

EXECUTIVE COMMITTEE VIRTUAL MEETING

Thursday, August 13, 2020

MEETING DETAILS

- Meeting Details
- Meeting Agenda
- Welcome
- Roll Call
- Public Comment
- Approval of Minutes
- Information / Discussion / Action Items
- Other Business
- Adjournment

What: Executive Committee Virtual Meeting

When: Thursday, August 13, 2020
3:00 p.m. – 4:00 p.m.

Where: Virtual: Zoom Meeting:

Link: <https://careersourcecf.zoom.us/j/95780817289?pwd=RHVlSHlNRW94UXBJQWtLMjJITDY5QT09>

Dial In: 1 (929) 205-6099 / Meeting ID: 957 8081 7289 / Password: 976097



8/13/20 EXECUTIVE COMMITTEE VIRTUAL MEETING AGENDA

- Meeting Details
- Meeting Agenda**
- Welcome
- Roll Call
- Public Comment
- Approval of Minutes
- Information / Discussion / Action Items
- Other Business
- Adjournment

Agenda Item	Topic	Presenter	Action Item
1.	Welcome	Mark Wylie	
2.	Roll Call / Establishment of Quorum	Kaz Kasal	
3.	Public Comment		
4.	Approval of Minutes A. 7/30/20 Executive Committee Meeting	Mark Wylie	X
5.	Information / Discussion / Action Items A. CEO's Annual Review	Mark Wylie	X
6.	Other Business	Mark Wylie	
7.	Adjournment	Mark Wylie	



UPCOMING MEETINGS

Meeting Details

▶ Meeting Agenda

Welcome

Executive Committee Virtual Meeting 9/17/20 9:00 a.m. - 10:30 a.m.

Roll Call

Board Virtual Meeting 8/20/20 9:00 a.m. - 11:00 a.m.

Public Comment

Approval of Minutes

Information / Discussion / Action Items

Other Business

Adjournment



Meeting Details

Meeting Agenda

Welcome

Roll Call

Public Comment

Approval of Minutes

Information / Discussion / Action Items

Other Business

Adjournment

WELCOME



Meeting Details

Meeting Agenda

Welcome

▶ Roll Call

Public Comment

Approval of Minutes

Information / Discussion / Action Items

Other Business

Adjournment

ROLL CALL / ESTABLISHMENT OF QUORUM

Meeting Details

Meeting Agenda

Welcome

Roll Call

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Information / Discussion / Action Items

Other Business

Adjournment

PUBLIC COMMENT



Meeting Details

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Other Business

Adjournment

APPROVAL OF MINUTES





**Draft
Executive Committee Meeting**

Thursday, June 30, 2020, 9:00 a.m.

MINUTES

MEMBERS PRESENT: Mark Wylie, Paul Bough, Eric Jackson, Sheri Olson, Kathleen Plinske, Richard Sweat, Eric Ushkowitz, Larry Walter , Matt Walton and Jody Wood

MEMBERS ABSENT: Jeff Hayward

STAFF PRESENT: Pam Nabors, Mimi Coenen, Leo Alvarez and Kaz Kasal

GUEST PRESENT: Heather Ramos/GrayRobinson; Ashley Schachter/Baker Hostetler

Agenda Item	Topic	Action Item / Follow Up Item
1	Welcome Mr. Wylie, CSCF Chair, called the meeting to order at 11:04 a.m.	
2	Roll Call / Establishment of Quorum Ms. Kasal, Executive Coordinator, reported a quorum present.	
3	Public Comment None offered.	
4	Action Items <u>Approval of Minutes – 6/18/20 Executive Committee Meetings</u> <ul style="list-style-type: none"> • Reviewed minutes (attachment). 	Mr. Walter made a motion to approve the draft minutes from the 6/18/20 Executive Committee meeting. Ms. Olson seconded; motion passed unanimously.
5	Information <u>Chair's Report</u> <ul style="list-style-type: none"> • Reviewed committee structure updates with committee chairs and memberships per committee. <u>President's Report</u> <u>FY 20-21 Budget Adjustment – Orange County \$7M Grant</u> <ul style="list-style-type: none"> – Reviewed action item (attachment) on budget adjustment of an additional \$7M grant from Orange County in CARES Act monies. CSCF will utilize this funding to provide a range of career development services to 4,000 Orange County residents impacted by COVID-19. – Ms. Ramos, GrayRobinson (CSCF's attorney), commented that Mr. Ushkowitz, Orange County Government and Ms. Plinske, Valencia College, have the option to abstain but it is not required, since CSCF is receiving a grant from Orange County and not contracting out from either party. 	Mr. Walter made a motion to forward for Board's approval of budget adjustment to include \$7M grant CSCF received from Orange County, FL Government in CARES Act monies. Mr. Walton seconded; motion passed unanimously.



	<ul style="list-style-type: none"> • Staff will be working with the other counties in CSCF's five-county region to explore additional opportunities to support its respective residents. • As per DEO requirements, FY 20-21 Calendar of Board meetings will be on 8/20/20 Board Meeting's consent agenda. • Ms. Ashley Schachter, BakerHostetler (CSCF's attorney) provided a legal update. <p><u>Committee Reports:</u></p> <ul style="list-style-type: none"> • Mr. Wylie stated committee reports will be deferred to the following meeting on 9/17/20. <p><u>8/20/20 Board Meeting Agenda</u></p> <ul style="list-style-type: none"> • Reviewed draft 8/20/20 Board Meeting Agenda. <p><u>CEO's Annual Review</u></p> <ul style="list-style-type: none"> • Reviewed CEO's annual performance / competencies for FY 19-20 (attachment). • Ms. Burke relayed that CSCF partnered with Compensation Resources to conduct a competitive market study of all CSCF jobs, including the CEO's job. Compared to like organizations, their analysis showed Ms. Nabors' total compensation is within salary range. • Committee provided following input: <ul style="list-style-type: none"> – Concurred with overall score of 5.0. – Committee asked staff to provide further information to help further evaluate and inform their recommendation. <p>The Committee will meet in a couple of weeks to review requested feedback and finalize their recommendation.</p>	<p><i>Ms. Burke to obtain feedback for further information requested by committee.</i></p>
6	<p>Other Business None offered.</p>	
7	<p>Adjournment Meeting adjourned at 12:37 pm.</p>	

Respectfully submitted,

Kaz Kasal
Executive Coordinator

Executive Committee Meeting
July 30, 2020
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RETURN TO AGENDA

Meeting Details

Meeting Agenda

Welcome

Roll Call

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Approval of
Minutes

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Other Business

Adjournment

INFORMATION / DISCUSSION / ACTION ITEMS

CEO PERFORMANCE REVIEW

AUGUST 13, 2020

- CSCF Performance Review Scale: 1 (below satisfactory) – 5 (exceeds)
 - Pam's score: 5 (determined at 7/30 Executive Board Meeting)
- Based on the 2020 CSCF Compensation Study completed in June, the results of the competitive market assessment for CSCF's CEO indicate:
 - Base Salary: **Within** market findings
 - Total Cash Compensation (base + incentive): **Within** market findings
 - Total Compensation Package (including benefits): **Within** market findings
 - *Study comparables:*
 - *Peer Group A: Employment services organizations within the Southeastern US*
 - *Peer Group B: Regional not-for-profit organizations*
- Pam is at 35.9% relative position in range for total compensation which allows for future compensation incentive increases while staying within range
- Average CSCF merit increase for 2019-20 = 3%
- Per request of the Executive Committee, research conducted regarding CEO compensation increases at 4 of the largest Workforce Boards in Florida – Tampa, Jacksonville, Broward and West Palm
 - 2 proceeded with recent merit increases in line with an average employee merit of around 3-4 percent
 - 2 have very new CEOs so no merit applicable at this time
 - CEO incentive programs vary by Board

ACTION ITEMS

- FOR DISCUSSION: Merit Increase
 - defer merit
 - award 3% which is average employee increase amount
 - award 4% merit (consistent with employee merit guidelines scale):
 - Rating: 3.0 – 3.75 = 2%
 - 3.76 – 4.50 = 3%
 - 4.51 – 5.00 = 4%
- PROPOSAL: Incentive Award
 - Defer to later date

PROPOSED CEO 2020-21 PERFORMANCE GOALS

- Successfully meet the Orange County Help is Here CARES Act objectives by 6/30/20
- Meet or exceeded revenue diversity targets for 2nd year
- Submit a competitive Sterling application by October 2020
 - achieve Sterling Governor's Award June 2021
- Achieve unqualified annual audit by 6/30/20
 - have no fiscal compliance findings for 2020-2021
- Assess the current state of CSCF workforce effort in response to Covid19 and recommend adjustments to plan by 12/31/20

NEWS RELEASE

BUREAU OF LABOR STATISTICS

U. S. D E P A R T M E N T O F L A B O R



**Transmission of material in this release is embargoed until
8:30 a.m. (ET) Friday, July 31, 2020**

USDL-20-1466

Technical information: (202) 691-6199 • ncsinfo@bls.gov • www.bls.gov/ect
Media contact: (202) 691-5902 • pressoffice@bls.gov

EMPLOYMENT COST INDEX – June 2020

Compensation costs for civilian workers increased 0.5 percent, seasonally adjusted, for the 3-month period ending in June 2020, the U.S. Bureau of Labor Statistics reported today. **Wages and salaries** increased 0.4 percent and **benefit costs** increased 0.8 percent from March 2020. (See chart 1 and tables A, 1, 2, and 3.)

