106.9	1.5	1.3	1.0	.7	5.1	5.1	4.8	4.5
1991	108.5	109.7	-	-	1.5	1.1	-	-	4.5	4.4	-	-
Nonmanufacturing, white-collar occupations:												
1987	-	90.8	91.8	92.2	-	-	1.1	.4	-	-	-	-
1988	93.4	94.8	95.9	97.2	1.3	1.5	1.2	1.4	-	4.4	4.5	5.4
1989	98.8	100.0	101.4	102.6	1.6	1.2	1.4	1.2	5.8	5.5	5.7	5.6
1990	104.1	105.5	106.7	107.4	1.5	1.3	1.1	.7	5.4	5.5	5.2	4.7
1991	109.1	110.4	-	-	1.6	1.2	-	-	4.8	4.6	-	-

See footnotes at end of table.

Table 6. Total compensation,¹ private industry workers: Employment Cost Index by occupational and industry group, 1979-91—Continued

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended--				12 months ended--			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
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	.9	-	4.7	4.7	5.0
1989	99.0	100.0	101.4	102.3	1.5	1.0	1.4	.9	5.2	4.9	5.0	4.9
1990	104.3	105.6	107.0	108.0	2.0	1.2	1.3	.9	5.4	5.6	5.5	5.6
1991	109.5	110.6	-	-	1.4	1.0	-	-	5.0	4.7	-	-
Nonmanufacturing, blue-collar occupations:												
1987	-	92.9	93.7	94.5	-	-	.9	.9	-	-	-	-
1988	95.7	96.8	97.6	98.1	1.3	1.1	.8	.5	-	4.2	4.2	3.8
1989	98.8	100.0	101.1	101.7	.7	1.2	1.1	.6	3.2	3.3	3.6	3.7
1990	102.9	104.1	105.0	105.6	1.2	1.2	.9	.6	4.1	4.1	3.9	3.8
1991	107.2	108.2	-	-	1.5	.9	-	-	4.2	3.9	-	-
Nonmanufacturing, service occupations:												
1987	-	92.4	92.8	93.3	-	-	.4	.5	-	-	-	-
1988	94.6	95.6	97.1	98.3	1.4	1.1	1.6	1.2	-	3.5	4.6	5.4
1989	99.2	100.0	101.0	102.4	.9	.8	1.0	1.4	4.9	4.6	4.0	4.2
1990	103.9	105.0	105.8	107.4	1.5	1.1	.8	1.5	4.7	5.0	4.8	4.9
1991	108.4	109.9	-	-	.9	1.4	-	-	4.3	4.7	-	-

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

² Excludes farm and household workers.

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

⁴ Includes mining, construction, and manufacturing.

⁵ Includes transportation, public utilities, trade, finance, insurance, real estate, and services.

- Data not available.

Table 7. Total compensation,¹ private industry workers: Employment Cost Index by bargaining status, region, and area size, 1979-91

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended--				12 months ended--			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
Union workers:												
1979	-	-	-	60.4	-	-	-	-	-	-	-	-
1980	61.9	63.6	65.5	67.1	2.5	2.7	3.0	2.4	-	-	-	11.1
1981	69.2	70.9	72.6	74.3	3.1	2.5	2.4	2.3	11.8	11.5	10.8	10.7
1982	75.5	76.8	78.4	79.6	1.6	1.7	2.1	1.5	9.1	8.3	8.0	7.1
1983	81.1	82.2	83.5	84.2	1.9	1.4	1.6	.8	7.4	7.0	6.5	5.8
1984	85.5	86.3	86.9	87.8	1.5	.9	.7	1.0	5.4	5.0	4.1	4.3
1985	88.4	88.9	89.7	90.1	.7	.6	.9	.4	3.4	3.0	3.2	2.6
1986	91.0	91.2	91.7	92.0	1.0	.2	.5	.3	2.9	2.6	2.2	2.1
1987	92.5	93.0	93.6	94.5	.5	.5	.6	1.0	1.6	2.0	2.1	2.7
1988	96.1	97.0	97.7	98.2	1.7	.9	.7	.5	3.9	4.3	4.4	3.9
1989	99.0	100.0	100.9	101.8	.8	1.0	.9	.9	3.0	3.1	3.3	3.7
1990	103.3	104.1	105.1	106.2	1.5	.8	1.0	1.0	4.3	4.1	4.2	4.3
1991	107.5	108.8	-	-	1.2	1.2	-	-	4.1	4.5	-	-
Union blue-collar workers:												
1987	-	92.7	93.2	94.2	-	-	.5	1.1	-	-	-	-
1988	96.1	97.0	97.6	98.3	2.0	.9	.6	.7	-	4.6	4.7	4.4
1989	98.9	100.0	100.9	101.7	.6	1.1	.9	.8	2.9	3.1	3.4	3.5
1990	103.0	104.1	104.8	105.9	1.3	1.1	.7	1.0	4.1	4.1	3.9	4.1
1991	107.4	108.6	-	-	1.4	1.1	-	-	4.3	4.3	-	-
Union workers, goods-producing industries:²												
1981	-	71.7	73.7	75.1	-	-	2.8	1.9	-	-	-	-
1982	76.3	77.6	79.2	80.2	1.6	1.7	2.1	1.3	-	8.2	7.5	6.8
1983	81.7	82.6	83.6	84.1	1.9	1.1	1.2	.6	7.1	6.4	5.6	4.9
1984	85.5	86.4	87.1	88.2	1.7	1.1	.8	1.3	4.7	4.6	4.2	4.9
1985	88.7	88.9	89.4	89.8	.6	.2	.6	.4	3.7	2.9	2.6	1.8
1986	90.7	90.9	91.3	91.5	1.0	.2	.4	.2	2.3	2.2	2.1	1.9
1987	91.8	92.3	92.9	94.2	.3	.5	.7	1.4	1.2	1.5	1.8	3.0
1988	96.2	97.1	97.7	98.4	2.1	.9	.6	.7	4.8	5.2	5.2	4.5
1989	98.9	100.0	100.9	101.9	.5	1.1	.9	1.0	2.8	3.0	3.3	3.6
1990	103.3	104.5	105.1	106.3	1.4	1.2	.6	1.1	4.4	4.5	4.2	4.3
1991	107.9	109.2	-	-	1.5	1.2	-	-	4.5	4.5	-	-
Union workers, service-producing industries:³												
1981	-	69.5	71.0	73.0	-	-	2.2	2.8	-	-	-	-
1982	74.2	75.5	77.1	78.6	1.6	1.8	2.1	1.9	-	8.6	8.6	7.7
1983	80.2	81.6	83.3	84.3	2.0	1.7	2.1	1.2	8.1	8.1	8.0	7.3
1984	85.4	85.9	86.5	87.3	1.3	.6	.7	.9	6.5	5.3	3.8	3.6
1985	88.0	89.0	90.0	90.5	.8	1.1	1.1	.6	3.0	3.6	4.0	3.7
1986	91.5	91.7	92.3	92.7	1.1	.2	.7	.4	4.0	3.0	2.6	2.4
1987	93.4	94.0	94.4	95.0	.8	.6	.4	.6	2.1	2.5	2.3	2.5
1988	95.9	96.9	97.6	97.9	.9	1.0	.7	.3	2.7	3.1	3.4	3.1
1989	99.1	100.0	100.8	101.7	1.2	.9	.8	.9	3.3	3.2	3.3	3.9
1990	103.2	103.6	104.9	106.0	1.5	.4	1.3	1.0	4.1	3.6	4.1	4.2
1991	107.1	108.3	-	-	1.0	1.1	-	-	3.8	4.5	-	-
Union workers, manufacturing:												
1981	-	70.8	72.4	74.0	-	-	2.3	2.2	-	-	-	-
1982	75.2	76.4	78.1	79.1	1.6	1.6	2.2	1.3	-	7.9	7.9	6.9
1983	80.7	81.2	82.3	82.9	2.0	.6	1.4	.7	7.3	6.3	5.4	4.8
1984	84.4	85.3	86.1	87.2	1.8	1.1	.9	1.3	4.6	5.0	4.6	5.2
1985	87.9	87.9	88.5	88.8	.8	.0	.7	.3	4.1	3.0	2.8	1.8
1986	89.9	89.8	90.2	90.5	1.2	-.1	.4	.3	2.3	2.2	1.9	1.9
1987	90.6	91.1	91.6	93.1	.1	.6	.5	1.6	.8	1.4	1.6	2.9
1988	95.5	96.4	97.0	97.8	2.6	.9	.6	.8	5.4	5.8	5.9	5.0
1989	99.0	100.0	100.8	102.0	1.2	1.0	.8	1.2	3.7	3.7	3.9	4.3
1990	103.6	104.7	105.3	106.6	1.6	1.1	.6	1.2	4.6	4.7	4.5	4.5
1991	108.1	109.5	-	-	1.4	1.3	-	-	4.3	4.6	-	-
Union workers, manufacturing, blue-collar occupations:												
1987	-	90.9	91.5	93.0	-	-	.7	1.6	-	-	-	-
1988	95.5	96.4	96.9	97.8	2.7	.9	.5	.9	-	6.1	5.9	5.2

See footnotes at end of table.

Table 7. Total compensation,¹ private industry workers: Employment Cost Index by bargaining status, region, and area size, 1979-91—Continued

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended--				12 months ended--			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
Union workers, manufacturing, blue-collar occupations:—Continued												
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	.5	1.3	4.5	4.6	4.2	4.5
1991	108.1	109.4	-	-	1.5	1.2	-	-	4.4	4.6	-	-
Union workers, nonmanufacturing:												
1981	-	70.9	72.8	74.5	-	-	2.7	2.3	-	-	-	-
1982	75.7	77.1	78.7	80.0	1.6	1.8	2.1	1.7	-	8.7	8.1	7.4
1983	81.5	83.0	84.5	85.4	1.9	1.8	1.8	1.1	7.7	7.7	7.4	6.8
1984	86.5	87.1	87.7	88.3	1.3	.7	.7	.7	6.1	4.9	3.8	3.4
1985	88.9	89.8	90.6	91.2	.7	1.0	.9	.7	2.8	3.1	3.3	3.3
1986	92.0	92.5	93.0	93.3	.9	.5	.5	.3	3.5	3.0	2.6	2.3
1987	94.0	94.7	95.2	95.8	.8	.7	.5	.6	2.2	2.4	2.4	2.7
1988	96.6	97.5	98.3	98.5	.8	.9	.8	.2	2.8	3.0	3.3	2.8
1989	98.9	100.0	100.8	101.6	.4	1.1	.8	.8	2.4	2.6	2.5	3.1
1990	103.0	103.7	104.9	105.9	1.4	.7	1.2	1.0	4.1	3.7	4.1	4.2
1991	107.1	108.3	-	-	1.1	1.1	-	-	4.0	4.4	-	-
Nonunion workers:												
1979	-	-	-	58.8	-	-	-	-	-	-	-	-
1980	60.5	61.7	62.8	64.0	2.9	2.0	1.8	1.9	-	-	-	8.8
1981	66.6	67.7	68.9	70.1	4.1	1.7	1.8	1.7	10.1	9.7	9.7	9.5
1982	71.3	72.1	73.5	74.3	1.7	1.1	1.9	1.1	7.1	6.5	6.7	6.0
1983	75.5	76.4	77.5	78.5	1.6	1.2	1.4	1.3	5.9	6.0	5.4	5.7
1984	79.9	80.7	81.4	82.5	1.8	1.0	.9	1.4	5.8	5.6	5.0	5.1
1985	83.8	84.6	85.8	86.3	1.6	1.0	1.4	.6	4.9	4.8	5.4	4.6
1986	87.3	88.2	88.8	89.4	1.2	1.0	.7	.7	4.2	4.3	3.5	3.6
1987	90.5	91.1	92.1	92.7	1.2	.7	1.1	.7	3.7	3.3	3.7	3.7
1988	94.0	95.3	96.3	97.4	1.4	1.4	1.0	1.1	3.9	4.6	4.6	5.1
1989	98.8	100.0	101.4	102.4	1.4	1.2	1.4	1.0	5.1	4.9	5.3	5.1
1990	104.1	105.5	106.6	107.3	1.7	1.3	1.0	.7	5.4	5.5	5.1	4.8
1991	108.8	110.1	-	-	1.4	1.2	-	-	4.5	4.4	-	-
Nonunion blue-collar workers:												
1987	-	91.6	92.6	93.3	-	-	1.1	.8	-	-	-	-
1988	94.6	96.0	96.6	97.5	1.4	1.5	.6	.9	-	4.8	4.3	4.5
1989	98.7	100.0	101.3	102.1	1.2	1.3	1.3	.8	4.3	4.2	4.9	4.7
1990	103.9	105.3	106.3	106.8	1.8	1.3	.9	.5	5.3	5.3	4.9	4.6
1991	108.3	109.4	-	-	1.4	1.0	-	-	4.2	3.9	-	-
Nonunion workers, goods-producing industries:²												
1981	-	69.8	71.1	72.3	-	-	1.9	1.7	-	-	-	-
1982	73.8	74.5	75.8	76.3	2.1	.9	1.7	.7	-	6.7	6.6	5.5
1983	77.5	78.4	79.2	80.0	1.6	1.2	1.0	1.0	5.0	5.2	4.5	4.8
1984	81.1	81.8	82.7	83.5	1.4	.9	1.1	1.0	4.6	4.3	4.4	4.4
1985	85.5	86.2	86.9	87.4	2.4	.8	.8	.6	5.4	5.4	5.1	4.7
1986	88.5	89.5	90.2	90.8	1.3	1.1	.8	.7	3.5	3.8	3.8	3.9
1987	91.3	92.0	92.9	93.6	.6	.8	1.0	.8	3.2	2.8	3.0	3.1
1988	95.1	96.2	96.9	97.7	1.6	1.2	.7	.8	4.2	4.6	4.3	4.4
1989	98.9	100.0	101.3	102.3	1.2	1.1	1.3	1.0	4.0	4.0	4.5	4.7
1990	104.2	105.5	106.7	107.4	1.9	1.2	1.1	.7	5.4	5.5	5.3	5.0
1991	108.8	110.1	-	-	1.3	1.2	-	-	4.4	4.4	-	-
Nonunion workers, service-producing industries:³												
1981	-	66.4	67.6	68.8	-	-	1.8	1.8	-	-	-	-
1982	69.8	70.6	72.1	73.1	1.5	1.1	2.1	1.4	-	6.3	6.7	6.3
1983	74.2	75.1	76.4	77.5	1.5	1.2	1.7	1.4	6.3	6.4	6.0	6.0
1984	79.1	80.1	80.7	81.9	2.1	1.3	.7	1.5	6.6	6.7	5.6	5.7
1985	82.9	83.6	85.2	85.7	1.2	.8	1.9	.6	4.8	4.4	5.6	4.6
1986	86.6	87.3	88.0	88.6	1.1	.8	.8	.7	4.5	4.4	3.3	3.4
1987	89.9	90.6	91.6	92.1	1.5	.8	1.1	.5	3.8	3.8	4.1	4.0
1988	93.4	94.7	95.9	97.2	1.4	1.4	1.3	1.4	3.9	4.5	4.7	5.5
1989	98.7	100.0	101.5	102.4	1.5	1.3	1.5	.9	5.7	5.6	5.8	5.3

See footnotes at end of table.

Table 7. Total compensation,¹ private industry workers: Employment Cost Index by bargaining status, region, and area size, 1979-91—Continued

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended--				12 months ended--			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
Nonunion workers, service-producing industries:³—Continued												
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	-	-	1.5	1.2	-	-	4.7	4.4	-	-
Nonunion workers, manufacturing:												
1981	-	69.1	70.3	71.5	-	-	1.7	1.7	-	-	-	-
1982	73.0	73.6	74.9	75.4	2.1	.8	1.8	.7	-	6.5	6.5	5.5
1983	76.8	77.6	78.6	79.4	1.9	1.0	1.3	1.0	5.2	5.4	4.9	5.3
1984	80.5	81.4	82.4	83.4	1.4	1.1	1.2	1.2	4.8	4.9	4.8	5.0
1985	85.4	86.2	86.8	87.2	2.4	.9	.7	.5	6.1	5.9	5.3	4.6
1986	88.5	89.6	90.1	90.7	1.5	1.2	.6	.7	3.6	3.9	3.8	4.0
1987	91.3	92.0	93.0	93.6	.7	.8	1.1	.6	3.2	2.7	3.2	3.2
1988	95.2	96.1	96.8	97.6	1.7	.9	.7	.8	4.3	4.5	4.1	4.3
1989	98.8	100.0	101.2	102.1	1.2	1.2	1.2	.9	3.8	4.1	4.5	4.6
1990	104.2	105.5	106.9	107.6	2.1	1.2	1.3	.7	5.5	5.5	5.6	5.4
1991	108.8	110.2	-	-	1.1	1.3	-	-	4.4	4.5	-	-
Nonunion workers, manufacturing, blue-collar occupations:												
1987	-	91.8	92.8	93.2	-	-	1.1	.4	-	-	-	-
1988	94.6	95.7	96.4	97.4	1.5	1.2	.7	1.0	-	4.2	3.9	4.5
1989	98.7	100.0	101.4	102.4	1.3	1.3	1.4	1.0	4.3	4.5	5.2	5.1
1990	104.4	105.9	107.2	107.9	2.0	1.4	1.2	.7	5.8	5.9	5.7	5.4
1991	109.0	110.3	-	-	1.0	1.2	-	-	4.4	4.2	-	-
Nonunion workers, nonmanufacturing:												
1981	-	67.1	68.2	69.4	-	-	1.6	1.8	-	-	-	-
1982	70.6	71.4	72.8	73.7	1.7	1.1	2.0	1.2	-	6.4	6.7	6.2
1983	74.8	75.8	76.9	78.1	1.5	1.3	1.5	1.6	5.9	6.2	5.6	6.0
1984	79.5	80.3	81.0	82.1	1.8	1.0	.9	1.4	6.3	5.9	5.3	5.1
1985	83.1	83.9	85.4	85.9	1.2	1.0	1.8	.6	4.5	4.5	5.4	4.6
1986	86.9	87.5	88.3	88.9	1.2	.7	.9	.7	4.6	4.3	3.4	3.5
1987	90.1	90.7	91.8	92.2	1.3	.7	1.2	.4	3.7	3.7	4.0	3.7
1988	93.5	94.9	96.0	97.3	1.4	1.5	1.2	1.4	3.8	4.6	4.6	5.5
1989	98.8	100.0	101.4	102.4	1.5	1.2	1.4	1.0	5.7	5.4	5.6	5.2
1990	104.0	105.4	106.5	107.2	1.6	1.3	1.0	.7	5.3	5.4	5.0	4.7
1991	108.8	110.1	-	-	1.5	1.2	-	-	4.6	4.5	-	-
Northeast:⁴												
1982	-	-	-	71.8	-	-	-	-	-	-	-	-
1983	72.4	73.5	74.6	75.6	.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	.8	5.2	4.8	5.2	4.9
1986	84.6	85.7	86.3	86.9	1.3	1.3	.7	.7	5.1	5.4	4.2	4.1
1987	88.4	89.1	90.2	91.3	1.7	.8	1.2	1.2	4.5	4.0	4.5	5.1
1988	92.4	93.8	95.0	96.7	1.2	1.5	1.3	1.8	4.5	5.3	5.3	5.9
1989	98.7	100.0	101.8	102.9	2.1	1.3	1.8	1.1	6.8	6.6	7.2	6.4
1990	104.4	105.3	106.5	107.6	1.5	.9	1.1	1.0	5.8	5.3	4.6	4.6
1991	109.4	110.6	-	-	1.7	1.1	-	-	4.8	5.0	-	-
South:⁵												
1982	-	-	-	76.8	-	-	-	-	-	-	-	-
1983	78.1	78.8	80.2	81.3	1.7	.9	1.8	1.4	-	-	-	5.9
1984	83.1	83.8	83.8	84.8	2.2	.8	.0	1.2	6.4	6.3	4.5	4.3
1985	86.2	86.9	87.8	88.3	1.7	.8	1.0	.6	3.7	3.7	4.8	4.1
1986	89.3	89.9	90.7	91.2	1.1	.7	.9	.6	3.6	3.5	3.3	3.3
1987	91.7	92.4	93.1	94.0	.5	.8	.8	1.0	2.7	2.8	2.6	3.1
1988	95.1	96.7	97.4	98.1	1.2	1.7	.7	.7	3.7	4.7	4.6	4.4
1989	99.0	100.0	101.2	102.2	.9	1.0	1.2	1.0	4.1	3.4	3.9	4.2
1990	104.0	105.7	106.3	106.9	1.8	1.6	.6	.6	5.1	5.7	5.0	4.6
1991	108.4	109.8	-	-	1.4	1.3	-	-	4.2	3.9	-	-
Midwest:⁶												
1982	-	-	-	77.1	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 7. Total compensation,¹ private industry workers: Employment Cost Index by bargaining status, region, and area size, 1979-91—Continued

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended--				12 months ended--			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
Midwest:⁶—Continued												
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	.6	1.6	.8	5.7	4.9	5.2	5.3
1985	86.6	87.1	88.1	88.4	1.1	.6	1.1	.3	4.1	4.1	3.6	3.2
1986	89.4	89.6	90.3	90.9	1.1	.2	.8	.7	3.2	2.9	2.5	2.8
1987	91.6	92.4	93.1	93.5	.8	.9	.8	.4	2.5	3.1	3.1	2.9
1988	95.4	96.2	97.0	97.9	2.0	.8	.8	.9	4.1	4.1	4.2	4.7
1989	98.9	100.0	101.0	101.9	1.0	1.1	1.0	.9	3.7	4.0	4.1	4.1
1990	103.5	104.8	106.3	107.1	1.6	1.3	1.4	.8	4.7	4.8	5.2	5.1
1991	108.5	109.7	-	-	1.3	1.1	-	-	4.8	4.7	-	-
West:⁷												
1982	-	-	-	77.9	-	-	-	-	-	-	-	-
1983	79.6	80.5	81.4	82.8	2.2	1.1	1.1	1.7	-	-	-	6.3
1984	83.5	84.3	84.5	86.2	.8	1.0	.2	2.0	4.9	4.7	3.8	4.1
1985	87.5	88.3	89.1	89.6	1.5	.9	.9	.6	4.8	4.7	5.4	3.9
1986	90.3	90.8	91.2	91.6	.8	.6	.4	.4	3.2	2.8	2.4	2.2
1987	92.5	92.6	93.7	94.1	1.0	.1	1.2	.4	2.4	2.0	2.7	2.7
1988	95.4	96.3	97.0	97.7	1.4	.9	.7	.7	3.1	4.0	3.5	3.8
1989	98.8	100.0	101.0	101.8	1.1	1.2	1.0	.8	3.6	3.8	4.1	4.2
1990	103.3	104.5	105.6	106.3	1.5	1.2	1.1	.7	4.6	4.5	4.6	4.4
1991	107.5	108.9	-	-	1.1	1.3	-	-	4.1	4.2	-	-
Metropolitan areas:												
1979	-	-	-	58.6	-	-	-	-	-	-	-	-
1980	60.0	61.5	63.0	64.2	2.4	2.5	2.4	1.9	-	-	-	9.6
1981	66.6	67.8	69.3	70.6	3.7	1.8	2.2	1.9	11.0	10.2	10.0	10.0
1982	71.7	72.7	74.2	75.2	1.6	1.4	2.1	1.3	7.7	7.2	7.1	6.5
1983	76.6	77.5	78.7	79.6	1.9	1.2	1.5	1.1	6.8	6.6	6.1	5.9
1984	81.0	81.8	82.4	83.6	1.8	1.0	.7	1.5	5.7	5.5	4.7	5.0
1985	84.6	85.3	86.4	86.9	1.2	.8	1.3	.6	4.4	4.3	4.9	3.9
1986	87.9	88.5	89.1	89.7	1.2	.7	.7	.7	3.9	3.8	3.1	3.2
1987	90.6	91.2	92.1	92.7	1.0	.7	1.0	.7	3.1	3.1	3.4	3.3
1988	94.2	95.3	96.3	97.4	1.6	1.2	1.0	1.1	4.0	4.5	4.6	5.1
1989	98.8	100.0	101.4	102.2	1.4	1.2	1.4	.8	4.9	4.9	5.3	4.9
1990	103.9	105.1	106.3	107.1	1.7	1.2	1.1	.8	5.2	5.1	4.8	4.8
1991	108.5	109.8	-	-	1.3	1.2	-	-	4.4	4.5	-	-
Other areas:⁸												
1979	-	-	-	61.9	-	-	-	-	-	-	-	-
1980	64.2	65.3	66.4	68.1	3.7	1.7	1.7	2.6	-	-	-	10.0
1981	70.9	72.3	73.6	74.6	4.1	2.0	1.8	1.4	10.4	10.7	10.8	9.5
1982	76.8	77.4	78.5	78.9	2.9	.8	1.4	.5	8.3	7.1	6.7	5.8
1983	80.1	81.2	82.0	82.8	1.5	1.4	1.0	1.0	4.3	4.9	4.5	4.9
1984	84.4	84.9	86.0	86.6	1.9	.6	1.3	.7	5.4	4.6	4.9	4.6
1985	87.8	88.6	89.6	89.6	1.4	.9	1.1	.0	4.0	4.4	4.2	3.5
1986	90.7	91.4	92.0	92.5	1.2	.8	.7	.5	3.3	3.2	2.7	3.2
1987	93.3	94.1	94.9	95.4	.9	.9	.9	.5	2.9	3.0	3.2	3.1
1988	96.6	98.0	98.5	98.9	1.3	1.4	.5	.4	3.5	4.1	3.8	3.7
1989	99.4	100.0	100.8	102.0	.5	.6	.8	1.2	2.9	2.0	2.3	3.1
1990	103.6	105.2	106.0	106.8	1.6	1.5	.8	.8	4.2	5.2	5.2	4.7
1991	108.4	109.9	-	-	1.5	1.4	-	-	4.6	4.5	-	-

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

² Includes mining, construction, and manufacturing.

³ Includes transportation, public utilities, trade, finance, insurance, real estate, and services.

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

⁵ The South region includes the following states: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia.

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

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

⁸ Other areas refers to all other locations which are not defined as a metropolitan statistical area by the U.S. Office of Management and Budget.

- Data not available.

NOTE: The indexes for the series in tables 7 and 11 are not strictly fixed-weighted. See appendix.

Table 8. Wages and salaries, civilian workers:¹ Employment Cost Index by occupational and industry group, 1981-91

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for								
	March	June	Sept.	Dec.	3 months ended--				12 months ended--				
					March	June	Sept.	Dec.	March	June	Sept.	Dec.	
Civilian workers:¹													
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	.9	1.2	1.2	5.0	4.8	4.4	4.5	-
1985	85.1	85.9	87.3	87.8	1.1	.9	1.6	.6	4.4	4.5	4.9	4.3	-
1986	88.7	89.4	90.4	90.9	1.0	.8	1.1	.6	4.2	4.1	3.6	3.5	-
1987	91.8	92.3	93.5	94.1	1.0	.5	1.3	.6	3.5	3.2	3.4	3.5	-
1988	95.0	95.9	97.2	98.1	1.0	.9	1.4	.9	3.5	3.9	4.0	4.3	-
1989	99.2	100.0	101.6	102.4	1.1	.8	1.6	.8	4.4	4.3	4.5	4.4	-
1990	103.6	104.7	106.0	106.8	1.2	1.1	1.2	.7	4.4	4.7	4.3	4.3	-
1991	108.0	108.9	-	-	1.1	.8	-	-	4.2	4.0	-	-	-
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	.7	1.5	1.1	5.1	4.8	4.6	4.7	-
1985	85.2	85.9	87.4	87.8	.9	.8	1.7	.5	4.3	4.4	4.7	4.0	-
1986	88.8	89.3	90.4	91.0	1.1	.6	1.2	.7	4.2	4.0	3.4	3.6	-
1987	91.9	92.4	93.7	94.4	1.0	.5	1.4	.7	3.5	3.5	3.7	3.7	-
1988	95.2	96.1	97.3	98.2	.8	.9	1.2	.9	3.6	4.0	3.8	4.0	-
1989	99.2	100.0	101.4	102.3	1.0	.8	1.4	.9	4.2	4.1	4.2	4.2	-
1990	103.6	104.6	106.1	106.8	1.3	1.0	1.4	.7	4.4	4.6	4.6	4.4	-
1991	108.0	108.9	-	-	1.1	.8	-	-	4.2	4.1	-	-	-
White-collar occupations:													
1981	-	66.8	68.5	69.9	-	-	2.5	2.0	-	-	-	-	-
1982	71.2	71.8	73.7	74.4	1.9	.8	2.6	.9	-	7.5	7.6	6.4	-
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	.7	5.0	5.0	5.4	5.1	-
1986	87.6	88.4	89.5	90.1	1.2	.9	1.2	.7	4.8	4.7	4.1	4.0	-
1987	91.2	91.7	93.1	93.6	1.2	.5	1.5	.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	.8	1.9	.9	5.0	4.7	5.2	4.9	-
1990	104.1	105.2	106.8	107.4	1.3	1.1	1.5	.6	4.9	5.2	4.8	4.5	-
1991	108.7	109.6	-	-	1.2	.8	-	-	4.4	4.2	-	-	-
White-collar occupations excluding sales:													
1981	-	66.0	68.2	69.4	-	-	3.3	1.8	-	-	-	-	-
1982	70.9	71.6	73.5	74.1	2.2	1.0	2.7	.8	-	8.5	7.8	6.8	-
1983	75.2	76.0	77.9	78.5	1.5	1.1	2.5	.8	6.1	6.1	6.0	5.9	-
1984	79.7	80.3	81.8	82.7	1.5	.8	1.9	1.1	6.0	5.7	5.0	5.4	-
1985	83.5	84.3	85.9	86.4	1.0	1.0	1.9	.6	4.8	5.0	5.0	4.5	-
1986	87.5	88.2	89.4	90.1	1.3	.8	1.4	.8	4.8	4.6	4.1	4.3	-
1987	91.2	91.7	93.3	94.0	1.2	.5	1.7	.8	4.2	4.0	4.4	4.3	-
1988	94.9	95.6	97.2	98.2	1.0	.7	1.7	1.0	4.1	4.3	4.2	4.5	-
1989	99.3	100.0	101.8	102.6	1.1	.7	1.8	.8	4.6	4.6	4.7	4.5	-
1990	104.2	105.1	107.0	107.8	1.6	.9	1.8	.7	4.9	5.1	5.1	5.1	-
1991	109.0	109.8	-	-	1.1	.7	-	-	4.6	4.5	-	-	-
Professional specialty and technical occupations:													
1989	-	100.0	102.5	103.3	-	-	2.5	.8	-	-	-	-	-
1990	104.8	105.5	107.9	108.8	1.5	.7	2.3	.8	-	5.5	5.3	5.3	-
1991	109.9	110.4	-	-	1.0	.5	-	-	4.9	4.6	-	-	-
Executive, administrative, and managerial occupations:													
1989	-	100.0	101.1	101.8	-	-	1.1	.7	-	-	-	-	-
1990	103.6	105.0	106.5	107.2	1.8	1.4	1.4	.7	-	5.0	5.3	5.3	-
1991	108.5	109.6	-	-	1.2	1.0	-	-	4.7	4.4	-	-	-

See footnotes at end of table.

Table 8. Wages and salaries, civilian workers:¹ Employment Cost Index by occupational and industry group, 1981-91—Continued

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended--				12 months ended--			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
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	.8	-	4.7	4.4	4.2
1991	107.9	108.8	-	-	1.1	.8	-	-	4.1	3.9	-	-
Blue-collar occupations:												
1981	-	73.5	75.3	76.5	-	-	2.4	1.6	-	-	-	-
1982	77.6	78.5	79.9	80.7	1.4	1.2	1.8	1.0	-	6.8	6.1	5.5
1983	81.5	82.4	83.2	83.8	1.0	1.1	1.0	.7	5.0	5.0	4.1	3.8
1984	84.8	85.4	86.0	86.9	1.2	.7	.7	1.0	4.0	3.6	3.4	3.7
1985	87.7	88.6	89.7	89.9	.9	1.0	1.2	.2	3.4	3.7	4.3	3.5
1986	90.7	91.2	91.9	92.4	.9	.6	.8	.5	3.4	2.9	2.5	2.8
1987	92.8	93.5	94.3	95.1	.4	.8	.9	.8	2.3	2.5	2.6	2.9
1988	95.9	96.8	97.4	98.1	.8	.9	.6	.7	3.3	3.5	3.3	3.2
1989	99.0	100.0	101.0	101.7	.9	1.0	1.0	.7	3.2	3.3	3.7	3.7
1990	102.8	103.9	104.7	105.4	1.1	1.1	.8	.7	3.8	3.9	3.7	3.6
1991	106.6	107.4	-	-	1.1	.8	-	-	3.7	3.4	-	-
Service occupations:												
1981	-	69.1	70.8	71.5	-	-	2.5	1.0	-	-	-	-
1982	73.8	74.5	76.0	77.2	3.2	.9	2.0	1.6	-	7.8	7.3	8.0
1983	78.2	78.7	79.5	81.1	1.3	.6	1.0	2.0	6.0	5.6	4.6	5.1
1984	82.9	82.7	84.5	85.8	2.2	-.2	2.2	1.5	6.0	5.1	6.3	5.8
1985	86.2	86.5	88.4	88.8	.5	.3	2.2	.5	4.0	4.6	4.6	3.5
1986	89.6	89.8	91.0	91.7	.9	.2	1.3	.8	3.9	3.8	2.9	3.3
1987	92.7	93.0	93.9	94.3	1.1	.3	1.0	.4	3.5	3.6	3.2	2.8
1988	95.3	96.2	97.9	98.7	1.1	.9	1.8	.8	2.8	3.4	4.3	4.7
1989	99.4	100.0	101.4	102.5	.7	.6	1.4	1.1	4.3	4.0	3.6	3.9
1990	103.4	104.2	105.6	106.8	.9	.8	1.3	1.1	4.0	4.2	4.1	4.2
1991	107.8	108.9	-	-	.9	1.0	-	-	4.3	4.5	-	-
Goods-producing industries:²												
1981	-	72.6	74.3	75.6	-	-	2.3	1.7	-	-	-	-
1982	77.1	77.9	79.2	79.9	2.0	1.0	1.7	.9	-	7.3	6.6	5.7
1983	80.7	81.5	82.3	83.1	1.0	1.0	1.0	1.0	4.7	4.6	3.9	4.0
1984	84.0	84.6	85.4	86.3	1.1	.7	.9	1.1	4.1	3.8	3.8	3.9
1985	87.4	88.2	89.0	89.4	1.3	.9	.9	.4	4.0	4.3	4.2	3.6
1986	90.3	91.2	91.7	92.2	1.0	1.0	.5	.5	3.3	3.4	3.0	3.1
1987	92.8	93.3	94.3	95.1	.7	.5	1.1	.8	2.8	2.3	2.8	3.1
1988	96.0	96.9	97.4	98.1	.9	.9	.5	.7	3.4	3.9	3.3	3.2
1989	99.0	100.0	100.9	101.9	.9	1.0	.9	1.0	3.1	3.2	3.6	3.9
1990	103.1	104.2	105.1	105.8	1.2	1.1	.9	.7	4.1	4.2	4.2	3.8
1991	107.0	108.0	-	-	1.1	.9	-	-	3.8	3.6	-	-
Manufacturing:												
1981	-	72.0	73.6	74.9	-	-	2.2	1.8	-	-	-	-
1982	76.3	77.1	78.4	79.1	1.9	1.0	1.7	.9	-	7.1	6.5	5.6
1983	80.0	80.7	81.6	82.5	1.1	.9	1.1	1.1	4.8	4.7	4.1	4.3
1984	83.4	84.1	85.0	86.1	1.1	.8	1.1	1.3	4.3	4.2	4.2	4.4
1985	87.2	88.1	88.8	89.2	1.3	1.0	.8	.5	4.6	4.8	4.5	3.6
1986	90.3	91.1	91.6	92.1	1.2	.9	.5	.5	3.6	3.4	3.2	3.3
1987	92.7	93.3	94.2	95.2	.7	.6	1.0	1.1	2.7	2.4	2.8	3.4
1988	96.0	96.8	97.3	98.1	.8	.8	.5	.8	3.6	3.8	3.3	3.0
1989	99.0	100.0	100.9	101.9	.9	1.0	.9	1.0	3.1	3.3	3.7	3.9
1990	103.3	104.5	105.4	106.2	1.4	1.2	.9	.8	4.3	4.5	4.5	4.2
1991	107.4	108.4	-	-	1.1	.9	-	-	4.0	3.7	-	-
Service-producing industries:³												
1981	-	67.2	69.0	70.3	-	-	2.7	1.9	-	-	-	-
1982	71.6	72.2	74.1	74.9	1.8	.8	2.6	1.1	-	7.4	7.4	6.5
1983	75.9	76.7	78.3	79.2	1.3	1.1	2.1	1.1	6.0	6.2	5.7	5.7
1984	80.3	80.9	82.0	83.0	1.4	.7	1.4	1.2	5.8	5.5	4.7	4.8
1985	83.9	84.6	86.5	87.0	1.1	.8	2.2	.6	4.5	4.6	5.5	4.8
1986	87.9	88.4	89.7	90.2	1.0	.6	1.5	.6	4.8	4.5	3.7	3.7
1987	91.3	91.8	93.1	93.6	1.2	.5	1.4	.5	3.9	3.8	3.8	3.8
1988	94.5	95.4	97.0	98.0	1.0	1.0	1.7	1.0	3.5	3.9	4.2	4.7

See footnotes at end of table.

Table 8. Wages and salaries, civilian workers:¹ Employment Cost Index by occupational and industry group, 1981-91—Continued

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended--				12 months ended--			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
Service-producing industries:³—Continued												
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	.7	4.6	4.9	4.6	4.4
1991	108.4	109.3	-	-	1.1	.8	-	-	4.4	4.2	-	-
Service industries:												
1981	-	63.1	65.9	67.3	-	-	4.4	2.1	-	-	-	-
1982	68.6	69.1	71.5	72.2	1.9	.7	3.5	1.0	-	9.5	8.5	7.3
1983	73.1	73.4	75.8	76.6	1.2	.4	3.3	1.1	6.6	6.2	6.0	6.1
1984	77.8	78.2	80.3	81.4	1.6	.5	2.7	1.4	6.4	6.5	5.9	6.3
1985	81.9	82.4	84.7	85.1	.6	.6	2.8	.5	5.3	5.4	5.5	4.5
1986	86.1	86.5	88.3	89.1	1.2	.5	2.1	.9	5.1	5.0	4.3	4.7
1987	90.1	90.5	92.7	93.6	1.1	.4	2.4	1.0	4.6	4.6	5.0	5.1
1988	94.4	94.9	97.2	98.3	.9	.5	2.4	1.1	4.8	4.9	4.9	5.0
1989	99.4	100.0	102.5	103.3	1.1	.6	2.5	.8	5.3	5.4	5.5	5.1
1990	104.8	105.9	108.1	109.2	1.5	1.0	2.1	1.0	5.4	5.9	5.5	5.7
1991	110.2	110.7	-	-	.9	.5	-	-	5.2	4.5	-	-
Health services:												
1985	82.3	82.9	84.0	84.2	-	.7	1.3	.2	-	-	-	-
1986	85.1	85.7	87.2	88.2	1.1	.7	1.8	1.1	3.4	3.4	3.8	4.8
1987	89.4	90.0	91.3	92.3	1.4	.7	1.4	1.1	5.1	5.0	4.7	4.6
1988	92.9	94.4	96.1	97.4	.7	1.6	1.8	1.4	3.9	4.9	5.3	5.5
1989	99.0	100.0	102.0	103.5	1.6	1.0	2.0	1.5	6.6	5.9	6.1	6.3
1990	105.3	106.2	108.3	109.7	1.7	.9	2.0	1.3	6.4	6.2	6.2	6.0
1991	111.1	111.8	-	-	1.3	.6	-	-	5.5	5.3	-	-
Hospitals:												
1986	-	85.3	86.6	87.6	-	-	1.5	1.2	-	-	-	-
1987	88.7	89.3	90.9	92.0	1.3	.7	1.8	1.2	-	4.7	5.0	5.0
1988	92.9	94.3	96.0	97.3	1.0	1.5	1.8	1.4	4.7	5.6	5.6	5.8
1989	98.9	100.0	102.2	103.5	1.6	1.1	2.2	1.3	6.5	6.0	6.5	6.4
1990	105.0	106.0	108.3	109.8	1.4	1.0	2.2	1.4	6.2	6.0	6.0	6.1
1991	110.8	111.5	-	-	.9	.6	-	-	5.5	5.2	-	-
Educational services:												
1989	99.5	100.0	103.8	104.4	-	.5	3.8	.6	-	-	-	-
1990	105.4	105.8	109.6	110.4	1.0	.4	3.6	.7	5.9	5.8	5.6	5.7
1991	111.1	111.1	-	-	.6	.0	-	-	5.4	5.0	-	-
Public administration:												
1981	-	65.9	68.4	69.5	-	-	3.8	1.6	-	-	-	-
1982	70.8	71.4	73.7	74.2	1.9	.8	3.2	.7	-	8.3	7.7	6.8
1983	75.5	76.0	77.9	78.7	1.8	.7	2.5	1.0	6.6	6.4	5.7	6.1
1984	79.3	79.9	81.9	82.8	.8	.8	2.5	1.1	5.0	5.1	5.1	5.2
1985	83.7	83.8	86.6	87.0	1.1	.1	3.3	.5	5.5	4.9	5.7	5.1
1986	88.1	88.7	90.6	91.0	1.3	.7	2.1	.4	5.3	5.8	4.6	4.6
1987	92.6	92.9	93.9	94.7	1.8	.3	1.1	.9	5.1	4.7	3.6	4.1
1988	95.8	96.4	98.1	98.4	1.2	.6	1.8	.3	3.5	3.8	4.5	3.9
1989	99.4	100.0	102.1	102.8	1.0	.6	2.1	.7	3.8	3.7	4.1	4.5
1990	104.3	104.6	106.5	107.3	1.5	.3	1.8	.8	4.9	4.6	4.3	4.4
1991	109.1	109.5	-	-	1.7	.4	-	-	4.6	4.7	-	-
Nonmanufacturing:												
1981	-	68.0	69.9	71.1	-	-	2.8	1.7	-	-	-	-
1982	72.4	73.1	74.9	75.7	1.8	1.0	2.5	1.1	-	7.5	7.2	6.5
1983	76.7	77.6	79.0	79.9	1.3	1.2	1.8	1.1	5.9	6.2	5.5	5.5
1984	80.9	81.4	82.5	83.4	1.3	.6	1.4	1.1	5.5	4.9	4.4	4.4
1985	84.3	85.0	86.8	87.3	1.1	.8	2.1	.6	4.2	4.4	5.2	4.7
1986	88.2	88.7	89.9	90.5	1.0	.6	1.4	.7	4.6	4.4	3.6	3.7
1987	91.5	92.0	93.3	93.7	1.1	.5	1.4	.4	3.7	3.7	3.8	3.5
1988	94.6	95.6	97.1	98.0	1.0	1.1	1.6	.9	3.4	3.9	4.1	4.6
1989	99.2	100.0	101.8	102.6	1.2	.8	1.8	.8	4.9	4.6	4.8	4.7
1990	103.7	104.8	106.2	106.9	1.1	1.1	1.3	.7	4.5	4.8	4.3	4.2
1991	108.1	109.0	-	-	1.1	.8	-	-	4.2	4.0	-	-

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, public utilities, trade, finance, insurance, real estate, services, and public administration.

- Data not available.

Table 9. Wages and salaries, State and local government workers: Employment Cost Index by occupational and industry group, 1981-91

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended--				12 months ended--			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
State and local government:												
1981	-	63.9	67.0	68.3	-	-	4.9	1.9	-	-	-	-
1982	69.1	69.4	72.5	72.8	1.2	0.4	4.5	.4	-	8.6	8.2	6.6
1983	73.5	73.9	76.1	76.6	1.0	.5	3.0	.7	6.4	6.5	5.0	5.2
1984	77.7	77.9	80.5	81.2	1.4	.3	3.3	.9	5.7	5.4	5.8	6.0
1985	82.0	82.2	85.1	85.7	1.0	.2	3.5	.7	5.5	5.5	5.7	5.5
1986	86.5	86.8	89.7	90.3	.9	.3	3.3	.7	5.5	5.6	5.4	5.4
1987	91.0	91.2	93.3	94.1	.8	.2	2.3	.9	5.2	5.1	4.0	4.2
1988	95.0	95.2	97.7	98.7	1.0	.2	2.6	1.0	4.4	4.4	4.7	4.9
1989	99.5	100.0	103.1	103.9	.8	.5	3.1	.8	4.7	5.0	5.5	5.3
1990	105.1	105.7	108.6	109.4	1.2	.6	2.7	.7	5.6	5.7	5.3	5.3
1991	110.6	110.9	-	-	1.1	.3	-	-	5.2	4.9	-	-
White-collar occupations:												
1981	-	63.0	66.4	67.7	-	-	5.4	2.0	-	-	-	-
1982	68.4	68.6	72.0	72.2	1.0	.3	5.0	.3	-	8.9	8.4	6.6
1983	72.8	73.2	75.5	76.0	.8	.5	3.1	.7	6.4	6.7	4.9	5.3
1984	77.0	77.2	80.1	80.7	1.3	.3	3.8	.7	5.8	5.5	6.1	6.2
1985	81.5	81.7	84.6	85.3	1.0	.2	3.5	.8	5.8	5.8	5.6	5.7
1986	86.1	86.3	89.4	90.0	.9	.2	3.6	.7	5.6	5.6	5.7	5.5
1987	90.7	90.8	93.1	94.1	.8	.1	2.5	1.1	5.3	5.2	4.1	4.6
1988	94.8	95.0	97.6	98.8	.7	.2	2.7	1.2	4.5	4.6	4.8	5.0
1989	99.6	100.0	103.4	104.2	.8	.4	3.4	.8	5.1	5.3	5.9	5.5
1990	105.5	106.0	109.2	109.9	1.2	.5	3.0	.6	5.9	6.0	5.6	5.5
1991	111.0	111.2	-	-	1.0	.2	-	-	5.2	4.9	-	-
Professional specialty and technical occupations:												
1989	-	100.0	103.7	104.4	-	-	3.7	.7	-	-	-	-
1990	105.8	106.3	109.8	110.6	1.3	.5	3.3	.7	-	6.3	5.9	5.9
1991	111.5	111.7	-	-	.8	.2	-	-	5.4	5.1	-	-
Executive, administrative, and managerial occupations:												
1989	-	100.0	102.8	103.7	-	-	2.8	.9	-	-	-	-
1990	104.9	105.7	108.4	108.9	1.2	.8	2.6	.5	-	5.7	5.4	5.0
1991	110.6	110.7	-	-	1.6	.1	-	-	5.4	4.7	-	-
Administrative support including clerical occupations:												
1989	-	100.0	102.4	103.0	-	-	2.4	.6	-	-	-	-
1990	104.4	104.8	107.2	107.9	1.4	.4	2.3	.7	-	4.8	4.7	4.8
1991	109.4	109.7	-	-	1.4	.3	-	-	4.8	4.7	-	-
Blue-collar occupations:												
1981	-	68.1	70.8	71.9	-	-	4.0	1.6	-	-	-	-
1982	73.2	73.5	76.0	76.3	1.8	.4	3.4	.4	-	7.9	7.3	6.1
1983	77.2	77.9	79.3	79.6	1.2	.9	1.8	.4	5.5	6.0	4.3	4.3
1984	81.1	81.5	83.0	83.4	1.9	.5	1.8	.5	5.1	4.6	4.7	4.8
1985	84.6	84.8	87.1	87.5	1.4	.2	2.7	.5	4.3	4.0	4.9	4.9
1986	88.8	89.9	91.6	92.0	1.5	1.2	1.9	.4	5.0	6.0	5.2	5.1
1987	92.8	93.3	94.7	95.1	.9	.5	1.5	.4	4.5	3.8	3.4	3.4
1988	96.1	96.1	97.8	98.2	1.1	.0	1.8	.4	3.6	3.0	3.3	3.3
1989	99.5	100.0	101.9	103.3	1.3	.5	1.9	1.4	3.5	4.1	4.2	5.2
1990	104.3	105.3	107.2	107.7	1.0	1.0	1.8	.5	4.8	5.3	5.2	4.3
1991	109.1	110.0	-	-	1.3	.8	-	-	4.6	4.5	-	-
Service industries:												
1981	-	62.8	66.2	67.5	-	-	5.4	2.0	-	-	-	-
1982	68.0	68.3	71.7	71.9	.7	.4	5.0	.3	-	8.8	8.3	6.5
1983	72.5	72.8	75.2	75.7	.8	.4	3.3	.7	6.6	6.6	4.9	5.3
1984	76.7	76.9	79.8	80.4	1.3	.3	3.8	.8	5.8	5.6	6.1	6.2
1985	81.2	81.4	84.4	85.1	1.0	.2	3.7	.8	5.9	5.9	5.8	5.8
1986	85.9	86.1	89.2	90.0	.9	.2	3.6	.9	5.8	5.8	5.7	5.8
1987	90.3	90.5	93.0	93.8	.3	.2	2.8	.9	5.1	5.1	4.3	4.2
1988	94.6	94.9	97.7	98.9	.9	.3	3.0	1.2	4.8	4.9	5.1	5.4
1989	99.6	100.0	103.6	104.3	.7	.4	3.6	.7	5.3	5.4	6.0	5.5

See footnotes at end of table.

