



United States
Department of Labor
Washington, D.C. 20212



[BLS Home](#) | [Programs & Surveys](#) | [Get Detailed Statistics](#) | [Glossary](#) | [What's New](#) | [Find It! In DOL](#)

[ECT Home](#)

OTHER AVAILABLE ECONOMIC NEWS RELEASES

Employment Cost Index news release text

Technical Contact:
(202) 691-6199 NCSinfo@bls.gov
Media Contact:
(202) 691-5902
Internet address:
www.bls.gov/ect

USDL: 08-0129
TRANSMISSION OF MATERIAL
IN THIS RELEASE IS EMBARGOED
UNTIL 8:30 AM EST,
THURSDAY, JANUARY 31, 2008

EMPLOYMENT COST INDEX-DECEMBER 2007

Total compensation costs for civilian workers increased 0.8 percent from September to December 2007, seasonally adjusted, the Bureau of Labor Statistics of the U.S. Department of Labor reported today. This was the same increase as the June to September period. Both components of compensation rose about the same amount--wages and salaries rose 0.8 percent and benefits rose 0.9 percent. In the previous quarter, both wages and salaries and benefits increased 0.8 percent. The Employment Cost Index (ECI), a product of the National Compensation Survey, measures quarterly changes in compensation costs for civilian workers (nonfarm private industry and state and local government workers).

Quarterly changes, seasonally adjusted

Compensation costs for both private industry and state and local government rose 0.8 percent from September to December 2007, the same as for the prior quarter. Wages and salaries for private industry workers increased 0.8 percent for the September to December 2007 period, the same as the previous quarter. In state and local government, the increase was also 0.8 percent, compared with 1.0 percent in the prior quarter. Benefit costs for private industry rose 0.9 percent, compared to 0.8 percent the previous quarter. For state and local government, benefit costs increased 0.9 percent, compared to 0.7 percent in the previous quarter. (See tables A, 1, 2, and 3.)

Table A. 3-month percent changes in the Employment Cost Index, seasonally adjusted

Compensation component	Mar. 2006	June 2006	Sep. 2006	Dec. 2006	Mar. 2007	June 2007	Sep. 2007	Dec. 2007
Civilian workers								
Compensation costs	0.6	0.9	0.9	0.9	0.8	0.9	0.8	0.8
Wages and salaries	0.7	0.9	0.9	0.7	1.1	0.8	0.8	0.8
Benefit costs	0.6	0.9	1.0	1.1	0.1	1.3	0.8	0.9
Private industry								
Compensation costs	0.7	0.8	0.9	0.8	0.6	0.9	0.8	0.8
Wages and salaries	0.7	0.8	0.8	0.8	1.1	0.8	0.8	0.8
Benefit costs	0.5	0.7	1.0	0.9	-0.3	1.1	0.8	0.9
State and local government								
Compensation costs	0.7	1.0	1.3	1.0	1.3	1.1	0.8	0.8
Wages and salaries	0.5	0.9	1.3	0.8	0.9	0.8	1.0	0.8
Benefit costs	1.1	1.3	1.4	1.4	2.1	1.7	0.7	0.9

Over-the-year changes, not seasonally adjusted

Compensation costs for civilian workers increased 3.3 percent for the year ended December 2007, the same as for the year ended December 2006. In private industry, compensation costs rose 3.0 percent in the year ended December 2007. In December 2006 the increase was 3.2 percent. For state and local government, the increase for the 12-month period ended December 2007 was 4.1 percent, the same as the December 2006 increase. Wages and salaries for civilian workers increased 3.4 percent for the 12-month period. In December 2006, the increase was 3.2 percent. Private industry and state and local government changes for wages and salaries were similar to the civilian worker changes. However, benefits--which increased 3.1 percent for civilian workers--differed by ownership sector. Private industry benefit costs increased 2.4 percent, less than the state and local government increase of 5.5 percent for the 12-month period ended December 2007. (See table B.)

