

# PMC for 400 MLD SWRO Desalination Plant at Perur, Chennai

## Consortium Partners

SMEC International Pty. Ltd. (ACN-065440619/FCRN-F01483)

NJS Engineers India Pvt Ltd, India (CIN - U74210PN2007PTC129798)

Tata Consulting Engineers Limited, India (CIN- U74210MH1999PLC123010)

SMEC (India) Pvt. Ltd. (CIN: U93000DL1997PTC088574)



Ref: SMEC/ CMWSSB / 5061185/364

Date: 02<sup>nd</sup> July 2021

To,  
**The Superintending Engineer (Desalination)**  
Chennai Metropolitan Water Supply and Sewerage Board,  
Urban Administrative Building,  
2<sup>nd</sup> floor, No.75, Santhome High Road,  
MRC Nagar, Raja Annamalaipuram,  
Chennai- 600 028  
Tamil Nadu, India

**Sub:** Consultancy for "Design, Preparation of Bid Documents & Evaluation of Bids for the Proposed Construction of 400 MLD Capacity Seawater Reverse Osmosis Desalination Plant at Perur along East Coast Road, South of Chennai, Tamil Nadu and Construction Management & Supervision for the Proposed Desalination Plant and its Product Water Conveyance Pipeline from the Plant and upto Porur and all allied works"  
**- Submission of Variance Invoice from February 2021 to May 2021 (Price Escalation for 2<sup>nd</sup> Year) for SMEC India Pvt. Ltd. in Local Currency (2 copies) - Reg.**

**Ref:** 1. Our Letter no. Ref: SMEC/ CMWSSB / 7061563/005, dated 20.01.2020  
2. Your Letter no. Lr.no.CMWSSB/SE(Desal)/400 MLD Plant / PMC/2020, dated 13.01.2020  
3. Our Contract Agreement No.CNT/CON/DESAL/ICB/Gol/016/2018-19, dated 09.01.2020

Dear Sir,

With reference to our agreement with CMWSSB vide our letter cited in reference no.3, dated 09.01.2020 for the subject project, please find enclosed the **two (2) copies of variance invoice from February 2021 to May 2021 (Price Escalation for 2<sup>nd</sup> year) for SMEC India Pvt. Ltd. in Local Currency**. The details of variance invoice from **February 2021 to May 2021** for SMEC India Pvt. Ltd. in Local Currency is furnished below:

Sl. No.	Description	Invoice No. & Date	Currency
1	<b>Variance Invoice from February 2021 to May 2021 for SMEC India Pvt. Ltd. in Local Currency</b>	7061563/2122/04L & 01.07.2021	INR 1,72,961.69

We request you to kindly consider the Lower Deduction of TDS @ 7%. We request you to kindly release the payment at the earliest. Thanking you assuring our services at all times.

Yours truly,

For **Consortium of SMEC International Pty Ltd-TCE Ltd.-NJS Engineers India Pvt. Ltd. -SMEC (India) Pvt. Ltd.**

**S.Srinivasarao**  
Authorised Signatory  
SMEC India Pvt. Ltd.

Encl.: Variance Invoice from February 2021 to May 2021 for SMEC India Pvt. Ltd. in Local Currency (2 copies)

## PMC Chennai Office Address:

13th Floor, Purva Primus, No 236, Okhiyampettai, Old Mahabalipuram Road, Thorapakkam, Chennai, Tamil Nadu 600097

+91 044 66973300 | [indiabd@smec.com](mailto:indiabd@smec.com) | [www.smec.com](http://www.smec.com)



Member of the Surlana Jurong Group  
To

The Superintending Engineer (Desalination)

Chennai Metropolitan Water Supply and Sewerage Board,  
Urban Administrative Building,  
2nd floor, No. 75, Santhome High Road,  
MRC Nagar, Raja Annamalaipuram,  
Chennai - 600 028, Tamil Nadu, India  
State Code-33

From:

SMEC India Pvt Ltd

Purvankara Primus, 13th Floor  
No. 236, OMR, Okkiyampet  
Thuraipakkam, Chennai - 600 097  
SAC Code - 998335  
GSTIN- 33AABCS5267K2Z5  
PAN-AABCS5267K

Name of the Project: Consultancy for "Design, Preparation of Bid Documents & Evaluation of Bids for the Proposed Construction of 400 MLD Capacity Seawater Reverse Osmosis Desalination Plant at Perur along East Coast Road, South of Chennai, Tamil Nadu and Construction Management & Supervision for the Proposed Desalination Plant and its Product Water Conveyance Pipeline from the Plant and upto Porur and all allied works