Table 9. Wages and salaries, State and local government workers: Employment Cost Index by occupational and industry group, 1981-91—Continued

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended--				12 months ended--			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
Service industries:—Continued												
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	-	-	.9	.2	-	-	5.5	5.2	-	-
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	.7	4.3	.5	-	9.5	9.3	7.1
1983	76.9	77.7	79.0	79.6	1.5	1.0	1.7	.8	7.1	7.5	4.8	5.0
1984	80.5	81.3	82.6	83.1	1.1	1.0	1.6	.6	4.7	4.6	4.6	4.4
1985	84.3	84.5	85.9	86.4	1.4	.2	1.7	.6	4.7	3.9	4.0	4.0
1986	87.4	88.0	89.6	90.6	1.2	.7	1.8	1.1	3.7	4.1	4.3	4.9
1987	91.5	92.0	93.2	93.9	1.0	.5	1.3	.8	4.7	4.5	4.0	3.6
1988	95.4	95.5	97.3	98.2	1.6	.1	1.9	.9	4.3	3.8	4.4	4.6
1989	99.1	100.0	102.5	103.0	.9	.9	2.5	.5	3.9	4.7	5.3	4.9
1990	105.4	106.4	108.8	109.6	2.3	.9	2.3	.7	6.4	6.4	6.1	6.4
1991	111.4	111.4	-	-	1.6	.0	-	-	5.7	4.7	-	-
Health services:												
1985	83.3	83.3	85.5	85.8	-	.0	2.6	.4	-	-	-	-
1986	86.3	86.9	88.8	89.3	.6	.7	2.2	.6	3.6	4.3	3.9	4.1
1987	89.9	90.5	92.3	93.2	.7	.7	2.0	1.0	4.2	4.1	3.9	4.4
1988	93.8	94.4	96.7	97.7	.6	.6	2.4	1.0	4.3	4.3	4.8	4.8
1989	98.9	100.0	102.7	103.7	1.2	1.1	2.7	1.0	5.4	5.9	6.2	6.1
1990	105.5	106.1	108.9	109.7	1.7	.6	2.6	.7	6.7	6.1	6.0	5.8
1991	111.1	111.7	-	-	1.3	.5	-	-	5.3	5.3	-	-
Hospitals:												
1988	94.0	94.8	97.0	97.9	-	.9	2.3	.9	-	-	-	-
1989	98.7	100.0	102.9	103.8	.8	1.3	2.9	.9	5.0	5.5	6.1	6.0
1990	105.0	105.9	108.6	109.8	1.2	.9	2.5	1.1	6.4	5.9	5.5	5.8
1991	110.7	111.3	-	-	.8	.5	-	-	5.4	5.1	-	-
Educational services:												
1989	99.6	100.0	103.8	104.5	-	.4	3.8	.7	-	-	-	-
1990	105.5	106.0	109.7	110.5	1.0	.5	3.5	.7	5.9	6.0	5.7	5.7
1991	111.3	111.5	-	-	.7	.2	-	-	5.5	5.2	-	-
Schools:												
1981	-	61.8	65.4	66.6	-	-	5.8	1.8	-	-	-	-
1982	67.0	67.1	70.6	70.8	.6	.1	5.2	.3	-	8.6	8.0	6.3
1983	71.2	71.4	74.1	74.6	.6	.3	3.8	.7	6.3	6.4	5.0	5.4
1984	75.6	75.6	79.0	79.6	1.3	.0	4.5	.8	6.2	5.9	6.6	6.7
1985	80.3	80.5	84.0	84.7	.9	.2	4.3	.8	6.2	6.5	6.3	6.4
1986	85.3	85.5	89.1	89.7	.7	.2	4.2	.7	6.2	6.2	6.1	5.9
1987	90.0	90.0	92.9	93.9	.3	.0	3.2	1.1	5.5	5.3	4.3	4.7
1988	94.4	94.6	97.7	99.1	.5	.2	3.3	1.4	4.9	5.1	5.2	5.5
1989	99.7	100.0	104.0	104.7	.6	.3	4.0	.7	5.6	5.7	6.4	5.7
1990	105.5	105.9	109.7	110.5	.8	.4	3.6	.7	5.8	5.9	5.5	5.5
1991	111.2	111.5	-	-	.6	.3	-	-	5.4	5.3	-	-
Elementary and secondary schools:												
1981	-	61.2	64.9	66.1	-	-	6.0	1.8	-	-	-	-
1982	66.6	66.6	70.4	70.5	.8	.0	5.7	.1	-	8.8	8.5	6.7
1983	70.8	70.9	74.2	74.5	.4	.1	4.7	.4	6.3	6.5	5.4	5.7
1984	75.3	75.3	79.2	79.7	1.1	.0	5.2	.6	6.4	6.2	6.7	7.0
1985	80.1	80.3	84.2	84.8	.5	.2	4.9	.7	6.4	6.6	6.3	6.4
1986	85.4	85.4	89.2	89.7	.7	.0	4.4	.6	6.6	6.4	5.9	5.8
1987	89.7	89.8	93.1	93.9	.0	.1	3.7	.9	5.0	5.2	4.4	4.7
1988	94.3	94.5	97.8	99.3	.4	.2	3.5	1.5	5.1	5.2	5.0	5.8
1989	99.7	100.0	104.2	104.9	.4	.3	4.2	.7	5.7	5.8	6.5	5.6
1990	105.5	105.9	110.1	110.9	.6	.4	4.0	.7	5.8	5.9	5.7	5.7
1991	111.6	111.7	-	-	.6	.1	-	-	5.8	5.5	-	-
Colleges and universities:												
1989	99.6	100.0	102.9	104.1	-	.4	2.9	1.2	-	-	-	-

See footnotes at end of table.

Table 9. Wages and salaries, State and local government workers: Employment Cost Index by occupational and industry group, 1981-91—Continued

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for								
	March	June	Sept.	Dec.	3 months ended--				12 months ended--				
					March	June	Sept.	Dec.	March	June	Sept.	Dec.	
Colleges and universities:—Continued													
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	-	-	.9	.7	-	-	4.4	4.8	-	-	
Public administration:													
1981	-	65.9	68.4	69.5	-	-	3.8	1.6	-	-	-	-	
1982	70.8	71.4	73.7	74.2	1.9	.8	3.2	.7	-	8.3	7.7	6.8	
1983	75.5	76.0	77.9	78.7	1.8	.7	2.5	1.0	6.6	6.4	5.7	6.1	
1984	79.3	79.9	81.9	82.8	.8	.8	2.5	1.1	5.0	5.1	5.1	5.2	
1985	83.7	83.8	86.6	87.0	1.1	.1	3.3	.5	5.5	4.9	5.7	5.1	
1986	88.1	88.7	90.6	91.0	1.3	.7	2.1	.4	5.3	5.8	4.6	4.6	
1987	92.6	92.9	93.9	94.7	1.8	.3	1.1	.9	5.1	4.7	3.6	4.1	
1988	95.8	96.4	98.1	98.4	1.2	.6	1.8	.3	3.5	3.8	4.5	3.9	
1989	99.4	100.0	102.1	102.8	1.0	.6	2.1	.7	3.8	3.7	4.1	4.5	
1990	104.3	104.6	106.5	107.3	1.5	.3	1.8	.8	4.9	4.6	4.3	4.4	
1991	109.1	109.5	-	-	1.7	.4	-	-	4.6	4.7	-	-	

- Data not available.

Table 10. Wages and salaries, private industry workers: Employment Cost Index by occupational and industry group, 1975-91

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for								
	March	June	Sept.	Dec.	3 months ended--				12 months ended--				
					March	June	Sept.	Dec.	March	June	Sept.	Dec.	
Private 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	.8	.8	1.2	5.0	4.7	4.1	4.2	-
1985	85.8	86.7	87.8	88.3	1.2	1.0	1.3	.6	4.1	4.3	4.8	4.1	-
1986	89.2	89.9	90.6	91.1	1.0	.8	.8	.6	4.0	3.7	3.2	3.2	-
1987	92.0	92.6	93.5	94.1	1.0	.7	1.0	.6	3.1	3.0	3.2	3.3	-
1988	95.0	96.1	97.0	98.0	1.0	1.2	.9	1.0	3.3	3.8	3.7	4.1	-
1989	99.0	100.0	101.2	102.0	1.0	1.0	1.2	.8	4.2	4.1	4.3	4.1	-
1990	103.2	104.5	105.4	106.1	1.2	1.3	.9	.7	4.2	4.5	4.2	4.0	-
1991	107.3	108.4	-	-	1.1	1.0	-	-	4.0	3.7	-	-	-
Private industry excluding sales occupations:													
1975	-	-	44.9	45.8	-	-	-	2.0	-	-	-	-	-
1976	46.6	47.4	48.1	49.0	1.7	1.7	1.5	1.9	-	-	7.1	7.0	-
1977	49.8	50.7	51.6	52.4	1.6	1.8	1.8	1.6	6.9	7.0	7.3	6.9	-
1978	53.5	54.5	55.6	56.4	2.1	1.9	2.0	1.4	7.4	7.5	7.8	7.6	-
1979	57.7	58.7	60.0	61.4	2.3	1.7	2.2	2.3	7.9	7.7	7.9	8.9	-
1980	63.1	64.4	65.8	67.0	2.8	2.1	2.2	1.8	9.4	9.7	9.7	9.1	-
1981	68.9	70.2	71.9	73.0	2.8	1.9	2.4	1.5	9.2	9.0	9.3	9.0	-
1982	74.6	75.5	76.8	77.7	2.2	1.2	1.7	1.2	8.3	7.5	6.8	6.4	-
1983	78.7	79.6	80.8	81.5	1.3	1.1	1.5	.9	5.5	5.4	5.2	4.9	-
1984	82.7	83.4	84.2	85.3	1.5	.8	1.0	1.3	5.1	4.8	4.2	4.7	-
1985	86.0	86.9	88.1	88.4	.8	1.0	1.4	.3	4.0	4.2	4.6	3.6	-
1986	89.3	90.0	90.6	91.2	1.0	.8	.7	.7	3.8	3.6	2.8	3.2	-
1987	92.1	92.7	93.8	94.5	1.0	.7	1.2	.7	3.1	3.0	3.5	3.6	-
1988	95.4	96.3	97.3	98.0	1.0	.9	1.0	.7	3.6	3.9	3.7	3.7	-
1989	99.1	100.0	101.1	101.9	1.1	.9	1.1	.8	3.9	3.8	3.9	4.0	-
1990	103.2	104.4	105.4	106.2	1.3	1.2	1.0	.8	4.1	4.4	4.3	4.2	-
1991	107.4	108.4	-	-	1.1	.9	-	-	4.1	3.8	-	-	-
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	.9	1.1	5.5	5.6	4.3	4.3	-
1985	84.2	85.2	86.4	87.1	1.4	1.2	1.4	.8	4.7	4.7	5.2	4.9	-
1986	88.0	89.0	89.6	90.1	1.0	1.1	.7	.6	4.5	4.5	3.7	3.4	-
1987	91.4	91.9	93.0	93.4	1.4	.5	1.2	.4	3.9	3.3	3.8	3.7	-
1988	94.4	95.6	96.7	97.8	1.1	1.3	1.2	1.1	3.3	4.0	4.0	4.7	-
1989	99.0	100.0	101.4	102.4	1.2	1.0	1.4	1.0	4.9	4.6	4.9	4.7	-
1990	103.6	104.9	106.0	106.6	1.2	1.3	1.0	.6	4.6	4.9	4.5	4.1	-
1991	107.9	109.1	-	-	1.2	1.1	-	-	4.2	4.0	-	-	-
White-collar occupations excluding sales:													
1975	-	-	43.9	44.6	-	-	-	1.6	-	-	-	-	-
1976	45.3	46.0	46.7	47.4	1.6	1.5	1.5	1.5	-	-	6.4	6.3	-
1977	48.2	48.9	49.8	50.5	1.7	1.5	1.8	1.4	6.4	6.3	6.6	6.5	-
1978	51.5	52.3	53.2	54.0	2.0	1.6	1.7	1.5	6.8	7.0	6.8	6.9	-
1979	55.2	56.0	57.4	58.6	2.2	1.4	2.5	2.1	7.2	7.1	7.9	8.5	-
1980	60.3	61.4	62.8	63.9	2.9	1.8	2.3	1.8	9.2	9.6	9.4	9.0	-
1981	66.1	67.1	68.9	70.0	3.4	1.5	2.7	1.6	9.6	9.3	9.7	9.5	-

See footnotes at end of table.

Table 10. Wages and salaries, private industry workers: Employment Cost Index by occupational and industry group, 1975-91—Continued

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended--				12 months ended--			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
White-collar occupations excluding sales:—Continued												
1982	71.8	72.8	74.0	74.8	2.6	1.4	1.6	1.1	8.6	8.5	7.4	6.9
1983	76.2	77.1	78.8	79.5	1.9	1.2	2.2	.9	6.1	5.9	6.5	6.3
1984	80.7	81.5	82.5	83.5	1.5	1.0	1.2	1.2	5.9	5.7	4.7	5.0
1985	84.3	85.3	86.4	86.8	1.0	1.2	1.3	.5	4.5	4.7	4.7	4.0
1986	88.0	88.9	89.5	90.1	1.4	1.0	.7	.7	4.4	4.2	3.6	3.8
1987	91.4	92.0	93.4	94.0	1.4	.7	1.5	.6	3.9	3.5	4.4	4.3
1988	95.0	95.9	97.1	98.0	1.1	.9	1.3	.9	3.9	4.2	4.0	4.3
1989	99.2	100.0	101.2	102.1	1.2	.8	1.2	.9	4.4	4.3	4.2	4.2
1990	103.7	104.8	106.2	106.9	1.6	1.1	1.3	.7	4.5	4.8	4.9	4.7
1991	108.2	109.2	-	-	1.2	.9	-	-	4.3	4.2	-	-
Professional specialty and technical occupations:												
1975	-	-	42.4	43.1	-	-	-	1.7	-	-	-	-
1976	43.7	44.2	45.0	45.8	1.4	1.1	1.8	1.8	-	-	6.1	6.3
1977	46.5	47.2	48.1	48.8	1.5	1.5	1.9	1.5	6.4	6.8	6.9	6.6
1978	49.6	50.3	51.3	52.1	1.6	1.4	2.0	1.6	6.7	6.6	6.7	6.8
1979	53.1	53.7	55.2	56.7	1.9	1.1	2.8	2.7	7.1	6.8	7.6	8.8
1980	58.6	59.7	61.3	62.7	3.4	1.9	2.7	2.3	10.4	11.2	11.1	10.6
1981	64.6	65.7	67.9	69.4	3.0	1.7	3.3	2.2	10.2	10.1	10.8	10.7
1982	71.0	71.9	73.5	74.2	2.3	1.3	2.2	1.0	9.9	9.4	8.2	6.9
1983	75.5	76.2	78.8	79.2	1.8	.9	3.4	.5	6.3	6.0	7.2	6.7
1984	80.3	81.4	82.3	83.7	1.4	1.4	1.1	1.7	6.4	6.8	4.4	5.7
1985	84.0	84.6	86.3	86.5	.4	.7	2.0	.2	4.6	3.9	4.9	3.3
1986	87.2	88.1	89.0	89.7	.8	1.0	1.0	.8	3.8	4.1	3.1	3.7
1987	91.0	91.5	92.8	93.8	1.4	.5	1.4	1.1	4.4	3.9	4.3	4.6
1988	94.7	95.9	97.4	97.9	1.0	1.3	1.6	.5	4.1	4.8	5.0	4.4
1989	99.3	100.0	101.6	102.5	1.4	.7	1.6	.9	4.9	4.3	4.3	4.7
1990	104.1	104.8	106.5	107.5	1.6	.7	1.6	.9	4.8	4.8	4.8	4.9
1991	108.6	109.5	-	-	1.0	.8	-	-	4.3	4.5	-	-
Executive, administrative, and managerial occupations:												
1975	-	-	45.9	46.4	-	-	-	1.1	-	-	-	-
1976	47.0	48.1	48.5	49.0	1.3	2.3	.8	1.0	-	-	5.7	5.6
1977	50.0	51.1	51.7	52.1	2.0	2.2	1.2	.8	6.4	6.2	6.6	6.3
1978	53.3	54.2	55.0	55.8	2.3	1.7	1.5	1.5	6.6	6.1	6.4	7.1
1979	57.2	58.0	59.1	59.9	2.5	1.4	1.9	1.4	7.3	7.0	7.5	7.3
1980	61.5	62.5	63.5	64.3	2.7	1.6	1.6	1.3	7.5	7.8	7.4	7.3
1981	66.9	67.9	69.0	69.8	4.0	1.5	1.6	1.2	8.8	8.6	8.7	8.6
1982	71.8	72.8	73.7	74.2	2.9	1.4	1.2	.7	7.3	7.2	6.8	6.3
1983	76.0	77.4	77.9	78.5	2.4	1.8	.6	.8	5.8	6.3	5.7	5.8
1984	80.1	80.9	82.1	83.0	2.0	1.0	1.5	1.1	5.4	4.5	5.4	5.7
1985	84.0	85.9	86.7	87.2	1.2	2.3	.9	.6	4.9	6.2	5.6	5.1
1986	88.6	89.7	89.9	90.6	1.6	1.2	.2	.8	5.5	4.4	3.7	3.9
1987	92.1	92.6	94.1	94.5	1.7	.5	1.6	.4	4.0	3.2	4.7	4.3
1988	95.0	95.9	96.7	98.0	.5	.9	.8	1.3	3.1	3.6	2.8	3.7
1989	99.3	100.0	100.8	101.5	1.3	.7	.8	.7	4.5	4.3	4.2	3.6
1990	103.3	104.9	106.2	106.9	1.8	1.5	1.2	.7	4.0	4.9	5.4	5.3
1991	108.2	109.4	-	-	1.2	1.1	-	-	4.7	4.3	-	-
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	.4	5.3	2.4	.2	7.9	11.9	12.6	8.5
1979	58.8	61.2	61.6	64.1	-2	4.1	.7	4.1	7.9	6.6	4.8	8.8
1980	63.8	65.4	66.5	68.3	-5	2.5	1.7	2.7	8.5	6.9	8.0	6.6
1981	69.4	72.1	70.7	73.5	1.6	3.9	-1.9	4.0	8.8	10.2	6.3	7.6
1982	73.7	73.4	75.3	76.6	.3	-4	2.6	1.7	6.2	1.8	6.5	4.2
1983	76.2	77.2	78.2	80.2	-5	1.3	1.3	2.6	3.4	5.2	3.9	4.7
1984	79.5	80.7	79.7	80.5	-9	1.5	-1.2	1.0	4.3	4.5	1.9	.4
1985	83.9	84.6	86.0	88.3	4.2	.8	1.7	2.7	5.5	4.8	7.9	9.7
1986	88.2	89.6	90.3	90.1	-1	1.6	.8	-2	5.1	5.9	5.0	2.0
1987	91.3	91.6	91.6	90.9	1.3	.3	.0	-8	3.5	2.2	1.4	.9
1988	91.9	94.3	94.8	96.9	1.1	2.6	.5	2.2	.7	2.9	3.5	6.6
1989	98.6	100.0	102.1	103.7	1.8	1.4	2.1	1.6	7.3	6.0	7.7	7.0

See footnotes at end of table.

Table 10. Wages and salaries, private industry workers: Employment Cost Index by occupational and industry group, 1975-91—Continued

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for								
	March	June	Sept.	Dec.	3 months ended--				12 months ended--				
					March	June	Sept.	Dec.	March	June	Sept.	Dec.	
Sales occupations:—Continued													
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	-	-	1.5	1.6	-	-	3.4	3.0	-	-	
Administrative support including clerical occupations:													
1975	-	-	43.7	44.4	-	-	-	1.6	-	-	-	-	-
1976	45.5	46.0	46.9	47.6	2.5	1.1	2.0	1.5	-	-	7.3	7.2	
1977	48.4	49.0	50.0	50.9	1.7	1.2	2.0	1.8	6.4	6.5	6.6	6.9	
1978	52.0	52.8	53.7	54.4	2.2	1.5	1.7	1.3	7.4	7.8	7.4	6.9	
1979	55.9	56.6	58.3	59.5	2.8	1.3	3.0	2.1	7.5	7.2	8.6	9.4	
1980	61.3	62.3	63.6	64.9	3.0	1.6	2.1	2.0	9.7	10.1	9.1	9.1	
1981	66.9	67.8	69.7	70.7	3.1	1.3	2.8	1.4	9.1	8.8	9.6	8.9	
1982	72.6	73.5	74.8	75.7	2.7	1.2	1.8	1.2	8.5	8.4	7.3	7.1	
1983	76.9	77.7	79.2	80.3	1.6	1.0	1.9	1.4	5.9	5.7	5.9	6.1	
1984	81.3	81.9	82.8	83.4	1.2	.7	1.1	.7	5.7	5.4	4.5	3.9	
1985	84.6	85.2	86.2	86.8	1.4	.7	1.2	.7	4.1	4.0	4.1	4.1	
1986	87.9	88.7	89.3	90.0	1.3	.9	.7	.8	3.9	4.1	3.6	3.7	
1987	91.1	91.9	93.0	93.7	1.2	.9	1.2	.8	3.6	3.6	4.1	4.1	
1988	95.1	95.8	97.2	97.8	1.5	.7	1.5	.6	4.4	4.2	4.5	4.4	
1989	99.1	100.0	101.1	102.2	1.3	.9	1.1	1.1	4.2	4.4	4.0	4.5	
1990	103.6	104.7	105.7	106.4	1.4	1.1	1.0	.7	4.5	4.7	4.5	4.1	
1991	107.6	108.6	-	-	1.1	.9	-	-	3.9	3.7	-	-	
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	.8	5.1	5.0	4.1	3.8	
1984	85.0	85.6	86.2	87.1	1.1	.7	.7	1.0	3.9	3.6	3.4	3.6	
1985	88.0	88.8	89.9	90.1	1.0	.9	1.2	.2	3.5	3.7	4.3	3.4	
1986	90.9	91.4	91.9	92.4	.9	.6	.5	.5	3.3	2.9	2.2	2.6	
1987	92.8	93.5	94.3	95.2	.4	.8	.9	1.0	2.1	2.3	2.6	3.0	
1988	95.9	96.8	97.4	98.2	.7	.9	.6	.8	3.3	3.5	3.3	3.2	
1989	99.0	100.0	101.0	101.6	.8	1.0	1.0	.6	3.2	3.3	3.7	3.5	
1990	102.7	103.8	104.6	105.2	1.1	1.1	.8	.6	3.7	3.8	3.6	3.5	
1991	106.4	107.3	-	-	1.1	.8	-	-	3.6	3.4	-	-	
Precision production, craft, and repair occupations:													
1975	-	-	46.0	46.8	-	-	-	1.7	-	-	-	-	-
1976	47.7	48.7	49.6	50.4	1.9	2.1	1.8	1.6	-	-	7.8	7.7	
1977	51.4	52.3	53.6	54.4	2.0	1.8	2.5	1.5	7.8	7.4	8.1	7.9	
1978	55.2	56.5	57.8	58.6	1.5	2.4	2.3	1.4	7.4	8.0	7.8	7.7	
1979	59.9	61.1	62.5	63.7	2.2	2.0	2.3	1.9	8.5	8.1	8.1	8.7	
1980	64.8	66.3	68.2	69.7	1.7	2.3	2.9	2.2	8.2	8.5	9.1	9.4	
1981	71.0	72.6	74.7	75.7	1.9	2.3	2.9	1.3	9.6	9.5	9.5	8.6	
1982	77.1	78.1	79.5	80.7	1.8	1.3	1.8	1.5	8.6	7.6	6.4	6.6	
1983	81.4	82.3	82.9	83.7	.9	1.1	.7	1.0	5.6	5.4	4.3	3.7	
1984	84.5	85.1	85.6	86.6	1.0	.7	.6	1.2	3.8	3.4	3.3	3.5	
1985	87.7	88.5	89.8	89.8	1.3	.9	1.5	.0	3.8	4.0	4.9	3.7	
1986	90.9	91.2	91.9	92.5	1.2	.3	.8	.7	3.6	3.1	2.3	3.0	
1987	92.8	93.5	94.5	95.1	.3	.8	1.1	.6	2.1	2.5	2.8	2.8	
1988	95.9	96.8	97.2	97.9	.8	.9	.4	.7	3.3	3.5	2.9	2.9	
1989	98.8	100.0	101.0	101.6	.9	1.2	1.0	.6	3.0	3.3	3.9	3.8	
1990	102.5	103.6	104.4	104.9	.9	1.1	.8	.5	3.7	3.6	3.4	3.2	
1991	106.3	107.0	-	-	1.3	.7	-	-	3.7	3.3	-	-	
Machine operators, assemblers, and inspectors:													
1975	-	-	45.2	46.2	-	-	-	2.2	-	-	-	-	-
1976	47.5	47.9	48.9	50.3	2.8	.8	2.1	2.9	-	-	8.2	8.9	

See footnotes at end of table.

Table 10. Wages and salaries, private industry workers: Employment Cost Index by occupational and industry group, 1975-91—Continued

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended--				12 months ended--			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
Machine operators, assemblers, and inspectors:—Continued												
1977	51.1	51.9	52.8	53.9	1.6	1.6	1.7	2.1	7.6	8.4	8.0	7.2
1978	55.2	56.0	57.1	58.4	2.4	1.4	2.0	2.3	8.0	7.9	8.1	8.3
1979	59.5	60.8	61.9	63.7	1.9	2.2	1.8	2.9	7.8	8.6	8.4	9.1
1980	65.8	67.3	68.9	70.3	3.3	2.3	2.4	2.0	10.6	10.7	11.3	10.4
1981	72.0	73.6	75.1	76.6	2.4	2.2	2.0	2.0	9.4	9.4	9.0	9.0
1982	77.6	78.4	79.7	80.4	1.3	1.0	1.7	.9	7.8	6.5	6.1	5.0
1983	80.9	81.8	82.6	83.6	.6	1.1	1.0	1.2	4.3	4.3	3.6	4.0
1984	84.5	85.2	85.8	86.8	1.1	.8	.7	1.2	4.4	4.2	3.9	3.8
1985	87.5	88.4	89.1	89.5	.8	1.0	.8	.4	3.6	3.8	3.8	3.1
1986	90.2	90.9	91.3	91.9	.8	.8	.4	.7	3.1	2.8	2.5	2.7
1987	92.3	93.2	93.8	95.1	.4	1.0	.6	1.4	2.3	2.5	2.7	3.5
1988	95.6	96.5	97.1	98.1	.5	.9	.6	1.0	3.6	3.5	3.5	3.2
1989	99.0	100.0	100.6	101.6	.9	1.0	.6	1.0	3.6	3.6	3.6	3.6
1990	103.0	104.2	104.9	105.8	1.4	1.2	.7	.9	4.0	4.2	4.3	4.1
1991	107.1	108.0	-	-	1.2	.8	-	-	4.0	3.6	-	-
Transportation and material moving occupations:												
1975	-	-	48.6	49.4	-	-	-	1.6	-	-	-	-
1976	50.0	52.2	52.6	53.0	1.2	4.4	.8	.8	-	-	8.2	7.3
1977	53.2	55.4	56.3	56.9	.4	4.1	1.6	1.1	6.4	6.1	7.0	7.4
1978	57.7	60.2	61.1	62.1	1.4	4.3	1.5	1.6	8.5	8.7	8.5	9.1
1979	63.0	65.2	66.8	68.5	1.4	3.5	2.5	2.5	9.2	8.3	9.3	10.3
1980	69.2	71.6	72.6	74.0	1.0	3.5	1.4	1.9	9.8	9.8	8.7	8.0
1981	75.2	77.7	78.5	79.8	1.6	3.3	1.0	1.7	8.7	8.5	8.1	7.8
1982	80.2	80.9	82.4	83.1	.5	.9	1.9	.8	6.6	4.1	5.0	4.1
1983	83.9	85.7	86.0	85.6	1.0	2.1	.4	-5	4.6	5.9	4.4	3.0
1984	86.8	87.6	88.1	88.6	1.4	.9	.6	.6	3.5	2.2	2.4	3.5
1985	89.0	89.9	91.5	91.5	.5	1.0	1.8	.0	2.5	2.6	3.9	3.3
1986	91.7	92.4	93.1	93.3	.2	.8	.8	.2	3.0	2.8	1.7	2.0
1987	93.6	94.4	95.0	95.5	.3	.9	.6	.5	2.1	2.2	2.0	2.4
1988	96.1	97.4	98.4	98.6	.6	1.4	1.0	.2	2.7	3.2	3.6	3.2
1989	99.3	100.0	101.2	101.2	.7	.7	1.2	.0	3.3	2.7	2.8	2.6
1990	102.0	103.1	103.6	104.1	.8	1.1	.5	.5	2.7	3.1	2.4	2.9
1991	104.5	105.6	-	-	.4	1.1	-	-	2.5	2.4	-	-
Handlers, equipment cleaners, helpers, and laborers:												
1975	-	-	47.1	48.3	-	-	-	2.5	-	-	-	-
1976	49.2	50.2	50.8	52.0	1.9	2.0	1.2	2.4	-	-	7.9	7.7
1977	52.9	54.4	55.2	55.9	1.7	2.8	1.5	1.3	7.5	8.4	8.7	7.5
1978	57.3	58.5	59.5	60.9	2.5	2.1	1.7	2.4	8.3	7.5	7.8	8.9
1979	61.9	63.4	64.5	66.4	1.6	2.4	1.7	2.9	8.0	8.4	8.4	9.0
1980	68.1	69.8	71.4	72.7	2.6	2.5	2.3	1.8	10.0	10.1	10.7	9.5
1981	74.1	76.0	77.1	78.5	1.9	2.6	1.4	1.8	8.8	8.9	8.0	8.0
1982	79.1	79.9	80.9	81.9	.8	1.0	1.3	1.2	6.7	5.1	4.9	4.3
1983	82.8	83.4	84.2	85.2	1.1	.7	1.0	1.2	4.7	4.4	4.1	4.0
1984	85.8	86.7	87.2	88.1	.7	1.0	.6	1.0	3.6	4.0	3.6	3.4
1985	88.7	90.0	90.1	91.0	.7	1.5	.1	1.0	3.4	3.8	3.3	3.3
1986	91.2	91.4	91.9	92.2	.2	.2	.5	.3	2.8	1.6	2.0	1.3
1987	92.6	93.2	94.0	95.0	.4	.6	.9	1.1	1.5	2.0	2.3	3.0
1988	96.3	96.9	97.6	98.3	1.4	.6	.7	.7	4.0	4.0	3.8	3.5
1989	99.1	100.0	101.1	102.0	.8	.9	1.1	.9	2.9	3.2	3.6	3.8
1990	103.0	104.4	105.3	106.2	1.0	1.4	.9	.9	3.9	4.4	4.2	4.1
1991	107.3	108.5	-	-	1.0	1.1	-	-	4.2	3.9	-	-
Service occupations:												
1975	-	-	45.1	46.6	-	-	-	3.3	-	-	-	-
1976	47.5	49.0	49.2	50.2	1.9	3.2	.4	2.0	-	-	9.1	7.7
1977	50.9	52.0	52.9	53.4	1.4	2.2	1.7	.9	7.2	6.1	7.5	6.4
1978	55.4	56.4	57.7	58.1	3.7	1.8	2.3	.7	8.8	8.5	9.1	8.8
1979	60.0	60.5	61.2	62.2	3.3	.8	1.2	1.6	8.3	7.3	6.1	7.1
1980	64.4	65.2	66.3	67.3	3.5	1.2	1.7	1.5	7.3	7.8	8.3	8.2
1981	70.4	71.0	72.2	72.9	4.6	.9	1.7	1.0	9.3	8.9	8.9	8.3
1982	75.7	76.6	77.6	79.1	3.8	1.2	1.3	1.9	7.5	7.9	7.5	8.5

See footnotes at end of table.

Table 10. Wages and salaries, private industry workers: Employment Cost Index by occupational and industry group, 1975-91—Continued

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended--				12 months ended--			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
Service occupations:—Continued												
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
1984	85.0	84.7	86.0	87.8	2.8	-.4	1.5	2.1	6.1	5.1	6.6	6.2
1985	87.9	88.3	89.6	89.9	.1	.5	1.5	.3	3.4	4.3	4.2	2.4
1986	90.8	90.8	91.5	92.3	1.0	.0	.8	.9	3.3	2.8	2.1	2.7
1987	93.3	93.6	94.1	94.5	1.1	.3	.5	.4	2.8	3.1	2.8	2.4
1988	95.5	96.4	97.7	98.7	1.1	.9	1.3	1.0	2.4	3.0	3.8	4.4
1989	99.4	100.0	100.9	102.3	.7	.6	.9	1.4	4.1	3.7	3.3	3.6
1990	103.1	104.2	104.9	106.4	.8	1.1	.7	1.4	3.7	4.2	4.0	4.0
1991	106.9	108.3	-	-	.5	1.3	-	-	3.7	3.9	-	-
Production and nonsupervisory occupations:²												
1975	-	-	44.7	45.7	-	-	-	2.2	-	-	-	-
1976	46.6	47.3	48.1	49.0	2.0	1.5	1.7	1.9	-	-	7.6	7.2
1977	49.7	50.6	51.5	52.5	1.4	1.8	1.8	1.9	6.7	7.0	7.1	7.1
1978	53.5	54.7	55.9	56.6	1.9	2.2	2.2	1.3	7.6	8.1	8.5	7.8
1979	57.7	58.9	60.2	61.7	1.9	2.1	2.2	2.5	7.9	7.7	7.7	9.0
1980	63.1	64.5	66.1	67.5	2.3	2.2	2.5	2.1	9.4	9.5	9.8	9.4
1981	69.2	70.7	72.2	73.6	2.5	2.2	2.1	1.9	9.7	9.6	9.2	9.0
1982	74.8	75.6	77.1	78.2	1.6	1.1	2.0	1.4	8.1	6.9	6.8	6.3
1983	78.9	79.7	81.0	82.0	.9	1.0	1.6	1.2	5.5	5.4	5.1	4.9
1984	82.9	83.6	84.1	85.2	1.1	.8	.6	1.3	5.1	4.9	3.8	3.9
1985	86.0	86.8	88.1	88.6	.9	.9	1.5	.6	3.7	3.8	4.8	4.0
1986	89.3	89.9	90.5	91.0	.8	.7	.7	.6	3.8	3.6	2.7	2.7
1987	91.9	92.5	93.4	93.9	1.0	.7	1.0	.5	2.9	2.9	3.2	3.2
1988	94.8	96.0	97.0	97.9	1.0	1.3	1.0	.9	3.2	3.8	3.9	4.3
1989	99.0	100.0	101.3	102.2	1.1	1.0	1.3	.9	4.4	4.2	4.4	4.4
1990	103.2	104.3	105.2	105.9	1.0	1.1	.9	.7	4.2	4.3	3.8	3.6
1991	107.0	108.1	-	-	1.0	1.0	-	-	3.7	3.6	-	-
Goods-producing industries:³												
1975	-	-	45.9	46.9	-	-	-	2.2	-	-	-	-
1976	47.7	48.5	49.5	50.4	1.7	1.7	2.1	1.8	-	-	7.8	7.5
1977	51.3	52.3	53.4	54.3	1.8	1.9	2.1	1.7	7.5	7.8	7.9	7.7
1978	55.3	56.3	57.4	58.8	1.8	1.8	2.0	2.4	7.8	7.6	7.5	8.3
1979	59.8	60.9	62.0	63.7	1.7	1.8	1.8	2.7	8.1	8.2	8.0	8.3
1980	65.3	66.7	68.2	69.7	2.5	2.1	2.2	2.2	9.2	9.5	10.0	9.4
1981	71.2	72.8	74.4	75.7	2.2	2.2	2.2	1.7	9.0	9.1	9.1	8.6
1982	77.1	77.9	79.3	80.0	1.8	1.0	1.8	.9	8.3	7.0	6.6	5.7
1983	80.8	81.6	82.4	83.2	1.0	1.0	1.0	1.0	4.8	4.7	3.9	4.0
1984	84.1	84.7	85.5	86.4	1.1	.7	.9	1.1	4.1	3.8	3.8	3.8
1985	87.5	88.4	89.0	89.4	1.3	1.0	.7	.4	4.0	4.4	4.1	3.5
1986	90.4	91.3	91.8	92.3	1.1	1.0	.5	.5	3.3	3.3	3.1	3.2
1987	92.8	93.4	94.3	95.2	.5	.6	1.0	1.0	2.7	2.3	2.7	3.1
1988	96.1	96.9	97.5	98.2	.9	.8	.6	.7	3.6	3.7	3.4	3.2
1989	99.1	100.0	101.0	102.0	.9	.9	1.0	1.0	3.1	3.2	3.6	3.9
1990	103.1	104.2	105.1	105.8	1.1	1.1	.9	.7	4.0	4.2	4.1	3.7
1991	107.0	108.0	-	-	1.1	.9	-	-	3.8	3.6	-	-
Goods-producing industries excluding sales occupations:												
1975	-	-	45.9	46.8	-	-	-	2.0	-	-	-	-
1976	47.6	48.4	49.3	50.3	1.7	1.7	1.9	2.0	-	-	7.4	7.5
1977	51.2	52.2	53.2	54.1	1.8	2.0	1.9	1.7	7.6	7.9	7.9	7.6
1978	55.2	56.2	57.3	58.6	2.0	1.8	2.0	2.3	7.8	7.7	7.7	8.3
1979	59.6	60.7	61.9	63.5	1.7	1.8	2.0	2.6	8.0	8.0	8.0	8.4
1980	65.2	66.7	68.2	69.6	2.7	2.3	2.2	2.1	9.4	9.9	10.2	9.6
1981	71.1	72.8	74.5	75.8	2.2	2.4	2.3	1.7	9.0	9.1	9.2	8.9
1982	77.1	78.0	79.3	80.1	1.7	1.2	1.7	1.0	8.4	7.1	6.4	5.7
1983	80.9	81.6	82.5	83.3	1.0	.9	1.1	1.0	4.9	4.6	4.0	4.0
1984	84.3	84.9	85.7	86.5	1.2	.7	.9	.9	4.2	4.0	3.9	3.8
1985	87.5	88.4	89.1	89.5	1.2	1.0	.8	.4	3.8	4.1	4.0	3.5
1986	90.4	91.2	91.8	92.2	1.0	.9	.7	.4	3.3	3.2	3.0	3.0
1987	92.9	93.4	94.3	95.2	.8	.5	1.0	1.0	2.8	2.4	2.7	3.3
1988	95.9	96.9	97.4	98.2	.7	1.0	.5	.8	3.2	3.7	3.3	3.2
1989	99.1	100.0	101.0	102.0	.9	.9	1.0	1.0	3.3	3.2	3.7	3.9

See footnotes at end of table.

Table 10. Wages and salaries, private industry workers: Employment Cost Index by occupational and industry group, 1975-91—Continued

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended--				12 months ended--			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
Goods-producing industries excluding sales occupations—Continued												
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
1991	106.9	107.9	-	-	1.1	.9	-	-	3.8	3.6	-	-
Goods-producing industries, white-collar occupations:												
1987	-	92.9	94.0	94.9	-	-	1.2	1.0	-	-	-	-
1988	96.2	96.9	97.6	98.3	1.4	.7	.7	.7	-	4.3	3.8	3.6
1989	99.2	100.0	101.0	101.9	.9	.8	1.0	.9	3.1	3.2	3.5	3.7
1990	103.5	104.6	105.7	106.3	1.6	1.1	1.1	.6	4.3	4.6	4.7	4.3
1991	107.4	108.5	-	-	1.0	1.0	-	-	3.8	3.7	-	-
Goods-producing industries, white-collar occupations excluding sales:												
1987	-	92.9	93.9	94.8	-	-	1.1	1.0	-	-	-	-
1988	96.0	96.9	97.6	98.2	1.3	.9	.7	.6	-	4.3	3.9	3.6
1989	99.2	100.0	101.0	102.0	1.0	.8	1.0	1.0	3.3	3.2	3.5	3.9
1990	103.3	104.4	105.6	106.2	1.3	1.1	1.1	.6	4.1	4.4	4.6	4.1
1991	107.2	108.5	-	-	.9	1.2	-	-	3.8	3.9	-	-
Goods-producing industries, blue-collar occupations:												
1987	-	93.6	94.4	95.3	-	-	.9	1.0	-	-	-	-
1988	95.9	96.9	97.3	98.1	.6	1.0	.4	.8	-	3.5	3.1	2.9
1989	99.0	100.0	101.0	101.9	.9	1.0	1.0	.9	3.2	3.2	3.8	3.9
1990	102.9	104.1	104.7	105.5	1.0	1.2	.6	.8	3.9	4.1	3.7	3.5
1991	106.8	107.6	-	-	1.2	.7	-	-	3.8	3.4	-	-
Goods-producing industries, service occupations:												
1987	-	94.0	95.0	96.1	-	-	1.1	1.2	-	-	-	-
1988	96.4	96.8	96.9	97.8	.3	.4	.1	.9	-	3.0	2.0	1.8
1989	99.0	100.0	100.7	101.9	1.2	1.0	.7	1.2	2.7	3.3	3.9	4.2
1990	102.7	103.0	104.3	105.0	.8	.3	1.3	.7	3.7	3.0	3.6	3.0
1991	106.0	106.7	-	-	1.0	.7	-	-	3.2	3.6	-	-
Contract construction:												
1976	50.9	52.5	53.9	54.4	-	3.1	2.7	.9	-	-	-	-
1977	54.9	56.2	57.2	58.0	.9	2.4	1.8	1.4	7.9	7.0	6.1	6.6
1978	58.7	60.4	61.9	62.5	1.2	2.9	2.5	1.0	6.9	7.5	8.2	7.8
1979	63.3	65.0	66.3	67.0	1.3	2.7	2.0	1.1	7.8	7.6	7.1	7.2
1980	67.9	69.8	71.8	72.9	1.3	2.8	2.9	1.5	7.3	7.4	8.3	8.8
1981	74.2	76.0	78.3	79.3	1.8	2.4	3.0	1.3	9.3	8.9	9.1	8.8
1982	80.5	81.5	82.9	83.4	1.5	1.2	1.7	.6	8.5	7.2	5.9	5.2
1983	83.9	85.2	85.3	85.8	.6	1.5	.1	.6	4.2	4.5	2.9	2.9
1984	86.1	86.6	86.9	86.9	.3	.6	.3	.0	2.6	1.6	1.9	1.3
1985	87.8	88.6	89.1	89.6	1.0	.9	.6	.6	2.0	2.3	2.5	3.1
1986	89.9	91.0	91.6	91.8	.3	1.2	.7	.2	2.4	2.7	2.8	2.5
1987	92.5	93.2	94.1	94.8	.8	.8	1.0	.7	2.9	2.4	2.7	3.3
1988	95.7	97.0	97.7	98.3	.9	1.4	.7	.6	3.5	4.1	3.8	3.7
1989	99.1	100.0	101.1	101.7	.8	.9	1.1	.6	3.6	3.1	3.5	3.5
1990	102.0	102.9	103.5	103.7	.3	.9	.6	.2	2.9	2.9	2.4	2.0
1991	105.1	105.9	-	-	1.4	.8	-	-	3.0	2.9	-	-
Manufacturing:												
1975	-	-	45.3	46.3	-	-	-	2.2	-	-	-	-
1976	47.1	47.8	48.7	49.7	1.7	1.5	1.9	2.1	-	-	7.5	7.3
1977	50.6	51.5	52.7	53.6	1.8	1.8	2.3	1.7	7.4	7.7	8.2	7.8
1978	54.7	55.5	56.6	58.1	2.1	1.5	2.0	2.7	8.1	7.8	7.4	8.4
1979	59.1	60.1	61.2	63.0	1.7	1.7	1.8	2.9	8.0	8.3	8.1	8.4
1980	64.8	66.1	67.4	68.9	2.9	2.0	2.0	2.2	9.6	10.0	10.1	9.4
1981	70.5	72.0	73.6	74.9	2.3	2.1	2.2	1.8	8.8	8.9	9.2	8.7
1982	76.3	77.1	78.4	79.1	1.9	1.0	1.7	.9	8.2	7.1	6.5	5.6
1983	80.0	80.7	81.6	82.5	1.1	.9	1.1	1.1	4.8	4.7	4.1	4.3
1984	83.4	84.1	85.0	86.1	1.1	.8	1.1	1.3	4.3	4.2	4.2	4.4

See footnotes at end of table.

Table 10. Wages and salaries, private industry workers: Employment Cost Index by occupational and industry group, 1975-91—Continued

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for								
	March	June	Sept.	Dec.	3 months ended--				12 months ended--				
					March	June	Sept.	Dec.	March	June	Sept.	Dec.	
Manufacturing:—Continued													
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	.9	.5	.5	3.6	3.4	3.2	3.3	
1987	92.7	93.3	94.2	95.2	.7	.6	1.0	1.1	2.7	2.4	2.8	3.4	
1988	96.0	96.8	97.3	98.1	.8	.8	.5	.8	3.6	3.8	3.3	3.0	
1989	99.0	100.0	100.9	101.9	.9	1.0	.9	1.0	3.1	3.3	3.7	3.9	
1990	103.3	104.5	105.4	106.2	1.4	1.2	.9	.8	4.3	4.5	4.5	4.2	
1991	107.4	108.4	-	-	1.1	.9	-	-	4.0	3.7	-	-	
Manufacturing, white-collar occupations:													
1987	-	93.0	94.0	95.0	-	-	1.1	1.1	-	-	-	-	
1988	96.2	96.9	97.5	98.2	1.3	.7	.6	.7	-	4.2	3.7	3.4	
1989	99.2	100.0	100.9	101.8	1.0	.8	.9	.9	3.1	3.2	3.5	3.7	
1990	103.7	104.7	105.9	106.4	1.9	1.0	1.1	.5	4.5	4.7	5.0	4.5	
1991	107.6	108.8	-	-	1.1	1.1	-	-	3.8	3.9	-	-	
Manufacturing, white-collar occupations excluding sales:													
1987	-	92.9	93.9	94.8	-	-	1.1	1.0	-	-	-	-	
1988	96.0	96.8	97.4	98.0	1.3	.8	.6	.6	-	4.2	3.7	3.4	
1989	99.1	100.0	100.9	101.9	1.1	.9	.9	1.0	3.2	3.3	3.6	4.0	
1990	103.4	104.4	105.6	106.2	1.5	1.0	1.1	.6	4.3	4.4	4.7	4.2	
1991	107.2	108.6	-	-	.9	1.3	-	-	3.7	4.0	-	-	
Manufacturing, blue-collar occupations:													
1987	-	93.5	94.4	95.4	-	-	1.0	1.1	-	-	-	-	
1988	96.0	96.8	97.2	98.1	.6	.8	.4	.9	-	3.5	3.0	2.8	
1989	98.9	100.0	100.9	102.0	.8	1.1	.9	1.1	3.0	3.3	3.8	4.0	
1990	103.1	104.4	105.1	106.1	1.1	1.3	.7	1.0	4.2	4.4	4.2	4.0	
1991	107.3	108.2	-	-	1.1	.8	-	-	4.1	3.6	-	-	
Manufacturing, service occupations:													
1987	-	94.0	95.0	96.2	-	-	1.1	1.3	-	-	-	-	
1988	96.4	97.0	97.2	98.1	.2	.6	.2	.9	-	3.2	2.3	2.0	
1989	98.9	100.0	100.7	102.0	.8	1.1	.7	1.3	2.6	3.1	3.6	4.0	
1990	102.9	103.2	104.1	104.9	.9	.3	.9	.8	4.0	3.2	3.4	2.8	
1991	105.8	106.5	-	-	.9	.7	-	-	2.8	3.2	-	-	
Manufacturing, durable goods:													
1976	-	-	48.6	49.8	-	-	-	2.5	-	-	-	-	
1977	50.8	51.5	52.7	53.8	2.0	1.4	2.3	2.1	-	-	8.4	8.0	
1978	54.7	55.6	56.7	58.3	1.7	1.6	2.0	2.8	7.7	8.0	7.6	8.4	
1979	59.3	60.2	61.5	63.4	1.7	1.5	2.2	3.1	8.4	8.3	8.5	8.7	
1980	65.0	66.4	68.1	69.7	2.5	2.2	2.6	2.3	9.6	10.3	10.7	9.9	
1981	71.3	72.8	74.4	76.1	2.3	2.1	2.2	2.3	9.7	9.6	9.3	9.2	
1982	77.4	78.2	79.4	80.3	1.7	1.0	1.5	1.1	8.6	7.4	6.7	5.5	
1983	80.9	81.4	82.2	83.3	.7	.6	1.0	1.3	4.5	4.1	3.5	3.7	
1984	84.3	84.9	85.7	86.7	1.2	.7	.9	1.2	4.2	4.3	4.3	4.1	
1985	87.8	88.9	89.4	89.9	1.3	1.3	.6	.6	4.2	4.7	4.3	3.7	
1986	90.9	91.6	92.1	92.6	1.1	.8	.5	.5	3.5	3.0	3.0	3.0	
1987	93.0	93.7	94.5	95.5	.4	.8	.9	1.1	2.3	2.3	2.6	3.1	
1988	96.2	96.9	97.4	98.0	.7	.7	.5	.6	3.4	3.4	3.1	2.6	
1989	99.0	100.0	100.7	101.9	1.0	1.0	.7	1.2	2.9	3.2	3.4	4.0	
1990	103.2	104.3	105.3	106.1	1.3	1.1	1.0	.8	4.2	4.3	4.6	4.1	
1991	107.3	108.3	-	-	1.1	.9	-	-	4.0	3.8	-	-	
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	

See footnotes at end of table.