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

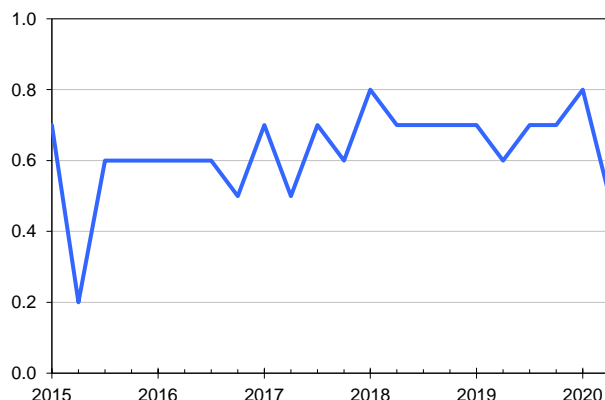
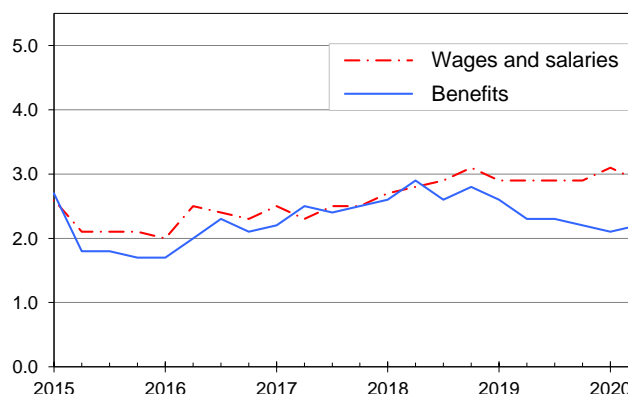


Chart 2. Twelve-month percent change, not seasonally adjusted, civilian workers



Compensation costs for civilian workers increased 2.7 percent for the 12-month period ending in June 2020 and also increased 2.7 percent in June 2019. **Wages and salaries** increased 2.9 percent over the year and also increased 2.9 percent for the 12-month period ending in June 2019. **Benefit costs** increased 2.2 percent for the 12-month period ending in June 2020. In June 2019, the increase was 2.3 percent. (See chart 2 and tables A, 4, 8, and 12.)

Compensation costs for private industry workers increased 2.7 percent over the year. In June 2019, the increase was 2.6 percent. **Wages and salaries** increased 2.9 percent for the 12-month period ending in June 2020 and increased 3.0 percent in June 2019. The cost of **benefits** rose 2.0 percent for the 12-month period ending in June 2020 and increased 1.8 percent in June 2019. (See charts 3 and 4 and tables A, 5, 9, and 12.)

Employer costs for **health benefits** increased 1.9 percent for the 12-month period ending in June 2020. (For further information, see chart 3 and www.bls.gov/web/eci/echealth.pdf.)

Coronavirus (COVID-19) Pandemic Impact on June 2020 Employment Cost Index

The Employment Cost Index (ECI) reference date was June 12, 2020. Response rates for June were comparable with prior releases, and no changes in estimation procedures were necessary. Additional information is available at www.bls.gov/bls/effects-of-covid-19-on-workplace-injuries-and-illnesses-compensation-and-occupational-requirements.htm#ECI.

Chart 3. Twelve-month percent change, not seasonally adjusted, private industry workers

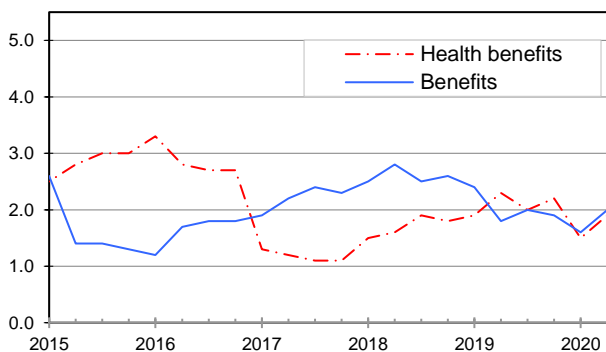
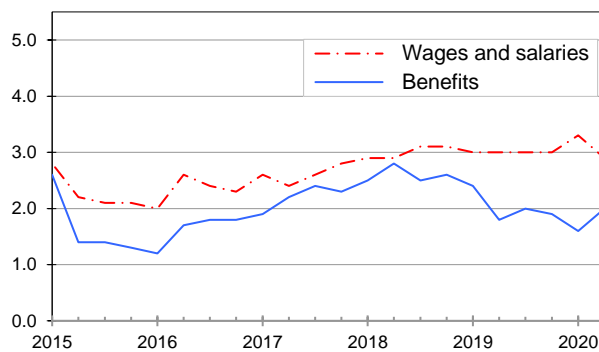


Chart 4. Twelve-month percent change, not seasonally adjusted, private industry workers



Among private industry **occupational groups**, compensation cost increases for the 12-month period ending in June 2020 ranged from 2.1 percent for management, professional, and related occupations to 3.4 percent for service occupations. Within **industry supersectors**, compensation cost increases ranged from 1.9 percent for education and health services to 3.6 percent for leisure and hospitality. (See table 5.)

Compensation costs for state and local government workers increased 2.7 percent for the 12-month period ending in June 2020, compared with an increase of 3.0 percent in June 2019. **Wages and salaries** increased 2.6 percent for the 12-month period ending in June 2020 and 2.5 percent a year ago. **Benefit costs** increased 3.1 percent for the 12-month period ending in June 2020. The prior year increase was 3.6 percent. (See chart 5 and tables A, 7, 11, and 12.)

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

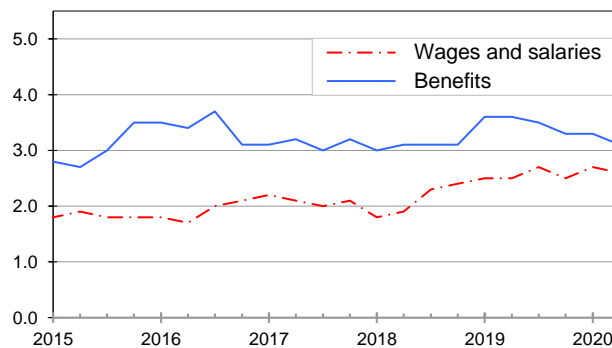


Table A. Major series of the Employment Cost Index
[Percent change]

Category	3-month, seasonally adjusted		12-month, not seasonally adjusted				
	Mar. 2020	Jun. 2020	Jun. 2019	Sep. 2019	Dec. 2019	Mar. 2020	Jun. 2020
Civilian workers¹							
Compensation ²	0.8	0.5	2.7	2.8	2.7	2.8	2.7
Wages and salaries.....	0.9	0.4	2.9	2.9	2.9	3.1	2.9
Benefits.....	0.4	0.8	2.3	2.3	2.2	2.1	2.2
Private industry							
Compensation ²	0.8	0.4	2.6	2.7	2.7	2.8	2.7
Wages and salaries.....	1.0	0.4	3.0	3.0	3.0	3.3	2.9
Benefits.....	0.2	0.7	1.8	2.0	1.9	1.6	2.0
State and local government							
Compensation ²	0.7	0.6	3.0	3.1	2.9	2.8	2.7
Wages and salaries.....	0.6	0.6	2.5	2.7	2.5	2.7	2.6
Benefits.....	0.9	0.7	3.6	3.5	3.3	3.3	3.1

¹ Includes private industry and state and local government.

² Includes wages and salaries and benefits.

TECHNICAL NOTE

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

Sample size

Data for this reference period were collected from a probability sample of approximately 25,500 occupational observations selected from a sample of about 6,300 private industry establishments and approximately 7,700 occupational observations selected from a sample of about 1,400 state and local government establishments that provided data at the initial interview.

Standard errors

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

Historical listings

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

Employer Costs for Employee Compensation data

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

Fixed employment weights

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

Seasonal factors

Detailed information on seasonal factors for the 2020 reference year and the revisions of historical seasonally adjusted data for the most recent five years can be found at www.bls.gov/ncs/ect/ectsfact.htm.

Table 1. Employment Cost Index for total compensation, by occupational group and industry¹
 [Seasonally adjusted]