# BILL OF SUPPLY

Invoice Date: 01.07.2021

Project No: 7061563

Invoice No: 7061563/2122/04L

Client Ref. No.: 7061563/21-22/16

## VARIANCE INVOICE FOR THE MONTH FROM FEBRUARY 2021 TO MAY 2021 (PRICE ESCALATION FOR 2ND YEAR)

S.No.	MONTH	CURRENCY (INR)			
		DESCRIPTION	CLAIMED AMOUNT	CLAIMED AMOUNT INCLUDING PRICE ESCALATION FACTOR @ 1.03	DIFFERENCE AMOUNT (THIS INVOICE)
A	B	C	D	E	F
I.	FEBRUARY'2021, 7061563/20-21/12	REMUNERATION	11,22,836.00	11,56,521.08	33,685.08
		REIMBURSABLES	18,10,902.00	18,25,512.00	14,610.00
II.	MARCH'2021, 7061563/21-22/01	REMUNERATION	11,54,862.00	11,89,507.86	34,645.86
		REIMBURSABLES	16,37,400.00	16,48,410.00	11,010.00
III.	APRIL'2021, 7061563/2122/02L	REMUNERATION	10,85,935.00	11,18,513.05	32,578.05
		REIMBURSABLES	3,90,974.00	3,99,734.00	8,760.00
IV.	MAY'2021, 7061563/2122/03L	REMUNERATION	9,63,756.82	9,92,669.52	28,912.70
		REIMBURSABLES	3,49,966.73	3,58,726.73	8,760.00
TOTAL VALUE		-	85,16,632.55	86,89,594.24	1,72,961.69
TOTAL INVOICE AMOUNT			85,16,632.55	86,89,594.24	1,72,961.69
RETENTION AMOUNT			-		
MOBILISATION ADVANCE FROM FEB'21 TO MAY'21			2,88,365.20	2,88,365.20	
GRAND TOTAL			82,28,267.35	84,01,229.04	1,72,961.69

(INR One Lakh Seventy Two Thousand Nine Hundred Sixty One Rupees And Sixty Nine Paise Only)

Please remit the above payment through cheque/demand draft/transfer to our below account:

Company Name SMEC India Pvt.Ltd.  
Account Number 003000036204  
Bank Name Australia and New Zealand Banking Group Ltd.  
Branch Address Cnergy, Unit No. A, 6th Floor, Appa Saheb  
Marathe Marg, Prabhadevi, Mumbai - 400 025  
RTGS/NEFT RTGS ANZB0000001

SMEC India Pvt. Ltd. is registered as MSME under MSMED Act, 2006 vide UDYAM Registration No- UDYAM-HR-05-0000760.

Any payment beyond 45 days will attract payment of interest on delayed payment at three times of the bank rate notified by the RBI

\* TAX TO BE DEDUCTED AS PER CERTIFICATE NO.1AA0721AMR & TDS rate 7%

For SMEC India Pvt. Ltd.

Consultancy Services being a pure service provided to the CMWSS Board is exempted from Goods and Service Tax per Notification no. 9/2017.

Project Manager

Corporate office: 1st Floor, Novus Tower, Plot no.18, Sector-18, Gurugram 122015, Haryana, INDIA

Telephone :+91-124-4552800,4501100 Facsimile: +91-124-4380043

## Consortium Partners

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SMEC (India) Pvt. Ltd. (CIN: U93000DL1997PTC088574)



Ref: SSNT PMC 400 MLD/ CMWSSB / 5061185/294

Date: 04<sup>th</sup> March 2021

To,

**The Superintending Engineer (Desalination),**  
Chennai Metropolitan Water Supply and Sewerage Board,  
Urban Administrative Building, 2<sup>nd</sup> Floor, No.75, Santhome High Road,  
MRC Nagar, Raja Annamalaipuram, Chennai 600 028 Tamil Nadu, India



**Sub:** Consultancy for "Design, Preparation of Bid Documents & Evaluation of Bids for the Proposed Construction of 400 MLD Capacity Seawater Reverse Osmosis Desalination Plant at Perur along East Coast Road, South of Chennai, Tamil Nadu and Construction Management & Supervision for the Proposed Desalination Plant and its Product Water Conveyance Pipeline from the Plant and upto Porur and all allied works (JICA Loan ID-P267)"  
**Submission of Price Adjustment for Local and Foreign Currency for Remuneration and Reimbursable expenses as per Special Condition of Contract Agreement Clause 6.2(c) – Reg.**

**Ref:** 1. Our Letter no. Ref: SMEC/ CMWSSB / 7061563/005, dated 20.01.2020  
2. Your Letter no. Lr.no.CMWSSB/SE(Desal)/400 MLD Plant / PMC/2020, dated 13.01.2020  
3. Our Contract Agreement with CMWSSB, dated 09.01.2020  
4. Our Letter no. Ref : 1600991/LOA/07, dated 08.11.2019  
5. Your Letter no. Lr.no.CMWSSB /CNT/CON/DESAL/ICB/Gol/016/2018-19, dated 06.11.2019