Table 10. Wages and salaries, private industry workers: Employment Cost Index by occupational and industry group, 1975-91—Continued

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended--				12 months ended--			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
Manufacturing, nondurable goods:—Continued												
1981	69.1	70.6	72.0	72.8	2.2	2.2	2.0	1.1	7.5	7.8	8.8	7.7
1982	74.4	75.1	76.6	77.0	2.2	.9	2.0	.5	7.7	6.4	6.4	5.8
1983	78.3	79.3	80.4	80.9	1.7	1.3	1.4	.6	5.2	5.6	5.0	5.1
1984	81.8	82.7	83.8	84.9	1.1	1.1	1.3	1.3	4.5	4.3	4.2	4.9
1985	85.9	86.6	87.6	88.0	1.2	.8	1.2	.5	5.0	4.7	4.5	3.7
1986	89.1	90.3	90.7	91.3	1.3	1.3	.4	.7	3.7	4.3	3.5	3.8
1987	92.2	92.5	93.8	94.7	1.0	.3	1.4	1.0	3.5	2.4	3.4	3.7
1988	95.8	96.5	97.2	98.2	1.2	.7	.7	1.0	3.9	4.3	3.6	3.7
1989	99.0	100.0	101.1	101.8	.8	1.0	1.1	.7	3.3	3.6	4.0	3.7
1990	103.6	104.8	105.7	106.3	1.8	1.2	.9	.6	4.6	4.8	4.5	4.4
1991	107.6	108.6	-	-	1.2	.9	-	-	3.9	3.6	-	-
Service-producing industries:⁴												
1975	-	-	44.3	45.1	-	-	-	1.8	-	-	-	-
1976	46.0	46.8	47.3	48.2	2.0	1.7	1.1	1.9	-	-	6.8	6.9
1977	48.8	49.7	50.5	51.4	1.2	1.8	1.6	1.8	6.1	6.2	6.8	6.6
1978	52.3	53.6	54.7	55.1	1.8	2.5	2.1	.7	7.2	7.8	8.3	7.2
1979	56.3	57.4	58.8	60.0	2.2	2.0	2.4	2.0	7.6	7.1	7.5	8.9
1980	61.5	62.6	64.1	65.3	2.5	1.8	2.4	1.9	9.2	9.1	9.0	8.8
1981	67.4	68.6	69.8	71.1	3.2	1.8	1.7	1.9	9.6	9.6	8.9	8.9
1982	72.6	73.4	74.8	75.9	2.1	1.1	1.9	1.5	7.7	7.0	7.2	6.8
1983	76.9	77.8	79.2	80.2	1.3	1.2	1.8	1.3	5.9	6.0	5.9	5.7
1984	81.3	82.1	82.7	83.7	1.4	1.0	.7	1.2	5.7	5.5	4.4	4.4
1985	84.6	85.6	87.1	87.7	1.1	1.2	1.8	.7	4.1	4.3	5.3	4.8
1986	88.5	89.1	89.8	90.3	.9	.7	.8	.6	4.6	4.1	3.1	3.0
1987	91.5	92.1	93.1	93.4	1.3	.7	1.1	.3	3.4	3.4	3.7	3.4
1988	94.3	95.5	96.7	97.8	1.0	1.3	1.3	1.1	3.1	3.7	3.9	4.7
1989	99.1	100.0	101.4	102.2	1.3	.9	1.4	.8	5.1	4.7	4.9	4.5
1990	103.3	104.6	105.7	106.3	1.1	1.3	1.1	.6	4.2	4.6	4.2	4.0
1991	107.5	108.7	-	-	1.1	1.1	-	-	4.1	3.9	-	-
Service-producing industries excluding sales occupations:												
1975	-	-	44.2	44.9	-	-	-	1.6	-	-	-	-
1976	45.8	46.6	47.2	47.9	2.0	1.7	1.3	1.5	-	-	6.8	6.7
1977	48.7	49.6	50.4	51.1	1.7	1.8	1.6	1.4	6.3	6.4	6.8	6.7
1978	52.2	53.2	54.2	54.7	2.2	1.9	1.9	.9	7.2	7.3	7.5	7.0
1979	56.1	57.0	58.4	59.6	2.6	1.6	2.5	2.1	7.5	7.1	7.7	9.0
1980	61.2	62.4	63.7	64.9	2.7	2.0	2.1	1.9	9.1	9.5	9.1	8.9
1981	67.1	68.1	69.8	70.8	3.4	1.5	2.5	1.4	9.6	9.1	9.6	9.1
1982	72.6	73.5	74.7	75.7	2.5	1.2	1.6	1.3	8.2	7.9	7.0	6.9
1983	77.1	78.1	79.4	80.2	1.8	1.3	1.7	1.0	6.2	6.3	6.3	5.9
1984	81.6	82.2	83.1	84.3	1.7	.7	1.1	1.4	5.8	5.2	4.7	5.1
1985	84.8	85.8	87.3	87.5	.6	1.2	1.7	.2	3.9	4.4	5.1	3.8
1986	88.5	89.0	89.7	90.4	1.1	.6	.8	.8	4.4	3.7	2.7	3.3
1987	91.5	92.2	93.5	94.0	1.2	.8	1.4	.5	3.4	3.6	4.2	4.0
1988	94.9	95.8	97.1	98.0	1.0	.9	1.4	.9	3.7	3.9	3.9	4.3
1989	99.2	100.0	101.2	101.8	1.2	.8	1.2	.6	4.5	4.4	4.2	3.9
1990	103.4	104.5	105.8	106.6	1.6	1.1	1.2	.8	4.2	4.5	4.5	4.7
1991	107.7	108.7	-	-	1.0	.9	-	-	4.2	4.0	-	-
Service-producing industries, white-collar occupations:												
1987	-	91.6	92.6	92.9	-	-	1.1	.3	-	-	-	-
1988	93.7	95.1	96.3	97.5	.9	1.5	1.3	1.2	-	3.8	4.0	5.0
1989	99.0	100.0	101.5	102.5	1.5	1.0	1.5	1.0	5.7	5.2	5.4	5.1
1990	103.6	105.0	106.1	106.8	1.1	1.4	1.0	.7	4.6	5.0	4.5	4.2
1991	108.1	109.3	-	-	1.2	1.1	-	-	4.3	4.1	-	-
Service-producing industries, white-collar occupations excluding sales:												
1987	-	91.7	93.1	93.7	-	-	1.5	.6	-	-	-	-
1988	94.5	95.5	96.9	97.9	.9	1.1	1.5	1.0	-	4.1	4.1	4.5
1989	99.2	100.0	101.3	102.1	1.3	.8	1.3	.8	5.0	4.7	4.5	4.3

See footnotes at end of table.

Table 10. Wages and salaries, private industry workers: Employment Cost Index by occupational and industry group, 1975-91—Continued

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended--				12 months ended--			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
Service-producing industries, white-collar occupations excluding sales:—Continued												
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	-	-	1.2	.9	-	-	4.5	4.3	-	-
Service-producing industries, blue-collar occupations:												
1987	-	93.2	94.1	94.8	-	-	1.0	.7	-	-	-	-
1988	95.9	96.7	97.5	98.0	1.2	.8	.8	.5	-	3.8	3.6	3.4
1989	99.0	100.0	100.9	100.9	1.0	1.0	.9	.0	3.2	3.4	3.5	3.0
1990	102.1	103.3	104.2	104.7	1.2	1.2	.9	.5	3.1	3.3	3.3	3.8
1991	105.6	106.5	-	-	.9	.9	-	-	3.4	3.1	-	-
Service-producing industries, service occupations:												
1987	-	93.6	94.1	94.4	-	-	.5	.3	-	-	-	-
1988	95.3	96.3	97.7	98.8	1.0	1.0	1.5	1.1	-	2.9	3.8	4.7
1989	99.4	100.0	100.8	102.3	.6	.6	.8	1.5	4.3	3.8	3.2	3.5
1990	103.2	104.3	105.0	106.5	.9	1.1	.7	1.4	3.8	4.3	4.2	4.1
1991	107.0	108.4	-	-	.5	1.3	-	-	3.7	3.9	-	-
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	.8	.9	6.8	7.3	5.7	5.1
1984	87.6	88.2	88.6	89.2	1.5	.7	.5	.7	5.0	4.0	3.6	3.4
1985	89.9	90.8	92.2	92.5	.8	1.0	1.5	.3	2.6	2.9	4.1	3.7
1986	93.3	93.6	94.1	94.2	.9	.3	.5	.1	3.8	3.1	2.1	1.8
1987	94.7	95.6	96.1	96.2	.5	1.0	.5	.1	1.5	2.1	2.1	2.1
1988	97.0	97.9	98.7	98.6	.8	.9	.8	-1	2.4	2.4	2.7	2.5
1989	99.5	100.0	100.7	101.2	.9	.5	.7	.5	2.6	2.1	2.0	2.6
1990	102.6	103.2	104.1	104.6	1.4	.6	.9	.5	3.1	3.2	3.4	3.4
1991	105.4	106.6	-	-	.8	1.1	-	-	2.7	3.3	-	-
Transportation:												
1985	91.2	92.2	93.6	93.5	-	1.1	1.5	-1	-	-	-	-
1986	94.5	94.5	95.0	94.7	1.1	.0	.5	-3	3.6	2.5	1.5	1.3
1987	94.9	96.1	96.5	96.3	.2	1.3	.4	-2	.4	1.7	1.6	1.7
1988	97.1	98.2	99.0	98.7	.8	1.1	.8	-3	2.3	2.2	2.6	2.5
1989	99.4	100.0	100.6	100.7	.7	.6	.6	.1	2.4	1.8	1.6	2.0
1990	102.3	102.3	103.3	103.5	1.6	.0	1.0	.2	2.9	2.3	2.7	2.8
1991	104.3	105.5	-	-	.8	1.2	-	-	2.0	3.1	-	-
Public utilities:												
1985	88.4	89.0	90.6	91.5	-	.7	1.8	1.0	-	-	-	-
1986	92.0	92.7	93.1	93.8	.5	.8	.4	.8	4.1	4.2	2.8	2.5
1987	94.4	95.1	95.7	96.2	.6	.7	.6	.5	2.6	2.6	2.8	2.6
1988	97.0	97.6	98.3	98.7	.8	.6	.7	.4	2.8	2.6	2.7	2.6
1989	99.5	100.0	101.1	101.8	.8	.5	1.1	.7	2.6	2.5	2.8	3.1
1990	103.0	104.1	105.0	106.0	1.2	1.1	.9	1.0	3.5	4.1	3.9	4.1
1991	106.9	108.0	-	-	.8	1.0	-	-	3.8	3.7	-	-
Communications:												
1987	-	-	96.4	97.1	-	-	-	.7	-	-	-	-
1988	97.6	98.1	98.9	99.0	.5	.5	.8	.1	-	-	2.6	2.0
1989	99.9	100.0	101.1	101.8	.9	.1	1.1	.7	2.4	1.9	2.2	2.8
1990	103.1	104.1	105.0	106.1	1.3	1.0	.9	1.0	3.2	4.1	3.9	4.2
1991	106.5	107.6	-	-	.4	1.0	-	-	3.3	3.4	-	-

See footnotes at end of table.

Table 10. Wages and salaries, private industry workers: Employment Cost Index by occupational and industry group, 1975-91—Continued

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for								
	March	June	Sept.	Dec.	3 months ended--				12 months ended--				
					March	June	Sept.	Dec.	March	June	Sept.	Dec.	
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	.8	1.0	1.0	.7	3.0	3.2	3.8	3.6	3.6
1990	103.0	104.2	105.0	105.7	1.3	1.2	.8	.7	4.0	4.2	4.0	3.9	3.9
1991	107.3	108.6	-	-	1.5	1.2	-	-	4.2	4.2	-	-	-
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	7.2
1977	51.8	52.7	53.1	54.0	2.4	1.7	.8	1.7	7.5	7.1	6.8	6.7	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	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	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	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	7.5
1982	74.3	75.6	76.1	76.6	1.6	1.7	.7	.7	5.8	5.7	5.1	4.8	4.8
1983	77.6	79.2	79.7	80.3	1.3	2.1	.6	.8	4.4	4.8	4.7	4.8	4.8
1984	81.7	82.9	83.3	84.4	1.7	1.5	.5	1.3	5.3	4.7	4.5	5.1	5.1
1985	84.9	86.6	87.7	88.4	.6	2.0	1.3	.8	3.9	4.5	5.3	4.7	4.7
1986	89.0	89.9	90.4	90.7	.7	1.0	.6	.3	4.8	3.8	3.1	2.6	2.6
1987	91.4	92.9	93.4	93.4	.8	1.6	.5	.0	2.7	3.3	3.3	3.0	3.0
1988	94.3	96.2	97.2	97.9	1.0	2.0	1.0	.7	3.2	3.6	4.1	4.8	4.8
1989	99.1	100.0	101.6	102.7	1.2	.9	1.6	1.1	5.1	4.0	4.5	4.9	4.9
1990	103.3	104.6	105.1	105.6	.6	1.3	.5	.5	4.2	4.6	3.4	2.8	2.8
1991	106.6	108.4	-	-	.9	1.7	-	-	3.2	3.6	-	-	-
Wholesale and retail trade excluding sales occupations:													
1981	-	71.4	72.6	73.4	-	-	1.7	1.1	-	-	-	-	-
1982	74.9	76.1	76.7	77.3	2.0	1.6	.8	.8	-	6.6	5.6	5.3	5.3
1983	78.5	80.0	80.4	81.1	1.6	1.9	.5	.9	4.8	5.1	4.8	4.9	4.9
1984	82.5	83.5	84.1	85.2	1.7	1.2	.7	1.3	5.1	4.4	4.6	5.1	5.1
1985	85.8	87.4	88.5	88.7	.7	1.9	1.3	.2	4.0	4.7	5.2	4.1	4.1
1986	89.4	90.2	90.6	91.4	.8	.9	.4	.9	4.2	3.2	2.4	3.0	3.0
1987	92.2	93.2	94.1	94.5	.9	1.1	1.0	.4	3.1	3.3	3.9	3.4	3.4
1988	95.3	96.6	97.5	98.4	.8	1.4	.9	.9	3.4	3.6	3.6	4.1	4.1
1989	99.4	100.0	101.1	101.9	1.0	.6	1.1	.8	4.3	3.5	3.7	3.6	3.6
1990	102.6	104.2	104.9	105.5	.7	1.6	.7	.6	3.2	4.2	3.8	3.5	3.5
1991	106.8	108.3	-	-	1.2	1.4	-	-	4.1	3.9	-	-	-
Wholesale trade:													
1977	-	49.2	49.1	50.4	-	-	-2	2.6	-	-	-	-	-
1978	51.7	52.6	53.2	54.2	2.6	1.7	1.1	1.9	-	6.9	8.4	7.5	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	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	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	7.8
1982	71.3	73.1	73.2	73.7	2.7	2.5	.1	.7	7.9	8.9	6.9	6.2	6.2
1983	75.0	76.6	77.7	78.2	1.8	2.1	1.4	.6	5.2	4.8	6.1	6.1	6.1
1984	79.3	80.5	81.0	82.5	1.4	1.5	.6	1.9	5.7	5.1	4.2	5.5	5.5
1985	83.0	85.1	85.7	86.1	.6	2.5	.7	.5	4.7	5.7	5.8	4.4	4.4
1986	87.0	88.1	88.5	89.3	1.0	1.3	.5	.9	4.8	3.5	3.3	3.7	3.7
1987	90.5	92.1	92.5	93.0	1.3	1.8	.4	.5	4.0	4.5	4.5	4.1	4.1
1988	93.3	95.1	96.1	96.4	.3	1.9	1.1	.3	3.1	3.3	3.9	3.7	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	9.1
1990	104.6	105.2	105.5	106.2	-6	.6	.3	.7	5.7	5.2	2.6	1.0	1.0
1991	107.3	109.2	-	-	1.0	1.8	-	-	2.6	3.8	-	-	-
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	.5	.4	-	9.4	7.5	6.3	6.3
1983	78.9	80.1	80.9	81.6	2.1	1.5	1.0	.9	5.3	4.6	5.1	5.6	5.6
1984	82.9	83.5	84.5	85.8	1.6	.7	1.2	1.5	5.1	4.2	4.4	5.1	5.1
1985	86.5	87.8	88.7	88.9	.8	1.5	1.0	.2	4.3	5.1	5.0	3.6	3.6
1986	89.4	90.6	91.0	91.8	.6	1.3	.4	.9	3.4	3.2	2.6	3.3	3.3

See footnotes at end of table.

Table 10. Wages and salaries, private industry workers: Employment Cost Index by occupational and industry group, 1975-91—Continued

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended--				12 months ended--			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
Wholesale trade excluding sales occupations:—Continued												
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	.5	1.0	1.0	.6	3.2	3.6	3.5	3.3
1989	99.2	100.0	101.7	102.5	.9	.8	1.7	.8	3.7	3.4	4.1	4.3
1990	103.2	104.7	105.2	105.9	.7	1.5	.5	.7	4.0	4.7	3.4	3.3
1991	107.9	109.2	-	-	1.9	1.2	-	-	4.6	4.3	-	-
Retail trade:												
1976	-	-	51.7	52.5	-	-	-	1.5	-	-	-	-
1977	53.2	54.1	54.9	55.5	1.3	1.7	1.5	1.1	-	-	6.2	5.7
1978	57.3	59.1	59.8	60.3	3.2	3.1	1.2	.8	7.7	9.2	8.9	8.6
1979	61.6	63.0	64.4	65.0	2.2	2.3	2.2	.9	7.5	6.6	7.7	7.8
1980	66.6	67.6	68.8	69.6	2.5	1.5	1.8	1.2	8.1	7.3	6.8	7.1
1981	72.0	73.4	74.1	74.8	3.4	1.9	1.0	.9	8.1	8.6	7.7	7.5
1982	75.6	76.7	77.4	77.8	1.1	1.5	.9	.5	5.0	4.5	4.5	4.0
1983	78.7	80.3	80.6	81.1	1.2	2.0	.4	.6	4.1	4.7	4.1	4.2
1984	82.8	83.9	84.3	85.3	2.1	1.3	.5	1.2	5.2	4.5	4.6	5.2
1985	85.8	87.2	88.6	89.4	.6	1.6	1.6	.9	3.6	3.9	5.1	4.8
1986	89.9	90.8	91.3	91.3	.6	1.0	.6	.0	4.8	4.1	3.0	2.1
1987	91.9	93.3	93.8	93.7	.7	1.5	.5	-1	2.2	2.8	2.7	2.6
1988	94.8	96.6	97.7	98.5	1.2	1.9	1.1	.8	3.2	3.5	4.2	5.1
1989	99.1	100.0	101.0	101.6	.6	.9	1.0	.6	4.5	3.5	3.4	3.1
1990	102.7	104.4	105.0	105.3	1.1	1.7	.6	.3	3.6	4.4	4.0	3.6
1991	106.2	108.0	-	-	.9	1.7	-	-	3.4	3.4	-	-
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	.8	.3	1.1	-	4.6	3.4	3.3
1990	102.4	105.2	105.6	106.5	1.0	2.7	.4	.9	3.2	5.2	5.3	5.0
1991	107.8	110.0	-	-	1.2	2.0	-	-	5.3	4.6	-	-
Food stores:												
1987	-	-	95.8	96.7	-	-	-	.9	-	-	-	-
1988	97.3	97.8	98.2	99.0	.6	.5	.4	.8	-	-	2.5	2.4
1989	100.0	100.0	100.4	101.7	1.0	.0	.4	1.3	2.8	2.2	2.2	2.7
1990	102.8	104.3	105.1	105.8	1.1	1.5	.8	.7	2.8	4.3	4.7	4.0
1991	106.9	108.7	-	-	1.0	1.7	-	-	4.0	4.2	-	-
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	.5	2.7	1.9	2.1	10.3	9.6	9.6	7.4
1981	65.9	68.9	67.7	70.5	2.8	4.6	-1.7	4.1	9.8	11.9	7.8	10.0
1982	71.4	70.5	73.1	75.1	1.3	-1.3	3.7	2.7	8.3	2.3	8.0	6.5
1983	76.2	76.5	78.2	80.5	1.5	.4	2.2	2.9	6.7	8.5	7.0	7.2
1984	80.0	80.5	79.4	79.8	-6	.6	-1.4	.5	5.0	5.2	1.5	-9
1985	84.0	83.8	85.5	87.1	5.3	-2	2.0	1.9	5.0	4.1	7.7	9.1
1986	87.2	88.2	88.8	89.5	.1	1.1	.7	.8	3.8	5.3	3.9	2.8
1987	91.9	90.6	90.8	90.6	2.7	-1.4	.2	-2	5.4	2.7	2.3	1.2
1988	91.5	92.9	92.9	96.3	1.0	1.5	.0	3.7	-4	2.5	2.3	6.3
1989	98.3	100.0	100.6	101.3	2.1	1.7	.6	.7	7.4	7.6	8.3	5.2
1990	101.8	103.5	104.9	104.8	.5	1.7	1.4	-1	3.6	3.5	4.3	3.5
1991	107.0	108.1	-	-	2.1	1.0	-	-	5.1	4.4	-	-
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
1980	61.1	62.2	63.0	63.7	3.4	1.8	1.3	1.1	8.9	9.5	8.6	7.8
1981	66.5	67.8	68.8	69.0	4.4	2.0	1.5	.3	8.8	9.0	9.2	8.3
1982	71.2	72.5	73.0	73.5	3.2	1.8	.7	.7	7.1	6.9	6.1	6.5
1983	76.0	77.2	78.4	78.8	3.4	1.6	1.6	.5	6.7	6.5	7.4	7.2
1984	79.9	81.0	81.6	82.2	1.4	1.4	.7	.7	5.1	4.9	4.1	4.3
1985	83.6	84.2	85.3	85.8	1.7	.7	1.3	.6	4.6	4.0	4.5	4.4

See footnotes at end of table.

Table 10. Wages and salaries, private industry workers: Employment Cost Index by occupational and industry group, 1975-91—Continued

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended--				12 months ended--			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
Finance, insurance, and real estate excluding sales occupations:—Continued												
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	.2	1.1	.4	4.3	3.9	4.3	3.7
1988	93.8	94.5	95.3	97.1	1.0	.7	.8	1.9	2.7	3.3	3.0	4.5
1989	98.4	100.0	100.2	100.9	1.3	1.6	.2	.7	4.9	5.8	5.1	3.9
1990	103.0	103.9	105.8	106.1	2.1	.9	1.8	.3	4.7	3.9	5.6	5.2
1991	107.6	108.4	-	-	1.4	.7	-	-	4.5	4.3	-	-
Banking, savings and loan, and other credit agencies:												
1986	-	-	-	87.7	-	-	-	-	-	-	-	-
1987	89.8	90.9	91.7	92.4	2.4	1.2	.9	.8	-	-	-	5.4
1988	95.2	96.0	97.0	97.8	3.0	.8	1.0	.8	6.0	5.6	5.8	5.8
1989	98.8	100.0	101.1	100.9	1.0	1.2	1.1	-.2	3.8	4.2	4.2	3.2
1990	101.6	103.6	103.9	105.4	.7	2.0	.3	1.4	2.8	3.6	2.8	4.5
1991	106.6	105.9	-	-	1.1	-.7	-	-	4.9	2.2	-	-
Insurance:												
1987	-	90.0	90.8	92.4	-	-	.9	1.8	-	-	-	-
1988	93.1	95.4	96.2	97.4	.8	2.5	.8	1.2	-	6.0	5.9	5.4
1989	98.5	100.0	99.6	100.8	1.1	1.5	-.4	1.2	5.8	4.8	3.5	3.5
1990	102.3	104.1	105.8	105.1	1.5	1.8	1.6	-.7	3.9	4.1	6.2	4.3
1991	105.7	107.8	-	-	.6	2.0	-	-	3.3	3.6	-	-
Service industries:												
1975	-	-	42.7	43.5	-	-	-	1.9	-	-	-	-
1976	44.1	44.7	45.5	45.8	1.4	1.4	1.8	.7	-	-	6.6	5.3
1977	46.2	47.0	47.8	48.2	.9	1.7	1.7	.8	4.8	5.1	5.1	5.2
1978	49.0	49.9	51.1	51.5	1.7	1.8	2.4	.8	6.1	6.2	6.9	6.8
1979	52.5	53.0	54.4	55.8	1.9	1.0	2.6	2.6	7.1	6.2	6.5	8.3
1980	57.4	58.2	59.7	60.6	2.9	1.4	2.6	1.5	9.3	9.8	9.7	8.6
1981	63.1	63.4	65.7	67.0	4.1	.5	3.6	2.0	9.9	8.9	10.1	10.6
1982	68.9	69.7	71.3	72.4	2.8	1.2	2.3	1.5	9.2	9.9	8.5	8.1
1983	73.5	73.9	76.3	77.2	1.5	.5	3.2	1.2	6.7	6.0	7.0	6.6
1984	78.7	79.0	80.5	82.1	1.9	.4	1.9	2.0	7.1	6.9	5.5	6.3
1985	82.3	83.0	84.9	85.0	.2	.9	2.3	.1	4.6	5.1	5.5	3.5
1986	86.3	86.8	87.6	88.4	1.5	.6	.9	.9	4.9	4.6	3.2	4.0
1987	89.9	90.5	92.5	93.2	1.7	.7	2.2	.8	4.2	4.3	5.6	5.4
1988	94.2	94.9	96.9	97.8	1.1	.7	2.1	.9	4.8	4.9	4.8	4.9
1989	99.1	100.0	101.6	102.5	1.3	.9	1.6	.9	5.2	5.4	4.9	4.8
1990	104.2	105.7	107.1	108.3	1.7	1.4	1.3	1.1	5.1	5.7	5.4	5.7
1991	109.5	110.0	-	-	1.1	.5	-	-	5.1	4.1	-	-
Business services:												
1986	-	-	-	87.6	-	-	-	-	-	-	-	-
1987	89.1	90.2	92.8	93.5	1.7	1.2	2.9	.8	-	-	-	6.7
1988	94.3	95.1	96.5	97.4	.9	.8	1.5	.9	5.8	5.4	4.0	4.2
1989	98.4	100.0	100.9	101.2	1.0	1.6	.9	.3	4.3	5.2	4.6	3.9
1990	103.0	105.1	105.7	107.4	1.8	2.0	.6	1.6	4.7	5.1	4.8	6.1
1991	109.6	109.5	-	-	2.0	-.1	-	-	6.4	4.2	-	-
Health services:												
1985	82.1	82.8	83.6	83.8	-	.9	1.0	.2	-	-	-	-
1986	84.8	85.4	86.8	88.0	1.2	.7	1.6	1.4	3.3	3.1	3.8	5.0
1987	89.2	89.8	91.1	92.1	1.4	.7	1.4	1.1	5.2	5.2	5.0	4.7
1988	92.7	94.4	96.0	97.3	.7	1.8	1.7	1.4	3.9	5.1	5.4	5.6
1989	99.1	100.0	101.9	103.5	1.8	.9	1.9	1.6	6.9	5.9	6.1	6.4
1990	105.3	106.3	108.1	109.7	1.7	.9	1.7	1.5	6.3	6.3	6.1	6.0
1991	111.1	111.9	-	-	1.3	.7	-	-	5.5	5.3	-	-
Hospitals:												
1986	-	84.7	85.8	87.1	-	-	1.3	1.5	-	-	-	-
1987	88.2	88.8	90.4	91.5	1.3	.7	1.8	1.2	-	4.8	5.4	5.1
1988	92.5	94.0	95.6	96.9	1.1	1.6	1.7	1.4	4.9	5.9	5.8	5.9
1989	98.9	100.0	101.9	103.3	2.1	1.1	1.9	1.4	6.9	6.4	6.6	6.6

See footnotes at end of table.

Table 10. Wages and salaries, private industry workers: Employment Cost Index by occupational and industry group, 1975-91—Continued

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for									
	March	June	Sept.	Dec.	3 months ended--				12 months ended--					
					March	June	Sept.	Dec.	March	June	Sept.	Dec.		
Hospitals:—Continued														
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	-	-	.9	.7	-	-	5.5	5.3	-	-		
Educational services:														
1988	-	-	-	98.8	-	-	-	-	-	-	-	-		
1989	99.1	100.0	103.7	103.9	.3	.9	3.7	.2	-	-	-	5.2		
1990	104.7	105.0	109.2	110.2	.8	.3	4.0	.9	5.7	5.0	5.3	6.1		
1991	110.3	109.7	-	-	.1	-5	-	-	5.3	4.5	-	-		
Colleges and universities:														
1988	-	-	-	98.7	-	-	-	-	-	-	-	-		
1989	99.1	100.0	103.3	103.7	.4	.9	3.3	.4	-	-	-	5.1		
1990	104.4	104.8	108.7	109.3	.7	.4	3.7	.6	5.3	4.8	5.2	5.4		
1991	109.6	110.2	-	-	.3	.5	-	-	5.0	5.2	-	-		
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	.7	7.3	7.5	8.4	7.3		
1979	57.1	58.3	59.6	60.8	2.1	2.1	2.2	2.0	7.5	7.4	7.4	8.8		
1980	62.2	63.4	64.9	66.2	2.3	1.9	2.4	2.0	8.9	8.7	8.9	8.9		
1981	68.2	69.5	70.9	72.1	3.0	1.9	2.0	1.7	9.6	9.6	9.2	8.9		
1982	73.6	74.4	75.8	76.8	2.1	1.1	1.9	1.3	7.9	7.1	6.9	6.5		
1983	77.8	78.8	80.1	81.0	1.3	1.3	1.6	1.1	5.7	5.9	5.7	5.5		
1984	82.0	82.7	83.3	84.2	1.2	.9	.7	1.1	5.4	4.9	4.0	4.0		
1985	85.2	86.1	87.5	88.0	1.2	1.1	1.6	.6	3.9	4.1	5.0	4.5		
1986	88.7	89.4	90.1	90.6	.8	.8	.8	.6	4.1	3.8	3.0	3.0		
1987	91.7	92.3	93.3	93.7	1.2	.7	1.1	.4	3.4	3.2	3.6	3.4		
1988	94.5	95.8	96.9	97.8	.9	1.4	1.1	.9	3.1	3.8	3.9	4.4		
1989	99.1	100.0	101.4	102.2	1.3	.9	1.4	.8	4.9	4.4	4.6	4.5		
1990	103.2	104.5	105.4	106.1	1.0	1.3	.9	.7	4.1	4.5	3.9	3.8		
1991	107.3	108.4	-	-	1.1	1.0	-	-	4.0	3.7	-	-		
Nonmanufacturing, white-collar occupations:														
1987	-	91.7	92.7	93.0	-	-	1.1	.3	-	-	-	-		
1988	93.8	95.2	96.4	97.6	.9	1.5	1.3	1.2	-	3.8	4.0	4.9		
1989	99.1	100.0	101.5	102.5	1.5	.9	1.5	1.0	5.7	5.0	5.3	5.0		
1990	103.6	105.0	106.1	106.7	1.1	1.4	1.0	.6	4.5	5.0	4.5	4.1		
1991	108.0	109.2	-	-	1.2	1.1	-	-	4.2	4.0	-	-		
Nonmanufacturing, white-collar occupations excluding sales:														
1987	-	91.7	93.1	93.7	-	-	1.5	.6	-	-	-	-		
1988	94.5	95.6	97.0	97.9	.9	1.2	1.5	.9	-	4.3	4.2	4.5		
1989	99.2	100.0	101.3	102.0	1.3	.8	1.3	.7	5.0	4.6	4.4	4.2		
1990	103.8	105.0	106.3	107.2	1.8	1.2	1.2	.8	4.6	5.0	4.9	5.1		
1991	108.5	109.4	-	-	1.2	.8	-	-	4.5	4.2	-	-		
Nonmanufacturing, blue-collar occupations:														
1987	-	93.5	94.3	95.0	-	-	.9	.7	-	-	-	-		
1988	95.9	96.9	97.7	98.1	.9	1.0	.8	.4	-	3.6	3.6	3.3		
1989	99.0	100.0	101.0	101.3	.9	1.0	1.0	.3	3.2	3.2	3.4	3.3		
1990	102.2	103.2	104.0	104.3	.9	1.0	.8	.3	3.2	3.2	3.0	3.0		
1991	105.5	106.3	-	-	1.2	.8	-	-	3.2	3.0	-	-		
Nonmanufacturing, service occupations:														
1987	-	93.6	94.1	94.4	-	-	.5	.3	-	-	-	-		
1988	95.4	96.3	97.7	98.8	1.1	.9	1.5	1.1	-	2.9	3.8	4.7		
1989	99.4	100.0	100.8	102.3	.6	.6	.8	1.5	4.2	3.8	3.2	3.5		
1990	103.2	104.3	105.0	106.5	.9	1.1	.7	1.4	3.8	4.3	4.2	4.1		
1991	107.1	108.4	-	-	.6	1.2	-	-	3.8	3.9	-	-		

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 Includes transportation, public utilities, trade, finance, insurance, real estate, and services.

- Data not available.

Table 11. Wages and salaries, private industry workers: Employment Cost Index by bargaining status, region, and area size, 1975-91

(Not seasonally adjusted)

Series and year	Indexes (June 1989 = 100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended--				12 months ended--			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
Union workers:												
1975	-	-	45.6	46.6	-	-	-	2.2	-	-	-	-
1976	47.4	48.2	49.4	50.4	1.7	1.7	2.5	2.0	-	-	8.3	8.2
1977	51.1	52.2	53.2	54.2	1.4	2.2	1.9	1.9	7.8	8.3	7.7	7.5
1978	55.1	56.2	57.4	58.6	1.7	2.0	2.1	2.1	7.8	7.7	7.9	8.1
1979	59.6	60.9	62.2	63.8	1.7	2.2	2.1	2.6	8.2	8.4	8.4	8.9
1980	65.3	67.1	69.1	70.8	2.4	2.8	3.0	2.5	9.6	10.2	11.1	11.0
1981	71.9	73.9	75.8	77.5	1.6	2.8	2.6	2.2	10.1	10.1	9.7	9.5
1982	78.7	79.8	81.5	82.6	1.5	1.4	2.1	1.3	9.5	8.0	7.5	6.6
1983	83.4	84.3	85.7	86.3	1.0	1.1	1.7	.7	6.0	5.6	5.2	4.5
1984	87.2	87.9	88.5	89.3	1.0	.8	.7	.9	4.6	4.3	3.3	3.5
1985	89.9	90.8	91.7	92.1	.7	1.0	1.0	.4	3.1	3.3	3.6	3.1
1986	92.8	93.1	93.7	93.9	.8	.3	.6	.2	3.2	2.5	2.2	2.0
1987	94.3	94.8	95.3	96.4	.4	.5	.5	1.2	1.6	1.8	1.7	2.7
1988	96.8	97.5	98.2	98.5	.4	.7	.7	.3	2.7	2.8	3.0	2.2
1989	99.2	100.0	100.6	101.6	.7	.8	.6	1.0	2.5	2.6	2.4	3.1
1990	102.6	103.3	104.2	105.1	1.0	.7	.9	.9	3.4	3.3	3.6	3.4
1991	106.2	107.1	-	-	1.0	.8	-	-	3.5	3.7	-	-
Union blue-collar workers:												
1987	-	94.5	95.0	96.2	-	-	.5	1.3	-	-	-	-
1988	96.5	97.2	97.8	98.4	.3	.7	.6	.6	-	2.9	2.9	2.3
1989	99.1	100.0	100.7	101.5	.7	.9	.7	.8	2.7	2.9	3.0	3.2
1990	102.2	103.2	103.8	104.8	.7	1.0	.6	1.0	3.1	3.2	3.1	3.3
1991	105.8	106.7	-	-	1.0	.9	-	-	3.5	3.4	-	-
Union workers, goods-producing industries:¹												
1975	-	-	46.0	47.2	-	-	-	2.6	-	-	-	-
1976	47.9	48.7	49.9	51.0	1.5	1.7	2.5	2.2	-	-	8.5	8.1
1977	51.7	52.8	54.0	55.0	1.4	2.1	2.3	1.9	7.9	8.4	8.2	7.8
1978	55.9	57.0	58.4	59.7	1.6	2.0	2.5	2.2	8.1	8.0	8.1	8.5
1979	60.6	62.0	63.2	64.9	1.5	2.3	1.9	2.7	8.4	8.8	8.2	8.7
1980	66.3	68.3	70.3	71.8	2.2	3.0	2.9	2.1	9.4	10.2	11.2	10.6
1981	73.1	75.0	77.1	78.6	1.8	2.6	2.8	1.9	10.3	9.8	9.7	9.5
1982	79.5	80.7	82.3	83.2	1.1	1.5	2.0	1.1	8.8	7.6	6.7	5.9
1983	83.7	84.5	85.5	86.2	.6	1.0	1.2	.8	5.3	4.7	3.9	3.6
1984	87.0	87.9	88.5	89.4	.9	1.0	.7	1.0	3.9	4.0	3.5	3.7
1985	90.0	90.9	91.6	92.0	.7	1.0	.8	.4	3.4	3.4	3.5	2.9
1986	92.5	93.0	93.3	93.6	.5	.5	.3	.3	2.8	2.3	1.9	1.7
1987	93.7	94.3	94.8	96.3	.1	.6	.5	1.6	1.3	1.4	1.6	2.9
1988	96.5	97.2	97.8	98.4	.2	.7	.6	.6	3.0	3.1	3.2	2.2
1989	99.0	100.0	100.6	101.6	.6	1.0	.6	1.0	2.6	2.9	2.9	3.3
1990	102.3	103.5	104.0	105.0	.7	1.2	.5	1.0	3.3	3.5	3.4	3.3
1991	106.2	107.1	-	-	1.1	.8	-	-	3.8	3.5	-	-
Union workers, service-producing industries:²												
1975	-	-	44.8	45.9	-	-	-	2.5	-	-	-	-
1976	46.6	47.5	48.6	49.5	1.5	1.9	2.3	1.9	-	-	8.5	7.8
1977	50.1	51.3	52.0	53.0	1.2	2.4	1.4	1.9	7.5	8.0	7.0	7.1
1978	53.8	54.9	55.9	56.8	1.5	2.0	1.8	1.6	7.4	7.0	7.5	7.2
1979	58.0	59.1	60.8	62.1	2.1	1.9	2.9	2.1	7.8	7.7	8.8	9.3
1980	63.7	65.2	67.1	69.1	2.6	2.4	2.9	3.0	9.8	10.3	10.4	11.3
1981	70.3	72.3	73.9	76.2	1.7	2.8	2.2	3.1	10.4	10.9	10.1	10.3
1982	77.4	78.7	80.3	81.6	1.6	1.7	2.0	1.6	10.1	8.9	8.7	7.1
1983	83.0	84.2	86.1	86.7	1.7	1.4	2.3	.7	7.2	7.0	7.2	6.3
1984	87.7	88.1	88.5	89.2	1.2	.5	.5	.8	5.7	4.6	2.8	2.9
1985	89.7	90.8	91.8	92.3	.6	1.2	1.1	.5	2.3	3.1	3.7	3.5
1986	93.2	93.4	94.3	94.6	1.0	.2	1.0	.3	3.9	2.9	2.7	2.5
1987	95.2	95.5	96.0	96.5	.6	.3	.5	.5	2.1	2.2	1.8	2.0
1988	97.1	97.8	98.8	98.8	.6	.7	1.0	.0	2.0	2.4	2.9	2.4
1989	99.6	100.0	100.7	101.7	.8	.4	.7	1.0	2.6	2.2	1.9	2.9
1990	102.9	103.1	104.4	105.2	1.2	.2	1.3	.8	3.3	3.1	3.7	3.4
1991	106.1	107.0	-	-	.9	.8	-	-	3.1	3.8	-	-

See footnotes at end of table.

Table 11. Wages and salaries, private industry workers: Employment Cost Index by bargaining status, region, and area size, 1975-91—Continued

(Not seasonally adjusted)

Series and year	Indexes (June 1989 = 100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended--				12 months ended--			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
Union workers, manufacturing:												
1976	-	-	48.7	50.1	-	-	-	2.9	-	-	-	-
1977	50.8	51.8	53.1	54.2	1.4	2.0	2.5	2.1	-	-	9.0	8.2
1978	55.1	56.0	57.4	58.9	1.7	1.6	2.5	2.6	8.5	8.1	8.1	8.7
1979	59.9	61.1	62.3	64.4	1.7	2.0	2.0	3.4	8.7	9.1	8.5	9.3
1980	66.1	67.9	69.8	71.5	2.6	2.7	2.8	2.4	10.4	11.1	12.0	11.0
1981	72.7	74.4	76.3	77.9	1.7	2.3	2.6	2.1	10.0	9.6	9.3	9.0
1982	78.8	79.8	81.5	82.4	1.2	1.3	2.1	1.1	8.4	7.3	6.8	5.8
1983	82.9	83.6	84.6	85.4	.6	.8	1.2	.9	5.2	4.8	3.8	3.6
1984	86.4	87.1	87.9	88.9	1.2	.8	.9	1.1	4.2	4.2	3.9	4.1
1985	89.6	90.6	91.4	91.7	.8	1.1	.9	.3	3.7	4.0	4.0	3.1
1986	92.4	92.7	93.0	93.4	.8	.3	.3	.4	3.1	2.3	1.8	1.9
1987	93.5	93.9	94.5	96.2	.1	.4	.6	1.8	1.2	1.3	1.6	3.0
1988	96.4	97.0	97.5	98.3	.2	.6	.5	.8	3.1	3.3	3.2	2.2
1989	99.0	100.0	100.5	101.7	.7	1.0	.5	1.2	2.7	3.1	3.1	3.5
1990	102.6	103.8	104.3	105.5	.9	1.2	.5	1.2	3.6	3.8	3.8	3.7
1991	106.7	107.5	-	-	1.1	.7	-	-	4.0	3.6	-	-
Union workers, manufacturing, blue-collar occupations:												
1987	-	93.8	94.4	96.2	-	-	.6	1.9	-	-	-	-
1988	96.4	97.0	97.5	98.3	.2	.6	.5	.8	-	3.4	3.3	2.2
1989	99.0	100.0	100.6	101.8	.7	1.0	.6	1.2	2.7	3.1	3.2	3.6
1990	102.6	103.8	104.2	105.4	.8	1.2	.4	1.2	3.6	3.8	3.6	3.5
1991	106.6	107.5	-	-	1.1	.8	-	-	3.9	3.6	-	-
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	.5	6.7	6.6	6.5	5.6
1984	88.2	88.6	89.1	89.6	1.0	.5	.6	.6	5.1	4.0	2.5	2.6
1985	90.2	91.1	92.0	92.4	.7	1.0	1.0	.4	2.3	2.8	3.3	3.1
1986	93.2	93.5	94.3	94.5	.9	.3	.9	.2	3.3	2.6	2.5	2.3
1987	95.1	95.5	96.0	96.5	.6	.4	.5	.5	2.0	2.1	1.8	2.1
1988	97.0	97.9	98.8	98.8	.5	.9	.9	.0	2.0	2.5	2.9	2.4
1989	99.4	100.0	100.7	101.5	.6	.6	.7	.8	2.5	2.1	1.9	2.7
1990	102.5	103.0	104.1	104.8	1.0	.5	1.1	.7	3.1	3.0	3.4	3.3
1991	105.8	106.7	-	-	1.0	.9	-	-	3.2	3.6	-	-
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	.9	1.3	5.2	5.0	4.6	4.5
1985	84.6	85.5	86.7	87.2	1.4	1.1	1.4	.6	4.7	4.8	5.3	4.6
1986	88.2	89.0	89.6	90.2	1.1	.9	.7	.7	4.3	4.1	3.3	3.4
1987	91.3	92.0	93.0	93.5	1.2	.8	1.1	.5	3.5	3.4	3.8	3.7
1988	94.5	95.6	96.6	97.7	1.1	1.2	1.0	1.1	3.5	3.9	3.9	4.5
1989	99.0	100.0	101.3	102.1	1.3	1.0	1.3	.8	4.8	4.6	4.9	4.5
1990	103.4	104.8	105.8	106.4	1.3	1.4	1.0	.6	4.4	4.8	4.4	4.2
1991	107.6	108.7	-	-	1.1	1.0	-	-	4.1	3.7	-	-
Nonunion blue-collar workers:												
1987	-	92.6	93.7	94.2	-	-	1.2	.5	-	-	-	-
1988	95.3	96.4	97.0	97.8	1.2	1.2	.6	.8	-	4.1	3.5	3.8

See footnotes at end of table.