Table B. 12-month percent changes in the Employment Cost Index, not seasonally adjusted

Compensation component	Dec. 2002	Dec. 2003	Dec. 2004	Dec. 2005	Dec. 2006	Dec. 2007
Civilian workers						
Compensation costs	3.3	3.9	3.7	3.1	3.3	3.3
Wages and salaries	2.8	2.9	2.5	2.6	3.2	3.4
Benefit costs	4.6	6.4	6.7	4.5	3.6	3.1
Private industry						
Compensation costs	3.1	4.0	3.8	2.9	3.2	3.0
Wages and salaries	2.6	3.1	2.6	2.5	3.2	3.3
Benefit costs	4.2	6.5	6.7	4.0	3.1	2.4
State and local government						
Compensation costs	4.1	3.5	3.6	4.1	4.1	4.1
Wages and salaries	3.1	2.2	2.1	3.1	3.5	3.5
Benefit costs	6.3	6.3	6.7	6.3	5.2	5.5

Nonfarm private industry

For the year ended December 2007, private industry compensation costs increased 2.4 percent for goods-producing industries, compared to a 2.5 percent increase in December 2006. Compensation cost increases for manufacturing remained low, at 2.0 percent for the year ended December 2007, compared to 1.8 percent for the year ended December 2006. Compensation costs for the construction industry rose 3.9 percent, compared to 3.6 percent for the previous year. (See table 5.)

The over-the-year increase for December 2007 in compensation costs for service-providing industries was 3.2 percent. The December 2006 increase was 3.4 percent. Among the major service-providing industries, compensation gains ranged from 2.4 percent in trade, transportation, and utilities to 4.2 percent in leisure and hospitality. (See table 5.)

Table C. 12-month percent changes in the Employment Cost Index, private industry workers, by bargaining status, not seasonally adjusted

Compensation component	Dec. 2002	Dec. 2003	Dec. 2004	Dec. 2005	Dec. 2006	Dec. 2007
Union workers						
Compensation costs	4.0	4.6	5.4	2.8	3.0	2.0
Wages and salaries	3.3	2.5	2.8	2.5	2.3	2.3
Benefit costs	5.0	8.5	9.9	3.3	4.2	1.5
Nonunion workers						
Compensation costs	2.8	4.0	3.5	2.9	3.2	3.2
Wages and salaries	2.6	3.1	2.6	2.5	3.3	3.5
Benefit costs	4.0	6.0	6.0	4.2	2.9	2.6

Among private industry occupational groups, over-the-year compensation gains ranged from 2.2 percent for production, transportation, and material moving to 3.8 percent for service occupations. (See table 5.)

Compensation costs for union workers advanced 2.0 percent for the year ended December 2007. This was less than the compensation cost increases for nonunion workers, which increased 3.2 percent for the same 12-month period. Wages and salaries for union workers increased 2.3 percent for the 12-month period ended December 2007, less than that for nonunion workers, which rose 3.5 percent. Benefit costs for union workers rose 1.5 percent for the 12-month period, which was also less than benefit cost increases for nonunion workers, which rose 2.6 percent. (See tables C, 6, 10, and 12.)

State and local government

For the year ended December 2007, wages and salaries for state and local government workers rose 3.5 percent, the same as the increase for the 12-month period ended December 2006. For benefits, costs increased 5.5 percent compared to 5.2 percent for the previous year. Wages and salaries for health care and social assistance increased 3.5 percent, down from 5.5 percent a year earlier. Public administration wages and salaries increased 3.8 percent. In December 2006 the increase was 3.5 percent. Education services wages and salaries increased 3.3 percent, about the same as the 3.4 percent increase the year earlier. (See tables B, 11, and 12.)

Over-the-year changes in wages and salaries, constant dollars, not seasonally adjusted

After adjusting for the changes in the prices of consumer goods and services, wages and salaries for civilian workers decreased 0.7 percent for the 12-month period ended December 2007, compared to a 0.7 percent increase for the 12-month period ended December 2006. The decrease for private industry was 0.7 percent compared to an increase of 0.6 percent for the year ended December 2006. State and local government registered a 0.6 percent decrease, compared to an increase of 1.0 percent for the previous year. (See table D.)