Occupational group and industry	Indexes (Dec.2005=100)		Percent changes for 3-months ended-								
	Mar. 2020	Jun. 2020	Jun. 2018	Sep. 2018	Dec. 2018	Mar. 2019	Jun. 2019	Sep. 2019	Dec. 2019	Mar. 2020	Jun. 2020
Civilian workers											
All workers ²	140.0	140.7	0.7	0.7	0.7	0.7	0.6	0.7	0.7	0.8	0.5
Industry											
Goods-producing industries ³	136.7	137.7	0.7	0.3	0.6	0.8	0.7	0.8	0.7	0.5	0.7
Manufacturing.....	136.2	137.1	0.6	0.2	0.6	0.8	0.7	0.7	0.7	0.5	0.7
Service-providing industries ⁴	140.8	141.4	0.7	0.7	0.7	0.7	0.6	0.7	0.6	0.9	0.4
Education and health services.....	139.7	140.0	0.6	0.8	0.7	0.6	0.7	0.7	0.5	0.8	0.2
Educational services.....	140.4	141.4	0.7	0.7	0.7	0.7	0.7	0.9	0.6	0.6	0.7
Elementary and secondary schools.....	140.7	141.5	0.6	0.8	0.7	0.7	0.7	0.9	0.6	0.7	0.6
Junior colleges, colleges, universities, and professional schools.....	140.0	140.9	0.7	0.5	0.8	0.6	0.7	0.7	0.6	0.6	0.6
Health care and social assistance.....	138.9	138.7	0.5	0.8	0.7	0.5	0.6	0.7	0.5	0.7	-0.1
Hospitals.....	139.3	140.3	0.6	0.5	0.9	0.7	0.6	0.7	0.6	0.6	0.7
Nursing and residential care facilities.....	135.6	136.6	0.6	0.6	0.7	0.5	0.6	0.6	0.4	0.7	0.7
Public administration.....	144.7	145.6	0.7	0.8	0.7	0.9	0.6	0.8	0.8	0.8	0.6
Private industry workers											
All workers.....	139.3	139.9	0.7	0.7	0.7	0.7	0.6	0.7	0.7	0.8	0.4
Occupational group											
Management, professional, and related.....	137.9	138.3	0.5	0.5	0.6	0.5	0.6	0.6	0.5	0.7	0.3
Management, business, and financial.....	139.5	140.1	0.5	0.5	0.7	0.6	0.7	0.6	0.5	0.6	0.4
Professional and related.....	136.8	137.0	0.6	0.6	0.5	0.5	0.5	0.5	0.6	0.7	0.1
Sales and office.....	140.5	141.5	1.0	0.8	0.9	0.6	0.7	0.8	0.7	0.9	0.7
Sales and related.....	136.6	137.9	0.9	0.9	1.1	0.5	0.5	0.9	0.8	1.3	1.0
Office and administrative support....	143.1	143.9	1.1	0.7	0.8	0.7	0.7	0.7	0.6	0.6	0.6
Natural resources, construction, and maintenance.....	139.4	139.7	1.0	0.4	0.7	0.7	0.4	0.8	0.7	1.0	0.2
Construction, extraction, farming, fishing, and forestry occupations..	140.4	139.6	0.7	0.4	0.6	0.8	0.7	0.9	0.7	1.2	-0.6
Installation, maintenance, and repair.....	138.4	139.8	1.4	0.4	0.6	0.5	0.1	0.7	0.6	0.8	1.0
Production, transportation, and material moving.....	140.4	141.7	0.7	0.7	0.6	1.0	0.7	0.7	0.9	0.7	0.9
Production.....	137.1	138.5	0.7	0.4	0.5	0.9	0.7	0.5	0.7	0.7	1.0
Transportation and material moving.....	144.3	145.7	0.7	1.0	0.7	1.1	0.7	0.8	1.2	0.6	1.0
Service occupations.....	141.9	143.1	0.8	0.9	0.9	0.9	1.0	0.7	1.1	0.8	0.8
Industry											
Goods-producing industries ³	136.6	137.6	0.7	0.3	0.6	0.8	0.8	0.8	0.6	0.5	0.7
Construction.....	137.7	139.0	0.9	0.4	0.7	0.8	0.9	1.0	0.7	0.5	0.9
Manufacturing.....	136.2	137.1	0.6	0.2	0.6	0.8	0.7	0.7	0.7	0.5	0.7
Aircraft manufacturing.....	120.5	122.3	0.3	-6.7	0.2	0.7	0.4	0.3	0.2	-1.6	1.5
Service-providing industries ⁵	140.1	140.6	0.7	0.8	0.7	0.6	0.6	0.7	0.7	0.9	0.4
Trade, transportation, and utilities.....	142.1	143.1	0.6	1.2	0.6	0.8	0.5	0.7	0.8	0.7	0.7
Wholesale trade.....	136.6	137.6	-0.1	1.8	0.7	0.8	-0.3	0.7	0.1	1.2	0.7
Retail trade.....	143.0	143.7	1.0	0.9	0.6	0.7	0.8	0.8	0.9	0.6	0.5
Transportation and warehousing. . .	146.1	147.4	0.7	1.1	0.6	0.9	0.8	0.8	1.3	0.6	0.9
Utilities.....	151.4	152.8	0.5	0.8	0.6	1.6	0.7	0.6	0.8	0.1	0.9
Information.....	137.0	138.2	3.1	0.8	0.4	0.5	-0.9	0.4	0.8	0.6	0.9
Financial activities.....	139.7	140.5	0.9	0.3	0.6	0.9	0.4	1.2	0.5	0.8	0.6
Finance and insurance.....	140.4	141.1	1.0	0.2	0.5	1.0	0.3	1.2	0.6	0.9	0.5

See footnotes at end of table.

Table 1. Employment Cost Index for total compensation, by occupational group and industry¹ — Continued
 [Seasonally adjusted]

Occupational group and industry	Indexes (Dec.2005=100)		Percent changes for 3-months ended-								
	Mar. 2020	Jun. 2020	Jun. 2018	Sep. 2018	Dec. 2018	Mar. 2019	Jun. 2019	Sep. 2019	Dec. 2019	Mar. 2020	Jun. 2020
Credit intermediation and related activities.....	138.6	139.9	0.7	0.3	0.8	0.9	0.4	1.4	0.6	0.7	0.9
Insurance carriers and related activities.....	140.7	141.7	1.0	0.1	0.4	1.2	0.3	0.9	0.6	0.3	0.7
Real estate and rental and leasing..	136.6	137.8	0.5	0.6	1.0	0.7	0.5	0.7	0.5	0.1	0.9
Professional and business services. . .	140.5	140.7	0.4	0.8	0.6	0.4	0.8	0.7	0.6	1.2	0.1
Professional, scientific, and technical services.....	142.9	142.4	0.1	1.1	0.6	0.2	0.8	0.6	0.6	1.3	-0.3
Administrative and support and waste management and remediation services.....	137.3	138.2	0.9	0.6	0.7	0.8	0.8	0.6	0.6	1.1	0.7
Education and health services.....	138.3	138.1	0.5	0.8	0.7	0.4	0.6	0.7	0.5	0.8	-0.1
Educational services.....	138.8	139.7	0.7	0.6	0.6	0.4	0.6	1.0	0.4	1.0	0.6
Junior colleges, colleges, universities, and professional schools.....	140.6	141.2	0.8	0.7	0.7	0.7	0.6	0.6	0.6	0.9	0.4
Health care and social assistance...	138.2	137.8	0.5	0.8	0.8	0.4	0.6	0.7	0.5	0.8	-0.3
Hospitals.....	138.7	139.7	0.6	0.5	0.9	0.5	0.7	0.7	0.6	0.5	0.7
Nursing and residential care facilities.....	133.8	134.7	0.6	0.5	0.7	0.6	0.5	0.5	0.5	0.8	0.7
Leisure and hospitality.....	141.8	142.9	0.4	0.8	1.3	0.8	0.7	0.5	1.1	1.2	0.8
Accommodations and food services.....	143.7	144.8	0.4	0.7	1.1	1.1	0.9	0.6	1.1	1.4	0.8
Other services, except public administration.....	140.4	140.9	0.5	0.2	1.1	1.0	0.9	0.1	1.2	0.6	0.4
State and local government workers											
All workers.....	142.8	143.7	0.7	0.7	0.7	0.7	0.7	0.8	0.6	0.7	0.6
Industry											
Education and health services.....	141.3	142.2	0.7	0.7	0.8	0.7	0.7	0.9	0.6	0.6	0.6
Educational services.....	140.9	141.8	0.7	0.7	0.7	0.7	0.7	0.9	0.6	0.6	0.6
Schools.....	140.8	141.7	0.6	0.7	0.8	0.7	0.7	0.9	0.6	0.6	0.6
Elementary and secondary schools.....	141.1	142.0	0.6	0.8	0.8	0.7	0.7	0.9	0.6	0.7	0.6
Health care and social assistance...	144.6	145.5	0.7	0.6	0.7	0.8	0.7	0.8	0.6	0.8	0.6
Hospitals.....	141.8	142.7	0.7	0.5	0.8	1.0	0.7	0.8	0.7	0.8	0.6
Public administration.....	144.7	145.6	0.7	0.8	0.7	0.9	0.6	0.8	0.8	0.8	0.6

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

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

³ Includes mining, construction, and manufacturing.