Table 11. Wages and salaries, private industry workers: Employment Cost Index by bargaining status, region, and area size, 1975-91—Continued

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for								
	March	June	Sept.	Dec.	3 months ended--				12 months ended--				
					March	June	Sept.	Dec.	March	June	Sept.	Dec.	
Nonunion blue-collar workers:—Continued													
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	.8	.4	4.3	4.3	3.9	3.7	
1991	106.8	107.7	-	-	1.2	.8	-	-	3.7	3.3	-	-	
Nonunion workers, goods-producing industries: ¹													
1975	-	-	46.5	47.4	-	-	-	1.9	-	-	-	-	
1976	48.2	49.1	49.7	50.7	1.7	1.9	1.2	2.0	-	-	6.9	7.0	
1977	51.7	52.5	53.5	54.3	2.0	1.5	1.9	1.5	7.3	6.9	7.6	7.1	
1978	55.5	56.6	57.3	58.7	2.2	2.0	1.2	2.4	7.4	7.8	7.1	8.1	
1979	59.6	60.7	61.7	63.3	1.5	1.8	1.6	2.6	7.4	7.2	7.7	7.8	
1980	65.2	66.2	67.0	68.5	3.0	1.5	1.2	2.2	9.4	9.1	8.6	8.2	
1981	70.2	71.7	72.8	74.1	2.5	2.1	1.5	1.8	7.7	8.3	8.7	8.2	
1982	75.8	76.5	77.5	78.1	2.3	.9	1.3	.8	8.0	6.7	6.5	5.4	
1983	79.1	80.0	80.6	81.5	1.3	1.1	.8	1.1	4.4	4.6	4.0	4.4	
1984	82.3	82.9	83.8	84.7	1.0	.7	1.1	1.1	4.0	3.6	4.0	3.9	
1985	86.2	87.0	87.7	88.2	1.8	.9	.8	.6	4.7	4.9	4.7	4.1	
1986	89.2	90.4	91.0	91.6	1.1	1.3	.7	.7	3.5	3.9	3.8	3.9	
1987	92.3	92.9	94.0	94.7	.8	.7	1.2	.7	3.5	2.8	3.3	3.4	
1988	95.8	96.8	97.3	98.1	1.2	1.0	.5	.8	3.8	4.2	3.5	3.6	
1989	99.1	100.0	101.1	102.1	1.0	.9	1.1	1.0	3.4	3.3	3.9	4.1	
1990	103.5	104.5	105.5	106.1	1.4	1.0	1.0	.6	4.4	4.5	4.4	3.9	
1991	107.3	108.3	-	-	1.1	.9	-	-	3.7	3.6	-	-	
Nonunion workers, service-producing industries: ²													
1975	-	-	44.5	45.1	-	-	-	1.3	-	-	-	-	
1976	46.1	46.8	47.2	48.1	2.2	1.5	.9	1.9	-	-	6.1	6.7	
1977	48.6	49.5	50.3	51.1	1.0	1.9	1.6	1.6	5.4	5.8	6.6	6.2	
1978	52.2	53.5	54.6	54.8	2.2	2.5	2.1	.4	7.4	8.1	8.5	7.2	
1979	56.1	57.2	58.4	59.7	2.4	2.0	2.1	2.2	7.5	6.9	7.0	8.9	
1980	61.0	62.2	63.5	64.5	2.2	2.0	2.1	1.6	8.7	8.7	8.7	8.0	
1981	66.8	67.9	69.1	70.1	3.6	1.6	1.8	1.4	9.5	9.2	8.8	8.7	
1982	71.7	72.3	73.6	74.6	2.3	.8	1.8	1.4	7.3	6.5	6.5	6.4	
1983	75.6	76.5	77.7	78.8	1.3	1.2	1.6	1.4	5.4	5.8	5.6	5.6	
1984	80.0	80.8	81.5	82.6	1.5	1.0	.9	1.3	5.8	5.6	4.9	4.8	
1985	83.6	84.5	86.2	86.8	1.2	1.1	2.0	.7	4.5	4.6	5.8	5.1	
1986	87.6	88.2	88.9	89.5	.9	.7	.8	.7	4.8	4.4	3.1	3.1	
1987	90.8	91.4	92.5	92.9	1.5	.7	1.2	.4	3.7	3.6	4.0	3.8	
1988	93.8	95.1	96.3	97.6	1.0	1.4	1.3	1.3	3.3	4.0	4.1	5.1	
1989	98.9	100.0	101.4	102.2	1.3	1.1	1.4	.8	5.4	5.2	5.3	4.7	
1990	103.4	104.9	105.9	106.5	1.2	1.5	1.0	.6	4.6	4.9	4.4	4.2	
1991	107.8	108.9	-	-	1.2	1.0	-	-	4.3	3.8	-	-	
Nonunion workers, manufacturing:													
1976	-	-	49.2	49.9	-	-	-	1.4	-	-	-	-	
1977	51.0	51.8	52.9	53.7	2.2	1.6	2.1	1.5	-	-	7.5	7.6	
1978	54.9	55.7	56.5	57.9	2.2	1.5	1.4	2.5	7.6	7.5	6.8	7.8	
1979	58.9	59.9	60.8	62.5	1.7	1.7	1.5	2.8	7.3	7.5	7.6	7.9	
1980	64.4	65.3	66.1	67.5	3.0	1.4	1.2	2.1	9.3	9.0	8.7	8.0	
1981	69.2	70.7	71.9	73.1	2.5	2.2	1.7	1.7	7.5	8.3	8.8	8.3	
1982	74.9	75.5	76.5	77.2	2.5	.8	1.3	.9	8.2	6.8	6.4	5.6	
1983	78.3	79.1	79.9	80.8	1.4	1.0	1.0	1.1	4.5	4.8	4.4	4.7	
1984	81.6	82.4	83.4	84.5	1.0	1.0	1.2	1.3	4.2	4.2	4.4	4.6	
1985	85.9	86.8	87.5	88.0	1.7	1.0	.8	.6	5.3	5.3	4.9	4.1	
1986	89.2	90.3	90.9	91.6	1.4	1.2	.7	.8	3.8	4.0	3.9	4.1	
1987	92.4	93.0	94.1	94.7	.9	.6	1.2	.6	3.6	3.0	3.5	3.4	
1988	95.8	96.7	97.2	98.0	1.2	.9	.5	.8	3.7	4.0	3.3	3.5	
1989	98.9	100.0	101.0	102.0	.9	1.1	1.0	1.0	3.2	3.4	3.9	4.1	
1990	103.6	104.8	105.9	106.5	1.6	1.2	1.0	.6	4.8	4.8	4.9	4.4	
1991	107.7	108.8	-	-	1.1	1.0	-	-	4.0	3.8	-	-	
Nonunion workers, manufacturing, blue-collar occupations:													
1987	-	93.1	94.2	94.4	-	-	1.2	.2	-	-	-	-	

See footnotes at end of table.

Table 11. Wages and salaries, private industry workers: Employment Cost Index by bargaining status, region, and area size, 1975-91—Continued

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended--				12 months ended--			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
Nonunion workers, manufacturing, blue-collar occupations:—Continued												
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	.9	1.3	1.2	1.0	3.5	3.8	4.5	4.5
1990	103.6	105.0	106.0	106.7	1.4	1.4	1.0	.7	5.0	5.0	4.7	4.4
1991	107.9	108.8	-	-	1.1	.8	-	-	4.2	3.6	-	-
Nonunion workers, nonmanufacturing:												
1976	-	-	47.7	48.6	-	-	-	1.9	-	-	-	-
1977	49.2	50.1	50.8	51.6	1.2	1.8	1.4	1.6	-	-	6.5	6.2
1978	52.7	54.1	55.2	55.5	2.1	2.7	2.0	.5	7.1	8.0	8.7	7.6
1979	56.7	57.9	59.1	60.4	2.2	2.1	2.1	2.2	7.6	7.0	7.1	8.8
1980	61.7	62.8	64.1	65.2	2.2	1.8	2.1	1.7	8.8	8.5	8.5	7.9
1981	67.5	68.7	69.8	70.9	3.5	1.8	1.6	1.6	9.4	9.4	8.9	8.7
1982	72.5	73.1	74.4	75.3	2.3	.8	1.8	1.2	7.4	6.4	6.6	6.2
1983	76.2	77.2	78.3	79.4	1.2	1.3	1.4	1.4	5.1	5.6	5.2	5.4
1984	80.5	81.2	81.9	82.9	1.4	.9	.9	1.2	5.6	5.2	4.6	4.4
1985	84.0	84.9	86.5	87.0	1.3	1.1	1.9	.6	4.3	4.6	5.6	4.9
1986	87.8	88.5	89.1	89.7	.9	.8	.7	.7	4.5	4.2	3.0	3.1
1987	90.9	91.6	92.7	93.0	1.3	.8	1.2	.3	3.5	3.5	4.0	3.7
1988	94.0	95.3	96.4	97.7	1.1	1.4	1.2	1.3	3.4	4.0	4.0	5.1
1989	99.0	100.0	101.4	102.3	1.3	1.0	1.4	.9	5.3	4.9	5.2	4.7
1990	103.3	104.8	105.7	106.3	1.0	1.5	.9	.6	4.3	4.8	4.2	3.9
1991	107.6	108.7	-	-	1.2	1.0	-	-	4.2	3.7	-	-
Northeast:³												
1975	-	-	43.9	44.6	-	-	-	1.6	-	-	-	-
1976	45.0	45.6	46.8	47.6	.9	1.3	2.6	1.7	-	-	6.6	6.7
1977	48.1	49.0	49.9	50.7	1.1	1.9	1.8	1.6	6.9	7.5	6.6	6.5
1978	51.5	52.4	53.3	54.2	1.6	1.7	1.7	1.7	7.1	6.9	6.8	6.9
1979	55.0	56.0	56.9	58.2	1.5	1.8	1.6	2.3	6.8	6.9	6.8	7.4
1980	59.6	60.9	62.0	63.2	2.4	2.2	1.8	1.9	8.4	8.8	9.0	8.6
1981	64.7	65.8	66.9	68.7	2.4	1.7	1.7	2.7	8.6	8.0	7.9	8.7
1982	69.8	70.2	72.2	73.4	1.6	.6	2.8	1.7	7.9	6.7	7.9	6.8
1983	73.7	74.7	75.9	76.7	.4	1.4	1.6	1.1	5.6	6.4	5.1	4.5
1984	77.2	78.2	79.3	80.2	.7	1.3	1.4	1.1	4.7	4.7	4.5	4.6
1985	80.9	82.0	83.4	84.3	.9	1.4	1.7	1.1	4.8	4.9	5.2	5.1
1986	85.0	86.4	87.0	87.6	.8	1.6	.7	.7	5.1	5.4	4.3	3.9
1987	89.1	89.9	91.0	91.9	1.7	.9	1.2	1.0	4.8	4.1	4.6	4.9
1988	92.7	94.0	95.1	96.9	.9	1.4	1.2	1.9	4.0	4.6	4.5	5.4
1989	98.7	100.0	101.8	102.9	1.9	1.3	1.8	1.1	6.5	6.4	7.0	6.2
1990	104.0	104.8	105.9	106.9	1.1	.8	1.0	.9	5.4	4.8	4.0	3.9
1991	108.3	109.4	-	-	1.3	1.0	-	-	4.1	4.4	-	-
South:⁴												
1975	-	-	45.4	46.1	-	-	-	1.5	-	-	-	-
1976	47.1	47.8	48.6	49.2	2.2	1.5	1.7	1.2	-	-	7.0	6.7
1977	49.9	51.0	51.9	52.6	1.4	2.2	1.8	1.3	5.9	6.7	6.8	6.9
1978	54.1	55.3	56.6	57.4	2.9	2.2	2.4	1.4	8.4	8.4	9.1	9.1
1979	58.9	59.9	60.9	62.4	2.6	1.7	1.7	2.5	8.9	8.3	7.6	8.7
1980	64.1	65.3	66.6	67.8	2.7	1.9	2.0	1.8	8.8	9.0	9.4	8.7
1981	70.0	71.4	72.8	73.4	3.2	2.0	2.0	.8	9.2	9.3	9.3	8.3
1982	75.5	76.7	77.7	78.4	2.9	1.6	1.3	.9	7.9	7.4	6.7	6.8
1983	79.6	80.4	81.6	82.6	1.5	1.0	1.5	1.2	5.4	4.8	5.0	5.4
1984	84.2	85.0	85.0	85.9	1.9	1.0	.0	1.1	5.8	5.7	4.2	4.0
1985	87.4	88.1	89.1	89.6	1.7	.8	1.1	.6	3.8	3.6	4.8	4.3
1986	90.6	91.3	92.0	92.4	1.1	.8	.8	.4	3.7	3.6	3.3	3.1
1987	92.9	93.6	94.4	95.0	.5	.8	.9	.6	2.5	2.5	2.6	2.8
1988	95.7	97.2	97.9	98.4	.7	1.6	.7	.5	3.0	3.8	3.7	3.6
1989	99.2	100.0	101.2	102.1	.8	.8	1.2	.9	3.7	2.9	3.4	3.8
1990	103.5	105.2	105.7	106.1	1.4	1.6	.5	.4	4.3	5.2	4.4	3.9
1991	107.4	108.5	-	-	1.2	1.0	-	-	3.8	3.1	-	-
Midwest:⁵												
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

See footnotes at end of table.

Table 11. Wages and salaries, private industry workers: Employment Cost Index by bargaining status, region, and area size, 1975-91—Continued

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for								
	March	June	Sept.	Dec.	3 months ended--				12 months ended--				
					March	June	Sept.	Dec.	March	June	Sept.	Dec.	
Midwest:⁵—Continued													
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	.9	6.7	6.2	5.9	5.0	
1983	80.4	81.4	82.4	83.0	1.4	1.2	1.2	.7	5.1	5.0	4.8	4.7	
1984	84.4	84.7	86.0	86.7	1.7	.4	1.5	.8	5.0	4.1	4.4	4.5	
1985	87.4	88.5	89.5	89.8	.8	1.3	1.1	.3	3.6	4.5	4.1	3.6	
1986	90.7	90.9	91.5	92.2	1.0	.2	.7	.8	3.8	2.7	2.2	2.7	
1987	93.1	93.9	94.7	94.9	1.0	.9	.9	.2	2.6	3.3	3.5	2.9	
1988	95.9	96.5	97.4	98.2	1.1	.6	.9	.8	3.0	2.8	2.9	3.5	
1989	99.1	100.0	100.8	101.6	.9	.9	.8	.8	3.3	3.6	3.5	3.5	
1990	102.6	103.7	105.1	105.8	1.0	1.1	1.4	.7	3.5	3.7	4.3	4.1	
1991	106.9	107.7	-	-	1.0	.7	-	-	4.2	3.9	-	-	
West:⁶													
1975	-	-	43.9	44.8	-	-	-	2.1	-	-	-	-	
1976	46.3	47.4	47.7	48.4	3.3	2.4	.6	1.5	-	-	8.7	8.0	
1977	49.7	50.5	51.3	52.2	2.7	1.6	1.6	1.8	7.3	6.5	7.5	7.9	
1978	53.2	54.4	55.5	56.3	1.9	2.3	2.0	1.4	7.0	7.7	8.2	7.9	
1979	57.4	58.6	60.1	61.1	2.0	2.1	2.6	1.7	7.9	7.7	8.3	8.5	
1980	62.7	64.3	66.5	67.7	2.6	2.6	3.4	1.8	9.2	9.7	10.6	10.8	
1981	69.6	71.1	73.3	74.7	2.8	2.2	3.1	1.9	11.0	10.6	10.2	10.3	
1982	76.7	77.2	78.7	79.6	2.7	.7	1.9	1.1	10.2	8.6	7.4	6.6	
1983	81.1	81.7	82.8	84.2	1.9	.7	1.3	1.7	5.7	5.8	5.2	5.8	
1984	84.4	85.0	85.3	87.1	.2	.7	.4	2.1	4.1	4.0	3.0	3.4	
1985	88.1	88.9	90.0	90.3	1.1	.9	1.2	.3	4.4	4.6	5.5	3.7	
1986	91.0	91.6	91.9	92.5	.8	.7	.3	.7	3.3	3.0	2.1	2.4	
1987	93.2	93.2	94.6	94.9	.8	.0	1.5	.3	2.4	1.7	2.9	2.6	
1988	95.9	96.7	97.7	98.2	1.1	.8	1.0	.5	2.9	3.8	3.3	3.5	
1989	99.1	100.0	100.8	101.4	.9	.9	.8	.6	3.3	3.4	3.2	3.3	
1990	102.5	104.0	104.8	105.4	1.1	1.5	.8	.6	3.4	4.0	4.0	3.9	
1991	106.4	107.6	-	-	.9	1.1	-	-	3.8	3.5	-	-	
Metropolitan areas:													
1975	-	-	44.7	45.5	-	-	-	1.8	-	-	-	-	
1976	46.4	47.1	47.9	48.8	2.0	1.5	1.7	1.9	-	-	7.2	7.3	
1977	49.4	50.3	51.2	52.2	1.2	1.8	1.8	2.0	6.5	6.8	6.9	7.0	
1978	53.1	54.2	55.2	56.1	1.7	2.1	1.8	1.6	7.5	7.8	7.8	7.5	
1979	57.2	58.3	59.6	61.1	2.0	1.9	2.2	2.5	7.7	7.6	8.0	8.9	
1980	62.3	63.7	65.2	66.5	2.0	2.2	2.4	2.0	8.9	9.3	9.4	8.8	
1981	68.3	69.7	71.2	72.5	2.7	2.0	2.2	1.8	9.6	9.4	9.2	9.0	
1982	73.8	74.7	76.1	77.1	1.8	1.2	1.9	1.3	8.1	7.2	6.9	6.3	
1983	78.0	78.9	80.1	81.0	1.2	1.2	1.5	1.1	5.7	5.6	5.3	5.1	
1984	82.0	82.7	83.3	84.4	1.2	.9	.7	1.3	5.1	4.8	4.0	4.2	
1985	85.4	86.3	87.5	88.1	1.2	1.1	1.4	.7	4.1	4.4	5.0	4.4	
1986	88.8	89.6	90.2	90.8	.8	.9	.7	.7	4.0	3.8	3.1	3.1	
1987	91.8	92.3	93.2	93.9	1.1	.5	1.0	.8	3.4	3.0	3.3	3.4	
1988	94.7	95.7	96.7	97.8	.9	1.1	1.0	1.1	3.2	3.7	3.8	4.2	
1989	99.0	100.0	101.3	102.1	1.2	1.0	1.3	.8	4.5	4.5	4.8	4.4	
1990	103.3	104.4	105.4	106.1	1.2	1.1	1.0	.7	4.3	4.4	4.0	3.9	
1991	107.3	108.4	-	-	1.1	1.0	-	-	3.9	3.8	-	-	
Other areas:⁷													
1975	-	-	47.0	47.8	-	-	-	1.7	-	-	-	-	
1976	48.8	49.9	50.4	51.3	2.1	2.3	1.0	1.8	-	-	7.2	7.3	
1977	52.1	53.2	54.1	54.7	1.6	2.1	1.7	1.1	6.8	6.6	7.3	6.6	
1978	56.6	57.8	58.9	59.6	3.5	2.1	1.9	1.2	8.6	8.6	8.9	9.0	
1979	60.9	62.1	63.2	64.3	2.2	2.0	1.8	1.7	7.6	7.4	7.3	7.9	
1980	66.6	67.7	68.7	70.3	3.6	1.7	1.5	2.3	9.4	9.0	8.7	9.3	
1981	72.7	74.0	75.3	76.3	3.4	1.8	1.8	1.3	9.2	9.3	9.6	8.5	
1982	78.4	79.0	80.1	80.5	2.8	.8	1.4	.5	7.8	6.8	6.4	5.5	
1983	81.4	82.4	83.1	83.9	1.1	1.2	.8	1.0	3.8	4.3	3.7	4.2	
1984	85.1	85.8	86.9	87.5	1.4	.8	1.3	.7	4.5	4.1	4.6	4.3	
1985	88.5	89.2	90.2	90.2	1.1	.8	1.1	.0	4.0	4.0	3.8	3.1	

See footnotes at end of table.

Table 11. Wages and salaries, private industry workers: Employment Cost Index by bargaining status, region, and area size, 1975-91—Continued

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for								
	March	June	Sept.	Dec.	3 months ended--				12 months ended--				
					March	June	Sept.	Dec.	March	June	Sept.	Dec.	
Other areas: ⁷ —Continued													
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	.8	1.0	1.1	.5	2.4	2.6	3.2	3.3	
1988	96.8	98.4	98.7	98.9	.8	1.7	.3	.2	3.4	4.1	3.4	3.0	
1989	99.6	100.0	100.7	101.9	.7	.4	.7	1.2	2.9	1.6	2.0	3.0	
1990	103.0	104.6	105.3	106.0	1.1	1.6	.7	.7	3.4	4.6	4.6	4.0	
1991	107.2	108.4	-	-	1.1	1.1	-	-	4.1	3.6	-	-	

¹ Includes mining, construction, and manufacturing.

² Includes transportation, public utilities, trade, finance, insurance, real estate, and services.

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

⁴ The South region includes the following states: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia.

⁵ The Midwest region includes the following states: Illinois, Indiana,

Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin.

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

⁷ Other areas refers to all other locations which are not defined as a metropolitan statistical area by the U.S. Office of Management and Budget.

- Data not available.

NOTE: The indexes for the series in tables 7 and 11 are not strictly fixed-weighted. See appendix.

Table 12. Benefit costs, civilian, State and local government, and private industry workers: Employment Cost Index by occupational and industry group, 1979-91

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended--				12 months ended--			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
Civilian workers:¹												
1981	-	62.5	64.1	65.5	-	-	2.6	2.2	-	-	-	-
1982	66.3	67.5	69.4	70.4	1.2	1.8	2.8	1.4	-	8.0	8.3	7.5
1983	72.3	73.3	74.7	75.7	2.7	1.4	1.9	1.3	9.0	8.6	7.6	7.5
1984	77.8	78.6	79.8	80.9	2.8	1.0	1.5	1.4	7.6	7.2	6.8	6.9
1985	82.3	82.4	83.6	84.1	1.7	.1	1.5	.6	5.8	4.8	4.8	4.0
1986	85.3	85.7	86.6	87.3	1.4	.5	1.1	.8	3.6	4.0	3.6	3.8
1987	88.0	88.6	89.6	90.5	.8	.7	1.1	1.0	3.2	3.4	3.5	3.7
1988	93.2	94.3	95.7	96.8	3.0	1.2	1.5	1.1	5.9	6.4	6.8	7.0
1989	98.6	100.0	101.9	103.2	1.9	1.4	1.9	1.3	5.8	6.0	6.5	6.6
1990	105.9	107.2	108.9	110.1	2.6	1.2	1.6	1.1	7.4	7.2	6.9	6.7
1991	112.2	113.6	-	-	1.9	1.2	-	-	5.9	6.0	-	-
State and local government:												
1989	-	100.0	103.9	105.3	-	-	3.9	1.3	-	-	-	-
1990	107.5	108.3	111.3	112.7	2.1	.7	2.8	1.3	-	8.3	7.1	7.0
1991	114.6	114.4	-	-	1.7	-2	-	-	6.6	5.6	-	-
Private industry:²												
1979	-	-	-	53.2	-	-	-	-	-	-	-	-
1980	55.0	56.7	58.1	59.4	3.4	3.1	2.5	2.2	-	-	-	11.7
1981	62.9	63.9	65.2	66.6	5.9	1.6	2.0	2.1	14.4	12.7	12.2	12.1
1982	67.3	68.6	70.4	71.4	1.1	1.9	2.6	1.4	7.0	7.4	8.0	7.2
1983	73.4	74.5	75.7	76.7	2.8	1.5	1.6	1.3	9.1	8.6	7.5	7.4
1984	78.9	79.9	80.6	81.7	2.9	1.3	.9	1.4	7.5	7.2	6.5	6.5
1985	83.1	83.2	84.2	84.6	1.7	.1	1.2	.5	5.3	4.1	4.5	3.5
1986	85.8	86.1	87.0	87.5	1.4	.3	1.0	.6	3.2	3.5	3.3	3.4
1987	88.2	89.0	89.6	90.5	.8	.9	.7	1.0	2.8	3.4	3.0	3.4
1988	93.4	94.7	95.7	96.7	3.2	1.4	1.1	1.0	5.9	6.4	6.8	6.9
1989	98.4	100.0	101.4	102.6	1.8	1.6	1.4	1.2	5.4	5.6	6.0	6.1
1990	105.5	106.9	108.3	109.4	2.8	1.3	1.3	1.0	7.2	6.9	6.8	6.6
1991	111.6	113.5	-	-	2.0	1.7	-	-	5.8	6.2	-	-
White-collar occupations:												
1979	-	-	-	52.1	-	-	-	-	-	-	-	-
1980	54.2	56.1	57.2	58.4	4.0	3.5	2.0	2.1	-	-	-	12.1
1981	62.2	63.0	64.2	65.7	6.5	1.3	1.9	2.3	14.8	12.3	12.2	12.5
1982	66.0	67.4	69.3	70.2	.5	2.1	2.8	1.3	6.1	7.0	7.9	6.8
1983	71.9	73.0	74.5	75.5	2.4	1.5	2.1	1.3	8.9	8.3	7.5	7.5
1984	77.8	79.0	79.7	80.9	3.0	1.5	.9	1.5	8.2	8.2	7.0	7.2
1985	82.3	82.7	83.8	84.3	1.7	.5	1.3	.6	5.8	4.7	5.1	4.2
1986	85.5	86.0	86.6	87.3	1.4	.6	.7	.8	3.9	4.0	3.3	3.6
1987	88.2	88.9	89.7	90.5	1.0	.8	.9	.9	3.2	3.4	3.6	3.7
1988	92.8	94.0	95.0	96.2	2.5	1.3	1.1	1.3	5.2	5.7	5.9	6.3
1989	98.3	100.0	101.4	102.6	2.2	1.7	1.4	1.2	5.9	6.4	6.7	6.7
1990	105.6	107.1	108.6	109.7	2.9	1.4	1.4	1.0	7.4	7.1	7.1	6.9
1991	112.1	113.8	-	-	2.2	1.5	-	-	6.2	6.3	-	-
Blue-collar occupations:												
1979	-	-	-	54.8	-	-	-	-	-	-	-	-
1980	56.3	57.7	59.6	60.9	2.7	2.5	3.3	2.2	-	-	-	11.1
1981	64.2	65.4	66.8	68.1	5.4	1.9	2.1	1.9	14.0	13.3	12.1	11.8
1982	69.3	70.5	72.1	73.1	1.8	1.7	2.3	1.4	7.9	7.8	7.9	7.3
1983	75.6	76.7	77.6	78.4	3.4	1.5	1.2	1.0	9.1	8.8	7.6	7.3
1984	80.5	81.2	81.9	83.0	2.7	.9	.9	1.3	6.5	5.9	5.5	5.9
1985	84.1	84.1	84.7	85.1	1.3	.0	.7	.5	4.5	3.6	3.4	2.5
1986	86.3	86.5	87.4	87.7	1.4	.2	1.0	.3	2.6	2.9	3.2	3.1
1987	88.2	89.1	89.8	90.7	.6	1.0	.8	1.0	2.2	3.0	2.7	3.4
1988	94.2	95.7	96.5	97.4	3.9	1.6	.8	.9	6.8	7.4	7.5	7.4
1989	98.6	100.0	101.4	102.6	1.2	1.4	1.4	1.2	4.7	4.5	5.1	5.3
1990	105.2	106.6	107.9	109.0	2.5	1.3	1.2	1.0	6.7	6.6	6.4	6.2
1991	111.0	112.8	-	-	1.8	1.6	-	-	5.5	5.8	-	-
Service occupations:												
1985	-	-	82.7	84.0	-	-	-	1.6	-	-	-	-

See footnotes at end of table.

Table 12. Benefit costs, civilian, State and local government, and private industry workers: Employment Cost Index by occupational and industry group, 1979-91—Continued

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended--				12 months ended--			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
Service occupations:—Continued												
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	.7	.2	.3	1.1	3.9	3.5	2.4	2.4
1988	92.1	93.4	95.1	96.8	2.7	1.4	1.8	1.8	4.4	5.7	7.2	7.9
1989	98.7	100.0	101.6	103.0	2.0	1.3	1.6	1.4	7.2	7.1	6.8	6.4
1990	106.0	107.0	108.1	109.9	2.9	.9	1.0	1.7	7.4	7.0	6.4	6.7
1991	112.3	114.5	-	-	2.2	2.0	-	-	5.9	7.0	-	-
Goods-producing industries:³												
1979	-	-	-	54.6	-	-	-	-	-	-	-	-
1980	56.2	57.5	59.3	60.5	2.9	2.3	3.1	2.0	-	-	-	10.8
1981	64.2	65.5	67.0	68.2	6.1	2.0	2.3	1.8	14.2	13.9	13.0	12.7
1982	69.5	70.8	72.5	73.2	1.9	1.9	2.4	1.0	8.3	8.1	8.2	7.3
1983	75.8	76.7	77.8	78.3	3.6	1.2	1.4	.6	9.1	8.3	7.3	7.0
1984	80.4	81.3	82.1	83.2	2.7	1.1	1.0	1.3	6.1	6.0	5.5	6.3
1985	84.9	84.7	85.2	85.7	2.0	-2	.6	.6	5.6	4.2	3.8	3.0
1986	86.8	87.4	87.9	88.3	1.3	.7	.6	.5	2.2	3.2	3.2	3.0
1987	88.7	89.4	90.0	90.9	.5	.8	.7	1.0	2.2	2.3	2.4	2.9
1988	94.4	95.7	96.5	97.3	3.9	1.4	.8	.8	6.4	7.0	7.2	7.0
1989	98.7	100.0	101.5	102.6	1.4	1.3	1.5	1.1	4.6	4.5	5.2	5.4
1990	105.7	107.2	108.7	109.9	3.0	1.4	1.4	1.1	7.1	7.2	7.1	7.1
1991	111.9	113.9	-	-	1.8	1.8	-	-	5.9	6.3	-	-
Manufacturing:												
1979	-	-	-	54.2	-	-	-	-	-	-	-	-
1980	55.8	56.9	58.6	59.9	3.0	2.0	3.0	2.2	-	-	-	10.5
1981	63.7	64.9	66.2	67.5	6.3	1.9	2.0	2.0	14.2	14.1	13.0	12.7
1982	68.8	69.9	71.7	72.4	1.9	1.6	2.6	1.0	8.0	7.7	8.3	7.3
1983	75.2	75.8	77.0	77.5	3.9	.8	1.6	.6	9.3	8.4	7.4	7.0
1984	79.6	80.6	81.5	82.7	2.7	1.3	1.1	1.5	5.9	6.3	5.8	6.7
1985	84.6	84.2	84.6	85.0	2.3	-5	.5	.5	6.3	4.5	3.8	2.8
1986	86.3	86.6	87.0	87.5	1.5	.3	.5	.6	2.0	2.9	2.8	2.9
1987	87.5	88.2	88.8	89.8	.0	.8	.7	1.1	1.4	1.8	2.1	2.6
1988	93.7	94.9	95.8	96.6	4.3	1.3	.9	.8	7.1	7.6	7.9	7.6
1989	98.8	100.0	101.6	102.3	2.3	1.2	1.6	.7	5.4	5.4	6.1	5.9
1990	105.5	106.9	108.4	109.5	3.1	1.3	1.4	1.0	6.8	6.9	6.7	7.0
1991	111.2	113.3	-	-	1.6	1.9	-	-	5.4	6.0	-	-
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	.3	2.0	2.9	1.6	5.7	6.6	7.7	6.9
1983	71.3	72.5	73.8	75.2	2.4	1.7	1.8	1.9	9.2	8.9	7.7	8.0
1984	77.6	78.6	79.2	80.4	3.2	1.3	.8	1.5	8.8	8.4	7.3	6.9
1985	81.4	81.9	83.2	83.6	1.2	.6	1.6	.5	4.9	4.2	5.1	4.0
1986	84.9	85.1	86.1	86.8	1.6	.2	1.2	.8	4.3	3.9	3.5	3.8
1987	87.8	88.6	89.4	90.2	1.2	.9	.9	.9	3.4	4.1	3.8	3.9
1988	92.5	93.8	94.9	96.1	2.5	1.4	1.2	1.3	5.4	5.9	6.2	6.5
1989	98.2	100.0	101.4	102.6	2.2	1.8	1.4	1.2	6.2	6.6	6.8	6.8
1990	105.3	106.6	107.9	109.0	2.6	1.2	1.2	1.0	7.2	6.6	6.4	6.2
1991	111.4	113.0	-	-	2.2	1.4	-	-	5.8	6.0	-	-
Nonmanufacturing:												
1979	-	-	-	52.5	-	-	-	-	-	-	-	-
1980	54.6	56.5	57.8	59.1	4.0	3.5	2.3	2.2	-	-	-	12.6
1981	62.4	63.3	64.6	66.1	5.6	1.4	2.1	2.3	14.3	12.0	11.8	11.8
1982	66.4	67.8	69.6	70.6	.5	2.1	2.7	1.4	6.4	7.1	7.7	6.8
1983	72.3	73.7	74.9	76.2	2.4	1.9	1.6	1.7	8.9	8.7	7.6	7.9
1984	78.5	79.4	80.0	81.1	3.0	1.1	.8	1.4	8.6	7.7	6.8	6.4
1985	82.0	82.6	83.9	84.4	1.1	.7	1.6	.6	4.5	4.0	4.9	4.1
1986	85.5	85.9	86.9	87.5	1.3	.5	1.2	.7	4.3	4.0	3.6	3.7
1987	88.7	89.5	90.3	91.0	1.4	.9	.9	.8	3.7	4.2	3.9	4.0
1988	93.2	94.5	95.5	96.8	2.4	1.4	1.1	1.4	5.1	5.6	5.8	6.4
1989	98.2	100.0	101.4	102.8	1.4	1.8	1.4	1.4	5.4	5.8	6.2	6.2

See footnotes at end of table.

Table 12. Benefit costs, civilian, State and local government, and private industry workers: Employment Cost Index by occupational and industry group, 1979-91—Continued

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for								
	March	June	Sept.	Dec.	3 months ended--				12 months ended--				
					March	June	Sept.	Dec.	March	June	Sept.	Dec.	
Nonmanufacturing:—Continued													
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	-	-	2.4	1.4	-	-	6.2	6.2	-	-	

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, public utilities, trade, finance, insurance, real estate, and services.

- Data not available.

Table 13. Total compensation,¹ wages and salaries, and benefit costs for workers in aerospace manufacturing: Employment Cost Index by occupational and industry group,² 1988-91

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended--				12 months ended--			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
Compensation												
Aircraft and parts manufacturing (SIC 372):												
1988	-	-	-	98.3	-	-	-	-	-	-	-	-
1989	99.1	100.0	101.1	103.1	0.8	0.9	1.1	2.0	-	-	-	4.9
1990	104.9	106.2	107.5	107.8	1.7	1.2	1.2	.3	5.9	6.2	6.3	4.6
1991	109.3	110.5	-	-	1.4	1.1	-	-	4.2	4.0	-	-
White-collar occupations:												
1988	-	-	-	98.2	-	-	-	-	-	-	-	-
1989	98.9	100.0	100.9	102.6	.7	1.1	.9	1.7	-	-	-	4.5
1990	104.1	105.4	106.5	106.4	1.5	1.2	1.0	-1	5.3	5.4	5.6	3.7
1991	107.6	108.9	-	-	1.1	1.2	-	-	3.4	3.3	-	-
Professional specialty and technical occupations:												
1988	-	-	-	98.7	-	-	-	-	-	-	-	-
1989	99.2	100.0	100.5	101.8	.5	.8	.5	1.3	-	-	-	3.1
1990	103.6	105.0	106.0	105.8	1.8	1.4	1.0	-2	4.4	5.0	5.5	3.9
1991	107.1	108.1	-	-	1.2	.9	-	-	3.4	3.0	-	-
Executive, administrative, and managerial occupations:												
1988	-	-	-	97.1	-	-	-	-	-	-	-	-
1989	97.8	100.0	101.0	102.1	.7	2.2	1.0	1.1	-	-	-	5.1
1990	103.4	104.2	106.0	105.8	1.3	.8	1.7	-2	5.7	4.2	5.0	3.6
1991	107.1	108.5	-	-	1.2	1.3	-	-	3.6	4.1	-	-
Administrative support, including clerical:												
1988	-	-	-	98.4	-	-	-	-	-	-	-	-
1989	99.3	100.0	101.6	104.7	.9	.7	1.6	3.1	-	-	-	6.4
1990	106.2	107.5	108.4	108.3	1.4	1.2	.8	-1	6.9	7.5	6.7	3.4
1991	109.6	111.0	-	-	1.2	1.3	-	-	3.2	3.3	-	-
Blue-collar occupations:												
1988	-	-	-	98.4	-	-	-	-	-	-	-	-
1989	99.4	100.0	101.4	103.8	1.0	.6	1.4	2.4	-	-	-	5.5
1990	105.7	107.0	108.4	109.2	1.8	1.2	1.3	.7	6.3	7.0	6.9	5.2
1991	111.1	112.2	-	-	1.7	1.0	-	-	5.1	4.9	-	-
Precision production, craft, and repair occupations:												
1988	-	-	-	98.6	-	-	-	-	-	-	-	-
1989	99.4	100.0	101.1	103.2	.8	.6	1.1	2.1	-	-	-	4.7
1990	104.8	106.6	108.0	108.8	1.6	1.7	1.3	.7	5.4	6.6	6.8	5.4
1991	110.7	111.7	-	-	1.7	.9	-	-	5.6	4.8	-	-
Machine operators, assemblers, and inspectors:												
1988	-	-	-	98.1	-	-	-	-	-	-	-	-
1989	99.3	100.0	101.7	104.6	1.2	.7	1.7	2.9	-	-	-	6.6
1990	106.8	107.5	109.0	109.5	2.1	.7	1.4	.5	7.6	7.5	7.2	4.7
1991	111.4	112.6	-	-	1.7	1.1	-	-	4.3	4.7	-	-
Aircraft manufacturing (SIC 3721):												
1988	-	-	-	98.8	-	-	-	-	-	-	-	-
1989	99.2	100.0	101.0	103.6	.4	.8	1.0	2.6	-	-	-	4.9
1990	105.4	107.0	108.5	108.6	1.7	1.5	1.4	.1	6.3	7.0	7.4	4.8
1991	110.2	111.8	-	-	1.5	1.5	-	-	4.6	4.5	-	-
White-collar occupations:												
1988	-	-	-	98.8	-	-	-	-	-	-	-	-
1989	99.1	100.0	100.8	102.8	.3	.9	.8	2.0	-	-	-	4.0
1990	104.6	105.9	107.2	106.8	1.8	1.2	1.2	-4	5.5	5.9	6.3	3.9
1991	108.1	109.7	-	-	1.2	1.5	-	-	3.3	3.6	-	-

See footnotes at end of table.

Table 13. Total compensation,¹ wages and salaries, and benefit costs for workers in aerospace manufacturing: Employment Cost Index by occupational and industry group,² 1988-91—Continued

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended--				12 months ended--			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
Compensation												
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	.7	7.1	8.6	8.6	5.9
1991	113.2	114.7	-	-	2.1	1.3	-	-	6.2	5.6	-	-
Aircraft engines and parts manufacturing (SIC 3724):												
1988	-	-	-	98.4	-	-	-	-	-	-	-	-
1989	99.6	100.0	101.1	102.0	1.2	.4	1.1	.9	-	-	-	3.7
1990	103.0	104.0	105.0	105.7	1.0	1.0	1.0	.7	3.4	4.0	3.9	3.6
1991	106.7	107.1	-	-	.9	.4	-	-	3.6	3.0	-	-
White-collar occupations:												
1988	-	-	-	97.8	-	-	-	-	-	-	-	-
1989	99.1	100.0	100.3	100.9	1.3	.9	.3	.6	-	-	-	3.2
1990	101.2	102.2	102.8	103.6	.3	1.0	.6	.8	2.1	2.2	2.5	2.7
1991	104.4	104.6	-	-	.8	.2	-	-	3.2	2.3	-	-
Blue-collar occupations:												
1988	-	-	-	98.8	-	-	-	-	-	-	-	-
1989	99.8	100.0	101.7	102.8	1.0	.2	1.7	1.1	-	-	-	4.0
1990	104.4	105.4	106.7	107.3	1.6	1.0	1.2	.6	4.6	5.4	4.9	4.4
1991	108.3	109.0	-	-	.9	.6	-	-	3.7	3.4	-	-
Aircraft parts and equipment manufacturing, not elsewhere classified (SIC 3728):												
1988	-	-	-	97.1	-	-	-	-	-	-	-	-
1989	98.4	100.0	101.3	103.6	1.3	1.6	1.3	2.3	-	-	-	6.7
1990	105.5	106.5	107.6	108.0	1.8	.9	1.0	.4	7.2	6.5	6.2	4.2
1991	110.0	111.0	-	-	1.9	.9	-	-	4.3	4.2	-	-
White-collar occupations:												
1988	-	-	-	96.7	-	-	-	-	-	-	-	-
1989	97.7	100.0	101.5	103.6	1.0	2.4	1.5	2.1	-	-	-	7.1
1990	105.6	106.9	107.9	107.7	1.9	1.2	.9	-2	8.1	6.9	6.3	4.0
1991	109.3	110.4	-	-	1.5	1.0	-	-	3.5	3.3	-	-
Blue-collar occupations:												
1988	-	-	-	97.4	-	-	-	-	-	-	-	-
1989	99.0	100.0	101.1	103.6	1.6	1.0	1.1	2.5	-	-	-	6.4
1990	105.5	106.2	107.4	108.2	1.8	.7	1.1	.7	6.6	6.2	6.2	4.4
1991	110.5	111.4	-	-	2.1	.8	-	-	4.7	4.9	-	-
Guided missiles and space vehicles manufacturing (SIC 3761):												
1988	-	-	-	97.9	-	-	-	-	-	-	-	-
1989	99.7	100.0	101.1	102.6	1.8	.3	1.1	1.5	-	-	-	4.8
1990	104.6	105.2	106.4	108.5	1.9	.6	1.1	2.0	4.9	5.2	5.2	5.8
1991	109.4	111.9	-	-	.8	2.3	-	-	4.6	6.4	-	-
White-collar occupations:												
1988	-	-	-	98.2	-	-	-	-	-	-	-	-
1989	99.8	100.0	101.1	102.8	1.6	.2	1.1	1.7	-	-	-	4.7
1990	104.7	105.0	105.8	107.8	1.8	.3	.8	1.9	4.9	5.0	4.6	4.9
1991	108.9	111.4	-	-	1.0	2.3	-	-	4.0	6.1	-	-
Blue-collar occupations:												
1988	-	-	-	96.4	-	-	-	-	-	-	-	-
1989	98.8	100.0	101.0	101.9	2.5	1.2	1.0	.9	-	-	-	5.7
1990	104.2	106.3	109.0	111.4	2.3	2.0	2.5	2.2	5.5	6.3	7.9	9.3
1991	112.1	114.3	-	-	.6	2.0	-	-	7.6	7.5	-	-

See footnotes at end of table.

Table 13. Total compensation,¹ wages and salaries, and benefit costs for workers in aerospace manufacturing: Employment Cost Index by occupational and industry group,² 1988-91—Continued

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended--				12 months ended--			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
Wages and salaries												
Aircraft and parts manufacturing (SIC 372):												
1988	-	-	-	98.6	-	-	-	-	-	-	-	-
1989	99.2	100.0	100.8	102.3	0.6	0.8	0.8	1.5	-	-	-	3.8
1990	103.5	104.9	105.6	106.9	1.2	1.4	.7	1.2	4.3	4.9	4.8	4.5
1991	108.2	109.3	-	-	1.2	1.0	-	-	4.5	4.2	-	-
White-collar occupations:												
1988	-	-	-	98.6	-	-	-	-	-	-	-	-
1989	99.2	100.0	100.6	101.7	.6	.8	.6	1.1	-	-	-	3.1
1990	102.7	104.2	104.5	105.3	1.0	1.5	.3	.8	3.5	4.2	3.9	3.5
1991	106.2	107.4	-	-	.9	1.1	-	-	3.4	3.1	-	-
Professional specialty and technical occupations:												
1988	-	-	-	98.6	-	-	-	-	-	-	-	-
1989	99.2	100.0	100.4	101.2	.6	.8	.4	.8	-	-	-	2.6
1990	102.1	103.7	104.2	104.9	.9	1.6	.5	.7	2.9	3.7	3.8	3.7
1991	105.7	106.6	-	-	.8	.9	-	-	3.5	2.8	-	-
Executive, administrative, and managerial occupations:												
1988	-	-	-	98.7	-	-	-	-	-	-	-	-
1989	99.0	100.0	101.0	102.1	.3	1.0	1.0	1.1	-	-	-	3.4
1990	103.2	104.2	104.4	105.0	1.1	1.0	.2	.6	4.2	4.2	3.4	2.8
1991	105.9	107.3	-	-	.9	1.3	-	-	2.6	3.0	-	-
Administrative support, including clerical:												
1988	-	-	-	98.5	-	-	-	-	-	-	-	-
1989	99.3	100.0	100.9	102.3	.8	.7	.9	1.4	-	-	-	3.9
1990	103.7	105.2	105.6	106.7	1.4	1.4	.4	1.0	4.4	5.2	4.7	4.3
1991	108.0	109.4	-	-	1.2	1.3	-	-	4.1	4.0	-	-
Blue-collar occupations:												
1988	-	-	-	98.7	-	-	-	-	-	-	-	-
1989	99.4	100.0	101.0	103.2	.7	.6	1.0	2.2	-	-	-	4.6
1990	104.5	105.8	106.9	108.6	1.3	1.2	1.0	1.6	5.1	5.8	5.8	5.2
1991	110.4	111.4	-	-	1.7	.9	-	-	5.6	5.3	-	-
Precision production, craft, and repair occupations:												
1988	-	-	-	98.7	-	-	-	-	-	-	-	-
1989	99.4	100.0	100.9	102.5	.7	.6	.9	1.6	-	-	-	3.9
1990	103.6	105.5	106.5	108.2	1.1	1.8	.9	1.6	4.2	5.5	5.6	5.6
1991	109.6	110.6	-	-	1.3	.9	-	-	5.8	4.8	-	-
Machine operators, assemblers, and inspectors:												
1988	-	-	-	98.6	-	-	-	-	-	-	-	-
1989	99.4	100.0	101.2	103.7	.8	.6	1.2	2.5	-	-	-	5.2
1990	105.4	106.2	107.2	109.1	1.6	.8	.9	1.8	6.0	6.2	5.9	5.2
1991	111.1	112.2	-	-	1.8	1.0	-	-	5.4	5.6	-	-
Aircraft manufacturing (SIC 3721):												
1988	-	-	-	98.8	-	-	-	-	-	-	-	-
1989	99.4	100.0	100.6	102.2	.6	.6	.6	1.6	-	-	-	3.4
1990	103.2	104.9	105.7	107.0	1.0	1.6	.8	1.2	3.8	4.9	5.1	4.7
1991	108.4	109.8	-	-	1.3	1.3	-	-	5.0	4.7	-	-
White-collar occupations:												
1988	-	-	-	98.7	-	-	-	-	-	-	-	-
1989	99.3	100.0	100.4	101.5	.6	.7	.4	1.1	-	-	-	2.8
1990	102.3	103.8	104.2	105.0	.8	1.5	.4	.8	3.0	3.8	3.8	3.4
1991	106.0	107.4	-	-	1.0	1.3	-	-	3.6	3.5	-	-

See footnotes at end of table.

Table 13. Total compensation,¹ wages and salaries, and benefit costs for workers in aerospace manufacturing: Employment Cost Index by occupational and industry group,² 1988-91—Continued

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended--				12 months ended--			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
Wages and salaries												
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	-	-	1.8	1.3	-	-	7.1	6.4	-	-
Aircraft engines and parts manufacturing (SIC 3724):												
1988	-	-	-	98.7	-	-	-	-	-	-	-	-
1989	99.2	100.0	101.0	102.0	.5	.8	1.0	1.0	-	-	-	3.3
1990	103.0	104.0	105.2	106.3	1.0	1.0	1.2	1.0	3.8	4.0	4.2	4.2
1991	107.1	107.7	-	-	.8	.6	-	-	4.0	3.6	-	-
White-collar occupations:												
1988	-	-	-	98.1	-	-	-	-	-	-	-	-
1989	99.0	100.0	100.5	101.2	.9	1.0	.5	.7	-	-	-	3.2
1990	102.3	103.4	104.1	105.0	1.1	1.1	.7	.9	3.3	3.4	3.6	3.8
1991	105.4	106.0	-	-	.4	.6	-	-	3.0	2.5	-	-
Blue-collar occupations:												
1988	-	-	-	99.1	-	-	-	-	-	-	-	-
1989	99.3	100.0	101.3	102.6	.2	.7	1.3	1.3	-	-	-	3.5
1990	103.6	104.5	106.1	107.3	1.0	.9	1.5	1.1	4.3	4.5	4.7	4.6
1991	108.5	109.1	-	-	1.1	.6	-	-	4.7	4.4	-	-
Aircraft parts and equipment manufacturing, not elsewhere classified (SIC 3728):												
1988	-	-	-	98.2	-	-	-	-	-	-	-	-
1989	99.1	100.0	101.1	102.9	.9	.9	1.1	1.8	-	-	-	4.8
1990	104.7	105.8	106.0	107.2	1.7	1.1	.2	1.1	5.7	5.8	4.8	4.2
1991	108.8	109.5	-	-	1.5	.6	-	-	3.9	3.5	-	-
White-collar occupations:												
1988	-	-	-	98.7	-	-	-	-	-	-	-	-
1989	98.9	100.0	101.4	102.7	.2	1.1	1.4	1.3	-	-	-	4.1
1990	104.3	106.0	106.0	106.7	1.6	1.6	.0	.7	5.5	6.0	4.5	3.9
1991	107.7	108.7	-	-	.9	.9	-	-	3.3	2.5	-	-
Blue-collar occupations:												
1988	-	-	-	97.9	-	-	-	-	-	-	-	-
1989	99.3	100.0	100.9	103.3	1.4	.7	.9	2.4	-	-	-	5.5
1990	105.0	105.7	106.0	107.6	1.6	.7	.3	1.5	5.7	5.7	5.1	4.2
1991	109.7	110.2	-	-	2.0	.5	-	-	4.5	4.3	-	-
Guided missiles and space vehicles manufacturing(SIC 3761):												
1988	-	-	-	98.8	-	-	-	-	-	-	-	-
1989	99.7	100.0	100.8	102.5	.9	.3	.8	1.7	-	-	-	3.7
1990	104.0	104.8	105.8	108.0	1.5	.8	1.0	2.1	4.3	4.8	5.0	5.4
1991	108.9	110.1	-	-	.8	1.1	-	-	4.7	5.1	-	-
White-collar occupations:												
1988	-	-	-	99.0	-	-	-	-	-	-	-	-
1989	99.9	100.0	100.8	102.5	.9	.1	.8	1.7	-	-	-	3.5
1990	103.8	104.4	105.2	107.2	1.3	.6	.8	1.9	3.9	4.4	4.4	4.6
1991	108.1	109.2	-	-	.8	1.0	-	-	4.1	4.6	-	-
Blue-collar occupations:												
1988	-	-	-	97.9	-	-	-	-	-	-	-	-
1989	98.8	100.0	101.1	102.4	.9	1.2	1.1	1.3	-	-	-	4.6
1990	104.6	106.8	108.7	111.7	2.1	2.1	1.8	2.8	5.9	6.8	7.5	9.1
1991	112.6	114.0	-	-	.8	1.2	-	-	7.6	6.7	-	-

See footnotes at end of table.