Table D. 12-month percent changes in wages and salaries, Employment Cost Index, constant dollars, not seasonally adjusted

	Dec. 2002	Dec. 2003	Dec. 2004	Dec. 2005	Dec. 2006	Dec. 2007
Ownership sector, occupational group, and industry						
Civilian workers	0.3	1.0	-0.7	-0.8	0.7	-0.7
Occupation						
Management, professional, and related	0.4	1.4	-0.8	-0.9	1.0	-0.6
Sales and office	0.6	0.9	-0.3	-0.5	0.4	-0.9
Natural resources, construction, and maintenance	0.5	0.8	-0.9	-0.7	0.9	-0.6
Production, transportation, and material moving	0.2	0.4	-0.8	-1.1	-0.1	-1.4
Service	0.0	0.5	-1.2	-1.0	0.6	-0.1
Industry						
Goods producing	0.5	0.6	-0.8	-0.5	0.3	-1.0
Service providing	0.4	1.1	-0.7	-0.9	0.8	-0.7
Private industry	0.3	1.2	-0.7	-0.9	0.6	-0.7
State and local government	0.7	0.4	-1.2	-0.3	1.0	-0.6

NOTE:

The ECI for March 2008 is scheduled to be released Wednesday, April 30, 2008, at 8:30 AM EDT.

New seasonal factors for 2008, along with revised seasonally adjusted indexes for the past five years will be available Friday, April 25, 2008 at www.bls.gov/ect, by email to NCSinfo@bls.gov, or by calling (202) 691-6199.

ECI data are available on the Compensation Cost Trends page at www.bls.gov/ect. For ECI data requests, send e-mail to NCSinfo@bls.gov. For technical assistance in using the BLS Internet site, send e-mail to webmaster@bls.gov.

BLS news releases, including the ECI, are available through an e-mail subscription service. See the subscription link at www.bls.gov/ect or www.bls.gov/bls/newsrels.htm.

Information in this release will be made available to sensory impaired individuals upon request. Voice phone: (202) 691-5200; Federal Relay Service Number: 1-800-877-8339.

- [Table 1. SEASONALLY ADJUSTED: Employment Cost Index for total compensation, by ownership, occupational group, and industry](#)
- [Table 2. SEASONALLY ADJUSTED: Employment Cost Index for wages and salaries, by ownership, occupational group, and industry](#)
- [Table 3. SEASONALLY ADJUSTED: Employment Cost Index for benefits, by ownership, occupational group, and industry](#)
- [Table 4. COMPENSATION \(NOT SEASONALLY ADJUSTED\): Employment Cost Index for total compensation, for civilian workers, by occupational group and industry](#)
- [Table 5. COMPENSATION \(NOT SEASONALLY ADJUSTED\): Employment Cost Index for total compensation, for private industry workers, by occupational group and industry](#)
- [Table 6. COMPENSATION \(NOT SEASONALLY ADJUSTED\): Employment Cost Index for total compensation, for private industry workers, by bargaining status, census region, census divisions, and area](#)
- [Table 7. WCOMPENSATION \(NOT SEASONALLY ADJUSTED\): Employment Cost Index for total compensation, for State and local government workers, by occupational group and industry](#)
- [Table 8. WAGES AND SALARIES \(NOT SEASONALLY ADJUSTED\): Employment Cost Index for wages and salaries, for civilian workers, by occupational group and industry](#)
- [Table 9. WAGES AND SALARIES \(NOT SEASONALLY ADJUSTED\): Employment Cost Index for wages](#)

[and salaries, for private industry workers, by occupational group and industry](#)

- [Table 10. WAGES AND SALARIES \(NOT SEASONALLY ADJUSTED\): Employment Cost Index for wages and salaries, for private industry workers, by bargaining status, region, and area](#)
- [Table 11. WAGES AND SALARIES \(NOT SEASONALLY ADJUSTED\): Employment Cost Index for wages and salaries, for State and local government workers, by occupational group and industry](#)
- [Table 12. BENEFITS \(NOT SEASONALLY ADJUSTED\): Employment Cost Index for benefits, by ownership, occupational group, industry, and bargaining status](#)
- [Employment Cost Index technical note](#)
- [HTML version of the entire news release](#)

[The PDF version of the news release](#)

[Table of Contents](#)

Last Modified Date: January 31, 2008

 [Back to Top](#)

www.dol.gov

[Frequently Asked Questions](#) | [Freedom of Information Act](#) | [Customer Survey](#) | [Important Web Site Notices](#)
[Privacy & Security Statement](#) | [Linking and Copyright Information](#) | [Technical \(web\) question](#) | [Other comments](#)

U.S. Bureau of Labor Statistics
Office of Compensation and Working Conditions
Suite 4175, 2 Massachusetts Avenue, NE Washington, DC 20212-0001
<http://www.bls.gov/ncs/ect/> | Telephone: (202) 691-6199 | Fax: (202) 691-6647
Do you have an [ECT data question](#)?