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

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

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

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

Occupational group and industry	Indexes (Dec. 2005=100)		Percent changes for 3-months ended-								
	Mar. 2020	Jun. 2020	Jun. 2018	Sep. 2018	Dec. 2018	Mar. 2019	Jun. 2019	Sep. 2019	Dec. 2019	Mar. 2020	Jun. 2020
Civilian workers											
All workers ¹	139.1	139.6	0.5	0.8	0.8	0.7	0.7	0.8	0.7	0.9	0.4
Industry											
Goods-producing industries ²	138.4	139.5	0.8	0.6	0.8	0.8	0.8	0.9	0.8	0.7	0.8
Manufacturing.....	138.3	139.1	0.7	0.6	0.8	0.8	0.7	0.8	0.8	0.7	0.6
Service-providing industries ³	139.3	139.7	0.5	0.8	0.8	0.7	0.6	0.8	0.7	1.0	0.3
Education and health services.....	135.8	135.8	0.6	0.8	0.7	0.5	0.6	0.9	0.4	0.8	0.0
Educational services.....	133.0	133.8	0.6	0.7	0.6	0.5	0.5	1.1	0.5	0.6	0.6
Elementary and secondary schools.....	131.8	132.5	0.6	0.7	0.6	0.5	0.5	1.2	0.5	0.6	0.5
Junior colleges, colleges, universities, and professional schools.....	134.9	135.5	0.5	0.5	0.8	0.6	0.6	0.7	0.5	0.6	0.4
Health care and social assistance.....	138.8	138.2	0.5	0.9	0.7	0.5	0.5	0.7	0.6	0.9	-0.4
Hospitals.....	138.5	139.3	0.6	0.5	0.9	0.6	0.6	0.7	0.7	0.7	0.6
Public administration.....	135.0	135.8	0.6	0.6	0.7	0.7	0.7	0.6	0.6	0.7	0.6
Private industry workers											
All workers.....	140.3	140.8	0.6	0.8	0.7	0.7	0.7	0.8	0.7	1.0	0.4
Occupational group											
Management, professional, and related.....	139.1	139.3	0.5	0.8	0.6	0.5	0.7	0.6	0.5	0.9	0.1
Professional and related.....	138.1	137.9	0.5	0.8	0.5	0.4	0.5	0.6	0.6	1.0	-0.1
Management, business, and financial.....	140.5	141.1	0.3	0.7	0.6	0.7	0.7	0.6	0.5	0.8	0.4
Sales and office.....	141.2	142.2	1.0	0.9	0.9	0.7	0.7	0.9	0.8	1.1	0.7
Sales and related.....	138.3	139.7	0.9	1.1	1.1	0.5	0.7	1.0	1.0	1.6	1.0
Office and administrative support....	143.4	144.1	1.1	0.7	0.8	0.8	0.8	0.9	0.7	0.8	0.5
Natural resources, construction, and maintenance.....	139.2	139.4	0.5	0.5	0.7	0.7	0.7	0.9	0.7	1.3	0.1
Construction, extraction, farming, fishing, and forestry occupations..	140.2	139.3	0.8	0.5	0.7	0.7	0.9	0.8	0.8	1.6	-0.7
Installation, maintenance, and repair.....	138.2	139.5	0.5	0.4	0.7	0.5	0.7	1.0	0.5	1.0	1.0
Production, transportation, and material moving.....	141.8	143.1	0.8	0.9	0.7	1.1	0.7	0.9	1.2	0.7	0.9
Production.....	138.6	139.8	0.8	0.8	0.7	0.8	0.7	0.7	0.9	0.8	0.9
Transportation and material moving.....	145.5	147.0	0.8	1.1	0.7	1.4	0.9	1.1	1.4	0.7	1.0
Service occupations.....	143.7	144.8	0.8	1.0	1.0	1.1	1.1	0.7	1.3	0.9	0.8
Industry											
Goods-producing industries ²	138.4	139.5	0.8	0.5	0.8	0.8	0.8	1.0	0.8	0.6	0.8
Construction.....	138.2	139.9	0.9	0.5	0.8	0.7	1.0	1.3	0.8	0.5	1.3
Manufacturing.....	138.3	139.1	0.7	0.6	0.8	0.8	0.7	0.8	0.8	0.7	0.6
Aircraft manufacturing.....	144.7	146.9	0.4	0.4	0.8	0.4	0.5	0.4	0.6	-0.3	1.5
Service-providing industries ⁴	140.9	141.2	0.5	0.9	0.7	0.7	0.6	0.8	0.7	1.1	0.2
Trade, transportation, and utilities.....	141.9	142.9	0.5	1.3	0.5	1.0	0.5	0.9	0.8	1.0	0.7
Retail trade.....	144.4	145.3	0.9	0.8	0.5	0.9	0.9	1.0	1.0	0.8	0.6
Transportation and warehousing. . .	146.5	148.0	1.0	1.3	0.5	1.2	0.9	1.2	1.4	0.8	1.0
Utilities.....	146.6	147.8	0.4	0.6	0.6	0.8	0.8	0.6	0.7	0.1	0.8
Information.....	136.5	136.6	1.0	0.8	0.5	0.8	0.5	0.4	0.8	1.0	0.1
Financial activities.....	140.9	141.4	0.8	0.2	0.6	1.0	0.1	1.3	0.6	1.1	0.4
Finance and insurance.....	142.1	142.5	0.8	0.1	0.5	1.0	0.1	1.4	0.6	1.2	0.3
Credit intermediation and related activities.....	137.8	138.5	0.7	0.3	0.6	1.1	0.2	1.5	0.6	0.8	0.5
Insurance carriers and related activities.....	139.8	140.2	1.0	-0.1	0.4	1.3	0.0	1.0	0.4	0.5	0.3
Real estate and rental and leasing..	135.7	136.9	0.5	0.6	0.8	0.7	0.4	0.8	0.6	0.2	0.9

See footnotes at end of table.

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

Occupational group and industry	Indexes (Dec. 2005=100)		Percent changes for 3-months ended-								
	Mar. 2020	Jun. 2020	Jun. 2018	Sep. 2018	Dec. 2018	Mar. 2019	Jun. 2019	Sep. 2019	Dec. 2019	Mar. 2020	Jun. 2020
Professional and business services. ...	142.0	142.0	0.4	1.0	0.7	0.5	0.9	0.7	0.6	1.6	0.0
Professional, scientific, and technical services.....	144.7	143.9	0.1	1.4	0.6	0.1	0.9	0.6	0.6	2.0	-0.5
Education and health services.....	138.6	138.2	0.6	0.8	0.8	0.4	0.6	0.8	0.4	0.9	-0.3
Educational services.....	137.5	138.4	0.6	0.7	0.5	0.5	0.6	1.1	0.3	1.1	0.7
Junior colleges, colleges, universities, and professional schools.....	138.2	138.7	0.7	0.7	0.6	0.6	0.6	0.6	0.6	1.0	0.4
Health care and social assistance...	138.9	138.1	0.5	1.0	0.7	0.4	0.6	0.7	0.5	0.9	-0.6
Hospitals.....	138.8	139.7	0.7	0.5	1.0	0.5	0.7	0.7	0.5	0.7	0.6
Leisure and hospitality.....	145.3	146.5	0.6	0.9	1.5	0.9	0.9	0.5	1.2	1.3	0.8
Other services, except public administration.....	141.0	141.6	0.6	0.1	1.2	1.0	0.9	0.0	1.4	0.6	0.5
State and local government workers											
All workers.....	133.7	134.5	0.6	0.7	0.6	0.6	0.6	0.8	0.5	0.6	0.6
Industry											
Education and health services.....	132.7	133.4	0.5	0.7	0.6	0.5	0.5	1.0	0.5	0.5	0.5
Educational services.....	132.1	132.8	0.5	0.7	0.7	0.5	0.5	1.0	0.5	0.5	0.5
Schools.....	132.1	132.8	0.6	0.7	0.6	0.5	0.5	1.1	0.5	0.5	0.5
Elementary and secondary schools.....	131.6	132.3	0.6	0.7	0.6	0.5	0.5	1.2	0.5	0.5	0.5
Health care and social assistance...	137.8	138.5	0.5	0.5	0.5	0.7	0.5	0.8	0.7	0.7	0.5
Hospitals.....	136.7	137.6	0.5	0.4	0.5	0.8	0.5	0.8	0.7	0.8	0.6
Public administration.....	135.0	135.8	0.6	0.6	0.7	0.7	0.7	0.6	0.6	0.7	0.6

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

² Includes mining, construction, and manufacturing.

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

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

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

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

Occupational group and industry	Indexes (Dec. 2005=100)		Percent changes for 3-months ended-								
	Mar. 2020	Jun. 2020	Jun. 2018	Sep. 2018	Dec. 2018	Mar. 2019	Jun. 2019	Sep. 2019	Dec. 2019	Mar. 2020	Jun. 2020
Civilian workers											
All workers ¹	142.1	143.2	0.9	0.4	0.7	0.7	0.5	0.6	0.6	0.4	0.8
Private industry workers											
All workers.....	136.8	137.8	0.9	0.4	0.5	0.5	0.4	0.5	0.5	0.2	0.7
Occupational group											
Management, professional, and related.....	135.2	136.1	0.8	0.2	0.6	0.5	0.5	0.5	0.6	0.0	0.7
Sales and office.....	138.5	139.5	1.1	0.7	0.7	0.4	0.5	0.4	0.5	0.2	0.7
Natural resources, construction, and maintenance.....	139.8	140.5	1.8	0.3	0.5	0.7	-0.4	0.7	0.5	0.4	0.5
Production, transportation, and material moving.....	137.5	138.9	0.5	0.2	0.4	0.7	0.6	0.3	0.5	0.5	1.0
Service occupations.....	136.0	137.4	0.4	0.7	0.5	0.2	0.9	0.3	0.6	0.2	1.0
Industry											
Goods-producing industries ²	133.0	133.8	0.6	-0.4	0.3	0.9	0.5	0.5	0.3	0.3	0.6
Manufacturing.....	132.2	133.3	0.5	-0.7	0.3	0.9	0.5	0.4	0.3	0.2	0.8
Service-providing industries ³	138.3	139.2	1.0	0.6	0.6	0.4	0.4	0.5	0.5	0.3	0.7
State and local government workers											
All workers ¹	160.8	162.0	0.9	0.9	0.9	1.0	0.8	0.7	0.8	0.9	0.7

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

² Includes mining, construction, and manufacturing.

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

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

Table 4. Employment Cost Index for total compensation, for civilian workers, by occupational group and industry¹

[Not seasonally adjusted]

Occupational group and industry	Indexes (Dec. 2005=100)			Percent changes for					
	Jun. 2019	Mar. 2020	Jun. 2020	3-months ended-			12-months ended-		
				Jun. 2019	Mar. 2020	Jun. 2020	Jun. 2019	Mar. 2020	Jun. 2020
All workers ²	136.9	140.0	140.6	0.5	0.9	0.4	2.7	2.8	2.7
Excluding incentive paid occupations ³	137.1	140.0	140.7	0.6	0.9	0.5	2.6	2.7	2.6
Occupational group									
Management, professional, and related.....	136.2	138.8	139.2	0.6	0.7	0.3	2.5	2.5	2.2
Management, business, and financial.....	137.5	139.8	140.5	0.7	0.7	0.5	2.5	2.4	2.2
Professional and related.....	135.5	138.3	138.5	0.5	0.8	0.1	2.4	2.6	2.2
Sales and office.....	137.5	141.1	141.9	0.5	1.3	0.6	2.9	3.1	3.2
Sales and related.....	132.5	136.9	137.8	0.2	1.7	0.7	3.0	3.6	4.0
Office and administrative support.....	140.6	143.5	144.3	0.6	0.9	0.6	2.9	2.7	2.6
Natural resources, construction, and maintenance.....	136.6	139.7	140.3	0.6	0.9	0.4	2.2	2.9	2.7
Construction, extraction, farming, fishing, and forestry occupations.....	137.0	140.4	140.1	0.9	1.1	-0.2	2.5	3.4	2.3
Installation, maintenance, and repair.....	136.2	138.9	140.5	0.4	0.7	1.2	1.8	2.4	3.2
Production, transportation, and material moving.....	137.5	141.0	142.1	0.5	1.0	0.8	2.9	3.1	3.3
Production.....	134.6	137.5	138.7	0.7	1.0	0.9	2.5	2.8	3.0
Transportation and material moving.....	141.0	145.1	146.0	0.4	1.1	0.6	3.4	3.3	3.5
Service occupations.....	139.8	143.5	144.4	0.8	1.1	0.6	3.6	3.5	3.3
Industry									
Goods-producing industries ⁴	134.1	136.7	137.8	0.8	0.7	0.8	2.4	2.7	2.8
Manufacturing.....	133.8	136.2	137.2	0.7	0.7	0.7	2.3	2.5	2.5
Service-providing industries ⁵	137.5	140.6	141.2	0.6	1.0	0.4	2.8	2.9	2.7
Education and health services.....	136.5	139.5	139.6	0.5	0.6	0.1	2.7	2.7	2.3
Educational services.....	136.7	140.1	140.5	0.4	0.5	0.3	2.8	2.9	2.8
Elementary and secondary schools....	136.7	140.2	140.6	0.3	0.4	0.3	2.9	2.9	2.9
Junior colleges, colleges, universities, and professional schools.....	136.9	139.9	140.3	0.4	0.4	0.3	2.7	2.6	2.5
Health care and social assistance.....	136.2	139.0	138.7	0.5	0.8	-0.2	2.6	2.6	1.8
Hospitals.....	136.7	139.4	140.3	0.6	0.6	0.6	2.7	2.6	2.6
Nursing and residential care facilities...	133.1	135.6	136.4	0.6	0.8	0.6	2.5	2.5	2.5
Public administration.....	140.9	144.6	145.0	0.4	0.8	0.3	3.1	3.0	2.9