Dear Sir,

We wish to bring to your kind notice that the Project Management Consultancy (PMC) assignment commenced our services on 20.01.2020 and we have successfully completed 12 months period for the subject project. As per our Contract Agreement vide our letter cited in reference no.3, dated 09.01.2020, the Special Conditions of Contract, Clause 6.2 (c) (Page no. 41 and 42), states that the contract price will be adjusted every 12<sup>th</sup> months (and, for the first time, with effect for the remuneration earned in the 13<sup>th</sup> calendar month after the date of the Contract) as per Consumer Price Index for Industrial Works (CPI-IW) Labour Bureau, Govt. of India for Local Currency and for Foreign Currency as per the Bureau of Labour Statistics US Department of Labour.

In this regard, we are submitting herewith the methodology (as per Contract) for calculation of price adjustments for your kind approval.

**1. Adjustment of Remuneration****A) Local Currency**

$$R_f = R_{f0} \times (I_f / I_{f0})$$

where:

 $R_f$  is the adjusted remuneration; $R_{f0}$  is the remuneration payable on the basis of the rates set forth in Appendix D for remuneration payable in local currency; $I_f$  is the relevant index salaries in the Client's country for the first month for which the adjustment is to have effect; and $I_{f0}$  is the official index for salaries in the Client's country for the month of the date of the contract**PMC Chennai Office Address:**

13th Floor, Purva Primus, No 236, Okhiyampettai, Old Mahabalipuram  
Road, Thoraipakkam, Chennai, Tamil Nadu 600097

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SMEC (India) Pvt. Ltd. (CIN: U93000DL1997PTC088574)



$I_f$  (13<sup>th</sup> Calendar Month) = General Index Number **118.2 (Jan'2021)** as per All India Average Consumer Price Index Number for Industrial Workers (Base 2016-100)

$I_{f0}$  (1<sup>st</sup> Calendar Month) = General Index Number **330 (Jan'2020)** as per All India Average Consumer Price Index Number for Industrial Workers (Base 2001-100). Linking factor is **2.88** as per "Report on New Series of Consumer Price Index for Industrial Workers (CPI-IW) (Base 2016 = 100)".

Hence,  $I_{f0} = (330/2.88) = 114.58$

Therefore,  $I_f / I_{f0} = (118.2/114.58) = 1.03$

### B) Foreign Currency

$$R_f = R_{f0} \times (I_f / I_{f0})$$

where:

$R_f$  is the adjusted remuneration;

$R_{f0}$  is the remuneration payable on the basis of the rates set forth in Appendix D for remuneration payable in foreign currency;

$I_f$  is the official index for salaries in the country of the foreign currency for the first month for which the adjustment is supposed to have effect; and

$I_{f0}$  is the official index for salaries in the country of the foreign currency for the month of the date of the contract

$I_f$  (13<sup>th</sup> Calendar Month) = Official Index Number **140.2 (December'2020)** as per the Bureau for labour statistics US Department of Labour (December'2020 index is taken because the indices are released on quarterly basis. The next indices will be released in March 2021)

$I_{f0}$  (1<sup>st</sup> Calendar Month) = Official Index Number **137.5 (December'2019)** as per the Bureau for labour statistics US Department of Labour (December'2019 index is taken because the indices are released on quarterly basis) (**Same data applicable as on signing of Contract on 09.01.2020**).

Hence,  $I_f / I_{f0} = [140.2 / 137.5] = 1.02$

## 2. Adjustment of reimbursable expenses

$$P = P_0 \times (I/I_0)$$

where:

$P$  is the adjusted reimbursable expenses;

$P_0$  is the reimbursable expenses payable on the basis of the rates set forth in Appendix E for reimbursable expenses;

$I$  is the relevant official index in the country of the currency for the first month for which the adjustment is to have effect, and

$I_0$  is the relevant official index in the country of the currency for the month of the date of the contract

### PMC Chennai Office Address:

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## PMC for 400 MLD SWRO Desalination Plant at Perur, Chennai

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SMEC (India) Pvt. Ltd. (CIN: U93000DL1997PTC088574)



#### A) Local Currency

$I$  = Relevant Official Index Number **118.2 (Jan'2021)** as per All India Average Consumer Price Index Number for Industrial Workers (Base 2016-100)

$I_0$  = Relevant Official Index Number **330 (Jan'2020)** as per All India Average Consumer Price Index Number for Industrial Workers (Base 2001-100). Linking factor is **2.88** as per "Report on New Series of Consumer Price Index for Industrial Workers (CPI-IW) (Base 2016 = 100)".