Table 13. Total compensation,¹ wages and salaries, and benefit costs for workers in aerospace manufacturing: Employment Cost Index by occupational and industry group,² 1988-91—Continued

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended--				12 months ended--			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
Benefit costs												
Aircraft and parts manufacturing (SIC 372):												
1988	-	-	-	97.7	-	-	-	-	-	-	-	-
1989	98.8	100.0	101.7	105.0	1.1	1.2	1.7	3.2	-	-	-	7.5
1990	107.8	108.8	111.3	109.6	2.7	.9	2.3	-1.5	9.1	8.8	9.4	4.4
1991	111.7	113.1	-	-	1.9	1.3	-	-	3.6	4.0	-	-
White-collar occupations:												
1988	-	-	-	97.4	-	-	-	-	-	-	-	-
1989	98.2	100.0	101.4	104.7	.8	1.8	1.4	3.3	-	-	-	7.5
1990	107.4	108.2	111.1	108.8	2.6	.7	2.7	-2.1	9.4	8.2	9.6	3.9
1991	110.9	112.3	-	-	1.9	1.3	-	-	3.3	3.8	-	-
Professional specialty and technical occupations:												
1988	-	-	-	99.0	-	-	-	-	-	-	-	-
1989	99.1	100.0	100.6	103.4	.1	.9	.6	2.8	-	-	-	4.4
1990	107.3	108.1	110.3	108.1	3.8	.7	2.0	-2.0	8.3	8.1	9.6	4.5
1991	110.5	112.0	-	-	2.2	1.4	-	-	3.0	3.6	-	-
Administrative support, including clerical:												
1988	-	-	-	98.1	-	-	-	-	-	-	-	-
1989	99.4	100.0	102.6	109.0	1.3	.6	2.8	6.0	-	-	-	11.1
1990	111.0	112.0	113.5	111.3	1.8	.9	1.3	-1.9	11.7	12.0	10.4	2.1
1991	112.8	114.0	-	-	1.3	1.1	-	-	1.6	1.8	-	-
Blue-collar occupations:												
1988	-	-	-	98.0	-	-	-	-	-	-	-	-
1989	99.5	100.0	102.1	105.4	1.5	.5	2.1	3.2	-	-	-	7.6
1990	108.1	109.3	111.4	110.3	2.6	1.1	1.9	-1.0	8.6	9.3	9.1	4.6
1991	112.4	113.8	-	-	1.9	1.2	-	-	4.0	4.1	-	-
Precision production, craft, and repair occupations:												
1988	-	-	-	98.6	-	-	-	-	-	-	-	-
1989	99.7	100.0	101.7	104.6	1.1	.3	1.7	2.9	-	-	-	6.1
1990	107.1	108.7	110.9	110.1	2.4	1.5	2.0	-7	7.4	8.7	9.0	5.3
1991	112.8	114.0	-	-	2.5	1.1	-	-	5.3	4.9	-	-
Machine operators, assemblers, and inspectors:												
1988	-	-	-	97.2	-	-	-	-	-	-	-	-
1989	99.2	100.0	102.3	106.1	2.1	.8	2.3	3.7	-	-	-	9.2
1990	109.2	110.0	112.1	110.4	2.9	.7	1.9	-1.5	10.1	10.0	9.6	4.1
1991	111.8	113.3	-	-	1.3	1.3	-	-	2.4	3.0	-	-
Aircraft manufacturing (SIC 3721):												
1988	-	-	-	99.0	-	-	-	-	-	-	-	-
1989	99.1	100.0	102.0	106.5	.1	.9	2.0	4.4	-	-	-	7.6
1990	110.1	111.4	114.5	111.9	3.4	1.2	2.8	-2.3	11.1	11.4	12.3	5.1
1991	114.2	116.0	-	-	2.1	1.6	-	-	3.7	4.1	-	-
White-collar occupations:												
1988	-	-	-	99.1	-	-	-	-	-	-	-	-
1989	98.9	100.0	101.7	105.7	-2	1.1	1.7	3.9	-	-	-	6.7
1990	109.9	110.9	114.3	111.2	4.0	.9	3.1	-2.7	11.1	10.9	12.4	5.2
1991	113.1	115.1	-	-	1.7	1.8	-	-	2.9	3.8	-	-
Blue-collar occupations:												
1988	-	-	-	98.8	-	-	-	-	-	-	-	-
1989	99.2	100.0	102.3	107.4	.4	.8	2.3	5.0	-	-	-	8.7
1990	110.5	112.2	114.6	112.8	2.9	1.5	2.1	-1.6	11.4	12.2	12.0	5.0
1991	115.5	117.1	-	-	2.4	1.4	-	-	4.5	4.4	-	-

See footnotes at end of table.

Table 13. Total compensation,¹ wages and salaries, and benefit costs for workers in aerospace manufacturing: Employment Cost Index by occupational and industry group,² 1988-91—Continued

(Not seasonally adjusted)

Series and year	Indexes (June 1989=100)				Percent changes for							
	March	June	Sept.	Dec.	3 months ended--				12 months ended--			
					March	June	Sept.	Dec.	March	June	Sept.	Dec.
Benefit costs												
Aircraft engines and parts manufacturing (SIC 3724):												
1988	-	-	-	97.8	-	-	-	-	-	-	-	-
1989	100.3	100.0	101.3	102.0	2.6	-0.3	1.3	0.7	-	-	-	4.3
1990	103.0	104.0	104.7	104.7	1.0	1.0	.7	.0	2.7	4.0	3.4	2.6
1991	105.8	106.0	-	-	1.1	.2	-	-	2.7	1.9	-	-
White-collar occupations:												
1988	-	-	-	97.2	-	-	-	-	-	-	-	-
1989	99.4	100.0	99.7	100.4	2.3	.6	-3	.7	-	-	-	3.3
1990	98.9	99.6	99.9	100.5	-1.5	.7	.3	.6	-5	-4	.2	.1
1991	102.1	101.6	-	-	1.6	-5	-	-	3.2	2.0	-	-
Blue-collar occupations:												
1988	-	-	-	98.2	-	-	-	-	-	-	-	-
1989	100.7	100.0	102.2	102.9	2.5	-7	2.2	.7	-	-	-	4.8
1990	105.7	106.8	107.7	107.3	2.7	1.0	.8	-4	5.0	6.8	5.4	4.3
1991	108.1	108.7	-	-	.7	.6	-	-	2.3	1.8	-	-
Aircraft parts and equipment manufacturing, not elsewhere classified (SIC 3728):												
1988	-	-	-	94.5	-	-	-	-	-	-	-	-
1989	97.0	100.0	101.5	104.8	2.6	3.1	1.5	3.3	-	-	-	10.9
1990	107.4	107.9	111.0	109.6	2.5	.5	2.9	-1.3	10.7	7.9	9.4	4.6
1991	112.4	114.0	-	-	2.6	1.4	-	-	4.7	5.7	-	-
Blue-collar occupations:												
1988	-	-	-	96.2	-	-	-	-	-	-	-	-
1989	98.6	100.0	101.3	104.2	2.5	1.4	1.3	2.9	-	-	-	8.3
1990	106.6	107.1	110.1	109.4	2.3	.5	2.8	-6	8.1	7.1	8.7	5.0
1991	111.9	113.7	-	-	2.3	1.6	-	-	5.0	6.2	-	-
Guided missiles and space vehicles manufacturing (SIC 3761):												
1988	-	-	-	95.7	-	-	-	-	-	-	-	-
1989	99.4	100.0	101.5	102.9	3.9	.6	1.5	1.4	-	-	-	7.5
1990	106.1	106.2	107.7	109.7	3.1	.1	1.4	1.9	6.7	6.2	6.1	6.6
1991	110.8	116.4	-	-	1.0	5.1	-	-	4.4	9.6	-	-
White-collar occupations:												
1988	-	-	-	96.3	-	-	-	-	-	-	-	-
1989	99.6	100.0	101.8	103.4	3.4	.4	1.8	1.6	-	-	-	7.4
1990	106.8	106.6	107.3	109.4	3.3	-2	.7	2.0	7.2	6.6	5.4	5.8
1991	110.9	116.8	-	-	1.4	5.3	-	-	3.8	9.6	-	-
Blue-collar occupations:												
1988	-	-	-	93.4	-	-	-	-	-	-	-	-
1989	98.9	100.0	100.7	100.9	5.9	1.1	.7	.2	-	-	-	8.0
1990	103.4	105.3	109.6	110.9	2.5	1.8	4.1	1.2	4.6	5.3	8.8	9.9
1991	111.1	115.1	-	-	.2	3.6	-	-	7.4	9.3	-	-

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

² Funds for the development and maintenance of these series are provided by the Aerospace Industries Association (AIA). The series are

published in this bulletin for the convenience of all users.

- Data not available.

NOTE: SIC refers to the 1987 Standard Industrial Classification System code as defined by the U.S. Office of Management and Budget.

Table 14. Private industry workers by major industry group: Employer costs per hour worked for employee compensation and costs as a percent of total compensation, March 1991

Compensation component	All private industry		Goods-producing ¹		Service-producing ²		Manufacturing		Nonmanufacturing	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$15.40	100.0	\$18.48	100.0	\$14.31	100.0	\$18.22	100.0	\$14.67	100.0
Wages and salaries	11.14	72.3	12.70	68.7	10.58	74.0	12.40	68.1	10.81	73.7
Total benefits	4.27	27.7	5.78	31.3	3.72	26.0	5.81	31.9	3.86	26.3
Paid leave	1.05	6.8	1.27	6.9	.97	6.8	1.38	7.6	.96	6.6
Vacation pay .....	.52	3.4	.66	3.6	.47	3.3	.71	3.9	.47	3.2
Holiday pay .....	.35	2.3	.46	2.5	.32	2.2	.50	2.8	.31	2.1
Sick leave .....	.13	.8	.11	.6	.14	1.0	.12	.7	.13	.9
Other leave pay .....	.05	.3	.05	.3	.05	.3	.05	.3	.04	.3
Supplemental pay .....	.36	2.3	.63	3.4	.26	1.8	.67	3.7	.28	1.9
Premium pay .....	.17	1.1	.35	1.9	.11	.8	.36	2.0	.13	.9
Nonproduction bonuses .....	.13	.9	.20	1.1	.11	.8	.21	1.2	.11	.8
Shift pay .....	.05	.3	.08	.4	.04	.3	.09	.5	.04	.3
Insurance ³	1.01	6.5	1.41	7.6	.86	6.0	1.51	8.3	.88	6.0
Retirement and savings .....	.44	2.9	.66	3.6	.36	2.5	.60	3.3	.40	2.7
Pensions .....	.35	2.2	.50	2.7	.29	2.0	.44	2.4	.32	2.2
Savings and thrift .....	.10	.6	.15	.8	.07	.5	.16	.9	.08	.5
Legally required ⁴	1.40	9.1	1.78	9.7	1.26	8.8	1.62	8.9	1.34	9.1
Social Security .....	.92	6.0	1.09	5.9	.86	6.0	1.08	5.9	.88	6.0
Federal unemployment insurance .....	.03	.2	.03	.2	.03	.2	.03	.2	.03	.2
State unemployment insurance .....	.09	.6	.12	.6	.08	.6	.11	.6	.09	.6
Workers' compensation .....	.33	2.1	.54	2.9	.25	1.8	.39	2.2	.31	2.1
Other benefits ⁵	(⁶)	(⁶)	.03	.2	(⁶)	(⁶)	.04	.2	(⁶)	(⁶)

¹ Includes mining, construction, and manufacturing.

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

³ Includes health, life, and sickness and accident insurance.

⁴ Includes railroad retirement and supplemental retirement, railroad

unemployment insurance, and other legally required benefits in addition to those shown.

⁵ Includes severance pay and supplemental unemployment benefits.

⁶ Cost per hour worked is \$0.01 or less.

Table 15. Private industry workers by major occupational group: Employer costs per hour worked for employee compensation and costs as a percent of total compensation, March 1991

Compensation component	All private industry		White-collar		Blue-collar		Service	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$15.40	100.0	\$18.15	100.0	\$15.15	100.0	\$7.82	100.0
Wages and salaries	11.14	72.3	13.40	73.8	10.37	68.4	5.96	76.3
Total benefits	4.27	27.7	4.75	26.2	4.78	31.6	1.85	23.7
Paid leave	1.05	6.8	1.38	7.6	.91	6.0	.35	4.5
Vacation pay .....	.52	3.4	.67	3.7	.47	3.1	.18	2.3
Holiday pay .....	.35	2.3	.46	2.5	.32	2.1	.10	1.3
Sick leave .....	.13	.8	.19	1.1	.07	.5	.05	.7
Other leave pay .....	.05	.3	.06	.3	.04	.3	(¹)	(¹)
Supplemental pay .....	.36	2.3	.32	1.8	.54	3.5	.11	1.4
Premium pay .....	.17	1.1	.09	.5	.36	2.4	.05	.7
Nonproduction bonuses .....	.13	.9	.18	1.0	.11	.7	.03	.3
Shift pay .....	.05	.3	.05	.3	.06	.4	.03	.4
Insurance ²	1.01	6.5	1.12	6.2	1.15	7.6	.39	5.0
Retirement and savings .....	.44	2.9	.52	2.9	.49	3.2	.12	1.6
Pensions .....	.35	2.2	.38	2.1	.42	2.8	.10	1.3
Savings and thrift .....	.10	.6	.14	.8	.07	.5	.02	.3
Legally required ³	1.40	9.1	1.39	7.7	1.68	11.1	.88	11.2
Social Security .....	.92	6.0	1.08	5.9	.90	5.9	.51	6.5
Federal unemployment insurance .....	.03	.2	.03	.2	.03	.2	.03	.4
State unemployment insurance .....	.09	.6	.09	.5	.11	.7	.08	1.0
Workers' compensation .....	.33	2.1	.18	1.0	.60	3.9	.25	3.2
Other benefits ⁴	(¹)	(¹)	(¹)	(¹)	.02	.2	(¹)	(¹)

¹ Cost per hour worked is \$0.01 or less.

² Includes health, life, and sickness and accident insurance.

³ Includes railroad retirement and supplemental retirement, railroad

unemployment insurance, and other legally required benefits in addition to those shown.

⁴ Includes severance pay and supplemental unemployment benefits.

Table 16. Employer costs per hour worked for employee compensation, and percent of compensation, private industry, by establishment employment size, March 1991

Compensation component	Total Private		1-99 workers		100 workers or more					
	Cost	Percent	Cost	Percent	Total		100-499 workers		500 workers or more	
					Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$15.40	100.0	\$13.38	100.0	\$17.34	100.0	\$14.31	100.0	\$20.60	100.0
Wages and salaries	11.14	72.3	10.00	74.7	12.23	70.5	10.32	72.1	14.28	69.3
Total benefits	4.27	27.7	3.38	25.3	5.11	29.5	3.99	27.9	6.32	30.7
Paid leave	1.05	6.8	.77	5.7	1.32	7.6	.95	6.7	1.72	8.3
Vacations .....	.52	3.4	.38	2.8	.66	3.8	.46	3.2	.87	4.2
Holidays .....	.35	2.3	.27	2.0	.44	2.5	.33	2.3	.55	2.7
Sick leave .....	.13	.8	.09	.7	.17	1.0	.12	.9	.22	1.1
Other leave .....	.05	.3	.03	.2	.06	.3	.04	.3	.08	.4
Supplemental pay .....	.36	2.3	.26	1.9	.45	2.6	.32	2.3	.58	2.8
Premium pay .....	.17	1.1	.12	.9	.23	1.3	.19	1.3	.27	1.3
Shift pay .....	.05	.3	(¹)	(¹)	.09	.5	.04	.3	.14	.7
Nonproduction bonuses .....	.13	.9	.14	1.0	.13	.7	.09	.6	.17	.8
Insurance ²	1.01	6.5	.74	5.5	1.26	7.3	.98	6.9	1.56	7.6
Retirement and savings .....	.44	2.9	.32	2.4	.56	3.2	.40	2.8	.74	3.6
Pensions .....	.35	2.2	.28	2.1	.41	2.4	.29	2.0	.54	2.6
Savings and thrift .....	.10	.6	.04	.3	.15	.8	.10	.7	.19	.9
Legally required ³	1.40	9.1	1.29	9.7	1.50	8.6	1.33	9.3	1.68	8.2
Social Security .....	.92	6.0	.82	6.1	1.02	5.9	.87	6.1	1.19	5.8
Federal unemployment .....	.03	.2	.03	.2	.03	.2	.03	.2	.03	.1
State unemployment .....	.09	.6	.09	.7	.09	.5	.09	.6	.09	.4
Workers' compensation .....	.33	2.1	.34	2.5	.31	1.8	.33	2.3	.30	1.4
Other benefits ⁴	(¹)	(¹)	(¹)	(¹)	.02	.1	(¹)	(¹)	.04	.2

¹ Cost per hour worked is \$0.01 or less.

² Includes health, life, and sickness and accident insurance.

³ Includes railroad retirement, railroad unemployment, railroad

supplemental unemployment, and other legally required in addition to benefits shown.

⁴ Includes severance pay and supplemental unemployment benefits.

Table 17. Private industry workers by region and bargaining status: Employer costs per hour worked for employee compensation and costs as a percent of total compensation, March 1991

Compensation component	Region								Bargaining status			
	Northeast		South		Midwest		West		Union		Nonunion	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$17.56	100.0	\$13.68	100.0	\$15.05	100.0	\$15.97	100.0	\$19.76	100.0	\$14.56	100.0
Wages and salaries	12.65	72.1	10.03	73.3	10.70	71.1	11.62	72.8	13.02	65.9	10.78	74.0
Total benefits	4.91	27.9	3.65	26.7	4.35	28.9	4.34	27.2	6.75	34.1	3.79	26.0
Paid leave	1.31	7.4	.87	6.4	1.03	6.9	1.04	6.5	1.43	7.2	.98	6.7
Vacation pay .....	.61	3.5	.44	3.2	.55	3.6	.51	3.2	.77	3.9	.47	3.2
Holiday pay .....	.44	2.5	.29	2.1	.34	2.3	.36	2.3	.45	2.3	.33	2.3
Sick leave .....	.19	1.1	.10	.8	.10	.7	.13	.8	.15	.8	.13	.9
Other leave pay .....	.07	.4	.04	.3	.04	.3	.03	.2	.06	.3	.04	.3
Supplemental pay .....	.39	2.2	.30	2.2	.40	2.7	.35	2.2	.69	3.5	.29	2.0
Premium pay .....	.18	1.0	.16	1.1	.20	1.3	.17	1.0	.47	2.4	.12	.8
Nonproduction bonuses .....	.15	.8	.10	.7	.15	1.0	.14	.9	.10	.5	.14	1.0
Shift pay .....	.06	.4	.04	.3	.05	.4	.04	.3	.11	.6	.04	.3
Insurance ¹	1.18	6.7	.83	6.1	1.05	7.0	1.01	6.3	1.78	9.0	.86	5.9
Retirement and savings .....	.50	2.8	.35	2.6	.49	3.3	.45	2.8	.87	4.4	.36	2.5
Pensions .....	.41	2.3	.25	1.8	.41	2.7	.33	2.1	.78	4.0	.26	1.8
Savings and thrift .....	.09	.5	.10	.8	.08	.6	.11	.7	.09	.4	.10	.7
Legally required ²	1.52	8.7	1.28	9.4	1.35	9.0	1.49	9.3	1.93	9.8	1.30	8.9
Social Security	1.04	5.9	.84	6.1	.90	6.0	.96	6.0	1.13	5.7	.88	6.1
Federal unemployment insurance .....	.03	.2	.03	.2	.03	.2	.03	.2	.03	.2	.03	.2
State unemployment insurance .....	.11	.6	.07	.5	.10	.7	.10	.6	.12	.6	.09	.6
Workers' compensation .....	.31	1.8	.33	2.4	.29	1.9	.40	2.5	.55	2.8	.28	1.9
Other benefits ³ .....	.02	.1	(⁴)	(⁴)	.02	.1	(⁴)	(⁴)	.05	.2	(⁴)	(⁴)

¹ Includes health, life, and sickness and accident insurance.

² Includes railroad retirement and supplemental retirement, railroad unemployment insurance, and other legally required benefits in addition to those shown.

³ Includes severance pay and supplemental unemployment benefits.

⁴ Cost per hour worked is \$0.01 or less.

Table 18. Private industry workers by occupational and industry group: Employer costs per hour worked for employee compensation and costs as a percent of total compensation, March 1991

Series	Total compensation	Wage and salaries	Benefit costs						
			Total	Paid Leave	Supplemental pay	Insurance	Retirement and savings	Legally required	Other benefits ¹
Cost per hour worked									
Private industry workers	\$15.40	\$11.14	\$4.27	\$1.05	\$0.36	\$1.01	\$0.44	\$1.40	(²)
Occupational group									
White-collar occupations	18.15	13.40	4.75	1.38	.32	1.12	.52	1.39	(²)
Professional specialty and technical	23.79	17.54	6.24	1.95	.40	1.35	.74	1.79	\$0.02
Executive, administrative, managerial	28.15	20.85	7.30	2.43	.53	1.41	.90	1.99	.03
Sales workers	12.90	10.00	2.90	.65	.23	.67	.25	1.10	(²)
Administrative support including clerical	13.17	9.41	3.76	.99	.24	1.12	.36	1.04	(²)
Blue-collar occupations	15.15	10.37	4.78	.91	.54	1.15	.49	1.68	.02
Precision production, craft, and repair	19.24	13.26	5.98	1.18	.64	1.34	.68	2.11	.03
Machine operators, assemblers, and inspectors	14.24	9.46	4.78	.94	.66	1.30	.41	1.44	.04
Transportation and material moving	15.56	10.59	4.97	.92	.48	1.12	.57	1.86	(²)
Handlers, equipment cleaners, helpers, and laborers	10.94	7.69	3.25	.53	.32	.79	.31	1.30	(²)
Service occupations	7.82	5.96	1.85	.35	.11	.39	.12	.88	(²)
Industry group									
Goods-producing industries ³	18.48	12.70	5.78	1.27	.63	1.41	.66	1.78	.03
Construction	18.32	13.08	5.23	.68	.47	.94	.77	2.36	.02
Manufacturing industries	18.22	12.40	5.81	1.38	.67	1.51	.60	1.62	.04
Durables	19.59	13.18	6.41	1.54	.77	1.70	.65	1.71	.05
Nondurables	16.36	11.36	5.00	1.18	.52	1.25	.54	1.49	.02
Service-producing industries ⁴	14.31	10.58	3.72	.97	.26	.86	.36	1.26	(²)
Transportation and public utilities	22.09	15.14	6.95	1.83	.43	1.71	.85	2.10	.02
Wholesale trade	17.10	12.37	4.72	1.12	.45	1.18	.45	1.51	.02
Retail trade	8.81	6.82	1.98	.38	.16	.41	.12	.92	(²)
Finance, insurance, and real estate	19.04	14.02	5.01	1.54	.30	1.29	.57	1.29	.02
Services	14.70	10.98	3.72	1.03	.24	.82	.36	1.26	(²)
Percent of total compensation									
Private industry workers	100.0	72.3	27.7	6.8	2.3	6.5	2.9	9.1	(²)
Occupational group									
White-collar occupations	100.0	73.8	26.2	7.6	1.8	6.2	2.9	7.7	(²)
Professional specialty and technical	100.0	73.8	26.2	8.2	1.7	5.7	3.1	7.5	0.1
Executive, administrative, managerial	100.0	74.1	25.9	8.6	1.9	5.0	3.2	7.1	.1
Sales workers	100.0	77.5	22.5	5.1	1.8	5.2	1.9	8.5	(²)
Administrative support including clerical	100.0	71.4	28.6	7.5	1.8	8.5	2.8	7.9	(²)
Blue-collar occupations	100.0	68.4	31.6	6.0	3.5	7.6	3.2	11.1	.2
Precision production, craft, and repair	100.0	68.9	31.1	6.2	3.3	7.0	3.5	11.0	.2
Machine operators, assemblers, and inspectors	100.0	66.4	33.6	6.6	4.6	9.1	2.9	10.1	.3
Transportation and material moving	100.0	68.0	32.0	5.9	3.1	7.2	3.6	12.0	(²)
Handlers, equipment cleaners, helpers, and laborers	100.0	70.3	29.7	4.8	2.9	7.2	2.8	11.9	(²)
Service occupations	100.0	76.3	23.7	4.5	1.4	5.0	1.6	11.2	(²)
Industry group									
Goods-producing industries ³	100.0	68.7	31.3	6.9	3.4	7.6	3.6	9.7	.2
Construction	100.0	71.4	28.6	3.7	2.6	5.1	4.2	12.9	.1
Manufacturing industries	100.0	68.1	31.9	7.6	3.7	8.3	3.3	8.9	.2
Durables	100.0	67.3	32.7	7.9	4.0	8.7	3.3	8.7	.2
Nondurables	100.0	69.4	30.6	7.2	3.2	7.7	3.3	9.1	.1
Service-producing industries ⁴	100.0	74.0	26.0	6.8	1.8	6.0	2.5	8.8	(²)
Transportation and public utilities	100.0	68.5	31.5	8.3	2.0	7.7	3.9	9.5	.1
Wholesale trade	100.0	72.4	27.6	6.5	2.6	6.9	2.7	8.8	.1
Retail trade	100.0	77.5	22.5	4.3	1.8	4.7	1.3	10.4	(²)
Finance, insurance, and real estate	100.0	73.7	26.3	8.1	1.6	6.8	3.0	6.8	.1
Services	100.0	74.7	25.3	7.0	1.6	5.6	2.5	8.6	(²)

¹ Includes severance pay and supplemental unemployment benefits.

² Cost per hour worked is \$0.01 or less.

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.

Table 19. Employer costs per hour worked for employee compensation, and percent of compensation, by establishment employment size, by major industry and occupational group in private industry, March 1991

Industry and occupational group, and employment size	Total compensation	Wage and salaries	Benefit costs						
			Total	Paid leave	Supple- mental pay	Insur- ance	Retire- ment and savings	Legally required	Other benefits
Cost per hour worked									
Goods-producing industries ¹	\$18.48	\$12.70	\$5.78	\$1.27	\$0.63	\$1.41	\$0.66	\$1.78	\$0.03
1-99 workers	15.66	11.23	4.44	.74	.47	.88	.48	1.85	(²)
100 workers or more	20.01	13.50	6.51	1.56	.72	1.69	.75	1.75	.05
100-499 workers	16.27	11.34	4.94	1.05	.50	1.29	.49	1.59	(²)
500 workers or more	23.41	15.46	7.95	2.02	.91	2.05	.99	1.89	.08
Service-producing industries ³	14.31	10.58	3.72	.97	.26	.86	.36	1.26	(²)
1-99 workers	12.85	9.71	3.14	.77	.21	.71	.28	1.16	(²)
100 workers or more	16.00	11.59	4.41	1.21	.31	1.04	.46	1.37	(²)
100-499 workers	13.43	9.86	3.57	.91	.24	.84	.35	1.21	(²)
500 workers or more	19.00	13.61	5.39	1.55	.40	1.27	.59	1.56	.02
White-collar workers	18.15	13.40	4.75	1.38	.32	1.12	.52	1.39	(²)
1-99 workers	15.93	12.08	3.86	1.06	.26	.90	.38	1.26	(²)
100 workers or more	20.14	14.59	5.56	1.67	.38	1.32	.64	1.51	.02
100-499 workers	17.11	12.61	4.50	1.28	.28	1.11	.46	1.35	(²)
500 workers or more	22.79	16.31	6.48	2.01	.47	1.51	.80	1.65	.03
Blue-collar workers	15.15	10.37	4.78	.91	.54	1.15	.49	1.68	.02
1-99 workers	13.30	9.51	3.79	.62	.37	.80	.37	1.63	(²)
100 workers or more	16.88	11.17	5.71	1.17	.69	1.48	.61	1.72	.04
100-499 workers	14.08	9.68	4.40	.82	.49	1.10	.45	1.53	(²)
500 workers or more	20.25	12.96	7.28	1.60	.93	1.93	.79	1.96	.08
Percent of total compensation									
Goods-producing industries ¹	100.0	68.7	31.3	6.9	3.4	7.6	3.6	9.7	0.2
1-99 workers	100.0	71.7	28.3	4.8	3.0	5.6	3.1	11.8	(²)
100 workers or more	100.0	67.5	32.5	7.8	3.6	8.5	3.8	8.7	.2
100-499 workers	100.0	69.7	30.3	6.4	3.1	8.0	3.0	9.8	(²)
500 workers or more	100.0	66.0	34.0	8.6	3.9	8.8	4.2	8.1	.4
Service-producing industries ³	100.0	74.0	26.0	6.8	1.8	6.0	2.5	8.8	(²)
1-99 workers	100.0	75.6	24.4	6.0	1.6	5.5	2.2	9.0	(²)
100 workers or more	100.0	72.4	27.6	7.5	2.0	6.5	2.9	8.6	(²)
100-499 workers	100.0	73.4	26.6	6.8	1.8	6.3	2.6	9.0	(²)
500 workers or more	100.0	71.6	28.4	8.1	2.1	6.7	3.1	8.2	.1
White-collar workers	100.0	73.8	26.2	7.6	1.8	6.2	2.9	7.7	(²)
1-99 workers	100.0	75.8	24.2	6.7	1.6	5.6	2.4	7.9	(²)
100 workers or more	100.0	72.4	27.6	8.3	1.9	6.6	3.2	7.5	.1
100-499 workers	100.0	73.7	26.3	7.5	1.6	6.5	2.7	7.9	(²)
500 workers or more	100.0	71.6	28.4	8.8	2.1	6.6	3.5	7.3	.1
Blue-collar workers	100.0	68.4	31.6	6.0	3.5	7.6	3.2	11.1	.2
1-99 workers	100.0	71.5	28.5	4.7	2.8	6.0	2.7	12.2	(²)
100 workers or more	100.0	66.2	33.8	6.9	4.1	8.7	3.6	10.2	.2
100-499 workers	100.0	68.8	31.2	5.8	3.5	7.8	3.2	10.9	(²)
500 workers or more	100.0	64.0	36.0	7.9	4.6	9.5	3.9	9.7	.4

¹ Includes mining, construction, and manufacturing

² Cost per hour worked is \$0.01 or less.

³ Includes transportation, communication, and public utilities; wholesale

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

Table 20. Workers in private goods-producing and service-producing industries by occupational group: Employer costs per hour worked for employee compensation and costs as a percent of total compensation, March 1991

Series	Total compensation	Wage and salaries	Benefit costs						
			Total	Paid Leave	Supplemental pay	Insurance	Retirement and savings	Legally required	Other benefits ¹
Cost per hour worked									
All workers, goods-producing industries ²	\$18.48	\$12.70	\$5.78	\$1.27	\$0.63	\$1.41	\$0.66	\$1.78	\$0.03
White-collar occupations	23.65	16.89	6.76	2.02	.52	1.63	.80	1.76	.03
Professional specialty and technical	26.40	18.71	7.70	2.36	.46	1.86	1.06	1.91	.05
Executive, administrative, managerial	34.22	24.81	9.40	3.11	.88	1.79	1.17	2.42	.04
Administrative support including clerical	14.59	10.14	4.46	1.09	.37	1.37	.42	1.19	.02
Blue-collar occupations	16.32	10.94	5.38	.95	.68	1.31	.59	1.81	.03
Precision production, craft, and repair	20.30	13.73	6.57	1.12	.77	1.44	.84	2.35	.04
Machine operators, assemblers, and inspectors	14.72	9.69	5.03	.99	.71	1.38	.43	1.48	.04
Transportation and material moving	16.67	11.08	5.59	.90	.71	1.28	.76	1.91	.02
Handlers, equipment cleaners, helpers, and laborers	12.40	8.52	3.88	.58	.41	.93	.43	1.52	(³)
Service occupations	14.12	9.56	4.56	.94	.48	1.21	.54	1.35	.03
All workers, service-producing industries ⁴	14.31	10.58	3.72	.97	.26	.86	.36	1.26	(³)
White-collar occupations	17.13	12.75	4.38	1.26	.29	1.03	.47	1.33	(³)
Professional specialty and technical	23.18	17.27	5.90	1.85	.38	1.23	.67	1.76	(³)
Executive, administrative, managerial	26.12	19.52	6.59	2.20	.42	1.28	.82	1.85	.03
Sales workers	12.54	9.74	2.81	.62	.22	.64	.24	1.07	(³)
Administrative support including clerical	12.89	9.27	3.63	.97	.22	1.07	.35	1.02	(³)
Blue-collar occupations	13.70	9.66	4.04	.85	.36	.95	.36	1.52	(³)
Precision production, craft, and repair	17.83	12.63	5.20	1.26	.46	1.21	.46	1.80	(³)
Transportation and material moving	15.10	10.39	4.72	.93	.39	1.06	.49	1.85	(³)
Handlers, equipment cleaners, helpers, and laborers	10.12	7.23	2.89	.50	.27	.71	.24	1.18	(³)
Service occupations	7.66	5.87	1.79	.34	.10	.37	.11	.87	(³)
Percent of total compensation									
All workers, goods-producing industries ²	100.0	68.7	31.3	6.9	3.4	7.6	3.6	9.7	0.2
White-collar occupations	100.0	71.4	28.6	8.5	2.2	6.9	3.4	7.4	.1
Professional specialty and technical	100.0	70.9	29.1	9.0	1.7	7.0	4.0	7.2	.2
Executive, administrative, managerial	100.0	72.5	27.5	9.1	2.6	5.2	3.4	7.1	.1
Administrative support including clerical	100.0	69.5	30.5	7.5	2.5	9.4	2.9	8.1	.1
Blue-collar occupations	100.0	67.0	33.0	5.8	4.2	8.1	3.6	11.1	.2
Precision production, craft, and repair	100.0	67.6	32.4	5.5	3.8	7.1	4.2	11.6	.2
Machine operators, assemblers, and inspectors	100.0	65.8	34.2	6.7	4.8	9.4	2.9	10.0	.3
Transportation and material moving	100.0	66.5	33.5	5.4	4.3	7.7	4.6	11.4	.1
Handlers, equipment cleaners, helpers, and laborers	100.0	68.7	31.3	4.7	3.3	7.5	3.5	12.2	(³)
Service occupations	100.0	67.7	32.3	6.7	3.4	8.6	3.8	9.5	.2
All workers, service-producing industries ⁴	100.0	74.0	26.0	6.8	1.8	6.0	2.5	8.8	(³)
White-collar occupations	100.0	74.4	25.6	7.4	1.7	6.0	2.7	7.7	(³)
Professional specialty and technical	100.0	74.5	25.5	8.0	1.7	5.3	2.9	7.6	(³)
Executive, administrative, managerial	100.0	74.8	25.2	8.4	1.6	4.9	3.1	7.1	.1
Sales workers	100.0	77.6	22.4	5.0	1.8	5.1	1.9	8.5	(³)
Administrative support including clerical	100.0	71.9	28.1	7.5	1.7	8.3	2.7	7.9	(³)
Blue-collar occupations	100.0	70.5	29.5	6.2	2.6	6.9	2.6	11.1	(³)
Precision production, craft, and repair	100.0	70.8	29.2	7.1	2.6	6.8	2.6	10.1	(³)
Transportation and material moving	100.0	68.8	31.2	6.2	2.6	7.0	3.2	12.2	(³)
Handlers, equipment cleaners, helpers, and laborers	100.0	71.4	28.6	4.9	2.6	7.0	2.3	11.6	(³)
Service occupations	100.0	76.7	23.3	4.4	1.3	4.9	1.5	11.3	(³)

¹ Includes severance pay and supplemental unemployment benefits.

² Includes mining, construction, and manufacturing.

³ Cost per hour worked is \$0.01 or less.

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

Table 21. Workers in private manufacturing and nonmanufacturing industries by occupational group: Employer costs per hour worked for employee compensation and costs as a percent of total compensation, March 1991

Series	Total compensation	Wage and salaries	Benefit costs						
			Total	Paid Leave	Supplemental pay	Insurance	Retirement and savings	Legally required	Other benefits ¹
Cost per hour worked									
All workers, manufacturing industries	\$18.22	\$12.40	\$5.81	\$1.38	\$0.67	\$1.51	\$0.60	\$1.62	\$0.04
White-collar occupations	23.38	16.63	6.75	2.02	.53	1.69	.78	1.71	.03
Professional specialty and technical	25.80	18.28	7.53	2.33	.47	1.83	.98	1.88	.04
Executive, administrative, managerial	34.34	24.89	9.45	3.18	.86	1.91	1.14	2.31	.04
Administrative support including clerical	14.71	10.10	4.61	1.12	.39	1.45	.44	1.19	.02
Blue-collar occupations	15.83	10.43	5.39	1.09	.74	1.43	.52	1.58	.04
Precision production, craft, and repair	20.67	13.59	7.08	1.60	.96	1.77	.77	1.94	.05
Machine operators, assemblers, and inspectors	14.69	9.67	5.02	.99	.71	1.38	.43	1.47	.04
Transportation and material moving	16.38	10.78	5.60	1.02	.72	1.37	.69	1.77	.03
Handlers, equipment cleaners, helpers, and laborers	12.17	8.15	4.03	.69	.50	1.11	.37	1.35	.02
Service occupations	14.26	9.64	4.62	.97	.48	1.24	.56	1.34	.03
All workers, nonmanufacturing industries	14.67	10.81	3.86	.96	.28	.88	.40	1.34	(²)
White-collar occupations	17.36	12.91	4.45	1.29	.29	1.04	.48	1.35	(²)
Professional specialty and technical	26.68	19.89	6.79	2.26	.45	1.29	.85	1.91	.03
Executive, administrative, managerial	12.60	9.79	2.82	.62	.22	.65	.25	1.08	(²)
Sales workers	12.93	9.30	3.63	.97	.22	1.07	.35	1.02	(²)
Administrative support including clerical	18.62	13.11	5.51	1.01	.50	1.16	.64	2.18	.02
Blue-collar occupations	14.66	10.32	4.34	.78	.39	.95	.47	1.75	(²)
Precision production, craft, and repair	11.61	8.24	3.37	.68	.31	.81	.28	1.28	(²)
Transportation and material moving	10.57	7.56	3.01	.48	.26	.69	.29	1.29	(²)
Handlers, equipment cleaners, helpers, and laborers	7.66	5.87	1.79	.34	.10	.37	.11	.87	(²)
Service occupations	7.66	5.87	1.79	.34	.10	.37	.11	.87	(²)
Percent of total compensation									
All workers, manufacturing industries	100.0	68.1	31.9	7.6	3.7	8.3	3.3	8.9	0.2
White-collar occupations	100.0	71.1	28.9	8.6	2.3	7.2	3.3	7.3	.1
Professional specialty and technical	100.0	70.8	29.2	9.0	1.8	7.1	3.8	7.3	.2
Executive, administrative, managerial	100.0	72.5	27.5	9.2	2.5	5.6	3.3	6.7	.1
Administrative support including clerical	100.0	68.7	31.3	7.6	2.7	9.8	3.0	8.1	.1
Blue-collar occupations	100.0	65.9	34.1	6.9	4.7	9.0	3.3	10.0	.2
Precision production, craft, and repair	100.0	65.7	34.3	7.7	4.6	8.5	3.7	9.4	.2
Machine operators, assemblers, and inspectors	100.0	65.8	34.2	6.7	4.9	9.4	2.9	10.0	.3
Transportation and material moving	100.0	65.8	34.2	6.2	4.4	8.4	4.2	10.8	.2
Handlers, equipment cleaners, helpers, and laborers	100.0	66.9	33.1	5.6	4.1	9.1	3.0	11.1	.1
Service occupations	100.0	67.6	32.4	6.8	3.4	8.7	3.9	9.4	.2
All workers, nonmanufacturing industries	100.0	73.7	26.3	6.6	1.9	6.0	2.7	9.1	(²)
White-collar occupations	100.0	74.4	25.6	7.4	1.7	6.0	2.8	7.7	(²)
Professional specialty and technical	100.0	74.6	25.4	8.5	1.7	4.8	3.2	7.2	.1
Executive, administrative, managerial	100.0	77.6	22.4	5.0	1.8	5.1	1.9	8.5	(²)
Sales workers	100.0	71.9	28.1	7.5	1.7	8.2	2.7	7.9	(²)
Administrative support including clerical	100.0	70.4	29.6	5.4	2.7	6.2	3.4	11.7	.1
Blue-collar occupations	100.0	70.4	29.6	5.3	2.6	6.5	3.2	11.9	(²)
Precision production, craft, and repair	100.0	71.0	29.0	5.8	2.7	7.0	2.4	11.0	(²)
Transportation and material moving	100.0	71.5	28.5	4.6	2.5	6.5	2.7	12.2	(²)
Handlers, equipment cleaners, helpers, and laborers	100.0	76.7	23.3	4.4	1.3	4.9	1.5	11.3	(²)
Service occupations	100.0	76.7	23.3	4.4	1.3	4.9	1.5	11.3	(²)

¹ Includes severance pay and supplemental unemployment benefits.

² Cost per hour worked is \$0.01 or less.

Table 22. Private industry workers by bargaining status and major occupational and industry group: Employer costs per hour worked for employee compensation and costs as a percent of total compensation, March 1991

Series	Total compensation	Wage and salaries	Benefit costs						
			Total	Paid Leave	Supplemental pay	Insurance	Retirement and savings	Legally required	Other benefits ¹
Cost per hour worked									
All union workers, private industry	\$19.76	\$13.02	\$6.75	\$1.43	\$0.69	\$1.78	\$0.87	\$1.93	\$0.05
Blue-collar occupations	21.11	13.50	7.61	1.47	.87	1.99	1.05	2.18	.06
Goods-producing industries	21.85	13.85	7.99	1.46	1.00	2.12	1.14	2.19	.08
Service-producing industries	18.23	12.41	5.83	1.41	.45	1.54	.68	1.74	.02
Manufacturing	20.26	12.66	7.60	1.59	1.06	2.09	.85	1.93	.09
Blue-collar occupations	20.29	12.62	7.67	1.58	1.08	2.12	.85	1.95	.09
Nonmanufacturing	19.51	13.20	6.30	1.35	.49	1.62	.88	1.93	.02
All nonunion workers, private industry	14.56	10.78	3.79	.98	.29	.86	.36	1.30	(²)
Blue-collar occupations	12.40	8.93	3.48	.65	.38	.76	.23	1.45	(²)
Goods-producing industries	17.30	12.29	5.00	1.20	.50	1.16	.49	1.64	.02
Service-producing industries	13.74	10.32	3.42	.91	.23	.77	.32	1.19	(²)
Manufacturing	17.47	12.31	5.16	1.31	.52	1.30	.51	1.50	.02
Blue-collar occupations	13.24	9.17	4.07	.80	.54	1.03	.33	1.37	(²)
Nonmanufacturing	13.92	10.44	3.49	.90	.24	.76	.32	1.25	(²)
Percent of total compensation									
All union workers, private industry	100.0	65.9	34.1	7.2	3.5	9.0	4.4	9.8	0.2
Blue-collar occupations	100.0	64.0	36.0	6.9	4.1	9.4	5.0	10.3	.3
Goods-producing industries	100.0	63.4	36.6	6.7	4.6	9.7	5.2	10.0	.4
Service-producing industries	100.0	68.0	32.0	7.7	2.5	8.4	3.7	9.5	.1
Manufacturing	100.0	62.5	37.5	7.8	5.2	10.3	4.2	9.5	.4
Blue-collar occupations	100.0	62.2	37.8	7.8	5.3	10.4	4.2	9.6	.4
Nonmanufacturing	100.0	67.7	32.3	6.9	2.5	8.3	4.5	9.9	.1
All nonunion workers, private industry	100.0	74.0	26.0	6.7	2.0	5.9	2.5	8.9	(²)
Blue-collar occupations	100.0	72.0	28.0	5.2	3.1	6.2	1.9	11.7	(²)
Goods-producing industries	100.0	71.1	28.9	7.0	2.9	6.7	2.8	9.5	.1
Service-producing industries	100.0	75.1	24.9	6.6	1.7	5.6	2.3	8.7	(²)
Manufacturing	100.0	70.4	29.6	7.5	3.0	7.4	2.9	8.6	.1
Blue-collar occupations	100.0	69.2	30.8	6.1	4.1	7.8	2.5	10.3	(²)
Nonmanufacturing	100.0	75.0	25.0	6.5	1.7	5.5	2.3	9.0	(²)

¹ Includes severance pay and supplemental unemployment benefits.

² Cost per hour worked is \$0.01 or less.

Table 23. Workers in aerospace industries by industry and occupational group: Employer costs for employee compensation and costs as a percent of total compensation, March 1991

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required	Other benefits ¹
Cost per hour worked									
Aircraft and parts manufacturing (SIC 372)	\$24.09	\$16.28	\$7.81	\$2.08	\$1.18	\$2.04	\$0.64	\$1.84	\$0.04
White-collar workers	26.30	18.34	7.96	2.42	.82	2.05	.76	1.87	.04
Professional specialty and technical	27.77	19.62	8.14	2.58	.68	2.05	.77	2.01	.05
Blue-collar workers	21.75	14.08	7.67	1.71	1.58	2.04	.50	1.82	.03
Precision production, craft, and repair	22.91	15.01	7.90	1.82	1.57	2.09	.50	1.89	.03
Machine operators, inspectors, and assemblers	20.34	12.98	7.36	1.55	1.58	1.96	.52	1.72	.02
Aircraft manufacturing (SIC 3721)	25.30	17.11	8.19	2.27	1.22	2.07	.73	1.88	.02
White-collar workers	26.37	18.30	8.08	2.49	.83	2.01	.85	1.88	.02
Blue-collar workers	23.78	15.35	8.43	1.92	1.87	2.16	.55	1.90	.02
Aircraft engines and parts manufacturing (SIC 3724)	23.89	15.90	7.99	2.11	1.02	2.45	.51	1.83	.08
Aircraft parts and equipment manufacturing, not elsewhere classified (SIC 3728)	21.97	15.03	6.94	1.70	1.23	1.65	.58	1.77	.02
Guided missiles and space vehicles manufacturing (SIC 3761)	28.06	19.65	8.41	2.59	.91	2.19	.85	1.85	(²)
Percent of total compensation									
Aircraft and parts manufacturing (SIC 372)	100.0	67.6	32.4	8.6	4.9	8.5	2.7	7.6	0.1
White-collar workers	100.0	69.7	30.3	9.2	3.1	7.8	2.9	7.1	.2
Professional specialty and technical	100.0	70.7	29.3	9.3	2.4	7.4	2.8	7.2	.2
Blue-collar workers	100.0	64.7	35.3	7.9	7.3	9.4	2.3	8.3	.1
Precision production, craft, and repair	100.0	65.5	34.5	8.0	6.9	9.1	2.2	8.3	.1
Machine operators, inspectors, and assemblers	100.0	63.8	36.2	7.6	7.8	9.6	2.6	8.4	.1
Aircraft manufacturing (SIC 3721)	100.0	67.6	32.4	9.0	4.8	8.2	2.9	7.4	.1
White-collar workers	100.0	69.4	30.6	9.5	3.1	7.6	3.2	7.1	.1
Blue-collar workers	100.0	64.6	35.4	8.1	7.9	9.1	2.3	8.0	.1
Aircraft engines and parts manufacturing (SIC 3724)	100.0	66.5	33.5	8.8	4.3	10.3	2.1	7.7	.3
Aircraft parts and equipment manufacturing, not elsewhere classified (SIC 3728)	100.0	68.4	31.6	7.7	5.6	7.5	2.6	8.0	.1
Guided missiles and space vehicles manufacturing (SIC 3761)	100.0	70.0	30.0	9.2	3.3	7.8	3.0	6.6	(²)

¹ Includes severance pay and supplemental unemployment benefits.

² Cost per hour worked is \$0.01 or less.

Table 24. Private industry workers by major industry group: Employer costs per hour worked for employee compensation and costs as a percent of total compensation, March 1990

Compensation component	All private industry		Goods-producing ¹		Service-producing ²		Manufacturing		Nonmanufacturing	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$14.96	100.0	\$17.55	100.0	\$13.97	100.0	\$17.33	100.0	\$14.32	100.0
Wages and salaries	10.84	72.4	12.14	69.2	10.34	74.0	11.86	68.4	10.56	73.7
Total benefits	4.13	27.6	5.41	30.8	3.63	26.0	5.47	31.6	3.76	26.3
Paid leave	1.03	6.9	1.19	6.8	.96	6.9	1.31	7.6	.95	6.6
Vacation pay .....	.51	3.4	.62	3.5	.47	3.3	.67	3.9	.47	3.3
Holiday pay .....	.34	2.3	.43	2.4	.31	2.2	.48	2.7	.31	2.2
Sick leave .....	.13	.9	.10	.6	.14	1.0	.12	.7	.13	.9
Other leave pay .....	.04	.3	.04	.2	.05	.3	.05	.3	.04	.3
Supplemental pay .....	.37	2.5	.61	3.5	.28	2.0	.65	3.7	.29	2.0
Premium pay .....	.17	1.1	.34	1.9	.10	.7	.34	2.0	.12	.8
Nonproduction bonuses .....	.16	1.0	.20	1.2	.14	1.0	.22	1.3	.14	1.0
Shift pay .....	.05	.3	.07	.4	.04	.3	.09	.5	.03	.2
Insurance ³ .....	.92	6.1	1.26	7.2	.79	5.6	1.37	7.9	.80	5.6
Retirement and savings .....	.45	3.0	.61	3.5	.39	2.8	.56	3.3	.42	2.9
Pensions .....	.36	2.4	.48	2.7	.31	2.2	.42	2.4	.34	2.4
Savings and thrift .....	.09	.6	.14	.8	.07	.5	.14	.8	.08	.5
Legally required ⁴	1.35	9.0	1.70	9.7	1.21	8.7	1.54	8.9	1.29	9.0
Social Security .....	.89	6.0	1.03	5.9	.84	6.0	1.02	5.9	.86	6.0
Federal unemployment insurance .....	.03	.2	.03	.2	.03	.2	.03	.2	.03	.2
State unemployment insurance .....	.09	.6	.13	.8	.08	.6	.12	.7	.09	.6
Workers' compensation .....	.31	2.1	.50	2.8	.23	1.7	.36	2.1	.29	2.0
Other benefits ⁵	(⁶)	(⁶)	.03	.2	(⁶)	(⁶)	.04	.2	(⁶)	(⁶)

¹ Includes mining, construction, and manufacturing.