¹ Includes wages, salaries, and employer costs for employee benefits.² Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government.³ The index for this series is not strictly comparable with other series in this table.⁴ Includes mining, construction, and manufacturing.⁵ Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; other services, except public administration; and public administration.

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

Table 5. Employment Cost Index for total compensation, for private industry workers, by occupational group and industry¹

[Not seasonally adjusted]

Occupational group and industry	Indexes (Dec. 2005=100)			Percent changes for					
	Jun. 2019	Mar. 2020	Jun. 2020	3-months ended-			12-months ended-		
				Jun. 2019	Mar. 2020	Jun. 2020	Jun. 2019	Mar. 2020	Jun. 2020
All workers.....	136.4	139.4	140.1	0.6	1.0	0.5	2.6	2.8	2.7
Excluding incentive paid occupations ²	136.6	139.4	140.1	0.7	0.9	0.5	2.6	2.7	2.6
Occupational group									
Management, professional, and related.....	135.6	138.0	138.4	0.6	0.9	0.3	2.3	2.4	2.1
Excluding incentive paid occupations ²	134.9	137.3	137.6	0.6	0.9	0.2	2.2	2.4	2.0
Management, business, and financial.....	137.3	139.5	140.2	0.8	0.8	0.5	2.5	2.4	2.1
Excluding incentive paid occupations ²	136.3	138.5	139.1	0.7	0.8	0.4	2.3	2.4	2.1
Professional and related.....	134.4	136.8	137.0	0.5	0.9	0.1	2.1	2.3	1.9
Sales and office.....	137.1	140.6	141.5	0.5	1.3	0.6	2.9	3.1	3.2
Excluding incentive paid occupations ²	139.6	142.3	143.3	0.8	1.0	0.7	2.9	2.7	2.7
Sales and related.....	132.4	136.8	137.7	0.3	1.7	0.7	3.0	3.6	4.0
Excluding incentive paid occupations ²	137.8	140.4	141.8	0.8	1.0	1.0	3.0	2.7	2.9
Office and administrative support.....	140.5	143.3	144.1	0.7	1.0	0.6	2.9	2.7	2.6
Natural resources, construction, and maintenance.....	136.2	139.3	139.9	0.7	1.0	0.4	2.1	3.0	2.7
Construction, extraction, farming, fishing, and forestry occupations.....	136.7	140.2	139.9	0.9	1.2	-0.2	2.5	3.5	2.3
Installation, maintenance, and repair.....	135.6	138.2	139.9	0.4	0.7	1.2	1.6	2.3	3.2
Production, transportation, and material moving.....	137.2	140.6	141.7	0.6	1.0	0.8	3.0	3.1	3.3
Excluding incentive paid occupations ²	137.2	140.3	141.4	0.8	0.9	0.8	2.9	3.1	3.1
Production.....	134.4	137.2	138.5	0.7	0.9	0.9	2.5	2.8	3.1
Excluding incentive paid occupations ²	134.8	137.6	138.9	0.7	0.9	0.9	2.6	2.8	3.0
Transportation and material moving.....	140.7	144.8	145.7	0.4	1.1	0.6	3.5	3.4	3.6
Service occupations.....	138.5	142.2	143.2	0.9	1.1	0.7	3.7	3.6	3.4
Industry and occupational group									
Goods-producing industries ³	134.1	136.7	137.7	0.8	0.7	0.7	2.4	2.7	2.7
Excluding incentive paid occupations ²	134.5	137.0	137.6	0.8	0.8	0.4	2.4	2.7	2.3
Management, professional, and related.....	132.3	134.4	135.0	0.7	0.8	0.4	2.2	2.3	2.0
Sales and office.....	136.4	137.2	142.5	0.9	-1.9	3.9	3.3	1.5	4.5
Natural resources, construction, and maintenance.....	136.1	139.3	139.2	1.0	1.1	-0.1	2.4	3.4	2.3
Production, transportation, and material moving.....	133.4	136.4	137.5	0.7	0.9	0.8	2.5	2.9	3.1
Construction.....	134.7	137.6	139.1	1.0	0.4	1.1	2.7	3.1	3.3
Manufacturing.....	133.8	136.2	137.2	0.7	0.7	0.7	2.3	2.5	2.5
Management, professional, and related.....	133.3	135.4	136.1	0.5	0.7	0.5	1.8	2.1	2.1
Sales and office occupations.....	138.1	139.6	140.1	1.0	-0.2	0.4	3.4	2.0	1.4
Natural resources, construction, and maintenance.....	133.9	136.4	137.6	0.8	0.9	0.9	1.6	2.7	2.8
Production, transportation, and material moving.....	133.0	136.0	137.2	0.6	0.8	0.9	2.5	2.9	3.2
Aircraft manufacturing.....	122.4	120.7	122.3	0.2	-1.3	1.3	-7.5	-1.1	-0.1
Service-providing industries ⁴	137.1	140.2	140.8	0.6	1.1	0.4	2.7	2.9	2.7
Excluding incentive paid occupations ²	137.4	140.2	140.9	0.7	1.0	0.5	2.6	2.7	2.5
Management, professional, and related.....	136.3	138.6	139.0	0.7	0.8	0.3	2.3	2.4	2.0
Sales and office.....	137.2	141.0	141.4	0.5	1.7	0.3	2.9	3.3	3.1
Natural resources, construction, and maintenance.....	136.4	139.3	140.9	0.1	0.8	1.1	1.7	2.3	3.3
Production, transportation, and material moving.....	141.5	145.3	146.4	0.4	1.0	0.8	3.4	3.1	3.5
Service occupations.....	138.4	142.1	143.1	0.9	1.1	0.7	3.7	3.6	3.4
Trade, transportation, and utilities.....	139.2	142.2	143.3	0.6	1.1	0.8	3.1	2.7	2.9
Excluding incentive paid occupations ²	140.0	142.9	144.1	0.9	1.1	0.8	3.0	3.0	2.9
Wholesale trade.....	133.8	136.6	137.7	-0.3	1.3	0.8	2.9	1.8	2.9
Excluding incentive paid occupations ²	137.5	140.3	141.1	0.7	0.9	0.6	2.4	2.7	2.6

See footnotes at end of table.

Table 5. Employment Cost Index for total compensation, for private industry workers, by occupational group and industry¹ — Continued
 [Not seasonally adjusted]

Occupational group and industry	Indexes (Dec. 2005=100)			Percent changes for					
	Jun. 2019	Mar. 2020	Jun. 2020	3-months ended-			12-months ended-		
				Jun. 2019	Mar. 2020	Jun. 2020	Jun. 2019	Mar. 2020	Jun. 2020
Service-providing industries - Continued									
Retail trade.....	140.3	142.9	144.2	1.2	0.8	0.9	3.0	3.1	2.8
Excluding incentive paid occupations ²	139.0	141.8	143.3	0.9	1.1	1.1	3.3	3.0	3.1
Transportation and warehousing.....	142.2	146.5	147.4	0.5	1.2	0.6	3.4	3.5	3.7
Utilities.....	149.6	151.8	153.2	0.7	0.9	0.9	3.7	2.2	2.4
Information.....	134.8	137.1	138.5	-0.6	1.0	1.0	1.0	1.1	2.7
Financial activities.....	136.7	139.4	140.9	0.8	0.9	1.1	2.2	2.8	3.1
Excluding incentive paid occupations ²	137.4	139.6	140.8	0.7	0.9	0.9	2.6	2.3	2.5
Finance and insurance.....	137.1	140.0	141.6	0.9	1.0	1.1	2.1	3.0	3.3
Credit intermediation and related activities.....	135.4	138.4	140.4	0.9	0.9	1.4	2.3	3.1	3.7
Excluding incentive paid.....	139.9	142.5	144.2	0.8	1.1	1.2	2.6	2.7	3.1
Insurance carriers and related activities....	139.1	140.6	142.5	0.9	0.7	1.4	2.1	2.0	2.4
Excluding incentive paid occupations ²	138.4	139.9	141.8	1.1	0.8	1.4	2.9	2.2	2.5
Real estate and rental and leasing.....	134.9	137.0	137.9	0.3	0.5	0.7	2.7	1.9	2.2
Excluding incentive paid occupations ²	138.7	140.9	141.8	0.4	0.6	0.6	3.0	2.0	2.2
Professional and business services.....	137.4	140.7	140.9	0.8	1.4	0.1	2.7	3.2	2.5
Professional, scientific, and technical services.....	139.5	143.2	142.5	0.6	1.9	-0.5	2.7	3.3	2.2
Administrative and support and waste management and remediation services...	134.2	137.3	138.3	0.8	1.1	0.7	2.8	3.2	3.1
Education and health services.....	135.5	138.3	138.1	0.6	0.8	-0.1	2.6	2.7	1.9
Educational services.....	135.2	138.6	139.2	0.4	0.7	0.4	2.3	3.0	3.0
Junior colleges, colleges, universities, and professional schools.....	137.3	140.4	140.7	0.4	0.6	0.2	2.6	2.6	2.5
Health care and social assistance.....	135.6	138.3	137.9	0.6	0.9	-0.3	2.6	2.6	1.7
Hospitals.....	136.4	138.8	139.8	0.7	0.6	0.7	2.7	2.4	2.5
Nursing and residential care facilities....	131.4	133.8	134.7	0.5	0.8	0.7	2.4	2.4	2.5
Nursing care facilities ²	130.9	133.1	134.0	0.5	0.8	0.7	2.4	2.2	2.4
Leisure and hospitality.....	137.8	141.9	142.8	0.6	1.4	0.6	3.6	3.6	3.6
Accommodations and food service.....	139.2	143.7	144.7	0.9	1.5	0.7	3.9	4.1	4.0
Other services, except public administration..	137.9	140.4	141.1	1.0	0.9	0.5	3.1	2.8	2.3