Hence,  $I_0 = 330/2.88 = 114.58$

Therefore,  $I_f / I_0 = 118.2/114.58 = 1.03$

#### B) Foreign Currency

$I$  = Relevant Official Index Number **140.2 (December'2020)** as per the Bureau for labour statistics US Department of Labour (December'2020 index is taken because the indices are released on quarterly basis. The next indices will be released in March'2021)

$I_0$  = Relevant Official Index Number **137.5 (December'2019)** as per the Bureau for labour statistics US Department of Labour (December'2019 index is taken because the indices are released on quarterly basis) **(Same data applicable as on signing of Contract on 09.01.2020).**

Hence,  $I / I_0 = [140.2 / 137.5] = 1.02$

We request you to kindly provide your approval for the price adjustment with effect from 01<sup>st</sup> February 2021, the 13<sup>th</sup> month, for above subject project.

Thanking you and assuring our services at all times.

Yours truly,

For Consortium of SMEC International Pty Ltd -TCE Ltd.-NJS Engineers India Ltd.-SMEC (India) Pvt. Ltd.

**S.Srinivasarao**  
Project Coordinator



Encl.:

1. Annexure 1 : All India Average Consumer Price Index Numbers for Industrial Workers (Base 2016=100 & Base 2001=100) released by Govt. of India, Ministry of Labour & Employment Labour Bureau
2. Annexure 2 : Report on New Series of Consumer Price Index for Industrial Workers (CPI-IW) (Base 2016=100) : Linking Factor released by Govt. of India, Ministry of Labour & Employment Labour Bureau
3. Annexure 3 : Table 5: Employment Cost Index for private industry workers as per US Bureau of Labour Statistics for December 2019
4. Annexure 4 : Table 5: Employment Cost Index for private industry workers as per US Bureau of Labour Statistics for December 2020

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Public Documents

Schemes

Index Number

EUS/QES

Indian Labour Journal

Publications/Reports

Training

CPI(IW) New Series

Budget Estimates

Index Numbers - Archived

Employees Corner

Data Dissemination

### All India General Index

#### All-India Average Consumer Price Index Numbers for Industrial Workers

(Base 2016=100)

Item	Jan 2021	Feb 2021	Mar 2021	Apr 2021	May 2021	June 2021	Jul 2021	Aug 2021	Sep 2021	Oct 2021	Nov 2021	Dec 2021	Average
General Index	118.2	-											

#### All-India Average Consumer Price Index Numbers for Industrial Workers

(Base 2016=100)

Item	Jan 2020	Feb 2020	Mar 2020	Apr 2020	May 2020	June 2020	Jul 2020	Aug 2020	Sep 2020	Oct 2020	Nov 2020	Dec 2020	Average
General Index	-	-	-	-	-	-	-	-	118.1	119.5	119.9	118.8	

#### All-India Average Consumer Price Index Numbers for Industrial Workers

(Base 2001=100)

Item	Jan 2020	Feb 2020	Mar 2020	Apr 2020	May 2020	June 2020	Jul 2020	Aug 2020	Sep 2020	Oct 2020	Nov 2020	Dec 2020	Average
General Index	330	328	326	329	330	332	336	338					

#### All-India Average Consumer Price Index Numbers for Industrial Workers



सत्यमेव जयते

**Report on  
New Series of Consumer Price Index  
for Industrial Workers (CPI-IW)  
(Base 2016 = 100)**



(Since 1920)

**Government of India  
Ministry of Labour & Employment  
Labour Bureau**



The group level weights under new series (2016=100) and existing series of CPI-IW (2001=100) are depicted in above charts. It may be observed that the weight of Food & Beverages (earlier Food group) is declining whereas the weight of Miscellaneous group is rising under CPI-IW (2016=100) vis-à-vis CPI-IW (2001=100).

#### 5.2. Linking Factor:

On the introduction of revised series, it is essential to provide a linking factor between the old series and the revised series so that the new series, when released, may be compared with the outgoing one. Under the 'Arithmetic Conversion method' the linking factor or conversion factor of the two series is worked out by taking the ratio of the averages of old series indices to the new series indices. This method had been adopted for linking 1982 series with 2001 series. Following this approach, the linking factor has been derived by taking the ratio of average of monthly indices of old series to new series for the period of 12 months (from September 2019 to August 2020). The linking factor of new series 2016=100 to old series of CPI-IW (2001=100) is 2.88. The linking factor of the centres common between both series ranges from 2.38 of Doom-Dooma Tinsukia to 3.60 of Nagpur (Annexure IX).