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

³ Includes health, life, and sickness and accident insurance.

⁴ Includes railroad retirement and supplemental retirement, railroad

unemployment insurance, and other legally required benefits in addition to those shown.

⁵ Includes severance pay and supplemental unemployment benefits.

⁶ Cost per hour worked is \$0.01 or less.

Table 25. Private industry workers by major occupational group: Employer costs per hour worked for employee compensation and costs as a percent of total compensation, March 1990

Compensation component	All private industry		White-collar		Blue-collar		Service	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$14.96	100.0	\$17.59	100.0	\$14.57	100.0	\$7.66	100.0
Wages and salaries	10.84	72.4	12.99	73.8	10.04	68.9	5.84	76.2
Total benefits	4.13	27.6	4.60	26.2	4.53	31.1	1.82	23.8
Paid leave	1.03	6.9	1.35	7.7	.86	5.9	.36	4.7
Vacation pay .....	.51	3.4	.65	3.7	.46	3.1	.19	2.4
Holiday pay .....	.34	2.3	.45	2.6	.30	2.1	.11	1.4
Sick leave .....	.13	.9	.19	1.1	.07	.5	.06	.7
Other leave pay .....	.04	.3	.06	.4	.03	.2	(¹)	(¹)
Supplemental pay .....	.37	2.5	.34	1.9	.53	3.6	.12	1.6
Premium pay .....	.17	1.1	.09	.5	.34	2.3	.05	.7
Nonproduction bonuses .....	.16	1.0	.21	1.2	.13	.9	.04	.5
Shift pay .....	.05	.3	.04	.2	.06	.4	.03	.4
Insurance ² .....	.92	6.1	1.02	5.8	1.03	7.0	.38	4.9
Retirement and savings .....	.45	3.0	.54	3.1	.47	3.2	.13	1.7
Pensions .....	.36	2.4	.40	2.3	.41	2.8	.11	1.4
Savings and thrift .....	.09	.6	.14	.8	.06	.4	.02	.3
Legally required ³	1.35	9.0	1.34	7.6	1.62	11.1	.82	10.8
Social Security .....	.89	6.0	1.04	5.9	.87	6.0	.49	6.5
Federal unemployment insurance .....	.03	.2	.03	.2	.03	.2	.03	.4
State unemployment insurance .....	.09	.6	.09	.5	.12	.8	.07	.9
Workers' compensation .....	.31	2.1	.16	.9	.56	3.9	.22	2.9
Other benefits ⁴	(¹)	(¹)	(¹)	(¹)	.02	.2	(¹)	(¹)

¹ Cost per hour worked is \$0.01 or less.

² Includes health, life, and sickness and accident insurance.

³ Includes railroad retirement and supplemental retirement, railroad

unemployment insurance, and other legally required benefits in addition to those shown.

⁴ Includes severance pay and supplemental unemployment benefits.

Table 26. Employer costs per hour worked for employee compensation, and percent of compensation, private industry, by establishment employment size, March 1990

Compensation component	Total Private		1-99 workers		100 workers or more					
	Cost	Percent	Cost	Percent	Total		100-499 workers		500 workers or more	
					Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$14.96	100.0	\$13.08	100.0	\$16.82	100.0	\$13.82	100.0	\$20.02	100.0
Wages and salaries	10.84	72.4	9.77	74.7	11.89	70.7	10.02	72.5	13.90	69.4
Total benefits	4.13	27.6	3.31	25.3	4.93	29.3	3.81	27.5	6.12	30.6
Paid leave	1.03	6.9	.74	5.6	1.31	7.8	.94	6.8	1.70	8.5
Vacations .....	.51	3.4	.37	2.8	.65	3.9	.46	3.3	.86	4.3
Holidays .....	.34	2.3	.26	2.0	.43	2.6	.32	2.3	.55	2.7
Sick leave .....	.13	.9	.09	.7	.17	1.0	.12	.9	.22	1.1
Other leave .....	.04	.3	.03	.2	.06	.3	.04	.3	.08	.4
Supplemental pay .....	.37	2.5	.30	2.3	.44	2.6	.31	2.3	.57	2.9
Premium pay .....	.17	1.1	.11	.9	.22	1.3	.18	1.3	.26	1.3
Shift pay .....	.05	.3	(¹)	(¹)	.08	.5	.04	.3	.13	.7
Nonproduction bonuses .....	.16	1.0	.18	1.3	.14	.8	.09	.6	.19	.9
Insurance ² .....	.92	6.1	.69	5.2	1.15	6.8	.88	6.3	1.44	7.2
Retirement and savings .....	.45	3.0	.33	2.6	.57	3.4	.39	2.8	.76	3.8
Pensions .....	.36	2.4	.29	2.2	.42	2.5	.29	2.1	.57	2.8
Savings and thrift .....	.09	.6	.04	.3	.14	.8	.10	.7	.19	1.0
Legally required ³	1.35	9.0	1.25	9.6	1.44	8.6	1.28	9.3	1.61	8.0
Social Security .....	.89	6.0	.80	6.1	.99	5.9	.84	6.0	1.15	5.7
Federal unemployment .....	.03	.2	.03	.2	.03	.2	.03	.2	.03	.2
State unemployment .....	.09	.6	.09	.7	.09	.6	.10	.7	.09	.5
Workers' compensation .....	.31	2.1	.32	2.5	.29	1.7	.31	2.2	.27	1.4
Other benefits ⁴	(¹)	(¹)	(¹)	(¹)	.02	.1	(¹)	(¹)	.04	.2

¹ Cost per hour worked is \$0.01 or less.

² Includes health, life, and sickness and accident insurance.

³ Includes railroad retirement, railroad unemployment, railroad

supplemental unemployment, and other legally required in addition to benefits shown.

⁴ Includes severance pay and supplemental unemployment benefits.

Table 27. Private industry workers by region and bargaining status: Employer costs per hour worked for employee compensation and costs as a percent of total compensation, March 1990

Compensation component	Region								Bargaining status			
	Northeast		South		Midwest		West		Union		Nonunion	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$17.02	100.0	\$13.22	100.0	\$14.62	100.0	\$15.73	100.0	\$18.78	100.0	\$14.22	100.0
Wages and salaries	12.27	72.1	9.73	73.6	10.38	71.0	11.48	73.0	12.47	66.4	10.52	74.0
Total benefits	4.75	27.9	3.49	26.4	4.24	29.0	4.25	27.0	6.30	33.6	3.70	26.0
Paid leave	1.28	7.5	.85	6.4	1.00	6.9	1.02	6.5	1.35	7.2	.96	6.8
Vacation pay .....	.60	3.5	.43	3.2	.53	3.6	.50	3.2	.73	3.9	.47	3.3
Holiday pay .....	.42	2.5	.29	2.2	.33	2.3	.36	2.3	.43	2.3	.33	2.3
Sick leave .....	.18	1.1	.10	.8	.10	.7	.13	.8	.14	.7	.13	.9
Other leave pay .....	.07	.4	.04	.3	.04	.2	.03	.2	.05	.3	.04	.3
Supplemental pay .....	.39	2.3	.30	2.3	.45	3.0	.36	2.3	.66	3.5	.31	2.2
Premium pay .....	.17	1.0	.15	1.1	.19	1.3	.16	1.0	.44	2.3	.11	.8
Nonproduction bonuses .....	.16	.9	.12	.9	.20	1.4	.16	1.0	.12	.6	.16	1.1
Shift pay .....	.06	.4	.04	.3	.05	.3	.04	.2	.11	.6	.03	.2
Insurance ¹	1.07	6.3	.77	5.8	.97	6.6	.92	5.8	1.56	8.3	.79	5.6
Retirement and savings .....	.54	3.2	.34	2.6	.48	3.3	.47	3.0	.84	4.5	.37	2.6
Pensions .....	.45	2.6	.25	1.9	.41	2.8	.37	2.3	.78	4.1	.28	2.0
Savings and thrift .....	.10	.6	.09	.7	.07	.5	.11	.7	.07	.4	.10	.7
Legally required ²	1.45	8.5	1.22	9.2	1.32	9.0	1.46	9.3	1.83	9.8	1.25	8.8
Social Security	1.00	5.9	.81	6.1	.87	5.9	.93	5.9	1.08	5.7	.86	6.0
Federal unemployment insurance .....	.03	.2	.03	.2	.03	.2	.03	.2	.03	.2	.03	.2
State unemployment insurance .....	.10	.6	.07	.5	.11	.7	.10	.6	.13	.7	.09	.6
Workers' compensation .....	.28	1.7	.29	2.2	.28	1.9	.40	2.5	.52	2.7	.27	1.9
Other benefits ³	(⁴)	(⁴)	(⁴)	(⁴)	.02	.2	(⁴)	(⁴)	.05	.2	(⁴)	(⁴)

¹ Includes health, life, and sickness and accident insurance.

² Includes railroad retirement and supplemental retirement, railroad unemployment insurance, and other legally required benefits in addition to those shown.

³ Includes severance pay and supplemental unemployment benefits.

⁴ Cost per hour worked is \$0.01 or less.

Table 28. Private industry workers by occupational and industry group: Employer costs per hour worked for employee compensation and costs as a percent of total compensation, March 1990

Series	Total compensation	Wage and salaries	Benefit costs						
			Total	Paid Leave	Supplemental pay	Insurance	Retirement and savings	Legally required	Other benefits ¹
Cost per hour worked									
Private industry workers	\$14.96	\$10.84	\$4.13	\$1.03	\$0.37	\$0.92	\$0.45	\$1.35	(²)
Occupational group									
White-collar occupations	17.59	12.99	4.60	1.35	.34	1.02	.54	1.34	(²)
Professional specialty and technical	23.27	17.07	6.20	1.92	.44	1.29	.80	1.74	\$0.02
Executive, administrative, managerial	26.61	19.65	6.96	2.30	.61	1.29	.89	1.85	.02
Sales workers	12.12	9.46	2.66	.63	.17	.60	.24	1.01	(²)
Administrative support including clerical	12.64	9.08	3.56	.95	.25	.98	.37	1.00	(²)
Blue-collar occupations	14.57	10.04	4.53	.86	.53	1.03	.47	1.62	.02
Precision production, craft, and repair	18.34	12.73	5.61	1.12	.62	1.18	.65	2.01	.03
Machine operators, assemblers, and inspectors	13.47	9.04	4.43	.88	.64	1.13	.38	1.36	.04
Transportation and material moving	15.41	10.62	4.79	.88	.46	1.03	.54	1.87	(²)
Handlers, equipment cleaners, helpers, and laborers	10.61	7.45	3.16	.51	.33	.73	.31	1.27	(²)
Service occupations	7.66	5.84	1.82	.36	.12	.38	.13	.82	(²)
Industry group									
Goods-producing industries ³	17.55	12.14	5.41	1.19	.61	1.26	.61	1.70	.03
Construction	17.42	12.55	4.87	.63	.46	.83	.71	2.22	.02
Manufacturing industries	17.33	11.86	5.47	1.31	.65	1.37	.56	1.54	.04
Durables	18.56	12.54	6.02	1.45	.77	1.52	.60	1.64	.05
Nondurables	15.59	10.89	4.69	1.12	.48	1.15	.52	1.40	.02
Service-producing industries ⁴	13.97	10.34	3.63	.96	.28	.79	.39	1.21	(²)
Transportation and public utilities	21.48	14.74	6.74	1.77	.43	1.55	.93	2.03	.02
Wholesale trade	17.45	12.65	4.80	1.23	.46	1.12	.51	1.47	.02
Retail trade	8.52	6.62	1.90	.37	.16	.38	.13	.86	(²)
Finance, insurance, and real estate	18.04	13.35	4.69	1.49	.25	1.16	.54	1.23	(²)
Services	14.41	10.75	3.67	1.02	.30	.74	.39	1.21	(²)
Percent of total compensation									
Private industry workers	100.0	72.4	27.6	6.9	2.5	6.1	3.0	9.0	(²)
Occupational group									
White-collar occupations	100.0	73.8	26.2	7.7	1.9	5.8	3.1	7.6	(²)
Professional specialty and technical	100.0	73.3	26.7	8.2	1.9	5.5	3.5	7.5	0.1
Executive, administrative, managerial	100.0	73.9	26.1	8.6	2.3	4.8	3.3	7.0	.1
Sales workers	100.0	78.0	22.0	5.2	1.4	5.0	2.0	8.4	(²)
Administrative support including clerical	100.0	71.8	28.2	7.5	2.0	7.8	2.9	7.9	(²)
Blue-collar occupations	100.0	68.9	31.1	5.9	3.6	7.0	3.2	11.1	.2
Precision production, craft, and repair	100.0	69.4	30.6	6.1	3.4	6.4	3.6	10.9	.2
Machine operators, assemblers, and inspectors	100.0	67.1	32.9	6.5	4.8	8.4	2.8	10.1	.3
Transportation and material moving	100.0	68.9	31.1	5.7	3.0	6.7	3.5	12.1	(²)
Handlers, equipment cleaners, helpers, and laborers	100.0	70.2	29.8	4.8	3.1	6.9	2.9	11.9	(²)
Service occupations	100.0	76.2	23.8	4.7	1.6	4.9	1.7	10.8	(²)
Industry group									
Goods-producing industries ³	100.0	69.2	30.8	6.8	3.5	7.2	3.5	9.7	.2
Construction	100.0	72.0	28.0	3.6	2.6	4.8	4.1	12.7	.1
Manufacturing industries	100.0	68.4	31.6	7.6	3.7	7.9	3.3	8.9	.2
Durables	100.0	67.6	32.4	7.8	4.1	8.2	3.2	8.8	.3
Nondurables	100.0	69.9	30.1	7.2	3.1	7.4	3.3	9.0	.1
Service-producing industries ⁴	100.0	74.0	26.0	6.9	2.0	5.6	2.8	8.7	(²)
Transportation and public utilities	100.0	68.6	31.4	8.3	2.0	7.2	4.3	9.5	.1
Wholesale trade	100.0	72.5	27.5	7.1	2.6	6.4	2.9	8.4	.1
Retail trade	100.0	77.7	22.3	4.3	1.8	4.5	1.5	10.1	(²)
Finance, insurance, and real estate	100.0	74.0	26.0	8.3	1.4	6.4	3.0	6.8	(²)
Services	100.0	74.6	25.4	7.0	2.1	5.2	2.7	8.4	(²)

¹ Includes severance pay and supplemental unemployment benefits.

² Cost per hour worked is \$0.01 or less.

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.

Table 30. Private industry workers by major industry group: Employer costs per hour worked for employee compensation and costs as a percent of total compensation, March 1989

Compensation component	All private industry		Goods-producing ¹		Service-producing ²		Manufacturing		Nonmanufacturing	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$14.28	100.0	\$17.21	100.0	\$13.12	100.0	\$17.16	100.0	\$13.46	100.0
Wages and salaries	10.38	72.7	11.90	69.2	9.77	74.5	11.71	68.2	10.00	74.3
Total benefits	3.90	27.3	5.30	30.8	3.35	25.5	5.45	31.8	3.46	25.7
Paid leave	1.00	7.0	1.20	7.0	.92	7.0	1.33	7.7	.91	6.8
Vacation pay .....	.50	3.5	.62	3.6	.45	3.4	.68	3.9	.45	3.3
Holiday pay .....	.34	2.4	.43	2.5	.30	2.3	.49	2.8	.30	2.2
Sick leave .....	.12	.9	.10	.6	.13	1.0	.12	.7	.13	.9
Other leave pay .....	.04	.3	.04	.2	.04	.3	.04	.3	.04	.3
Supplemental pay .....	.34	2.4	.60	3.5	.23	1.8	.65	3.8	.25	1.8
Premium pay .....	.17	1.2	.37	2.2	.09	.7	.40	2.3	.11	.8
Nonproduction bonuses .....	.12	.8	.15	.8	.10	.8	.15	.9	.11	.8
Shift pay .....	.05	.3	.08	.5	.03	.3	.10	.6	.03	.2
Insurance ³ .....	.85	6.0	1.28	7.4	.68	5.2	1.40	8.1	.70	5.2
Retirement and savings .....	.42	2.9	.57	3.3	.36	2.7	.54	3.2	.39	2.9
Pensions .....	.34	2.4	.45	2.6	.30	2.3	.41	2.4	.32	2.4
Savings and thrift .....	.08	.6	.12	.7	.06	.5	.13	.8	.07	.5
Legally required ⁴	1.27	8.9	1.61	9.3	1.14	8.7	1.48	8.6	1.21	9.0
Social Security .....	.84	5.9	1.00	5.8	.77	5.9	1.00	5.9	.79	5.9
Federal unemployment insurance .....	.03	.2	.03	.2	.03	.2	.03	.2	.03	.2
State unemployment insurance .....	.11	.8	.16	.9	.09	.7	.15	.9	.10	.7
Workers' compensation .....	.27	1.9	.41	2.4	.21	1.6	.29	1.7	.26	1.9
Other benefits ⁵ .....	.02	.1	.05	.3	(⁶)	(⁶)	.05	.3	(⁶)	(⁶)

¹ Includes mining, construction, and manufacturing.

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

³ Includes health, life, and sickness and accident insurance.

⁴ Includes railroad retirement and supplemental retirement, railroad

unemployment insurance, and other legally required benefits in addition to those shown.

⁵ Includes severance pay and supplemental unemployment benefits.

⁶ Cost per hour worked is \$0.01 or less.

Table 31. Private industry workers by major occupational group: Employer costs per hour worked for employee compensation and costs as a percent of total compensation, March 1989

Compensation component	All private industry		White-collar		Blue-collar		Service	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$14.28	100.0	\$16.57	100.0	\$14.35	100.0	\$7.16	100.0
Wages and salaries	10.38	72.7	12.29	74.2	9.91	69.1	5.50	76.8
Total benefits	3.90	27.3	4.28	25.8	4.44	30.9	1.66	23.2
Paid leave	1.00	7.0	1.30	7.9	.87	6.1	.34	4.8
Vacation pay .....	.50	3.5	.63	3.8	.46	3.2	.18	2.5
Holiday pay .....	.34	2.4	.43	2.6	.31	2.2	.10	1.4
Sick leave .....	.12	.9	.19	1.1	.07	.5	.05	.7
Other leave pay .....	.04	.3	.06	.3	.03	.2	(¹)	(¹)
Supplemental pay .....	.34	2.4	.29	1.7	.53	3.7	.10	1.4
Premium pay .....	.17	1.2	.09	.5	.37	2.5	.05	.7
Nonproduction bonuses .....	.12	.8	.16	1.0	.09	.6	.02	.3
Shift pay .....	.05	.3	.04	.2	.07	.5	.03	.4
Insurance ² .....	.85	6.0	.92	5.5	1.02	7.1	.32	4.5
Retirement and savings .....	.42	2.9	.50	3.0	.45	3.1	.11	1.6
Pensions .....	.34	2.4	.38	2.3	.40	2.8	.09	1.3
Savings and thrift .....	.08	.6	.12	.7	.05	.4	.02	.3
Legally required ³	1.27	8.9	1.25	7.6	1.53	10.7	.78	10.9
Social Security .....	.84	5.9	.96	5.8	.84	5.9	.46	6.4
Federal unemployment insurance .....	.03	.2	.03	.2	.03	.2	.03	.4
State unemployment insurance .....	.11	.8	.10	.6	.14	.9	.08	1.2
Workers' compensation .....	.27	1.9	.15	.9	.48	3.4	.20	2.8
Other benefits ⁴ .....	.02	.1	(¹)	(¹)	.03	.2	(¹)	(¹)

¹ Cost per hour worked is \$0.01 or less.

² Includes health, life, and sickness and accident insurance.

³ Includes railroad retirement and supplemental retirement, railroad

unemployment insurance, and other legally required benefits in addition to those shown.

⁴ Includes severance pay and supplemental unemployment benefits.

Table 32. Private industry workers by region and bargaining status: Employer costs per hour worked for employee compensation and costs as a percent of total compensation, March 1989

Compensation component	Region								Bargaining status			
	Northeast		South		Midwest		West		Union		Nonunion	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$16.18	100.0	\$12.54	100.0	\$14.26	100.0	\$15.00	100.0	\$18.25	100.0	\$13.48	100.0
Wages and salaries	11.69	72.3	9.25	73.7	10.15	71.2	11.03	73.5	12.11	66.4	10.03	74.4
Total benefits	4.48	27.7	3.29	26.3	4.11	28.8	3.97	26.5	6.14	33.6	3.45	25.6
Paid leave	1.26	7.8	.82	6.5	1.00	7.0	1.01	6.7	1.33	7.3	.94	7.0
Vacation pay .....	.59	3.7	.41	3.3	.53	3.7	.50	3.3	.71	3.9	.46	3.4
Holiday pay .....	.42	2.6	.28	2.2	.33	2.3	.35	2.3	.44	2.4	.32	2.4
Sick leave .....	.18	1.1	.10	.8	.10	.7	.14	.9	.12	.7	.13	.9
Other leave pay .....	.07	.4	.03	.3	.03	.2	.03	.2	.05	.3	.04	.3
Supplemental pay .....	.38	2.3	.28	2.3	.41	2.9	.29	1.9	.69	3.8	.27	2.0
Premium pay .....	.18	1.1	.16	1.2	.22	1.5	.15	1.0	.47	2.6	.11	.9
Nonproduction bonuses .....	.14	.8	.09	.7	.14	1.0	.10	.7	.10	.5	.12	.9
Shift pay .....	.06	.4	.04	.3	.05	.4	.04	.3	.12	.7	.03	.2
Insurance ¹ .....	.98	6.1	.71	5.7	.94	6.6	.83	5.5	1.52	8.3	.72	5.3
Retirement and savings .....	.49	3.0	.35	2.8	.45	3.1	.44	2.9	.76	4.2	.35	2.6
Pensions .....	.40	2.5	.26	2.1	.38	2.7	.35	2.4	.69	3.8	.27	2.0
Savings and thrift .....	.09	.5	.09	.7	.07	.5	.08	.6	.07	.4	.08	.6
Legally required ²	1.36	8.4	1.13	9.0	1.28	9.0	1.40	9.3	1.78	9.7	1.17	8.7
Social Security .....	.93	5.8	.75	6.0	.84	5.9	.87	5.8	1.03	5.7	.80	5.9
Federal unemployment insurance .....	.03	.2	.03	.2	.03	.2	.03	.2	.03	.2	.03	.2
State unemployment insurance .....	.12	.7	.09	.7	.13	.9	.12	.8	.15	.8	.10	.7
Workers' compensation .....	.25	1.5	.24	1.9	.24	1.7	.37	2.5	.48	2.6	.23	1.7
Other benefits ³ .....	.02	.1	(⁴)	(⁴)	.04	.3	(⁴)	(⁴)	.06	.3	(⁴)	(⁴)

¹ Includes health, life, and sickness and accident insurance.

² Includes railroad retirement and supplemental retirement, railroad unemployment insurance, and other legally required benefits in addition to those shown.

³ Includes severance pay and supplemental unemployment benefits.

⁴ Cost per hour worked is \$0.01 or less.

Table 33. Private industry workers by occupational and industry group: Employer costs for employee compensation and costs as a percent of total compensation, March 1989

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required	Other benefits ¹
Cost per hour worked									
Private industry workers	\$14.28	\$10.38	\$3.90	\$1.00	\$0.34	\$0.85	\$0.42	\$1.27	\$0.02
Occupational group:									
White-collar occupations	16.57	12.29	4.28	1.30	.29	.92	.50	1.25	(²)
Professional specialty and technical	21.79	16.12	5.68	1.83	.37	1.14	.69	1.63	.02
Executive, administrative, and managerial	25.22	18.74	6.47	2.24	.46	1.19	.82	1.74	.02
Sales	11.39	8.91	2.48	.60	.16	.51	.24	.96	(²)
Administrative support including clerical	12.03	8.64	3.38	.93	.22	.89	.38	.95	(²)
Blue-collar occupations	14.35	9.91	4.44	.87	.53	1.02	.45	1.53	.03
Precision production, craft, and repair	17.70	12.40	5.30	1.10	.62	1.12	.57	1.84	.04
Machine operators, assemblers, and inspectors	13.59	9.04	4.55	.93	.65	1.21	.40	1.31	.05
Transportation and material moving	15.06	10.42	4.64	.89	.43	.97	.53	1.80	(²)
Handlers, equipment cleaners, helpers, and laborers	10.51	7.40	3.11	.52	.33	.69	.31	1.25	(²)
Service occupations	7.16	5.50	1.66	.34	.10	.32	.11	.78	(²)
Industry division:									
Goods-producing industries ³	17.21	11.90	5.30	1.20	.60	1.28	.57	1.61	.05
Construction	16.70	12.20	4.50	.62	.40	.75	.67	2.05	.02
Manufacturing	17.16	11.71	5.45	1.33	.65	1.40	.54	1.48	.05
Durables	18.43	12.44	5.98	1.44	.73	1.60	.55	1.58	.08
Nondurables	15.33	10.65	4.68	1.16	.54	1.10	.53	1.34	.02
Service-producing industries ⁴	13.12	9.77	3.35	.92	.23	.68	.36	1.14	(²)
Transportation and public utilities	20.20	13.97	6.23	1.65	.43	1.35	.84	1.94	.03
Wholesale trade	16.50	12.10	4.41	1.16	.41	.97	.47	1.37	.02
Retail trade	8.10	6.31	1.79	.36	.14	.33	.13	.83	(²)
Finance, insurance, and real estate	17.11	12.76	4.35	1.39	.28	.98	.53	1.16	(²)
Service industries	13.44	10.09	3.35	1.01	.20	.66	.36	1.12	(²)
Percent of total compensation									
Private industry workers	100.0	72.7	27.3	7.0	2.4	6.0	2.9	8.9	0.1
Occupational group:									
White-collar occupations	100.0	74.2	25.8	7.9	1.7	5.5	3.0	7.6	(²)
Professional specialty and technical	100.0	74.0	26.0	8.4	1.7	5.2	3.2	7.5	.1
Executive, administrative, and managerial	100.0	74.3	25.7	8.9	1.8	4.7	3.3	6.9	.1
Sales	100.0	78.3	21.7	5.3	1.4	4.5	2.1	8.4	(²)
Administrative support including clerical	100.0	71.9	28.1	7.7	1.8	7.4	3.2	7.9	(²)
Blue-collar occupations	100.0	69.1	30.9	6.1	3.7	7.1	3.1	10.7	.2
Precision production, craft, and repair	100.0	70.1	29.9	6.2	3.5	6.4	3.2	10.4	.2
Machine operators, assemblers, and inspectors	100.0	66.6	33.4	6.8	4.8	8.9	3.0	9.6	.4
Transportation and material moving	100.0	69.2	30.8	5.9	2.9	6.4	3.5	11.9	(²)
Handlers, equipment cleaners, helpers, and laborers	100.0	70.4	29.6	5.0	3.2	6.6	2.9	11.9	(²)
Service occupations	100.0	76.8	23.2	4.8	1.4	4.5	1.6	10.9	(²)
Industry division:									
Goods-producing industries ³	100.0	69.2	30.8	7.0	3.5	7.4	3.3	9.3	.3
Construction	100.0	73.1	26.9	3.7	2.4	4.5	4.0	12.3	.1
Manufacturing	100.0	68.2	31.8	7.7	3.8	8.1	3.2	8.6	.3
Durables	100.0	67.5	32.5	7.8	3.9	8.7	3.0	8.6	.4
Nondurables	100.0	69.5	30.5	7.5	3.5	7.2	3.5	8.7	.1
Service-producing industries ⁴	100.0	74.5	25.5	7.0	1.8	5.2	2.7	8.7	(²)
Transportation and public utilities	100.0	69.2	30.8	8.1	2.1	6.7	4.1	9.6	.1
Wholesale trade	100.0	73.3	26.7	7.1	2.5	5.9	2.8	8.3	.1
Retail trade	100.0	77.9	22.1	4.4	1.7	4.1	1.6	10.2	(²)
Finance, insurance, and real estate	100.0	74.6	25.4	8.1	1.6	5.7	3.1	6.8	(²)
Service industries	100.0	75.1	24.9	7.5	1.5	4.9	2.7	8.4	(²)

¹ Includes severance pay and supplemental unemployment benefits.

² Cost per hour worked is \$0.01 or less.

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.

Table 34. Private industry workers by major industry group: Employer costs per hour worked for employee compensation and costs as a percent of total compensation, March 1988

Compensation component	All private industry		Goods-producing ¹		Service-producing ²		Manufacturing		Nonmanufacturing	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$13.79	100.0	\$16.42	100.0	\$12.72	100.0	\$16.26	100.0	\$13.08	100.0
Wages and salaries	10.02	72.7	11.42	69.6	9.45	74.3	11.18	68.8	9.69	74.1
Total benefits	3.77	27.3	5.00	30.4	3.27	25.7	5.07	31.2	3.39	25.9
Paid leave .....	.97	7.0	1.13	6.9	.91	7.1	1.25	7.7	.89	6.8
Vacation pay .....	.48	3.5	.58	3.5	.44	3.5	.63	3.9	.44	3.4
Holiday pay .....	.33	2.4	.42	2.5	.29	2.3	.47	2.9	.29	2.2
Sick leave .....	.12	.9	.10	.6	.13	1.0	.11	.7	.12	.9
Other leave pay .....	.04	.3	.04	.2	.04	.3	.04	.2	.04	.3
Supplemental pay .....	.33	2.4	.55	3.3	.24	1.9	.58	3.5	.25	2.0
Premium pay .....	.17	1.2	.35	2.1	.10	.8	.36	2.2	.11	.9
Nonproduction bonuses .....	.12	.8	.13	.8	.11	.9	.13	.8	.11	.9
Shift pay .....	.04	.3	.07	.4	.03	.2	.09	.5	.03	.2
Insurance ³ .....	.78	5.6	1.11	6.8	.64	5.0	1.20	7.4	.66	5.0
Retirement and savings .....	.45	3.3	.61	3.7	.39	3.0	.57	3.5	.41	3.2
Pensions .....	.38	2.8	.51	3.1	.33	2.6	.46	2.8	.36	2.7
Savings and thrift .....	.07	.5	.10	.6	.06	.4	.11	.7	.06	.4
Legally required ⁴	1.22	8.8	1.55	9.5	1.08	8.5	1.43	8.8	1.16	8.9
Social Security .....	.81	5.9	.96	5.8	.75	5.9	.95	5.9	.76	5.8
Federal unemployment insurance .....	.03	.2	.03	.2	.03	.3	.03	.2	.03	.3
State unemployment insurance .....	.12	.8	.18	1.1	.09	.7	.18	1.1	.10	.8
Workers' compensation .....	.24	1.7	.37	2.3	.18	1.5	.26	1.6	.23	1.8
Other benefits ⁵ .....	.02	.2	.04	.3	(⁶)	(⁶)	.05	.3	(⁶)	(⁶)

¹ Includes mining, construction, and manufacturing.

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

³ Includes health, life, and sickness and accident insurance.

⁴ Includes railroad retirement and supplemental retirement, railroad

unemployment insurance, and other legally required benefits in addition to those shown.

⁵ Includes severance pay, supplemental unemployment benefits, and merchandise discounts in department stores.

⁶ Cost per hour worked is \$0.01 or less.

Table 35. Private industry workers by major occupational group: Employer costs per hour worked for employee compensation and costs as a percent of total compensation, March 1988

Compensation component	All private industry		White-collar		Blue-collar		Service	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$13.79	100.0	\$15.97	100.0	\$13.87	100.0	\$6.76	100.0
Wages and salaries	10.02	72.7	11.84	74.1	9.59	69.2	5.19	76.9
Total benefits	3.77	27.3	4.13	25.9	4.27	30.8	1.56	23.1
Paid leave .....	.97	7.0	1.26	7.9	.85	6.1	.32	4.8
Vacation pay .....	.48	3.5	.61	3.8	.44	3.2	.17	2.5
Holiday pay .....	.33	2.4	.41	2.6	.31	2.2	.10	1.4
Sick leave .....	.12	.9	.18	1.1	.07	.5	.04	.7
Other leave pay .....	.04	.3	.05	.3	.03	.2	.02	.2
Supplemental pay .....	.33	2.4	.29	1.8	.50	3.6	.09	1.3
Premium pay .....	.17	1.2	.08	.5	.36	2.6	.04	.6
Nonproduction bonuses .....	.12	.8	.17	1.1	.08	.6	.02	.4
Shift pay .....	.04	.3	.03	.2	.06	.5	.02	.3
Insurance ¹ .....	.78	5.6	.83	5.2	.93	6.7	.30	4.4
Retirement and savings .....	.45	3.3	.54	3.4	.48	3.4	.11	1.6
Pensions .....	.38	2.8	.43	2.7	.44	3.1	.09	1.4
Savings and thrift .....	.07	.5	.10	.7	.04	.3	.02	.2
Legally required ²	1.22	8.8	1.20	7.5	1.48	10.7	.74	11.0
Social Security .....	.81	5.9	.92	5.8	.82	5.9	.43	6.4
Federal unemployment insurance .....	.03	.2	.03	.2	.03	.2	.03	.5
State unemployment insurance .....	.12	.8	.10	.6	.15	1.1	.09	1.3
Workers' compensation .....	.24	1.7	.13	.8	.44	3.2	.18	2.7
Other benefits ³ .....	.02	.2	.02	.1	.03	.2	(*)	(*)

¹ Includes health, life, and sickness and accident insurance.

² Includes railroad retirement and supplemental retirement, railroad unemployment insurance, and other legally required benefits in addition to those shown.

³ Includes severance pay, supplemental unemployment benefits, and merchandise discounts in department stores.

⁴ Cost per hour worked is \$0.01 or less.

Table 36. Private industry workers by region and bargaining status: Employer costs per hour worked for employee compensation and costs as a percent of total compensation, March 1988

Compensation component	Region								Bargaining status			
	Northeast		South		Midwest		West		Union		Nonunion	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$15.50	100.0	\$12.23	100.0	\$13.71	100.0	\$14.59	100.0	\$18.16	100.0	\$12.90	100.0
Wages and salaries	11.19	72.2	9.05	74.1	9.75	71.1	10.69	73.2	12.04	66.3	9.61	74.5
Total benefits	4.31	27.8	3.17	25.9	3.96	28.9	3.91	26.8	6.12	33.7	3.29	25.5
Paid leave	1.18	7.6	.80	6.6	.98	7.1	1.00	6.9	1.35	7.4	.89	6.9
Vacation pay .....	.57	3.6	.40	3.3	.51	3.7	.49	3.4	.72	4.0	.43	3.4
Holiday pay .....	.40	2.6	.27	2.2	.33	2.4	.34	2.3	.44	2.4	.30	2.4
Sick leave .....	.16	1.0	.10	.8	.10	.7	.14	.9	.12	.7	.12	.9
Other leave pay .....	.06	.4	.03	.2	.03	.2	.03	.2	.06	.3	.03	.3
Supplemental pay .....	.38	2.4	.27	2.2	.39	2.8	.28	2.0	.64	3.5	.26	2.0
Premium pay .....	.17	1.1	.15	1.2	.22	1.6	.15	1.0	.45	2.5	.11	.9
Nonproduction bonuses .....	.16	1.0	.09	.7	.13	.9	.10	.7	.08	.4	.12	1.0
Shift pay .....	.05	.3	.03	.3	.05	.3	.03	.2	.10	.6	.03	.2
Insurance ¹ .....	.86	5.5	.64	5.2	.87	6.4	.81	5.5	1.45	8.0	.64	5.0
Retirement and savings .....	.55	3.5	.37	3.0	.46	3.3	.45	3.1	.87	4.8	.36	2.8
Pensions .....	.46	3.0	.30	2.5	.40	2.9	.38	2.6	.81	4.5	.29	2.3
Savings and thrift .....	.08	.5	.07	.5	.06	.4	.07	.5	.06	.3	.07	.6
Legally required ²	1.33	8.5	1.08	8.8	1.22	8.9	1.35	9.3	1.76	9.7	1.11	8.6
Social Security .....	.88	5.7	.73	6.0	.81	5.9	.85	5.8	1.02	5.6	.76	5.9
Federal unemployment insurance .....	.04	.3	.03	.2	.03	.2	.03	.2	.04	.2	.03	.3
State unemployment insurance .....	.13	.8	.09	.7	.14	1.0	.12	.8	.17	.9	.10	.8
Workers' compensation .....	.24	1.5	.22	1.8	.20	1.5	.34	2.3	.43	2.4	.20	1.6
Other benefits ³ .....	.02	.1	(⁴)	(⁴)	.04	.3	(⁴)	(⁴)	.06	.3	(⁴)	(⁴)

¹ Includes health, life, and sickness and accident insurance.

² Includes railroad retirement and supplemental retirement, railroad unemployment insurance, and other legally required benefits in addition to those shown.

³ Includes severance pay, supplemental unemployment benefits, and merchandise discounts in department stores.

⁴ Cost per hour worked is \$0.01 or less.

Table 37. Private industry workers by occupational and industry group: Employer costs for employee compensation and costs as a percent of total compensation, March 1988

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required	Other benefits ¹
Cost per hour worked									
Private industry workers	\$13.79	\$10.02	\$3.77	\$0.97	\$0.33	\$0.78	\$0.45	\$1.22	\$0.02
Occupational group:									
White-collar occupations	15.97	11.84	4.13	1.26	.29	.83	.54	1.20	.02
Professional specialty and technical	20.85	15.36	5.49	1.77	.38	.98	.81	1.52	.02
Executive, administrative, and managerial	23.74	17.68	6.05	2.07	.46	1.05	.81	1.64	.02
Sales	10.86	8.42	2.44	.59	.16	.52	.24	.90	.02
Administrative support including clerical	11.52	8.32	3.21	.89	.21	.79	.38	.92	.02
Blue-collar occupations	13.87	9.59	4.27	.85	.50	.93	.48	1.48	.03
Precision production, craft, and repair	17.32	12.14	5.18	1.05	.61	1.05	.63	1.81	.04
Machine operators, assemblers, and inspectors	12.95	8.69	4.26	.90	.59	1.06	.41	1.26	.05
Transportation and material moving	14.40	9.96	4.44	.87	.41	.91	.53	1.71	.02
Handlers, equipment cleaners, helpers, and laborers	10.14	7.11	3.03	.52	.31	.66	.34	1.19	(²)
Service occupations	6.76	5.19	1.56	.32	.09	.30	.11	.74	(²)
Industry division:									
Goods-producing industries ³	16.42	11.42	5.00	1.13	.55	1.11	.61	1.55	.04
Construction	16.23	11.90	4.33	.57	.41	.70	.65	1.98	.02
Manufacturing	16.26	11.18	5.07	1.25	.58	1.20	.57	1.43	.05
Durables	17.44	11.85	5.60	1.36	.64	1.38	.61	1.54	.07
Nondurables	14.55	10.23	4.32	1.10	.49	.94	.51	1.26	.02
Service-producing industries ⁴	12.72	9.45	3.27	.91	.24	.64	.39	1.08	(²)
Transportation and public utilities	20.50	13.90	6.60	1.81	.46	1.44	1.03	1.83	.03
Wholesale trade	15.72	11.59	4.13	1.10	.37	.86	.47	1.32	(²)
Retail trade	8.00	6.18	1.82	.38	.14	.36	.14	.79	.02
Finance, insurance, and real estate	16.00	11.91	4.09	1.31	.29	.84	.52	1.12	(²)
Service industries	12.98	9.78	3.20	.96	.22	.57	.37	1.08	(²)
Percent of total compensation									
Private industry workers	100.0	72.7	27.3	7.0	2.4	5.6	3.3	8.8	0.2
Occupational group:									
White-collar occupations	100.0	74.1	25.9	7.9	1.8	5.2	3.4	7.5	.1
Professional specialty and technical	100.0	73.7	26.3	8.5	1.8	4.7	3.9	7.3	.1
Executive, administrative, and managerial	100.0	74.5	25.5	8.7	2.0	4.4	3.4	6.9	.1
Sales	100.0	77.5	22.5	5.4	1.5	4.8	2.2	8.3	.2
Administrative support including clerical	100.0	72.2	27.8	7.7	1.8	6.9	3.3	8.0	.1
Blue-collar occupations	100.0	69.2	30.8	6.1	3.6	6.7	3.4	10.7	.2
Precision production, craft, and repair	100.0	70.1	29.9	6.0	3.5	6.1	3.6	10.4	.3
Machine operators, assemblers, and inspectors	100.0	67.1	32.9	6.9	4.6	8.2	3.1	9.7	.4
Transportation and material moving	100.0	69.2	30.8	6.0	2.8	6.3	3.7	11.9	.1
Handlers, equipment cleaners, helpers, and laborers	100.0	70.1	29.9	5.1	3.1	6.5	3.3	11.7	(²)
Service occupations	100.0	76.9	23.1	4.8	1.3	4.4	1.6	11.0	(²)
Industry division:									
Goods-producing industries ³	100.0	69.6	30.4	6.9	3.3	6.8	3.7	9.5	.3
Construction	100.0	73.3	26.7	3.5	2.5	4.3	4.0	12.2	.1
Manufacturing	100.0	68.8	31.2	7.7	3.5	7.4	3.5	8.8	.3
Durables	100.0	67.9	32.1	7.8	3.6	7.9	3.5	8.8	.4
Nondurables	100.0	70.3	29.7	7.5	3.4	6.5	3.5	8.7	.1
Service-producing industries ⁴	100.0	74.3	25.7	7.1	1.9	5.0	3.0	8.5	(²)
Transportation and public utilities	100.0	67.8	32.2	8.8	2.3	7.0	5.0	8.9	.2
Wholesale trade	100.0	73.7	26.3	7.0	2.4	5.5	3.0	8.4	(²)
Retail trade	100.0	77.2	22.8	4.7	1.7	4.5	1.8	9.8	.2
Finance, insurance, and real estate	100.0	74.5	25.5	8.2	1.8	5.2	3.3	7.0	(²)
Service industries	100.0	75.4	24.6	7.4	1.7	4.4	2.9	8.3	(²)

¹ Includes severance pay, supplemental unemployment benefits, and merchandise discounts in department stores.

² Cost per hour worked is \$0.01 or less.

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.

Table 38. Private industry workers by major industry group: Employer costs per hour worked for employee compensation and costs as a percent of total compensation, March 1987

Compensation component	All private industry		Goods-producing ¹		Service-producing ²		Manufacturing		Nonmanufacturing	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$13.42	100.0	\$15.86	100.0	\$12.41	100.0	\$15.51	100.0	\$12.80	100.0
Wages and salaries	9.83	73.2	11.12	70.1	9.29	74.8	10.77	69.5	9.55	74.6
Total benefits	3.60	26.8	4.74	29.9	3.12	25.2	4.73	30.5	3.26	25.4
Paid leave .....	.93	6.9	1.09	6.8	.87	7.0	1.21	7.8	.85	6.6
Vacation pay .....	.46	3.5	.55	3.5	.43	3.4	.61	4.0	.42	3.3
Holiday pay .....	.31	2.3	.40	2.5	.28	2.2	.45	2.9	.27	2.1
Sick leave .....	.12	.9	.10	.6	.12	1.0	.11	.7	.12	.9
Other leave pay .....	.03	.3	.03	.2	.04	.3	.04	.2	.03	.3
Supplemental pay .....	.32	2.4	.53	3.3	.23	1.8	.52	3.4	.25	2.0
Premium pay .....	.16	1.2	.33	2.1	.09	.7	.34	2.2	.11	.8
Nonproduction bonuses .....	.12	.9	.13	.8	.11	.9	.10	.7	.12	1.0
Shift pay .....	.04	.3	.07	.4	.02	.2	.08	.5	.02	.2
Insurance ³ .....	.72	5.4	1.02	6.4	.60	4.8	1.06	6.8	.62	4.8
Retirement and savings .....	.48	3.6	.64	4.1	.41	3.3	.58	3.8	.45	3.5
Pensions .....	.42	3.1	.56	3.5	.36	2.9	.49	3.2	.40	3.1
Savings and thrift .....	.06	.5	.08	.5	.05	.4	.09	.6	.05	.4
Legally required ⁴	1.13	8.4	1.43	9.0	1.01	8.1	1.31	8.5	1.08	8.4
Social Security .....	.75	5.6	.88	5.6	.69	5.6	.87	5.6	.71	5.6
Federal unemployment insurance .....	.03	.2	.03	.2	.03	.3	.03	.2	.03	.2
State unemployment insurance .....	.12	.9	.18	1.1	.10	.8	.17	1.1	.10	.8
Workers' compensation .....	.21	1.6	.32	2.0	.16	1.3	.23	1.5	.20	1.6
Other benefits ⁵ .....	.02	.1	.04	.2	(⁶)	(⁶)	.04	.3	(⁶)	(⁶)

¹ Includes mining, construction, and manufacturing.

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

³ Includes health, life, and sickness and accident insurance.

⁴ Includes railroad retirement and supplemental retirement, railroad

unemployment insurance, and other legally required benefits in addition to those shown.

⁵ Includes severance pay, supplemental unemployment benefits, and merchandise discounts in department stores.

⁶ Cost per hour worked is \$0.01 or less.

Table 39. Private industry workers by major occupational group: Employer costs per hour worked for employee compensation and costs as a percent of total compensation, March 1987

Compensation component	All private industry		White-collar		Blue-collar		Service	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
Total compensation	\$13.42	100.0	\$15.56	100.0	\$13.43	100.0	\$6.43	100.0
Wages and salaries	9.83	73.2	11.61	74.6	9.38	69.8	4.96	77.2
Total benefits	3.60	26.8	3.95	25.4	4.05	30.2	1.47	22.8
Paid leave .....	.93	6.9	1.20	7.7	.82	6.1	.30	4.7
Vacation pay .....	.46	3.5	.58	3.8	.43	3.2	.15	2.4
Holiday pay .....	.31	2.3	.39	2.5	.30	2.2	.09	1.4
Sick leave .....	.12	.9	.17	1.1	.06	.5	.04	.7
Other leave pay .....	.03	.3	.05	.3	.03	.2	.02	.2
Supplemental pay .....	.32	2.4	.28	1.8	.47	3.5	.08	1.3
Premium pay .....	.16	1.2	.08	.5	.34	2.5	.04	.7
Nonproduction bonuses .....	.12	.9	.18	1.1	.07	.5	.02	.3
Shift pay .....	.04	.3	.03	.2	.06	.5	.02	.3
Insurance ¹ .....	.72	5.4	.77	4.9	.87	6.4	.27	4.2
Retirement and savings .....	.48	3.6	.57	3.7	.50	3.7	.12	1.9
Pensions .....	.42	3.1	.48	3.1	.47	3.5	.11	1.7
Savings and thrift .....	.06	.5	.10	.6	.03	.2	(²)	(²)
Legally required ³	1.13	8.4	1.12	7.2	1.37	10.2	.69	10.7
Social Security .....	.75	5.6	.85	5.5	.75	5.6	.39	6.1
Federal unemployment insurance .....	.03	.2	.03	.2	.03	.2	.03	.5
State unemployment insurance .....	.12	.9	.11	.7	.15	1.1	.10	1.5
Workers' compensation .....	.21	1.6	.11	.7	.39	2.9	.16	2.5
Other benefits ⁴ .....	.02	.1	.02	.1	.03	.2	(²)	(²)

¹ Includes health, life, and sickness and accident insurance.

² Cost per hour worked is \$0.01 or less.

³ Includes railroad retirement and supplemental retirement, railroad unemployment insurance, and other legally required benefits in addition to

those shown.

⁴ Includes severance pay, supplemental unemployment benefits, and merchandise discounts in department stores.