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

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

³ Includes mining, construction, and manufacturing.

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

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

Table 6. Employment Cost Index for total compensation, for private industry workers, by bargaining status and Census region and division¹

[Not seasonally adjusted]

Bargaining status and Census region and division	Indexes (Dec. 2005=100)			Percent changes for					
	Jun. 2019	Mar. 2020	Jun. 2020	3-months ended-			12-months ended-		
				Jun. 2019	Mar. 2020	Jun. 2020	Jun. 2019	Mar. 2020	Jun. 2020
Bargaining status									
Union.....	140.8	143.1	144.7	0.6	0.6	1.1	2.5	2.2	2.8
Goods-producing industries ²	135.4	137.6	139.1	1.0	0.4	1.1	1.6	2.6	2.7
Manufacturing.....	128.3	130.5	132.7	0.5	0.5	1.7	0.1	2.2	3.4
Service-providing industries ³	144.7	147.2	148.8	0.4	0.7	1.1	2.8	2.2	2.8
Nonunion.....	135.8	138.8	139.4	0.7	1.1	0.4	2.7	2.9	2.7
Goods-producing industries ²	133.6	136.3	137.2	0.8	0.7	0.7	2.6	2.8	2.7
Manufacturing.....	135.1	137.6	138.4	0.7	0.7	0.6	2.7	2.5	2.4
Service-providing industries ³	136.4	139.5	140.0	0.7	1.2	0.4	2.7	3.0	2.6
Census region and division⁴									
Northeast.....	139.0	141.7	142.6	0.7	0.7	0.6	3.2	2.6	2.6
New England.....	142.0	144.9	145.7	0.6	0.6	0.6	4.0	2.7	2.6
Middle Atlantic.....	138.0	140.6	141.5	0.7	0.8	0.6	3.0	2.6	2.5
South.....	134.2	136.7	138.0	0.7	0.7	1.0	2.1	2.6	2.8
South Atlantic.....	136.5	138.7	140.3	0.7	0.5	1.2	2.2	2.3	2.8
East South Central.....	132.9	136.2	136.9	0.6	0.5	0.5	2.1	3.1	3.0
West South Central.....	130.9	133.7	134.7	0.7	1.1	0.7	2.0	2.8	2.9
Midwest.....	134.1	137.5	137.6	0.4	1.3	0.1	2.7	3.0	2.6
East North Central.....	132.7	136.4	136.1	0.3	1.7	-0.2	2.9	3.1	2.6
West North Central.....	137.6	140.1	141.3	0.7	0.5	0.9	2.4	2.6	2.7
West.....	139.5	142.9	143.1	0.7	1.4	0.1	2.8	3.2	2.6
Mountain.....	136.6	139.5	140.5	1.0	1.1	0.7	3.1	3.1	2.9
Pacific.....	140.7	144.3	144.3	0.6	1.5	0.0	2.6	3.1	2.6

¹ Includes wages, salaries, and employer costs for employee benefits.² Includes mining, construction, and manufacturing.³ Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; and other services, except public administration.⁴ The Census divisions are defined as follows: New England: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island and Vermont; Middle Atlantic: New Jersey, New York, and Pennsylvania; South Atlantic: Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, and West Virginia; East South Central: Alabama, Kentucky, Mississippi, and Tennessee; West South Central: Arkansas, Louisiana, Oklahoma, and Texas; East North Central: Illinois, Indiana, Michigan, Ohio, and Wisconsin; West North Central: Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota; Mountain: Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming; and Pacific: Alaska, California, Hawaii, Oregon, and Washington.

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

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

Table 7. Employment Cost Index for total compensation, for state and local government workers, by occupational group and industry¹
 [Not seasonally adjusted]

Occupational group and industry	Indexes (Dec. 2005=100)			Percent changes for					
	Jun. 2019	Mar. 2020	Jun. 2020	3-months ended-			12-months ended-		
				Jun. 2019	Mar. 2020	Jun. 2020	Jun. 2019	Mar. 2020	Jun. 2020
All workers.....	139.1	142.5	142.9	0.4	0.6	0.3	3.0	2.8	2.7
Occupational group									
Management, professional, and related.	137.6	141.0	141.4	0.4	0.5	0.3	2.8	2.8	2.8
Professional and related.....	137.4	140.8	141.2	0.4	0.5	0.3	2.8	2.9	2.8
Sales and office.....	141.5	145.1	145.6	0.4	0.8	0.3	3.2	3.0	2.9
Office and administrative support.....	141.6	145.2	145.7	0.4	0.8	0.3	3.3	3.0	2.9
Service occupations.....	142.6	146.3	146.9	0.4	0.8	0.4	3.2	3.0	3.0
Industry									
Education and health services.....	137.6	140.9	141.3	0.4	0.4	0.3	2.9	2.8	2.7
Educational services.....	137.2	140.4	140.9	0.4	0.4	0.4	2.9	2.7	2.7
Schools.....	137.1	140.3	140.8	0.4	0.4	0.4	2.9	2.7	2.7
Elementary and secondary schools. ...	137.2	140.6	141.0	0.4	0.4	0.3	2.9	2.9	2.8
Health care and social assistance.....	140.9	144.6	144.9	0.3	0.8	0.2	2.8	2.9	2.8
Hospitals.....	138.1	141.9	142.3	0.1	0.8	0.3	2.9	2.9	3.0
Public administration.....	140.9	144.6	145.0	0.4	0.8	0.3	3.1	3.0	2.9

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

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

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

[Not seasonally adjusted]

Occupational group and industry	Indexes (Dec. 2005=100)			Percent changes for					
	Jun. 2019	Mar. 2020	Jun. 2020	3-months ended-			12-months ended-		
				Jun. 2019	Mar. 2020	Jun. 2020	Jun. 2019	Mar. 2020	Jun. 2020
All workers ¹	135.7	139.1	139.6	0.6	1.0	0.4	2.9	3.1	2.9
Excluding incentive paid occupations ²	135.6	138.8	139.3	0.7	0.9	0.4	2.8	3.0	2.7
Occupational group									
Management, professional, and related.....	134.5	137.3	137.6	0.6	0.9	0.2	2.5	2.7	2.3
Management, business, and financial.....	137.2	139.7	140.3	0.8	0.8	0.4	2.8	2.6	2.3
Professional and related.....	133.1	136.0	136.1	0.5	0.9	0.1	2.4	2.7	2.3
Sales and office.....	136.6	140.8	141.5	0.4	1.5	0.5	3.2	3.5	3.6
Sales and related.....	133.0	138.5	139.2	0.2	2.1	0.5	3.3	4.3	4.7
Office and administrative support.....	139.0	142.3	142.9	0.7	1.1	0.4	3.1	3.1	2.8
Natural resources, construction, and maintenance.....	135.2	138.7	139.2	1.0	1.1	0.4	2.6	3.6	3.0
Construction, extraction, farming, fishing, and forestry occupations.....	135.6	139.6	139.0	0.9	1.5	-0.4	2.7	3.9	2.5
Installation, maintenance, and repair.....	134.8	137.9	139.4	1.0	0.7	1.1	2.3	3.3	3.4
Production, transportation, and material moving.....	137.7	141.9	142.9	0.5	1.1	0.7	3.4	3.6	3.8
Production.....	135.5	138.9	140.0	0.7	1.0	0.8	3.0	3.2	3.3
Transportation and material moving.....	140.2	145.3	146.0	0.4	1.3	0.5	3.9	4.0	4.1
Service occupations.....	138.3	142.3	143.2	0.8	1.1	0.6	3.8	3.7	3.5
Industry									
Goods-producing industries ³	135.3	138.4	139.6	0.9	0.7	0.9	3.0	3.2	3.2
Manufacturing.....	135.2	138.4	139.3	0.7	0.9	0.7	3.0	3.1	3.0
Service-providing industries ⁴	135.8	139.2	139.6	0.6	1.1	0.3	3.0	3.1	2.8
Education and health services.....	132.6	135.7	135.6	0.4	0.6	-0.1	2.6	2.7	2.3
Educational services.....	129.7	132.8	133.2	0.3	0.3	0.3	2.4	2.7	2.7
Elementary and secondary schools... ..	128.3	131.6	132.0	0.2	0.3	0.3	2.4	2.8	2.9
Junior colleges, colleges, and universities.....	132.1	134.7	135.1	0.4	0.3	0.3	2.6	2.4	2.3
Health care and social assistance.....	135.8	138.9	138.2	0.5	0.9	-0.5	2.7	2.8	1.8
Hospitals.....	135.7	138.5	139.2	0.6	0.7	0.5	2.6	2.7	2.6
Nursing and residential care facilities...	133.2	136.2	137.2	0.6	1.0	0.7	2.9	2.9	3.0
Public administration.....	132.2	135.1	135.5	0.4	0.7	0.3	2.7	2.6	2.5

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

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

³ Includes mining, construction, and manufacturing.