\*\*\*\*\*



Occupational group and industry	Indexes (Dec. 2005=100)			Percent changes for					
	Mar. 2019	Dec. 2019	Mar. 2020	3-months ended-			12-months ended-		
				Mar. 2019	Dec. 2019	Mar. 2020	Mar. 2019	Dec. 2019	Mar. 2020
<b>Industry</b>									
Goods-producing industries <sup>(4)</sup>	133.1	135.8	136.7	0.9	0.4	0.7	2.5	3.0	2.7
Manufacturing	132.9	135.3	136.2	1.0	0.6	0.7	2.2	2.8	2.5
Service-providing industries <sup>(5)</sup>	136.7	139.2	140.6	0.8	0.4	1.0	2.9	2.7	2.9
Education and health services	135.8	138.7	139.5	0.4	0.5	0.6	2.6	2.6	2.7
Educational services	136.2	139.4	140.1	0.4	0.4	0.5	2.7	2.7	2.9
Elementary and secondary schools	136.3	139.6	140.2	0.4	0.4	0.4	2.9	2.8	2.9
Junior colleges, colleges, universities, and professional schools	136.3	139.3	139.9	0.4	0.5	0.4	2.6	2.7	2.6
Health care and social assistance	135.5	137.9	139.0	0.6	0.5	0.8	2.6	2.4	2.6
Hospitals	135.9	138.5	139.4	0.7	0.7	0.6	2.6	2.6	2.6
Nursing and residential care facilities	132.3	134.5	135.6	0.5	0.4	0.8	2.5	2.2	2.5
Public administration	140.4	143.4	144.6	0.9	0.6	0.8	3.1	3.0	3.0
<b>Footnotes</b>									
(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<sup>(1)</sup>, for private industry workers, by occupational group and industry**  
(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005=100)			Percent changes for					
	Mar. 2019	Dec. 2019	Mar. 2020	3-months ended-			12-months ended-		
				Mar. 2019	Dec. 2019	Mar. 2020	Mar. 2019	Dec. 2019	Mar. 2020
<b>All workers</b>	135.6	138.0	139.4	0.9	0.4	1.0	2.8	2.7	2.8
Excluding incentive paid occupations <sup>(2)</sup>	135.7	138.1	139.4	0.9	0.4	0.9	2.6	2.7	2.7
<b>Occupational group</b>									
Management, professional, and related	134.8	136.8	138.0	0.7	0.3	0.9	2.3	2.2	2.4
Excluding incentive paid occupations <sup>(2)</sup>	134.1	136.1	137.3	0.8	0.3	0.9	2.2	2.3	2.4
Management, business, and financial	136.2	138.4	139.5	0.7	0.2	0.8	2.3	2.4	2.4
Excluding incentive paid occupations <sup>(2)</sup>	135.3	137.4	138.5	0.8	0.2	0.8	2.1	2.4	2.4
Professional and related	133.7	135.6	136.8	0.7	0.4	0.9	2.2	2.1	2.3
Sales and office	136.4	138.8	140.6	1.0	0.3	1.3	3.3	2.8	3.1
Excluding incentive paid occupations <sup>(2)</sup>	138.5	140.9	142.3	1.0	0.4	1.0	3.3	2.8	2.7
Sales and related	132.0	134.5	136.8	0.9	0.2	1.7	3.4	2.8	3.6
Excluding incentive paid occupations <sup>(2)</sup>	136.7	139.0	140.4	1.1	0.4	1.0	3.3	2.8	2.7
Office and administrative support	139.5	141.9	143.3	1.1	0.4	1.0	3.3	2.8	2.7
Natural resources, construction, and maintenance	135.3	137.9	139.3	0.6	0.4	1.0	2.7	2.5	3.0
Construction, extraction, farming, fishing, and forestry occupations	135.5	138.6	140.2	0.8	0.5	1.2	2.5	3.1	3.5
Installation, maintenance, and repair	135.1	137.3	138.2	0.4	0.4	0.7	2.9	2.0	2.3
Production, transportation, and material moving	136.4	139.2	140.6	1.3	0.8	1.0	2.9	3.3	3.1
Excluding incentive paid occupations <sup>(2)</sup>	136.1	139.0	140.3	1.0	0.7	0.9	2.6	3.2	3.1
Production	133.5	136.0	137.2	0.9	0.7	0.9	2.5	2.8	2.8
Excluding incentive paid occupations <sup>(2)</sup>	133.9	136.4	137.6	1.0	0.7	0.9	2.6	2.9	2.8
Transportation and material moving	140.1	143.2	144.8	1.7	0.8	1.1	3.5	3.9	3.4
Service occupations	137.2	140.6	142.2	1.2	1.0	1.1	3.4	3.7	3.6
<b>Industry and occupational group</b>									
Goods-producing industries <sup>(3)</sup>	133.1	135.8	136.7	0.9	0.5	0.7	2.5	3.0	2.7
Excluding incentive paid occupations <sup>(2)</sup>	133.4	135.9	137.0	0.9	0.4	0.8	2.4	2.8	2.7
Management, professional, and related	131.4	133.3	134.4	1.1	0.3	0.8	2.1	2.5	2.3
Sales and office	135.2	139.9	137.2	0.7	0.7	-1.9	3.7	4.2	1.5
Natural resources, construction, and maintenance	134.7	137.8	139.3	0.7	0.4	1.1	2.4	3.0	3.4
Production, transportation, and material moving	132.5	135.2	136.4	1.0	0.7	0.9	2.3	3.0	2.9
Construction	133.4	137.0	137.6	0.8	0.4	0.4	2.9	3.5	3.1
Manufacturing	132.9	135.3	136.2	1.0	0.6	0.7	2.2	2.8	2.5
Management, professional, and related	132.6	134.4	135.4	1.1	0.4	0.7	2.0	2.5	2.1
Sales and office occupations	136.8	139.9	139.6	1.0	0.8	-0.2	3.3	3.3	2.0
Natural resources, construction, and maintenance	132.8	135.2	136.4	0.5	0.4	0.9	1.5	2.3	2.7
Production, transportation, and material moving	132.2	134.9	136.0	1.1	0.7	0.8	2.3	3.1	2.9
Aircraft manufacturing	122.1	122.3	120.7	1.5	-0.1	-1.3	-7.6	1.7	-1.1
Service-providing industries <sup>(4)</sup>	136.3	138.7	140.2	0.8	0.4	1.1	2.8	2.6	2.9