Table 40. Private industry workers by occupational and industry group: Employer costs for employee compensation and costs as a percent of total compensation, March 1987

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required	Other benefits ¹
Cost per hour worked									
Private industry workers	\$13.42	\$9.83	\$3.60	\$0.93	\$0.32	\$0.72	\$0.48	\$1.13	\$0.02
Occupational group:									
White-collar occupations ²	15.56	11.61	3.95	1.20	.28	.77	.57	1.12	.02
Professional specialty and technical	19.81	14.66	5.15	1.66	.32	.92	.85	1.40	.01
Executive, administrative, and managerial	23.81	17.86	5.95	1.99	.54	.98	.88	1.55	.02
Administrative support including clerical	10.94	7.91	3.04	.85	.20	.72	.42	.85	(³)
Blue-collar occupations	13.43	9.38	4.05	.82	.47	.87	.50	1.37	.03
Precision production, craft, and repair	16.85	11.92	4.93	.98	.57	.99	.69	1.67	.04
Machine operators, assemblers, and inspectors	12.44	8.44	4.00	.89	.55	.93	.42	1.17	.04
Transportation and material moving	13.83	9.65	4.17	.85	.39	.84	.50	1.58	(³)
Handlers, equipment cleaners, helpers, and laborers	9.81	6.93	2.89	.51	.29	.63	.36	1.08	(³)
Service occupations	6.43	4.96	1.47	.30	.08	.27	.12	.69	(³)
Industry division:									
Goods-producing industries ⁴	15.86	11.12	4.74	1.09	.53	1.02	.64	1.43	.04
Manufacturing	15.51	10.77	4.73	1.21	.52	1.06	.58	1.31	.04
Service-producing industries ⁵	12.41	9.29	3.12	.87	.23	.60	.41	1.01	(³)
Transportation and public utilities	20.24	13.77	6.47	1.75	.51	1.32	1.17	1.70	.03
Wholesale trade	15.15	11.24	3.91	1.05	.35	.80	.49	1.21	(³)
Retail trade	7.85	6.07	1.78	.37	.15	.35	.14	.74	.02
Service industries	12.34	9.34	3.00	.91	.19	.53	.37	1.00	(³)
Percent of total compensation									
Private industry workers	100.0	73.2	26.8	6.9	2.4	5.4	3.6	8.4	0.1
Occupational group:									
White-collar occupations ²	100.0	74.6	25.4	7.7	1.8	4.9	3.7	7.2	.1
Professional specialty and technical	100.0	74.0	26.0	8.4	1.6	4.6	4.3	7.0	.1
Executive, administrative, and managerial	100.0	75.0	25.0	8.4	2.3	4.1	3.7	6.5	.1
Administrative support including clerical	100.0	72.3	27.7	7.7	1.8	6.5	3.8	7.8	(³)
Blue-collar occupations	100.0	69.8	30.2	6.1	3.5	6.4	3.7	10.2	.2
Precision production, craft, and repair	100.0	70.8	29.2	5.8	3.4	5.9	4.1	9.9	.2
Machine operators, assemblers, and inspectors	100.0	67.9	32.1	7.1	4.4	7.5	3.3	9.4	.3
Transportation and material moving	100.0	69.8	30.2	6.1	2.8	6.1	3.6	11.5	(³)
Handlers, equipment cleaners, helpers, and laborers	100.0	70.6	29.4	5.2	3.0	6.5	3.7	11.0	(³)
Service occupations	100.0	77.2	22.8	4.7	1.3	4.2	1.9	10.7	(³)
Industry division:									
Goods-producing industries ⁴	100.0	70.1	29.9	6.8	3.3	6.4	4.1	9.0	.2
Manufacturing	100.0	69.5	30.5	7.8	3.4	6.8	3.8	8.5	.3
Service-producing industries ⁵	100.0	74.8	25.2	7.0	1.8	4.8	3.3	8.1	(³)
Transportation and public utilities	100.0	68.0	32.0	8.6	2.5	6.5	5.8	8.4	.1
Wholesale trade	100.0	74.2	25.8	6.9	2.3	5.3	3.3	8.0	(³)
Retail trade	100.0	77.3	22.7	4.8	1.9	4.5	1.8	9.5	.2
Service industries	100.0	75.7	24.3	7.4	1.5	4.3	3.0	8.1	(³)

¹ Includes severance pay, supplemental unemployment benefits, and merchandise discounts in department stores.

² Includes sales in addition to the occupations shown.

³ Cost per hour worked is \$0.01 or less.

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.

Table 41. Employer costs per hour worked for employee compensation and costs as a percent of total compensation, State and local government, March 1991

Series	All workers in State and local governments	
	Cost	Percent
Total compensation	\$22.31	100.0
Wages and salaries	15.52	69.6
Total benefits	6.79	30.4
Paid Leave	1.75	7.8
Vacations .....	.60	2.7
Holidays .....	.55	2.5
Sick leave .....	.44	2.0
Other leave .....	.15	.7
Supplemental pay .....	.21	.9
Premium pay .....	.10	.4
Shift pay .....	.04	.2
Nonproduction bonuses .....	.07	.3
Insurance ¹	1.63	7.3
Retirement and savings	1.85	8.3
Pensions	1.84	8.2
Savings and thrift	(²)	(²)
Legally required ³	1.34	6.0
Social security	1.04	4.6
Federal unemployment	(²)	(²)
State unemployment .....	.03	.1
Workers' compensation .....	.26	1.2
Other benefits ⁴ .....	.02	.1

¹ Includes health, life, and sickness and accident insurance.

² Cost per hour worked is \$0.01 or less.

³ Includes railroad retirement and supplemental retirement,

railroad unemployment insurance, and other legally required benefits in addition to those shown.

⁴ Includes severance pay and supplemental unemployment benefits.

Table 42. Employer costs per hour worked for employee compensation and costs as a percent of total compensation, State and local government, by occupational and industry group, March 1991

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid Leave	Supplemental pay	Insurance	Retirement and savings	Legally required	Other benefits ¹
Cost per hour worked									
State and local government workers	\$22.31	\$15.52	\$6.79	\$1.75	\$0.21	\$1.63	\$1.85	\$1.34	\$0.02
Occupational group:									
White-collar occupations	25.07	17.86	7.21	1.85	.14	1.73	2.04	1.43	.02
Professional specialty and technical	29.74	21.72	8.02	1.82	.17	1.90	2.48	1.62	.03
Teachers	32.93	24.63	8.30	1.55	.10	2.08	2.84	1.69	.03
Executive, administrative, and managerial	28.36	19.66	8.70	2.85	.12	1.65	2.36	1.70	.02
Administrative support including clerical	14.37	9.54	4.82	1.33	.09	1.46	1.03	.90	(²)
Blue-collar occupations	17.66	11.39	6.27	1.61	.35	1.56	1.35	1.38	(²)
Service occupations	16.02	10.30	5.72	1.49	.37	1.34	1.49	1.03	.02
Police and firefighters	22.28	13.70	8.58	2.09	.74	1.49	2.85	1.38	.03
Police	24.27	14.90	9.37	2.21	.80	1.60	3.23	1.49	.03
Industry group:									
Service industries	23.69	16.96	6.73	1.59	.16	1.72	1.92	1.32	.02
Health services	17.87	12.03	5.84	1.82	.45	1.26	1.09	1.20	(²)
Hospitals	18.17	12.32	5.85	1.86	.45	1.22	1.08	1.21	.02
Educational services	25.40	18.45	6.94	1.53	.10	1.83	2.10	1.37	.02
Elementary and secondary education	25.70	18.72	6.98	1.45	.08	1.89	2.18	1.35	.03
Higher education	25.42	18.38	7.03	1.79	.15	1.67	1.94	1.49	(²)
Public administration	20.11	13.32	6.79	2.02	.26	1.41	1.81	1.26	.02
Police and fire protection	21.06	13.13	7.93	2.11	.63	1.48	2.38	1.31	.03
Police protection	21.56	13.48	8.08	2.13	.63	1.53	2.42	1.35	.03
Percent of total compensation									
State and local government workers	100.0	69.6	30.4	7.8	0.9	7.3	8.3	6.0	0.1
Occupational group:									
White-collar occupations	100.0	71.2	28.8	7.4	.5	6.9	8.2	5.7	.1
Professional specialty and technical	100.0	73.0	27.0	6.1	.6	6.4	8.4	5.4	.1
Teachers	100.0	74.8	25.2	4.7	.3	6.3	8.6	5.1	.1
Executive, administrative, and managerial	100.0	69.3	30.7	10.1	.4	5.8	8.3	6.0	.1
Administrative support including clerical	100.0	66.4	33.6	9.2	.6	10.2	7.2	6.3	(²)
Blue-collar occupations	100.0	64.5	35.5	9.1	2.0	8.8	7.6	7.8	(²)
Service occupations	100.0	64.3	35.7	9.3	2.3	8.3	9.3	6.4	.1
Police and firefighters	100.0	61.5	38.5	9.4	3.3	6.7	12.8	6.2	.1
Police	100.0	61.4	38.6	9.1	3.3	6.6	13.3	6.2	.1
Industry group:									
Service industries	100.0	71.6	28.4	6.7	.7	7.2	8.1	5.6	.1
Health services	100.0	67.3	32.7	10.2	2.5	7.1	6.1	6.7	(²)
Hospitals	100.0	67.8	32.2	10.2	2.5	6.7	6.0	6.7	.1
Educational services	100.0	72.7	27.3	6.0	.4	7.2	8.3	5.4	.1
Elementary and secondary education	100.0	72.8	27.2	5.6	.3	7.4	8.5	5.2	.1
Higher education	100.0	72.3	27.7	7.0	.6	6.6	7.6	5.9	(²)
Public administration	100.0	66.2	33.8	10.0	1.3	7.0	9.0	6.3	.1
Police and fire protection	100.0	62.3	37.7	10.0	3.0	7.0	11.3	6.2	.1
Police protection	100.0	62.5	37.5	9.9	2.9	7.1	11.2	6.3	.1

¹ Includes severance pay and supplemental unemployment benefits.

² Cost per hour worked is \$0.01 or less.

Appendix. Description of the Survey, Estimation Methods, and Measures of Data Reliability

Both the Employment Cost Index (ECI) and Employer Costs for Employee Compensation (cost levels) are based on compensation cost data obtained from a single sample survey of establishments. The survey covers all occupations within the private economy (excluding farms, households, and the self-employed) and the public sector (excluding the Federal Government). In the March 1991 quarter, the ECI sample included about 23,000 occupations within 4,400 firms in the private sector and about 8,700 occupations within 1,300 establishments in State and local governments.

Sample design

Establishment sample. The sample of establishments is drawn on a probability basis by industry from State unemployment insurance and supplementary files. The establishments are classified in industry categories based on the 1987 Standard Industrial Classification (SIC), as defined by the U.S. Office of Management and Budget. In most cases, the establishments are categorized at the 2-digit SIC level, such as business services or electrical machinery manufacturing. The establishments are systematically selected with probability of selection

proportionate to their relative employment size within the industry. Wage and benefit information is collected from each establishment on a quarterly basis.

After about 4 years of data collection, the industry sample is replaced in order to reduce the burden on respondents and to keep the sample frame as current as possible. A set of industries is replaced each calendar quarter so that the total sample replacement is gradual.

Occupational sample. After the industry sample of establishments is drawn, occupations at the most narrowly defined level are sampled in each establishment. As is the case with establishment sampling, the occupations within establishments are sampled on a probability-proportionate-to-employment basis.

Occupational sampling is done by a BLS representative during a personal visit in which initial wage and benefit information is collected. A specific number of narrowly defined occupations is sought (e.g., eight) with the number varying by establishment employment size. The probability of an occupation being selected is proportionate to its employment size within the establishment. Each narrowly defined occu-

Definitions of Compensation Components

Wages and salaries—the straight-time hourly wage rate or, for workers not paid on an hourly basis, straight-time earnings divided by corresponding hours. Straight-time wage and salary rates are based on total earnings before payroll deductions, excluding premium pay for overtime and for work on weekends and holidays, shift differentials, and nonproduction bonuses such as lump-sum payments provided in lieu of wage increases. Production bonuses, incentive earnings, commission payments and cost-of-living adjustments are included in straight-time wage and salary rates.

Benefits covered by the survey are:

Paid leave—vacations, holidays, sick leave, and other paid leave.

Supplemental pay—premium pay for overtime and work on weekends and holidays, shift differentials, and non-

production bonuses such as lump-sum payments provided in lieu of wage increases.

Insurance benefits—health, life, and sickness and accident insurance.

Retirement and savings benefits—pension and other retirement plans, and savings and thrift plans.

Legally required benefits—Social Security, railroad retirement and supplemental retirement, railroad unemployment insurance, Federal and State unemployment insurance, workers' compensation, and other benefits required by law such as State disability insurance.

Other benefits—severance pay and supplemental unemployment insurance.

pation selected is classified into one of the following nine major occupational groups: Professional specialty and technical occupations; executive, administrative, and managerial occupations; sales occupations; administrative support including clerical; precision production, craft, and repair; machine operators, assemblers, and inspectors; transportation and material moving occupations; handlers, equipment cleaners, helpers, and laborers; and service occupations.

The ECI survey occupational classification system was originally based on the classification system used in the 1970 Census of Population. Beginning June 1986, the occupations were redefined to the classification system used in the 1980 Census, which is based on the Standard Occupational Classification (SOC) system.¹

Collection methods

Data collection is initiated by a BLS field representative during a visit to the sample reporting unit. The wage and benefit information is summarized in a report that is sent to the respondent each quarter to review and report changes. The changes are usually reported by mail or telephone. Data are collected for the pay period including the 12th day of the survey months—March, June, September, and December.

Collecting wage and salary data. During the initial visit and in each subsequent quarter an establishment is in the ECI sample, BLS field representatives collect the average hourly straight-time wage rate of each of the sampled occupations.

Collecting benefit cost data. Benefit costs are measured as a cost at a particular point in time rather than in the form of a past expenditure.² The approach used in the ECI is referred to as the current-cost approach. That is, annual costs are calculated based on the current price of benefits and current plan provisions. The annual cost is then divided by the annual hours worked to yield the cost per hour worked for each benefit.

The information needed to calculate benefit costs depends on the specific benefit plan. However, the following examples illustrate, for some basic plans, the information that is collected and how the costs are calculated.

Example 1. Each employee in the selected occupation receives 10 paid holidays, with 8 hours of straight-time pay for each holiday. The hourly wage is \$10. All employees work 2,000 hours per year.

The annualized current cost in this example is the number of paid holidays provided under current plan provisions (10)

¹ For a discussion of the change in the classification system and the effect of the change on ECI estimates, see Albert E. Schwenk, "Introducing New Weights for the Employment Cost Index," *Monthly Labor Review*, June 1985, pp. 22-27.

² See Felicia Nathan, "Analyzing Employer Costs for Wages, Salaries, and Benefits," *Monthly Labor Review*, October 1987, pp. 3-11.

³ See G. Donald Wood, "Estimation Procedures for the Employment Cost Index," *Monthly Labor Review*, May 1982, pp. 40-42.

times the rate at which each holiday is paid (8 hours of straight-time pay). This annualized current cost is then divided by the annual hours worked (2,000) to yield the current cost per hour worked.

Thus, in this example the current cost is:

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

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

Example 2. A health insurance plan is provided all employees in the selected occupation. The monthly premium, paid entirely by the company, is \$120 per employee. Each employee works 2,000 hours per year.

The annualized current cost in this example is the monthly premium (\$120) times 12 months. This annualized current cost is then divided by the number of annual hours worked (2,000) to yield the current cost per hour worked.

Thus, in this example the current cost is:

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

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

Index computation

To measure compensation costs free from the influence of employment shifts among occupations and industries, the ECI is calculated with fixed employment weights. Since June 1986, employment counts from the 1980 Census of Population have been used; prior to that time, employment counts were taken from the 1970 Census. Sample weights (the weight of the establishment occupation in the sample) are also used. The sample weights reflect both employment in each establishment occupation and the probability of selection of the occupation within the establishment.

The ECI is a standard Laspeyres fixed-employment-weighted index, as modified by the special statistical conditions that apply to the ECI.³ The following discussion focuses on the ECI measure of wage change in private industry, but indexes for State and local government workers and civilian (non-Federal) workers, and of compensation and benefit cost changes, are calculated in essentially the same fashion.

A wage index for the ECI is a weighted average of the cumulative wage changes within each cell (generally a major occupational group in a 2-digit SIC industry), with base-period wage bills as the fixed weights for each cell. (The base-period wage bill is the fixed employment weight from the Census times the sample-weighted average wage in the base period of June 1989.) The formula is:

$$I_t = \frac{\text{SUM}(W_{0,i}M_{t,i})}{\text{SUM}(W_{0,i})} * 100$$

where:

$$M_{t,i} = M_{t-1,i} * R_{t,i}, \text{ and}$$

I_t is the symbol for the index

An Illustration of the Effects of Fixed Weights

The following example illustrates the effects of using fixed rather than current weights. Consider the case of an employer with two types of workers, electricians and janitors. In March 1988, the firm employs 10 electricians at \$10 per hour and 10 janitors at \$5 per hour. Both the average wage and the wage rate are \$7.50.

	NUMBER X WAGE RATE = AGGREGATE
Electricians	10 X \$10.00 = \$100.00
Janitors	10 X 5.00 = 50.00
	20 \$150.00
	\$150.00 ÷ 20 = \$7.50

In March 1989, both groups are given a 10-percent wage increase, but now only 5 janitors are employed. The average wage (without fixed weights) increased to \$9.17.

	NUMBER X WAGE RATE = AGGREGATE
Electricians	10 X \$11.00 = \$110.00
Janitors	5 X 5.50 = 27.50
	15 \$137.50

Average wage: $\$137.50 \div 15 = \9.17

Average wage change: $\$9.17 \div \$7.50 = 1.22$, or 22-percent increase.

The increase in the average wage reflects the 10-percent increase in the wage rates and the relative decrease in the number of workers in the low-wage occupation of janitor.

But when fixed employment weights are used (that is, the number of janitors remains fixed at 10), the average change in wage *rates* is calculated, not the change in the average wage.

	NUMBER X WAGE RATE = AGGREGATE
Electricians	10 X \$11.00 = \$110.00
Janitors	10 X 5.50 = 55.00
	20 \$165.00

Average wage rate: $\$165.00 \div 20 = \8.25

Wage-rate change: $\$8.25 \div \$7.50 = 1.10$, or a 10-percent increase.

In this case, the increase is 10 percent, the size of the wage-rate increase which was granted to both occupations.

The other variables are defined as follows:

$W_{0,i}$ is the estimated base-period (June 1989) wage bill for the *i*th cell. The wage bill is the average wage of workers in the cell times the number of workers represented by the cell (the Census weight).

$M_{t,i}$ is the cumulative average wage change in the *i*th cell from time 0 (base period) to time *t* (current quarter).

$R_{t,i}$ is the ratio of the current-quarter weighted average wage in the cell to the prior-quarter weighted average wage in the cell, both calculated using matched establishment/occupation wage quotations. The weights applied are the sample weights.

The index computation each quarter involves six steps:

1. Establishment occupation sample weights are applied to the average occupational wage in every establishment that

has both current- and prior- quarter wage information, to calculate a weighted average wage for each cell (i.e., occupation within industry) for the current and prior survey periods.

2. The ratio of the current-quarter to the prior-quarter weighted average wage is then calculated for each cell.

3. This ratio for each cell is multiplied by the cumulative percent change in wages in that cell over the period from June 1989 (the base) to the prior quarter. The product is the current-quarter cumulative percentage wage change in the cell since the base period.

4. This measure of cumulative percentage wage change is multiplied by the base-period wage bill (the average wage in June 1989 multiplied by the fixed Census weight) to generate an estimate of the current-quarter wage bill for the cell.

5. Both the current-quarter and the base-period wage bills are then summed over all cells within the scope of the index. For example, for the manufacturing index, the wage bills would be summed across all industries and occupations in manufacturing.

6. The summed current-quarter wage bill is divided by the summed base-period wage bill. The result, when multiplied by 100, is the current-quarter index. That index is divided by the prior-quarter index to provide a measure of quarter-to-quarter change, the link relative.

The example at the bottom of the page illustrates the procedures for a hypothetical industry.

The computations for the occupational and industry groups follow the same procedures as those for the overall indexes except for summation. The wage bills for the occupational groups are summed across occupational groups and regions for each industry division.

Computational procedures for the regional, union/nonunion, and metropolitan/nonmetropolitan measures of change differ from those of the national indexes because the current sample is not large enough to hold constant the wage bills at that level of detail. The employment weights are, therefore, reallocated within these series each quarter based on the current ECI sample. The indexes for these ser-

ies, consequently, are not strictly comparable to those for the aggregate, industry, and occupation series.

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

ECI current index	120.0
Earlier index	114.0
Difference	6.0
Divided by earlier index	114.0
Equals	0.053
Results multiplied by 100	0.053x100
Equals percent change	5.3

Reference tables 1-10 provide indexes as well as 3-month and 12-month percent changes for all ECI series. The percent changes are included as a convenience to users. Summing the percent changes does not yield a percent change between two periods spanning several quarters or years. The percent changes must be compounded. For example, the compounded 9-month percent change from the three consecutive 3-month changes of 1.1 percent, 1.2 percent, and 1.9 percent is calculated as follows:

$$1.011 \times 1.012 \times 1.019 = 1.043 \text{ or } 4.3 \text{ percent.}$$

Calculating the percent difference between two index numbers (as illustrated in the first example) yields the same result as compounding percent changes (except for rounding, which may cause small differences).

In March 1990, the ECI began to be published with a base June 1989=100, rather than June 1981=100. The rebasing was done so that indexes would be available for all published ECI series.⁴

Computation of employer costs for employee compensation

Prior to computing the average cost level estimates at the aggregate levels, wages and salaries are converted to a straight-time hourly rate and benefit costs are converted to

⁴ See Albert E. Schwenk, "ECI Rebased to June 1989," *Monthly Labor Review*, April 1990, pp. 38-39.

Occupation	Fixed 1980 employment weight (a)	Base-period average wage (b)	Base-period wage bill (a x b) (c)	Prior-quarter cumulative change (d)	Prior-quarter weighted average earnings (e)	Current-quarter weighted average earnings (f)	Relative (f / e) (g)	Current-quarter cumulative change (d x g) (h)	Prior-quarter wage bill (c x d) (i)	Current-quarter wage bill (e x h) (j)	Percent change in wage bill (j / i) (k)
Electricians	2,967.858	\$4.25	\$12,613.40	1.23567	\$5.25	\$5.50	1.04762	1.29451	\$15,586.00	\$16,328.17	4.8
Janitors	1,343.517	\$6.19	8,316.37	1.15435	7.15	7.20	1.00699	1.16242	9,600.00	9,667.11	0.7
Total									25,186.00	25,995.28	3.2

the cost per hour worked (see section on collecting benefit cost data).

To compute average current cost level estimates at higher levels of industry and occupation aggregation, current industry and occupational employment weights are required. To compute the March 1991 cost levels, for example, March 1991 industry employment figures from the BLS Current Employment Statistics (CES) program were used in conjunction with the sample weights of the establishment occupations in the March 1991 ECI sample. (The employment figures from the CES sample survey were adjusted using data from a complete count of establishments: The first quarter 1990 Employment, Wages, and Contributions Report, known as the ES-202 Report.) The sample weights are ECI estimates of the occupational employment, reflecting both employment in each establishment occupation surveyed and the probability of selection of that establishment occupation.

The procedure for estimating the cost levels at the aggregate levels involves two steps. The first step applies the ECI sample weights to compute a cost for each benefit in each major occupational group within each 2-digit industry (for example, paid vacations for sales workers in transportation equipment manufacturing). The second step apportions the industry weights from the CES program over the major occupational groups, using the employment of the groups as estimated from the ECI sample. The second step is applied as the costs at the detailed levels (e.g., major occupational group/2-digit industry) are aggregated to calculate the published costs.

The formula for the first step is:

$$\bar{Y}_{b,k,o} = \frac{\text{Sum}(Y_{b,k,o} * SW_j)}{\text{Sum}(SW_j)}$$

where:

$\bar{Y}_{b,k,o}$ is the cost level estimate for wages or a specific benefit b in industry group k, occupation group o (weighted with sample weights), establishment j;

$Y_{b,k,o}$ is the average wage rate or cost per hour worked for a benefit b, occupation group o, industry group k;

SW_j is the sample weight of the establishment occupation.

The formula for the second step is:

$$\bar{C}_{b,k,o} = \frac{\text{Sum}(IE_{k,o} * \bar{Y}_{b,k,o})}{\text{Sum} IE_{k,o}}$$

where:

$\bar{Y}_{b,k,o}$ is the weighted cost level estimate for a benefit in industry k, for occupation o (weighted with sample weights);

$\bar{C}_{b,k,o}$ is the weighted cost level estimate of a benefit for an occupation in industry k (weighted with both ECI sample weights and CES industry employment).

$IE_{k,o}$ is industry/occupation employment data from CES and ECI; the occupational employment within an industry is estimated by using the ECI sample data to estimate the occupational distribution of CES industry employment.

Reliability of the estimates

There are two types of errors possible in the estimates from the ECI as well as any other sample survey—sampling and nonsampling errors.

Nonsampling errors have a number of potential sources. The primary sources are (1) survey nonresponse and (2) data collection and processing errors, such as incorrect information provided by respondents, definitional difficulties, and errors in recording, coding, and processing data obtained.

Nonsampling errors are not measured. However, the ECI program has implemented procedures for reducing nonsampling errors, primarily through quality assurance programs. The quality assurance programs include the use of data collection reinterviews, observed interviews, computer edits of the data, and systematic professional review of the reports on which the data are recorded. These programs serve as a training device to provide feedback to the field staff on errors. They also provide information on sources of error which can be remedied by improved collection instructions or data processing edits. Extensive training of field representatives is also conducted to maintain high standards in data collection.

Because not all sample units respond to the ECI survey, nonresponse adjustment is required. For permanent refusals identified during initial data collection, the weights of responding units are adjusted to reflect nonresponse by similar establishments. For temporary nonresponses for wage data during update quarters, or if some benefit data are missing, the missing data are imputed on the basis of information provided by similar establishments.

Sampling errors are differences that occur between the results computed from a sample of observations and those computed from all observations in the population. The estimates derived from different samples selected using the same sample design may differ from each other.

A measure of the variation among these differing estimates is the standard error. It can be used to measure the precision with which an estimate from a particular sample approximates the average result of all possible samples. Standard errors for 12-month changes in published wage, benefit, and compensation cost changes are provided in tables A-1 through A-3. Standard errors (expressed as ratios to the cost estimate, or relative errors) for all published estimates of employer costs for employee compensation are provided in

tables A-4 through A-11. (For the change estimates, standard errors were considered more meaningful than relative errors.)⁴

The standard error can be used to define a range (confidence interval) around the estimate. The 95-percent confidence interval means that if all possible samples were selected and an estimate of the value and its sampling error were computed for each, then, for approximately 95 percent of the samples, the intervals from 2 standard errors below the estimates to 2 standard errors above the estimates would include the "true" average value. For example, the 95-percent confidence interval for a cost estimate of \$10 with a standard error of 10 cents would be \$10.00 plus or minus 20 cents (2 X 10), or \$9.80 to \$10.20.

The method used for computing the standard errors for both the 12-month percent change in the ECI and the cost levels is called "balanced repeated replication." Each industry sample is divided into a number of variance strata, and the sample in each variance stratum is divided into half-samples. The cost level or percent-change estimates are replicated 64 times using the data from one half-sample from each stratum instead of the data from both half-samples.

⁴ For a given level of precision, standard errors on estimates of change are about the same regardless of the magnitude of the change. That is, the standard error for a series is likely to be about the same when wages and salaries are rising 8 percent a year as it is when wages and salaries are rising 2 percent a year. The relative error, however, would be much larger with the 2-percent change than with the 8-percent change.

Seasonal adjustment

Over the course of a year, the rate of wage and benefit change is affected by events that follow a more or less regular pattern each year. For example, wage and benefit adjustments in State and local governments, especially schools, are concentrated in the June-September period. Increases in the Social Security tax rate and earnings ceiling, when they occur, always take effect in the December-March period. Wage and benefit adjustments in construction occur in the summer when there is the most activity in the industry. Adjusting for these seasonal patterns makes it easier to observe the cyclical and other nonseasonal movements in the series. In evaluating changes in a seasonally adjusted series, it is important to note that seasonal adjustment is merely an approximation based on past experience. Seasonally adjusted estimates have a broader margin of possible error than the original data on which they are based, since they are subject not

¹The seasonal adjustment procedure, called X-11 ARIMA (Auto-Regressive Integrated Moving Average), was developed at Statistics Canada as an extension of the standard X-11 method. A detailed description of the procedure appears in *The X-11 ARIMA Seasonal Adjustment Method* by Estela Bee Dagum, Statistics Canada Catalogue No. 12-546E, January 1983.

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

$$\text{VAR } (R_{s,t,o}) = \frac{\text{Sum}[(R_{s,t,o} - R_{s,t,i})^2]}{64}$$

where:

$R_{s,t,o}$ is the annual relative for some cell from time s to time t calculated using the full sample;

and $R_{s,t,i}$ is the annual relative for the same cell from time s to time t calculated using the i th balanced half-sample.

The standard error is the square root of the variance.

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

$$\text{VAR } x(0) = \frac{\text{Sum}[x_i - x_0]^2}{64}$$

where:

x_0 is the full sample level estimate for some cell and x_i is the i th half-sample estimate for the same cell.

For a more detailed discussion of sampling and nonsampling error in the ECI, see Karen O'Connor and William Wong, "Measuring the Precision of the Employment Cost Index," *Monthly Labor Review*, March 1989, pp. 29-36.

only to sampling and other errors but are also affected by the uncertainties of the seasonal adjustment process itself. Seasonally adjusted ECI major industry and occupational data were first released in December 1990.¹ At the beginning of each calendar year, seasonal adjustment factors are calculated for use during the coming year. The factors for the coming year are published in the March issue of *Compensation and Working Conditions (CWC)*, published monthly by the Bureau of Labor Statistics. Revisions of historical seasonally adjusted data for the most recent 5 years also appear in the March *CWC*.

ECI series are seasonally adjusted using either direct or composite estimates. Most industry and occupational series such as construction, for example, are adjusted directly. The civilian, State and local, private, and manufacturing series are composite estimates. The seasonally adjusted civilian compensation series, for example, is computed by aggregating the following independently adjusted series: Private goods-producing wages, private goods-producing benefits, private service-producing wages, private service-producing benefits, State and local wages, and State and local benefits. (Goods-producing wages have no identifiable seasonality, so the seasonally adjusted and unadjusted series are identical.)

Table A-1. Standard errors¹ for 12-month percent changes in total compensation, Employment Cost Index, September 1990-June 1991

(Not seasonally adjusted)

Series	September 1990		December 1990		March 1991		June 1991	
	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error
Civilian workers²	5.2	0.2	4.9	0.2	4.6	0.2	4.6	0.2
Occupational group:								
Blue collar	4.6	.2	4.4	.2	4.2	.2	4.2	.2
Service	4.8	.5	5.1	.3	5.0	.4	5.0	.4
Industry division:								
Goods producing ³	5.0	.2	4.9	.3	4.5	.2	4.5	.2
Manufacturing	5.2	.3	5.1	.3	4.4	.2	4.5	.2
Service producing ⁴	5.1	.2	5.0	.3	4.9	.2	4.6	.3
Services	6.1	.2	6.3	.3	5.7	.3	5.1	.3
Health services	6.8	.4	6.7	.2	6.3	.3	5.7	.4
Hospitals	6.6	.3	6.9	.3	6.3	.2	5.8	.2
Public administration	5.2	.6	5.3	.6	5.4	.6	5.1	.5
Nonmanufacturing	5.0	.2	4.9	.3	4.9	.2	4.5	.3
Private industry workers	4.9	.2	4.6	.2	4.4	.2	4.4	.2
Excluding sales occupations	5.0	.2	4.9	.1	4.5	.1	4.5	.2
Occupational group:								
White collar	5.2	.3	4.9	.4	4.7	.3	4.5	.3
Excluding sales occupations	5.5	.2	5.4	.2	4.8	.2	4.7	.2
Professional specialty and technical	5.6	.4	5.6	.3	5.0	.3	5.0	.2
Executive, administrative, and managerial	5.6	.5	5.6	.5	5.0	.4	4.7	.4
Sales	3.9	1.3	2.6	1.7	4.2	1.2	4.0	1.4
Administrative support including clerical	5.1	.2	4.9	.2	4.2	.2	4.4	.2
Blue collar	4.5	.2	4.4	.3	4.3	.2	4.1	.2
Precision production, craft, and repair	4.3	.3	4.1	.3	4.4	.3	4.3	.3
Machine operators, assemblers, and inspectors	5.0	.4	5.0	.4	4.4	.3	4.2	.3
Transportation and material moving	3.7	.6	4.0	.5	3.1	.6	3.2	.6
Handlers, equipment cleaners, helpers, and laborers	4.3	.4	4.4	.4	4.3	.5	4.4	.4
Service	4.6	.7	4.7	.3	4.2	.4	4.8	.6
Industry division:								
Goods producing ³	5.0	.3	4.8	.3	4.4	.2	4.4	.2
Excluding sales occupations	4.9	.2	4.7	.2	4.3	.2	4.5	.2
Construction	4.0	.7	3.1	.5	4.2	.7	4.0	.7
Manufacturing	5.2	.3	5.1	.3	4.4	.2	4.5	.2
Durables	5.1	.4	4.9	.4	4.3	.3	4.6	.3
Nondurables	5.3	.4	5.4	.3	4.5	.3	4.4	.2
Service producing ⁴	4.8	.3	4.6	.4	4.5	.3	4.4	.3
Excluding sales occupations	5.1	.2	5.1	.2	4.6	.2	4.6	.2
Transportation and public utilities	3.5	.5	3.9	.4	2.9	.4	4.3	.3
Transportation	3.3	.9	3.8	.6	2.3	.7	3.7	.6
Public utilities	3.8	.3	3.9	.3	3.7	.3	4.8	.2
Wholesale and retail trade	3.9	.4	3.5	.6	3.8	.4	4.0	.3
Excluding sales occupations	4.0	.4	4.0	.4	4.6	.4	4.4	.4
Wholesale trade	3.1	1.0	1.9	1.6	2.9	.9	4.0	.7
Excluding sales occupations	3.5	.6	3.5	.7	4.3	.6	4.4	.7
Retail trade	4.4	.4	4.3	.4	4.2	.4	4.0	.3
General merchandise stores	5.5	.9	5.3	.5	5.6	.5	4.2	.6
Food stores	4.9	.6	4.6	.4	4.2	.4	4.5	.5

See footnotes at end of table.

Table A-1. Standard errors¹ for 12-month percent changes in total compensation, Employment Cost Index, September 1990-June 1991—Continued

(Not seasonally adjusted)

Series	September 1990		December 1990		March 1991		June 1991	
	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error
Industry division:—Continued								
Finance, insurance, and real estate	5.0	1.2	4.0	1.4	5.6	1.4	4.9	1.8
Excluding sales occupations	6.2	.6	5.6	.5	4.9	.5	4.6	.6
Banking, savings and loan, and other credit agencies	3.8	.4	5.1	.9	5.2	1.4	2.8	.9
Insurance	6.6	1.3	5.0	1.0	4.1	.7	4.1	.8
Services	6.2	.3	6.2	.3	5.5	.3	4.7	.4
Business services	5.6	.7	6.0	1.1	6.5	1.1	4.8	1.1
Health services	7.0	.5	6.8	.3	6.4	.4	6.0	.4
Hospitals	6.9	.5	7.0	.3	6.5	.3	6.2	.3
Nonmanufacturing	4.8	.3	4.5	.3	4.5	.3	4.4	.3
Bargaining status:								
Union	4.2	.3	4.3	.2	4.1	.2	4.5	.2
Goods producing ³	4.2	.3	4.3	.3	4.5	.3	4.5	.2
Service producing ⁴	4.1	.3	4.2	.4	3.8	.5	4.5	.3
Manufacturing	4.5	.4	4.5	.3	4.3	.3	4.6	.3
Nonmanufacturing	4.1	.3	4.2	.4	4.0	.4	4.4	.2
Nonunion	5.1	.3	4.8	.3	4.5	.2	4.4	.3
Goods producing ³	5.3	.4	5.0	.3	4.4	.3	4.4	.3
Service producing ⁴	4.9	.3	4.7	.4	4.7	.3	4.4	.4
Manufacturing	5.6	.4	5.4	.4	4.4	.3	4.5	.3
Nonmanufacturing	5.0	.3	4.7	.4	4.6	.3	4.5	.4
Region:								
Northeast	4.6	.4	4.6	.5	4.8	.4	5.0	.4
South	5.0	.4	4.6	.5	4.2	.4	3.9	.4
Midwest	5.2	.3	5.1	.3	4.8	.3	4.7	.3
West	4.6	.3	4.4	.4	4.1	.4	4.2	.3
Area size:								
Metropolitan areas	4.8	.2	4.8	.3	4.4	.2	4.5	.2
Other areas	5.2	.4	4.7	.4	4.6	.4	4.5	.4
State and local government workers	5.9	.3	5.8	.4	5.7	.4	5.2	.4
Occupational group:								
White collar	6.1	.3	6.0	.5	5.7	.5	5.2	.5
Blue collar	6.0	.8	4.8	.4	4.6	.5	4.3	.7
Industry division:								
Services	6.2	.3	6.3	.5	5.9	.5	5.4	.6
Excluding schools	6.1	.8	6.8	1.6	6.5	1.5	5.0	1.9
Health services	6.6	.5	6.6	.3	6.0	.4	5.0	.4
Hospitals	6.4	.4	6.6	.4	5.8	.4	4.8	.3
Schools	5.9	.2	6.0	.2	5.7	.2	5.6	.2
Elementary and secondary	6.2	.3	6.3	.2	6.0	.2	5.5	.2
Public administration	5.2	.6	5.3	.6	5.4	.6	5.1	.5

¹ The standard error is a measure of the precision of the estimate. We can be 95-percent confident that the interval around the 12-month change estimate bounded by plus or minus twice the standard error contains the 'true' 12-month change.

² Includes private industry and State and local government workers

and excludes farm, household, and Federal Government workers.

³ Includes mining, construction, and manufacturing.

⁴ Includes transportation, public utilities, trade, finance, insurance, real estate, services, and, in series that include State and local government workers, public administration.

Table A-2. Standard errors¹ for 12-month percent changes in wages and salaries, Employment Cost Index, September 1990-June 1991

(Not seasonally adjusted)

Series	September 1990		December 1990		March 1991		June 1991	
	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error
Civilian workers²	4.3	0.2	4.3	0.2	4.2	0.2	4.0	0.2
Occupational group:								
Blue collar	3.7	.2	3.6	.2	3.7	.2	3.4	.2
Service	4.1	.5	4.2	.3	4.3	.4	4.5	.4
Industry division:								
Goods producing ³	4.2	.2	3.8	.2	3.8	.2	3.6	.2
Manufacturing	4.5	.3	4.2	.2	4.0	.2	3.7	.2
Service producing ⁴	4.6	.3	4.4	.3	4.4	.2	4.2	.3
Services	5.5	.3	5.7	.3	5.2	.3	4.5	.3
Health services	6.2	.6	6.0	.4	5.5	.4	5.3	.3
Hospitals	6.0	.4	6.1	.2	5.5	.2	5.2	.2
Public administration	4.3	.6	4.4	.6	4.6	.6	4.7	.4
Nonmanufacturing	4.3	.2	4.2	.3	4.2	.2	4.0	.2
Private industry workers	4.2	.2	4.0	.3	4.0	.2	3.7	.2
Excluding sales occupations	4.3	.2	4.2	.1	4.1	.1	3.8	.1
Occupational group:								
White collar	4.5	.3	4.1	.4	4.2	.3	4.0	.3
Excluding sales occupations	4.9	.3	4.7	.2	4.3	.2	4.2	.2
Professional specialty and technical	4.8	.3	4.9	.3	4.3	.3	4.5	.2
Executive, administrative, and managerial	5.4	.5	5.3	.6	4.7	.4	4.3	.4
Sales	3.2	1.4	1.4	1.8	3.4	1.2	3.0	1.3
Administrative support including clerical	4.6	.3	4.1	.2	3.9	.2	3.7	.2
Blue collar	3.6	.2	3.5	.2	3.6	.2	3.4	.2
Precision production, craft, and repair	3.4	.3	3.2	.2	3.7	.2	3.3	.3
Machine operators, assemblers, and inspectors	4.3	.4	4.1	.4	4.0	.3	3.6	.3
Transportation and material moving	2.4	.7	2.9	.5	2.5	.6	2.4	.5
Handlers, equipment cleaners, helpers, and laborers	4.2	.4	4.1	.4	4.2	.4	3.9	.4
Service	4.0	.8	4.0	.4	3.7	.4	3.9	.5
Industry division:								
Goods producing ³	4.1	.2	3.7	.2	3.8	.2	3.6	.2
Excluding sales occupations	4.0	.2	3.6	.2	3.8	.2	3.6	.2
Construction	2.4	.6	2.0	.6	3.0	.5	2.9	.4
Manufacturing	4.5	.3	4.2	.2	4.0	.2	3.7	.2
Durables	4.6	.3	4.1	.3	4.0	.2	3.8	.2
Nondurables	4.6	.3	4.4	.3	3.9	.2	3.6	.2
Service producing ⁴	4.2	.3	4.0	.4	4.1	.3	3.9	.3
Excluding sales occupations	4.5	.3	4.7	.2	4.2	.2	4.0	.2
Transportation and public utilities	3.4	.4	3.4	.4	2.7	.4	3.3	.3
Transportation	2.7	.6	2.8	.7	2.0	.7	3.1	.5
Public utilities	3.9	.3	4.1	.4	3.8	.3	3.7	.3
Wholesale and retail trade	3.4	.5	2.8	.8	3.2	.4	3.6	.3
Excluding sales occupations	3.8	.5	3.5	.5	4.1	.4	3.9	.4
Wholesale trade	2.6	1.1	1.0	1.9	2.6	.9	3.8	.7
Excluding sales occupations	3.4	.6	3.3	.8	4.6	.5	4.3	.6
Retail trade	4.0	.5	3.6	.4	3.4	.4	3.4	.3
General merchandise stores	5.3	1.1	5.0	.6	5.3	.5	4.6	.5
Food stores	4.7	.5	4.0	.3	4.0	.4	4.2	.4

See footnotes at end of table.

Table A-2. Standard errors¹ for 12-month percent changes in wages and salaries, Employment Cost Index, September 1990-June 1991—Continued

(Not seasonally adjusted)

Series	September 1990		December 1990		March 1991		June 1991	
	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error
Industry division:—Continued								
Finance, insurance, and real estate	4.3	1.3	3.5	1.5	5.1	1.3	4.4	1.7
Excluding sales occupations	5.6	.7	5.2	.6	4.5	.6	4.3	.6
Banking, savings and loan, and other credit agencies	2.8	.5	4.5	1.1	4.9	1.8	2.2	1.1
Insurance	6.2	1.5	4.3	1.2	3.3	.9	3.6	.9
Services	5.4	.4	5.7	.4	5.1	.4	4.1	.4
Business services	4.8	.9	6.1	1.7	6.4	1.6	4.2	1.3
Health services	6.1	.8	6.0	.5	5.5	.4	5.3	.4
Hospitals	6.2	.5	6.3	.3	5.5	.2	5.3	.2
Nonmanufacturing	3.9	.3	3.8	.4	4.0	.3	3.7	.3
Bargaining status:								
Union	3.6	.2	3.4	.2	3.5	.2	3.7	.2
Goods producing ³	3.4	.3	3.3	.2	3.8	.2	3.5	.2
Service producing ⁴	3.7	.3	3.4	.3	3.1	.5	3.8	.2
Manufacturing	3.8	.3	3.7	.2	4.0	.2	3.6	.2
Nonmanufacturing	3.4	.4	3.3	.3	3.2	.4	3.6	.2
Nonunion	4.4	.3	4.2	.3	4.1	.2	3.7	.3
Goods producing ³	4.4	.3	3.9	.3	3.7	.2	3.6	.2
Service producing ⁴	4.4	.4	4.2	.5	4.3	.3	3.8	.4
Manufacturing	4.9	.4	4.4	.3	4.0	.2	3.8	.2
Nonmanufacturing	4.2	.4	3.9	.4	4.2	.3	3.7	.3
Region:								
Northeast	4.0	.4	3.9	.6	4.1	.4	4.4	.4
South	4.4	.4	3.9	.6	3.8	.4	3.1	.4
Midwest	4.3	.3	4.1	.3	4.2	.3	3.9	.3
West	4.0	.4	3.9	.4	3.8	.4	3.5	.4
Area size:								
Metropolitan areas	4.0	.3	3.9	.3	3.9	.2	3.8	.2
Other areas	4.6	.4	4.0	.4	4.1	.3	3.6	.4
State and local government workers	5.3	.3	5.3	.3	5.2	.2	4.9	.3
Occupational group:								
White collar	5.6	.3	5.5	.3	5.2	.3	4.9	.4
Blue collar	5.2	.7	4.3	.5	4.6	.3	4.5	.5
Industry division:								
Services	5.7	.3	5.8	.3	5.5	.3	5.2	.4
Excluding schools	6.1	1.1	6.4	.9	5.7	.6	4.7	1.4
Health services	6.0	.6	5.8	.5	5.3	.5	5.3	.3
Hospitals	5.5	.4	5.8	.4	5.4	.5	5.1	.3
Schools	5.5	.2	5.5	.2	5.4	.2	5.3	.2
Elementary and secondary	5.7	.2	5.7	.3	5.8	.2	5.5	.2
Public administration	4.3	.6	4.4	.6	4.6	.6	4.7	.4

¹ The standard error is a measure of the precision of the estimate. We can be 95-percent confident that the interval around the 12-month change estimate bounded by plus or minus twice the standard error contains the 'true' 12-month change.

² Includes private industry and State and local government workers

and excludes farm, household, and Federal Government workers.

³ Includes mining, construction, and manufacturing.

⁴ Includes transportation, public utilities, trade, finance, insurance, real estate, services, and, in series that include State and local government workers, public administration.

Table A-3. Standard errors¹ for 12-month percent changes in benefits, Employment Cost Index, private industry workers, September 1990-June 1991

(Not seasonally adjusted)

Series	September 1990		December 1990		March 1991		June 1991	
	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error	12-month change	Standard error
Private industry workers	6.8	0.3	6.6	0.3	5.8	0.4	6.2	0.3
Occupational group:								
White collar	7.1	.5	6.9	.4	6.2	.5	6.3	.5
Blue collar	6.4	.5	6.2	.5	5.5	.4	5.8	.4
Service	6.4	1.1	6.7	.8	5.9	.7	7.0	.9
Industry division:								
Goods producing ²	7.1	.5	7.1	.5	5.9	.5	6.3	.5
Service producing ³	6.4	.5	6.2	.3	5.8	.4	6.0	.4
Manufacturing	6.7	.6	7.0	.5	5.4	.5	6.0	.5
Nonmanufacturing	6.7	.4	6.3	.3	6.2	.4	6.2	.4

¹ The standard error is a measure of the precision of the estimate. We can be 95-percent confident that the interval around the 12-month change estimate bounded by plus or minus twice the standard error contains the 'true' 12-month change.

² Includes mining, construction, and manufacturing.

³ Includes transportation, public utilities, trade, finance, insurance, real estate, services, and, in series that include State and local government workers, public administration.

Table A-4. Relative errors¹ for employer costs per hour worked for employee compensation, by major private industry group, March 1991

Compensation component	All private industry		Goods-producing ²		Service-producing ³		Manufacturing		Nonmanufacturing	
	Cost	Relative error	Cost	Relative error	Cost	Relative error	Cost	Relative error	Cost	Relative error
Total compensation	\$15.40	0.9	\$18.48	1.5	\$14.31	1.2	\$18.22	1.4	\$14.67	1.2
Wages and salaries	11.14	.9	12.70	1.4	10.58	1.1	12.40	1.4	10.81	1.1
Total benefits	4.27	1.3	5.78	1.7	3.72	1.7	5.81	1.6	3.86	1.6
Paid leave	1.05	1.9	1.27	1.9	.97	2.6	1.38	1.7	.96	2.5
Vacation pay .....	.52	2.3	.66	2.0	.47	3.2	.71	1.9	.47	3.0
Holiday pay .....	.35	1.7	.46	2.0	.32	2.2	.50	1.9	.31	2.3
Sick leave .....	.13	2.9	.11	3.0	.14	3.5	.12	2.9	.13	3.5
Other leave pay .....	.05	4.3	.05	6.0	.05	5.5	.05	6.8	.04	5.3
Supplemental pay .....	.36	3.1	.63	4.3	.26	4.3	.67	4.9	.28	4.0
Premium pay .....	.17	2.4	.35	3.4	.11	3.2	.36	2.8	.13	3.5
Nonproduction bonuses .....	.13	7.5	.20	12.7	.11	8.5	.21	14.9	.11	7.9
Shift pay .....	.05	4.0	.08	3.5	.04	6.3	.09	3.7	.04	6.3
Insurance ⁴	1.01	1.5	1.41	2.0	.86	2.1	1.51	1.9	.88	2.1
Retirement and savings .....	.44	3.6	.66	4.9	.36	4.7	.60	3.9	.40	4.3
Pensions .....	.35	4.1	.50	6.0	.29	5.2	.44	5.0	.32	4.8
Savings and thrift .....	.10	5.7	.15	5.8	.07	8.4	.16	5.8	.08	7.8
Legally required ⁵	1.40	.6	1.78	1.2	1.26	.7	1.62	1.1	1.34	.7
Social Security .....	.92	.7	1.09	1.3	.86	.9	1.08	1.2	.88	.9
Federal unemployment insurance .....	.03	.6	.03	1.0	.03	.8	.03	1.1	.03	.8
State unemployment insurance .....	.09	2.1	.12	3.9	.08	2.6	.11	3.7	.09	2.4
Workers' compensation .....	.33	2.0	.54	3.0	.25	2.5	.39	2.7	.31	2.5
Other benefits ⁶	(?)	8.3	.03	12.5	(?)	8.3	.04	12.6	(?)	10.6

¹ The relative error is the standard error expressed as a percent of the cost. We can be 95-percent confident that the interval around the cost estimate bounded by two times plus and two times minus the relative error contains the 'true' cost.