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

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

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

[Not seasonally adjusted]

Occupational group and industry	Index value (Dec. 2005=100)			Percent changes for					
	Jun. 2019	Mar. 2020	Jun. 2020	3-months ended-			12-months ended-		
				Jun. 2019	Mar. 2020	Jun. 2020	Jun. 2019	Mar. 2020	Jun. 2020
All workers.....	136.9	140.4	140.9	0.7	1.2	0.4	3.0	3.3	2.9
Excluding incentive paid occupations ¹	136.9	140.1	140.6	0.8	1.1	0.4	2.9	3.2	2.7
Occupational group									
Management, professional, and related.....	136.4	139.1	139.3	0.7	1.0	0.1	2.6	2.7	2.1
Excluding incentive paid occupations ¹	135.2	137.9	138.0	0.7	1.0	0.1	2.4	2.7	2.1
Management, business, and financial.....	137.9	140.4	141.1	0.8	0.9	0.5	2.8	2.6	2.3
Excluding incentive paid occupations ¹	136.2	138.5	139.0	0.8	0.8	0.4	2.6	2.5	2.1
Professional and related.....	135.2	138.1	138.0	0.6	1.1	-0.1	2.3	2.8	2.1
Sales and office.....	137.1	141.5	142.1	0.5	1.7	0.4	3.2	3.7	3.6
Excluding incentive paid occupations ¹	139.5	142.8	143.7	0.7	1.1	0.6	3.1	3.1	3.0
Sales and related.....	133.1	138.6	139.3	0.2	2.1	0.5	3.3	4.3	4.7
Excluding incentive paid occupations ¹	138.7	141.9	143.2	0.9	1.2	0.9	3.3	3.2	3.2
Office and administrative support.....	140.2	143.6	144.2	0.7	1.2	0.4	3.2	3.2	2.9
Natural resources, construction, and maintenance.....	135.4	139.0	139.5	1.0	1.2	0.4	2.6	3.7	3.0
Construction, extraction, farming, fishing, and forestry occupations.....	136.0	140.1	139.4	1.0	1.5	-0.5	2.8	4.1	2.5
Installation, maintenance, and repair.....	134.9	137.9	139.6	1.0	0.7	1.2	2.4	3.3	3.5
Production, transportation, and material moving.....	137.9	142.1	143.0	0.6	1.1	0.6	3.5	3.6	3.7
Excluding incentive paid occupations ¹	137.9	141.7	142.7	0.9	1.0	0.7	3.4	3.7	3.5
Production.....	135.4	138.7	139.9	0.7	0.9	0.9	3.0	3.2	3.3
Excluding incentive paid occupations ¹	135.7	139.0	140.2	0.7	0.9	0.9	3.0	3.1	3.3
Transportation and material moving.....	140.8	146.0	146.8	0.4	1.4	0.5	4.1	4.1	4.3
Service occupations.....	139.7	143.9	144.9	1.0	1.2	0.7	4.3	4.0	3.7
Industry and occupational group									
Goods-producing industries ²	135.3	138.5	139.6	0.8	0.7	0.8	3.0	3.2	3.2
Excluding incentive paid occupations ¹	135.8	138.9	139.3	0.9	1.0	0.3	3.0	3.2	2.6
Management, professional, and related.....	135.1	138.1	138.6	0.7	1.2	0.4	2.8	3.0	2.6
Sales and office.....	137.6	138.5	145.7	0.9	-2.6	5.2	3.8	1.5	5.9
Natural resources, construction, and maintenance.....	135.9	139.8	139.4	1.1	1.3	-0.3	2.6	4.0	2.6
Production, transportation, and material moving.....	134.5	138.1	139.0	0.7	1.0	0.7	3.1	3.4	3.3
Construction.....	134.7	138.0	139.9	1.1	0.4	1.4	2.9	3.5	3.9
Manufacturing.....	135.2	138.4	139.3	0.7	0.9	0.7	3.0	3.1	3.0
Management, professional, and related.....	135.4	138.6	139.2	0.6	1.3	0.4	2.7	3.0	2.8
Sales and office.....	138.8	140.7	141.2	0.9	-0.3	0.4	3.7	2.3	1.7
Natural resources, construction, and maintenance.....	135.6	138.9	140.0	0.9	0.9	0.8	2.4	3.3	3.2
Production, transportation, and material moving.....	134.2	137.7	138.9	0.8	0.9	0.9	3.1	3.4	3.5
Aircraft manufacturing.....	144.1	145.5	147.3	0.2	1.0	1.2	2.1	1.2	2.2
Service-providing industries ³	137.3	140.9	141.3	0.7	1.3	0.3	3.0	3.3	2.9
Excluding incentive paid occupations ¹	137.2	140.5	141.0	0.7	1.2	0.4	2.8	3.2	2.8
Management, professional, and related.....	136.6	139.3	139.5	0.7	1.0	0.1	2.5	2.7	2.1
Sales and office.....	137.0	141.7	141.8	0.4	1.9	0.1	3.2	3.8	3.5
Natural resources, construction, and maintenance.....	134.7	138.0	139.6	0.8	1.0	1.2	2.4	3.3	3.6
Production, transportation, and material moving.....	141.4	146.1	147.1	0.4	1.2	0.7	4.0	3.8	4.0
Service occupations.....	139.6	143.9	144.9	1.0	1.3	0.7	4.3	4.1	3.8
Trade, transportation, and utilities.....	138.2	141.9	143.0	0.6	1.2	0.8	3.4	3.3	3.5
Excluding incentive paid occupations ¹	138.6	142.2	143.3	1.0	1.2	0.8	3.3	3.6	3.4
Wholesale trade.....	131.0	134.1	135.1	-0.5	1.5	0.7	3.4	1.8	3.1
Excluding incentive paid occupations ¹	134.0	137.1	137.7	0.6	1.1	0.4	2.5	2.9	2.8

See footnotes at end of table.

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

Occupational group and industry	Index value (Dec. 2005=100)			Percent changes for					
	Jun. 2019	Mar. 2020	Jun. 2020	3-months ended-			12-months ended-		
				Jun. 2019	Mar. 2020	Jun. 2020	Jun. 2019	Mar. 2020	Jun. 2020
Service-providing industries - Continued									
Retail trade.....	140.9	144.3	145.7	1.3	1.0	1.0	3.3	3.7	3.4
Excluding incentive paid occupations ¹	139.1	142.8	144.4	1.0	1.3	1.1	3.7	3.7	3.8
Transportation and warehousing.....	141.5	146.9	147.8	0.4	1.4	0.6	3.8	4.3	4.5
Utilities.....	145.0	146.9	148.4	1.0	0.9	1.0	2.8	2.3	2.3
Information.....	133.7	136.3	136.9	0.8	1.1	0.4	2.7	2.8	2.4
Financial activities.....	137.3	140.6	141.8	0.7	1.2	0.9	1.9	3.1	3.3
Excluding incentive paid occupations ¹	137.4	139.8	140.6	0.5	1.1	0.6	2.5	2.3	2.3
Finance and insurance.....	138.2	141.7	143.1	0.7	1.3	1.0	1.7	3.3	3.5
Credit intermediation and related activities.....	134.4	137.7	139.1	0.7	1.2	1.0	2.3	3.1	3.5
Excluding incentive paid occupations ¹	138.9	141.5	142.1	0.5	1.3	0.4	2.7	2.4	2.3
Insurance carriers and related activities..	137.9	139.6	141.1	0.7	0.9	1.1	1.5	2.0	2.3
Excluding incentive paid occupations ¹	136.0	137.9	139.2	0.8	1.2	0.9	2.7	2.2	2.4
Real estate and rental and leasing.....	133.4	136.1	136.8	0.0	0.7	0.5	2.5	2.0	2.5
Excluding incentive paid occupations ¹	137.4	140.3	140.9	0.1	0.7	0.4	2.8	2.2	2.5
Professional and business services.....	137.9	142.2	142.0	0.7	1.9	-0.1	3.0	3.9	3.0
Professional, scientific, and technical services.....	140.1	145.0	143.9	0.7	2.5	-0.8	3.1	4.2	2.7
Administrative and support and waste management and remediation services...	135.9	139.6	140.6	0.8	1.4	0.7	3.3	3.6	3.5
Education and health services.....	135.5	138.6	138.1	0.5	0.9	-0.4	2.7	2.8	1.9
Educational services.....	133.6	137.2	137.8	0.5	0.6	0.4	2.2	3.2	3.1
Junior colleges, colleges, universities, and professional schools.....	134.8	138.0	138.2	0.4	0.6	0.1	2.5	2.8	2.5
Health care and social assistance.....	135.9	138.9	138.2	0.5	0.9	-0.5	2.7	2.7	1.7
Hospitals.....	136.2	138.8	139.7	0.7	0.7	0.6	2.6	2.6	2.6
Nursing and residential care facilities....	133.1	136.3	137.3	0.5	1.1	0.7	2.9	2.9	3.2
Nursing care facilities ¹	132.4	135.2	136.3	0.6	1.0	0.8	2.9	2.7	2.9
Leisure and hospitality.....	140.9	145.5	146.4	0.6	1.5	0.6	4.2	3.9	3.9
Accommodation and food service.....	142.0	147.0	148.1	0.9	1.5	0.7	4.4	4.5	4.3
Other services, except public administration..	138.5	141.0	141.8	1.1	0.8	0.6	3.3	2.9	2.4

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

² Includes mining, construction, and manufacturing.