**Footnotes**

(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

Occupational group and industry	Indexes (Dec. 2005=100)			Percent changes for					
	Mar. 2019	Dec. 2019	Mar. 2020	3-months ended-			12-months ended-		
				Mar. 2019	Dec. 2019	Mar. 2020	Mar. 2019	Dec. 2019	Mar. 2020
Excluding incentive paid occupations(2)	136.5	138.8	140.2	0.9	0.4	1.0	2.7	2.6	2.7
Management, professional, and related	135.4	137.5	138.6	0.6	0.3	0.8	2.3	2.2	2.4
Sales and office	136.5	138.7	141.0	1.0	0.2	1.7	3.3	2.7	3.3
Natural resources, construction, and maintenance	136.2	138.2	139.3	0.5	0.6	0.8	3.2	2.0	2.3
Production, transportation, and material moving	140.9	143.8	145.3	1.6	0.8	1.0	3.7	3.7	3.1
Service occupations	137.2	140.6	142.1	1.2	1.0	1.1	3.5	3.7	3.6
Trade, transportation, and utilities	138.4	140.7	142.2	1.2	0.4	1.1	3.3	2.9	2.7
Excluding incentive paid occupations(2)	138.7	141.4	142.9	1.0	0.5	1.1	3.1	3.0	3.0
Wholesale trade	134.2	134.9	136.6	0.9	0.1	1.3	3.2	1.4	1.8
Excluding incentive paid occupations(2)	136.6	139.0	140.3	0.9	0.6	0.9	2.7	2.7	2.7
Retail trade	138.6	141.7	142.9	0.9	0.6	0.8	3.2	3.2	3.1
Excluding incentive paid occupations(2)	137.7	140.2	141.8	1.1	0.5	1.1	3.6	2.9	3.0
Transportation and warehousing	141.5	144.8	146.5	1.6	0.7	1.2	3.4	3.9	3.5
Utilities	148.5	150.4	151.8	2.4	0.3	0.9	3.5	3.7	2.2
Information	135.6	135.7	137.1	1.0	0.3	1.0	4.8	1.0	1.1
Financial activities	135.6	138.2	139.4	1.0	0.1	0.9	2.7	3.0	2.8
Excluding incentive paid occupations(2)	136.4	138.4	139.6	1.2	0.3	0.9	2.9	2.7	2.3
Finance and insurance	135.9	138.6	140.0	1.0	0.1	1.0	2.8	3.0	3.0
Credit intermediation and related activities	134.2	137.1	138.4	1.3	0.1	0.9	2.8	3.5	3.1
Excluding incentive paid	138.8	141.0	142.5	1.4	0.1	1.1	3.0	3.0	2.7
Insurance carriers and related activities	137.8	139.6	140.6	1.5	0.0	0.7	2.8	2.9	2.0
Excluding incentive paid occupations(2)	136.9	138.8	139.9	1.3	0.3	0.8	2.9	2.7	2.2
Real estate and rental and leasing	134.5	136.3	137.0	1.1	0.3	0.5	2.8	2.4	1.9
Excluding incentive paid occupations(2)	138.1	140.1	140.9	1.0	0.5	0.6	3.1	2.5	2.0
Professional and business services	136.3	138.7	140.7	0.8	0.3	1.4	2.3	2.6	3.2
Professional, scientific, and technical services	138.6	140.5	143.2	0.8	0.1	1.9	2.0	2.2	3.3
Administrative and support and waste management and remediation services	133.1	135.8	137.3	0.8	0.6	1.1	2.9	2.9	3.2
Education and health services	134.7	137.2	138.3	0.4	0.4	0.8	2.5	2.3	2.7
Educational services	134.6	137.6	138.6	0.1	0.2	0.7	2.4	2.4	3.0
Junior colleges, colleges, universities, and professional schools	136.8	139.5	140.4	0.4	0.4	0.6	2.9	2.4	2.6
Health care and social assistance	134.8	137.1	138.3	0.5	0.5	0.9	2.6	2.2	2.6
Hospitals	135.5	138.0	138.8	0.6	0.7	0.6	2.6	2.4	2.4
Nursing and residential care facilities	130.7	132.8	133.8	0.6	0.5	0.8	2.4	2.2	2.4
Nursing care facilities(2)	130.2	132.1	133.1	0.4	0.5	0.8	2.4	1.9	2.2
Leisure and hospitality	137.0	140.0	141.9	1.0	1.2	1.4	3.3	3.2	3.6
Accommodations and food service	138.0	141.6	143.7	1.2	1.1	1.5	3.4	3.9	4.1
Other services, except public administration	136.6	139.2	140.4	1.2	0.9	0.9	2.8	3.1	2.8