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 health, life, and sickness and accident insurance.

⁵ Includes railroad retirement and supplemental retirement, railroad unemployment insurance, and other legally required benefits in addition to those shown.

⁶ Includes severance pay and supplemental unemployment benefits.

⁷ Cost per hour worked is \$0.01 or less.

Table A-5. Relative errors¹ for employer costs per hour worked for employee compensation, private industry workers by major occupational group, March 1991

Compensation component	All private industry		White-collar		Blue-collar		Service	
	Cost	Relative error	Cost	Relative error	Cost	Relative error	Cost	Relative error
Total compensation	\$15.40	0.9	\$18.15	1.4	\$15.15	1.2	\$7.82	1.8
Wages and salaries	11.14	.9	13.40	1.3	10.37	1.1	5.96	1.9
Total benefits	4.27	1.3	4.75	1.8	4.78	1.6	1.85	3.3
Paid leave	1.05	1.9	1.38	2.6	.91	1.7	.35	6.0
Vacation pay .....	.52	2.3	.67	3.1	.47	1.8	.18	5.5
Holiday pay .....	.35	1.7	.46	2.4	.32	1.7	.10	5.8
Sick leave .....	.13	2.9	.19	3.3	.07	3.1	.05	12.4
Other leave pay .....	.05	4.3	.06	5.4	.04	10.3	(²)	15.1
Supplemental pay .....	.36	3.1	.32	5.1	.54	3.0	.11	5.1
Premium pay .....	.17	2.4	.09	3.6	.36	2.9	.05	8.4
Nonproduction bonuses .....	.13	7.5	.18	9.1	.11	8.9	.03	18.4
Shift pay .....	.05	4.0	.05	6.4	.06	3.7	.03	11.7
Insurance ³	1.01	1.5	1.12	2.2	1.15	2.1	.39	6.5
Retirement and savings .....	.44	3.6	.52	4.2	.49	5.0	.12	22.5
Pensions .....	.35	4.1	.38	5.1	.42	5.4	.10	24.7
Savings and thrift .....	.10	5.7	.14	4.6	.07	6.7	.02	53.3
Legally required ⁴	1.40	.6	1.39	1.0	1.68	1.1	.88	1.8
Social Security .....	.92	.7	1.08	1.0	.90	1.2	.51	1.7
Federal unemployment insurance .....	.03	.6	.03	1.1	.03	.9	.03	1.7
State unemployment insurance .....	.09	2.1	.09	2.5	.11	3.2	.08	5.4
Workers' compensation .....	.33	2.0	.18	2.6	.60	2.5	.25	4.9
Other benefits ⁵	(²)	8.3	(²)	7.0	.02	14.3	(²)	28.1

¹ The relative error is the standard error expressed as a percent of the cost. We can be 95-percent confident that the interval around the cost estimate bounded by two times plus and two times minus the relative error contains the 'true' cost.

² Cost per hour worked is \$0.01 or less.

³ Includes health, life, and sickness and accident insurance.

⁴ Includes railroad retirement and supplemental retirement, railroad unemployment insurance, and other legally required benefits in addition to those shown.

⁵ Includes severance pay and supplemental unemployment benefits.

Table A-6. Relative errors ¹ for employer costs per hour worked for employee compensation, private industry by establishment employment size, March 1991

Compensation component	Total Private		1-99 workers		100 workers or more					
	Cost	Relative error	Cost	Relative error	Total		100-499 workers		500 workers or more	
					Cost	Relative error	Cost	Relative error	Cost	Relative error
Total compensation	\$15.40	0.9	\$13.38	1.8	\$17.34	1.1	\$14.31	1.9	\$20.60	1.4
Wages and salaries	11.14	.9	10.00	1.6	12.23	1.1	10.32	1.8	14.28	1.3
Total benefits	4.27	1.3	3.38	2.7	5.11	1.4	3.99	2.4	6.32	1.7
Paid leave	1.05	1.9	.77	4.2	1.32	1.5	.95	2.8	1.72	1.8
Vacations .....	.52	2.3	.38	5.2	.66	1.6	.46	2.9	.87	2.0
Holidays .....	.35	1.7	.27	3.9	.44	1.5	.33	2.6	.55	1.9
Sick leave .....	.13	2.9	.09	6.0	.17	2.4	.12	4.6	.22	2.7
Other leave .....	.05	4.3	.03	9.0	.06	3.9	.04	8.1	.08	4.4
Supplemental pay .....	.36	3.1	.26	5.7	.45	3.7	.32	5.8	.58	4.6
Premium pay .....	.17	2.4	.12	5.2	.23	3.2	.19	5.6	.27	3.6
Shift pay .....	.05	4.0	(²)	(²)	.09	4.3	.04	7.4	.14	4.3
Nonproduction bonuses .....	.13	7.5	.14	9.5	.13	11.8	.09	17.1	.17	14.7
Insurance ³	1.01	1.5	.74	3.9	1.26	1.6	.98	2.8	1.56	2.1
Retirement and savings .....	.44	3.6	.32	7.4	.56	3.7	.40	7.2	.74	3.2
Pensions .....	.35	4.1	.28	8.4	.41	3.7	.29	6.8	.54	3.7
Savings and thrift .....	.10	5.7	.04	9.2	.15	6.8	.10	17.4	.19	4.5
Legally required ⁴	1.40	.6	1.29	1.4	1.50	1.0	1.33	1.6	1.68	1.3
Social Security .....	.92	.7	.82	1.3	1.02	1.0	.87	1.6	1.19	1.3
Federal unemployment .....	.03	.6	.03	1.0	.03	.8	.03	1.4	.03	1.1
State unemployment .....	.09	2.1	.09	2.6	.09	3.2	.09	4.4	.09	4.1
Workers' compensation .....	.33	2.0	.34	3.5	.31	2.7	.33	4.0	.30	3.9
Other benefits ⁵	(²)	(²)	(²)	(²)	.02	8.5	(²)	(²)	.04	9.4

¹ The relative error is the standard error expressed as a percent of the cost. We can be 95-percent confident that the interval around the cost estimate bounded by two times plus and two times minus the relative error contains the 'true' cost.

² Cost per hour worked is \$0.01 or less.

³ Includes health, life, and sickness and accident insurance.

⁴ Includes railroad retirement, railroad unemployment, railroad supplemental unemployment, and other legally required in addition to benefits shown.

⁵ Includes severance pay and supplemental unemployment benefits.

Table A-7. Relative errors¹ for employer costs per hour worked for employee compensation, private industry workers by region and bargaining status, March 1991

Compensation component	Region								Bargaining status			
	Northeast		South		Midwest		West		Union		Nonunion	
	Cost	Relative error	Cost	Relative error	Cost	Relative error	Cost	Relative error	Cost	Relative error	Cost	Relative error
Total compensation	\$17.56	2.3	\$13.68	1.4	\$15.05	1.9	\$15.97	2.2	\$19.76	2.1	\$14.56	1.1
Wages and salaries	12.65	2.2	10.03	1.4	10.70	2.0	11.62	2.1	13.02	1.9	10.78	1.0
Total benefits	4.91	3.1	3.65	2.0	4.35	2.3	4.34	2.7	6.75	2.6	3.79	1.4
Paid leave	1.31	3.7	.87	2.6	1.03	3.9	1.04	3.8	1.43	2.6	.98	2.5
Vacation pay .....	.61	3.6	.44	2.4	.55	5.7	.51	4.1	.77	2.8	.47	2.9
Holiday pay .....	.44	4.3	.29	2.7	.34	2.6	.36	3.7	.45	2.8	.33	2.2
Sick leave .....	.19	4.9	.10	4.8	.10	5.5	.13	5.2	.15	4.8	.13	3.5
Other leave pay .....	.07	7.3	.04	10.2	.04	7.5	.03	7.7	.06	7.9	.04	5.0
Supplemental pay .....	.39	7.5	.30	4.1	.40	6.1	.35	7.1	.69	3.5	.29	3.8
Premium pay .....	.18	6.3	.16	4.4	.20	4.4	.17	5.8	.47	4.0	.12	2.9
Nonproduction bonuses .....	.15	18.6	.10	7.9	.15	13.4	.14	16.9	.10	7.1	.14	8.1
Shift pay .....	.06	10.0	.04	8.3	.05	8.1	.04	7.4	.11	5.1	.04	5.3
Insurance ²	1.18	4.0	.83	2.7	1.05	2.5	1.01	3.7	1.78	3.0	.86	1.9
Retirement and savings .....	.50	6.1	.35	6.2	.49	7.3	.45	6.7	.87	5.2	.36	4.3
Pensions .....	.41	6.9	.25	6.4	.41	8.8	.33	7.6	.78	5.5	.26	5.2
Savings and thrift .....	.09	8.0	.10	14.9	.08	6.4	.11	8.9	.09	7.6	.10	6.4
Legally required ³	1.52	1.9	1.28	1.4	1.35	1.4	1.49	2.1	1.93	2.3	1.30	.7
Social Security	1.04	1.9	.84	1.4	.90	1.3	.96	1.9	1.13	1.8	.88	.8
Federal unemployment insurance .....	.03	1.7	.03	1.0	.03	1.3	.03	1.2	.03	1.8	.03	.6
State unemployment insurance .....	.11	4.2	.07	4.4	.10	3.6	.10	4.9	.12	4.6	.09	2.2
Workers' compensation .....	.31	4.3	.33	4.4	.29	4.0	.40	6.1	.55	4.7	.28	2.5
Other benefits ⁴ .....	.02	20.7	(⁵)	12.1	.02	14.0	(⁵)	14.4	.05	13.5	(⁵)	7.2

¹ The relative error is the standard error expressed as a percent of the cost. We can be 95-percent confident that the interval around the cost estimate bounded by two times plus and two times minus the relative error contains the 'true' cost.

² Includes health, life, and sickness and accident insurance.

³ Includes railroad retirement and supplemental retirement, railroad

unemployment insurance, and other legally required benefits in addition to those shown.

⁴ Includes severance pay and supplemental unemployment benefits.

⁵ Cost per hour worked is \$0.01 or less.

Table A-8. Relative errors¹ for employer costs per hour worked for employee compensation, private industry workers by occupation and industry, March 1991

	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid Leave	Supplemental pay	Insurance	Retirement and savings	Legally required	Other benefits ²
Private industry workers	\$15.40	\$11.14	\$4.27	\$1.05	\$0.36	\$1.01	\$0.44	\$1.40	(³)
Relative error .....	.9	.9	1.3	1.9	3.1	1.5	3.6	.6	8.3
White-collar occupations	\$18.15	\$13.40	\$4.75	\$1.38	\$0.32	\$1.12	\$0.52	\$1.39	(³)
Relative error	1.4	1.3	1.8	2.6	5.1	2.2	4.2	1.0	7.0
Professional specialty and technical	\$23.79	\$17.54	\$6.24	\$1.95	\$0.40	\$1.35	\$0.74	\$1.79	\$0.02
Relative error	3.0	2.8	3.7	5.2	5.3	3.0	9.7	2.1	11.0
Executive, administrative, managerial	\$28.15	\$20.85	\$7.30	\$2.43	\$0.53	\$1.41	\$0.90	\$1.99	\$0.03
Relative error	3.2	3.1	3.9	4.9	14.2	4.1	6.6	2.2	12.4
Sales workers	\$12.90	\$10.00	\$2.90	\$0.65	\$0.23	\$0.67	\$0.25	\$1.10	(³)
Relative error	2.2	2.1	3.0	3.7	12.7	4.3	7.3	1.7	17.4
Administrative support, including clerical	\$13.17	\$9.41	\$3.76	\$0.99	\$0.24	\$1.12	\$0.36	\$1.04	(³)
Relative error	1.7	1.3	3.0	3.1	6.4	4.3	5.6	1.5	9.0
Blue-collar occupations	\$15.15	\$10.37	\$4.78	\$0.91	\$0.54	\$1.15	\$0.49	\$1.68	\$0.02
Relative error	1.2	1.1	1.6	1.7	3.0	2.1	5.0	1.1	14.3
Precision production, craft, repair	\$19.24	\$13.26	\$5.98	\$1.18	\$0.64	\$1.34	\$0.68	\$2.11	\$0.03
Relative error	2.2	2.0	2.6	2.4	4.5	3.3	8.4	1.9	22.6
Machine operators, assemblers, inspectors	\$14.24	\$9.46	\$4.78	\$0.94	\$0.66	\$1.30	\$0.41	\$1.44	\$0.04
Relative error	1.9	1.6	2.7	2.5	4.6	3.2	5.8	2.1	22.8
Transportation and material moving	\$15.56	\$10.59	\$4.97	\$0.92	\$0.48	\$1.12	\$0.57	\$1.86	(³)
Relative error	2.7	2.6	3.8	6.0	5.7	5.4	9.2	3.1	20.8
Handlers, cleaners, helpers, laborers	\$10.94	\$7.69	\$3.25	\$0.53	\$0.32	\$0.79	\$0.31	\$1.30	(³)
Relative error	2.1	2.1	3.0	4.4	5.7	4.6	8.8	2.2	17.9
Service occupations	\$7.82	\$5.96	\$1.85	\$0.35	\$0.11	\$0.39	\$0.12	\$0.88	(³)
Relative error	1.8	1.9	3.3	6.0	5.1	6.5	22.5	1.8	28.1
Goods-producing industries ⁴	\$18.48	\$12.70	\$5.78	\$1.27	\$0.63	\$1.41	\$0.66	\$1.78	\$0.03
Relative error	1.5	1.4	1.7	1.9	4.3	2.0	4.9	1.2	12.5
Construction	\$18.32	\$13.08	\$5.23	\$0.68	\$0.47	\$0.94	\$0.77	\$2.36	\$0.02
Relative error	4.9	4.6	6.0	10.6	13.7	9.3	14.9	3.1	57.3
Manufacturing industries	\$18.22	\$12.40	\$5.81	\$1.38	\$0.67	\$1.51	\$0.60	\$1.62	\$0.04
Relative error	1.4	1.4	1.6	1.7	4.9	1.9	3.9	1.1	12.6
Durables	\$19.59	\$13.18	\$6.41	\$1.54	\$0.77	\$1.70	\$0.65	\$1.71	\$0.05
Relative error	1.6	1.6	1.8	2.1	4.7	2.4	4.1	1.3	8.5
Nondurables	\$16.36	\$11.36	\$5.00	\$1.18	\$0.52	\$1.25	\$0.54	\$1.49	\$0.02
Relative error	2.7	2.6	3.2	3.4	11.4	3.7	7.7	2.2	49.6
Service-producing industries ⁵	\$14.31	\$10.58	\$3.72	\$0.97	\$0.26	\$0.86	\$0.36	\$1.26	(³)
Relative error	1.2	1.1	1.7	2.6	4.3	2.1	4.7	.7	8.3
Transportation and public utilities	\$22.09	\$15.14	\$6.95	\$1.83	\$0.43	\$1.71	\$0.85	\$2.10	\$0.02
Relative error	1.5	1.5	2.0	2.2	5.2	2.5	5.0	2.0	13.4
Wholesale trade	\$17.10	\$12.37	\$4.72	\$1.12	\$0.45	\$1.18	\$0.45	\$1.51	\$0.02
Relative error	2.9	2.7	3.8	5.3	10.0	4.0	8.4	1.9	21.8
Retail trade	\$8.81	\$6.82	\$1.98	\$0.38	\$0.16	\$0.41	\$0.12	\$0.92	(³)
Relative error	1.4	1.3	2.5	2.7	8.3	5.5	8.2	1.4	23.6
Finance, insurance, and real estate	\$19.04	\$14.02	\$5.01	\$1.54	\$0.30	\$1.29	\$0.57	\$1.29	\$0.02
Relative error	3.5	3.9	3.0	4.9	11.4	3.6	5.4	1.6	17.3
Services	\$14.70	\$10.98	\$3.72	\$1.03	\$0.24	\$0.82	\$0.36	\$1.26	(³)
Relative error	2.3	2.1	3.2	5.1	6.3	3.8	10.0	1.6	24.6

¹ The relative error is the standard error expressed as a percent of the cost. We can be 95-percent confident that the interval around the cost estimate bounded by two times plus and two times minus the relative error contains the 'true' cost.

² Includes severance pay and supplemental unemployment benefits.

³ Cost per hour worked is \$0.01 or less.

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.

Table A-9. Relative errors ¹ for employer costs per hour worked for employee compensation, by establishment employment size, by major industry and occupational group in private industry, March 1991

Industry and occupational group, and employment size	Total compensation	Wage and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required	Other benefits
Goods-producing industries ²	\$18.48	\$12.70	\$5.78	\$1.27	\$0.63	\$1.41	\$0.66	\$1.78	\$0.03
Relative error	1.5	1.4	1.7	1.9	4.3	2.0	4.9	1.2	12.5
1-99 workers	\$15.66	\$11.23	\$4.44	\$.74	\$.47	\$.88	\$.48	\$1.85	(³)
Relative error	3.4	3.1	4.4	5.2	8.8	6.3	13.4	3.1	(³)
100 workers or more	\$20.01	\$13.50	\$6.51	\$1.56	\$.72	\$1.69	\$.75	\$1.75	\$.05
Relative error	1.7	1.7	2.0	2.2	5.3	2.1	4.8	1.7	12.1
100-499 workers	\$16.27	\$11.34	\$4.94	\$1.05	\$.50	\$1.29	\$.49	\$1.59	(³)
Relative error	3.1	3.1	3.4	4.8	5.9	4.3	8.4	2.8	(³)
500 workers or more	\$23.41	\$15.46	\$7.95	\$2.02	\$.91	\$2.05	\$.99	\$1.89	\$.08
Relative error	1.8	1.7	2.3	2.5	7.6	2.3	4.9	1.7	12.5
Service-producing industries ⁴	\$14.31	\$10.58	\$3.72	\$.97	\$.26	\$.86	\$.36	\$1.26	(³)
Relative error	1.2	1.1	1.7	2.6	4.3	2.1	4.7	.7	(³)
1-99 workers	\$12.85	\$9.71	\$3.14	\$.77	\$.21	\$.71	\$.28	\$1.16	(³)
Relative error	2.0	1.8	3.2	5.0	7.7	4.6	9.2	1.5	(³)
100 workers or more	\$16.00	\$11.59	\$4.41	\$1.21	\$.31	\$1.04	\$.46	\$1.37	(³)
Relative error	1.5	1.5	1.9	2.2	5.3	2.3	4.6	1.1	(³)
100-499 workers	\$13.43	\$9.86	\$3.57	\$.91	\$.24	\$.84	\$.35	\$1.21	(³)
Relative error	2.3	2.1	3.0	3.7	10.1	3.5	9.4	1.6	(³)
500 workers or more	\$19.00	\$13.61	\$5.39	\$1.55	\$.40	\$1.27	\$.59	\$1.56	\$.02
Relative error	2.0	2.0	2.4	2.8	4.6	2.8	4.5	1.6	12.1
White-collar workers	\$18.15	\$13.40	\$4.75	\$1.38	\$.32	\$1.12	\$.52	\$1.39	(³)
Relative error	1.4	1.3	1.8	2.6	5.1	2.2	4.2	1.0	(³)
1-99 workers	\$15.93	\$12.08	\$3.86	\$1.06	\$.26	\$.90	\$.38	\$1.26	(³)
Relative error	2.8	2.5	4.1	6.0	9.2	5.2	10.2	2.0	(³)
100 workers or more	\$20.14	\$14.59	\$5.56	\$1.67	\$.38	\$1.32	\$.64	\$1.51	\$.02
Relative error	1.2	1.2	1.5	1.7	6.7	1.6	3.4	.8	7.6
100-499 workers	\$17.11	\$12.61	\$4.50	\$1.28	\$.28	\$1.11	\$.46	\$1.35	(³)
Relative error	2.1	2.1	2.7	3.3	10.7	3.3	6.9	1.6	(³)
500 workers or more	\$22.79	\$16.31	\$6.48	\$2.01	\$.47	\$1.51	\$.80	\$1.65	\$.03
Relative error	1.3	1.3	1.6	1.6	7.8	1.8	3.3	1.0	8.5
Blue-collar workers	\$15.15	\$10.37	\$4.78	\$.91	\$.54	\$1.15	\$.49	\$1.68	\$.02
Relative error	1.2	1.1	1.6	1.7	3.0	2.1	5.0	1.1	14.3
1-99 workers	\$13.30	\$9.51	\$3.79	\$.62	\$.37	\$.80	\$.37	\$1.63	(³)
Relative error	2.5	2.1	3.5	4.1	6.1	5.0	11.1	2.3	(³)
100 workers or more	\$16.88	\$11.17	\$5.71	\$1.17	\$.69	\$1.48	\$.61	\$1.72	\$.04
Relative error	1.6	1.5	2.0	2.3	3.0	2.2	4.8	1.8	14.2
100-499 workers	\$14.08	\$9.68	\$4.40	\$.82	\$.49	\$1.10	\$.45	\$1.53	(³)
Relative error	2.5	2.4	2.9	4.0	5.1	3.5	7.5	2.7	(³)
500 workers or more	\$20.25	\$12.96	\$7.28	\$1.60	\$.93	\$1.93	\$.79	\$1.96	\$.08
Relative error	1.6	1.5	2.2	2.1	4.0	2.4	4.5	2.0	14.5

¹ The relative error is the standard error expressed as a percent of the cost. We can be 95-percent confident that the interval around the cost estimate bounded by two times plus and two times minus the relative error contains the 'true' cost.

² Includes mining, construction, and manufacturing

³ Cost per hour worked is \$0.01 or less.

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

Table A-10. Relative errors¹ for employer costs per hour worked for employee compensation, workers in private goods-producing and service-producing industries by occupational group, March 1991

	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid Leave	Supplemental pay	Insurance	Retirement and savings	Legally required	Other benefits ²
All workers, goods-producing industries ³	\$18.48	\$12.70	\$5.78	\$1.27	\$0.63	\$1.41	\$0.66	\$1.78	\$0.03
Relative error	1.5	1.4	1.7	1.9	4.3	2.0	4.9	1.2	12.5
White-collar occupations	\$23.65	\$16.89	\$6.76	\$2.02	\$0.52	\$1.63	\$0.80	\$1.76	\$0.03
Relative error	2.1	2.2	2.3	2.5	13.4	2.7	4.7	1.5	8.5
Professional specialty and technical	\$26.40	\$18.71	\$7.70	\$2.36	\$0.46	\$1.86	\$1.06	\$1.91	\$0.05
Relative error	2.0	1.9	2.6	2.9	12.4	2.7	5.8	2.0	12.8
Executive, administrative, managerial	\$34.22	\$24.81	\$9.40	\$3.11	\$0.88	\$1.79	\$1.17	\$2.42	\$0.04
Relative error	4.2	4.4	4.9	4.9	28.5	4.8	7.7	2.4	12.8
Administrative support, including clerical	\$14.59	\$10.14	\$4.46	\$1.09	\$0.37	\$1.37	\$0.42	\$1.19	\$0.02
Relative error	2.0	1.9	2.7	2.9	11.1	4.0	6.7	2.0	13.9
Blue-collar occupations	\$16.32	\$10.94	\$5.38	\$0.95	\$0.68	\$1.31	\$0.59	\$1.81	\$0.03
Relative error	1.8	1.7	2.2	1.8	3.4	2.6	7.0	1.6	17.3
Precision production, craft, repair	\$20.30	\$13.73	\$6.57	\$1.12	\$0.77	\$1.44	\$0.84	\$2.35	\$0.04
Relative error	3.2	3.0	3.6	3.2	5.8	4.9	11.3	2.2	26.2
Machine operators, assemblers, inspectors	\$14.72	\$9.69	\$5.03	\$0.99	\$0.71	\$1.38	\$0.43	\$1.48	\$0.04
Relative error	1.9	1.6	2.7	2.6	4.2	3.2	6.2	2.1	23.3
Transportation and material moving	\$16.67	\$11.08	\$5.59	\$0.90	\$0.71	\$1.28	\$0.76	\$1.91	\$0.02
Relative error	3.8	3.5	5.0	5.7	8.2	6.9	15.5	4.1	28.1
Handlers, cleaners, helpers, laborers	\$12.40	\$8.52	\$3.88	\$0.58	\$0.41	\$0.93	\$0.43	\$1.52	(⁴)
Relative error	3.4	3.0	4.8	5.3	7.6	5.9	15.3	3.7	27.4
Service occupations	\$14.12	\$9.56	\$4.56	\$0.94	\$0.48	\$1.21	\$0.54	\$1.35	\$0.03
Relative error	5.4	5.0	7.2	9.0	15.0	11.2	10.0	3.8	32.8
All workers, service-producing industries ⁵	\$14.31	\$10.58	\$3.72	\$0.97	\$0.26	\$0.86	\$0.36	\$1.26	(⁴)
Relative error	1.2	1.1	1.7	2.6	4.3	2.1	4.7	.7	8.3
White-collar occupations	\$17.13	\$12.75	\$4.38	\$1.26	\$0.29	\$1.03	\$0.47	\$1.33	(⁴)
Relative error	1.6	1.5	2.2	3.2	5.2	2.8	5.1	1.2	10.7
Professional specialty and technical	\$23.18	\$17.27	\$5.90	\$1.85	\$0.38	\$1.23	\$0.67	\$1.76	(⁴)
Relative error	3.7	3.4	4.6	6.6	6.9	3.9	12.7	2.4	15.8
Executive, administrative, managerial	\$26.12	\$19.52	\$6.59	\$2.20	\$0.42	\$1.28	\$0.82	\$1.85	\$0.03
Relative error	3.9	3.8	4.7	6.3	12.6	5.5	8.4	2.6	18.6
Sales workers	\$12.54	\$9.74	\$2.81	\$0.62	\$0.22	\$0.64	\$0.24	\$1.07	(⁴)
Relative error	2.3	2.3	3.1	4.0	13.0	4.5	7.8	1.8	18.1
Administrative support, including clerical	\$12.89	\$9.27	\$3.63	\$0.97	\$0.22	\$1.07	\$0.35	\$1.02	(⁴)
Relative error	2.2	1.6	3.8	3.8	7.8	5.4	6.7	1.8	13.3
Blue-collar occupations	\$13.70	\$9.66	\$4.04	\$0.85	\$0.36	\$0.95	\$0.36	\$1.52	(⁴)
Relative error	1.7	1.6	2.1	3.3	4.9	3.6	6.0	1.3	10.0
Precision production, craft, repair	\$17.83	\$12.63	\$5.20	\$1.26	\$0.46	\$1.21	\$0.46	\$1.80	(⁴)
Relative error	1.9	1.8	2.4	3.5	7.9	3.2	6.1	2.0	16.6
Transportation and material moving	\$15.10	\$10.39	\$4.72	\$0.93	\$0.39	\$1.06	\$0.49	\$1.85	(⁴)
Relative error	3.4	3.2	4.8	7.8	6.9	7.2	11.4	3.8	31.0
Handlers, cleaners, helpers, laborers	\$10.12	\$7.23	\$2.89	\$0.50	\$0.27	\$0.71	\$0.24	\$1.18	(⁴)
Relative error	2.7	2.8	3.6	5.6	7.9	6.0	10.0	2.6	26.5
Service occupations	\$7.66	\$5.87	\$1.79	\$0.34	\$0.10	\$0.37	\$0.11	\$0.87	(⁴)
Relative error	2.0	2.0	3.6	6.3	5.6	7.0	25.5	1.9	49.1

¹ The relative error is the standard error expressed as a percent of the cost. We can be 95-percent confident that the interval around the cost estimate bounded by two times plus and two times minus the relative error contains the 'true' cost.

² Includes severance pay and supplemental unemployment benefits.

³ Includes mining, construction, and manufacturing.

⁴ Cost per hour worked is \$0.01 or less.

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

Table A-11. Relative errors¹ for employer costs per hour worked for employee compensation, workers in private manufacturing and nonmanufacturing industries by occupational group, March 1991

	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid Leave	Supplemental pay	Insurance	Retirement and savings	Legally required	Other benefits ²
All workers, manufacturing industries	\$18.22	\$12.40	\$5.81	\$1.38	\$0.67	\$1.51	\$0.60	\$1.62	\$0.04
Relative error	1.4	1.4	1.6	1.7	4.9	1.9	3.9	1.1	12.6
White-collar occupations	\$23.38	\$16.63	\$6.75	\$2.02	\$.53	\$1.69	\$.78	\$1.71	\$.03
Relative error	2.2	2.3	2.3	2.5	15.5	2.5	4.8	1.5	10.9
Professional specialty and technical	\$25.80	\$18.28	\$7.53	\$2.33	\$.47	\$1.83	\$.98	\$1.88	\$.04
Relative error	2.0	2.0	2.8	3.2	13.9	2.9	6.3	2.0	15.2
Executive, administrative, managerial	\$34.34	\$24.89	\$9.45	\$3.18	\$.86	\$1.91	\$1.14	\$2.31	\$.04
Relative error	5.0	5.3	5.4	5.6	36.3	5.0	5.6	2.8	14.6
Administrative support, including clerical	\$14.71	\$10.10	\$4.61	\$1.12	\$.39	\$1.45	\$.44	\$1.19	\$.02
Relative error	2.0	1.8	2.9	3.0	12.3	3.7	7.1	2.1	13.7
Blue-collar occupations	\$15.83	\$10.43	\$5.39	\$1.09	\$.74	\$1.43	\$.52	\$1.58	\$.04
Relative error	1.3	1.1	1.9	2.0	3.4	2.4	5.2	1.5	16.8
Precision production, craft, repair	\$20.67	\$13.59	\$7.08	\$1.60	\$.96	\$1.77	\$.77	\$1.94	\$.05
Relative error	1.9	1.8	2.4	3.1	5.5	2.9	6.8	1.9	12.9
Machine operators, assemblers, inspectors	\$14.69	\$9.67	\$5.02	\$.99	\$.71	\$1.38	\$.43	\$1.47	\$.04
Relative error	1.9	1.6	2.8	2.6	4.2	3.2	6.2	2.1	23.4
Transportation and material moving	\$16.38	\$10.78	\$5.60	\$1.02	\$.72	\$1.37	\$.69	\$1.77	\$.03
Relative error	4.6	4.1	6.0	5.7	9.3	7.5	20.8	4.7	28.5
Handlers, cleaners, helpers, laborers	\$12.17	\$8.15	\$4.03	\$.69	\$.50	\$1.11	\$.37	\$1.35	\$.02
Relative error	3.0	2.5	4.3	5.4	8.4	6.0	8.8	3.8	28.9
Service occupations	\$14.26	\$9.64	\$4.62	\$.97	\$.48	\$1.24	\$.56	\$1.34	\$.03
Relative error	5.7	5.3	7.5	9.3	15.9	11.5	10.1	3.9	33.6
All workers, nonmanufacturing industries	\$14.67	\$10.81	\$3.86	\$.96	\$.28	\$.88	\$.40	\$1.34	(³)
Relative error	1.2	1.1	1.6	2.5	4.0	2.1	4.3	.7	10.6
White-collar occupations	\$17.36	\$12.91	\$4.45	\$1.29	\$.29	\$1.04	\$.48	\$1.35	(³)
Relative error	1.6	1.4	2.2	3.1	5.0	2.7	5.0	1.2	9.2
Professional specialty and technical	\$26.68	\$19.89	\$6.79	\$2.26	\$.45	\$1.29	\$.85	\$1.91	\$.03
Relative error	3.6	3.5	4.5	5.9	11.3	5.2	8.3	2.5	16.6
Executive, administrative, managerial	\$12.60	\$9.79	\$2.82	\$.62	\$.22	\$.65	\$.25	\$1.08	(³)
Relative error	2.3	2.2	3.1	3.9	13.0	4.5	7.7	1.8	18.1
Sales workers	\$12.93	\$9.30	\$3.63	\$.97	\$.22	\$1.07	\$.35	\$1.02	(³)
Relative error	2.1	1.6	3.6	3.7	7.2	5.3	6.4	1.8	12.4
Administrative support, including clerical	\$18.62	\$13.11	\$5.51	\$1.01	\$.50	\$1.16	\$.64	\$2.18	\$.02
Relative error	3.0	2.8	3.6	3.0	7.3	5.0	11.9	2.6	41.6
Blue-collar occupations	\$14.66	\$10.32	\$4.34	\$.78	\$.39	\$.95	\$.47	\$1.75	(³)
Relative error	1.8	1.7	2.3	2.9	4.6	3.5	7.5	1.4	27.5
Precision production, craft, repair	\$11.61	\$8.24	\$3.37	\$.68	\$.31	\$.81	\$.28	\$1.28	(³)
Relative error	5.8	5.2	8.0	7.1	20.4	12.3	12.9	7.3	35.3
Transportation and material moving	\$10.57	\$7.56	\$3.01	\$.48	\$.26	\$.69	\$.29	\$1.29	(³)
Relative error	2.5	2.5	3.6	5.7	6.7	5.7	11.5	2.6	25.9
Handlers, cleaners, helpers, laborers	\$7.66	\$5.87	\$1.79	\$.34	\$.10	\$.37	\$.11	\$.87	(³)
Relative error	2.0	2.0	3.6	6.3	5.7	6.9	25.4	1.9	49.1
Service occupations	\$7.66	\$5.87	\$1.79	\$.34	\$.10	\$.37	\$.11	\$.87	(³)
Relative error	2.0	2.0	3.6	6.3	5.7	6.9	25.4	1.9	49.1

¹ The relative error is the standard error expressed as a percent of the cost. We can be 95-percent confident that the interval around the cost estimate bounded by two times plus and two times minus the relative

error contains the 'true' cost.

² Includes severance pay and supplemental unemployment benefits.

³ Cost per hour worked is \$0.01 or less.

Table A-12. Relative errors¹ for employer costs per hour worked for employee compensation, private industry workers by bargaining status and industry and occupation group, March 1991

	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid Leave	Supplemental pay	Insurance	Retirement and savings	Legally required	Other benefits ²
All union workers, private industry	\$19.76	\$13.02	\$6.75	\$1.43	\$0.69	\$1.78	\$0.87	\$1.93	\$0.05
Relative error	2.1	1.9	2.6	2.6	3.5	3.0	5.2	2.3	13.5
Blue-collar occupations	\$21.11	\$13.50	\$7.61	\$1.47	\$0.87	\$1.99	\$1.05	\$2.18	\$0.06
Relative error	1.6	1.6	1.9	2.5	2.8	1.9	5.1	2.2	14.6
Goods-producing industries	\$21.85	\$13.85	\$7.99	\$1.46	\$1.00	\$2.12	\$1.14	\$2.19	\$0.08
Relative error	1.9	1.8	2.2	2.7	3.2	2.3	6.6	2.5	16.9
Service-producing industries	\$18.23	\$12.41	\$5.83	\$1.41	\$0.45	\$1.54	\$0.68	\$1.74	\$0.02
Relative error	3.1	2.9	3.9	4.3	5.3	5.0	7.5	3.0	14.7
Manufacturing	\$20.26	\$12.66	\$7.60	\$1.59	\$1.06	\$2.09	\$0.85	\$1.93	\$0.09
Relative error	1.8	1.6	2.4	2.5	3.5	2.6	6.2	2.1	16.5
Blue-collar occupations	\$20.29	\$12.62	\$7.67	\$1.58	\$1.08	\$2.12	\$0.85	\$1.95	\$0.09
Relative error	1.8	1.6	2.5	2.5	3.8	2.7	6.2	2.2	17.3
Nonmanufacturing	\$19.51	\$13.20	\$6.30	\$1.35	\$0.49	\$1.62	\$0.88	\$1.93	\$0.02
Relative error	3.1	2.8	3.8	3.8	5.5	4.5	7.6	3.4	24.9
All nonunion workers, private industry	\$14.56	\$10.78	\$3.79	\$0.98	\$0.29	\$0.86	\$0.36	\$1.30	⁽³⁾
Relative error	1.1	1.0	1.4	2.5	3.8	1.9	4.3	.7	7.2
Blue-collar occupations	\$12.40	\$8.93	\$3.48	\$0.65	\$0.38	\$0.76	\$0.23	\$1.45	⁽³⁾
Relative error	1.3	1.3	1.6	2.5	4.6	2.6	6.1	1.5	17.2
Goods-producing industries	\$17.30	\$12.29	\$5.00	\$1.20	\$0.50	\$1.16	\$0.49	\$1.64	\$0.02
Relative error	1.7	1.7	1.9	2.4	6.9	2.4	5.0	1.4	9.1
Service-producing industries	\$13.74	\$10.32	\$3.42	\$0.91	\$0.23	\$0.77	\$0.32	\$1.19	⁽³⁾
Relative error	1.5	1.4	2.0	3.3	4.8	2.6	5.6	.9	11.1
Manufacturing	\$17.47	\$12.31	\$5.16	\$1.31	\$0.52	\$1.30	\$0.51	\$1.50	\$0.02
Relative error	1.8	1.8	2.0	2.2	8.5	2.3	4.4	1.3	11.0
Blue-collar occupations	\$13.24	\$9.17	\$4.07	\$0.80	\$0.54	\$1.03	\$0.33	\$1.37	⁽³⁾
Relative error	1.4	1.3	2.1	2.5	6.5	2.8	7.0	1.7	22.9
Nonmanufacturing	\$13.92	\$10.44	\$3.49	\$0.90	\$0.24	\$0.76	\$0.32	\$1.25	⁽³⁾
Relative error	1.4	1.3	1.8	3.2	4.5	2.6	5.2	.9	9.5

¹ The relative error is the standard error expressed as a percent of the cost. We can be 95-percent confident that the interval around the cost estimate bounded by two times plus and two times minus the relative

error contains the 'true' cost.

² Includes severance pay and supplemental unemployment benefits.

³ Cost per hour worked is \$0.01 or less.

Table A-13. Aerospace industries, relative errors¹ for employer costs per hour worked for employee compensation, by industry and occupational group, March 1991

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required	Other benefits ²
Aircraft and parts manufacturing (SIC 372)	\$24.09	\$16.28	\$7.81	\$2.08	\$1.18	\$2.04	\$0.64	\$1.84	\$0.04
Relative error	1.1	.9	1.7	1.9	3.5	2.0	4.3	.5	2.6
White-collar workers	\$26.30	\$18.34	\$7.96	\$2.42	\$.82	\$2.05	\$.76	\$1.87	\$.04
Relative error	1.2	1.1	1.8	1.8	8.2	2.2	3.5	1.1	4.3
Professional and technical workers	\$27.77	\$19.62	\$8.14	\$2.58	\$.68	\$2.05	\$.77	\$2.01	\$.05
Relative error	1.2	1.2	1.3	1.9	3.5	2.0	3.1	1.6	9.7
Blue-collar workers	\$21.75	\$14.08	\$7.67	\$1.71	\$1.58	\$2.04	\$.50	\$1.82	\$.03
Relative error	1.5	1.3	1.9	2.6	1.7	2.2	6.2	1.2	7.4
Precision production, craft, and repair	\$22.91	\$15.01	\$7.90	\$1.82	\$1.57	\$2.09	\$.50	\$1.89	\$.03
Relative error	2.0	1.8	2.5	3.1	2.9	2.9	8.6	1.7	12.1
Machine operators, inspectors, and assemblers	\$20.34	\$12.98	\$7.36	\$1.55	\$1.58	\$1.96	\$.52	\$1.72	\$.02
Relative error	2.2	2.0	2.6	3.7	3.4	3.0	6.8	1.5	10.6
Aircraft manufacturing (SIC 3721)	\$25.30	\$17.11	\$8.19	\$2.27	\$1.22	\$2.07	\$.73	\$1.88	\$.02
Relative error .....	.5	.6	.5	.9	1.4	.4	1.3	.5	5.1
White-collar workers	\$26.37	\$18.30	\$8.08	\$2.49	\$.83	\$2.01	\$.85	\$1.88	\$.02
Relative error	1.0	1.2	.7	1.1	2.2	.9	1.6	1.6	5.0
Blue-collar workers	\$23.78	\$15.35	\$8.43	\$1.92	\$1.87	\$2.16	\$.55	\$1.90	\$.02
Relative error	1.1	1.0	1.5	1.8	2.7	1.2	3.2	1.4	7.1
Aircraft engines and parts manufacturing (SIC 3724)	\$23.89	\$15.90	\$7.99	\$2.11	\$1.02	\$2.45	\$.51	\$1.83	\$.08
Relative error	1.4	1.7	.9	2.3	2.2	1.5	2.9	1.2	3.0
Aircraft parts and equipment manufacturing, not elsewhere classified (SIC 3728)	\$21.97	\$15.03	\$6.94	\$1.70	\$1.23	\$1.65	\$.58	\$1.77	\$.02
Relative error	3.9	2.9	6.5	6.8	12.9	6.9	18.5	1.8	10.9
Guided missiles and space vehicles manufacturing (SIC 3761)	\$28.06	\$19.65	\$8.41	\$2.59	\$.91	\$2.19	\$.85	\$1.85	(³)
Relative error	1.3	1.5	1.0	1.4	3.0	.5	1.6	.6	-

¹ The relative error is the standard error expressed as a percent of the cost. We can be 95-percent confident that the interval around the cost estimate bounded by two times plus and two times minus the relative error contains the 'true' cost.

² Includes severance pay and supplemental unemployment benefits.

³ Cost per hour worked is \$0.01 or less.

- Data not available.

Table A-14. Relative errors¹ for employer costs per hour worked for employee compensation, State and local government, March 1991

Series	All workers in State and local governments	
	Cost	Relative error
Total compensation	\$22.31	0.8
Wages and salaries	15.52	.8
Total benefits	6.79	.9
Paid Leave	1.75	1.4
Vacations .....	.60	2.0
Holidays .....	.55	1.6
Sick leave .....	.44	1.7
Other leave .....	.15	3.4
Supplemental pay .....	.21	3.9
Premium pay .....	.10	5.2
Shift pay .....	.04	6.5
Nonproduction bonuses .....	.07	8.1
Insurance ²	1.63	1.4
Retirement and savings	1.85	1.4
Pensions	1.84	1.4
Savings and thrift	(³)	24.6
Legally required ⁴	1.34	1.4
Social security	1.04	1.8
Federal unemployment	(³)	17.7
State unemployment .....	.03	5.8
Workers' compensation .....	.26	2.4
Other benefits ⁵ .....	.02	9.1

¹ The relative error is the standard error expressed as a percent of the cost. We can be 95 percent confident the interval around the cost estimate bounded by two times plus and two times minus the relative error contains the 'true' cost.

² Includes health, life, and sickness and accident insurance.

³ Cost per hour worked is \$0.01 or less.

⁴ Includes railroad retirement and supplemental retirement, railroad unemployment insurance, and other legally required benefits in addition to those shown.

⁵ Includes severance pay and supplemental unemployment benefits.

Table A-15. Relative errors¹ for employer costs per hour worked for employee compensation, State and local government, by occupational and industry group, March 1991

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid Leave	Supplemental pay	Insurance	Retirement and savings	Legally required	Other benefits ²
State and local government workers	\$22.31	\$15.52	\$6.79	\$1.75	\$0.21	\$1.63	\$1.85	\$1.34	\$0.02
Relative error .....	.8	.8	.9	1.4	3.9	1.4	1.4	1.4	9.1
Occupational group:									
White-collar occupations	\$25.07	\$17.86	\$7.21	\$1.85	\$1.14	\$1.73	\$2.04	\$1.43	\$0.02
Relative error .....	.8	.9	.9	1.5	7.0	1.3	1.6	1.5	10.8
Professional specialty and technical	\$29.74	\$21.72	\$8.02	\$1.82	\$1.17	\$1.90	\$2.48	\$1.62	\$0.03
Relative error	1.4	1.6	1.2	2.2	8.9	1.8	2.0	2.3	12.0
Teachers	\$32.93	\$24.63	\$8.30	\$1.55	\$1.10	\$2.08	\$2.84	\$1.69	\$0.03
Relative error .....	.7	.7	1.3	3.0	14.8	1.8	2.2	2.9	15.0
Executive, administrative, and managerial	\$28.36	\$19.66	\$8.70	\$2.85	\$1.12	\$1.65	\$2.36	\$1.70	\$0.02
Relative error	2.1	2.4	1.7	2.4	19.0	2.6	2.9	2.4	28.1
Administrative support including clerical	\$14.37	\$9.54	\$4.82	\$1.33	\$0.09	\$1.46	\$1.03	\$0.90	(³)
Relative error	1.8	1.7	2.5	2.9	7.2	3.2	3.9	3.1	12.7
Blue-collar occupations	\$17.66	\$11.39	\$6.27	\$1.61	\$0.35	\$1.56	\$1.35	\$1.38	(³)
Relative error	2.6	2.4	3.3	4.4	6.4	3.7	6.9	4.9	28.8
Service occupations	\$16.02	\$10.30	\$5.72	\$1.49	\$0.37	\$1.34	\$1.49	\$1.03	\$0.02
Relative error	1.6	1.5	2.2	2.6	3.9	2.7	2.7	3.3	14.7
Police and firefighters	\$22.28	\$13.70	\$8.58	\$2.09	\$0.74	\$1.49	\$2.85	\$1.38	\$0.03
Relative error	1.7	1.6	2.5	3.1	5.2	2.9	3.5	4.1	28.3
Police	\$24.27	\$14.90	\$9.37	\$2.21	\$0.80	\$1.60	\$3.23	\$1.49	\$0.03
Relative error	1.7	1.6	2.9	3.2	6.3	3.0	4.2	4.2	31.8
Industry group:									
Service industries	\$23.69	\$16.96	\$6.73	\$1.59	\$0.16	\$1.72	\$1.92	\$1.32	\$0.02
Relative error .....	.7	.8	.8	1.8	5.7	1.4	1.7	1.8	10.0
Health services	\$17.87	\$12.03	\$5.84	\$1.82	\$0.45	\$1.26	\$1.09	\$1.20	(³)
Relative error	1.7	1.6	2.1	2.1	8.4	3.9	3.8	2.7	12.9
Hospitals	\$18.17	\$12.32	\$5.85	\$1.86	\$0.45	\$1.22	\$1.08	\$1.21	\$0.02
Relative error	1.6	1.5	2.1	2.3	8.5	4.1	3.9	2.8	14.5
Educational services	\$25.40	\$18.45	\$6.94	\$1.53	\$1.10	\$1.83	\$2.10	\$1.37	\$0.02
Relative error .....	.8	.9	1.0	2.2	9.4	1.6	1.6	2.0	11.7
Elementary and secondary education	\$25.70	\$18.72	\$6.98	\$1.45	\$0.08	\$1.89	\$2.18	\$1.35	\$0.03
Relative error .....	.8	.9	1.0	2.4	9.7	1.9	1.9	2.4	12.0
Higher education	\$25.42	\$18.38	\$7.03	\$1.79	\$1.15	\$1.67	\$1.94	\$1.49	(³)
Relative error	2.3	2.6	2.2	5.5	20.9	3.2	2.6	3.3	46.0
Public administration	\$20.11	\$13.32	\$6.79	\$2.02	\$0.26	\$1.41	\$1.81	\$1.26	\$0.02
Relative error	1.7	1.8	2.0	2.2	6.6	3.2	2.2	2.8	19.0
Police and fire protection	\$21.06	\$13.13	\$7.93	\$2.11	\$0.63	\$1.48	\$2.38	\$1.31	\$0.03
Relative error	1.2	1.2	1.5	2.1	3.6	1.8	2.1	3.7	16.3
Police protection	\$21.56	\$13.48	\$8.08	\$2.13	\$0.63	\$1.53	\$2.42	\$1.35	\$0.03
Relative error	1.8	1.7	2.3	2.9	3.7	2.4	3.1	3.9	17.7

¹ The relative error is the standard error expressed as a percent of the cost. We can be 95 percent confident the interval around the cost estimate bounded by two times plus and two times minus the relative

error contains the 'true' cost.

² Includes severance pay and supplemental unemployment benefits.

³ Cost per hour worked is \$0.01 or less.

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