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

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

Table 10. Employment Cost Index for wages and salaries, for private industry workers, by bargaining status and Census region and division

[Not seasonally adjusted]

Bargaining status and Census region and division	Indexes (Dec.2005=100)			Percent changes for-					
	Jun. 2019	Mar. 2020	Jun. 2020	3-months ended-			12-months ended-		
				Jun. 2019	Mar. 2020	Jun. 2020	Jun. 2019	Mar. 2020	Jun. 2020
Bargaining status									
Union.....	137.0	140.2	141.2	1.0	0.7	0.7	3.2	3.3	3.1
Goods-producing industries ¹	132.3	134.8	135.8	1.1	0.5	0.7	2.5	3.0	2.6
Manufacturing.....	128.6	131.9	133.5	0.5	0.8	1.2	1.8	3.0	3.8
Service-providing industries ²	140.1	143.7	144.7	0.9	0.8	0.7	3.5	3.5	3.3
Nonunion.....	136.9	140.4	140.9	0.7	1.2	0.4	3.0	3.2	2.9
Goods-producing industries ¹	136.0	139.3	140.5	0.8	0.8	0.9	3.0	3.3	3.3
Manufacturing.....	136.5	139.7	140.5	0.7	0.9	0.6	3.1	3.1	2.9
Service-providing industries ²	137.1	140.7	141.0	0.7	1.4	0.2	3.0	3.3	2.8
Census region and division³									
Northeast.....	138.8	141.9	142.7	0.9	0.9	0.6	3.7	3.1	2.8
New England.....	143.7	147.1	147.8	0.6	0.7	0.5	4.6	3.0	2.9
Middle Atlantic.....	136.9	140.0	140.8	0.9	0.9	0.6	3.3	3.2	2.8
South.....	135.5	138.4	139.7	0.8	0.8	0.9	2.4	3.0	3.1
South Atlantic.....	137.9	140.4	142.2	0.9	0.5	1.3	2.5	2.7	3.1
East South Central.....	133.4	137.1	137.8	0.8	0.6	0.5	2.1	3.5	3.3
West South Central.....	132.2	135.4	136.2	0.7	1.3	0.6	2.2	3.1	3.0
Midwest.....	134.0	138.2	137.9	0.4	1.6	-0.2	3.0	3.5	2.9
East North Central.....	132.4	137.2	136.3	0.2	2.2	-0.7	3.2	3.9	2.9
West North Central.....	137.9	140.8	142.0	0.7	0.6	0.9	2.6	2.8	3.0
West.....	140.2	144.3	144.3	0.6	1.7	0.0	3.2	3.6	2.9
Mountain.....	137.5	140.8	141.8	0.9	1.2	0.7	3.1	3.3	3.1
Pacific.....	141.4	145.8	145.5	0.5	1.8	-0.2	3.4	3.6	2.9

¹ Includes mining, construction, and manufacturing.² Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; and other services, except public administration.³ The Census divisions are defined as follows: New England: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island and Vermont; Middle Atlantic: New Jersey, New York, and Pennsylvania; South Atlantic: Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, and West Virginia; East South Central: Alabama, Kentucky, Mississippi, and Tennessee; West South Central: Arkansas, Louisiana, Oklahoma, and Texas; East North Central: Illinois, Indiana, Michigan, Ohio, and Wisconsin; West North Central: Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota; Mountain: Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming; and Pacific: Alaska, California, Hawaii, Oregon, and Washington.

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

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

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

Occupational group and industry	Indexes (Dec. 2005=100)			Percent changes for-					
	Jun. 2019	Mar. 2020	Jun. 2020	3-months ended-			12-months ended-		
				Jun. 2019	Mar. 2020	Jun. 2020	Jun. 2019	Mar. 2020	Jun. 2020
All workers.....	130.6	133.7	134.0	0.3	0.5	0.2	2.5	2.7	2.6
Occupational group									
Management, professional, and related.	129.7	132.6	133.0	0.4	0.3	0.3	2.5	2.6	2.5
Professional and related.....	129.4	132.4	132.8	0.3	0.4	0.3	2.5	2.6	2.6
Sales and office.....	130.7	133.6	134.0	0.4	0.5	0.3	2.7	2.6	2.5
Office and administrative support.....	131.2	134.1	134.5	0.5	0.6	0.3	2.7	2.7	2.5
Service occupations.....	133.9	137.0	137.6	0.3	0.7	0.4	2.7	2.6	2.8
Industry									
Education and health services.....	129.6	132.6	133.0	0.3	0.3	0.3	2.5	2.6	2.6
Educational services.....	129.0	131.9	132.3	0.3	0.2	0.3	2.5	2.6	2.6
Schools.....	129.0	131.9	132.3	0.3	0.2	0.3	2.5	2.6	2.6
Elementary and secondary schools. ...	128.3	131.4	131.8	0.3	0.2	0.3	2.4	2.7	2.7
Health care and social assistance.....	134.5	137.9	138.2	0.1	0.6	0.2	2.2	2.7	2.8
Hospitals.....	133.1	136.9	137.2	0.0	0.7	0.2	2.1	2.9	3.1
Public administration.....	132.2	135.1	135.5	0.4	0.7	0.3	2.7	2.6	2.5

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

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

Occupational group, industry, and bargaining status	Indexes (Dec. 2005=100)			Percent changes for-					
	Jun. 2019	Mar. 2020	Jun. 2020	3-months ended-			12-months ended-		
				Jun. 2019	Mar. 2020	Jun. 2020	Jun. 2019	Mar. 2020	Jun. 2020
Civilian workers									
All workers ¹	139.9	142.1	143.0	0.5	0.6	0.6	2.3	2.1	2.2
Private industry workers									
All workers.....	135.3	136.9	138.0	0.4	0.5	0.8	1.8	1.6	2.0
Occupational group									
Management, professional, and related.....	133.9	135.4	136.3	0.5	0.4	0.7	1.7	1.6	1.8
Sales and office.....	137.2	138.4	139.8	0.7	0.5	1.0	2.3	1.6	1.9
Natural resources, construction, and maintenance.....	137.7	139.7	140.7	-0.1	0.5	0.7	1.1	1.3	2.2
Production, transportation, and material moving.....	135.7	137.6	138.9	0.5	0.7	0.9	1.8	1.9	2.4
Service occupations.....	134.5	136.3	137.4	0.7	0.6	0.8	2.3	2.0	2.2
Industry									
Goods-producing industries ²	131.6	133.0	133.9	0.6	0.4	0.7	1.4	1.7	1.7
Manufacturing.....	131.1	132.2	133.4	0.5	0.2	0.9	1.0	1.3	1.8
Aircraft manufacturing.....	99.2	94.4	95.6	0.2	-4.6	1.3	-19.0	-4.6	-3.6
Service-providing industries ³	136.7	138.4	139.5	0.4	0.6	0.8	1.9	1.7	2.0
Bargaining status									
Union.....	147.0	148.0	150.3	0.1	0.4	1.6	1.3	0.7	2.2
Nonunion.....	133.0	134.7	135.6	0.5	0.6	0.7	1.9	1.8	2.0
State and local government workers									
All workers.....	156.5	160.9	161.4	0.4	0.9	0.3	3.6	3.3	3.1

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

² Includes mining, construction, and manufacturing.

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

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

Table 13. Employment Cost Index for total compensation and wages and salaries, for private industry workers by area

[Not seasonally adjusted]

Census region and metropolitan area ¹	12-month percent changes -					
	Total compensation ²			Wages and salaries		
	Jun. 2019	Mar. 2020	Jun. 2020	Jun. 2019	Mar. 2020	Jun. 2020
Northeast						
Boston-Worcester-Providence, MA-RI-NH-CT CSA.....	2.7	3.5	4.0	3.0	4.0	4.3
New York-Newark, NY-NJ-CT-PA CSA.....	3.9	2.5	2.2	3.9	2.9	2.6
Philadelphia-Reading-Camden, PA-NJ-DE-MD CSA.....	1.4	2.3	2.2	1.9	2.9	2.5
South						
Atlanta-Athens-Clarke County-Sandy Springs, GA CSA.....	2.5	3.6	3.3	3.0	4.3	3.6
Dallas-Fort Worth, TX-OK CSA.....	2.2	2.9	3.5	2.7	3.7	3.7
Houston-The Woodlands, TX CSA.....	1.4	2.8	2.7	1.5	2.8	2.6
Miami-Fort Lauderdale-Port St. Lucie, FL CSA.....	1.6	1.9	1.8	1.7	2.0	1.8
Washington-Baltimore-Arlington, DC-MD-VA-WV-PA CSA....	2.2	3.0	3.6	2.1	3.5	3.9
Midwest						
Chicago-Naperville, IL-IN-WI CSA.....	2.3	3.2	2.8	2.4	3.8	3.4
Detroit-Warren-Ann Arbor, MI CSA.....	2.7	2.7	2.3	2.8	3.7	3.0
Minneapolis-St. Paul, MN-WI CSA.....	3.0	3.1	2.6	2.8	3.6	3.1
West						
Los Angeles-Long Beach, CA CSA.....	3.4	3.5	3.5	4.3	4.1	4.0
Phoenix-Mesa-Scottsdale, AZ MSA.....	3.4	3.7	3.7	3.8	4.4	4.4
San Jose-San Francisco-Oakland, CA CSA.....	2.6	3.7	2.9	3.0	4.4	3.3
Seattle-Tacoma, WA CSA.....	-0.4	2.1	2.3	2.9	3.3	3.4

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

² Includes wages, salaries, and employer costs for employee benefits.

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

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▶ **Adjournment**

ADJOURNMENT

THANK YOU!

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