#### Footnotes

- (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<sup>(1)</sup>, 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					
	Mar. 2019	Dec. 2019	Mar. 2020	3-months ended-			12-months ended-		
				Mar. 2019	Dec. 2019	Mar. 2020	Mar. 2019	Dec. 2019	Mar. 2020
<b>Bargaining status</b>									
Union	140.0	142.3	143.1	0.9	0.6	0.6	3.4	2.5	2.2
Goods-producing industries(2)	134.1	137.0	137.6	0.7	0.5	0.4	1.4	2.9	2.6
Manufacturing	127.7	129.8	130.5	0.6	0.5	0.5	-0.1	2.3	2.2
Service-providing industries(3)	144.1	146.2	147.2	0.9	0.7	0.7	4.3	2.4	2.2
Nonunion	134.9	137.3	138.8	0.9	0.4	1.1	2.7	2.7	2.9
Goods-producing industries(2)	132.6	135.4	136.3	0.9	0.5	0.7	2.6	3.0	2.8
Manufacturing	134.2	136.6	137.6	1.1	0.6	0.7	2.7	2.9	2.5

#### Footnotes

- (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





## Economic News Release

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**Table 5. Compensation (not seasonally adjusted): Employment Cost Index for total compensation, for private industry workers, by occupational group and industry****Table 5. Employment Cost Index for total compensation<sup>(1)</sup>, for private industry workers, by occupational group and industry**  
(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005=100)			Percent changes for					
	Dec. 2019	Sep. 2020	Dec. 2020	3-months ended-			12-months ended-		
				Dec. 2019	Sep. 2020	Dec. 2020	Dec. 2019	Sep. 2020	Dec. 2020
<b>All workers</b>	138.0	140.7	141.6	0.4	0.4	0.6	2.7	2.4	2.6
Excluding incentive paid occupations <sup>(2)</sup>	138.1	140.8	141.6	0.4	0.5	0.6	2.7	2.4	2.5
<b>Occupational group</b>									
Management, professional, and related	136.8	139.0	139.5	0.3	0.4	0.4	2.2	1.9	2.0
Excluding incentive paid occupations <sup>(2)</sup>	136.1	138.3	138.8	0.3	0.5	0.4	2.3	1.9	2.0
Management, business, and financial	138.4	140.7	141.0	0.2	0.4	0.2	2.4	1.9	1.9
Excluding incentive paid occupations <sup>(2)</sup>	137.4	139.5	139.9	0.2	0.3	0.3	2.4	1.8	1.8
Professional and related	135.6	137.8	138.4	0.4	0.6	0.4	2.1	2.0	2.1
Sales and office	138.8	141.9	143.2	0.3	0.3	0.9	2.8	2.5	3.2
Excluding incentive paid occupations <sup>(2)</sup>	140.9	143.9	145.0	0.4	0.4	0.8	2.8	2.5	2.9
Sales and related	134.5	137.8	139.6	0.2	0.1	1.3	2.8	2.7	3.8
Excluding incentive paid occupations <sup>(2)</sup>	139.0	142.2	143.9	0.4	0.3	1.2	2.8	2.7	3.5
Office and administrative support	141.9	144.8	145.6	0.4	0.5	0.6	2.8	2.4	2.6
Natural resources, construction, and maintenance	137.9	140.6	141.3	0.4	0.5	0.5	2.5	2.4	2.5
Construction, extraction, farming, fishing, and forestry occupations	138.6	140.4	141.2	0.5	0.4	0.6	3.1	1.8	1.9
Installation, maintenance, and repair	137.3	140.8	141.4	0.4	0.6	0.4	2.0	3.0	3.0
Production, transportation, and material moving	139.2	142.7	143.8	0.8	0.7	0.8	3.3	3.3	3.3
Excluding incentive paid occupations <sup>(2)</sup>	139.0	142.5	143.6	0.7	0.8	0.8	3.2	3.3	3.3
Production	136.0	139.3	140.3	0.7	0.6	0.7	2.8	3.1	3.2
Excluding incentive paid occupations <sup>(2)</sup>	136.4	139.8	140.8	0.7	0.6	0.7	2.9	3.2	3.2
Transportation and material moving	143.2	146.9	148.2	0.8	0.8	0.9	3.9	3.5	3.5
Service occupations	140.6	144.3	145.6	1.0	0.8	0.9	3.7	3.7	3.6
<b>Industry and occupational group</b>									
<b>Goods-producing industries<sup>(3)</sup></b>	135.8	138.2	138.9	0.5	0.4	0.5	3.0	2.3	2.3
Excluding incentive paid occupations <sup>(2)</sup>	135.9	138.1	138.8	0.4	0.4	0.5	2.8	2.1	2.1
Management, professional, and related	133.3	135.2	135.6	0.3	0.1	0.3	2.5	1.7	1.7
Sales and office	139.9	142.6	143.4	0.7	0.1	0.6	4.2	2.7	2.5
Natural resources, construction, and maintenance	137.8	139.9	140.7	0.4	0.5	0.6	3.0	1.9	2.1
Production, transportation, and material moving	135.2	138.2	139.2	0.7	0.5	0.7	3.0	3.0	3.0
Construction	137.0	139.7	140.3	0.4	0.4	0.4	3.5	2.4	2.4
Manufacturing	135.3	137.6	138.5	0.6	0.3	0.7	2.8	2.3	2.4
Management, professional, and related	134.4	136.3	136.9	0.4	0.1	0.4	2.5	1.8	1.9
Sales and office occupations	139.9	139.9	140.6	0.8	-0.1	0.5	3.3	0.8	0.5
Natural resources, construction, and maintenance	135.2	138.2	139.4	0.4	0.4	0.9	2.3	2.7	3.1
Production, transportation, and material moving	134.9	137.9	138.9	0.7	0.5	0.7	3.1	3.0	3.0
Aircraft manufacturing	122.3	123.0	123.1	-0.1	0.6	0.1	1.7	0.5	0.7
<b>Service-providing industries<sup>(4)</sup></b>	138.7	141.5	142.4	0.4	0.5	0.6	2.6	2.5	2.7
Excluding incentive paid occupations <sup>(2)</sup>	138.8	141.7	142.5	0.4	0.6	0.6	2.6	2.5	2.7
Management, professional, and related	137.3	139.8	140.2	0.3	0.6	0.3	2.2	2.0	2.0
Sales and office	138.7	141.8	143.2	0.2	0.3	1.0	2.7	2.5	3.2
Natural resources, construction, and maintenance	138.2	141.8	142.4	0.6	0.6	0.4	2.0	3.2	3.0
Production, transportation, and material moving	143.8	147.7	149.0	0.8	0.9	0.9	3.7	3.6	3.6
Service occupations	140.6	144.3	145.6	1.0	0.8	0.9	3.7	3.7	3.6
Trade, transportation, and utilities	140.7	143.8	145.1	0.4	0.3	0.9	2.9	2.6	3.1
Excluding incentive paid occupations <sup>(2)</sup>	141.4	144.5	146.0	0.5	0.3	1.0	3.0	2.7	3.3
Wholesale trade	134.9	138.0	138.1	0.1	0.2	0.1	1.4	2.4	2.4
Excluding incentive paid occupations <sup>(2)</sup>	139.0	141.2	142.1	0.6	0.1	0.6	2.7	2.2	2.2
Retail trade	141.7	144.7	146.7	0.6	0.3	1.4	3.2	2.7	3.5
Excluding incentive paid occupations <sup>(2)</sup>	140.2	143.8	145.8	0.5	0.3	1.4	2.9	3.1	4.0
Transportation and warehousing	144.8	148.2	149.6	0.7	0.5	0.9	3.9	3.1	3.3
Utilities	150.4	153.3	154.0	0.3	0.1	0.5	3.7	2.3	2.4
Information	135.7	139.0	139.9	0.3	0.4	0.6	1.0	2.7	3.1
Financial activities	138.2	141.2	141.4	0.1	0.2	0.1	3.0	2.3	2.3
Excluding incentive paid occupations <sup>(2)</sup>	138.4	141.5	141.5	0.3	0.5	0.0	2.7	2.5	2.2

**Footnotes**

(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